



NEO Sustainability Report

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Our Passion and Commitment to Sustainability

This NEO Sustainability Report is the inaugural release with a reporting period of 2021 and with coverage of past accomplishments from previous years to holistically chronicle NEO's journey in sustainable development.

Message from the Leadership

Real estate and construction generally account for 40% of global greenhouse gas emissions. NEO as a real estate company has taken ownership and accountability for this urgent global concern. To address this, we at NEO strive to innovate and make a positive difference. From the actual physical properties to community engagement activities to advocating across the industry, NEO continues to work on multiple fronts to transform the Philippine real estate landscape towards sustainable buildings, communities, and cities. Sustainability is the very core of NEO's purpose and responsibility.

The worsening climate crisis has brought more evidential, critical changes such as shifting weather patterns, rising sea levels, extreme weather events and disruptive natural disasters. The deficit in freshwater resources, land degradation and environmental pollution are other harmful impacts caused by poor planning, use and management of resources. NEO addresses these issues with accountability through our deep commitment to green, net zero buildings. We believe this is the industry's best solution for both carbon reduction and meeting the UN SDG 11: Sustainable Cities and Communities.

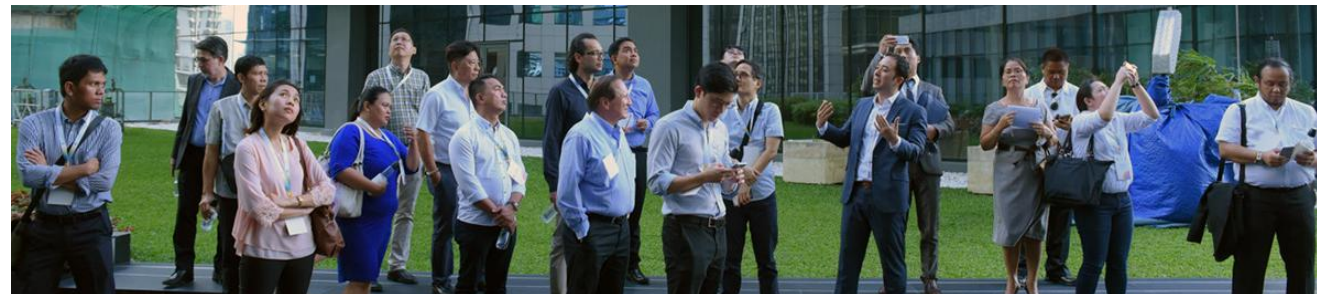
May our active involvement across multiple building certifications and ratings for sustainability set into motion fellow local owners and developers to pursue green net zero buildings. NEO has demonstrated that local projects can be designed, constructed, and operated at a world-class level where harmful impact on the environment is reduced while enhancing the health and well-being of building occupants and users.



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Carlos S. Rufino
President, NEO



The looming climate catastrophe is a dire and urgent call to action for all of us. The Philippines is one of the most vulnerable countries and suffers greatly as a result of our ever deteriorating environment. NEO is passionately committed to green, Net Zero, healthy, and resilient buildings not only for its own portfolio of buildings, but also for the entire real estate industry. This is how real estate owners, developers, and managers can take responsibility for our collective contribution to greenhouse gas emissions. As a private group, NEO is not required to prepare annual ESG reporting. However, we felt it is important for us to communicate our focus areas, commitments, and performance as part of our deep commitment to both people and planet. On that note, we welcome you to our first ever Sustainability Report covering the year 2021 and thank you for taking the time to join us on this journey.

2021 was met with landmark achievements for NEO as the portfolio reached net zero carbon emissions with verification through both the International Finance Corporation's (IFC) EDGE Zero Carbon certification and the Philippine Green Building Council's Advancing Net Zero Philippines program. This allowed NEO to attain Net Zero four years ahead of its original commitment of Net Zero by 2025.

Raymond D. Rufino
Chief Executive Officer, NEO

The pandemic has further highlighted the importance of human health and safety, which has always been a priority for the group. NEO became the first office portfolio in Southeast Asia to achieve the WELL Health-Safety Seal from the International WELL Building Institute (IWBI) and is also a Pilot Partner of the Philippine Green Building Council's Health and Well-being for Buildings Rating Tool for Five/NEO. Climate adaptation through enhancing resilience at the both the building and organizational level is another focus area. The group was also a Pilot Partner for the International Finance Corporation's Building Resilience Index (BRI) program, where Seven/NEO earned the highest rating of A+. We are targeting to achieve resilience ratings under BRI for the remaining buildings of the portfolio in 2022.

This report was prepared in partnership with WWF-Philippines to pilot their Corporates for a Better Planet Initiative (CBPI) program, a project that provides an actionable framework for organizations to operate sustainably within the paradigm of the climate crisis. We hope this inaugural sustainability report will inspire and empower you to pursue sustainability and commit to net zero - regardless of your industry and background.

Who We Are

NEO is the owner, developer, and manager of the Philippines' top certified green buildings located in the business and lifestyle district Bonifacio Global City. Our clients and tenants range from large multinational firms to key service providers across various industries and sectors. With a total GFA of 256,707 sqm, NEO is home to over a hundred tenants and a total population of 36,000 building occupants.

The NEO Team consists of positive, passionate individuals with a deep commitment for the company's Community, Sustainability, and Innovation. We manage and develop dynamic work communities that inspire progress and growth, embedding the principles of sustainability to ensure the well-being of our people and planet. In 2021, the NEO Sustainability Team was particularly formed and entrusted with the duties of delivering, enhancing and expanding NEO's sustainability strategies to address ESG.

Learn more at www.neooffice.ph



The NEO Portfolio

- 1 One/NEO
- 2 Two/NEO
- 3 Three/NEO
- 4 Four/NEO
- 5 Five/NEO
- 6 Six/NEO
- 7 Seven/NEO

