



2023 ESG Report



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We are pleased to present our 2023 ESG (environmental, social, and governance) report, highlighting how we are enhancing our buildings for both the environment and our tenants. We have implemented a comprehensive ESG program designed to create lasting value for our company. This program focuses on both mitigating risks and seizing opportunities presented by ESG factors.

As highlighted in last year's ESG report, we conducted a materiality assessment with input from our valued tenants, investors, and partners to establish our top priorities. One key example is our commitment to reduce our carbon footprint by 2035. By doing so, we are actively reducing our fossil fuel consumption, a move that not helps protect us from potential asset devaluation and optimize operational costs. This focus on sustainability aligns with growing tenant requests, and we believe it will attract and retain tenants who share our values for a sustainable planet.

GOING GREEN TOGETHER

Our property teams are making our buildings more efficient by studying data benchmarked to 2019. This provides a baseline to track our annual sustainability progress. We installed water-saving faucets and energy-efficient lights, which led to at least 15 of our buildings earning Energy Star certification and making CP Group an Energy Star Premier Member.

We are now focusing on our buildings with the most potential for improvement, using collected data to implement operational changes and provide additional training for our teams. We are also expanding our indoor air quality program, adding energy management functionality, and increasing tenant feedback to create optimal environments. By tracking the mechanical system's ability to cool spaces, building operators can minimize the equipment's energy use.

COMMUNITY HEALTH

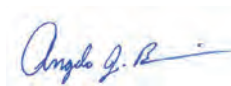
We want our tenants to enjoy being in our buildings. We own and operate properties in some of the best areas of the country and continue to connect with the communities. Our Tenant Experience program offers healthy food options, mental health support, and pop-ups like mobile mammograms to make their workdays healthier and easier. These offerings distinguish CP Group properties by providing the services our tenants needs while working with community partners for the best solutions.

Additionally, our 501(c)(3) CPG Cares, raises over \$250,000 annually to support non-profits in communities where CP Group operates. In 2023, we made significant grants to CURE Childhood Cancer and Habitat for Humanity, emphasizing our focus on health and affordable housing. We are committed to staying connected with our community and growing our support as we grow.

By proactively addressing ESG factors, we're building a more resilient and sustainable company for the future. This program is an investment in our long-term operational success and a commitment to the communities we serve.

Thank you for being part of this journey with us,

Sincerely,



Angelo Bianco



Chris Eachus

COMPANY BACKGROUND

CP Group, a vertically integrated commercial real estate firm, leads the industry as a prominent owner-operator and developer of office and mixed-use properties throughout the Sunbelt. With more than 35 years of experience delivering exceptional returns and unrivaled market experience and insight, we provide our investors with unparalleled access to opportunities in our region's most dynamic markets.

CORE COMPETENCIES

- Acquisitions & Diligence
- Asset Management
- Property Management
- Financing & Development
- Construction Management
- Accounting
- Leasing
- Marketing & Communications
- Tenant Experience
- Sustainability and ESG Reporting
- Security and Life Safety





MISSION STATEMENT

Our mission is to deliver exceptional service to our tenants, investment partners, and visitors by developing, re-developing, and managing best-in class properties while (i) retaining our core values of family first, mutual respect, and excellence, and (ii) respecting and enhancing our broader community, the environment, the cultural arts, and civic institutions.

To achieve this, we foster a company-wide collaborative environment that encourages problem-solving. Experienced, diverse, and dedicated team members drive our mission forward.

COMPANY AT-A-GLANCE

SINCE INCEPTION¹

\$3B+ *managed/acquired/
developed*

20% & **2.0x** *realized
returns
SINCE 2000*

>175 *total
ACQUISITIONS*

62MM *square feet
OWNED & MANAGED*

TODAY²

79 *buildings owned and/or managed by
CP Group across 30 sites*

9th *privately held office
landlord in the US*

1st *largest office
landlord in Florida*

1st *private commercial
property owner in Atlanta*

263 *team members*

90% *of properties with green building
certifications and ratings*

18 *properties achieved the Kingsley Award of Excellence in
2023, awarded to properties that exceed the Kingsley
Index in overall tenant satisfaction*

