



March 2023

Our commitment to health and safety



Neinor
H O M E S

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Committed to health and safety

Neinor Homes has a firm commitment to prevention and protection of the health and safety of all its people, those working with the company* and those that enjoy its homes.

Why is health and safety relevant in the real estate sector?

- In the real estate sector **most accidents and incidents** occur during the **building stage**.
- Generally, there are **very few accidents and incidents** during the **marketing stage**.
- The final product - the home - should **protect consumers' safety** while using it.
- The **prevention and protection measures to be taken** throughout the entire value chain of the sector **have risen** as a result of **COVID-19**.

What is Neinor Homes' role in people's health and safety?

- Neinor Homes, as a new build developer, has the **obligation to protect the health and safety** of its:

-  **Own employees**
-  **Suppliers and contractors**
-  **Clients**

- **Safety is one** of the nine **main attributes** that form the basis of Neinor Homes' **product definition**.

What is Neinor Homes' commitment in respect of global health and safety goals?



Neinor Homes is committed to contributing to the fulfilment of the Sustainable Development Goals. Specifically, in the area of health and safety the following are worthy of note:



The Board of Directors of Neinor Homes assumes the commitment that the company will achieve 0 work-related accidents through ongoing improvement.

* In the last three years 8,500-17,000 indirect employment positions have been generated each year as a result of Neinor Homes' activity.

What form does our commitment take?

Neinor Homes' Best Practices Book is a differentiating element of the company that has led it to have 1 accident in 2022.

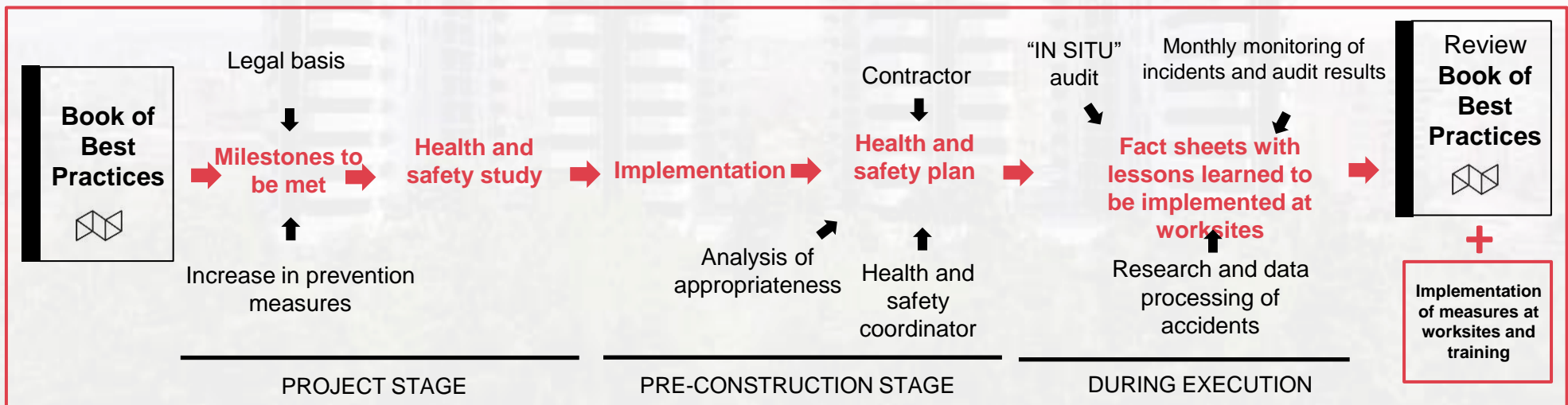
What is Neinor Homes' Book of Best Practices?

- ✓ It is a tool to **standardise the prevention measures** to be applied on **worksites**.
- ✓ It sets out the **guidelines to be followed** by each and every one of the parties involved in the building works of Neinor Homes.
- ✓ It aims to **exceed the safety levels required by law**.
- ✓ It applies **best practices** and **lessons learned** criteria.

Why is the Book of Best Practices so important for Neinor Homes?

- ✓ Its **objective** is to have **far better safety conditions** at construction sites where Neinor Homes is the developer than stipulated in **current legislation**.
- ✓ It establishes mechanisms to **ensure compliance and that the objective is met**.
- ✓ It has been conceived as a tool for **ongoing enhancement**.