The NEO Sustainability Team

Raymond Rufino
Chief Executive Officer
and Chief Sustainability
Officer



Gie Garcia
Managing Director -
Property Management



DJay De Guzman
Asst. Vice President -
Business Development &
Projects



Virg Tabugadir
Manager -
Sustainability Management



Julia Ocaya
Supervisor -
Corporate Sustainability



The NEO Team

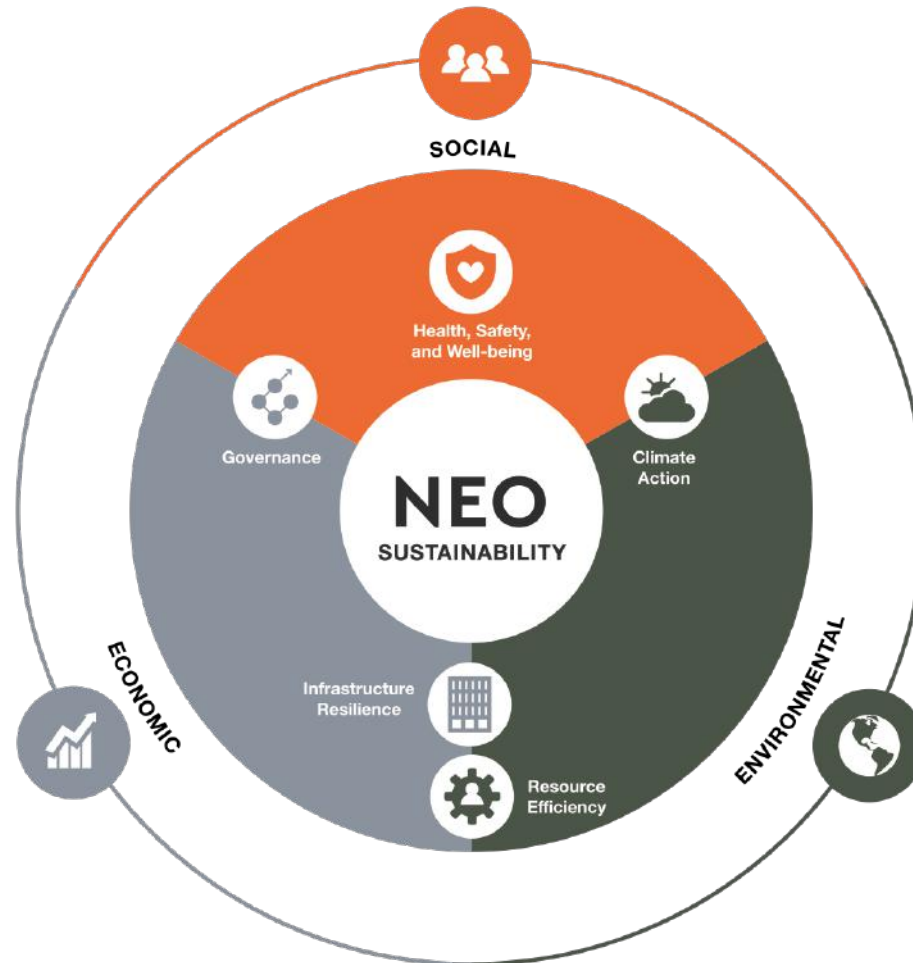


NEO Sustainability

The NEO Sustainability Framework was crafted to showcase and convey the level of commitment and action we wish to partake in for our long-term sustainability journey.

Five focus areas were identified within the three sustainability pillars of Social, Economic and Environmental: **Health, Safety and Well-being, Climate Action, Resource Efficiency, Infrastructure Resilience** and **Corporate Governance**.

The objective is to translate these key focus areas into various investments, programs, policies, protocols, activities, and advocacies. Many efforts cut across multiple key focus areas.



NEO Sustainability Framework
and Focus Areas



HEALTH, SAFETY, AND WELL-BEING

- Thermal and Visual Comfort
- Inclusive Design
- Emergency Preparedness
- Indoor Environmental Quality
- Biophilic Design
- Active Design
- Community Engagement



INFRASTRUCTURE RESILIENCE

- Physical integrity
- Operational continuity



GOVERNANCE

- Internal governance
- Compliance with existing laws and regulations
- Business ethics
- Employee training and development
- Workforce diversity and equal opportunity
- Sustainability advocacy promotion



CLIMATE ACTION

- Net Zero Carbon Goal
- Waste Management and Segregation
- Promotion of Climate Action



RESOURCE EFFICIENCY

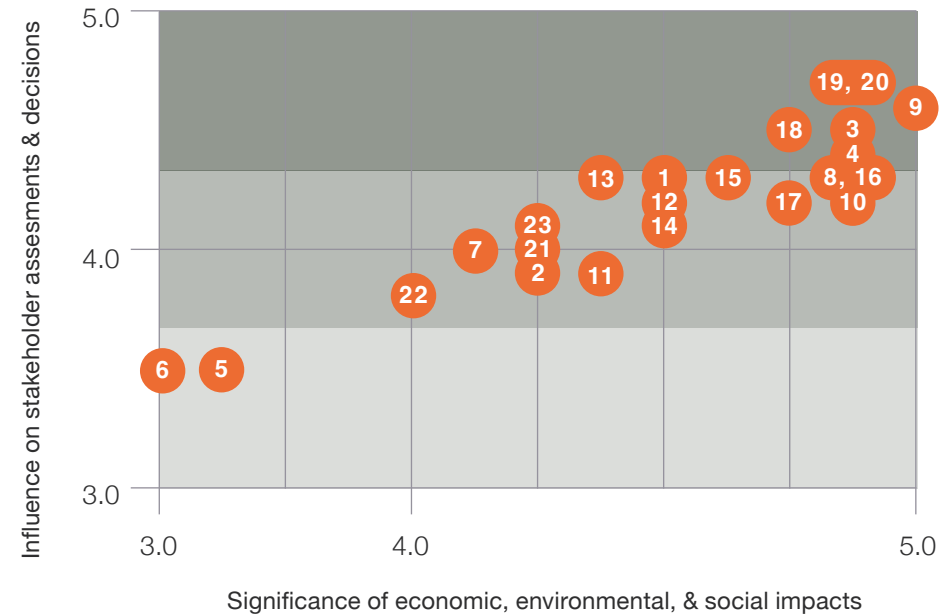
- Green procurement
- Recycling
- Conscious consumption of materials
- Energy efficiency and conservation
- Water efficiency and conservation



Materiality Assessment

Leading the direction of our inaugural sustainability report are the insights of our stakeholders on our efforts and key focus areas to address the varying dimensions of sustainability. As we highly value the input of our stakeholders, we endeavored to engage with the various groups we connect with; from the employees, tenants and shareholders, to the contractors and government regulators, these partnerships are all valued at NEO.

Stakeholder engagement through online consultation sessions and survey forms was conducted for the materiality assessment, wherein stakeholders were requested to rate the subtopics under each focus area of our NEO Sustainability framework. The stakeholder groups we engaged with include our tenants, employees, contractors, bank partners, government regulators and investors. The resulting materiality matrix provides the most relevant topics that stakeholders found most significant and impactful and that NEO should report on.



