

2024 Sustainability Report

Embracing the ESG Culture and Innovation

NEO



Our Passion and Commitment to Sustainability

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Message from the Chief Executive Officer

At NEO, we are deeply committed to making a positive impact and enriching the lives of the communities we build and serve. We take to heart our responsibility to safeguard the planet for future generations by being a global real estate leader in sustainability and green building.

Our goal has always been to create a built environment that prioritizes the well-being of its occupants while minimizing its environmental footprint. In integrating sustainable design, construction, and operational practices, we have set new benchmarks for the industry. These efforts are not only about building greener buildings but also about nurturing a mindset that values sustainability as a core principle in all aspects of real estate ownership, development, and management.



Embarking on our DE&I journey

In our NEO Hierarchy of Priorities, the safety, security, health and well-being of our community stands as the foundation to the ultimate value we deliver to support our tenants and partners in achieving their greater purpose. Since addressing the physical aspects of health, safety and resilience of our buildings, our focus naturally progressed towards Diversity, Equity and Inclusion (DE&I). Community, as a key priority in our Hierarchy, intends to create a strong sense of belonging and this cannot be accomplished without a comprehensive approach to DE&I.

We aim to create a work culture and environment where everyone, regardless of their background, can feel safe, respected, and valued. Working on this initiative enhances our innovation, strengthens our community, and ensures that we can meet the diverse needs of our stakeholders. Acknowledging, celebrating, and embracing our differences enables us to build a stronger, more resilient community



Philippine Green Building Council in Davao



Coastal Cleanup

The importance and power of advocacy

I have long advocated that the alignment of personal advocacies of team members with the advocacy of the organization is one of the most powerful ways for us to broaden and deepen our impact. We continue to work on this in NEO, ensuring our advocacy for sustainability and green buildings is aligned across all our individual and company efforts. By championing sustainable practices and policies, we create a positive ripple effect that drives meaningful change, not only within NEO but also across the broader real estate industry and the communities we serve. One rewarding experience for me has been to participate in coastal cleanup drives, which really brought the massive problem of waste pollution front and center to each team member.

At NEO, we believe in the power of transparent communication and active engagement. Our approach to showcasing best practices and promoting sustainability includes a robust communications strategy, participation in knowledge-sharing engagements, and impactful publications of case studies. We continue to share our ambitions, backed by substantiated claims and compelling messages, with industry stakeholders through seminars, conferences, and publications.

Through these advocacy efforts, we hope to inspire by example and action for others to join the effort in greening our real estate industry. The personal involvement of the leaders in our organization in sustainability initiatives is a testament to our hands-on approach and dedication to making a tangible impact. By working together and continuously pushing the boundaries of what's possible, we can achieve impactful goals and drive the sustainable transformation of our built environment.



Raymond Rufino
Chief Executive Officer, NEO



Message from the Co-Managing Director and Chief Sustainability Officer

At NEO, we understand that the future of our business depends on our dedication to environmental, social, and governance (ESG) principles. We are fully committed to leading the way in sustainability and integrating it into every aspect of our operations. Our focus on efficiency and climate resilience goes beyond meeting current needs; it's about shaping a better tomorrow for our organization and the communities we serve. By embedding these values into our core strategies, we strive to inspire hope and drive meaningful progress, contributing to a future where everyone can thrive together.

Pledging for climate resilience

Infrastructure resilience is a critical focus of our ESG strategy at NEO. As climate change poses significant risks, we have made it our mission to ensure that our buildings and operations are prepared to withstand and adapt to these challenges. This involves specific measures such as reinforcing physical structures, implementing sustainable operational practices, and conducting regular emergency preparedness drills. Comprehensive resilience plans are developed to address threats such as extreme weather events and natural disasters.



Building Resilience Index

By incorporating these specific resilience measures into our planning and decision-making processes, we are better equipped to protect our investments and support our tenants in times of need. NEO's resilience journey is a testament to our ongoing commitment to climate adaptation. We are proud to have achieved A+ ratings in the Building Resilience Index in 2023. This achievement follows our pledge in the International Finance Corporation's Building Resilience Commitment campaign, which aims to promote collaboration for global building and city resilience. These accomplishments reflect our proactive approach to climate resilience, ensuring that our buildings can withstand and adapt to the changing climate while continuing to serve our tenants effectively. Beyond safeguarding assets and physical infrastructure, our resilience measures ensure business continuity, proving that proactive planning and action are crucial in facing the climate crisis. We prioritize the health and safety of our tenants by implementing robust emergency response plans and providing ongoing training for our staff. This holistic approach ensures that even our tenants are well-prepared and supported in a climate-related emergency.



Building Resilience Index Forum - Women's Role in Creating a Resilient Building Environment



Women's Month Talk

Empowering women in the built environment through mentorship

Diversity and inclusion are essential to organizational success, and our commitment to these principles is key to empowering women and promoting men who support and uplift women. At NEO, I'm proud to see women make up 57% of our workforce, reflecting our efforts to create an inclusive environment where all employees can thrive. I believe women play a crucial role in shaping a sustainable future, and their leadership and perspectives are vital to achieving equity and excellence. Mentorship is central to my mission, and I work to connect experienced professionals with emerging leaders to help women grow in their careers. It's important that women in real estate have the knowledge, networks, and opportunities to excel. Equally, men who advocate for women's leadership and success are key to creating a truly inclusive workplace. Their support is essential in ensuring everyone can contribute their best. Women bring unique strengths to sustainability efforts, such as empathy and collaboration, which are critical in addressing today's environmental challenges. Through my work in sustainability initiatives, I've seen the powerful impact women can have in driving meaningful change. As we continue championing diversity, equity, and sustainability, we support a future where communities and buildings are resilient, inclusive, and environmentally responsible. By embracing these values, we're not only fulfilling our current commitments—we're also paving the way for future generations to thrive. Together, we're building a legacy of empowerment and sustainability that will inspire others to follow.



Gie Garcia

Co-Managing Director and Chief Sustainability Officer, NEO



Message from the Co-Managing Director

NEO places sustainability at the forefront of its tenant engagement and retention strategies. This commitment to incorporating sustainability features into buildings not only attracts and retains tenants but also aligns with the growing demand for socially responsible office spaces. Prioritizing the well-being and satisfaction of tenants creates a vibrant and thriving community. Like many companies, we also went through difficult times during and even shortly after the pandemic, which is when I entered NEO. My first task was to increase occupancy in the buildings which meant doing promotions to entice brokers and tenants to take space.

We were competing with many other buildings at the time but what truly set us apart during many pitches was our approach to sustainability. It came up many times when speaking to multinational tenants on how we can tie up with their own sustainability efforts as most of their carbon footprint had to do with their office operations. Therefore, by working with their facility management and our building managers, we were able to create processes to decrease power usage.

Moving forward, we are working on several projects to help our tenants and employees. For example, we will soon be able to give our tenants the ability to track their power usage during the day so they can plan appropriate measures to save power (i.e. turn off AC in certain rooms during lunch time, when most of the staff may be out of the office) and most importantly monitor if these policies have indeed reduced power usage. We have engaged a parking app system that will allow employees to know if they have a parking slot before coming to the building so they can avoid waiting in queue for public car parks, thereby causing emissions. In time, we want all our tenants to join us in our sustainability practices in saving our world and we truly believe that this core pillar of what NEO stands for will attract tenants who align with our vision. It has perhaps been proven so as our leasing occupancy has rebounded up to 94% since those post-pandemic years because we have been the building of choice for tenants looking to put sustainability at the forefront of their leasing decisions.



Carlo Rufino
Chief Executive Officer, NEO





Who We Are

NEO is a forward-thinking company dedicated to shaping a more sustainable future by embedding Environmental, Social, and Governance (ESG) principles into every aspect of our operations. These values guide our decision-making and drive long-term success by addressing pressing global challenges such as climate change, resource depletion, and social inequality. We take a holistic approach to sustainability, focusing on three core ESG pillars: Environmental Stewardship, which prioritizes energy efficiency, renewable energy, and third-party certifications to combat climate change; Social Responsibility, which promotes a diverse, inclusive workplace and community well-being; and Governance Excellence, which ensures transparency, ethics, and accountability in all our actions.

Innovation lies at the heart of our strategy, as we integrate smart systems, renewable energy solutions, and sustainable design principles into every project. By creating resilient, adaptable environments, we aim to set new benchmarks for responsible urban development and lead by example in the real estate industry.

At NEO, we are not just building properties; we are shaping vibrant and inclusive communities that create lasting value for all stakeholders and the planet.



