EPIC SUISSE

Annual Report 2024

EPIC at a Glance

EPIC Suisse AG is a Swiss real estate company with a high-quality property portfolio mainly located in Switzerland's major economic hubs, specifically the Lake Geneva Region and the Zurich Economic Area. The company has a strong track record in sourcing, acquiring, (re)developing and actively managing commercial properties in Switzerland. EPIC has been listed on SIX Swiss Exchange since May 2022.

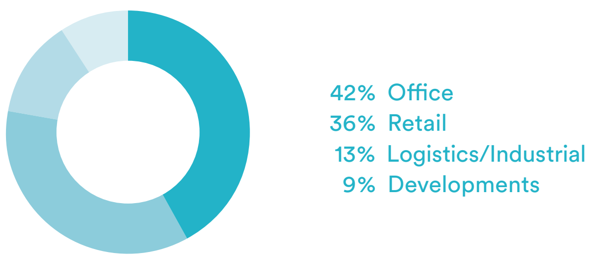
Our portfolio as at 31 December 2024

Market value of the portfolio

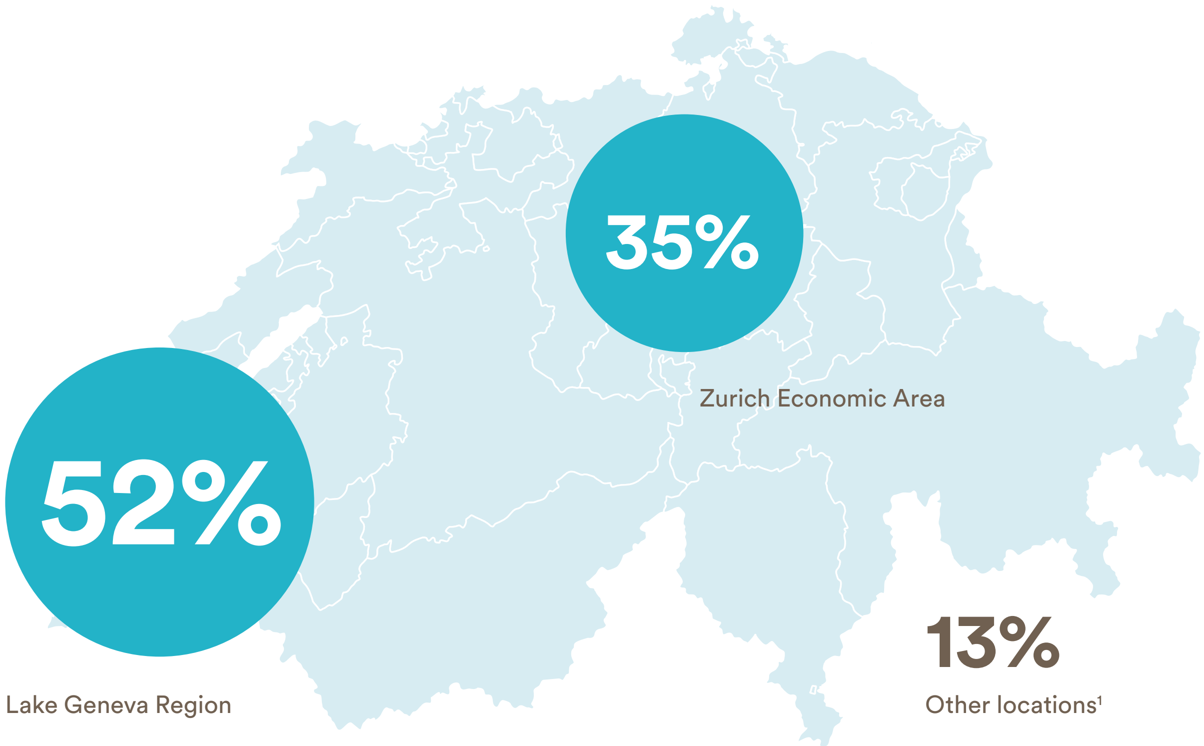
CHF

1.6 billion

Portfolio by use
Based on market value



Portfolio by region
Based on market value



25
Properties

324'590 m²
Rentable area of investment properties in operation

8.2 years
WAULT

4.5 %
Net rental income yield of investment properties in operation

[1] Other locations refer to the properties in cantons of Glarus, St. Gallen and Bern.

Key Figures

Result	Unit	2024	2023
Rental income from real estate properties	CHF ('000)	66'166	65'333
Net operating income (NOI)[1]	CHF ('000)	61'200	60'724
Net gain (loss) from revaluation of properties	CHF ('000)	23'426	(9'715)
EBITDA (incl. revaluation of properties)	CHF ('000)	76'514	42'656
EBITDA (excl. revaluation of properties)	CHF ('000)	53'088	52'371
Profit (incl. revaluation effects)	CHF ('000)	47'276	17'627
Profit (excl. revaluation effects)[2]	CHF ('000)	40'596	40'874
Net rental income yield properties in operation	%	4.5%	4.5%

Balance sheet	Unit	31 Dec 2024	31 Dec 2023
Total assets	CHF ('000)	1'641'672	1'578'434
Equity (NAV)	CHF ('000)	819'976	804'943
Equity ratio	%	49.9%	51.0%
Return on equity (incl. revaluation effects)[3]	%	5.8%	2.2%
Return on equity (excl. revaluation effects)[4]	%	5.0%	5.0%
Mortgage-secured bank loans	CHF ('000)	661'713	610'256
Weighted average interest rate on mortgage-secured bank loans	%	1.3%	1.3%
Weighted average residual maturity of mortgage-secured bank loans	Years	3.7	4.5
Net loan to value (LTV) ratio[5]	%	40.6%	38.9%

Portfolio	Unit	31 Dec 2024	31 Dec 2023
Total portfolio	CHF ('000)	1'613'430	1'535'538
Investment properties in operation	CHF ('000)	1'464'920	1'441'248
Investment properties under development/construction	CHF ('000)	148'510	94'290
WAULT (weighted average unexpired lease term)	Years	8.2	8.1
		2024	2023
Reported vacancy rate (properties in operation)	%	4.2%	4.6%
Adjusted vacancy rate (properties in operation)[6]	%	n/a	3.0%

Information per share	Unit	31 Dec 2024	31 Dec 2023
Number of outstanding shares as at period end	# ('000)	10'330	10'330
Net asset value (NAV) per share	CHF	79.38	77.92
Share price on SIX Swiss Exchange	CHF	81.00	65.60
		2024	2023
Weighted average number of outstanding shares	# ('000)	10'330	10'330
Earnings per share (incl. revaluation effects)	CHF	4.58	1.71
Earnings per share (excl. revaluation effects)	CHF	3.93	3.96

[1] Rental income from real estate properties plus other income less direct expenses related to properties
[2] Profit after tax before other comprehensive income excluding revaluation of properties and derivatives and related deferred taxes as well as any related foreign exchange effects
[3] Profit after tax before other comprehensive income divided by the average IFRS NAV. The average IFRS NAV corresponds to ½ of the sum of the IFRS NAV at the beginning and at the end of the reporting period
[4] Profit after tax before other comprehensive income excluding revaluation of properties and derivatives and related deferred taxes as well as any related foreign exchange effects divided by the average IFRS NAV. The average IFRS NAV corresponds to ½ of the sum of the IFRS NAV at the beginning and at the end of the reporting period
[5] Ratio of net debt to the market value of total real estate properties including the right-of-use of the land
[6] Reported vacancy rate adjusted for absorption and strategic vacancy in certain properties in operation (i.e. Zänti Volketswil, Biopôle Serine)

For alternative performance measures' descriptions, please refer to page 168

Table of Contents

Letter to Shareholders

Dear shareholders,

As we reflect on the past year, we are pleased to present to you our financial results as well as an update on our ongoing operations. As you will see in the following pages of this report, 2024 was another record year for EPIC Suisse AG as we have successfully consolidated the substantial growth experienced in the last few years, and translated it into a strong set of results. We have also progressed very well with our ongoing development projects and laid important fundamentals for our future growth.

As in previous years, the Annual Report includes on a voluntarily basis (i) our Sustainability Report, prepared according to GRI Standards and further expanded to include water consumption data and a mid-term target and (ii) our TCFD (Task Force on Climate-related Financial Disclosures) Report to enhance transparency with our investors and other stakeholders on these subjects. Following our Board of Directors' unanimous decision during 2023 to embark on a decarbonisation pathway with a target to reach net zero carbon emission by the year 2050, in line with the Swiss Confederation's target, our Board of Directors has decided end of 2024 to additionally set a mid-term target for the group's CO_2 emissions to be achieved by 2035 (see separate ESG paragraph below).

CHF

66.2

million of rental income

Highlights of results

We are delighted to show another record high net rental income from real estate properties of CHF 66.2 million for the year ended 31 December 2024, which is an increase of 1.3% compared to the CHF 65.3 million of net rental income generated

during the financial year 2023. This increase in rental income was driven mainly by additional rent due to indexation and a further reduction in our vacancy rate for properties in operation from 4.6% in 2023 to 4.2% in 2024, while being offset by the expiry of a tenant fit-out contribution in 2023. The lower reported vacancy represents a third consecutive year-on-year reduction in the reported vacancy rate which was 7.6% during 2021.

Given some tenants' departures during the second half of 2023 and the usual time to find replacement tenants for the vacated areas, the increase in rental income in the second half of 2024 overcompensated for the slight decrease of 0.7% in net rental income during H1 2024 compared to H1 2023 and is a further testimony of the attractivity of our properties and the short time needed to find replacement tenants. In fact, H2 2024 net rental income of CHF 33.5 million represents an increase of 2.7% compared to the net rental income of CHF 32.6 million achieved during H1 2024. This increase is largely due to the significant reduction in vacancy rate from 4.8% during H1 2024 compared to only 3.7% during H2 2024.

4.2 %

vacancy rate

We are also pleased to report that despite an increase in bank loans and the corresponding increase in finance costs, our funds from operations (FFO[1]) increased to CHF 40.8 million for the financial year 2024, from CHF 40.1 million in 2023.

Market environment in the Swiss real estate market

Once again, the Swiss economy has proved remarkably resilient with inflationary pressure continuing to ease during the year. The 2024 GDP growth is expected to reach 0.9%[2] which is lower than the 1.2%[2] GDP growth in 2023. This has prompted the Swiss National Bank to significantly decrease the reference rate from 1.75% in December 2023 to as low as 0.5% in its most recent meeting in December 2024.

Our office segment continued to be strong and we have successfully re-let office spaces that were vacated during H2 2023. The increase of 0.4% in net rental income from CHF 28.3 million in 2023 to CHF 28.4 million in 2024 was predominantly generated by indexation. Despite a slight increase in vacancy for this sector from 6.1% in 2023 to 6.7% in 2024 on a full year basis, as a result of our recent marketing successes, the vacancy rate was reduced at 5.6% in H2 2024, compared to 7.7% in H1 2024, while net rental income increased by 4.6% to CHF 14.5 million from CHF 13.9 million in the corresponding periods.

We continue to view the Retail sector of our portfolio as resilient and stable. This can be seen from the increase in net rental income from CHF 26.5 million in 2023 to CHF 27.1 million in 2024 (an increase of 2.3%). Furthermore, our WAULT for this sector remains long at 9.6 years as of 31 December 2024 compared to 10.2 years as of 31 December 2023. Generally, during 2024 we noticed an increase in activity in the retail market with more interest from new retailers to start new operations.

Our logistics and light industrial sector is close to full occupancy with vacancy of only 0.7% for the year 2024 (0.6% for the year 2023), another testimony to the strong market in Switzerland and the high attractivity of our properties. Due to the historically low vacancy rate, the net rental income from this sector increased by 1.0% from CHF 10.5 million during the year 2023 to CHF 10.6 million during the year 2024.

Business update within the real estate portfolio

We continue to advance as planned in our ongoing development projects and remain focused on our mid-term and long-term growth.

[1] For a glossary of the alternative performance measures please refer to page 168 of this Annual Report

[2] State Secretariat for Economic Affairs (SECO)

The construction of our PULSE site in Cheseaux-sur-Lausanne is approaching its completion and we look forward to the inauguration festivities in May 2025. We are particularly happy that the construction is both, on time and on budget, despite improvements and additional flexibility that we decided to offer during the construction phase. As a reminder, the site encompasses a gross area of circa 43'000 m^2 with two buildings connected via a two-floor underground car park.

In parallel to the construction, we focus our efforts on the commercialisation of the project. We have already signed first leases for about 21% of the target net rental income of CHF 7.5 million which we have previously communicated. The leases were signed with (i) Thermo Fisher Scientific (Ecublens) SARL (part of Thermo Fisher Scientific Inc. NYSE: TMO), which will relocate its local operations to PULSE, (ii) Kidelis SA, a subsidiary of Eldora SA, one of Switzerland's leading restaurant chains with over 300 restaurants, and (iii) a daycare operator primarily for the children of PULSE tenants' employees working on site.

We currently have some ongoing discussions with a few potential new tenants that show interest to move to PULSE. These discussions together with the leases that we could already secure, give us further reassurance that the project was well designed and further increases our confidence to successfully gradually let the buildings once completed. In addition to the flexibility of the project, the fact that the buildings will soon be operational gives us further competitive advantage compared to other buildings, as we experience that tenants have shorter lead times compared to a few years ago, for entering a new building once a commitment on their part has been made. Now that project PULSE will be completed by the end of the first semester 2025, we can also meet the demand from companies who require their surfaces within a short period of time.

The construction of the next phase of Campus Leman (Building C) is also well underway and will be completed during H1 2025. Our anchor tenant on the campus, Incyte has previously committed to rent 3 floors in the new building. During H2 2024, we have also signed a rental contract with the hospital "Ensemble Hospitalier de la Côte" for a further 2 floors. These successful lettings only leave the top floor unoccupied for the moment. With this floor offering direct access to a private terrace, we are optimistic to successfully rent this space.

In line with our expectations, we have received during H2 2024 the preliminary general permit for our land reserve in Roggwil. While this is not a valid building permit to commence construction, this preliminary general permit provides legal certainty on various important aspects that are needed to better define the project such as its size, volumetry, traffic and access, type of uses etc. These aspects are helpful and provide assurance in the negotiations with the existing tenant and potential tenants about the project's possibilities, as well as for the full planning and building permit applications.

The municipality of Tolochenaz continues to progress with the En Molliau masterplan and a public enquiry took place during 2024. We follow the development of this masterplan closely, and we expect to have more information during 2025. Given its unique location between Lausanne and Geneva and adjacent to the A1 motorway, we are convinced by the development potential of this site, considering the plot's considerable size and the significant existing building rights already in place, which are independent of the adoption or not of the masterplan.

Financing

Our balance sheet remains very solid with an equity of CHF 820.0 million as of 31 December 2024 compared to CHF 804.9 million as at 31 December 2023, and with a low net loan to value (LTV) ratio of 40.6% as at 31 December 2024 (versus 38.9% by the end of 2023). The change in equity reflects the dividend distribution of CHF 32.0 million which was paid to shareholders on 8 May 2024, and the 2024 profit of CHF 47.3 million before other comprehensive income (or CHF 40.6 million when excluding the revaluation effects).

ESG reporting expanded and new 2035 target set

The Board of Directors and the Group Executive Management are strongly dedicated to their social responsibilities and to the environmental sustainability of the portfolio. We have in the past made continuous investments into the modernisation, insulation and other sustainable and ecologically friendly features of our properties and have continued to do so during 2024.

Our Sustainability Report has been expanded with additional information and for the first time also includes data on water consumption for the 2024 period as defined therein. In December 2024, the Board of Directors decided to set a mid-term target for CO_2 emission intensity (Scopes 1 and 2) of 3.5 kgCO_2e/m^2 to be reached by 2035, which reflects a reduction of about 56% compared to the level of 7.9 kgCO_2e/m^2 for the latest measured period.

As for the total CO_2 emission intensity of our portfolio in the period July 2023 to June 2024, we can report a level of 13.3 kgCO_2e/m^2, which remains a relatively low carbon intensity for scopes 1, 2 and 3 compared to Swiss average intensities. It reflects on the one hand the young age of our properties and on the other hand the efforts and investments we have made in recent years to switch to cleaner energy sources and more modern and efficient technologies.

For further insights on our ESG strategy and activities as well as on the risks/opportunities matrix, please refer to the dedicated Sustainability and TCFD Reports on pages 24 and 52, respectively.

Proposals to the Annual General Meeting

Based on the results achieved for the financial year 2024, the Board of Directors is proposing to the AGM on 28 March 2025 a gross dividend distribution of CHF 3.15 per share which represents an increase of 1.6% compared to a dividend of CHF 3.10 per share paid for the financial year 2023. If approved by the AGM, the dividend is scheduled to be paid to shareholders on 4 April 2025.

All current members of the Board of Directors will stand for re-election at the AGM 2025. Roni Greenbaum will be proposed for re-election as Chairman of the Board of Directors. Furthermore, Stefan Breitenstein (Lead Independent Director) and Roni Greenbaum shall be re-elected as members of the Remuneration and Nomination Committee and Andreas Schneiter and Leta Bolli Kennel as members of the Audit and Risk Committee.

A word of thanks

As in past years, the operational achievements and positive development of our business, and the strong results would not have been possible without the excellent work of our employees. We thank them very much on behalf of the Board of Directors and the Group Executive Management. We also thank our tenants and our business partners for the trust and the continued loyalty to us. We look forward to sharing with you, our valued shareholders, an exciting journey of EPIC Suisse into the future and thank you for your continued support.

Sincerely,

Roni Greenbaum
Chairman

Arik Parizer
Chief Executive Officer

Report on the Annual Results

Our business generated robust results in line with expectations and is set for the next growth phase

Rental income from real estate properties increased by 1.3% from CHF 65.3 million in 2023 to CHF 66.2 million in 2024, boosted by the performance of the rental income line in the second semester. The annual rental income increase was predominantly driven by indexation followed to a lesser extent by the vacancy reduction, which was then partially counter-balanced by the expiry of a tenant fit-out contract in 2023. The net rental income yield of our properties in operation remained at 4.5%. Other income decreased from CHF 2.1 million last year to CHF 1.5 million this year, due to the non-recurrent nature of items contained in this income line.

The size of the portfolio exceeded CHF 1.6 billion, reaching CHF 1'613.4 million as at 31 December 2024 (CHF 1'535.5 million as at 31 December 2023), showing a 5.1% growth. On the one hand, CHF 54.5 million were invested during the year into the properties, of which CHF 46.0 million in the ongoing developments as project PULSE and Campus Leman Building C are progressing according to plan. On the other hand, the year-end revaluation by the independent appraiser showed a net unrealised gain of CHF 23.4 million versus an unrealised loss of CHF 9.7 million the prior year. All sectors except for one, generated an unrealised uplift, namely gains of CHF 12.4 million for offices, CHF 8.2 million for the properties under development/construction and CHF 3.5 million for the logistics/industrial properties, while retail showed an unrealised loss of CHF 0.8 million. This can mainly be explained by improved rental income, either because of market expectations or newly signed rental contracts, as well as to a lesser extent by the minor reduction in the weighted average real discount rate of 1 basis point (3.38% as at 31 December 2024 versus 3.39% in the previous year). The change in real discount rate principally reflected longer WAULTs and lower vacancy rates.

CHF
1'613
million portfolio value

The increase in total income combined with slightly lower direct expenses related to properties and other operating expenses resulted in higher net operating income (NOI) and EBITDA (excluding revaluation of properties) levels of CHF 61.2 million and CHF 53.1 million respectively, or a progression of 0.8% and 1.4% compared to last year (CHF 60.7 million and CHF 52.4 million respectively in 2023). Both related margins improved from 90.1% and 77.7% in 2023 to 90.4% and 78.4% in 2024, respectively.

The 2024 financial result amounts to a net expense of CHF 21.0 million versus CHF 22.7 million in the prior year. When disregarding (i) the unrealised revaluation losses of the derivate financial instruments of CHF 5.3 million in 2024 and CHF 20.3 million in 2023 and (ii) the foreign currency revaluation effect of the underlying USD loans of CHF 6.6 million (loss) in 2024 and CHF 5.8 million (gain) in 2023, the remaining financial expenses sum up to a net expense of CHF 9.1 million in 2024 compared to CHF 8.2 million in 2023. The main element consists of the bank financing costs which increased by CHF 0.9 million to CHF 8.6 million this year, mainly as a result of increased levels of debt and the refinancing of certain loans at comparatively less favourable terms due to the SARON fluctuations over the reporting periods. The weighted average interest rate on bank loans at the year end remained stable at 1.3% for each reporting period.

The net profit for the reporting year reached CHF 47.3 million compared to CHF 17.6 million in the prior year. After adjusting for the revaluation effects (of the properties and derivatives and any related deferred taxes and foreign exchange effects), the net profit for 2024 equalled CHF 40.6 million, showing a slight decline of CHF 0.3 million compared to 2023, principally due to the higher financing costs.

The success of our active management of our properties is reflected in (i) the further reduced vacancy rate of 4.2% (compared to 4.6% in 2023), the main contributor being our property Biopôle Serine which is now fully let and (ii) the longer WAULT of 8.2 years as at 31 December 2024 (compared to 8.1 years at 31 December 2023), notwithstanding the passing of time effect (1.0 year).

Capital expenditure

Our two ongoing development projects, PULSE and Campus Leman Building C, are approaching their completion date by the end of H1 2025 and underwent capital investments this year of CHF 39.8 million and CHF 6.2 million respectively. The remaining capital expenditures of CHF 8.5 million were invested in the properties in operation and mainly benefitted the property Biopôle Serine for tenant fit-outs, the property Provencenter primarily for underground refurbishment works and the property Uster West in relation to the installation of a heat pump.

Sound capital base

As at 31 December 2024, with an equity amounting to CHF 820.0 million, the group's equity ratio remained close to 50%, at 49.9% (CHF 804.9 million and 51.0% respectively as at 31 December 2023). Accordingly, the net asset value per share corresponded to CHF 79.38 as at 31 December 2024 versus CHF 77.92 by the end of 2023.

CHF
3.15
gross dividend per share

The dividend distributed in May 2024 (CHF 32.0 million in aggregate) was incremented by CHF 0.10 per share to CHF 3.10 per share, generating an attractive yield of 4.7% based on the year-end 2023 closing share price.

As at 31 December 2024, the bank debt of CHF 661.7 million was hedged at 67% using interest rate swaps or fixed interest rates (CHF 610.3 million and 79% respectively as at 31 December 2023). The net loan to value ratio stayed in the 40% range, at 40.6%, compared to 38.9% the prior year. Most of the short-term financial liability related to the construction loan for project PULSE, which is expected to be consolidated into a standard loan after the project is completed end of H1 2025. The weighted average residual maturity of mortgage-secured bank loans as at the year-end balance sheet date stood at 3.7 years compared to 4.5 years previously.

Dividend

Based on the group's 2024 results, the Board of Directors will propose at the upcoming Annual General Meeting in March 2025 that the gross dividend per share be further raised by CHF 0.05 to CHF 3.15 per share, allowing for a comfortable yield of 3.9% based on the year-end 2024 closing share price.

Outlook

Considering the recent political changes around the world, making reliable predictions is getting even more difficult. In their press release of 12 December 2024, the Swiss National Bank forecasted the Swiss economy to grow by about 1% to 1.5% in 2025. EPIC Suisse's prime focus remains the sustainable and mid- to long-term growth of its portfolio and consolidation of the letting of the soon-to-be-completed developments. We expect the net rental income from our ongoing developments to start showing meaningful impact on net rental income from 2026 on, as 2026 will be the first full year of operation of the buildings for the existing tenants but also for future tenants that could commit in 2025 with a start date in 2026. Assuming no materially adverse changes on our operations in 2025, the Company's guidance for this year net rental income is an increase of 2% to 3% compared to 2024.

Sincerely,

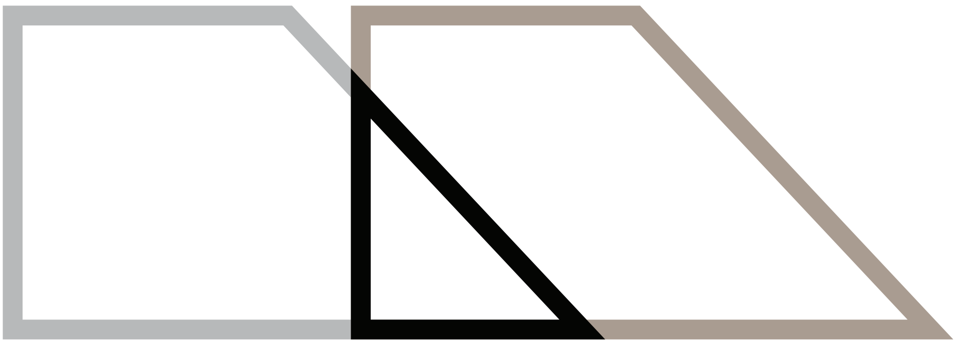
Valérie Scholtes
Chief Financial Officer

Strategy and Business Model

Long-term oriented investment strategy
EPIC Suisse AG ("EPIC Group") covers the value chain of a property on the basis of its "buy, build and hold" strategy. We purchase attractive real estate – primarily office buildings, logistics/light industrial sites and shopping centres – invest in their development and optimisation, and retain the properties in our portfolio over the long-term.

Our commercial properties are predominantly situated in the major economic hubs across Switzerland, specifically the Lake Geneva Region and the Zurich Economic Area, with additional, selectively chosen assets in cantons such as St. Gallen, Glarus and Bern.

With its investment strategy, EPIC Group aims to achieve long-term sustainable growth and to provide capital appreciation and dividend income to its shareholders.



Buy
Selective acquisition

Build
Development

Hold
Value creation and return

Investment criteria
In selecting the properties, we focus on the following investment criteria:

- quality of the location and the catchment area;
- actual current level of rents compared to long-term rent potential;
- letting opportunities;
- construction quality of the property and potential additional investments;
- environmental sustainability;
- sector diversification; and
- demographical developments.

Our current investment portfolio as at 31 December 2024 consists of 25 properties (28 assets), split into investment properties in operation (25) and investment properties under development/construction (3). Two projects currently classified under investment properties under development/construction will be completed during the first half of 2025 and will create substantial additional rental income once they are fully let.

A further description of the investment properties is included in the accounting policy for real estate properties in Note 28 of the consolidated financial statements.

For further details on our portfolio see also "EPIC at a Glance" on page 2.

Risk diversification

EPIC Group diversifies its real estate portfolio and seeks to minimise investment risks by spreading the total investment volume across a minimum of 20 properties and by ensuring that rental income from a single tenant does not exceed 30% of the total income from all tenants.

We target long-term oriented blue-chip tenants and consider our stable tenant structure a significant strength. During 2024, our tenant portfolio included over 160[1] different tenants. The five largest tenants together represented 47.6% of total rental income, with Coop Group alone accounting for 19.9%.

Proactive asset management

We manage our real estate assets proactively, and enhance value through systematic renovations and modernisations.

In terms of financing, we obtain short-term and long-term capital mainly through mortgage-secured bank loans, or through the capital markets. As a general rule, EPIC Group targets a net loan to value ratio of +/- 45% (as at 31 December 2024, this ratio was 40.6%).

Maintain our lean, efficient operating structure

We maintain a very lean and flexible organisational structure, which we consider essential to efficiently manage our real estate portfolio and our approach regarding sourcing, acquisition, (re)development, refurbishment and repositioning of our investment properties.

The Board of Directors and the Group Executive Management consist of highly qualified personalities and leaders with an entrepreneurial spirit and which, together, combine a broad expertise in the real estate industry as well as in legal, financial, commercial and ESG matters and other relevant disciplines.

We are strongly committed to tenant satisfaction and our organisational framework enables us to manage our investment properties in a hands-on, solution-oriented manner while keeping our tenants at the centre of our operations.

Sustainability

We design, build and maintain attractive buildings and modern shopping or working environments that contribute to the quality of life. We are also a reliable and responsible employer, offering competitive, fair and equal working conditions to all our staff. As a company, we create ecological, economic and social value for all our stakeholders. Our ESG activities are explained in detail in the Sustainability Report and in the TCFD Report on pages 24 and 52, respectively.

For a copy of our complete investment regulations, please refer to our website, section ESG: https://epic.ch/en/esg

[1] Number of tenants excludes tenants with rental contracts from parking spaces, apartments, storage and ancillary areas (such as delivery ramps, antennas, show cases for adverts etc.).

Strong Entrepreneurial Leadership

Board of Directors

Roni Greenbaum

Stefan Breitenstein

Leta Bolli Kennel

Andreas Schneiter

Group Executive Management

Arik Parizer

Valérie Scholtes

Philipp Küchler

Office

Biopôle Serine, Epalinges

Year of construction
2020

Total rentable space in m²
8'766

Land lease area in m²
2'075

Our "Serine" building – constructed in 2020 – is part of the Biopôle life-science campus that hosts more than 150 life science companies and over 25 research institutions in Epalinges and Lausanne. EPIC Suisse owns four buildings[1] on the campus with close to 18'700 m² of rentable surface. Biopôle Serine provides a home mainly to life science companies such as Ferring Pharmaceuticals[2], ADM[2] (NYSE: ADM), Biopôle SA and more, whereas our other tenants in the buildings include CHUV (Centre Hospitalier Universitaire Vaudois), BDO and Transfusion Interrégionale CRS as major tenants. All our buildings are located on the main road leading to Lausanne and have excellent access to the Lausanne M2 metro line.

[1] Being Biopôle Metio, Biopôle Lysine, Biopôle Proline and Biopôle Serine
[2] Subsidiaries of those groups

Retail

Wiggis-Park, Netstal

Situated on the cross-national main road in Glarus, Wiggis-Park is the canton's main shopping centre. It provides a large retail area including a variety of tenants such as Coop, Jumbo, Ochsner Sport, Otto's, McOptic, Interdiscount, Swisscom and others.

As of January 2024, a rooftop photovoltaic system with about 4'500 m² of solar panels became fully operational. The new PV-system generates electricity of almost 1'000 kWp per year and is part of our ESG strategy to optimise energy consumption and reduce our carbon footprint (see also the Sustainability Report on page 31).

Year of construction/extension

1996/2014

Total rentable space in m²

29'201

Land area in m²

37'277


ACTIV
FITNESS
coop

Logistics

Vuarpillière, Nyon

Adjacent to the A1 motorway, the property is located in Nyon's industrial zone. EPIC Group purchased in 2013 one building with its adjacent land, on which a second building was then built in 2015. In addition, during 2019, the façade and roof of the older building were renovated in order to substantially increase the energetic efficiency of the building.

The building's main tenant is a subsidiary of the RUAG group, a state-owned enterprise.

Year of construction/renovation

1987/2019

Year of extension

2015

Total rentable space in m²

7'833

Land area in m²

5'971


Together
ahead
RUAG

Development project

Campus Leman Building C, Morges

Expected completion Building C

H1 2025

Total rentable space in m²

3’069

Land area in m²

1’573

Campus Leman Building C is the second phase of a larger development project in Morges that started with the purchase of a vacant property in December 2016. Campus Leman Buildings A and B, representing phase one, were successfully completed in 2020 and are let to Incyte, a globally active US biopharmaceutical company, as anchor tenant (Building B), Activ Fitness and Suisse Atlantique (Building A).

Building C will be completed by June 2025, with Incyte being one of two major tenants in this building, having rented 3 floors in the building. The other large tenant that has recently committed for 2 floors is the hospital Ensemble Hospitalier de la Côte. These two tenants will occupy 5 out of the 6 floors in the building.

The open and friendly working spaces on the campus, its proximity to the SBB railway station and easy access to the A1 motorway Geneva-Lausanne create a unique environment for biopharma, life sciences and other highly specialised industries.

Sustainability Report

Introduction

EPIC Suisse AG (hereafter referred to as the "Company" and on a consolidated basis as "EPIC Group") has been operating in the Swiss real estate market since 2004 and has made a name for itself as a key real estate firm in Switzerland that currently oversees a sizable real estate portfolio of CHF 1.6 billion in market value. The Company regularly considers investing in the optimisation of the real estate that it purchases, namely office buildings, logistical/industrial sites and shopping centres. EPIC Group retains the properties in its portfolio over the long-term. The Company either buys existing properties that can be re-positioned to improve the attractivity and increase the yield of the property, or otherwise the Company develops and builds new properties. Any asset acquisition has to comply with the Company's Investment Regulations and must be approved by the Board of Directors.

The Company consults professional advisors such as architects and engineers (as needed) to assess how to best design and develop the properties. The Board of Directors determines for each individual case if the construction should start with or without any pre-signed lease agreements. Concerning the day-to-day management of the properties in operation, with two exceptions (however under the supervision of EPIC Group), the team at EPIC Group operates all the properties internally. The Company communicates directly with the tenants to collect rent, negotiates rental terms, and handles the day-to-day property management business. The Company relies on its in-house expertise and solution-oriented approach to attract new tenants and foster enduring relationships with the current ones.

The Company's competencies cover all aspects of the real estate value chain, including portfolio strategy and management, acquisition and transaction management, property management, leasing and tenant relationship management, financing and controlling, monitoring or performing facility management as well as construction planning and supervision in collaboration with third parties. Property management is handled by the Company for most of the properties itself, whereas primarily external providers perform facility management services.

EPIC Group focuses on long-term profitability. Among other things, this strategy is supported by increasing the energy efficiency of its current portfolio, for example by implementing Minergie (a Swiss-recognised quality standard for sustainability in new and renovated buildings) or similar standards in newly built properties.

ESG Vision

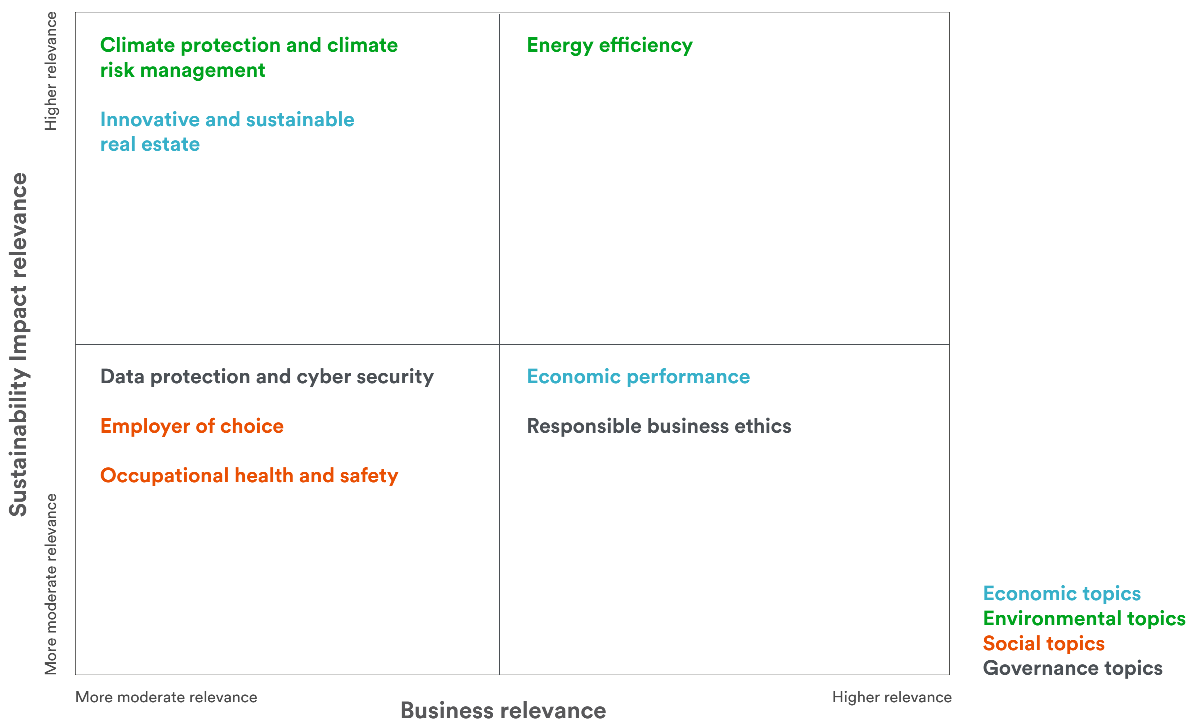
ESG topics are very important to EPIC Group. The following pages give an overview on the impacts of EPIC Group's business activities on ESG themes that are considered relevant for the EPIC Group. For the **E**nvironmental area, the major focus of the Company is a reduction of CO_2 emissions over the years towards the decarbonisation pathway until 2050 and the mid-term target it has set for 2035. In terms of **S**ocial, the health and safety of our employees as well as our constructors and other mandatories are of priority. Trainings or classes on those topics are also offered to our employees. Furthermore, the Company began social community engagement in 2024 by supporting two foundations, that support children in hospitals and individuals with multiple disabilities. For effective Governance and economic success, it is crucial to focus on long-term planning to safeguard and enhance our property portfolio as well as to ensure sustainable profitability. EPIC Group has already taken important actions in recent years and has been addressing environmental aspects by making significant investments in properties to become more energy efficient and by implementing across all ESG themes relevant steps throughout the group. The Company is also committed to building its future properties in compliance with the Minergie or equivalent low-energy-consumption labels, in addition to addressing the Social and Governance aspects with its Code of Conduct and other policies, which are available on the Company website under https://epic.ch/en/esg.

Sustainability Approach

Materiality assessment
EPIC Group conducted a first materiality assessment in 2022. The materiality matrix is based on the idea of "double materiality". In this process, potential material topics were evaluated considering the impact on the economy, environment and society, together with the relevance to EPIC Group's business success.

First, EPIC Group identified a long list of potential material topics based on recognised reporting standards and topics published by relevant peers. Afterwards, by grouping and consolidating the most relevant themes, 19 categories were shortlisted. Once these possible material topics were identified, the Company assessed their potential positive and negative impacts, examining them from the outside-in and the inside-out perspectives. The Company, supported by external experts, followed a lean process, which led to a first preliminary draft of the materiality matrix, based on the Group Executive Management business experience.

The materiality matrix was validated during a management workshop to discuss and assess its relevance. Below is the final materiality matrix that was approved by the Board of Directors during 2022, and on which the content of this report is based. The existing matrix was reviewed in 2024 and the Board of Directors and the Group Executive Management regard the results of the materiality assessment as still valid.



UN Sustainable Development Goals (SDGs)

Having established the materiality matrix, the Company identified relevant SDGs that are most closely linked to its material topics. The Company contributes to future global prosperity by strategically advancing 5 of the 17 global goals (goals 3, 7, 8, 11, and 13).

Policies and Commitments

The Board of Directors shapes the Company's ESG approach, thereby influencing the Company's impacts through policy setting, approval of key changes, and strategic decision-making. The Company has ESG policies in place, that form the principles to conduct its business activities in a responsible manner. The following policies have been approved by the Board of Directors and are published on the Company website under: https://epic.ch/en/esg

- Code of Conduct
- Climate and Natural Hazards' Risk Management Policy
- Environmental – Green Buildings Investment Policy
- 3R Policy
- Policy on Gender Pay Equality, Diversity and Human Capital Development
- Whistleblowing Policy
- Anti Bribery Policy

Further internal guidelines and policies such as IT, Social Media and Data Protection policies are made available to all employees through email distribution.

To implement the ESG commitments, all employees shall read and confirm in writing that they have understood these policies. EPIC Group may use business partners to assist with the execution of the policies where necessary. In order to comply with the Environmental – Green Buildings Investment Policy, the Company mandated such business partner to routinely assess the energy efficiency of selected portfolio buildings and inform EPIC Group if any modifications are recommended or of potential improvements and the impact of such improvements. The Group Executive Management will then consider these inputs and recommendations, present it to the Board of Directors and implement or further assesses them in-depth if approved by the Board of Directors.

Stakeholder engagement
Points in the value chain that are identified as important to maintain are close relationships with tenants, suppliers and advisors, public authorities as well as relationship with employees and shareholders. The following table illustrates key stakeholders of the Company and highlights the importance of interaction and engagement with each group.

Stakeholder groups	Platform of communication	Important topics
Existing and potential tenants	Telephone, email to support tenant's various requests Regular personal contacts including tenants' visits or meetings as appropriate	Location Space offerings (rental price, lease duration etc.) Flexibility for space changes / requirements Tenant fit-outs Sustainable operations
Employees	Personal interactions Open-door policy Company events Performance appraisals	Work-life balance, workload and tasks management and planning Responsibilities Trainings, career planning Individual goals
Investors / analysts / banks / media	Annual and Half-Year Reports Press releases Investor and analyst (conference) calls Regular personal contacts Roadshows for investor meetings Annual General Meeting Website, social media	Company results and overall development Share, dividend performance Value, quality of the property portfolio Investment strategy "Buy, build, hold" CO_2 reduction and decarbonisation pathway ESG reporting
Public authorities / government / general public	Involvement in building, re-building projects Constructive and cooperative dialogue Information events specifically for building projects Regular personal contacts with public authorities	Development projects: location-specific demands Building concepts Sustainable buildings Respecting local factors in municipalities (e.g. traffic) Green areas (where possible)
Partners / suppliers	Regular personal contacts including meetings Briefings and debriefings in relation to projects Workshops	Business contracts, project definition and management Fair play, trustworthy relationships Processes, quality, costs and timing Supply chain management Efficient use of resources Certifications Quality assurance

Reporting on our material topics

Long-term business success

EPIC Group ensures sustainable business success by building on and maintaining its reputation as a trustworthy and conscientious firm. The Company conducts its activities in an ethical and sustainable way through its representatives and employees, and in alignment with the Code of Conduct, which mandates an honourable attitude while interacting with tenants, visitors, authorities, employees and other stakeholders.

