

**CONSOLIDATED STATEMENT
OF NON-FINANCIAL INFORMATION
CORAL HOMES GROUP
FISCAL YEAR 2024**

côralhomes

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1. ABOUT THIS REPORT

This Report contains the non-financial information of Coral Homes Holdco, S.L.U. (hereinafter, **“Coral Homes Holdco”**) and its subsidiaries (hereinafter, jointly, **“Coral Homes Group”** or indistinctly, the **“Group”**) for the year ended 31 December 2024 (indistinctly, the **“Report”** or the **“Statement of Non-Financial Information”**).

The Statement of Non-Financial Information has been prepared to identify risks, improve sustainability and increase the confidence of investors, consumers and society in general, as set out in European Directive 2014/95/EU on Non-Financial Reporting and Diversity, and its transposition into Spanish legislation through Act 11/2018 of 28 December on the same subject.

For the purposes thereof, the guidelines of the Global Reporting Initiative (GRI) have been followed, specifically the GRI Standards version under the “Essential” option. Furthermore, the principles recommended by GRI to ensure the quality of the report have been applied, namely: balance, comparability, accuracy, timeliness, clarity and reliability. The GRI content index table is attached to this Report.

In preparing the Statement of Non-Financial Information, special emphasis has been placed on describing the business model of Coral Homes Group, the evolution of its activities and its main non-financial indicators, in order to enable its understanding and to provide stakeholders with more knowledge on the impact of the Group’s business on its environment and society.

Pending the approval of the transposition of Corporate Sustainability Reporting Directive (EU) 2022/2464 (CSRD) to the Spanish legal system, the purpose of this report is to reflect the adaptation efforts made in 2024, improving as far as possible the information shown and seeking to align with CSRD requirements.

As from 1 June 2021 and 1 January 2022, the Commission Delegated Regulation (EU) 2021/2139, of 4 June 2021, and the Commission Delegated Regulation (EU) 2021/2178 of 6 July 2021, respectively, were required to be formally adopted. These regulations supplement Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020, on the establishment of a framework to facilitate sustainable investment, and amending Regulation (EU) 2019/2088, also known as the “Taxonomy Regulation”. The latter, in its Article 8, sets out the obligation for undertakings required to submit Statements of Non-Financial Information in accordance with Articles 19a or 29a of Directive 2013/34/EU of the European Parliament and of the Council of 26 June 2013.

Coral Homes Group considers that it does not fall within the scope of the undertakings referred to in Directive 2013/34/EU of the European Parliament and of the Council of 26 June 2013; therefore, it understands that the abovementioned Taxonomy Regulation does not apply to it.

In any case, considering that this Report complies with the same approval, filing and publication criteria as the directors’ report, compliance with the Taxonomy Regulation is thereby ensured, including the most important non-financial information of Coral Homes Group.

The non-financial information included in this Report has been verified by BROSETA COMPLIANCE, S.L. in accordance with the scope and terms set out in its independent verification report on the 2024 Statement of Non-Financial Information.



2. BUSINESS MODEL

2.1 DESCRIPTION OF THE GROUP

Coral Homes Group was incorporated on 20 December 2018 through the execution of a purchase and sale agreement whereby CaixaBank, S.A. (“**CaixaBank**”) sold 80% of its real estate business to Coral Homes Holdco.

Coral Homes Group is made up of Coral Homes Holdco (parent company), Coral Homes, S.L. (“**Coral Homes**”), Servihabitat Servicios Inmobiliarios, S.L.U. (“**Servihabitat**”) and Serviland Gestión Urbanística, S.L.U. (“**Serviland**”).

This transaction was arranged in two phases: (i) On 16 November 2018, BuildingCenter, S.A.U. (a 100% investee of CaixaBank) transferred to Coral Homes a portion of its real estate business, as well as 100% of the share capital of Servihabitat; (ii) subsequently, on 20 December 2018, Coral Homes Holdco acquired 80% of the equity interests of Coral Homes, keeping the remaining 20% under the ownership of BuildingCenter, S.A.U.

Coral Homes Group owns one of the largest asset portfolios in the real estate sector, with over 28,000 real estate units distributed throughout the country, aimed at both individuals intending to buy properties for their own use, as well as professionals and investors looking for business opportunities.

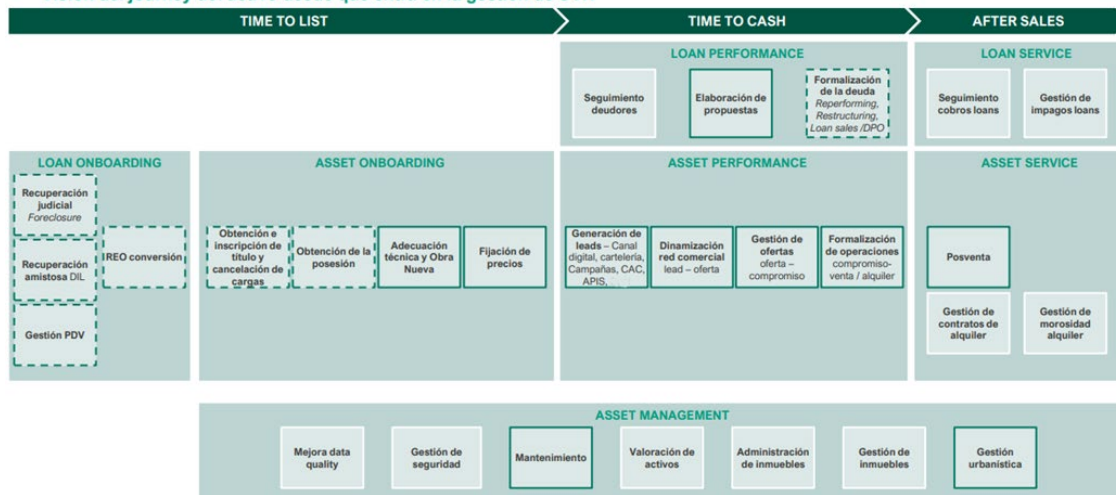
Through its various undertakings, the Group carries out the following activities:

- **Coral Homes Holdco:** in addition to its holding activity (holding, management, administration, acquisition, subscription, assumption, disbursement, transfer, disposal, contribution or encumbrance of real estate assets or securities), it provides administrative, management, consulting and advisory services concerning accounting, tax, trade, real estate, financial, labour and administrative matters.
- **Coral Homes:** it is engaged in the purchase, holding, management, leasing and sale of real estate assets, as well as the development and execution of real estate projects.
- **Servihabitat:** it offers real estate and financial services, including the management and marketing of real estate portfolios, developer loans and mortgage loans, both for the Group's and third-party assets.
- **Serviland:** it provides specialised services in urban management and land development and marketing, as well as technical services for real estate development and property adaptation relating to both Group and third-party assets.

It should be noted that Servihabitat has also signed service contracts with Coral Homes and Serviland, which means that many of the processes and procedures related to the management of real estate assets are carried out by Servihabitat on behalf of these entities.

Mapa de procesos – Funnel del activo

Visión del journey del activo desde que entra en la gestión de SVH



2.2 GOVERNANCE STRUCTURE

Taking as reference for the implementation and management of its Internal Control System the guidelines of the COSO Reports and for the purpose of ensuring proper risk management, Coral Homes Group has organised its governance model on the basis of three lines of defence for the distribution of responsibilities and tasks as follows:

- **First line – Daily risk management:** Business areas (including risk analysis) and Servihabitat's Management Committee.
- **Second line – Advice on the implementation and monitoring of the Internal Control and Compliance Model:** Servihabitat's Internal Control function, Compliance function, Internal Control Body ("ICB") and Corporate Compliance Committee.
- **Third line – Oversight and verification of the Internal Control Model performance:** Servihabitat's Internal Audit function, external auditors and Audit Committee of Servihabitat.

Ultimately, Coral Homes Holdco's Board of Directors is responsible for the performance of the general oversight and control function.

Chart 1. Coral Homes Group's governance model

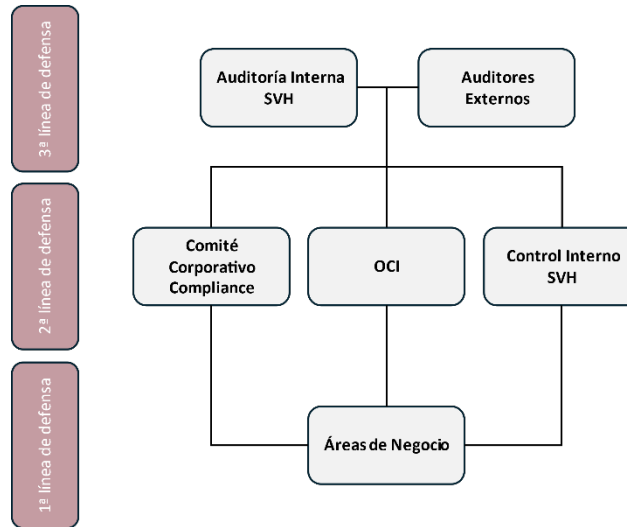
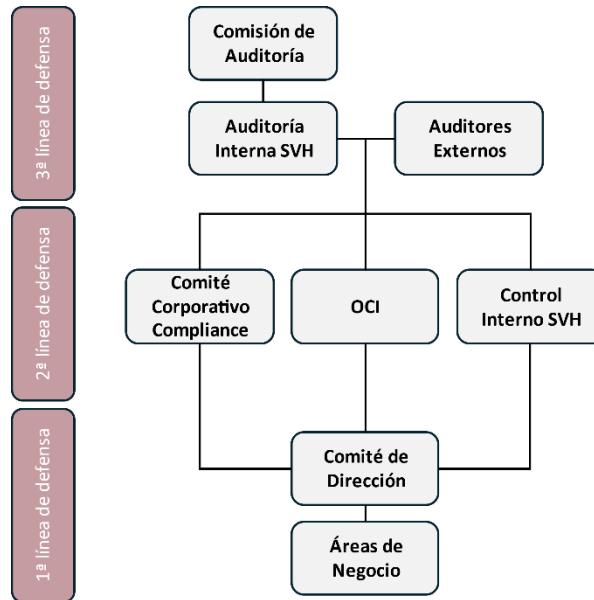
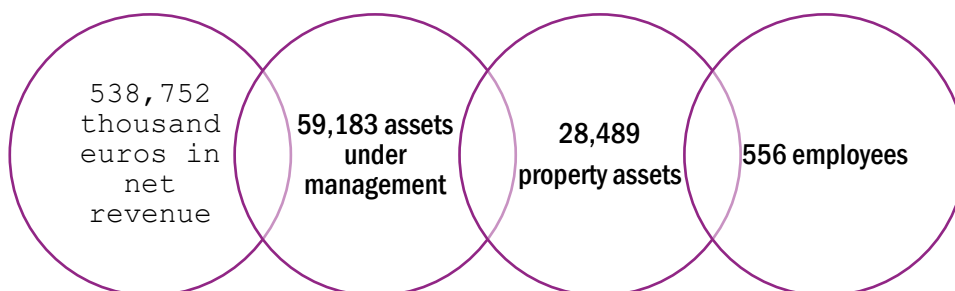


Chart 2. Servihabitats's governance model



2.3 THE GROUP IN FIGURES

The highlights of the Group's activity is summarised in the following figures:



2.4 GOALS AND STRATEGY

During 2024, Coral Homes Group has strengthened its commitment to ESG matters, undertaking significant work in terms of double materiality analysis and taxonomy, in accordance with the requirements established in the new European CSRD and the current EU Taxonomy Regulation. To this end, the Group has engaged a leading global provider of ESG services.

In addition, compliance with the actions set in the 2024 ESG Plan has been monitored by Servi habitat, the entity with the highest level of management activity within the Group and comprising 95% of staff. Some of the actions carried out within the programme framework include:

Environment

- Preparation of informative material to raise awareness of the environmental impact.
- Maintenance of ISO 14001 environmental management certification.
- Proposal of energy efficiency improvements at the facilities.
- Follow-up and control of environmental risks.

Social

- Renewal of adherence to the United Nations Global Compact.
- Awareness campaigns within the framework of the Equality Plan, along with the Adecco Foundation (e.g. International Women's Day on 8 March or Disability Week).
- Participation in various social responsibility actions, such as blood donation campaigns, the "Solidarity Euro" donation initiative for Sant Joan de Déu Hospital and the collection of "Solidarity Caps" for the Seur Foundation, among others.
- Distribution of knowledge pills among staff members on topics such as diversity, equity, inclusion and workplace harassment, among others.

Governance

- Employee engagement surveys, including sustainability-related questions.
- Implementation of the "Voice of the Client" initiative to listen to and understand the expectations, needs and opinions of the main customers.
- Updating the risk and process control matrix.
- Maintaining the ISO 27001 certification and obtaining the ENS certification in 2024 (implementation of information security alert systems and data protection measures).
- Training and awareness-raising among internal and external staff members on compliance matters.

2.5 BUSINESS ENVIRONMENT AND TRENDS

The Spanish real estate market has shown outstanding strength in 2024, driven by strong demand and a limited supply. This imbalance has led to a significant increase in housing prices, particularly in the new construction segment. According to a study conducted by CaixaBank Research, between January and August 2024, the number of purchase and sale transactions remained stable at around 578,000, reaching a historically high level. New housing purchase and sale transactions grew 7.7% year-on-year, while second-hand units fell by 3.1% over the same period.