How is the target of 0 accidents achieved in Neinor Homes?



What has been the result of our commitment in 2022?

4 work-related accidents while travelling to or from work that led to own personnel being off work.

139 work-related accidents in the workplace (“in-situ”) that led to time off work.

1.16% fatal accidents in the workplace

126 health and safety audits.

88% satisfactory health and safety audits.

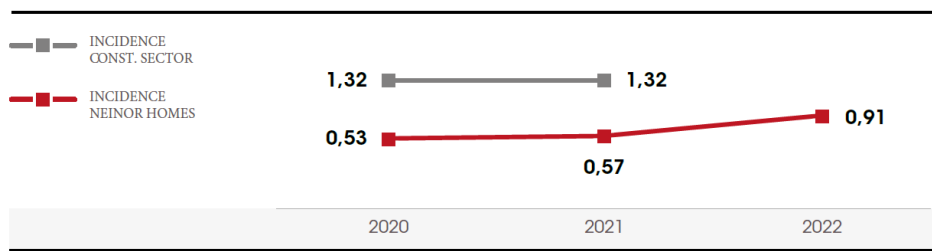
100% of professionals received occupational health and safety training.

100% of employees are subject to the collective bargaining agreement for construction, which stipulates aspects related to health and safety.

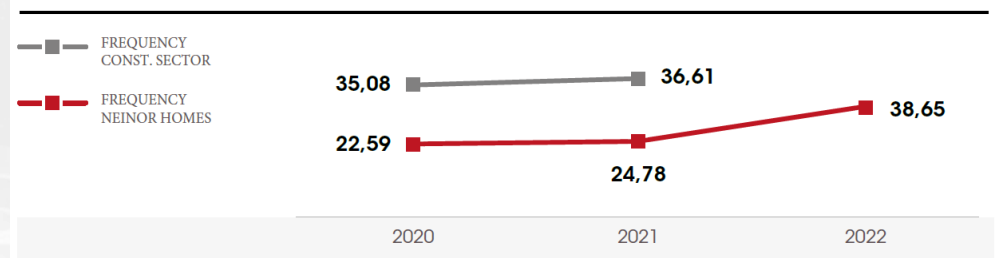
We are sector leaders in health and safety, as the numbers show

TOTAL	SECTOR CONST. DEC - 2020 *	NEINOR 2020	SECTOR CONST. DEC - 2021 *	NEINOR 2021	SECTOR CONST. NOV - 2022 *	NEINOR NOV - 2022
INCIDENCE RATE	5093.82	2470.4	6316.04	4179.95	5714.33	5249.41
FREQUENCY RATE	35.08	22.59	36.61	24.78	Notyet published	38.65
SEVERITY RATE	1.32	0.53	1.32	0.57	Notyet published	0.91

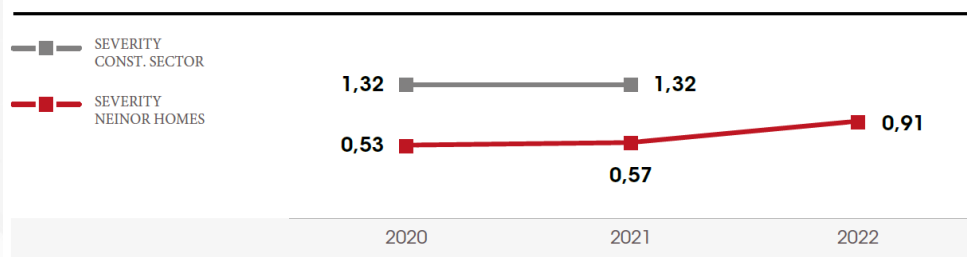
INCIDENCE



FREQUENCY

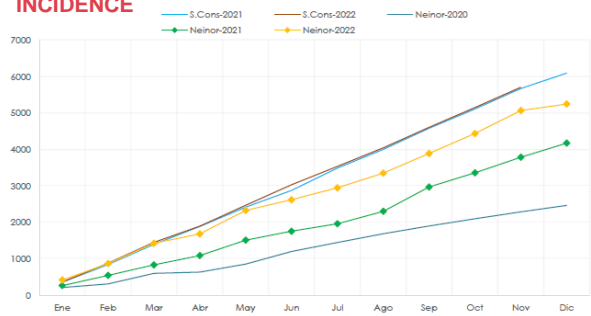


SEVERITY



Neinor Homes' accident incidence, frequency and severity rates are well below those of the construction sector.

