



**REAL ESTATE GROUP**  
**IDS Real Estate Group ESG Policy**

**Background & Commitment to ESG**

IDS Real Estate Group (IDS) believes that Environmental, Social and Governance (ESG) principles are crucial to developing resilient assets that deliver long-term value for investors and clients. Our ESG program endeavors to drive value, enhance returns, mitigate risk and help create better outcomes for people and communities.

Our ESG policy was developed to focus on climate action, reduce inequalities, provide quality education and good health and wellbeing. We are committed to integrating ESG into our operating philosophy and investment process because we believe that these factors can positively impact financial performance.

**Purpose & Scope**

Our ESG policy applies to our operations and investment management platforms. The purpose of this policy is to provide guidance on integrating ESG into our organizational structure.

**Oversight**

IDS is committed to thoughtfully evaluating and implementing ESG practices across organizational levels. Our asset-level employees are trained in ESG, and our senior leaders are involved in IDS' ESG decision-making processes. The IDS ESG program is overseen by the ESG Task Force, which consists of senior leaders, investment managers, project representatives and team members whose responsibility is ESG.

**Environmental, Social and Governance**

IDS is dedicated to a range of ESG goals that includes the following indicators.

<b>Environmental</b>	<b>Social</b>	<b>Governance</b>
Carbon Emissions	Diversity, Equity and Inclusion (DEI)	Leadership
Energy Reduction and Efficiency	Health and Wellness	Reporting and Disclosure
Biodiversity	Employee Engagement	Business Ethics
Water and Waste Reduction	Community Impact	Risk Management

**ENVIRONMENTAL**

IDS is committed to minimizing our environmental impact, mitigating climate risk and building and managing a portfolio of high-performing, efficient buildings. Action steps that may be taken to achieve this goal are enhanced efficiency standards, renewable energy systems, water reduction fixtures, emission reduction interim goals, sustainable materials, indoor environmental quality, green building certifications



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and a resiliency strategy for existing and new assets. The following initiatives are being implemented subject to client direction, with asset-level recommendations made as appropriate on a case-by-case basis:

- Benchmark energy, water, waste, and greenhouse gas data and compile institutional-quality reports to disclose environmental performance.
- Recommend energy, water and waste technical assessments at least every three years.
- Prioritize reducing emissions, energy and water use, and consider capital expenditures and refurbishments to improve efficiency in landlord-controlled meters and systems.
- Support sustainability, energy efficiency, carbon reduction and renewable energy goals set by clients.
- Monitor environmental impact on an annual basis by comparing year-over-year performance.
- Implement measures where applicable that reduce or prevent pollution, such as noise, light, thermal, soil, and water pollution.
- Pursue certifications such as CalGreen for new developments, and ENERGY STAR for stabilized assets, to externally and transparently demonstrate our dedication and commitment to ESG.
- Evaluate opportunities for renewable energy, then consider Green Energy Certificates and other carbon offsets to reduce energy use, costs, and emissions.
- Communicate ESG initiatives to employees, tenants, and other stakeholders.
- Promote biodiversity through wildlife habitat installations and native landscaping at properties.
- Evaluate and implement energy-efficient and innovative building technologies in alignment with property-specific strategies.
- Install ENERGY STAR equipment and appliances in our corporate offices and in landlord-controlled areas of properties.

## **SOCIAL**

IDS prides itself on employee and tenant retention in an industry characterized by rapid turnover, constant management restructuring, and frequent ownership changes.

Key elements of our company strategy include a dedicated focus on employees and tenants: diversity, equity and inclusion, health and wellness, and maintaining a strong company culture so we continue to attract and retain outstanding team members. The following are highlights of our social commitments:

- Provide a competitive and performance-oriented compensation package, comprised of base salaries, annual bonuses, health and wellness benefits and financial programs such as matching 401k plans.
- Give employees annual performance reviews and encourage career development by providing an annual stipend to use towards continuing education and training. Train employees on



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compliance, which includes topics such as DEI and harassment prevention, in addition to initial training during onboarding.

- Support parents by providing a dedicated sanitary, equipped, secure and comfortable room for pumping to nursing mothers, and help offset childcare costs for working parents by providing access to contribute to a Dependent Care Account.
- Promote health through offering a monthly subsidy to offset the cost of fitness club memberships and classes, facilitating a Health Spending Account for employees to offset health-related costs and expenses, and providing ergonomic equipment to all employees.
- Promote a diverse corporate culture that advances equality, representation, and accessibility across gender, socioeconomic backgrounds, education, and ethnicity.
- Follow occupational safety, worker rights and labor management regulations as defined in the IDS Employee Handbook.
- Provide and promote opportunities for team members to dedicate their time, talent, and funds to community service.
- Engage with tenants through third-party assessments to monitor stakeholder satisfaction annually.

## **GOVERNANCE**

IDS is committed to engaging with stakeholders to promote transparency, effective communication and strong oversight as we integrate ESG principles into our business. By focusing on ESG integration throughout both the management and investment sides of our business, IDS is driving positive long-term financial, environmental and social outcomes. We believe it is our obligation to be responsible stewards of the environment and ensure our business plays a meaningful role in empowering people and creating a more resilient, sustainable world. The following are our specific governance commitments:

- Operate an ESG Task Force to help guide our business decisions, shape our ESG and DEI strategies, and engage with our stakeholders. Members of our Task Force meet once per quarter and as needed.
- Report ESG results for our joint venture owned properties in an annual report as required.
- Ensure compliance with corporate regulations regarding cybersecurity, bribery, fraud, data protection and privacy.

This ESG Policy was last updated in May 2023 and is subject to change. This policy is intended to be reviewed on an annual basis. This ESG policy is applicable to our corporate operations and investment management platform.

**Additional resources** IDS ESG website: [Our ESG Strategy | IDS Real Estate Group](#)