#ourNEOway Program



Tree Planting



Our Sustainability Journey

► 2013



Shifted to 100% offsite renewable energy

Implemented an energy saving program and operational policies.

• 2014



Set up the first EV charging stations in Bonifacio Global City

• 2015



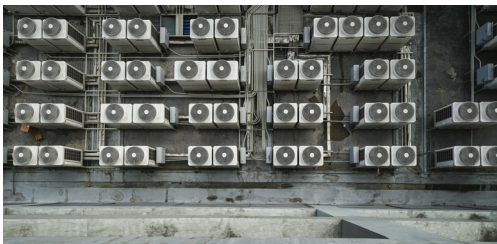
Upgraded to energy-efficient LED lighting

• 2016



Earned 5-Star BERDE certifications for all buildings

• 2017 - 2019



Completed retrofit to environment-friendly refrigerant from One/NEO to Three/NEO

• 2020



Joined 25 companies in committing to ULI Greenprint's Net Zero Carbon Goal by 2050



Achieved 5-Star BERDE certification for NEO portfolio

• 2021



Updated commitment to include whole life carbon, as a signatory of the World Green Building Council's Net Zero Carbon Buildings Commitment



Joined 2,800 global organizations in supporting the Task Force on Climate-related Financial Disclosures (TCFD)



Achieved net zero carbon by becoming the first portfolio in the world certified with EDGE Zero Carbon and by piloting projects for Advancing Net Zero Philippines

Our Sustainability Journey

• 2022



Received the WELL Health and Safety Award 2022 from the International WELL Building Institute

• 2023



Earned A+ rating under the Building Resilience Index (BRI)

Installed occupancy sensors at One/NEO and Two/NEO



Installed Shell Recharge Charging Stations at Seven/NEO

• 2024

Launched the NEO Green Pledge program, an initiative inviting our tenants in a collaborative effort to minimize the portfolio's environmental impact and contribute to sustainable development



WiredScore
PLATINUM

Achieved the WiredScore Platinum certification for Five/NEO, Six/NEO and Seven/NEO, becoming the largest WiredScore portfolio in the Philippines



Earned the WELL Equity Rating as the first office developer in Southeast Asia


















Installed EVOxTerra charging stations at Six/NEO




















Completed the EDGE Retrofit Protocol, earned EDGE Advanced certification and renewed the EDGE Zero Carbon certification

Installed occupancy sensors at Three/NEO, Four/NEO and Five/NEO











Our Sustainability Milestones

Sustainability Milestone		Contribution to the UN SDGs	
2013	Implemented energy conservation program and other efficiency strategies	Energy conservation programs and efficiency strategies focus on reducing energy consumption, optimizing resource usage, and lowering operational costs while minimizing environmental impact.	 
	Transitioned to 100% offsite renewable energy source	NEO's 2013 partnership with AboitizPower for a 100% renewable energy supply was a pioneering move in sustainability within the Philippine real estate sector. This collaboration utilized the EPIRA Law's RCOA provisions, enabling NEO to directly select AboitizPower as its supplier, aligning with carbon reduction goals.	 
2014	Installed the first electric vehicle charging stations in Bonifacio Global City	To promote more environment-friendly modes of transportation, NEO was the first to install electric vehicle (EV) charging stations in Bonifacio Global City. This initiative supports the transition to cleaner transportation, reduces greenhouse gas emissions, and promotes the adoption of electric vehicles within the community. The EV charging stations serve as critical infrastructure to address the growing demand for sustainable mobility options. They not only provide convenient access to EV users but also align with global efforts to achieve a low-carbon future.	  
2014-2020	Achieved 5 Star BERDE certifications for all buildings	NEO successfully achieved 5-Star BERDE certifications for all buildings, demonstrating our commitment to excellence in environmental sustainability. This prestigious recognition highlights our ongoing efforts to implement best practices in energy efficiency, resource management and sustainable design.	  
2015	Switched to more energy efficient lighting with LED lights	As part of our sustainability efforts, we transitioned to energy-efficient LED lighting across our operations, reducing energy consumption, greenhouse gas emissions, and operational costs. LED lights use 75% less energy and last up to 25 times longer, supporting our commitment to resource conservation and responsible consumption.	
2020	Committed to the World Green Building Council's Net Zero Carbon Buildings Commitment and the ULI Greenprint Net Zero Carbon Goal by 2050	NEO is committed to the World Green Building Council's Net Zero Carbon Buildings Commitment and the ULI Greenprint Net Zero Carbon Goal by 2050. This pledge underscores our dedication to achieving a sustainable future by reducing carbon emissions across our properties and operations.	  
2021	Updated the World Green Building Council's Net Zero Carbon Buildings Commitment to include whole life carbon	NEO has updated its commitment to the World Green Building Council's Net Zero Carbon Buildings Commitment to include whole life carbon, focusing on reducing emissions throughout the entire lifecycle of our buildings. This expanded commitment reinforces our dedication to sustainable practices and minimizing the carbon footprint of our properties from construction to operation and eventual deconstruction.	

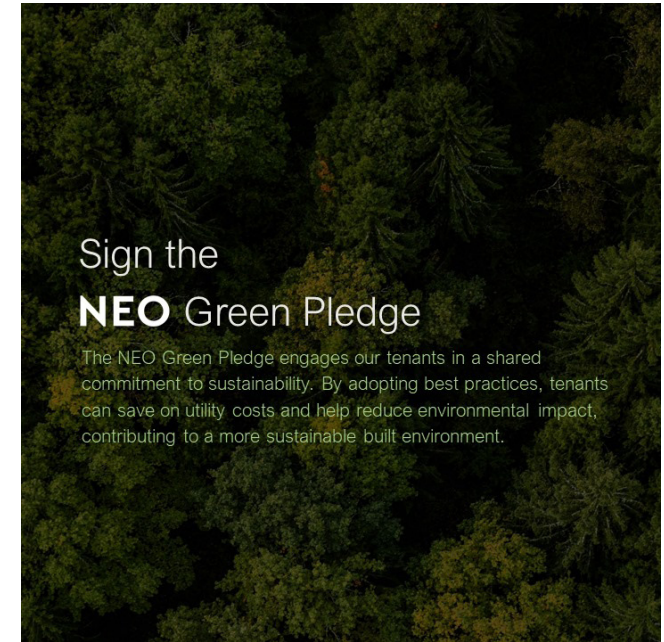
Our Sustainability Milestones

Sustainability Milestone		Contribution to the UN SDGs	
2021	Achieved net zero carbon by becoming the first portfolio in the world certified with EDGE Zero Carbon and by piloting projects for Advancing Net Zero Philippines	NEO achieved net zero carbon as the first portfolio in the world to acquire the EDGE Zero Carbon certification, alongside being selected as pilot projects for Advancing Net Zero Philippines. This achievement highlights our leadership in sustainable development and commitment to reducing carbon emissions in the real estate sector.	  
	Became the first portfolio in Southeast Asia to acquire the International WELL Building Institute's WELL Health-Safety Rating	NEO became the first portfolio in Southeast Asia to achieve the International WELL Building Institute's WELL Health-Safety Rating. This milestone reflects our commitment to promoting health, safety, and well-being for all occupants across our properties.	 
2022	Achieved the WELL Health-Safety Rating	This commitment involves implementing evidence-based measures to ensure a safe and healthy environment, including enhanced cleaning protocols, improved air quality, and emergency preparedness strategies. By placing people at the center of our sustainability efforts, we create spaces that support physical and mental well-being, demonstrating our dedication to creating healthier and more resilient communities.	
	Enrolled as one of over 30 early adopters of the International WELL Building Institute's WELL Equity Rating	NEO enrolled as one of over 30 early adopters of the International WELL Building Institute's WELL Equity Rating. This initiative reflects our commitment to promoting inclusivity, equity, and well-being within our buildings and communities.	  
	Piloted the PHILGBC Health and Well-being for Buildings with Five/NEO, which earned 4 Stars certification	NEO piloted the PHILGBC Health and Well-being for Buildings with Five/NEO, earning a 4-star certification. This accomplishment underscores our dedication to promoting healthier, more sustainable environments for building occupants.	 
2023	Shell Recharge EV charging stations at Seven/NEO, its first in the world to be fully powered by renewable energy	Shell Recharge EV charging stations were introduced at Seven/NEO and with NEO procuring renewable energy, these became Shell's first EV charging stations in the world to be fully powered by renewable energy. These initiatives reinforce our commitment to sustainability by reducing energy consumption and supporting the transition to cleaner transportation options.	  
	Installed occupancy sensors at One/NEO and Two/NEO.	NEO installed occupancy sensors at One/NEO and Two/NEO to enhance energy efficiency and optimize lighting use.	
2024	Began implementation of smart metering systems	This initiative enables real-time energy monitoring, allowing for improved energy efficiency, precise resource management, and reduced environmental impact. By empowering tenants with actionable insights into their energy consumption, this smart metering program promotes more sustainable practices and reinforces our dedication to innovative, data-driven solutions for a greener future.	
	Installed occupancy sensors at Three/NEO, Four/NEO and Five/NEO	NEO installed occupancy sensors at Three/NEO, Four/NEO and Five/NEO to enhance energy efficiency and optimize lighting use.	  