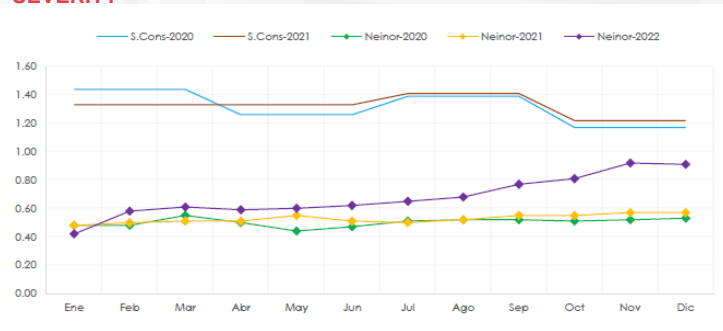
INCIDENCE



TOTAL	Ene	Feb	Mar	Abr	May	Jun	Jul	Ago	Sep	Oct	Nov	Dic
Sector Cons. 2021 ⁽¹⁾	363.33	844.30	1396.43	1891.88	2422.02	2880.14	3491.12	4004.12	4585.72	5116.56	5676.60	6102.32
Sector Cons. 2022 ⁽¹⁾	366.04	882.70	1454.96	1900.60	2470.70	3035.92	3540.12	3893.8	4609.67	5155.71	5714.33	
NEINOR 2020	218.52	313.71	605.44	636.63	856.95	1201.71	1449.21	1689.71	1901.23	2102.23	2289.33	2470.40
NEINOR 2021	270.80	548.25	838.10	1090.72	1512.47	1762.01	1964.74	2302.65	2974.71	3364.18	3790.31	4179.95
NEINOR 2022	425.34	870.37	1430.11	1688.14	2329.60	2624.46	2953.42	3354.47	3893.8	4441.83	5071.92	5249.41

(1) Datos del Ministerio de Empleo y Seguridad Social en el sector de la construcción.

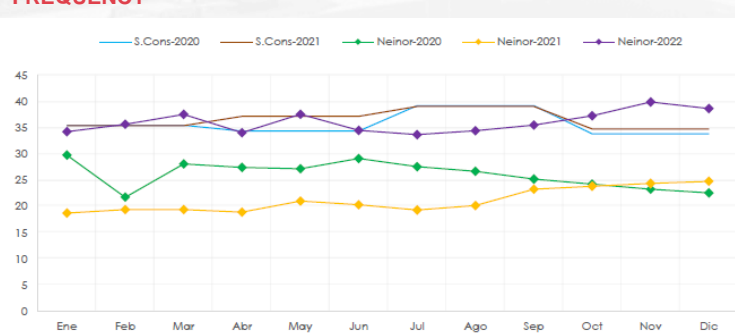
SEVERITY



TOTAL	Ene	Feb	Mar	Abr	May	Jun	Jul	Ago	Sep	Oct	Nov	Dic
Sector Cons. 2020 ⁽²⁾	-	-	1.44	-	-	1.26	-	-	1.39	-	-	1.17
Sector Cons. 2021 ⁽²⁾	-	-	1.33	-	-	1.33	-	-	1.41	-	-	1.22
NEINOR 2019	0.34	0.43	0.55	0.57	0.60	0.64	0.71	0.74	0.77	0.77	0.75	0.73
NEINOR 2020	0.48	0.48	0.55	0.50	0.44	0.47	0.51	0.52	0.52	0.51	0.52	0.53
NEINOR 2021	0.48	0.50	0.51	0.51	0.55	0.51	0.50	0.52	0.55	0.55	0.57	0.57
NEINOR 2022	0.42	0.58	0.61	0.59	0.60	0.62	0.65	0.68	0.77	0.81	0.92	0.91