Economic performance
Through its operations, EPIC Group strives to maintain the Company's stability, generating both economic value and steadiness to its tenants, shareholders, employees and other stakeholders.

Overview
The financial success of EPIC Group and its ability to deliver a return on investment to its shareholders is driven by its economic performance. The Company strategy includes carrying out growth, profitability and capital efficiency objectives, in order to assure financial stability and economic success to all stakeholders. EPIC Group's

financial performance and ability to generate long-term sustainable profitability, ultimately support its capacity to pay attractive dividends.

In order to retain current tenants and find new ones, EPIC Group focuses on keeping the buildings well-maintained and attractive. Additionally, the Company has a sizable pipeline of development projects to drive future growth. The Company also regularly evaluates acquisition possibilities to further expand its business.

Key performance indicators to measure the financial success of EPIC Group include, among others, rental income from real estate properties, net operating income, EBITDA, profit and net rental income yield of properties in operation. For further information on the financial performance of EPIC Group, please refer to the Report on the Annual Results on page 10 of this Annual Report.

To ensure long-term and sustainable growth, EPIC Group keeps abreast of market trends by analysing the strategies and performance of its peers. In addition, participation in real estate conferences and regular dialogue with stakeholders helps EPIC Group to closely follow new developments in the real estate sector. Continuous reporting to and close monitoring by the Board of Directors ensure the performance of the Group Executive Management and of EPIC Group as a whole. EPIC Group is a member of the European Public Real Estate Association (EPRA).

Innovative and sustainable real estate
If managed or developed in a careless manner, buildings can have detrimental effects on climate and other environmental aspects. EPIC Group invests therefore in innovative real estate properties and regularly works on improving the sustainability aspects of properties to ensure competitiveness, satisfy tenants' demands and reduce the environmental footprint of its business activities.

EPIC Group is aware of risks and opportunities in the real estate industry. To mitigate risks and ensure long-term success in the dynamic real estate sector, the Company implements proactive risk management strategies, closely monitors market trends, stays up to date on regulatory changes, and conducts comprehensive feasibility studies. The Company runs the risk of incurring unanticipated costs when upgrading its present real estate portfolio or the risk of failing to predict and satisfy market demands, such as shifting consumer preferences or economic downturns. Other potential risks include not adhering to the industry's constantly changing regulations, or that financing costs will become more expensive in future for non-green buildings.

On the other side, there are opportunities for the Company if it implements sustainable practices and follows or gets ahead of market trends. EPIC Group's continued commitment to environmental responsibility could attract investors seeking dependable opportunities in the rapidly evolving real estate market. Consequently, establishing a solid reputation offers a competitive edge in the real estate market, fosters trust among investors, tenants as well as other stakeholders. The implementation of carbon reduction programmes can further increase the properties' appeal to environmentally conscious tenants as investments in energy efficiency can also lower tenant's energy consumption costs.

Overview
Stakeholders generally favour companies that place priority on sustainable and innovative initiatives as it is a risk mitigation strategy in the long-term. EPIC Group is aware that innovatively designed properties are often more energy efficient. To ensure that this aspect is taken into account appropriately, EPIC Group considers environmental parameters, among others, in the asset management decision processes. The use of insulation, innovation, modernization, and other environmentally friendly and sustainable elements in the managed properties has an influence on the Company's overall success. One of EPIC Group's priorities is to focus on energy-efficiency in its buildings in order to reduce the energy consumption and re-charges to its tenants.

The Company is committed to having all its future construction projects adhere to Minergie or another equivalent sustainable standard. The Company implemented a strategy to look into potential improvements in energy efficiency in its existing portfolio. In order to uphold best practices, the Company ensures regular objective assessments by external specialists. In compliance with its Environmental – Green Buildings Investment Policy, EPIC Group screens three of its buildings each year and presents possible improvement suggestions to the Board of Directors.

To adapt to evolving mobility trends and keep our real estate innovative, we are exploring options for electric vehicles (EV) charging across our portfolio, allowing various tenants and selected partners to install EV stations at some of our shopping centres and office buildings. Currently, 10 properties out of the 25 investment properties in operation have EV charging stations installed for either public or specific tenant use.

Trends in 2024
A good example of a project with a reduced environmental impact in future years is project PULSE in Cheseaux-sur-Lausanne, where the buildings are expected to meet Minergie and BREEAM standards. The Company anticipates receiving these labels following completion of the project in the first half of 2025.

PULSE will feature photovoltaic installations on the building's rooftop, expecting to generate more than 310 MWh of green energy per year. The building's heat will be generated by geothermal energy from 80 drillings at the depth of about 320 meters, connected to two heat pumps with a capacity of 200 kW each. The basic cold energy installed represents 1'310 kW, excluding tenants' potential additional future requirements. The buildings are designed to accommodate future technical installations based on tenants' fit-out and requirements. Detailed specifications will be developed later once the tenants are identified.

Further information on the PULSE project can be obtained on www.pulse.swiss.

Another example of our focused activities in sustainability is the Campus Leman Building C in Morges whose construction started in April 2023 and is expected to be completed by the first half of 2025. This six floors building will be equipped with geothermal energy for heating and cooling purposes. The provisional Minergie-P certificate for this building was issued in 2024.

For further information on this project see also page 22 of this Annual Report.

Our environmental efforts

Environmental protection is a key consideration behind EPIC Group's development pipeline. To enhance the environmental performance of its property portfolio, EPIC Group continuously invests in environmentally responsible initiatives in the areas of energy efficiency and climate protection. These efforts are underpinned by the fact that EPIC Group has achieved Minergie certifications for around a third of its properties. The Company also enhances transparency on further environmental indicators such as water usage data and is including biodiversity considerations into new development projects or the redesign of areas of operational properties.

Energy efficiency and use of renewable energy

EPIC Group is committed to improving energy efficiency and increasing the use of renewable energy across its portfolio. By evaluating the impacts of energy efficiency measures throughout its portfolio, the Company is safeguarding the environment and responding to tenants' needs. These efforts do not only result in decreased energy dependence and reduced energy costs, but they are also enhancing the Company's reputation.

There are risks associated with adhering to the evolving regulatory standards regarding energy efficiency and renewable energy. Legislative changes and the imposition of stricter regulations may require investments in modernisations. The inability to meet tenants' demands for spaces with improved energy efficiency may also pose a risk for EPIC Group. Moreover, rising energy prices can negatively impact the total rental expenses for tenants due to higher ancillary costs.

Overview

As per the Company's Environmental – Green Buildings Investment Policy, the properties are regularly analysed in order to identify, assess and implement if appropriate potential energy efficient measures. In addition to internal evaluations by the Group Executive Management, independent specialists support the management team by providing reports on the state of the buildings and making recommendations for energy consumption reduction. In compliance with its Environmental – Green Buildings Investment Policy, three properties are considered for review each year, and every building will be re-analysed at least every ten years.

As a result, EPIC Group has invested and continues to invest in efficiency and renewable energy related improvements across its real estate portfolio. The ensuing decline in non-renewable energy usage can generate positive effects for the environment, the safeguarding of resources as well as financial savings for both tenants and EPIC Group itself.

Trends in 2024
By the end of 2024, 21 properties (or 84% of the 25 investment properties in operation) have been analysed to identify potential measures to reduce energy consumption. The Company evaluated three buildings in 2024, and the results will be presented in 2025 to the Board of Directors. Additionally, the Board of Directors decided to evaluate the replacement of the heating system in the property in Spreitenbach and potentially connect the building to a future district heating. In properties where EPIC Group has control over energy sourcing decisions, the Company regularly searches for solutions to reduce energy consumption and to reduce the environmental impacts of its properties where possible.

Multiple notable initiatives in the past years underscore the EPIC Group's commitment to energy efficiency and sustainable development. Until 31 December 2024, five properties have been equipped with photovoltaic systems for electricity generation by the Company. These systems generated in 2024 (period 1 July 2023 until 30 June 2024 and excluding the installation in Nyon, where data were not available) in total about 870 MWh. Additionally, the Company operates a panel system for water heating in one property and a tenant operates a photovoltaic system in the property in Tolochenaz with a total production in the reporting period of about 610 MWh.

In the beginning of 2024, the Company has completed about 4'500 m² of photovoltaic panels on the roofs of the Wiggis-Park shopping centre in Netstal, generating approximately 990 kWp of electricity.

As part of a broader initiative, ongoing efforts in facility management aim to reduce energy consumption. In this course, the lighting in the garage of the property Provencenter in Lausanne was switched to LED.

Additionally, the replacement of the existing gas heating with two air/water heat pumps for the Uster West property was completed in 2024. The installed air heat pumps have a total output of 355 kW.

Climate protection and climate risk management
Climate change and its consequences are relevant to EPIC Group. On the one hand, its buildings generate carbon emissions during their construction and operation, contributing to climate change. On the other hand, buildings and their tenants are affected by the consequences of climate change, such as extreme weather conditions. To respond to climate change, the Company wants to take responsibility by reducing the emissions in its operations and managing the risks resulting from climate change. For

a more detailed overview on climate-related risks and opportunities for the EPIC Group, please refer to the TCFD report published as part of this Annual Report (see page 52).

Overview
EPIC Group's main objectives regarding climate protection and climate risk management are (i) to reduce the CO_2 emissions from its real estate properties, (ii) to preserve over the long-term its real estate assets against climate threats and (iii) to manage the regulatory and reputational risks. To achieve this, EPIC Group has designed a climate and natural hazards risk management policy to lessen the risks associated with climate change. Furthermore, the Company put into place the Environmental – Green Buildings Investment Policy for the portfolio and the 3R Policy (Reduce-Reuse-Recycle) to be complied with by its employees. In addition to implementing a system to track and record its CO_2 emissions, EPIC Group annually publishes the targeted carbon reduction pathway in its Sustainability Report and evaluates and comments on achievements against the previous year and defined targets. The reduction pathway was presented for the first time in the Sustainability Report 2023, which is also considered the base year to compare consumption data to. The regular reporting and the additional TCFD Report will provide further insights into the Company's management of climate-related risks and opportunities.

Trends in 2024
In December 2024, the Board of Directors defined a mid-term target for CO_2 emission intensity (Scope 1 and 2) of 3.5 $kgCO_2e/m^2$ to be reached by 2035, which reflects a reduction of about 60% compared to the CO_2 emission intensity (Scope 1 and 2) of the base year 2023 (for further details on the mid-term target and graphs of the decarbonisation pathway please refer to page 37-39 of this Sustainability Report).

Energy data, carbon balance and carbon reduction pathway

Energy data and carbon balance
For this Sustainability Report, EPIC Group has collected energy consumption data from its portfolio to share information about its energy and carbon balance that is based primarily on actual measured data. The reporting period from July 2023 to June 2024, which corresponds to a full year and a heating period, was selected based on a usual ancillary cost settlement period. Energy consumption data collection for this report was conducted during 2024 and any gaps, particularly related to tenant energy consumption, were filled by independent sustainability experts (TEP Energy, www.tep-energy.ch) via extrapolation and modelling approaches (see details below).

The key environmental indicators presented in this Annual Report include data from all investment properties in operation in the portfolio representing the period July 2023 to June 2024. The data is then shown in comparison to the period 2023 (July 2022 to June 2023), which for most[1] of the data forms the base year. In the 2023 base year reporting, EPIC Group identified key factors for the decarbonisation pathway (see on page 37 of this report). In 2024, the technical data regarding the condition of buildings and their technical installations and past retrofits has been updated. This data has been considered to strategically plan the decarbonisation measures for all individual sites and the portfolio as a whole, as well as in setting the mid-term target to be achieved by 2035.

Data collection, calculation and balancing approach
The boundaries for the consolidation of the energy consumption of the EPIC Group portfolio and the allocation of the associated carbon emissions to the three Scopes are in alignment with the GHG (Greenhouse Gas) Protocol standards. The analysis included all properties in operation owned by EPIC Group during the whole reporting period.

[1] Due to more complete data availability in 2023/2024, some of the data is not directly comparable to the previous year's data.

EPIC Group collected the latest available invoices from energy suppliers and utilities, covering representative data on energy used for heating and common functions (e.g. lighting, ventilation and air-conditioning, ancillary services) over an entire reporting year. This resulted in a comprehensive data coverage of EPIC Group's energy consumption including complete datasets for 21 out of the 25 investment properties in operation. For the remaining four properties, either the invoices for heating or for electricity consumption to be received for the year 2024 had not been obtained as of January 2025. In these cases, TEP Energy relied on data collected in 2023 and applied a weather-correction factor to estimate the consumption in the reporting period. In addition, the tenants' electricity consumption was collected using a customer survey. For properties where responding tenants covered more than 80% of the overall rented area, the consumption of the missing area was extrapolated. In cases of low tenant participation and unrepresentative billing data, missing consumption data was generally modelled using the same methodology as for calculating the decarbonisation pathway.[2]

In 2024, the pre-existing methods for determining the energy reference floor area (ERA) were applied without changes from the previous report. The primary method, used for most properties, scales rented floor areas by usage type (retail, office, storage, etc.) using specific factors adopted from the methodology report provided by the Real Estate Investment Data Association (REIDA). The secondary method estimates the ERA using building footprints, floor counts, and internal insights. For both methods, unheated rented floor area (particularly regarding "storage" rooms and car parking) is not accounted for in the ERA.

According to the GHG Protocol and the REIDA guidance, emissions were allocated into the Scopes 1, 2 and 3. As suggested by REIDA, the operational control approach was used to allocate the emissions. Emissions under EPIC Group's control, as is typically the case for heating energy, are categorised as Scope 1 or 2. In contrast, in some cases where buildings are leased by a single tenant, EPIC Group does not exert operational control according to the REIDA principles, and corresponding emissions are balanced in Scope 3. About one quarter (of the number of properties) of EPIC Group's portfolio consists of properties with such single-tenant situations. For stakeholders who are particularly interested in the energy calculation approach, EPIC Group and its consultancies TEP Energy and Sustainserv have developed a detailed methodology description. If you wish to receive a copy, please contact the Company's Portfolio Director Philipp Küchler (email: philipp.kuechler@epic.ch).

Energy consumption and GHG emissions of EPIC Group's real estate portfolio
The calculation of energy consumption and GHG emissions was largely based on measured data of actual energy use, covering both the landlord and the tenant sides. Thus, total energy consumed by all investment properties in operation in EPIC Group's portfolio is represented. Energy that was produced by the Company's installations and that has been sold instead of using it in own facilities, is reported separately and is not part of the consumption figures, including the renewables share.[3]

[2] The energy reference floor area (ERA) by use type, the energy intensity (EI) by energy use category, the energy carrier mix (ECM) and emission factors (EF) by energy carrier are multiplied. Most of the required data such as the rented area, building geometry, building use, construction year, and past retrofit measures in terms of building envelope and HVAC (heating, ventilation and air conditioning) installations were available for use in the modelling process. The calculation was implemented by the building stock model (BSM), which is a leading model for Switzerland's building sector run by the external consultancy TEP Energy. The BSM is a bottom-up model that is used in numerous projects, including carbon reporting in the building sector by the cantons of Switzerland.

[3] In cases where energy is produced by installations co-owned by EPIC Group, only the share of EPIC Group's ownership is accounted for in the report.

Table 1: Energy consumption of EPIC Group's real estate portfolio:

EPIC Group's portfolio	Unit	Total 2024	Total 2023 (base year)
Investment properties in operation	number	25	25
Relevant asset area (Energy reference floor area, ERA)	m^2	278'855	278'885
Total energy consumption of the portfolio	**MWh**	**35'438**	**32'665**
Energy intensity	**kWh/m^2**	**127**	**117**
Electricity Consumption [a), b)]	MWh	19'777	17'144
– Of which from renewable sources	MWh	17'705	14'321
Heat Consumption	MWh	15'661	15'521
Non-renewable fuels	MWh	11'356	11'371
– Heating oil	MWh	2'319	1'965
– Natural gas [b)]	MWh	9'037	9'406[c)]
Renewable fuels	MWh	457	453
– Biogas [d)]	MWh	113	105
– Biomass	MWh	345	348
District heating	MWh	3'280	3'424
– Of which from renewable sources	MWh	2'410	2'516
– Of which from fossil sources	MWh	870	908
Ambient heat (renewable)	MWh	568	273
Total share of renewable energy consumed	**%**	**60%**	**54%**
Total share of fossil energy consumed	**%**	**40%**	**46%**
Heat sold	**MWh**	**1'092**	**1'314**
Electricity sold [e)]	**MWh**	**723**	**N/A**
Percentage of electricity purchased directly by tenants	%	64%	N/A
Percentage of heat purchased directly by tenants	%	19%	N/A

a) Modelling as described in the methodology paper was performed for sources where measured data was not available. A copy of the paper can be obtained from the Company's Portfolio Director Philipp Küchler (email: philipp.kuechler@epic.ch).
b) The increase of electricity consumption from 2023 to 2024 and the decrease in natural gas consumption can be mainly explained by a more complete data availability.
c) Due to more precise measured data, the gas consumption value of 2023 has been updated.
d) Biogas share is estimated.
e) Entails photovoltaic (PV) production from EPIC Group's on-site PV plants, which is sold to the local utility.

The assessment revealed that the electricity used by the EPIC Group portfolio has, according to the market-based approach, a lower production CO_2 footprint than the Swiss consumer average according to the location-based approach, which takes international trade of electricity into account. This is partially due to a high share of renewable energy sources procured by EPIC Group. Electricity usage has a high energy relevance but is not the largest source of GHGs that were emitted by the operation of the EPIC Group portfolio. In contrast, the generation of heating energy is dominated by fossil energy sources, which comprise 11.4 GWh of 15.7 GWh. The rest is generated by district heating, which largely consists of renewable energy sources, as well as biogas and heat pumps. Total energy consumption increased during the 2024 reporting period compared to the previous year. This increase can be attributed to tenant's electricity consumption, namely improved data availability from sites with significant electricity consumption, such as grocery stores, as opposed to a larger proportion of extrapolated data used in the previous year. The improved coverage of low-emissions electricity consumption accounts for the largest share of the increase in renewable energy, raising it to 60% in the 2024 reporting period, up from 54% the previous year.

The analysis also reveals that 64% of total electricity consumed by EPIC Group's buildings and nearly 20% of the heating energy was procured directly by tenants. On the one hand, this is to be expected in building types owned by EPIC Group, such as offices and shopping centres, which inherently have high energy consumption. On the other hand, it can be explained by a relatively high share of single-tenancy contracts, where EPIC Group does not exert operational control. The emissions associated with such "tenant energy consumption" was accounted for in EPIC Group's Scope 3.13 (downstream leased assets; see reference to Scope 3.13 in Table 2).

The emissions of the owner's energy consumption (Scope 1 and 2) in the reporting year amount to 2'201 tCO_2e (7.9 $kgCO_2e/m^2$). This means that Scope 1 emissions are dominating the carbon footprint of EPIC Group's real estate portfolio, with a share of 56% (2'201 tCO_2e out of 3'713 tCO_2e). The second-largest contributor is from tenants' emissions, mainly due to the use of oil and fossil gas in heating systems they operate, and to a lesser extent from their electricity consumption. Emissions from fuel- and energy-related activities (Scope 3.3, including PV production) also contribute to the Scope 3 emissions. Overall, the resulting specific carbon intensity (Scopes 1, 2, 3.3 and 3.13) is 13.3 $kgCO_2e/m^2$. A comparison with Swiss emissions of the building sector highlights that this intensity is comparably low, specifically as Scope 1 and 2 emissions of EPIC Group's portfolio in the current reporting period are 7.9 $kgCO_2e/m^2$, while Scope 1 and 2 Swiss average emissions were reported to be at 12.3 $kgCO_2e/m^2$ in 2022[4] (FOEN and SFOE, 2024: Impact of climate and energy policy in the cantons 2016-2022, Buildings sector. Federal Office for the Environment and Federal Office of Energy, Bern, p.18 | BAFU und BFE, 2024: Wirkung der Klima- und Energiepolitik in den Kantonen 2016–2022. Sektor Gebäude, Bundesamt für Umwelt und Bundesamt für Energie, Bern, p.18).

EPIC Group's lower Scope 1 carbon intensity, compared to the Swiss average across all sectors, is largely due to the relatively modern age of its buildings and the extensive service-sector floor area. This includes shopping centres and logistics facilities, which typically require less intensive heating. Unlike the average in the service sector, EPIC Group places less reliance on high-carbon fuels such as heating oil (SFOE, 2022: Schweizerische Gesamtenergiestatistik, Bern). Instead, EPIC Group is opting for lower-carbon alternatives, which positively influences its carbon intensity. Analogously, EPIC Group achieves a lower Scope 2 footprint by prioritising renewable electricity more strongly than the average Swiss consumer mix.

[4] Due to warmer weather in 2023–2024 compared to 2020, the Swiss average intensity of the current reporting period is likely lower.

Table 2: For EPIC Group, the carbon balance presents as follows:

EPIC Group's portfolio	Unit	Total 2024	Total 2023 (base year[f])
Investment properties in operation	number	25	25
Total GHG Emissions of the portfolio (Scopes 1, 2, 3.3 and 3.13)	**tCO_2e**	**3'713**	**3'654**
CO2-Emission intensity (Scopes 1, 2, 3.3 and 3.13)	**$kgCO_2e/m^2$**	**13.3**	**13.1**
CO2-Emission intensity (Scopes 1 and 2)	**$kgCO_2e/m^2$**	**7.9**	**8.3**
Scope 1	**tCO_2e**	**2'091**	**2'195**
– Heating oil	tCO_2e	313	270
– Natural gas	tCO_2e	1'759	1'906 [a]
– Biogas	tCO_2e	20	20
– Biomass	tCO_2e	–	–
Scope 2	**tCO_2e**	**110**	**108**
– Electricity	tCO_2e	68	64
– District heating	tCO_2e	42	44
Scope 3	**tCO_2e**	**1'512**	**1'351**
Scope 3.13 – Downstream leased assets [b]	tCO_2e	983	804
Combustibles	tCO_2e	720	612
– Heating oil	tCO_2e	369	307
– Natural gas	tCO_2e	337	292
– Biogas	tCO_2e	4	3
– Biomass	tCO_2e	10	10
Electricity [c]	tCO_2e	263	175
District heating	tCO_2e	–	17
Scope 3.3 – Fuel and Energy-Related Activities [d]	tCO_2e	529	547
Out-of-scope Emissions [e]	**tCO_2e**	**126**	**127**

[a] Due to more precise measured data, the gas consumption value of 2023 has been updated.
[b] Emissions associated with utilities under tenant's operational control.
[c] The increase of electricity consumption from 2023 to 2024 can be mainly explained by a more complete data availability.
[d] Includes Scope 3 emissions associated with the production of PV.
[e] Biogenic CO_2 emissions associated with the combustion of biogas and biomass.
[f] The base year 2023 is the basis for the decarbonisation pathway.

Carbon reduction pathway

EPIC Group's Board of Directors approved in 2023 a long-term decarbonisation pathway that is based on energy efficiency and decarbonisation measures assessed for the individual buildings. To conceptualise the technical and operational requirements, the essential characteristics – such as the type, state, age, and past retrofits of the building's main elements and the installed technical equipment – were taken into account. For each of these elements, concrete measures were then defined and EPIC Group's investment and retrofit assumptions were used to allocate these measures to specific years between 2023 and 2050. In 2024, mid- and long-term measures were identified based on the initial situation, typical lifetimes, and re-investment periods.

Each site was surveyed as to whether district heating is already available or if it could be available in the next few years. The effect of these measures on energy consumption and on GHG emissions was calculated using TEP Energy's building stock model (BSM). To provide EPIC Group with a well-founded decision basis in this year, the long-term decarbonisation scenario defined in 2023 has been further refined.

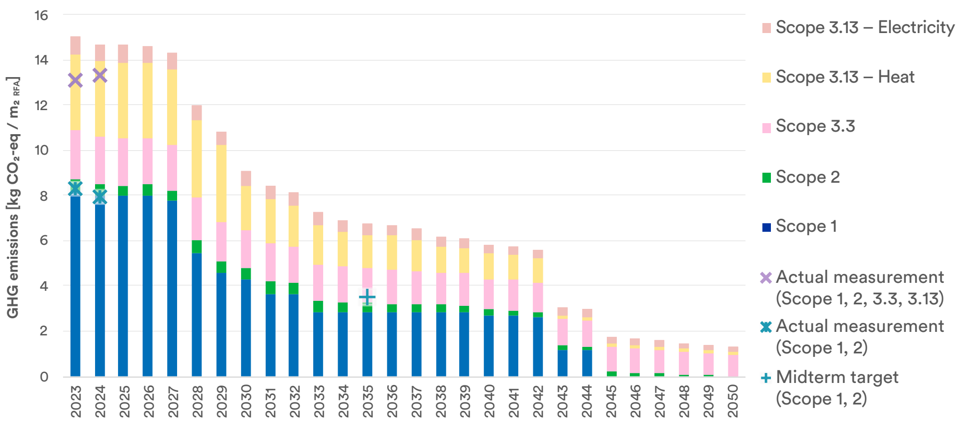
Please note that the modelled decarbonisation pathway does not account for the variability of weather conditions; it is instead based on average weather conditions over multiple years without considering a potential future climate warming. This approach enables consistent future comparisons and to better evaluate EPIC Group's progress in decarbonisation. In contrast, the measured data highlight the effects of warmer years in 2023 and 2024 compared to the average conditions.

For the decarbonisation pathway, it is assumed that fossil energy heating systems are replaced by renewable energy or district heating systems. As a result, the emissions decrease significantly over time until 2050, from about 15 $kgCO_2e/m^2$ to about 1.3 $kgCO_2e/m^2$ (these are modelled emissions, see Graph 1 that shows the forecasted emissions by scope on an annual basis)[5]. Thus, the reduction in GHG emissions for EPIC Group's building portfolio between the base year 2023 and 2050 would be over 90%.

The actual measured CO_2 emission intensity remained similar, being 13.3 $kgCO_2e/m^2$ in 2024 and 13.1 $kgCO_2e/m^2$ in 2023. EPIC Group is committed to further reducing emissions through planned heating system replacements and retrofitting measures. Notable expected projects include the replacement of heating systems at Fegistrasse (Spreitenbach) and Wiggispark (Netstal) by 2028, as well as other retrofits by 2035. These initiatives, which are part of EPIC Group's ongoing commitment to sustainable property management, are expected to drive a more substantial reduction in CO_2 emission intensity in the upcoming years.

Graph 1, below, illustrates the GHG emissions of EPIC Group's forecasted decarbonisation pathway, categorised by scope. Bars depict the modelled results of the decarbonisation pathway considering average weather conditions and properties which were in operation in the reporting period. The "X" symbols represent the current and prior year actual GHG emissions, as listed in Table 2 (see page 36), which take into account the actual weather conditions of the assessed current period (mid-2023 to mid-2024) and prior year period (mid-2022 to mid-2023).

Graph 1: Group's forecasted decarbonisation pathway, categorised by scope:



Note: The difference between the actual measurement and the modelled decarbonisation pathway reflects, apart from typical uncertainties, the impact of the weather conditions in the reporting period and the average weather conditions on which the model is based.

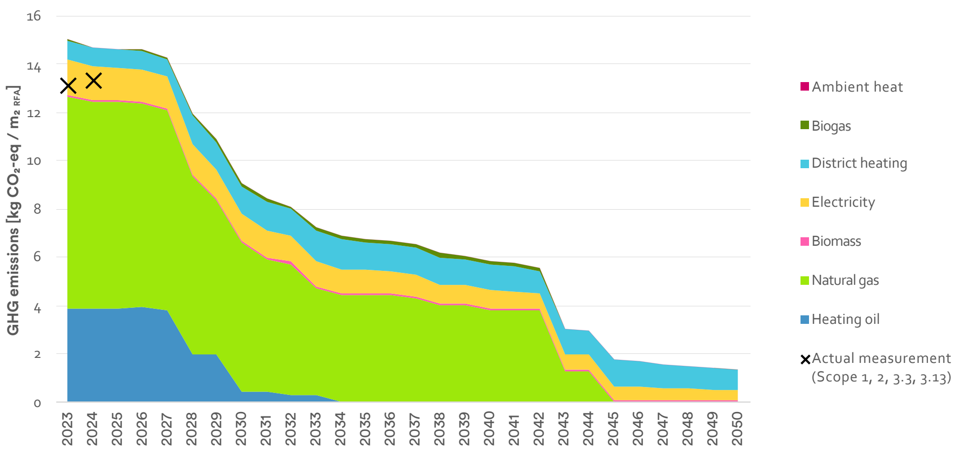
The curve is heavily influenced by the age of buildings and the age of installed systems. For this reason, oil heating systems will be phased out faster than gas, as the latter are younger due to EPIC Group's tendency to use gas over oil in recent years. This effect is further illustrated in Graph 2. Compared to last year's decarbonisation path-

[5] Scope 1-2 emissions are projected to be zero by 2050. A conservative assumption has been made that Scope 3 emissions from district heating and electricity will not be fully decarbonised by 2050 (excluding offsets), as this is beyond EPIC Group's control.

way, delays in heating system replacements and enhancements to the original modelled data foundation (e.g. a better representation of the simulated window areas of buildings) have influenced this year's trajectory. Specifically, the deferred connections of about 2 years compared to last years' report to the district heating grid in Wiggis-Park (Netstal) and Fegistrasse (Spreitenbach) have significantly impacted the decarbonisation pathway for 2026 and 2027, leading to a more pronounced decline in emissions in 2028. The delay is explained by the slower expansion of the district heating grid in the municipalities of Netstal and Spreitenbach, which is not under the control of EPIC Group.

Graph 2, below, shows the GHG emissions (Scope 1, 2, 3.3 and 3.13) of EPIC Group's forecasted decarbonisation pathway, categorised by energy carrier. Areas depict the modelled results of the decarbonisation pathway considering average weather conditions and for properties which were in operation in the reporting period. The "X" symbols represent the current and prior year GHG emissions, as listed in Table 2, reflecting the actual weather conditions of the assessed current period (mid-2023 to mid-2024) and prior year period (mid-2022 to mid-2023).

Graph 2: Group's forecasted decarbonisation pathway, categorised by energy carrier



Note: The difference between the actual measurement and the modelled decarbonisation pathway reflects, apart from typical uncertainties, the impact of the weather conditions in the reporting period and the average weather conditions on which the model is based.

In addition to the properties in operation reflected in the charts, EPIC Group expects potential positive effects on the intensity in the reporting period 2026 (July 2025 to June 2026), when its new building projects Campus Leman Building C in Morges and PULSE in Cheseaux-sur-Lausanne – both to be completed in the first half of 2025 – will have delivered energy data over a 12-month period. These new building projects will use renewable energy sources, such as geothermal energy for heating and cooling purposes.

Mid-term target 2035

In December 2024, the Board of Directors set a mid-term target[6] on the CO_2 emission intensity (Scopes 1 and 2) of 3.5 $kgCO_2e/m^2$ to be reached by 2035. The target was set for Scopes 1 and 2, where the Company has direct control over decarbonisation initiatives and measurements of goal(s) achievement and is based on the long-term decarbonisation pathway.

Over the years, the decline in emissions as shown in the decarbonisation pathway could either be gradual or exhibit rapid drops due to effective decarbonisation

[6] The mid-term target on the CO2-intensity (Scopes 1 and 2) is based on the portfolio definition and methodology used in the 2024 reporting year (this report).

measures being implemented in large buildings. Until 2035, EPIC Group aims to achieve a milestone in emission reductions with the mid-term target, that could be attained through replacements of heating systems but would also include EPIC Group's energy-efficiency measures (e.g. envelope or ventilation retrofits) and the expected reduction of emissions by district heating suppliers. Accordingly, assumptions are made regarding the availability of district heating at a specific location. The Company's decarbonisation pathway calculations is based on the assumption that the energy delivered from the district heating suppliers are decarbonised. We view this as a reasonable assumption, as Switzerland is committed to a net-zero goal and energy utilities are implementing strategies to decarbonise the production of district and general heating, electricity or gas by moving to green energy.

Water and biodiversity

Water and biodiversity are important considerations in real estate, as sustainable development increasingly values the preservation of natural ecosystems and responsible resource management.

One biodiversity measure planned by the Company is the proposed relocation of a river, located closely to the property Nexus Brunnpark in Roggwil. In 2024, the Company started a general building application process to plan an extension to the existing site, proposing a river relocation as a practical approach to optimise land use within the development site. In connection with the river relocation, EPIC Group will make significant efforts to create a biodiverse area that supports local plants and animal life. EPIC Group has collaborated with the authorities and local associations to address the needs of local wildlife, including fishes, beavers, and other species. The land transformation aims to create a natural habitat for local plants and animals, thereby establishing its own ecosystem with minimal human intervention, as the area is not intended for tenant or public access.

Reporting further expanded to include water consumption

This year marks the first time that the Company reports on the water footprint of its portfolio (see Table 3 below). Water consumption data was collected for 85% of EPIC Group investment properties in operation using billing records provided by tenant or by water utilities directly. In cases where such records were unavailable or incomplete, water usage was estimated based on SIA norms and calibrated against average consumption data from similar properties.

All billing records cover 12-month consumption periods. Due to varying billing dates, not all records align exactly with the reporting period (1 July 2023 to 30 June 2024). However, in all instances, at least three months of measurements fall within the reporting period, in accordance with REIDA guidance.

Table 3: For EPIC Group, the water use presents as follows:

EPIC Group's portfolio	Unit	Total 2024 (base year)
Investment properties in operation	number	25
Relevant asset area (Energy reference floor area, ERA)	m^2	278'855
Total water use[1] of the portfolio	**m^3**	**152'134**
Water use[1] intensity	**m^3/m^2**	**0.55**

[1] Water use in the context of the Company is defined as all water withdrawal.

Social Responsibility

As the Company can only benefit from sustaining high standards in terms of the well-being and working conditions of the employees, these issues are and will remain important. By maintaining a fair and professional relationship with employees, investing in their welfare and by providing a safe and healthy working environment, EPIC Group contributes to the Company's long-term stability. These factors also positively affect productivity and efficiency at work and reduce health costs for the society.

Employer of choice

EPIC Group believes that treating all of its workers and representatives with respect, professionalism, and goodwill plays a key role in the Company's overall success. Losing skilled personnel and undergoing time-consuming and costly hiring processes could have a negative impact on EPIC Group if employees were not feeling comfortable at work and decide to leave the Company. In order to avoid this, the Company actively promotes competitive and fair working conditions, which enhance the motivation and well-being of current employees and attracts new hires. EPIC Group is committed to diversity, tolerance, and equal opportunities and supports the professional and personal development of its employees.

Overview

The employees are a core asset of EPIC Group's business and impact most activities within the group. Active participation and dedication of every employee, regardless of their position or duty, is crucial to ensure efficient business operations. All work shall be completed in a timely, professional, safe, and efficient manner. EPIC Group takes a constructive, long-term and trusting approach towards all employees and representatives and encourages an open dialogue at all times. The Company is committed to offering fair and competitive working conditions which include compensation packages and working surroundings that usually exceed, but at the least comply with local minimum legal requirements or prevailing industry standards.

By introducing policies such as the Code of Conduct or the Policy on Gender Pay Equality, Diversity and Human Capital Development, the Company sets and follows guiding principles to ensure the health, safety and equal treatment of all employees and the members of the Board of Directors. The same motive drives EPIC Group's open-door policy and daily interactions with every employee.

EPIC Group has supported several employees in their further education. The major metric for determining the efficacy of the employee strategy is low staff turnover. The Company had a low staff turnover during 2024 (see text section Employee structure below) and employees have an average tenure of 7.0 years as at 31 December 2024 (6.3 years as at 31 December 2023). Current developments and future goals for headquarter employees are discussed as appropriate during the year and formally in an annual employee appraisal meeting.

Trends in 2024
The most effective strategy to determine and address the employees' needs is to have an open line of communication with them. Having better working conditions and investing in employee health benefits the business, thus these issues are and will remain a priority. Besides regular team lunches, educational classes on sustainability, ergonomic work posture and cyber security were provided.

The Company organised in November 2024 for headquarter employees a 3-day trip to London, engaging in team-building and sightseeing activities. Similar company excursions have taken place in the past such as in Rome and Stockholm and will keep taking place in the future.

Employee structure
As at 31 December 2024, fifteen people were employed by the management company, while eight employees, who are technical staff and working on-site in two retail properties, are employed by the special purpose vehicle owning the specific shopping centre (the employment costs for these eight employees are recharged to the tenants as part of the ancillary costs). In 2024, there were no temporary employees (employees with a limited contract). During 2024, two employees joined, and two left the group. EPIC Group is not a member of an employer association and employees are not covered under collective bargaining agreements. Apart from the full-time and part-time permanent employees listed in the table below, the Company also collaborated with contractual workers (such as architects, developers, engineers) if and as needed for the development projects as well as for facility management services. On its construction site at the PULSE project in Cheseaux-sur-Lausanne (construction started in 2022 and is expected to be completed in the first half of 2025), EPIC Group entered into a total contractor agreement with Implenia, which has many of their own contractors on the site.

Table 4: Composition of employees (in headcount)[1]

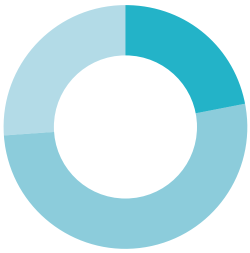
	As at 31 December 2024		As at 31 December 2023	
Employees by employment contract	**Permanent**	**Temporary**	**Permanent**	**Temporary**
– Men	11	0	11	0
– Women	12	0	12	0
Total	**23**	**0**	**23**	**0**
Employees by employment occupancy	**Full time**	**Part time**	**Full time**	**Part time**
– Men	10	1	10	1
– Women	9	3	9	3
Total	**19**	**4**	**19**	**4**

[1] All based in Switzerland

All employees by gender
(headcount)

Group Executive Management by gender
(headcount)

Age profile of the employees
(headcount)



Occupational health and safety

EPIC Group is committed to continuously provide and promote a working environment that supports employees' physical and mental health and well-being. EPIC Group accomplishes to reduce risks and to enhance worker safety and well-being by actively supporting its employees in maintaining their health and by ensuring that the working environment is safe. Acknowledging the time and financial costs associated with employee turnover, EPIC Group recognises the significance of maintaining the Company's knowledge. Effective health and safety management not only has a positive effect on business operations but also helps to ensure the Company's long-term stability.

Overview

As of 31 December 2024, the 23 employees of EPIC Group work in various locations. At the group level, there are fifteen office workers: ten are based in Zurich, one works remotely from canton Bern, and four are based in Lausanne. On property site, the technical staff consists of eight employees. Four of them work at the shopping centre in Montreux and four of them are based at our shopping centre in Volketswil. The technical staff in Montreux has an employment contract with EPIC Group, however, they are managed by an external property manager.

EPIC Group believes that effective health and safety management is a crucial component of being a responsible and a sustainable business. As a result, EPIC Group repeatedly evaluates and enhances the work environment in compliance with current laws and regulations. Any steps taken to promote the health and safety of stakeholders and employees can reduce workplace hazards and thereby improve the well-being and safety of the aforementioned personnel.

As protecting the health of employees is a long-term top priority, the Company pays attention to any easily spreadable illnesses, including colds and viruses. Practices such as professional disinfections of the workspace and home-office measures are in place and they are continuously reviewed.

The Company aims to improve its occupational health and safety measures while growing steadily. EPIC Group offers a modern workspace with a high-quality infrastructure in order to create the best possible working conditions. At its Zurich headquarters, the Company also provides employees with ergonomic chairs, height-adjustable desks as well as modern lighting and IT equipment. The effectiveness of EPIC Group's management of health and safety issues is measured through the number of work-related injuries reported in 2024 (none). Additionally, EPIC Group's employees did not report any work-related illnesses.

Workplace setting and amenities encourage workers to engage in physical exercise during their lunch breaks. A healthy work-life balance is important for the Company as it helps to prevent or minimise potential health issues among its employees.

The Group Executive Management is in charge of occupational health and safety issues as there is no need for a specific safety manager or safety management system because of the Company's size and the nature of the work. In case of accidents at work, the Group Executive Management would be immediately notified. The Company's open-door policy allows employees to freely discuss, suggest, or communicate on health and safety topics with the Group Executive Management.

Health and safety responsibilities at the PULSE construction site are delegated to the total contractor Implenia, nevertheless frequent site visits by EPIC Group's employees are made to the site and remarks are formalised for immediate action when necessary.

Trends in 2024
In 2024, a class about ergonomic work posture was organised in Zurich to alert the employees on potential health issues triggered by wrong postures at the workstation. Stretching exercises were shown. In addition, a therapist specifically checked with each employee their individual desk settings, while answering their specific related-health concerns or questions.

Community engagement for children, and for people with multiple disabilities
In 2024, EPIC Group decided to broaden social activities by donating to and thus supporting two non-profit organisations active in Switzerland in the total amount of CHF 4'000. The first is Theodora Foundation, which is visiting sick or disabled children in hospitals and in institutions and gives them precious moments of entertainment, laughter and joy. The foundation organises and finances visits by professional artists – the Giggle Doctors – to hospitals and specialist care centres. When visiting the little patients, the Giggle Doctors spontaneously respond to their individual needs, and thus the children find a way back into their world of laughter and play, sometimes with the participation of their parents.

The second institution is Foundation RgZ that has been supporting the development, way of life and social integration of people with movement disorders, development problems, mental or multiple disabilities, regardless of the severity, for over 60 years. Active in the greater Zurich area, the foundation operates in early childhood intervention and therapy centres for children, schools for curative education, work and daycare centres, as well as residential facilities for adults. Altogether, it fosters, teaches, supports and employs well over 3'000 children, young people and adults every year.