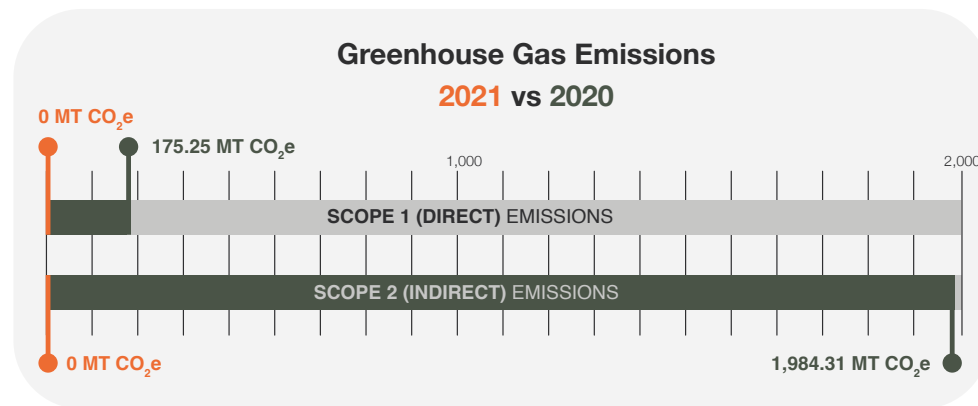
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| 1 Thermal and Visual Comfort | 13 Conscious Consumption of Materials |
| 2 Inclusive Design | 14 Energy Efficiency and Conservation |
| 3 Emergency Preparedness | 15 Water Efficiency and Conservation |
| 4 Indoor Environmental Quality | 16 Physical integrity |
| 5 Biophilic Design | 17 Operational continuity |
| 6 Active Design | 18 Internal governance |
| 7 Community Engagement | 19 Compliance with existing laws and regulations |
| 8 Net Zero Carbon Goal | 20 Business ethics |
| 9 Waste Management and Segregation | 21 Employee training and development |
| 10 Promotion of Climate Action | 22 Workforce diversity and equal opportunity |
| 11 Green Procurement | 23 Sustainability advocacy promotion |
| 12 Recycling | |

Environmental Stewardship

In recognizing our impact and responsibility as an owner, developer, and manager of office buildings, NEO is committed to protecting and preserving the environment and acting on the climate crisis by targeting exemplary green building management and net zero carbon footprint.

Carbon Footprint

The call for climate action has long been stressed by the Intergovernmental Panel on Climate Change's (IPCC) special report that urges countries to reduce emissions and to limit global warming to 1.5°C. In recognizing the severity of the climate crisis, NEO has achieved net zero carbon for all seven buildings of its portfolio in 2021 under two certifications, the International Finance Corporation's EDGE Zero Carbon and the Philippine Green Building Council's Advancing Net Zero Philippines (ANZ/PH).



2013



Transitioned to 100% offsite renewable energy source



Implemented energy conservation program and other operational policies

2014



Installed the first electric vehicle charging stations in Bonifacio Global City

2015



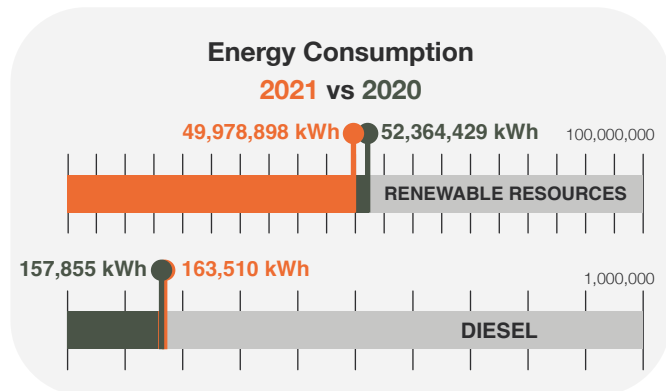
Switched to more energy efficient lighting with installation of LED lights

NEO's Net Zero Journey



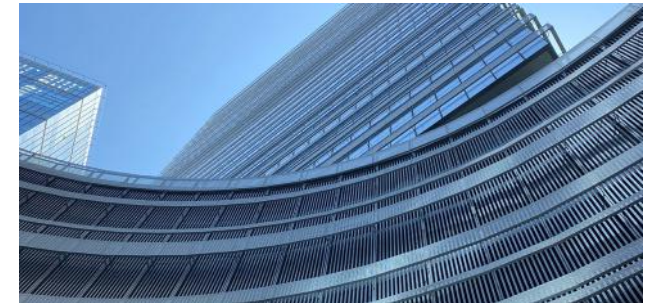
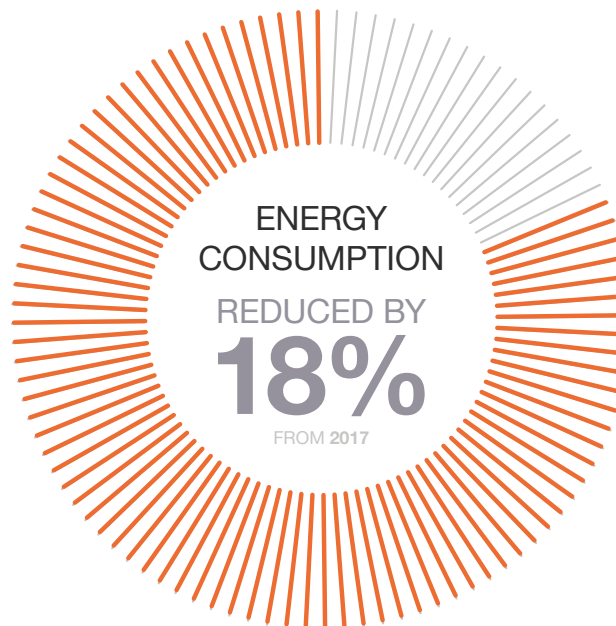
Energy Efficiency

NEO implements various strategies and programs for effectively reducing energy consumption and achieving outstanding efficiency. Energy consumption for the portfolio has gone down by 18% from 2017, contributed by both NEO's active and passive design strategies. One of the earlier and simpler active design strategies for energy efficiency, the energy conservation program switches off select lighting and elevators during off-peak hours such as weekends and holidays. Passive design strategies have also greatly contributed to the portfolio's energy efficiency. Podium parking with vertical louvers has eliminated the need for additional energy consumption for ventilation. Unique to Six/NEO and Seven/NEO, the twin towers feature an aluminum shade system and tower orientation to maximize daylight while also reducing costs for cooling and lighting. Other NEO buildings apply the same concept with a low window-to-wall ratio of 35% to 43%. All buildings utilize LED lighting for its high-cost reductions in contrast to CFL bulbs, with a return on investment in three to five years.



An Energy Management Team has also been specifically designated to keep abreast of innovations for energy efficiency as the energy sector continues to evolve. The team is assigned with continuously proposing, delegating, and implementing energy-efficient projects and practices for NEO.

NEO's innovations and achievements in energy efficiency have been recognized through various awards and certifications such as the Department of Energy Energy Efficiency Awards in 2020 and the 5-Star certifications from Advancing Net Zero Philippines in 2021.



