

2025 Sustainability Report

Keeping the Momentum:
Expanding Sustainable
Impact

NEO

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NEO continues to strengthen the integration of sustainability across its operations, decision-making, and stakeholder engagement, expanding its positive impact beyond the organization and contributing to broader environmental and social progress. Through this approach, NEO advances responsible resource management, supports climate action, and promotes resilience, well-being, and long-term value creation within and beyond its portfolio.

Since embarking on its sustainability journey in 2013, NEO has achieved significant milestones that reflect its commitment to leadership in sustainable real estate. This journey began with the transition to 100% renewable energy across its entire portfolio and has since evolved into a comprehensive sustainability strategy encompassing environmental performance, resilience, connectivity, and occupant well-being.

Over the years, NEO has earned and pioneered a range of recognized certifications and ratings, demonstrating its dedication to continuous improvement and industry leadership. These achievements include the 5-Star BERDE certification for sustainable building design and operations; attaining net zero carbon status and becoming the first portfolio certified under both Advancing Net Zero Philippines and EDGE Zero Carbon; achieving WELL Health-Safety and WELL Equity Ratings; securing an A+ rating in the Building Resilience Index; and being recognized as the largest WiredScore-certified portfolio in the Philippines. Collectively, these milestones underscore NEO's commitment to exploring new possibilities, driving innovation, and extending sustainable impact beyond the walls of its buildings.

In 2025, NEO further accelerated its sustainability efforts by strengthening waste management practices and increasing waste diversion from landfill through expanded recycling programs and strategic partnerships that advance circularity. These initiatives reinforce the company's commitment to responsible resource use while helping reduce indirect emissions associated with landfill disposal.

NEO also remained focused on supporting occupant health, safety, and well-being by maintaining safe, comfortable, and high-performing indoor environments while fostering community engagement initiatives that create meaningful social impact. At the same time, the company strengthened resilience through partnerships with emergency response organizations and a continued emphasis on operational excellence and proactive building maintenance. These efforts enhance preparedness, support timely response during disruptions, and help ensure safe and reliable operations across the portfolio.

Key highlights during the reporting year include:

- Expanded recycling and waste diversion programs across the portfolio
- Strategic partnerships advancing circularity and resilience initiatives
- Strong operational practices and maintenance supporting emergency preparedness and business continuity
- Continued initiatives promoting occupant health, safety, and well-being

NEO aligns its sustainability reporting with internationally recognized frameworks, including the Global Reporting Initiative (GRI), reinforcing transparency, accountability, and the continuous improvement of sustainability performance. Through these efforts, NEO contributes to the advancement of the United Nations Sustainable Development Goals (UN SDGs) while continuing to build momentum toward a more sustainable and resilient future.

NEO is the owner, developer, and manager of seven certified green office buildings strategically located in Bonifacio Global City (BGC), one of Metro Manila's premier business and lifestyle districts. By overseeing every stage of the property lifecycle—from design and construction to leasing and property management—NEO embeds sustainability into the core of its operations and long-term business strategy.

With a portfolio comprising 256,707 sqm of gross floor area (GFA), NEO serves a diverse community of tenants, including multinational companies across various industries. Its buildings are designed, constructed, and operated in accordance with locally and internationally recognized green building standards, reinforcing the company's commitment to resource efficiency, environmental performance, resilience, and occupant well-being.

As NEO continues to keep the momentum toward a more sustainable future, it remains focused on expanding its impact beyond building performance by creating workplaces that support healthier communities, enable responsible business practices, and contribute to broader environmental and social progress.

Building	Completion Year	Gross Floor Area
One/NEO	2002	14,787 sqm
Two/NEO	2006	18,258 sqm
Three/NEO	2007	19,240 sqm
Four/NEO	2008	36,000 sqm
Five/NEO	2009	52,090 sqm
Six/NEO	2012	53,367 sqm
Seven/NEO	2015	62,965 sqm
Total		256,707 sqm



Despite the age of the portfolio, with its oldest building now 24 years old, NEO continues to demonstrate strong performance against recognized green building benchmarks. Through proactive asset management, continuous operational improvements, and strategic sustainability initiatives, the portfolio remains competitive alongside newer office developments in the market. This sustained performance reflects the effectiveness of NEO's management strategies and its enduring commitment to sustainability, ensuring that its buildings remain relevant, resilient, and responsive to tenants' evolving needs and priorities.

NEO conducts a materiality assessment to identify and prioritize the environmental, social, and governance (ESG) topics that are most significant to its business operations, stakeholders, and long-term sustainability objectives. This process captures a broad range of stakeholder perspectives, ensuring that the assessment reflects the issues where NEO can create the greatest positive impact and exercise meaningful influence.

The assessment serves as a foundation for shaping NEO's sustainability priorities, strategies, initiatives, and disclosures. By continuously focusing on the most material ESG areas, NEO strengthens its commitment to sustainable development, enhances stakeholder trust, and drives initiatives that create lasting environmental and social value. Through a consistent and transparent approach, NEO remains committed to sustaining progress while expanding the reach and impact of its sustainability efforts.

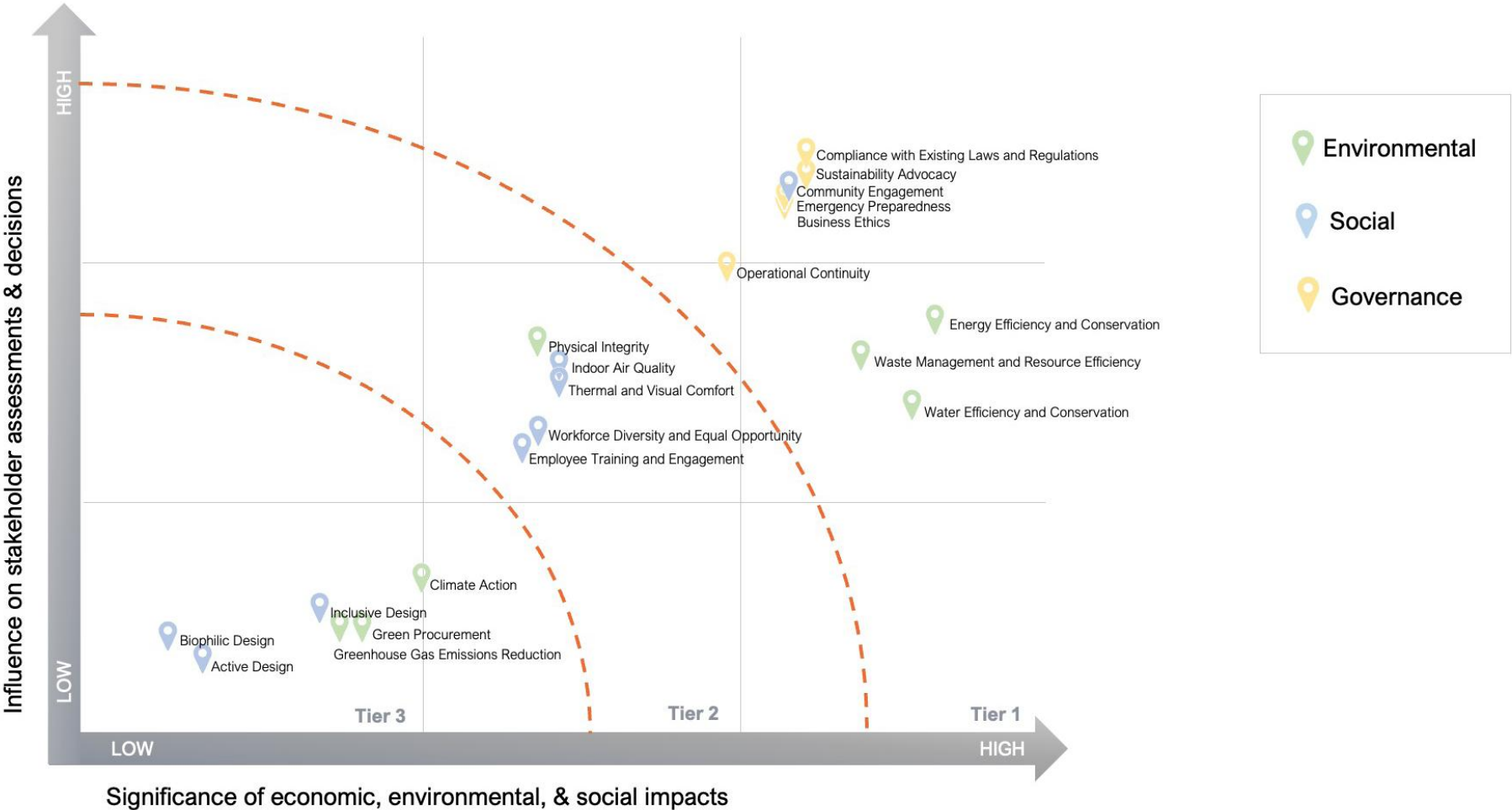
All identified material topics fall within the medium to very high range, indicating that they are generally important and have a meaningful impact on NEO's business and stakeholder decision-making.

Among these, the most material topics are Energy Efficiency and Conservation, Water Efficiency and Conservation, Waste Management and Resource Efficiency, Compliance with Existing Laws and Regulations, Sustainability Advocacy, Business Ethics, and Operational Continuity. These topics rank among the highest in significance and influence, serving as key priorities for the organization and guiding its ESG focus.

NEO maintains strong alignment with these priorities by continuously integrating them into its sustainability goals, core strategies, and day-to-day operations. This is reflected in its efforts to advance resource efficiency through energy-saving measures, such as optimizing building systems and equipment use, adopting water-conservation practices, and strengthening waste segregation and recycling programs across operations. Regulatory compliance is upheld through regular policy updates, internal controls, and adherence to applicable environmental and operational standards.

Transparency, accountability, and responsible decision-making are promoted through established corporate governance practices. Operational resilience is strengthened by maintaining business continuity plans, conducting risk assessments, and implementing mitigation measures to address potential disruptions.

