

IMPACT REPORT

2023



AL. NEYER | EST. 1894

NEYER

WHAT'S INSIDE

| | |
|---------------------------|----|
| ABOUT US | 3 |
| 2023 RECAP | 6 |
| ENVIRONMENTAL COMMITMENTS | 8 |
| SOCIAL RESPONSIBILITY | 10 |
| CORPORATE GOVERNANCE | 13 |

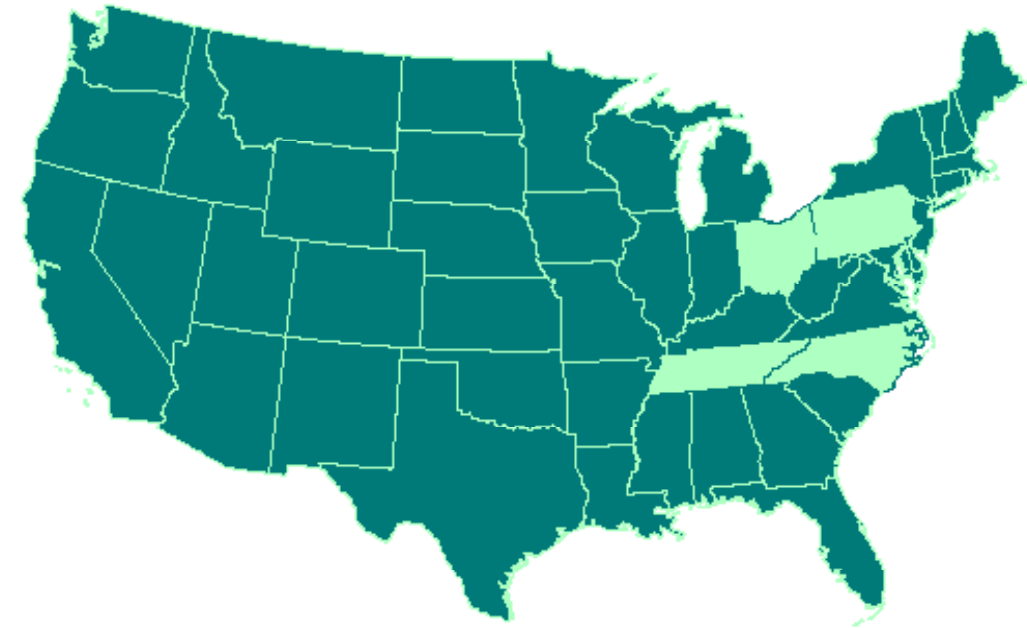


WHO WE ARE

We are a multi-asset class, design-build developer combining 130 years of commercial real estate expertise with an integrated team of company owners.

Our team is continually recognized for our ability to collaborate and provide greater value, high-quality, and faster project delivery with development, design, and construction under one roof. And as an employee-owned company, we are uniquely aligned and invested in our work for our clients, investors, and communities.

We specialize in build-to-suit and speculative commercial projects, including industrial facilities, multifamily, office and medical office, as well as urban mixed-use developments. We're headquartered in Cincinnati, and we have offices in Nashville, Pittsburgh, and Raleigh and serve a local, regional, and national client base.



CINCINNATI, OH | PITTSBURGH, PA | NASHVILLE, TN | RALEIGH, NC



OUR CORE VALUES

WE TAKE OWNERSHIP

We're more than just your team; we're your partners. Every project we embark on is treated with the same care and commitment as if it were our very own. This isn't just a job for us; it's a personal investment in your success and the legacy our work can leave behind.

WE DIG THE DETAILS

We know it's all in the details. From the big picture, down to the nitty-gritty, we're obsessed with getting every detail right. It's this meticulous attention that sets us apart and defines our excellence.

WE BUILD RELATIONSHIPS THROUGH TRUST

Over 130 years, we've learned that the foundation of any great project is trust. It's the cornerstone of every relationship we build – whether with clients, colleagues, or partners. For us, trust is not just a word; it's our promise and commitment.

WE DELIVER SUPERIOR SERVICE

Service isn't just part of the job; it's our craft. We've grown from our custom work roots to understand that everyone's needs are unique. We are committed to meeting and exceeding those needs.

WE RUN TO WIN AND STOP TO CELEBRATE

Our team is driven by a winning spirit, and we know the importance of pausing to celebrate our achievements together. It's this balance that keeps us motivated and united.