The main challenge for the Spanish real estate market continues to be insufficient supply, especially in relation to affordable housing. Between 2021 and 2023, about 777,000 net households were created, while only 273,000 housing units were completed in the same period. This mismatch between supply and demand has contributed to rising prices.

From a sustainability and ESG criteria perspective, it is possible to observe that sustainability is gaining importance, not only in response to regulatory standards, such as European energy efficiency directives (EPBD III and IV), but also due to the increasing expectations of investors, consumers and society in general. The purpose of this approach is to mitigate climate risks, reduce emissions and promote more inclusive and responsible urban development.

The main ESG trends in the real estate sector in 2024 include:

- **Decarbonisation and energy efficiency:** the implementation of efficient energy solutions, such as smart technologies and sustainable materials, is a priority to comply with European regulations.
- **Sustainability certifications:** certifications such as LEED or BREEAM are increasingly requested, as they ensure compliance with environmental standards and enhance the market value of assets.

2.6 POLICIES AND PRINCIPLES OF ACTION

Coral Homes Group works on integrating ESG factors into its business strategy and corporate culture as part of its commitment to sustainable development. A proof of that, as previously mentioned, are the efforts in this area throughout the fiscal year.

Coral Homes Group runs its activity based on fundamental principles and a clear premise: to be a leader in the sector, prioritising people and maintaining a strong commitment to our social, environmental and cultural environment.

Coral Homes Group's Code of Ethics is its regulatory pillar, which establishes the principles and values that guide the behaviour of all Group members, promoting an ethical and respectful work environment and setting out the following values:

- **Principles of transparency and anti-corruption regulations:** Coral Homes Group is committed to operating with transparency and integrity, fostering trustworthy business relationships. All forms of corruption and influence peddling are prohibited, as well as the misuse of professional positions for undue personal gain. Compliance and fraud prevention policies are in place, along with whistleblowing channels for reporting potential breaches.
- **Prevention of money laundering and terrorist financing:** Coral Homes Group adheres to current regulations against money laundering and terrorist financing. For this purpose, it has implemented a robust Group-wide System for the Prevention of Money Laundering and Terrorist Financing, the highlights of which are as follows: (i) an Anti-Money Laundering and Terrorist Financing Prevention Manual; (ii) ICB; (iii) a representative before the Commission for the Prevention of Money Laundering and Monetary Infringements (SEPBLAC), and its authorised parties; and (iv) a Technical Unit for the prevention of money laundering and terrorist financing.
- **Protection of free competition, market regulation and consumers:** the Group promotes fair competition and prohibits unfair practices, such as obtaining confidential competitor information, price or public tender manipulation and the dissemination of false information. Ethical treatment of customers and suppliers is also guaranteed.

- **Equality right and non-discrimination principles:** respect for the human dignity of all persons, and prohibition to discriminate based on gender, race, religion or sexual orientation, among others. Equal employment and career development opportunities are promoted, along with a workplace that is free from harassment and discrimination.
- **Occupational health and safety:** Coral Homes Group is committed to ensuring workplace safety and health by complying with occupational risk prevention regulations and fostering a safe workplace.
- **Workers' rights:** the labour rights of workers, including freedom of association, the right to strike and collective bargaining, are guaranteed, along with the observance of employment and social security conditions.
- **Compliance with tax and social security obligations:** the Group ensures compliance with tax and social security obligations, preventing fraud or tax evasion.
- **Compliance with urban planning regulations:** the Group is committed to adhering to urban planning and environmental regulations in all activities related to real estate management, construction and building.
- **Commitment to sustainability:** promotion of environmental protection, respect for human rights and equality while adopting measures to reduce environmental impact and foster sustainability across operations.
- **Right to privacy:** the confidentiality and protection of personal data relating to customers, employees and other stakeholders are guaranteed in compliance with data protection regulations and by setting security measures to prevent their misuse.
- **Intellectual and industrial property rights:** the Group respects and protects intellectual and industrial property, prohibiting the unauthorised copying, reproduction or use of third-party intangible assets.
- **IT security principles:** measures are implemented to prevent and control cybercrime, such as unauthorised system access, malware distribution and phishing, among others, ensuring the integrity and confidentiality of information. Regulations are also established to govern staff functions and obligations in using corporate resources and devices.

Servihabitat also has an **ESG Policy** in place that is geared to formalise the company's commitments and principles of action across the various spheres of sustainability.

The key commitments outlined in Servihabitat's ESG Policy include:

- **Environmental commitments:** complying with environmental regulations, promoting actions to prevent a greater impact on climate change, optimising energy consumption, integrating environmental variables into risk management, promoting environmental protection culture and encouraging a circular economy within the business.
- **Social and labour commitments:** complying with labour and human rights legislation and occupational health and flexibility regulations, preventing psychosocial risks such as workplace harassment, discrimination, sexual harassment and/or sex-based harassment, fostering diversity and equality, promoting professional development, maintaining a safe and healthy work environment, and investing in social responsibility in accordance with local needs and the business model.
- **Commitments to good governance, ethics, integrity and best practices in the value chain:** ensuring an effective internal control performance and upholding the expected level of good governance, ethics and integrity. Promoting a sustainable and ethical culture among employees, nurturing customer relationships, keeping privacy and confidentiality in personal data processing, effectively managing complaints, promoting sustainability values among suppliers, and extending environmental commitments across the value chain.

2.7 MATERIAL ASPECTS AND STAKEHOLDERS

Coral Homes Group has launched an ESG project in 2024, together with a specialised provider in this matter, in order to be prepared to report on its sustainability activities in compliance with the requirements of the CSRD and Taxonomy regulations. This project has two objectives: (i) conducting a comprehensive double materiality assessment to address the most significant ESG topics for both internal and external stakeholders of Coral Homes Group; and (ii) identifying and assessing economic activities within the scope of the Taxonomy regulation to analyse their eligibility and alignment with reporting requirements.

Double materiality establishes the criteria for determining which information or topics should be included in an organisation's Non-Financial Information Statement (NFIS).

Double materiality combines two supplementary perspectives:

- **Financial materiality:** it refers to sustainability aspects that may have a significant impact on the company's financial position, performance or status. These may include risks related to climate change, resource shortage or regulatory changes.
- **Impact materiality:** it assesses how the company's activities affect people and the environment, considering aspects such as human rights, biodiversity, carbon emissions or community impact.

Based on this assessment, material topics have been identified, which will form the basis for the sustainability report and will enable the Group to prioritise strategic actions with a comprehensive approach.

The double materiality assessment has been structured in the following phases:

- Phase 1. Initial assessment
- Phase 2. Value-chain mapping
- Phase 3. Identification of impacts, risks and opportunities (**IROs**)
- Phase 4. Consideration of stakeholders' opinions
- Phase 5. IROs scoring and validation

After the assessment, the following material aspects have been identified under the ESRS approach for Coral Homes Group:

Table 1. Material aspects

Environment	Social	Governance
Adaptation to climate change	Working conditions (safe employment, health and safety, etc.)	Corporate culture
Climate change mitigation	Equal treatment and opportunities (gender and salary equality)	Pressure groups' political commitment and activities
	Working conditions in the value chain	Cybersecurity
	Social inclusion of consumers and final users (access to services)	Management of relations with suppliers
	Incidents related to information for consumers and/or final users (privacy)	

Stakeholders

The double materiality assessment could not be understood without considering the stakeholders.

At Coral Homes Group, stakeholders are essential for the development and achievement of the Group's objectives. The Group seeks to engage them actively, ensuring that their perspectives and needs are taken into account at all times.

The stakeholder identification process carried out throughout 2024 has allowed improving their identification.

Coral Homes Group's internal and external stakeholders are:

- Staff and Works' Council
- Suppliers
- Shareholders and investors
- End customers
- Public administration
- Financing institutions

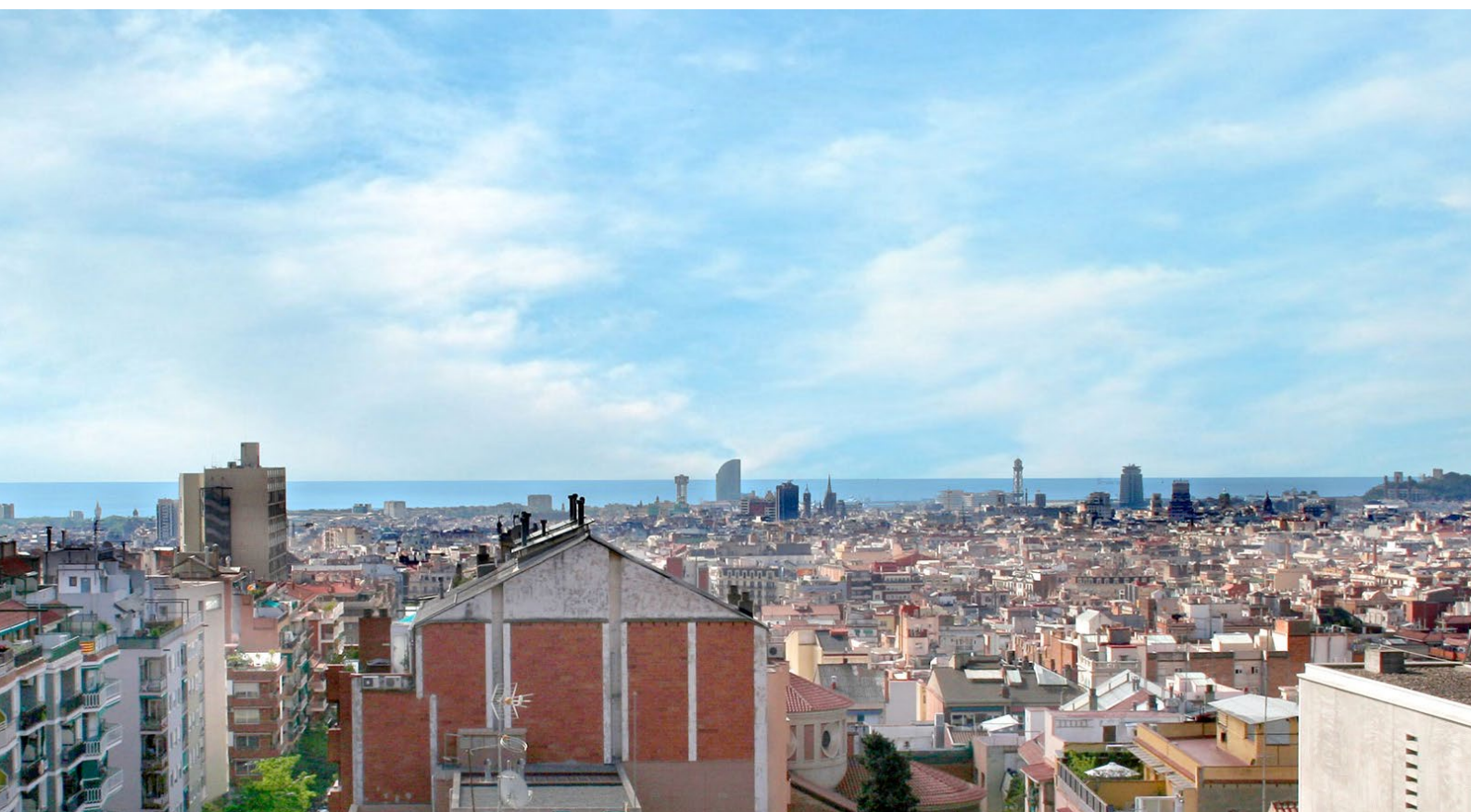
These stakeholders have been fundamental in the double materiality assessment process, providing a broader perspective on the significant matters affecting and being affected by Coral Homes Group's activities.

2.8 NON-FINANCIAL RISKS

Risk management at Coral Homes Group is key to ensure long-term sustainability. In an increasingly complex and changing environment, it is fundamental to anticipate and proactively respond to potential threats while seizing emerging opportunities.

Below are the most important non-financial risks:

- **Illegal occupation of real estate assets:** this risk refers to the potential illegal occupation of Coral Homes Group's real estate assets, which could lead to significant financial losses and legal issues.
- **Physical impacts on real property in the portfolio:** changes in climate patterns that may physically affect real property in the portfolio.
- **Shifts in building demand due to climate pattern changes:** modifications in building requirements due to changing climate conditions.
- **Increased competition in the servicer market:** rising competition that could affect Coral Homes Group's market position.
- **Accidents during visits to deteriorated properties:** risk of accidents during visits to properties in a poor state of repair.
- **Failure to meet customer expectations:** the risk of failing to meet customer expectations, which could affect reputation and customer loyalty.
- **Lack of transparency and external communication:** the risk of failing to maintain a clear and transparent communication with external stakeholders.
- **Cybersecurity and data protection failures:** the risk of cybersecurity and data protection breaches, which could lead to the loss of sensitive information and reputational damage.
- **Socio-political pressure:** the risk of facing socio-political pressures that could affect Coral Homes Group's operations and strategy.
- **Outsourcing of eviction services:** the risk associated with subcontracting eviction services, which could result in reputational issues.



3. SOCIAL AND STAFF-RELATED MATTERS

3.1 EMPLOYMENT

At Coral Homes Group, people are its driving engine. Team talent, commitment and well-being are essential to achieve its objectives and address the challenges of a constantly changing industry. For this reason, the Group strives to promote a quality work environment, fostering professional development and equality.

In this sense, Coral Homes Group has made progress in the implementation of measures that favour labour flexibility and work-life balance, guaranteeing the protection of and compliance with all employees' labour rights.

