2025 ESG Report

CP Group

Published August, 2026

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Founding Partners' Message

CP Group's environmental, social, and governance (ESG) goals continue to be guided by disciplined governance, thoughtful risk oversight, and a commitment to long-term value creation. We remain focused on transparency, informed decision-making, and resilience, using a materiality-driven framework to prioritize ESG topics most relevant to our stakeholders, our business, and the long-term performance of our portfolio.

Our 2025 ESG Report aligns with the International Sustainability Standards Board (ISSB) standards and disclosure expectations, providing a more comprehensive and consistent view of our governance, strategy, risk management, and performance across our material ESG topics.

This year, we continued to make meaningful progress across our environmental, social, and governance priorities. We reduced absolute greenhouse gas emissions and energy consumption, achieved complete energy data coverage across participating assets, expanded electric vehicle charging infrastructure, increased the number of ENERGY STAR-certified properties, and broadened indoor air quality monitoring through our WELLStat program. We also strengthened our people-first culture by significantly improving team member engagement, expanding professional development opportunities, and continuing to enhance the tenant experience through data-driven insights and hospitality-focused programming.

As we look ahead, we will continue integrating ESG into every aspect of our business. We will build on the progress outlined in this report by advancing energy efficiency, supporting the growth and well-being of our team members, strengthening tenant engagement, and making thoughtful investments that enhance the long-term resilience and performance of our portfolio.

We are grateful to our investors, colleagues, partners, tenants, and the communities where we operate for their continued trust, collaboration, and support.

Best,

Angelo Bianco   Chris Eachus

About CP Group

COMPANY OVERVIEW

CP Group is a vertically integrated commercial real estate firm and a leading owner-operator and developer of office and mixed-use properties across the Sunbelt. For over 40 years, we have delivered 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.

About CP Group

FACTS AND FIGURES AS OF DECEMBER 31, 2025

257 *team members*

40 *years in business*

37 *assets owned and managed by **CP Group***

19.3M *leasable square footage*

PORTFOLIO HIGHLIGHTS

73% *of properties have **green building certifications** or ratings*

9.3/10 *score for overall **tenant satisfaction** in 2025*

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

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

209 *electric vehicle (EV) charging stations*

About CP Group

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.

Senior leadership, department heads, and regional senior executives and their teams collaborate across functions to oversee implementation, drive accountability, and report back to our Partners.

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

Partners

Regional Senior Executives

GENERAL MANAGERS
- Property Managers
- Tenant Experience Coordinators
- Engineers
- Leasing

ASSET MANAGEMENT

About CP Group

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.

We have designed our ESG program to align with our business's strategic topics, drawing on 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

Governance Performance

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.

METRICS

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

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 and compliance efforts include:

- ADA and OSHA compliance
- Cybersecurity preparedness
- 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.

To manage our cybersecurity and cyber-liability risks, we partner with I.T. Solutions of South Florida and conduct monthly cybersecurity training. Each week, we conduct phishing email tests for our team members. If a team member engages with a simulated phishing email, we require additional training.

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.

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. In areas where we do not specialize, we use external consultants and assurance providers to keep up with best practices and ensure that we stay up to date on the latest risk mitigation practices.

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. We strive to maintain our buildings' green and health-related certifications, including LEED, WELL Health-Safety Rating (HSR) and ENERGY STAR.

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)	• 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	• Increased cooling, maintenance, and repair costs • Infrastructure upgrade requirements for climate durability
	Chronic Risks	Short- to Long-Term	Rising insurance premiums and deductibles	• 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)	• 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	• 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	• 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	• 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	• Higher property valuations • Increased tenant retention and attraction • Potential rental rate premiums
		Short- to Medium-Term	Access to green financing, rebates, and tax credits	• Lower capital costs • Greater reinvestment potential
		Short- to Medium-Term	Operational savings from green certified, energy-efficient buildings	• Lower utility bills • Stronger net operating income (NOI) • Increased tenant retention and attraction
		Long-Term	Enhanced brand reputation through climate leadership	• Attraction and retention of environmentally- conscious tenants • Market differentiation • Broader investor access • Higher stakeholder trust