A MESSAGE FROM THE CEO

We're not just in the business of building spaces; we're a company that's uniquely positioned to help businesses and communities thrive.

Every decision we make, every commercial real estate project we take on, is infused with our core values, reflecting our dedication to doing business the right way and creating value for all stakeholders. This means thinking about everyone involved – from our employee-owners to our investors, clients, and the communities we're a part of, not to mention the world at large.

We do this by committing to the highest standards of quality, embracing new technologies, and finding solutions that ensure our properties aren't just for today, but for tomorrow too. When we look at business opportunities or face risks, we're always weighing them against our commitment to not only meet our financial objectives but to do so in a way that's environmentally sound, socially responsible, and governed with the utmost integrity. Because at the end of the day, we're more than just a company; we're a community of employee-owners who are literally and

figuratively invested in our work, making us uniquely accountable and dedicated to the legacy that Al. Neyer leaves behind.

I'm excited to share our first ESG report with you. Since becoming **100% employee-owned in 2014**, Al. Neyer has taken significant strides in its commitments to the environment, our communities, and our team of employee-owners.

In 2023, we established our internal **ESG Working Group**, which included an **Environmental Sustainability Committee** and an **Enterprise Risk Management (ERM) Committee**. We implemented **green leasing standards** across the assets we manage, and rolled out **enhanced employee benefits** for our 160 employee-owners across our growing footprint.

Our efforts in **Enterprise Risk Management** and sustainable practices are not just about compliance; they're about leading by example and driving change from within.

To us, this journey is more than a series of actions; it's a fundamental shift in how we operate. We see our progress not just as achievements, but as the foundation for a sustainable and risk-aware future.

We're proud of the ground we've covered, but we know the path ahead is long and requires continuous effort and improvement. As we move forward, we're committed to not just growing our business, but doing so in a way that ensures the well-being of our planet and our communities for generations to come.

Molly North
CEO



AT-A-GLANCE

While we're sharing our first official ESG report, we're not starting from scratch.

We have embedded sustainable practices and enterprise risk management deep into our operations. The early stages of this journey, so far, have been marked by significant strides in:

ESG COMMITTEE

Our ESG Committee is setting key goals for our entire organization to be a more sustainable, responsible, inclusive, and equitable business, and is developing milestones and reporting to help us continually improve in these important areas.

ENVIRONMENTAL SUSTAINABILITY COMMITTEE

Being in the built environment, we've made a commitment to implement strategies to improve conservation, lower energy consumption and advance renewable power.

ENTERPRISE RISK MANAGEMENT (ERM) COMMITTEE

We formed an Enterprise Risk Management (ERM) Committee to provide dedicated oversight in helping to build upon our sterling reputation of being a business of integrity and transparency.

GREEN LEASING STANDARDS

We've developed a green lease template that has become our standard template lease across the assets managed in our portfolio. The added "green" provisions within our lease form will assist us, as the landlord, to ensure that any tenant-specific improvements adhere to our sustainability efforts and protect our right to enhance sustainability efforts throughout the lease term.

ENHANCED EMPLOYEE BENEFITS FOR OUR EMPLOYEE-OWNERS

We recognize the undeniable link between the happiness of our team, the success of our business, and the impact of our work. That's why we've taken significant strides to enhance our employee benefits and talent development initiatives, while furthering our culture of giving back.

RECENTLY EARNED RECOGNITIONS

2023



TOP GENERAL CONTRACTOR 2023
CINCINNATI BUSINESS COURIER



LARGEST CRE DEVELOPER 2023
CINCINNATI BUSINESS COURIER



SPACE AWARDS 2023
TRIANGLE BUSINESS JOURNAL (GARNER BUSINESS PARK 70)

BEST PLACES TO WORK
CINCINNATI BUSINESS COURIER (FINALIST)



LARGEST PRIVATELY HELD COMPANIES
DELOITTE 100 CINCINNATI

TOP PRIVATE COMPANIES
CINCINNATI BUSINESS COURIER

LOWER OHIO TOP PRIVATE COMPANY
CINCINNATI BUSINESS COURIER

SPECULATIVE INDUSTRIAL DEVELOPMENT OF THE YEAR
NAIOP PITTSBURGH (HEMPFIELD COMMERCE CENTER I)

