

one  
UNITED PROPERTIES

# 2020

## SUSTAINABILITY

# REPORT





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## MESSAGE FROM THE FOUNDERS

GRI [102-14]

Dear Stakeholders,

Welcome to One United Properties' first Sustainability Report, in which we present to you the activity of our company in 2020 – a year marked by the pandemic, which changed the way in which many industries function, including real estate, but at the same time a year which, despite many challenges it faced, did not slow down our development.

Even though, as we publish this report, year 2021 is nearing to an end and within few weeks we will already start working on our 2021 Sustainability Report, we still wanted to present to our stakeholders the report for the year that preceded our debut on the Bucharest Stock Exchange. We wanted to offer a point of reference to where we were before our listing. We believe that this sustainability report is relevant to all our stakeholders since it provides an insight into our business, our vision, strategy, and the pillars of sustainable development that we foresee in the future. Consequently, we recommend this report to all our clients, shareholders as well as partners to better understand where we stand on environmental, social and governance aspects.

Due to the large scale of our activity and a growing number of ONE developments, at One United Properties, we carry responsibility not only towards our customers but also to the local communities. In this context, we are happy to see a growing interest of the global institutional investors in how public companies approach the sustainability and ESG aspects, as real estate players are among those who have the most long-lasting impact on how modern cities are built and function.

Sustainability doesn't happen overnight; it has always been at the core of One United Properties since the very first building we have developed under ONE brand back in 2011. Today, as one of the leading developers in Romania, we have a significant impact on forming cities in which millions live. Over the years, we have excelled in developing leading green buildings in Romania and we maintain our commitment to helping turn Bucharest and any other city in which we may operate, into livable, healthy urban areas offering harmony, economic resilience, as well as environmental and social sustainability. On top of it, as a public company we must meet the needs of all our shareholders who strive for governance, accountability, and integrity. Therefore, this report also presents a comprehensive insight into how our business is organized.

As a public company, we strive to deliver consistent and significant returns to our shareholders, but we will always be preoccupied with delivering a superior quality product for our clients. We can only estimate what the trends in real estate will be in 15 or 20 years, but one thing we know for sure is that the care for the customer will always be at the heart of any successful business. Consequently, we will never compromise on what and how we develop, always striving to deliver the best product on the market. Following this philosophy, we are confident that we can meet the present needs and expectations of all our stakeholders without compromising our future.

Victor Capitanu  
co-CEO

Andrei-Liviu Diaconescu  
co-CEO



# **CHAPTER 1**

## **ONE sustainability vision**

## ABOUT THIS REPORT

One United Properties S.A. (“ONE”, the “Company” or the “Group”), a joint-stock company that debuted on the Bucharest Stock Exchange (BVB) on July 12<sup>th</sup>, 2021, following a successful IPO, during which the company raised 260 million lei for new real estate investments. Since its debut, ONE is the largest real estate developer and the third largest entrepreneurial company quoted on BVB.

GRI [102-1]

Since its early beginnings, One United Properties has had a diversified shareholding structure. Consequently, the management has regularly advised publicly about the business operations and financial results, regularly touching upon the subjects such as governance and sustainability. Nonetheless, the 2020 Sustainability Report is the first one ever developed, and it aims to present the shareholders, clients, business partners, and other stakeholders of One United Properties with an overview of vast array of activities undertaken by the company in the area of corporate responsibility. It serves with the purpose to offer to all ONE stakeholders a detailed view into the Company’s business, developments, goals, and ambitions. It also serves to present the managements’ approach towards sustainability, social and environmental impact.

GRI [102-42]  
GRI [102-46]  
GRI [102-47]  
GRI [102-48]  
GRI [102-49]  
GRI [102-51]

This report has been prepared using Global Reporting Initiative (GRI) standards in the core version and it covers the activity of One United Properties between January 1<sup>st</sup>, 2020, and December 31<sup>st</sup>, 2020. Wherever relevant, throughout the document, the report is referencing to relevant developments that happened outside of this reporting period, particularly in 2021, with the purpose of reference and showcasing the evolution of the business.

GRI [102-50]  
GRI [102-52]  
GRI [102-54]

This report has been prepared internally by the One United Properties team. The process of preparing this document included employees spanning multiple departments, with key involvement from Investor Relations, Legal, Financial and HR managers and directors as well as with important contributions from the Project Development, Architecture, Urbanism and Design teams. The preparation of this report was overseen by the top management of the company.

In the preparation of this report, the management has identified topics that are of key importance to the company as well as to all the stakeholders – shareholders, prospective investors, clients, employees, business partners, regulators, and local organizations. The company has sought advice from third party advisors as well as institutional investors regarding the important aspects that shall be included in this report and with that feedback, it has outlined the content of this report. Exceptionally, for the 2020 Sustainability Report, we are not presenting the materiality matrix with the combined input from all our stakeholders, but rather the internally generated list of priority topics. Considering that this is the first Sustainability Report of One United Properties, for the preparation of the next Sustainability Report for 2021, the Company will seek direct feedback from the representatives of the stakeholders listed in the subsequent section below, to improve the content of the report and ensure it covers all the relevant aspects.

GRI [102-44]

This report has not been subject to external reassurance. The management intends to publish Sustainability Report on an annual basis, starting with 2021, with this report being the first one ever developed by the company.






GRI [102-56]

## ABOUT ONE STAKEHOLDERS

As a publicly quoted real estate developer, engagement with all the relevant stakeholders is of key importance to One United Properties. With every new project or engagement, we analyze who are the stakeholders that are directly affected by our actions and whom we influence.

We inform the local media about all our projects. In parallel, we pay a lot of attention to providing information about all significant events in the life of our company through our website, [www.one.ro](http://www.one.ro), as well as our social media, where we often receive direct feedback from our clients, investors, and other stakeholders. Since our debut on the Bucharest Stock Exchange in July 2021, we also actively communicate with the market through current reports published on BVB’s website.

We believe in a two-way dialogue as a way of building strong relationship with our stakeholders. Our stakeholder base is diversified. Therefore, our communication engagements range from day-to-day interactions to formal meetings or engagements – depending on the stakeholder in question.

Selected Stakeholder Groups	How we engage	GRI [102-40] GRI [102-43]
 <b>Customers</b>	Face-to-face meetings at the sales offices, emails, calls, social media engagements.	
 <b>Tenants</b>	Face-to-face meetings, emails, calls, client events and conferences, social media engagements.	
 <b>Employees</b>	Ongoing communication via internal channels such as intranet, dedicated e-mails, regular meetings with middle and top management, internal events.	
 <b>Shareholders</b>	Pre-IPO: Regular updates from the Board of Directors and/or top management about company’s condition, finances and implemented projects, shared through emails and reports; annual GSMs, roadshows, and conferences.  Post-IPO: Constant updates through current reports and financial reports shared on BVB and Company’s website, quarterly result calls, roadshows, Investor Days, conferences, GSMs, newsletters.	
 <b>Local communities</b>	Through press releases and media articles, website updates and social media engagements.	



**Local authorities**

Ongoing personal contact with the representatives of local authorities, adaptation to the requirements of the local zoning etc., information about the implementation of the developments.



**Contractors and suppliers**

Ongoing communication (face-to-face, email, telephone) about collaboration rules and standards within the framework of cooperation.



**Media**

Press releases, interviews, social media posts, events and conferences, company website and other electronic channels managed through a dedicated PR team.



**Industry**

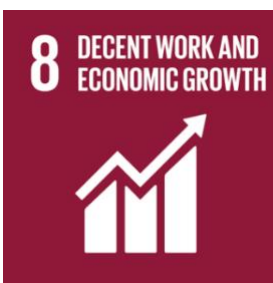
Cooperation on industry initiatives through associations, cooperation on social projects and initiatives, joint events and conferences.



## ONE APPROACH TOWARDS SUSTAINABILITY

One United Properties has always strived to ensure the sustainability of its developments throughout their lifetime. In parallel, considering the global impact that the real estate industry has on the environment, there was always a particular attention paid to reducing carbon emissions to minimize climate change, as well as streamlining the operational activities to ensure that the developed constructions will maintain their qualities years after their completion. In this context, since its early beginnings, One United Properties has delivered projects developed in line with the best environmental and sustainability practices, enjoying vast market recognition. As the sustainability aspects grow in importance, One United Properties maintains its dedication to developing projects that obtain prestigious certifications in the field of sustainability and environmental protection.

The work delivered at the level of each and single residential or office development is closely linked to the One United Properties' sustainability vision. One United Properties' sustainability strategy considers the United Nations Sustainable Development Goals (SDGs), the collection of 17 interlinked global goals designed to be a blueprint to achieve a better and more sustainable future for all. Because of the nature of our business, at One United Properties we can have a positive influence on the following SDGs:



Consequently, One United Properties' sustainability strategy is cored at the following principles that have the most material environmental, social and governance impact on people, communities and the environment:

GRI [102-14]  
GRI [102-44]

- **Good health and well-being:** we develop healthy residential and office buildings where our customers and tenants can live a healthy life.
- **Gender quality:** we ensure equal opportunities for all our employees, regardless of their gender, and we promote women advancement in a workplace.
- **Affordable and clean energy:** we invest in innovative energy solutions, such as geothermal pumps, to build sustainable buildings. Aligning to the new applicable regulations we make sure that all our developments have minimum 30% of energy coming from renewable sources.
- **Decent work and economic growth:** we carefully select our contractors and suppliers, in order to work with partners that adhere to our values. To all employees, we offer full and productive employment under equal pay.
- **Industry, Innovation, and Infrastructure:** we build modern and accessible developments. Where the infrastructure is lacking, we develop it ourselves – we ensure that the road infrastructure benefits the whole neighborhood, but we also promote pedestrian, bike, and scooter travel. Bucharest, Romania's capital, is consistently included in world's most congested capital, with Bucharest citizens losing on average 98 hours per year in traffic. We believe in building well-connected communities where our customers can give up on cars for the benefit of healthier alternatives, such as bikes, scooters, but also walking. We ensure the use of innovative green energy and technology solutions in our developments.
- **Reduce inequalities:** we promote the social, economic, and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, economic or any other status.
- **Sustainable cities and communities:** we build buildings with limited environmental impact, located in safe, green communities. We believe that our developments are the landmarks of urban regeneration, sustainability, and positive environmental impact. We invest in regeneration of cities' landmarks, protecting Romania's cultural heritage.
- **Responsible consumption and production:** we build buildings that last, using quality materials that are made to withstand the test of time. We invest in innovative energy, water and sewage management solutions that help our customers cut future costs, while ensuring responsible management of waste – at the stage of construction as well as after delivery to the customer.
- **Climate action:** we realize the impact that real estate sector has on the climate, therefore we make sure that all our developments implement solutions that limit the CO2 emissions and optimize water management. We invest in the education of our employees, customers, and business partners so they build knowledge and capacity to meet the challenges and opportunities brought by climate change.

Key areas of sustainability strategy at One United Properties, organized per Environmental, Social and Governance criteria, include:

**Environmental Activities**



- Reducing CO2 emissions at development stage, and after delivery;
- Using the best materials for environment;
- Lowering waste production;
- Protecting trees and green spaces;
- Optimizing water and energy usage;
- Using modern technologies;
- Preventing uncontrolled urban sprawl;
- Delivering mixed-use developments that lower the traffic congestion within the districts;
- Receiving top certifications for all the developments as part of our mission to educate current and prospective tenants and residents about the buildings' environmental impact.

**Social Activities**



- Ensuring employee health and safety;
- Promoting equality and diversity;
- Ensuring tenants' and clients health and safety by proving the best indoor & outdoor environment;
- Delivering good community relations for our clients, tenants, and local communities, offering safe and healthy surroundings;
- Regenerating and revitalizing urban areas, delivering landmark developments that are incorporated into the cityscape;
- Engaging environmentally responsible behaviors within the communities;
- Promoting concept of mixed-use developments;
- Providing charitable support to those in need.

**Corporate Governance**



- Ensuring ethical business conduct;
- Implementing strong anti-corruption rules;
- Setting high standards in business for subcontractors;
- Educating and enabling our employees, partners & customers about how we can work together to achieve our sustainability goals;
- Measuring and transparently disclosing our sustainability performance.

For each new community developed, we feel responsible for neighborhoods and their smooth functioning. Therefore, we invest in developing necessary infrastructure and solutions that will not only be use by inhabitants and customers of One United Properties, but the community as a whole. These investments are directly or indirectly related to our projects but overall, they serve the entire community improving the road network, appearance, functionality, safety in the city. We see a significant opportunity in preventing the urban sprawl as well as shift from mono-functionality developments towards mixed-use functions. We believe in conscious urban planning that can increase the cities density, preventing the further sprawl into the suburbs which increases the traffic congestion and consequently pollution. Bucharest is already in top 10 most congested cities in the world, and therefore as a developer, it is our duty to build connected cities that offset the negative effect that car traffic has on the local communities.