Through these efforts, NEO continues to address stakeholder expectations while supporting its commitment to long-term value creation and sustainable development. The continued focus on these areas ensures that they remain integral to decision-making, operational improvements, and future planning.





Raymond Rufino
President and Chief Executive Officer, NEO

When we first decided to release a sustainability report covering our NEO operations, we honestly underestimated the effort and resources required. As a private group, we were not required or mandated to publicly release any sustainability reporting. On multiple occasions, we asked ourselves if the effort and resources were worth it. Did reporting matter? And we kept coming back to the same conviction that inspired us to embark on a sustainability journey nearly 20 years ago: it is every developer's responsibility to be accountable for the environmental impact of the projects they create. In a country that consistently ranks as one of the most vulnerable to climate change, we cannot play the victim without taking direct actions ourselves. And accountability begins with transparency.

Our sustainability reporting is fundamental to our commitment to transparency and accountability. This is why winning the **Grand Award for Best Sustainability Report (Non-Listed Company)** at the Hong Kong ESG Reporting Awards 2025 was a very special milestone for the entire NEO team and me. Not only did it affirm our team's hard work and effort but also inspired us to continue to show how a private, medium-sized real estate owner, developer, and manager in the Philippines can lead by example for how old and existing assets can deliver on multiple fronts such as Zero Carbon, Diversity, Equity, and Inclusion (DEI), Health & Safety, Connectivity, Waste, Community, and Resilience. We hope you enjoy reading all about these in the report!

And lastly, the entire NEO family is filled with pride for the inaugural **WELL Executive Award** accorded to Gie Garcia, our Chief Operations Officer and Chief Sustainability Officer, by the International WELL Building Institute. She is a true champion for sustainability whose leadership goes well beyond NEO and has positively impacted the real estate industry both locally and globally. It's what #theNEOway is all about.



Gie Garcia

Chief Operations Officer and Chief Sustainability Officer, NEO

Driving Progress, Expanding Possibilities

We turn sustainability commitments into measurable operational outcomes across NEO. Sustainability is integrated into our operational model, helping us maintain efficiency, consistency, and high standards throughout our portfolio while driving continuous improvement.

Our operations rely on established systems and practices to optimize key resources, including energy, water, waste, and emissions. Structured programs, strong data monitoring, and clear performance targets help us track progress and identify areas for improvement. This disciplined approach reflects our commitment to climate action and responsible resource management, through initiatives that improve energy efficiency, reduce environmental impact, and build operational resilience.

Environmental, Social, and Governance (ESG) principles guide our risk management, accountability, and transparency across the business. Integrating ESG ensures sustainability is embedded in decision-making, operations, and reporting. This approach supports holistic governance and ongoing improvement in measuring and communicating our impact. We are also committed to maintaining and advancing green building certifications across our portfolio. These certifications demonstrate our dedication to operational excellence and compliance with sustainability standards, ensuring our buildings support health, safety, well-being, accessibility, and inclusivity for all. They reinforce our commitment to creating people-centered spaces.

In addition to our core operations, we are expanding our sustainability efforts to focus more on people, inclusion, and long-term social value. We participate in sustainability forums and speaking engagements, contributing to industry knowledge and thought leadership. We also foster an inclusive and empowering workplace, championing diversity, equity, and inclusion at NEO, where women make up the majority of our workforce.

These integrated efforts strengthen our operations and enhance the long-term value of our portfolio. By aligning operational excellence with sustainability and social responsibility, we ensure NEO delivers consistent, purposeful performance and creates opportunities for our stakeholders and communities.



Carlo Rufino

Chief Commercial Officer, NEO

Advancing Communities, Sustaining the Future of Leasing

Sustainability has become a key driver of tenant preference, shaping how our spaces are experienced, utilized, and valued. Today's tenants increasingly seek environments that not only support business performance but also align with environmental responsibility, promote health and well-being, and reflect strong governance and ethical business practices.

At NEO, this shift has strengthened our tenant relationships and contributed to sustained high occupancy across our portfolio. Our sustainability-led approach has enhanced the overall tenant experience by integrating responsible building practices with active community engagement initiatives. We focus on creating environments where tenants feel supported, connected, and engaged—fostering a sense of belonging that encourages long-term occupancy and tenant retention.

We continue to receive positive feedback from multinational tenant organizations, many of whom have shared that their experience in our buildings, along with our sustainability performance, compares favorably with, or even exceeds, that of their global office portfolios. This recognition reflects strong alignment with their corporate sustainability goals, particularly in health, well-being, energy efficiency, and responsible operations. It further reinforces our position as a trusted partner of choice for global companies seeking high-quality, sustainable workplaces. Innovation remains central to elevating the tenant experience and maintaining our competitive advantage.

We continue to invest in enhancements that improve convenience, safety, and efficiency across our properties. These include upgraded building security systems, secure and seamless access technologies, improved parking solutions, and the integration of digital services that simplify tenant interactions and improve day-to-day operations. In addition, we are continuously enhancing amenities and shared spaces to better support productivity, collaboration, and overall tenant satisfaction. We recognize that employees can work from home, so it becomes more important to provide a workplace environment that fosters more open communication and creates bonds among team members. Through these ongoing improvements, we are strengthening how we deliver and manage our spaces, ensuring they remain responsive to evolving tenant expectations. This approach enables us to attract high-quality tenants, maintain strong occupancy levels, and support longer lease commitments, while reinforcing the long-term value and competitiveness of our portfolio in a rapidly changing market with the advent of AI.



14.46%

YoY reduction in Scope 1 and Scope 2 emissions

1.74%

YoY reduction in electricity consumption

3.17%

YoY reduction in water consumption

16.22%

increase in employees qualified for NEO Green Team compared for 2024

23.44%

increase in tenant companies participated in #theNEOway events vs. 2024

Awards and recognition



Where We Are

At NEO, we find ourselves at a pivotal point in our sustainability journey—one defined not by completion, but by continuous evolution. What began as a foundational sense of responsibility and a commitment to doing better has matured into a deliberate, organization-wide pursuit to deepen and expand our positive impact. Today, sustainability is no longer a standalone ambition; it is embedded in how we design, operate, engage, and grow.

Our momentum is built on the understanding that meaningful change is both cumulative and interconnected. Each initiative strengthens the next, allowing us to move beyond incremental improvements toward a more systemic and enduring form of impact. Guided by this perspective, we anchor our efforts on three interdependent pillars that shape how we progress and where we direct our energy:



Environmental Stewardship

We remain firmly committed to climate action as a defining responsibility of our operations and developments. This commitment drives us to advance circularity across our value chain, expand and optimize waste diversion efforts, and continue raising the bar in green building certifications. Beyond compliance and certification, we aim to embed regenerative thinking into our spaces—ensuring that environmental performance is not only measured, but continuously improved and meaningfully scaled.



People & Culture

We recognize that sustainability must be human-centered to be truly effective. Our efforts focus on creating healthy, safe, and inclusive environments where diverse communities can thrive. This includes strengthening well-being initiatives, nurturing a culture of collaboration and accountability, and extending our influence beyond organizational boundaries through partnerships and community engagement. We see our people not only as beneficiaries of our spaces, but as active contributors to a broader culture of sustainability.



Corporate Governance

Strong governance is the foundation that enables lasting impact. We are committed to upholding the highest standards of integrity, transparency, and accountability across all levels of the organization. This includes ensuring rigorous regulatory compliance, enhancing the quality and consistency of our sustainability and performance disclosures, and maintaining open, proactive communication with our stakeholders. Through disciplined governance, we reinforce trust and ensure that our commitments are both credible and measurable.

Across all three pillars, our purpose remains clear: to champion sustainable spaces and communities that enable people to thrive while supporting businesses to grow responsibly. We continue to seek every opportunity to broaden our influence, scale our impact, and contribute meaningfully to a greener, more resilient future.

This is where we are today—moving with intent, strengthening our foundations, and steadily expanding the reach and depth of our sustainability mission.

Our Sustainability Milestones

Sustainability Milestone	Contribution to the UN SDGs
2025 Launched the NEO e-waste recycling program in partnership with HMR Envirocycle Phils., Inc.	The program provides tenants with a convenient way to drop off old electronics, including phones, computers, chargers, and other devices, for proper recycling. By promoting responsible disposal and the recovery of valuable materials, it supports more sustainable consumption practices and reduces environmental impact, and contributes to a more circular approach to resource use.   
Partnered with Holcim to strengthen waste diversion efforts and reduce landfill impact.	This initiative promotes more sustainable waste management practices by diverting residual waste from landfills and co-processing it into cement and alternative fuel. Through this process, we reduce reliance on raw resources and lower overall environmental impact. It supports more efficient use of materials and contributes to a circular approach to resource use.    
Received the Grand Award for Best Sustainability Report (Non-Listed Company) and a Commendation for the Carbon Neutral Award from the Hong Kong ESG Reporting Awards 2025.	These recognitions highlight the strength of our sustainability disclosures and our efforts to manage emissions, ensure transparency, and uphold responsible business practices. They reflect our continued commitment to clear reporting, climate accountability, and alignment with global sustainability priorities.  
Established a partnership with Lifeline to advance occupant well-being and strengthen emergency preparedness across NEO portfolio.	The partnership contributes to a safer, healthier, and more resilient environment by enhancing access to professional medical support and strengthening emergency preparedness. It reflects our commitment to a people-centric environment and proactive health, safety, and risk management practices.   
Recognized with three (3) awards at the International WELL Building Institute (IWBI) Awards 2025: the Health and Safety Leadership Award, Equity Leadership Award, and WELL Community Award.	These achievements recognize our dedication to advancing health, safety, equity, and well-being across our portfolio. Through our people-centric approach, we continue to create inclusive and supportive environments that enhance occupant wellness, promote accessibility, and foster stronger, more resilient communities.    
Awarded with Excellence in Sustainable Cities at the 2025 International Tax and Investment Conference.	This award recognizes our contributions in advancing sustainable urban development by creating resilient, people-centered places that deliver long-term value for communities, improve well-being, support economic growth, and promote environmental responsibility.   