LIST OF TOP GENERAL CONTRACTORS
NASHVILLE BUSINESS JOURNAL

THE TRISTATE'S MOST POWERFUL LEADERS
CINCY MAGAZINE POWER 100 (MOLLY NORTH)

40 UNDER 40
NASHVILLE BUSINESS JOURNAL (PATRICK POOLE)

2022



TOP WORKPLACES 2022
CINCINNATI ENQUIRER



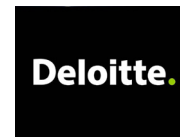
BEST PLACES TO WORK 2022
NASHVILLE BUSINESS JOURNAL

LARGEST PRIVATE HELD COMPANIES
DELOITTE 100 CINCINNATI (AL. NEYER #36)

TOP PRIVATE COMPANIES
CINCINNATI BUSINESS COURIER

BEST PLACES
TO WORK

BEST PLACES TO WORK
PITTSBURGH BUSINESS TIMES



LARGEST DEVELOPMENT PROJECTS
NASHVILLE BUSINESS JOURNAL (REI DC-4)

TOP GENERAL CONTRACTOR
CINCINNATI BUSINESS COURIER

BUILD-TO-SUIT DEVELOPMENT OF THE YEAR
NAIOP PITTSBURGH (CLINTON COMMERCE V)



POWER 100 LEADERS 2022
PITTSBURGH BUSINESS TIMES (BRANDON SNYDER)

OUR SUSTAINABILITY STATEMENT

As a national design-build developer, we commit to making a positive impact on the environment. By choosing imagination, innovation, and solutions to implement strategies to improve conservation, lower energy consumption and advance renewable power, we're able to call ourselves a more sustainable company.

1

We commit to development solutions that conserve nature and reduce pressures on natural resources.

We are developing goals to increase recycling of construction waste, reducing landfill waste, and promoting sustainable practices.

2

We commit to lowering the carbon footprint of our developments by reducing building energy consumption through conservation, enhanced envelope performance, mechanical efficiency, and alternative renewable energy.

Our designs feature future capability for solar panel installation and provide the infrastructure needed for electric vehicle charging stations to reduce our reliance on non-renewable energy sources and decrease carbon emissions.

3

We commit to development solutions that will promote ecological, cultural and community health by thoughtful planning, design, and construction.

We are developing goals to preserve natural areas, trees, wetlands, streams, and wildlife habitats, prioritizing the conservation of ecosystems. Additionally, we are setting goals to enhance stormwater quality management, minimizing pollution, and mitigating environmental impacts.

4

We commit to improving, protecting, and maintaining the health, safety, and welfare of the occupants of our buildings.

We are implementing guidelines for tenant buildouts that prioritize natural light, sustainable material selections, and biophilic design strategies, fostering healthier and more sustainable indoor environments.



Through integrating sustainable strategies, committing to lowering the carbon footprint, and continuing to add to our LEED Certified building list, we carry a deep sense of responsibility in our projects and impact on the environment.

LEED CERTIFIED BUILDINGS

- | | |
|--|--|
| <ol style="list-style-type: none"> 1. 237 TAFT ROAD OFFICE RENOVATIONS LEED CI SILVER 2. SEVEN AT BROADWAY APARTMENT OVERBUILD LEED NC CERTIFIED 3. THE CHRIST HOSPITAL OUTPATIENT CENTER LEED NC SILVER 4. EAST POINTE BUILDING 200 LEED CS GOLD 5. THE HERALD BUILDING LEED CS GOLD 6. MEDPACE BUILDING 100 LEED NC CERTIFIED 7. MEDPACE BUILDING 200 LEED CS CERTIFIED 8. MEDPACE BUILDING 300 LEED NC CERTIFIED 9. MIDDLETOWN VA CBOC LEED NC SILVER 10. PAYCHEX TI AT EAST POINTE BUILDING 200 LEED CI SILVER 11. PCNA CINCINNATI LEED NC CERTIFIED | <ol style="list-style-type: none"> 12. PCNA PHASE II LEED NC CERTIFIED 13. SHP LEADING DESIGN OFFICE LEED CI GOLD 14. CINFED CREDIT UNION LEED CS SILVER 15. GASLIGHT WHITFIELD APARTMENTS LEED FOR HOMES GOLD 16. OAKLEY OFFICES - ANTHEM OFFICE BUILDING LEED CS SILVER 17. STATE FARM TI AT EAST POINTE BUILDING 200 LEED CL CERTIFIED 18. TEMPUR-PEDIC, INC. GLOBAL HEADQUARTERS LEED NC CERTIFIED 19. INNOVATION POINTE OFFICE LEED CS CERTIFIED 20. FAIRFIELD LOGISTICS 1A LEED NC GOLD 21. REI CO-OP DISTRIBUTION CENTER 4 LEED NC PLATINUM |
|--|--|