GRI [103-1]  
GRI [103-2]  
GRI [103-3]  
GRI [203-1]

One United Properties has pioneered in the development of the mixed-use development concept in Romania, being the most important player in this segment in Romania. Mixed-use developments work against the trends of building sprawling cities and instead, they help create inclusive, connected communities. In mixed-use areas, inhabitants can find housing, restaurants, services, schools, green spaces, cultural and entertainment facilities, and more. The main vision for One United Properties developments has always been focus on customer proximity, community building, urban regeneration, sustainability, and environmental protection. In the plot-purchasing strategy, One United Properties always focuses on identifying the large plots of land where urban scale, multi-functional projects can be designed. We always aim to deliver developments with complete social infrastructure, that includes green areas, shops and restaurants, roads, sidewalks, city furniture. By developing mixed-used buildings, One United Properties contributes to building healthier communities, and reducing neighborhood's carbon footprint. By limiting car usage and street congestion and in turn promoting pedestrian and bike travel, mixed-use communities minimize air pollution and promote energy conservation.

GRI [201-2]

Mixed-use developments of One United Properties place residential, recreational, and commercial spaces all within proximity where residents can walk, cycle, or use public transportation to travel wherever they need to go – shifting the focus of urban design away from cars and towards people. Owing to the mixed-use developments of One United Properties, Bucharest gains new public spaces. The landmark development of this kind is One Floreasca City, which integrates the residential, office and commercial component all in one location – the former "Ford" car factory. One United Properties is currently in the process of developing several mixed-use developments. One of such developments is One Cotroceni Park, the largest urban regeneration project in Romania, based at a former industrial platform and which will bring added value to the whole Cotroceni quarter of Bucharest, expanding the city lines. Another development meant to protect the urban heritage while regenerating the zone will be One Athenée, acquisition which was announced in September 2021, which will undergo a thorough restoration, delivering a mix of the residential and commercial component, right in the heart of Bucharest, next to the cultural landmark of Romanian Atheneum.

On the other hand, when we look at the risks arising from the climate change, the CO2 emissions of the real estate sector are significant and there is a growing pressure by the global as well as local stakeholders to reduce the emissions. This pressure can primarily come from the regulators, imposing environmental targets to minimize the negative impact. This would result in the operational adjustments that would lead to increase in costs.

As a leading green developer in Romania, we have already identified this risk since 2015, when One United Properties became a member of the Romanian Green Building Council (RoGBC), an organization promoting environmental responsibility and energy efficiency. Since then, One United Properties has made a conscious transition towards fully sustainable buildings. As of 2017, all the residential projects of One United Properties receive the "Green Homes" certification from the Romanian Council for Green Buildings. All office buildings developed by One United Properties are certified or pre-certified under WELL Health and Safety and LEED Platinum certification by the US Green Building Council, one of the most demanding certifications on the environmental impact and performance. In addition, the sustainability goal of the office portfolio is to become, by end of 2022, fully carbon neutral, undergoing LEED ZERO CARBON certification for all new office assets.

Being active in the premium segment, we have also begun the information campaign towards our customers regarding the benefits of living in more sustainable and healthy buildings. In this way, One United Properties considers itself ready shall a quick adaptation to additional environmental requirements be necessary. We constantly innovate and research using new materials and construction methods, even if it means higher costs that we cannot always fully transpose onto our clients. An example of such project is the geothermal heat pumps that will be installed at One Peninsula, the first development in Bucharest to offer this solution.

In all our activity we apply the precautionary principle and a comprehensive risk assessment, including environmental aspects, is always part of every single new development One United Properties embarks on. We constantly strive to understand the environmental risks associated with our developments and we always look for opportunities to mitigate them. Since we operate in the premium segment, our reputation and relationship with our stakeholders is key and therefore, we always undergo a thorough risk management procedure to all the individual contracts we sign. We do not embark on projects that carry significant environmental risks, including threats of serious and irreversible damage, that could be detrimental to the local communities and the society as a whole. With every development we deliver, we ensure that we have limited the negative impact on the environment as much as possible.

GRI [102-11]

## **CHAPTER 2**

### **About One United Properties**

## ABOUT ONE UNITED PROPERTIES

One United Properties S.A. is the largest residential and mixed-use real estate developer in Romania, based in Bucharest. The Company operates in Romania. The main activities of One United Properties include construction and sale of apartments, construction, and lease of office property as well as construction and lease or sale of commercial properties.

GRI [102-3]  
GRI [102-4]

One United Properties has a track record of having developed sustainable residential, mixed-use and office real estate in Bucharest and in Constanta (Mamaia). With unparalleled reputation of a premium developer, ONE develops apartments for *medium, medium-high, high, and very high-income* clients. ONE is a high-end brand and represents quality, design, community, sustainability, and finally - very desired locations. All ONE buildings have superior certifications of sustainability, energy efficiency and wellness, and the developer is awarded at numerous galas and conferences in the field, both internationally and locally.

GRI [102-2]  
GRI [102-6]



### RESIDENTIAL

Landmark developments, premium locations, quality, focus on design, great communities and sustainability are at the core of ONE's residential developments.



### OFFICE

ONE's office developments integrate an energetically efficient plan, being healthy and environmentally sustainable buildings, with emphasis on the employee experience and wellness.







### COMMERCIAL

Commercial spaces bring value to the ample rich communities One United Properties is developing, offering all the facilities and services only a few steps away.

# ONE UNITED PROPERTIES IN 2020

GRI [102-7]

<b>80</b>	<b>1</b>	<b>2</b>	<b>3</b>
Employees	Market of activity: Romania	Presence in: Bucharest & Constanta	Segments: residential, office, commercial
			

**RON 542mn**

Total revenues



**RON 153mn**

Net income from residential property



**RON 1.7bn**

Total assets



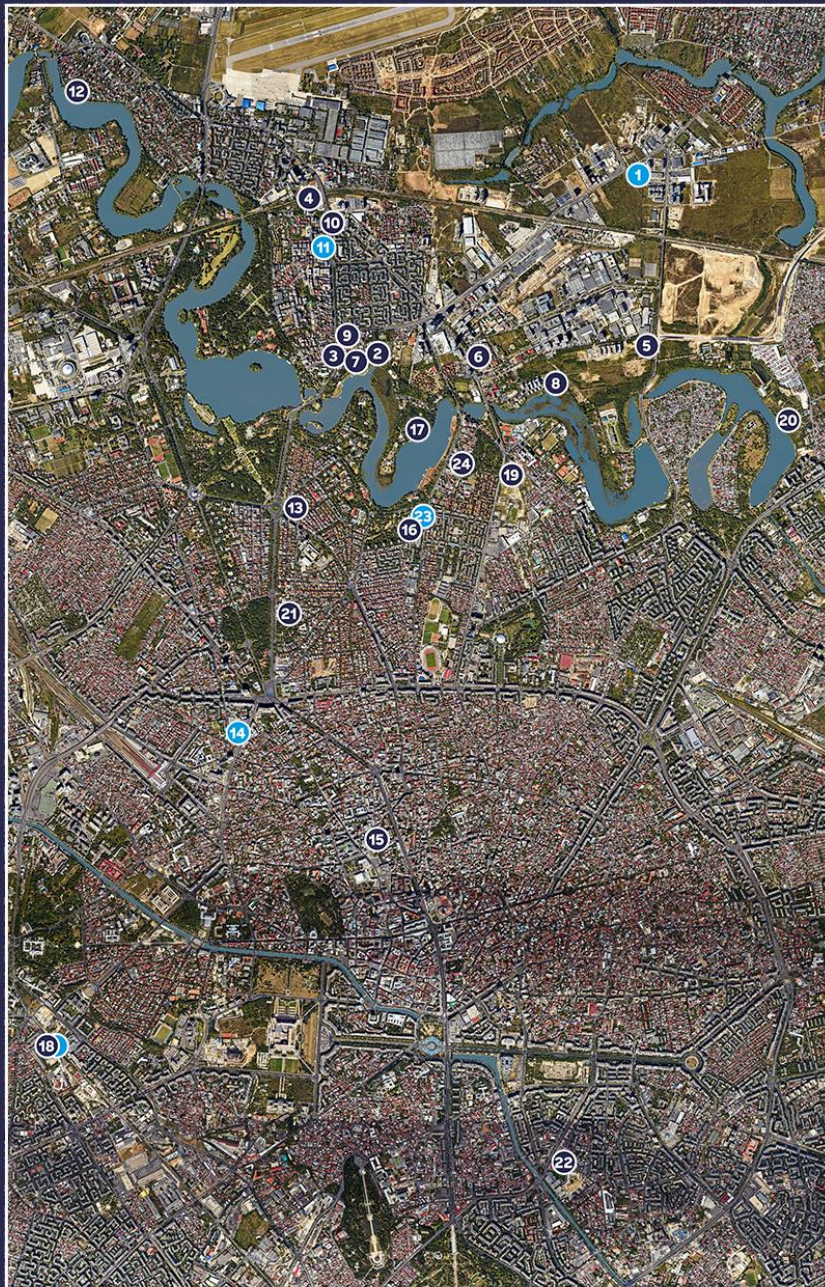
**RON 824mn**

Total equity



**RON 880mn**

Total liabilities



\*Added in 2021

\*Added in 2021

\*Added in 2021

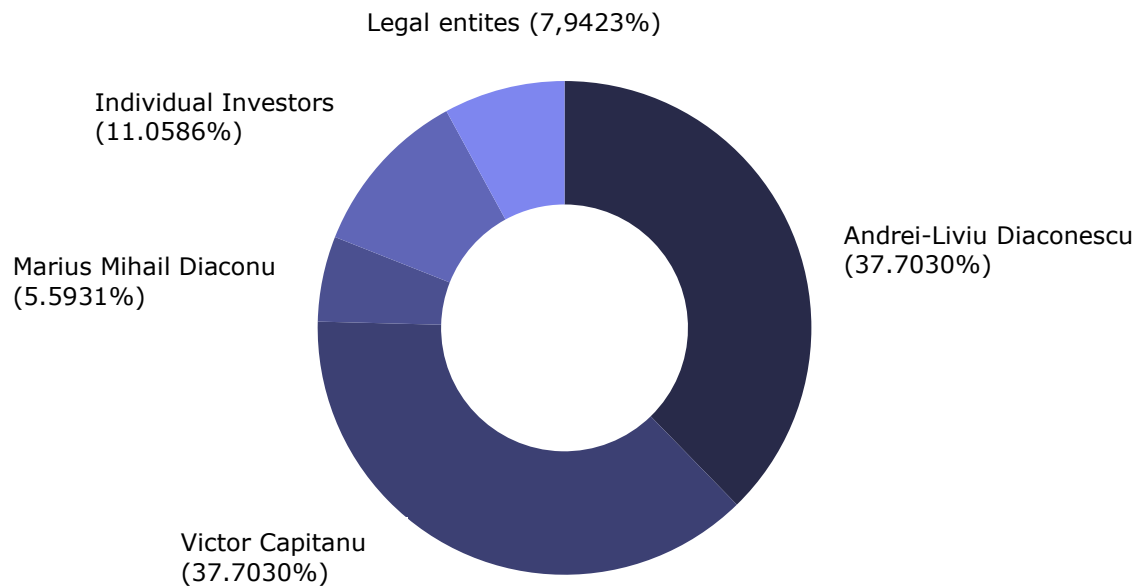


## SHAREHOLDING STRUCTURE

One United Properties S.A. is a joint-stock company incorporated in accordance with the laws of Romania that is listed on the Main Market of the Bucharest Stock Exchange as of July 2021.

The share capital of One United Properties as of December 31st, 2020, was RON 259,824,598 divided into 997,752 shares at a nominal value of RON 260.41/each.

As of December 31st, 2020, the shareholding structure of the company was as follows:



GRI [102-5]

Andrei-Liviu Diaconescu and Victor Capitanu, the founding shareholders of One United Properties are jointly the majority shareholders of One United Properties, each of them holding 37.703% of the Company, with other shareholders having 24.594%. One United Properties held 18.243 shares, representing 1.8284% of share capital, as of December 31st, 2020. All shares were paid in full.

## GROUP STRUCTURE

One United Properties S.A. is the holding company of the Group. The Group's activity is carried out through the subsidiaries. The mother company supervises, co-implements as well as raises and provides funds for the implementation of the development projects.

GRI [102-45]

## ONE UNITED PROPERTIES | 2020 SUSTAINABILITY REPORT

The main subsidiaries of One United Properties S.A. are presented below. These companies were established or acquired with the purpose of performing certain tasks – either implementing specific developments, or assisting in the process of developing, leasing and/or selling apartments or office properties. As of December 31<sup>st</sup>, 2020, the Group consisted of 25 subsidiaries of full consolidation.

