

Report

Corporate Social Responsibility

2024

GESTILAR



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Letter

from The CEO

We design with you in mind. This has been our company's slogan since it was founded in 2009, a slogan which refers not just to our customers but to the whole of society, because at Gestilar we know of no other way of doing business than by taking into account principles of responsibility to society in general and to the surroundings where we perform our activity, from a position of inclusivity and solidarity for people and care and respect for the environment.

With these guiding principles, we have throughout our existence supported a variety of charitable and socially-responsible initiatives aimed at helping the most vulnerable and disadvantaged sectors of the population, or assisting with the conservation and protection of our environment, or promoting sport, the arts, and culture.

The broad range of our Corporate Social Responsibility activities, which are explained in detail in this report, includes co-operating with Non-Governmental Organizations that strive to reduce inequalities and help the most disadvantaged, such as Aldeas

Infantiles or Acción Contra el Hambre; or those that pursue research into the most devastating disease of our time, such as the Asociación Española Con-

tra el Cáncer; or those that help to offer a new and better life for hundreds of animals that have been sadly abandoned, such as the El Arca de Noé Foundation.

When it comes to sport and culture, we are particularly proud of having provided committed and decisive support for female competitive sailing through our sponsorship of the Gestilar Ladies Cup, and of our GestilART initiative in which we sponsor over 20 artists, showcasing their work on all of our platforms.

We have now been operating in the real-estate sector for fifteen years, with a presence in both Spain and internationally in Portugal, and we have endeavoured and will continue to endeavour to give back to society part of what our company receives from its customers in the form of charitable projects that benefit society as a whole. Corporate Social Responsibility forms part of Gestilar's DNA, and it will continue to form part of our corporate values because we all have a responsibility for the future.



Raúl Guervero
Gestilar CEO



1 We design with you and
society in mind

1.1 About us

We have been in the business of property development since 2009, and each of our projects is built upon the principles of sustainability, design, quality, customisation and innovation. We design exclusive homes in superb locations, using premium materials and paying meticulous attention to every detail to ensure the superior quality of our products.

In 2022, we became a Business Group which, as well as property development –our core activity– serves other segments of the real estate sector. As a result, in addition to our traditional business, we are now involved in cooperative residential developments through Cooper by Gestilar, as well as a new business based on the quick purchase, refurbishment, and sale of homes already built in city centres through our proptech division, Homes by Gestilar.

The more than 6,300 homes we have developed so far, 3,300 of which have been delivered, stand as a testimony to our extensive track record in the industry. Our business is present across Spain and internationally, with offices in Madrid, Galicia, Catalonia, Balearic Islands, Andalusia, Navarra, Basque Country and Lisbon, where the 2,000 homes that are currently under development are offered for sale.

We operate according to a business approach whose goal is that of providing our clients with the best possible experience and improving their quality of life by incorporating sustainable and environmentally friendly building processes. Furthermore, we strive to give back to society a part of what our company receives from our clients, by investing in Corporate Social Responsibility (CSR) programs and charity schemes that aim to promote progress in the geographic areas where our developments are located.



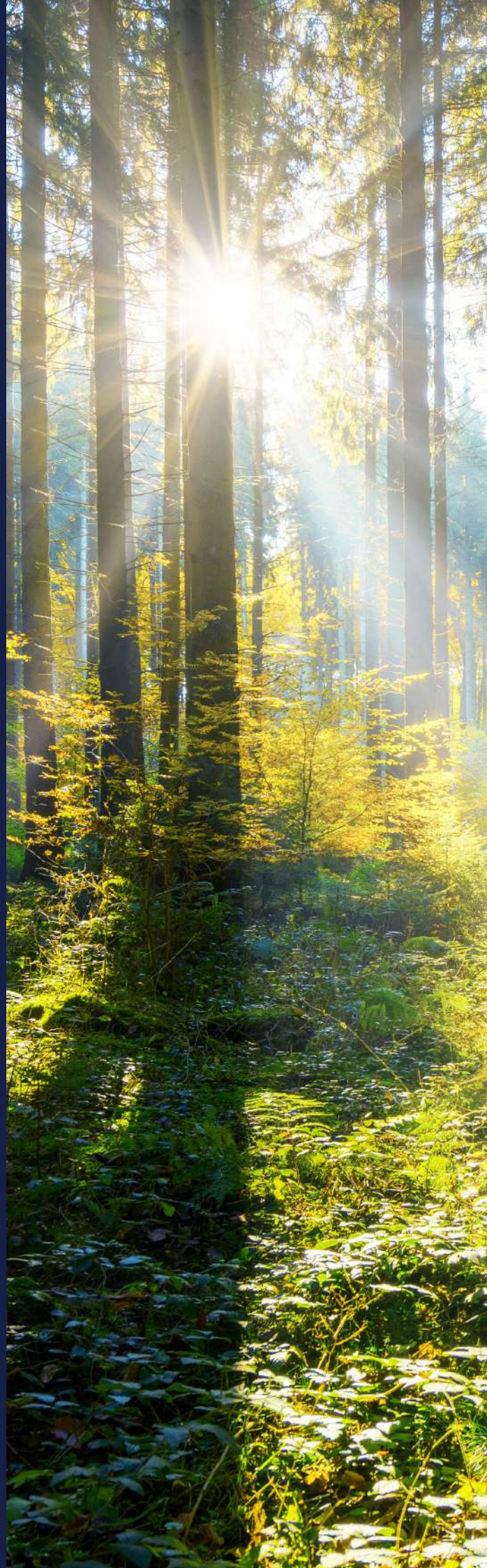
1.2 Mission, Vision Statement and Corporate Values

Mission

Gestilar develops environmentally-friendly homes to enhance our customers' quality of life. Our product is exclusive that stands apart from the rest because, in addition to our quality materials and prime locations, we pay meticulous attention to the details and to architectural aesthetics.

Vision

Always putting the needs of our customers first, we contribute to sustainable urban development through the excellent quality of our products, developing housing in accordance with the carbon emission reduction targets set out in the United Nations' 2030 sustainable development agenda.