Environmental Performance

RISK MANAGEMENT

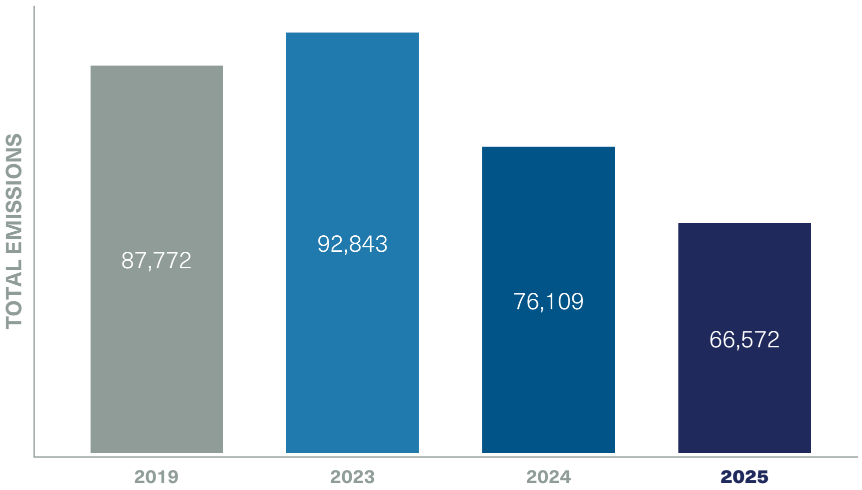
Our acquisitions process includes a comprehensive review of financially material climate-related risks and opportunities. This includes assessing flood zones, insurance costs, green building certifications, and environmental compliance. Our teams identify risks exposures and value-enhancing opportunities 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 2040. As of 2025, we have reduced like-for-like greenhouse gas (GHG) emissions from our 2019 baseline and have developed a strategic roadmap to meet our emissions reduction target.

Absolute Greenhouse Gas Emissions (mt CO_2e)



Like-for-Like Greenhouse Gas Emissions Change from 2019*			
2019	2023	2024	**2025**
--	▼ 4%	▼ 25%	▼ 19%

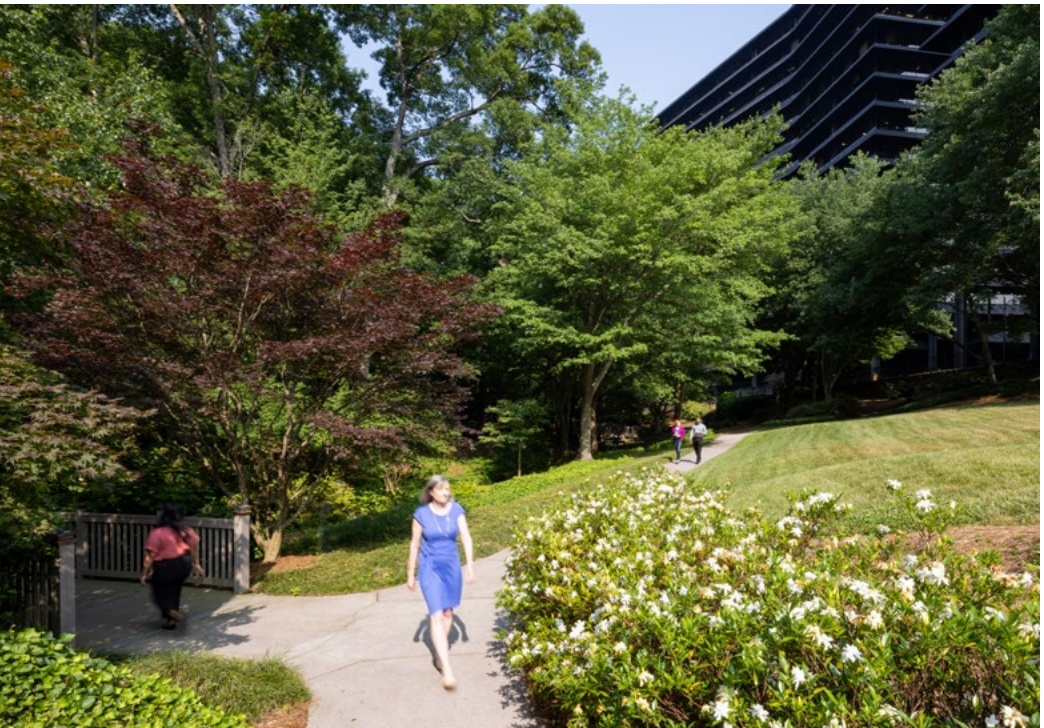
* GHG emissions disclosed represent the emissions from electricity and fuel usage at our properties. In alignment with the Greenhouse Gas Protocol, data for 2023, 2024, and 2025 include estimates where full-year data was unavailable. Absolute values include all properties in the portfolio for that reporting year. The like-for-like (LFL) figures are calculated on a rolling cohort basis: each comparison includes only those assets owned and metered by CP Group in both of the two years being compared, and each figure defines its own cohort. For instance, the 2025 LFL reduction figure above compares only properties that were owned in both 2019 and 2025 and excludes assets with data anomalies or significant operational changes. CP Group does not currently measure Scope 3 emissions, use a carbon price, or calculate assets vulnerable to climate-related risks.