Name of the subsidiary	Activity	Ownership as of 31.12.2020
One Modrogan SRL	Real estate developer in Bucharest	99.99%
One Peninsula SRL	Real estate developer in Bucharest	99.99%
One Charles de Gaulle Residence SRL	Real estate developer in Bucharest	99.99%
One Herastrau Plaza SRL	Real estate developer in Bucharest	98.00%
One Verdi Park S.A.	Real estate developer in Bucharest	90.00%
X Architecture & Engineering Consult SRL	Architecture services for group and non-group projects	80.00%
One Mircea Eliade Properties SRL	Real estate developer in Bucharest	99.99%
One Long Term Value SRL	Real estate developer in Bucharest	98.00%
One Herastrau Towers SRL	Real estate developer in Bucharest	98.00%
One Cotroceni Park SRL	Real estate developer in Bucharest	80.00%
Skia Real Estate SRL	Operational services – project development	51.00%
One Lake District SRL	Real estate developer in Bucharest	98.00%
One North Gate SA	Real estate developer in Bucharest	56.74%
One United Tower SA	Real estate developer in Bucharest	70.24%
Neo <sup>1</sup> Properties Development SA	Real estate developer in Bucharest	82.35%
Neo Floreasca Lake SRL	Real estate developer in Bucharest	80.58%
Neo Mamaia SRL	Real estate developer in Bucharest	82.33%
Neo Timpuri Noi SRL	Real estate developer in Bucharest	82.33%
Neo Herastrau Park SRL	Real estate developer in Bucharest	81.53%
One Floreasca Towers SRL	Real estate developer in Bucharest	99.99%
One Long Term Investments SRL	Real estate developer in Bucharest	100.00%
One Cotroceni Park Office SA	Real estate developer in Bucharest	72.00%
One Cotroceni Park Office Faza 2 SA	Real estate developer in Bucharest	72.00%
One Cotroceni Park Office Faza 3 SA	Real estate developer in Bucharest	70.00%
One Mamaia SRL	Real estate developer in Bucharest	99.99%

There were four subsidiaries established in 2020: One Cotroceni Park Office S.A., One Cotroceni Park Office Faza 2 S.A., One Cotroceni Park Office Faza 3 S.A. and One Mamaia S.R.L.

<sup>1</sup> As of November 2021, One United Properties decided to drop the NEO brand due to difficulty to position it at a competing level with ONE, despite the high quality and the design of the product. Consequently, all the developments that used NEO name were rebranded. New names are as follows: One Mamaia Nord (former Neo Mamaia), One Floreasca Vista (former Neo Floreasca Lake), One Timpuri Noi (former Neo Timpuri Noi).

**DIRECT ECONOMIC VALUE GENERATED IN 2020**

GRI [201-1]

<b>Direct Economic Value generated, distributed &amp; retained by One United Properties in 2020</b>	
<b>Direct economic value generated (revenues)</b>	<b>541,967,973 RON</b>
<b>Economic value distributed, including:</b>	<b>394,137,868 RON</b>
Operating costs (G&A, costs of sales, sales expenses, operating expenses excl. donations)	310,395,867 RON
Employee wages and benefits	5,937,380 RON
Payments to investors (dividends, interest rates)	69,899,911 RON
Payments to state (income tax)	5,167,915 RON
Community investments (donations)	2,736,795 RON
<b>Economic value retained*</b>	<b>147,830,105 RON</b>

The payments to the state presented exclude the deferred taxes, in line with GRI standards.

\*Economic value retained is the direct economic value generated, less costs such as operating costs, employee wages and benefits, payments to investors, governments, and community investments.

## ONE STRATEGY

### Strategy of Profitable Growth

One United Properties' strategy is to invest in premium development opportunities with prospects of sustained returns and to continue leading the high-end residential development sector.

GRI [103-1]

GRI [103-2]

GRI [103-3]

The main directions of action to achieve this are:

- Maintain leadership position in the residential, mixed-use and office real estate market in Romania;
- Leverage strong brands and reputation to expand addressable market into the medium-income customer segment while keeping strong margins and expanding geographically into all areas of Bucharest and potentially into other major cities in Romania or in Europe;
- Continue to build revenue generating portfolio through development and, opportunistically, acquisition of premium office properties to benefit from the shift towards new, well located Class A offices;
- Maintain low-risk cash generation business model, while optimizing capital structure and enhancing returns to shareholders;
- Maintain the commitment to green and sustainable developments;
- Be one of the most active issuers listed on the Bucharest Stock Exchange, having contribution to bringing liquidity to the local capital market and supporting its reclassification to the Emerging Market.

### Business Model: Residential Developments

The target clients of One United Properties for the residential segment are:

- clients looking for developments located in the most exclusive areas of Bucharest (Herăstrău, Floreasca, Primăverii, Dorobanți, Kisseleff), built by developers with excellent reputation, significant expertise on the residential market, offering unique architecture and design and a superior quality of the product. These clients have monthly incomes of €5,000-10,000 per family, or more.
- clients looking for premium developments, located in central and semi-central areas of Bucharest, build by developers with excellent reputation, ideally a well-known brand, a consistent experience on the residential market, and offering very good quality of the product. These clients have monthly incomes between €2,000 -5,000 per family.

The residential market is divided into the following 4 tiers: ultra-high-end, high-end, premium (medium income) and affordable. One United Properties operates on the first 3 tiers. The developments of One United Properties are known for the quality of the buildings, premium finishing, impeccable design as well as excellent infrastructure and prime location. These are the key reasons why One United Properties is a sought-after brand by the clients who wish to find quality and healthy developments where they can settle with their families.

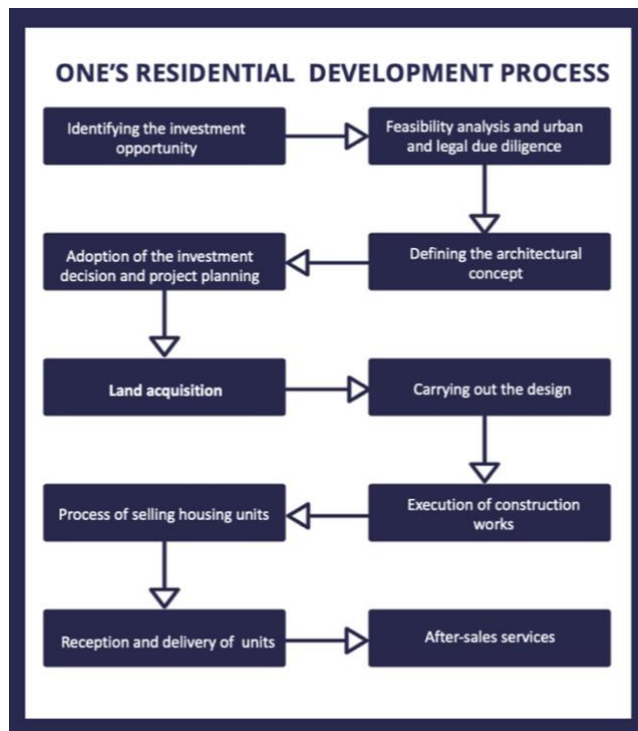
Superior interior design is at the core of ONE’s business. All of One United Properties developments are distinguishable by the exceptional interior design, made by Lemon Interior Design. Lemon is a multi-award-winning interior design and fit-out company based in Bucharest. Lemon received awards such as: “Best Interior Design Private Residence Romania” and “Best Interior Design Apartment Romania” at European Property Awards 2019, “Visionary Design” at Casa de Lux Awards Gala, or “Best Design for Living Space” at 2014 ELLE Decoration Design Awards Gala. One United Properties has a strategic partnership with Lemon Interior Design through which all of ONE’s clients, both on residential as well as office segment, benefit from complimentary interior design services offered by Lemon.

To serve all the market segments, One United Properties offers to clients three payment options for apartments that are under development at the time of signing the promise of sale – payment in full, equal instalments of 20% each, divided over the entire construction, or payment of 30% upon signing followed by 70% upon the completion of the development. The last option allows clients to access mortgages to finance the acquisitions, thus significantly widening the pool of potential clients.

**Business Model: Residential Developments**

Prior to deciding to acquire land for development, the management carries out a thorough analysis on the investment opportunity, which can last between 2-6 months. Only after the feasibility analysis, urban and legal due diligence, defining and seeking feedback from the market on the architectural concept, the decision on the investment is made.

The sale process of the housing units begins as soon as possible after the permitting of the land for development. There are cases when certain areas of a project are sold prior to the acquisition of the land for development, to attract the capital needed for the acquisition of the land. Sales made in the early stages of construction are used to supplement the financial resources needed in the execution of construction works and to boost the return on equity.



Promises of sale concluded with promising buyers include one of the following two payment options: a 30% advance upon signing and 70% payment upon delivery, well fitted for customers who want to access bank financing, or a payment of the price in equal instalments of 20% each, divided over the entire construction, with the latter resulting in almost full payment of the price after the signing of the sales contract for completed housing units. The option of 100% payment upon signing is also available. The sales strategy of the Group's subsidiaries usually aims at the progressive increase of the sale price as the development reaches certain stages in the execution of the construction works, reflecting the increase in value associated with the respective housing units.

One United Properties has proven experience in managing and controlling all stages of development and sale of a project and relies on a strict verification process before investing in a property and initiating the design and construction of a project. This experience is further enhanced by:

- the subsidiary real estate agency, Skia Real Estate, which is involved in each stage of the development of a residential project, primarily managing the sale, rental, and customer support in connection with the properties of the Issuer and its subsidiaries, and
- integrated architecture practice, provided by the One United Properties subsidiary, X Architecture and Engineering Consult, known as an innovative architecture firm in Romania, which allows it to combine intelligent design with business and technology management, both in the operational model and in developed buildings.

The business model of One United Properties includes the disciplined and systematized use of external contractors and subsidiaries, which allows the Company to have an increased capacity to absorb cyclical market movements, combined with control mechanisms that allow it to supervise and monitor external suppliers. The development process is organically embedded in the Company's values and is essential for its ability to deliver high quality products on time and cost-effectively.

### **Business Model: Office Developments**

Building on its residential success, One United Properties entered the office segment in November 2017 through acquisition of One North Gate. ONE focuses on development of Grade A offices, targeting a GLA of 136K sqm by the end of 2022. Out of that, 55K sqm were finished as of December 31<sup>st</sup>, 2020 (One Tower, One North Gate and One Herăstrău Office), and another 81K sqm are scheduled for completion - One Cotroceni Park Phase I (46k sqm) in 2021 and One Cotroceni Park Phase II (35k sqm) in 2022. The company projects that on completion, the consolidated portfolio, will have an estimated total market value of over €374m and will generate approx. €25m of rental income. The sustainability goal of the Office portfolio is to become, by end of 2022, fully carbon neutral, undergoing LEED ZERO CARBON certification for all new office assets.

The growth within the ONE office portfolio is generated by three vectors:

- The strong trend of corporates that are taking the opportunity of the pandemic period to redraw their entire corporate real estate strategy and to relocate from older generation buildings to new, modern ones, to upgrade;
- The need to provide sanitary comfort to talent, in order to attract them back to the office, hence the prioritizing of LEED and WELL certified properties;
- The need to access integrated functions like residential and commercial within the same development, thus reducing commute time and offering near house amenities;
- The strategy to follow a hub and spoke office distribution throughout the city, opening several new satellite offices to dramatically reduce commute time of the employees, promoting a near home office environment.

The office segment is of strategic importance for One United Properties as it envisages the medium to long-term rental of spaces (minimum 5 years, preferred 7-10 years contracts), offering a predictable recurrent revenue, complementing the residential development business model.

## MEMBERSHIP OF ASSOCIATIONS

One United Properties is a member of the following associations:

GRI [102-12]  
GRI [102-13]

Since 2015:



Since 2017:



Since 2020:



Since 2021:



Since 2021:



Since 2021:



## CHARITY AND SPONSORSHIPS

At One United Properties, we support local communities as responsibly as possible. In the pandemic year of 2020, One United Properties made donations amounting to 2,736,795 RON.

The key projects and causes supported in 2020 included:

### Supporting Romanian medical system in fighting COVID pandemic

In March 2020, One United Properties joined forces in supporting the medical system in fighting COVID-19 pandemic by donating EUR 100,000. 22 ventilators and 1.500 rapid COVID tests were purchased to provide hospitals in Bucharest acting in the first line the necessary tools in those difficult times.

### **Supporting education together with Save the Children Romania**

The necessary measures taken to limit the spread of the coronavirus pandemic had negative consequences for children, both on their educational progress and on their emotional health. According to the “Impact of Covid-19 on children in Romania” survey launched by Save the Children Romania, almost half of children do not have access to a tablet or computer, the only devices that can allow real participation in online classes, and over 50% say that one of the major risks of this period was internet addiction and, as such, exposure to aggressive content and fake news.