Our Sustainability Milestones

Sustainability Milestone		Contribution to the UN SDGs	
2024	Renewed EDGE Zero Carbon Certification	With our strong commitment to net zero, we successfully achieved the final certification in the International Finance Corporation's EDGE Zero Carbon. It demonstrates our proactive efforts in reducing carbon emissions and enhancing energy efficiency. The retrofit involved upgrading building systems, implementing energy-efficient technologies, and incorporating renewable energy solutions, which collectively contribute to achieving net zero carbon emissions. By renewing this certification, we not only improved operational performance but also support global climate goals by minimizing our environmental impact and setting a standard for sustainable building practices.	
	Completed the EDGE Retrofit Protocol, earned EDGE Advanced Certification.	Through this retrofit, we enhanced the energy performance of our buildings by integrating advanced energy-saving technologies, optimizing water usage, and reducing overall environmental impact. The EDGE Advanced Certification highlights our dedication to sustainability and innovation, setting a benchmark for energy efficiency and resource conservation. This achievement not only strengthens our operational resilience but also contributes to the global movement toward a more sustainable and low-carbon future.	 
	Installed EVO Charging Station at Six/NEO	This initiative supports the transition to sustainable transportation by providing electric vehicle (EV) charging infrastructure, encouraging the use of cleaner, more energy-efficient transportation options. By incorporating the EVO Charging Station, we not only reduce our carbon footprint but also create a greener future for our community while promoting innovation and environmental responsibility in line with our sustainability goals.	 
	NEO is the first organization in Southeast Asia to achieve the WELL Equity Rating	This prestigious recognition highlights our commitment to promoting health, well-being, and social equity within the workplace. By implementing inclusive practices and ensuring that our spaces support the diverse needs of all individuals, we create an environment where every employee can thrive. Achieving the WELL Equity Rating not only sets a new standard for workplace excellence but also reinforces our dedication to promoting a healthier and more equitable society.	 
	NEO is the largest WiredScore portfolio in the Philippines	This achievement reflects our dedication to providing state-of-the-art, future-ready infrastructure that supports digital connectivity and enhances operational efficiency. By ensuring high-quality internet connectivity across our portfolio, we empower businesses to thrive in a rapidly evolving digital world, advancing innovation and growth while reinforcing our leadership in sustainable and technologically advanced real estate solutions.	
	Launched the NEO Green Pledge program, which highlights our tenants' dedication to creating healthier, more sustainable workspaces	This initiative encourages tenants to adopt sustainable practices and create healthier, more eco-friendly workspaces. By pushing collaboration and promoting environmental stewardship, the NEO Green Pledge reflects our shared responsibility to reduce our carbon footprint, conserve resources, and contribute to a more sustainable future. This program not only strengthens our tenants' sustainability goals but also reinforces NEO's leadership in advancing green and responsible building management.	 

The NEO Green Pledge



The NEO Green Pledge program was launched in 2024 as an initiative to engage our tenants in a shared commitment to sustainability. Focusing on energy, water, waste management, health, procurement, and innovation, the program encourages tenants to actively contribute to reducing environmental impact by adopting best practices for a more sustainable future. While the NEO Green Pledge is a provisional measure for green lease provisions, our overall vision is to achieve a more sustainable built environment through a collaborative effort with our tenant community and to maximize the reduction of the portfolio's carbon emissions by 2030.

WiredScore and Ensuring Digital Connectivity

NEO, as the largest portfolio in the Philippines to join WiredScore, proudly achieved the highest standard in digital connectivity excellence, the Platinum WiredScore certification, for three out of the seven buildings in its portfolio, namely Five/NEO, Six/NEO and Seven/NEO. This recognition underscores NEO's commitment to integrating cutting-edge technology and robust digital infrastructure to enhance tenant experience and operational efficiency.

These buildings exemplify best practices in digital readiness, featuring superior internet service provider options, resilient telecommunications and power systems, advanced wireless networks, streamlined installation processes, and future-ready capabilities to support innovation.

As part of its ongoing commitment to connectivity and sustainability, NEO plans to extend WiredScore certification to additional buildings in 2025, further solidifying its leadership in creating sustainable, technology-driven real estate.



WiredScore representatives



Achieving Net Zero Carbon with EDGE Certification

The entire NEO portfolio is awarded with the EDGE Advanced certification after completion of the Retrofit Protocol



In December 2024, NEO achieved the final EDGE Advanced certification under the EDGE Retrofit Protocol, which began in 2021, marking a significant milestone in its ongoing sustainability journey. This achievement highlights NEO's commitment to energy efficiency, water conservation, and reducing embodied energy in materials, while demonstrating that even older buildings can be made sustainable. With the support of third-party partner Sintali-SGS, a comprehensive audit was conducted across NEO's entire portfolio, resulting in the successful certification of all properties with EDGE Advanced status.

As the world's first office portfolio verified by the International Finance Corporation (IFC) to achieve net zero, securing the final EDGE Advanced certification also positions NEO to renew its prestigious EDGE Zero Carbon certification. This accomplishment further solidifies NEO's leadership in sustainability and reinforces its commitment to impactful climate action.

Achieving Net Zero Carbon with EDGE Certification

EDGE Zero Carbon: The Final Certification

“NEO has established an exceptional benchmark in low-carbon and resilient assets. NEO buildings have attained an A+ rating on the Building Resilience Index, successfully completed the EDGE Retrofit Protocol, achieved EDGE Advanced certification, and renewed their EDGE Zero Carbon Certification following the retrofit. The IFC’s EDGE and Building Resilient team is honored to collaborate with NEO in promoting resilient and sustainable building practices.”



Ommid Saberi
Program Lead for Green and Resilient Buildings,
International Finance Corporation



As the world’s first office portfolio verified by the International Finance Corporation (IFC) to achieve net zero, securing the final EDGE Advanced Certification also positions NEO to renew its prestigious EDGE Net Zero Carbon Certification.

On December 5, 2024, NEO successfully renewed its EDGE Zero Carbon Certification, reaffirming its commitment to achieving net zero carbon across all buildings well ahead of the 2030 target. This milestone highlights NEO’s proactive approach to sustainability and climate responsibility.

Through a rigorous review process conducted by its trusted third-party partner, Sintali, NEO was awarded the prestigious EDGE Zero Carbon Certificate, further solidifying its position as a leader in sustainable building practices and environmental stewardship.

Enhancing ESG Performance Through GRESB



NEO is proud to consistently achieve a 3-star rating in the GRESB Real Estate Assessment, showcasing our strong commitment to sustainability and excellence in Environmental, Social, and Governance (ESG) practices.

This esteemed recognition reflects our continuous efforts to drive energy efficiency, improve environmental performance, engage stakeholders meaningfully, and uphold the highest standards of responsible governance. Our annual participation in the GRESB Assessment demonstrates NEO's dedication to embedding sustainable practices across our operations and development strategies, ensuring alignment with global benchmarks for leadership in real estate sustainability.

“NEO proudly holds a 3-star rating in the GRESB Real Estate Assessment, highlighting their steadfast commitment to sustainability, ESG excellence, and responsible business practices. This recognition reflects NEO’s dedication to integrating environmental, social, and governance principles into every aspect of their operations. It also underscores the strength of their long-standing partnership with GRESB, a collaboration that continues to inspire and drive meaningful progress toward a more sustainable and resilient future for our industry and the Philippines.”



Trey Archer

Director, Business Development Asia,
GRESB

Embodying Diversity, Equity and Inclusion

Diversity, Equity, and Inclusion (DE&I) are essential to the success and growth of any organization, promoting innovation, creativity, and resilience. Diversity brings fresh perspectives that enrich collective experiences, enhancing our ability to address complex challenges and drive sustainable growth. We believe that cultivating an inclusive environment—where everyone feels safe, valued, and respected—unlocks the full potential of our workforce.