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 Committee 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.

Electric vehicle (EV) charging stations are in high demand. We have provided extensive EV charging infrastructure for the past 10 years, and many of our buildings experience high utilization. We intend to add additional stations at our buildings with the highest demand.

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 the portfolio's like-for-like emissions since our 2019 baseline, supporting our goal of net carbon neutrality by 2040.

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.

Environmental Performance

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.

SASB-Aligned Metrics (2025)

Metric	Value
Energy consumption data coverage as a percentage of total floor area	98%
Percentage of energy from grid electricity	99%
Like-for-like energy change (2024-2025)[1]	▲ 3.8%
Portfolio with energy rating	80%
Portfolio certified to ENERGY STAR	38%

1 The 2024-2025 LFL change is based on a different cohort of buildings, largely due to dispositions since 2019.

Absolute Energy Consumption (MWh)[1]

	2019	2023	2024	2025
Total Energy (MWh)	234,623	258,541	207,410	182,679
Electricity	233,080	257,598	206,171	181,659
Fuel	1,543	942	1,239	1,020

1 Renewable energy procurement was not available through any utility provider servicing our properties during the reporting period.

IN 2025 WE SAW:

19% *like-for-like reduction in GHG emissions from 2019 baseline*[1]

20% *decrease year-over-year in fuel consumption*[2]

8% *of our assets have on-site fuel consumption*[3]

34% *reduction in fuel use from 2019*

209 *of electric vehicle (EV) charging stations*

84% *of assets retrofitted with LED Lighting*[4]

1 The like-for-like comparisons only include properties that were owned in the reporting year (2025) and in the baseline year (2019) exclude assets with data anomalies or significant operational changes.
2 Fuel usage reduction is not limited to like-for-like assets.
3 Partial-year data was estimated for full-year coverage. One asset lacked 2025 environmental data so we excluded it from the environmental metric calculations. We report environmental metrics only for assets that participate in our ESG Program.
4 Metrics exclude floor area of assets not owned for the full year.

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.

Environmental Performance

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 (m^3)

	2019	2023	2024	2025
Total Water Use	1,508,033	1,071,962	879,771	711,326

SASB-Aligned Metrics (2025, by property sector)[1]

SASB Metric	2025
Water withdrawal data coverage (by total floor area)	83%
Water withdrawal data in High or Extremely High Baseline Water Stress regions	87%
Percentage of total water withdrawn in High or Extremely High Baseline Water Stress regions	82%
Like-for-like change in water withdrawn (2024-2025)	▼ 11.8%

[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 annual surveys, led by third-party CRE survey provider Aktivbo, ask 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.