E-Waste Recycling Program with HMR Envirocycle Philippines

In 2025, NEO strengthened its commitment to circularity and responsible resource management through the launch of its electronic waste recycling program across its entire portfolio, in partnership with HMR Envirocycle Philippines Inc.



This initiative establishes a standardized, portfolio-wide system for the proper collection and treatment of electronic waste, making responsible disposal both accessible and convenient for tenants. Across all seven NEO buildings, designated drop-off points are now in place, enabling occupants to safely dispose of end-of-life electronic devices such as mobile phones, laptops, desktop computers, chargers, and other IT and electronic equipment.

By embedding this service directly into the workplace environment, NEO helps close a critical gap in e-waste management—ensuring that materials which might otherwise end up in landfills are instead directed into formal recovery and recycling streams.

“Our partnership with NEO has been one of the most meaningful sustainability collaborations we’ve undertaken. Together, we launched an electronic recycling bin program across all seven NEO buildings, giving tenants a responsible and traceable channel for disposing of their electronics. We also conducted sustainability education seminars for their tenants, building awareness that responsible electronic recycling is not just an environmental obligation but a business imperative. NEO’s commitment to embedding sustainability into their building operations sets a strong example for the Philippine real estate sector.”



Warren Carman

Vice President for Marketing and Technology
Envirocycle Philippines, Inc.

All collected items are processed through an accredited recycling partner, ensuring that hazardous components are handled responsibly while valuable materials are recovered and reintegrated into the supply chain.

Beyond operational convenience, the program reflects a broader environmental commitment: advancing circular economy principles within NEO’s communities. By reducing landfill dependency, mitigating the environmental risks associated with improper disposal, and supporting the recovery of reusable materials, the initiative contributes directly to more sustainable consumption patterns among tenants.

Ultimately, the electronic waste recycling program reinforces NEO’s role not only as a provider of sustainable workspaces, but also as an active enabler of responsible environmental behavior—turning everyday workplace infrastructure into a platform for measurable environmental impact.

Partnership with Holcim

To further advance NEO's commitment to reducing landfill dependency and strengthening circular economy practices across its portfolio, NEO has established a strategic partnership with Holcim Philippines Inc. for the responsible co-processing of post-consumer waste.

Through this collaboration, residual waste generated across NEO's properties—specifically materials that cannot be reused, recycled, or otherwise recovered through conventional waste streams—is systematically redirected for co-processing in cement kiln facilities. This process enables qualified waste fractions to be safely and efficiently utilized as alternative fuel or raw material inputs in cement production, thereby avoiding landfill disposal and reducing the environmental burden associated with traditional waste management.

By integrating this solution into its waste management framework, NEO strengthens its ability to address hard-to-divert waste streams while maintaining a strong hierarchy of waste prioritization—favoring reduction, reuse, and recycling before energy recovery. This approach ensures that only appropriate residual waste is sent for co-processing, reinforcing both environmental responsibility and operational discipline across its portfolio.

Importantly, NEO is the first in the Philippine private real estate sector to adopt cement kiln co-processing for post-consumer waste in partnership with Holcim. This milestone reflects the organization's proactive approach to innovation in sustainable operations and its willingness to move beyond conventional sustainability practices toward more integrated, system-level solutions.

In addition to diverting waste from landfill, the initiative contributes to broader environmental outcomes by supporting more efficient resource utilization and helping reduce indirect emissions associated with waste decomposition and landfill management. It also underscores NEO's recognition that meaningful progress in sustainability requires collaboration across industries—linking property management, waste systems, and industrial recovery processes into a cohesive circular model.



“Our partnership with NEO reflects our continued commitment to advancing circular economy solutions through sustainable waste management practices. Through Geocycle, the waste management arm of Holcim Philippines, residual waste received from these office buildings will be co-processed and transformed into alternative resources for cement manufacturing at our Bulacan plant. By diverting waste away from landfills and giving it a second life in cement production, we help support more sustainable construction while contributing to a cleaner and more resource-efficient future.”



Luningning Donato
Head of Geocycle Philippines
Holcim Philippines Inc.

Coastal Clean-up Drive with WWF-Philippines

As part of its continued commitment to environmental stewardship and biodiversity protection, NEO, in partnership with World Wide Fund for Nature Philippines, organized a coastal clean-up activity at the Las Piñas-Parañaque Critical Habitat and Ecotourism Area (LPPWP) on October 22, 2025.



The initiative brought together both NEO employees and tenant representatives, reflecting a deliberate effort to extend environmental responsibility beyond organizational boundaries and into the broader community of workplace stakeholders. By engaging multiple groups within its portfolio ecosystem, NEO reinforced the idea that environmental stewardship is a shared responsibility that requires collective action to generate meaningful, lasting impact.

A total of 71 volunteers participated in the activity. Together, they collected 116 sacks of waste weighing 574 kilograms. The materials recovered included a wide range of marine litter commonly found in coastal ecosystems: plastic bags and wrappers; plastic cups, lids, straws, and utensils; PET bottles and caps; glass bottles and fragments; Styrofoam products; discarded cloth, fishing nets, and other synthetic fibers; as well as rubber materials. This diversity of waste highlights the ongoing challenge of plastic pollution and the importance of sustained intervention efforts in sensitive ecological areas such as the LPPWP.

In comparison, the 2024 coastal clean-up engaged 57 NEO employee volunteers. The 2025 activity represents a 25% increase in participation, driven primarily by the program's expansion to include tenant volunteers for the first time.

“NEO is the first company to join WWF-Philippines’ Corporates for a Better Planet Initiative, a platform that enables Philippine businesses to measure, manage, and sustain their greenhouse gas (GHG) reduction strategies. Demonstrating leadership in the real estate sector, NEO fully operates on renewable energy and continuously enhances its emissions-tracking and reduction initiatives.

Beyond its operational achievements, NEO fosters a culture of sustainability through employee engagement. Team members actively participate in sustainability training programs and coastal clean-up activities, reflecting the company’s commitment to environmental stewardship and creating a positive impact on the communities it serves. WWF is a proud partner.”



Trin Custodio
Executive Director
WWF-Philippines

This growth underscores the effectiveness of NEO’s strategy to deepen stakeholder engagement by integrating tenants into its corporate sustainability and volunteer programs, rather than limiting participation to internal teams alone

More importantly, this shift reflects a broader evolution in NEO’s sustainability approach—one that emphasizes community-building as a critical driver of environmental action. By embedding tenant engagement into its corporate social responsibility framework, NEO is fostering a more inclusive model of stewardship that strengthens shared accountability, enhances awareness of environmental issues, and amplifies the collective impact of its initiatives.

Through continued collaboration with partners such as WWF Philippines and sustained participation from its tenant communities, NEO reaffirms its commitment to protecting natural ecosystems, advancing environmental education, and contributing to long-term coastal resilience in the Philippines.

NEO's IWBI 2025 Annual Report

In 2025, NEO significantly advanced its commitment to health, safety, and inclusive workplace environments through the implementation of the WELL at Scale across its entire portfolio. This program represents a portfolio-wide, performance-driven approach to embedding human health and well-being into building operations and management practices.

Through full portfolio subscription, the program now collectively impacts more than 27,500 building occupants, extending its reach across all seven NEO buildings. This scale of implementation reflects NEO's deliberate shift from isolated building certifications toward an integrated, system-wide framework for health and well-being.



All participating assets undergo third-party verification against internationally recognized criteria, ensuring accountability and credibility in performance outcomes. These standards span key dimensions of occupant well-being, including indoor environmental quality, mental health and well-being support, emergency preparedness and resilience, community engagement, and responsible operational practices.

By embedding these requirements into day-to-day building management, NEO ensures that health and safety are not aspirational targets, but consistently measured and continuously improved outcomes.



Throughout 2025, NEO achieved 14 WELL-related accomplishments across its portfolio and received four major recognitions from the International WELL Building Institute, underscoring its leadership in advancing health-focused real estate practices. These include:

- 7 WELL Equity Rated locations
- 7 WELL Health-Safety Rated locations
- WELL Equity Leadership Award
- WELL Health and Safety Leadership Award
- WELL Community Award
- WELL Executive Award awarded to Gie Garcia, Chief Operations Officer and Chief Sustainability Officer

These achievements collectively highlight both portfolio-level performance and individual leadership, reinforcing NEO's position as an active contributor to the global WELL movement.

As NEO continues to implement evidence-based WELL strategies, it strengthens its broader mission of creating healthy, resilient, and sustainable spaces where people can thrive.

“NEO’s visionary approach has redefined sustainable development in the Asia Pacific region. By embedding health, safety and equity across its portfolio through WELL, NEO has proven that prioritizing human health and well-being drives operational excellence and strengthens global ESG performance. By embedding these strategies into future developments and expanding regional influence using sustainability as a compass, NEO is at the center of the healthy building movement.”



Jack Noonan

Head of Asia Pacific
International WELL Building Institute (IWBI)

The program serves not only as a certification framework but as an operational guide that informs design decisions, facility management practices, and tenant engagement strategies. Importantly, WELL also enhances NEO's alignment with leading global sustainability and ESG reporting frameworks, including the UN Sustainable Development Goals (SDGs), GRESB, European Sustainability Reporting Standards (ESRS), and BRSR. In 2025, NEO achieved WELL strategy alignment across 11 SDGs and contributed to 42% of applicable GRESB real estate indicators. These linkages reinforce the program's role in strengthening transparency, improving accountability, and enabling more robust measurement of ESG performance.

Through the continued expansion of WELL at Scale, NEO demonstrates that occupant well-being and sustainability performance are not separate priorities, but deeply interconnected drivers of long-term value creation and responsible real estate development.