In 2022, we took a significant step forward by becoming one of the early adopters of the WELL Equity Rating, reaffirming our commitment to advancing DE&I within our community. The WELL Equity Rating provides a framework for organizations to implement actionable steps that promote DE&I and accessibility. For NEO, this initiative aligns perfectly with our core values and vision for the built environment. By creating safe, inclusive spaces that support diverse, healthy lifestyles and promote a sense of community, we not only enhance productivity within office settings but also support our tenants in achieving their goals and purpose.

NEO is proud to be the first office portfolio in Southeast Asia to achieve the WELL Equity Rating.

- DEI Assessment and Action Plan
- Responsible Hiring and Labor Practices
- Provide Connection to Nature and Place
- Health Benefits and Services
- Supportive Programs and Spaces
- Community Engagement

57%

of our workforce are
women as of 2024



“NEO’s achievement of the WELL Equity Rating across its office portfolio sets a powerful precedent for health leadership in the region. By achieving the WELL Equity Rating, NEO has demonstrated a deep commitment to creating inclusive and health-centric spaces. This accomplishment not only enhances tenant productivity and satisfaction but also reflects NEO’s dedication to fostering a thriving and resilient community.”



Jack Noonan
Vice President, Asia Pacific
International WELL Building Institute

Charting the Path to Building Resilience

The Philippines has been ranked as the country with the highest disaster risk globally in the World Risk Report for both 2022 and 2023. Positioned along the Pacific Ring of Fire and at the heart of a typhoon belt, the country faces a range of natural hazards, including floods, typhoons, landslides, and earthquakes. As a result, disaster resilience and preparedness are essential priorities.



Fire Drill

In response to this, NEO has actively contributed to building resilience through its involvement in the Building Resilience Index (BRI), a comprehensive hazard mapping and resilience assessment tool for the building sector. Notably, Seven/NEO served as the pilot project for this initiative. In 2023, all buildings in NEO's portfolio earned A+ ratings under the BRI, marking a significant achievement in advancing resilience within the Philippine real estate sector.



Evacuation Drill

NEO's dedication to resilience is further demonstrated by its 2021 commitment to the Building Resilience Commitment by the International Finance Corporation (IFC), which reflects a global effort to enhance the resilience of buildings and cities. Through these initiatives, NEO is not only safeguarding its assets but also ensuring the safety and well-being of the communities it serves. This proactive approach underscores our commitment to creating secure, resilient spaces for the future.

“We are grateful to NEO for their early collaboration in the development of the Building Resilience Index (BRI). Their participation as one of the pilot projects was instrumental in refining BRI and ensuring its ability to assess, improve, and rate the resilience of buildings. We commend their commitment to building resilience across their entire portfolio. The BRI is a valuable tool that can help building owners and operators in emerging markets identify areas for improvement and make data-driven decisions to enhance the resilience of their buildings. We believe that widespread adoption of the BRI can significantly contribute to a more resilient built environment in these regions.”



Angelo Tan
Country Lead for Climate Business -
Philippines, Malaysia, and the Pacific
International Finance Corporation



NEO, Member of ARISE Philippines, as Priority Lead on Resilient Infrastructure

NEO is strongly committed to resilience and sustainability, which has led to its active involvement with ARISE Philippines. This private sector alliance is aligned with the United Nations Office for Disaster Risk Reduction (UNDRR) and is dedicated to advancing disaster risk reduction. After assessing various platforms that matched its goals, NEO chose ARISE Philippines for its comprehensive and inclusive approach to building risk-resilient communities. In 2022, NEO officially joined the alliance and quickly engaged in initiatives aimed at strengthening community resilience.

In recognition of NEO's commitment, ARISE Philippines invited the company to join its Board of Directors, allowing NEO to play a significant role in shaping the alliance's strategic direction. Raymond Rufino, NEO's CEO and a former Board Member, leads efforts to promote resilient infrastructure and advocate for sustainable building practices. NEO is the priority lead for the Work Theme on Resilient Infrastructure and serves as the co-priority lead for two out of the seven programs identified in the ARISE Philippines 2025 Operational Plan. This includes initiatives focused on empowering resilience and developing safe, sustainable community infrastructure, further solidifying NEO's leadership in driving meaningful and lasting change.

Prioritizing Health, Safety and Well-being

Acquiring the WELL Health-Safety Rating involves adopting a comprehensive set of strategies and best practices designed to create a safer, healthier, and more comfortable environment for building occupants. This rating places a strong emphasis on promoting the physical, mental, and social well-being of individuals within a built environment. It particularly focuses on creating spaces that are conducive to human health, especially in response to emerging challenges like the COVID-19 pandemic and the rising global trend of health-conscious design.

The WELL Health-Safety Rating evaluates a building's operational policies, maintenance protocols, and occupant engagement to ensure that the environment supports the health and safety of its occupants. Key areas of focus include air and water quality, cleaning protocols, emergency preparedness, mental health support, and the overall design of spaces to promote wellness.

In 2021, NEO achieved a significant milestone by becoming the first portfolio of office buildings in Southeast Asia to secure the WELL Health-Safety Rating certification. This recognition was a testament to our commitment to providing a work environment that prioritizes the health, safety, and well-being of everyone who enters the building. Since then, we have continued to uphold the highest standards by renewing our certification annually and undergoing rigorous verification processes.

Each year, we submit detailed testing and documentation to the International WELL Building Institute (IWBI) to ensure that our practices remain up to date and aligned with the latest global health and safety standards. The IWBI then verifies our data and assesses our ongoing compliance, providing an objective confirmation that the measures in place at NEO continue to meet the stringent criteria set out by the WELL Health-Safety Rating.



Maintaining this certification and continuously improving our practices, NEO not only supports the health and well-being of its tenants but also contributes to the broader movement towards creating healthier, more sustainable built environments in Southeast Asia and beyond.

- Air and Water Quality
- Hygiene and Cleaning Protocols
- Ventilation and Airflow
- Physical Distancing and Space Layout
- Mental Health and Well-being
- Emergency Preparedness and Response

“The WELL Health-Safety Rating provides organizations with a roadmap to put plans and protocols in place for resilience and response, contributing to healthier building strategies. NEO’s continued portfolio-wide achievement of the WELL Health-Safety Rating exemplifies ongoing health leadership in the commercial real estate industry.”



Jack Noonan
Vice President, Asia Pacific
International WELL Building Institute

It was an honor for NEO to pilot the PHILGBC Health and Well-being for Buildings Rating Scheme in 2022 with Five/NEO, which received a certification of 4 Stars. The certification focuses on integrating design, construction, and operational practices that promote healthier, safer, and more comfortable indoor and outdoor environments.

By earning this certification, Five/NEO demonstrates its commitment to enhancing air quality, natural lighting, acoustics, and thermal comfort, which are essential for the physical and mental well-being of its tenants. The building also emphasizes energy efficiency, waste reduction, and water conservation, which benefit both occupants and the environment.

“By combining technical precision with practical advice, NEO has helped bridge the gap between theoretical standards and real-world application.”



Christopher de la Cruz
Chief Executive Officer
Philippine Green Building Council

The PHILGBC Health and Well-Being for Buildings certification highlights the growing importance of creating spaces that support healthier lifestyles, increase productivity and improve overall well-being with centered design in the Philippine real estate industry.

Health

- Health and Well-being Program Promotion
- Health Services
- Enhanced Occupational Safety and Health
- Mental Health Program
- Restorative Opportunities
- Indoor Air Quality
- Low VOC (Volatile organic compounds)
- Microbial Control

Comfort

- Daylight Access
- Visual Comfort
- Acoustic Comfort
- Indoor Thermal Comfort
- Outdoor Thermal Comfort
- Pedestrian Wind Comfort
- Design for All

Lifestyle

- Pedestrian Mobility
- Mass Transportation Access
- Cyclist Amenities
- Local Food Access
- Food Preparation and Meals Amenities
- Nutrition Management
- Hygiene Support
- Physical Activities Opportunities
- Physical space and Equipment

Leading Climate Action Initiatives

NEO is committed to sustainability and reducing its environmental impact through a series of innovative initiatives.

In 2022, we began installing occupancy sensors in our buildings to optimize lighting, ensuring energy is used only when needed. This has helped reduce energy consumption, lower operating costs, and minimize our carbon footprint.

Building on this progress, in 2023, NEO launched the Shell Recharge electric vehicle (EV) charging station at Seven/NEO in Bonifacio Global City. This station, powered 100% by geothermal energy, is Shell's first of its kind globally, marking a significant step in promoting sustainable transportation in the area.

In 2024, we continued to enhance our sustainability efforts by partnering with EVOxCharge to expand the number of EV chargers across our properties. We also introduced smart meters to better track and optimize energy use throughout our buildings, further improving energy efficiency.