Environmental Performance

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 10 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 LEED and WELL HSR.

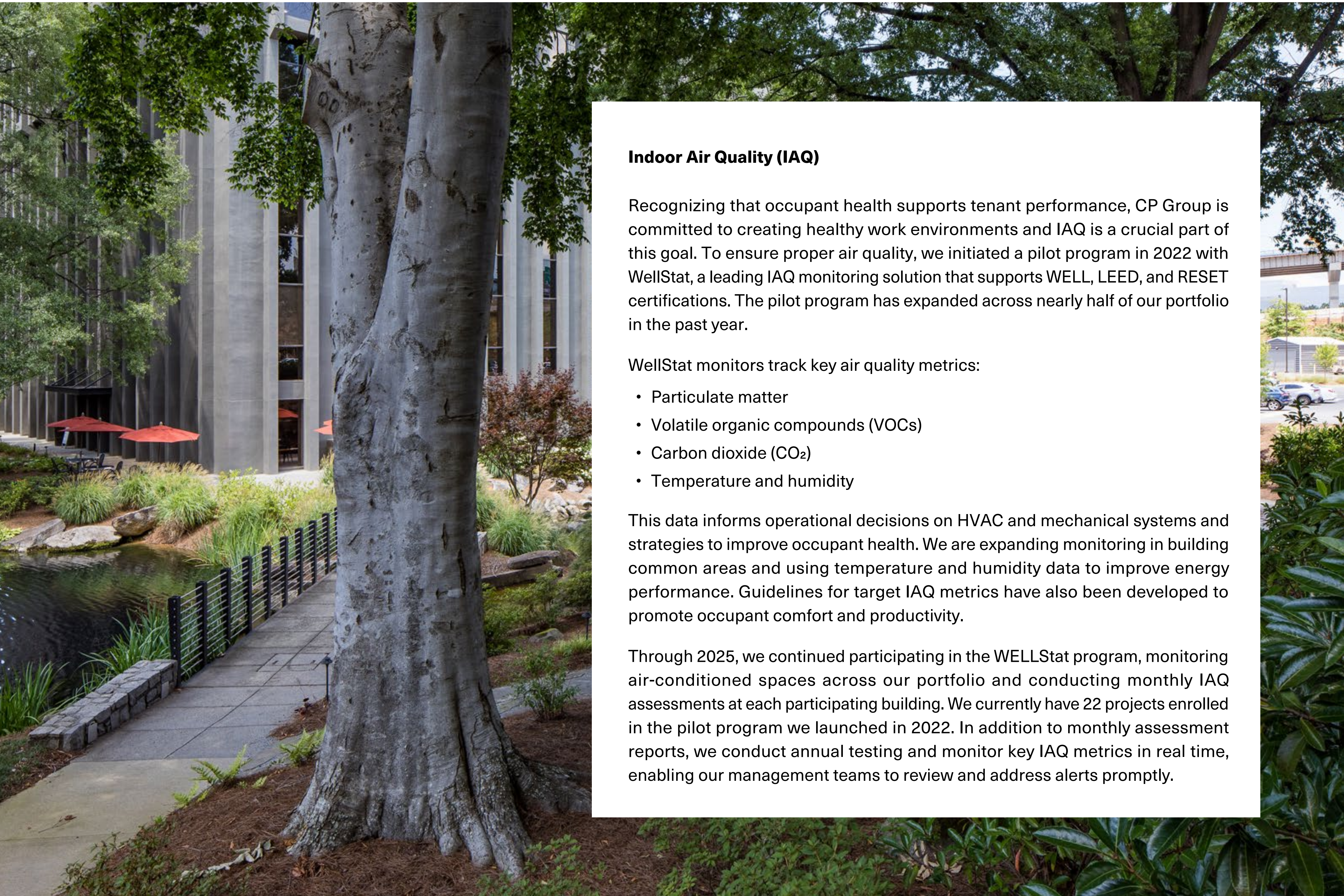
ENERGY RATING METRICS

- **70%** of assets are WELL HSR
- **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
- **52** Average Walk score
- **56** Average Transit score[1]