¹ AS OF DECEMBER, 2023

² AS OF DECEMBER, 2023

LEADERSHIP OVERVIEW

Chief Investment Officer*

ACQUISITIONS SUPPORT

Chief Financial Officer*

SENIOR ASSOCIATE, DEBT

Chief Accounting Officer

DIRECTOR OF ACCOUNTING

- Controller
- Accounting Support

DIRECTOR OF FINANCIAL REPORTING

Department Heads

MARKETING AND COMMUNICATIONS

ESG AND SUSTAINABILITY

CONSTRUCTION AND DEVELOPMENT

SECURITY AND LIFE SAFETY

HUMAN RESOURCES

TENANT EXPERIENCE

FLEXIBLE WORKSPACES



Regional Senior Executives

GENERAL MANAGERS

- Property Managers
- Tenant Experience Coordinators
- Engineers
- Leasing

ASSET MANAGEMENT

RISK MANAGEMENT & BUSINESS CONTINUITY

At CP Group, strong governance is essential to our organizational purpose, mission, and overall corporate strategy, with a focus on maximizing profits. Our executive leadership team plays a key role in governance, risk management, and financial stewardship, ensuring that CP Group remains compliant with legal and regulatory requirements while navigating business practices, contractual obligations, and industry trends. They are responsible for promoting our ESG program, which is strategically designed to enhance profitability by identifying and capitalizing on ESG-related opportunities and risks that have been historically overlooked or underappreciated. Leadership is regularly updated on ESG topics to foster informed discussions and decision-making.

In 2024, we formed a new ESG Committee to bring robust, cross-functional oversight and accountability to our program. The committee includes members from our regional general management, as well as our Chief Engineer and Head of Property Technology, Senior Vice President of Asset Management, Director of Human Resources, Director of Communications, and Vice President of Risk Management. Together, they will oversee and work closely with our new third-party ESG consultant, a multidisciplinary team of climate and sustainability experts that will help bring CP Group's ESG program to a best-in-class level.

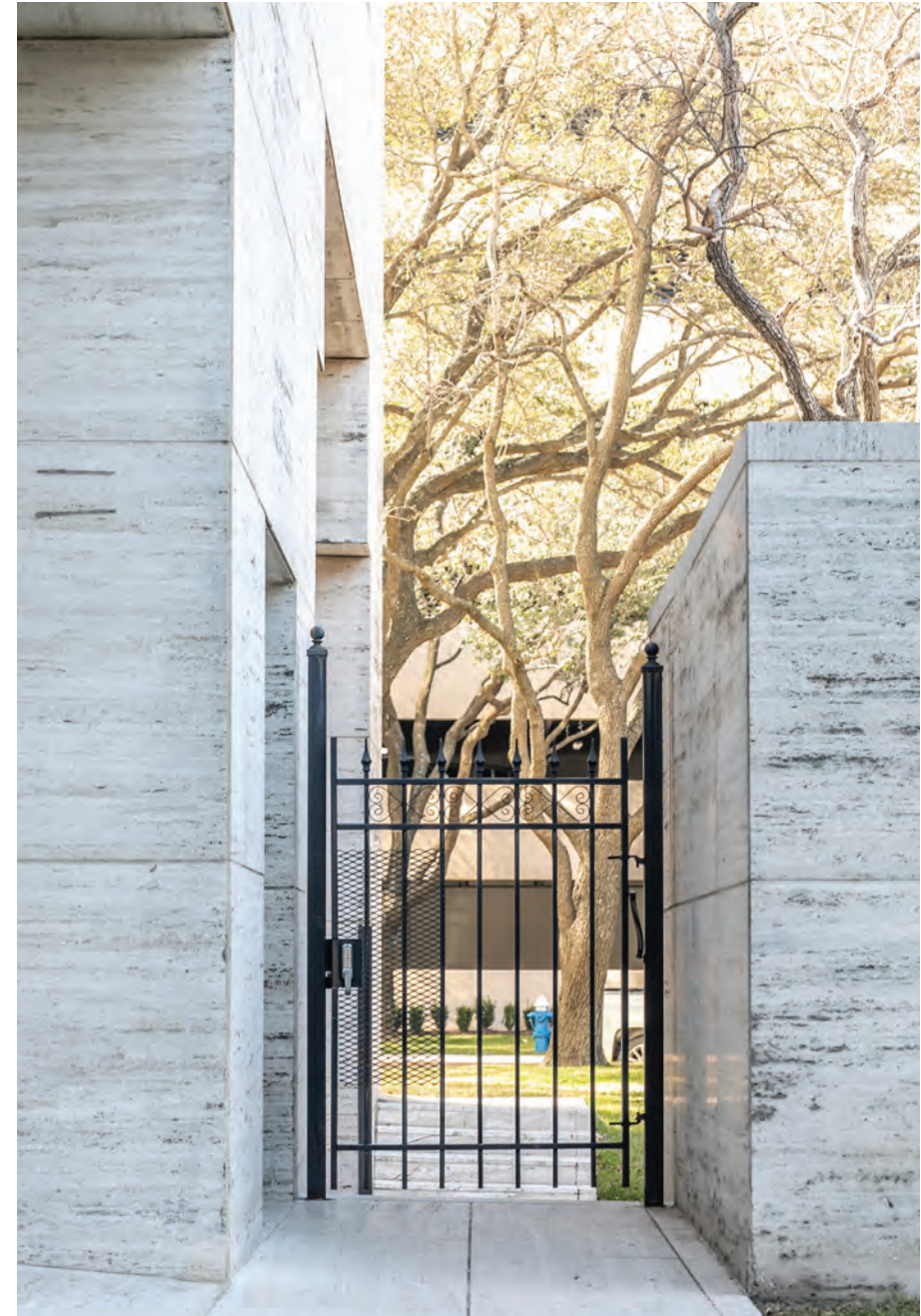
CP Group's acquisitions team integrates ESG principles into the investment process not as an end, but as a means of maximizing returns by exploring untapped opportunities in the ESG space. This includes identifying strategies to create value during due diligence and throughout ownership. Our property teams—including General Managers, Property Managers, and Engineers—execute value creation and risk mitigation plans that align with financial objectives, reporting progress along the way.

