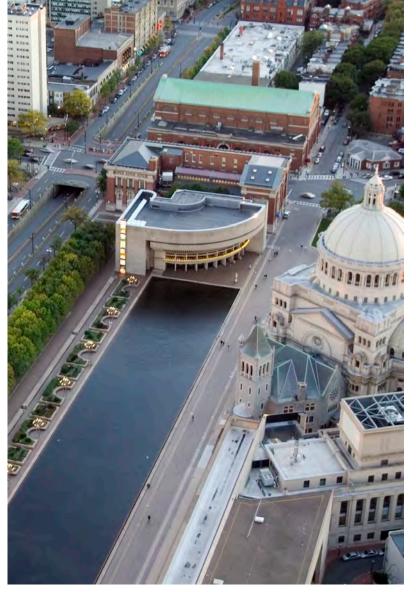


# Redgate's ESG Commitment



### REDGATE



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

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

