



2024 ESG Report



Published June, 2025

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Founding Partners' Message

CP Group's environmental, social, and governance (ESG) strategy remains grounded in strong governance, proactive risk management, and long-term value creation. We take a transparent, data-driven approach to identifying priorities that matter to our stakeholders, our business, and the environment, while ensuring we build and manage a resilient portfolio.

This 2024 ESG Report marks an evolution in how we present these reports. As ESG reporting standards shift under the leadership of the International Sustainability Standards Board (ISSB), disclosure expectations – both voluntary and regulatory – are increasingly focused on financially material issues. These standards aim to strengthen trust in sustainability reporting and better inform investment decisions. This direction aligns with how CP Group approaches ESG, so we are streamlining our report to concentrate on higher-quality data across a focused set of material topics.

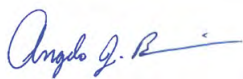
We are proud of the meaningful progress made in 2024. Highlights include improving the coverage and quality of our environmental data, formalizing an internal ESG Committee, and strengthening our ESG marketing and policy framework.

Engagement with tenants and team members continues to provide valuable insights. This year, we conducted an ESG initiatives survey across our properties to evaluate existing sustainability measures and identify opportunities for high-impact improvements.

Looking ahead, we are well-positioned to progress our decarbonization and risk mitigation efforts. We are evaluating opportunities to take concrete action on the insights we have gathered and further advance our portfolio and operations.

We thank our investors, colleagues, partners, and communities for their continued support and engagement.

Best,



Angelo Bianco



Chris Eachus

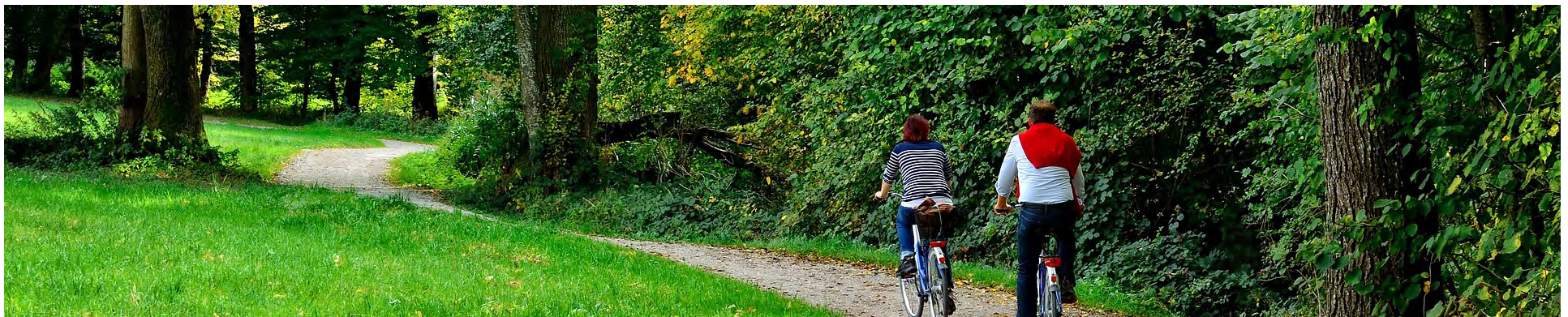


COMPANY OVERVIEW

CP Group, a vertically integrated commercial real estate firm and a leading owner-operator and developer of office and mixed-use properties across the Sunbelt. With almost 40 years of experience, we deliver incomparable returns and unmatched regional expertise, providing our investors with access to our region's most dynamic markets.

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 and dedicated team members drive our mission forward.



FACTS AND FIGURES*

273 *team members*

39 *years in business*

37 *assets owned and managed by CP Group*

15.3M *leasable square footage*

PORTFOLIO HIGHLIGHTS

72% *of properties have **green building certifications** or ratings*

15 *properties awarded the **Kingsley Award of Excellence** for tenant satisfaction in 2024*

10 *properties with a* **70+** *walk score (very walkable)*

7 *properties with a* **70+** *transit score (excellent transit)*

124 *electric vehicle (EV) charging stations*

LEADERSHIP AND ESG STRATEGY

We have implemented a company-wide ESG program designed to create long-term value by managing risk and capturing ESG-related opportunities.

In 2024, we formalized our ESG Committee to ensure stronger cross-functional oversight and accountability. The committee includes regional General Managers, Chief Engineers, the Head of Property Technology, a Senior Vice President, the Director of Human Resources, the Director of Communications, and the Vice President of Risk Management.

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

SECURITY AND LIFE SAFETY

ESG AND SUSTAINABILITY

HUMAN RESOURCES

CONSTRUCTION AND DEVELOPMENT

TENANT EXPERIENCE

FLEXIBLE WORKSPACES



Regional Senior Executives

GENERAL MANAGERS

- Property Managers
- Tenant Experience Coordinators
- Engineers
- Leasing

ASSET MANAGEMENT

ESG POLICY

Our ESG Policy reflects a general framework that guides how we embed ESG across operations, asset upgrades, and investment strategies. It outlines policies, procedures, principles, and practices that promote corporate responsibility, integrity, accountability, fairness, and transparency in all business dealings.