SASB-Aligned Metric (2025)

Metric	Value
Floor area with energy rating	10,003,156 square feet
Number of buildings with an energy rating	30 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 (CO_2)
- 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 continued participating in the WELLStat program, monitoring air-conditioned spaces across our portfolio and conducting monthly IAQ assessments at each participating building. We currently have 22 projects enrolled in the pilot program we launched in 2022. In addition to monthly assessment reports, we conduct annual testing and monitor key IAQ metrics in real time, enabling our management teams to review and address alerts promptly.

CASE STUDY

Granite Tower

Granite Tower, a nearly 600,000-square-foot office tower in Denver, Colorado, complies with the Denver Building Performance Standard (BPS), which requires commercial and multifamily buildings over 25,000 square feet to meet energy efficiency standards and decarbonization targets, including a 30% reduction in energy use by 2030. To meet these requirements, CP Group invested in equipment upgrades and operational enhancements that reduced energy consumption while maintaining occupant comfort. The property management team worked closely with external experts and collaborated with tenants throughout implementation to mitigate disruption and ensure success. As a result, Granite Tower reduced energy consumption between 2024 and 2025 and increased its ENERGY STAR score from 87 to 90.

OVERSIGHT AND MANAGEMENT

Granite Tower achieved these results through a combination of capital improvements and operational optimization. The team phased in high-efficiency chillers, automated pumping systems, and refined scheduling strategies that better aligned building operations with occupancy patterns.

The building is also implementing advanced controls to dynamically manage ventilation and cooling based on real-time data, including CO_2 levels, allowing operators to optimize performance while reducing electricity consumption.

WATER CONSERVATION

The Granite Tower engineering team manages water consumption through continuous monitoring and mechanical system optimization. Preventative maintenance also plays a key role, including leak detection and infrastructure upgrades such as the installation of low-flow fixtures to reduce consumption. Water usage is tracked monthly to identify trends and additional conservation opportunities. This combination of monitoring, maintenance, and system optimization supports a consistent, data-informed approach to water stewardship across the building.

WASTE MANAGEMENT

Granite Tower strengthened its waste management practices by reducing landfill waste and increasing recycling rates. The property management team eliminated liners in office waste baskets to reduce material use and introduced dual-drum cleaning carts that allow janitorial staff to separate recyclables from landfill waste during collection. The property is also evaluating composting opportunities with food service vendors to further expand waste diversion efforts. At the same time, tenants have shown growing interest in tracking their own resource consumption and waste generation, creating greater accountability and supporting shared sustainability goals.

In addition, the building's tenants are increasingly interested in reporting on their own resource consumption and waste generation which has supported accountability and helps align building operations with tenant sustainability goals.

Granite Tower continues to evaluate the performance of its operational improvements and capital investments to better understand their long-term environmental and financial impacts. Looking ahead, the property has established ambitious decarbonization goals, including achieving 80% carbon neutrality by 2030 and full carbon neutrality by 2050. These targets will continue to guide future investments and operational improvements.

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 2025, 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 insurance
- 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 team members with mental health resources, screening tools, and access to counseling and coaching sessions. Team members who have used the program have provided positive feedback, reinforcing its value as a confidential wellness resource.

We promote health and well-being by engaging our team members in initiatives such as the Walk for Breast Cancer, Habitat for Humanity's Extreme Home Makeover Build, and a sponsored mental health run in Miami. The mental health run included a seminar to raise awareness and encourage open conversations around mental wellness.