At One United Properties, we believe education should be accessible to every child. Along with many other schools from disadvantaged backgrounds in the country, children from the school in Cobadin, Constanța County, who did not participate at all in classes because of lack of devices, received in December 2020 tablets through Save the Children Romania, so that they could stay connected to education.



### **Supporting the Association for supporting patients with obesity, metabolic illness and other surgery illness**

At One United Properties, we believe in a healthy, active society. Yet obesity, the disease of the XXI century, is consistently on the rise, globally and in Romania. Therefore in 2020, One United Properties supported the Association for supporting patients with obesity, metabolic illness, and other surgery illness. The role of the association is to help people with obesity, metabolic diseases, and other surgical diseases to improve their health as well as carry out prevention campaigns. The association also promotes preventing and combating obesity in children as well as adults.



### Supporting Romanian Association for Endoscopic Surgery (RAES)

The Romanian Association for Endoscopic Surgery promotes and develops the applications of endoscopic surgery and of the allied noninvasive interventional techniques in Romania. To fulfill its goal, RAES organizes numerous activities, as training programs, workshops, courses in the specific field, but also symposia, conferences, and national congresses. In 2020, One United Properties provided financial support for organizing the Metabolic & Robotic Surgery Symposia.



### Supporting Architecture University Ion Mincu Bucharest

Formation of future generation of architects and urban designers has always been core priority for One United Properties. Therefore, in November 2020, One United Properties supported Ion Mincu University of Architecture and Urbanism, a higher education institution in Bucharest, with a donation of EUR 20,000 for the purpose of publishing magazines and books in the field and organizing of national and international architectural competitions, as part of its multi-annual commitment toward the university.

## PRIZES AND AWARDS

In 2020 alone, One United Properties received several awards for overall activity on the Romanian real estate market, as well as received recognition for some selected developments. The recognition received in 2020 included:

- The leading real estate developer in Romania at the Ziarul Financiar annual Gala;
- 15<sup>th</sup> most valuable Romanian company at the Ziarul Financiar Romania's Most Valuable Companies Gala;
- 5<sup>th</sup> most powerful Romanian Company, as awarded by Forbes at Forbes Top 500 Gala;
- Best Strategy Mixed Development for One Floreasca City at Forbes Best Office Buildings Gala 2020;
- Future Project of the Year for One Floreasca City and Residential Project for One Herăstrău Plaza at Europa Property SEE Real Estate Awards Gala;
- Leading Green Development and Developer for One Floreasca City at CIJ Awards Romania Gala 2020;
- Best Luxury Development and Developer for One Mircea Eliade at CIJ Awards Romania Gala 2020;
- Best Residential Renovation Redevelopment and Best Mixed-Use Development for One Floreasca City at the European Property Awards;
- Best Sustainable Residential Development and Best Residential High-Rise Development for One Mircea Elide at the European Property Awards.

## **CHAPTER 3**

### **Sustainable modern living**

## OUR IMPACT IN 2020

Constant improvement of our developments' parameters to better serve the environment and consequently, our communities, is our priority. Each year we invest in reducing the negative environmental impact of our developments and to optimize environmental compliance. We innovate with using refined materials, improve our processes and always strive to educate our partners and inhabitants.

GRI [103-1]  
GRI [103-2]  
GRI [103-3]

One United Properties is a member of Romanian Green Building Council (RGBC), an organization promoting environmental responsibility and energy efficiency. Since 2017, all residential developments of One United Properties are "Green Homes" certified by the RBGC, which require the full compliance with the following environmental criteria:

- sorting for recycling in site;
- reducing the heat effect through light-colored roofing and terraced spaces;
- the optimization of water consumption through efficient irrigation;
- connected to smart BMS systems;
- efficient low-flow sanitary units;
- the elimination of light pollution by the installation of LED lamps;
- the use of sustainable building materials such as brick (Caparol <1 g / l compared to the standard 30 g/l);
- education for sustainable operating scales of the building (energy efficiency, waste sorting, compost etc.).

In 2020, neither One United Properties nor any of the companies that are part of One United Properties Group received significant fines for non-compliance with the environmental laws and regulations.

GRI [307-1]

Within the Sustainability Report, the management decided to present the developments that were either developed in the course of 2020 or of which the construction has begun in 2020. In this way, in every Sustainability Report will cover the new developments on which construction started in the given year. To present the impact of the developments on the environment, One United Properties developed a tailored questionnaire, which was answered by the project managers responsible for each development, together with their teams. For each of the developments, the responsible managers provided information about the energy consumption, including the split from renewable and non-renewable sources, paired together with information about emissions, water consumption, sewage production, waste management as well as other items having impact on the environment.

GRI [302-1]  
GRI [302-5]

We believe that providing, on an annual basis, a questionnaire about our individual developments is the best way for our stakeholders to understand the detailed environmental impact of our buildings. In our view, providing individual rather than collective data provides a fairer approach for our stakeholders, including our clients, providing them with an opportunity to compare the impact that different developments have on the environment, helping in making an informed decision.

Please note that the way the data is presented in individual questionnaires might slightly vary between each other because since they were prepared by different managers, who might follow slightly different indicators.

**ONE MIRCEA ELIADE**



Situated in a highly desirable area, on Bd. Mircea Eliade 18, the residential component of One Floreasca City – One Mircea Eliade consists of three exclusive towers of design apartments. The development includes 3 residential towers were designed (T1, T2, T3), having a total of 247 apartments.

This development is one of the most important urban regeneration projects developed in the last decade in Bucharest, returning abandoned area of the former Ford car factory to the public circuit. Developed on the total area of 2.8 hectares, with over 70% of green spaces including pedestrian alleys, relaxing amenities, and a playground, this project is open for the entire community with a shared pedestrian traffic.

Awarded Best Residential High-Rise Development in the World 2019-2020 at International Property Awards in London, it was also designated Best Luxury Residential Development at CIJ AWARDS 2020.

<b>Construction kickoff</b>	01.03.2018
<b>Construction completion</b>	19.06.2020
<b>Land</b>	Total size of land: 9,052 sqm Building T1 (3 underground levels, ground floor +15 floors) Built area: 612.9 sqm   Developed built area: 10,902.9 sqm Building T2 (3UG+GF+15F) Built area: 612.9 sqm   Developed built area: 10,902.9 sqm Building T3 (3UG+GF+19F) Built area: 637.5 sqm   Developed built area: 14,945.7 sqm
<b>Apartments build</b>	T1: 82 apartments, total useful area: 8,804.1 sqm T2: 80 apartments, total useful area: 8,805.4 sqm T3: 82 apartments, total useful area: 11,923.07 sqm
<b>Certifications received</b>	GREEN HOMES Certified Level by the Romania Green Building Council. The development met 72 criteria in 7 categories: environmental leadership, sustainable location and transportation, water optimization, health and wellbeing, energy optimization, materials and resources, ongoing performance.

**CONSTRUCTION PHASE**

<b>Team</b>	The average staff on site was 450 people from specialized contractors, and an average of 10 people from One United Properties project management team.
<b>Contractors</b>	10 main contractor companies worked on this project, delivering the following works: excavation works and piles, execution of metal canopy structure, installation, enveloping, execution of the resistance structure, supply of shaped reinforcement, interior finishing, interior carpentry.

<b>Waste generated during construction</b>	Cardboard: 51.86 tons (diverted: 51.86 tons) Plastics: 22.66 tons (diverted: 22.66 tons) Wood: 269.83 tons (diverted: 269.83 tons) Metal: 264.76 tons (diverted: 264.76 tons) Concrete: 138.92 tons (diverted: 138.92 tons) Plasterboard: 187.25 tons (diverted: 187.25 tons) Industrial, clay and other type of waste resulting from mechanical treatment of waste – 296.34 Tons (disposed: 296.34 tons)
<b>Waste management</b>	The waste was managed with the help of a subcontractor, REMAT GREEN. Approximately 75% of the waste was diverted.
<b>Use of recycled materials</b>	Examples of materials used that have recycled components include iron, gypsum board, aluminum profiles, mineral wool.
<b>Deforestation</b>	No trees were cut down. A deforestation permit was obtained for 2 trees, but they were saved and replanted within the development area during landscaping works.
<b>Accidents</b>	One accident, recorded by a subcontractor, was registered due to the incorrect handling of a glass pallet for balcony dividers. The worker involved had a fracture of his left hand and foot.
<b>POST-DELIVERY PHASE</b>	
<b>Estimated energy consumption</b>	80.71 kWh/mp/year, 41% less than then a reference notional building class A.
<b>Energy sources</b>	The building has not incorporated any own source of green energy production. However, based on the electricity invoices, according to energy supplier annual reports a part of the electricity consumed comes from renewable sourced. Considering the 2020 report, the energy consumed from renewable sources was 49.3%.
<b>CO2 emissions</b>	118,685 Tons CO2e, 37% less compared to a standard apartment building located in Romania.
<b>Water consumption</b>	Low debit water sanitary units were installed in all apartments, leading to an estimated 35% reduction in water consumption.
<b>Sewage</b>	The estimated sewage generated by the building equals the estimated water consumption, thus 35% annual reduction as in case of water consumption is estimated.
<b>Waste management</b>	The building was equipped with waste separation recipients for four types of waste: plastic/metal, paper/cardboard, glass, residual waste.
<b>Electric charging stations</b>	There were no electric car charging stations installed in 2020, but the infrastructure for the cables was prepared and car parking places were marked, so that the willing tenants can install the charging stations.
<b>Innovative solutions</b>	<ul style="list-style-type: none"> <li>- The façade solution implemented is unitized façade system.</li> <li>- Underfloor heating system for all the apartments, with thermohydraulic modules. This equipment is used to produce domestic hot water and for heating the water, for underfloor heating system. For cooling, VRV units are, mounted in false ceiling. Each room has a separate climate control, one for heating, another one for cooling.</li> </ul>

	<ul style="list-style-type: none"> <li>- All the apartments will have the electrical panel and the equipment installed (sockets and switches).</li> <li>- All the apartments are delivered to final clients with finished and all the appliances in the bathrooms.</li> <li>- On the common area, the lighting system is made using highly efficient LED light fitting. To further save energy, the lighting system is only activated by motion sensors.</li> <li>- All pumps used for water supply and for the heating plant are equipped with frequency converter to allow an energy efficient flow control.</li> </ul>
<b>Community impact</b>	<p>The developer has improved the road infrastructure in the nearby area, widening the road area which resulted in improved traffic flow and road conditions. The nearby park Automatica, and an owned plot between the Calea Floreasca and intersection with Mircea Eliade were cleaned and arranged by One United Properties. Green education and awareness events for apartment owners will be implemented between 2022-2023.</p>

**ONE TOWER**



One Tower is one of 4 towers in the One Floreasca City community. The buildings are designed to operate independently, but with a shared courtyard and access.

One Tower has 16 story heights build with the latest technologies. The property benefits from a 1,400 sqm per floor, with a regular shape, allowing the best of use for natural light, as well as efficient space planning. The Class A office building offers a unique view over the green areas in the surrounding.

<b>Construction kickoff</b>	01.03.2018
<b>Construction completion</b>	19.06.2020
<b>Land</b>	Size of land: 5,621 sqm   Built area: 1,311 sqm Developed built area: 24,852.1 sqm
<b>GLA</b>	3UG + GF +17F + terrace Total GLA = 23,495.15 sqm
<b>Certifications received</b>	<p>LEED – v4 PLATINUM certification obtained in September 2021, awarded by the U.S. Green Building Council and verified by Green Business Certification INC. LEED v4 Core &amp; Shell at the Platinum level, is the best performance obtained by a building in the development stage on the real estate market in Romania, and the highest form of appreciation and technical evaluation of a building, in terms of sustainability. Criteria included: integrative process, location and transportation, sustainable sites, water efficiency, energy and atmosphere, materials and resources, indoor environmental quality, innovation, regional priority credits.</p>

WELL Health-Safety Rating Certification obtained in September 2021, awarded by the International Well Building Institute and Green Business Certification INC. Criteria included: operational policies for all facility types, maintenance protocols, emergency plans, stakeholder education to address a post-COVID-19 environment now and broader health and safety – related issues into the future.

LEED Zero Carbon certification is under submission and is estimated to be finalized in March 2022. LEED Zero Carbon recognizes buildings operating with net-zero carbon emissions. This category takes into consideration carbon emissions from the energy delivered to the site, on- and off-site renewable generation and procurement, carbon offsets, and occupant transportation to and from the site.