CP Group's leadership is responsible for championing and implementing our ESG Policy at the corporate level and across the portfolio. Our leadership team receives regular education on ESG-related topics to promote informed discussion and prioritization.

STRATEGIC FOCUS AREAS

Our ESG priorities reflect CP Group's business model, which centers on acquiring, managing, repositioning, and leasing Class A commercial office buildings tailored to medium-to-large corporate tenants in and around high-growth Sunbelt cities.

As a privately held organization, we align our ESG strategy with the requirements of our investment partners and those of local, state, and federal (and in some cases, international) regulatory regulations.

In 2024, we refined our ESG topics through three sources: insights from our 2022 materiality assessment, the ISSB's IFRS S1 standard (informed by the Sustainability Accounting Standards Board's industry framework for real estate), and ongoing stakeholder feedback. These topics have been determined to be the following:



Business Ethics and Transparency



Supply Chain Management



Climate Change and GHG Emissions Management



Energy Management



Water Management



Tenant Engagement and Sustainability Management



Health, Safety, and Wellness



Employee Engagement and Development



BUSINESS ETHICS AND TRANSPARENCY

Strong corporate governance, ethics, and transparency remain central to our operations. We honor our fiduciary duty to investors by minimizing conflicts of interest and promoting transparency across all business practices.

OVERSIGHT AND MANAGEMENT

Our Partners oversee governance, risk management, financial stewardship, and business ethics across CP Group. They ensure full compliance with legal and regulatory requirements and uphold the highest standards of integrity.

STRATEGY

CP Group maintains a formal Code of Conduct that sets expectations for ethical behavior, legal compliance, and professional integrity. The Code covers conflicts of interest, anti-bribery, investor relations, and workplace conduct. All team members are required to review and acknowledge the Code upon hire.

We share ESG updates with stakeholders through this annual report, our public website, in-person meetings, quarterly investor updates, and onboarding and ESG questionnaires that help shape portfolio-wide strategies.

RISK MANAGEMENT

We have implemented a governance framework that promotes responsibility, transparency, and accountability across the organization. In addition to our Code of Conduct, key policies include:

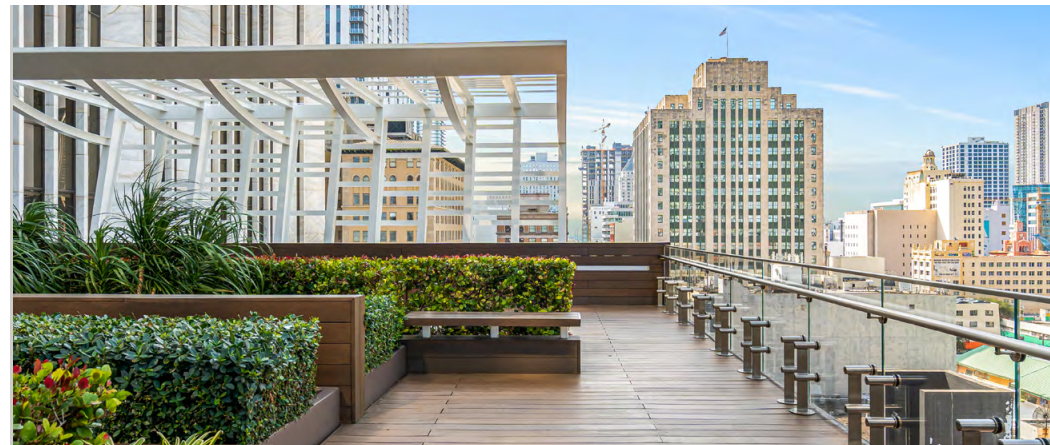
- Vendor Code of Conduct
- ESG Policy (described on [page 7](#))
- Health, Safety, and Wellness Policy

CP Group's robust internal controls support accountability at every stage of the investment lifecycle. These include multi-level approval workflows, segregation of duties, variance tracking, and real-time financial reporting through our enterprise resource planning (ERP) platform. Our governance systems also include investment committee oversight, internal review checkpoints, and standardized operating procedures (SOP) to ensure compliance and consistency across assets.

Our acquisitions process incorporates a detailed analysis of financial, environmental, social, and governance factors to ensure ethical alignment, value creation, and profit maximization. Regular audits and ongoing reviews underscore our commitment to sound financial practices and risk mitigation. Annual internal audits by our finance and compliance teams, third-party reviews, operational site reviews, and regional risk assessments help us proactively manage emerging risks.

METRICS

100% of team members sign the Code of Conduct upon hiring.



SUPPLY CHAIN MANAGEMENT

Managing our supply chain is critical to CP Group's role as a real estate owner and development. From material sourcing to construction and property management, we align our practices with our company's ethical, environmental, and social values. This approach helps us mitigate sustainability-related risks and advance responsible practices throughout our vendor network.

OVERSIGHT AND MANAGEMENT

Our executive leadership team and ESG Committee oversee supply chain strategy. Our executive leadership team receives regular reports on supply chain performance, while the ESG Committee implements responsible sourcing standards, sets goals for department leaders, and ensures appropriate resourcing.

STRATEGY

Our strategy for promoting responsible supply chain management starts with identifying sustainability-related risks and opportunities in our supply chain.