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 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

CP Group manages supply chain risk by maintaining relationships with qualified vendors and contractors that meet our standards for safety, insurance, financial stability, regulatory compliance, and service performance. Led by our Vice President of Risk Management and Insurance, we periodically evaluate critical suppliers to promote operational resilience and business continuity. Where practical, we encourage responsible sourcing practices and work with vendors that support our environmental, safety, and ethical business objectives while helping ensure continuity of operations across our 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 Director of Security and Life Safety collaborates with property teams 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 ENERGY STAR 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 members' contributions and investing in their growth. Retaining talent that has long-standing relationships with our tenants and communities directly supports our business objectives.

To further support our colleagues' development, we offer Manager Methods, a learning platform designed for CP Group managers. The platform helps managers strengthen their leadership and management skills through learning paths tailored to the areas they identify as most valuable to their development.

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 third-party employee engagement surveys to collect actionable team member feedback anonymously and evolve our corporate strategy, improve our culture, and drive better business outcomes. In 2025, we scored 89% in team member satisfaction.
- Flexibility for team members to attend ESOL (English for Speakers of Other Languages) classes, local college courses, and specialized training that supports their individual professional development goals
- Vendor requirements for service providers, including janitorial and security contractors, mandating that their employees receive training and engagement in line with our workplace standards
- Annual town hall meetings where all team members can hear directly from executive leadership and ask questions about the direction of the business.

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

Social Performance

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.

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.

2025 Engagement Survey Metrics

- **58%** participation
- **89%** engaged or highly engaged
- **26.2%** turnover (11.6% voluntary, 14.6% involuntary)
- **4.4 years** average tenure
- **6.3%** internal promotion rate
- **100%** of team members received regular performance reviews in 2025

TEAM MEMBER ENGAGEMENT HIGHLIGHT

This year's leadership retreat brought together leaders from across the organization to collaborate on professional development and continuous improvement. During the retreat, participants identified recurring themes aligned with the company's values, including cross-departmental communication, operational excellence and team member growth, and translated those priorities into actionable initiatives, including manager training, Lunch & Learn programs, standard operating procedure (SOP) development, cross-training initiatives, and enhanced communication practices.

The retreat also created opportunities for leaders to exchange perspectives, address shared challenges, and identify opportunities to strengthen collaboration across teams. The resulting initiatives reflect CP Group's long-term investment in fostering a connected workplace, supporting professional growth, and continuously improving the team member experience.

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.

In 2025, we were awarded the following recognitions as a result of direct feedback and responses from our team members:

TOP WORK PLACES 2025-2026 SunSentinel MEDIA GROUP

Top Workplace in South Florida by the Sun Sentinel and Energage

TOP WORK PLACES 2026 AXIOS ATLANTA

Top Workplace in Atlanta by the Atlanta Journal-Constitution and Energage

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.

STRATEGY

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

- Attracting and retaining quality, passionate team members
- Cultivating trust within the workplace
- Creating opportunities for mentorship and open communication

CPG Cares is our community-focused charitable foundation, established in 2021, and led by CP Group volunteer team members. Its mission is to support the communities where CP Group operates by investing in qualified charitable organizations with a demonstrated track record of creating meaningful impact. CPG Cares prioritizes organizations focused on affordable housing, education, youth development, community enrichment, and health.