Actively listening to staff has been key for the Group, in order to build an inclusive and dynamic work environment, where talent is valued and the participation of the entire workforce is promoted.

Likewise, since its incorporation, Coral Homes Group has fostered and reinforced effective equality between women and men, both within the workforce and in relation to the impact that the Group has on society. In this regard, the Group has established measures for the selection, promotion and equal development of all people, as shown in later sections of this report.

It should be noted that since Servihabitat accounts for the majority of Coral Homes Group's workforce, it has a greater number of measures in place aimed at social and staff related matters.

3.1.1 Total headcount and distribution

At the end of fiscal year 2024, the Group has a total of 556 employees.

As to the corporate distribution of employees, it should be noted that 465 correspond to Servihabitat; 59 to Serviland; and 32 to Coral Homes Holdco.

Below is a breakdown of the Group's total headcount and its distribution by gender, age and professional classification at the end of 2024.

Table 2. Headcount distribution by gender, age and professional classification

HEADCOUNT DISTRIBUTION BY GENDER, AGE AND PROFESSIONAL CLASSIFICATION									
	<30		30-45		46-55		>55		TOTAL
	W	M	W	M	W	M	W	M	
EXECUTIVES	0	0	14	11	9	16	1	4	55
MIDDLE MANAGEMENT	0	1	23	16	10	13	3	6	72
TECHNICIANS	8	9	135	114	71	56	18	18	429
TOTAL	8	10	172	141	90	85	22	28	556

For comparison purposes, below is the distribution of staff members at the end of 2023.

Table 3. Headcount distribution by gender, age and professional classification

HEADCOUNT DISTRIBUTION BY GENDER, AGE AND PROFESSIONAL CLASSIFICATION									
	<30		30-45		46-55		>55		TOTAL
	W	M	W	M	W	M	W	M	
EXECUTIVES	0	2	18	14	12	21	3	5	75
MIDDLE MANAGEMENT	1	1	25	20	10	17	2	5	81
TECHNICIANS	15	19	177	123	87	72	16	17	527
TOTAL	16	22	220	157	109	111	21	27	683

As to the distribution based on nationality, Coral Homes Group performs all of its activities within the Spanish territory; thus, Spanish employees account for 95.86% of the total headcount.

Table 4. Headcount distribution by nationality

HEADCOUNT DISTRIBUTION BY NATIONALITY				
	2024		2023	
	TOTAL NUMBER	PERCENTAGE	TOTAL NUMBER	PERCENTAGE
SPANISH	533	95.86%	656	96.05%
OTHER NATIONALITIES	23	4.14%	27	3.95%

Foreign employees come from 11 different nationalities.

3.1.2 Total number and distribution of types of employment and workday

Coral Homes Group aims to the stability and development of its staff members. In line with this vision, the Group prioritises permanent contracts as the foundation of its labour relations. As a result, permanent employment represents practically all the contracts formalised.

In addition, Coral Homes Group understands the importance of offering opportunities for its team's overall development, striking a balance between their personal and professional needs. Within this context and without prejudice to the leaves and reduced working hours available to facilitate work-life balance, full-time contracts are the most common ones, reflecting the Group's commitment to a model that allows its staff members to reach their maximum professional potential.

The distribution of the types of contract and workday by gender at the end of 2024 and in comparison with 2023 is shown below.

Table 5. Distribution of types of employment contracts and workday by gender

HEADCOUNT DISTRIBUTION BY EMPLOYMENT CONTRACT AND WORKDAY BASED ON GENDER				
2024	PERMANENT		TEMPORARY	
	W	M	W	M
FULL-TIME	290	261	2	2
PART-TIME	0	1	0	0
2023	PERMANENT		TEMPORARY	
	W	M	W	M
FULL-TIME	359	315	5	2
PART-TIME	2	0	0	0

Thus, at the end of 2024, out of the 556 people making up the Group, 552 are subject to permanent contracts, the average number of permanent contracts for women and men then being 99% and 99.24%, respectively. Therefore, permanent contracts represent 99.28% of the total number of employment contracts at Coral Homes Group.

As to workdays, 555 out of 556 contracts are full-time contracts. The average number of full-time female employees is 100%, while men account for 99.61%. Overall 99.82% of the Group's headcount are full-time employees.

As shown by data, job stability is evident at Coral Homes Group, with a commitment to permanent and full-time contracts –equally distributed between men and women–, and with temporary contracts representing a marginal percentage over the total.

In this regard, only this classification is disclosed due to the limited materiality of the differences between the types of employment contract and workdays.

3.1.3 Number of redundancies

Below is the distribution of redundancies at Coral Homes Group by gender, age range and professional category.

Table 6. Distribution of redundancies by gender

DISTRIBUTION OF REDUNDANCIES BY GENDER		
	WOMEN	MEN
2024	58	51
2023	29	32

Table 7. Distribution of redundancies by age group

DISTRIBUTION OF REDUNDANCIES BY AGE GROUP				
	<30 years	30-45 years	46-55 years	>55 years
2024	2	44	52	11
2023	1	33	21	6

Table 8. Distribution of redundancies by professional category

DISTRIBUTION OF REDUNDANCIES BY PROFESSIONAL CATEGORY			
	TECHNICIANS	MIDDLE MANAGEMENT	EXECUTIVES
2024	79	11	19
2023	46	6	9

3.1.4 Average remuneration and variations – Salary gap, remuneration for equal or average jobs at the company

The remuneration system of Coral Homes Group consists of a fixed portion and a variable portion. Within the variable portion, there is an annual bonus linked to individual, team and Group performance, which is paid to all Group employees at the end of each applicable fiscal year. Additionally, a variable remuneration may be granted to employees in certain positions. These incentives are paid based on different monthly or quarterly timeframes (not on an annual basis) tied to the attainment of pre-defined KPIs for certain activities performed within the Group.

In both cases, Coral Homes Group has established a calculation system based on quantitative and qualitative criteria, in conformity with the principles of transparency and simplicity, allowing for appropriate verifications. The purpose is to align personal and team goals with those of the Group.

In this regard, Servihabitat and Serviland have a **Fixed and Variable Remuneration Policy** for the main purpose of setting a common framework for the remuneration system (salaries, bonuses and incentives) based on the following values and principles:

- Implementing an approach based on fairness (same rules for all employees) and performance (meritocratic system).
- Aligning salary increase processes and variable remuneration systems to attain the company's targets.
- Focusing teams and individuals on the objectives set and supporting them in achieving better results.
- Harmonising salary ranges by levels and current variable remuneration systems based on internal equity as much as possible and external salary benchmarks.
- Establishing simple, transparent, easy-to-understand, manageable and auditable measurement and monitoring tools and systems.
- Providing transparency to systems and clearly communicating variable remuneration systems and their general principles to the different groups.

Additionally, Servihabitat and Serviland offer the following employee benefits to staff with permanent contracts:

- Group medical insurance and accident insurance.
- Restaurant card.
- Paid leave of half the working day on employees' birthdays.
- Annual Christmas package.
- Free fruit at the office.
- Children birth gift.
- Tax deductions on training, transport and childcare services.

The following tables show the average salary distribution ¹according to the previously selected categories.

Table 9. Average fixed and variable remuneration by age group

AVERAGE REMUNERATION BY GENDER		
2024	WOMEN	MEN
GROSS SALARY	45,508.38	53,257.26
VARIABLE	8,559.14	13,360.73
2023	WOMEN	MEN
GROSS SALARY	44,797.51	53,586.94
VARIABLE	10,800.58	17,148.71

¹ A change of criterion was introduced in the average remuneration calculation.

Table 10. Average fixed and variable remuneration by age group

AVERAGE REMUNERATION BY AGE GROUP				
2024	<30	30-45	46-55	>55
GROSS SALARY	33,870.54	44,666.86	56,451.88	57,665.58
VARIABLE	3,677.05	8,550.83	17,854.90	12,757.68
2023	<30	30-45	46-55	>55
GROSS SALARY	34,908.60	44,983.63	54,980.08	62,316.24
VARIABLE	5,960.61	10,252.99	19,923.00	18,814.56

Table 11. Average fixed and variable remuneration by professional category

AVERAGE REMUNERATION BY PROFESSIONAL CATEGORY			
2024	TECHNICIANS	MIDDLE MANAGEMENT	EXECUTIVES
GROSS SALARY	39,433.75	64,097.76	106,671.87
VARIABLE	6,871.68	12,694.35	44,745.62
2023	TECHNICIANS	MIDDLE MANAGEMENT	EXECUTIVES
GROSS SALARY	38,599.79	63,455.90	105,345.70
VARIABLE	10,282.69	13,407.36	36,223.13

Although there were no major variations with respect to previous years, a change of criteria was introduced to calculate these amounts.

The salary gap at the end of 2024 is 20.8%, down 3.96% compared to the prior year.

The remuneration of all Coral Homes Group staff members is consistent with the tables included in the applicable collective bargaining agreements. The **collective bargaining agreement** applicable at each work centre, the **Equality Plan** and the **remuneration rules** guarantee equitable and egalitarian treatment by setting salary conditions without considering gender criteria.

3.1.5 Implementation of labour disconnection policies

Technology is an essential part of Coral Homes Group's professional development. Proof of this is the fact that employees can work remotely one day a week on a general basis.

However, Coral Homes Group, in fulfilling the commitment to its staff's well-being and to a healthy work environment, promotes the right to disconnect once the workday is over.

Thus, Servihabitat and Serviland have a **Digital Disconnection Policy** that was updated in September. This policy sets a limit between work time and rest time and establishes the obligation of all staff members to avoid sending e-mails, messages or any work request outside working hours.

The purpose of this policy is to encourage the balance of work, personal and family life in order to safeguard the employees' physical and mental health.

3.1.6 Employees with functional diversity

Coral Homes Group promotes diversity and equality of all its staff, both upon recruitment and in professional and personal development, seeking a positive impact on society.

The Group has 8 employees with disabilities, hired under a permanent contract. This represents 1.43% of the headcount.

3.2 WORK ORGANISATION

Coral Homes Group guarantees the organisation of working time in full compliance with applicable collective bargaining agreements.

Furthermore, the Group has developed policies and procedures –which were timely negotiated and communicated to all staff members–, setting forth the guidelines on work organisation, overtime, paid and unpaid leaves and labour flexibility.

3.2.1 Work time organisation

All Coral Homes Group staff members are covered by the Public and Private Office Collective Bargaining Agreement applicable to their place of residence and work centre. In this respect, workdays for each work centre are in accordance with the provisions of the relevant collective bargaining agreement.

The entities within Coral Homes Group have implemented work time registration systems. In turn, Servihabitat and Serviland, as Group entities with the largest number of employees, have a **Work Time Registration Policy** that outlines the distribution of the workday and rest periods of employees, as well as the obligation by those in charge of recording, monitoring and tracing their work time and managing and paying overtime.

Thus, the annual working hours of the Madrid staff have reached 1,765, while those of Catalonia and the rest of the work centres amounted to 1,760.

At Servihabitat and Serviland, in general terms, the workday consists of 8 hours and 15 minutes from Monday through Thursday and 7 hours on Fridays, except in August, when the workday is 7 hours from Monday through Friday. In addition, in 2024, the following days have also been approved as intensive workdays:

- From 1 to 7 January
- Easter Week
- 29, 30 and 31 July
- From 1 to 7 September
- 24 and 31 December

3.2.2 Flexible working hours

As part of its distribution of working hours, Coral Homes Group offers flexible workdays to its employees. Thus, in general, the start time is from 8:00 to 9:30 a.m. and the end time is from 5:00 p.m. onwards. During intensive workdays, the start time is from 8:00 to 9:00 a.m. and the end time is from 3:00 to 4:00 p.m.

Meal breaks for the Group's employees are also flexible, as they may last from at least 45 minutes to up to 2 hours.

This initiative enables employees to adjust their workdays within an established framework, providing them with more autonomy to balance their professional and personal responsibilities. Thus, the Group aims to foster a more dynamic work environment, promote team satisfaction and contribute to increased productivity and commitment in discharging their functions.

3.2.3 Work-life balance measures

Achieving a balance between work, personal and family life is one of the basic principles of Coral Homes Group. In this regard, the Group has various measures in place to favour work-life balance for all employees.

Servihabitat and Serviland have introduced the "**Flexiwork**" programme, which allows working remotely one day per week.

Furthermore, flexible workdays have been established to allow employees to choose their start and end times within a predefined framework that best suits their work-life balance.

3.2.4 Overtime

Servihabitat and Serviland have implemented a **Work Time Registration Agreement** applicable to all Servihabitat's employees, except for senior management, interns and external staff.

This agreement establishes the calculation of hours and the compensation for the services actually rendered by staff members on weekends (Saturdays and Sundays) and/or public holidays. Overtime must be used within three months of its accrual, and employees may accumulate up to 40 hours per quarter.

3.3 NUMBER OF LEAVES

3.3.1 Total number of paid leaves granted

Coral Homes Group staff may enjoy the paid leaves granted pursuant to each applicable collective bargaining agreement.

Below is the breakdown of the total number of paid leaves requested, classified by gender, age group and professional category.