CORPORATE VALUES

We are continuously on the look-out for land in the most desirable and sought-after locations, and our developments are built according to the following fundamental premises:

Design

This is a crucial component of our projects. We work with the support of top-tier architecture firms, which enables us to offer avant-garde design residential properties aimed primarily at a segment of the urban population that seeks functionality and comfort without sacrificing design.

Quality

This is the bedrock of our developments. We use high-quality finishes and innovative building materials, while closely monitoring the entire execution process. All our developments carry the unmistakable hallmark of the Gestilar quality.

Customisation

We strive to offer our customers the widest choice of customised options for their home. We have an extensive selection of premium-brand finishes that lend our homes a unique and exclusive signature style, guaranteed by the Gestilar brand.

Innovation

This is the driver of change and the primary differentiating factor of a business. Each of Gestilar's projects is designed using state-of-the-art technology that generates added value. We invest in innovation in every facet of our business in order to stay ahead of the curve of future trends and to create original solutions that are aligned with our goals.

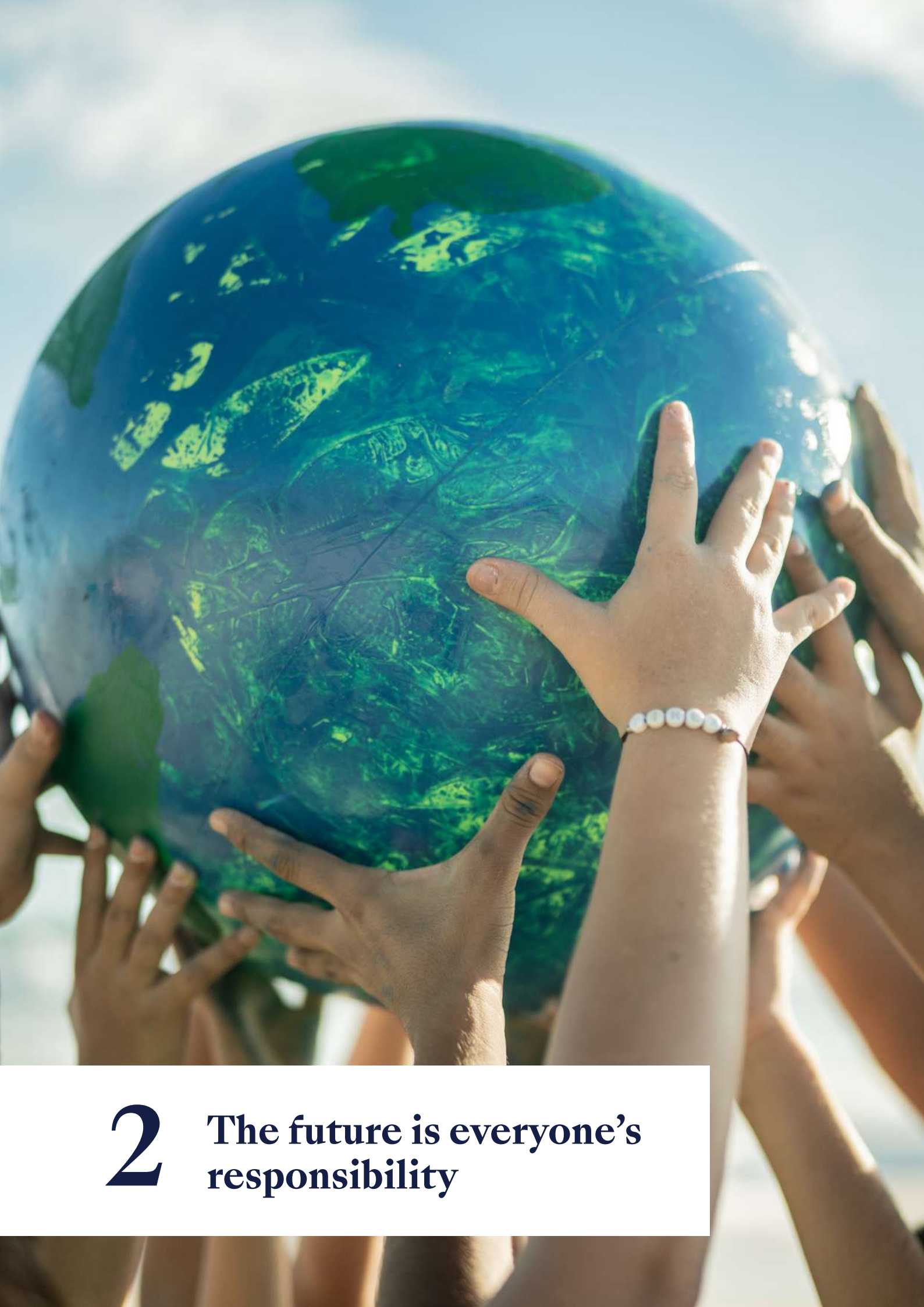
Sustainability

Our projects utilise eco-friendly technology and materials that help to cut our CO₂ emissions. We support the transition to a Zero-Carbon Economy, which is based on the concepts of a circular economy, energy efficiency, water balance and renewable output.

Social Responsibility

We contribute towards the development and advancement of the areas where our projects are located by funding Corporate Social Responsibility (CSR) initiatives in several fields such as sport, social action, the environment, art and culture..

At Gestilar, we apply the concept of quality as an integral principle across our company. That is why we have once again renewed our AENOR certification under the ISO 9001 standard, developed by the International Organization for Standardization (ISO) that applies to Quality Management Systems in any organization. This renewal reflects our continued commitment to enhancing the quality of our products and services, with a strong focus on customer satisfaction.



2

**The future is everyone's
responsibility**

2.1 Sustainable Development Goals

The Sustainable Development Goals (SDGs) are 17 areas of action established by the United Nations General Assembly in 2015 as a plan to achieve a better, more sustainable future, in the face of the emergency caused by the effects of climate change, the vast inequalities that exist among the world's population and poverty.