As part of our acquisition strategy, CP Group focuses on well-located, underperforming properties in markets with long-term growth potential and significant institutional investor interest. We leverage our operational platform to identify these assets, correct inefficiencies, and implement improvements that enhance value. Once stabilized, these properties are sold to institutional investors seeking high-quality, stabilized investments.



This disciplined governance and risk management approach has enabled us to consistently deliver strong returns. Since 2000, we've used this strategy to generate an average IRR of 20% and a 2.2x equity multiple. Our acquisitions process includes a comprehensive analysis of financial, environmental, social, and governance factors, not as goals in themselves, but to ensure they contribute to value creation and profit maximization.

Additionally, our robust internal accounting controls and governance systems ensure transparency and accountability at every stage of the investment lifecycle. Regular audits and ongoing reviews underscore our commitment to sound financial practices and risk mitigation across our portfolio, while the ESG program serves as an additional lever for unlocking hidden value.



Our supply chain management guidelines have two primary objectives:

- (i) to eliminate dependence on products and services produced by companies located in countries adverse to the interest of the United States and its allies, and
- (ii) to limit vendors to those that embrace ESG-aligned practices, including sustainable environmental impact from their operations, fair labor standards, safe working conditions, and vendor diversification by both geography and ownership profile.

To that end, our property teams direct our suppliers to restrict the use of certain materials and vendors, relying exclusively on OECD nations where feasible to ensure operational security, minimize disruptions, and support countries aligned with our nation's and company's core principles. Additionally, we have conducted an inventory of our critical supplies and are actively working to reduce reliance on those sourced from non-OECD nations.



Our ESG Policy guides us to be responsible stewards of the environment and reliable partners to our stakeholders. It provides a general framework for our approach to ESG across CP Group’s internal operations, asset upgrades, and investment strategies. We develop our policies in alignment with the United Nations Sustainable Development Goals (UN SDGs), which provide a meaningful framework for addressing global matters at the property level. These goals include climate action, health and well-being, diversity, economic prosperity, and accountability.

Our ESG policy is available on our website, integrating ESG principles into internal operations, asset upgrades, and investment strategies. As a privately held organization, we align our ESG strategy with the requirements and expectations of our investment partners while complying with local, state, federal, and, where applicable, international environmental and social regulations.



Our ESG material topics are based on our business model, which considers our acquisitions, property management, asset management, leasing and repositioning of Class A commercial office buildings tailored to medium-to-large corporate tenants and concentrated in and around high-growth Sunbelt cities.

In 2022, we unveiled our ESG Materiality Matrix, reflecting the most critical factors for stakeholders and our financial health. Energy management emerged as the top priority, closely followed by health, safety, and wellness. We are pleased to report that we reached significant milestones supporting these goals in 2023.

ENERGY MANAGEMENT AND GHG EMISSIONS

Energy management, focusing on reducing energy consumption, is crucial for mitigating climate change and lowering operating expenses. Optimizing energy consumption lowers operating costs, enhances property value, and improves tenant satisfaction.

In 2023, CP Group gathered all the required data to establish a baseline beginning in operational year 2019. This initiative follows the Greenhouse Gas Protocol's guidance for Scope 1 and Scope 2 calculations and will be explored further in this report. High level information will be available to our investors and tenants to support their individual reporting requirements.

HEALTH, SAFETY, WELLNESS

Workplaces can significantly impact people's well-being. Focusing on tenant well-being can boost property values and attract tenants seeking healthier amenities.

In 2023, we established a master agreement with WellStat to provide over 150 indoor air quality monitors. This growth builds on existing pilot projects covering three states and over 2.3 million square feet.



Portfolio Highlights

We are committed to environmental transparency, setting appropriate goals and targets, and monitoring our energy, water, waste, and emissions across our portfolio properties wherever feasible.

TRANSPORTATION ACCESS FOR TENANTS

+70% *Walk Score (very walkable)*
16 PROPERTIES

+70 *Transit Score (Excellent Transit)*
21 PROPERTIES

ENERGY

134 *electric vehicle (EV) charging stations*

100% *buildings retrofired with LED lighting*

FUEL

-18% *buildings use fuel as we work toward electrification*

BUILDING CERTIFICATIONS

62% *are WELL Health-Safety rated*

89% *benchmarked in ENERGY STAR® Portfolio Manager*

38% *achieved an ENERGY STAR® score over 75*

MEMBERSHIPS



In 2022, CP Group partnered with Measurabl to gather and calculate our greenhouse gas (GHG) emission data. We are pleased that we have successfully established a 2019 benchmark, and we work annually to achieve complete environmental data coverage for our assets.

