

March 2023

*NEINOR HOMES. Social Actions.*



**Neinor Homes, SA.; Governance Risk and Compliance**  
**Castellana, 20; 6th Floor; 28046 Madrid; Tel: 912 875 130**

## We help to improve society

Neinor Homes as a responsible and committed company seeks to advance society. Our activity must be oriented to make the society better and live better. For this, our strategy must be responsible for the whole. In the years prior to the Covid-19 pandemic, we carried out social actions in which, in addition to the company, the collaboration and participation of our employees, both at team and individual level, was vital:



### Sports activities to promote sport in equipments with beneficial ends



**Benéfico Football Tournament 7** (2017) Neinor Homes participates in a sporting event that will bring together professionals from the real estate sector for the benefit of Down Madrid and whose main objective is **to raise funds that will go towards Down Madrid's sports projects.**



**Business Career of Madrid and Barcelona.** (2019) Several teams, made up of employees, participated in this massive career that has been held in parallel in both cities and in which the collection will **go to the INTHEOS Foundation, whose mission is to bring medical research closer to cancer patients.**



**II Bilbao Business Race** (2019), Neinor Homes joined the challenge of traveling 8 kilometers from the city of Bilbao, where part of the registration fee goes **to the Food Bank.**



**3rd edition of the Inclusive Solidarity Football Tournament of the real estate sector** (2019) **In favor of the Down Syndrome Foundation of Madrid**, organized by Asprima where like the rest of the teams, Neinor Homes had a player with Down syndrome among their ranks and finished the ranking in 3rd position.



**1st Solidarity Padel of the real estate sector**, (2019) Organized by the Asprima Foundation to contribute to projects of the NGO "Pearls in the Mud" and **raise funds for children situation of abandonment and orphanage in Kisii (Kenya)**

Neinor Homes, sponsor **of the I Costa del Sol Solidarity Padel Tournament**,(2019) participating in a solidarity initiative that manages to gather 25,000 euros in **donations for two charitable projects in Uganda and Marbella.**

Employees aware of **the deterioration of the oceans, voluntarily and in their free time, collect plastics, cans, etc., to reduce maritime pollution.** (2020)

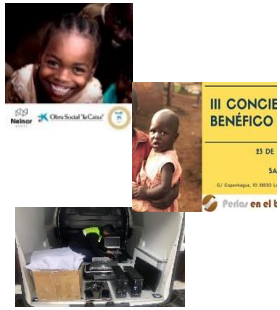
### Collaboration with NGOs and social organizations



Neinor Homes **sponsor of the MasterChef Junior, organized by the Little Desire Foundation** where a hundred children learn to cook. The funds collected by the participants' registrations will be intended to support the foundation's projects; **make the wishes of children with chronic or poor prognostic diseases a reality**



**Aladina Foundation (2019):** Voluntary donation by employees, **toys**, to get it to cancer-sick children admitted **to the Children of Jesus Hospital in Madrid.**



**Gavi The Vaccine Alliance** (2019) Economic participation **for the vaccination of more than five million children**, avoiding their premature death, through the initiative of the social action "La Caixa".

**NGO Perlas en la barro** (2019): Participation with economic and human resources in a benefit concert and, in a solidarity match of the Real Estate Sector by the ASPRIMA Foundation, for the **fundraising and assistance of children in situations of abandonment and orphanage in Kisii (Kenya)**.

**La Kalle Cultural Association** (2020): Donation of mobile and portable devices to distribute among vulnerable **young people and seek their socio-labor inclusion**. 16 mobile phones and 7 computers were collected.

## Our contribution to the environment and sustainability



### Recycling culture in all our centers:

- **Periodic communication of the importance of recycling and the correct way to recycle** through the Ecoembes Guide.
- **Installation** in all offices of recycling **containers** of all types of waste.
- **Periodic collection** by contracting with an approved and authorized company for the collection of **hazardous waste produced in the offices** (batteries, toners, fluorescents, hygienic sanitary products, paper and keys.)

### Eliminate the uses of plastic in all our offices:

- **Information campaigns** for plastic damage on the planet.
- **Gift of a personalized glass bottle** (2019) to all our nearest employees and collaborators.
- **Disposal of plastic cups and bottles** (2019) in our offices and in our vending machines that are replaced by biodegradable cups

**We join the coffee challenge!** (2019) **with the removal of aluminum coffee capsules** through the use of biodegradable capsules. Gift of packages of this type capsules to sensitize employees of the need to eliminate the use of aluminum capsules

## We contribute our grain of sand with our knowledge and alliances



**III Real Estate Forum of Europe Press**, (2018) Participation of the General Manager of Business of Neinor Homes explaining **what** the cities of the **future** should look like based on an urban plan agreed and designed for the citizen and explaining how the product should adapt to what society demands, with homes where technology **and sustainability are basic pillars**.