This “programme for the future” shapes what is known as the Agenda 2030, so-called because of the time-line set out to attain each of the milestones and targets established in these 17 fields of action:

SDG 1: Ending poverty



Eradicating poverty in all its forms remains one of the main challenges facing humanity. Today, too many people across the world are struggling to meet their most basic needs; many lack access to sufficient food, drinking water and adequate sanitation. Regions such as South Asia and sub-Saharan Africa are home to 80% of the world's population living in extreme poverty. In addition, new threats brought about by climate change, conflicts and food insecurity demand greater efforts to lift people out of poverty.

SDG 2: Zero hunger



Unfortunately, hunger and malnutrition continue to be major obstacles to development in many countries. It is estimated that 821 million people suffered from chronic malnutrition in 2017, often as a direct consequence of environmental degradation, drought and the loss of biodiversity. More than 90 million children under five years old are dangerously underweight. Malnutrition and food insecurity appear to be increasing in nearly all regions of Africa and South America.

SDG 3: Health and well-being



Good health is central to sustainable development and the 2030 Agenda, which is why the work that remains to be done to reduce inequalities, the continued fight against HIV and other infectious diseases or emerging health issues such as non-communicable diseases is so important. Although there have been considerable improvements in this area in recent years, progress has been uneven, and there is still a gap of 31 years between countries in terms of the longest and shortest life expectancies.

SDG 4: Quality education



The aim of achieving an inclusive and quality education for all is based on the firm conviction that education is one of the most clearly proven and most powerful engines of sustainable development. With this aim in mind, the goal seeks to ensure that all children complete free primary and secondary education by 2030. It also aims to provide equal access to affordable technical training and to eliminate gender and income disparities, as well as to achieve universal access to quality higher education.

SDG 5: Gender equality



Putting an end to all forms of discrimination against women and girls is not just a basic human right, it is also crucial for sustainable development. The effort to provide opportunities for women and girls has an exponential impact and contributes to global economic growth and development.

SDG 6: Clean water and sanitation



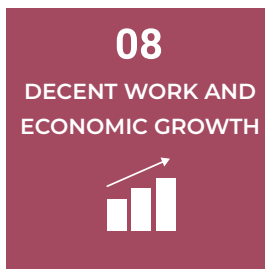
Water scarcity affects more than 40% of the world's population, an alarming figure which is likely to increase with rising global temperatures caused by climate change. Although 2.1 billion people have gained access to improved water and sanitation conditions since 1990, the diminishing availability of quality drinking water is a major problem that afflicts every continent.

SDG 7: Affordable, clean energy



With the growth in the world population, demand for energy will also rise and a global economy dependent on fossil fuels is producing dramatic changes to our climate. Expanding infrastructure and improving technology to produce clean energy in all developing countries is a key objective that could stimulate growth and in turn help the environment. To achieve SDG 7 by 2030, we need to invest in clean energy sources, such as solar, wind and thermal energy and improve energy efficiency.

SDG 8: Decent work and economic growth



The Sustainable Development Goals stress stimulating sustainable economic growth through improvements to productivity levels and technological innovation. Promoting policies that stimulate the enterprising spirit and job creation is the key to this goal, as are effective measures to eradicate forced labour, slavery and human trafficking.

SDG 9: Industry, innovation and infrastructure



Investment in infrastructure and innovation are the core driving forces of growth and economic development. With over half the world's population living in cities, mass transport systems and renewable energy are becoming increasingly important, as is the expansion of new industries and information and communications technology.



SDG 10: Reducing inequalities



Income inequality is a worldwide problem which requires global solutions. These include improving the regulation and control of financial markets and institutions as well as promoting development aid and direct foreign investment in the regions with the greatest development needs. Another key factor to closing the gap is to foster migration and safe mobility for people.

SDG 11: Sustainable cities and communities



Today, more than half the world's population lives in urban areas. By 2050, this figure will have increased to 6.5 billion people, two thirds of humanity. It is not possible to achieve sustainable development without radically changing the way in which we build and manage urban spaces.



SDG 12: Responsible production and consumption



To achieve economic growth and sustainable development, we must urgently reduce our ecological footprint through changes in production methods and our consumption of goods and resources. The efficient utilisation of shared natural resources and improving the removal of toxic waste and pollutants are essential to attaining this objective. It is also critical to encourage industries, businesses, and consumers to recycle and minimise waste, as well as to assist emerging nations in transitioning to sustainable consumption patterns by 2030.

SDG 13: Climate action



There is no country in the world that has not experienced the dramatic effects of climate change. Greenhouse gas emissions are constantly increasing and today they are 50% higher than 1990 levels. Moreover, global warming is causing permanent changes to the climate system, the consequences of which could be irreversible if urgent steps are not taken now.

SDG 14: Underwater life



The world's oceans, their temperature, chemical composition, currents, and life are the driving forces behind the worldwide systems that make the Earth habitable for humans. How we manage this vital resource is crucial for humanity and for countering the effects of climate change.

SDG 15: Life of terrestrial ecosystems



Human life depends on the land as well as the sea for its livelihood and survival. Plant life provides 80% of human foodstuff, and agriculture is an important economic resource and means of development. Forests meanwhile, occupy 30% of the earth's land surface, they provide essential habitats for millions of species and are an important source of clean air and water. They are also essential for combatting climate change.

SDG 16: Peace, justice and strong institutions



Without peace, stability and human rights it is not possible to attain sustainable development. We are living in an increasingly divided world. Some regions enjoy permanent levels of peace, security and prosperity, while others fall into apparently endless cycles of conflict and violence. This is by no means inevitable and must be addressed.

SDG 17: Partnerships to achieve the goals



The Sustainable Development Goals can only be achieved with a firm commitment to promoting worldwide cooperation partnerships. Humanitarian crises caused by conflicts or natural disasters continue to require further resources and financial aid. Many countries also need assistance to stimulate growth and trade.