Table 12. Distribution of paid leaves by gender

NUMBER OF PAID LEAVES BY GENDER		
	WOMEN	MEN
2024	1,184	529
2023	1,098	426

Table 13. Distribution of paid leaves by age group

NUMBER OF PAID LEAVES BY AGE GROUP				
	<30	30-45	46-55	>55
2024	36	1032	530	115
2023	60	757	583	124

Table 14. Distribution of paid leaves by professional category

NUMBER OF PAID LEAVES BY PROFESSIONAL CATEGORY			
	TECHNICIANS	MIDDLE MANAGEMENT	EXECUTIVES
2024	1469	160	84
2023	1322	144	58

3.3.2 Total number of unpaid leaves granted

Coral Homes Group offers its employees the possibility to enjoy unpaid leaves for different reasons.

The breakdown of unpaid leaves classified by gender, age group and professional category is as follows:

Table 15. Distribution of unpaid leaves by gender

NUMBER OF UNPAID LEAVES BY GENDER		
	WOMEN	MEN
2024	147	85
2023	141	69

Table 16. Distribution of unpaid leaves by age group

NUMBER OF UNPAID LEAVES BY AGE GROUP				
	<30	30-45	46-55	>55
2024	6	173	31	22
2023	5	168	28	9

Table 17. Distribution of unpaid leaves by professional category

NUMBER OF UNPAID LEAVES BY PROFESSIONAL CATEGORY			
	TECHNICIANS	MIDDLE MANAGEMENT	EXECUTIVES
2024	185	27	20
2023	165	22	23

3.3.3 Birth, childcare and parental leave

As to birth, childcare and parental leave, progress has been made in the last few years in reaching equality between women and men, distributing the number of leaves more equitably.

Table 18. Distribution of birth, childcare and parental leaves by gender

NUMBER OF BIRTH, CHILDCARE AND PARENTAL LEAVES BY GENDER		
	WOMEN	MEN
2024	40	44
2023	33	45

3.4 VACATION

Coral Homes Group staff, regardless of gender, age and professional category, enjoy an annual vacation period of 23 to 25 working days, which are always used within the calendar year, and may be extended until 31 January of the following year. The number of vacation days is in accordance with the provisions of the applicable collective bargaining agreements and is adapted to the work schedule and holidays in each province and the working hours under said agreements, all of which is previously agreed upon with the staff legal representatives.

3.5 ABSENTEEISM AND VARIATIONS

Coral Homes Group promotes a healthy work environment, as well as measures for the staff's safety and well-being.

In this regard, the Group seeks to establish the necessary provisions to reduce labour absenteeism, without prejudice to the rights recognised to staff, as well as the paid and unpaid leaves offered by the Group.

Thus, in 2024, the total hours and rate of absenteeism, broken down by gender, were as follows:

Table 19. Variations in the absenteeism rate by gender

VARIATIONS IN THE ABSENTEEISM RATE BY GENDER			
		WOMEN	MEN
2024	Total number of hours	56,897	20,717
	Absenteeism rate	10.53%	4.22%
2023	Total number of hours	59,952	36,536
	Absenteeism rate	9.30%	8.02%

3.6 NUMBER OF LEAVES OF ABSENCE

In 2024, a total of 24 leaves of absence were granted, distributed by gender as follows:

Table 20. Number of leaves of absence by gender

NUMBER OF LEAVES OF ABSENCE BY GENDER		
	WOMEN	MEN
2024	18	6
2023	4	11

3.7 OCCUPATIONAL HEALTH AND SAFETY

3.7.1 Health and safety conditions at the workplace

The occupational health and safety of staff members is essential for Coral Homes Group. Thus, Servihabitat has a Prevention Management System integrated into the company's general organisation.

Servihabitat has a **Prevention Policy** that shows its commitment to comply with current legislation on the prevention of occupational hazards, as well as to promote a preventive culture across the organisation.

In addition, the following documentation is available to all staff members on the corporate Intranet:

- Servihabitat's Prevention Plan
- Occupational Risk Prevention Policy
- Building Evacuation Plan (how to act in case of emergency)
- Preventive information (risks and preventive measures at the workplace)

Serviland also has a specific Occupational Risk Prevention Plan that establishes actions to integrate prevention at all levels of the organisation and ensure a safe work environment for all staff members.

The rest of the Group's entities have external prevention services.

3.7.2 Occupational accidents, frequency and severity

Below is a breakdown of the leaves granted for occupational accidents during 2024, by gender, age group and professional category:

Table 21. Number of occupational accident leaves by gender

OCCUPATIONAL ACCIDENT LEAVES BY GENDER		
	WOMEN	MEN
2024	3	2
2023	5	3

Table 22. Number of occupational accident leaves by age group

OCCUPATIONAL ACCIDENT LEAVES BY AGE GROUP				
	<30	30-45	46-55	>55
2024	0	5	0	0
2023	0	2	5	1

Table 23. Number of occupational accident leaves by professional category

OCCUPATIONAL ACCIDENT LEAVES BY PROFESSIONAL CATEGORY			
	TECHNICIANS	MIDDLE MANAGEMENT	EXECUTIVES
2024	5	0	0
2023	7	0	1

3.7.3 Occupational diseases

In 2024, there were no occupational disease leaves and, therefore, the frequency rate and the severity rate were 0%.

3.8 SOCIAL RELATIONS

Coral Homes Group promotes respect for the rights of all its employees, as well as listening actively to their concerns and demands through social dialogue and collective bargaining.

During 2024, Serviland's Madrid work centre engaged in negotiations with the legal representatives of its employees to change the applicable collective bargaining agreement from the Catalonia Public and Private Office Collective Bargaining Agreement to the Madrid Public and Private Office Collective Bargaining Agreement.

As part of this negotiation, agreements were reached, including a 2.5% increase in the applicable collective bargaining agreement salary tables, the inclusion of personal seniority-based supplements and work-life balance measures, such as the introduction of intensive workdays.

3.9 TRAINING

Coral Homes Group supports the development and specialisation of all its employees through continuous training. In this regard, the Group offers various training sessions to employees based on their roles and jobs to promote specialisation, growth and ongoing professional development.

Similarly, the Group considers that it is essential to provide training and awareness-raising initiatives on key topics of disclosure, promotion and knowledge, including equality and diversity or the prevention of money laundering, terrorist financing and other crimes.

During 2024, a total of 9,904.95 of training hours were delivered.

As to the training budget, a total of 119,856.22 euros was allocated in 2024, with 42,151 euros being used from the available credit granted by the State Foundation for Employment Training (FUNDAE, in Spanish).

3.10 EQUALITY PLAN

Coral Homes Group is actively committed to promoting a workplace based on diversity, inclusion and equal treatment, as well as providing opportunities for all employees. The Group works continuously to ensure a space where each individual, regardless of gender, age, origin, orientation or any other personal condition, can develop his/her career under equal conditions.

For this purpose, Coral Homes Group promotes policies and programmes to eliminate barriers, foster equity and strengthen an organisational culture in which diversity serves as a driver for growth and innovation. Furthermore, it reinforces its commitment through concrete initiatives, such as equality plans, training and awareness-raising initiatives, and protocols that guarantee an inclusive and respectful work environment.

In this regard, during 2024, the measures contained in Servihabitat's **2023-2027 Equality Plan** have been implemented to advance in establishing actions to achieve real equality between women and men.

Additionally, Serviland approved the **Equal Opportunities Plan for Women and Men (2024-2028)**, which sets out an action plan to implement equality measures based on a previous diagnosis, as well as follow-up actions.

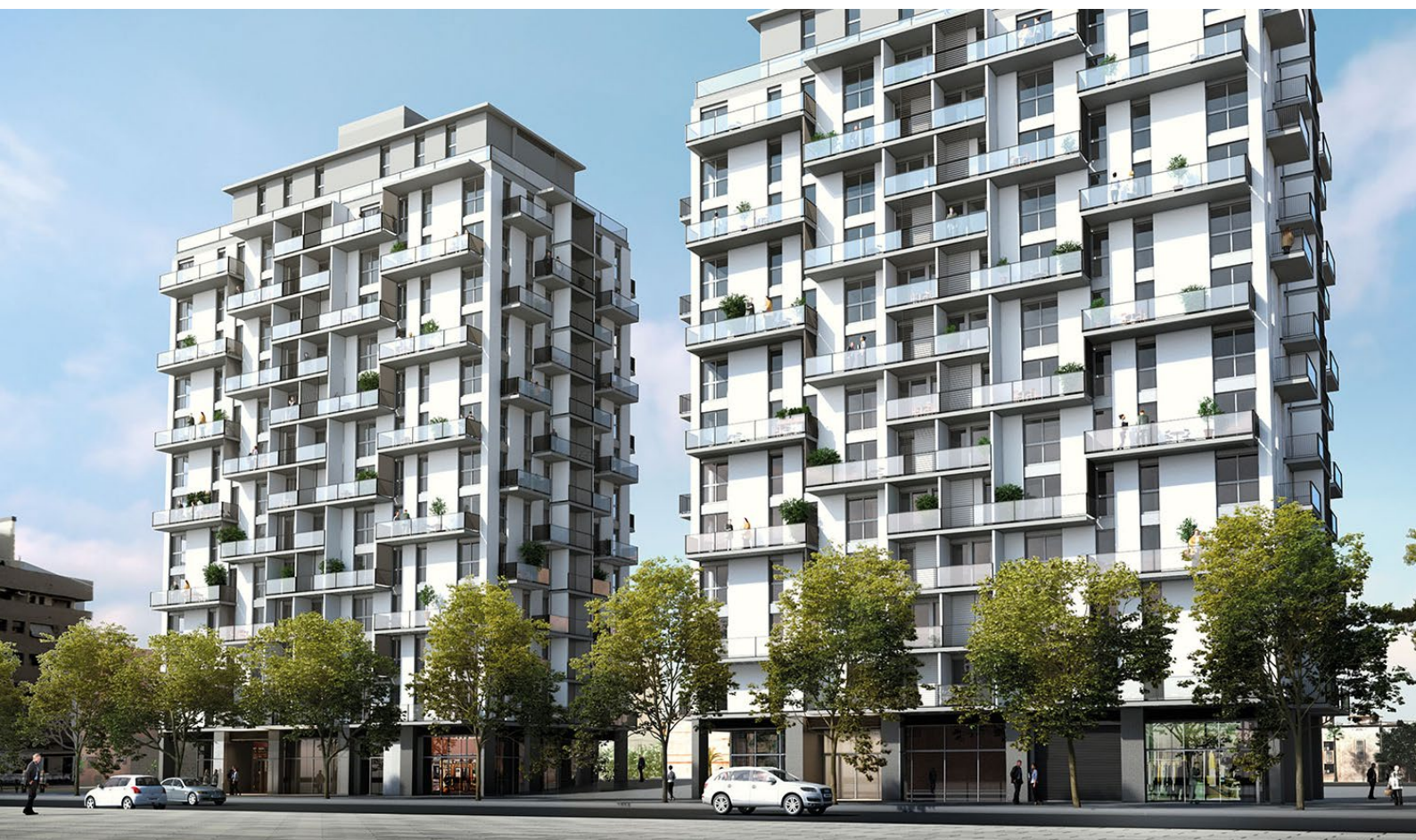
Moreover, each Group member entity has its own **Protocol for the Prevention and Action against Moral Harassment, Harassment against LGTBIQ+ People and Sexual and/or Gender-Based Harassment**, which reflects the Group's "zero tolerance" principle towards any attitude that may violate or undermine people's rights. In this sense, the Group implements the necessary means to detect and prevent any behaviour, situation, action and conduct that may violate the dignity of people, therefore securing compliance with the aforementioned protocols.

Additionally, both Servihabitat and Serviland have a **Talent Acquisition Policy**, one of its key objectives being to promote equal opportunities in recruitment by fostering diversity and inclusiveness.

Similarly, Servihabitat's and Serviland's **Fixed and Variable Remuneration Policy** has the premise of establishing equal remuneration based on the same rules for all people, without discrimination.

Additionally, Servihabitat has developed a **Manual for Inclusive (Non-Sexist) Language**, which outlines the guidelines to be followed for the adaptation of the staff's language and expression to one that avoids sexism and aligns with the current social reality.

Furthermore, training and awareness-raising are fundamental aspects in the promotion of effective equality measures. In this respect, during 2024, Servihabitat and Serviland conducted training sessions on equality, diversity and the Harassment Prevention and Response Protocol, which were mandatory for all employees. Additionally, specific training was provided to Servihabitat's Harassment Investigation Committee, as well as to Serviland's Equality Plan Negotiating Committee.



4. HUMAN RIGHTS

Coral Homes Group is firmly committed to defending human rights as recognised by the United Nations.

In this regard, Coral Homes Group adheres to the Universal Declaration of Human Rights adopted by the United Nations in 1948 and the instruments derived therefrom, particularly the 1966 International Covenant on Civil and Political Rights, the 1966 International Covenant on Economic, Social and Cultural Rights, and the 1950 Convention for the Protection of Human Rights and Fundamental Freedoms. Additionally, Servihabitat has adhered to the ten principles of the United Nations Global Compact, which includes, among others, the respect for human rights.

Furthermore, in carrying out its activities, Coral Homes Group assumes and complies with the principles of the International Labour Organisation (ILO) regarding non-discrimination, free association and the elimination of forced labour. In order to ensure compliance with these principles, the Group periodically reviews its Code of Ethics (last review in March 2024), which applies to all Group member entities and establishes the fundamental guidelines to ensure the respect for human rights across its operations.