**Capital Radio's "Real Estate Investment"** Program (2018) where NEINOR HOMES has participated in a radio debate **on sustainable construction**.

Presence of Neinor Homes in **forums and events organized by Forética**, after the incorporation of Neinor Homes in 2018 to this **Association** of Companies and Professionals of Social **and Business Responsibility and Sustainability**, and thus strengthen its commitment to the social, environmental and good governance aspects.





**Home Innovation Center**, Space created in 2018 in our offices in Madrid, and although we no longer have it today, it was intended to promote the transformation of the residential sector, through collaborative work and innovation and where you could carry out a continuous brainstorming around the needs of an industry in full bloom.



**"Colearnign Friday"**, (2018) training sessions given by the company's workers to other employees, thus favoring training in specific skills and sharing knowledge among the company's own workers.



**Neinor Homes Awards**, Annual event held by Neinor Homes to reward the best real estate practices and where different activities and teambuilding sessions are held where employees can share experiences, which was discontinued due to the COVID-19 pandemic..



**Open day in several** of our promotions, where attendees have the opportunity to start 1st hand the details of the construction of the promotion and in addition to the explanations about the design, they can have conversations with the architects and the marketer.



**Green Building Council Spain**, a benchmark in the transformation towards a sustainable model in the building sector. In addition to participating in the project, being part of the working group to carry out the study of the new taxonomy on green financing and in which Neinor Homes has contributed the only developer buildings of the taxonomy of residential buildings.

## Our SOCIAL ACTION PLATFORM (2019-2021)



**HelpUP is the social action platform**, in which all Neinor Homes employees could participate and where all ESG initiatives were posted and where we could register and collaborate individually or as a team in those initiatives or social actions that most interested us.

The **COVID-19** pandemic caused many inequalities and poverty. Through our ESG platform we were able to participate in initiatives to help all the people who need it most:

- ✓ **Formative Volunteering - Stop Covid19** The company's volunteers participate in an organized training action, in which they transmit knowledge related to their area of expertise to people with multiple sclerosis or functional diversity, in order to increase the chances of employability.
- ✓ **Be the eyes of the one who can't see.** Through the BeMyEyes app available for IOS and Android that allows you to connect blind and vision-visually troubled people with volunteer citizens willing to lend a hand to them.
- ✓ **Listen to fight Coronavirus with Alares.** To accompany telephotoically to people who are alone during quarantine. Especially older and other people who are in unwanted solitude.
- ✓ **I don't know you but... letters of hope.** To give support and encouragement, simply in words, to people who are completely isolated by coronavirus.
- ✓ **Donate your tablet to stay connected.** Donating tablets to mitigate the loneliness produced by COVID-19 and allow us all to stay connected.
- ✓ **Help Seniors in Bizkaia.** Supporting the elderly and others who may need assistance in buying medicines and food and avoiding their departure from homes.
- ✓ **Banco de Alimentos Madrid needs Volunteer** volunteers for the warehouses of Alcalá de Henares and Alcorcón to carry out different activities. Sort food, distribute and if necessary take it to different charities.
- ✓ **Bring food to families in the Community of Madrid.** Through the Pan y Peces Foundation you need volunteers to continue bringing food to families in the Community of Madrid.

## Our volunteering and donations



**Blood donation with Red Cross:** (2020) Blood donation campaign by our employees of the Bilbao office and companies located in it building, where 34 donors went to the Mobile Unit of the Basque Transfusion Center (44% of the staff of this office has donated blood).



**Economic donation to the Food Bank:** (2020) With the joint donation of company and employees we managed to raise enough money to buy 4,000 kg of food, which means 16,000 rations, to feed 4,000 people.



**NGO World Central Kitchen, Chefforspain:** (2020) participation to prepare daily food rations to distribute among the most vulnerable and needy individuals and families in the COVID pandemic 19

## Initiatives for our employees at the beginning of the pandemic (Covid-19)



The safety of our employees in the first year of the pandemic was our priority. Encouraging them, incentivizing them and trying to maintain good habits, such as the Christmas feeling, was made possible thanks to online campaigns:



- **Diploma contest among the little ones.**
- **Photography contest** "your best quarantined memory"
- **This Christmas too United!** Christmas Encounter 2020 through a business trivia game so that although in 2020 we can't see each other in person, we continue to be close and be able to share with colleagues a special moment and get amazing prizes.
- **Share the favorite corner of your house!.** Sending a picture of the most interesting place in your house. A different way to get to know each other a little better.
- **Letter to the Three Wise Men and thanks to family members.** Where the little ones of the house received a letter from the Three Wise Men and the most direct relatives a burden of gratitude for the courage they demonstrate in complicated situations.