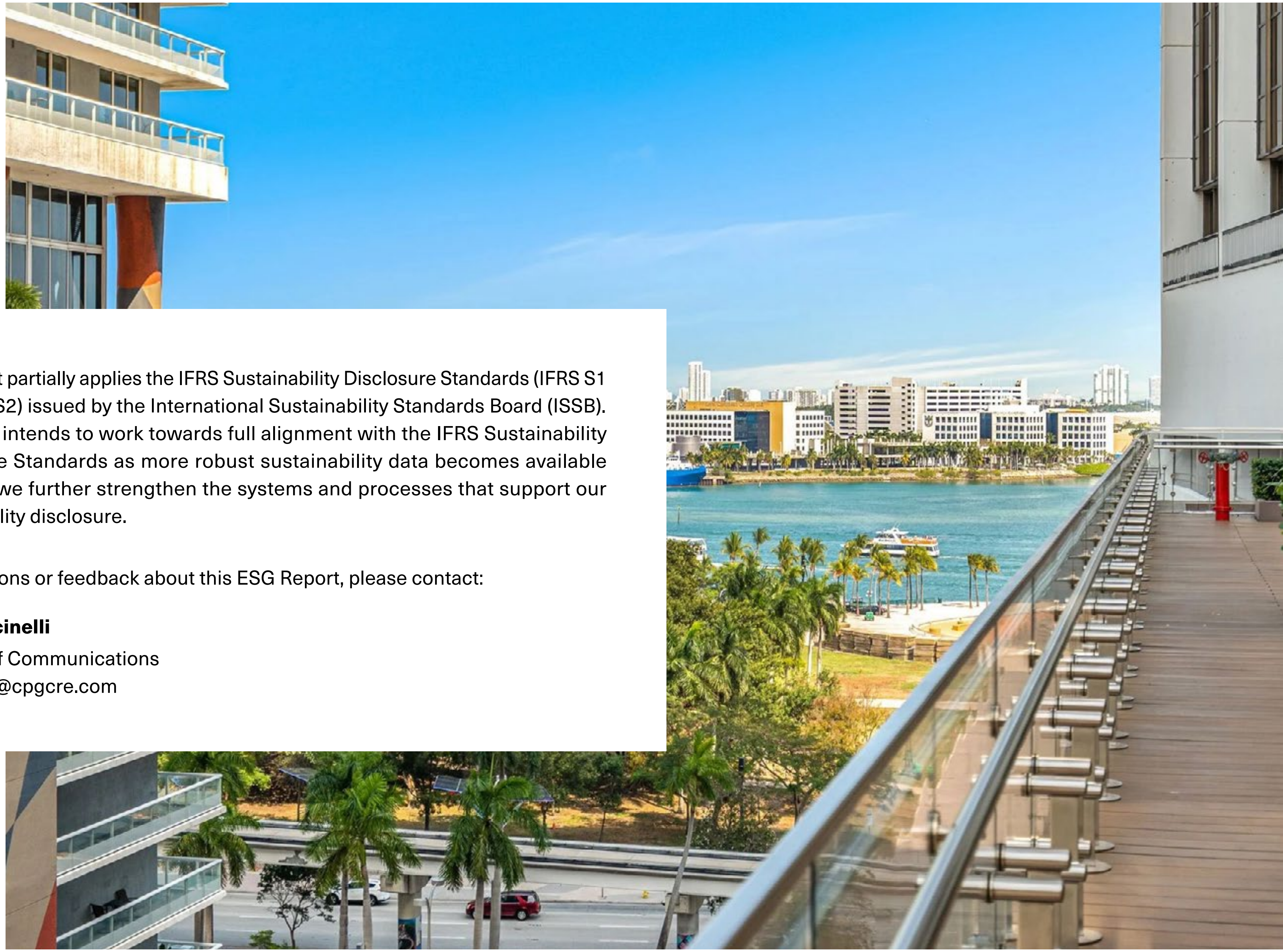
In 2025, we supported more than 15 organizations and contributed over $320,000, including grants to:

- Habitat for Humanity of Greater Palm Beach County
- CURE Childhood Cancer
- Children's Healthcare of Atlanta

2025 HIGHLIGHT

We believe in fostering a culture of giving within CP Group. In 2025, CPG Cares partnered with Habitat for Humanity on an Extreme Home Makeover for a widow in our community. CPG Cares volunteers and committed vendors donated their time and resources to improve the exterior of her home, including a new roof, new landscaping, hurricane-impact windows, and new exterior paint.

About This Report



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.

For questions or feedback about this ESG Report, please contact:

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