

February 2021

NEINOR HOMES. Social Actions

Neinor Homes, SA.; Governance Risk and Compliance



Neinor
HOMES

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. For him, and especially in the last three years, we have been carrying out social actions in which, in addition to the company, collaboration and participation at the level of an individual team, of our employees has been 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: 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, aimed at promoting the transformation of the residential sector, through **collaborative work and innovation** and being able to carry out a continuous *brainstorming* around the needs of an industry in full boil.



"Colearnign Friday", 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 where real estate practical improvements are awarded and where different activities and **teambuilding sessions are developed where workers can share experiences**.



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, reference in the transformation towards a sustainable model of the building sector. In addition to participating in the project, it will be included in the working group to carry out **the study of the new taxonomy on green phinancing** and in which Neinor Homes has provided the only buildings promoting the taxonomy of residential buildings.

Our SOCIAL ACTION PLATFORM



HelpUP is the social action platform, created in 2019, in which all employees of Neinor Homes can participate where all ESG initiatives are hung and where we can inform, enroll and collaborate individually or as a team in those initiatives or social actions that interest us most.

The **COVID-19** pandemic is causing many inequalities and poverty. Through our ESG platform we can participate in initiatives to help all the people who are most in need:

- ✓ **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.

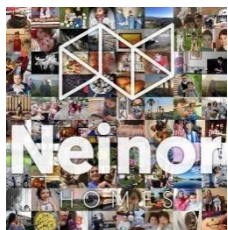


NGO World Central Kitchen, Chefforspain: (2020) participation to prepare daily food rations to distribute among the most vulnerable and needy individuals and families in the COVID pandemic 19

Initiatives for our employees during La Covid-19



The safety of our employees at the Covid era is our priority. Encourage them, encourage them and try to continue to maintain good customs, as Christmas sentiment could be made possible by 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 Initiatives in 2021

We continue to contribute our grain of sand, because our commitment to society continues also in 2021. We are loaded with good intentions and many initiatives that we would like to develop throughout this new year. The challenge is difficult but the reward is sure to be greater, since at the end of the year we will continue to be very proud of all our social actions and our collaboration with a better and more sustainable world.

A small advance in our intentions, although we are sure, that many more will emerge throughout 2021:



- We want **the participation of all our employees to be greater**- Through our **ESG Platform "Help up"** we want to develop a strategic plan of social initiatives that increasingly involve our entire workforce.
- We will **continue to promote team sport to** support **charitable causes** and support for NGOs and social works.
- Seeing the need for blood banks, which has been greatly reduced by the pandemic of La Covid-19, we **want to expand the blood donation campaign to other cities in Spain where neinor Homes has offices.**
- Collaborate again through **personal and business donations with the Food Bank** and help the most disadvantaged families have at least guaranteed a daily meal.
- **Collaborate with UNHCR (UN Refugee Agency)**. We are studying the best way to collaborate with this NGO. Promoting customer collaboration through our points of sales or even taking advantage of what we do, "building houses", to help other people who have nowhere to live, de earmarking a small of our sales, to the construction of homes for refugee people and families who do not have a home.
- Implement **"The Efr Certificate of th foundation másfamilia"**, because the improvement and satisfaction of our employees remains important: We want to advance in terms of **responsibility and respect for the reconciliation of personal, family and work life; encourage equal opportunities and the inclusion of the most disadvantaged.**
- We will continue to collaborate **with Associations that are responsible for reusing and recycling computer equipment.** With the enormous digital transformation we are experiencing, we have damaged mobile phones, computers, etc. that can be reused and thus continue to offer vulnerable young people the possibility of training and their insertion into the world of work.
- We will continue to maintain many of the campaigns that we started in previous years. Because we continue to maintain our concern for the environment and for a cleaner planet: recycling, promoting more sustainable consumption, avoiding pollution, reducing paper consumption and energy consumption remain our priorities.