Aluminum Shade



Low Window to Wall Ratio



Vertical Louvres



LED Lighting

Water Efficiency



Waterless Urinals



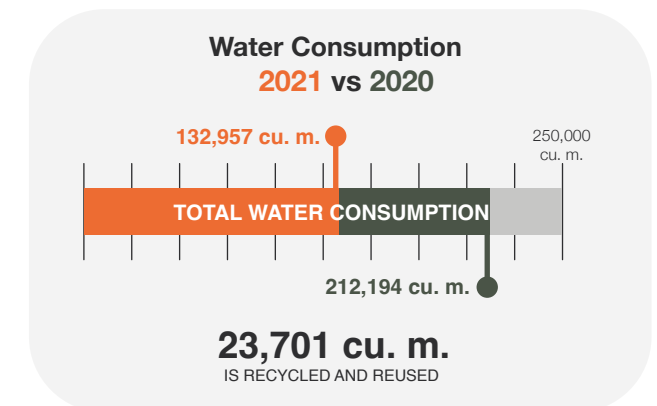
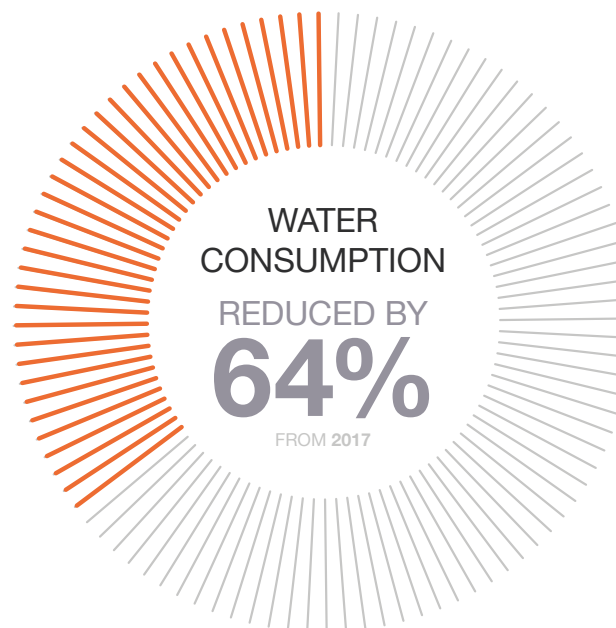
Low Flow Faucet



Rainwater Harvesting

Our approach to water efficiency has generated substantial savings that are in many ways beneficial to the portfolio. Through employing different water efficiency and conservation systems, the portfolio's water consumption is down by 64% from 2017. The rainwater harvesting and condensate collection systems at Six/NEO and Seven/NEO create an alternative source of water for the buildings as it collects rainwater and condensate from the building's refrigeration equipment. Waterless urinals for all buildings garner savings of 45,000 gallons of fresh water each urinal per year.

Low-flow faucets are also being installed in replacement of defective faucets to further diminish excessive water consumption. Water leak detectors in isolated water tank rooms minimize the risk of damaging the water system from flooding. Additionally, daily inspections of the water systems are practiced.

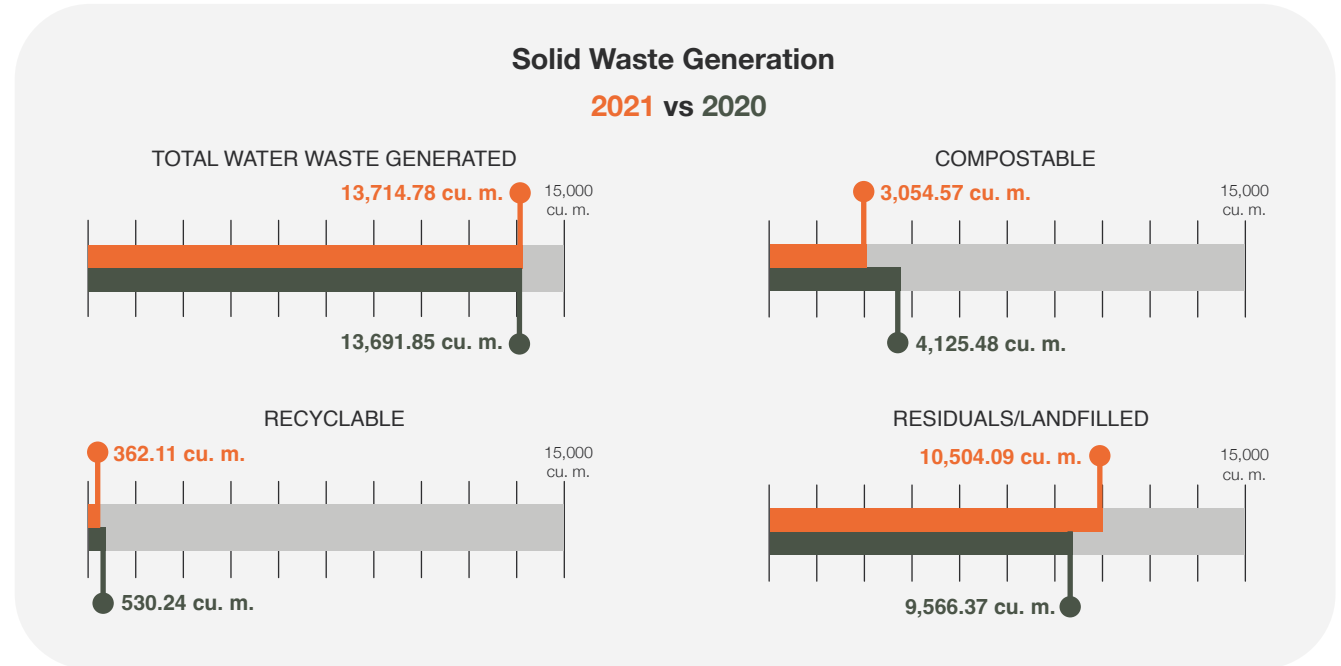


Waste Management

Waste generation in 2021 slightly increased by 0.17% from 2020 as lockdowns became more relaxed and a slow return to offices was observed. Due to the health risks of the COVID-19 along with the corresponding intensified hygiene requirements, the use of reusable and recyclable materials has been discouraged, causing a 31.71% decrease in the recyclable waste and an increase in the residuals and waste that were disposed of in landfills.

Solid Waste Management

Waste collected from each office floor is pre-sorted through clearly labeled trash cans for each type of waste. Upon collection, the pre-sorted waste is delivered to the MRF for further segregation and transport preparation to its final disposal destination. Only wet or non-recyclable materials are sent to landfills, while recyclables and non-biodegradable wastes are diverted to junk shops.



Coca-Cola's Tapon Ipon



Tapat Ko Linis Ko



X-Trash Challenge

Social Engagement

The NEO buildings will not stand as the productive, lively work environments that they are without the support of our community. This is why our tenants, employees, building users and other stakeholders have always been our top priority in the management of our buildings. We take great measures to ensure that health, safety and well-being are protected when inside the buildings.

Health, Safety, and Well-being

Indoor environmental quality

An office building is an environment where employees spend a majority of their time. In managing office buildings where employees work for hours each day, we aim to ensure excellent indoor environmental quality at NEO. With the onslaught of the COVID-19 pandemic, indoor environmental quality has grown to become a higher priority for our stakeholders.