Governance

By upholding ethical work practices and carrying out tasks in line with pertinent rules and regulations, EPIC Group keeps high standards of personal and professional ethics. The Company's brand image is strengthened by making decisions that are consistent with moral business principles.

Responsible business ethics

Transparent governance, responsible business ethics, and fight against corruption foster fair competition and a more equitable society. Since EPIC Group views the relationship with its stakeholders as long-term, it is critical to assure that all Company's operations are conducted in an ethical manner to obtain and maintain their trust and confidence. By using this approach, EPIC Group guarantees that fairness and transparency safeguard the interests of stakeholders and business partners.

Overview

The term "responsible business ethics" refers to sustaining high standards of personal and business ethics, adhering to morally upright and honest work practices, and carrying out duties in accordance with relevant procedures, rules and regulations. Within EPIC Group, bribing – providing, giving, or promising (or directing someone to offer, provide, or promise) an inappropriate benefit, directly or indirectly, with the goal to influence or reward the behaviour of someone in order to achieve or maintain a competitive advantage – is considered an unethical conduct.

Our code of business ethics, when it comes to relationships with tenants, suppliers, advisors, employees and shareholders:

Relationship with tenants
The majority of EPIC Group's lease contracts with its tenants are of long-term nature, thus it is crucial for the Company to establish a clear code of conduct from the outset to uphold ethical business practices. This will help to guarantee that confidence is maintained over time.

Suppliers and advisors
It is key for the Company that all stakeholders are aware that EPIC Group is reliable and honours its commitments.

Employees
In order to attract the best-qualified staff and to ensure that they remain with EPIC Group, it is important to create a trustworthy environment where everyone in the group feels that the Company conducts business responsibly.

Shareholders
Maintaining responsible business ethics is essential to ensuring that shareholders have confidence in the Company and will invest in it.

EPIC Group established the following guidelines to guarantee ethical conduct: the Anti Bribery Policy (giving and receiving presents from business partners), the Code of Conduct (reporting conflicts of interest) and the Whistleblowing Policy. Headquarters staff and members of the Board of Directors are given copies of all relevant policies and procedures, which they sign to attest that they have read and comprehended them. The employees are responsible for adhering to the principles and rules set out in these policies. Further information on the governance structure and processes of EPIC Group are specified in the Corporate Governance Report starting on page 60.

Trends in 2024

When the Company became a publicly traded entity with its listing on SIX Swiss Exchange taking place on 25 May 2022, policies were developed and/or updated prior to the listing. These policies are reviewed and updated, when necessary, in compliance with applicable laws, regulations and EPIC Group's internal guidelines. No instances of corruption or anticompetitive behaviour have been reported in 2024.

Data protection and cyber security

EPIC Group is obliged to safeguard the privacy of stakeholders, including tenants, business partners and staff. In its interactions with stakeholders, EPIC Group continuously attempts to reduce its cyber security risks and works to prevent interruption of operations that might endanger the Company's finances and image. Therefore, frequent backups are implemented to reduce risks of interruption to the EPIC Group's daily operations through a cyber security attack. Regular random tests are performed to ensure that backups have been carried out as planned.

Since EPIC Group's know-how is a crucial resource and the cornerstone of the organisation's success, all employees and representatives have an obligation to treat it with the highest confidentiality, and to refrain from disclosing it to unauthorised third parties.

Overview

Data security is crucial to protect personal information that tenants disclose to EPIC Group as part of rental agreements or in the course of business. This relates not only to tenants, but also to safeguarding private information and private data of business partners, investors, employees or representatives of the Company. Cyber security is imperative to ensure that the Company executes its daily activities without interruptions. Furthermore, the Company must adhere to reporting obligations in the case of personal data breaches. Adherence to the cyber security precautions disclosed and endorsed by the Board of Directors mitigates the risk of business interruptions and disruptions. The Company has data protection processes and policies in place that are in line with Swiss data protection laws. In compliance with the IT policy, the Company further assigned the Portfolio Director to perform random checks to ensure that backups are executed as planned. A third-party IT specialist performs the management of EPIC Group's IT infrastructure installations and regular backups.

Trends in 2024

In 2024, there have been no reports of privacy violations or data breaches. In order to increase awareness of employees on cybersecurity, the headquarter's staff was trained in 2024 by attending a class provided by an external consultant. In addition, an internal cyber security assessment took place during 2024 by an external cyber security specialist.

Organisational integration

Clear oversight from the top

The ultimate duty for oversight of ESG risks and opportunities rests with the Board of Directors, which is tasked with evaluating and approving various elements of the ESG strategy, including establishing the group's corporate goals and providing resources to accomplish the set targets. The Group Executive Management reports twice a year to the Board on ESG objectives and progress.

The Board of Directors supervises the implementation of the ESG strategy. The Group Executive Management drives the implementation of the ESG strategy and decisions made by the Board of Directors. Responsibility for reporting ESG issues lies with the Group Executive Management. The Board of Directors has approved the process and results summary of the materiality assessment as well as this Sustainability Report and the TCFD Report. There is no formalised assessment of the performance of the Board of Directors in overseeing the ESG management.

The highest governance body of EPIC Group is the Board of Directors, which is chaired by Roni Greenbaum in his capacity as the Executive Chairman. Of the Board of Directors' four members, three are independent. The Board of Directors consists of one female and three male representatives ("Board member" or "Director") and it regularly receives information and detailed reports from the Group Executive Management (see also section 3.7 in the Corporate Governance Report). The Group Executive Management consists of one female and two male members.

The Board of Directors has two committees: the Remuneration and Nomination Committee ("RNC") and the Audit and Risk Committee ("ARC"). The responsibility for overseeing ESG is with the Board of Directors. Leta Bolli Kennel has been designated to take the lead on the ESG themes within the Board of Directors. ESG experts advise the Group Executive Management and the Board of Directors on specific ESG issues.

Independent Directors may serve a total of nine terms in office (following the IPO in May 2022), in accordance with the Organisational Regulations enacted on 14 May 2022 as amended from time to time. The roles of the Board members within the committees are Andreas Schneiter (Chairman of ARC), Leta Bolli Kennel (member of ARC), Stefan Breitenstein (Chairman of RNC and Lead Independent Director), and Roni Greenbaum (member of RNC).

More information on EPIC Group's governance is available under section 3. Board of Directors on pages 67 to 75 in the Corporate Governance Report.

Nomination of the highest governance body members

When candidates are put forward for election as members of the Board of Directors to the General Meeting of Shareholders, the following principles are taken into account: diversity, experience and refreshment, independence, skills, specific in-depth real estate knowledge and/or know-how in the finance, accounting, legal and compliance fields. The Articles of Association contain an age limit of 72 years for election or re-election to the Board of Directors (at the date of election or re-election). Board members are elected by the General Meeting of Shareholders for a term of office of one year (until the next Annual General Meeting).

Roni Greenbaum serves as the Board of Directors' Executive Chairman. The Chairman gets elected by the General Meeting of Shareholders on an annual basis as well. In order to reduce or prevent conflicts of interest, the Board of Directors decided to choose a Lead Independent Director annually from among its members. If a conflict of interest arises, the Board member or member of the Group Executive Management in question will not be allowed to vote on the issue at hand (see also section below).

Managing conflict of interest

The Code of Conduct outlines the Company's approach to resolving conflicts of interest, and clause 4.3 of the Code of Conduct requires conflicts of interest to be reported. The Board members and members of the Group Executive Management shall arrange their personal and professional affairs to avoid, as much as possible, conflicts of interest.

Any conflict of interest originating from or related to any topic to be discussed at a meeting must be disclosed to the Chairman and/or the CEO by the Board member or member of the Group Executive Management as soon as the member becomes aware of the potential existence of a conflict. The Chairman (or, if applicable, the Lead Independent Director) and the CEO, respectively, decide on the appropriate measures to avoid any interference of such conflicts of interest in the Company's decision-making. The member who potentially has a conflict of interest is not allowed to take part in the decision-making process on the issue at hand. The person with a conflict of interest shall have the right or may be required by the Chairman and the CEO to provide a statement of his or her view on the matter.

Communicating critical concerns
Various policies such as “Code of Conduct”, “Policy on Gender Pay Equality, Diversity, and Human Capital Development”, and “Whistleblowing Policy” define how, under which circumstances, and in what manner critical concerns are to be communicated to the members of the Group Executive Management and/or the Board of Directors. There have been no reported incidents in 2024.

Remuneration of the Board of Directors and Group Executive Management
The compensation of the members of the Board of Directors and of the Group Executive Management is set to attract and retain highly qualified individuals to serve on the Board of Directors and in the Group Executive Management team. The compensation structure for the members of the Group Executive Management also includes specific annual targets on ESG measures that are considered relevant for reaching the Company’s long-term 2050 decarbonisation pathway targets, and as of fiscal year 2025 also the December 2024 defined mid-term 2035 CO_2 targets (for details see the relevant section in the Compensation Report). The annual total compensation ratio in 2024 of the CEO compared to the median annual total compensation for the employees in the group (excluding the CEO as well as employees who are technical staff and whose employment costs are recharged to tenants as part of the ancillary costs) was 10.6 times (including the employees who are technical staff and whose employment costs are recharged to tenants as part of the ancillary costs, the compensation ratio would be 12.5 times). For further information on the Company’s compensation principles, governance on compensation and details on the compensation structure please refer to the Compensation Report on pages 83 to 95.

Seeking advice and raising concerns
Employees are encouraged to contact members of the Group Executive Management for explanations if a policy is unclear. They are welcome to address any issues or complaints with the CEO, CFO or Portfolio Director under EPIC Group’s open-door policy.

Employees can use the Company’s Anti Bribery, Whistleblowing, and Code of Conduct policies to voice their concerns regarding EPIC Group’s business practices. The Code of Conduct policy outlines how the Company expects employees to conduct themselves. Employees can follow established processes to report any misconduct personally or anonymously to the Chairman of the Board of Directors, CEO, CFO or Portfolio Director – or to an independent Board member, if deemed necessary. EPIC Group did not have any instances of breaching any laws or regulations throughout the reporting period.

About this report

Since its establishment, EPIC Group has been engaging in the investment, development and management of real estate properties. The group acquires and develops commercial real estate properties in Switzerland and holds its properties long-term. The Company’s registered headquarter is in Zurich, Switzerland.

EPIC Group’s ultimate holding company is EPIC Suisse AG. The Company operates in accordance with Swiss legislation and holds directly or indirectly 17 subsidiaries registered in Zurich, Switzerland. All subsidiaries in Switzerland own real estate investments except for EPIC Suisse Property Management GmbH (which oversees the management of the diverse real estate properties) and EPiC TWENTY-FIVE Property Investment AG (dormant company). The group possesses 25 properties (28 assets), divided into 25 investment properties in operation and 3 investment properties under development/construction (for further details, please refer to Note 7 on page 108 and the “real estate properties” definition in Note 28 on page 134 of this Annual Report).

The Notes to the Holding Financial Statements contain a list of significant shareholders on page 161 of this Annual Report. All consolidated Swiss companies are included in the Sustainability Report. Please refer to Note 4 of the Consolidated Financial Statements on page 105 of this Annual Report for more details regarding the EPIC Group's basis of financial consolidation.

EPIC Suisse AG releases a Sustainability Report on a yearly basis. This report covers the period from 1 January 2024 to 31 December 2024, except if it is stated differently in the report. For the reporting period of environmental data please refer to page 32. This Sustainability Report was released on 5 March 2025 as a part of the 2024 Annual Report.

For the purposes of this Sustainability Report, due to more precise measured data for the previous year 2023, some energy and CO_2 data have been updated in the tables on pages 34 and 36. This Sustainability Report has not received any external assurances. The Company's Portfolio Director, Philipp Küchler (email: philipp.kuechler@epic.ch), will respond to inquiries regarding the Sustainability Report.

GRI content index

EPIC Suisse AG has reported in accordance with the GRI Standards for the period 1 January 2024 to 31 December 2024.

GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector standards	None

GRI Standard	Disclosure	Location in Annual Report	Omission
General Disclosures			
The organisation and its reporting practices			
GRI 2: General Disclosures 2021	2-1 Organisational details	P. 47-48, P. 60	
	2-2 Entities included in the organisation's sustainability reporting	P. 47-48	
	2-3 Reporting period, frequency and contact point	P. 48	
	2-4 Restatements of information	P. 48	
	2-5 External assurance	P. 48	
Activities and workers			
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	P. 24	
	2-7 Employees	P. 41	
	2-8 Workers who are not employees		Requirement: Total number of workers who are not employees. Reason: Information unavailable. Explanation: No systematic reporting currently available. For details on collaboration with contractual workers see page 41.
Governance			
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	P. 45-46, P. 67-75	
	2-10 Nomination and selection of the highest governance body	P. 46	
	2-11 Chair of the highest governance body	P. 46	
	2-12 Role of the highest governance body in overseeing the management of impacts	P. 25, P. 45-46	
	2-13 Delegation of responsibility for managing impacts	P. 45-46	
	2-14 Role of the highest governance body in sustainability reporting	P. 45-46	
	2-15 Conflicts of interest	P. 46	
	2-16 Communication of critical concerns	P. 47	
	2-17 Collective knowledge of the highest governance body	P. 46	
	2-18 Evaluation of the performance of the highest governance body	P. 45	
	2-19 Remuneration policies	P. 83	
	2-20 Process to determine remuneration	P. 83-92	
	2-21 Annual total compensation ratio	P. 47	

GRI Standard	Disclosure	Location in Annual Report	Omission
Strategy, policies and practices			
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	P. 9	
	2-23 Policy commitments	P. 26	
	2-24 Embedding policy commitments	P. 26	
	2-25 Processes to remediate negative impacts	P. 26, P. 47	
	2-26 Mechanisms for seeking advice and raising concerns	P. 47	
	2-27 Compliance with laws and regulations	P. 47	
	2-28 Membership associations	P. 28	
Stakeholder engagement			
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	P. 27, P. 44	
	2-30 Collective bargaining agreements	P.41	
Material Topics			
Materiality assessment and list of material topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	P. 25	
	3-2 List of material topics	P. 25	
Long-term business success			
Economic performance			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 27-28	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	P. 27-28, P. 99	
Innovative and sustainable real estate			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 28–30	
Our environmental efforts			
Energy efficiency			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 30–31	
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	P. 34	
	302-3 Energy intensity	P. 34	
Climate protection and climate risk management			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 32–39, P. 52-58	
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	P. 54-57	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	P. 36	
	305-2 Energy indirect (Scope 2) GHG emissions	P. 36	
	305-4 GHG emissions intensity	P. 36	

GRI Standard	Disclosure	Location in Annual Report	Omission
Social Responsibility			
Employer of choice			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 40-41	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	P. 41	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	P. 42, P. 67-68, P. 76-77	
Occupational health and safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 42-43	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	P. 43	
	403-9 Work-related injuries	P. 43	
	403-10 Work-related ill health	P. 43	
Governance			
Responsible business ethics			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 44	
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	P. 44	
GRI 206: Anti-competitive Behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	P. 44	
Data protection and cyber security			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 45	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	P. 45	
Not material topics			
Water			
GRI 303: Water and effluents 2018	303-3 Water withdrawal	P. 39-40	
Biodiversity			
GRI 304: Biodiversity 2016	304-2 Significant impacts on activities, products and servic-es on biodiversity	P. 39	

TCFD Report

Introduction

The real estate sector faces both physical and transition risks arising from climate change. Physical risks, dependent on location, may be caused by extreme weather conditions and result in property damage. The probability and impact of such events for example may affect the insurability and level of insurance premiums. Transition risks arise from moving towards a low-carbon economy, requiring investments in renewable energy source systems, upgrading energy-inefficient buildings and adopting new construction materials. These overall challenges could also alter tenant demands and may have an impact on EPIC Group's future economic performance, including affecting property valuations.

EPIC Suisse AG (hereafter referred to as the "Company" and on a consolidated basis as "EPIC Group") has been voluntarily complementing its existing ESG reporting (see Sustainability Report) since 2023 with further information on climate-related risks and opportunities by publishing a separate TCFD Report (Task Force on Climate-related Financial Disclosures) to further enhance transparency and insights to investors and other stakeholders. The TCFD Report outlines in detail the governance and risk management processes, as well as how the Company identifies, assesses, and manages climate-related risks and opportunities.

In this year's Sustainability and TCFD Reports, the Company expanded its climate strategy and its reporting by several key initiatives. Notably, in December 2024, the Company has set a mid-term CO_2 reduction goal for 2035 (see the Sustainability Report on pages 32 and 38–39) and began tracking its year-on-year progress against the long-term decarbonisation pathway. Further steps were also taken in assessing potential physical climate risks at our properties' locations. Additionally, the Company made advancements in integrating climate factors into its general risk management framework and, for the business year 2024, the Board of Directors has linked parts of the variable compensation of the Group Executive Management to specific steps needed to achieve the decarbonisation pathway (for details, see the Compensation Report on pages 89–90).

Governance

Board oversight

The Board of Directors holds the ultimate responsibility for overseeing ESG (including climate-related) risks and opportunities. This encompasses evaluating and approving key aspects of the ESG strategy, such as setting the EPIC Group's corporate goals and allocating resources to achieve these targets. All members of the Board of Directors are involved in this process, with Leta Bolli Kennel taking the lead on ESG themes within the Board.

In 2022, the Board of Directors approved the following policies to frame the management of climate-related risks and opportunities:

- Climate and Natural Hazards' Risk Management Policy
- Environmental – Green Buildings Investment Policy
- 3R Policy

The Group Executive Management reports biannually to the Board of Directors on ESG objectives and progress, with a significant focus on energy and climate-related topics. ESG themes were also reviewed and discussed as part of the risk assessment that was presented by the Group Executive Management to the Board of Directors in 2024. In 2023, the carbon reduction pathway was approved by the Board of Directors. In 2024, the Board of Directors reviewed and evaluated the Company's progress against the carbon reduction pathway and approved in December 2024 a mid-term CO_2 reduction goal for 2035.

Each acquisition, proposed by the Group Executive Management and approved by the Board of Directors, is thoroughly reviewed for compliance with the Investment Regulations, which explicitly states that environmental sustainability should be considered in investment decisions. This policy also advocates for seeking Minergie or equivalent certifications for new developments wherever feasible.

Management oversight
The Board of Directors supervises the implementation of the ESG strategy, while the Group Executive Management, led by the CEO, drives its execution and implements the decisions made by the Board of Directors.

The Group Executive Management is responsible for adhering to policies such as the Climate and Natural Hazards' Risk Management Policy and the Environmental – Green Buildings Investment Policy. It is tasked with periodically commissioning third-party specialists to analyse and suggest potential measures for improving energy consumption in the Company's buildings through enhanced energy efficiency.

The Group Executive Management reviews and assesses in-depth these suggestions of potential measures, presents them to the Board of Directors, and implements the approved measures. Additionally, to mitigate financial risks, the Group Executive Management conducts an annual review with an insurance broker to ensure that the insurance is adequate to cover potential losses from physical climate change and natural disasters.

Strategy

Climate related risks and opportunities
The Company recognises that climate change will influence its business to varying degrees in the short-, medium-, and long-term. Physical risks, such as extreme weather-related events, may affect EPIC Group's properties and its developments. Transition risks associated with shifting the economy towards a low-carbon future, including environmental legislation and carbon taxes, may lead to changing tenants' needs. Conversely, climate change presents opportunities for EPIC Group, particularly in meeting the rising demand for green buildings.

The following table outlines the primary climate-related risks and opportunities identified and assessed by the Company to date, which might impact the business:

Type	Risk/ Opportunity factors	Potential impact on EPIC Group (Buy, Build, Hold)	EPIC Group's measures
Physical Risks (Acute and Chronic)	**Acute Risks** Extreme weather events such as river or lake floods, storms, mountain slides or forest fires	• Buy/Build: Un-detected risks in the due diligence process concerning climate-resilience of acquired properties might lead to future cost and/or damages. • Hold: Effects on insurance premiums and coverage. • Hold: Damages to buildings. • Hold: Potential reduction of rental income during times of repair.	• Buy/Build: Among others, location assessment and environmental sustainability are an investment criteria in selecting properties. • Hold: An annual insurance review with a broker is conducted to ensure adequate coverage against potential losses from physical climate change and natural disasters. • Buy/Build: EPIC Group diversifies its real estate portfolio and minimises concentration risk. See also Investment Regulations and Climate and Natural Hazards' Risk Management Policy
	Chronic Risks Longer heat periods in summer	• Buy: Not incorporated risks concerning climate-resilience of acquired properties might lead to subsequent retrofit costs for e.g. insulation or cooling. • Build: Safety prevention measures of construction workers on extreme weather days might lead to longer construction periods. • Hold: Potential future retrofit costs for e.g. insulation and cooling. • Hold: Potential future increase of ancillary costs due to e.g. higher electricity and energy consumption for cooling.	• Buy/Build: Among others, environmental sustainability is an investment criterion in selecting properties. • Build: EPIC Group is committed to achieving Minergie or equivalent certifications for new developments wherever feasible. The provisional Minergie-P certificate for Building C of Campus Leman (in construction since 2023) was issued in 2024. • Hold: Group Executive Management mandates regular assessments by third-party specialists to analyse and recommend ways to improve energy efficiency across the Company's existing portfolio. In December 2024, the Board of Directors approved the replacement of the current heating system in the logistics property in Spreitenbach and to connect it to district heating in the future, subject to feasibility. See also Sustainability Report on page 31/37. • Hold: Group Executive Management performs measures towards the goals of the decarbonisation pathway. For example, the implementation of a photovoltaic-system in Wiggis-Park generating electricity of circa 990 kWp was completed and the system became operational in 2024. Additionally, the replacement of the existing gas heating with an air heat pump for the Uster West property was completed in 2024.
Transition Risks (Policy and Legal)	**Regulation and policy pressure** Regulatory requirements on the use of recycled/ recyclable materials to reduce the carbon footprint of construction materials	• Buy: Undetected risks in the due diligence process concerning regulatory compliance of acquired properties might lead to future costs. • Build: Potentially higher construction costs due to regulatory requirements of construction materials. • Hold: Capital expenditures might increase for retrofit activities on e.g. insulation due to changing regulations. • Hold: Potentially higher waste disposal costs for non-recyclable materials at the end of life of properties.	
	CO_2-Taxation • Carbon intensive building materials such as cement • Energy from non-renewable sources	• Buy: Higher construction costs due to taxation of construction materials. • Hold: Higher ancillary costs due to taxation of non-renewable energy supply.	

Transition Risks/ Opportunities (Market)	**Shift in market preferences** Tenants	• Hold: Rentability of properties and vacancy of the portfolio might be positively or negatively affected by climate-related requirements of tenants and future tenants. • Hold: Requests from tenants on ESG-topics might lead to higher operational costs.	• Build: EPIC Group is committed to achieving Minergie or equivalent certifications for new developments wherever feasible. • Hold: EPIC Group diversifies its real estate portfolio and minimises concentration risk. See also Investment Regulations • Hold: EPIC Group is providing business partners and tenants the opportunity to install electric vehicle charging stations in the Company's properties where feasible. As of 31 December 2024, ten of EPIC's properties were equipped with EV charging stations (charging stations in two properties were operated by business partners and charging stations in eight properties were operated by tenants). • EPIC Group is reporting transparently on its progress towards carbon reduction in the Sustainability Report on pages 32-39 and provides information on climate related risks and opportunities with this TCFD Report.
	Shift in market preferences Banks and investors	• Financing conditions and costs might change in the form of risk premiums or discounts (e.g. in form of green financing). • EPIC Group's attractiveness to investors might be impacted, with potential impact on share price. • Requests of investors and banks on ESG-topics might lead to higher operational costs.	
Risks/ Opportunities (Reputation)	**Transparent communication on progress towards carbon reduction**	• Trust of investors, tenants and other stakeholders might be affected positively or negatively. • Violations of regulations can lead to financial penalties.	

First indication of physical climate risk identification

In 2024, the Company carried out an initial indicative assessment of the physical risks[1] posed by natural hazards such as extreme weather events. It was found that four of the 25 EPIC Group's investment properties in operation and one of three investment properties under development/construction are located in floodplains with a 100-year frequency period. Water damage can also occur as a result of prolonged heavy rains where the ground is tightly sealed. It is common for individual parts of a building to be affected. This is also shown by the results of the analysis, which indicate that a majority of the properties may be exposed to such risks, whereof three assets may experience more significant overland flow levels. According to hazard maps, the topographical conditions and surrounding sealings of the three properties in combination with heavy rainfall can potentially result in water damage in the properties. Other hazards that can affect a large number of properties are storms. Eleven of EPIC Group's 25 investment properties in operation and none of the three investment properties under development/construction are in areas with expected storm hazard gust peaks of more than 110 km/h every 100 years, with one property in an area where peaks once a century could even reach more than 160 km/h.

Estimating potential financial damages from natural hazards in various scenarios requires more detailed investigations on the scope of affected properties and the magnitude of potential damage as it depends strongly on the precise microenvironment, specific architecture of the properties and existing protective structures.

[1] Physical risks from selected natural hazards: a) area flooding by rivers and lakes or b) area flooding due to heavy precipitation and c) windstorms. For the analysis, hazard maps provided by the Swiss Federal Office for the Environment (FOEN) were used (applied filters: "Aquaprotect 100", "Overland flow map" and "Windstorm Gusts 100"). Further details on the precise methods and application restrictions can be found on the website of the Swiss FOEN. The risk assessment does not resemble a fully comprehensive analysis. More detailed investigations of the properties' precise local conditions are required to estimate potential infrastructure damages.

Depending on the impact and size of the damages caused by the natural force, the damages are covered by the mandatory cantonal building insurance or, in the absence of a cantonal building insurance, by a private insurance provider within the agreed insurance coverage and the specific contract conditions.

Climate strategy
The impact of climate change and its consequences are of significant relevance to EPIC Group. The carbon emissions produced during the construction and operation of the EPIC Group's buildings are a contributing factor to climate change. In turn, these buildings, along with their tenants, are affected by the adverse effects of climate change, such as extreme weather conditions. Recognising this, the Company is strongly dedicated to actively reducing its operational emissions and effectively managing the risks associated with climate change.

To formulate its long-term climate strategy, the Company has collaborated with an external consultant (TEP Energy) to develop and calculate the carbon reduction pathway for its portfolio, which was approved in 2023 by the Board of Directors. The Company has further enhanced its process for recording and tracking CO_2 emissions in 2024 and, in December 2024, has defined a clear mid-term target on Scope 1 and 2 CO_2-emission intensity reductions until 2035 (see the Sustainability Report on pages 32 and 38-39).

In the property acquisition evaluation process, EPIC Group takes also environmental sustainability criteria alongside other investment criteria into consideration, such as the comparison of current rents with long-term rental potential. Moreover, the Company is committed to achieving Minergie or equivalent certifications for new developments wherever feasible.

To manage climate-related transition risks in its existing portfolio, the Company introduced in January 2022 the Environmental – Green Buildings Investment Policy, which focuses on EPIC Group becoming more energy efficient and therefore adaptable concerning potentially more stringent regulations. The Group Executive Management mandates regular assessments by third-party specialists to analyse and recommend ways to improve energy efficiency across the Company's existing portfolio.

To manage climate-related physical risks in the existing portfolio, the Company further introduced also in 2022 a Climate and Natural Hazards' Risk Management Policy and the Environmental – Green Buildings Investment Policy. The Climate and Natural Hazards' Risk Management Policy focuses on regularly reviewing the real estate portfolio to identify and mitigate environmental risks early. Additionally, to address financial risks, the Group Executive Management is required to conduct an annual insurance review with a broker to ensure adequate coverage against potential losses from physical climate change and natural disasters.

Climate scenarios and varying impacts
In a scenario where society and political actors intensify their efforts to limit global warming, EPIC Group and its value chain would probably face stronger regulatory risks on both the construction of new buildings and the management of the properties already in operation. In another scenario, where global warming keeps accelerating, the Company could face for example extreme weather events damaging properties of the portfolio.

The Company is considering potential risks in both scenarios illustrated in the risk table above and enforcing measures and policies for risk management purposes. More detailed statements about the resilience of the business model are only possible with scenario analysis including detailed financial impact analysis over different time horizons. Ongoing discussions are crucial for selecting relevant climate change scenarios and evaluating their potential impact on the Company.

Risk management

EPIC Group conducted a workshop to identify and assess possible climate related risks and opportunities. Relevant climate related risks were integrated into the Company's general risk assessment in the reporting year 2024.

The Group Executive Management conducted a review of the Company's risk assessment together with an external consultancy firm in the reporting year. This risk report is internally updated on a yearly basis, is then reviewed by the Audit and Risk Committee and finally presented to and approved by the Board of Directors.

Appropriate risk categories for EPIC Group's business were originally defined based on the industry expertise, the internal control system, risk factors that had already been discussed as part of the Company's IPO prospectus' interviews and a peer review. An assessment was performed on the identified risks. Each risk was evaluated based on the dimensions of severity and likelihood. As a final result, the Risk Map and selected Top Risks were derived.

As part of this risk assessment, climate related risks such as in form of unfavourable changing ESG regulations were explicitly considered. Other risks for EPIC Group, where climate change might be an indirect influence factor, were also assessed, such as infrastructure supply, vacancy in the existing portfolio or wrong valuation of real estate.

Metrics and targets

Greenhouse gas emissions

In 2022, the Company started modelling the carbon footprint and disclosed it in its first sustainability report, issued as part of the Annual Report 2022. Since the reporting year 2023, the Company's reporting data is based on measured energy consumption data and collected data from tenants where available. The energy consumption and carbon balance tables in the reporting year 2024 are disclosed in the Sustainability Report on pages 34 and 36.

Carbon reduction pathway

In 2023, the Company modelled its carbon reduction pathway for the first time, which was approved by the Board of Directors. The carbon reduction pathway was updated with the most recent available data where needed and its review was approved by the Board of Directors in 2024. The carbon reduction pathway progression is disclosed in the Sustainability Report on page 37. In December 2024, the Company has also defined a mid-term target on CO_2-emission intensity reductions (Scope 1 and 2) until 2035, which is described in the Sustainability Report on page 32 and 38–39.

Further metrics

Since the certification of new properties according to Minergie or equivalent is part of the climate strategy, the percentage of certified properties is a relevant metric to measure the progress. About one third of the Company's properties hold Minergie or equivalent certifications in 2024.

Additionally, EPIC Group is regularly assessing the instalment of photovoltaic systems in its properties. As of 31 December 2024, five of EPIC's properties were equipped with photovoltaic systems. The progress is tracked with the number of properties with photovoltaic instalments and electricity generated in the reporting year 2024, see page 31 of the Sustainability Report.

Group Executive Management compensation (linked to ESG metrics)

For fiscal year 2024, the Board of Directors has tied a part of the variable compensation of the Group Executive Management to the achievement of key efficiency milestones of the decarbonisation pathway approved in December 2023. The compensation is aligned to specific assessment and/or implementation of potential decarbonisation initiatives. The ESG targets are set in advance on an annual basis and, for 2024, those were linked to the achievement of energy efficiency and adoption measures. For details, please refer to the Compensation Report on page 89.

Disclaimer

This TCFD report contains forward-looking statements based on the currently available information, assumptions, and climate risk models. However, it is important to note that future climatic and economic developments cannot be predicted with complete accuracy. The models and scenarios used here represent an assessment of potential risks, but they are subject to significant uncertainties and may differ from actual future conditions.

The risk assessments provided in this report, particularly regarding locations and climate risks, are based on the currently available climate risk maps and models. These models take into account various assumptions about future climatic conditions, which may differ from reality. In particular, it is not possible to make precise predictions about the intensity of climate risks, potential damages, and their financial impacts without conducting detailed site-specific analyses. For this reason, no liability is assumed for the accuracy or completeness of the forward-looking statements made in this TCFD Report.

intentionally left blank

Corporate Governance Report

Introduction

This Corporate Governance Report is prepared in accordance with the Corporate Governance Directive of SIX Exchange Regulation. All information within this Report and within the Compensation Report (see page 83) refers to the Company organisation, Articles of Association and Internal Regulations of EPIC Suisse AG that were in effect as of 31 December 2024.

The Articles of Association (version dated 26 April 2023) are available on the Company's website www.epic.ch under section ESG (Environmental, Social, Governance) – Articles of Association. Direct link: https://epic.ch/en/esg

1 Group structure and shareholders

1.1 Group structure

EPIC Suisse AG (hereafter also the "Company") was incorporated on 5 December 2016 and is organised under the laws of Switzerland for an unlimited period. The Company and its direct and indirect subsidiaries (together "EPIC Group") operate in the real estate sector and their activities generally include the investment in, the holding of and the management of properties.

The Company holds directly and indirectly 17 subsidiaries which own 25 properties as of 31 December 2024. EPIC Group operates exclusively in Switzerland. The two principal shareholders, (i) Alrov Ventures Ltd., a 100% subsidiary of Alrov Properties & Lodgings Ltd. ("Alrov" and with its subsidiaries the "Alrov Group") and (ii) EPIC LUXEMBOURG S.A., control 56.5% and 16.1%, respectively, of the Company as of 31 December 2024.

EPIC Group is operationally managed by the Group Executive Management (see also section 4 on page 76 of this Corporate Governance Report). For financial reporting, the operating activities are divided in accordance to the real estate properties' classification: (i) Investment properties in operation and (ii) Investment properties under development/construction. Further information on "Segment reporting" can be found in Note 7 of the consolidated financial statements on page 108 of this Annual Report.

Listed company
The registered shares of EPIC Suisse AG, with registered office at Seefeldstrasse 5a, 8008 Zurich, Switzerland, have been listed on SIX Swiss Exchange since 25 May 2022. The ticker symbol is EPIC, the Swiss Security Number ("Valorennummer") 51613168, the ISIN number CH0516131684. The market capitalisation based on shares issued was CHF 836.7 million as of 31 December 2024.

The Company held no treasury shares and none of the Company's subsidiaries held any shares of EPIC Suisse AG as of 31 December 2024.

Non-listed entities
A list of the consolidated entities (including company name of the legal entities, domicile, capital, voting interests and share capital) is available in Note 4 of the consolidated financial statements on page 105 of this Annual Report. None of these entities are listed.

1.2 Significant shareholders

Pursuant to the information provided to the Company by its shareholders in compliance with the Financial Market Infrastructure Act during 2024, the following shareholders disclosed significant positions of more than 3% of the voting rights (based on the share capital registered in the commercial register) as of 31 December 2024[1]:

Shareholder	31 Dec 2024	31 Dec 2023
Alrov Ventures Ltd., Tel Aviv, Israel [2]	56.49%	-
Alrov Properties & Lodgings Ltd., Tel Aviv, Israel [2]	-	56.49%
EPIC Luxembourg S.A., Luxembourg, Grand Duchy of Luxembourg [3]	16.12%	16.12%
UBS Fund Management (Switzerland) AG, Basel, Switzerland	5.04%	5.04%

[1] Participation in voting rights according to the latest disclosure notice received from this shareholder. The actual shareholdings may differ from the numbers indicated in the table, as the Company must only be notified by its shareholders if one of the thresholds defined in Article 120 of the Financial Market Infrastructure Act is crossed, or if shareholder groups with holdings above the thresholds are formed or dissolved.
[2] The beneficial owner of these shares is Alfred Akirov, Tel Aviv, Israel. All shares were transferred from Alrov Properties & Lodgings Ltd. to Alrov Ventures Ltd. in April 2024.
[3] The beneficial owner of these shares is The Family Trust, St Helier, Jersey. The shares are directly held by the legal entity EPIC Luxembourg SA, Luxembourg, Grand Duchy of Luxembourg. The disclosure notice published on 27 May 2023 contains further remarks on The Family Trust (St Helier, Jersey): The Trustee of the Family Trust, with discretionary investment and the right to vote on behalf of the Family Trust, is Vistra Trust Company (Jersey) Ltd (St Helier, Jersey) and the current protector is Ido Brauner (Tel Aviv, Israel). The Family Trust is an irrevocable and discretionary trust settled under the laws of Jersey by Ron Jaacov Greenbaum (London, United Kingdom). Mr. Greenbaum, Mr. Greenbaum's wife Gil Greenbaum (London, United Kingdom) and Mr. Greenbaum's children and remoter issue are the beneficiaries of the Family Trust.

Disclosure notices during fiscal year 2024

In fiscal year 2024, the Company received a disclosure notice regarding the change of the legal entity, holding the shares of Alfred Akirov (beneficial owner), from Alrov Properties & Lodgings Ltd. to Alrov Ventures Ltd. (see table with the significant shareholders above). The beneficial ownership of these shares and the percentage of shares/voting rights held in EPIC Suisse AG remained unchanged.

Two further disclosure notices by Swiss Finance & Property AG, Zurich, Switzerland, were received in March 2024, with the first being a disclosure of a position of 3.04% (5 March 2024), followed by another disclosure notice with a total position of below 3% (21 March 2024).

All details of the disclosure notices published by the Company during fiscal year 2024 are also available on the website of SIX Exchange Regulation at https://www.ser-ag.com/en/resources/notifications-market-participants/significant-shareholders.html#/

Shareholders' agreement

As of 31 December 2024, the Company is not aware of any shareholders' agreement.

1.3 Cross-shareholdings

As of 31 December 2024, EPIC Suisse AG has not entered into cross-shareholdings with other companies exceeding 5% of the holdings of capital or voting rights on both sides.

2 Capital structure

2.1 The Company's capital structure

Capital structure as of 31 December 2024	CHF	Registered shares
Ordinary share capital	413'203.04	10'330'076
Conditional capital	7'500.00	187'500
Capital band for increase or decrease of share capital	41'320.32	1'033'008
– Lower limit of the capital band	371'882.72	
– Upper limit of the capital band	454'523.36	

Capital structure as of 31 December 2023	CHF	Registered shares
Ordinary share capital	413'203.04	10'330'076
Conditional capital	7'500.00	187'500
Capital band for increase or decrease of share capital	41'320.32	1'033'008
– Lower limit of the capital band	371'882.72	
– Upper limit of the capital band	454'523.36	

For the website link regarding the Articles of Association referred to in the following chapters please see page 81 of this Corporate Governance Report.

2.2 Details on conditional capital and capital band

Conditional capital for employee participations

Article 3a of the Articles of Association, dated 26 April 2023, reads as follows:

"The share capital of the Company may be increased by up to CHF 7'500.00 by the issuance of up to 187'500 fully paid in registered shares with a nominal value of CHF 0.04 each, upon the exercise of option rights or in connection with similar rights regarding shares (including performance stock units (PSU) and/or restricted stock units (RSU)) granted to officers and employees at all levels of the Company and its group companies according to respective regulations and resolutions of the Board of Directors. Option rights or other rights regarding employee shares may be exercised in writing or by electronic means as determined by the Board of Directors and may be waived in writing, by electronic means or by action implying an intent. The pre-emptive rights and advance subscription rights of the shareholders shall be excluded. The acquisition of registered shares based on this Article 3a and every subsequent transfer of these registered shares shall be subject to the transfer restrictions pursuant to Article 5.

The conditions for the allocation and exercise of the option rights and other rights regarding shares from this Article 3a are determined by the Board of Directors. The shares may be issued at a price below the respective market price for objective reasons."

The conditional capital of CHF 7'500.00 represents 1.82% of the issued ordinary share capital of the Company registered in the commercial register as of 31 December 2024.

Capital band

Article 3b of the Articles of Association, reads as follows:

"The Board of Directors is authorised to increase and reduce the share capital until 26 April 2028 in a range between CHF 371'882.72 and CHF 454'523.36 (capital band). Capital increases and capital reductions in partial amounts are permitted. If the share capital is increased from the conditional capital, the upper and lower limits of the capital band increase accordingly.

Capital increases within the capital band shall be effected by issuing share capital in the maximum amount of CHF 41’320.32, divided into 1’033’008 registered shares with a nominal value of CHF 0.04 each or by increasing the nominal value of the issued shares accordingly. Capital reductions shall be effected by cancelling a maximum of 1’033’008 registered shares with a nominal value of CHF 0.04 each or by reducing the nominal value of the issued shares in the maximum amount of CHF 41’320.32.

In the case of capital increases, the Board of Directors shall determine the issue price, the type of contribution (including, without limitation, contribution in kind, offsetting and conversion of freely disposable reserves), the date of issue, the conditions for the exercise of pre-emptive rights and the beginning date for dividend entitlement. The Board of Directors may issue new shares by means of a firm underwriting. The Board of Directors is entitled to permit, to restrict or to exclude the trading in pre-emptive rights. It may place or use such rights or such shares as to which pre-emptive rights have been granted, but not exercised in the interest of the Company. The shares may be issued at a price below the market price for objective reasons.

The Board of Directors may withdraw or restrict the pre-emptive rights of the existing shareholders and allocate such rights to third parties, the Company or any of its group companies: 1) in connection with strategic partnering and co-operation transactions; 2) in connection with mergers, acquisitions (including take-over) of companies, enterprises or parts of enterprises or selected assets, participations or other types of strategic investments as well as financing or refinancing of such transactions; 3) in connection with the acquisitions or the financing of acquisitions of real estate by the Company or a group company; 4) for the purpose of expanding the shareholder base in connection with the listing of the shares on (additional) foreign stock exchanges; 5) in the case of urgency of the implementation of capitalisation measures.

The subscription and acquisition of new shares as well as any subsequent transfer of the shares shall be subject to the restrictions pursuant to Article 5 of the Articles of Association.”