Hong Kong ESG Reporting Awards (HERA) 2025



NEO's sustainability performance and disclosure practices received significant international recognition in 2025, underscoring the organization's continued leadership in ESG transparency and climate action. The company was awarded the Grand Award for Best Sustainability Report (Non-Listed Company) and received a Commendation for the Carbon Neutral Award at the Hong Kong ESG Reporting Awards 2025. In addition, NEO was included in the Greater Bay Area Outstanding ESG Disclosure List, further affirming the quality, credibility, and impact of its sustainability disclosures.

These distinctions collectively reflect NEO's strong commitment to producing high-quality, decision-useful ESG reporting that goes beyond compliance to support meaningful stakeholder engagement. They recognize the organization's efforts to align its disclosures with globally accepted sustainability frameworks, strengthen the integrity of its environmental data, and demonstrate measurable progress in climate-related performance. In particular, the Carbon Neutral recognition highlights NEO's continued focus on decarbonization initiatives and its systematic approach to reducing emissions across its operations and value chain.

More broadly, these achievements reinforce NEO's position as an active contributor to the advancement of responsible business practices within the real estate sector. By consistently enhancing its reporting standards and climate disclosures, NEO supports greater transparency and comparability in ESG performance, helping to raise the bar for industry peers and stakeholders alike.



Importantly, as a privately held, non-listed organization, NEO is under no regulatory obligation to publish a sustainability report. Despite this, the company has voluntarily chosen to undertake structured ESG reporting as a matter of principle and accountability. In 2025, NEO released its sustainability report for the third time, reflecting a sustained and deliberate commitment to transparency, continuous improvement, and stakeholder engagement.

This voluntary disclosure journey demonstrates that NEO's ESG efforts are not driven solely by external requirements, but by an internal conviction that transparency and measurable performance are essential to long-term value creation. By openly sharing its progress, methodologies, and challenges, NEO also contributes to broader industry learning and helps foster a culture of openness and shared advancement in sustainability practices.

“NEO was selected for its pioneering role in advancing sustainable real estate in the Philippines. Its achievements in green buildings, renewable energy, and net-zero carbon performance demonstrate the practical leadership HERA seeks to recognize.”



Tony Wong

Director
Hong Kong ESG Reporting Awards

Partnership with Lifeline



As a people-first organization, NEO continues to advance its commitment to creating environments where safety, health, and resilience are embedded into everyday operations rather than treated as standalone considerations. Guided by this principle, NEO partnered with Lifeline to launch a pioneering initiative in Bonifacio Global City (BGC): a dedicated emergency ambulance coverage system designed specifically for a multi-building portfolio under a single developer.

This first-of-its-kind arrangement in the district ensures that emergency medical response is not only readily available but also strategically integrated across NEO-managed properties. Through the partnership, trained emergency responders and ambulance services are positioned to provide immediate dispatch and coordinated coverage across multiple buildings, significantly reducing response times during critical incidents. This level of preparedness is essential in enabling timely medical intervention, where minutes can make a meaningful difference in outcomes.

Beyond emergency response, the initiative strengthens the overall safety ecosystem within NEO's developments. It enhances on-site readiness by complementing existing building safety protocols, security systems, and occupational health measures with professional medical support that is immediately accessible when needed. This integrated approach helps mitigate risks for tenants, employees, and visitors alike, ensuring that care is both proactive and responsive.

Ultimately, the collaboration with Lifeline reinforces NEO's broader goal of building safe, resilient, and future-ready environments. By investing in systems that prioritize human well-being and operational preparedness, NEO continues to provide spaces where communities can function with greater confidence, knowing that robust emergency support is always within reach.

"From the very beginning, our partnership with NEO has been extremely positive and grounded in a shared commitment to safety, responsiveness, and care for the community. Working closely with the NEO team, we've seen firsthand how seriously they prioritize the well-being of everyone inside their buildings, from tenants and employees to guests and visitors."

We are very happy to have begun this partnership and proud to support NEO's vision of creating safer and more resilient spaces across BGC through accessible world-class emergency medical response. We look forward to strengthening this relationship even further in the years to come and continuing to work together in protecting the communities we serve."



Michael Deakin
President and CEO
LIFELINE 16911 MEDICAL, INC.

Mural Art in Partnership with Sisters of Mary School

NEO strengthened its community engagement initiatives through a mural painting program implemented across its portfolio, in collaboration with students, instructors, and the Sisters from The Sisters of Mary School. The initiative provided a meaningful platform for young artists to express their creativity while actively participating in the transformation of key spaces within NEO properties into vibrant, large-scale artworks.

The murals drew inspiration from Philippine landmarks, cultural heritage, and shared national identity, turning building spaces into visual narratives that celebrate local history and pride. Beyond enhancing the aesthetic value of the properties, the project fostered collaboration between professionals and students, creating an immersive learning experience where artistic ideas, techniques, and perspectives were exchanged on-site.

Following the completion of the mural installations, NEO expressed its appreciation to the participating students by donating drawing tablets to support their continued artistic development. This initiative was designed to further empower young creatives by providing accessible digital tools that enhance creativity, strengthen technical skills, and enable exploration of modern artistic platforms increasingly relevant in today's creative and design industries.

The donation of drawing tablets was made in direct response to the students' request, helping address gaps in access to digital resources and ensuring more equitable opportunities for skill development. By supporting both traditional mural work and digital creative practice, NEO aims to help students expand their artistic capabilities and better prepare for future pathways in design, media, and the broader creative economy.



“We are deeply grateful to NEO for entrusting the Sisters of Mary Schools with the privilege of contributing to their spaces through art. Our students poured their hearts, creativity, and hope into the mural paintings that now grace One/NEO to Seven/NEO buildings, turning these landmark structures into living canvases of purpose and beauty. This partnership gave our students not only a platform to showcase their God-given talents, but also the profound experience of knowing that their work can inspire thousands of people in one of the Philippines’ most iconic destinations.”

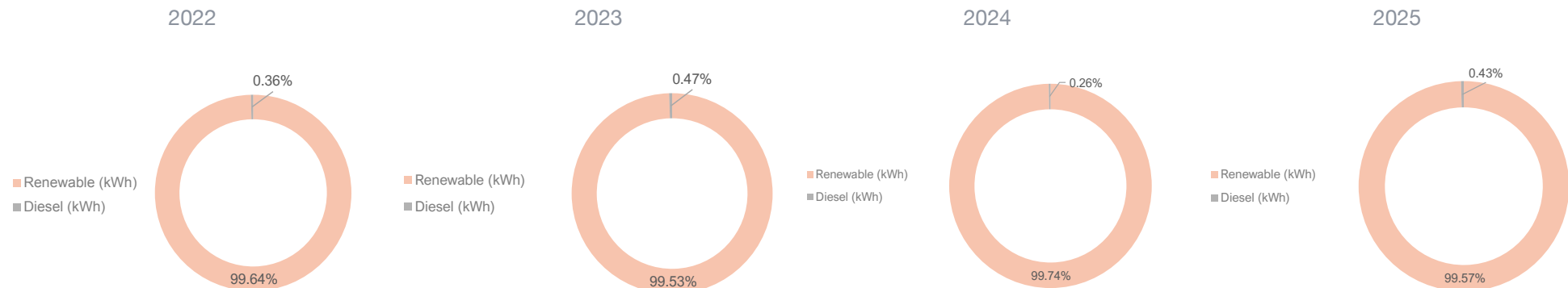


Sr. Mylene Arambulo, SM
SMS-ARDC Coordinator
The Sisters of Mary Schools – Philippines

Operational Performance: Energy Management

Building	2022		2023		2024		2025	
	Renewable (kWh)	Diesel (kWh)	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	3,164,353.23	8,976.43
Two/NEO	2,756,909.50	15,656.00	3,139,615.86	14,774.34	3,550,488.90	4,990.00	3,544,296.25	36,826.81
Three/NEO	3,795,305.50	7,270.00	3,293,708.15	15,499.47	3,744,841.45	17,160.00	3,988,654.25	17,186.40
Four/NEO	7,715,418.42	27,455.00	7,975,402.49	37,530.49	7,622,437.55	41,375.00	5,474,446.95	26,734.95
Five/NEO	9,522,343.06	61,902.40	10,577,156.49	49,773.77	15,355,915.43	23,690.00	15,472,608.41	44,104.50
Six/NEO	10,193,220.80	21,600.00	9,824,282.35	46,230.91	10,734,535.70	23,000.00	11,355,347.50	83,605.50
Seven/NEO	12,663,117.80	34,250.00	13,408,272.01	63,096.38	14,681,368.97	36,750.00	14,591,976.22	30,927.60
Total	49,419,635.88	179,446.40	51,202,351.00	240,947.00	58,608,701.58	155,501.00	57,591,682.81	248,337.44

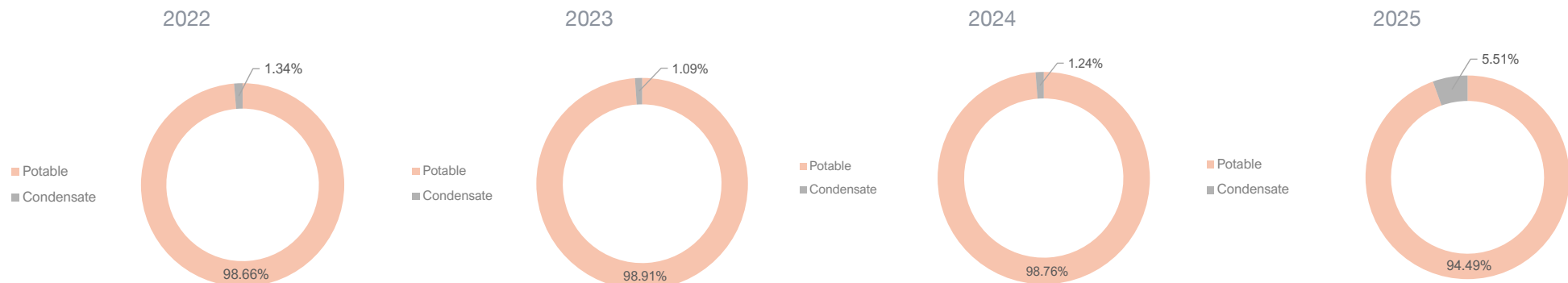
Average tenant occupancy rate per year: 2022: 92%; 2023: 87.47%; 2024: 94.5%; 2025: 95.94%