Absolute Consumption Values*

	2019	2023
Energy (MWh)	234,623	258,541
Electricity	233,080	257,598
Fuel	1,543	942
Greenhouse Gas Emissions (mt CO2e)	87,772	92,843
Water (m3)	1,508,033	1,071,962

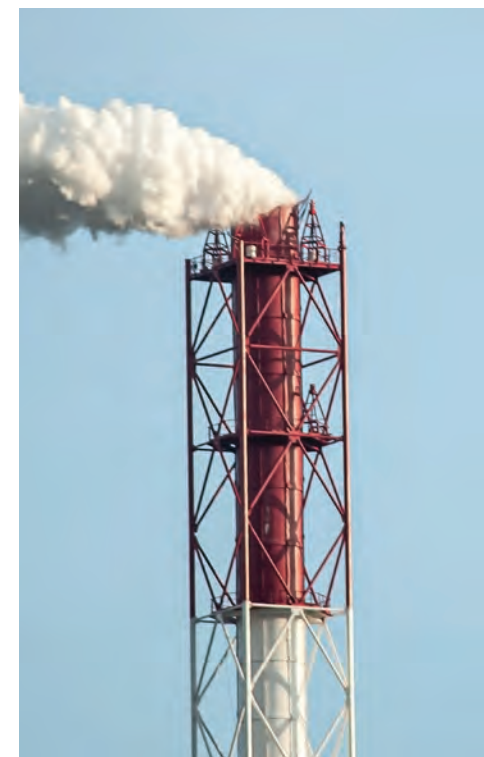
*Greenhouse gas emissions disclosed represent the emissions from electricity and fuel usage at our properties. In alignment with the Greenhouse Gas Protocol, 2023 data were estimated where emissions, energy, and water data were not collected. The like-for-like changes discussed in this report reflect properties that were owned and had data in both 2019 and 2023, excluding those with anomalous intensities or significant year-over-year changes.

CP Group aims to achieve net carbon neutrality by 2035 for all assets under ownership. We are proud to announce progress in reducing our like-for-like greenhouse gas emissions. Through advancements in technology, electrification, renovation, and conservation awareness, we achieved a 4% reduction in our portfolio's like-for-like emissions in 2023 from the 2019 baseline.

Additionally, we saw a remarkable 35% decrease in like-for-like fuel consumption. As of 2023, only a limited number of our buildings have on-site fuel consumption. We continue to explore reduction and electrification opportunities on a case-by-case basis.

For water, we achieved a 6% decrease in like-for-like consumption from 2019 to 2023.

We encourage resource-efficient upgrades throughout our portfolio during renovations and tenant improvements, including LED lighting, appliances, controls, and HVAC systems. This does not only reduce our environmental impact; it also leads to lower operating costs and increased grid resiliency. We will continue to adapt our strategy for performance improvement to reflect best practices and cost-effectiveness.



ENERGY STAR RECOGNITION

As a result of the highlighted energy performance improvements, CP Group has been recognized as an ENERGY STAR Premier Member . This distinction underscores the company’s unwavering commitment to environmental sustainability and operational excellence.

The ENERGY STAR program, led by the US Environmental Protection Agency (EPA), identifies and promotes energy-efficient products and practices. To qualify as a Premier Member, CP Group certified 14 buildings under the program, demonstrating significant leadership in energy conservation. But CP Group’s commitment to energy efficiency extends beyond certifications. The company has implemented a comprehensive energy management program that includes:

- **Continuous monitoring and analysis of energy usage:** Utilizing advanced technology to identify areas for improvement and to track progress
- **Investing in energy-efficient technologies:** Retrofitting buildings with LED lighting, high-efficiency HVAC systems, and other sustainable solutions
- **Promoting energy-saving behaviors:** Educating team members and tenants on best practices for reducing energy consumption



Premier Members



Green building certifications and ratings provide third-party verified recognition of sustainability performance, affirming that properties meet established sustainability criteria. These certifications directly correlate to reduced risk exposure and lower operating expenses.

Our ESG strategy prioritizes identifying suitable property-specific certifications and ratings, including:



ENERGY STAR®

Buildings with ENERGY STAR® ratings are recognized for their energy-saving capabilities, cost efficiency, and contribution to environmental protection through reduced greenhouse gas emissions. ENERGY STAR® buildings must meet strict energy performance standards set by the US Environmental Protection Agency (EPA).



LEED®

The Leadership in Energy and Environmental Design (LEED®) rating system is an internationally accredited and recognized system that awards building certification based on energy and water efficiency, greenhouse gas emissions, interior environment quality, transportation connectivity, and resource usage.