Green walls decorate the lobbies of the NEO buildings.



Air quality and ventilation

Significant improvements were made to the portfolio's air quality, ventilation and water quality. Annual testing of indoor air quality and mold has been enforced since 2020. Plasma bipolar ionization technology, an emerging technology against COVID-19 recognized by the US Environmental Protection Agency, is implemented in the NEO buildings through bipolar ionizers installed in the main lobbies. Air purifiers for additional sanitization, sterilization and ionization were also deployed in the lift lobbies. Moreover, vertical gardens or "green walls" have long been features of the NEO buildings that naturally filter and purify the air and decrease ambient temperature.





The Sky Park on the 8th level of Six/NEO and Seven/NEO feature native plants and shrubs that contribute to the cooling of the building.



Water quality

In improving our water quality parameters, a legionella management plan has been implemented with protocols to reduce the risk of water quality loss and Legionella colonization. In compliance with local government regulations and sanitation codes, potability testing is also conducted monthly. Following the prescribed standards of the WELL Health-Safety Rating, testing for Legionella colonization and potability is performed via the recommended number of various sampling points that best represent the water quality of the building, tapping third-party contractors when necessary.



Biophilic Design

Providing access to nature in infrastructure design is highly regarded for its benefits to human health. Biophilic design features in buildings and the sight of greenery help to reduce stress and improve mental well-being. NEO makes an effort to include biophilic design through its green walls in the building lobbies. NEO's public parks, namely the NEO Park, Sky Park and Five/NEO amphitheater, provide natural, green spaces for tenants and the public to relax and appreciate nature within the city.



The NEO Park on 5th Avenue serves as a pocket oasis for the community amidst the bustling city.



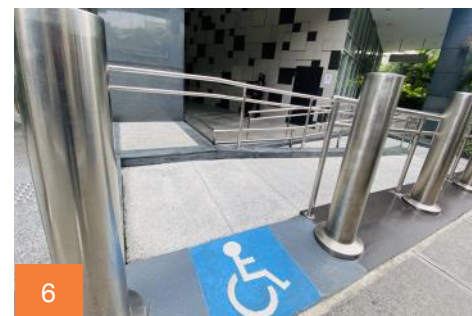
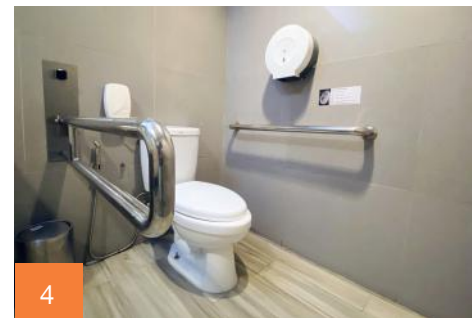
The amphitheater at Five/NEO with landscape design by Filipino artist and sculptor Jerusalino "Jerry" Araos is a green sanctuary providing a lush space for respite.

Inclusive Design

Inclusive design refers to the building features and facilities that provide accessibility considering age and disabilities.

NEO is steadfast in complying with government requirements for inclusion and in developing initiatives to improve accessibility. Some of NEO's key inclusive design features are the tactile paving at the building perimeter for assisting the visually impaired and the lower elevator buttons for increased accessibility. These implementations are aimed at standardizing inclusivity to safeguard the well-being of all building users, with consideration of the diversity of our tenants that include multinational companies.

1. Tactile tiles / paving
2. Wheelchair availability
3. Wayfinding signage
4. PWD cubicle
5. PWD parking slots
6. PWD ramps
7. Lower elevator buttons
8. Braille elevator buttons
9. Fire alarm horn strobes



The art exhibit at the circulation stairway of Six/NEO and Seven/NEO are the classic comic illustrations of National Artist for Visual Arts F.V. Coching.



The bike racks available at the parking areas are crafted and recycled with wood leftover from the construction of Seven/NEO.

Active Design

NEO's innovative design features and executions indicate our positive intentions for our tenants and building users. The provision of bike racks in the parking areas aims to encourage biking as a choice mode of transport to the buildings. Tenants can likewise be motivated to perform other forms of exercise before arriving at the buildings with the availability of shower facilities at Seven/NEO. Comic illustrations artwork are exhibited at the circulation stairway of the same buildings to welcome its use as an energy-conserving alternative to elevators and to prompt exercise among tenants. These features altogether promote activity and revitalize the physical health of building users, comprising the active design of the NEO portfolio.



The shower facilities at Six/NEO and Seven/NEO allow tenants to refresh before coming to work in the office.

Acquiring the WELL Health-Safety Rating

As a result of the efforts to advance the buildings' indoor environmental quality, NEO became the first portfolio in Southeast Asia to acquire the WELL Health-Safety Rating. Granted by the International WELL Building Institute, the WELL Health-Safety Rating is an evidence-based rating that verifies our operational policies, maintenance protocols, stakeholder engagement and emergency plans for addressing health and safety-related issues.



One/NEO



Two/NEO



Three/NEO



The NEO buildings were the first portfolio in Southeast Asia to attain the WELL Health-Safety Rating.



Four/NEO



Six/NEO



Seven/NEO

#theNEOway Campaign

#theNEOway is our best-in-class community engagement campaign that focuses on the health, well-being, and productivity of our tenants by combining physical sustainability strategies and building features with community-oriented programs and activities. The NEO Community is composed of diverse individuals, groups and businesses from all walks of life that we make sure to regularly connect with through our the NEO Community Engagement Policy. The policy outlines our commitment to ensure that engaging our community is embedded in NEO's mission, vision and values.

We are proud to share that in spite of lockdowns and other challenges brought by the pandemic, #theNEOway continued virtually and was met with high interest and participation from tenants.

Great focus was placed on mental health and wellness in NEO Talks through interactive webinars addressing topics like burnout and anxiety. Sustainability was also promoted as participants were taught and encouraged via webinars to practice upcycling and composting. #theNEOway moreover continued its annual coverage of all relevant social issues and concerns, such as gender equality, women empowerment, breastfeeding and more.



NEO | GIVE

NEO Give is a key program serving as a platform for NEO's corporate social responsibility. In 2020, NEO donated basic necessities such as hygiene kits and clothing under the Bangon Batangas: Donation to Taal Volcano Eruption Victims. Donation drives were also organized for Taguig frontliners and hospital staff, providing aid in the form of meals, masks and cash assistance. NEO also contributed to the "United for VisMin" program of the PBSP for Typhoon Odette victims in 2021. The funds provided food and shelter kits for the victims.

The *Ligtas na Pag-aaral: Kalusugan at Kapakanan* was a NEO Give project conducted in 2021 with Gat Andres Bonifacio High School. The project provided a new learning space, handwashing area and drinking fountain for the public school's students and faculty, improving equitable access to these facilities.