(2) Datos trimestrales proporcionados por el MEYSS

FREQUENCY

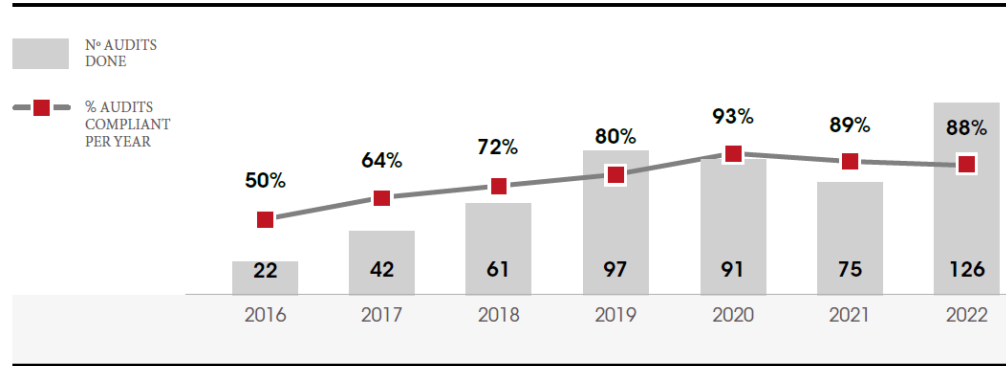


TOTAL	Ene	Feb	Mar	Abr	May	Jun	Jul	Ago	Sep	Oct	Nov	Dic
Sector Cons. 2020 ⁽²⁾	-	-	35.46	-	-	34.37	-	-	39.23	-	-	33.85
Sector Cons. 2021 ⁽²⁾	-	-	35.40	-	-	37.17	-	-	39.09	-	-	34.78
NEINOR 2019	20.00	18.77	21.83	22.61	23.24	26.25	29.65	30.60	30.94	32.44	32.19	30.87
NEINOR 2020	29.79	21.74	28.09	27.42	27.16	29.13	27.58	26.67	25.19	24.24	23.28	22.59
NEINOR 2021	18.72	19.39	19.39	18.91	21.03	20.32	19.32	20.18	23.28	23.85	24.40	24.78
NEINOR 2022	34.26	35.65	37.55	34.05	37.59	34.51	33.71	34.42	35.52	37.29	39.93	38.65

(2) Datos trimestrales proporcionados por el MEYSS

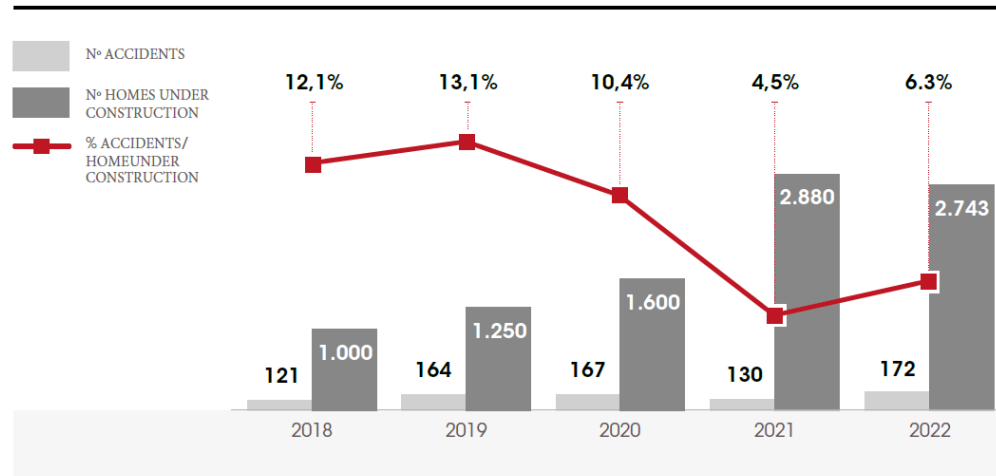
The trends in health and safety reflect Neinor Homes' good performance

% AUDITS COMPLIANT PER YEAR AND N° AUDITS



The health and safety audits carried out in 2022 have shown that 99.04% have complied with health and safety regulations and 91.04% have complied with the Good Practices Manual, with the result of 88% of the audits being “Compliant”.

% ACCIDENTS PER HOMEUNDER CONSTRUCTION



Despite the increase in the number of construction sites in progress, accidents on construction sites have decreased by 51% since 2018.