Based on this ethical framework, both Coral Homes Group and, in particular, Servihabitat (given its key role as the Group's servicer, provider of services to third parties and entity with the largest number of employees) have developed various policies and reference documents. These policies set out codes of conduct for staff members and regulate the organisation's activities, in order to prevent, mitigate and remedy any impact on human rights, reinforcing its commitment to responsible and sustainable business management. In doing so, Coral Homes Group seeks to:

- Disseminate the Group's values, principles and objectives consistently with the respect for human and social rights.
- Engage and involve all Group staff members and associates to accept, observe and apply this Code and the related policies and procedures.
- Facilitate the prevention, detection and elimination of any irregular behaviour, thus contributing to upholding and protecting the values and good reputation of Coral Homes Group through the Internal Reporting System and Corporate Whistleblowing Channel that forms part of it.

4.1 APPLICATION OF DUE DILIGENCE PROCEDURES, PREVENTION OF HUMAN RIGHTS VIOLATION RISKS AND MEASURES TO MANAGE, MITIGATE AND REDRESS SUCH VIOLATIONS

Coral Homes Group promotes the respect for human rights both internally and in all relationships with third parties. To this end, the Group has implemented various due diligence mechanisms and procedures both within the Group and externally:

A. Internal due diligence.

- Coral Homes Group has an Internal Reporting System that includes the Corporate Whistleblowing Channel, allowing any Group employee to report practices that do not comply with the Code of Ethics, other internal regulations or applicable laws.
- Coral Homes Group has implemented Harassment Prevention and Response Protocols. Its general purpose is to define the framework for action in relation to any type of harassment, with the aim of preventing these types of conduct within Group member entities. These protocols contain all the elements specified in current regulations.

- In addition, Coral Homes Group has implemented an internal reporting system to manage risks that may affect its goals and activities, thus enabling the identification and assessment of opportunities while generating more value for the Group. Its conceptual framework follows the guidelines of COSO Reports and its aim is to provide a reasonable level of assurance in achieving goals across the following categories:
 - a) Operating efficacy and efficiency.
 - b) Financial information reliability.
 - c) Compliance with applicable laws and regulations (including regulations on the prevention of money laundering and terrorism financing, privacy, anti-corruption and fraud, equal rights, non-discrimination, occupational health and safety and, in general, workers' rights, environmental protection, public safety and health, tax and social security regulations, and market and consumer protection).
- As to the right to equality, Servihabitat and Serviland have their respective Equality Plans previously mentioned, whose primary objective is to ensure compliance with the principle of equal treatment and opportunities between women and men within the company by eliminating all forms of workplace discrimination and promoting gender equality. Such Equality Plans have been drafted in accordance with current legislation on equality. These Equality Plans also include continuous awareness-raising initiatives and training available to all employees throughout the year, such as training on harassment prevention and equality.
- All Coral Homes Group's employees (including directors and executives) are required to submit an annual declaration of compliance confirming that they have adhered, among other matters, to the provisions of the Code of Ethics and Compliance Policies and committing to continue doing so.

B. External due diligence.

- The Group has a **Relationship Acceptance Policy** that sets out the due diligence procedure to be followed. Such procedure implies the identification, verification and acceptance of any employment or business relationship with its staff, (potential or current) customers, suppliers and third parties in general, before engaging in any such relationships, as well as their continuous follow-up.

Coral Homes Group has delegated to Servihabitat –and specifically to the Group's Anti-Money Laundering and Terrorist Financing Prevention Technical Unit– these powers of identification, verification and acceptance of the identity of the individuals or entities with which it intends to establish a business relationship.

In relation to end clients, among whom the assets owned and managed by Coral Homes Group are marketed, Servihabitat has also delegated the application of due diligence measures pursuant to the regulations for the prevention of money laundering and terrorist financing.

- **Compliance adherence clause:** it is essential to ensure that business relationships are aligned with the ethical principles set out in Coral Homes Group's Code of Ethics. By incorporating compliance clauses into contracts, the Group requires its suppliers to adhere to regulations, including those related to human rights, and to implement practices that prevent abuses and non-compliance. These clauses not only serve as a reference framework for expected behaviour but also facilitate transparency and accountability. Thus, a responsible business environment is promoted while minimising legal and reputational risks for the Group.

4.2 REPORTS ON HUMAN RIGHTS VIOLATIONS

Coral Homes Group has implemented an Internal Reporting System in accordance with the provisions of Act 2/2023, of 20 February, regulating the protection of individuals who report regulatory infringements and the fight against corruption.

In this regard, the Group has the Internal Reporting System Policy and Procedure, which regulate the system's key elements, roles and responsibilities, the rights and guarantees of whistleblowers and reported parties, and the procedure for managing and resolving reports, among other aspects.

As part of the Internal Reporting System, the Group has the abovementioned Corporate Whistleblowing Channel, through which employees or third parties can submit reports regarding any non-compliance with current legislation, Group internal regulations or any potential human rights violations.

Additionally, Coral Homes Group has the necessary mechanisms to prevent and face harassment (Prevention and Response Protocols and training on equality and Harassment Prevention and Response Protocols).

In this regard, during 2024, no reports were received concerning trade union freedom, collective bargaining, discrimination, child labour, forced labour, or slavery or quasi-slavery conditions.

4.3 RESPECT FOR FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Coral Homes Group maintains a strong commitment to protecting labour rights. In this sense, it fosters social dialogue as a fundamental pillar for building employment relationships based on trust and transparency. It also respects and guarantees freedom of association, allowing employees to organise and participate in trade union activities without restrictions, strengthening their ability to represent and defend their interests.

Furthermore, the Group recognises the importance of collective bargaining as a key mechanism for improving working conditions and ensuring a balance between the company's interests and those of its staff. Through specific policies and procedures, Coral Homes Group works towards implementing measures that reinforce these rights and contribute to creating a work environment supported by equity and respect as key pillars. The initiatives adopted to consolidate these values within the organisation have been described in detail in previous sections.

4.4 MEASURES TO ELIMINATE EMPLOYMENT DISCRIMINATION AND RESPECT FOR LABOUR RIGHTS.

Through its Code of Ethics and the remaining internal regulations, Coral Homes Group strictly prohibits imposing employment or social security conditions that may impair, suppress or restrict the rights granted to employees by legal provisions, collective bargaining agreements or individual contracts.

In this regard, the Group complies in full with hiring regulations, ensuring that all staff members are registered with the appropriate social security system from the start of their employment relationship.

Similarly, in the case of foreign employees, the company requires obtaining the necessary work permits before formalising any employment, thus preventing irregular practices such as contract simulation or fraudulent placement.

Transparency and honesty are fundamental principles in recruitment processes and employee relations. Under no circumstances shall misleading or false employment conditions be offered, ensuring that both candidates and current employees receive clear and truthful information about their roles and working conditions.

This commitment to respecting labour rights is applied not only internally but also to the suppliers that provide services to the Group's entities. Coral Homes Group requires its partners and associates to uphold the same principles, ensuring that the entire value chain operates under ethical and legal standards that promote a dignified and respectful work environment.

In 2024, no reports of human rights violations were received.



5. ENVIRONMENTAL ISSUES

5.1 ENVIRONMENTAL MANAGEMENT

In recent years, environmental issues have become increasingly important for Coral Homes Group, driven by greater awareness of the environmental impacts and risks that the market will face, the dialogue with stakeholders and regulatory pressure.

The integration of environmental criteria into asset management throughout their lifecycle, waste management or energy efficiency are key aspects for Coral Homes Group in its endeavour to minimise its environmental impact.

The main environmental management efforts are concentrated in Servihabitat and Serviland, as these companies are responsible for real estate asset management. This commitment to responsible environmental management is demonstrated by the fact that both companies have an **Environmental Management System certified by AENOR** in accordance with **ISO 14001:2015 and the EMAS Regulation**, which reinforces the management framework and enables the development of a circular economy.

This adds even more value to the commitment under the Code of Ethics to protect and preserve the environment, ensuring compliance with applicable regulations and adopting procedures to mitigate the environmental impact of the Group's activities.

Environmental Management System

Coral Homes Group's Environmental Management System is based on internationally recognised standards, specifically ISO 14001 standard and the EMAS Regulation. This strategy is designed to manage environmental impact continuously and effectively.

In line with ISO 14001 guidelines, clear environmental policies have been established, as well as processes for their implementation. This includes a detailed planning of the activities carried out, in order to identify and control significant environmental aspects while complying with applicable legislation and other relevant requirements.

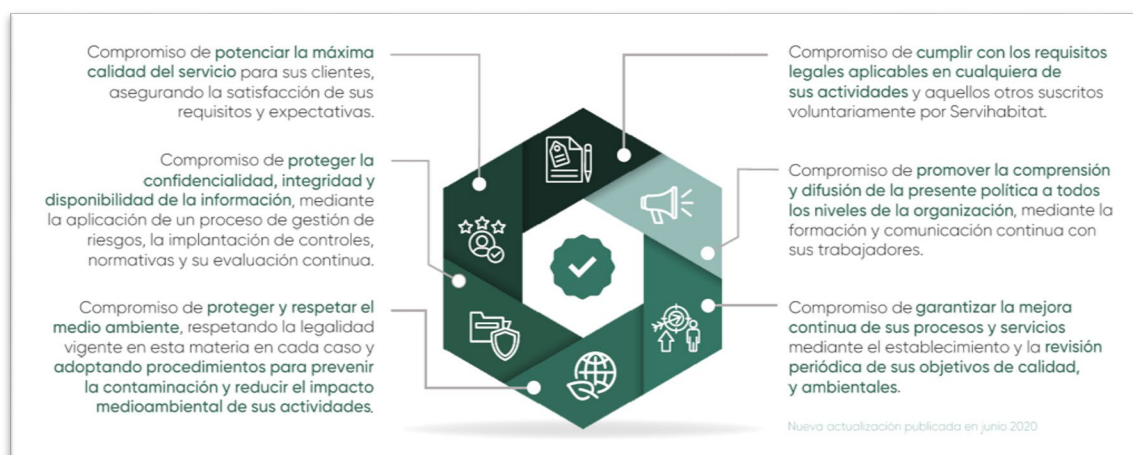
As an environmental management system based on the principle of continuous improvement, the Group regularly monitors and measures environmental performance, reviewing outcomes and setting increasingly ambitious goals to reduce impact and promote sustainability.

Environmental policy

Since 2014, Servihabitat has a **Quality and Environmental Management Policy** that is periodically reviewed by management.

Through this policy, Servihabitat's management expresses its respect for and commitment to environmental protection and continuous service quality improvement, ensuring that the policy is communicated across the organisation and providing the necessary resources for compliance.

This policy also sets out a series of commitments, namely:



5.2 SUSTAINABLE USE OF RESOURCES

Adaptation to climate change makes the effective use of resources ever more important. This is a material aspect for Coral Homes Group that has led to the adoption of practices intended to maximise the effective use of resources.

5.2.1 Responsible use of raw materials and energy efficiency

The following tables show the evolution of water and electricity consumption in Servihabitat for 2024 compared to 2023, as it is the entity that has 95% of the Group's staff.

It should be noted that the consumption of both water and electricity per person has decreased.

Water

Water consumption relates to Servihabitat offices in Cornellá de Llobregat, as this is the place where most employees are located, whereas water consumption costs at Servihabitat offices in Madrid are borne by the building owner; therefore, this information is not available.

Table 24. Variations in the use of water

	2024	2023
WATER CONSUMPTION (M3)	1,571	2,239
M3 CONSUMPTION PER EMPLOYEE	5.84	5.95

Apart from maintaining the measures implemented in previous years to reduce water consumption, such as the automated faucets with sensors and/or the dual flush system in the toilet cisterns, there has been a significant reduction due to the reduced occupancy of the Cornellá office.

Electricity

In the case of electricity, and applying a criterion similar to that for water use, the material data refer to consumption at Cornellá de Llobregat and Madrid offices.

Table 25. Variations in the use of electricity

	2024	2023
ELECTRICITY CONSUMPTION (MWH)	661.40	954.40
MWH CONSUMPTION PER EMPLOYEE	2.66	2.92

Considering this consumption, it should be noted that 100% of the energy used at Puerta Cornellá is renewable, with a photovoltaic panel installation supplying 5% of that energy.

Just as with water consumption, electricity consumption has decreased due to the reduction in the number of employees at Servihabitat and Serviland. In addition, the following measures have been adopted, which have also helped to reduce consumption:

- Implementing a timer on electrical panels to turn the lights on and off;
- Changing lights to LED; and
- Examining the correct application of energy saving measures and the efficiency of facilities and consumption (turning off lights, turning off the building sign, checking temperature inside the building, checking the automatic closing of the access door, etc.).

5.3 POLLUTION AND CLIMATE CHANGE

5.3.1 Carbon footprint results

The carbon footprint is an indicator that seeks to measure the impact of human activities on global climate. The aim of this indicator is to quantify the amount of GHGs released into the atmosphere, expressed in tonnes of CO2 equivalent (Tn CO2 eq.).

The table below shows the results of CO2 emissions by Servihabitat and Serviland, considering Scope 1 emissions (GHG emissions originating directly from its activities), Scope 2 emissions (GHG emissions derived from electricity consumption) and Scope 3 emissions (emissions from indirect sources).

Table 26. CO2 emissions

EMITTED TN CO2 EQ	2024	2023
SCOPE 1	-	-
SCOPE 2	15.6	228
SCOPE 3*	314	379
TOTAL	329.6	607
EMITTED TONNES PER EMPLOYEE	0.76	1.30

*Scope 3 includes emissions from the travel of staff by plane, train and car.