The capital band for the increase or decrease of share capital by a maximum amount of CHF 41’320.32 represents 10.00% of the issued ordinary share capital of the Company registered in the commercial register as of 31 December 2024.

2.3 Changes in capital

Changes in capital 2022–2024	CHF	Registered shares
Ordinary share capital		
31 December 2024	413'203.04	10'330'076
31 December 2023	413'203.04	10'330'076
31 December 2022	413'203.04	10'330'076
Conditional capital		
31 December 2024	7'500.00	187'500
31 December 2023	7'500.00	187'500
31 December 2022	7'500.00	187'500
Capital band (increases or decreases of share capital)		
31 December 2024	41'320.32	1'033'008
31 December 2023	41'320.32	1'033'008
31 December 2022	n/a	n/a
Authorised capital		
31 December 2024	n/a	n/a
31 December 2023	n/a	n/a
31 December 2022	24'259.64	606'491

Changes in capital in 2024
There were no changes in capital during fiscal year 2024.

Changes in capital in 2023
In connection with the new Swiss stock corporation law, which entered into force on 1 January 2023, the Annual General Meeting of Shareholders held on 26 April 2023 approved various amendments of the Articles of Association and amongst them, the replacement of the previously existing authorised capital by a capital band.

The previous authorised capital of CHF 24’259.64 was replaced by a capital band with a bandwidth of +/- 10% of the Company’s current registered share capital (i.e. in a range of the registered share capital of between CHF 371’882.72 and CHF 454’523.36), whereby the Board of Directors is authorised until 26 April 2028 to increase or reduce the share capital by a maximum amount of CHF 41’320.32 by issuing or cancelling up to 1’033’008 registered shares with a nominal value of CHF 0.04 each or by increasing or reducing the nominal value of the issued shares accordingly. For further details on the exact wording of Article 3b of the Articles of Association, please refer to the comments in section 2.2 Details on conditional capital and capital band (paragraphs on capital band) above. The registration of the new capital band in the commercial register took place on 27 April 2023.

Changes in capital in 2022
On 24 May 2022, EPIC Suisse AG successfully completed the placement of 2’686’567 registered shares as part of the IPO (initial public offering) on the SIX Swiss Exchange. These shares were newly issued by the Company in an ordinary capital increase in conjunction with the IPO. They were listed and have been trading on SIX Swiss Exchange since 25 May 2022. The share capital increased to CHF 407’462.68 (10’186’567 registered shares). The change in the share capital was registered in the commercial register on 24 May 2022.

On 24 May 2022, the Company also changed the conditional capital to the amount of CHF 7’500.00 (187’500 shares) and the authorised capital to the amount of CHF 30’000.00 (750’000 shares) as previously approved by its two principal shareholders Alrov Properties & Lodgings Ltd. and EPIC LUXEMBOURG S.A.. The registration of conditional capital and authorised capital was also registered in the commercial register on 24 May 2022.

On 28 June 2022, the Company issued a further 143’509 registered shares as a partial exercise of the Over-Allotment Option in conjunction with the IPO. These Over-Allotment Shares were issued out of the authorised capital. The share capital increased to CHF 413’203.04 (10’330’076 registered shares) and the authorised capital was reduced to CHF 24’259.64 (606’491 shares). The change in the share capital and authorised capital was registered in the commercial register on 28 June 2022.

2.4 Shares
As of 31 December 2024, the share capital of EPIC Suisse AG amounts to CHF 413’203.04 and is divided into 10’330’076 registered shares with a nominal value of CHF 0.04 each. The share capital is fully paid in.

Each share carries one vote at the Shareholders’ Meeting. The shares rank pari passu in all respects with each other, including, in respect of entitlements to dividends (if declared), to a share in the liquidation proceeds in the case of a liquidation of the Company and to pre-emptive rights.

The Company maintains a share register showing the names and address of the shareholders or usufructuaries. Voting rights may be exercised only after a shareholder or usufructuary has been registered in the share register as a shareholder with voting rights up to a specific qualifying date designated by the Board of Directors.

2.5 Participation certificates and profit sharing certificates

The Company has not issued any participation certificates ("Partizipationsscheine") or profit sharing certificates ("Genussscheine"), nor any preference shares ("Vorzugsaktien").

2.6 Limitations on transferability and nominee registrations

Article 5 of the Articles of Association (version dated 26 April 2023) stipulates the following:

"The identity of the owners/usufructuaries of registered shares shall be entered in the share register stating first/last name (for legal entities the company name), domicile, address and citizenship (for legal entities the legal domicile). Any person registered in the share register changing its address, must inform the Company accordingly.

Persons acquiring registered shares shall on application be entered in the share register without limitation as shareholders with voting rights, provided they expressly declare themselves to have acquired the said shares in their own name and for their own account, they further declare that there is no agreement in place on the redemption or the return of corresponding shares, that they bear the economic risk associated with the shares, and that they comply with the disclosure requirement stipulated by the Federal Act on Financial Market Infrastructure (FMIA) of 19 June 2015. Entry in the share register of registered shares with voting rights is subject to the approval of the Company. Entry of registered shares with voting rights may be refused based on the grounds set out in this Article 5. If the Company does not refuse to register the acquirer as shareholder with voting rights within 20 calendar days upon receipt of the application, the acquirer is deemed to be a shareholder with voting rights. Non-recognised acquirers shall be entered in the share register as shareholders without voting rights. The corresponding shares shall be considered as not represented in the General Meeting of Shareholders.

Persons not expressly declaring themselves to be holding shares for their own account in their application for entry in the share register or upon request by the Company (hereafter referred to as nominees) shall be entered in the share register with voting rights without further inquiry up to a maximum of 3% of the share capital outstanding at that time. Above this limit, registered shares held by nominees shall be entered in the share register with voting rights only if the nominee in question at the application for registration or thereafter upon request by the Company makes known the names, addresses and shareholdings of the persons for whose account the nominee is holding 0.5% or more of the share capital outstanding at that time and provided that the disclosure requirement stipulated by the Federal Act on Financial Market Infrastructure (FMIA) of 19 June 2015 is complied with. The Board of Directors has the right to conclude agreements with nominees concerning their disclosure requirements.

The above-mentioned limit of registration also applies to the subscription for or acquisition of registered shares by exercising pre-emptive, option or convertible rights arising from shares or any other securities issued by the Company or third parties.

Legal entities or partnerships or other associations or joint ownership arrangements which are linked through capital ownership or voting rights, through common management or in like manner, as well as individuals, legal entities or partnerships (especially syndicates) which act in concert with the intent to circumvent the entry restrictions are considered as one shareholder or nominee.

The Company may in special cases approve exceptions to the above restrictions (Article 5 para. 2, 3, 4 and 5 of the Articles of Association). After due consultation with the persons concerned, the Company is further authorised to delete entries in the share register as shareholder with voting rights with retroactive effect, if they were effected on the basis of false information or if the respective person does not provide the information pursuant to Article 5 para. 3. The concerned person has to be informed about the deletion.

Until an acquirer becomes a shareholder with voting rights for the shares in accordance with Article 5 of the Articles of Association, she/he may neither exercise the voting rights connected with the shares nor other rights associated with the voting rights."

Exceptions granted in fiscal year 2024
The Company has not granted any exceptions during the year under review.

Required quorum for a change of the limitations on transferability
Article 13 of the Articles of Association stipulates that an easement or abolition of the restriction of the transferability of the registered shares requires a resolution by the General Meeting of Shareholders passed by at least two thirds of the represented share votes and the absolute majority of the represented shares par value.

2.7 Convertible bonds and options
As of 31 December 2024, the Company had no convertible bonds or options regarding its shares outstanding.

3 Board of Directors

3.1 Members of the Board of Directors

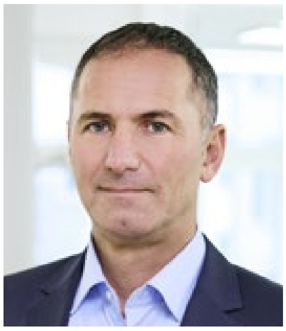
As of 31 December 2024, the Board of Directors comprised four Board members. All members of the Board of Directors are elected individually by the General Meeting of Shareholders and for a term of office until completion of the next Annual General Meeting. The Chairman of the Board of Directors and the members of the Remuneration and Nomination Committee are directly elected by the Annual General Meeting.

The following table and Curricula Vitae provide information on each Board member, including a short description of each member's business experience, education and activities. The activities of the members of the Board of Directors at other companies are disclosed in accordance with Art. 734e of the Swiss Code of Obligations in the Compensation Report on pages 94 and 95 of this Annual Report.

Name	Position	Year of appointment	Committee membership [1]
Ron (Roni) Greenbaum	Executive Chairman	2016	RNC (member)
Stefan Breitenstein	Lead Independent Director	2017	RNC (chair)
Leta Bolli Kennel	Independent Director	2022	ARC (member)
Andreas Schneiter	Independent Director	2020	ARC (chair)

[1] RNC = Remuneration and Nomination Committee; ARC = Audit and Risk Committee

Ron (Roni) Greenbaum, Executive Chairman, born 1971, British citizen



Education

Bachelor's degree in Business Studies from London Guildhall University, Master's degree in Property Investment (MSc) from the City of London University

Professional background

Mr. Greenbaum has been serving as Executive Chairman of the Board of Directors of EPIC Suisse AG since 2016, after serving on the boards of various predecessor companies of EPIC Group since 2004 (i.e. since entering the Swiss real estate market). He also serves on the board of various EPIC Group companies. Since 1998, Mr. Greenbaum has been active in the European real estate industry, first with property acquisition and (re)development across London and since 2000 (in partnership with Alrov Properties & Lodgings Ltd.) both in and outside of the United Kingdom, specifically in France, the Netherlands and Switzerland. Since then, together with Alrov Group, he has steadily developed an investment property portfolio consisting of commercial properties as well as luxury hotels.

Mr. Greenbaum is a member of the Board of Directors of several privately held property companies, the majority of which founded in connection with the partnership with Alrov Properties & Lodgings Ltd. Furthermore, Mr. Greenbaum is the settlor/beneficiary of The Family Trust, which is the indirect shareholder of EPIC Luxembourg SA (see also section 1.2 Significant shareholders).

Stefan Breitenstein, Lead Independent Director, Non-executive Board member, born 1957, Swiss citizen

Education
Dr. iur. degree and Master's degree in Law from the University of Zurich, post-graduate degree in European Studies from the College of Europe, Bruges, and LL.M from Harvard Law School

Professional background
Mr. Breitenstein is a lawyer at the law firm Lenz & Staehelin, which he joined in 1989 and was a Partner of, from 1994 to 2022. During that time, he served as the firm's Managing Partner from 2015 to 2021. Since 2023, he works as Senior Counsel at Lenz & Staehelin.

Mr. Breitenstein has well over 30 years of experience in international and domestic corporate banking and finance transactions. Furthermore, his professional experience also includes memberships on various Board of Directors and Board Committees, such as at Gurit Holding AG, a company listed on the SIX Swiss Exchange, Brink's International Holdings AG, MAN Truck & Bus Schweiz AG, Kar-Tess Holding Sàrl, The A.G. Leventis Foundation, and others. For the entire list of Board activities see page 94 of the Compensation Report.

Leta Bolli Kennel, Independent Director, Non-executive Board member, born 1977, Swiss citizen

Education
Master's degree (MA) in Economics and Business Administration from the University of Zurich, post-graduate degree (MAS) in Real Estate Management from the Lucerne University of Applied Sciences and Arts

Professional background
Ms. Bolli Kennel is a recognised real estate expert, who was Co-Managing Director (2021–2023) and Program Manager at the Center for Urban & Real Estate Management ("CUREM") of the University of Zurich (2016–2023). Prior to this, she served as real estate Asset Manager and Transaction Specialist at Rodrigo & Abegg Immobilien AG (2009–2015). Ms. Bolli Kennel was previously employed at Swiss Re as an Investment Professional for indirect real estate (2005–2008). Since 2021, Ms. Bolli Kennel has also been serving as district/municipal councillor in the Swiss district of Einsiedeln, where she is responsible for the department of education and culture.

Andreas Schneiter, Independent Director, Non-executive Board member, born 1970, Swiss citizen

Education
Degree in Business Administration and specialisation in Finance from the School of Economics and Business Administration, Bern

Professional background
Mr. Schneiter is an independent senior advisor since 2020. He served as interim CFO of Selecta AG from January to October 2020. Prior to this, he served in several capacities at Dufry AG (today Avolta AG), a company listed on the SIX Swiss Exchange, where he was Chief Financial Officer (2012–2019), Head Group Treasury (2004–2012 and since beginning of 2005 additionally Head Investor Relations), and Head of Corporate Controlling (2003). Prior to that, Mr. Schneiter worked in various positions at UBS Warburg in Zurich in the area of Mergers and Acquisitions (1998–2003).

3.2 Non-executive members of the Board of Directors

Of the three non-executive members of the Board of Directors (Stefan Breitenstein, Leta Bolli Kennel, Andreas Schneiter), none of them have ever been in a managerial position at EPIC Suisse AG or any of its entities nor do they have significant business connections with the Company or its group companies.

3.3 Rules in the Articles of Association regarding the number of permitted additional activities

For the website link regarding the Articles of Association referred to in the following chapters, please refer to page 81 of this Corporate Governance Report.

In accordance with Article 23 of the Articles of Association the members of the Board of Directors may have the following other functions in the superior management or administrative bodies of legal entities with an economic purpose:

- up to four mandates as member of the Board of Directors or any other superior management or administrative body of listed companies; and, in addition,
- up to fifteen mandates as member of the Board of Directors or any other superior management or administrative body of legal entities that do not meet the above-mentioned criteria.

With the approval of the Board of Directors, the members of the Group Executive Management may have the following other functions in the superior management or administrative bodies of legal entities with an economic purpose:

- up to one mandate as member of the Board of Directors or any other superior management or administrative body of listed companies; and, in addition,
- up to five mandates as member of the Board of Directors or any other superior management or administrative body of legal entities that do not meet the above-mentioned criteria.

With respect to the additional activities of both the members of the Board of Directors and the Group Executive Management, mandates in companies that are under uniform control or the same beneficial ownership are deemed to be one mandate.

The following mandates shall not be subject to the limitations set forth in paragraphs 1 and 2 of Article 23:

- mandates in companies which are controlled by the Company or which control the Company;
- mandates held at the request of the Company or companies controlled by the Company. No member of the Board of Directors or the Group Executive Management shall however hold more than ten such mandates;
- mandates in associations, charitable organisations, foundations, employee welfare foundations and other similar organisations. No member of the Board of Directors or the Group Executive Management shall hold more than fifteen such mandates;
- mandates in non-operative companies, domiciliary companies and Trusts, which a non-executive member of the Board of Directors holds as part of his main profession as trustee, attorney at law or adviser, provided that the availability of that member permits such activity.

3.4 Elections and terms of office

In accordance with Article 15 of the Articles of Association the Board of Directors shall consist of a minimum of three members. The term of the members of the Board of Directors shall correspond to the legally permitted maximum term of one year and shall end at the end of the next Annual General Meeting. Re-election is possible in general. An age limit of 72 years applies for the election or re-election to the Board of Directors at the date of the election or re-election.

Except for the election of the Chairman of the Board of Directors and the members of the Remuneration and Nomination Committee by the General Meeting of Shareholders, the Board of Directors determines its own organisation.

The Company's Organisational Regulations further stipulate a limitation of terms for independent Board members of nine terms following the enactment of the Organisational Regulations (enacted on 14 May 2022).

The current members of the Board of Directors were all re-elected by the Annual General Meeting of Shareholders, held on 25 April 2024. Roni Greenbaum was re-elected Chairman of the Board of Directors. Due to his intense involvement with the Group Executive Management, Mr. Greenbaum is considered an executive Chairman. All other members of the Board of Directors are non-executive, independent Directors. The Board of Directors nominated Stefan Breitenstein as Lead Independent Director. Mr. Breitenstein and Mr. Greenbaum were also re-elected as members of the Remuneration and Nomination Committee by the Annual General Meeting of Shareholders on 25 April 2024.

3.5 Internal organisational structure

The Board of Directors has established two Committees, the Remuneration and Nomination Committee ("RNC") and the Audit and Risk Committee ("ARC"). Both Committees are assisting the Board of Directors in fulfilling its duties and have also decision authority to the extent described in the following sections.

Remuneration and Nomination Committee (RNC)
Members as of 31 December 2024: Mr. Breitenstein (Chair), Mr. Greenbaum (Member)

The RNC consists of at least two members of the Board of Directors, and the Chairman of the RNC shall be independent. The members of the RNC shall be elected annually and individually by the Annual General Meeting for a one-year period until the next AGM. Re-election is possible. The RNC shall constitute itself.

The RNC has the following duties regarding compensation matters:

- the preparation and periodical review of EPIC Group's compensation policy, compensation strategy and principles and the performance criteria related to compensation and periodical review of their implementation as well as submission of proposals and recommendations to the Board of Directors;
- make proposals to the Board of Directors regarding the principles and structure of the compensation plans for the Group Executive Management;
- make proposals to the Board of Directors regarding the determination of compensation-related targets for the Group Executive Management and other members of senior management;
- make proposals to the Board of Directors regarding the approval of the individual compensation of the Board of Directors, Group Executive Management and other covered persons, including, where applicable their further terms of employment and titles;
- support the Board of Directors in preparing the proposals to the General Meeting of Shareholders and make proposals to the Board of Directors regarding the maximum aggregate fixed and variable remuneration amount for the Board of Directors and the Group Executive Management, respectively, to be submitted for shareholder approval;
- make proposals to the Board of Directors regarding amendments to the Articles of Association with respect to the compensation scheme of members of the Group Executive Management;
- make proposals to the Board of Directors regarding additional activities of the members of the Group Executive Management;
- submission of the Compensation Report to the Board of Directors for approval;
- inform the Board of Directors about policies, programs and key decisions as well as comparisons of compensation levels at key competitors;

- regular reporting to the Board of Directors on the decisions and deliberations of the RNC;
- undertake further duties and responsibilities as provided for in the Articles of Association, the Organisational Regulations or the law.

The RNC has the following duties regarding nomination matters:

- perform, on a continuous basis, the succession planning regarding the Board of Directors (incl. Chairman) and the Group Executive Management (incl. CEO) together with the Board, aiming, with regard to the Board, at adequate refreshment over time, valuing both the need for continuity and experience and a continuous refreshment;
- evaluate, on a continuous basis, the composition of the Board of Directors against the background of the election principles;
- monitor the eligibility of Board members standing for re-election against the background of the Board retirement age and the term limits as stipulated in the Organisational Regulations;
- select, evaluate and propose to the Board of Directors candidates as Board members, for membership of Board Committees or as members of the Group Executive Management for appointment or, as applicable, for proposing such candidates for election or re-election to the AGM or EGM.

The RNC meets at such frequency as it deems necessary to fulfil its duties, normally ahead of Board meetings and at least two times per year. Additional meetings may be held and be convened at the request of either the Board of Directors or any RNC member.

In fiscal year 2024, the RNC held four meetings (Q1: 2 meetings, Q3: 1 meeting, Q4: 1 meeting) that lasted for up to one hour. The CEO and the CFO attended all four meetings, the Portfolio Director two meetings. The statutory auditors attended one meeting of the RNC in 2024.

Audit and Risk Committee (ARC)
Members as of 31 December 2024: Mr. Schneiter (Chair), Ms. Bolli Kennel (Member)

The ARC consists of at least two Board members appointed by the Board of Directors. The Chairman of the ARC shall be independent. The members of the ARC shall have the necessary qualifications and skills and possess financial literacy and keep themselves up to date regarding risk management best practices.

The ARC has the following roles and responsibilities:

- assessment of the adequacy and effectiveness of EPIC Group's internal systems and controls in respect of both financial and non-financial risks, the Company's and EPIC Group's compliance with legal obligations, workplace health and safety, environmental, insurance and other regulatory requirements and other relevant compliance matters, as well as with policies issued by the Company;
- evaluating the external auditors, regarding the fulfilment of the necessary qualifications and independence, and making proposals to the Board of Directors concerning the choice of the external auditors;
- assessing the work performed by the external auditors and approving the budget for auditing fees;
- reviewing the external audit reports with the external auditors, and issuing the necessary applications and recommendations to the Board of Directors;
- pre-approving any necessary non-audit specific services provided by the external auditors;
- examining, reviewing and approving the Company's accounting policies and changes thereto, as well as monitoring compliance with such accounting policies;
- reviewing annually the budget of EPIC Group, excluding new investments (which will be approved on a case by case basis during the year) and financial planning for EPIC Group;

- reviewing the draft interim financial statements and annual audited financial statements of the Company and EPIC Group with the external auditor and the relevant members of the Group Executive Management as well as issuing the necessary applications and recommendations to the Board of Directors prior to the publication of the financial statements; thereby the ARC shall review (including the review from the external auditors): (i) the Company's selection or application of accounting principles and the adequacy and effectiveness of internal control over financial reporting, (ii) significant financial reporting issues and judgments applied by management, (iii) effects of significant regulatory and accounting initiatives, and (iv) the completeness and clarity of the disclosures in the financial statements;
- evaluating the external valuation expert, assessing the work performed by the external valuation expert and reviewing the reports from the external valuation expert, and issuing necessary applications and recommendations to the Board of Directors in relation thereto;
- reviewing and approving all related-party transactions required to be disclosed;
- reviewing and discussing earnings press releases, as well as financial information and earnings guidance provided to analysts, the investment community and rating agencies;
- reviewing and discussing with management and the external auditor any deficiencies in internal control, as well as management's respective remediation measures and their implementation;
- approving EPIC Group's treasury policy, and reviewing EPIC Group's funding strategy and position, as well as EPIC Group's liquidity risk management, interest risk management and counterparty credit risk management processes;
- reviewing EPIC Group's tax planning and tax compliance processes, including the design and implementation of transfer pricing guidelines;
- reviewing the status of material legal proceedings that EPIC Group is part to, including measures taken by management to protect the interests of EPIC Group;
- reviewing EPIC Group's insurance programs;
- reviewing EPIC Group's risk management system, management's assessment of the Group's major risks, as well as evaluating the respective measures taken by EPIC Group; and
- assessing regularly the requirement to replace the auditors and to assess risks and benefits involved with a potential replacement.

The ARC meets at such frequency as it deems necessary to fulfil its duties, normally ahead of Board meetings and at least three times per year. Additional meetings may be held and be convened at the request of either the Board of Directors or any ARC member.

In fiscal year 2024, the ARC held four meetings (Q1: 1 meeting, Q2: 1 meeting, Q3: 1 meeting, Q4: 1 meeting) that lasted between about one to four hours. The CEO and the CFO attended all the meetings. The statutory auditors (KPMG) as well as the independent real estate valuer (Wüest Partner) attended two meetings each. PricewaterhouseCoopers participated to one meeting as they advised on the Company's yearly risk assessment.

Work method of the Board of Directors
As a general rule, the Board of Directors meets about four to six times per year (at least once per quarter). Additional meetings or conference calls are held as and when necessary. In fiscal year 2024, the Board of Directors held six meetings (Q1: 2 meetings, Q2: 1 meeting, Q3: 1 meeting, Q4: 2 meetings) that lasted generally between about half an hour to three hours. Meetings of the Board of Directors are convened by the Chairman if and when the need arises or whenever a Board member or the CEO, indicating the reasons, so requests in writing. If the Chairman does not comply with such request within 14 days, the Lead Independent Director shall be entitled to call the meeting. The Chairman determines the agenda and items to be discussed at the Board meetings. All members of the Board of Directors can request to add further items on the agenda.

The members of the Group Executive Management usually attend the meetings of the Board of Directors (except for specific non-executive sessions). The CEO and the CFO attended all six meetings, the Portfolio Director five meetings of the Board of Directors in 2024.

The Board of Directors and/or the Board Committees engage specific advisors to address individual matters when required. External advisors attended pertinent portions of (i) one meeting of the Board of Directors on sustainability issues, and of (ii) one meeting of the Audit and Risk Committee on risk management. The statutory auditors and the real estate valuers attended two meetings of the Audit and Risk Committee in 2024, while the statutory auditors also attended one meeting of the Remuneration and Nomination Committee.

Overview of individual attendance Board and Committee meetings

Board member	Board of Directors	Remuneration and Nomination Committee	Audit and Risk Committee
Roni Greenbaum	6/6	4/4	n/a
Stefan Breitenstein	6/6	4/4	n/a
Leta Bolli Kennel	6/6	n/a	4/4
Andreas Schneiter	6/6	n/a	4/4
Total number of meetings	**6**	**4**	**4**
Average attendance ratio	**100%**	**100%**	**100%**

3.6 Definition of areas of responsibility
The Board of Directors constitutes the highest executive body of the Company and of EPIC Group as a whole. Its responsibilities, duties and competencies and the procedural principles by which it is governed are specified by law, the Articles of Association and the Organisational Regulations.

In accordance with the Organisational Regulations, the Board of Directors has delegated the day-to-day and operational activities of the Company and EPIC Group to the Group Executive Management acting under the leadership of the CEO. The following responsibilities remain explicitly with the Board of Directors:

- overall management ("Oberleitung") and issuing of related directives;
- determine the organisation of the Company, in particular, to adopt, regularly revisit and amend the Organisational Regulations;
- organisation of the accounting, financial control and financial planning systems as required for the overall management of the Company and EPIC Group as a whole;
- appoint and dismiss the members of the Group Executive Management and to grant all forms of signing authorities;

- overall supervision of the persons entrusted with management, in particular with regard to compliance with law, the Articles of Association, the Organisational Regulations, the investment policy and further directives;
- review and approve the full year and half-year financial statements and the Annual Report of the Company and EPIC Group as a whole (in each case including any annexes thereto or parts thereof such as the Compensation Report or the Corporate Governance Report) and the proposed dividend of the Company;
- preparation for the Annual General Meeting and Extraordinary General Meetings (including related proposals of the Board) and implementation of related shareholder resolutions;
- notification of the court in the event that the Company is overindebted;
- pass resolutions regarding the increase of share capital to the extent that this is within the authority of the Board as well as the adoption of the capital increase and the amendments to the Articles of Association entailed therewith;
- pass resolutions regarding agreements in respect of mergers, de-mergers, transformations or transfers of assets and liabilities in accordance with the Swiss Merger Act;
- approving the investment policy of EPIC Group and any changes thereto;
- determining the overall business strategy and the finance and risk policy of EPIC Group;
- reviewing and approving annually the budget of EPIC Group, excluding new investments (which will be approved on a case by case basis during the year) and financial planning for EPIC Group;
- approving financial objectives and approving, via the budget and financial planning process, the necessary means to achieve these objectives;
- approving any financial indebtedness (including any security) in excess of CHF 20 million, unless already approved with the annual budget/investment plan;
- approving the issuance of bonds or other capital market instruments as well as the early termination of any such bonds or other instruments;
- approving investments in fixed assets, investments in real estate (i.e. capital expenditures) and participations (whether minority, majority or 100% and including any joint ventures and similar business partnerships involving an investment) as well as respective divestments in excess of CHF 10 million (unless such investment was specifically provided for in the approved annual budget). Amounts lower than CHF 1 million can be approved by the CEO alone while amounts that are between CHF 1 million and CHF 10 million can be approved by the Chairman of the Board of Directors following the recommendation of the CEO;
- approving the entering into or termination of any agreement with a value over the term of the contract in excess of CHF 10 million or CHF 1 million per annum;
- initiating, settling or otherwise terminating any litigation or other legal or administrative proceedings with an amount in dispute or settlement value in excess of CHF 10 million. Amounts lower than CHF 1 million can be approved by the CEO alone while amounts that are between CHF 1 million and CHF 10 million can be approved by the Chairman of the Board of Directors following the recommendation of the CEO;
- deciding on the individual and the total amount of compensation payable to the members of the Board of Directors and of the Group Executive Management and approve the remuneration policy (including any related short- and long-term incentive plans) of the Company and EPIC Group, taking into account the respective recommendations of the RNC;
- proposing for election, re-election or removal by the AGM, the external auditors as recommended by the ARC;
- appointing or removing the external valuation expert;
- approving transactions between the Company and/or subsidiaries and Board members or members of the Group Executive Management or any parties related to them.

3.7 Information and control instruments vis-à-vis the Group Executive Management

The Board of Directors ensures that it receives sufficient information from the Group Executive Management to perform its supervisory duties and to make decisions that are reserved to the Board.

The CEO, the CFO and the Portfolio Director are generally present at meetings of the Board of Directors and report in detail on the course of the Company's business. The Board of Directors receives a detailed report providing an overview of the business. This usually includes:

- financial details (income statement, balance sheet, liquidity, comparisons against the budget and against prior year period)
- status on properties in the portfolio
- report on vacancies
- status on new building projects
- report on potential acquisitions or investment projects
- report on compliance with the investment policy
- report on the internal control system (once per year)
- update on ESG matters (twice per year)

During Board meetings, each member of the Board of Directors may request information from the other members of the Board, or from the members of the Group Executive Management on all affairs of the Company and EPIC Group. The members of the Board of Directors may also request information from the Group Executive Management or review documents outside the meetings of the Board of Directors. In such case, he/she must address the request to the Chairman of the Board. To the extent necessary to fulfil his/her duties, each Board member may request in writing that the Chairman authorises the inspection of books or records of the Company. If the Chairman rejects a request for information, hearing or inspection, the Lead Independent Director or the Board of Directors shall decide whether to grant such request.

The Chairman of the Board of Directors, Mr. Greenbaum, is actively involved in the Company's operations and works very closely with the CEO and other members of the Group Executive Management team. Apart from the reporting in the course of the Board meetings, the CEO reports immediately any extraordinary event and change within the Company and within EPIC Group to the Chairman.

The CEO and the CFO attended all six meetings, the Portfolio Director five meetings of the Board of Directors in 2024. Twice a year (as of the balance sheet dates 30 June and 31 December), the portfolio is valued by an independent real estate valuer (Wüest Partner AG). Representatives of the external statutory auditors attended two meetings of the Audit and Risk Committee in fiscal year 2024.

Due to its corporate and organisational structure, EPIC Group does not have a separate internal audit department. The Board of Directors and the Audit and Risk Committee are in direct contact with the statutory auditors and can commission them with special audit tasks, if required. Please refer to page 80 for the audit fees and tasks commissioned in fiscal year 2024.

4 Group Executive Management

4.1 Members of the Group Executive Management

As of 31 December 2024, the Group Executive Management comprised three executives. The following table and Curricula Vitae provide information on each member of the Group Executive Management, including a short description of each member's business experience, education and activities. The activities of the members of the Group Executive Management at other companies are disclosed in accordance with Art. 734e of the Swiss Code of Obligations in the Compensation Report on page 95 of this Annual Report.

Name	Position	Year of appointment
Erick (Arik) Parizer	Chief Executive Officer	2008
Valérie Scholtes	Chief Financial Officer	2016
Philipp Küchler	Portfolio Director	2009

Erick (Arik) Parizer, Chief Executive Officer, born 1974, French and Swiss citizen

Education

Bsc in Economics from the London School of Economics and Political Science, qualified as Chartered Accountant (ACA), Master's degree in Finance from the London Business School

Professional background

Mr. Parizer has been serving as EPIC Group's Chief Executive Officer since 2008. In addition, Mr. Parizer serves on the board of various EPIC Group companies. Prior to joining EPIC Group, he worked as an investment banker at Lehman Brothers (2007–2008) and before that as a Financial Controller at IDT, a NYSE listed telecommunications company (2002–2006).

Valérie Scholtes, Chief Financial Officer, born 1974, Belgian and Swiss citizen

Education

MBA from the Catholic University of Louvain (graduating with honours), qualified as Chartered Financial Analyst

Professional background

Ms. Scholtes has been serving as EPIC Group's Chief Financial Officer since 2016. In addition, Ms. Scholtes serves on the board of various EPIC Group companies. Prior to joining EPIC Group, she served as the CFO for the real estate funds at Perella Weinberg Partners (now Aermont) and served on the board of nearly all the Luxembourg entities (2008–2014). Between 2003 and 2007, she was a financial controller and Board member for the Luxembourg structure at Doughty Hanson, and between 1997 and 2003 she worked at PricewaterhouseCoopers as an executive in transaction services and auditor.

Philipp Küchler, Portfolio Director, born 1983, Swiss citizen

Education
Federal certificate in Property Management and Real Estate Development, Master of Advanced Studies in Real Estate Management from the University of Applied Sciences in Business Administration in Zurich

Professional background
Mr. Küchler has been serving as Portfolio Director/Asset Manager for EPIC Group since 2009. Prior to joining EPIC Group, Mr. Küchler worked as property manager at Privera, a Swiss real estate services company (2006–2008).

4.2 Rules in the Articles of Association regarding the number of permitted additional activities

For the rules in the Articles of Association regarding the number of permitted additional activities for the members of the Group Executive Management please refer to section 3.3 on page 69 of this Corporate Governance Report. The website link regarding the Articles of Association is mentioned on page 81 of this Annual Report.

4.3 Management contracts

EPIC Suisse AG does not have management contracts with companies or natural persons not belonging to EPIC Group.

5 Compensation, shareholdings and loans

5.1 Content and method of determining the compensation and the shareholding programmes

For detailed information on compensation, shareholdings and loans to the members of the Board of Directors and members of the Group Executive Management please refer to the Compensation Report on pages 83 to 95 of this Annual Report.

5.2 Disclosure of rules in the Articles of Association in conjunction with remuneration of the Board of Directors and of the Group Executive Management

For rules in the Articles of Association regarding the approval of compensation by the General Meeting of Shareholders, principles relating to the compensation of the members of the Board of Directors and of the Group Executive Management, loans, credits, pension benefits, etc. and the additional amount of compensation for new members of the Group Executive Management, please refer to Articles 25–29 of the Articles of Association. The rules regarding agreements with members of the Board of Directors and of the Group Executive Management in terms of duration and termination are stipulated in Article 24 of the Articles of Association. The rules on shareholders' votes on compensation are contained in Article 12 of the Articles of Association.

The Articles of Association are available on the Company website – section ESG – direct link: https://epic.ch/en/esg

6 Shareholders' participation rights

For the website link regarding the Articles of Association referred to in the following chapters please refer to the link above or to page 81.

6.1 Voting rights and representation

Each share entitles to one vote, subject to the provisions of Article 5 of the Articles of Association (see section 2.6 on page 65 for the details of these provisions related to a potential restriction of voting rights, group clauses, and exceptions granted during the year under review). Each shareholder may be represented at the General Meeting by any other person who is authorised by a written power of attorney presented at such General Meeting. The Board of Directors determines the requirements regarding proxies and voting instructions.

The General Meeting shall pass its resolutions and carry out its elections with the simple majority of the votes cast, to the extent that neither the law nor the Articles of Association provide otherwise. Abstentions, empty votes and invalid votes will not be taken into account for the calculation of the required majority.

The Board of Directors did not reject any applications for registration in the share register in fiscal year 2024, nor did it grant any exceptions.

For the quorum required for an easement or abolition of the restriction of the transferability of the registered shares see section 6.3 below.

6.2 The Independent Proxy

The General Meeting elects an Independent Proxy. Natural persons as well as legal entities and partnerships are eligible for election. The term of office of the Independent Proxy ends at the next Annual General Meeting. Re-election is possible.

The Annual General Meeting held on 25 April 2024 re-elected law firm ADROIT Attorneys, Zurich, as Independent Proxy until the end of the Annual General Meeting in 2025, which will be held on 28 March 2025. ADROIT Attorneys is independent from the Company and has no further mandates with the Company or any EPIC Group companies.

6.3 Quorums required by the Articles of Association

According to Article 13 of the Articles of Association, a resolution of the General Meeting passed by at least two thirds of the represented share votes and the absolute majority of the represented shares par value is required for:

- the cases listed in Article 704 para. 1 CO and in Articles 18, 43, and 64 of the Federal Act on Merger, Demerger, Transformation and Transfer of Assets (Merger Act) dated 3 October 2003, subject to any higher statutory quorums;
- the easement or abolition of the restriction of the transferability of the registered shares;
- any change to the provisions of Article 13 of the Articles of Association.

6.4 Convocation of the General Meeting of Shareholders

According to Article 8 of the Articles of Association, General Meetings shall be convened by the Board of Directors, or if need be, by the auditors.

Notice of the General Meeting shall be given by publication in the Swiss Official Gazette of Commerce at least 20 calendar days before the date of the meeting. To the extent the post and/or e-mail address of the shareholders are known, notice may also be sent by post and/or e-mail. The notice shall state the name and address of the independent proxy, the day, time, form and place of the General Meeting, the agenda, the proposals by the Board of Directors and the proposals of the shareholders who have requested the General Meeting or that an item be included in the agenda, in each case with a short explanation to the motions.

According to Article 7 of the Articles of Association, Extraordinary General Meetings shall be convened by the Board of Directors within two months, if shareholders representing at least 5% of the share capital request such meeting in writing, setting forth the items to be discussed and the proposals to be decided upon.

The Board of Directors may provide that shareholders who are not present at the General Meeting may exercise their rights electronically. Instead, the Board of Directors may also waive the determination of a meeting location and order the holding of a virtual General Meeting, if holding a physical meeting may not be possible or advisable from a health and safety perspective (e.g. in case of a pandemic).

6.5 Inclusion of items on the agenda

According to Article 9 of the Articles of Association, the Board of Directors shall state the items on the agenda. Registered shareholders with voting rights individually or jointly representing at least 0.5% of the share capital of the Company may demand that items be put on the agenda or that motions to agenda items be included in the invitation to the General Meeting. Such demands have to be submitted to the Chairman of the Board of Directors at least 45 calendar days before the date of the General Meeting and shall be in writing, specifying the item, the proposals, and a short explanation of the motions.

No resolutions may be passed on motions concerning agenda items which have not been duly announced, apart from those exceptions permitted by law.

6.6 Registration in the share register

The record date for the inscription of registered shareholders into the share register in view of their participation in the General Meeting of Shareholders is defined by the Board of Directors. It will be set around 2 weeks before the meeting. Shareholders who dispose of their registered shares before the General Meeting are no longer entitled to vote with such disposed shares. For the Annual General Meeting on 28 March 2025, the Board of Directors has set the record date at 17 March 2025.

7 Change of control and defence measures

7.1 Duty to make an offer

According to Article 32 of the Articles of Association, the duty to submit a public takeover offer pursuant to Article 135 of the Federal Act on Financial Market Infrastructures and Market Conduct in Securities and Derivatives Trading of 19 June 2015 (FMIA) is excluded in accordance with Article 125 paragraph 3 FMIA.

7.2 Clauses on changes of control

There are no change of control clauses in favour of members of the Board of Directors or the Group Executive Management.

8 Auditors

8.1 Duration of the mandate and term of office of the lead auditor

KPMG AG, Badenerstrasse 172, 8036 Zurich, Switzerland has been the statutory auditors of the Company since its foundation in 2016. The statutory auditors shall be elected each year by the Annual General Meeting and may be re-elected. Reto Benz has been the auditor in charge since the fiscal year ending 31 December 2019.

8.2 Audit fee

The audit fees for fiscal year 2024 amount to CHF 0.2 million and include the audit of the consolidated and separate (Holding) financial statements of EPIC Suisse AG and its subsidiaries, the audit of the compensation report and other audit related type of work such as certain checks of the interim consolidated financial statements and inquiries about the merger of the Luxembourg subsidiary with the Company.

8.3 Additional fees

During fiscal year 2024, no further additional fees were charged by KPMG AG.

8.4 Supervisory and control instruments pertaining to the external audit

The Audit and Risk Committee as a committee of the Board of Directors reviews and evaluates the performance and independence of the statutory auditors at least once each year. Based on its review, the Audit and Risk Committee recommends to the Board of Directors which external auditor should be proposed for election at the Annual General Meeting. The decision regarding this agenda item is then taken by the entire Board of Directors.

When evaluating the performance and independence of the statutory auditors, the Audit and Risk Committee puts special emphasis on the professional competence of the audit team (including real estate competence), personal independence of the lead auditor and independence of the audit firm as a whole, coordination of the auditors with the Group Executive Management and the Audit and Risk Committee, as well as on practical recommendations with respect to applications of IFRS rules.

A qualified real estate valuer (Wüest Partner AG) evaluates the real estate portfolio twice a year. This firm must also be independent from the Company and may not be the same as the statutory auditors of the Company.

The Audit and Risk Committee agrees the scope of and discusses the results of the external audit with the statutory auditors. The statutory auditors prepare a comprehensive report addressed to the Board of Directors once per year, informing them in detail on the results of their audit. They also check certain aspects of the interim consolidated financial statements prior to them being released.

During fiscal year 2024, the Audit and Risk Committee held four meetings. The statutory auditors were present at two of these meetings.

The Board of Directors has determined the rotation interval for the Lead Auditor to be seven years, as defined by the Swiss Code of Obligation. The last rotation of the Lead Auditor occurred in 2019.

9 Information policy

EPIC Suisse AG communicates openly and transparently with shareholders, financial analysts, potential investors, the media, business partners and other interested parties.

The Company's registered office is at Seefeldstrasse 5a, 8008 Zurich, Switzerland.

Financial reports are published on a half-year basis (Annual Report, Half-Year Report) with consolidated financial statements being prepared in accordance with IFRS. The Company further releases high level numbers (trading update) for the first and third quarter, in parallel with its indirect majority shareholder, Alrov Properties & Lodgings Ltd., listed on the Tel Aviv stock exchange. The Company's shares are being held by Alrov Ventures Ltd., which is a 100% owned subsidiary of Alrov Properties & Lodgings Ltd. (see also section 1.2 Significant shareholders).