2.2 An action plan aligned with the SDGs

We are all responsible for the future we will leave behind for the generations that will follow us. The goals set under these 17 areas of action are not only the responsibility of the 193 countries that make up the United Nations; they are the responsibility of everybody across the globe, which also includes governments, organisations, companies, and each individual at a personal level, because no action is too small, and it all adds up. At Gestilar we like to be accountable and we are aware of our responsibilities, which is why we are taking action, to the best of our ability, at three different levels: in our workplaces and internal processes, in the construction of our residential projects, in coordination with NGOs, foundations and other bodies and individuals that need our support.

At Gestilar, we recycle all of the waste we produce (paper and cardboard, printer toners, containers, coffee capsules, glass and plastic) at points of sale and in our offices to reduce the impact of our day-to-day operations as much as possible.

we promote healthy eating among our staff and encourage them to take exercise through a variety of sporting activities and initiatives.

Furthermore, we designed our production processes around the goal of minimising our carbon footprint by promoting principles such as circularity and energy saving and renewable production to facilitate the transition to a Zero Carbon economy that will contribute to the well-being of society as a whole. Our development cycle is geared towards generating the least possible impact, over the shortest time possible, by optimising processes and investing in Research, Development and Innovation in the materials we use, engineering and construction.

We collaborate with third parties to develop various initiatives that promote sports, art, culture, and support charitable causes

Lastly, we are involved in various charity schemes with third parties to promote sport, art and culture as part of our Annual Corporate Social Responsibility Plan. Each of these activities described in this document, is aligned with one of the 17 Sustainable Development Goals.



3

Our commitment and actions

3. Our commitment and actions

All business operations must be conducted in an ethical, responsible and sustainable manner. This is the approach we take at Gestilar, and we also put into practice our firm commitment to give back to society as a whole part of the revenue we earn, in the form of solidarity programmes. That is why Social Responsibility is one of our corporate values.

The development of the geographic areas where our projects are located is very important to us. We contribute to this development by investing in many types of Corporate Social Responsibility activities, and we seek to instil this social consciousness at every level of our organisation. In this respect, our staff also lend their support to causes by actively engaging in a variety of solidarity campaigns spearheaded by our company.

All business activities must be conducted in an ethical, responsible, and sustainable manner

The social causes in which Gestilar is involved share the same goal: to reinforce the values with which we fully identify, such as effort and solidarity.

Our Annual Corporate Social Responsibility Plan, in which investment has grown over the years, encompasses a wide variety of actions. It contains a diverse array of initiatives organised around five major areas of action, such as fostering a fairer and more egalitarian society, the promotion of sport as a driver of development, respect for the environment, the promotion of art and culture and care for the workforce, the most important asset of any company.

Each year, we contribute to more than 20 causes that we participate in together with various non-profit foundations and associations. The latest organisations to become part of our CSR strategy have been Aldeas Infantiles and Acción Contra el Hambre, NGOs that fight to reduce inequalities and help the most disadvantaged; we have also joined the important cause led by the Asociación Española Contra el Cáncer as well as entering into a partnership with the Arca de Noé Foundation, an animal protection organisation that promotes the adoption of hundreds of abandoned animals to give them a new life

3.1. Promoting a fairer and more egalitarian society

These types of actions focus particularly on improving the lives of people in vulnerable situations and helping the most disadvantaged in society, such as children and people with any kind of disability.

We give our backing to the following initiatives in this sphere, all of which are aligned with the following SDGs:



3.1.1 COOPERACIÓN INTERNACIONAL “A SMILE FOR CHRISTMAS” CAMPAIGN



COOPERACIÓN
INTERNACIONAL

In 2022, Gestilar took part for the sixth year running in the “A Smile For Christmas” solidarity campaign, organised by the NGO Cooperación Internacional. The campaign’s mission is to collect gifts from our employees and their families to give to children and teenagers from families at risk of social exclusion. With the help of other participating companies, we made it possible for 8,500 girls and boys all over Spain to receive a gift for Christmas and to enjoy the excitement and magic of this special time of year with their families.

3.1.2 ACCIÓN CONTRA EL HAMBRE



This year, for the first time, Gestilar has added the NGO Acción contra el Hambre to its Corporate Social Responsibility Plan. Acción contra el Hambre is an international humanitarian organi-

sation that fights against the causes and effects of hunger and to ensure access to safe water, food, basic health care and education. Through their work, they protect girls, boys, men and women from the threat of hunger. With everyone’s assistance, this organisation has already helped 25 million people in 50 different countries.

3.1.3 PALATRÓN-GESTILAR CLUB, INCLUSIVE TABLE TENNIS



We have been supporting the initiative launched by the Palatrón Table Tennis Club for four years, and it is now called the Palatrón Gestilar Club.

In addition to its work in the community, the Palatrón-Gestilar Club provides a healthy alternative, such as a sport, in this case table tennis, for underprivileged young people and those at risk of social isolation through this inclusive initiative. There are more than 40 young people currently enrolled in the club.



GESTILAR



3.1.4 REAL ESTATE SECTOR INCLUSIVE FOOTBALL 7 TOURNAMENT

In 2023, we participate in the Inclusive Football 7 Tournament organised by the ASPRIMA Foundation (Madrid Property Developers Association) in support of the Madrid Down Syndrome Foundation.

At this sporting event, which has become a tradition in the real estate sector, different companies compete in teams of seven players, including one person with an intellectual disability.

The tournament seeks to highlight such a just and important cause as the social inclusion of people with intellectual disabilities in the real estate sector, raising funds to promote sports and healthy lifestyle habits among people with intellectual disabilities.

3.1.5 BALIA FOUNDATION FOR INFANCY



Once again this year, we continued to support the schemes organised by the Balía Foundation for Infancy in the field of education. The Balía Foundations works to promote the social inclusion of young people at risk, through assistance and prevention socio-educational programs. Operating all over Spain, Balía is mainly present in areas with a high immigrant population. It also works in underprivileged communities in other countries through partnerships with local counterparts.

The Balía Foundation promotes and sets up educational projects to prevent school drop-out and isolation, combat school failure and promote education in values, offering behavioural guidelines that children can internalise and which enable them to develop into fully integrated adults. In addition, the Balía Foundation raises awareness of the social reality of disadvantaged groups and encourages society to become involved in improving their situation.