**CONSTRUCTION PHASE**

<b>Team</b>	The average staff on site was 450 people from specialized contractors, and an average of 10 people from One United Properties project management team.
<b>Contractors</b>	10 main contractor companies worked on this project, delivering the following works: excavation works and piles, installation, enveloping, execution of the resistance structure, installation of indoor elevators, interior finishing, execution of natural stone cladding works, interior carpentry.
<b>Waste generated during construction</b>	Cardboard: 17.29 tons (diverted: 17.29 tons) Plastics: 7.55 tons (diverted: 7.55 tons) Wood: 89.94 tons (diverted: 89.94 tons) Metal: 88.25 tons (diverted: 88.25 tons) Concrete: 46.31 tons (diverted: 46.31 tons) Plasterboard: 62.42 Tons (diverted: 62.42 tons) Industrial, clay and other type of waste resulting from mechanical treatment of waste: 98.78 tons (disposed: 98.78 tons)
<b>Waste management</b>	The waste was managed with the help of a subcontractor, REMAT GREEN. Approximately 75% of the waste was diverted.
<b>Use of recycled materials</b>	Examples of materials used that have recycled components include iron, gypsum board, aluminum profiles, mineral wool.
<b>Deforestation</b>	No trees were cut down. A deforestation permit was obtained for 2 trees, that were saved and replanted within the development area (same as for One Mircea Eliade).
<b>Accidents</b>	No accidents were registered during the construction.

**POST-DELIVERY PHASE**

<b>Estimated energy consumption</b>	Based on the energy performance modelling, the building has an estimated 2,460.40 MWh total annual site energy use consumption (electricity and natural gas), that represents a 47.8% percentage savings compared with the baseline building (that complies with the minimum requirements of the ASHRAE – The American Society of Heating, Refrigerating and Air-Conditioning Engineers). The base building has an estimated 4,714.50 MWh site energy use.
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<p><b>Energy sources</b></p>	<p>The building has not incorporated any own source of green energy production. However, based on the electricity invoices, according to energy supplier annual reports a part of the electricity consumed comes from renewable sourced. Considering the 2020 report, the energy consumed from renewable sources was 48.9%.</p>
<p><b>CO2 emissions</b></p>	<p>Based on the electricity invoices, according to energy supplier annual reports the CO2 emissions are estimated. For 2020, the CO2 emissions are 80.4% from 160%.</p>
<p><b>Water consumption</b></p>	<p>The estimated potable water consumption of the building is 4,966,893 liters per year, that represents a 32.70% percentage annual reduction compared to a baseline building (with an estimated 7,380,090 liters per year water consumption), considering only the interior water use. For outdoor water use, the building will use no potable water since the landscape water comes from captured rainwater. That means a 100% reduction of the outdoor water use, compared to a baseline building.</p>
<p><b>Sewage</b></p>	<p>The estimated sewage generated by the building equals the estimated water consumption, so the same 32.70% percent annual reduction can be considered. Through rainwater harvesting and reuse, minimized impervious surfaces and green roof, the project manages 175% of the runoff volume from the 90<sup>th</sup> percentile of local rainfall events.</p>
<p><b>Waste management</b></p>	<p>The building provides dedicated area for the collection and storage of recyclable materials, including mixed paper, corrugated cardboard, glass, plastics, and metals. Also, appropriate measures are considered for safe collection, storage, and disposal of hazardous waste such as batteries, mercury-containing lamps and small electronic waste.</p>
<p><b>Electric charging stations</b></p>	<p>There are 20 electric charging stations installed in the underground parking.</p>
<p><b>Innovative solutions</b></p>	<ul style="list-style-type: none"> <li>- The façade solution implemented is unitized façade system.</li> <li>- In the common areas, the lighting system is made using highly efficient LED light fittings. To further save the energy, the lighting system is activated by motion sensors.</li> <li>- All pumps used for water supply and for the heating plant are equipped with frequency converter to allow an energy efficient flow control.</li> </ul>
<p><b>Community impact</b></p>	<p>A nearby park, between the Calea Floreasca and intersection with Mircea Eliade was arranged by One United Properties. Green education and awareness events for tenants will be implemented between 2022-2023.</p>



**ONE HERASTRAU TOWERS**



One Herastrau Towers is a mixed compound that includes residential, office and commercial units. Located on the site of an abandoned building, One Herastrau Towers is an asset not only for the future tenants but for the entire community and the environment as well. The base of the building has 5.250 sqm dedicated to commercial and office spaces. The shops and services available on the ground and first floor will serve not only the residents, but also those carrying out their activity in the area or simply passing by, which makes the construction thoroughly embedded in the urban landscape.

<b>Construction kickoff</b>	22.10.2018
<b>Construction completion</b>	Currently under reception with the local authorities
<b>Land</b>	5,497 sqm land size 30,982 sqm total surface of development
<b>Apartments build</b>	139 apartments
<b>Certifications received</b>	Platinum Green Certificate

**CONSTRUCTION PHASE**

<b>Team</b>	The team includes 200 persons working daily on the project, including external contractors and employees of One United Properties.
<b>Contractors</b>	5 main contractor companies work on this project, delivering the following works: installation, enveloping, execution of the resistance structure, supply of shaped reinforcement, interior finishing, excavation works and piles, etc.
<b>Waste management</b>	The waste was managed with the help of a subcontractor.
<b>Use of recycled materials</b>	Examples of materials used that have recycled components include wood (from different formworks) and iron (from another reinforcement).
<b>Deforestation</b>	No trees were cut down.
<b>Accidents</b>	There were no accidents at this development.

**POST-DELIVERY PHASE**

<b>Estimated energy consumption</b>	$P_{max\ abs} = 942\ kW$ , Estimated for one year 1.350.000 kWh/year. If sustainability measures were not implemented, the estimated total power consumed would have been above 1100 kW.
<b>Energy sources</b>	There are no green energy sources for this building. The building is powered only by traditional energy sources.
<b>CO2 emissions</b>	600 tons/year. If sustainability measures were not implemented the total CO2 emissions would have been 750 tone/year, an improvement with 20% per total.

<b>Water consumption</b>	6.9 m3/h. If sustainability measures were not implemented, the estimated water consumption of the building would have been 8,5 m3/h.
<b>Sewage</b>	6.9 m3/h. If sustainability measures were not implemented, the estimated sewage generated by the building would have been 8,5 m3/h.
<b>Waste management</b>	The building will be equipped with waste separation recipients for four types of waste: plastic/metal, paper/cardboard, glass, residual waste.
<b>Electric charging stations</b>	There are 50 electric car charging stations installed at the parking space, with possibility to add additional ones.
<b>Innovative solutions</b>	An air-air heat pump, VRF-type system. The total capacity estimated at 1800 kW.

### ONE TIMPURI NOI



Situated in a focal point of Bucharest City Center, One Timpuri Noi is located close to Splaiul Unirii. This compound will benefit from an elegant contemporary design with quality finishes and green building certificate attesting the use sustainable materials, energy efficiency, low pollution installation systems as well as great indoor environment quality.

<b>Construction kickoff</b>	01.04.2019
<b>Construction completion</b>	N/A – development under construction
<b>Land</b>	Total size of land: 3,835sqm Total built area: 23,357 sqm
<b>Apartments build</b>	147 apartments
<b>Certifications received</b>	The development targets GREEN HOMES Certified Level by the Romania Green Building Council.

### CONSTRUCTION PHASE

<b>Team</b>	The team includes 150 persons working daily on the project, including 6 employees of One United Properties.
<b>Contractors</b>	18 main contractor companies work on this project, delivering the following works: excavation and enclosure works, reinforced concrete works, infrastructure insulation, MEP works, façade works, doors mounting, finishing works, elevator mounting, parquet mounting, ceramic works, parking elevators equipment, electrical power supply connection, epoxy works.
<b>Waste generated during construction</b>	There were 840 cubic meters of waste collected until now by Directia Generala Salubritate Sector 3.
<b>Waste management</b>	The responsibility to recycle the reusable waste is assigned by contract to each subcontractor

<b>Use of recycled materials</b>	N/A.
<b>Deforestation</b>	There were 2 trees cut to deliver this project. 15 trees will be planted during the landscaping works.
<b>Accidents</b>	There were no accidents at this development.
<b>POST-DELIVERY PHASE</b>	
<b>Estimated energy consumption</b>	5860 Kwh/ month.
<b>Energy sources</b>	There are no green energy sources for this building. The building is powered only by traditional energy sources.
<b>CO2 emissions</b>	There are yet no CO2 emission estimates for this development.
<b>Water consumption</b>	Water consumption of the building is approximately 45 cubic meter/month.
<b>Sewage</b>	Estimated building sewage is approximately 32 cubic meter/month.
<b>Waste management</b>	The building will be equipped with waste separation recipients for four types of waste: plastic/metal, paper/cardboard, glass, residual waste.
<b>Electric charging stations</b>	There will be one electric car charging stations installed at the parking space.

**ONE VERDI PARK**



Located near Verdi Park, in Floreasca neighborhood, One Verdi Park is a landmark development. With its two 77-meter-high towers, the compound offers ones of the most exclusive buildings in Bucharest. Serving as the perfect getaway, that is high up and away from the atmosphere of the busy city, it offers both exclusive design residential units and a commercial component.

<b>Construction kickoff</b>	01.11.2019
<b>Construction completion</b>	N/A – development under construction
<b>Land</b>	Total size of land: 8,184 sqm. Building A (3UG+GF+19 floors) Built area: 1,198.5 sqm   Developed built area: 21,599.8 sqm Building B (3UG+GF+20F) Built area: 779.5 sqm   Developed built area: 15,109.6 sqm Building C (GF+2F) Built area: 3,822.7 sqm   Developed built area: 3,375.1 sqm Shared area developed F1+F2 Developed area: 2,273.0 sqm
<b>Apartments build</b>	328 apartments
<b>Certifications received</b>	The development targets GREEN HOMES Certified Level by the Romania Green Building Council.

**CONSTRUCTION PHASE**

<b>Team</b>	The whole team that so far worked on this development included 476 workers, out of which approx. 94 workers are international employees from the following countries: Turkey, Sri Lanka, Vietnam, Republic of Moldova, India.
<b>Contractors</b>	14 main contractor companies work on this project, delivering the following works: excavation and enclosure works, reinforced concrete works, infrastructure insulation, MEP works, façade works, canopy mounting, doors mounting, finishing works, elevator mounting, parquet mounting, ceramic works, parking elevators equipment, natural stone works, epoxy works, terraces insulation.
<b>Waste generated during construction</b>	Cardboard: 8.91 tons (diverted: 8.91 tons) Plastics: 5.14 tons (diverted: 5.14 tons) Wood: 32.32 tons (diverted: 32.32 tons) Metal: 56.51 tons (diverted: 56.51 tons) Concrete: 158.07 tons (diverted: 158.07 tons) Industrial, clay and other type of waste resulting from mechanical treatment of waste – 84.64 Tons (disposed: 84.64 tons)
<b>Waste management</b>	The company implemented the procedure of sorting all the waste that resulted during the execution period. To have more control for waste management activity and not to mix resulted waste from different activities of execution (concrete with plastic or glass etc.), each contractor was designated an area to arrange the waste containers, fully separated, with special meshes to retain dust particles. Approximately 75.5% of all waste is diverted.
<b>Use of recycled materials</b>	Wood that has been used to make the formwork for the concrete structure was reused for 5 until 10 cycles.
<b>Deforestation</b>	According to Environmental Office notification from 03.12.2019, 33 trees were identified as needed to be cut to start the excavation works. These trees will be replanted during the landscaping works.
<b>Accidents</b>	There were no accidents in 2020 at this development. In 2021, pieces of wood have fallen on the ground floor, there were no casualties or injuries caused to the onsite workers.