For the Annual Results and the Half-Year Results, the Company organises conference calls with investors, analysts and the media to present and discuss the results in detail. These conference calls are held on the same day that the results are being published.

Financial results and Company news are published through media releases (ad hoc or non-ad hoc). Details and information on the real estate portfolio, Company organisation, financial reports, media releases, etc. are available on the Company website. www.epic.ch

Official means of publication for the Company is the Swiss Official Gazette of Commerce. www.shab.ch

The following links lead directly to important investor relations/information pages:

Articles of Association	https://www.epic.ch/en/esg
Financial Reports	https://ir.epic.ch/en/financial-reports/
Investor/Analyst presentations	https://ir.epic.ch/en/investor-analyst-presentations/
Agenda	https://ir.epic.ch/en/agenda/
Media Releases	https://ir.epic.ch/en/media-releases/
Media Releases Subscription	https://ir.epic.ch/en/newsletter_registration/

Participations of significant shareholders and management transactions are reported through the SIX Regulation websites at:

Significant shareholders https://www.ser-ag.com/en/resources/notifications-market-participants/significant-shareholders.html#/

Management transactions https://www.ser-ag.com/en/resources/notifications-market-participants/management-transactions.html#/

For the media and investor contact, the Company's registered office address and key dates in 2025 please refer to Investor Relations Information on page 170 of this Annual Report.

10 Blocked periods

The Company and "blocked persons" are prohibited from trading in the Company's securities during the following ordinary blocked periods:

- from 31 December until the lapse of one trading day at SIX Swiss Exchange following the public release of the Company's annual results;
- from 31 March until the lapse of one trading day at SIX Swiss Exchange following the public release of the Company's Q1 trading update;
- from 30 June until the lapse of one trading day at SIX Swiss Exchange following the public release of the Company's half-year results;
- from 30 September until the lapse of one trading day at SIX Swiss Exchange following the public release of the Company's Q3 trading update.

Furthermore, the CEO or the CFO may impose extraordinary blocked periods from time to time, when they consider it necessary and appropriate (for example in connection with a potential material transaction). Extraordinary blocked periods last until they have been terminated by the CEO or the CFO.

Blocked person means any of the following persons:

- Members of the Board of Directors of EPIC Suisse AG, Alrov Ventures Ltd. and Alrov Properties & Lodgings Ltd.
- All EPIC Group employees

No exceptions were granted in fiscal years 2024 and 2023.

Compensation Report

Introduction

EPIC Suisse AG (also referred to as the "Company") is a listed Swiss real estate company that has its shares listed on the SIX Swiss Exchange since 25 May 2022. The Compensation Report describes the compensation principles and scheme as well as the governance framework related to compensation of the Board of Directors and the Group Executive Management. The report also contains detailed information on the compensation paid to the members of the Board of Directors and the Group Executive Management in fiscal year 2024. The Compensation Report is prepared in accordance with the following regulations and guidelines as in force and effect on 31 December 2024:

- Swiss Code of Obligations according to Art. 734 et seq.
- Corporate Governance Directive of SIX Exchange Regulation
- Swiss Code of Best Practice for Corporate Governance of Economiesuisse
- Articles of Association of EPIC Suisse AG

The Articles of Association (version dated 26 April 2023) are available on the Company website www.epic.ch under section ESG (Environmental, Social, Governance) – Articles of Association. Direct link: https://epic.ch/en/esg

1 Compensation principles

The compensation system for the Board of Directors and the Group Executive Management of EPIC Suisse AG is transparent and based on the following principles:

- Attract, motivate and retain top qualified and talented professionals
- Reward the Group Executive Management, but also other employees of the Company, for their contribution to the successful development of EPIC Group
- Align the interests of the Company, the Board of Directors and the Group Executive Management with those of the shareholders

1.1 Board of Directors

According to Article 25 of the Articles of Association, the compensation of the members of the Board of Directors consists of a fixed compensation and may comprise a fixed base fee and fixed fees for chairmanship and memberships in Board committees or for roles of the Board of Directors as well as a lump sum compensation for expenses which are determined by the full Board of Directors based on the proposal of the Remuneration and Nomination Committee, subject to and within the limits of the aggregate maximum amounts approved by the Annual General Meeting of Shareholders ("AGM"). The compensation may be awarded in cash and/or in form of shares in the Company. In case the compensation is paid in whole or in part in shares, the Board of Directors shall determine the grant conditions as well as any other conditions.

In addition, the members of the Board of Directors providing consulting services to the Company or other group companies in a function other than as members of the Board of Directors may be compensated in cash according to standard market rates subject to approval by the AGM.

1.2 Group Executive Management

According to Article 26 of the Articles of Association, the compensation of the members of the Group Executive Management, which is determined by the Board of Directors based on the proposal of the Remuneration and Nomination Committee and subject to and within the limits of the aggregate amounts approved by the AGM, consists of:

- Fixed compensation paid in cash, which consists of the base salary and benefits, such as post-employment benefits and a company car
- Variable compensation paid in cash and/or shares

The variable compensation depends on the achievement of targets set in advance by the Board of Directors over the course of a one-year performance period. Targets are determined on an annual basis for each member of the Group Executive Management, taking into account his/her position, responsibilities, and tasks, at the start of the one-year performance period. The performance targets may include individual targets, targets of the Company (e.g. Return on Equity, ESG targets) or targets in relation to the market, other companies or comparable benchmarks. Pay-outs are subject to caps that may be expressed as pre-determined multipliers of the respective target levels.

The Board of Directors, upon proposal by the Remuneration and Nomination Committee, determines the performance metrics, target levels and target achievement and further determines grant, restriction or forfeiture conditions and periods in relation to shares or similar rights regarding shares to be awarded. The Company may procure the required shares or other securities through purchases in the market or by using conditional share capital.

2 Governance on compensation

The Company's Articles of Association contain specific provisions on compensation. The Articles of Association and amendments thereof, are subject to the approval by the AGM. The compensation articles include rules concerning the votes on compensation (Article 12); the Remuneration and Nomination Committee (Article 19); the permitted additional activities (Article 23); the agreements related to compensation of members of the Board of Directors and the Group Executive Management (Article 24); the principles relating to compensation of the members of the Board of Directors and the Group Executive Management (Articles 25 and 26, respectively); the expenses (Article 27); the loans, credits, pension benefits other than from occupational pension funds, securities (Article 28); and the additional amount of compensation for new members of the Group Executive Management (Article 29). The Articles of Association are available on the Company's website:

www.epic.ch under section ESG (Environmental, Social, Governance) – Articles of Association. Direct link: https://epic.ch/en/esg

The Company's Articles of Association provide that each year the AGM must vote separately and bindingly on the proposals by the Board of Directors regarding the aggregate amounts of:

- The maximum compensation of the Board of Directors for the term of office until the next AGM;
- The maximum overall fixed and variable compensation of the Group Executive Management to be paid or allocated in the subsequent business year.

The votes on these maximum aggregate amounts have a binding effect. Thereafter, the decision authority on the individual compensation of each member of the Board of Directors and of the Group Executive Management (within the limits approved by the AGM) is with the Board of Directors, upon proposal by the Remuneration and Nomination Committee.

The Compensation Report is submitted to the AGM for an advisory vote on a yearly basis, so that shareholders may, in addition to the binding approval of the maximum compensation, have their "say on pay" and express their opinion on the compensation policy and scheme and its application. This current Report will be submitted to the upcoming AGM scheduled on 28 March 2025.

2.1 Remuneration and Nomination Committee

The Remuneration and Nomination Committee ("RNC") consists of two members of the Board of Directors. The members of the RNC were re-elected at the AGM on 25 April 2024 for a term of office of one year (until the next AGM). Re-election is possible.

The RNC supports the Board of Directors in fulfilling all compensation related duties. The overall responsibility for defining the compensation policy of EPIC Group, as well as the terms and conditions of employment for members of the Group Executive Management is with the Board of Directors. The Board of Directors approves the individual compensation of the members of the Board of Directors and the Group Executive Management (within the aggregate limits as approved by the AGM).

The duties of the RNC regarding compensation matters and regarding nomination are mentioned in detail in section "3.5 Internal organisational structure" in the Corporate Governance Report on pages 70 to 71.

Remuneration and Nomination Committee

Member of the Board of Directors	Elected Board member since	In the RNC since
Stefan Breitenstein	2017	2022 (Chairman of the RNC)
Roni Greenbaum	2016	2022 (Member of the RNC)

The RNC discusses the compensation of the members of the Board of Directors and of the Group Executive Management in separate meetings. The RNC then submits its proposals for the compensation to the Board of Directors, which decides collectively on the compensation of its own members, usually once per year and with all Board members being present during the discussion. For the compensation of the members of the Group Executive Management, the RNC annually reviews and proposes any amounts for approval to the Board of Directors. The CEO and CFO may participate in the meetings of the RNC, but they will not participate when their own compensation is being discussed. In fiscal year 2024, the RNC held four meetings (Q1: 2, Q3: 1, Q4: 1 meetings).

For benchmarking total compensation of the Board of Directors and Group Executive Management, the RNC and the Board of Directors consider a group of other Swiss listed real estate companies as relevant peers for their annual compensation comparison analysis. This list included Allreal, HIAG, Intershop, Investis, Mobimo, PSP Swiss Property, Swiss Prime Site and Zug Estates for the determination of Board of Directors and Group Executive Management compensation for 2024. The comparison analysis covers amongst other things total compensation, fixed and variable proportions, KPIs, vesting period, maximum variable compensation and was prepared and provided by the Company's financial advisors.

Decision authorities

Level of authority	RNC	Board of Directors	AGM
Compensation policy and principles	Proposes	Approves, proposes	Approves [1]
Maximum aggregate compensation amount for the Board of Directors	Proposes	Reviews, proposes	Approves
Maximum aggregate compensation amount for the Group Executive Management	Proposes	Reviews, proposes	Approves
Individual compensation of the members of the Board of Directors	Proposes	Approves [2]	n/a
Individual compensation of the members of the Group Executive Management	Proposes	Approves [2]	n/a
Compensation Report	Proposes	Approves	Consultative vote

[1] To the extent the policy and principles are stipulated in the Company's Articles of Association.
[2] Within the aggregate amounts approved by the AGM.

3 Compensation of the Board of Directors

The compensation of the members of the Board of Directors is designed to attract and retain highly qualified individuals to serve on the Board of Directors. To guarantee their independence in exercising their supervisory duties, the members of the Board of Directors receive a fixed compensation. The compensation of the Board of Directors is not tied to the Company's targets either. It can be paid partly in cash and partly in shares. The fees for the terms of office in 2024 (AGM 2024 to AGM 2025) and in 2023 (AGM 2023 to AGM 2024), respectively, are paid in cash.

The Board of Directors' compensation consists of an annual Board fee of TCHF 160 for the Chairman of the Board and TCHF 80 for each of the other Board members (fees net of social security contributions, if applicable), including the work in committees. No additional fee is being paid for assignments to the committees of the Board of Directors either as chairperson or member of a committee.

The annual fees (AGM to AGM) for the different positions in the Board of Directors remained unchanged since the year 2022 on a net basis (net of employee social security).

Compensation structure for the Board of Directors

	Annual fee[1] in CHF ('000)	
Position	2024	2023
Chairman of the Board of Directors	160	160
Member of the Board of Directors	80	80

[1] The fees mentioned in this table are net amounts (net of social security contributions, if applicable). The annual fee includes compensation for the position in the Board of Directors and the fee for being chairperson or member of a committee.

The cash compensation to the Board of Directors is paid quarterly (in the month following the end of the quarter for Q1, Q2 and Q3). The cash compensation for Q4 is paid after the AGM has taken place (i.e. in Q2 of the following year). The compensation to the Board of Directors is subject to regular social security contributions.

In exceptional circumstances, the members of the Board of Directors providing consulting services to the Company or other group companies in a function other than as members of the Board of Directors may be compensated in cash according to standard market rates and subject to the approval by the AGM. No such compensation was provided to members of the Board of Directors during the fiscal year 2024 or prior year 2023.

3.1 Compensation of the Board of Directors

The Board of Directors comprised the same four members as of 31 December 2024 and 2023, respectively.

Compensation of the Board of Directors in 2024 (Audited)
Period 1 January to 31 December 2024

Name, Function Gross amounts in CHF ('000)	Gross cash compensation	Social security contributions[1]	Other[2]	Total
Roni Greenbaum, Chairman	171	13	0	184
Stefan Breitenstein, Lead Independent Director	84	4	0	88
Leta Bolli Kennel, Director	85	6	6	97
Andreas Schneiter, Director	85	6	6	97
Total	**425**	**29**	**12**	**466**

[1] Amounts include mandatory employer social security contributions (employee social security contributions are included in the gross cash compensation amounts).
[2] Other includes pension contributions.

Compensation of the Board of Directors in 2023 (Audited)
Period 1 January to 31 December 2023

Name, Function Gross amounts in CHF ('000)	Gross cash compensation	Social security contributions[1]	Other	Total
Roni Greenbaum, Chairman	171	13	0	184
Stefan Breitenstein, Lead Independent Director	84	5	0	89
Leta Bolli Kennel, Director	85	6	0	91
Andreas Schneiter, Director	85	6	0	91
Total	**425**	**30**	**0**	**455**

[1] Amounts include mandatory employer social security contributions (employee social security contributions are included in the gross cash compensation amounts).

Other compensation, loans or guarantees (Audited)
For the 12-month periods in fiscal years 2024 and 2023, no other compensation (other than mentioned in the tables above) was paid directly or indirectly to current or former members of the Board of Directors or to their related parties. No member of the Board of Directors or their related parties were granted a loan or a guarantee during the reporting periods. There was no loan outstanding at the end of each reporting year to any member of the Board of Directors or their related parties.

Explanatory comments to the compensation tables
The number of Board members and the Board of Directors' annual gross cash compensation remained unchanged since the Company's listing on the SIX Swiss Exchange on 25 May 2022. The minor deviation in the total compensation as shown in the tables above relates to pension contributions.

Reconciliation between the reported compensation of the Board of Directors for fiscal year 2024 and the compensation amount approved by the AGM 2024 for the period until the AGM 2025 (Audited)
The AGM held on 25 April 2024 approved, in accordance with the proposal by the Board of Directors, a maximum aggregate amount of compensation of the Board of Directors of TCHF 600 for the term of office until the AGM 2025. The following table shows a reconciliation between the reported Board of Directors' compensation for the fiscal year 2024 and the amount approved by the shareholders at the AGM 2024:

Gross amounts in CHF ('000)	Total Board compensation for fiscal year 2024 as reported	Less Board compensation accrued for period 1 Jan 2024 to AGM on 25 April 2024 (4 months)	Plus expected Board compensation to be accrued for period 1 Jan 2025 to AGM on 28 March 2025 (3 months)	Total Board compensation for period AGM 2024 to AGM 2025	Total maximum amount approved by the AGM 2024 for period AGM 2024 to AGM 2025	Compensation ratio
Total compensation Board of Directors	**466**	**(152)**	**117**	**431**	**600**	**71.8%**

For the prior period from AGM 2023 to AGM 2024, the final Board of Directors' compensation amounted to TCHF 455, which is below the maximum compensation amount of TCHF 600 and similar compared to the published amount in the reconciliation table contained in the Compensation Report 2023.

The Board of Directors will propose to the AGM on 28 March 2025 an unchanged maximum aggregate amount of compensation for the Board of Directors of TCHF 600 for the period from the AGM 2025 to the AGM 2026.

4 Compensation of the Group Executive Management

EPIC Group aims to provide competitive compensation to the members of the Group Executive Management that reflects the experience and the area of responsibility of each member. The executive members' compensation is designed to reinforce EPIC Group's strategy and to align the interests of the members of the Group Executive Management with those of the shareholders. The compensation is built around the following principles:

Principle	Description
Pay for performance	A significant portion of the compensation depends on the achievement of pre-defined performance targets, both financial and non-financial.
Alignment with shareholders	Part of the compensation is delivered in Company shares, thus strengthening the alignment with shareholders' interests.
Market competitiveness	Compensation is competitive compared to similar positions in the market.
Transparency	The compensation scheme is straightforward and transparent.

The compensation that was granted to the members of the Group Executive Management in fiscal year 2024 includes the following elements (unchanged from the previous year 2023):

- Fixed base salary, paid in cash
- Performance related bonus, paid in cash (50%) and shares (50%)
- Other indirect benefits, post-employment benefits

Base salary
The annual base salary depends on the scope and key areas of responsibility of the position and the experience and competencies of the individual person. The base salary is determined when a person is joining the Company or on being appointed to the Group Executive Management. The base salary is paid out on a monthly basis and will be reviewed annually.

The monthly base salaries have remained unchanged in fiscal year 2024 compared to the prior year 2023.

Performance related bonus
The annual performance bonus is a short-term variable incentive to reward performance over a time horizon of one year. It is determined annually by the Board of Directors, upon recommendation of the Remuneration and Nomination Committee. For fiscal year 2024 it consists of two bonus schemes: the first one is related to Return on Equity ("RoE") and the second one to ESG, with the first bonus being the predominant one (unchanged structure compared to 2023).

RoE target:
For the fiscal year 2024, the relevant key performance indicator is Return on Equity, whereby RoE is defined as the consolidated earnings after tax and before revaluations of properties and derivatives (taking into account the related deferred taxes as well as any related foreign exchange effects) divided by the average IFRS equity for the year. The target RoE amounts to 5%, and variable compensation will become payable as per the following thresholds:

- RoE of less than 3% which is the minimum target: No variable compensation;
- RoE of between 3% and 5%: Variable compensation will increase linearly from 67% to 100%;
- RoE of between 5% and 7% (or above): Variable compensation will increase linearly from 100% to a maximum of 130%;
- The performance achievement ratio is approved by the Board of Directors, upon proposal of the Remuneration and Nomination Committee. The pay-out can be between 0% and the cap at 130%;
- At the maximum potential payout, this bonus opportunity represents 54.5% of the annual base salary for the CEO and in aggregate 45.7% for the other members of the Group Executive Management.

In 2024, the overall structure and defined percentages of the RoE target, including the percentages of the payout range and maximum bonus opportunity, remained unchanged compared to the fiscal year 2023.

ESG target:
The second bonus is based on ESG criteria. For the fiscal year 2024, the Board of Directors, upon recommendation by the Remuneration and Nomination Committee, reviewed and considered the Company's long-term decarbonisation pathway, aiming for a CO_2 emission intensity below 2 $kgCO_2e/m^2$ by 2050 (see detailed graphs on pages 37 and 38 in the Sustainability Report section of this Annual Report). In order to achieve the defined decarbonisation target, the Company has long-term, internal investment plans that include for example current developments, re-fittings of existing properties in the portfolio, modernisation or other environmentally friendly actions (such as replacements of heating or electricity systems), etc.

The wide range of measures that have to be taken along this timeline – in order to reach the 2050 goal – are broken down into individual annual ESG targets, which are defined by the Board of Directors, upon assessment and proposal by the Remuneration and Nomination Committee. For the fiscal year 2024, the annual ESG target was defined as follows:

- Completion of the installation of a heat pump in the retail property in Uster West by the end of 2024;
- Presentation to the Board of Directors by the end of 2024 of an analysis showing the feasibility as well as the advantages and disadvantages of a heat pump versus the connection to district heating in the logistics property in Spreitenbach;
- The performance achievement ratio for this second bonus is decided by the Board of Directors, upon proposal of the Remuneration and Nomination Committee. The payout ratio can be between 0% and 100%;
- At the maximum potential payout, this bonus opportunity represents 7.0% of the annual base salary for the CEO and in aggregate 6.3% for the other members of the Group Executive Management.

The above annual ESG targets were new targets set for the 2024 business year, whereas the percentages of the payout range and maximum bonus opportunity remained unchanged compared to the prior year 2023.

Achievement and payout ratios for the 2024 performance bonus:
With a Return on Equity (excluding revaluation of properties and derivatives and the related deferred taxes and foreign exchange effects) of 5.0% achieved for fiscal year 2024 (2023 period: 5.0%) and full achievement on the ESG goals (2023 period: 100%), the payout for the performance related bonus for 2024 amounts to 49.6% of the annual base salary for the CEO (2023 period: 49.5%) and to 41.5% in aggregate for the two other members of the Group Executive Management (2023 period: 41.7%).

The compensation under this performance bonus plan will be paid half in cash and half in shares. The shares will be allocated based on their closing price on SIX Swiss Exchange on the first date on which the shares are traded ex-dividend following the approval at the AGM. From the date of the allocation of the shares, the blocking periods (for the share portion only) is one year with respect to one third of the shares, two years with respect to the second third of the shares and three years with respect to the remaining third of the shares granted.

Other indirect benefits, post-employment benefits
The members of the Group Executive Management participate in the pension plan offered to all employees of EPIC Group. Only the base salary is insured under the pension plan in accordance with the applicable pension fund regulations. Any payments or entitlements (e.g. variable compensation) in addition to the base salary are not included in the pension plan. The Company limits further benefits to a minimum. Fringe benefits such as a company car have been granted to two members of the Group Executive Management.

Long-term loyalty bonus, granted in 2022
The Extraordinary General Meeting held on 14 May 2022, when the Company was still privately owned, approved a one-time loyalty bonus of CHF 0.4 million in total to be paid to the members of the Group Executive Management, as an incentive for their continuing commitment and performance in the success of EPIC Group following the IPO. This bonus, granted in fiscal year 2022, was set with a condition of a three-year retention period from the IPO date, i.e. the executive member must be in a continuous employment relationship for three years from the date of 25 May 2022 or alternatively must qualify as a good leaver. The special loyalty bonus will be paid in the month following the end of the retention period (i.e. in June 2025).

This loyalty bonus is accrued over the lifetime of the retention period, i.e. one third each year and is shown separately in the compensation tables. The yearly amount of the loyalty bonus reflects 7.0% of the annual base salary for the CEO and in aggregate 13.0% for the other members of the Group Executive Management.

4.1 Compensation of the Group Executive Management

The Group Executive Management comprised the same three members as of 31 December 2024 and 2023, respectively.

Compensation of the Group Executive Management in 2024 (Audited)
Period 1 January to 31 December 2024

Type, Function Gross amounts in CHF ('000)	Group Executive Management	of which the CEO [1]
Base salary	1'358	716
Performance related bonus [2]	621	355
Post-employment benefits [3]	326	175
Other indirect benefits [4]	15	9
Total compensation granted	**2'320**	**1'255**
Accrued expenses of loyalty bonus vesting in 2025 [5]	133	50
Total remuneration of management according to Note 25 of the consolidated financial statements	**2'453**	**1'305**

[1] The CEO, Arik Parizer, has the highest compensation of the Group Executive Management.
[2] The performance related bonus is based on Return on Equity and ESG targets and is paid 50% in cash and 50% in shares. The shares will be allocated based on their closing price on SIX Swiss Exchange on the first date on which the shares are traded ex-dividend following the approval at the AGM. From the date of the allocation, the shares will have a lock-up period of one year for a third of the shares, two years for another third of the shares and three years for the remainder of the shares.
[3] Amount includes employer social security contributions and pension contributions.
[4] Amount includes company car as declared in the salary statement.
[5] Reflects the accrued amount in fiscal year 2024 for the loyalty bonus granted in 2022. This bonus is tied to a 3-year retention period, ending in May 2025, with payment in June 2025.

Compensation of the Group Executive Management in 2023 (Audited)
Period 1 January to 31 December 2023

Type, Function Gross amounts in CHF ('000)	Group Executive Management	of which the CEO [1]
Base salary	1'362	717
Performance related bonus [2]	624	355
Post-employment benefits [3]	349	189
Other indirect benefits [4]	15	9
Total compensation granted	**2'350**	**1'270**
Accrued expenses of loyalty bonus vesting in 2025 [5]	133	50
Total remuneration of management according to Note 25 of the consolidated financial statements	**2'483**	**1'320**

[1] The CEO, Arik Parizer, has the highest compensation of the Group Executive Management.
[2] The performance related bonus is based on Return on Equity and ESG targets and is paid 50% in cash and 50% in shares. The shares will be allocated based on their closing price on SIX Swiss Exchange on the first date on which the shares are traded ex-dividend following the approval at the AGM. From the date of the allocation, the shares will have a lock-up period of one year for a third of the shares, two years for another third of the shares and three years for the remainder of the shares.
[3] Amount includes employer social security contributions and pension contributions.
[4] Amount includes company car as declared in the salary statement.
[5] Reflects the accrued amount in fiscal year 2023 for the loyalty bonus granted in 2022. This bonus is tied to a 3-year retention period, ending in May 2025, with payment in June 2025.

Other compensation, loans or guarantees (Audited)
For the 12-month periods in fiscal years 2024 and 2023, no other compensation (other than mentioned in the tables above) was paid directly or indirectly to current or former members of the Group Executive Management or to their related parties. No member of the Group Executive Management or their related parties were granted a loan or a guarantee during the reporting periods. There was no loan outstanding at the end of each reporting year to any member of the Group Executive Management or their related parties.

Explanatory comments to the compensation tables
The total compensation granted to the Group Executive Management for fiscal year 2024 compared with the previous year stayed overall stable as the financial key performance indicator Return on Equity achieved remained unchanged at 5.0% (net of bonus).

Comparison of compensation granted to the Group Executive Management for fiscal year 2024 and the compensation amount approved by the AGM 2023 for the fiscal year 2024
The AGM held on 26 April 2023 approved a maximum aggregate amount of compensation for the Group Executive Management of TCHF 3'000 for the year ended 31 December 2024. The following table shows a comparison between the granted compensation for the Group Executive Management for the fiscal year 2024 and the maximum amount approved by the shareholders at the AGM 2023:

Gross amounts in CHF ('000)	Compensation granted for fiscal year 2024	Total maximum amount approved by the AGM 2023	Compensation ratio
Total compensation granted Group Executive Management	**2'320**	**3'000**	**77.3%**

The AGM 2024 approved the maximum aggregate amount of compensation for the Group Executive Management for the year ended 31 December 2025 in an unchanged amount of TCHF 3'000. The compensation in 2025 compared to this approved maximum amount will be disclosed in the Compensation Report 2025 to be published in 2026.

For fiscal year 2026, the Board of Directors will propose to the AGM on 28 March 2025 an unchanged maximum aggregate amount of compensation for the Group Executive Management of TCHF 3'000.

4.2 Employment contracts with members of the Group Executive Management
The employment agreements of the members of the Group Executive Management are concluded for an indefinite period and have termination notice periods of six and twelve months. They do not contain any change of control clauses or any post-contractual non-competition clauses.

5 Related party transactions

There were no related party transactions with the members of the Board of Directors or Group Executive Management in fiscal year 2024, nor in the prior year 2023.

Further information on "Related parties" is shown in Note 25 of the Consolidated Financial Statements.

6 Shareholdings of the members of the Board of Directors and the Group Executive Management as at 31 December 2024 and 2023 (Audited)

Members of the Board of Directors and of the Group Executive Management (including related parties) hold directly or indirectly the following share positions in EPIC Suisse AG as at 31 December 2024 and 2023, respectively:

	31 December 2024		31 December 2023	
Members of the Board of Directors	Shares	Participation	Shares	Participation
Roni Greenbaum, Chairman [1]	1'664'925	16.12%	1'664'925	16.12%
Stefan Breitenstein, Lead Independent Director	5'000	0.05%	5'000	0.05%
Leta Bolli Kennel, Director	2'500	0.02%	2'500	0.02%
Andreas Schneiter, Director	0	0.00%	0	0.00%
Total Board of Directors	**1'672'425**	**16.19%**	**1'672'425**	**16.19%**

[1] Shares held through EPIC Luxembourg S.A., Luxembourg. See also section "1.2 Significant shareholders" in the Corporate Governance Report.

	31 December 2024		31 December 2023	
Members of the Group Executive Management	Shares [2]	Participation	Shares	Participation
Arik Parizer, CEO	4'934	0.05%	2'466	0.02%
Valérie Scholtes, CFO	3'034	0.03%	1'835	0.02%
Philipp Küchler, Portfolio Director	1'532	0.01%	863	0.01%
Total Group Executive Management	**9'500**	**0.09%**	**5'164**	**0.05%**

[2] Shares held by members of the Group Executive Management include shares allocated from the performance bonus plan (bonus split 50% in cash, 50% in shares) in relation to the financial years 2023 and 2022, respectively. See also description under paragraph "Performance related bonus" on page 89 of this Compensation Report.

7 Mandates outside of EPIC Suisse AG (Audited)

The Swiss Code of Obligations requires that the Compensation Report specifies other functions of members of the Board of Directors, of the Group Executive Management or of the Advisory Board (if such exists) at legal entities with an economic purpose. The rules applied by EPIC Suisse AG as per Article 23 of the Articles of Association regarding the number of permitted additional activities are mentioned in section 3.3 of the Corporate Governance Report (on page 69). The following table lists the different members and their mandates outside the Company as at 31 December 2024.

Board of Directors	Mandates	Position
Roni Greenbaum	**Listed companies**	
	None	
	Non listed companies	
	Coccinelle SA, Paris [1]	Member of the Board of Directors
	EPIC Holdings France, Paris [1]	Member of the Board of Directors
	European Property Investment Corporation Limited, London [1]	Manager
	L Hotel Holdings SAS, Paris [1]	Member of the Board of Directors
	EPIC Luxembourg SA, Luxembourg City [2]	Member of the Board of Directors
	High Field Holding S.à r.l., Luxembourg City [2]	Member of the Board of Directors
	High Field Luxembourg SA, Luxembourg City [2]	Member of the Board of Directors
Stefan Breitenstein	**Listed companies**	
	Gurit Holding AG, Wattwil	Member of the Board of Directors, Chairman of the Audit Committee
	Non listed companies	
	Brink's International Holdings AG, Zug [3]	Vice Chairman of the Board of Directors
	Brink's Schweiz AG, Kloten [3]	Member of the Board of Directors
	MAN Truck & Bus Schweiz AG, Otelfingen	Member of the Board of Directors
	Kar-Tess Holding Sàrl, Luxembourg City	Member of the Board of Directors
	The A.G. Leventis Foundation, Vaduz	Member of the Foundation Board
	Julius Bär Family Office & Trust AG, Zurich	Chairman of the Board of Directors
	Alpheus Administration Services AG, Zurich	Chairman of the Board of Directors
	Bata Schuh Stiftung, St. Moritz	Member of the Foundation Board
	Bata Stiftung, Vaduz	Member of the Foundation Board
	Pariter Services AG, Zurich	Chairman of the Board of Directors
	Schroder Stiftung, Zurich	Chairman of the Foundation Board
	Tegro AG, Schwerzenbach	Member of the Board of Directors
	Truad Verwaltungs AG, Zurich	Chairman of the Board of Directors
	L&S Trust Services SA, Geneva	Vice Chairman of the Board of Directors
	As part of his legal and trust practice, Mr. Breitenstein also holds the following additional Board functions: [4]	
	Vorwerk International AG, Wollerau	Chairman of the Board of Directors
	Anderson & Sheppard Holdings Limited, Isle of Man	Member of the Board of Directors
	Coleen Trust Services Ltd., St. Vincent	Chairman of the Board of Directors
	Compass Holdco Limited, Bermuda	Member of the Board of Directors
	Dena Capital Holdings Inc., British Virgin Islands	Member of the Board of Directors
	Halliburton Anstalt, Vaduz [5]	Member of the Board of Directors
	Halliburton Industries AG, Vaduz [5]	Member of the Board of Directors
	Honor Trustees Limited, Guernsey	Member of the Board of Directors
	Ildesheim Family Foundation, Vaduz	Member of the Foundation Board
	Redan Capital Ltd., British Virgin Islands	Member of the Board of Directors
	SAGEN (BVI) Ltd., British Virgin Islands	Member of the Board of Directors
	Sagen International Ltd., British Virgin Islands	Member of the Board of Directors
	Sarsura Directors Limited, Guernsey	Member of the Board of Directors
	Shuttlecock Holdings Ltd., British Virgin Islands	Member of the Board of Directors
	Stamag Trustee Company Ltd., London	Member of the Board of Directors
	Sunciera Holdings Corp., Panama	Member of the Board of Directors
	Tzohar Foundation, Vaduz	Member of the Foundation Board

Leta Bolli Kennel	**Listed companies** None **Non listed companies** G3E Genossenschaft Erneuerbare Energien Einsiedeln, Einsiedeln	 Member of the Management Board (honorary position)
Andreas Schneiter	**Listed companies** None **Non listed companies** None	

Group Executive Management	Mandates	Position
Arik Parizer	**Listed companies** None **Non listed companies** Gala Investment GmbH, Küsnacht (in liquidation)	 Director
Valérie Scholtes	**Listed companies** None **Non listed companies** Seito Biologics AG, Küsnacht	 Member of the Board of Directors, CFO
Philipp Küchler	**Listed companies** None **Non listed companies** None	

[1] Companies linked to Alrov Properties & Lodgings Ltd., Tel Aviv
[2] Trust structure companies of Mr. Greenbaum's Family Trust
[3] Belonging to the same group of companies
[4] In accordance with Article 23, para. 4, no. 4 of the Articles of Association, these mandates are not subject to the limitations set forth in para. 1 and 2 of Article 23. These are mandates in non-operative companies, domiciliary companies and Trusts, which a non-executive member of the Board of Directors may hold as part of his/her main profession as trustee, attorney at law or advisor. There is no limitation on the number of such mandates set in the Articles of Association, provided that the availability of the member permits such activity. The Articles of Association are available on https://epic.ch/en/esg
[5] Belonging to the same group of companies

Report of the statutory auditor

To the General Meeting of EPIC Suisse AG, Zurich

Report on the Audit of the Compensation Report

Opinion

We have audited the Compensation Report of EPIC Suisse AG (the Company) for the year ended 31 December 2024. The audit was limited to the information pursuant to Art. 734a-734f of the Swiss Code of Obligations (CO) in the tables marked "audited" on pages 87 to 88 and pages 91 to 95 of the Compensation Report.

In our opinion, the information pursuant to Art. 734a-734f CO in the accompanying Compensation Report complies with Swiss law and the Company's articles of incorporation.

Basis for Opinion

We conducted our audit in accordance with Swiss law and Swiss Standards on Auditing (SA-CH). Our responsibilities under those provisions and standards are further described in the "Auditor's Responsibilities for the Audit of the Compensation Report" section of our report. We are independent of the Company in accordance with the provisions of Swiss law and the requirements of the Swiss audit profession, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

The Board of Directors is responsible for the other information. The other information comprises the information included in the annual report but does not include the tables marked "audited" in the Compensation Report, the consolidated financial statements, the standalone financial statements and our auditor's reports thereon.

Our opinion on the Compensation Report does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the Compensation Report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the audited financial information in the Compensation Report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Board of Directors' Responsibilities for the Compensation Report

The Board of Directors is responsible for the preparation of a Compensation Report in accordance with the provisions of Swiss law and the Company's articles of incorporation, and for such internal control as the Board of Directors determines is necessary to enable the preparation of a Compensation Report that is free from material misstatement, whether due to fraud or error. The Board of Directors is also responsible for designing the compensation system and defining individual compensation packages.

KPMG AG
Zurich, 28 February 2025

Auditor's Responsibilities for the Audit of the Compensation Report

Our objectives are to obtain reasonable assurance about whether the information pursuant to Art. 734a-734f CO is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Swiss law and SA-CH will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this Compensation Report.

As part of an audit in accordance with Swiss law and SA-CH, we exercise professional judgement and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement in the Compensation Report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made.

We communicate with the Board of Directors or its relevant committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the Board of Directors or its relevant committee with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

KPMG AG

Reto Benz
Licensed Audit Expert
Auditor in Charge

Michel Avanzini
Licensed Audit Expert

Zurich, 28 February 2025

KPMG AG, Badenerstrasse 172, CH-8036 Zurich

© 2025 KPMG AG, a Swiss corporation, is a group company of KPMG Holding LLP, which is a member of the KPMG global organization of independent firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

intentionally left blank

Consolidated statement of profit or loss and other comprehensive income

CHF ('000)	Notes	2024	2023
Rental income from real estate properties	8	66'166	65'333
Other income		1'530	2'054
Total income		**67'696**	**67'387**
Gains from revaluation of properties	16	33'398	10'255
Losses from revaluation of properties	16	(9'967)	(19'978)
Gain (loss) on disposals	16	(5)	8
Net gain (loss) from revaluation		**23'426**	**(9'715)**
Direct expenses related to properties	9	(6'496)	(6'663)
Personnel expenses	10	(4'813)	(4'754)
Operating expenses	11	(1'045)	(1'211)
Administrative expenses	12	(2'254)	(2'388)
Total operating expenses		**(14'608)**	**(15'016)**
Earnings before interest, tax, depreciation and amortisation (EBITDA)		**76'514**	**42'656**
Depreciation		(194)	(195)
Earnings before interest and tax (EBIT)		**76'320**	**42'461**
Financial income	13	13'898	11'227
Financial expenses	13	(34'852)	(33'968)
Financial result		**(20'954)**	**(22'741)**
Earnings before tax (EBT)		**55'366**	**19'720**
Income tax expenses	14	(8'090)	(2'093)
Profit		**47'276**	**17'627**
Items that will not be reclassified subsequently to profit or loss			
Remeasurement of defined benefit obligations (net of taxes)		(217)	(222)
Total comprehensive income		**47'059**	**17'405**
Weighted average number of outstanding shares (in '000)		10'330	10'330
Basic and diluted earnings per share (in CHF)	23	4.58	1.71

Consolidated statement of financial position

CHF ('000)	Notes	31 Dec 2024	31 Dec 2023
ASSETS			
Current assets			
Cash and cash equivalents		6'471	12'355
Tenant receivables	15	1'058	896
Other receivables		1'363	1'520
Current derivative financial assets	20	4'203	6'051
Accrued income and prepaid expenses		2'665	2'043
Total current assets		**15'760**	**22'865**
Non-current assets			
Real estate properties			
– Investment properties in operation	16	1'464'920	1'441'248
– Investment properties under development/construction	16	148'510	94'290
Total real estate properties		**1'613'430**	**1'535'538**
Other intangible assets		9	9
Other tangible assets		236	319
Right-of-use assets		280	391
Non-current derivative financial assets	20	1'975	10'333
Other non-current financial assets		50	50
Other non-current assets	17	6'509	6'134
Deferred tax assets	14	336	217
Accrued income		3'087	2'578
Total other non-current assets		**12'482**	**20'031**
Total non-current assets		**1'625'912**	**1'555'569**
Total assets		**1'641'672**	**1'578'434**

Consolidated statement of financial position (continued)

CHF ('000)	Notes	31 Dec 2024	31 Dec 2023
LIABILITIES			
Current liabilities			
Current financial liabilities	18	44'239	4'500
Current derivative financial liabilities	20	718	57
Trade payables		1'248	5'212
Current income tax liabilities		1'957	1'977
Other payables		1'063	879
Accrued expenses and deferred income	19	11'116	11'007
Total current liabilities		**60'341**	**23'632**
Non-current liabilities			
Non-current financial liabilities	18	630'767	619'297
Non-current derivative financial liabilities	20	3'717	9'322
Pension obligations	10	831	531
Deferred tax liabilities	14	126'040	120'709
Total non-current liabilities		**761'355**	**749'859**
Total liabilities		**821'696**	**773'491**
EQUITY			
Share capital	22	413	413
Share premium	22	399'689	431'712
Retained earnings		419'874	372'818
Total equity		**819'976**	**804'943**
Total liabilities and equity		**1'641'672**	**1'578'434**
Number of outstanding shares as at period end (in '000)	22	10'330	10'330
Net asset value (NAV) per share (in CHF)	23	79.38	77.92

Consolidated statement of cash flows

CHF ('000)	Notes	2024	2023
A – Operating activities			
Earnings before tax (EBT)		**55'366**	**19'720**
Adjustments for:			
– Financial result	13	20'954	22'741
– Revaluations of properties	16	(23'426)	9'715
– Depreciation		194	195
– Share-based compensation		311	312
– Other		21	(57)
Changes:			
– Tenant net receivables		(162)	355
– Other receivables, accrued income and prepaid expenses		(398)	(169)
– Trade payables		(464)	641
– Other payables, accrued expenses and deferred income		(786)	(342)
Interest received		52	30
Income tax paid		(3'184)	(4'035)
Net cash flows from operating activities		**48'478**	**49'106**
B – Investment activities			
Investments in tangible assets		-	(46)
Investments in real estate properties	16	(57'525)	(37'533)
Proceeds from disposals	16	18	73
Net cash flows used in investment activities		**(57'507)**	**(37'506)**
C – Financing activities			
Proceeds from bank debt	18	94'950	137'420
Repayment of bank debt	18	(50'050)	(117'294)
Bank interest paid		(8'557)	(7'653)
Lease payments		(861)	(869)
Dividends paid to shareholders	22	(32'023)	(30'990)
Acquisition of treasury shares		(314)	(197)
Net cash flows from financing activities		**3'145**	**(19'583)**
Net change in cash		**(5'884)**	**(7'983)**
Net cash at the beginning of the period		12'355	20'338
Net cash at the end of the period		**6'471**	**12'355**

Consolidated statement of changes in equity

CHF ('000)	Notes	Share capital	Share premium	Treasury shares	Retained earnings	Total equity
As at 31 Dec 2022		**413**	**462'702**	**-**	**355'297**	**818'412**
Profit					17'627	17'627
Other comprehensive income					(222)	(222)
Total comprehensive income					**17'405**	**17'405**
Share-based compensation					312	312
Dividend distribution	22		(30'990)			(30'990)
Acquisition of treasury shares				(196)		(196)
Delivery of share-based compensation				196	(196)	-
As at 31 Dec 2023		**413**	**431'712**	**-**	**372'818**	**804'943**
Profit					47'276	47'276
Other comprehensive income					(217)	(217)
Total comprehensive income					**47'059**	**47'059**
Share-based compensation					311	311
Dividend distribution	22		(32'023)			(32'023)
Acquisition of treasury shares				(314)		(314)
Delivery of share-based compensation				314	(314)	-
As at 31 Dec 2024		**413**	**399'689**	**-**	**419'874**	**819'976**

Notes to the consolidated financial statements

1 Reporting entity

EPIC Suisse AG (hereafter the “Company”) was incorporated on 5 December 2016 and is organised under the laws of Switzerland for an unlimited period. The Company and its direct and indirect subsidiaries together are referred to as (the) “EPIC Group”.