As a leader in sustainable real estate, NEO is also piloting the fifth version of BERDE, the national green building rating system. This updated version emphasizes energy efficiency and environmental responsibility, helping to set a new standard for eco-conscious development in the Philippines.

Through these initiatives, NEO is not only creating more energy-efficient and environmentally friendly spaces but is also driving positive change in the real estate sector, helping to build a greener future for urban communities.



Occupancy sensors



Shell Recharge at Seven/NEO

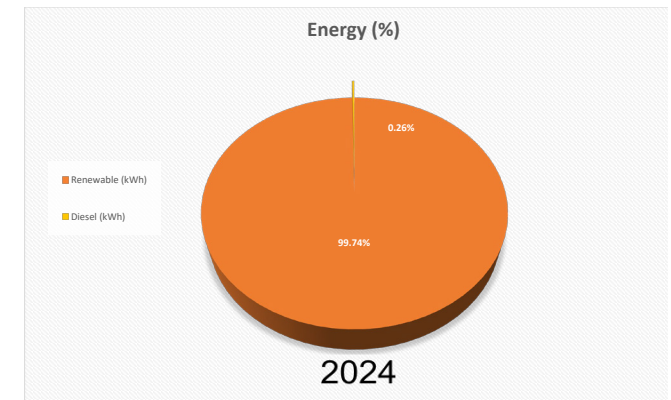
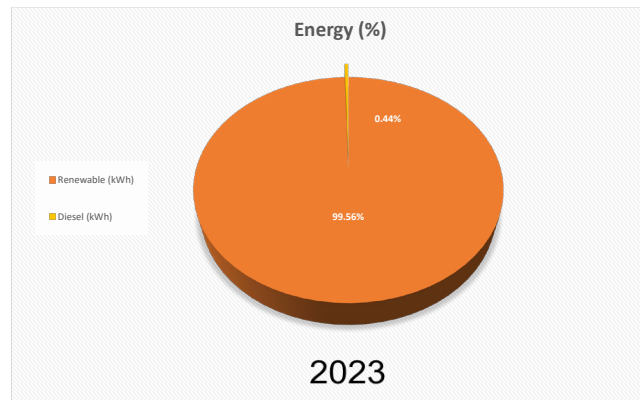
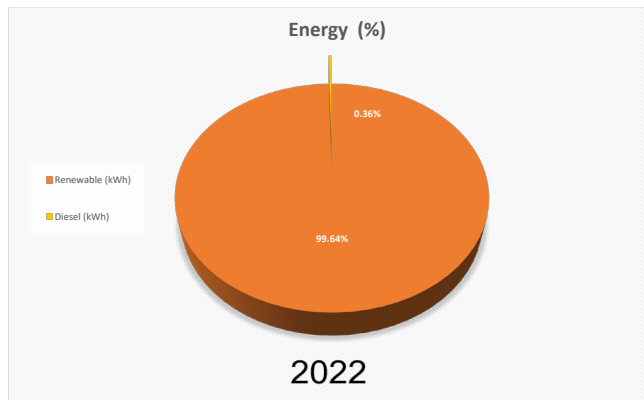


EVOxCharge at Six/NEO

Operational Performance: Energy

Building	2022		2023		2024	
	Renewable (kWh)	Diesel (kWh)	Renewable (kWh)	Diesel (kWh)	Renewable (kWh)	Diesel (kWh)
One/NEO	2,773,320.80	11,313.00	2,983,913.65	14,041.64	2,919,113.58	8,536.00
Two/NEO	2,756,909.50	15,656.00	3,139,615.86	14,774.34	3,550,488.90	4,990.00
Three/NEO	3,795,305.50	7,270.00	3,293,708.15	15,499.47	3,744,841.45	17,160.00
Four/NEO	7,715,418.42	27,455.00	7,975,402.49	37,530.49	7,622,437.55	41,375.00
Five/NEO	9,522,343.06	61,902.40	10,577,156.49	49,773.77	15,355,915.43	23,690.00
Six/NEO	10,193,220.80	21,600.00	9,824,282.35	46,230.91	10,734,535.70	23,000.00
Seven/NEO	12,663,117.80	34,250.00	13,408,272.01	63,096.38	14,681,368.97	36,750.00
Total	49,419,635.88	179,446.40	51,202,351.00	240,947.00	58,608,701.58	155,501.00

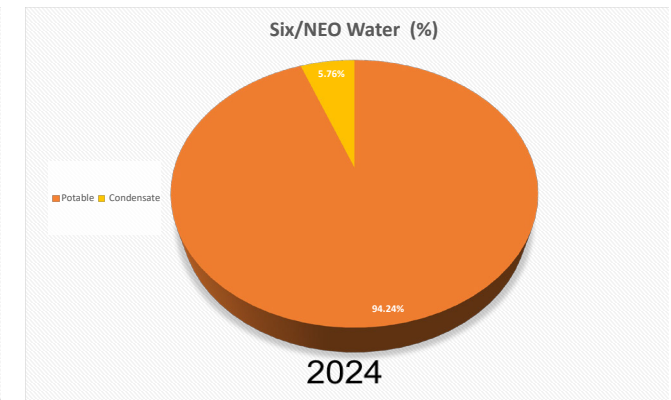
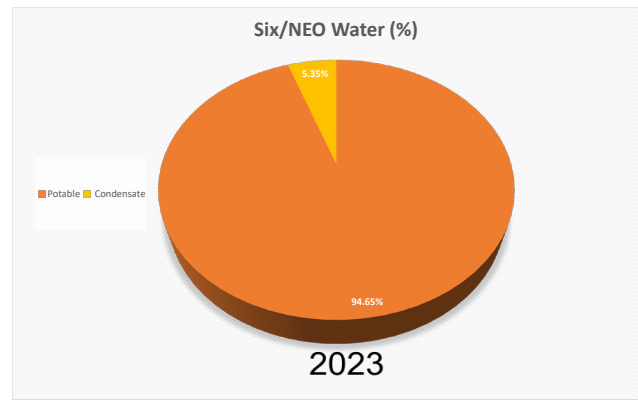
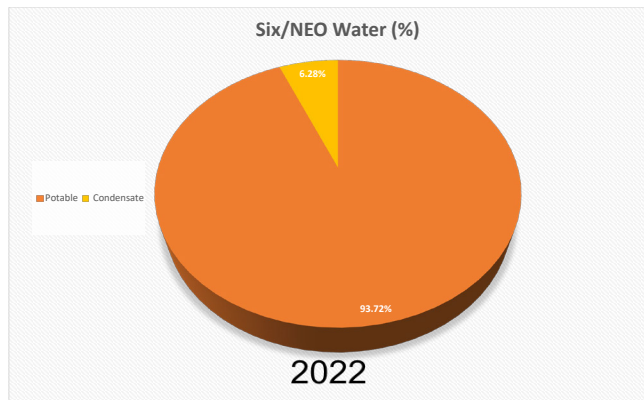
*Average occupancy rate per year: 2022: 92% , 2023: 87.47%, 2024: 94.5%



Operational Performance: Water

Building	2022		2023		2024	
	Potable (cu. m.)		Potable (cu. m.)		Potable (cu. m.)	
One/NEO	6,796.00		7,639.00		7,800.00	
Two/NEO	8,371.00		13,067.00		13,423.00	
Three/NEO	12,601.00		12,831.00		16,624.00	
Four/NEO	31,933.00		37,005.00		40,345.00	
Five/NEO	53,648.00		63,095.00		52,065.00	
Six/NEO	Potable	Condensate	Potable	Condensate	Potable	Condensate
	39,544.00	2,649.60	44,298.00	2,505.60	47,151.00	2,880.00
Seven/NEO	41,493.00		49,753.00		52,422.00	
Total	197,035.60		230,193.60		232,710.00	