Sourcing materials from suppliers with poor environmental practices can negatively impact CP Group's carbon footprint and support unsustainable resource depletion or pollution.

Working with suppliers who disregard fair labor standards can result in human rights violations and reputational damage. Noncompliance with environmental or social regulations exposes both suppliers and CP Group to legal risk and diminished stakeholder trust.

We expect all suppliers to uphold fair labor practices and comply with applicable laws and regulations.

RISK MANAGEMENT

To support our responsible supply chain management strategy, CP Group has established internal guidelines focused on two primary objectives:

- i. Eliminating dependence on products and services from countries whose interests' conflict with those of the United States and its allies
- ii. Prioritizing vendors that align with our ESG principles – those that minimize environmental impact, support fair labor standards, and ensure worker safety,

We assess our current suppliers for compliance and prioritize partnerships with innovative vendors committed to responsible practices. These relationships support the adoption of efficient technologies and reduce the overall environmental impact of our supply chain.

Our property teams direct our suppliers to limit the use of certain materials. Where feasible, we source exclusively from Organization for Economic Cooperation and Development (OECD) nations to ensure operational resilience, minimize disruptions, and uphold our values. We have also taken inventory of our critical supplies and are reducing reliance on those sourced from non-OECD countries.



CLIMATE CHANGE AND GHG EMISSIONS MANAGEMENT (IFRS S2)

As an owner and operator of real estate assets, CP Group considers physical and transitional climate risks as financially material to our operations. Climate change is integrated into our investment analysis, due diligence, underwriting, and risk evaluation processes.

GOVERNANCE

Our executive leadership team oversees climate-related risks and opportunities as part of CP Group’s broader risk management strategy. Our Partners also maintain oversight of our ESG Committee and receive regular updates on climate-related developments, including annual progress updates on our net carbon neutrality target. The executive leadership team evaluates climate risks and opportunities alongside other business-relevant factors, considering financial impact, time horizon, and likelihood.

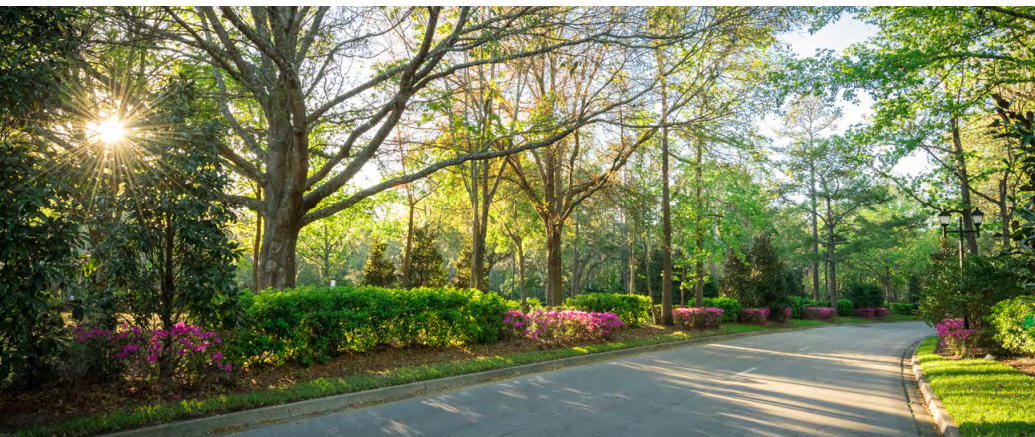
The ESG Committee manages all ESG-related initiatives, including climate strategy. Committee members from asset management, engineering, risk management, communications, and operations monitor climate trends, regulatory developments, and emerging technologies. We also partner with a third-party sustainability consultant to support climate-related planning and execution.



STRATEGY

Our acquisition strategy includes climate risk assessments, particularly as they relate to insurance coverage and property resilience. Our property management teams oversee ongoing monitoring and implementation of climate-related risks and strategies across the portfolio.

The following tables outline how CP Group defines relevant time horizons in the context of climate risk and opportunities that could impact our business.



Time Frame	Definition	Link with CP Group’s Planning Horizons for Strategic Decision Making
Short-Term	0 to 1 years	Aligned with annual budgeting, operational goals, and near-term asset management plans
Medium-Term	2 to 5 years	Aligned with average lease duration and medium-term capital or repositioning plans
Long-Term	Over 5 years	Aligned with intended hold periods, long-term capital planning, and portfolio resilience goals

