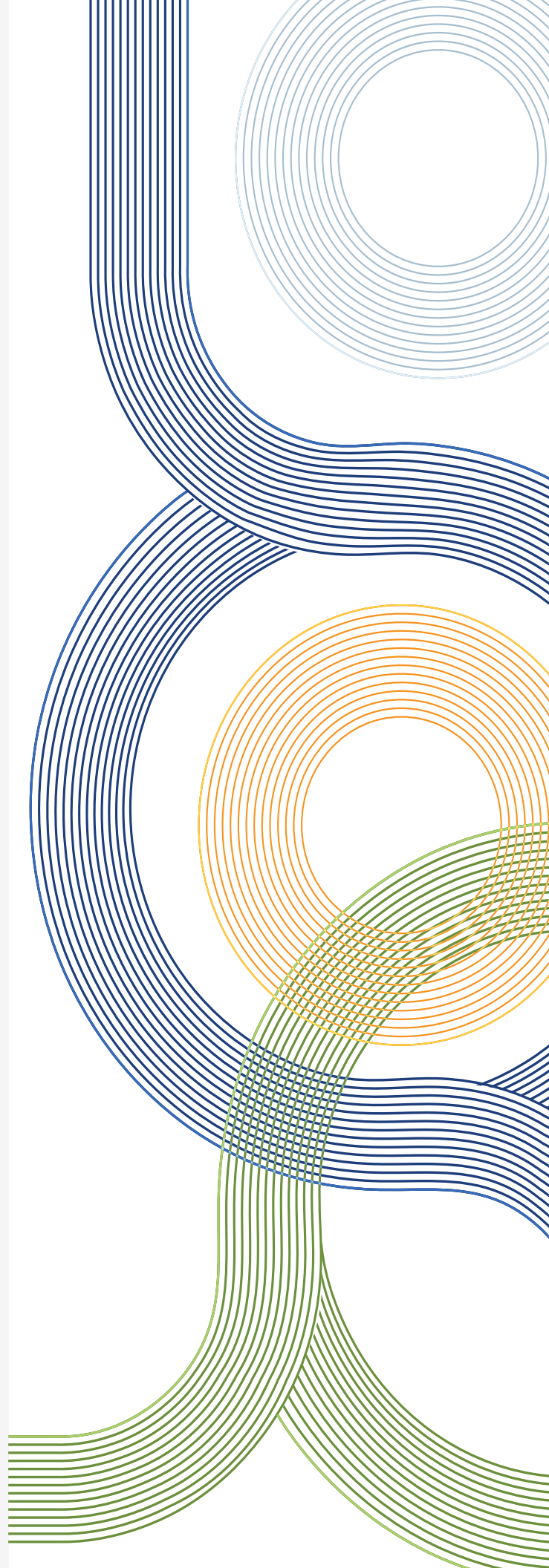


Environmental Social & Governance Report





Our Long Term Commitment

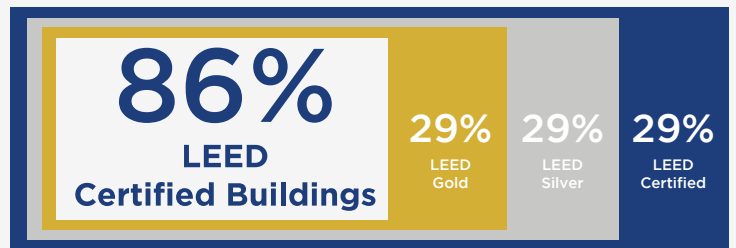
- We aim to create vibrant, healthy, and productive communities for our team members, partners and customers and continually aim to improve our culture of inclusion and diversity at every level of the organization.
- We prioritize initiatives that support the physical health and wellbeing of our team members and optimize their professional contributions to the communities we serve.
- We partner with service providers that uphold our standards and values.
- We deploy sustainable and progressive procedures to continuously improve our portfolio and reduce waste and carbon footprints. We monitor utility usage and make capital improvements to enhance building efficiency.



Our Environmental Commitment

We are committed to working towards an improved and sustainable environment for our team and communities. Our customers' wellbeing has always been at the center of every decision we make and has resulted in the company leading the industry in innovative initiatives for over 25 years.

Eighty-six percent of our properties have been certified by the Leadership in Energy and Environmental Design (LEED). LEED certified buildings are a critical part of addressing the climate crisis, enhancing resilience, and supporting more equitable communities. LEED initiatives include green cleaning products, recycled paper products, low flow toilets, and automatic sinks.



86%
ENERGY STAR®
Certified Buildings



To further our commitment to sustainability, our properties offer a variety of the following:

- Free electronic recycling program for customers
- LED lighting
- Solar panels
- Drought tolerant landscaping materials
- EV charging stations





Investing in Our Communities

Within our local, national, and global communities, we support organizations that provide resources to people and neighborhoods around the world. We further this commitment by participating in events that assist these organizations, allowing our communities to continue to develop in education, resources, transportation, and green spaces.