Operational Performance: Water Management

Building	2022		2023		2024		2025	
	Potable (cu. m.)		Potable (cu. m.)		Potable (cu. m.)		Potable (cu. m.)	
One/NEO	6,796.00		7,639.00		7,800.00		9,318.00	
Two/NEO	8,371.00		13,067.00		13,423.00		15,598.00	
Three/NEO	12,601.00		12,831.00		16,624.00		16,705.00	
Four/NEO	31,933.00		37,005.00		40,345.00		27,737.00	
Five/NEO	53,648.00		63,095.00		52,065.00		49,367.00	
Six/NEO	Potable	Condensate	Potable	Condensate	Potable	Condensate	Potable	Condensate
	39,544.00	2,649.60	44,298.00	2,505.60	47,151.00	2,880.00	53,703.00	13,140.00
Seven/NEO	41,493.00		49,753.00		52,422.00		52,894.00	
Total	197,035.60		230,193.60		232,710.00		238,462.00	

Average tenant occupancy rate per year: 2022: 92%; 2023: 87.47%; 2024: 94.5%; 2025: 95.94%

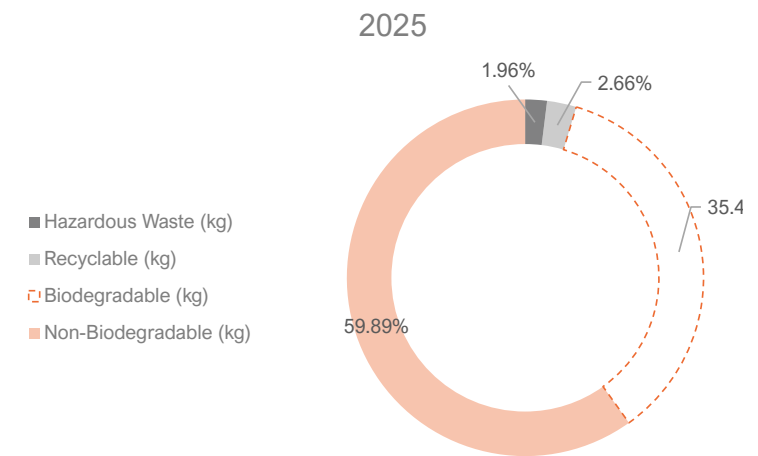
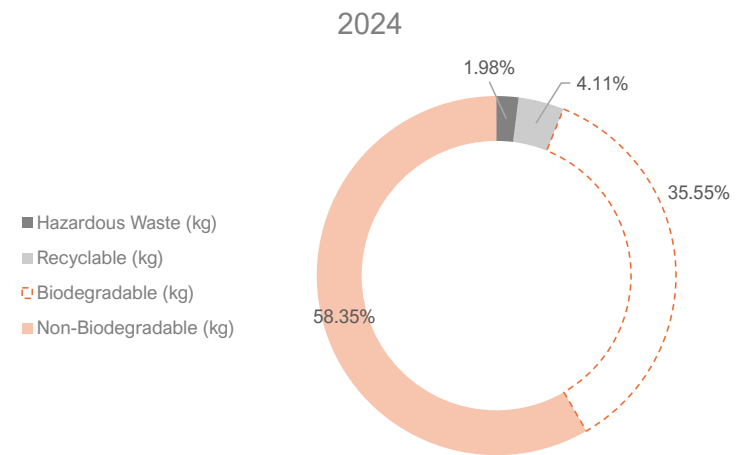
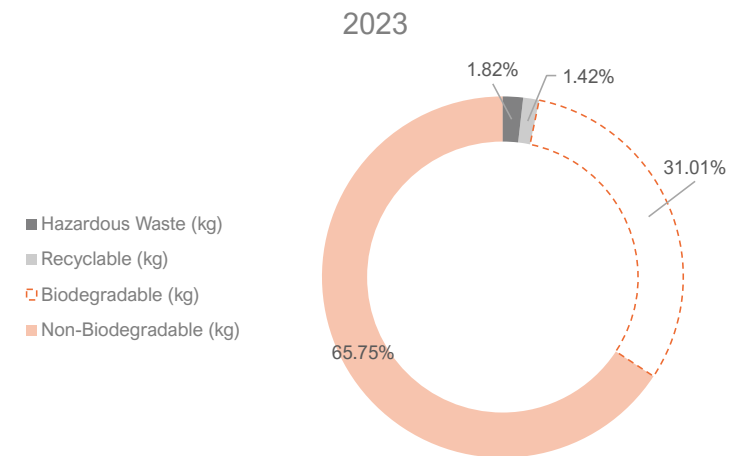
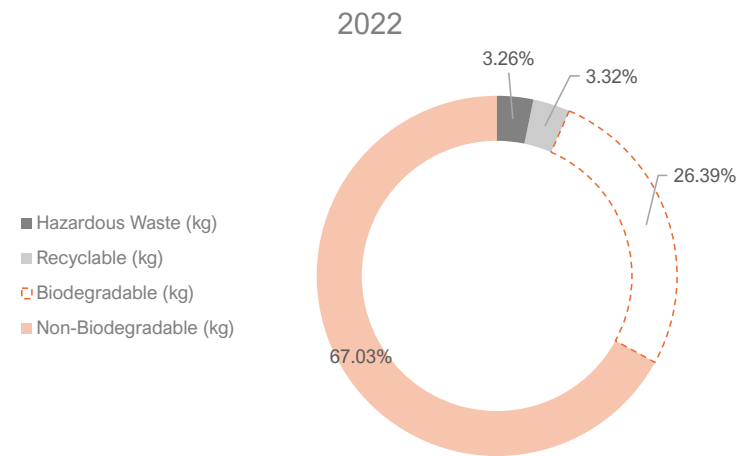


Operational Performance: Waste Management

Building	2022				2023			
	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
Two/NEO	2,093.82	1,825.00	163.00	18,836.00	1,660.80	2,126.00	227.00	43,761.00
Three/NEO	480.00	125.00	2,037.32	29,786.03	2,070.00	384.00	1,601.00	31,875.00
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
Five/NEO	9,798.00	4,075.25	3,480.00	69,163.50	2,064.00	166.98	121.63	70,553.77
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
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
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

Building	2024				2025			
	Hazardous Waste (kg)	Recyclable (kg)	Biodegradable (kg)	Non-Biodegradable (kg)	Hazardous Waste (kg)	Recyclable (kg)	Biodegradable (kg)	Non-Biodegradable (kg)
One/NEO	1,995.45	934	4,594.30	68,577.35	2,344.15	774	2,833.00	57,550.60
Two/NEO	1,714.20	1,871.00	4,510.00	56,249.00	2,663.36	2,402.50	7,162.50	48,346.40
Three/NEO	2,374.00	1,666.00	2,023.00	31,976.00	435.00	2,132.00	2,208.00	44,753.00
Four/NEO	2,700.00	344.5	51,387.00	123,414.00	720.00	321.50	37,296.00	86,517.00
Five/NEO	2,112.00	26,650.67	103,558.04	67,501.79	1,881.00	12,752.00	86,658.50	97,273.00
Six/NEO	3,736.50	4,268.00	136,540.00	193,608.00	4,808.50	3,210.00	172,444.00	251,212.00
Seven/NEO	6,291.60	7,666.00	72,474.00	74,359.00	8,687.90	7,592.00	80,628.00	71,164.00
Total	20,923.75	43,400.17	375,086.34	615,685.14	21,539.91	29,154.00	388,917.00	658,287.00

Average tenant occupancy rate per year: 2022: 92%; 2023: 87.47%; 2024: 94.5%; 2025: 95.94%



Operational Performance: Greenhouse Gas Emissions

Sustainable operational performance remains a core priority, emphasizing the efficient use of energy, water, and materials, and responsible management of waste and fuel consumption, while ensuring reliable, uninterrupted building operations. Following the shift to 100% offsite renewable energy in 2013, NEO has sustained performance through controlled energy use and consistent implementation of conservation measures, supporting further reductions in its carbon footprint.

In 2025, average occupancy increased by 1.44% compared to 2024, contributing to an overall rise in waste generation. Despite higher occupancy, electricity consumption decreased by 1.74% and water consumption by 3.17%, indicating improved resource efficiency. These year-on-year reductions are primarily driven by ongoing initiatives that also engage tenants, including the NEO Green Pledge Program and broader conservation efforts.

To ensure continuous operations, generator sets are used as backup power. While this results in direct emissions, their use is limited to maintaining tenant comfort, safety, and operational continuity.