3.1.6 ALDEAS INFANTILES SOS

We have contributed once again this year to the excellent work Aldeas Infantiles S.O.S. has been doing for over 50 years, through which it has assisted 32,984 children and young people in Spain, Latin America and Africa.



With the donations it receives, Aldeas Infantiles is able to cover the basic food, hygiene and health needs of children in vulnerable situations, as well as organise prevention programmes with families at risk of exclusion, providing psychological care and mental health care therapies. It runs eight Villages in Spain where more than 1,155 children live.

3.1.7 MADRID DOWN SYNDROME FOUNDATION

In 2023, we continued to support the efforts of Down Madrid. As a new development, last year we welcomed a group of students from the Foundation to our Madrid offices as part of a training program aimed at developing employment skills.

We had the opportunity to share a brief presentation with them, providing insights into the work of a real estate developer and the various departments involved. Furthermore, the students had the chance to engage with our team, exchanging questions and experiences about the industry.





3.1.8 SPANISH CANCER ASSOCIATION

In 2023 we have once again reconfirmed our commitment to the Spanish Cancer Association. With our support, we promote research, provide support for patients and their families, and help to raise awareness of the importance of healthy habits and lifestyles. We have also added our backing to the ambitious challenge of achieving a 70% cancer survival rate by 2030.



For the first time this year we have handed out products acquired from the Association's online charity shop among our staff which has encouraged all our team to get involved in a cause that is so important for everyone's health and wellbeing.

3.1.9 SPANISH RED CROSS

Since last year, we have been collaborating with the Spanish Red Cross, a humanitarian institution of a voluntary nature and public interest, which is part of the International Red Cross and Red Crescent Movement. With over 150 years of history, it operates in 41 different countries.



3.1.10 FUNDACIÓN INTEGRA

This year, Gestilar participated in the charity dinner "Companies for Labor Integration" organized by Fundación Integra in conjunction with Madrid Foro Empresarial. At this event, we had the opportunity to gain firsthand insight into the work of these organizations and join the challenge of achieving the labor integration of 2,000 individuals who are socially excluded or have disabilities.



3.2 Generating values through sport

Our company philosophy fully endorses the values that sport embodies, such as effort, sacrifice, fair play, teamwork and self-improvement, Which is why it occupies an important place in our Annual CSR Plan. All our initiatives are aligned with the following Sustainable Development Goals (SDGs):



3.2.1 39TH PRINCE OF ASTURIAS SAILING TROPHY AND GESTILAR LADIES CUP

In 2024, and for the fifth consecutive year, we were official sponsors of the 39th Prince of Asturias Sailing Trophy, organised by Monte Real Yacht Club of Baiona (MRCYB). This event is one of the most important competitions on the Spanish watersports calendar and in which some of the world's top yachtsmen and women take part.

Through our commitment to raising the profile of women in this sport, we also sponsored the women's competition regatta, giving our name to the trophy, which was renamed the "Gestilar Ladies Cup" in 2020.

In 2023, we also collaborated in the J80 World Championship organized by MRCYB. Additionally, we were sponsors of the Gestilar Autumn League in the same J80 sailing category.

3.2.2 NICO RODRIGUEZ

In 2022, Gestilar signed a sponsorship agreement until the next Olympics with the yachtsman from Vigo and Olympic medallist in Tokyo 2020, Nico Rodríguez.

Nico shares with Gestilar the values represented by a sustainable sport such as sailing: teamwork, effort, sacrifice, sportsmanship and self-improvement. All of these reasons make Nico an ideal ambassador for our brand in his native Galicia, where Gestilar has invested extensively in a number of residential development projects.

3.2.3 CLUB DE FÚTBOL Y BASKET VALDEBEBAS



In 2022, we signed a sponsorship agreement with the Valdebebas Football and Basketball Clubs. These local clubs have adopted values that are closely aligned with the spirit of the Gestilar brand, such as teamwork, effort, striving for excellence and building relationships between the people in the neighbourhood where Gestilar's head office is located through sporting activities.



The goal of these clubs is to provide people with an all-round education through leisure and sports, as well as to train excellent players and produce well-rounded individuals by instilling values such as respect, tolerance, integrity, and solidarity, among others.

Thanks to our collaboration with these clubs, we also had the opportunity to sponsor the First Diskamp | The Kamp Padel Tournament in 2023, which raised funds to support recreational activities for individuals with disabilities.



3.2.4 ALCOBENDAS SPORTS FOUNDATION (FUNDAL)



We have been benefactors of the Fundación de Deporte de Alcobendas (Alcobendas Sports Foundation or FUNDAL) since 2017.

This non-profit private institution was founded to promote sport in this city that lies to the north of Madrid, by providing support to five of its most representative clubs, including: Alcobendas Handball Club, Alcobendas Basketball Club, Alcobendas Skate Club, Alcobendas Rugby and the Alcobendas Volleyball Club. Founded in 1998, the Alcobendas Foundation has grown to become one of the nation's benchmark organisations in this field.

Thanks to our collaboration with Fundal, we also had the opportunity to sponsor the Chulapa de Alcobendas Padel Tournament.

3.2.5 DIVERSABOX

Diet and exercise are the key factors to maintaining good health. To support this and to promote our employees' wellbeing, at the end of 2022, we signed an agreement with Diversabox, whereby the Gestilar team is offered a special rate.

Diversabox is a boutique gym in Valdebebas (Madrid), where Gestilar's head office and the work centre where 80% of our staff is located. This gym provides a customised fitness program, delivered through a proprietary method that combines 4 different disciplines: cycle up, boxing, trx and abs work. Each one is practiced in short intervals, resulting in a very dynamic full-body workout of 50 minutes per session.



3.2.6 CLUB NÁUTICO DE VIGO

As a new initiative in 2023, we sponsored the Gestilar Open Padel Tournament at the Club Náutico de Vigo.