CLIMATE-RELATED RISKS, OPPORTUNITIES, AND IMPACTS

Type		Time Horizon	Specific Risk or Opportunity	Potential Impacts on Business, Strategy, and Financial Planning
Physical Risks	Acute Risks	Short- to Long-Term	Increased frequency/severity of extreme weather events impacting air quality (e.g., hurricanes, wildfires, flooding)	<ul style="list-style-type: none"> Increased maintenance and repair costs Reduction in property value in high-risk areas Costly requirements for building resilience and infrastructure upgrades Lower tenant demand and satisfaction in high-risk areas
		Medium- to Long-Term	Greater building wear from extreme heat and humidity	<ul style="list-style-type: none"> Increased cooling, maintenance, and repair costs Infrastructure upgrade requirements for climate durability
	Chronic Risks	Short- to Long-Term	Rising insurance premiums and deductibles	<ul style="list-style-type: none"> Increased operational costs Potential uninsurability of assets in high risk areas, leading to self-insurance or asset stranding
Transition Risks	Policy and Legal	Short- to Long-Term	Regulatory mandates (e.g., energy benchmarking, building performance standards)	<ul style="list-style-type: none"> Compliance and monitoring costs Capital investment in technology and infrastructure to comply with regulations Fines or penalties in the event of non-compliance
	Market	Medium- to Long-Term	Tenant demand for sustainable, health-focused spaces	<ul style="list-style-type: none"> Risk of asset obsolescence Increased vacancies and lower rents Loss of tenants to more sustainable competitors Higher design, build, and operational costs for more sustainable and health-focused spaces
		Medium- to Long-Term	Increased energy costs from grid instability or carbon pricing	<ul style="list-style-type: none"> Higher utility expenses Tenant dissatisfaction in the event of energy supply interruptions Investments in battery storage, on-site renewables, and energy-efficient systems to reduce grid reliance
	Reputation	Short- to Medium-Term	Evolving investor expectations around ESG disclosure and carbon performance	<ul style="list-style-type: none"> Reduced access to capital if investor expectations are not met Resource strain from conflicting stakeholder expectations Increased reporting and disclosure costs
Opportunities		Short- to Long-Term	Portfolio differentiation through wellness- and sustainability-focused property positioning	<ul style="list-style-type: none"> Higher property valuations Increased tenant retention and attraction Potential rental rate premiums
		Short- to Medium-Term	Access to green financing, rebates, and tax credits	<ul style="list-style-type: none"> Lower capital costs Greater reinvestment potential
		Short- to Medium-Term	Operational savings from green-certified, energy-efficient buildings	<ul style="list-style-type: none"> Lower utility bills Stronger net operating income (NOI) Increased tenant retention and attraction
		Long-Term	Enhanced brand reputation through climate leadership	<ul style="list-style-type: none"> Attraction and retention of environmentally-conscious tenants Market differentiation Broader investor access Higher stakeholder trust

RISK MANAGEMENT

Our acquisitions process includes a comprehensive review of financially material climate-related risks and opportunities. This includes assessing flood zones, insurance costs, green building certifications, and environmental compliance. Our teams identify risks exposures and value-enhancing opportunities as part of property underwriting and due diligence.

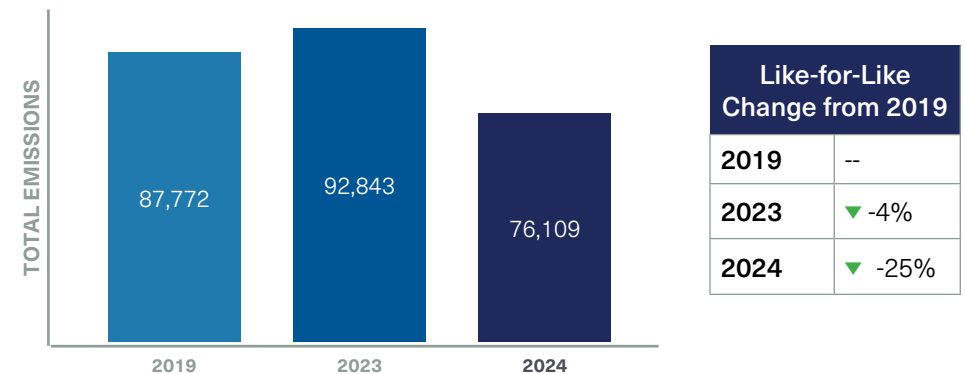
Informed by regular audits and internal reviews, our property teams implement risk mitigation plans that align with financial objectives and include climate-related risks into ongoing operations. Our ESG program supports continuous identification, evaluation, and monitoring of climate-related risks and opportunities for our portfolio and enterprise.



METRICS AND TARGETS

CP Group has committed to achieving net carbon neutrality across all owned assets by 2035. As of 2024, we have reduced like-for-like greenhouse gas (GHG) emissions from our 2019 baseline and are developing a strategic roadmap to meet our emissions reduction target.

Absolute Greenhouse Gas Emissions (mt CO₂e)



CP Group does not currently measure Scope 3 emissions, use a carbon price, or calculate assets vulnerable to climate-related risks. Metrics aligned with climate-related opportunities are listed within the Tenant Engagement and Sustainability Management's metrics section.

*GHG emissions disclosed represent the emissions from electricity and fuel usage at our properties. In alignment with the Greenhouse Gas Protocol, data for 2023 and 2024 include estimates where full-year data was unavailable. The like-for-like comparisons exclude assets with data anomalies or significant operational changes.

CASE STUDY:

Citigroup Center

As part of the LEED certification process for Citigroup Center, CP Group conducted a hazard and climate risk assessment. The analysis identified hazard exposure, sensitivity, and vulnerability to risks including:

- Sea level rise and storm surge
- Hurricanes, high winds, tornados, hail, and wildfires
- Earthquakes, tsunamis, landslides, and unstable soils
- Drought, extreme heat, winter storms

The assessment informed resilience planning by identifying climate risks such as flooding, temperature shifts, changing precipitation patterns, and extreme weather. These findings guided building design and operational strategies to enhance long-term climate resilience.