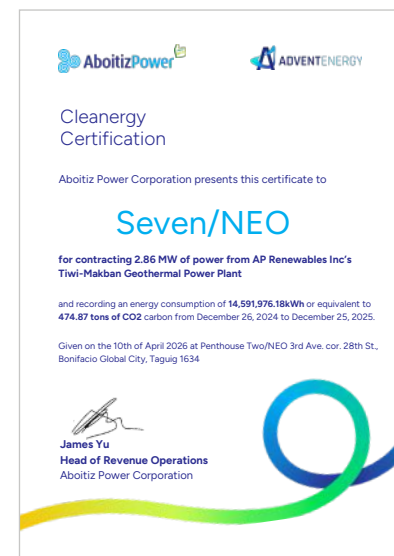
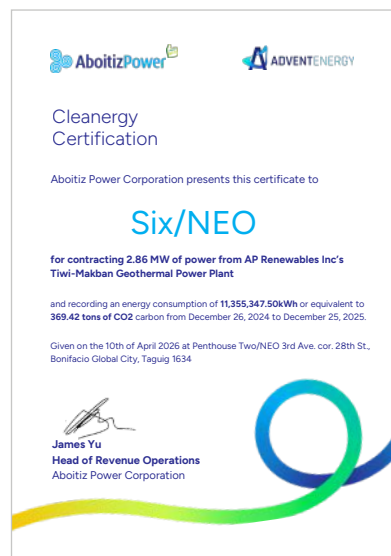
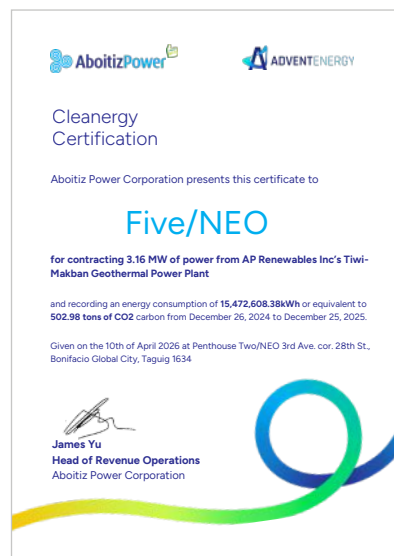
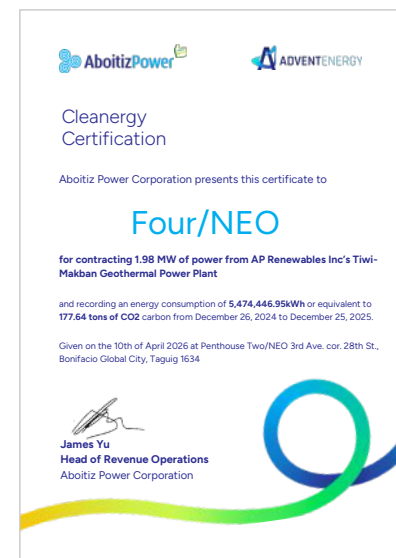
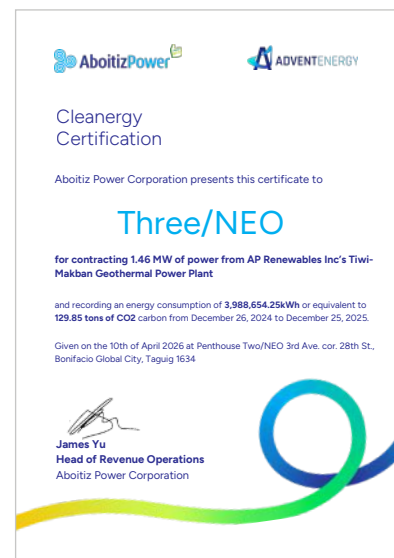
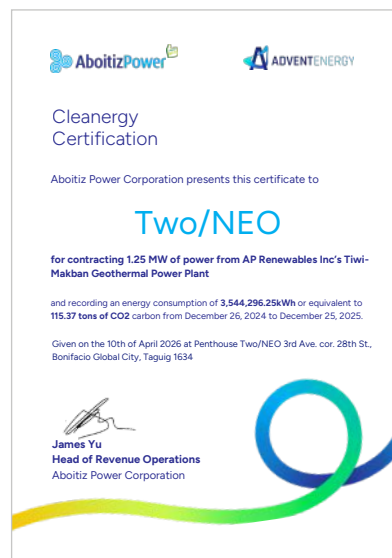
During the reporting year, total energy consumption across the portfolio generated residual emissions equivalent to 1,940.86 tCO₂, representing the remaining footprint after sustained decarbonization efforts. Conventional office portfolios of comparable scale may generate significantly higher emissions, highlighting the impact of renewable energy adoption and continued operational efficiency across the NEO portfolio.

Year	Scope 1	Scope 2	Total Emissions
	tCO2e		
2022	48.40	1,869.89	1,918.29
2023	60.97	1,933.44	1,994.41
2024	41.94	2,227.13	2,269.07
2025	67.67	1,873.19	1,940.86

To address the remaining emissions, verified carbon credits are procured to offset residual output, ensuring that net operational emissions are effectively neutralized while maintaining a clear focus on emissions reduction at the source.

Further strengthening this approach, plans are underway to install onsite solar photovoltaic systems across the portfolio. This initiative is expected to reduce reliance on backup generators and lower emissions associated with grid interruptions, reinforcing a continued commitment to cleaner, more efficient operations.

These combined efforts reinforce a strong commitment to sustainable and resilient operations, positioning the NEO portfolio to continue reducing environmental impact while supporting long-term performance.



Extending Our Influence in Sustainability Advocacy

Our leadership continues to broaden its influence beyond the organization through active participation in industry conferences, forums, and multi-stakeholder engagements. By consistently contributing to these platforms, NEO helps shape meaningful dialogue on sustainability, responsible development, and long-term value creation within the built environment.

Through these engagements, NEO shares practical insights, operational experience, and emerging best practices that support peers, partners, and the wider business community in strengthening their ESG commitments.

This collaborative approach encourages knowledge exchange and helps accelerate the adoption of more progressive and responsible standards across the industry.

These ongoing efforts reflect NEO's expanding role as a thought leader in shaping conversations on sustainable real estate. By actively engaging with industry stakeholders and advocating for higher ESG performance, NEO continues to support the advancement of more resilient, future-ready practices across the sector and beyond.



Raymond Rufino is actively engaged with various organizations aligned with his personal advocacy.

His affiliations include WWF Philippines, where he serves as President and Board Member; the Philippine Green Building Council (PHILGBC), where he is Chairman of the Board and a Member of the Board of Trustees; Urban Land Institute (ULI), where he serves as a Trustee and Key Leader; ARISE Philippines, where he is the Resilient Infrastructure Lead; and Filipinos in Institutional Real Estate (FIIRE), where he is part of the Philippine Executive Council.



In addition, he takes part in various speaking engagements focused on sustainability, green buildings, and real estate.



Gie Garcia also serves as a Board Member, Vice President for Events and Infrastructure and Construction Committee Chairperson of the French Chamber of Commerce and Industry in the Philippines, and as Chair of the Sustainability Committee of the European Chamber of Commerce in the Philippines.

She is actively engaged in knowledge exchange initiatives and contributes to the development of industry and government policies by submitting position papers. Beyond sustainability, real estate, and the construction industry, her personal advocacy also includes women's empowerment and the promotion of an inclusive environment.



Carlo Rufino is actively involved in the Rotary Club of Makati, where he serves as an Adviser, contributing to various initiatives and activities. He also takes part in speaking engagements focused on sustainability and people-centered environments. His personal advocacy includes innovation, reflecting his commitment to continuous advancement and new solutions.

#ourNEOway Campaign

We continue to extend sustainability advocacy beyond our own organization by actively engaging tenants, partners, and industry stakeholders in a shared push toward greener built environments. It supports partner-led initiatives that amplify environmental and social impact and organizes sustainability learning sessions to help tenants adopt more responsible operational practices, improve resource efficiency, and better understand their role in advancing sustainability goals within their workplaces.

In addition, NEO hosts green building tours that showcase its portfolio of environmentally responsible developments, highlighting sustainable design features, energy-efficient systems, and innovative building management practices. These tours serve as practical learning platforms, demonstrating how sustainable strategies are implemented in real-world settings and encouraging replication across other developments and organizations.

Through this collaborative and knowledge-sharing approach, NEO strengthens its overall impact beyond its own properties. Fostering engagement, education, and partnerships, it helps cultivate a broader culture of sustainability that extends across its value chain and contributes to meaningful, long-term positive change within the wider built environment sector.



#theNEOWay Campaign

The #theNEOWay community engagement campaign has demonstrated consistent growth and sustained impact over the past four years, reflecting NEO's continued commitment to building a vibrant and connected tenant community across its portfolio. From 29 events in 2022, the program expanded significantly to 50 events in 2023, followed by further growth to 54 events in 2024, before stabilizing at 50 events in 2025. This steady activity level underscores both the scalability of the initiative and its strong resonance with tenants.



As NEO's flagship tenant engagement platform, #theNEOWay is designed to go beyond traditional workplace programming by intentionally cultivating a sense of community within the office environment. Each year's calendar of activities is thoughtfully curated to balance wellness-focused sessions, recreational events, and social gatherings, ensuring a holistic approach to tenant engagement that supports both professional and personal well-being.

Wellness activities often include fitness sessions, mindfulness workshops, and health-oriented initiatives that encourage tenants to prioritize physical and mental well-being amid demanding work schedules.



Recreational events introduce more lighthearted and energizing experiences that help reduce stress and promote creativity, while social gatherings foster meaningful interpersonal connections among employees from different organizations within the NEO portfolio.

Through these varied touchpoints, #theNEOWay creates consistent opportunities for collaboration, informal learning, and shared experiences. This helps break down organizational silos and strengthens relationships across tenant companies, contributing to a more cohesive and supportive workplace ecosystem.

Ultimately, the campaign enhances the everyday experience of working within NEO properties by transforming office spaces into dynamic communities. By fostering interaction, engagement, and well-being, #theNEOWay enables tenants to not only work more effectively but also to connect, unwind, and enjoy moments that extend beyond routine professional activities.

79%
of tenant companies
participated in #theNEOWay
events in 2025



180+
events were conducted over
the past four years

Training, Learning, and Development

We believe that achieving our ESG and sustainability goals depends on active, collective engagement across the entire organization. These commitments are not driven by a single team or function, but by a shared responsibility embedded in our culture and daily work.

To support this, we invest in continuous training and professional development so that employees are not only aware of our ESG and sustainability priorities but are also empowered to take ownership of them. Through structured learning opportunities, workshops, and knowledge-sharing sessions, our teams build a strong understanding of key areas such as ESG standards, responsible sustainability practices, innovation, health and well-being, and emerging industry trends.

This ongoing development enables employees to move beyond awareness and become active contributors and advocates. They are encouraged to integrate ESG principles into their decision-making, identify opportunities for improvement, and participate in initiatives that create measurable environmental, social, and governance impact.