Students and faculty can wash their hands before and after entering the classrooms and offices.



The Bahay Kubo ni Supremo serves as a student action center where students can plan, create activities and receive mentoring.



The drinking fountain improves equitable access to safe drinking water.

COVID Safety and Pandemic Resilience

Since the onset of the COVID-19 pandemic, we worked to ensure our crisis response was positive and effective in guaranteeing business continuity and providing employee support. Such employee support included dormitory, meal subsidy and shuttle service provisions. Expenses for the employees' COVID-19 testing and vaccines were also covered by NEO. Tenants were also aided through concessions, lax payments, postponement of CUSA increase in 2021, and marketing initiatives to promote the retail stores, for supporting them in their recovery.



All NEO building staff were fully vaccinated in 2021.





In adapting to the challenges brought by the pandemic, NEO formulated various operational strategies to ensure resilience and safety against COVID-19 and other health issues. The implementation of the Respiratory Exposure Reduction Strategy separates the entrance and exit pathways and imposes social distancing to reduce contact and potential exposure to respiratory diseases. Elimination of contact with high-touch surfaces such as door handles and promotion of hand hygiene through the display of handwashing techniques and provision of hand sanitizers are meant to protect against infectious diseases.



Safety measures against COVID-19 include bi-weekly building disinfection and provision of contactless thermal scanners and hand sanitizers at the building entrance.

Corporate Governance

Good corporate governance is exhibited through accountability, commitment and transparency, which are all faithfully practiced by NEO as defined in our #theNEOway Core Values. Guided by these values, NEO holds itself to the highest standards of ethical business practices. We continue to grow and advance the business through constant evaluation and implementation of best practices and systems for the development of the company. Enhancing our corporate governance has led to the reassessment of our organizational policies and metrics and the innovation and promotion of our sustainability advocacy.

Core Values

**N
E
O
W
A
Y**

NATION BUILDING:

We believe our integrity, dedication, and perseverance contribute to building a stronger Philippines.

ETHICAL:

We do what is fair and right in all of our relationships, interactions and decisions.

OUTSTANDING:

We give our best in everything that we do to surpass expectations of our customers and stakeholders.

WELL-BEING:

We ensure a safe and healthy lifestyle for all.

ACCOUNTABILITY:

We take ownership and responsibility for our actions and decisions.

YOLO:

We take risks, seize opportunities and make a mark.

NEO Academy

NEO Academy is the internal training program for the employees of NEO Property Management Incorporated, where numerous opportunities for development are provided for all employees regardless of their rank and background.

Conferences, seminars, online classes/training and webinars are made available and attended by employees to maximize learning. An average of 26.5 training hours per employee was achieved in 2021, with programs on sustainability highlighted and encouraged for participation.

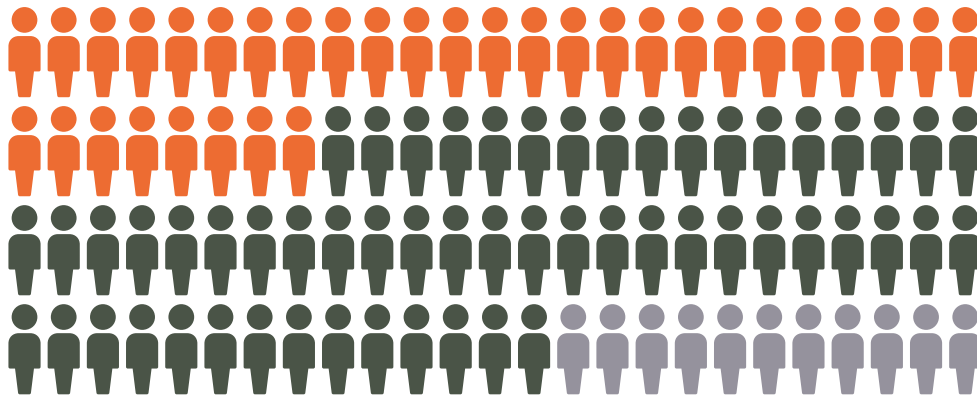
Learning should in fact be a continuous process. Training and development provide an avenue for employees to grow and bring influence to the business. This is why NEO chooses to invest not only in their brand/services, but also in their people.



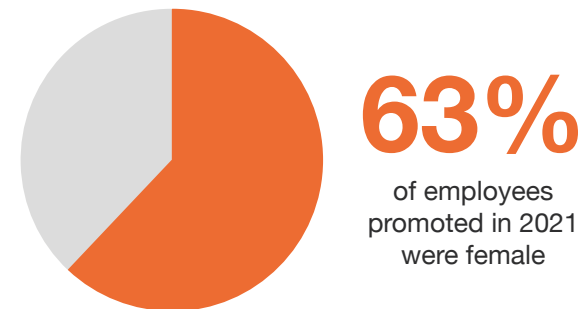
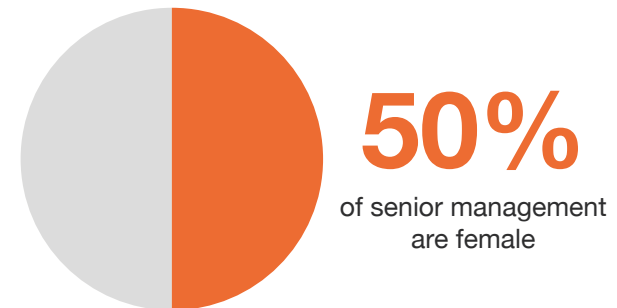
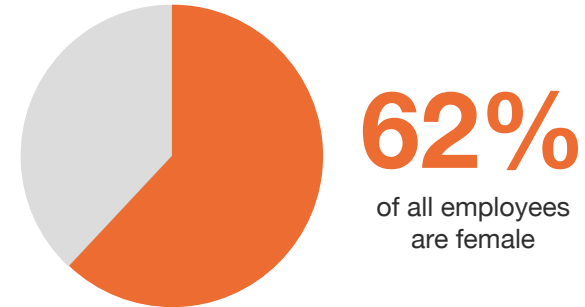
Diversity and Equal Opportunity

In fostering a supportive work environment, we believe that all team members should be able to work, learn and thrive without feeling that their background lifestyle affects their performance or others' perceptions of them. Respectful communication, teamwork and employee participation are encouraged regardless of title and rank to permit representation of all employees' perspectives. Encouraging inclusivity in our organization has led to diversity metrics of 62% of all employees being female and 50% of senior management as female. All NEO employees are regularly employed as fixed-term employment is uniformly avoided. With NEO's unequivocal diversity metrics and policies, no complaints have been received related to Diversity, Equity and Inclusion.