WELL

Developed by the International WELL Building Institute (IWBI), the WELL Health-Safety Rating ensures a safe environment for building occupants. The rating includes cleaning and sanitation procedures, emergency preparedness, health service resources, air and water quality management, and stakeholder engagement.

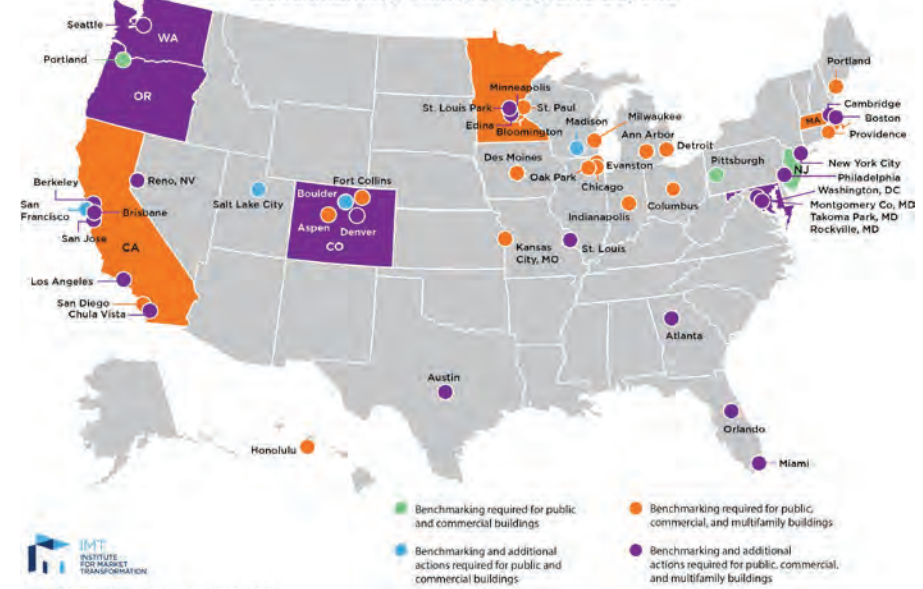
We continuously monitor the evolving landscape of environmental building regulations such as Building Performance Standards (BPS), which establish policies for real estate assets to meet specified performance metrics. In particular, BPS target energy, fuel, and operational carbon emissions. These initiatives are gaining momentum with the aim of driving long-term improvement in building performance and meeting climate-related goals. Large municipalities, such as New York City (Local Law 97), Boston (BERDO), and Denver (Energize Denver), have established their own BPS, setting a benchmark for other cities and states.

We continue to study the requirements to prepare our investments for compliance. We view this as an expanding requirement throughout the region and are preparing to report as required by regulations or requested by our stakeholders.

The State of Building Performance Standards (BPS) in the U.S.
Members of the National BPS Coalition as of July 2024



U.S. City, County, and State Policies for Existing Buildings:
Benchmarking, Transparency, and Beyond



BRiC: SUSTAINABLE REPOSITIONING

During the repositioning of Boca Raton Innovation Campus (BRiC), our team demolished the hallway that connected the 5000 T-Rex building to the food hall, improving navigability around campus and creating a new main entrance to the building. While the demolition naturally created waste, our team took the initiative to make environmentally friendly decisions that benefited the overall building process. Instead of sending this waste to the landfill, we recycled over 480,000 pounds of concrete, creating the following benefits:

- **Reduced dependency on finite natural resources:** recycling used concrete decreases the need for extraction from the earth, minimizing environmental impact from both extraction and transportation
- **Decarbonization of the construction industry:** concrete made with recycled concrete aggregate (RCA) releases fewer emissions than that produced with virgin resources
- **Less landfill waste:** concrete recycling also eliminates or substantially reduces the amount of waste that ends up in landfills and can alleviate the high costs of landfill levies
- **Reduced costs:** Because recycled concrete requires fewer raw materials and less transportation, it can also be more cost-effective to produce



LAKESIDE OFFICE PARK: EMBODIED CARBON PILOT

In 2023, we performed a pilot project with Canoa, a design and procurement partner, at our Lakeside property in Atlanta to offer eco-friendly furniture solutions with embodied carbon data, which includes emissions related to the sourcing, manufacturing, and transport of a product. By selecting furniture made from sustainable and upcycled materials, we were able to reduce the project's overall embodied carbon footprint by about 4.6 tons of CO₂e.

Given the success of the trial, we aim to pursue similar interventions where feasible.



INDOOR AIR QUALITY

CP Group strives to provide our tenants with best-in-class working environments. Indoor air quality (IAQ) is a crucial part of this goal. To ensure proper air quality, we initiated a pilot program with WellStat, a leading indoor air quality monitor that has worked to provide reporting for WELL, LEED, and RESET certifications.