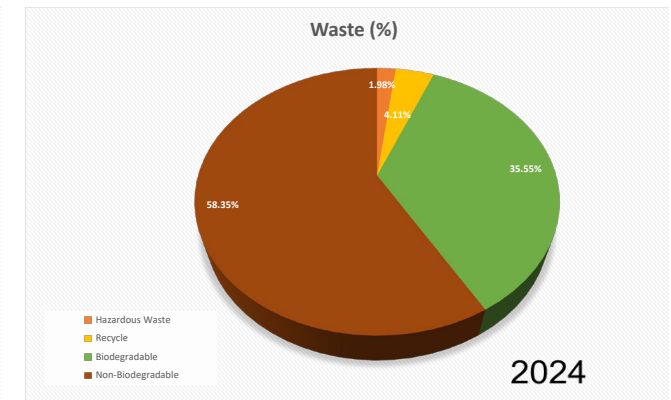
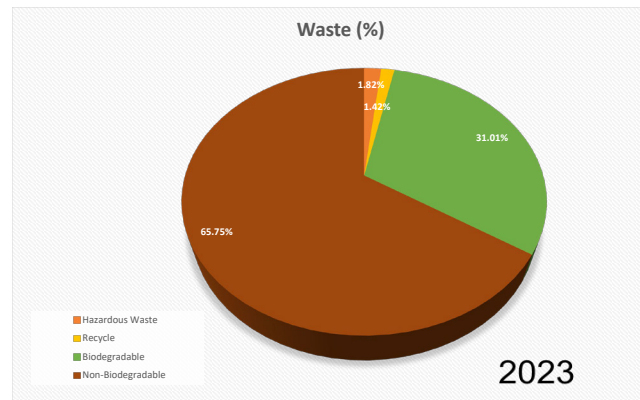
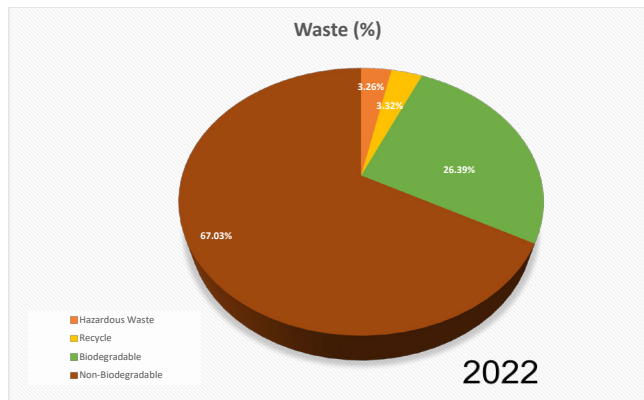
*Average occupancy rate per year: 2022: 92% , 2023: 87.47%, 2024: 94.5%



Operational Performance: Waste

Building	2022				2023				2024			
	Hazardous Waste (kg)	Recyclable (kg)	Biodegradable (kg)	Non-Biodegradable (kg)	Hazardous Waste (kg)	Recyclable (kg)	Biodegradable (kg)	Non-Biodegradable (kg)	Hazardous Waste (kg)	Recyclable (kg)	Biodegradable (kg)	Non-Biodegradable (kg)
One/NEO	1,343.06	366.92	3,932.74	21,250.15	642.80	2,818.70	3,555.24	35,035.17	1,995.45	934	4,594.30	68,577.35
Two/NEO	2,093.82	1,825.00	163.00	18,836.00	1,660.80	2,126.00	227.00	43,761.00	1,714.20	1,871.00	4,510.00	56,249.00
Three/NEO	480.00	125.00	2,037.32	29,786.03	2,070.00	384.00	1,601.00	31,875.00	2,374.00	1,666.00	2,023.00	31,976.00
Four/NEO	1,160.00	1,116.53	26,230.18	91,033.50	1,990.00	262.00	34,519.00	123,904.00	2,700.00	344.5	51,387.00	123,414.00
Five/NEO	9,798.00	4,075.25	3,480.00	69,163.50	2,064.00	166.98	121.63	70,553.77	2,112.00	26,650.67	103,558.04	67,501.79
Six/NEO	2,045.00	8,304.00	67,455.00	121,635.00	1,599.20	1,396.00	136,428.00	151,058.00	3,736.50	4,268.00	136,540.00	193,608.00
Seven/NEO	3,056.80	4,534.00	58,657.00	59,615.00	4,526.30	4,227.00	71,380.00	69,258.00	6,291.60	7,666.00	72,474.00	74,359.00
Total	19,976.68	20,346.70	161,955.24	411,319.18	14,553.10	11,380.68	247,831.87	525,444.94	20,923.75	43,400.17	375,086.34	615,685.14

*Average occupancy rate per year: 2022: 92% , 2023: 87.47%, 2024: 94.5%



Operational Performance: Carbon Footprint Reduction

NEO is committed to significantly reducing its carbon footprint through a comprehensive strategy that prioritizes energy efficiency and the integration of renewable energy sources. Our goal is to achieve substantial reductions in greenhouse gas emissions while advancing toward a more sustainable, resilient future. Having transitioned from fossil fuel-based energy to renewable alternatives in 2013, we have maintained this commitment ever since. This ongoing dedication not only reduces carbon emissions but also enhances energy independence and fosters long-term sustainability within the real estate sector.

In addition to our renewable energy commitment, NEO is continuously implementing cutting-edge energy-efficient technologies, such as LED lighting, smart thermostats, and advanced building systems, all designed to optimize energy consumption. These innovations are key to minimizing our environmental impact and contributing to global climate action goals.

NEO's renewable energy strategy is fully aligned with international sustainability standards, reinforcing our position as a leader in sustainable development within the real estate industry. Together, these efforts are a vital step toward creating a cleaner, more energy-efficient future for our communities and the planet.

Year	Scope 1	Scope 2	Scope 3	Total
	tCO2e			
2022	48.4	1869.89	1288.794	3207.084
2023	60.97	1933.44	1682.6	3677.01
2024	41.94	2227.13	1781.15	4050.22

These carbon reductions are equivalent to:

7,737,076.22 
Tree Absorption

377,857.21 
Barrels of Oil

35,321.43 
Cars

21,663.81 
Home Energy Usage

Makban Geothermal Powerplant



Key Sustainability Features

The NEO portfolio's key sustainability features are enhanced by its attainment of the EDGE certifications. Achieving EDGE Advanced certification through the EDGE Retrofit Protocol involves upgrading existing buildings to improve efficiency and reduce resource use.

The goal is to make buildings more sustainable by cutting energy, water, and material consumption. To earn EDGE Advanced certification, buildings must meet specific targets: a 40% reduction in energy use through upgrades like better insulation, energy-efficient systems, and renewable energy sources; a 20% reduction in water consumption by installing water-saving fixtures, improving irrigation, and using water recycling systems; and a 20% reduction in embodied energy in materials by choosing more sustainable options. These changes not only help lower operational costs but also reduce the building's environmental impact and create a more comfortable environment for occupants. Additionally, retrofitting a building for EDGE Advanced certification can increase property value, attract environmentally conscious tenants, and contribute to long-term sustainability goals. Overall, the EDGE Advanced certification is a clear demonstration of a building's commitment to efficiency sustainability and improved performance.

41 - 48%

Range for Energy Savings for the whole portfolio

44 - 56%





Range for Water Savings for the whole portfolio

83 - 98%

Range for Less Embodied Energy in Materials for the whole portfolio

ONE | NEO







Key Sustainability Feature




	Double Glass Panel with E-coating Curtain Wall
	USES Energy Efficiency System
	Building Automation System (BAS) - monitor/control basic utilities and equipment reduce energy, operation and maintenance costs
	Access to Views
	Public Transportation Access
	Occupancy sensor-controlled lighting

EDGE Advanced Measures



	<ul style="list-style-type: none">• Efficient Interior Lighting• Efficient Exterior Lighting• Lighting Controls in Rooms• Offsite Renewable Energy Procurement• Insulated Roof• Insulated Exterior Walls• High-performance Glass
	<ul style="list-style-type: none">• Water-efficient Faucets in Bathrooms• Efficient Water Closets• Water-efficient Urinals
	<ul style="list-style-type: none">• Material-efficient Floor Slabs - Re-Use of Existing Floor slab• Material-efficient Roof Slab - Re-Use of Existing Roof• Material-efficient Exterior Walls - Re- Use of Existing Wall• Material-efficient Interior Walls - Re-Use of Existing Wall• Material-efficient Flooring - Re-Use of Existing Flooring• Material-efficient Window Frames - Re-Use of Existing Window Frames

TWO | NEO

Key Sustainability Feature	
	Podium parking with louvers for natural ventilation
	Low window-to-wall ratio
	Vertical garden wall
	Bike racks made from recycled wood pallet crates
	Bipolar ionization technology for indoor air quality
	Public Transportation Access
	Occupancy sensor-controlled lighting







EDGE Advanced Measures	
	<ul style="list-style-type: none">• Efficient Interior Lighting• Efficient Exterior Lighting• Lighting Controls in Rooms• Offsite Renewable Energy Procurement• Reduced Window-to-Wall Ratio
	<ul style="list-style-type: none">• Water-efficient Faucets in Bathrooms• Efficient Water Closets• Water-efficient Urinals
	<ul style="list-style-type: none">• Material-efficient Floor Slabs - Re-Use of Existing Floor slab• Material-efficient Exterior Walls - Re-Use of Existing Wall• Material-efficient Interior Walls - Re-Use of Existing Wall• Material-efficient Flooring - Re-Use of Existing Flooring• Material-efficient Window Frames - Re-Use of Existing Window Frames• Material-efficient Roof Slab - In-Situ Reinforced Concrete Slab