The registered office of the Company is established in Zurich, Switzerland.

EPIC Group operates in the real estate sector and its activities generally include the investment in the holding and management of investment properties. The strategy is to hold investment properties with the view to generate stable and sustainable results for the long term.

The Company holds directly and indirectly 17 subsidiaries which own 25 properties. All entities are ultimately controlled by the indirect majority shareholder Alrov Properties & Lodgings Ltd (“Alrov”, together with its subsidiaries the “Alrov Group”), which prepares consolidated financial statements in accordance with the accounting International Financial Reporting Standards (the “IFRS Accounting Standards”). Since April 2024, Alrov Ventures Ltd, a 100% subsidiary of Alrov, holds the participation in EPIC Suisse AG, being 56.5% of the shares.

2 Accounting framework

The consolidated financial statements as at 31 December 2024 have been prepared in accordance with the IFRS Accounting Standards as published by the International Accounting Standards Board (IASB) as well as with Article 17 of the Directive on Financial Reporting (DFR) of the SIX Swiss Exchange.

The same consolidation, accounting and valuation principles have been applied as for the consolidated financial statements as at 31 December 2023. The definitions of the alternative performance measures can be found under the section “Alternative Performance Measures”.

The Company’s financial year starts on 1 January and ends on 31 December.

The consolidated financial statements as at 31 December 2024 were authorised for issue by the Company’s Board of Directors on 28 February 2025.

3 Basis of preparation

The consolidated financial statements have been prepared on a historical cost basis, except for investment properties and derivative financial instruments that have been measured at fair value.

The consolidated financial statements are presented in Swiss francs (CHF), which is the functional currency of the Company and its subsidiaries. All values are rounded to the nearest thousand Swiss francs unless otherwise stated.

Certain numerical figures set out in the consolidated financial statements have been subject to rounding adjustments and, as a result, the totals of the data in the consolidated financial statements may vary slightly from the actual arithmetic totals of such information.

4 Basis of consolidation

A list of the consolidated entities is set out below:

		Share capital	Capital and voting interests	
Legal entity name	D	31 Dec 2024 CHF	31 Dec 2024 %	31 Dec 2023 %
EPIC Suisse AG	CH	413'203		
P.I.H. Property Investment Holdings Luxembourg S.A. ("PIH")	LU	n/a	n/a	100%
EPiC ONE Property Investment AG (“EPiC 1”)	CH	100'000	100%	100%
EPiC THREE Property Investment AG (“EPiC 3”)	CH	110'000	100%	100%
EPiC FIVE Property Investment AG (“EPiC 5”)	CH	100'000	100%	100%
EPiC SEVEN Property Investment AG (“EPiC 7”)	CH	100'000	100%	100%
EPiC NINE Property Investment AG (“EPiC 9”)	CH	206'100	100%	100%
EPiC TEN Property Investment AG (“EPiC 10”)	CH	120'000	100%	100%
EPiC ELEVEN Property Investment AG (“EPiC 11”)	CH	100'000	100%	100%
EPiC TWELVE Property Investment AG (“EPiC 12”)	CH	100'000	100%	100%
EPiC SIXTEEN Property Investment AG (“EPiC 16”)	CH	210'000	100%	100%
EPiC NINETEEN Property Investment AG (“EPiC 19”)	CH	100'000	100%	100%
EPiC TWENTY Property Investment AG (“EPiC 20”)	CH	100'000	100%	100%
EPiC TWENTY-ONE Property Investment AG (“EPiC 21”)	CH	100'000	100%	100%
EPiC TWENTY-TWO Property Investment AG (“EPiC 22”)	CH	100'000	100%	100%
EPiC TWENTY-THREE Property Investment AG (“EPiC 23”)	CH	100'000	100%	100%
EPiC TWENTY-FOUR Property Investment AG (“EPiC 24”)	CH	240'000	100%	100%
EPiC TWENTY-FIVE Property Investment AG (“EPiC 25”)	CH	100'000	100%	n/a
EPIC Suisse Property Management GmbH (“EPIC SPM”)	CH	20'000	100%	100%

D = Domicile, CH = Zurich, Switzerland, LU = Luxembourg City, Luxembourg

In the text, the Swiss subsidiaries’ name will be abbreviated as follows: “EPiC 1” for EPiC ONE Property Investment AG, etc. and “EPIC SPM” for EPIC Suisse Property Management GmbH, the management company.

P.I.H. Property Investment Holdings Luxembourg S.A. (“PIH”), the former holding company of most of the subsidiaries (except EPiC 20 and EPiC 21 directly held by the Company and EPiC 24 directly held by EPiC 7), has been merged into the Company as at 3 May 2024, with an effective date for accounting purposes of 1 January 2024. As the Company held all of the shares in PIH, neither a capital increase nor a share allocation was required.

EPiC 25 was incorporated on 18 September 2024 to facilitate any future acquisitions.

5 Critical accounting judgments and key sources of estimation uncertainty

The IFRS Accounting Standards require management to make judgements, estimates and assumptions that affect the application of accounting policies and reported amounts of assets and liabilities, income and expenses. Actual results may differ from these estimates. Revisions to the accounting estimates are recognised in the year in which the estimates are revised if the revisions affect only that period, or in the year of the revisions and future periods if the revisions affect both current and future periods.

Information about assumptions and estimation uncertainties that have a significant risk of resulting in a material adjustment in the following financial year is included in the following notes:

- Note 16 – Real estate properties – determining the fair value of the investment properties in operation and investment properties under development/construction requires the application of valuation techniques and the use of various estimates and assumptions.
- Note 14 – Income tax expenses – the determination of current and deferred tax assets and liabilities is based on estimates.

6 Standards and interpretations issued but not yet effective

Certain new or amended standards and interpretations have been published that have to be applied in future financial periods, but are not yet adopted. Apart from IFRS 18 (assessment of impact is still ongoing), these new or amended standards issued but not yet effective are not expected to have a significant impact on EPIC Group's consolidated financial statements.

IFRS 18 sets out new requirements focused on improving financial reporting by:

• requiring additional defined structure to the statement of profit or loss (i.e. consolidated statement of income), to reduce diversity in the reporting, by requiring five categories (operating, investing, financing, income taxes and discontinued operations) and defined subtotals and totals (operating income, income before financing, income taxes and net income)

• requiring disclosures in the notes to the financial statements about management defined performance measures (i.e. non-IFRS measures)

• adding new principles for aggregation and disaggregation of information in the primary financial statements and notes.

IFRS 18 will not impact the recognition or measurement of items in the financial statements, but it might change what an entity reports as its "operating profit or loss", due to the classification of certain income and expense items between the five categories of the consolidated statement of income. It might also change what an entity reports as operating activities, investing activities and financing activities within the statement of cash flows, due to the change in classification of certain cash flow items between these three categories of the statement of cash flows.

The following new and amended standards and interpretations have not been adopted in advance:

Standard	Effective date	Planned application by EPIC Group in reporting year
Lack of Exchangeability (Amendments to IAS 21)	1 Jan 2025	1 Jan 2025
Amendments IFRS 9 and IFRS 7 regarding the Classification and Measurement of Financial Instruments	1 Jan 2026	1 Jan 2026
Amendments IFRS 9 and IFRS 7 regarding Contracts Referencing Nature-dependent Electricity	1 Jan 2026	1 Jan 2026
Annual Improvements to IFRS Accounting Standards — Volume 11	1 Jan 2026	1 Jan 2026
IFRS 18: Presentation and Disclosure in the Financial Statements	1 Jan 2027	1 Jan 2027
IFRS 19: Subsidiaries without Public Accountability: Disclosures	1 Jan 2027	n/a

7 Segment reporting

Two operating and reporting segments have been identified based on management's approach to and monitoring of the business. EPIC Group's primary decision-making authority is the Company's Board of Directors. The group's operating activities are divided in accordance to the real estate properties' classification: (i) Investment properties in operation and (ii) Investment properties under development/construction. Investment properties categorised under "development/construction" are to be held thereafter by the group for renting (i.e. no intention to be sold). An additional description of the two segments is included in the accounting policy for real estate properties in Note 28.

Each property is classified under one category, with the exception of two properties as at 31 December 2024, which have a yielding part as well as a development part. In EPiC 19, the property is undergoing various phases of development – the second and third phases (buildings C & D) remain in the development segment (see further below). The same applies to the land reserve in EPiC 21, which is located adjacent to the land of an existing logistics site which generates rental income. A property under development/construction will move to the category Investment properties in operation at the end of the financial year, once the development or construction (for all or part of the property in case of construction undertaken in phases) has been fully completed.

Expenses are only allocated to the segments down to "Net operating income", which is defined as rental income and other income minus direct expenses related to the properties. This is the measure of profit or loss used by the Board of Directors to review the performance of the segments. Segment assets and liabilities reported to the Board of Directors only include real estate properties and mortgage-secured bank loans as well as the derivative financial assets and liabilities.

Since EPIC Group operates exclusively in Switzerland, no information on geographical areas is presented.

CHF ('000)	2024				
	Invest. prop. in operation	Invest. prop. under D/C[1]	Total Segments	Reconciliation	Total Group
Rental income	66'164	2	66'166	-	66'166
Other income	1'438	92	1'530	-	1'530
Total income	**67'602**	**94**	**67'696**	**-**	**67'696**
Direct expenses related to the properties	(6'000)	(496)	(6'496)	-	(6'496)
Net operating income	**61'602**	**(402)**	**61'200**	**-**	**61'200**
Personnel expenses				(4'813)	(4'813)
Operating expenses				(1'045)	(1'045)
Administrative expenses				(2'254)	(2'254)
Total other operating expenses				**(8'112)**	**(8'112)**
EBITDA before portfolio revaluation					**53'088**
Net gain (loss) from revaluation	15'199	8'232	23'431	-	23'431
Gain (loss) on disposals	(5)	-	(5)	-	(5)
EBITDA after portfolio revaluation	**76'796**	**7'830**	**84'626**	**(8'112)**	**76'514**
Depreciation				(194)	(194)
EBIT					**76'320**

	31 Dec 2024				
Assets					
Real estate properties fair value	1'464'920	148'510	1'613'430	-	1'613'430
Derivative financial assets	6'178	-	6'178	-	6'178
Total segment assets	**1'471'098**	**148'510**	**1'619'608**	**-**	**1'619'608**
Assets not split between segments				22'064	22'064
Total assets	**1'471'098**	**148'510**	**1'619'608**	**22'064**	**1'641'672**
Liabilities					
Mortgage-secured bank loans	622'713	39'000	661'713	-	661'713
Derivative financial liabilities	4'435	-	4'435	-	4'435
Total segment liabilities	**627'148**	**39'000**	**666'148**	**-**	**666'148**
Liabilities not split between segments				155'548	155'548
Total liabilities	**627'148**	**39'000**	**666'148**	**155'548**	**821'696**

[1] Invest. prop. under D/C stands for Investment properties under development/construction

CHF ('000)	Invest. prop. in operation	Invest. prop. under D/C[1]	Total Segments	Reconciliation	Total Group
	2023				
Rental income	65'328	5	65'333	-	65'333
Other income	1'778	276	2'054	-	2'054
Total income	**67'106**	**281**	**67'387**	**-**	**67'387**
Direct expenses related to the properties	(6'518)	(145)	(6'663)	-	(6'663)
Net operating income	**60'588**	**136**	**60'724**	**-**	**60'724**
Personnel expenses				(4'754)	(4'754)
Operating expenses				(1'211)	(1'211)
Administrative expenses				(2'388)	(2'388)
Total other operating expenses				**(8'353)**	**(8'353)**
EBITDA before portfolio revaluation					**52'371**
Net gain (loss) from revaluation	(12'460)	2'737	(9'723)	-	(9'723)
Gain (loss) on disposals	8	-	8	-	8
EBITDA after portfolio revaluation	**48'136**	**2'873**	**51'009**	**(8'353)**	**42'656**
Depreciation				(195)	(195)
EBIT					**42'461**
	31 Dec 2023				
Assets					
Real estate properties fair value	1'441'248	94'290	1'535'538	-	1'535'538
Derivative financial assets	16'384	-	16'384	-	16'384
Total segment assets	**1'457'632**	**94'290**	**1'551'922**	**-**	**1'551'922**
Assets not split between segments				26'512	26'512
Total assets	**1'457'632**	**94'290**	**1'551'922**	**26'512**	**1'578'434**
Liabilities					
Mortgage-secured bank loans	610'256	-	610'256	-	610'256
Derivative financial liabilities	9'379	-	9'379	-	9'379
Total segment liabilities	**619'635**	**-**	**619'635**	**-**	**619'635**
Liabilities not split between segments				153'856	153'856
Total liabilities	**619'635**	**-**	**619'635**	**153'856**	**773'491**

[1] Invest. prop. under D/C stands for Investment properties under development/construction

There are no differences between the accounting and valuation principles used for segment reporting and those used for the preparation of the consolidated financial statements. For details about the amounts invested in the segments during the year, please refer to Note 16.

8 Rental income from real estate properties

CHF ('000)	2024	2023
Investment properties in operation	66'164	65'328
Investment properties under development/construction	2	5
Total rental income from real estate properties	**66'166**	**65'333**

Total rental income from real estate properties increased by CHF 0.8 million or 1.3% in 2024 versus 2023 principally as a result of inflation, to a lesser extent lower vacancies, and despite the expiry of one tenant fit-out rental contribution in 2023.

The real estate properties are leased to tenants under operating leases with the vast majority of rents payable monthly or quarterly. Rentals are mainly fixed and linked to the development of a consumer price index. Rental agreements generally contain an index clause stating that rents may be adjusted on the basis of the consumer price index. As at 31 December 2024, 88.7% of the rental income (on a weighted average basis excluding rent incentives) is linked to indexation based on the consumer price index.

Over the two periods presented, variable rent depending on the tenant's sales represented less than 1% of the rental income.

The table below indicates the future rental income expected to be generated from rental agreements in place at year end based on their contractual maturity (disregarding any early break option(s), if any):

CHF ('000)	2024	2023
Within one year	64'203	62'791
1–2 years	61'496	59'190
2–3 years	57'665	54'626
3–4 years	55'128	50'800
4–5 years	48'145	46'201
In more than 5 years	245'365	241'834
Total	**532'002**	**515'442**

The above totals correspond to a weighted average unexpired lease term ("WAULT") of 8.2 years and 8.1 years as at 31 December 2024 and 2023, respectively.

The group is exposed to changes in the residual value at the end of the current leases. However, because the group typically enters into new operating leases, it will not immediately realise any reduction in residual value at the end of these leases. Nevertheless, expectations about the future residual values are reflected in the fair value of the properties which impacts the group's profit.

The five largest tenants (tenants belonging to the same group are shown under the group's name) measured according to their 2024 rental income are shown in the below table:

CHF ('000) / %	2024		2023	
Coop group	13'148	19.9%	12'967	19.8%
Migros group	5'680	8.6%	5'602	8.6%
Centre Hospitalier Universitaire Vaudois group	4'639	7.0%	5'121	7.8%
GXO Logistics Switzerland S.A.G.L.	4'215	6.4%	4'160	6.4%
Kanadevia Inova AG	3'808	5.7%	3'738	5.7%
The five largest tenants	**31'490**	**47.6%**	**31'588**	**48.3%**

Hitachi Zosen Inova AG changed its name to Kanadevia Inova AG in H2 2024.

9 Direct expenses related to properties

CHF ('000)	2024	2023
Maintenance costs for real estate	1'673	2'410
Energy and ancillary costs	948	661
Insurances	795	834
Management costs for real estate	268	278
Property tax expenses	1'389	1'277
Other direct costs	1'423	1'203
Total direct expenses related to properties	**6'496**	**6'663**

Direct expenses encompass costs in relation to the properties that cannot be passed on to the tenants.

Other direct costs include amongst other things the provisions for doubtful debts (see Note 15 for further details).

Total direct expenses related to properties decreased by CHF 0.2 million mostly due to lower maintenance costs in 2024 (CHF 0.7 million) while energy and ancillary costs for the landlord increased by CHF 0.3 million. The decrease of maintenance costs for real estate is mainly due to the occurrence of larger maintenance works done in 2023 versus 2024, such as for example the replacement of a cooling compressor or the repair of elevators. The increase of energy and ancillary costs is related to several properties and these costs fluctuate with the energy prices and vacancies.

10 Personnel expenses

CHF ('000)	2024	2023
Salaries	3'752	3'632
Social security contributions	263	284
Expenses for defined benefit plans	268	212
Other personnel expenses	64	171
Board member expenses	466	455
Total personnel expenses	**4'813**	**4'754**
Number of employees (#) in Switzerland		
Number of employees at period end	23	23
Full-time equivalents at period end	20.4	20.2
Number of Board members (#)		
Number of Board members receiving a fee at period end	4	4

For more information about related parties, please refer to Note 25.

Total personnel expenses remained unchanged at CHF 4.8 million.

EPIC Group is affiliated to three independent collective foundations administrating the pension plans of various employers. The employees, their spouses and children are insured against the financial consequences of old age, death and disability. Retirement benefits are based on the accumulated retirement savings capital made up of contributions by employers and the employees and interest thereon and can either be drawn as a life-long pension or as a lump sum payment.

The defined benefit liability is calculated by an independent actuary using the projected unit credit method.

The pension liabilities (in relation to the employees located in Switzerland) are included on a net basis under pension obligations in the balance sheet and can be split as follows:

CHF ('000)	2024	2023
Defined benefit obligations at 31 December	3'909	3'243
Fair value of plan assets at 31 December	(3'078)	(2'712)
Deficit/(surplus) at 31 December	**831**	**531**

Defined benefit expenses for these plans recognised in the statement of profit or loss can be split as per the below table. Current service costs, past service costs and administration costs are included in personnel expenses and interest expense and interest income on plan assets in financial result.

CHF ('000)	2024	2023
Current service costs	254	213
Past service costs	13	(3)
Interest expenses	51	67
Interest (income) on plan assets	(43)	(61)
Administration costs	2	1
Net defined benefit expenses	**277**	**217**

The defined benefit expenses recognised in the statement of comprehensive income are detailed below:

CHF ('000)	2024	2023
Actuarial (gain)/loss on defined benefit obligations	277	239
Return on plan assets (excl. interest income)	(11)	35
Deferred tax	(49)	(52)
Remeasurement of defined benefit obligations (net of taxes)	**217**	**222**

The reconciliations to the defined benefit obligations and fair value of the plan assets are shown in the following two tables:

CHF ('000)	2024	2023
Defined benefit obligations as at 1 January	3'243	2'910
Interest expenses on defined benefit obligations	51	67
Current service costs (employer)	254	213
Contributions by plan participants	180	177
Benefits (paid)/deposited	(110)	(361)
Past service costs	13	(3)
Administration costs	2	1
Actuarial (gain)/loss on defined benefit obligations	277	239
Defined benefit obligations as at 31 December	**3'910**	**3'243**

CHF ('000)	2024	2023
Fair value of plan assets at 1 January	2'712	2'629
Interest income on plan assets	43	61
Contributions by the employer	242	241
Contributions by plan participants	180	177
Benefits (paid)/deposited	(110)	(361)
Return on plan assets (excl. interest income)	11	(35)
Fair value of plan assets as at 31 December	**3'078**	**2'712**

The main parameters used for the valuation are described below:

	2024	2023
Discount rate	1.0%	1.5%
Long-term expected rate of salary increase	2% flat	2% flat
Long-term expected benefit increase	0.0%	0.0%
Long-term expected inflation rate	1.0%	1.0%
Long-term expected interest rate on retirement capital	1.3%	1.5%
Expected age of retirement	F – 65 years M – 65 years	F – 65 years M – 65 years

11 Operating expenses

CHF ('000)	2024	2023
Rent	100	104
Travel and representation expenses	184	192
Other operating expenses (such as IT, general office expenses, non-recoverable VAT, capital taxes)	761	915
Total operating expenses	**1'045**	**1'211**

The decrease in operating expenses of CHF 0.2 million primarily results from lower other operating expenses mostly due to a reduction of capital taxes (TCHF 118).

12 Administrative expenses

CHF ('000)	2024	2023
Legal fees	315	231
Tax consultancy fees	243	337
Other consultancy fees	1'243	1'345
Accounting and audit fees	384	477
Transaction costs	69	(2)
Total administrative expenses	**2'254**	**2'388**

In Other consultancy fees are also included business development costs for investment properties such as, for example, planning costs relating to potential developments and compilation of feasibility studies for projects subject to external influences (outside EPIC Group's control) which makes it uncertain whether they will be at all realised.

Overall total administrative expenses remained stable.

13 Financial result

CHF ('000)	2024	2023
Financial income		
Revaluation gain from financial instruments (derivatives)	7'247	-
Derivatives income	6'588	5'342
Other financial income	63	5'885
Total financial income	**13'898**	**11'227**
Financial expenses		
Loan interest expenses	(15'172)	(12'997)
Interest expenses on lease liabilities	(542)	(550)
Revaluation loss from financial instruments (derivatives)	(12'509)	(20'338)
Other financial expenses	(6'629)	(83)
Total financial expenses	**(34'852)**	**(33'968)**
Financial result	**(20'954)**	**(22'741)**

Total mortgage-secured interest expenses (recorded in loan interest expenses, derivatives expenses (if any) and derivatives income (if any)) increased by CHF 0.9 million to CHF 8.6 million in 2024 versus CHF 7.7 million in 2023, mainly due to higher levels of bank debt and of comparatively less favourable terms on some renewed loans following the reference rate fluctuations over the reporting periods.

The year-end revaluation of the underlying USD loans in connection with the cross currency swaps led to an unrealised foreign exchange revaluation loss of CHF 6.6 million in 2024 (booked in Other financial expenses) compared to an unrealised foreign exchange revaluation gain of CHF 5.8 million in 2023 (booked in Other financial income). The fair value measurement of the derivatives at balance sheet date resulted in a net unrealised loss of CHF 5.3 million in 2024 compared to an unrealised loss of CHF 20.3 million in 2023. The derivatives' unrealised revaluation gains or losses will unwind over their contract duration. For more information about the derivative financial instruments, please refer to Note 20.

14 Income tax expenses

EPIC Group is subject to income taxes at a federal, cantonal and municipal level. Significant estimates are required in determining the liabilities for income and deferred taxes. There are transactions and calculations for which the ultimate tax determination is uncertain. Where the final tax outcome of these matters is different from the amounts that were initially recorded, such differences will impact the current tax and deferred tax liabilities.

The taxation of gains from the disposal of properties is subject to a special property gains tax in cantons with the monistic tax system. The tax rates depend on the length of time the property is held and can vary significantly. In the calculation of deferred taxes on investment properties, a residual holding period is estimated for each property that reflects EPIC Group's strategy. If a sale was to be planned, the respective residual holding period would be applied. Otherwise, the tax payable on these properties is calculated on the basis of a holding period of a further 10 years after the balance sheet date. Should the actual holding period for a property deviate from the estimated holding period, the amount of tax applicable at the time the property is sold may vary considerably from the deferred tax estimated.

CHF ('000)	2024	2023
Current tax expenses	2'829	2'730
Change in deferred net tax liabilities	5'261	(637)
Total income tax expenses	**8'090**	**2'093**

The amount in Current tax expenses includes the annual change in refund of complementary property tax in Vaud (TCHF 375 in 2024 and TCHF 272 in 2023).

The main driver for the CHF 5.3 million in Change in deferred net tax liabilities in 2024 is the positive year end revaluation gain on the portfolio, which is then partially compensated by the reduction in value on derivatives (see further below).

The unrealised revaluation losses on derivative financial instruments combined with the related foreign exchange gains on the underlying USD loans (aggregate net effect of CHF 14.5 million in 2023) were the main drivers for the positive variation in deferred tax liabilities of CHF 0.6 million in 2023. The table below provides a reconciliation to tax expenses:

CHF ('000)	2024	2023
EBT	55'366	19'720
Applicable tax rate (%)	16.0	16.0
Tax expense at applicable tax rate	(8'859)	(3'155)
Usage of non-capitalised tax losses / (non-capitalised tax losses)	194	223
Adjustments for current income taxes for other periods	166	268
Impact of changes in tax rates deferred tax	56	(34)
Other effects	353	605
Total income tax expenses	**(8'090)**	**(2'093)**

The applicable tax rate in the periods under review is a mixed rate of approximately 16.0% over the last two years. In 2024, it takes into account the fact that profit subject to federal, cantonal and municipal income taxes is taxed at an average rate of approximately 15.7%, while property gains subject to property gains tax and federal income tax are taxed at rates from approximately 20% up to 30% depending on the duration of the holding period and the location of the property. As the holding period increases, the average tax rate will be further reduced during the next years.

The real estate companies owned by the group are subject to the tax laws of the cantons in which the properties are located. Under the IFRS Accounting Standards, the amended tax rates are taken into account for the deferred tax liabilities as soon as they are "substantially enacted" (IAS 12), since the deferred taxes in IFRS are based on an assumed holding period of 10 years. Geneva increased the tax rate from approximately 14.0% to 14.7% in 2024. This enacted rate was already taken into account in the calculation of the deferred taxes for 2023, resulting in a negative effect of approximately TCHF 34 in 2023. The positive tax effect of TCHF 56 in 2024 is due to a slight reduction of the tax rate in the canton of Bern as well as in some municipalities in the canton of Zurich.

The caption Other effects mainly includes the revaluation loss of the property located in the canton of Bern, which is subject to property gains tax at approximately 30%. This tax rate is significantly higher than the applicable tax rate of 16%, resulting in a positive tax effect of approximately TCHF 140 in 2024 and TCHF 370 in 2023.

The deferred tax liabilities and assets are allocated to the following balance sheet items:

CHF ('000)	31 Dec 2024		31 Dec 2023	
	Assets	Liabilities	Assets	Liabilities
Real estate properties	-	118'401	-	111'669
Provisions for major renovations	-	7'201	-	6'663
Derivative financial instruments	163	461	100	2'197
CIT on refund of CPT[1]	-	894	-	842
Accrued free rent	-	471	-	390
Pension schemes	173	-	117	-
Arrangement fees for credit facilities	-	5	-	12
Tax losses carried forward	1'393	-	1'064	-
Tax assets/liabilities before set-off	**1'729**	**127'433**	**1'281**	**121'773**
Set-off of tax losses carried forward	(1'393)	(1'393)	(1'064)	(1'064)
Total tax assets/liabilities	**336**	**126'040**	**217**	**120'709**

[1] CIT = Corporate income tax and CPT = Complementary property tax

EPIC Group has deferred tax assets and deferred tax liabilities of TCHF 336 and CHF 126.0 million respectively as per 31 December 2024 (TCHF 217 and CHF 120.7 million respectively by the end of 2023). Deferred taxes are substantially attributable to valuation differences in respect of investment properties and recaptured depreciation, and to a lesser extent to renovation provisions and derivatives. Deferred tax assets from tax losses are (partially) off-set with deferred tax liabilities related to valuation.

Applying the property gains tax rates that would be applicable in the event of a theoretical sale of all properties on 31 December 2024 (asset deal), the deferred tax liabilities would be CHF 7.5 million higher than the deferred tax liabilities reported as per 31 December 2024 (assuming an exit as per 31 December 2034). Significant tax savings may be achieved in a share deal exit.

The other comprehensive income has been presented net of tax. The tax effect amounted to TCHF 49 in 2024 and TCHF 52 in 2023.

15 Tenant receivables

CHF ('000)	31 Dec 2024	31 Dec 2023
Rent and ancillary costs receivables	1'153	959
Doubtful debt allowances	(95)	(63)
Total tenant receivables	**1'058**	**896**

The rent and ancillary costs receivables balance as at 31 December 2024 increased by CHF 0.2 million compared to 31 December 2023, mainly due to the timing of one ancillary cost settlement which was sent out later in the year and is therefore still mostly outstanding as at 31 December 2024 (effect of TCHF 122).

For tenants with an outstanding balance at the end of the period, EPIC Group calculated a doubtful debt allowance reflecting the expected credit losses. Balances overdue by more than 30 days are mostly either provisioned for or secured by a deposit or guarantee from the tenant.

The age structure of the tenant receivables is as follows:

CHF ('000)	31 Dec 2024	31 Dec 2023
Balance not yet due	501	340
Balance overdue by up to 30 days	342	471
Balance overdue between 30 to 120 days	110	78
Balance overdue between 120 to 365 days	124	3
Balance overdue by more than 365 days	76	67
Total rent and ancillary costs receivables	**1'153**	**959**

16 Real estate properties

CHF ('000)	Invest. prop. in operation	Invest. prop. under D/C[1]	Total portfolio
Market value as at 31 Dec 2022	**1'447'761**	**54'121**	**1'501'882**
Acquisition costs as at 1 Jan 2023	1'148'673	37'075	1'185'748
New acquisitions	(61)	-	(61)
Subsequent expenditures	6'012	37'432	43'444
Acquisition costs as at 31 Dec 2023	**1'154'624**	**74'507**	**1'229'131**
Revaluation as at 1 Jan 2023	299'088	17'046	316'134
Disposals	(4)	-	(4)
Revaluation gains	7'268	2'987	10'255
Revaluation losses	(19'728)	(250)	(19'978)
Revaluation as at 31 Dec 2023	**286'624**	**19'783**	**306'407**
Market value as at 31 Dec 2023	**1'441'248**	**94'290**	**1'535'538**
Acquisition costs as at 1 Jan 2024	1'154'624	74'507	1'229'131
Disposals	(20)	-	(20)
Subsequent expenditures	8'496	45'988	54'484
Acquisition costs as at 31 Dec 2024	**1'163'100**	**120'495**	**1'283'595**
Revaluation as at 1 Jan 2024	286'624	19'783	306'407
Disposals	(3)	-	(3)
Revaluation gains	25'166	8'232	33'398
Revaluation losses	(9'967)	-	(9'967)
Revaluation as at 31 Dec 2024	**301'820**	**28'015**	**329'835**
Market value as at 31 Dec 2024	**1'464'920**	**148'510**	**1'613'430**

[1] Invest. prop. under D/C stands for Investment properties under development/construction

CHF ('000)	31 Dec 2024	31 Dec 2023
Market value as estimated by the external valuer	1'604'030	1'525'382
Accrued operating lease income	(3'397)	(2'829)
Sub-total	**1'600'633**	**1'522'553**
Right-of-use of the land recognised separately	12'797	12'985
Market value for financial reporting purposes	**1'613'430**	**1'535'538**

During 2024, EPIC Group invested CHF 54.5 million in its portfolio, of which CHF 46.0 million in its ongoing development projects, being project PULSE (EPiC 23) and Campus Leman Building C (EPiC 19) for CHF 39.8 million and CHF 6.2 million, respectively. Regarding the investment properties in operation (CHF 8.5 million), the biggest investments are related to tenant fit-outs in Biopôle Serine (EPiC 20) (aggregate amount of CHF 3.2 million), renovation works in Provencenter (EPiC 9) (aggregate amount of CHF 1.8 million, of which the main part relates to the underground) and the installation of a heat pump in Uster West (EPiC 10) (CHF 1.2 million). Furthermore, the canton of Vaud expropriated land of 36 m² from Vuarpillière (EPiC 9) to extend the adjacent train platform and did so, without any consequence on the valuation of the property, for total proceeds of TCHF 18.1 resulting in an immaterial realised loss of TCHF 4.6 in 2024.

The valuation of the properties as at 31 December 2024 resulted in a net unrealised revaluation gain of CHF 23.4 million. This was primarily driven by an improved market assessment of rental income expectations, newly signed leases, and a marginal decrease in the real discount rate of 1 basis point, principally reflecting an increased WAULT and lower vacancy rates (average weighted real discount rate was 3.38% as at 31 December 2024 versus 3.39% as at 31 December 2023). Except for the retail sector which shows an unrealised revaluation loss of CHF 0.8 million, all other sectors benefitted from an unrealised revaluation gain whereby the sector offices contributed the most with CHF 12.4 million followed by the segment of investment properties under development/construction with CHF 8.2 million (mainly due to their progression) and finally the sector logistics/industrial with CHF 3.5 million. Assuming an inflation rate of 1.25% as at 31 December 2024 (1.25% as at 31 December 2023), this corresponds to a nominal discount rate of 4.67% (4.69% respectively).

The differences between capitalised costs (CHF 54.5 million in 2024 and CHF 43.4 million in 2023) and the amounts paid under investments in real estate properties in the consolidated statement of cash flows used in investment activities (CHF 57.6 million in 2024 and CHF 37.5 million in 2023) correspond to an increase or decrease in accrued expenses, payables or receivables for VAT purposes.

Further information on the individual properties can be found at the end of this report under "Property details" in the annexes.

Details on valuation

The valuation of investment properties is carried out in accordance with the provisions of IFRS 13, under which fair value is defined as the price that would be received when selling an asset or that would be paid when transferring a liability in an orderly transaction between market participants on the measurement date. Under IFRS 13, valuation techniques are categorised into three levels in a fair value hierarchy depending on the extent to which fair value is based on observable input factors.

Fair value hierarchy

Level 1	Quoted (unadjusted) market prices in active markets for identical assets or liabilities
Level 2	Valuation techniques for which the lowest level of input that is significant to the fair value measurement is directly or indirectly observable
Level 3	Valuation techniques for which the lowest level of input that is significant to the fair value measurement is unobservable (usually determined based on management assumptions)

The valuation of investment properties is carried out using the discounted cash flow method (DCF), according to which a property's fair value is determined by calculating the projected future net income (rental income less operating, maintenance and rebuilding costs), discounted to the reporting date. No allowance is made for any possible transaction cost (such as taxes or transaction fees, for example). Furthermore, the valuation does not account for any taxation (except of mandatory property taxes) or financing costs. The net income of operations is discounted individually for each property with due allowance for specific opportunities and threats, and with adjustments in line with prevailing market conditions and risks.

The expected capital expenditures for preserving the building and its structure are calculated by means of a lifecycle analysis of the individual building elements. The building structure's remaining lifespan is estimated and periodic refurbishments modelled based on the general condition of building elements as determined during the property inspection. Appropriate annual repair costs are calculated accordingly, and plausibility tested using comparable data and Wüest Partner's own benchmarks. The calculation factors in 100% of expected repair costs in the first 10 years; the proportion applied from year 11 onwards is limited to the value-preserving investments.

In the case of properties under construction, the construction costs still to be incurred until completion are considered.

The discount rate applied to each property is market-derived and risk-adjusted and is dependent on individual opportunities and risks. Valuations are performed twice a year as at 30 June and 31 December (or during the year in case of significant value changes) by Wüest Partner AG, an external, independent and certified real estate appraiser having experience in the location and type of the investment property being valued.

As at 31 December 2024 and 2023, all properties have been individually valued by Wüest Partner AG.

As input factors with a material impact, such as discount rates, market rents and structural vacancy rates, generally have to be derived from information from less active markets, the valuations of all properties were categorised under level 3.

Significant inputs
Determination of the significant inputs used in the valuation:

Rental income
Rents are factored into valuations based on contractually agreed conditions. For rental agreements of limited duration, the potential rental income attainable over the long term, from the current perspective, is applied in the valuation on expiry of the contractually agreed rental period. Potential rental income that is in line with the market is determined on the basis of the most recent rental agreements concluded either for the property concerned or for comparable properties in its immediate vicinity, and of the comprehensive real estate market research carried out by Wüest Partner AG.

The plausibility of potential rental income from retail space is checked using calculations of market-standard turnover figures. For those existing leases, which include several different uses, the potential rents are calculated separately for each individual use. Genuine tenants' options to extend a lease are considered when actual rents are less than the market rents determined. Non-genuine options where provisions are in place for rents to be adjusted in line with market rents prevailing at a specific time are incorporated into the valuations as fixed-term rental agreements, as described above. For rental agreements of unlimited duration, adjustments in line with the potential rental income calculated take account of general conditions under rental law and property-specific fluctuations.

Operating and maintenance costs
In the case of operating costs, it was assumed that separate ancillary cost statements are issued and that the ancillary costs are consequently passed on in full or in part to tenants in line with the lease agreements. Maintenance (servicing and repairs) and rebuilding costs are calculated using a building analysis tool that determines the residual life of the individual construction components based on an analysis of the building's current condition, models periodic renovations and calculates the associated annuities. The values arrived at are plausibility tested using the cost benchmarks compiled by Wüest Partner AG.

Construction costs (investment properties under construction)
The construction cost estimates are based on the financial forecasts for the individual projects (where available) and are independently evaluated. Where the construction costs are already secured by means of service contracts with general and full-service contractors, these are used in the measurement. Depollution costs are excluded unless cost estimates for their removal are available.

Discount rate
Discounting is undertaken for each property in accordance with location and property-specific criteria. These reflect both the location-relevant features of the macro and micro situation and the fundamental parameters of the current market and letting situation. The discount rates applied are verified empirically based on known changes of ownership and transaction data.

Structural vacancy rate
The structural vacancy rate, which is recognised in the valuations for each rental unit and usage, defines the minimum loss of income considered over the entire valuation period following the expiry of any existing contract. The structural vacancy rate is derived primarily from the local market situation, such as the effective vacancy rates, the current supply figures and a usual tenant turnover period.

Non-observable inputs

Market rents, vacancy rates and discount rates have been identified as the non-observable input factors with a material impact. They are summarised in the table below:

Category/level/ valuation method	Non-observable input factor	Ranges (weighted average) 31 Dec 2024	31 Dec 2023
Retail Level 3 DCF	Fair value CHF ('000)	575'990	574'700
	Discount rates (real) (%)	2.8%–4% (3.42%)	2.8%–3.95% (3.45%)
	Achievable long-term market rents per m² and year (CHF)	CHF 180–CHF 360 (CHF 252 per m² and year)	CHF 180–CHF 357 (CHF 251 per m² and year)
	Structural vacancy rates (%)	3.02%–7.84% (5.05%)	3.5%–5.22% (4.67%)
Offices Level 3 DCF	Fair value CHF ('000)	666'590	647'050
	Discount rates (real) (%)	2.8%–3.75% (3.15%)	2.85%–3.85% (3.18%)
	Achievable long-term market rents per m² and year (CHF)	CHF 280–CHF 364 (CHF 313 per m² and year)	CHF 278–CHF 364 (CHF 308 per m² and year)
	Structural vacancy rates (%)	4%–7.19% (5.14%)	4%–7.24% (5.09%)
Logistics/industrial Level 3 DCF	Fair value CHF ('000)	212'940	209'342
	Discount rates (real) (%)	3.35%–3.9% (3.72%)	3.35%–3.8% (3.68%)
	Achievable long-term market rents per m² and year (CHF)	CHF 88–CHF 234 (CHF 108 per m² and year)	CHF 85–CHF 232 (CHF 105 per m² and year)
	Structural vacancy rates (%)	5%–5.77% (5.1%)	5%–5.8% (5.1%)
Under development/ construction Level 3 DCF	Fair value CHF ('000)	148'510	94'290
	Discount rates (real) (%)	3.2%–4% (3.77%)	3.6%–4.0% (3.87%)
	Achievable long-term market rents per m² and year (CHF)	CHF 189–CHF 312 (CHF 197 per m² and year)	CHF 189–CHF 305 (CHF 197 per m² and year)
	Structural vacancy rates (%)	5%–5% (5%)	5%–5% (5%)
Total portfolio Level 3 DCF	Fair value CHF ('000)	1'604'030	1'525'382

The table below shows the reconciliation between the valuation from the external valuer and the fair value for financial reporting purposes per category as at 31 December 2024:

CHF ('000)	External fair value	Accrued operating lease income	Right-of-use of land	Market value for financial reporting
Retail	575'990			575'990
Offices	666'590	(3'397)	12'797	675'990
Logistics/industrial	212'940			212'940
Under development/construction	148'510			148'510
Total	**1'604'030**	**(3'397)**	**12'797**	**1'613'430**

Sensitivity of input factors

Fair value increases with lower discount rates and structural vacancy rates and with higher market rents. The economic environment can be considered as exerting the greatest influence on input factors, with the factors outlined above influenced to varying degrees by market developments. Any intensification of pressure on market rents by negative economic sentiment is usually accompanied by a rise in property vacancy rates. Low interest rates usually prevail in such market circumstances, which have a positive impact on discount rates (as long as the property market maintains its attractiveness in comparison to the bond market). To an extent, therefore, changes to input factors may offset each other.

The following sensitivity analysis shows the impact of an increase or decrease in the discount rates used in the DCF valuation. As illustrated in the below table, a general reduction of 10 basis points in the discount rate would increase the current fair value of the investment properties as at 31 December 2024 by 2.95% or CHF 47.3 million. A general increase of 10 basis points in the discount rate would reduce the current fair value of the investment properties as at 31 December 2024 by 2.90% or CHF 46.6 million.