**POST-DELIVERY PHASE**

<b>Estimated energy consumption</b>	Total estimation of the electric energy consumption of the building: 180-200 MWh/month (for apartments: approx. 100-110 MWh/month, common spaces: approx. 20-25 MWh/month, commercial spaces: approx. 60-65 MWh/month).
<b>Energy sources</b>	A minimum of 30% of the energy consumed by the building will come from green sources.
<b>CO2 emissions</b>	Total flue gas mass flow at nominal output of the boilers: 4532 kg/h, of which 646 kg/h CO2 emissions (10.5% CO2). But, considering an average output per day of 70% (the boilers won't work at full capacity all the time) the CO2 emissions will be 452 kg/h. In case of no sustainability measures applied the CO2 emissions would have been 646 kg/h (around the nominal output of boilers).
<b>Water consumption</b>	Average daily flow = 156.56 m <sup>3</sup> /day

	<p>Maximum daily flow = 187.87 m<sup>3</sup>/day                  Peak hourly flow = 35.35 m<sup>3</sup>/hr</p>
<b>Sewage</b>	<p>Average daily flow = 128.55 m<sup>3</sup>/day                  Maximum daily flow = 154.26 m<sup>3</sup>/day                  Peak hourly flow = 24.30 m<sup>3</sup>/hr</p>
<b>Waste management</b>	<p>The building will be equipped with waste separation recipients for four types of waste: plastic/metal, paper/cardboard, glass, residual waste. To prevent the mixing of rainwater and wastewater, it will be collected in different pipe systems. To prevent mixing of rainwater and polluted water (oil-water), an oil-water separator will be used.</p>
<b>Electric charging stations</b>	<p>The infrastructure will be provided for the owners to install the electric car charging stations.</p>
<b>Innovative solutions</b>	<ul style="list-style-type: none"> <li>- The façade solution implemented is ventilated façade, claddings being made from fibrocement's panels and bond enclosures.</li> <li>- To create maximum comfort, underfloor heating system with thermohydraulic modules is used in for all the apartments. This equipment is used to produce domestic hot water and also for heating the water, for underfloor heating system. For cooling, VRV units are used, mounted in false ceiling. Each room has a separate climate control, one for heating, another one for cooling.</li> <li>- All the apartments will have the electrical panel and the equipment installed (sockets and switches). All the apartments will be delivered to final clients with finished and all the appliances in the bathrooms.</li> <li>- In the common area, the lighting system will be made using highly efficient LED light fittings. To save energy, lighting system activated by motion sensors will be used.</li> <li>- All pumps used for water supply and for the heating plant will be equipped with frequency converter to allow an energy efficient flow control.</li> </ul>
<b>Community involvement</b>	<p>One United Properties team got involved in cleaning / revitalizing Verdi Park, located across One Verdi Park development. The revival of Verdi Park through a teamwork underlines that responsibility and sustainability are the main concepts that shape the way of living that One United Properties promotes.</p>

**ONE COTROCENI PARK OFFICE (PHASE 1)**



Built on a total land surface of 5.8 hectares, One Cotroceni Park is the most visionary urban regeneration project, developed on the site of the former Ventilatorul industrial platform. The development is set to accommodate a community of over 12,000 people living and working together. Designed under the Live/Work/Play holistic approach, a variety of benefits will be available around the concept of «wellbeing» - running and biking tracks, gym with swimming pool, plus a comparable to a mall area wide retail gallery.

<b>Construction kickoff</b>	15.01.2020
<b>Construction completion</b>	Ongoing
<b>Land</b>	17.688 sqm
<b>GLA</b>	75.596 sqm – without balconies and terraces
<b>Certifications received</b>	<p>The building received LEED – v4 pre-certification awarded by the U.S. GREEN BUILDING COUNCIL as well as targets WELL Health-Safety Rating Certification, which is currently under submission.</p> <p>LEED ZERO CARBON certification is under submission and is estimated to be finalized in March 2022. LEED Zero Carbon recognizes buildings operating with net-zero carbon emissions. This category takes into consideration carbon emissions from the energy delivered to the site, on- and off-site renewable generation and procurement, carbon offsets, and occupant transportation to and from the site.</p>

**CONSTRUCTION PHASE**

<b>Team</b>	The estimated number of the employees, primarily of the subcontractors, is 450 local and additional 3-5% of international, non-permanent employees.
<b>Contractors</b>	9 main contractor companies work on this project, delivering the following works: structural works, architectural works, low and strong currents work, mechanical and ventilations works, façade, hydro, epoxy works, vertical systematization as well as additional contracts for the fit outs.
<b>Waste generated during construction</b>	<p>Cardboard: 93.703 tons (diverted: 91.303 tons)</p> <p>Plastic: 8.963 tons (diverted 8.45 tons)</p> <p>Plastic packaging waste: 61.327 tons (diverted: 60.227 tons)</p> <p>Mixed-packaging waste: 3 tons (diverted: 3 tons)</p> <p>Wood: 152.06 tones (diverted: 94.06 tons)</p> <p>Aluminum: 4.26 tons (diverted: 4.26 tons)</p> <p>Iron and steel: 28.56 tons (diverted: 28.56 tons)</p> <p>Mixed metals: 49.027 tons (diverted: 49.027 tons)</p> <p>Concrete: 40 tons (diverted: 40 tons)</p> <p>Mixtures of concrete, bricks, tiles and ceramics: 120.828 tons (diverted: 120.828 tons)</p> <p>Other types of waste (incl. cables, soil &amp; stones, insulation materials, gypsum-based construction materials, mixed construction and demolition waste, paper, bulky waste, mixed municipal waste): 58.377 tons (diverted 576 tons, disposed: 57.801 tons)</p>
<b>Waste management</b>	The contracts which were concluded with companies performing construction works included a requirement that waste shall be managed by the contractor. To ensure compliance with the legal requirements, the Beneficiary concluded a contract with an environmental consultant which developed a Waste Management Procedure outlining the main legal and best practices requirements, as well as obligations for compliance and reporting.

	<p>Each contractor was required to provide at least the following documents related to waste management: decision for appointing an environmental responsible, training certificate of the environmental responsible on waste management, contracts with authorized waste brokers, transporters and/or authorized recycling/disposal operators and their environmental permit, affidavit from waste transporters stating that all waste is transported only to authorized operators, affidavit from all contractors stating that no dangerous chemicals are used, a list of dangerous chemicals used (if any) and their safety data sheets, and a list of all waste containers.</p> <p>Additionally, all contractors are required to provide monthly reports containing the waste transport forms, a registry of all transport forms, a waste evidence sheet, and an environmental training form for all employees, including subcontractors.</p>
<b>Use of recycled materials</b>	<p>Examples of materials used that have recycled components include: gypsum boards, steel, crushed concrete, raised floor panels, steel profiles for the gypsum boards, plastic components.</p>
<b>Deforestation</b>	<p>No trees were cut down. The plot it was occupied previously by industrial buildings and concrete platforms. One United Properties will implement greenery plan according to the Environmental endorsement, which will include tree planting and green terraces.</p>
<b>Accidents</b>	<p>During the construction it was registered only one minor accident due to improper use of tools (minor cut).</p>
<b>POST-DELIVERY PHASE</b>	
<b>Estimated energy consumption</b>	<p>The simultaneously absorbed electrical power of buildings can reach values of up to 3,950 kwatts. We can estimate that, in the absence of measures to reduce the electrical consumption, the value would have been 5% higher. The average energy consumption is 65.87 KWh/sqm/h.</p>
<b>Energy sources</b>	<p>The goal is to use at least 50% of the electricity, coming from green energy (solar panels and wind power).</p>
<b>CO2 emissions</b>	<p>According to the NZEB study, the CO2 emissions related to the energy consumption of the building in the 2019 project phase are 33.1 kgCO2/sqm/year. The CO2 emissions related to the energy consumption of the building in the execution phase 2021 (after the application of the energy efficiency solutions presented in the study) are of 23.52 kgCO2/sqm/year.</p>
<b>Water consumption</b>	<p>According to the calculations made by the specialized designers, the average water consumption is 65 m3/day. In the absence of measures to reduce water consumption in the building, the quantities would have been approx. 10% higher.</p>
<b>Sewage</b>	<p>According to the calculations made by the specialized designers, the average flow for the domestic sewerage is 65 m3/day. In the absence of measures to reduce water consumption in the building, the quantities of wastewater generated would have been approx. 10% higher.</p>
<b>Waste management</b>	<p>The contractors working on the project aims to recycle 75% of the resulting waste, as they assumed in the Site Waste Management Plans. Demolition and construction debris will be</p>

	recycled, reused, salvaged, or donated when options are available.
<b>Electric charging stations</b>	There are 44 electric charging stations installed in the underground parking.
<b>Innovative solutions</b>	<ul style="list-style-type: none"> <li>- Air Treatment Units with a supply of 100% fresh air and a percentage of 75% recovery of the temperature from the exhausted air.</li> <li>- Boilers with gas operation have efficiency of 96%</li> <li>- Chillers with a performant coefficient higher than usual (EER=3.2).</li> </ul>

**ONE FLOREASCA VISTA**



Continuing to evolve and firm up the neighborhood, One Floreasca Vista is an exclusive boutique residence developing on the shore of Lake Floreasca. This compound will benefit from an elegant contemporary design with quality finishes and green building certificate attesting the use sustainable materials, energy efficiency, low pollution installation systems as well as great indoor environment quality.

<b>Construction kickoff</b>	06.05.2020
<b>Construction completion</b>	N/A – development under construction
<b>Land</b>	Total size of land: 3,440 sqm
<b>Apartments build</b>	63 apartments
<b>Certifications received</b>	N/A – development under construction. However, target is to receive GREEN HOMES Certified Level by the Romania Green Building Council. Main criteria that the project will meet are: integrated design, education for the design team, life cycle assessment, construction waste management planning, transparency and information sharing, education for homeowner /ensuring green performance, reduced light pollution, water efficient fixtures, low volatile organic compounds (voc), energy optimization.

**CONSTRUCTION PHASE**

<b>Team</b>	The team includes workers from 7 contractor companies and 6 team members from One United Properties.
<b>Contractors</b>	7 main contractor companies work on this project, delivering the following works: excavation and excavation safety works, reinforced concrete structure, masonries, pouring screed, façade works, MRP and HVAC works, finishing works.
<b>Waste generated during construction</b>	Approx. 1,500 m³ of waste.



<b>Waste management</b>	Paper, glass, mineral-wool, steel, wood is collected separately. The responsibility to recycle the reusable waste is assigned by contract to each subcontractor.
<b>Use of recycled materials</b>	N/A.
<b>Deforestation</b>	There were no trees cut to deliver this project. Nonetheless, trees and greenery planting will be done during landscaping works and insects/ birds hotel will be installed.
<b>Accidents</b>	There were no accidents at this development.
<b>POST-DELIVERY PHASE</b>	
<b>Estimated energy consumption</b>	665 MWh/ year.
<b>Energy sources</b>	There are no green energy sources for this building. The building is powered only by a traditional energy source, namely gas with a maximum consumption of 110 Nm <sup>3</sup> /h.
<b>CO2 emissions</b>	The CO2 emissions of the building is 76.52 [mg/Nm <sup>3</sup> ].
<b>Water consumption</b>	Water consumption of the building is approximately 5.53m <sup>3</sup> /h.
<b>Sewage</b>	Estimated building sewage is approximately 0.5 l/s.
<b>Waste management</b>	The building will be equipped with waste separation recipients for four types of waste: plastic/metal, paper/cardboard, glass, residual waste.
<b>Electric charging stations</b>	There will be 12 electric car charging stations installed at the parking space, with possibility to add additional ones.
<b>Innovative solutions</b>	<ul style="list-style-type: none"> <li>- Ventilated façades with natural materials (stone);</li> <li>- PVC membranes for the hydro insulation;</li> <li>- HVAC system using VRV units;</li> <li>- Air Handling Units with heat recovery for PB2 apartment.</li> </ul>

**ONE PENINSULA**



Developed in Floreasca Quarter in an exclusive, quiet and green area, One Peninsula is the first residential club with geothermal heat pumps system and the most exclusive low-rise complex in Bucharest. Its spectacular lake-view residential villas and apartments offer, above all, the peace and privacy specific to areas outside the city, but right in the heart of it.

<b>Construction kickoff</b>	01.10.2020
<b>Construction completion</b>	N/A – development under construction
<b>Land</b>	Total size of land: 25,997 sqm Developed built area: 44700 sqm

<b>Apartments build</b>	170 apartments
<b>Certifications received</b>	The development targets GREEN HOMES Certified Level by the Romania Green Building Council, and the Platinum Green Certificate.
<b>CONSTRUCTION PHASE</b>	
<b>Team</b>	The average staff on site was 250 people from specialized contractors together with One United Properties team.
<b>Contractors</b>	5 main contractor companies work on this project, delivering the following works: installation, enveloping, execution of the resistance structure, supply of shaped reinforcement, interior finishing, excavation works and piles, etc.
<b>Waste generated during construction</b>	Under review, will be provided in 2021 Sustainability Report.
<b>Waste management</b>	The waste was managed with the help of a subcontractor.
<b>Use of recycled materials</b>	Examples of materials used that have recycled components include wood and iron.
<b>Deforestation</b>	467 trees were cut down during the construction and 806 were replanted. Until the completion of the project, estimated 2,802 trees will be planted by One United Properties.
<b>Accidents</b>	No accidents were registered during the construction.
<b>POST-DELIVERY PHASE</b>	
<b>Estimated energy consumption</b>	1,156 kW; estimated 1.500.000 kWh/year. If sustainability measures were not implemented, we estimate that the total power would have been above 2,000 kW.
<b>Energy sources</b>	In the building we installed a Ground source heat pump (GSHP) system. In this case the total energy consumption for one year is 3.650.000 kWh/year. Without the GSHP we estimate that the total consumption will reach at 5.000.000 kWh/year. The GSHP system bring a reduction of energy consumption of around 40%
<b>CO2 emissions</b>	1286 tons/year. If sustainability measures were not implemented the total CO2 emissions would have been 1461 tone/year, a improvement with 12% per total. Only for GSHP system the improvement is 36%.
<b>Water consumption</b>	7.6 m3/h. If sustainability measures were not implemented, the estimated water consumption of the building would have been 10.89 m3/h.
<b>Sewage</b>	7.6 m3/h. If sustainability measures were not implemented, the estimated sewage of the building would have been 10.89 m3/h.
<b>Waste management</b>	The building will be equipped with waste separation recipients for four types of waste: plastic/metal, paper/cardboard, glass, residual waste.
<b>Electric charging stations</b>	20% of the total parking lots will include electric charging stations, resulting in a total of 50 charging stations.
<b>Innovative solutions</b>	Ground source heat pump with 270 double ground loops at 120 meters deep and 3 heat pumps, 450 kW each. The total capacity of heat extraction for the ground loops is around 1300 kW.