EMPLOYEE GROUP DISTRIBUTION



33% Under 30 years old
56% Between 30 and 50 years old
11% Over 50 years old



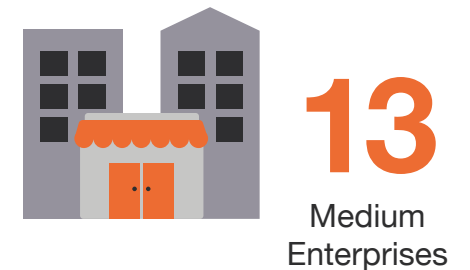
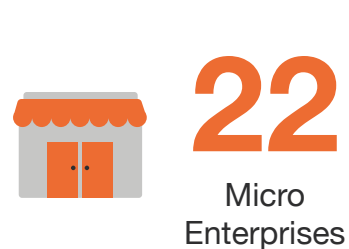
Business Ethics

In implementing business ethics at all levels, NEO ensures to practice proper conduct, administer fair, transparent transactions and maintain open and sincere relationships with governmental and non-governmental institutions, including our partners. 'Ethical' is highlighted in our #theNEOway Core Values to signify the manner in which we approach all of our relationships, interactions and decisions.

NEO's value for business ethics positively manifests in the absence of incident reports related to employee misconduct, data privacy and other relevant issues that may also require reporting to regulators. This resulted from the implementation of our numerous policies, namely on Employee Engagement, Conduct and Discipline, Grievance, Sexual Harassment, and Diversity, Equity and Inclusion. Moreover, we continually examine that NEO is in compliance with existing laws and regulations such as that on data privacy, energy efficiency, ventilation, building codes, etc.

MSME Support

Part of NEO's principles for nation-building is its support for MSMEs to contribute in stimulating the country's economic growth. We continue to form, maintain and expand reliable partnerships as we engage with diverse contractors and stakeholders in our operations and promotion of sustainability.



Building Resilience

The Philippines is one of the most disaster-prone countries in the world, with over 74% of its population considered at risk of natural hazards such as landslides, typhoons, and volcanic eruptions. As the cost of damage from disasters is incredibly high, resilience and risk reduction are necessary, crucial precautions we at NEO take care to apply. Resilience is a critical responsibility that has allowed us to preserve trust among our partners. Reducing the risk at our buildings allows our stakeholders to feel safe and secure about NEO.

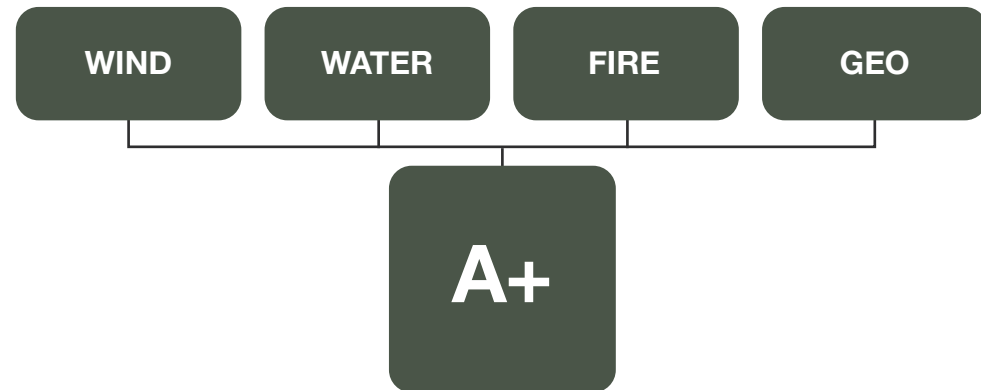
Piloting the Building Resilience Index Program

With our principles of accountability and nation-building, enlisting Seven/NEO as the pilot project for the International Finance Corporation's Building Resilience Index (BRI) program was a relevant and favorable opportunity for developing risk reduction. The BRI addresses the challenge of the country's vulnerability to disaster by contributing and defining the standards for building resilience.

Seven/NEO successfully earned an A+ rating under the BRI, demonstrating resilience against climate-related hazards under wind, water, fire and geophysical. While the structure, like the rest of the NEO portfolio, is strategically located in flood-free areas, its rainwater harvesting system and pervious concrete design at NEO Park further reduce the risk of flooding. Its biophilic elements with NEO Park on Fifth Avenue and Sky Park on the 8th floor also contribute to the building's heat wave mitigation by providing natural ventilation.

NEO updated its seismic monitoring for all buildings with Strong Motion Accelerographs for a structural response during earthquakes. In providing a real-time reading of the building's movement, the seismic monitoring also features online data from PHIVOLCS for the immediate confirmation of the reading. The remaining buildings of the portfolio are furthermore slated.

BRI Project Score as per data provided by the project team



SEVEN | NEO



Emergency Preparedness

Part of NEO's resilience strategy is its robust emergency preparedness plan. Both building staff and tenants are trained with annual emergency drills and seminars for cases such as fire, earthquakes or active shooter. A Property Management Response Team is organized and designated for monitoring emergencies and coordinating safety and recovery efforts. Building features such as wayfinding signage, fire exit plans and emergency lighting are also updated to standard.

Emergency preparedness drills and seminars are frequently conducted to train and educate all building occupants at NEO.





Certifications and Awards

NEO's efforts in sustainability are verified and solidified through our numerous awards and certifications.

Certifications and Awards



ANZ/PH 5 Stars
One/NEO to Seven/NEO



BERDE 5 Stars for Operations
One/NEO to Six/NEO

BERDE 5 Stars for New Construction
Seven/NEO

BERDE 4 Stars for New Construction
Six/NEO



Building Resilience Index A+ Rating
Seven/NEO



EDGE Zero Carbon certification
One/NEO to Seven/NEO



Department of Energy
2020 Energy Efficiency Awards



GRESB 3 Star Rating and
Green Star Recognition



PHILGBC Health and Well-Being
for Buildings - 4 STARS
Five/NEO



Safety Seal Certification
One/NEO to Seven/NEO



WELL Health-Safety Rating
One/NEO to Seven/NEO

Memberships



NEO proudly maintains its memberships in various respected organizations to participate and contribute to advancing sustainable development in the real estate industry.

Partners



We are grateful for all our partners who have contributed to NEO's efforts and advancements in sustainability.



Experts

NEO proudly employs and supports accredited, licensed professionals to form its internal team of experts for addressing various sustainability issues and concerns. We believe in investing in the education of our team for their personal development and for the overall advancement of the organization's sustainability goals. This has allowed a higher level of understanding and appreciation for the work put into developing green buildings and mitigating the climate crisis.



Gie Garcia

Certified BERDE Professional
Pollution Control Officer (DENR)
PhilGBC Health and Well-being Professional



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Eric Loberiza

Pollution Control Officer (LLDA and DENR)



Virgil Tabugadir

Certified BERDE Professional
WELL Accredited Professional
EDGE Expert
ANZ/PH Accredited Professional



Le-Roy Bilan

Certified BERDE Professional
Pollution Control Officer (DENR)
ANZ/PH Accredited Professional








Edwin Raper

Pollution Control Officer (DENR)

Moving Forward

As we remain unrelenting in our mission to establish a decarbonised built environment where people can be safe, healthy and productive, we have set goals and plans to continue pursuing sustainable development for the portfolio and the greater community.