Weighted average discount rate (real) Change in basis points		Change in market value in CHF ('000)	Change in market value in %	Market value in CHF ('000)
+50	3.88%	(205'280)	(12.80%)	1'398'750
+40	3.78%	(168'730)	(10.52%)	1'435'300
+30	3.68%	(130'230)	(8.12%)	1'473'800
+20	3.58%	(89'600)	(5.59%)	1'514'430
+10	3.48%	(46'590)	(2.90%)	1'557'440
	3.38%			**1'604'030**
–10	3.28%	47'280	2.95%	1'651'310
–20	3.18%	98'610	6.15%	1'702'640
–30	3.08%	153'270	9.56%	1'757'300
–40	2.98%	211'710	13.20%	1'815'740
–50	2.88%	274'250	17.10%	1'878'280

17 Other non-current assets

CHF ('000)	31 Dec 2024	31 Dec 2023
Refund from complementary property tax	6'509	6'134
Total other non-current assets	**6'509**	**6'134**

In case of an asset deal, the complementary property taxes (impôt complémentaire or “CPT”) paid by EPIC Group in the canton of Vaud will be repaid according to the Vaud tax law (art. 129 LI). However, the total amount to be refunded by the Vaud Tax Administration will be a maximum of fifteen times the annual property tax (in any case, the amount to be refunded must not exceed the real estate transfer tax to be paid in connection with the asset deal).

18 Current and non-current financial liabilities

CHF ('000)	31 Dec 2024	31 Dec 2023
Mortgage-secured bank amortisation due within 12 months	3'710	3'524
Mortgage-secured bank loans due for extension or repayment	39'528	-
Directly attributable financing costs	(38)	(46)
Accrued mortgage and swap interest	156	130
Lease liabilities	883	892
Total current financial liabilities	**44'239**	**4'500**
Mortgage-secured bank loans	618'475	606'732
Directly attributable financing costs	-	(38)
Lease liabilities	12'292	12'603
Total non-current financial liabilities	**630'767**	**619'297**
Total financial liabilities	**675'006**	**623'797**

The vast majority of the variable bank debt is based on a 1 to 3-month variable CHF-SARON interest rate. The variable loans represent 67.3% of the total mortgage-secured bank liabilities as at 31 December 2024, with margins varying between 0.71% and 0.90% during 2024 (taking into account the XCCY swaps). Of the variable loans, 50.4% was hedged with interest rate swaps as at 31 December 2024. The fixed interest rates range between 0.75% and 2.27% over 2024.

Some of the contracts with the banks contain clauses concerning financial covenants at the level of the Swiss subsidiaries such as loan to value ratios and interest coverage ratios. As at the reporting dates (and during the periods), EPIC Group was in compliance with its covenant obligations.

As at 31 December 2024, the weighted average residual maturity of the mortgage-secured bank loans stood at 3.7 years compared to 4.5 years as at 31 December 2023.

CHF ('000) / in %	31 Dec 2024	31 Dec 2023
Total mortgage-secured bank loans	661'713	610'256
Interest expenses (mortgage and swaps)	8'584	7'655
Weighted average interest rate at period end	1.3%	1.3%

During 2024, on the one hand, CHF 94.9 million (including the first tranche of CHF 39.0 million in relation to the CHF 70.0 million loan agreement signed in 2021 for project PULSE (EPiC 23)) of mortgage-secured bank loans were drawn. On the other hand, CHF 50.0 million of mortgage-secured bank loans, including amortisation of CHF 3.6 million, were repaid, resulting in a net borrowing effect of CHF 44.9 million, before any unrealised currency revaluation effects. The remaining difference of CHF 6.6 million corresponds to the negative unrealised revaluation effect on the USD loans (see Note 13, caption Other financial expenses).

Most of the short-term financial liability relates to the construction loan for project PULSE, which is expected to be consolidated into a standard loan after the project is completed end of H1 2025 and before its current maturity in Q4 2025.

In order to reduce the bank margin, EPIC Group entered into cross currency (“XCCY”) swaps (see Note 20 for further details). The related underlying variable loans were therefore converted from CHF into USD loans. The USD/CHF foreign exchange conversion rates are identical at inception and maturity, so that no currency risks will crystallise at the end of the swap contracts. Only unrealised foreign exchange revaluation losses or gains will be recorded at each balance sheet date through profit or loss.

The table below indicates the maturity profile of the mortgage-secured bank liabilities including future interest:

CHF ('000)	31 Dec 2024	31 Dec 2023
Within 12 months	50'753	11'942
Within 2 to 5 years	416'632	341'664
Within 6 to 10 years	225'848	267'436
After 10 years	-	35'052
Total mortgage-secured bank loans including future interest	**693'233**	**656'094**

The following table shows the maturity profile of the lease liabilities including future interest:

CHF ('000)	31 Dec 2024	31 Dec 2023
Within 12 months	887	897
Within 2 to 5 years	3'069	3'191
Within 6 to 10 years	3'624	3'624
After 10 years	12'090	12'814
Total lease liabilities including future interest	**19'670**	**20'526**

The tables below break down the changes in current and non-current financial liabilities between cash and non-cash effects:

	31 Dec 2023	Cash		Non-cash					31 Dec 2024
CHF ('000)		Inflow	Outflow	Accrued interest	FX impact	Changes lease	Additions (Disposals)	Reclassification	Total
		2024							
Non-derivative financial liabilities									
Current financial liabilities	4'500	-	(13'067)	8'638	-	-	-	44'168	44'239
Non-current financial liabilities	619'297	94'950	(46'400)	532	6'556	-	-	(44'168)	630'767

	31 Dec 2022	Cash		Non-cash					31 Dec 2023
CHF ('000)		Inflow	Outflow	Accrued interest	FX impact	Changes lease	Additions (Disposals)	Reclassification	Total
		2023							
Non-derivative financial liabilities									
Current financial liabilities	101'894	-	(34'680)	7'665	-	-	57	(70'436)	4'500
Non-current financial liabilities	507'850	137'420	(91'170)	597	(5'836)	-	-	70'436	619'297

19 Accrued expenses and deferred income

CHF ('000)	31 Dec 2024	31 Dec 2023
Accruals for property expenditures	6'875	6'763
Accruals for general expenses	2'513	2'402
Total accrued expenses	**9'388**	**9'165**
Rents received in advance	1'223	1'459
Down payments for ancillary costs	505	383
Total deferred income	**1'728**	**1'842**
Total accrued expenses and deferred income	**11'116**	**11'007**

Total accrued expenses and deferred income stayed overall stable between the two reporting periods.

20 Derivative financial instruments

The fair value of derivative financial instruments (interest rate swaps and cross currency ("XCCY") swaps) is calculated at the present value of future cash flows. The interest rate swaps are used for hedging existing and future loans against rising interest rates and the XCCY swaps to reduce the bank margin.

As at 31 December 2024, the interest rate swaps have remaining maturities falling in 2026, 2028 and 2030 and a fixed interest leg of either 0.00% or 1.51%, for nominal amounts of respectively CHF 228.5 million and CHF 46.0 million.

The XCCY swaps (total nominal amount of CHF 91.3 million) allow for a reduced margin of 0.71% on the equivalent CHF nominal amount and will mature in 2026. Those benefit from the same foreign exchange conversion rate at inception and maturity, eliminating the crystallisation of any foreign exchange currency risks.

In June 2024, in order to fix the bank margin, EPIC Group switched a variable loan linked to a swap to a fixed loan and entered into a floor at 0.00% on the SARON leg of that swap for a nominal amount of CHF 50.0 million.

The table below summarises the fair value and maturities of the swaps:

CHF ('000)	31 Dec 2024	31 Dec 2023
Within 12 months	3'485	5'994
Within 2 to 5 years	(2'161)	(1'176)
After 5 years	419	2'187
Total net positive (negative) fair value	**1'743**	**7'005**
Total contract nominal value	**415'740**	**365'740**

21 Financial risk management

The group's principal financial liabilities, other than derivatives, are loans and borrowings. The main purpose of those is to finance the acquisition and development of the group's property portfolio. In addition, short term receivables, payables and cash balances arise from day-to-day operations.

Through its activities, EPIC Group is exposed to various financial risks, the main ones being: market risk (interest rate), credit risk and liquidity risk. Risks are monitored regularly and risk management is carried out by the Board of Directors and management.

EPIC Group's overall risk management approach focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on EPIC Group's financial performance. EPIC Group reviews and monitors its exposure and risks related to solvency, liquidity and interest rates.

Market risk
Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in the market prices. This risk concerns the group's open positions in interest-bearing assets and liabilities, to the extent that these are exposed to general and specific market movements.

The interest rate risk can impact (i) the market value of financial instruments which are interest rate sensitive (fair value interest rate risk) and (ii) future interest payments, as a result of fluctuations in the market interest rates (cash flow interest rate risk). The group's exposure to this risk relates primarily to its long-term debt obligations with floating interest rates. As at 31 December 2024, 66.6% of the total bank debt was hedged against interest fluctuations using swaps and fixed interest loans.

A change in interest rates by 0.1% on the mortgage-secured bank loans as at 31 December 2024 would only have a minor impact on the profit or loss.

The currency risk is limited as the group is only active in Switzerland and almost all the transactions are carried out in CHF, the functional currency of the EPIC Group entities.

Credit risk
Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to fulfil its obligation. Credit risk mainly arises from cash and cash equivalents held at banks, tenant receivables, other receivables and derivative financial assets.

Credit risk in connection with cash and cash equivalents held at banks is minimised by having those with several first rank institutions. With regard to rental agreements, credit risk is reduced via creditworthiness checks and by monitoring the age structure of outstanding amounts.

The maximum exposure corresponds to the carrying amounts of the individual financial assets including derivative financial assets as shown in the table below (CHF 15.1 million in 2024 and CHF 31.2 million in 2023):

CHF ('000)	31 Dec 2024	31 Dec 2023
Cash and cash equivalents	6'471	12'355
Tenant receivables	1'058	896
Other receivables	1'363	1'520
Other non-current financial assets	50	50
Total financial assets measured at amortised cost	**8'942**	**14'821**
Current derivative financial assets	4'203	6'051
Non-current derivative financial assets	1'975	10'333
Total financial assets measured at fair value	**6'178**	**16'384**
Total financial assets	**15'120**	**31'205**

The caption Cash and cash equivalents only includes cash as at 31 December for both years.

The carrying amount of the financial assets measured at amortised cost is a reasonable approximation of fair value.

Liquidity risk

Liquidity risk is the risk that the group will not be able to meet its financial obligations when becoming due. Investment properties are refinanced when necessary via medium to long-term loans. Liquidity is monitored on a regular basis.

The following table sets out the contractual maturities of the main financial liabilities held by the group:

CHF ('000)	31 Dec 2024 Carrying Amount	Less than 6 months	6 to 12 months	1 to 5 years	More than 5 years	Contractual total
Non-derivative financial liabilities (at amortised cost)						
Trade payables	1'248	1'248	-	-	-	1'248
Other payables	1'063	1'063	-	-	-	1'063
Accrued expenses	9'388	9'388	-	-	-	9'388
Financial liabilities (excluding lease liabilities)	661'831	6'407	44'465	416'632	225'848	693'352
Lease liabilities	13'175	426	461	3'069	15'714	19'670
Total non-derivative financial liabilities	**686'705**	**18'532**	**44'926**	**419'701**	**241'562**	**724'721**
Derivative financial liabilities (classified as held for trading)						
Interest rate swaps	4'435	366	352	3'717	-	4'435

CHF ('000)	31 Dec 2023 Carrying Amount	Less than 6 months	6 to 12 months	1 to 5 years	More than 5 years	Contractual total
Non-derivative financial liabilities (at amortised cost)						
Trade payables	5'212	5'212	-	-	-	5'212
Other payables	879	879	-	-	-	879
Accrued expenses	9'165	9'165	-	-	-	9'165
Financial liabilities (excluding lease liabilities)	610'302	6'162	5'864	341'626	302'488	656'140
Lease liabilities	13'495	431	467	3'191	16'438	20'527
Total non-derivative financial liabilities	**639'053**	**21'849**	**6'331**	**344'817**	**318'926**	**691'923**
Derivative financial liabilities (classified as held for trading)						
Interest rate swaps	9'379	(16)	73	9'322	-	9'379

Fair value of financial instruments

EPIC Group uses valuation techniques that are appropriate in the circumstances and for which sufficient data is available to measure the fair value, maximising the use of relevant observable inputs and minimising the use of unobservable inputs significant to the fair value measurement as a whole.

Derivative financial instruments are the only financial instruments measured at fair value. The fair value of the interest rate swaps and XCCY swaps is calculated as the present value of future cash flows. Future cash flows are estimated based on forward interest rates (from observable yield curves at the end of the reporting period) and contract interest rates, discounted at a rate that reflects the credit risk of the counterparties. It can be allocated to level 2 according to the fair value hierarchy described in Note 16.

The carrying value of short-term receivables (including tenant and other receivables) and payables (trade and other payables) approximate their fair values as discounting is not material.

The fair value of the fixed interest-bearing mortgage-secured bank loans (CHF 219.8 million) differs from their carrying value excluding issue costs (CHF 216.3 million). The group has no fixed-rate financial assets or liabilities that are classified at fair value through profit or loss. Fixed-rate financial instruments are measured at amortised costs.

Changes in the fair value of interest rate swaps and XCCY swaps are recognised in the financial result.

Capital management
With total equity of CHF 820.0 million as at 31 December 2024, the group has a solid capital base (equity ratio of 49.9% in 2024 and 51.0% in 2023). Mortgage bank loans (including interest) account for 40.3% of total assets as at year end 2024 (38.7% in 2023). Covenants are monitored on a regular basis and reported on quarterly.

EPIC Group aims to achieve a long-term net loan to value ratio (as defined under section “Alternative Performance Measures” of this report) of +/- 45% (this ratio equalled 40.6% as at 31 December 2024 and 38.9% as at 31 December 2023). The adjusted net loan to value ratio (as defined in “Alternative Performance Measures”) amounts to 40.9% in 2024 and 39.3% in 2023.

22 Share capital and share premium

As at 31 December 2024, the Company’s share capital amounts to CHF 413’203.04, represented by 10’330’076 shares with a par value of CHF 0.04 fully paid in (the same as at 31 December 2023).

The Company has conditional capital of CHF 7’500 corresponding to 187’500 registered shares at a nominal value of CHF 0.04 each at its disposal for the purpose of issuing shares or options rights to officers and employees of the Company and its group subsidiaries. No conditional capital was created in 2024 or in 2023.

The Company has a capital band at its disposal. The Board of Directors is authorised to increase or reduce the share capital until 26 April 2028 in a range between CHF 371’882.72 and CHF 454’523.36 (capital band). Capital increases and capital reductions in partial amounts are permitted. If the share capital is increased from conditional capital, the upper and lower limits of the capital band increase accordingly. Capital increases within the capital band shall be effected by issuing share capital in the maximum amount of CHF 41’320.32, divided into 1’033’008 registered shares with a nominal value of CHF 0.04 each or by increasing the nominal value of the issued shares accordingly. Capital reductions shall be effected by cancelling a maximum of 1’033’008 registered shares with a nominal value of CHF 0.04 each or by reducing the nominal value of the issued shares in the maximum amount of CHF 41’320.32. The capital band was introduced in conjunction with the revision of the Swiss stock corporation law (which entered into force on 1 January 2023) and was approved by the Annual General Meeting of Shareholders on 26 April 2023.

The share premium of CHF 403.9 million (gross of any IPO costs) as per the statutory balance sheet as at 31 December 2024 (CHF 435.9 million by the end of 2023) constitutes foreign and domestic capital contribution reserves according to art. 5 para. 1 ter and art. 5 para. 1 quater lit. a of the Swiss Federal Law on Withholding Tax (effective as of 1 January 2020), which are unconditionally free of withholding tax upon distribution.

The foreign capital contribution reserves as at 31 December 2024 amount to CHF 211.6 million (CHF 243.6 million as at 31 December 2023 were approved by the Swiss Federal tax Authorities on 14 June 2023), while the Swiss capital contribution reserves of CHF 192.3 million (pre-issuance costs) were confirmed under the reservation of the deduction of the issuance costs in the amount of CHF 8.1 million, net CHF 184.2 million.

In 2022, CHF 4.2 million of IPO related costs, which represent the portion attributable to the newly issued shares, have been directly recognised in the equity of the Company.

The Company paid from the share premium a dividend of CHF 32.0 million in 2024 (CHF 3.10 per share) and CHF 31.0 million in 2023 (CHF 3.00 per share). Both dividend distributions were made out of the foreign capital contribution reserves.

For the business year 2024, the Company's Board of Directors will propose a gross dividend per share of CHF 3.15 or CHF 32.5 million to the Annual General Meeting to be held on 28 March 2025.

23 Earnings per share ('EPS') and NAV per share

Earnings per share and NAV per share are calculated by dividing the reported profit and shareholders' equity respectively, by the weighted average number of ordinary outstanding shares during the period and the number of outstanding shares at period end, respectively.

CHF ('000) / in CHF	2024	2023
Profit	47'276	17'627
Weighted average number of outstanding shares (in '000)	10'330	10'330
Basic and diluted EPS	4.58	1.71
Profit excluding revaluation effects	40'596	40'874
Basic and diluted EPS adjusted for revaluation effects	3.93	3.96

Profit excluding revaluation effects corresponds to profit after tax before other comprehensive income excluding revaluation of properties and derivatives and related deferred taxes as well as any related foreign exchange effects.

In September 2024, EPRA published new guidelines. Accordingly, and except for the loss on disposal of the land expropriation of TCHF 4.6 which is excluded in the EPRA earnings calculation (see "EPRA Performance Measures" in the annexes for the details), the EPRA earnings and the profit excluding revaluation effects are aligned. The 2023 EPRA earnings was readjusted for the unrealised foreign currency fluctuations of the underlying USD loans linked to the XCCY swaps.

CHF ('000) / in CHF	31 Dec 2024	31 Dec 2023
Shareholders' equity	819'976	804'943
Number of outstanding shares at period end (in '000)	10'330	10'330
NAV per share	79.38	77.92
Shareholders' equity before net deferred taxes	939'171	919'302
NAV per share before net deferred taxes	90.92	88.99

The shareholders' equity before net deferred taxes is calculated as the reported equity plus (i) the provision for deferred tax liabilities less (ii) deferred tax assets and less (iii) the Vaud complementary property tax.

Return on equity is based on profit before other comprehensive income and the average equity, calculated as the ½ sum of the equity at the beginning and end of the reporting period.

CHF ('000) / in %	31 Dec 2024	31 Dec 2023
Average equity	812'460	811'678
Return on equity	5.8%	2.2%
Return on equity excluding revaluation effects	5.0%	5.0%

24 Shareholders

As at the reporting date, the following two principal shareholders held the following quota (%) of the Company's share capital: (i) 56.5% – Alrov Ventures Ltd, Tel-Aviv, Israel, a 100% subsidiary of Alrov Properties & Lodgings Ltd and (ii) 16.1% – EPIC LUXEMBOURG S.A., Luxembourg City, Grand Duchy of Luxembourg ("EPIC LUX"). EPIC LUX is controlled by a Jersey trust whose beneficiary is the Greenbaum family. The remaining 27.4% is held by the public.

25 Related parties

The related parties encompass the members of the Board of Directors, Group Executive Management (being the CEO, CFO and Portfolio Director), the Alrov group and companies controlled by members of the key management personnel. Among the companies controlled by members of the Board of Directors is European Property Investment Corporation Ltd (London) ("EPIC UK") (which at the same time is also indirectly held by Alrov and EPIC LUX).

All board members were re-elected on 25 April 2024 for another year until the next Annual General Meeting to be held on 28 March 2025.

No consultancy services were rendered by related parties during 2024 or 2023.

The total remuneration of the board members and Group Executive Management can be broken down as follows:

CHF ('000)	2024	2023
Short-term employee benefits		
– Ron Greenbaum (Chairman of the Board)	171	171
– Other external board members	254	254
Post-employment benefits	41	30
Total remuneration of the Board of Directors	**466**	**455**
Short-term employee benefits	1'683	1'689
Share-based payment benefits	311	312
Other long-term benefits	133	133
Post-employment benefits	326	349
Total remuneration of management	**2'453**	**2'483**

Post-employment benefits include the employer social security contributions and pension contributions (if any).

The Company has adopted a management incentive plan for the Group Executive Management that came into effect on the first day of trading of the Company in May 2022. Following the Remuneration and Nomination Committee's recommendation, the current plan was renewed for the financial year 31 December 2024 and 31 December 2025. The plan consists of two separate bonus schemes. For the first one, the relevant key performance indicator is return on equity, where return on equity is defined as earnings after tax and before revaluation of properties and derivatives (taking into account the related deferred taxes as well as any related foreign exchange effects) divided by the average group equity of each reporting period. For the second bonus, the key performance indicator is based on ESG target(s), whose basis of allocation is determined by the Remuneration and Nomination Committee. Both bonuses are capped and granted half in shares and half in cash. The lock-up period for the share portion is one year with respect to one third of the granted shares, two years with respect to another third, and three years for the last third.

Furthermore, the shareholders' meeting approved in May 2022 a retention arrangement whereby members of Group Executive Management will be entitled to a one-time loyalty bonus of up to CHF 400'000 in aggregate subject to certain terms and conditions, including three years of service from 25 May 2022.

26 Contingencies and commitments

As at 31 December 2024, capital commitments from concluded contracts for future developments, construction costs as well as works for investment properties in operation totalled about CHF 40.1 million (CHF 72.2 million in 2023), the majority of which relates to our development project PULSE.

Apart from as disclosed elsewhere in the consolidated financial statements, EPIC Group has no other contingencies.

27 Events after the reporting date

There were no material subsequent events.

28 Material accounting policies

Real estate properties

Real estate properties (reported under non-current assets) are owned properties and properties held under a lease which are held and managed for long term rental yields and capital appreciation. They are classified as investment properties under IAS 40, including properties that are being constructed or developed for future use as investment property.

During 2024, the group owned 25 properties, which were the object of 28 separate valuations as at 31 December 2024, following the split of two properties (EPiC 19 and EPiC 21) into two categories, in line with the stage of completion of the various phases of development (see annexes) and the separate valuation of the property in Tolochenaz (EPiC 24) which is considered as an extension of the property in Tolochenaz (EPiC 7). EPIC Group's portfolio can be divided into four categories.

– Retail properties
This category encompasses properties whose main source of income relates to retail and shopping centres. They consist of 8 assets as at 31 December 2024 (8 in 2023).

– Office properties
These properties mainly generate revenues from the rental of offices. With the exception of two properties, all other properties are recent with construction years from and after 2002. Out of those two older properties, buildings A&B (EPiC 19), which were originally constructed in 1996 and 1950, were completely refurbished including reinforcements of the foundation. During the year 2024, this category comprised 12 assets (12 as at 31 December 2023).

– Logistics/industrial properties
This category includes logistics or light industrial buildings. As at 31 December 2024 this category comprised 5 assets (5 in 2023). Each propery in EPiC 7 and EPiC 24 is considered as one investment property in operation and is valued separately.

– Properties under development/construction
Properties classified as investment properties under development/construction are generally non-yielding properties (i.e. no material income is generated throughout the construction/development phase), which require substantial work either for construction, renovation or conversion purposes or have been granted a building permission with construction to start in the near future. Following completion, the property is reclassified as either retail, offices, logistics/industrial at the end of the financial year. During the year 2024, there were 3 assets in this category (3 in 2023).

A property initially classified under one category might be moved to another category if its purpose has changed, following changes of circumstances.

Investment properties are initially valued at cost at the time of initial recognition including directly attributable transaction costs. After initial recognition, they are recognised at fair value and the changes in value are recognised as revaluation gains or losses, respectively, in the consolidated statement of profit or loss.

Subsequent expenditures are capitalised to the asset's carrying amount only when it is probable that future economic benefits associated with the expenditure will flow to the group and the cost of the item can be measured reliably. All other costs (including repairs and maintenance) are expensed when incurred. When part of an investment is replaced, the carrying amount of the replaced part is derecognised.

The fair value of the properties as at the reporting date is determined by recognised external real estate valuation experts using recognised valuation techniques and the principles of IFRS 13. These valuations form the basis for the carrying amounts in the consolidated financial statements. Properties that are being redeveloped for continuing use as investment property continue to be measured at fair value.

A property is derecognised upon disposal or when the property is permanently withdrawn from use and no future economic benefits are expected from the disposal. Any gain or loss arising on derecognition of the property (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in profit or loss in the period in which the property is derecognised.

Derivative financial instruments

Derivative financial assets and liabilities are classified as financial assets or liabilities at fair value through profit or loss. They comprise interest rate swaps or cross currency swaps for hedging purposes (economic hedge).

EPIC Group does not apply hedge accounting in accordance with the IFRS Accounting Standards. Recognition of the derivative financial instruments takes place when the contracts are entered into. They are measured at fair value. Gains or losses on derivatives in relation to fair value changes are recognised in the profit or loss under Financial result.

Rental income

EPIC Group is the lessor in operating leases. Rental income from operating leases of investment property is recognised in profit or loss on a straight-line basis over the term of the lease and presented as rental income from real estate properties in the consolidated statement of profit or loss. Rental income which is based on the lessee's revenue is recognised when it arises.

If the tenants are provided with significant incentives (e.g. long rent free periods), the cost of such incentives is recognised over the lease term on a straight-line basis as an adjustment of the rental income.

The lease term is the non-cancellable period of the lease together with any further term for which the tenant has the option to continue the lease, where management expects that it is reasonably certain that the tenant will exercise that option. The lease term includes also periods covered by an option to terminate the lease if management expects that it is reasonably certain that the tenant will not exercise that option. Initial direct costs incurred in relation to the negotiation and arrangement of an operating lease are added to the carrying amount of the underlying asset.

At present, EPIC Group has no rental agreements considered as finance leases.

Financial result

Interest on loans taken out to finance investment properties under construction is not capitalised over the construction period because such investment properties are measured at fair value.

Tenant receivables

The tenant receivables are classified as financial assets at amortised cost, because they meet the solely payments of principal and interest criterion in IFRS 9 and the objective is to hold the receivables and collect the contractual cash flows. Their amortised costs equal their nominal value.

Impairment is recognised for expected credit losses. The expected credit losses are determined by an analysis of each individual tenant.

Cash and cash equivalents

Cash and cash equivalents comprise cash at hand, cash at bank and short-term deposits with an original term of less than three months.

Non-derivative financial liabilities

Non-derivative financial liabilities include outstanding mortgage-secured bank loans, temporary bank overdrafts, accrued mortgage interests, trade payables and other payables which are financial instruments and classified as subsequently measured at amortised cost under IFRS 9.

The initial recognition is at fair value less directly attributable transaction costs for the bank loans. No borrowing costs were capitalised in the reporting period. Subsequently, financial liabilities are measured at amortised cost using the effective interest method, with the difference between the amount to be repaid and the carrying amount being amortised over the term and recognised in the profit or loss.

The real estate properties are collateralised as security for the amount of the remaining balance of the mortgages.

Income tax expenses

Income tax expenses comprises both the current and deferred tax. Annual capital taxes and property taxes are not income taxes and are recognised in operating expenses and direct expenses related to properties respectively.

Current income taxes include the expected taxes payable on the relevant taxable result, calculated using the relevant tax rates, capital gains taxes on property sales effected and any adjustments to tax liabilities or assets from previous years.

Deferred taxes are recognised using the balance sheet liability method for temporary differences between the carrying amounts of assets and liabilities for financial reporting purposes and their respective tax bases in the tax balance sheet. Measurement of deferred taxes takes account of the point in time when the asset or liability is expected to be realised or settled and the manner in which carrying amounts are expected to be recovered or settled. The tax rates used are those that are enacted or substantially enacted at the reporting date.

Deferred capital gains on investment properties, depending on the canton, are subject to corporate income tax or real estate capital gains tax at the cantonal level. Recaptured depreciation is always subject to corporate income tax. The real estate capital gains taxes are calculated using the actual current tax rates applicable at balance sheet date (or the near future as confirmed by the respective canton) and the estimated holding period.

Furthermore, the capital gains are subject to ordinary income tax at the federal level. The taxation of gains from the disposal of properties is subject to a special property gains tax in cantons with the monistic tax system. The tax rates depend on the length of time the property is held and can vary significantly. In the calculation of deferred taxes on investment properties, a residual holding period is estimated for each property that reflects EPIC Group's strategy. If a sale was to be planned, the respective residual holding period would be applied. Otherwise, the tax payable on these properties is calculated on the basis of a holding period of a further 10 years after the balance sheet date. Should the actual holding period for a property deviate from the estimated holding period, the amount of tax applicable at the time the property is sold may vary considerably from the deferred tax estimated.

Deferred tax assets arising from deductible temporary differences and tax losses are only recognised to the extent that it is probable that future taxable profits will be available against which they can be used. Deferred tax assets are reviewed at each reporting date and are reduced to the extent that it is no longer probable that the related tax benefit will be realised.

Deferred tax assets and liabilities are offset if there is a legally enforceable right to offset current tax liabilities and assets, and they relate to income taxes levied by the same tax authority on the same taxable entity, or on different tax entities, but they intend to settle current tax liabilities and assets on a net basis or their tax assets and liabilities will be realised simultaneously.

Equity

Share capital consists of ordinary shares and is reported as equity since there is no repayment obligation and no dividend guarantee. External costs directly attributable to the issuance of new shares are shown as a deduction, net of tax, in equity from the proceeds. The holders of ordinary shares are entitled to receive dividends as declared from time to time and are entitled to one vote per share at shareholder meetings of the Company. Dividends are recognised as a liability as soon as they are approved by the General Meeting and become then due.

Share premium is recognised when new shares are being issued and represents the difference between the nominal value and issuing value of shares minus directly attributable issuance costs after tax.

Retained earnings include amounts which were formed from the undistributed net profit in the financial year or in prior financial years and other comprehensive income.

Property details

Legal entity	Property name	Address	Zip	City	Canton	Ownership
Retail						
EPiC 1	Le Forum	Place du Marché 6	1820	Montreux	Vaud	P by F – 50%
EPiC 3	Wiggis-Park	Molliserstrasse 41	8754	Netstal	Glarus	Sole owner
EPiC 3	Florapark	Florastrasse 1	8800	Thalwil	Zurich	P by F – 48%
EPiC 5	Tägipark	Jurastrasse 42	5430	Wettingen	Aargau	Sole owner
EPiC 7	Markt am Bohl	Bohl 9	9000	St. Gallen	St. Gallen	Sole owner
EPiC 10	Uster West	Winterthurerstrasse 18	8610	Uster	Zurich	Sole owner
EPiC 10	"Zänti" Volketswil	Im Zentrum 18	8604	Volketswil	Zurich	Sole owner
EPiC 16	En Noyer-Girod	En Noyer-Girod 2–12	1063	Etoy	Vaud	Sole owner
Offices						
EPiC 7	Lake Geneva Center B	Route de la Longeraie 7	1110	Morges	Vaud	Sole owner
EPiC 9	Provencenter	Avenue de Provence 82	1007	Lausanne	Vaud	Sole owner
EPiC 9	Office Building Lutry	Rue des Remparts 2	1095	Lutry	Vaud	Sole owner of building Parking – P by F
EPiC 9	com.West	Hardturmstr. 123/125/127/129 Förrlibuckstr. 70/72	8005	Zurich	Zurich	Sole owner
EPiC 11	Biopôle Metio & Lysine	Route de la Corniche 2–4	1066	Epalinges	Vaud	Land lease – P by F 96.5%
EPiC 12	Lake Geneva Center A	Route de la Longeraie 9	1110	Morges	Vaud	Sole owner
EPiC 16	Biopôle Proline	Route de la Corniche 10	1010	Lausanne	Vaud	Land lease
EPiC 16	Vennes III	Chemin des Roches 1a et 1b	1010	Lausanne	Vaud	Sole owner
EPiC 16	Rue du Tunnel	Rue du Tunnel 6, 8, 10 & 12	1227	Carouge	Geneva	P by F – 13.3%
EPiC 19	Campus Leman – A&B	Rue du Docteur Yersin 10	1110	Morges	Vaud	Sole owner
EPiC 20	Biopôle Serine	Route de la Corniche 6, 8	1066	Epalinges	Vaud	Land lease
EPiC 22	Lancy Office Center	Avenue des Morgines 8/10	1213	Petit-Lancy	Geneva	Sole owner
Logistics/industrial						
EPiC 7/ EPiC 24	En Molliau	Route du Molliau 30 Route de la Petite Caroline 13	1131	Tolochenaz	Vaud	Sole owner
EPiC 9	Vuarpillière	Chemin de la Vuarpillière 27/29	1260	Nyon	Vaud	Sole owner
EPiC 10	Fegistrasse	Fegistrasse 9	8957	Spreitenbach	Aargau	Sole owner
EPiC 21	Nexus Brunnpark	Lagerhausstrasse 9, 10, 12, 13, 14, 15, 17, 19	4914	Roggwil	Bern	Sole owner
SUBTOTAL						
Under development/construction						
EPiC 19	Campus Leman – C&D	Rue du Docteur Yersin 10	1110	Morges	Vaud	Sole owner
EPiC 21	Nexus Brunnpark	Steigmatte 2, 8	4914	Roggwil	Bern	Sole owner
EPiC 23	PULSE	Chemin du Châtelard	1033	Cheseaux-sur-Lausanne	Vaud	Sole owner
TOTAL PORTFOLIO						

EPiC 3 (Wiggis-Park) and EPiC 10 (Zänti Volketswil) have land lease rights of 605 m² and 3'381 m² respectively which are not included in the table
P by F – Property by floor

			m²						
Construction Year	Renovation Year	Last Extension Year	Land Area	Retail	Offices	Logistics/ industrial	Other	Total Rentable Area	Parking Unit (#)
2000	-	-	5'897	9'735	-	-	1'585	11'320	193
1996	2002	2014	37'277	21'674	931	-	6'596	29'201	543
1993	-	2006	4'913	7'562	-	-	50	7'612	183
2003	-	2012	25'405	22'992	-	-	-	22'992	522
1989	-	-	1'086	1'912	240	-	1'303	3'455	-
1914	-	2004	11'545	4'320	2'891	-	1'110	8'321	163
1973	2020	-	20'803	11'324	1'089	-	2'145	14'558	550
2002	-	-	20'506	6'746	-	-	-	6'746	219
			127'432	86'265	5'151	-	12'789	104'205	2'373
2006	-	-	5'157	-	5'364	-	1'334	6'698	152
1992	2015	-	1'980	-	6'404	-	478	6'882	84
2002	-	-	468	-	1'348	-	87	1'435	18
2002	-	-	9'938	404	21'408	-	2'756	24'568	154
2008	-	-	4'462	646	4'847	-	816	6'309	83
2008	-	-	6'508	-	5'289	-	1'037	6'326	145
2012	-	-	1'776	-	3'127	-	482	3'609	8
2013	-	-	4'891	-	5'165	-	380	5'545	76
2017	-	-	3'797	-	1'216	-	163	1'379	14
1950	2020	-	6'600	928	8'792	-	1'818	11'538	125
2020	-	-	2'075	-	8'190	-	576	8'766	-
2002	-	-	7'775	1'225	8'221	-	3'598	13'044	191
			55'427	3'203	79'371	-	13'525	96'099	1'050
1972 1967	-	-	80'359	-	302	41'897	-	42'199	362
1987	2019	2015	5'971	-	276	7'557	-	7'833	65
1989	-	-	11'132	-	-	19'079	138	19'217	158
1920	-	2013	79'208	-	-	55'037	-	55'037	-
			176'670	-	578	123'570	138	124'286	585
			359'529	**89'468**	**85'100**	**123'570**	**26'452**	**324'590**	**4'008**
			2'449	n/a	n/a	n/a	n/a	n/a	n/a
			29'286	n/a	n/a	n/a	n/a	n/a	n/a
			31'879	n/a	n/a	n/a	n/a	n/a	n/a
			63'614						
			423'143						

Additional information about investment properties under development/construction

EPiC 19 – Campus Leman Buildings C & D	Rue du Docteur Yersin 10, 1110 Morges	
Description	Status of the project	Completion
Complete renovation and construction in 3 phases, phase 1 (Buildings A&B) was completed by the end of 2020		
Phase 2: Construction of Building C	Construction started in April 2023 and is progressing well. The estimated annual rental income once the building is fully let stands at circa CHF 1 million. Tenant of Building B exercised its option to take 3 floors out of 6 floors in Building C. During H2 2024 a lease agreement was signed with a new tenant for 2 floors and the lease is expected to begin early H2 2025.	H1 2025
Phase 3: Construction of Building D	We aim at beginning the planning procedure of Building D during H1 2025 and file a building permit later during 2025.	Estimated 2027

EPiC 21 – Nexus Brunnpark	Steigmatte 2–8, 4914 Roggwil	
Description	Status of the project	Completion
Construction of a logistics building	Land reserve acquired in March 2021. Project is currently in its feasibility study phase. A preliminary general building permit (“Voranfrage”) was received during H2 2024. This preliminary general building permit clarifies various points (such as for example the re-direction of a river, traffic, maximum volumetrics, access to the site) and facilitates the submission of the definitive building permit.	Estimated 2027

EPiC 23 – PULSE	Chemin du Châtelard, 1033 Chesaux-sur-Lausanne	
Description	Status of the project	Completion
Construction of two activity buildings	The buildings together will offer circa 43’000 m^2 of gross area as well as underground parking, storage and technical areas.	H1 2025

Expiry of investment properties' lease contracts based on 31 December 2024 rent before any incentives

Year	Excluding the exercise of any early break option
2025	2.9%
2026	8.0%
2027	2.1%
2028	7.6%
2029	10.3%
2030	11.9%
2031	11.8%
2032	7.3%
2033	3.9%
2034	1.6%
2035+	32.6%
Total	**100.0%**

Key information for investment properties in operation for 2024 by category

Category	Market value CHF '000	Net revaluation gain (loss) CHF '000	Net rental operating income CHF '000	Target rent CHF '000	Implied yield based on target rent %	Vacancy as % of target rent %	Vacancy as at period end m^2
Retail	575'990	(768)	24'513	27'026	4.7%	2.9%	4'043
Offices	675'990	12'421	25'696	30'757	4.5%	6.7%	6'395
Logistics/ industrial	212'940	3'546	9'955	10'673	5.0%	0.7%	626
Total	**1'464'920**	**15'199**	**60'164**	**68'456**	**4.7%**	**4.2%**	**11'064**

Category	Net rental income CHF '000	Other income CHF '000	Total income CHF '000	Direct expenses CHF '000	Net operating income (NOI) CHF '000	Yield based on achieved rent %
Retail	27'117	948	28'065	(2'604)	25'461	4.7%
Offices	28'443	351	28'794	(2'747)	26'047	4.2%
Logistics/ industrial	10'604	139	10'743	(649)	10'094	5.0%
Total	**66'164**	**1'438**	**67'602**	**(6'000)**	**61'602**	**4.5%**

EPRA Performance Measures

Summary table EPRA Performance Measure

Measure		Unit	2024	2023
A	EPRA Vacancy Rate	%	4.2%	4.6%
B	EPRA Earnings	CHF ('000)	40'601	40'874
	EPRA Earnings per share	CHF	3.93	3.96
		Unit	31 Dec 2024	31 Dec 2023
C	EPRA NRV	CHF ('000)	960'369	931'382
	EPRA NRV per share	CHF	92.97	90.16
	EPRA NTA	CHF ('000)	874'770	851'268
	EPRA NTA per share	CHF	84.68	82.41
	EPRA NDV	CHF ('000)	816'976	808'882
	EPRA NDV per share	CHF	79.09	78.30

A) EPRA Vacancy Rate

CHF ('000) / in %	2024	2023
Estimated rental value of vacant space (A)	2'904	3'138
Estimated rental value of the whole portfolio (B)	68'456	67'937
EPRA Vacancy Rate (A/B)	**4.2%**	**4.6%**

The definitions of the above key performance measures can be found at www.epra.com.

B) EPRA earnings and EPRA earnings per share

CHF ('000)		2024	2023
Earnings according to the consolidated statement of profit or loss		**47'276**	**17'627**
Adjustments for:			
(i)	Changes in value of investment properties, development properties held for investment and other investment interests	(23'431)	9'723
(ii)	Profits or losses on disposal of investment properties, development properties held for investment and other investment interests	n/a	n/a
(iii)	Profits or losses on sales of trading properties including impairment charges in respect of trading properties	n/a	n/a
(iv)	Tax on profits or losses on disposals	n/a	n/a
(v)	Negative goodwill/goodwill impairment	n/a	n/a
(vi)	Changes in fair value of financial instruments and associated close-out costs	5'262	20'338
(vii)	Acquisition costs on share deals and non-controlling joint venture interests	n/a	n/a
(viii)	Adjustments related to funding structure	n/a	n/a
(ix)	Adjustments related to non-operating and exceptional items	6'561	(5'835)
(x)	Deferred tax in respect of EPRA adjustments	4'933	(979)
(xi)	Adjustments (i) to (x) above in respect of joint ventures (unless already included under proportional consolidation)	n/a	n/a
(xii)	Non-controlling interests in respect of the above	n/a	n/a
EPRA earnings		**40'601**	**40'874**
Weighted average number of outstanding shares during the period (in '000)		10'330	10'330
EPRA earnings per share in CHF		**3.93**	**3.96**

Following the change in guidelines published in September 2024, the caption (ix) relates to the non-cash revaluation effects of the underlying USD loans which are linked to the cross currency swaps and the loss on disposal of the land expropriation (see Note 16).