3.2.7 CLUB DE RUGBY COMPLUTENSE CISNEROS

In 2023, we established a new sponsorship agreement with Club de Rugby Complutense Cisneros, one of Spain's oldest rugby clubs with a university origin. With nearly 80 years of history and tradition, the club is committed to diversity, human development, and the personal growth of its players through rugby, a sport that instills values such as respect, humility, effort, solidarity, commitment, and friendship.



3.2.8 NATIONAL TWO-STAR SHOW JUMPING COMPETITION

Gestilar was a sponsor of the National Two-Star Show Jumping Competition organized by the Equigalia Equestrian Club (Tuy, Pontevedra) and the Galician Equestrian Federation. The event brought together horse enthusiasts and equestrian sport lovers for a weekend, featuring six different jumping events.

GESTILAR

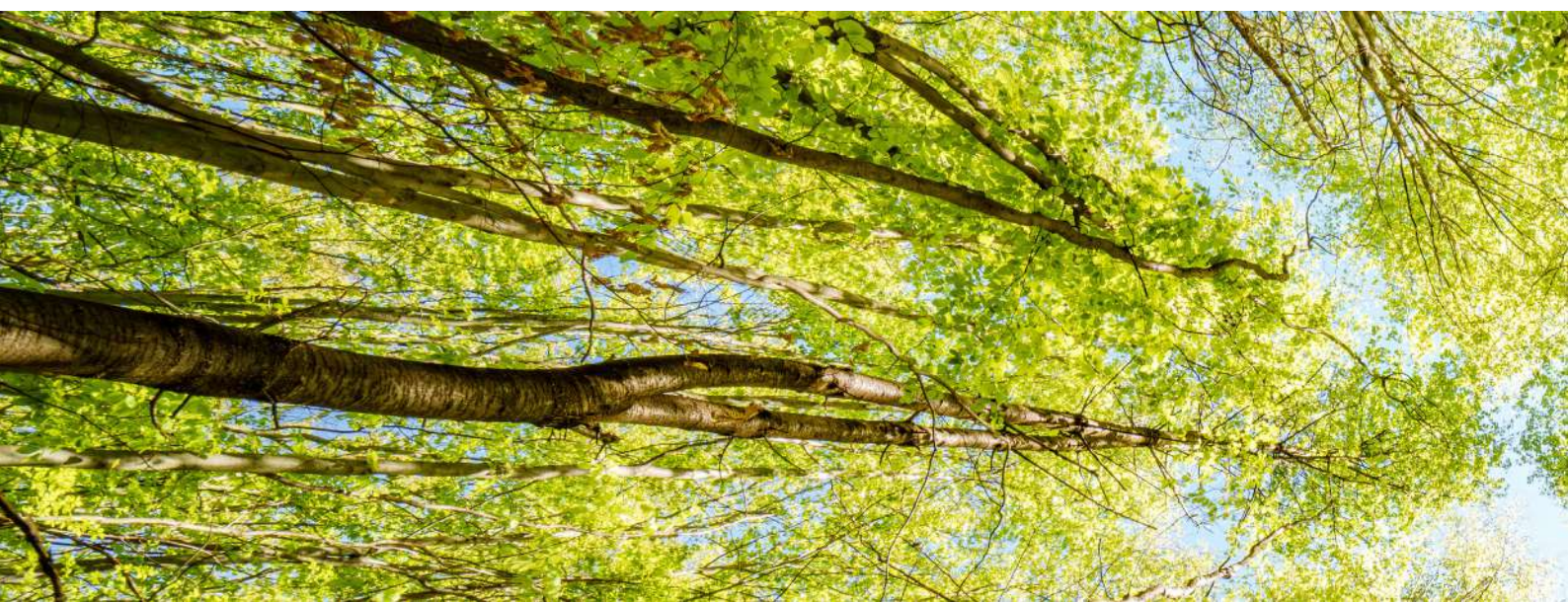


3.3. Protecting the Environment

When developing our projects, we adhere to the ESG (Environmental, Social, and Governance) guidelines relating to sustainability, the environment, and good governance in order to build more sustainable cities and communities, foster innovation in the real estate sector and combat climate change through our approach to industrial execution and the final product.

Ensuring the conservation of the environment, and with it, the wellbeing of future generations is every company's responsibility. That is why at Gestilar we advocate the pursuit of sustainable practices both in our production process and in our CSR plan.

The actions described below are aligned with the following Sustainable Development Goals (SDGs):



3.3.1 WWF EARTH HOUR

In 2023, we participated for the 6th consecutive year in Earth Hour, promoted by the NGO WWF (World Wildlife Fund).



Earth Hour was launched 14 years ago as a symbolic gesture to draw attention to the issue of climate change. Since then, it has evolved to become the largest environmental protection campaign worldwide. Turning off the lights in homes, buildings and iconic monuments for one hour was a simple action that would go on to galvanise a growing global movement for the planet.

3.3.2 REFORESTA

In 2023, Gestilar collaborated with Reforesta on the “Gift a Tree” initiative. Reforesta is a non-profit organization dedicated to promoting sustainable development, with a focus on restoring vegetation and combating desertification.

Through the “Gift a Tree” initiative, Gestilar gifted a tree to each of its employees. These trees were planted in the Jarama and Henares Special Conservation Area.



3.3.3 FUNDACIÓN EL ARCA DE NOÉ

The Arca de Noé Foundation is an animal protection organisation that encourages the adoption of hundreds of abandoned animals and to give them a new home. Over its 20 years of existence, it has housed more than 6,000 animals, most of which have now been adopted.



The organisation also carries out sterilisation campaigns on dogs and cats to prevent undesired litters that are later abandoned, as well as animal therapy for sick people, and educational activities for children, families, etc. One of its key initiatives is its program for women who are victims of domestic violence. In this scheme, women are taught how to train personal protection and defence dogs, where they can practice as trainers and educators in a natural environment.



3.3.4 SUSTAINABLE CONSTRUCTION CERTIFICATES

The residential projects that Gestilar develops are built according to internationally recognised sustainability standards and certificates such as BREAM and LEED. Our BtR project in Valdebebas is aiming to attain the BREEAM Excellent certification, which is the highest awarded by this body.