## Our Social Action in 2021 and 2022

### COVID-19 reinforces our commitment to protect and safeguard health and safety:



#### With our employees:

- **Teleworking** for all employees at risk or living with family members at risk.
- **Maintenance of distances between employees**
- **Acquisition of hygienic material** to avoid risks of contagion by controlling the use of common areas.
- **Periodic communication and periodic information** by management on the evolution of the pandemic, together with a clear and dynamic Anti-Covid protocol and personalized follow-ups.
- Use of **Videoconferencing** for meetings.

#### With our shareholders:

- Telematic meetings and board meetings

#### With our suppliers:

- Clear motto of **no accidents in our works**.
- Implementation of **the supplier channel** to facilitate and guarantee receipt of invoices.
- **Electronic signatures** for purchases

#### With our customers:

- Electronic signatures for sales
- Virtual tours of promotions.

### Sustainability Plan 2022-2025:

After the strong implementation in 2019 of Corporate Social Responsibility Policies with CSR plans aimed at reinforcing our commitment to sustainability and the environment; in September 2021 the Strategic Sustainability Plan 2022-2025 was approved. Neinor Homes' commitment to sustainability is an essential part of its DNA, driving the transformation of the real estate development model towards a more sustainable one, focused above all on the creation of value for the environment, society and people, and also encouraging its employees to change their behavior in a more supportive and responsible way.

The collaboration of all our employees and collaborators is key to the development of the ESG strategy of our Sustainability Plan 2022-2025. Through surveys and emails received in **our Social Action mailbox [accion.social@neinorhomes.com](mailto:accion.social@neinorhomes.com)**



In addition to the measures already in place and implemented in the areas of family reconciliation, job quality, labor and temporary flexibility, family support, personal and professional development, **in 2021 the guidelines for an orderly equality plan** are set out, aimed at achieving equal treatment and opportunity between women and men in the company and eliminating discrimination.

**The 17 Sustainable Development Goals (SDGs) of the United Nations as a reference to define the Sustainability Plan**, and therefore the social actions to be developed, convinced that the collaboration and action of all -company, employees and collaborators- will help us to achieve our goals.

The development of our own activity contributes to progress and participation in some of the SDGs, **collaborating to create more sustainable cities and communities, affordable and non-polluting energy or forming alliances to achieve goals (SDGs 7, 11 and 17):** Several developments since the company was founded have **BREEM® certification**.



## Sports activities to promote team sports and health for charitable purposes

**Carrea de la Ría 2021 and 2022 (companies from Bizkaia) and Carrera de las empresas de Madrid 2021:** Combining sport, healthy living, fun and friendship among companies.



**Women's Run 2021.** To promote women's sports and help the fight against breast cancer.



**II Solidarity Paddle Tennis Tournament for the Costa del Sol Real Estate Sector (2021):** Through the "Building The Future" Association, the funds raised and donations were destined to the expansion of a school in Uganda.

Neinor Homes also **collaborates with several sports associations** to support the values promoted by sports (2021-2022):

- Eibarrés cycling club: sponsorship of different cycling races and events they develop throughout the year.
- Alovera soccer club: main sponsor of the club during the season to support its continuity.



## Collaboration with NGOs, social organizations and aid to those affected by natural disasters

Campaign **to collect books to collaborate with the NGO AIDA (Aid, Exchange and Development) (2021).** Non-governmental organization for development that works to improve the quality of life of the most disadvantaged populations and that has very humanitarian and urgent projects and in particular, to help the sanitary evacuation of children from Guinea Bissau who suffer from heart disease and need to be transferred to European countries for their cure.



**Solidarity campaign with the island of La Palma (2021)** to help them rebuild their homes after the eruption of the Cumbre Vieja volcano that has been active for 85 days, damaging the economic fabric and the lives of families on the island. Employees made donations and Neinor Homes contributed double the total amount donated by employees.



**Apadrina un Árbol Foundation (2021-2022)** (non-profit organization): We are the main sponsors of the "Apadrina un Árbol" Program and of the environmental, economic and social recovery project at the Solanillos Farm.