The definitions of the above key performance measures can be found at www.epra.com.

C) EPRA Net Asset Value (NAV) and EPRA NAV per share

		31 Dec 2024		
CHF ('000)		EPRA NRV	EPRA NTA	EPRA NDV
Equity (NAV) according to the consolidated statement of financial position		**819'976**	**819'976**	**819'976**
Dilution effects		n/a	n/a	n/a
Diluted equity (NAV)		**819'976**	**819'976**	**819'976**
Include:				
ii.a)	Revaluation of IP (if IAS 40 cost option is used)	n/a	n/a	n/a
ii.b)	Revaluation of IPUC (if IAS 40 cost option is used)	n/a	n/a	n/a
ii.c)	Revaluation of other non-current investments	n/a	n/a	n/a
iii)	Revaluation of tenant leases held as finance leases	n/a	n/a	n/a
iv)	Revaluation of trading properties	n/a	n/a	n/a
Diluted NAV at fair value		**819'976**	**819'976**	**819'976**
Exclude:				
v)	Deferred tax in relation to fair value gains of IP	111'892	55'946	
vi)	Fair value of financial instruments	(1'743)	(1'743)	
vii)	Goodwill as a result of deferred tax	n/a	n/a	n/a
viii.a)	Goodwill as per the IFRS balance sheet		n/a	n/a
viii.b)	Intangibles as per the IFRS balance sheet		(9)	
Include:				
ix)	Fair value of fixed interest rate debt			(3'000)
x)	Revaluation of intangibles to fair value	n/a		
xi)	Real estate transfer tax	30'244	600	
EPRA NAV		**960'369**	**874'770**	**816'976**
Fully diluted number of shares (in '000)		10'330	10'330	10'330
EPRA NAV per share in CHF		**92.97**	**84.68**	**79.09**

The definitions of the above key performance measures can be found at www.epra.com.

C) EPRA Net Asset Value (NAV) and EPRA NAV per share

		31 Dec 2023		
CHF ('000)		EPRA NRV	EPRA NTA	EPRA NDV
Equity (NAV) according to the consolidated statement of financial position		**804'943**	**804'943**	**804'943**
Dilution effects		n/a	n/a	n/a
Diluted equity (NAV)		**804'943**	**804'943**	**804'943**
Include:				
ii.a)	Revaluation of IP (if IAS 40 cost option is used)	n/a	n/a	n/a
ii.b)	Revaluation of IPUC (if IAS 40 cost option is used)	n/a	n/a	n/a
ii.c)	Revaluation of other non-current investments	n/a	n/a	n/a
iii)	Revaluation of tenant leases held as finance leases	n/a	n/a	n/a
iv)	Revaluation of trading properties	n/a	n/a	n/a
Diluted NAV at fair value		**804'943**	**804'943**	**804'943**
Exclude:				
v)	Deferred tax in relation to fair value gains of IP	105'535	52'768	
vi)	Fair value of financial instruments	(7'005)	(7'005)	
vii)	Goodwill as a result of deferred tax	n/a	n/a	n/a
viii.a)	Goodwill as per the IFRS balance sheet		n/a	n/a
viii.b)	Intangibles as per the IFRS balance sheet		(9)	
Include:				
ix)	Fair value of fixed interest rate debt			3'939
x)	Revaluation of intangibles to fair value	n/a		
xi)	Real estate transfer tax	27'909	571	
EPRA NAV		**931'382**	**851'268**	**808'882**
Fully diluted number of shares (in '000)		10'330	10'330	10'330
EPRA NAV per share in CHF		**90.16**	**82.41**	**78.30**

The definitions of the above key performance measures can be found at www.epra.com.

KPMG

Statutory Auditor's Report

To the General Meeting of EPIC Suisse AG, Zurich

Report on the Audit of the Consolidated Financial Statements

Opinion

We have audited the consolidated financial statements of EPIC Suisse AG and its subsidiaries (the Group), which comprise the consolidated statement of financial position as at 31 December 2024, the consolidated statement of profit or loss and other comprehensive income, the consolidated statement of changes in equity and the consolidated statement of cash flows for the year then ended, and notes to the consolidated financial statements, including material accounting policy information.

In our opinion, the consolidated financial statements (pages 99 to 145) give a true and fair view of the consolidated financial position of the Group as at 31 December 2024, and of its consolidated financial performance and its consolidated cash flows for the year then ended in accordance with IFRS Accounting Standards and comply with the provisions of article 17 on the Directive on Financial Reporting (DFR) of SIX Swiss Exchange and with Swiss law.

Basis for Opinion

We conducted our audit in accordance with Swiss law, International Standards on Auditing (ISA) and Swiss Standards on Auditing (SA-CH). Our responsibilities under those provisions and standards are further described in the "Auditor's Responsibilities for the Audit of the Consolidated Financial Statements" section of our report. We are independent of the Group in accordance with the provisions of Swiss law, together with the requirements of the Swiss audit profession, as well as those of the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters

VALUATION OF REAL ESTATE PROPERTIES

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the consolidated financial statements of the current period. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

KPMG

VALUATION OF REAL ESTATE PROPERTIES

Key Audit Matter

Real Estate properties form a substantial part of the consolidated balance sheet and showed an overall fair value of CHF 1'613 million as of 31 December 2024.

The Group's total real estate properties are valued at fair value as of the balance sheet date. The valuation is based on the external valuation expert's report. The fair value estimates performed every six months using the discounted cash flow model are significantly influenced by assumptions and estimates with regard to the expected future cash flows and the discount rate used for each property depending on its individual rewards and risks.

Our response

In the course of our audit, we assessed the external valuation expert's competence and independence. We met with the external valuation expert regarding the valuation of the real estate properties and discussed the valuation methodology and selected input factors applied in the valuation. We used our own real estate valuation specialists to support our audit procedures.

In collaboration with these specialists, we performed analytical procedures on the total population of the real estate properties and conducted our own valuations on a sample basis. The sample of properties was identified based on quantitative and qualitative factors.

For this sample, we performed, amongst others, the following audit procedures:

- evaluating the methodical accuracy of the model used to determine the fair value;
- challenging the most important input factors applied in the valuation (such as discount rates, market rents, vacancy rates, operating and maintenance cost, and renovation capital expenditures) by comparing them with past figures, benchmarks, publicly available data and our own market assessments.

For further information on the valuation of real estate properties refer to the following:

– Note 16 Real estate properties

Other Information

The Board of Directors is responsible for the other information. The other information comprises the information included in the annual report, but does not include the consolidated financial statements, the standalone financial statements of the company, the compensation report and our auditor’s reports thereon.

Our opinion on the consolidated financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the consolidated financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements, or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Board of Directors’ Responsibilities for the Consolidated Financial Statements

The Board of Directors is responsible for the preparation of the consolidated financial statements that give a true and fair view in accordance with IFRS Accounting Standards and the provisions of Swiss law, and for such internal control as the Board of Directors determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, the Board of Directors is responsible for assessing the Group’s ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board of Directors either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

Auditor’s Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Swiss law, ISA and SA-CH will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with Swiss law, ISA and SA-CH, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group’s internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made.
- Conclude on the appropriateness of the Board of Directors’ use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group’s ability to continue as a going concern. If we conclude that a

KPMG

material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the Group as a basis for forming an opinion on the consolidated financial statements. We are responsible for the direction, supervision and review of the audit work performed for purposes of the group audit. We remain solely responsible for our audit opinion.

We communicate with the Board of Directors or its relevant committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the Board of Directors or its relevant committee with a statement that we have complied with relevant ethical requirements regarding independence and communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated with the Board of Directors or its relevant committee, we determine those matters that were of most significance in the audit of the consolidated financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report, unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on Other Legal and Regulatory Requirements

In accordance with Art. 728a para. 1 item 3 CO and PS-CH 890, we confirm that an internal control system exists, which has been designed for the preparation of the consolidated financial statements according to the instructions of the Board of Directors.

We recommend that the consolidated financial statements submitted to you be approved.

KPMG AG

Reto Benz
Licensed Audit Expert
Auditor in Charge

Michel Avanzini
Licensed Audit Expert

Zurich, 28 February 2025

© 2025 KPMG AG, a Swiss corporation, is a group company of KPMG Holding LLP, which is a member of the KPMG global organization of independent firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Wüest Partner AG
Alte Börse
Bleicherweg 5
8001 Zürich
Schweiz
T +41 44 289 90 00
wuestpartner.com
Regulated by RICS

EPIC Suisse AG
Executive Board
Seefeldstrasse 5a
8008 Zurich

Zurich, 10 February 2025

Valuation as of 31 December 2024 – Independent valuer's report

Reference
105868.2412

Commission
Wüest Partner AG (Wüest Partner) was commissioned by the Executive Board of EPIC Suisse AG (EPIC) to perform a valuation, for accounting purposes, of the properties directly or indirectly held by EPIC as of 31 December 2024 (reporting date). The valuation encompasses all investment properties as well as sites and development properties.

Valuation standards
Wüest Partner hereby confirms that the valuations were performed in accordance with national and international standards and guidelines in particular with the International Valuation Standards (IVS and RICS/Red Book) and the Swiss Valuation Standards (SVS) and as well as in accordance with the requirements of the SIX Swiss Exchange.

Accounting standards
The market values determined for the investment properties correspond to the fair value as described in the IFRS Accounting Standards in accordance with IAS Accounting Standard 40 (Investment Property) and IFRS Accounting Standard 13 (Fair Value Measurement).

Definition of fair value
Fair value is the price that independent market operators would receive as at the date of valuation if an asset were sold under normal market conditions or the price that such operators would pay if a liability (debt) were transferred under normal market conditions (exit price).

Transaction costs, gross fair value

An exit price is the selling price postulated in the purchase contract, upon which the parties have jointly agreed. Transaction costs, which normally consist of estate agents' commissions, transaction taxes and land registry and notary fees, are not considered when determining the fair value. Therefore, in accordance with paragraph 25 of IFRS Accounting Standard 13, the fair value is not adjusted for the transaction costs incurred by the acquirer in a sale (gross fair value). This is in line with Swiss valuation practice.

Valuation at fair value assumes that the hypothetical transaction involving the asset to be valued takes place on the market with the largest volume and the most business activity (main market) and that the frequency and volume of transactions are adequate for there to be sufficient price information available for the market (active market). If no such market can be identified, it will be assumed that the asset is being sold on the main market, which would maximize the assets selling price on disposal.

Main market, active and most advantageous market

Implementation of fair value

Fair value is calculated on the basis of the best possible use of a property (highest and best use). The best possible use of a property is that which maximizes its value. This assumption presupposes a use, which is technically and physically possible, legally permitted and financially realizable. As fair value is calculated on the basis of maximization of use, the best possible use may differ from the actual or planned use. In the assessment of fair value, future investment spending for the purpose of improving a property or increasing its value will be taken into account accordingly.

Highest and best use

The use of the highest and best use approach is based on the principle of the materiality of the possible difference in value in terms of the ratio of the value of the specific property to the total real estate assets and in terms of the possible absolute difference in value. A property's potential added value within the usual estimating tolerance of a specific valuation is regarded as immaterial in this context and is therefore disregarded.

Materiality in relation to the highest and best use approach

Fair value is determined according to the quality and reliability of the valuation parameters, in order of diminishing quality/reliability: Level 1 market price, Level 2 modified market price and Level 3 model-based valuation. At the same time, when a property is valued on the basis of fair value, different parameters may be applied to different hierarchies. In this context, the total valuation is classed according to the lowest level of the fair value hierarchy in which the material valuation parameters are found.

Fair value hierarchy

The value of the properties of EPIC is determined using a model-based valuation according to Level 3 on the basis of input parameters, which cannot be directly observed on the market. Here too adjusted Level 2 input parameters are used (e.g. market rents, operating/maintenance costs, discounting/capitalization rates, proceeds of sales of residential property). Non-observable input factors are only used where relevant observable input factors are not available.

Valuation level for property valuations

The valuation approaches used are those that are appropriate under the given circumstances and for which sufficient data are available to determine fair value. At the same time, the use of relevant observable input factors is maximized, while the use of non-observable input factors is minimized. In the case of the present valuation procedure, an income-based approach is applied, using discounted cash flow valuations, which are widespread in Switzerland.

Valuation approach

Market rents, vacancy levels and discount rates are defined as significant input factors. These factors are influenced to a varying degree by market developments. If the input factors change, the property's fair value also changes. For each input factor, these changes are simulated on the basis of static sensitivity analyses. Owing to interdependence between the input factors, their effects on fair value may

Significant input factors, influence on fair value either offset or potentiate each other. For example, the effect of reduced market rents combined with higher vacancies and higher discount rates will have a cumulative negative impact on fair value. However, as the portfolio is diversified geographically and by properties, changes to input factors seldom exert a cumulative effect in the short term.

The most important factor influencing the input factors is the economic environment. If a negative mood in the economy increases the pressure on market rents, vacancies in real estate usually increase as well. At the same time, however, such market situations might result in a favourable, i.e. low, interest rate level, which has a positive effect on the discount rates. Thus, a certain compensation of the input factors can be assumed. Ongoing optimisation measures for properties (e.g. conclusion/extension of long-term leases, investments in the expansion of rental space, etc.) prevent such short-term market shocks, which mainly affect the factors of market rents and vacancies. As mentioned above, the individual risk-adjusted discount rate of the property follows the yield expectations of the respective investors or market participants and can only be influenced by the owner to a limited extent.

Valuation method

In valuing EPIC's real estate holdings, Wüest Partner applied the discounted cash flow (DCF) method, by which the market value of a property is determined as the total of all projected future (infinity) net earnings discounted to the date of valuation. Net income is discounted separately for each property with due allowance for specific opportunities and threats, and adjustment in line with market conditions and risks.

Basis of valuation

Wüest Partner is familiar with all the properties, having carried out inspections and examined the documentation provided. The properties have been analyzed in detail in terms of their quality and risk profiles (attractiveness and rentability of rented premises, construction type and condition, micro- and macro-location etc.). Currently vacant premises are valued with allowance made for a reasonable marketing period and incentives if market driven. Wüest Partner inspects properties at least every three years, as well as after a purchase and after completion of major refurbishment and investment projects.

Changes in portfolio composition

No purchases, sales or reclassifications were made during the reporting period from 1 January 2024 to 31 December 2024.

Results

As of 31 December 2024, Wüest Partner valued a total of 25 properties. Following the split of two properties (EPiC 19 & EPiC 21) into two segments according to the stage of completion of the different development phases and following the grouping of the two properties in Tolochenaz (EPiC 7 & EPiC 24), Wüest Partner carried out a total of 28 valuations (25 in the segment «Investment properties in operation» and 3 in the segment «Investment properties under development/construction»).
The market value of all 25 properties is estimated at 1,604,030,000 Swiss Francs as of 31 December 2024.

Change in value within the reporting period (like-for-like; excl. developments)[1]

As at the reporting date of 31 December 2024, the fair value of the investment properties in operation already valued on the reporting date of 31 December 2023 («like-for-like») amounts to 1,455,520,000 Swiss Francs. Compared to the reporting date 31 December 2023, this corresponds to a gross change in value (before deduction of investments made in the reporting period) of approximately +1.71% and a net change in value (after deduction of investments made in the reporting period) of approximately +1.09%.

Independence and confidentiality

Wüest Partner performed the valuation of EPIC's real estate holdings independently and neutrally in conformity with its business policies. It was carried out solely for those purposes specified above. Wüest Partner shall accept no liability in respect of third parties.

Evaluation fee

The fee of the valuer's services is independent of the valuation results. The rate is based upon the numbers of the valuations performed and the size and type of property. Thus, the amount of the fee does not depend on the results of the valuations.

Wüest Partner AG
Zurich, 10 February 2025

Moritz Menges MRICS Partner	Timo Gfeller Manager

1 This information is to be understood independently of the effective IFRS accounting used in EPIC consolidated financial statements and does not include the properties in the segment «Investment properties under development/construction».

Annex: Valuation assumptions

With regard to the significant input factors, the following ranges for the discount rates, achievable long-term market rents and structural vacancy rates were applied to the property valuations:

Asset class / Valuation method	Fair value in 1,000 CHF	Input factors		Minimum	Weighted average	Maximum
Retail	575'990	Discount rates (real)	Percent	2.80%	3.42%	4.00%
Level 3		Achievable long-term market rents	CHF/m^2 p.a.	180	252	360
DCF		Structural vacancy rates	Percent	3.02%	5.05%	7.84%
Offices	666'590	Discount rates (real)	Percent	2.80%	3.15%	3.75%
Level 3		Achievable long-term market rents	CHF/m^2 p.a.	280	313	364
DCF		Structural vacancy rates	Percent	4.00%	5.14%	7.19%
Logistics/Industrial	212'940	Discount rates (real)	Percent	3.35%	3.72%	3.90%
Level 3		Achievable long-term market rents	CHF/m^2 p.a.	88	108	234
DCF		Structural vacancy rates	Percent	5.00%	5.10%	5.77%
Under development/construction	148'510	Discount rates (real)	Percent	3.20%	3.77%	4.00%
Level 3		Achievable long-term market rents	CHF/m^2 p.a.	189	197	312
DCF		Structural vacancy rates	Percent	5.00%	5.00%	5.00%

Calculation

Averages as well as minima and maxima were calculated at the level of entire properties, i.e. aggregated over all rental objects of a property.

The valuations were based on the following general assumptions:
- The rent rolls from EPIC used in the valuation are dated 1 January 2025.
- A two-phase DCF model was adopted. The valuation period extends from the valuation date to infinity with an implied residual value in the eleventh period.
- Discounting is based on a risk-adjusted interest rate. Rates are determined individually for each property on the basis of appropriate benchmarks derived from arm's-length transactions. They may be broken down as follows: risk-free interest rate + property risk (immobility of capital) + premium for macro-location + premium for micro-location depending on use + premium for property quality and income risk + any other specific premiums. Real discount rates range between 2.80% and 4.00% depending on the property, use and location (please see table above).
- Unless otherwise stated, the valuations assume 1.25% annual inflation for income and all expenditure. Where a nominal discount rate is applied, this is adjusted accordingly.
- Credit risks posed by specific tenants are not explicitly factored into the valuation.
- Specific indexations of existing leases are taken into account on an individual basis. After expiry of the contracts, an indexation level of 100 per cent is assumed.
- For existing tenancies, the timing of individual payments is assumed to comply with the terms of the lease. Following lease expiry, cash flows for commercial premises are taken to be quarterly in advance.
- In terms of running costs, entirely separate service charge accounts are assumed, with no tenancy-related ancillary costs to be borne by the owner.
- The maintenance (repair and upkeep) costs were calculated using a building analysis tool. This tool is used to estimate the remaining lifespan of individual components based on their present condition, to model periodic refurbishments and to calculate the associated annuity. The calculated values are checked for feasibility using cost benchmarks derived from Wüest Partner surveys.

The following, additional assumptions were applied to the valuations of the development properties and the investment properties under construction:

- The background data provided by EPIC has been verified and, where appropriate, adjusted (e.g. plot ratio, lettable areas, deadlines/development process, letting/absorption).
- The valuations undergo independent earnings and cost assessment and yield analysis.
- It is assumed that construction cost certainty has been achieved through the agreement of general contracts and design-and-build contracts.
- Allowance is made in the construction costs for enabling works where these are known (e.g. remediation of contaminated sites, demolitions, infrastructure).
- The construction costs include the usual incidental costs, excl. construction financing. This is implicit in the DCF model.
- Allowance is made for value-relevant services previously provided by third parties or EPIC, insofar as these are known.
- The posted construction costs of development properties and investment properties under construction are calculated exclusive of value-added tax if applicable (commercial use).
- The valuations do not contain latent taxes.

intentionally left blank

Statement of profit or loss

CHF ('000)	2024	2023
Dividend income from subsidiary companies	25'032	-
Income from guarantee fees	-	110
Total income	**25'032**	**110**
Remuneration of the Board of Directors	(466)	(455)
Insurances	(138)	(140)
Infrastructure and service costs	(194)	(196)
Accounting and audit charges	(165)	(110)
Legal and tax consulting charges	(172)	(169)
Capital market transaction costs	(69)	-
Other consulting charges	(245)	(253)
Other operating and administration costs	(147)	(150)
Other operating expenses	**(1'130)**	**(1'018)**
Capital tax expenses	(217)	(70)
Impairment on participations	(41)	-
Profit (loss) from operations	**23'178**	**(1'433)**
Interest income	-	6
Interest income from subsidiary company	4'157	2'832
Interest payable to group companies	(551)	-
Exchange differences	4	-
Bank charges and other financial expenses	(7)	(9)
Net financial result	**3'603**	**2'829**
Profit (loss) before taxes	**26'781**	**1'396**
Income taxes	(178)	-
Profit (loss) for the year	**26'603**	**1'396**

Balance sheet

CHF ('000)	31 Dec 2024	31 Dec 2023
ASSETS		
Current assets		
Cash and cash equivalents	117	146
Other short-term receivables		
value added tax	134	16
from third parties	-	2
from group companies	-	59
Prepaid expenses		
others	288	271
Total current assets	**539**	**494**
Non-current assets		
Financial assets		
participations	296'552	312'427
loan to subsidiary companies	194'923	121'945
Intangible assets		
intellectual property	9	9
Total non-current assets	**491'484**	**434'381**
Total assets	**492'023**	**434'875**

Balance sheet (continued)

CHF ('000)	31 Dec 2024	31 Dec 2023
LIABILITIES		
Current liabilities		
Trade payables	112	113
Other current liabilities		
to third parties	11	11
to subsidiary companies	1'638	76
Accrued expenses and deferred income		
to board members	89	89
others	436	136
Total current liabilities	**2'286**	**425**
Non-current liabilities		
Long-term interest-bearing liabilities		
loan from subsidiary companies	40'385	-
Total liabilities	**42'671**	**425**
EQUITY		
Share capital	413	413
Legal capital reserves		
Swiss capital contribution reserves (Inländische Kapitaleinlagereserven)	192'332	192'332
Foreign capital contribution reserves (Ausländische Kapitaleinlagereserven)	211'604	243'627
Voluntary retained earnings		
Luxembourg Net Wealth Tax reserves	1'600	-
Other reserves	18'722	-
Profit (loss) carried forward	(1'922)	(3'318)
Profit (loss) for the period	26'603	1'396
Total shareholders' equity	**449'352**	**434'450**
Total liabilities and shareholders' equity	**492'023**	**434'875**

Notes to the holding financial statements

EPIC Suisse AG (the "Company"), EPIC Group's holding company, was founded on 5 December 2016 and is domiciled in Zurich, canton Zurich.

Summary of significant accounting policies

The financial statements have been prepared on a historical cost basis and in accordance with the Swiss Code of Obligations (articles 957 to 962 CO).

In implementing the accounting policies described above, the Board of Directors of the Company must, in certain instances, make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates are based on historical experience and other factors that are considered to be relevant.

In compliance with the prudence principle of the Swiss accounting principles, depreciation and provisions may exceed the actual amounts considered to be necessary on a pure economic basis.

Number of Employees

The Company does not employ any employees.

Description of the significant financial positions

Shareholder's equity

As at 31 December 2024, the share capital comprises 10'330'076 registered shares (previous year: 10'330'076 registered shares) with a par value of CHF 0.04 each.

The Company has conditional capital of CHF 7'500 corresponding to 187'500 registered shares at a nominal value of CHF 0.04 each at its disposal for the purpose of issuing shares or options rights to officers and employees of the Company and its group subsidiaries. This conditional capital had not been drawn on as at the balance sheet date (Article 3a of the Articles of Association).

The Company has a capital band at its disposal. The Board of Directors is authorised to increase or reduce the share capital until 26 April 2028 in a range between CHF 371'882.72 and CHF 454'523.36 (capital band). Capital increases and capital reductions in partial amounts are permitted. If the share capital is increased from conditional capital, the upper and lower limits of the capital band increase accordingly. Capital increases within the capital band shall be effected by issuing share capital in the maximum amount of CHF 41'320.32, divided into 1'033'008 registered shares with a nominal value of CHF 0.04 each or by increasing the nominal value of the issued shares accordingly. Capital reductions shall be effected by cancelling a maximum of 1'033'008 registered shares with a nominal value of CHF 0.04 each or by reducing the nominal value of the issued shares in the maximum amount of CHF 41'320.32. The capital band was introduced in conjunction with the revision of the Swiss stock corporation law (which entered into force on 1 January 2023) and was approved by the Annual General Meeting of Shareholders on 26 April 2023.

Significant shareholders' participations

As at the reporting date, the following shareholders known to the Company with participations of 3% or more of the voting rights are indicated below:

Name	31 Dec 2024	31 Dec 2023
Alrov Ventures Ltd.[1]	56.5%	-
Alrov Properties & Lodgings Ltd.	-	56.5%
EPIC Luxembourg S.A.	16.1%	16.1%
UBS Fund Management (Switzerland) AG	5.0%	5.0%

[1] Since April 2024, Alrov Ventures Ltd., a 100% subsidiary of Alrov Properties & Lodgings Ltd., holds the 5'835'075 shares in EPIC Suisse AG.

Shareholdings of the members of the Board of Directors and the Group Executive Management

As per the reporting date, the members of the Board of Directors and Group Executive Management (including their related parties) held directly or indirectly the following share positions in the Company:

Name	Number of shares	Participation
Ron Greenbaum, Chairman	1'664'925	16.12%
Stefan Breitenstein, Lead Independent Director	5'000	0.05%
Leta Bolli Kennel, Director	2'500	0.02%
Andreas Schneiter, Director	-	-
Total Board of Directors	**1'672'425**	**16.19%**
Erick Parizer, CEO	4'934	0.05%
Valérie Scholtes, CFO	3'034	0.03%
Philipp Küchler, Portfolio Director	1'532	0.01%
Total Group Executive Management	**9'500**	**0.09%**

Capital contribution reserves

Swiss capital contribution reserves

Swiss capital contribution reserves in the amount of CHF 192'331'964.96 were created as share premium in connection with the IPO and related capital increases in 2022. The respective declaration on Form 170 has been filed with the Swiss Federal Tax Authorities ("SFTA") on 25 July 2022. According to the current practice of the SFTA, the costs of issuing new shares should be charged against the capital contribution reserves (reduction of capital contribution reserves). In the case of the Company, the SFTA indicated that they would qualify the notary and commercial register fees, the stamp duty and other further transaction costs such as the banks' base fee, together amounting to CHF 8'119'660.71, as issuance costs ("Ausgabekosten") which reduce the capital contribution reserves for tax purposes. This practice is controversial. Whether issuance costs do reduce the capital contribution reserves for tax purposes, is an issue pending at the Federal High Court. Should the court confirm that the issuance costs do not need to be offset against capital contribution reserves, the SFTA will confirm the amount of capital contribution reserves before deduction of issuance costs. The SFTA confirmed the Company's Swiss capital contribution reserves on 14 June 2023 under reservation of the deduction of the issuance costs in the amount of CHF 8'119'660.71, i.e. net CHF 184'212'304.25.

Foreign capital contribution reserves
The foreign capital contribution reserves were created in 2016 by contributing the participations in two Luxembourg holding companies into the Company. The current foreign capital contribution reserves as per 31 December 2024 amount to CHF 211'603'683.18 (CHF 243'626'918.78 as per 31 December 2023 were confirmed by the SFTA on 14 June 2023).

These foreign capital contribution reserves are distributable free of withholding tax, irrespective of the availability of any other reserves or taxable profit.

The Company paid from the foreign capital contribution reserves a dividend of CHF 32.0 million in 2024 or CHF 3.10 per share (previous year: CHF 31.0 million or CHF 3.00 per share).

Participations

The table below summarises the cost of the participations held by the Company at acquisition:

		Cost at acquisition	Capital and voting interests	Cost at acquisition	Capital and voting interests
Legal entity name	D	31 Dec 2024 CHF ('000)	31 Dec 2024 %	31 Dec 2023 CHF ('000)	31 Dec 2023 %
P.I.H. Property Investment Holdings Luxembourg S.A.	LU	-	-	312'227	100%
Total cost of participations by Contributions in kind		**-**		**312'227**	
EPiC TWENTY Property Investment AG	CH	100	100%	100	100%
EPiC TWENTY-ONE Property Investment AG	CH	100	100%	100	100%
EPiC TWENTY-FIVE Property Investment AG	CH	59	100%	-	-
Total cost of participations by Incorporation		**259**		**200**	
EPiC ONE Property Investment AG	CH	35'806	100%	-	-
EPiC THREE Property Investment AG	CH	49'622	100%	-	-
EPiC FIVE Property Investment AG	CH	41'657	100%	-	-
EPiC SEVEN Property Investment AG	CH	35'660	100%	-	-
EPiC NINE Property Investment AG	CH	44'528	100%	-	-
EPiC TEN Property Investment AG	CH	53'116	100%	-	-
EPiC ELEVEN Property Investment AG	CH	10'757	100%	-	-
EPiC TWELVE Property Investment AG	CH	10'738	100%	-	-
EPiC SIXTEEN Property Investment AG	CH	13'953	100%	-	-
EPiC NINETEEN Property Investment AG	CH	102	100%	-	-
EPiC TWENTY-TWO Property Investment AG	CH	100	100%	-	-
EPiC TWENTY-THREE Property Investment AG	CH	100	100%	-	-
EPIC Suisse Property Management GmbH	CH	154	100%	-	-
Total cost of participations by Merger		**296'293**		**-**	
Total cost of participations		**296'552**		**312'427**	

D = Domicile, CH = Zurich, Switzerland, LU = Luxembourg City, Luxembourg

As part of its incorporation in 2016, the Company acquired from the founding shareholders, in line with two contributions in kind agreements dated 5 December 2016, fully paid in shares in two Luxembourg entities, P.I.H. Property Investment Holdings Luxembourg S.A, Luxembourg („PIH“) and Bionature S.à.r.l., Luxembourg („Bionature“). On 11 June 2019, Bionature was merged into PIH with retroactive effect as at 1 January 2019 for accounting purposes.

On 3 May 2024, PIH was merged into the Company (the “Merger”) with an effective date for accounting purposes as at 1 January 2024 (the “Effective Date”). To this effect, all assets (including 13 participations) and liabilities of PIH were transferred to the Company as of the Effective Date and led to a merger premium of CHF 20’321’993.83, out of which CHF 1.6 million relate to Luxembourg net wealth tax.

Before being merged into the Company, PIH benefitted from reductions of its net wealth tax. Luxembourg wealth tax law provides certain conditions to benefit from those reductions, the main one being that reserves amounting to five times these reductions are set up, recorded, and kept on the balance sheet in due time for a minimum period of five years.

To this purpose, three successive reserves were booked in PIH’s balance sheet over the years:

- a reserve of CHF 300’000 in relation to the net wealth tax of the year 2022,
- a reserve of CHF 650’000 in relation to the net wealth tax of the year 2023, and
- a reserve of CHF 650’000 in relation to the net wealth tax of the year 2024.

The specific reserve of CHF 1.6 million will be maintained in the Company’s balance sheet until the minimum period of 5 years has been fulfilled in compliance with Luxembourg law.

Following the Merger, the statement of profit or loss is not entirely comparable between the two reported years. In particular, CHF 144’514.75 of Luxembourg capital taxes and CHF 177’915.32 of Luxembourg income taxes are included under items “Capital tax expenses” and “Incomes taxes” respectively. As the Company held all the shares in PIH, neither a capital increase nor a share allocation was required.

EPiC TWENTY-FIVE Property Investment AG was incorporated on 18 September 2024 to facilitate any future acquisitions.

Contingent liabilities

The Company accepted to act as a guarantor for up to CHF 24 million vis-à-vis a financing bank in relation to a construction loan agreement signed by one of the Company’s subsidiaries. As at year end, an amount of CHF 39.0 million was drawn under this loan agreement.

Following the Merger, the parent guarantee agreement between the Company as guarantor, PIH as borrower and several group companies as lenders cancelled itself (previous year: CHF 40.7 million).

Subsequent events

No material event occurred after the balance sheet date that would require disclosure.

There are no additional disclosures according to article 959c para 2 no. 13 Swiss Code of Obligations.

Proposed appropriation of available earnings and legal capital reserves

For the financial year 2024, the Board of Directors will propose to the Annual General Meeting of 28 March 2025 (i) the appropriation of available earnings as per the below table and (ii) the distribution out of the foreign capital contribution reserves of an amount of CHF 32.5 million (or gross CHF 3.15 per share) for dividend distribution purposes.

If the proposal is approved, the available earnings and legal capital reserves will change as follows:

CHF ('000)	31 Dec 2024	31 Dec 2023
Available earnings		
Profit (loss) carried forward	(1'922)	(3'318)
Profit (loss) for the period	26'603	1'396
Accumulated profit (loss) to be carried forward	**24'681**	**(1'922)**
Legal capital reserves		
Swiss capital contribution reserves	192'332	192'332
Foreign capital contribution reserves	211'604	243'627
Distribution out of the foreign capital contribution reserves	(32'540)	(32'023)
Legal capital reserves to be carried forward	**371'396**	**403'936**

KPMG

Statutory Auditor's Report

To the General Meeting of EPIC Suisse AG, Zurich

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of EPIC Suisse AG (the Company), which comprise the balance sheet as at 31 December 2024, and the statement of profit or loss for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements (pages 157 to 164) comply with Swiss law and the Company’s articles of incorporation.

Basis for Opinion

We conducted our audit in accordance with Swiss law and Swiss Standards on Auditing (SA-CH). Our responsibilities under those provisions and standards are further described in the “Auditor’s Responsibilities for the Audit of the Financial Statements” section of our report. We are independent of the Company in accordance with the provisions of Swiss law and the requirements of the Swiss audit profession and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial statements of the current period. We have determined that there are no key audit matters to communicate in our report.

Other Information

The Board of Directors is responsible for the other information. The other information comprises the information included in the annual report, but does not include the consolidated financial statements, the standalone financial statements of the Company, the compensation report and our auditor’s reports thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

KPMG AG
Zurich, 28 February 2025

Board of Directors' Responsibilities for the Financial Statements
The Board of Directors is responsible for the preparation of the financial statements in accordance with the provisions of Swiss law and the Company's articles of incorporation, and for such internal control as the Board of Directors determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board of Directors is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board of Directors either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Swiss law and SA-CH will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Swiss law and SA-CH, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

— Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

— Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.

— Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made.

— Conclude on the appropriateness of the Board of Directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.

We communicate with the Board of Directors or its relevant committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the Board of Directors or its relevant committee with a statement that we have complied with relevant ethical requirements regarding independence, and communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated with the Board of Directors or its relevant committee, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report, unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on Other Legal and Regulatory Requirements

In accordance with article 728a para. 1 item 3 CO and PS-CH 890, we confirm that an internal control system exists, which has been designed for the preparation of the financial statements according to the instructions of the Board of Directors.

Based on our audit in accordance with Art. 728a para. 1 item 2 CO, we confirm that the proposal of the Board of Directors complies with Swiss law and the Company's articles of incorporation. We recommend that the financial statements submitted to you be approved.

KPMG AG

Reto Benz Licensed Audit Expert Auditor in Charge	Michel Avanzini Licensed Audit Expert

Zurich, 28 February 2025

KPMG AG, Badenerstrasse 172, CH-8036 Zurich

© 2025 KPMG AG, a Swiss corporation, is a group company of KPMG Holding LLP, which is a member of the KPMG global organization of independent firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Alternative Performance Measures

Adjusted vacancy rate (properties in operation)	Reported vacancy rate (properties in operation) adjusted for absorption and strategic vacancy in certain properties in operation over maximum three years (for 31 December 2023 Zänti Volketswil and Biopôle Serine)
Adjusted net LTV ratio	Ratio of net debt to the market value of total real estate properties excluding the right-of-use of the land
EBIT	Earnings before interest and tax corresponds to EBITDA after depreciation and amortisation
EBITDA or EBITDA (incl. revaluation of properties)	Earnings before interest, tax, depreciation and amortisation including net gain (loss) from revaluation of properties
EBITDA (excl. revaluation of properties)	Earnings before interest, tax, depreciation and amortisation excluding net gain (loss) from revaluation of properties
EBITDA (excl. revaluation of properties) margin	EBITDA (excl. revaluation of properties) divided by total income
EBITDA (excl. revaluation of properties) yield	EBITDA (excl. revaluation of properties) divided by the fair value of total real estate properties
FFO yield (IFRS)	FFO divided by IFRS NAV as at the respective date
Funds from operations (FFO)	EBITDA (excl. revaluation of properties) less net financial expenses (excl. unrealised revaluation effects) and less cash tax and before capital expenditure and mortgage-secured bank debt amortisation
IFRS NAV	Total equity as shown in the consolidated statement of financial position
IFRS NAV (before net deferred taxes)	IFRS NAV excluding deferred tax liabilities, deferred tax assets and other non-current assets (corresponding to the complementary property tax in canton of Vaud)
Net debt	Total debt net of cash and cash equivalents
Net loan to value (LTV) ratio	Ratio of net debt to the market value of total real estate properties including the right-of-use of the land
Net operating income (NOI)	Rental income from real estate properties plus other income less direct expenses related to properties
NOI margin	NOI divided by total income
NOI yield (total portfolio)	NOI divided by the fair value of total real estate properties
Net rental income	Rental income from real estate properties on the statement of profit or loss
Net rental income yield (properties in operation)	Net rental income of investment properties in operation divided by the fair value of investment properties in operation (classified as such) during the period (i.e. before any period-end transfers between categories)
Net rental income yield (total portfolio)	Net rental income of the total portfolio divided by the fair value of total real estate properties
Net rental operating income (NROI)	Rental income from real estate properties less direct expenses related to the properties
Profit (excl. revaluation effects)	Profit after tax before other comprehensive income excluding revaluation of properties and derivatives and related deferred taxes as well as any related foreign exchange effects

Reported vacancy rate (properties in operation)	Vacancy of the properties in operation divided by target rental income of the properties in operation for the reporting period
Return on equity (excl. revaluation effects)	Profit after tax before other comprehensive income excluding revaluation of properties and derivatives and related deferred taxes as well as any related foreign exchange effects divided by the average IFRS NAV. The average IFRS NAV corresponds to ½ of the sum of the IFRS NAV at the beginning and at the end of the reporting period
Return on equity (incl. revaluation effects)	Profit after tax before other comprehensive income divided by the average IFRS NAV. The average IFRS NAV corresponds to ½ of the sum of the IFRS NAV at the beginning and at the end of the reporting period
Total debt	Total of mortgage-secured bank loans and shareholders’ loans
Vacancy	Sum of the target rental income of vacant units
WAULT (weighted average unexpired lease term)	Weighted average unexpired lease term (in number of years) calculated as the sum-product of lease maturities based on contract expiration and corresponding rental income divided by the total rental income, excluding early breaks, adjusted for rental contracts that terminated during the relevant financial period and with annualised contractual rental income for rental contracts that started during the relevant financial period

Investor Relations Information

Agenda

5 March 2025	Publication Annual Report 2024
28 March 2025	Annual General Meeting of Shareholders 2025
27 May 2025	Publication of selected numbers – YTD 31 March 2025
25 August 2025	Publication Half-Year Report 2025
25 November 2025	Publication of selected numbers – YTD 30 September 2025

Information regarding registered shares as at 31 December 2024

Number of outstanding shares	10’330’076 registered shares with nominal value of CHF 0.04 each
Listing	SIX Swiss Exchange
Swiss Security Number (Valorennummer)	51613168
ISIN number	CH0516131684
Ticker symbol	EPIC
Market capitalisation	CHF 836.7 million
Closing price end of period	CHF 81.00

Other information

Accounting standard	IFRS Accounting Standards
Auditors	KPMG AG, CH-Zurich
Independent valuation expert	Wüest Partner AG, CH-Zurich
Share register	areg.ch ag, CH-Hägendorf

Contact addresses

Media and Investor contact	Valérie Scholtes Chief Financial Officer +41 44 388 81 00 investors@epic.ch
Address details	EPIC Suisse AG Seefeldstrasse 5a CH-8008 Zurich +41 44 388 81 00

Imprint/Disclaimer

Disclaimer and declaration of forward-looking statements

This publication may contain specific forward-looking statements, e.g. statements including terms like "believe", "assume", "expect", "forecast", "project", "may", "could", "might", "will" or similar expressions. Such forward-looking statements are subject to known and unknown risks, uncertainties and other factors which may result in a substantial divergence between the actual results, financial situation, development or performance of EPIC Suisse AG and those explicitly or implicitly presumed in these statements. Against the background of these uncertainties, readers should not rely on forward-looking statements. EPIC Suisse AG assumes no responsibility to update forward-looking statements or to adapt them to future events or developments. All of the publications and further information are available at www.epic.ch.

EPIC Suisse AG uses certain key figures to measure its performance that are not defined by IFRS Accounting Standards. These alternative performance measures may not be comparable to similarly titled measures presented by other companies. Additional information on these key figures and alternative performance measures can be found on page 168 of this report.

Impressum
Publisher EPIC Suisse AG, Zurich
Concept/Design/Realisation/Editorial Neidhart + Schön Group, Zurich
Tolxdorff Eicher Aktiengesellschaft, Horgen
Consulting for sustainability and climate risk reporting Sustainserv GmbH, Zurich
Consulting for energy and GHG emissions balancing and decarbonisation modelling (Sustainability Report)
TEP Energy GmbH, Zurich
Cover © Laurent Kaczor, Lausanne
© EPIC Suisse AG 2025

EPIC Suisse AG
Seefeldstrasse 5a
8008 Zurich
+41 44 388 81 00
investors@epic.ch