The decrease in Scope 2 CO2 emissions is due to the use of electricity from renewable sources at the Puerta Cornellá office and some of Madrid offices.

Servihabitat has estimated GHG emissions² from all its assets under management, differentiating the stock by type of asset and considering whether it is empty or occupied.

	2024		2023	
Status	Assets	Emissions (TCO2/year)	Assets	Emissions (TCO2/year)
Empty	38,358	13,557	87,263	51,745
Occupied	20,825	43,258	45,264	98,321
Total	59,183	56,815	132,527	150,065

In 2024, this analysis was marked by a drastic fall in the number of assets managed due to the termination of the management contract with CaixaBank Group, the sale of Coral Homes assets and failure to incorporate new significant portfolios.

5.3.2 Reduction of emissions

CO2 emissions have continued to decrease during 2024 mainly due to the reduction in the number of employees.

5.4 CIRCULAR ECONOMY AND WASTE PREVENTION AND MANAGEMENT

Coral Homes Group maintained its commitment to circular economy, taking new actions to improve waste management.

Waste management and segregation:

With regard to waste management and segregation, it is necessary to make a distinction between waste over which there is direct control (waste from the activity carried out at the offices) and waste over which there is not, despite the fact that the latter, including land management and development activities and the development/promotion, adaptation and upkeep of real estate assets, are the most significant.

Indirect control:

The latter activities are subject to the provisions of Act 7/2022, of 8 April, on waste and contaminated soils for a circular economy, which establishes the following, among other matters:

- **Promotion of sustainable materials:** the Act encourages the development and promotion of more sustainable materials, which may influence the selection of materials used in the construction and maintenance of real estate assets.

² Main considerations:

- CO2 emissions from soil are deemed negligible.
- Empty assets produce CO2 emissions due to potential periodic maintenance activities, security systems and utility connections.
- Average CO2 emissions have been measured for each type of asset.

- **Responsible waste management:** it sets out standards for responsible waste management, which directly affects the activities related to the production, possession and management of waste, imposing responsibilities on the initial waste producers or managers.
- **Prevention and recycling:** the Act promotes waste prevention, reuse and recycling measures, which may influence waste management practices in real estate projects.
- **Penalties for non-compliance:** penalties are established for activities that do not comply with the provisions of the law, which may have an impact on the planning and execution of real estate projects.

Servihabitat and Serviland, as managers of real estate assets, including those owned by the Group, are responsible for ensuring compliance with all these obligations to third parties (contractors/subcontractors) through which it carries out these activities.

In the case of work development and execution, as part of the ESG Plan, consumption, emissions and waste began to be monitored (either on a monthly basis or upon work completion) with the contractors of works managed by Serviland.

Direct control:

For the activities performed at the offices, different initiatives have been developed and implemented to reduce waste and improve the recycling process, such as replacing individual bins with waste collection points at each floor.

In addition, there is a widespread use of recycled paper at the offices of Servihabitat and Serviland.

5.4.1 Managed waste

The Group has managed the following waste volumes with authorised waste managers:

Table 27. Tonnes of managed waste

WASTE	2024 (Tn)	2023 (Tn)
Paper	1.8	3.024
Cardboard	0.052	0.401
Toner	0.024	0.006
TOTAL	1.876	3.431

The Group has continued its efforts to reduce waste, one highlight being the work done to raise awareness through knowledge pills (paperless office, proper recycling, travel reduction, carpooling to the office, etc.).

5.4.2 Actions to combat food waste

Considering the Group's activity, food waste management does not fall within the scope of the environmental policy and its EMS.

5.5 BIODIVERSITY PROTECTION

The Group does not perform activities or operations in protected areas, and its impact on biodiversity is low. Based on the double materiality assessment carried out in 2024, no biodiversity-related impact or risk has been deemed to be material.

Despite not having specific plans in this area, Coral Homes Group promotes sustainable construction.



6. FIGHT AGAINST CORRUPTION AND BRIBERY

6.1 COMMITMENT OF THE GROUP

Coral Homes Group seeks to foster a culture of compliance in which its behaviour, as well as that of the third parties with which it maintains business relations, is in line not only with current (external and internal) regulations, but also with the highest ethical and professional standards. In this sense, the behaviour of all Group staff members must be guided by the ethical principles and values assumed by Coral Homes Group and defined in its Code of Ethics, such as integrity, transparency and honesty.

Additionally, to reinforce its commitment to the culture of regulatory compliance, the Group requires third parties with which it builds business relations to behave in a similar manner and in line with its voluntarily assumed principles and values. For this purpose, it incorporates clauses into its contracts so that they are understood and accepted.

Coral Homes Group applies a “zero tolerance” approach to corruption and fraud that may arise in the course of its activities and commercial relationships. This principle is reflected both in its Code of Ethics and in its Anti-Corruption and Fraud Prevention Policy; both documents are available at their websites (www.servihabitat.com and www.coralh.com).

All these commitments are embedded into the Criminal Compliance Management Systems, defined in accordance with standards UNE 19601:2017 (Criminal Compliance Management Systems) and UNE-ISO 37001:2017 (Anti-Bribery Management Systems). In turn, given that Servihabitat and Serviland are the Group companies that are more exposed to the risk of corruption and bribery due to their nature, they have gone a step further and are certified under these standards, thus rendering the Criminal Compliance Management Systems of the entities that make up Coral Homes Group even more reliable. In addition, those systems are subject to a periodic audit process to verify whether they meet the requirements under those regulations.

6.2 CRIMINAL COMPLIANCE MANAGEMENT SYSTEMS

The Criminal Compliance Management Systems (the “**Systems**”) establish a comprehensive framework for the prevention, detection, response, management and control of criminal risks at each of the companies of Coral Homes Group. The main elements of these systems include:

- **Corporate Compliance Committee:** it is in charge of overseeing and monitoring the Systems to identify and manage criminal risks. It is composed of three permanent members: two Chief Compliance Officers (of Coral Homes Holdco and Servihabitat) and the Senior Director of the CEO Office and Internal Control. It reports directly to the Group's Boards of Directors, particularly to that of Coral Homes Holdco, as the Group's parent company.
- **Financial resources management model:** it encompasses all the financial and economic controls and procedures that ensure full transparency in the Group's accounting records, transactions and overall financial management. Additionally, budget allocations are made to provide the Corporate Compliance Committee and the Chief Compliance Officers with the necessary resources to carry out their functions.
- **Criminal risk assessment:** it includes the identification, assessment and prioritisation of criminal risks managed by the Chief Compliance Officers that are reviewed and, if applicable, updated periodically. This is a fundamental tool for the Systems, enabling real-time monitoring of risk changes, as well as current controls.

- **Manuals, policies, procedures and protocols:** they form part of the Group's internal regulations and are aimed at fostering a culture of ethics and compliance. They are subject to review and, as applicable, periodic updates in response to internal and external circumstances regarding the Group. All members of Coral Homes Group are aware of and adhere strictly to them.
- **Operational controls and procedures:** they comprise both manual and automatic controls and procedures designed to anticipate the occurrence of events, errors or irregularities that could result in criminal offences within the Group.
- **Training and dissemination of the Systems:** annual training and awareness plan, and dissemination of corporate policies to all Group staff members.
- **Compliance indicators (KPIs):** indicators that allow for the periodic monitoring of expected activity levels and Systems effectiveness, from both a quantitative and qualitative perspective.
- **Internal Reporting System (Corporate Whistleblowing Channel):** the Corporate Compliance Committee, appointed by the Board of Directors of Coral Homes Holdco, is in charge of managing it, while management is delegated to Chief Compliance Officers, who report to the Corporate Compliance Committee as per established procedures.
- **Disciplinary system:** it is enforced by the Corporate Compliance Committee and serves as a fundamental tool to protect the Group's internal regulations.
- **Monitoring and reporting procedures for the Systems:** they are followed to validate the Systems' operation, verifying the effectiveness of policies, procedures and controls, with the obligation to report annually to the Group's Boards of Directors by submitting Annual Compliance Reports.

In order to identify and manage both internally and effectively the main criminal risks to which the Group is exposed, the Corporate Compliance Committee is entrusted with the oversight and monitoring of the Systems. This Committee has full autonomous powers of initiative and control, as well as the human and economic and technological resources required to carry out its entrusted functions adequately.

This Committee meets on a quarterly basis as a standard practice, with the possibility of holding extraordinary meetings if circumstances so require.

To ensure maximum efficiency in the operation of the Systems, the Corporate Compliance Committee delegates the more operational functions to the Group's Chief Compliance Officers.

6.3 MEASURES ADOPTED TO PREVENT CORRUPTION AND BRIBERY

The Group's commitment to the fight against corruption is observed in the Criminal Compliance Systems implemented in each of its companies. These Systems have, in turn, an **Anti-Bribery Management System** defined in accordance with the requirements established by the abovementioned UNE-ISO 37001:2017. Additionally, as shown in the previous section, Servi habitat and Serviland, being the Group companies most exposed to this type of risks, are certified in this standard by an independent certifier (AENOR).

Another example of Coral Homes Group's commitment to the development of an ethical culture based on regulatory compliance is that the set of policies and procedures that make up the Systems and that constitute the internal regulations has been approved at Group level, which is thus applied to all its companies, staff and persons holding powers to represent and manage them. These policies and procedures include the Code of Ethics, the Anti-Corruption and Fraud Prevention Policy, the Corporate Compliance Policy, the Privacy Management System, the Internal Reporting System Management Policy and Procedure and the Policy for the Management of Conflicts of Interest.

The **Code of Ethics** lays down the ethical principles, values and standards of conduct that must effectively guide the companies and all their staff. It is the main standard that governs the behaviour of Group members and from which the rest of internal regulations derive.

With a focus on the fight and prevention of corruption and fraud, the Group's **Anti-Corruption and Fraud Prevention Policy** enforces the principles of transparency and anti-corruption standards set out in the Code of Ethics. Its main purpose is to create an environment that mitigates potential fraud and corruption risks by developing the necessary preventive measures to minimise such behaviour, as well as through controls for the early detection of potential irregular or fraudulent activities or acts of corruption. It also puts forward guidelines to be observed by the Group's staff on gifts, hospitality, travel and entertainment expenses, extortion, bribery, influence peddling, facilitation payments, donations, sponsorships and other non-profit contributions.

The **Corporate Compliance Policy** reinforces the Group's commitment to the development of an ethical culture, establishing the principles and commitments assumed in relation to compliance. This policy reflects the Group's responsibility and commitment to adhering to both applicable legislation and the Group's approved internal regulations.

Coral Homes Group's **Internal Reporting System Management Policy and Procedure**, which meet the requirements of Act 2/2023, of 20 February, regulating the protection of individuals who report regulatory infringements and the fight against corruption, aim to promote a secure and confidential Corporate Whistleblower Channel so that staff, suppliers, associates and any third party may report any suspected act of corruption or bribery without fear of reprisal provided that communications are made in good faith.

Finally, the **Policy for the Management of Conflicts of Interest** sets forth the mechanisms to identify, prevent, manage, record and properly follow up on any conflicts of interest that may arise in the performance of business activities by Coral Homes Group's professionals and member entities.

The abovementioned standards establish the key procedures defined and developed by the Group to mitigate the risks associated with behaviour that is contrary to legal and internal corporate regulations by its staff, executives, members of the governing bodies, entities' partners and other persons related directly or indirectly to the Group. It should be noted that the Group, in order to adapt to legislative changes and the activities carried out by its companies, periodically reviews and updates its policies and procedures for the prevention of corruption and bribery. Thus, all the regulations referred to herein were reviewed and updated during 2024.

In addition, the 2024 **Annual Compliance Training Plan** included, among others, training on **Crime Prevention – Anti-Corruption and Fraud Prevention** and another on **Prevention and Management of Conflicts of Interest** for the Group's current and new staff members. Such training sessions were completed by 100% of staff members. Additionally, communication and awareness-raising actions were carried out, including a Christmas gifts campaign, which is aligned with the policy on gifts and hospitality embedded in the Anti-Corruption Policy.

6.4 MEASURES TO FIGHT AGAINST MONEY LAUNDERING

Due to the nature of its business activity, the fight against money laundering and terrorist financing is one of the priorities of Coral Homes Group.

Within the Group, Coral Homes, Servihabitat and Serviland are all obliged subjects under Article 2 of Act 10/2010, of 28 April, on the Prevention of Money Laundering and Terrorist Financing.

In this sense, the Group maintains a firm commitment to comply with the regulations on the prevention of money laundering and terrorist financing. For this purpose, Coral Homes Group has prepared an **Anti-Money Laundering and Terrorist Financing Prevention Manual**, which establishes mandatory provisions for all its staff to prevent the materialisation of risks related to money laundering and terrorist financing. This Manual is subject to a constant review process and was updated three times in 2024.

Additionally, Coral Homes Group has an internal structure made up of different control bodies for the prevention of money laundering and terrorist financing. The general objectives of these internal control bodies are the knowledge, prevention, restriction and communication of ML/TF transactions. These bodies include:

- **Boards of Directors** of the different Group companies.
- **ICB** (Internal Control Body).
- **Representative** before the Commission for the Prevention of Money Laundering and Monetary Infringements (**SEPBLAC**).
- **Party/ies authorised** to act before **SEPBLAC**.
- **UTPBC** (Technical Unit for the Prevention of Money Laundering and Terrorist Financing) of **Coral Homes Group**, integrated into Servihabitat's structure.