ENERGY MANAGEMENT

CP Group takes responsibility for managing the energy performance of its assets. Efficient energy use reduces environmental impact, lowers operating costs, strengthens tenant relationships, and supports compliance with evolving energy regulations. It also mitigates against the impact of rising energy prices.

OVERSIGHT AND MANAGEMENT

Our executive leadership team oversees the company's energy management strategy, setting performance goals and ensuring alignment with CP Group's broader sustainability priorities. The ESG implements and manages energy management policies and practices, ensuring adequate resources are allocated properly. They work with department heads and regional leaders to integrate energy management initiatives into the company's operations.



STRATEGY

We pursue energy-efficient upgrades to reduce energy consumption and operational costs and increase grid resiliency. We encourage resource-efficient upgrades during renovations and tenant improvements, including LED lighting, efficient HVAC systems, building controls, and low-energy appliances. Our approach balances environmental performance with operational savings and tenant expectations.

We have seen increasing tenant demand for energy-efficient and sustainable buildings. By investing in energy-efficient improvements, we attract and retain environmentally conscious tenants, leading to higher occupancy rates and rental income.

We also track emissions reductions resulting from electrification and portfolio upgrades and have seen a reduction in portfolio's like-for-like emissions since our 2019 baseline, supporting our goal of net carbon neutrality by 2035.

RISK MANAGEMENT

CP Group actively monitors and addresses energy-related risks through a structured energy management program that includes:

- **Continuous monitoring and analysis:** Smart meters and sensors track energy use and identify areas for improvement. Regular audits help flag inefficiencies.
- **Targeted investments:** High-use equipment is upgraded for efficiency; insulation and lighting are optimized across the portfolio.
- **Stakeholder engagement:** Team members and tenants receive guidance and training on energy-saving practices. Our teams promote awareness and adoption of energy-efficient behaviors throughout the company.

ENERGY CONSUMPTION METRICS

In 2022, CP Group partnered with Measurabl to gather and calculate our energy 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.

Additionally, we saw a 20% decrease in fuel consumption². As of 2024, only 8% of our assets¹ have on-site fuel consumption.

SASB-Aligned Metrics by Property Sector (2024)

Metric	Value
Energy consumption data coverage as a percentage of total floor area	93%
Percentage of energy from grid electricity ³	99%
Percentage of renewable energy	0%
Like-for-like energy reduction (2023-2024)	▼ 3.73% YOY
Portfolio with energy rating ¹	72%
Portfolio certified to ENERGY STAR ¹	26%

Absolute Energy Consumption³ (MWh)

	2019	2023	2024
Total Energy (MWh)	234,623	258,541	258,541
Electricity	233,080	257,598	257,598
Fuel	1,543	942	942

1. Metrics exclude floor area of assets not owned for the full year.
2. Fuel usage reduction is not limited to like-for-like assets.
3. Partial-year data was estimated for full-year coverage

8%
of assets use fuel¹

20%
reduction in fuel use
from 2019²

124
of Electric vehicle (EV)
charging stations

84%
of assets retrofitted
with LED lighting¹

WATER MANAGEMENT

Efficient water management is a critical part of CP Group's operational strategy. By reducing our excess water consumption, we reduce utility expenses and ensure compliance with regional regulations.

OVERSIGHT AND MANAGEMENT

Water management is currently overseen at the property level, with property teams providing updates to leadership as needed. The ESG Committee is responsible for considering water management policies and ensuring that appropriate resources are allocated. The committee collaborates with department heads and regional leadership to integrate water management initiatives across the portfolio.

STRATEGY

Inefficient water use increases operational costs and can lead to infrastructure issues such as leaks, contamination, or mechanical failure. These disruptions may result in downtime, increased maintenance, or tenant dissatisfaction.

Poor water management also poses environmental risks, particularly in water-stressed regions, where overuse can degrade local ecosystems and threaten biodiversity.

RISK MANAGEMENT

We implement water conservation strategies and infrastructure safeguards to reduce risk and improve efficiency.



WATER EFFICIENCY MEASURES

- Install low-flow fixtures and appliances
- Use smart irrigation systems
- Apply xeriscaping and drought-tolerant landscaping
- Promote tenant and employee water conservation awareness
- Monitor water use and identify areas for improvement
- Explore alternative sources such as reclaimed or desalinated water

INFRASTRUCTURE PROTECTION

- Conduct regular inspections and maintenance of water systems
- Use leak detection systems for early intervention
- Maintain contingency plans and backup water sources
- Train staff in emergency response protocols for water-related incidents



WATER METRICS

Absolute Water Consumption (m³)

	2019	2023	2024 ¹
Total Water Use	1,508,033	1,071,962	879,771

SASB-Aligned Metrics (2024, by property sector)

SASB Metric	2024
Water withdrawal data coverage (by total floor area)	85%
Water withdrawal data in High or Extremely High Baseline Water Stress regions	98%
Percentage of total water withdrawn in High or Extremely High Baseline Water Stress regions	31%
Like-for-like change in water withdrawn (2023-2024)	▼ 1.11%

1. For assets with partial year data, estimates were leveraged to estimate full year.

TENANT ENGAGEMENT AND SUSTAINABILITY MANAGEMENT

Tenant engagement plays a critical role in driving satisfaction, retention, and overall business success. Strong tenant engagement fosters long-term relationships, promotes positive working environments, and contributes to long-term occupancy. Engaged tenants also provide valuable feedback, enabling continuous improvement of service and operational performance.