As a result, sustainability becomes a shared mindset that enhances collaboration across departments and strengthens alignment toward common goals. It also fosters a sense of accountability and purpose, enabling every employee to understand how their role contributes to broader organizational impact.

Ultimately, this collective commitment not only advances NEO's internal ESG objectives but also extends our influence beyond our portfolio. By fostering informed and engaged teams, we help drive positive change within the wider business ecosystem and the communities in which we operate.



Expanding the NEO Green Team



The NEO Green Team—composed of employees with sustainability accreditations—continued to gain strong momentum in 2025, growing its representation from 37% to 43% of the workforce across Property Management, ESG, Finance, Legal, Community, Marketing, Procurement, and IT. This steady expansion reflects NEO's deepening culture of shared responsibility and active engagement in sustainability across the organization.

43%

of current employees are trained in sustainability, environment and safety

NEO remains committed to further increasing participation, to achieve majority employee involvement to strengthen company-wide awareness, collaboration, and impact.

Team members hold respected credentials such as Certified BERDE Professional, ANZ/PH Professional, and H+W Professional under the Philippine Green Building Council's PHILCERT Training, as well as Certified Energy Manager and Certified Energy Auditor certifications from the Department of Energy. These qualifications reinforce a strong foundation of expertise that supports NEO's drive for sustainability, innovation, and community development.

Through inclusive learning opportunities and professional growth pathways, NEO ensures every employee has the chance to contribute meaningfully to its sustainability journey and shared purpose.

Certifications, Awards, and Accolades



1. NEO received the award of Excellence in Sustainable Cities at the 2025 International Tax and Investment Conference 2. NEO received the Grand Award for Best Sustainability Report (Non-Listed Company) and a Commendation for the Carbon Neutral Award 3. 2025 International WELL Building Institute Awards

Partnership and Memberships

To advance its ESG leadership and broaden the impact of its sustainability initiatives, NEO actively collaborates with leading local and international organizations that share its commitment to building a more sustainable and resilient future. These partnerships include the Philippine Green Building Council, the International WELL Building Institute (IWBI) for WELL, the Global Real Estate Sustainability Benchmark (GRESB), the World Green Building Council (WGBC), the Urban Land Institute (ULI), ARISE Philippines, the French Chamber of Commerce of the Philippines (CCIFP), the European Chamber of Commerce of the Philippines (ECCP), and the Philippine Business for Social Progress (PBSP).

Guided by the purpose of accelerating the transition to greener, healthier, and more inclusive built environments, NEO leverages these collaborations to align with globally recognized sustainability standards, strengthen industry best practices, and drive measurable environmental and social outcomes. Together with its partners, NEO continues to champion innovation, responsible business practices, and climate-conscious development, reinforcing its role as a catalyst for positive change in the real estate and sustainability sectors.



Sustaining Long Term Resilience

Resilience is a core pillar of NEO's sustainability strategy and a key driver of long-term value creation. It is embedded not only in the physical design and performance of assets, but also across operational systems, risk governance, and organizational preparedness. This integrated, multi-layered approach ensures that resilience is treated as a continuous capability rather than a static feature. NEO's strong performance is reflected in its A+ rating under the Building Resilience Index (BRI), which recognizes excellence across structural integrity, operational reliability, and emergency preparedness.

A critical component of this resilience framework is proactive operational maintenance. NEO implements structured and preventive maintenance programs to ensure that all building systems and critical infrastructure remain in optimal conditions. Core systems—including HVAC, power supply, water networks, and life safety equipment—are regularly inspected, tested, and monitored. This disciplined approach reduces operational risk, minimizes downtime, and ensures that facilities remain reliable and functional under both normal and stress conditions, including emergencies and unforeseen disruptions.

Beyond physical systems, NEO places strong emphasis on preparedness and coordinated response capability. Emergency readiness is reinforced through regular fire drills, emergency preparedness seminars, and scenario-based response exercises involving tenants, employees, and service partners. These activities are designed to strengthen awareness, improve coordination, and ensure that all stakeholders can respond effectively during critical incidents. NEO further enhances its resilience capacity through active collaboration with key external partners, including the Bureau of Fire Protection (BFP), the Bonifacio Global City Estates Association (BGCEA), and Lifeline. These partnerships support continuous improvement in disaster risk reduction, emergency response coordination, and community-wide resilience building.



Sustainability Goals and Plans for 2026

Looking ahead to 2026, NEO will continue to strengthen and scale its sustainability agenda, with an increased emphasis on health and well-being, improved landfill diversion for circular waste management, and the continued advancement of green building certifications across its portfolio. These priorities reflect a deliberate shift from incremental improvement to performance-led sustainability, ensuring that environmental and social outcomes are embedded in day-to-day operations and long-term asset strategy.

This direction is closely aligned with evolving global sustainability expectations, including greater attention to indirect emissions across value chains and the growing importance of whole-life carbon considerations. By progressively strengthening data quality, operational controls, and sustainability integration, NEO is positioning its portfolio to respond effectively to emerging regulatory and market standards while maintaining resilience and competitiveness.

These commitments also reinforce NEO's contribution to the United Nations Sustainable Development Goals (UN SDGs), particularly those related to sustainable cities and communities, responsible consumption and production, and climate action. Through this integrated approach, NEO underscores its dedication to responsible growth, long-term value creation, and the continuous improvement of environmental and social performance across its operations.

Sustainability Goals and Plans for 2026		UN SDG
WELL Certification for the Entire Portfolio	We aim to achieve WELL Certification across our entire portfolio as part of how we prioritize health, safety, and well-being in our buildings. This reflects how we operate and supports our goal of delivering people-centered spaces for our tenants.	  
BERDE Certification for the Entire Portfolio	In 2026, we continue to pursue BERDE Operations Certification across our portfolio, supporting efficient operations and responsible resource management. It also addresses indoor environmental quality, building management, and site considerations, ensuring well-managed and sustainable spaces for our tenants.	   
GRESB 4-Star Rating	We aim to achieve a 4 Star GRESB Rating, reflecting our commitment to strong ESG performance across management, operations, and stakeholder engagement. This supports alignment with global sustainability benchmarks and demonstrates our focus on transparency and accountability in managing our portfolio.	  
Waste Diversion from Landfill	Our focus for 2026 includes initiating the management of indirect emissions and strengthening waste management by increasing diversion from landfill through recycling, reuse, and responsible disposal. This reflects our commitment to reducing environmental impact and promoting more sustainable resource use.	  
Expand the NEO Green Team	We aim to achieve majority employee participation in the NEO Green Team, ensuring representation across all departments. This cross-functional approach enhances organization-wide awareness and education on sustainability, enabling employees to integrate sustainability principles into their roles and contribute to achieving our environmental and social objectives.	



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



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

2025

ENVIR CYCLE

Kicked off the electronic waste recycling program in partnership with HMR Envirocycle Phils., Inc., providing NEO tenants with a convenient way to dispose of e-waste responsibly and support circularity.

HOLCIM GEOCYCLE

Partnered with Holcim to strengthen waste diversion from landfill efforts by co processing residual waste into cement and alternative fuel. This initiative also supports the management of indirect emissions through responsible and sustainable waste practices.



Received the Grand Award for Best Sustainability Report (Non Listed Company) and a Commendation for the Carbon Neutral Award from the Hong Kong ESG Reporting Awards 2025.



Established a partnership with Lifeline to enhance occupant health, safety, and well-being and advance emergency preparedness across NEO portfolio through the strategic integration of readily accessible emergency medical response services. This strategy contributes to NEO's broader resilience efforts.



Recognized with three (3) awards at the International WELL Building Institute (IWBI) Awards 2025: the Health and Safety Leadership Award, Equity Leadership Award, and WELL Community Award.

Awarded with Excellence in Sustainable Cities at the 2025 International Tax and Investment Conference.

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.	 

Our Sustainability Milestones

Sustainability Milestone		Contribution to the UN SDGs	
2025	Launched the NEO e-waste recycling program in partnership with HMR Envirocycle Phils., Inc.	The program provides tenants with a convenient way to drop off old electronics, including phones, computers, chargers, and other devices, for proper recycling. By promoting responsible disposal and the recovery of valuable materials, it supports more sustainable consumption practices and reduces environmental impact, and contributes to a more circular approach to resource use.	  
	Partnered with Holcim to strengthen waste diversion efforts and reduce landfill impact.	This initiative promotes more sustainable waste management practices by diverting residual waste from landfills and co-processing it into cement and alternative fuel. Through this process, we reduce reliance on raw resources and lower overall environmental impact. It supports more efficient use of materials and contributes to a circular approach to resource use.	   
	Received the Grand Award for Best Sustainability Report (Non-Listed Company) and a Commendation for the Carbon Neutral Award from the Hong Kong ESG Reporting Awards 2025.	These recognitions highlight the strength of our sustainability disclosures and our efforts to manage emissions, ensure transparency, and uphold responsible business practices. They reflect our continued commitment to clear reporting, climate accountability, and alignment with global sustainability priorities.	 
	Established a partnership with Lifeline to advance occupant well-being and strengthen emergency preparedness across NEO portfolio.	The partnership contributes to a safer, healthier, and more resilient environment by enhancing access to professional medical support and strengthening emergency preparedness. It reflects our commitment to a people-centric environment and proactive health, safety, and risk management practices.	  
	Recognized with three (3) awards at the International WELL Building Institute (IWBI) Awards 2025: the Health and Safety Leadership Award, Equity Leadership Award, and WELL Community Award.	These achievements recognize our dedication to advancing health, safety, equity, and well-being across our portfolio. Through our people-centric approach, we continue to create inclusive and supportive environments that enhance occupant wellness, promote accessibility, and foster stronger, more resilient communities.	   
	Awarded with Excellence in Sustainable Cities at the 2025 International Tax and Investment Conference.	This award recognizes our contributions in advancing sustainable urban development by creating resilient, people-centered places that deliver long-term value for communities, improve well-being, support economic growth, and promote environmental responsibility.	  