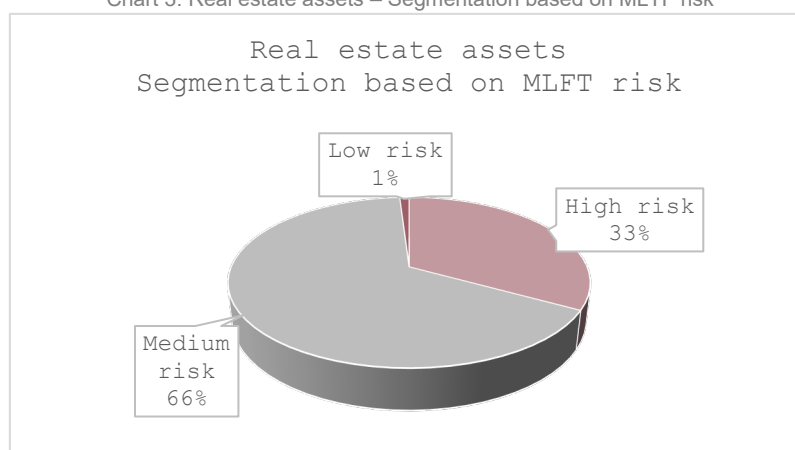
Coral Homes Group also implements a **General Relationship Acceptance Policy** aimed at identifying, prior to establishing any employment or business relationship, the parties with whom the Group intends to sign a contract, by applying a due diligence procedure. This policy was updated during 2024.

The Group also has an **International Sanctions Compliance Policy** in place that was updated during 2024. This policy is primarily aimed at defining the principles to be followed in managing compliance with international sanction systems, along with functional and governance aspects, the main associated processes and the instruments enabling their proper development and implementation.

Every year Coral Homes Group prepares a **Risk Self-Assessment Report on Money Laundering and Terrorist Financing** that identifies and assesses Group companies' exposure to these types of risks.

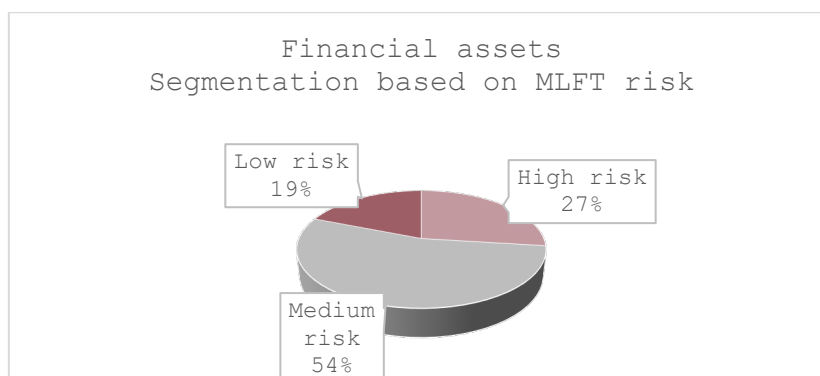
Throughout 2024, a total of 10,561 real estate assets transactions were carried out under the MLTFP framework. Out of these, 36.74% were classified as high-risk transactions.

Chart 3. Real estate assets – Segmentation based on MLTF risk



A total of 1,378 financial assets transactions were analysed in 2024, out of which 35.63% were classified as high-risk transactions.

Chart 4. Real estate assets – Segmentation based on MLTF risk



The table below shows the variation of the transactions analysed and penalised compared to the previous period:

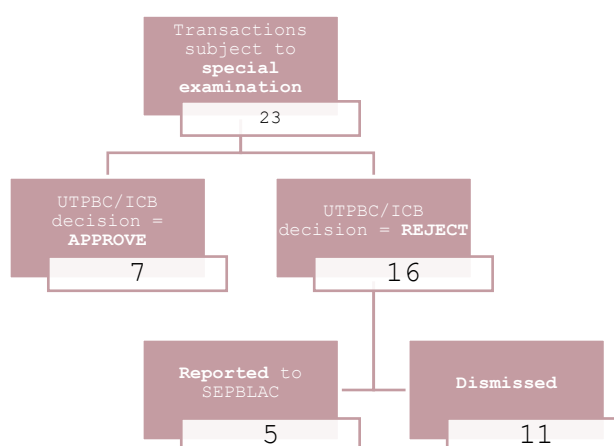
Table 28. Total number of transactions analysed

NUMBER OF TRANSACTIONS	2023	2024	% VARIATION
REAL ESTATE ASSETS	15,671	10,561	-33%
FINANCIAL ASSETS	1,335	1,378	3%
TOTAL NUMBER OF TRANSACTIONS	17,006	11,939	-30%

With respect to the alerts managed by Coral Homes Group's UTPBC, in 2024 a total of 41,788 new participants were registered in the AMLcheck tool from all systems. Out of these new participants, a total of 7,629 alerts were generated and analysed.

During 2024, a total of 23 special examinations were carried out, out of which 5 were reported to SEPBLAC as suspicious ML/TF transactions. All the transactions subject to special examination were detected by the Technical Unit in the course of its transaction analysis and approval operations.

Chart 5. Transactions subject to special examination



In 2024, an internal audit was conducted by Servihabitat's Internal Audit, in which the auditor (the firm BDO) concluded that Coral Homes Group has a robust, effective and efficient MLTFP model in place. No incidents were detected that could lead to recommendations for non-compliance. Similarly, a quarterly review of financial assets transactions was carried out by Servihabitat's Internal Control, with no incidents being reported in the MLTFP processes.

In addition, an external audit was commissioned by Grupo Verde, a client of Servihabitat, which has been delegated the MLTFP review and control at Servihabitat. Such audit, carried out by KPMG, had a positive conclusion, despite the detection of a series of incidents of low importance.

On the other hand, the Annual Report of the External Expert (issued by Deloitte) did not detect any deficiencies or incidents, but it did include a recommendation for improvement, which was adopted in November 2024 (update of the list of jurisdictions subject to enhanced supervision issued by the FATF).

With regard to MLTFP training, the Annual Training Plan approved by the ICB and by the Board of Directors of Coral Homes Holdco included training for all staff members, senior directors, APIs and administration offices. Specialised training is also provided to the members of the ICB, the UTPBC and the areas that, due to their functions, must have more awareness of the subject. In total, during 2024, a total of 846 people were called to such training, with a 100% attendance and success rate.

6.5 INTERNAL REPORTING SYSTEM

Coral Homes Group's Internal Reporting System is one of the key pillars of the Group's Systems.

The Corporate Whistleblower Channel, integrated within the Internal Reporting System (in compliance with the requirements of the abovementioned Act 2/2023), constitutes a tool through which any employee, supplier, associate or third party may report any conduct potentially implying a violation of both internal and external regulations.

In turn, the Corporate Compliance Committee is in charge of the Internal Reporting System. However, it has delegated to the respective Chief Compliance Officers of the Group's member companies the powers for managing and processing the communications received through the Corporate Whistleblower Channel.

During 2024, a total of 59 communications were received through the Corporate Whistleblower Channel, out of which only one was admitted for processing and subsequently filed once addressed.

Table 29. Number of communications received

INTERNAL REPORTING SYSTEM	2023	2024
NUMBER OF COMMUNICATIONS	114	59
CLAIMS ADMITTED FOR PROCESSING	3	1
% OF COMMUNICATIONS DISMISSED	98%	100%

6.6 FOUNDATIONS AND NOT-FOR-PROFIT ORGANISATIONS

Coral Homes Group makes no contributions to foundations or business, trade union or other organisations.

However, in 2024, the Group contributed to the third sector and NGOs; such information may be inquired in section 7.4.3 of this Report.



7. RELATIONSHIP WITH THIRD PARTIES

7.1 CUSTOMERS AND CONSUMERS

7.1.1 Measures for the health and safety of consumers

Coral Homes Group is aware of the importance of guaranteeing the quality of the real property that forms its portfolio and maximising the well-being of its customers. For this reason, and due to the need to ensure the safety and habitability of its properties, in managing real estate assets, Coral Homes Group complies with current legislation and the Technical Building Code.

To certify such compliance, Coral Homes Group requires the following documentation:

- Completion of works certificate, whereby the architect evidences that the works for which the work licence was requested have been completed.
- Permit for initial occupancy, which allows municipal technicians to inspect and verify that the construction complies with the technical requirements set out in the project, as well as legal urban planning requirements.
- Certificate of habitability.

On the other hand, as proof of its firm commitment to information security and customer protection, Servihabitat, as the Group company with the greatest service provision activity, has obtained the **ISO/IEC 27001:2022 certification for Information Security Management**. In addition, during 2024, it obtained the certificate of conformity with the **National Security Scheme (ENS)** in accordance with the requirements of Royal Decree 311/2022, of 3 May, which regulates the National Security Scheme in the area of Electronic Administration.

In addition, and as an example of the commitment assumed by the Group in relation to the right to privacy and personal data protection, Coral Homes Group has a Privacy Management System that establishes the principles of action that govern its daily personal data processing operations, in compliance with the provisions of current legislation (General Data Protection Regulation and Organic Law on Personal Data Protection and Guarantee of Digital Rights).

Furthermore, the Annual Compliance Training Plan included specific training on **personal data protection and privacy**, both for Coral Homes Group staff and for external staff providing services to the Group (management offices and new APIs).

7.1.2 Claims, suggestions and complaint system

Servihabitat has a Customer Care Centre ("CCC") aimed at maintaining high levels of client satisfaction and providing solutions in the event of complaints or claims.

Through the CCC, Servihabitat offers a direct communication channel with its clients, where their complaints and/or claims are recorded, monitored and managed. The CCC has the following tasks:

- Assistance for customer inquiries and incidents
- Assistance for letters submitted to the manager
- Assistance for lessees' incidents (rental property)
- Assistance for lessees' technical incidents (rental property)

During 2024, a total of 424 complaints and/or claims were recorded.

Table 30. Number of complaints received

COMPLAINT SYSTEM	2023	2024
NUMBER OF COMPLAINTS	585	424
NUMBER OF COMPLAINTS CLOSED	572	401
% OF COMPLAINTS CLOSED	98%	95%

For its part, Coral Homes has a mailbox on its web page that customers and any third party can use to convey their complaints and/or claims or, in general, to contact the company. All communications received through this mailbox are handled on a daily basis with the corresponding departments at Servihabitats.

7.2 SUBCONTRACTING AND SUPPLIERS

7.2.1 Incorporation into the procurement policy of social, gender-equality and environmental criteria

Servihabitats and Serviland have a **Procurement Policy** that sets forth supplier guidelines, applicable both to the commercial relations carried out on their behalf as well as to those delegated upon them.

This policy is supported by the following principles:

- **Transparency** in the approval of suppliers and awarding of purchases.
- **Competitive calls**, ensuring the diversification of offers.
- **Ethical and responsible performance** when relating to suppliers.
- **Non-discrimination**, guaranteeing equal treatment.
- **Focus on results**.
- **Continuous improvement** in process quality.

For this purpose, Servihabitats and Serviland have a **Supplier Approval Process** that sets out the guidelines for supplier evaluation and approval.

As part of this approval procedure, different obligations are established before the commencement of the business relationship, such as the performance of an analysis of the technical and financial solvency and the degree of regulatory compliance of each supplier. This analysis encompasses environmental and social matters, such as ISO certificates (9001 on Quality Management, 14001 on Environmental Management, 26000 on Social Responsibility, and 27001 on Information Security Management Systems).

Also, during this approval process, it is confirmed whether the supplier is a company with more than 50 employees and whether it complies with the law on social inclusion of people with disabilities. They are also required to declare that they have received, read and understood the Code of Ethics of Coral Homes Group, the Compliance Policy and the Anti-Corruption Policy, as well as whether they were advised of the existence of the Corporate Whistleblower Channel through which they must communicate any data or information on the occurrence of a regulatory non-compliance risk. In addition, they are required to be adhered to the United Nations Pact, or, failing that, to sign a responsible statement that they are applying these principles in their organisation, stating that their business practices are respectful of human rights and compliant with ethical and legal standards to promote a fair and safe work environment.

As in previous years, in 2024 Servihabitad operated only in the Spanish market, with 97.7% of its suppliers being domestic vendors. In turn, all of Serviland's suppliers were domestic vendors as well.

Table 31. % local suppliers

% LOCAL SUPPLIERS	2023	2024
SERVIHABITAT	98.5%	97.7%
SERVILAND	100%	100%

7.2.2 Oversight systems

In order to effectively control the services provided by suppliers, Servihabitad continuously monitors the performance of each vendor to ensure the highest service quality.

In this sense, periodic meetings are held to review the quality levels of the services rendered by suppliers by monitoring the SLAs and KPIs in place.

7.3 TAX INFORMATION

Coral Homes Group's activities are fully performed in Spain.

Coral Homes Group values the importance of governance and tax compliance and oversees those aspects thoroughly, having an ongoing tax advisory contract with a company of proven solvency in tax matters such as EY.

Coral Homes Group has established a Group tax policy process, and has advisory and review mechanisms in place to monitor all the operations carried out by the Group companies in Spain in order to minimise any tax risk and to avoid any tax contingency that may arise from these operations.

The tax department and the accounting department keep an updated record of tax obligations, including, among others, the status for filing taxes, payroll tax withholdings or the declaration of transactions with third parties.

Tax notifications are received at the e-mail address of each Group company, and the finance department or the general services department, depending on each company, are in charge of receiving them and of controlling that they are answered within the appropriate legal term established to that end.