THREE | NEO

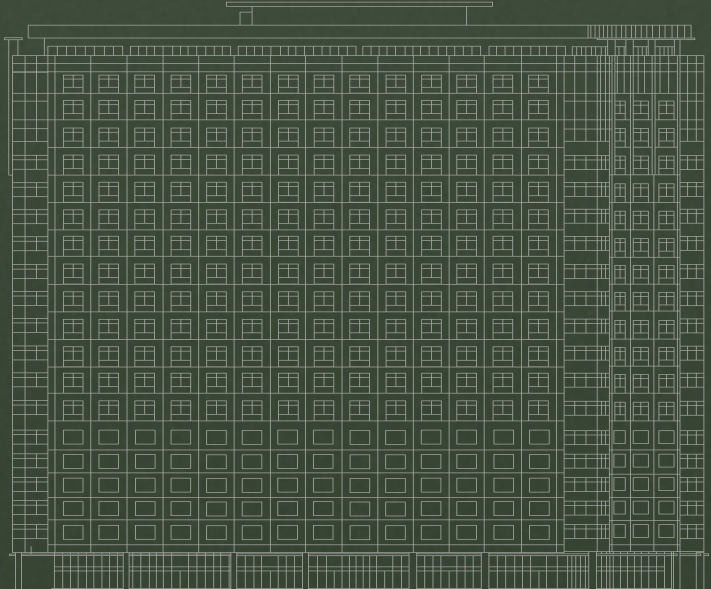
Key Sustainability Feature	
	Podium parking with louvers for natural ventilation
	Low window-to-wall ratio
	Vertical garden wall
	Bike racks made from recycled wood pallet crates
	Bipolar ionization technology for indoor air quality
	Public Transportation Access
	Occupancy sensor-controlled lighting

EDGE Advanced Measures	
	<ul style="list-style-type: none">• Efficient Interior Lighting• Efficient Exterior Lighting• Lighting Controls in Rooms• Offsite Renewable Energy Procurement• Reduced Window-to-Wall Ratio• Smart Meters for Energy• Lighting Controls in Corridors
	<ul style="list-style-type: none">• Water-efficient Faucets in Bathrooms• Efficient Water Closets• Water-efficient Urinals
	<ul style="list-style-type: none">• Material-efficient Floor Slabs - Re-Use of Existing Floor slab• Material-efficient Roof Slab - Re-Use of Existing Roof• Material-efficient Exterior Walls - Re-Use of Existing Wall• Material-efficient Interior Walls - Re-Use of Existing Wall• Material-efficient Flooring - Re-Use of Existing Flooring• Material-efficient Window Frames - Re-Use of Existing Window Frames



FOUR | NEO




Key Sustainability Feature	
	Podium parking with louvers for natural ventilation
	Low window-to-wall ratio
	Vertical garden wall
	Bike racks made from recycled wood pallet crates
	Bipolar ionization technology for indoor air quality
	Public Transportation Access
	Occupancy sensor-controlled lighting

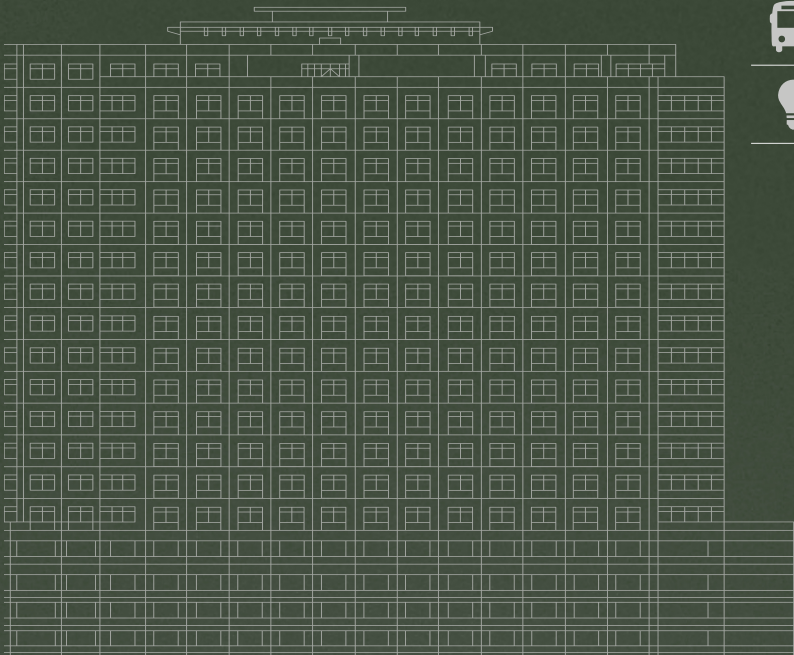
EDGE Advanced Measures	
	• Efficient Interior Lighting
	• Efficient Exterior Lighting
	• Lighting Controls in Rooms
	• Offsite Renewable Energy Procurement
	• Insulated Roof
	• Reduced Window-to-Wall Ratio
	• Insulated Exterior Walls
	• Efficient Cooling System
	• Water-efficient Faucets in Bathrooms
	• Efficient Water Closets
	• Water-efficient Urinals
	• Material-efficient Floor Slabs - Re-Use of Existing Floor slab
	• Material-efficient Roof Slab - Re-Use of Existing Roof
	• Material-efficient Exterior Walls - Re-Use of Existing Wall
	• Material-efficient Interior Walls - Re-Use of Existing Wall
	• Material-efficient Flooring - Re-Use of Existing Flooring
	• Material-efficient Window Frames - Re-Use of Existing Window Frames



FIVE | NEO








Key Sustainability Feature	
	Access to Views
	Podium parking with louvers for natural ventilation
	Low window-to-wall ratio
	Vertical garden wall
	Bike racks made from recycled wood pallet crates
	Public Transportation Access
	Occupancy sensor-controlled lighting

EDGE Advanced Measures	
	<ul style="list-style-type: none">• Efficient Interior Lighting• Efficient Exterior Lighting• Lighting Controls in Rooms• Offsite Renewable Energy Procurement
	<ul style="list-style-type: none">• Insulated Roof• Efficient Cooling System
	
	<ul style="list-style-type: none">• Water-efficient Faucets in Bathrooms• Efficient Water Closets• Water-efficient Urinals
	<ul style="list-style-type: none">• Material-efficient Floor Slabs - Re-Use of Existing Floor slab• Material-efficient Roof Slab - Re-Use of Existing Roof• Material-efficient Exterior Walls - Re-Use of Existing Wall• Material-efficient Interior Walls - Re-Use of Existing Wall• Material-efficient Flooring - Re-Use of Existing Flooring
	<ul style="list-style-type: none">• Material-efficient Window Frames - Re-Use of Existing Window Frames



SIX | NEO

Key Sustainability Feature










	Pilot for the Philippine Green Building Council's Building for Ecologically Responsive Design Excellence (BERDE) Rating Scheme BERDE 4 Stars in Design and New Construction
	Tower orientation to maximize natural lighting and views
	Rainwater harvesting
	Excess cold air ducting to lift lobbies for improved ventilation
	Efficient Unitized Panel Window
	Double Glass Panel with E-coating Curtain Wall
	Building Automation System (BAS)- monitor/control basic utilities and equipment reduce energy, operation and maintenance costs

EDGE Advanced Measures

	<ul style="list-style-type: none"> • Efficient Interior Lighting • Efficient Exterior Lighting • Lighting Controls in Rooms • Offsite Renewable Energy Procurement • Insulated Roof • High-performance Glass • Efficient Cooling System • Exterior Shading Devices
	<ul style="list-style-type: none"> • Water-efficient Faucets in Bathrooms • Efficient Water Closets • Water-efficient Urinals • Condensate Water Recovery
	<ul style="list-style-type: none"> • Material-efficient Floor Slabs - Re-Use of Existing Floor slab • Material-efficient Roof Slab - Re-Use of Existing Roof • Material-efficient Exterior Walls - Re- Use of Existing Wall • Material-efficient Interior Walls - Re-Use of Existing Wall • Material-efficient Flooring - Re-Use of Existing Flooring • Material-efficient Window Frames - Re-Use of Existing Window Frames