WellStat's IAQ monitors use cutting-edge sensors to track air quality metrics, including particulate matter, volatile organic compounds, carbon dioxide, temperature, and humidity. These monitors provide building operators with the data needed to make informed decisions about indoor air quality, mechanical system operations, and strategies for improving occupant health. Additionally, we are taking steps to enhance monitoring of building common areas and leveraging temperature and humidity metrics to more efficiently operate our HVAC systems.



We have also developed guidelines for air quality metrics that may enhance productivity, informed by the “Impact of Green Buildings on Cognitive Function” study led by Harvard’s T.H. Chan School of Public Health, as well as the “Impact of Ventilation on Productivity” study led by the Lawrence Berkeley National Laboratory. These studies found that increased levels of CO₂ were significantly associated with slower response times and higher PM_{2.5} levels were associated with lower cognitive performance. Overall, the Harvard study revealed that individuals in high-performing, green-certified buildings exhibited a 26% increase in cognitive function compared to those in non-green-certified buildings. Given that employee performance is a key driver of our tenant companies' business success, we aim to provide healthier spaces that attract quality tenants.

These measures will be assessed throughout 2024 and beyond to ensure property performance and inform tenant follow-up with the goal of creating a feedback loop that drives the intended results.

With this program, we strive to attract and retain tenants more effectively while minimizing building owners' risk exposure to unwarranted environmental complaints. The pilot program is expected to expand across our portfolio in the coming years.

TENANT HEALTH AND WELL-BEING

At CP Group, we support the health and well-being of our tenants by providing on-site amenities and events designed to enhance their experience at our properties. Our Tenant Experience program offers healthy food options, mental health support, and pop-up events that make our tenants' workdays healthier and easier.

Amenities include:

- On-site fitness centers and group fitness classes, or discounted membership to area alternatives
- Walking paths and green spaces
- On-site healthy food options and discounts to nearby restaurants

Events include:

- Lunch and Learn programs hosted by wellness experts
- Monthly virtual health and wellness programming in partnership with Baptist Health
- Farmers' markets featuring local produce
- Yoga classes
- Chair massages for relaxation
- Fundraising events and donation drives aiding local non-profits



SIMPLIFYING ROUTINE CARE

We understand the importance of regular health screenings but scheduling them can present challenges. We aim to alleviate this burden for our tenants by bringing vital screenings directly to the workplace.

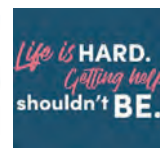
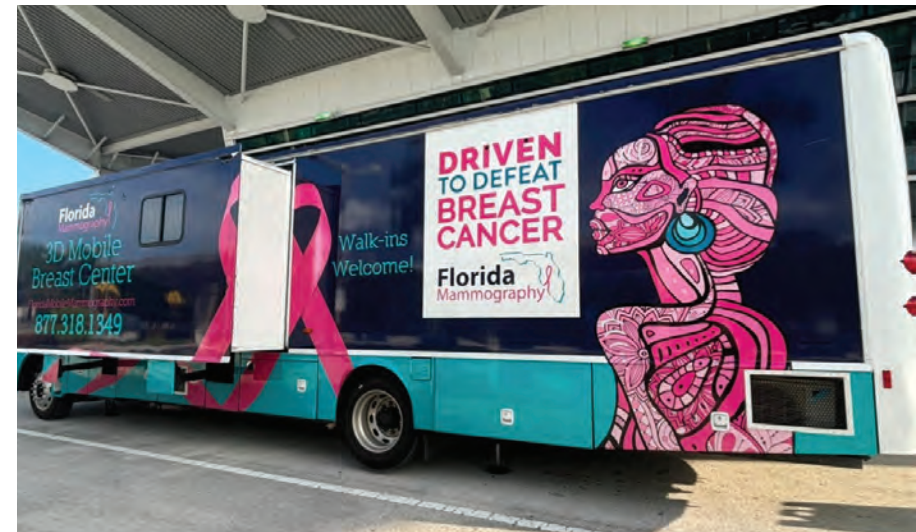
The National Cancer Institute estimates that one in eight women will be diagnosed with breast cancer. Mammography is critical in the fight against breast cancer, and early detection saves lives. In 2023, One Biscayne Tower and Miami Tower partnered with Florida Mobile Mammography to offer on-site 3-D mobile mammography services. Additionally, we held several events across our properties in support of Breast Cancer Awareness Month.

RESOURCES FOR PERSONAL RESILIENCY

Mental illness costs the U.S. economy \$282 billion annually—equivalent to the average economic recession. Workplaces play a significant role in our lives, impacting our mental well-being in both positive and negative ways.

Our Paces West team held a “Transforming the Culture of Mental Health” event in partnership with Ellie Mental Health, equipping our tenants with practical tools to manage stress and cultivate inner peace. The event offered resources ranging from coping skill workshops to peer support discussions, creating avenues for tenants to engage openly with their support networks.