Coral Homes Group has implemented a **Tax Compliance Internal Monitoring System**, which considers the measures to avoid tax non-compliance risks and penalties.

This system includes:

- considering fiscal and tax risks, and designing policies and procedures aimed at preventing and detecting any potential non-compliance;
- determining policies and procedures aligned with applicable fiscal and tax laws and regulations; and
- implementing internal monitoring systems, including internal audits, to ensure compliance with fiscal and tax obligations.

7.3.1 Income tax

The consolidated financial statements include a breakdown of the corporate income tax base and its reconciliation with accounting profit/(loss).

7.3.2 Public grants received

In 2024, Coral Homes Group did not receive any public grants.

However, for staff upskilling purposes, Servihabitat used a total of 39,673.50 euros from the credit granted by the State Foundation for Employment Training (FUNDAE, in Spanish) while Serviland used 2,477.50 euros.

7.4 GROUP COMMITMENTS WITH SUSTAINABLE DEVELOPMENT

Coral Homes Group engages actively in the company's improvement. In this sense, Servihabitat, as the company with the highest level of management activity within the Group, has an **ESG Policy** that states its commitment to act in a sustainable manner, as well as promote sustainability among all stakeholders in its value chain.

In order to create value in the environments in which Servihabitat carries out its activities, its commitment to sustainability is supported by three basic pillars:

1. Commitment to the environment
2. Commitment to staff members and society
3. Commitment to good governance, ethics and integrity and best practices in the value chain

7.4.1 Impact on employment and local development

Coral Homes Group, as one of the benchmark companies in the market of the provision of services for the integral management of real estate assets with a nationwide portfolio, contributes to the development of the territories where it operates through the creation of value and urban enhancement.

7.4.2 Impact of the company's activity on local populations and the territory

Access to housing is one of the main problems faced by society in Spain. In this regard, Coral Homes Group, through Servihabitat, acts as one of the main drivers of the Spanish real estate market, building solid and lasting relationships with the local environments where its assets are located and thus generating a positive impact on these communities.

7.4.3 Association and sponsorship actions

Throughout 2024, Servihabitat and Serviland participated in different sector associations in charge of promoting and defending the interests of their members.

Servihabitat

- ASVAL (Rental Housing Owners Association)
- ANGEKO (National Association of Credit Management Companies)
- IOC (Compliance Officers Institute)

Serviland

- ACP Malaga (Provincial Association of Builders and Developers)
- ASPRICA (Association of Real Estate Developers of Cadiz)
- ASPRIMA (Association of Real Estate Developers of Madrid)

In addition, the Group carried out different sponsorship actions for an amount of 42,000.00 euros, the following contributions standing out:

Table 32. Sponsorship actions during 2024

Association	Association description	Reason for the cooperation
DISTRESSDEBTALKS SRL	DDTalks organises conferences annually, focusing on relevant topics affecting the European debt and equity markets.	Sponsors of NPL Days España, held in June 2024.
PLANNER EXHIBITIONS S.L.	It is engaged in creating events to bring business opportunities, knowledge and contacts to professionals and companies in our core sectors, fostering innovation and economic, social and environmental sustainability as essential values of the corporate culture.	Sponsors of the event Rental Housing Forum, held in October 2024.
Asociación de Promotores Constructores de España (APCEspaña)	National representative non-profit association; one of its purposes is to defend the professional interests of its members concerning real estate market activities and, in general, to perform as many activities and services as suitable, in the best interest and for the benefit of its members, organising for such purposes conferences, colloquiums, congresses and other similar events that promote the study of relevant topics.	The sponsored entity undertakes to disseminate Serviland's participation and collaboration therein.

In addition, various donations were made to NGOs to help the community and particularly vulnerable populations. The following donations should be noted:

Table 33. Donations made in 2024.

Foundation/NGO	Foundation description	Reason for the cooperation
Adecco Foundation	Its main purpose is to work with people and their families in an integral manner to improve their autonomy, social inclusion and access to the labour market.	International Women's Day (8 March), International Day for the Elimination of Violence against Women (25 November) and Family Plan (orientation and intervention programme for people with disabilities).
Ilersis Foundation	Special employment centre aimed at the inclusion of people with disabilities.	Through the preparation of the Christmas packages by the staff members with disabilities who work at the foundation, we contribute to the social and labour inclusion of people with intellectual disabilities, mental health problems or risk of social exclusion.
Sant Joan de Déu	Highly specialised centre for the care of children and pregnant women.	For every euro donated by an employee, Servihabitat donates another euro.

APPENDIX 1: CONTENTS OF THE STATEMENT OF NON-FINANCIAL INFORMATION

Content of Act 11/2018			GRI standard*	Chapter
Business model	Description of the business model	Brief description of the company's business model, including its business environment, organisation and structure, the markets where it operates, its goals and strategies, and the main factors and trends that may affect its future performance.	GRI 102-1	Chapter 2.3
	Policies applied	Policies applied by the company, including the due diligence procedures adopted to identify, assess, prevent and mitigate material risks and impacts, and verification and control procedures, as well as the adopted measures.	GRI 102-2	Chapter 2.6
Main risks	Main risks related to the activities	Main risks related to the company's activities, including, as applicable and proportionate, its business relationships, products or services with potential adverse effects in these spheres, and how the Group manages those risks, explaining the procedures used to detect and assess them pursuant to domestic, European or international reference frameworks on the matter. Information should be included on the impacts identified with a breakdown thereof, particularly in relation to the main short-, medium- and long-term risks.	GRI 102-3	Chapter 2.8
Disclosures on environmental matters		Current and expected effects of the company's activities on the environment and, as applicable, on health and safety.	GRI 102-15 GRI 102-29 GRI 102-31	Chapter 5.1
		Environmental assessment or certification procedures.	GRI 102-11 GRI 102-29 GRI 102-30	Chapter 5.1
		Resources dedicated to environmental risk prevention.	GRI 102-29	Chapter 5.1
		Application of the precaution principle.	GRI 102-11	Chapter 5.1
		Number of provisions and guarantees for environmental risks.	GRI 307-1	Not applicable
	Pollution	Measures to prevent, reduce or remediate CO2 emissions affecting the environment severely.	GRI 103-2 GRI 302-4 GRI 302-5 GRI 305-5 GRI 305-7	Chapter 5.3
		Measures to prevent, reduce or remediate the emissions of all types of atmospheric pollution (including noise and light pollution).	GRI 416-1	Chapter 5.3
	Circular economy and waste prevention and management	Measures for waste prevention, recycling, reuse and other forms of waste recovery and removal.	GRI 103-2, GRI 301-1, GRI 301-2, GRI 301-3, GRI 303-3, 306-1, GRI 306-2, GRI 306-3	Chapter 5.4
		Actions to combat food waste	Not applicable	Not applicable
	Sustainable use of resources	Water consumption and supply pursuant to local limitations.	GRI 303-1, GRI 303-2, GRI 303-3	Chapter 5.2.1
		Use of raw materials and measures taken to improve use efficiency.	GRI 301-1, GRI 301-2, GRI 301-3	Chapter 5.2.1
		Direct and indirect consumption; measures taken to improve energy efficiency; use of renewable energies.	GRI 302-1, GRI 302-2, GRI 302-3, GRI 302-4, GRI 302-5	Chapter 5.2.1
		Major elements of greenhouse gas emissions generated from the company's activity (including the goods and services it produces).	GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4	Chapter 5.3
	Climate change	Measures taken to adapt to climate change consequences.	GRI 102-15, GRI 103-2,	Chapter 5.3

Content of Act 11/2018		GRI standard*	Chapter	
Information on social and staff-related matters		GRI 201-2, GRI 305-5		
		Reduction targets established voluntarily in the medium- and long-term to cut GHG emissions and the means set to that end.	GRI 103-2 Chapter 5.3	
	Biodiversity protection	Measures taken to preserve or restore biodiversity.	GRI 304-3	Chapter 5.5
		Impacts caused by activities or operations in protected areas.	GRI 304-1, GRI 304-2, GRI 304-4	Chapter 5.5
	Employment	Total number and distribution of the headcount by sex, age, country and professional category.	GRI 102-7, GRI 102-8, GRI 405-1	Chapter 3.1.1
		Total number and distribution of types of employment contracts.	GRI 102-8	Chapter 3.1.2
		Annual average of permanent, temporary and part-time contracts by sex, age and professional category.	GRI 102-8	Chapter 3.1.3
		Number of redundancies by sex, age and professional category.	GRI 401-1	Chapter 3.1.8.
		Average remuneration and variations, broken down by sex, age and professional category.	GRI 405-2	Chapter 3.1.4.
		Salary gap.	GRI 405-2	Chapter 3.1.4.
		Remuneration of company's equal or average positions.	GRI 202-1	Chapter 3.1.4.
		Average remuneration of directors and executives (including variable remuneration, allowances, severance pays, and long-term social security savings systems, as well as any other amount earned, broken down by sex).	GRI 102-35, GRI 102-36, GRI 201-3	Chapter 3.1.4.
		Implementation of labour disconnection policies.	GRI 402-1	Chapter 3.1.5.
		Disabled employees.	GRI 405-1	Chapter 3.1.6.
		Work time organisation.	GRI 102-8	Chapter 3.2.1
	Work organisation	Number of hours of absenteeism.	GRI 403-2	Chapter 3.2.6
		Measures to facilitate work-life balance and promote its responsible enjoyment by employees.	GRI 401-3	Chapter 3.2.3
	Health and safety	Health and safety conditions at the workplace.	GRI 103-2	Chapter 3.3.1
		Occupational accidents, particularly their frequency and severity, as well as occupational diseases, broken down by gender.	GRI 403-2, GRI 403-3	Chapter 3.3.1
	Social relationships	Social dialogue organisation (including procedures to inform and inquire staff and negotiate with them).	GRI 102-43, GRI 402-1, GRI 403-1	Chapter 3.8
		Percentage of headcount covered by collective bargaining agreements by country.	GRI 102-41	Chapter 3.8
		Analysis of collective bargaining agreements (specifically concerning health and safety at the workplace).	GRI 403-1, GRI 403-4	Chapter 3.8
	Training	Policies implemented in the training field.	GRI 404-2	Chapter 3.9
		Total number of training hours by professional category.	GRI 404-1	Chapter 3.9
	Accessibility	Universal accessibility for people.	GRI 103-2	Not applicable
	Equality	Measures taken to promote equal treatment and opportunities between women and men.	GRI 404-2	Chapter 3.5
		Equality plans (Chapter III of Organic Act 3/2007, of 22 March, for the effective equality of women and men).	GRI 404-1	Chapter 3.5
		Measures taken to promote employment.	GRI 103-2	Chapter 3.1
		Policy against all types of discrimination and, where appropriate, integration of protocols against sexual and gender-based harassment.	GRI 404-2	Chapter 3.1 Chapter 4.4
		Protocols against all types of discrimination and, as applicable, for diversity management.	GRI 404-1	Chapter 3.1
	Disclosures on the respect for human rights	Application of due diligence procedures on human rights.	GRI 414-2	Chapter 4.1
Prevention of human rights violation risks and, as applicable, measures to mitigate, manage and redress potential abuses.		GRI 410-1, GRI 412-1	Chapter 4.2	
Reports on human rights violations.		GRI 102-17, GRI 102-1, GRI 411-1	Chapter 4.3	

Content of Act 11/2018		GRI standard*	Chapter	
Disclosures on the fight against corruption and bribery	Promotion and compliance with the provisions under ILO fundamental conventions in relation to the freedom of association and the right to collective bargaining, employment and occupation non-discrimination, the elimination of forced or bonded labour and the effective abolition of child labour.	GRI 103-2	Chapter 4.4	
	Measures adopted to prevent corruption and bribery.	GRI 103-2	Chapter 6.3	
	Measures to fight against money laundering.	GRI 103-2	Chapter 6.4	
	Contributions to foundations and not-for-profit organisations.	GRI 103-2, GRI 201-2, GRI 203-2, GRI 415-1	Chapter 6.6	
Company information	Relationships with the stakeholders of local communities and dialogue methods	Impact of the company's activity on employment and local development, local populations and the territory.	GRI 203-1, GRI 203-2, GRI 204-1, GRI 413-1, GRI 413-2	Chapter 7.4.2
		Relationships with the stakeholders of local communities and dialogue methods.	GRI 102-43, GRI 413-1	Chapter 7.4.1
		Association or sponsorship actions.	GRI 102-13, GRI 203-1, GRI 201-1	Chapter 7.4.3
	Subcontracting and suppliers	Incorporation into the procurement policy of social, gender-equality and environmental criteria.	GRI 103-3	Chapter 7.2
		Focus on social and environmental responsibility in the relationships with suppliers and subcontractors.	GRI 102-9, GRI 308-1, GRI 308-2, GRI 407-1, GRI 409-1, GRI 414-1, GRI 414-2	Chapter 7.2
		Oversight and auditing systems and their resolution.	GRI 308-1, GRI 308-2, GRI 414-2	Chapter 7.2
	Consumers	Measures for the health and safety of consumers.	GRI 416-1, GRI 416-2, GRI 417-1	Chapter 7.1.1
		Complaint systems, claims received and resolved.	GRI 102-17, GRI 418-1	Chapter 7.1.1
	Tax information	Income earned by country.	GRI 201-1	Not applicable
		Income taxes paid.	GRI 201-1	Chapter 7.3
		Public grants received.	GRI 201-4	Chapter 7.3