REI CO-OP DISTRIBUTION CENTER 4, LEBANON, TN

INVESTING IN THE GROWTH OF OUR PEOPLE

CORE VALUES COLLEGE

Our 2-day immersive program dives into our core values through interactive workshops and activities, ensuring every team member fully understands and lives by these guiding principles in their daily work. It's a focused journey to align and inspire our entire team around our shared values.

AL. NEYER CAREER BLUEPRINT

This talent development publication serves as a comprehensive guide for our employee-owners, mapping out clear career paths and growth opportunities. It introduces the **Career Competency Map** and **Individual Development Plans** that are tailored for each team member to navigate their unique journey towards professional growth and success within our organization.

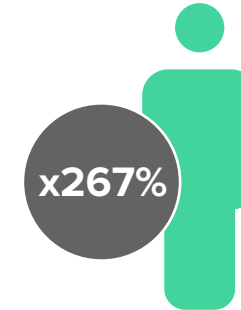
KEY TALENT ROLES

We've demonstrated our commitment to talent development by bringing on board key positions, including a **VP, Talent** and a **Director, Learning & Development**. These roles are crucial in driving employee engagement and fostering professional growth, underscoring our dedication to nurturing our team's potential.

MANAGER & DIRECTOR TRAINING

We launched our first **Manager Foundations** training program, equipping our managers with essential tools and skills to excel as leaders of people, projects, and programs throughout our company, ensuring they're well-prepared to guide our team to success.

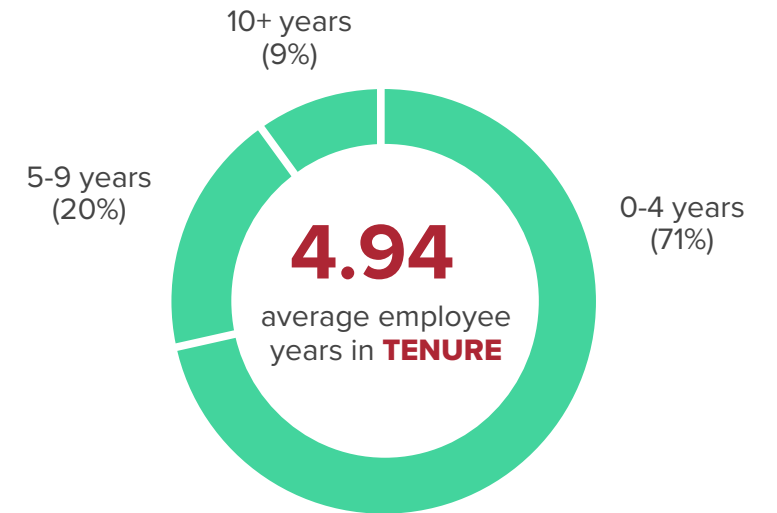
We also partnered with **Xavier Leadership Center** in a company-sponsored training program for 40 team members at the manager and director levels.



267%

HEADCOUNT GROWTH

since becoming a 100% employee-owned organization through an Employee Stock Ownership Plan (ESOP)



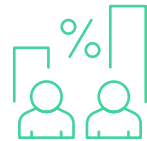
15% **PROMOTION RATE** in 2023 across the organization

OUR EMPLOYEE-OWNERS ARE OUR **TOP PRIORITY**



PARENTAL LEAVE

Our Parental Leave Policy offers **up to 4 weeks paid leave**, with the option to combine with **Short-Term Disability** and **FMLA hours**.



PARTICIPATION RATE

We have a **95% 401(k) participation** rate with a 10% average deferral rate. The industry benchmark is a 53% participation rate.



“WORK FROM ANYWHERE” (WFA) PROGRAM

We offer a “**Work From Anywhere**” (WFA) Program that allows employee-owners to work from home 1-2 days a week. This WFA program is intended to provide a work-life balance to employee-owners while keeping our team feeling united, engaged, and productive.