Interest from our tenants in mental health resources has increased. By normalizing and facilitating conversations on mental health, we can provide our tenants with the resources and support



TENANT ENGAGEMENT

We enhance tenant engagement through consistent communication via in-person meetings, our proprietary CPG tenant app, emergency texts, monthly newsletters, special events, and more. At the corporate level, we manage communications through a proprietary customer relationship management (CRM) system that automates reminders for tenant birthday and building anniversaries and keep track of frequency of interactions. We also validate and improve our tenant services through annual third-party satisfaction surveys, comparing data across our portfolio and against industry benchmarks.

In a 2022 tenant satisfaction survey we conducted with Kingsley, overall drivers of tenant satisfaction came from the communication and problem resolution performance of our property management teams. We also learned about the sustainability-related amenities and initiatives that were most important to tenants, such as recycling and energy efficiency, which have greatly informed the prioritization of our ESG initiatives.

To build a sense of community, purpose, and belonging for our tenants and to support our retention and renewal objectives, our properties host a variety of engagements:

- International Women's Day and Mother's Day celebrations
- Tenant Appreciation events and raffles
- Earth Day events
- Tenant anniversary celebrations
- Book and other donation drives
- Tenant headshot events



DIVERSITY, EQUITY, AND INCLUSION (DEI)

At CP Group, we view DEI as a business imperative that compels us to seek out the best employees, wherever and whoever they are, to harness a diverse range of entrepreneurial ideas and problem-solving skills. We consider and incorporate DEI principles into our day-to-day operations to create a vibrant and productive workforce at every level. A strong commitment to DEI and an inclusive workplace not only enhance employee productivity and reduce turnover and operating costs; they also create a welcoming community for talented people of all backgrounds.

As part of our Diversity & Inclusion plan, our partners signed the CEO Action for Diversity & Inclusion™ pledge, the largest CEO-driven business commitment to advance diversity and inclusion in the workplace. As participants in the pledge, we commit to the following four commitments: cultivating trusting workplaces, implementing and/or expanding unconscious bias education, sharing the best and most challenging diversity strategies with others; and creating and sharing strategic inclusion and diversity plans with stakeholders.

Our Director of Human Resources chairs our DEI committee, which includes representatives from various departments, positions, and backgrounds. The committee meets bi-monthly to explore initiatives that foster awareness and inclusivity. The committee also evaluates opportunities and programs aimed at empowering and engaging the company in our DEI strategy.

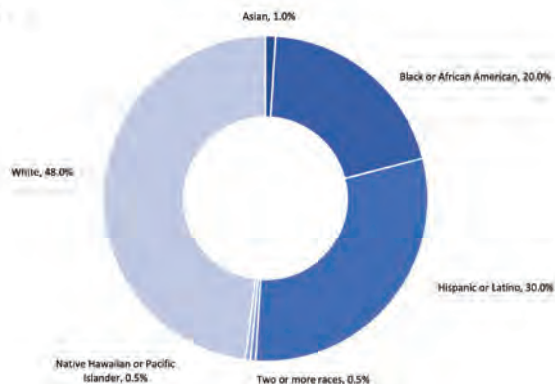
DEI STATISTICS

We prioritize excellence in customer service, building management, and design, while actively seeking employee feedback to shape our organization. Our DEI strategy includes:

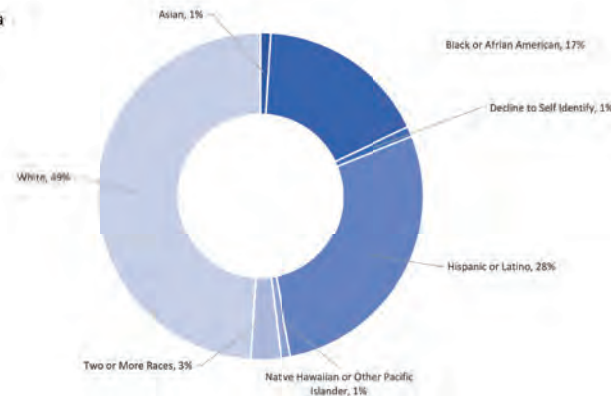
- Attracting and retaining top talent
- Cultivating trust within the workplace
- Implementing and expanding unconscious bias education
- Creating opportunities for mentorship and open communication
- Sharing successful diversity strategies with others

We embrace diversity across race, color, national origin, gender identity, religion, and age. In 2023, our workforce included 20% Black or African American and 30% Hispanic or Latino employees, surpassing industry averages of 10.4% and 12.6%, respectively.

2023 Employee Data



2022 Employee Data



The success of our business relies on a qualified, dedicated, and collaborative workforce. We foster a purpose-driven culture by celebrating career milestones and providing ongoing training to maximize our team's potential while cultivating safe and inspiring workplaces where people feel valued and respected.