**ONE MODROGAN**



One Modrogan is an upcoming residential development, set on a 4,200 sqm plot of land, near Kisseleff Park. It will comprise 3 blocks of apartments, with a total of 46 high-end units. Located in an area infused with historical values, where any building is a true cultural heritage.

<b>Construction kickoff</b>	12.10.2020
<b>Construction completion</b>	N/A – development under construction
<b>Land</b>	Size of land: 4,200 sqm
<b>Apartments build</b>	46 apartments
<b>Certifications received</b>	N/A – development under construction. However, target is to receive GREEN HOMES Certified Level by the Romania Green Building Council. Main criteria that the project will meet are: integrated design, education for the design team, life cycle assessment, construction waste management planning, transparency and information sharing, education for homeowner /ensuring green performance, reduced light pollution, water efficient fixtures, low volatile organic compounds (voc), energy optimization.
<b>CONSTRUCTION PHASE</b>	
<b>Team</b>	The average staff on site in 2020 was 10 people.
<b>Contractors</b>	5 main contractor companies work on this project, delivering the following services: excavations and excavation safety works, reinforcing concrete structure, façade MEP and HVAC and finishing works.
<b>Waste generated during construction</b>	Approximately 1,500 m <sup>3</sup> of waste.
<b>Waste management</b>	Each subcontractor is responsible for waste management. Glass, mineral wool, steel, wood, cardboard are collected separately.
<b>Use of recycled materials</b>	N/A.
<b>Deforestation</b>	28 trees and 21 shrubs were taken down during the construction phase. At least the same number of trees will be replanted during the landscaping works.
<b>Accidents</b>	No accidents were registered during the construction.
<b>POST-DELIVERY PHASE</b>	
<b>Estimated energy consumption</b>	791 MWh / year for the entire building.

<b>Energy sources</b>	There are no green energy sources for this building. The building is powered only by a traditional energy source, gas, with a maximum consumption of 77.3 m <sup>3</sup> N/h.
<b>CO2 emissions</b>	The CO2 emissions of the building are 62.45 [mg/m <sup>3</sup> N].
<b>Water consumption</b>	The water consumption is approximately 3m <sup>3</sup> /h.
<b>Sewage</b>	The sewage generated is approximately 6 l/s.
<b>Waste management</b>	The separate collection of waste from the building is done for household waste and for recyclable waste, meaning any type of packaging that can be completely emptied of its contents and recycled - paper, cardboard, metal, plastic, glass.
<b>Electric charging stations</b>	There will be 5 electric car charging stations, with the possibility to add more, depending on the inhabitants needs.
<b>Innovative solutions</b>	Air Handling Units with heat recovery for B1 spaces.

## ABOUT ONE CERTIFICATIONS

The notoriety of real estate developers is represented not only by their previous activity, the number of buildings they built, or the value of investments but also in the attention they pay to the sustainability of the projects in their portfolio. The four key certifications, issued at international or local level, that attest the ecological performance of buildings and the positive impact they have on those who live or work within them, obtained by different One United Properties' developments are presented below.

### GREEN HOMES

In 2008, the Romanian Council for Green Buildings (RoGBC) was established. The Council was launched considering Romania's position as a leader in the sustainable construction sector in the region by developing the green construction industry, supporting the development of a set of legislative measures to promote sustainable construction, researching good practices in the region to facilitate adoption locally, as well as facilitating access to a range of training programs, to train a national group of experts in the field. RoGBC has also developed Green Homes certification, which evaluates and certifies the performance and sustainability of residential projects.

In 2018, ten years after the establishment of the Council, over 200 buildings in Romania had received green certificates. One United Properties is the largest green developer in Bucharest.

### BREEAM

Announced in 1990 in the UK by the Building Research Establishment (BRE), BREEAM (Building Research Establishment Environmental Assessment Method) is considered the longest-lived method of assessing and certifying the ecological performance of buildings. Factors analyzed for BREEAM certification include, but are not limited to building management, energy, health and well-being, proximity to transportation, water, construction materials used, waste, land use, and pollution. BREEAM is awarded to several types of projects: new buildings, existing buildings, renovation projects, or large community projects. The mechanism is used worldwide, with more than 500,000 buildings in about 86 countries receiving this certification to date.

These include the One North Gate office development in Pipera, part of One United Properties portfolio.

## LEED

The LEED (Leadership in Energy and Environmental Design) program was launched in 1993, at the initiative of the US Green Building Council (USGBC), to certify green buildings. In this regard, an evaluation system is used, that includes both the analysis of the project and construction, as well as the operation and maintenance of green buildings, houses, and neighborhoods. Thus, the protection of the environment and the efficient use of resources, but also of the quality of life are considered, since the buildings directly influence the quality of the way people live, work, and spend their free time.

Among the categories of buildings that can obtain LEED certification are both residential and commercial centers, as well as schools, warehouses, medical and distribution centers. Two years ago, the USGBC celebrated the achievement of an important milestone: 100,000 LEED-certified commercial projects. Every day, over 2.6 million square meters of built space receive this certification. Currently at its fourth version, the certification has four rating levels: Certified, Silver, Gold, and Platinum, which are obtained based on a score given to each project.

In Romania, the first building to obtain the LEED v4 Platinum level certification - the highest level provided by this certification - is One Tower, part of One Floreasca City multifunctional development. One Cotroceni Park development has also received LEED Platinum v4 pre-certification.

LEED Zero Carbon is designed for projects that operate with net zero operational carbon — meaning emissions generated by energy consumption and occupant transportation to and from the site. Buildings may also achieve compliance by documenting annual carbon emissions avoided or offset. The energy category applies to buildings with an annual source energy use balance of zero, while the water category recognizes projects that achieve a potable water use balance of zero over a period of 12 months. The final performance level, waste, is designated for buildings that earn GBCI's TRUE Zero Waste Platinum certification. This program is intended to be achievable by LEED projects certified under the BD+C or O+M rating systems or registered to pursue LEED O+M certification.

## WELL

Launched by the Well Building Institute (IWBI), WELL certification is designed to attest to the standards of human well-being offered by buildings and indoor spaces. Therefore, it focuses exclusively on their impact on the well-being and health of the occupants, as buildings are the spaces where people spend about 90% of their time. The seven categories analyzed for granting the WELL standard are water, air, food, light, sports, comfort, and mental state. Buildings must obtain a certain score for each category to receive this certification. Following the submission of documentation and an audit, projects are given a certain level of rating: Silver, Gold, or Platinum. A year ago, IWBI launched a new version of this tool, WELL v2, which brings together the experience of a significant number of physicians, construction specialists, public health experts, and scientists from around the world.

One Tower of One United Properties has received the WELL Health & Safety certification. One Cotroceni Park is currently in the process of obtaining the WELL Health & Safety certification.

# **CHAPTER 4**

## **ONE People**

## ORGANIZATIONAL STRUCTURE

The General Shareholders Meeting is the highest decisive body of the Company. The company is managed by a Board of Directors consisting of seven Members of the Board of Directors who are collectively responsible for the Company’s strategy and development as well as oversee the Executive Management team.

GRI [102-18]

The Company’s operations are divided into several departments: Project Development, Architecture, Urbanism, Design, Financial, Legal, Sales, Leasing, Marketing, Aftersales, Investor Relations, Investments, Asset Management and Human Resources.








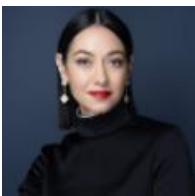

\*The Remuneration & Compensation Committee, Risk & Audit Committee as well as Internal Audit were established in 2021, ahead of the IPO.

## BOARD OF DIRECTORS

The Board of Directors of One United Properties consists of five non-executive members as well as two executive members, Victor Capitanu and Andrei-Liviu Diaconescu, the company’s co-founders. Four members of the Board are independent, thus forming a majority. In the course of 2020, the position of the Chairman of the Board of Directors was held by Mr. Dragos-Horia Manda. Mr. Manda held the position until May 20th, 2021, when Mr. Claudio Cisullo was appointed the Chairman of the Board of Directors.

GRI [102-22]  
GRI [102-23]

The Members of the Board of Directors as of December 31<sup>st</sup>, 2020, are presented below.

	Name	Position held on 31.12.2020
	DRAGOS-HORIA MANDA	Chairman of the Board of Directors, independent
	VICTOR CAPITANU	Executive Member of the Board of Directors
	ANDREI-LIVIU DIACONESCU	Executive Member of the Board of Directors
	CLAUDIO CISULLO	Non-executive Member of the Board of Directors, independent
	MARIUS MIHAIL DIACONU	Non-executive Member of the Board of Directors, independent
	ADRIANA-ANCA DAMOUR	Non-executive Member of the Board of Directors, independent
	GABRIEL-IONUT DUMITRESCU	Non-executive Member of the Board of Directors

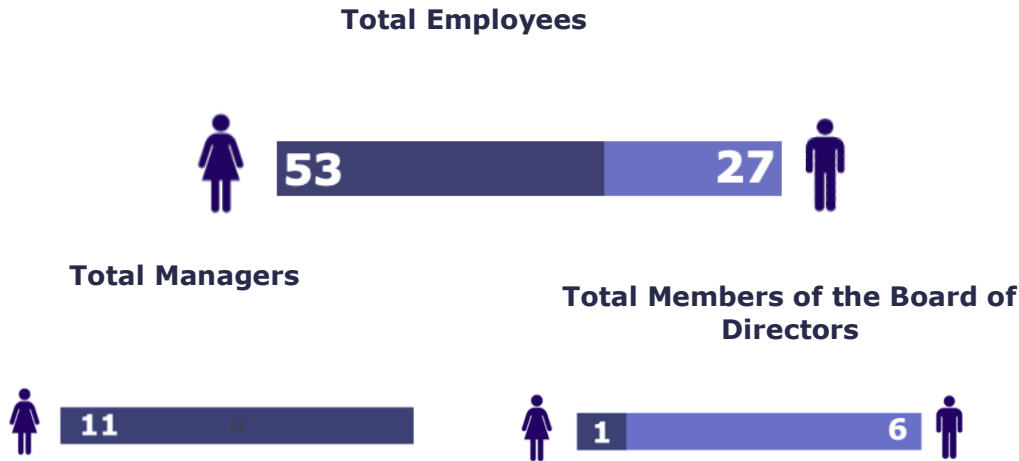


## EMPLOYEE RELATIONS

As of December 31<sup>st</sup>, 2020, the Group had 80 employees, all of whom are based in One United Properties’ head office in Bucharest, Romania. As of December 31<sup>st</sup>, 2020, 66% of all the employees were women and 100% of managers were women. However, the company had 10 collaborators who held management position within the company, and all 10 of these collaborators were male.

GRI [103-1]  
GRI [103-2]  
GRI [103-3]  
GRI [102-8]  
GRI [405-1]

At the level of the Board of Directors, 14% of the Board of Directors of One United Properties were female Directors. The split of employees, managers as well as Members of the Board of Directors by gender as of December 31<sup>st</sup>, 2020, is provided below.



The average age of employees was 35-40 years, with majority of employees, 72% being between 30-50 years old. The company had as of December 31<sup>st</sup>, 2020, 23% of employees below 30 and 5% above 50 years old. Out of all employees, 65% had a university degree, with 35% holding as of end of 2020 the high school diploma. One United Properties has among its employees University students who hold junior roles within the company, who are currently in the process of obtaining their university degree. 90% of employees who are working for One United Properties having an indefinite contract, with 10% of employees working under a definite contract as of December 31<sup>st</sup>, 2020.

The personnel turnover was 24% in 2020, with the dynamics of the number of employees being positive, registering an increase of 22% compared to 2019. Out of 18 employees that left One United Properties in 2020, 72% were women and 28% were men. Out of the new hires (32 persons), 66% were women and 34% were men. The Company does not track its employee’s religious affiliation thus it does not hold any statistics in this regard. At the level of One United Properties and its subsidiaries there are no organized unions and so far, no collective bargaining agreements have been concluded.

GRI [102-41]  
GRI [401-1]

In 2020, there were 335 illness (working) days taken by the employees of One United Properties, resulting in less than 5 working days taken per employee during 2020. There was one employee who went on parental leave during 2020, due to return to work in 2022. There were no employees that returned to work in 2020 after parental leave. There were no injuries reported during work by One United Properties employees as well as no work-related fatalities in 2020.