The sustainable use of energy is one of our core principles, and we implement a variety of construction measures that has resulted in us obtaining high-level energy certificates.

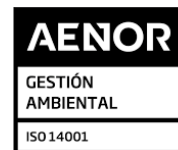
Some of the sustainability techniques we incorporate into our building process consist of paying

attention to the building façade envelope, using low-emission glass, installing environmentally-friendly waste water sanitation systems, installing irrigation systems in the gardens that reuse rainwater, and cold- start taps to optimise the use and reuse of water.

3.3.5 ISO 14001 ENVIRONMENTAL MANAGEMENT

We strive to offer our customers the best assistance and support when making such a life-changing decision as the purchase of a new home, while respecting the environment and fulfilling our social responsibility.

In order to guarantee excellence and quality in our services, we have integrated our land purchase,



development, marketing and after-sales processes into a Management System endorsed by AENOR, an internationally recognised certifying body.

This Management System includes procedures to ensure our business is conducted in a sustainable manner, in accordance with the criteria laid down by the ISO 14001 Standard on Environmental Management.

3.3.6 INNOVATION

At Gestilar, we promote inclusive and sustainable industrialisation and innovation as an instrument to not only drive change and progress in the company but also to promote more sustainable and environmentally-friendly residential developments.

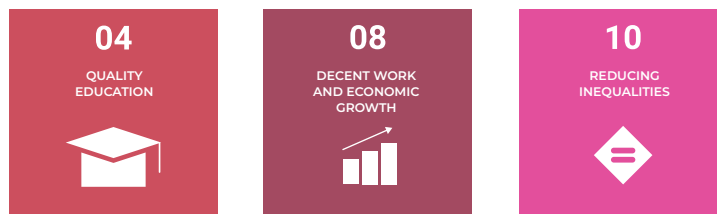
Because innovation is a field with a long path ahead of it, Gestilar is already using industrialised components in our buildings that are manufactured in factories off-site, maximising the safety of our employees, as well as the quality and sustainability of the components. Furthermore, our homes now incorporate the latest trends in home-automation, including home control devices and energy-saving systems.



3.4. Art and Culture: Tools for Development

We believe that art and culture are crucial to the development of a society. For this reason, and given our special interest in the development of the geographic areas where our residential developments are located, we have launched several initiatives in this field. These include GestilART, a program through which we have embarked on the exciting adventure of acting as patrons of young artists.

All the actions described below are aligned with the following Sustainable Development Goals (SDGs):



3.4.1. GESTILART

GestilART is one of our most innovative Corporate Social Responsibility initiatives. We began developing it over a year ago in order to promote art and culture through our communication channels to bring them to the public's attention and to assist the sponsored artists in increasing their sales and realising their dream of making a living from their passion for creating art.

Through this wonderful initiative, we are assisting more than 15 artists through a number of promotional activities on our website, social media, press releases, mailings, interviews, podcasts, etc., all of which aim to put them in contact with our community of follower and customers.

Artists sponsored by GestilART:



Nivia Díaz-Rubio



María García



Beatriz del Valle



Begoña Fernández



Cristina Torres



Tatiana Roig



Rebeca López



Tania Ciffer



Maria Uriarte



Ana Kai



Josune García



Iratxe Arteta



Yoyosena



Alicia Gimeno



Mariona Espinet



Andrea Casado



Ana Villar



Gloria Trincado

GESTILART

3.4.2 WORK EXPERIENCE AGREEMENTS WITH UNIVERSITIES

Gestilar has signed agreements with several universities, both public (Universidad Politécnica de Madrid) and private (Universidad de Navarra, San Pablo CEU), to facilitate their students' practical training and future integration into the labour market.

As part of our commitment to culture and education, Gestilar provides university students from the faculties with which we have agreements with both academic and extracurricular paid internships. In many cases, after completing their work experience, students will have the opportunity to continue working for our organisation and to advance their professional careers.

The academic internships offered to students in our work centres allow them to apply the knowledge acquired during their education and to acquire the skills that will prepare them for their professional career, which in turn will improve their chances of finding a job.



3.4.3 SERVIMEDIA

We collaborate with Servimedia, a leader in Social Information in Spain, for the distribution and broadcast of our corporate news. Servimedia is part of Grupo Social ONCE, which comprises ONCE, its Foundation, and ILUNION. Its goal is to generate stable employment for disabled people, and the organisation plays an important role in promoting the message about an equal-opportunity society.

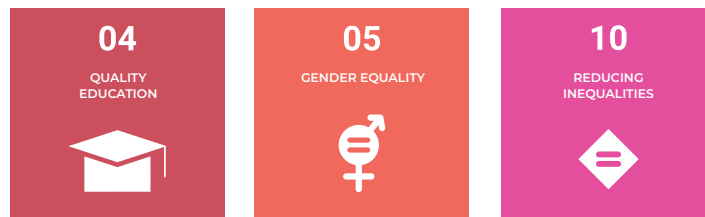
At Servimedia, more than 50% of the journalists working in its newsroom have some form of disability, which is why we are committed to Servimedia as a broadcaster of our news. Its information is handled by motivated, qualified and committed professionals who are dedicated to achieving excellence in the way information is delivered. This is a differentiating factor which also includes social commitment, transparency and information accessibility, clarity in the presentation and experience in the sector.



3.5. Our team: the main asset of Gestilar

A company's social responsibility should begin with its own internal working environment. It should ensure that its working conditions are aligned with ethical principles that are laid down by law. Solidarity initiatives and protecting the environment will serve for little if the company itself does not take care of its employees, its main asset and source of talent.

The practices described below form part of the operating procedures at Gestilar, and are aligned with the following Sustainable Development Goals (SDGs):



3.5.1 HUMAN RESOURCES AND SELECTION PROCESSES

As a result of the growth of the Gestilar Group and, consequently, of its workforce, over the last year, we have brought services in-house that were traditionally carried out by external consultancy firms. These include human resources, which is part of the People and Talent department within the Gestilar structure.