SEVEN | NEO

Key Sustainability Feature

	BERDE 5 Stars in New Construction
	Shell Recharge EV charging stations
	USES Energy Efficiency System
	Tower orientation to maximize natural lighting and views
	Rainwater harvesting
	Excess cold air ducting to lift lobbies for improved ventilation
	Efficient Unitized Panel Window
	Double Glass Panel with E-coating Curtain Wall
	Building Automation System (BAS) - monitor/control basic utilities and equipment reduce energy, operation and maintenance costs

EDGE Advanced Measures

	<ul style="list-style-type: none"> • Efficient Interior Lighting • Efficient Exterior Lighting • Lighting Controls in Rooms • Offsite Renewable Energy Procurement • Insulated Exterior Walls • High-performance Glass • Smart Meters for Energy • Efficient Cooling System
	<ul style="list-style-type: none"> • Water-efficient Faucets in Bathrooms • Efficient Water Closets • Water-efficient Urinals • Condensate Water Recovery • Rainwater Harvesting System
	<ul style="list-style-type: none"> • Material-efficient Floor Slabs - Re-Use of Existing Floor slab • Material-efficient Roof Slab - Re-Use of Existing Roof • Material-efficient Exterior Walls - Re- Use of Existing Wall • Material-efficient Interior Walls - Re-Use of Existing Wall • Material-efficient Flooring - Re-Use of Existing Flooring • Material-efficient Window Frames - Re-Use of Existing Window Frames

Promoting Our Sustainability Advocacy

NEO's leadership advocates for climate action through participation in various events and engagements, sharing the portfolio's sustainability efforts to inspire, inform and influence others to take on ESG.



1. ANC Business Outlook with NEO CEO Raymond Rufino
2. ECCP Europa Awards
3. Green Horizons: The Sustainability Journey of Philippine Real Estate
4. PHILGBC Building Green Conference 2024
5. Diverse Voices, Shared Vision: Embodying Inclusion Through Collaborative Dialogue
6. 2nd Philippines Climate Forum titled Buildings Breakthrough Day: Raising Ambitions Toward Near-Zero Emissions and Resilient Buildings
7. International Finance Corporation's first Women in Sustainable Built Environment (WSBE) Peer Exchange event
8. CCIFP La Conference Bleu

#theNEOway Campaign

Our community engagement campaign #theNEOway has seen growth and success over the years with 29 events in 2022, 50 in 2023 and 54 in 2024. #theNEOway is recognized for bringing extracurricular activities and recreation for the employees working in our buildings. Focusing on wellness and productivity, it aims to create a lifestyle and community through various events, activities, and features that benefit our tenants beyond their usual work routines.



64%

of tenant companies
participated in #theNEOway
events in 2024

130+

events were conducted over
the past three years

Training, Learning and Development

At NEO, we believe that collective engagement is the key to achieving our ESG and sustainability objectives. Through ongoing training and development, we ensure that every employee not only understands but actively champions our shared commitment to sustainability. By staying at the forefront of ESG standards, sustainability practices, and emerging trends, our team is empowered to make meaningful contributions to initiatives that drive environmental, social, and governance responsibility. This unified approach fosters collaboration, enabling us to work toward common goals that generate positive change and create a lasting impact both within our organization and in the broader community.



1. CCIFP Sustainability Design Thinking Workshop
2. Fire and Safety Seminar
3. Self Defense Training – Krav Maga

Expanding the NEO Green Team

The NEO Green Team, consisting of NEO employees accredited in sustainability, expanded in 2024 with members from the departments Treasury, Legal, Community, Corporate Communications and Procurement. Licenses and accreditations include the Certified BERDE Professional, ANZ/PH Professional, H+W Professional, under the Philippine Green Building Council's PHILCERT Training, and the Certified Energy Manager and Certified Energy Auditor under the Department of Energy. NEO ensures equal opportunities for all employees to learn and grow, supporting the company's sustainability, innovation, and community development core values.



PHILGBC training for NEO employees

37%

of current employees are trained in
sustainability, environment and safety

Certifications, Awards and Accolades



1. PHILGBC Leadership Awards 2024 2. NEO wins Green Buildings Category at the ECCP - European Chamber of Commerce of the Philippines (ECCP) Europa Awards 2023
3. Le Trophe- our 2022 Le Trophée Bleu for Planet Award winner 4. NEO has been chosen as WWF-Philippines Corporate Partner Awardee

Partnerships and Memberships

NEO is proud to partner with leading organizations such as the Philippine Green Building Council (PHILGBC), International Finance Corporation (IFC) through EDGE & BRI, International WELL Building Institute (IWBI) for WELL, Urban Land Institute (ULI), GRESB, ARISE, French Chamber of Commerce of the Philippines (CCIFP), and the European Chamber of Commerce of the Philippines (ECCP). These partnerships reflect NEO's commitment to sustainability, innovation, and responsible business practices. By aligning with these esteemed organizations, NEO continues to enhance its sustainability efforts, promote green building practices and contribute to the development of a healthier and more resilient built environment.



Business Ethics

At NEO, business ethics is not just a principle—it is embedded at every level of our organization. We prioritize proper conduct in all of our actions, ensuring fair and transparent transactions and fostering genuine, open relationships with both governmental and non-governmental entities, including our valued partners. The principle of being 'Ethical' is a foundational pillar in our #theNEOWay Core Values, reflecting the integrity that guides all of our relationships, interactions, and decisions. This commitment to ethics shapes how we operate and reinforces our reputation as a responsible and trusted organization.

Our dedication to business ethics is evidenced by the absence of incident reports related to employee misconduct, data privacy breaches, or any other matters that would require regulatory reporting. This achievement speaks volumes about our proactive approach and commitment to upholding high standards of conduct. It is a direct result of our robust internal policies, which are designed to ensure ethical behavior at every level of the organization. For example, our policies on Employee Engagement, Diversity, Equity, and Inclusion (DEI), as well as Conduct and Discipline, collectively create an environment where ethical behavior is not only expected but actively supported. These policies play a crucial role in cultivating a workplace that is both respectful and inclusive—where all employees are treated with dignity, fairness and equality.

We also maintain a strong focus on compliance with applicable laws, regulations, and industry standards. This commitment extends beyond merely meeting legal requirements; it involves a continual effort to review, refine, and update our practices to ensure they remain aligned with evolving regulations and best practices. Regular assessments of our policies and procedures help us stay ahead of potential risks and reinforce our pledge to operate ethically in all aspects of our business.

By consistently adhering to these high standards, we not only safeguard our organization's integrity but also enhance our standing in the eyes of our stakeholders. Our commitment to ethical practices, coupled with our emphasis on transparency, accountability, and compliance, helps solidify NEO's reputation as a reliable, trustworthy, and ethically responsible organization. Ultimately, our ethical approach ensures that we maintain positive and lasting relationships with our clients, partners, employees, and the broader community.



incidents of employee misconduct









incidents on data privacy



incidents in compliance with government regulations

Sustainability Goals and Plans for 2025

In 2025, we will continue to strengthen our commitment to sustainability by implementing actionable plans that align with the United Nations Sustainable Development Goals (SDGs). These initiatives are designed to address environmental challenges, support communities and enhance the efficiency and resilience of our operations.

Sustainability Goals and Plans for 2025		UN SDG
Waste Management & Emission Tracking	We plan to enhance our waste management strategies by developing systems to significantly reduce waste and implementing tools for accurate carbon emissions tracking. These measures will enable us to better understand and mitigate our environmental impact.	
Zero Waste, E-Waste and Circularity	Our focus for 2025 includes promoting zero-waste principles through structured programs for e-waste recycling and advancing circular economy practices. These efforts aim to reduce landfill waste while promoting responsible resource use and reuse.	
Corporate Social Responsibility	We intend to expand our Corporate Social Responsibility initiatives by forming partnerships that support community projects and uplift local businesses. These plans will strengthen our role as a collaborative partner in fostering economic growth and community empowerment.	
Mangrove Preservation	In 2025, we will roll out a comprehensive program to restore and conserve mangrove ecosystems. This initiative will include community involvement and scientific approaches to protect these critical habitats, contributing to climate change mitigation and biodiversity conservation.	
Immersion and Community Engagement	We will launch immersive community programs aimed at educating stakeholders about sustainability practices and advocating for policies that foster sustainable development. These efforts will promote inclusive and equitable engagement, supporting societal progress and institutional transparency.	 
Retrofitting for Energy Efficiency	A key priority for 2025 is to retrofit existing air conditioning systems with energy-efficient technologies. This transition is planned to lower energy consumption, reduce greenhouse gas emissions, and align with global goals for climate action and sustainable energy. By pursuing these targeted plans, we aim to advance our sustainability agenda, strengthen our environmental stewardship, and contribute to building a more sustainable future.	