GRI [403-9]  
GRI [401-3]

**Employees by age**

GRI [405-1]



**Employees by degree**



**Employees by type of contract**



**Employee turnover**



GRI [401-1]

One United Properties values employees’ diversity and consequently employs people regardless of their race, gender, age, social status, religion, sexual orientation, political views, disability, or marital status. The employment decision is made exclusively on person’s skills thus promoting recruitment and retention of the best employees. One United Properties Code of Conduct defines, among other items, the rules for relations between the employees as well as employee-manager relations. No discrimination is allowed.

GRI [103-1]  
GRI [103-2]  
GRI [103-3]

The remuneration policy is established in accordance with the legal provisions. The issuer may grant additional income to staff (in the form of merit bonuses, bonuses and/or profit-sharing schemes), with the approval of its executive management.

In 2020 there were no cases of discrimination, sexual harassment or mobbing notified at One United Properties.

GRI [406-1]

## CONSTRUCTION SITE SAFETY

The contractors working on One United Properties construction site must adhere to the strict local statutory provisions. One United Properties abides by high quality standards when selecting suppliers and opts for companies that pay respect the environment, safety in the workplace and employee protection. One United Properties manages by way of the contracts concluded with its contractors all concerns related to environmental protection and safety in construction.

GRI [103-1]  
GRI [103-2]  
GRI [103-3]  
GRI [403-9]

In 2020, there were no occupational accidents or fatalities by the One United Properties employees.

Type of work-related injury	2020
Number of fatalities because of work-related injury	0
Number of high-consequence work-related injuries (excl. fatalities)	0
Number of recordable work-related injuries	0
Number of fatalities as a result of work-related ill health	0
Absentee rate, including:	0%
Female employees	0%
Male employees	0%

## ETHICS AND STANDARDS OF CONDUCT

One United Properties operates based on ethics, integrity, and responsibility. All these values are equally applicable to our employees as well as business partners. For Employees and Collaborators, the Company has developed a Code of Conduct that promotes the development of professional skills at the level of each employee, stimulating team spirit by supporting loyal competitiveness, initiatives, professional autonomy, affirmation of honesty and attachment to the Company, within the framework of a positive work climate. The Code of Conduct also defines how to act in situations of conflict of interest, corruption, irregularities, proposals, or cooperation with questionable partners.

GRI [102-16]  
GRI [103-1]  
GRI [103-2]  
GRI [103-3]

At the level of the mother company as well as all the subsidiaries, the following additional policies and procedures have been implemented that bound all One United Properties employees and collaborators. The policies and procedures are briefly elaborated upon below.

**Integrity Policy:** Integrity is one of the fundamental values of One United Properties. It must be included in the value system of the persons operating within all the Group's entities, in their attitudes and actions, so that the Group and its affiliates undertake to comply with all legal rules regarding integrity and do not tolerate the commission of acts incompatible with these values. As part of this commitment, all forms of corruption, fraud or conflicts of interest will be treated seriously and in accordance with the Company's Policy.

**Contract Procedure:** The purpose of the procedure is to ensure the best management of contractual risks and to ensure compliance with a unitary framework for negotiating, drafting, reviewing, internal approval, signing and archiving contracts.

**Anti-corruption Policy:** Acts of corruption can adversely affect the Company's business. One United Properties has a zero-tolerance policy regarding corruption, including extortion and bribery, and it obliges all the employees to comply with all legal rules regarding corruption. As part of this commitment, all forms of corruption are treated seriously and in accordance with the Anti-corruption policy, to which all the employees and collaborators are bound. All employees were informed about the anti-corruption policies and procedures, this being standard procedure for new hires.

GRI [205-2]  
GRI [205-3]  
GRI [205-1]

*There was no case of corruption at One United Properties in 2020. 100% of our operations (business units) were assessed for corruption risk.*

**Sexual Harassment Policy:** One United Properties strives to provide a safe environment for all its employees and collaborations, free from discrimination, intimidation and / or harassment in the workplace. To achieve this goal, the Company undertakes to comply with all legal provisions regarding harassment and discrimination.

*There was no case of sexual harassment or discrimination at One United Properties in 2020.*

**Risk management procedure:** One United Properties has developed the risk management procedure to comply with the requirements of the applicable regulations regarding the prevention of money laundering and terrorist financing. The need for the procedure lies in One's commitment to compliance to reduce the risk of money laundering and terrorist financing and to reduce the likelihood of the Group being used for illicit purposes. As a result of the risk assessment, One United Properties identifies those categories of risk to which they are most vulnerable and which require mitigation measures, considering the controls implemented at Group level.

GRI [102-11]

One United Properties has a risk management procedure that assesses, for each contract, the risk associated with the products or services delivered. The procedure assesses the following risks: novelty risk, association risk, usage risk, product destination risk, transparency risk, transaction risk, distribution channel risk. Under the risk management procedure, each contact receives a scoring which provides risk class associated with products or services. Below 230 points, the risk is considered low, between 231 and 460 is average, and between 461 and 700 it is deemed high.

Risk appetite is determined by an internal analysis of the possibility of conducting business in an environment where the likelihood of materialization of the risk and the resulting impact are high or whether it is preferable to avoid the risk of materialization as much as possible by giving up all or part of the category of customers, products, transactions, distribution channels or geographical areas that do not fall within this risk appetite. The Company does not accept risk levels for which it is not willing to take equally effective mitigation measures.

The management that has the overall responsibility for determining risk management objectives, policies and processes while retaining ultimate responsibility in this respect. The overall objective of management is to set policies that aim at mitigating risks as much as possible without unjustifiably affecting the Group's competitiveness and flexibility.

**Policy and procedure on preventing and combating money laundering and terrorist financing:**

One United Properties undertakes, at individual as well as consolidated level, in accordance with the legal provisions on preventing and combating money laundering and terrorist financing. One United Properties adopted the measures for the implementation of the provisions of Law no. 129/2019 for preventing and combating money laundering and terrorist financing, as well as for amending and supplementing some normative acts, that it can prevent and detect suspicious activities. money laundering or terrorist financing. Consequently, in line with its corporate culture, One United Properties condemns and shows zero tolerance for any act committed by commission or omission that could have the content or significance of an action contrary to national and international legislative provisions in the field of AML / CFT. The company has developed policy on preventing and combating money laundering and terrorist financing, which is addressed to all persons working under One, either under an individual employment contract or under an equivalent contract.

The company has also separate procedure for reporting transactions to the National Office for Prevention and Control of Money Laundering.

**Know Your Client Procedure:** One United Properties has a thorough Know Your Client Procedure, directly connected with the AML policy of the company. The purpose of the KYC is to reduce the risk of identity theft, money laundering, financial fraud, and the financing of criminal organizations.

In 2020, the designated person within the responsibilities as outlined in the application of the Law no. 129/2019 to prevent and combat money laundering and terrorism financing within One United Properties carried out the first of the group's main customers and investors was also made, from the perspective of AML risks and KYC requirements, as well as the application of risk assessments by matrix calculation and estimation of indices. As a result, no AML questionnaires were applied and analyzed in 2020, no clients with very high-risk indices were identified and there were no reports to the relevant authorities.

At the end of 2020, the conclusions of the audit report, carried out by external specialized company, were approved, adopted and put into practice, so that:

- the selection process of a specialized person has been started, to be appointed at the level of the group exclusively with responsibilities in the application of law 129/2019;
- the proposed audit policies, procedures and forms have been adapted to the specifics of the group companies, in order to be able to operationalize in 2021 the full compliance of the group entities with the legal requirements.

The progress made in 2020 has allowed the creation and carrying into action of a department specializing in AML / KYC / KYI activities in 2021.

**Confidentiality of Information Policy:** The Company's Employees and Collaborators will receive and transmit Confidential Information in the execution of their obligations towards the Company. As unauthorized access to Confidential Information may cause significant harm to both the Company and its partners, compliance with this Policy is mandatory.

*There was no case of confidentiality of information breach at One United Properties in 2020.*

**GDPR Policy:** in our relationship with clients, contractors, and business partners we are guided by the highest standards of ethics. Especially the client data security is a priority for our sales team. We process sensitive data related to individuals and to companies, therefore the processing of personal data is carried out in compliance with the measures and procedures for the protection of personal data, as outlined by the GDPR Policy. The GDPR Policy implements the provisions of the legislation on the protection of personal data, including without limitation the General Regulation on Data Protection no. 679/2016 and Law no 190/2018 on measures to implement the GDPR.

GRI [103-1]  
GRI [103-2]  
GRI [103-3]  
GRI [418-1]

*There were no third-party or supervisory authority complaints in 2020 regarding the GDPR infringement by One United Properties or any other privacy complaints.*

The company encourages its employees to report suspected violations of human rights policy and ensures confidentiality. In 2020, there were no human rights violations at One United Properties. In 2020, there were no dedicated trainings on human rights policies or procedures concerning aspects of human rights.

GRI [412-2]

Moreover, the company is currently in the process of implementing the whistleblowing policy which will outline a system for reporting irregularities which will allow employees to inform anonymously about observed unethical or illegal activities that violate the law. The system will operate in cooperation with external provider.

At the level of One United Properties and all the subsidiaries, the Group adheres to all the competition laws, protecting and promoting free and fair competition. In 2020, there were no legal actions pending or completes for anti-competitive behavior, anti-trust or monopoly practices.

GRI [206-1]

## BUSINESS PARTNER RELATIONS

In its day-to-day activity, One United Properties collaborates with many contractors. In 2020, One United Properties collaborated with approximately 800 third-party suppliers, out of which approximately 10% were important suppliers. On operations & development side, these include construction companies, architects and building planners, building material, furniture and fit-out companies, technical consultants, real estate agents, utility providers, facility providers and other specialist providers (security, waste removal, etc). Out of all these partners, a particularly important group are the contractors who develop One United Properties projects. On the corporate side, One United Properties collaborates on a regular basis with lawyers, auditors, evaluators, corporate and business advisors, and specialists in particular areas. In 2020, there were no particular changes to the supply chain of One United Properties.

GRI [102-9]  
GRI [102-10]

One United Properties has in place the Code of Conduct for Suppliers. defining the core values of ethics and conduct that the Company wishes to share with all its suppliers, to develop long-term partnerships based on mutual respect and compliance with applicable legal provisions. 2022 will be the year when the Company aims to achieve a full deployment of the Code of Conduct with all its material suppliers.

GRI [103-1]  
GRI [103-2]  
GRI [103-3]  
GRI [412-3]  
GRI [414-1]

The Company's relationship with its Suppliers is governed by the following general principles:

- developing and maintaining mutual trust based on transparency and impartiality, meaning that both the Company and the Suppliers will act in good faith in fulfilling their obligations under the contracts;
- maintaining the balance between the Contracting Parties according to the type and specificity of each Contract and the risks associated with it;

- fair and customary competitive selection of Suppliers, without prejudice to the Company's right to award certain Contracts directly in accordance with the negotiations with the selected suppliers;
- the avoidance and complete elimination of any conflict of interest;
- the prohibition in any form of bribery, corruption and influence trafficking;
- respect for the confidentiality of business information disclosed in the ordinary course of business between the Company and its suppliers;
- compliance with the laws, regulations and standards applicable to each Provider, depending on the specifics of the activity, as well as this Code of Conduct;
- compliance with all authorizations, permits, notices and other regulations applicable to each Supplier, depending on the specifics of the activity;
- compliance with any court decision and / or administrative act to which the Company and the Supplier must comply.

All of One United Properties contractors are required to observe high ethical standards, including adhere to the anti-corruption and human rights principles, as outlined in the Code of Conduct for Suppliers.

The Code of Conduct for Suppliers is divided into 5 sections covering labor law and respect for human rights (which covers non-discrimination, prevention of undeclared work, prevention of forced labor and trafficking in human beings, protection of young people, work schedule, salaries and benefits, freedom of association), occupational health and safety (which covers labor protection, physical work, facilities, emergency preparedness, first aid, preparation for disease prevention, occupational health and safety policies), ethical values (covering business integrity, avoidance of Conflict of Interest, non-solicitation, intellectual property, confidentiality of data and information, anticorruption, fair competition, protecting those who report irregularities), environment protection (which covers environmental permits, pollution avoidance, resource efficiency, management of emissions of hazardous or polluting substances, disposals) as well as reporting nonconformities.

GRI [103-1]  
GRI [103-2]  
GRI [103-3]

All our suppliers whenever they sign a contract, they will declare that they obey the Code of Conduct for Suppliers, including the respect for human rights, including that they do not use slave labor, that they respect workers' rights including the right to association. However, it is beyond our capacity to verify the working conditions of all the companies we work on projects other than One United Properties'.

GRI [407-1]

# **ABOUT THIS REPORT**



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GRI [102-53]

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