OVERSIGHT AND MANAGEMENT

CP Group manages tenant engagement and sustainability through a cross-functional structure, led by our Tenant Experience department, including the Director of Communications, Tenant Experience Manager, and on-the-ground Tenant Experience Coordinators at each building. Together, they collaborate with our ESG, Property Management, and Asset Management teams. Our ESG Committee defines sustainability priorities, while Tenant Experience and Property Management teams implement and tailor initiatives at the site level to meet tenant needs. Asset Management ensures initiatives align with ownership objectives and long-term asset value. This collaborative model enables proactive planning, consistent execution, and clear accountability across the portfolio.

STRATEGY

Disengaged tenants can lead to dissatisfaction, increased turnover rates, and negative reviews. We enhance tenant engagement through maintaining active communication channels, streamlined at the corporate level and executed through our Communications and Tenant Experience departments. We use a proprietary customer relationship management (CRM) platform to manage tenant interactions and track success metrics.

We validate service performance through annual third-party satisfaction surveys. Our Tenant Experience Assessment evaluates tenant satisfaction across the portfolio, including feedback on property management, leasing services, amenities, and sustainable building operations.

Our 2024 survey also asked tenants to rate the importance of sustainability to them and their organization, and their satisfaction with CP Group's environmental performance. The results informed us that recycling, energy, and water efficiency are top sustainability priorities for our tenants. Many tenants also expressed interest in collaborating with CP Group to reduce energy and utility costs. This feedback is used to prioritize ESG initiatives and inform capital planning.

To build community and belonging for our tenants, our properties host events and initiatives bring people together and support the interests of our tenants.



RISK MANAGEMENT

Building Certifications and Ratings

Green building certifications and ratings provide third-party validation of sustainability performance and reinforce CP Group’s commitment to responsible operations. They reduce risk exposure, improve energy efficiency, and meet tenant expectations while lowering operating expenses. These certifications demonstrate a commitment to environmental responsibility and resource efficiency, making properties more attractive to tenants and investors.

CP Group is recognized as an ENERGY STAR® Premier Member for certifying 14 properties under the program. This distinction underscores the company’s unwavering commitment to ensuring our tenants benefit from energy-efficient spaces. The ENERGY STAR program, led by the US Environmental Protection Agency (EPA), identifies and promotes energy-efficient products and practices.

Our ESG strategy prioritizes identifying suitable property-specific certifications and ratings, such as Leadership in Energy and Environmental Design (LEED®) and the WELL Health-Safety Rating (HSR).



ENERGY RATING METRICS

- 70% of assets are WELL Health-Safety rated
- 28% of assets are LEED Gold
- 5% of assets are LEED Silver
- 22% achieved an ENERGY STAR Score over 75
- 72% have an energy rating through ENERGY STAR Portfolio Manager
- 48 Average Walk score
- 50 Average Transit score¹

SASB-Aligned Metric (2024)

Metric	Value
Floor area with energy rating	11,473,013 square feet
Number of buildings with an energy rating	36 assets



1. The average Transit Score provided reflects the average across properties with a Transit Score, as not all properties have a score.

Indoor Air Quality (IAQ)

Recognizing that occupant health supports tenant performance, CP Group is committed to creating healthy work environments and IAQ is a crucial part of this goal. To ensure proper air quality, we initiated a pilot program in 2022 with WellStat, a leading IAQ monitoring solution that supports WELL, LEED, and RESET certifications. The pilot program has expanded across nearly half of our portfolio in the past year.

WellStat monitors track key air quality metrics:

- Particulate matter
- Volatile organic compounds (VOCs)
- Carbon dioxide (CO₂)
- Temperature and humidity

This data informs operational decisions on HVAC and mechanical systems and strategies to improve occupant health. We are expanding monitoring in building common areas and using temperature and humidity data to improve energy performance. Guidelines for target IAQ metrics have also been developed to promote occupant comfort and productivity.

Through 2025, we will evaluate results and adjust as needed to ensure building performance and tenant satisfaction. We are providing tenant follow-up with the goal of creating a feedback loop that drives the intended results. The program is designed to attract and retain tenants while minimizing risk exposure and environmental complaints.

HEALTH, SAFETY, AND WELLNESS

Workplaces significantly influence the health and well-being of both our team members and tenants. When team members and tenants feel safe and supported – physically and emotionally – they are more productive and deliver better results for our stakeholders and tenant companies. By investing in our tenants' and team members' wellness, we enhance property value and attract quality tenants seeking health work environments.

OVERSIGHT AND MANAGEMENT

Our General Managers, Property Managers, and Engineers lead site-level implementation of health and safety protocols and report progress to our executive leadership team. Our Human Resources team oversees and manages all health, safety, and wellness programs for our team members.

