



500 Ocean. ©TrentBellPhotography

Redgate's ESG Commitment

REDGATETM



The First Church of Christ, Scientist Plaza

Environmental

Redgate recognizes our responsibility to implement sustainable practices and minimize environmental impacts in our projects.

ENVIRONMENTAL PRACTICES

- › Over 1.5M SF of current projects pursuing partial or full building electrification
- › Over 1M SF of current projects pursuing WELL Gold certification
- › Over 4.5M SF have achieved or pursuing LEED Gold or Platinum certification
- › 2022 Preservation Award Recipient for the preservation of the Christian Science Plaza
- › 8 LEED certified professionals on staff
- › Transit-oriented development with high walkability factors
- › All projects built in municipalities with stringent/progressive environmental policies

Social

REDGATE™

Redgate is dedicated to the well-being of our team, supporting our communities, and providing opportunity and parity for all.

IN OUR WORKPLACE

- › 35% Women & People of Color
- › 6 Women in Senior Leadership
- › Committed to CREW Network's Pledge for Action
- › Provide DEIB education and training
- › Participate in recruiting programs, such as Next One Up and CREST
- › Hired first Director of HR & Culture focused on well-being, professional development and DEIB practices and recruiting

IN OUR COMMUNITIES

- › 23 charities supported financially during 2022
- › Support industry inclusion through sponsorship and volunteer efforts in organizations such as CREW Network and Builders of Color Coalition

IN OUR INVESTMENTS

- › Partnership with Catalyst Ventures to expand wealth and opportunity to people of color
- › Hosted WBE/MBE business professionals for Inclusive Partnering Event



Governance

Redgate is committed to providing transparent reporting, ensuring accountability, and upholding our fiduciary responsibility to stakeholders.

ALIGNING OUR INTERESTS

- › Our interests are aligned with investors:
 - Redgate, its principals and key employees are personally invested in our developments
 - Employees are compensated, in part, based on the performance of the investments

INVESTING IN INFRASTRUCTURE

- › Hired first Chief Financial Officer to strengthen financial reporting, internal controls, compliance and risk management practices
- › Implemented investor portal to provide more transparency and controls
- › Hire 3rd party legal professionals, tax advisors and auditors



Images courtesy of Plimsoll Studio