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%

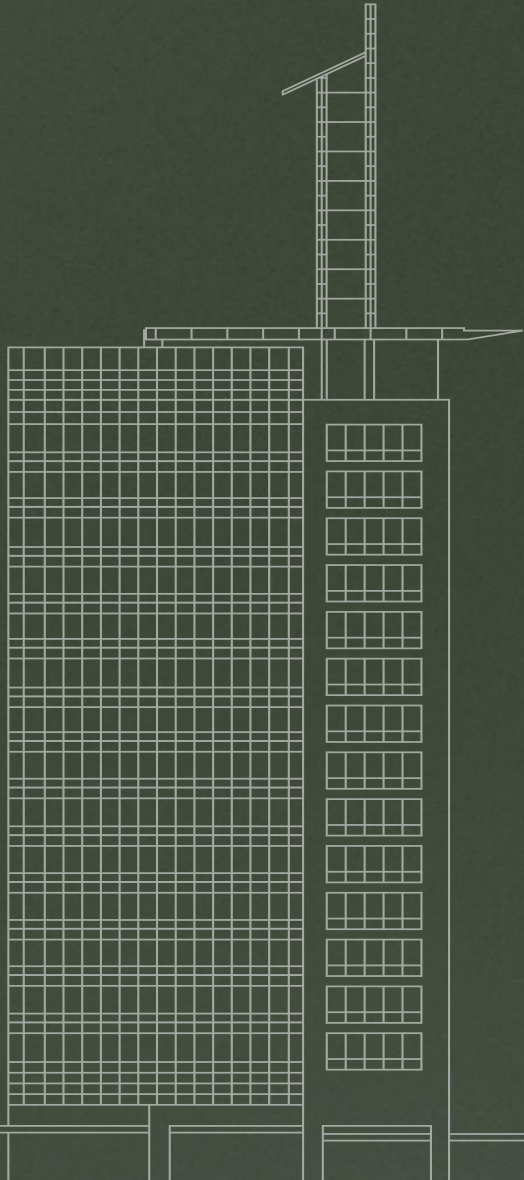
Range for Energy Savings for the whole portfolio

44 - 56%

Range for Water Savings for the whole portfolio

83 - 98%

Range for Less Embodied Energy in Materials for the whole portfolio



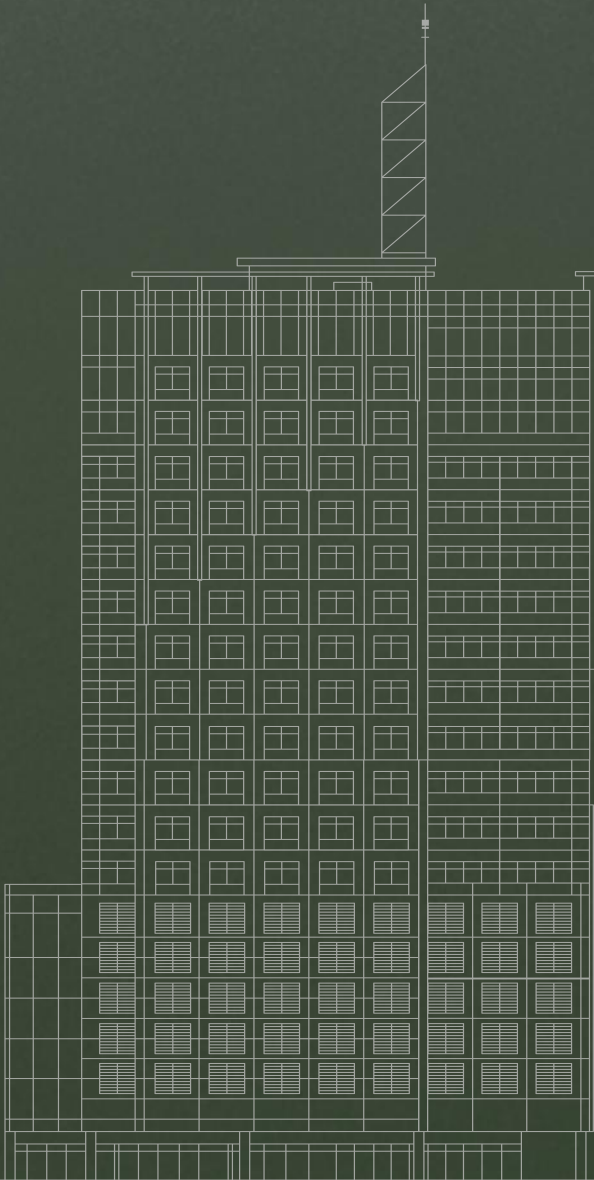
ONE | NEO

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

	• Efficient Interior Lighting
	• Efficient Exterior Lighting
	• Lighting Controls in Rooms
	• Offsite Renewable Energy Procurement
	• Insulated Roof
	• Insulated Exterior Walls
	• High-performance Glass
	• 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



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

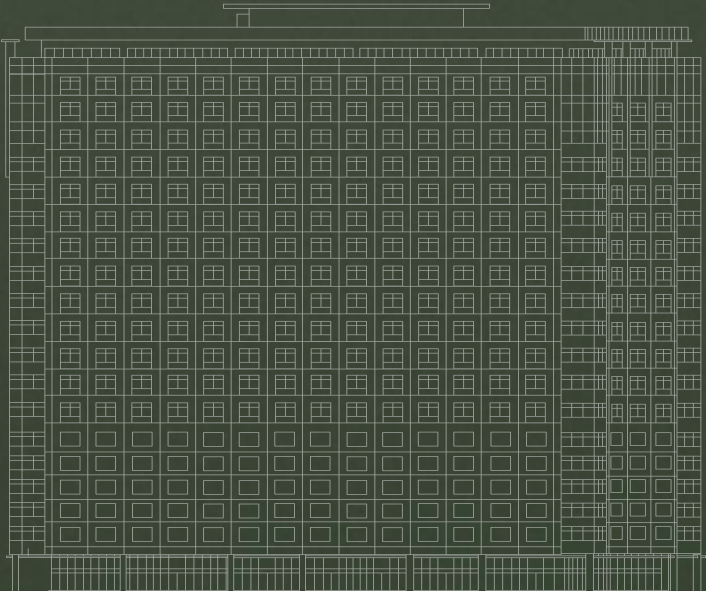
EDGE Advanced Measures	
	• Efficient Interior Lighting
	• Efficient Exterior Lighting
	• Lighting Controls in Rooms
	• Offsite Renewable Energy Procurement
	• Reduced Window-to-Wall Ratio
	• Water-efficient Faucets in Bathrooms
	• Efficient Water Closets
	• Water-efficient Urinals
	• Material-efficient 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	
	• 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
	• 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

FOUR | NEO



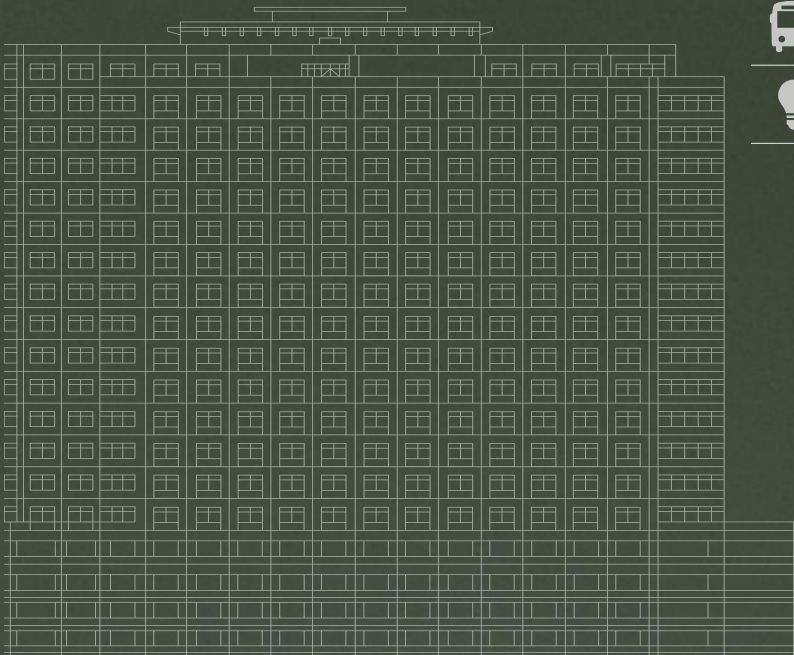
Key Sustainability Feature	
	Podium parking with louvers for natural ventilation
	Low window-to-wall ratio
	Vertical garden wall
	Bike racks made from recycled wood pallet crates
	Bipolar ionization technology for indoor air quality
	Public Transportation Access
	Occupancy sensor-controlled lighting

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	
	• Efficient Interior Lighting • Efficient Exterior Lighting • Lighting Controls in Rooms • Offsite Renewable Energy Procurement
	• Insulated Roof • 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



SIX | NEO



Key Sustainability Feature		EDGE Advanced Measures	
	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		• 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
	Tower orientation to maximize natural lighting and views		• Water-efficient Faucets in Bathrooms • Efficient Water Closets • Water-efficient Urinals • Condensate Water Recovery
	Rainwater harvesting		• 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
	Excess cold air ducting to lift lobbies for improved ventilation		
	Efficient Unitized Panel Window		
	Double Glass Panel with E-coat-ing Curtain Wall		
	Building Automation System (BAS)- monitor/control basic utilities and equipment reduce energy, operation and maintenance costs		

SEVEN | NEO

Key Sustainability Feature		EDGE Advanced Measures	
	BERDE 5 Stars in New Construction		• 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
	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		• Water-efficient Faucets in Bathrooms • Efficient Water Closets • Water-efficient Urinals • Condensate Water Recovery • Rainwater Harvesting System
	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		
			• 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

NEO

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