Our training program is designed to maximize employee potential and enhance organizational effectiveness. It includes a comprehensive e-learning platform, internal process-related training, and DEI initiatives. Our e-learning program offers a self-paced learning environment specifically tailored for our building engineering teams. This platform provides essential technical skills training, equipping team members with the knowledge and skills necessary to grow within the company.

In addition to e-learning, we provide hands-on training led by internal team members. These sessions assist both new and existing employees in enhancing their knowledge of our processes, procedures, software, and key skills. This internal training approach fosters a collaborative learning environment and ensures that everyone is aligned with our organizational standards.

Recognizing the importance of leadership development, we also host an annual manager retreat that brings our leadership team together for strategic discussions and collaborative learning. This retreat empowers managers to inspire and guide their teams more effectively, reinforcing our commitment to strong leadership.

Moreover, we prioritize creating safe and inspiring workplaces. To further enhance employee engagement, we conduct an annual employee engagement survey, which provides a direct line of communication with our team members and allows us to collect valuable insights into employee sentiment around workplace, culture, and management. By understanding employee perspectives, we can identify strengths and areas for improvement, ensuring that our workforce is not only equipped to tackle challenges but also motivated to contribute to our collective success.



2023 EMPLOYEE ENGAGEMENT SURVEY

- 86% participation
- 61% of respondents were highly engaged and highly satisfied

Employee well-being is a priority in our efforts to attract and retain top talent in our industry. We provide competitive compensation and benefits to our team, including paid holidays, vacation, sick time, a 401k retirement savings plan, medical, dental, vision, life coverage, and a health advocate program.

2023 EMPLOYEE TURNOVER AND RETENTION

In 2023, CP Group's total turnover rate was 20%, an improvement from a 22% turnover rate in 2022. The average tenure of our employees is four years.

- Involuntary turnover: 14%
- Voluntary: 6%
- Total turnover: 20%





The leaders of CP Group founded CPG Cares to foster community-based charitable endeavors. CPG Cares focuses on supporting youth development, education, health, and affordable housing—the essential pillars of a quality life. These efforts not only enhance employee engagement but also strengthen our social license to operate in the communities where we are strategically expanding.



CURE CHILDHOOD CANCER

CPG Cares continues to support CURE Childhood Cancer in their mission of assisting the more than 17,000 children diagnosed with cancer every year in the United States. Cancer remains the leading cause of disease-related death among children, yet less than 4% of the federal government's cancer research funding is allocated to cancers affecting children. CURE exists to bridge this funding gap by financing research aimed at unlocking new treatments, improving survival rates, and ultimately finding a cure for childhood cancer.

CURE also recognizes the profound impact of childhood cancer diagnoses on the families in our communities. Treatment-related expenses quickly accumulate while caregiving responsibilities disrupt parents' ability to work, leaving many families financially vulnerable. By offering comprehensive support, CURE assists families in navigating the complex challenges of childhood cancer.





HABITAT FOR HUMANITY PALM BEACH

CPG Cares, led by the event's 2023 Honorary Co-Chair and CP Group Managing Partner Angelo Bianco, joined Habitat for Humanity of Greater Palm Beach County for their annual CEO Build. This year's event focused on improving the home of the Murphy family, active Habitat participants for the past eight years.

Volunteers, alongside Habitat's construction crew, secured plywood, applied waterproofing, and stocked lumber to enhance the roofing and support ongoing construction efforts at the family's home. Our combined organizations raised over \$315,000 for the non-profit, funding crucial affordable housing solutions across Palm Beach County. The new roof symbolized hope, stability, and a brighter future for the Murphy family.



Murphy Family

"Being a homeowner is a dream come true. I look forward to building memories and meeting milestones with my family in our future home."





MAKE A WISH FOUNDATION

CPG Cares supported Lexie Delaney's wish to become a spokesperson for the Make-A-Wish Foundation. Lexie, a young girl from Georgia, has faced incredible challenges with Treacher Collins syndrome, undergoing 168 treatments requiring anesthesia. Despite these obstacles, she has grown into a sweet, beautiful young woman. Her empathy and compassion, particularly for those judged based on appearance, led her to pursue the role of Make-A-Wish spokesperson.

Lexie's desire to help others and promote self-acceptance resonated deeply with CPG Cares and our partners. With support from Saks Fifth Avenue, The Atlantan, Modern Luxury, and others, Lexie shared her story with a wider audience, even headlining the 2023 Wish Ball. This event raised over \$1.7M to grant wishes and attracted more than 400 attendees.





About This Report

This is CP Group's second annual ESG Report. This report outlines our efforts to address the topics that matter to our stakeholders, as determined by our 2022 ESG materiality assessment, and is organized around these key areas. We have also included additional topics of interest to our broader stakeholders, based on emerging issues for our business and industry best practices. Unless otherwise

noted, metrics and data reflect calendar year 2023 performance. This report also includes a narrative outlining our actions to advance the United Nations Sustainable Development Goals (SDGs).

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