STRATEGY

We support our team and their families with a comprehensive benefits package that, as of 2024, includes:

- Medical, dental, and vision insurance
- Unlimited paid time off and paid holidays
- Telehealth support
- Employee Assistance Program (EAP)
- Healthcare Advocate support
- Basic and voluntary life insurance and AD&D
- Short-term and long-term disability
- 401(K) retirement savings plans
- Health Savings Account (HSA) and Flexible Spending Account (FSA)
- Voluntary benefits such as pet insurance



Our EAP provides mental health resources, screening tools, and access to counseling and coaching sessions.

We also promote tenant well-being through our Tenant Experience program, which offers healthy food options, mental health programs, fitness amenities, and curated events that support workday wellness.

Our properties are benchmarked against FitWel, WELL Health-Safety Rating (HSR), and their underlying modules. Where appropriate, we pursue certification to demonstrate our ongoing commitment to tenant well-being.

Please see the [Tenant Engagement and Sustainability Management](#) section for more information.



RISK MANAGEMENT

We take a proactive and systematic approach to identifying and mitigating health and safety risks across its portfolio. Each property maintains a site-specific risk mitigation plan regularly reviewed and updated by on-site management teams. These plans are developed in alignment with applicable regulations and industry best practices and are informed by incident reports, maintenance logs, and third-party assessments.

Our teams conduct regular inspections, safety drills, and training sessions to help identify potential hazards early. At the corporate level, our Directors of Human Resources and Security and Life Safety collaborate to analyze trends, evaluate incident data, and guide portfolio-wide safety enhancements. We also utilize health and wellness audits, team member and tenant surveys, and industry certifications like WELL HSR and LEED to assess and improve our performance. This process allows us to actively manage risks, protect building occupants, and maintain high standards of operational excellence.

CP Group's Health, Safety, and Wellness Policy outlines company-wide standards, and our Team Member Handbook includes related protocols covering:

- Driver safety requirements
- Workers' compensation
- Smoke-free and nicotine-free workplace
- Substance abuse policies
- Workplace violence prevention

TEAM MEMBER ENGAGEMENT AND DEVELOPMENT

A highly engaged and qualified workforce is key to our operational success.

We foster a people-first culture by recognizing team member contributions and investing in their growth. Retaining talent that has long-standing relationships with our tenants and communities directly supports our business objectives.

OVERSIGHT AND MANAGEMENT

Our Director of Human Resources, supported by regional managers and department heads, oversees all team member engagement and development efforts. This team collaborates with senior leadership to align talent strategies with company goals. Department heads and people managers play a key role in implementing development programs across the organization.

STRATEGY

Supporting team member development is central to attracting and retaining top tier talent. Our approach includes access to:

- Comprehensive training and development resources
- Recognition programs
- Competitive compensation
- Goal setting and performance coaching
- Annual town hall meetings where all team members can hear directly from executive leadership and ask questions about the direction of the business
- Third-party engagement surveys to collect actionable feedback and evolve our corporate strategy, improve our culture, and drive better business outcomes

We also equip our managers to lead meaningful goal setting and performance conversations and connect individual roles to company-wide goals.



RISK MANAGEMENT

Disengagement or underdevelopment can lead to operational inefficiencies, tenant dissatisfaction, and reputational risk. To mitigate these issues, we maintain an integrated risk management approach to workforce strategy.

Our Founding Partners and senior leadership regularly engage with our HR team to identify and address emerging workforce-related challenges. This close collaboration ensures that leadership decisions are grounded in real-time workforce data and insights.

We conduct annual engagement surveys as an early indicator of potential risks and to inform responsive, data-driven strategies. These insights ensure we are responsive to team members' concerns and reinforce a culture of transparency, recognition, and support. This survey provides a direct line of communication with our team members. By understanding their perspectives, we can identify areas of improvement and ensure our workforce is supported and motivated.

2024 Engagement Survey Metrics

- **84%** participation
- **66%** engaged or highly engaged
- **20%** turnover (10% voluntary, 10% involuntary)
- **4.3 years** average tenure
- **3.6%** internal promotion rate
- **100%** of team members received regular performance reviews in 2024

In 2024, we hosted our annual management retreat in Boca Raton, Florida, led by The Ritz-Carlton Leadership Center, with a focus on elevating customer service excellence. This retreat provided managers with tools and strategies to better support their teams, improve hospitality-centered service delivery, enhance tenant satisfaction, and uphold CP Group's commitment to excellence.

We believe that reducing workforce risk means creating conditions for our teams to succeed, ensuring business continuity, service quality, and a long-term competitive advantage.



OUR CULTURE

At CP Group, we consider a culture of belonging, mutual respect, and inclusivity essential to our business success. We actively seek the best talent, regardless of background, to leverage diverse entrepreneurial ideas and problem-solving skills. By embedding inclusive principles into daily operations, we foster a safe and productive workplace where our team feels valued, empowered, and motivated to contribute. A respectful, inclusive workplace environment strengthens team member satisfaction and engagement, improves retention, and enhances company performance.