**Gavi The Vaccine Alliance (2022)** Financial participation for the vaccination of more than five million children, preventing their premature death, through the initiative of the social action "La Caixa",



Campaign **to help the Ukrainian people** after the attack launched by Russia (2022). Between Neinor Homes and the staff, €31,705 was given to 5 NGOs::

- Save the Children
- World Central Kitchen WCK
- Mensajeros de la paz
- ALBOAN
- UNHCR-ACNUR





## Encourage and promote links where we are located or where we develop our activity

- **Collaboration with the ASIGC magazine (Annual Bulletin of the Civil Guard).** (2022) Through the advertising insertion in said Bulletin, Neinor Homes helps to promote activities that favor the social insertion and progress of the Institution and its members, who provide an essential public service throughout the national territory.
- **Sponsorship and collaboration of Neinor Homes in the Fiestas de la Virgen del Carmen 2022 in the town of Alovera** (Guadalajara), **where we are developing various residential developments**, contributing to the development of activities that develop neighborhood integration and, in this case, focused on children with cultural and sports activities.
- **Donation to the San Joan de Déu Hospital in Esplugues de Llobregat, where Neinor Homes is developing a strong residential activity.** This hospital is a world reference in innovative treatments for many serious illnesses in children and newborns and the company collaborates in the Myroom Program for companies committed to the emotional health of hospitalized children.“
- **Operation Kilo - Join the solidarity challenge" Collection of the food requested by each of the Food Banks where Neinor Homes has offices.** A total of 397 kg of food collected for distribution among the neediest groups in the areas of Bilbao, Barcelona, Madrid, Malaga, Valencia, Cordoba and Guadalajara. With a total of 111 kg of food collected by the 26 employees of Neinor Homes in Malaga, this makes them the most supportive office.

## Involvement of the workforce in social actions



- **The collaboration of all our employees and collaborators** is key in the development of the ESG strategy of our Sustainability Plan 2022-2025. Through surveys and emails received in our Social Action mailbox [accion.social@neinorhomes.com](mailto:accion.social@neinorhomes.com)
- **Donate your Christmas** gift campaign (2021-2022), launched on the occasion of corporate Christmas gifts, in which "for each gift received by an employee and donated to be raffled among all employees in their delegation, the company donated €10 to the NGO chosen by the territory with the highest ratio of gifts received to gifts donated".
- Training staff to **save energy in offices and at home.**





## Decent work, economic growth, partnerships

- **Organic growth of the company with positive results each year fosters job creation.**
- **Inorganic growth by acquiring other companies in order to diversify the business.**



- **RENTAL** With the consolidation of a **large portfolio of rental** housing (both owned and acquired through corporate transactions) and the integration of the company Renta Garantizada (acquired in 2020).
- **CONSTRUCTION.** The acquisition of Quabit has allowed us to incorporate all its experience in the construction business and incorporate it into **our Neinor Works line.**
- **ESSENTIAL.** We have created a line of **housing** that is **accessible** to more social groups.
- **PUBLIC-PRIVATE PARTNERSHIP** for the construction of **social rental housing in Barcelona.**
- **EXPANSION OF THE LAND PORTFOLIO** through the acquisition of Quabit and other corporate operations.

## Our contribution to the environment and sustainability



### Green, safe and resilient economy:

- **Measures aimed at creating a more sustainable world continue to be implemented:** Plastic reduction, selective recycling, the use of green energies, rational consumption of our resources, paperless policies, some of our employees join campaigns to maintain and clean our oceans, etc.
- **Measurement of the corporate carbon footprint:** 2021 footprint calculation, and as an exercise of transparency in the company's emissions reporting, Neinor Homes conducted a scope 3 screening to identify the emission categories that are material for the company. In 2022, Neinor Homes' total carbon footprint decreased by 22.1%.
- **Homes climate risk analysis (2022).** Neinor Homes has carried out a study to identify and integrate climate change adaptation measures based on best available practices and the Neinor Homes business model, based on the identification of assets vulnerable to climate change risks in order to contribute to sustainable development and the requirements of the European Union's Taxonomy of Economic Activities Regulation.
- **Life cycle analysis.** Neinor Homes has a digital tool that makes it possible to digitize and automate the Life Cycle Analysis of all the company's projects and to quantify the environmental impact of all its projects automatically, according to the different stages of its processes.
- Sustainable **financing-Green Bond and compliance with the European taxonomy** to achieve a fairer and more sustainable world.

## ***Our commitment to Social Action in 2023***

One of the three fundamental pillars within our sustainability strategy is the social area, and in 2023 we want to focus our social commitment on you, our staff, on the commitment to the team, where we believe all work must begin, by launching a series of measures and activities focused on improving the well-being of everyone.

### **A small preview of our intentions for 2023 for a healthy lifestyle**



- **Distribution of fresh fruit in the offices**
- **Mindfulness workshops**
- **Physiotherapy workshops for the office.**
- **Payment of the percentage of the purchase of a bracelet or sports watch.**
- **Batch Cooking and healthy eating workshop**