The People and Talent department, which deals with any staff-related issue, plays a key role in improving Gestilar's internal management. Among its many functions are the setting up and handling of personnel selection processes, as well as all the recruitment procedures, monthly payroll management, holidays, leave, expenses, training and any other aspect related to the day-to-day running of the workforce. It also organises occasional surveys on the working environment to monitor employees' job satisfaction.

At Gestilar, we believe our team is our best asset. It can take full credit for all the successful results we have achieved to date and for those we will achieve in the future. An aspect as important as the future of the company needs to be managed with utmost care and diligence. For this reason, carrying out fair and impartial selection processes is essential to attracting the talent that this company needs in order to accomplish the ambitious business goals that we have set ourselves.

Accordingly, the selection processes carried out by our People and Talent department, as well as being impartial, are based on an analysis

of three principles, which are education, professional career and skills, in order to select the ideal candidates. Through this fair process, we have the assurance that our employees have all the necessary skills and abilities to work in our organisation.

This is the beginning of a working relationship in which both parties, the company and the employee, obtain a mutual benefit. The company is enriched by the multidisciplinary talent and experience of its workforce; in addition to earning a salary, employees benefit from the professional training and development offered to them by the company's opportunities and projects in which they are involved, which boost their sense of belonging to a team.

We have also introduced initiatives to ensure fair salaries and equal pay among staff with the same experience and employment category. We operate a fully structured payment plan, based on market surveys which assess the salaries in each position and job. This way, Gestilar is able to make sure that the salaries it pays its workforce are fair and in line with market rates.

Currently, neither gender constitutes more than 60% of the total workforce.



3.5.2 WAGE GAP ANALYSIS AND EQUITY IN SENIOR MANAGEMENT

We firmly believe that everyone has talent regardless of gender, so in honouring our commitment to achieving gender equality, we strive to:

- Award equal salaries to ensure that no salary gap exists between men and women performing the same job.
- Establish and arrange personnel selection criteria that will help us to maintain an equal representation of both genders on our payroll. At present, neither gender accounts for more than 60% of the overall staff.

3.5.3 WORK EXPERIENCE PROGRAMME

Gestilar is a company that is fully committed to quality education and granting opportunities to students who need to complete their theoretical knowledge acquired during their academic learning with practical training

undertaken in a real company. With this in mind, we have signed agreements to provide paid inter-

nships with several schools and state and private universities, including Universidad Politécnica de Madrid and University of Navarra and San Pablo CEU, to enable their students to begin their professional career in our company.

Work experience students who take part in the programme perform the duties pertaining to the department in which they are completing their scholarship while they are under the constant supervision of senior staff who teach, guide and advise them, constantly focusing on their learning. This ensures that, at the end of the programme, when the students are assessed, they will have acquired a comprehensive knowledge of the tasks. At Gestilar, we believe that each person is unique, which is why we invest resources to enable these students to develop their skills and to put their knowledge into practice through training programmes designed especially for them.

3.5.4 OCCUPATIONAL RISK PREVENTION

In order to guarantee excellence and quality in our services, we have integrated our processes into a Management System endorsed by AENOR, an internationally recognised certifying body. Within this Management System, we have included all



the procedures relating to Occupational Health and Safety laid down by the ISO 45001 Standard, to ensure the wellbeing of all our employees.

In accordance with this standard, all risks that may arise in each job are assessed periodically and action plans are devised to remedy or minimise any contingency or danger.

Gestilar has an agreement with an External Prevention Service (EPS) which takes responsibility for the specialised areas of Safety, Industrial Hygiene, Ergonomics and Applied Psychosociology and Medicine in the Workplace. The EPS carries out periodic risk detection inspections and assessments of the risks and opportunities for Occupational Health and Safety. This assessment takes account of:

- The work organisation, social factors, leadership and the organisation's culture.
- Routine and non-routine activities and situations, including hazards related to facilities and infrastructure and work organisation, including their adaptation to the workers, product design and services provided, the processes for their execution and the associated human factors.

- Relevant past incidents, whether internal or external and emergency situations, including potential ones.

- Persons, including, in addition to employees, those with access to the workplace, those in the vicinity of the workplace who may be affected and workers in a location that is not under the direct control of the organisation.

- Incidents occurring in the vicinity of the workplace caused by activities related to the work under the control of the organisation, as well as those not controlled by the organisation and which could result in injuries and a deterioration in the health of the people at the workplace.

- Changes in the organisation, operations, processes, activities and the health and safety management system, as well as in any knowledge and information about the hazards.

In establishing the criteria for the risk and opportunity assessment method the following order of priority is adhered to:

- Methods defined by the applicable legislation in force.



- Guidebooks of official bodies and institutions in the field of Health and Safety at Work in Spain or of recognised national or international prestige (INSHT guides or those recognised by the INSHT, Ministry of Health, etc.).

- Technical standards (UNE, DIN, etc.).

In parallel with these risk assessments, and in order to integrate and promote employees' knowledge about prevention and safety at work, all employees have taken the theoretical course on Occupational Risk Prevention, and dynamic exercises are also carried out to promote the practical implementation of these techniques, as well as emergency plans.

Gestilar has provided its workplaces with common areas for relaxation to encourage relationship building between the members of staff.

3.5.5 ACCESSIBILITY AND REMOVAL OF BARRIERS

In accordance with Law 8/1993 of 22 June on the Promotion of Accessibility and Removal of Architectural Barriers, all the facilities, points of sale and centres of work occupied by Gestilar are accessible and can be fully used by people with reduced mobility or any kind of disability, whether permanent or temporary.

3.5.6 WHISTLEBLOWING CHANNEL

Gestilar has an internal whistleblowing channel to which all employees can report any irregularities, misconduct, or mismanagement. This channel is entirely confidential and is managed by the Data Protection Officer, an external provider, due to the highly sensitive nature of the information.

The internal whistleblowing channel is an essential component of any compliance program and a requirement of the criminal prevention plan, as outlined in Law 2/2023 of February 20.

GESTILAR



GESTILAR

2024

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