OVERSIGHT AND MANAGEMENT

Our Director of Human Resources leads the Inclusivity Committee, which brings together team members from different departments, positions, and backgrounds. The committee meets quarterly to identify and support initiatives that promote awareness, inclusion, and a strong sense of belonging. It also evaluates programs designed to empower team members and enhance workplace culture.

STRATEGY

CP Group's priorities for fostering an inclusive culture include:

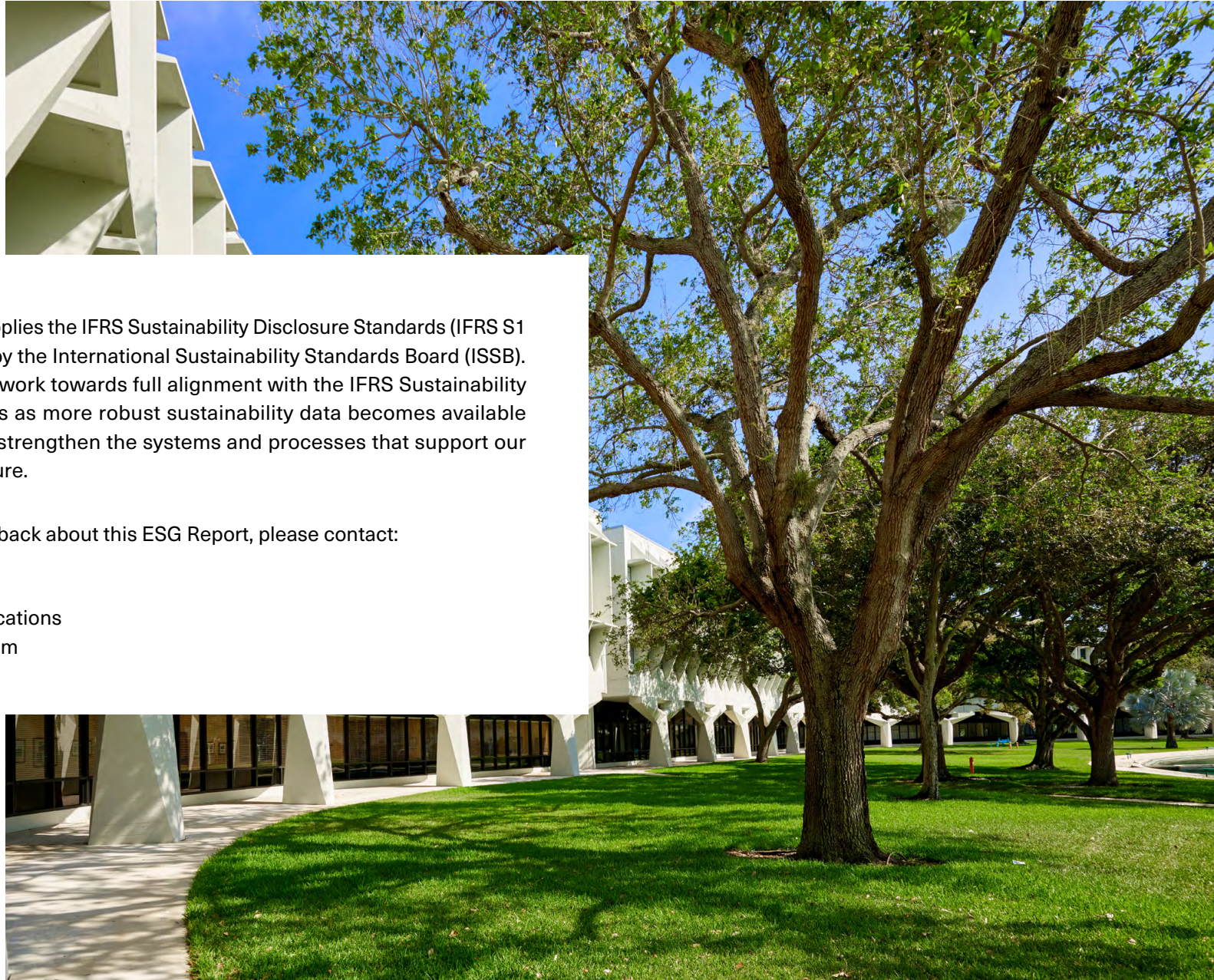
- Attracting and retaining top talent
- Cultivating trust within the workplace
- Creating opportunities for mentorship and open communication

RISK MANAGEMENT

CP Group strictly prohibits discrimination based on race, ethnicity, national origin, gender, gender identity or expression, sexual orientation, age, disability, religion, veteran or military status, or any other protected class or characteristic protected by applicable law.

We collect ongoing feedback from our team members through our annual engagement survey, regular check-ins with department heads, direct communication with HR, and cross-department meetings. Our Director of Human Resources shares quarterly updates with executive leadership, outlining key findings and recommendations for fostering engagement.





This report partially applies the IFRS Sustainability Disclosure Standards (IFRS S1 and IFRS S2) issued by the International Sustainability Standards Board (ISSB). CP Group intends to work towards full alignment with the IFRS Sustainability Disclosure Standards as more robust sustainability data becomes available and after we further strengthen the systems and processes that support our sustainability disclosure.

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