LOCAL



NATIONAL



GLOBAL



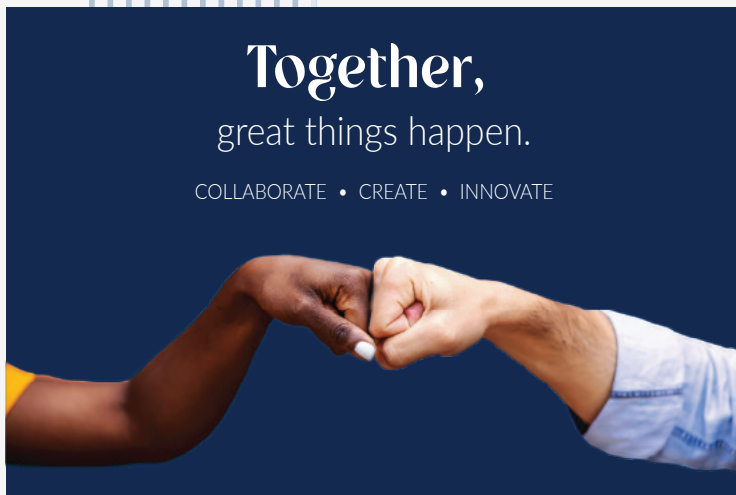
We offer 16 hours of paid Volunteer Time Off (VTO) as an additional employee benefit. The purpose of our VTO is to support volunteer activities that enhance and serve the communities in which we live and work. The intention of this program is to create community engagement opportunities for our employees that are meaningful, purposeful, and help those in need.

Our Social Responsibility

We strive to create a positive impact on our customers, employees, vendors, and the communities we serve through socially responsible, environmentally conscious, and economically sustainable practices.

We continue to work towards a better future for all. We know that shared perspectives from people with different lived experiences lead to new and better ways of acting for the common good.

We carry out these commitments with quarterly Diversity, Equity, and Inclusion training through Paradigm as well as creating constant learning environments.



OUR WORKFORCE

GENDER DIVERSITY

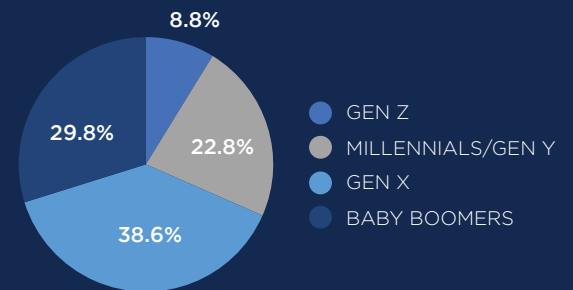


- FEMALE
- MALE

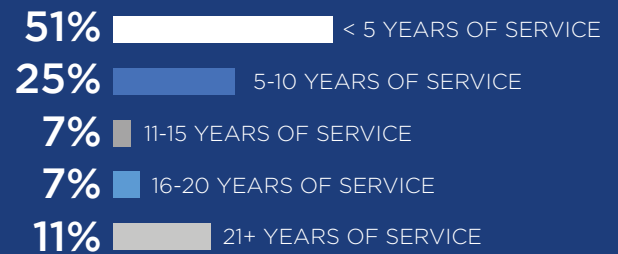
RACE/ETHNICITY

WHITE	64%
HISPANIC	22%
BLACK	12%
ASIAN, PACIFIC ISLANDER, AMERICAN INDIAN	2%

GENERATIONAL DIVERSITY



YEARS OF SERVICE



Our Portfolio

We have implemented several initiatives to ensure that our customers are always comfortable. Such initiatives include zen rooms, collaboration rooms, outdoor amenities, complimentary bicycles and shuttles, fitness centers, and providing free Aunt Flow care products in all restrooms.



WellSpace™

WellSpace™, was developed by us to enhance the wellness of our customers across every property in our national portfolio. We continue to lead the industry in innovative initiatives – including being one of the first US companies to achieve Fitwel® Viral Response Certification. Since we received entity-level certification in 2021, all Texas properties have been Fitwel® Viral Response Approved. Beyond this, we have taken steps towards having every property fully approved.

Fitwel®'s Viral Response Module was originally created by the U.S. Centers for Disease Control and Prevention and U.S. General Services Administration to safeguard the health and wellness of building occupants in response to the COVID-19 pandemic. The module was developed with input from a diverse group of public health experts, prototyped by industry leaders, and provides turnkey policy solutions that allow companies to seamlessly adopt Fitwel®'s strategies for a multi-faceted approach to optimize health and wellness throughout individual properties.

A BREATH OF FRESH AIR

Office elevator cabs are equipped with a UVC light and negative ion generators. In addition, every common area and customer space is equipped with Needlepoint Bipolar Ionization (NPBI), a state-of-the-art air purification system that eliminates particles, VOCs, and up to 99% of germs and viruses found in the air.

BEST-IN-CLASS CLEAN

Our professional janitorial team regularly sanitizes community surfaces and maintains hand-sanitizing stations at main level elevator banks.

Governance

We are a women-owned business that provides governance standards and processes to our employees to promote accountability, transparency, and ethical behavior. We regularly evaluate and enhance them to help us operate at the highest levels of performance in everything we do.

PROVIDING THE TOOLS TO SUCCESS



A LONG-TERM COMMITMENT DEMANDS AN INNOVATIVE MINDSET.

We are committed: To our customers. To our employees. And to our properties. Our long-term ownership approach demands an innovative mindset. We stay on the leading edge of technology so that when challenges arise, we are ready to tackle them with cutting-edge solutions, at record speed. Our customers are at the center of every decision we make, and we are committed to respond promptly to their evolving needs—whatever they may be.