EMPLOYEE STOCK OWNERSHIP PLAN (ESOP)

We offer **employer matching at 1/3 of the first 6% of employee-owners’ 401(k) contributions** in addition to the Employee Stock Ownership Plan (ESOP) retirement fund. Most ESOP’s do not offer a 401(k) or offer a 401(k) plan without the match.

ADDITIONAL FEATURES INCLUDE:

- Competitive medical, dental and vision insurance
- Enhanced Employee Assistance Program (EAP) with 6 free initial mental healthcare visits
- Group and voluntary life insurance
- Employer paid short-term and long-term disability insurance
- Employer Health Savings Account (HSA) contributions and Health Reimbursement Arrangement (HRA) funds
- Competitive PTO allowance, 9 paid holidays, jury, and bereavement leave
- Wellness incentive program to encourage healthy lifestyle habits
- Matching voluntary time off
- Accidental and critical illness insurance
- Legal, ID Theft Protection and Pet Insurance
- Tuition Reimbursement – Up to \$5,250 annually



AL. NEYER
COMMUNITY FOUNDATION

BUILDING COMMUNITIES WHERE PEOPLE THRIVE

We're on a mission to build communities that promote a more equitable, creative, and sustainable environment where people thrive.

Through the **Al. Neyer Community Foundation** and in alignment with our company values, we provide charitable funding to purpose-driven organizations that tackle issues to impact lives.

\$628,710

TOTAL GIVING TO OUR LOCAL MARKETS IN 2023:

\$141,129

Al. Neyer Community Foundation grants & matching requests

\$354,146

Corporate sponsorships & donations

\$133,435

Pledges & independent giving by our employee-owners



UPHOLDING A HIGH STANDARD FOR HOW WE DO BUSINESS

With dedicated oversight, an experienced management team, and strong operational policies in place, we can build upon our sterling reputation of being a business of integrity and transparency. Our Enterprise Risk Management (ERM) practices are examples that reflect our commitment to effective corporate governance and the high standard for the responsibility we have to our stakeholders.

KEY ENTERPRISE RISK MANAGEMENT INITIATIVES

1

OVERSIGHT OF ALL ESG INITIATIVES

We formed an **internal ESG committee** to oversee and drive our sustainability and responsibility initiatives.

In the future, a **dedicated company officer** will be appointed to lead and champion our sustainability initiatives, ensuring focus and accountability.

2

INDEPENDENT BOARD MEMBERS & COMMITTEES

Five out of six board members are unaffiliated with Al. Neyer and have no material relationship with the company, ensuring impartial oversight.

There are established board committees to oversee auditing, compensation, nominations, and corporate governance.

3

ENTERPRISE RISK OVERSIGHT

We have an in-house **Director of Enterprise Risk** who also oversees our internal Conflicts of Interest and Gifting policies.

We engaged **Grant Thornton** to perform an Enterprise Risk Management (ERM) Top Material Risks Assessment, helping us identify and mitigate critical risks to our business and stakeholders.

Al. Neyer hired **VIZIUS** to conduct initial and follow-up penetration assessments to identify and address cyber vulnerabilities, ensuring the security of our operations and data.

4

STAKEHOLDER ENGAGEMENT

We actively engage with our stakeholders through a variety of channels and initiatives in our ongoing commitment to transparency and collaboration.

- **Client Sentiment Surveys**
- **Investor Relations**
- **Employee Engagement & Surveys**
- **Broker & Project Partner Relationships**

5

CYBERSECURITY

Our goal is to maintain a stable, resilient, and secure information technology (IT) environment that empowers our employee-owners to meet their objectives within a framework of fortified and layered cybersecurity measures. Some of the ways we accomplish this includes a **strict password policy**, a **multi-factor authentication**, ongoing **cybersecurity training**, and use of **VPN** when outside the Al. Neyer network.

6

FRAUD & ETHICS HOTLINE

Al. Neyer uses **IntegraReport®**, a third-party managed service from FORVIS as our anonymous phone and web-based ethics hotline. Employee-owners can report unethical or unacceptable behavior, i.e., behavior contrary to Al. Neyer's stated values or in violation of legal, professional, or policy guidelines.



 **NEYER**
AL. NEYER | EST. 1894

IMPACT
REPORT
2023

NEYER.COM