GOALS	PERFORMANCE HIGHLIGHTS	PLAN OF ACTION
Protect the Health, Safety and Well-being of the NEO Community 	<p>Accomplished 39 #theNEOWays community engagement programs and activities in 2021</p> <p>Achieved the WELL Health-Safety Rating for all buildings in 2021</p>	<p>Continue promoting health and well-being through provision of programs and resources</p> <p>Further ensure the protection and improvement of well-being of building users</p>
Promote and Take Action in Protecting the Climate and the Environment 	<p>Achieved BERDE 5 Star Certifications</p> <p>Achieved net zero through EDGE Zero Carbon certifications and ANZ/PH 5 Stars certifications for all buildings of the portfolio</p> <p>Updated Net Zero Carbon Buildings Commitment with the World Green Building Council to include embodied carbon and signed on to support the TCFD</p> <p>Three (3) events on climate action conducted in 2021</p> <p>3% of waste diverted through recycling</p>	<p>Further enhance energy efficiency measures to improve reduction in carbon footprint</p> <p>Promote climate action through yearly initiatives and updates on net zero carbon commitments</p> <p>Avoid waste generated from disposal to landfill</p>
Reduce Environmental Footprint by Managing Resources Efficiently 	<p>Achieved 18% energy use intensity reduction from 2017*</p> <p>Achieved 64% water use intensity reduction from 2017*</p> <p><i>*Note: These figures are due to the low building population as a result of the pandemic.</i></p>	<p>Further reduce energy use intensity from 2017</p> <p>Further reduce water use intensity from 2017</p>
Ensure Safe, Resilient Buildings 	<p>Earned A+ Rating from the Building Resilience Index for Seven/NEO</p>	<p>Secure and maintain the structural integrity and resilience of all NEO buildings</p>
Sustain Good Governance 	<p>Zero (0) incidents of ethical violations</p> <p>An average of 26 training hours was provided and completed per employee</p> <p>Zero (0) penalties incurred</p> <p>Provided above minimum wage to all employees</p> <p>Increased number of employees by 18% while maintaining inclusion and diversity in the workforce</p>	<p>Maintain zero incidents of ethical violations</p> <p>Maintain high level of employee training and education</p> <p>Maintain 100% compliance with existing laws and regulations</p> <p>Maintain above minimum wage to employees annually</p> <p>Maintain inclusion and diversity of workforce</p>

3 GOOD HEALTH AND WELL-BEING

In prioritizing indoor environmental quality, wellness and productivity, we prevent the spread of diseases and promote mental health and well-being within our built environment and for our NEO Community.

8 DECENT WORK AND ECONOMIC GROWTH

We take care to provide productive employment and decent work for all employees, practicing inclusion extending to our network of contractors.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

All NEO buildings strive to maintain sustainability and resilience and to promote health and well-being, pursuing certifications and innovations for constant growth and development to address the industry's shifting landscape.

10 REDUCED INEQUALITIES

Diversity, equity and inclusion are implemented at NEO both at an organizational level and at the building level, ensuring equal opportunity for all employees and aiming for inclusive design in consideration of the diversity of building occupants.

11 SUSTAINABLE CITIES AND COMMUNITIES

NEO greatly contributes to making cities inclusive, safe, resilient and sustainable by exemplifying best practices in the real estate industry through third-party certifications.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

NEO aims to continually practice resource efficiency through its building management of energy, water and waste, as well as in its supply and value chains, and to annually report on its progress of reducing harmful environmental impact.

13 CLIMATE ACTION

Climate resilience is a key priority for NEO as it seeks third-party certification under the International Finance Corporation's Building Resilience Index program, where it also served as a pilot project.

Alignment with the UN SDGs

NEO's sustainability goals and efforts are aligned with the United Nations Sustainable Development Goals as we aim to contribute to the global effort in addressing social issues and promoting a sustainable future for the people and the planet.



Reference Index

With great respect, enthusiasm and confidence in the numerous reporting standards and frameworks that have emerged for sustainability, we ambitiously targeted to fulfill several in the creation of this inaugural sustainability report.

REPORTING STANDARD	HEALTH, SAFETY, AND WELL-BEING	CLIMATE ACTION	RESOURCE EFFICIENCY	INFRASTRUCTURE RESILIENCE	GOVERNANCE
GRI	416: Customer Health and Safety	301: Materials	204: Procurement Practices		201: Economic Performance
	401: Employment	302: Energy	301: Materials		202: Market Presence
	403: Occupational Health and Safety	303: Water and Effluents	302: Energy		203: Indirect Economic Impacts
	404: Training and Education	304: Biodiversity	303: Water and Effluents		205: Anti-Corruption
	406: Non-Discrimination	305: Emissions	305: Emissions		402: Labor Management Relations
	412: Human Rights Assessment	306: Waste	306: Waste		405: Diversity and Equal Opportunity
		307: Environmental Compliance	308: Supplier Environmental Assessment		406: Non-Discrimination
					408: Child Labor
					409: Forced Labor
					412: Human Rights Assessment

REPORTING STANDARD	HEALTH, SAFETY, AND WELL-BEING	CLIMATE ACTION	RESOURCE EFFICIENCY	INFRASTRUCTURE RESILIENCE	GOVERNANCE
SASB		IF-RE-130: Energy Management IF-RE-140: Water Management	IF-RE-410: Management of Tenant Sustainability Impacts IF-RE-450: Climate Change Adaptation		
SBTi		Scope 1 (direct) emissions Scope 2 (indirect) emissions	Scope 1 (direct) emissions Scope 2 (indirect) emissions		
TCFD			Strategy Metrics and Targets	Governance Strategy	Governance Strategy
UN SDGs	3: Good Health and Well-being 9: Industry, Innovation, and Infrastructure 11: Sustainable Cities and Communities	13: Climate Action	11: Sustainable Cities and Communities 12: Responsible Consumption and Production	9: Industry, Innovation, and Infrastructure 11: Sustainable Cities and Communities 13: Climate Action	10: Reduced Inequalities

A low-angle, upward-looking photograph of several modern skyscrapers with glass facades. The buildings are arranged in a way that they seem to converge towards the top of the frame. The sky is overcast with soft, grey clouds. In the foreground, on the right side, there is a traffic light pole with a horizontal arm and a vertical signpost. The signpost has a rectangular sign with the number '27' and some smaller text above it. The overall color palette is muted, with greys, blues, and the dark tones of the buildings and sky. The text 'NEO' is centered in the middle of the image in a white, sans-serif font.

NEO