

ADVOCATING FURTHER UNDERSTANDING

At Griffith Properties, we believe the inclusion of factors related to sustainable and responsible investing are necessary for a complete understanding of both risk and opportunity.

- **Environmental** – Unsustainable or controversial environmental policies may lead to adverse financial implications, compromised reputation, competitive disadvantage, and negative implications for growth.
- **Social** – A diverse workforce introduces a wider range of thinking and analytics when it comes to investment decisions and that leads to better outcomes for all involved parties.
- **Governance** – Insufficient governance may promote an environment that exacerbates risks that limits investment returns.

The Griffith Properties Philosophy: Responsible Management and Oversight of Client Assets

Our mission, first and foremost, is to provide clients with investment strategies that achieve their goals and deliver strong risk-adjusted, long-term performance. As fiduciaries and responsible stewards of our clients' assets, we employ a disciplined investment process that seeks to both uncover opportunities and evaluate potential risks while striving for optimal return outcomes within our investment guidelines. Consistent with these objectives, our process includes an integrated evaluation of environmental, social, and governance (ESG) factors. We understand that applicable and consequential ESG issues can meaningfully affect investment performance over the long term, and these factors have always been critical components of our investment evaluation, decision-making, and ongoing monitoring.

Through its investment, financing, and asset management, Griffith Properties acts as a fiduciary, and our primary responsibility is to add economic value to our clients' investments over the long-term, and through complete market cycles that have positive environmental and social impact. At GP, we believe that the assessment of environmental social and corporate governance (ESG) factors at multiple stages of our investment process is critical to generating the strong risk-adjusted performance that we deliver.

Our ESG Mission Statement

Griffith Properties believes that acting in good conscience toward our people, the environment and our communities leads to better results for all our stakeholders. We incorporate environmental, social, governance (ESG) best practices throughout our real estate investment, asset management, risk management and talent management processes. Through our commitment to responsible and sustainable real estate investing and management, we seek to deliver enhanced risk-adjusted returns for our investors, become a landlord of choice and maintain our position as a practitioner of good global citizenship to all our stakeholders. "Building Success Through Partnership" not only pertains to our investors, but also business partners, employees, and the communities in which we reside and invest.

Key ESG Considerations

E- Environmental	S- Social	G- Governance
<ul style="list-style-type: none"> • LEED certification or potential • Commitment to sustainable construction and operations • Minimize carbon dioxide emissions and hazardous materials 	<ul style="list-style-type: none"> • Employee engagement, diversity, and inclusion • Workplace health and safety • Community engagement 	<ul style="list-style-type: none"> • Well defined organizational structure • Accurate and transparent accounting and reporting • Accountable and diverse advisory board

Our Environment

At Griffith Properties, we are committed to discussing opportunities to improve our environmental performance, challenging each other to come up with new and better ideas, and exchanging best management practices across our operational markets. We take climate-related risks into consideration in our investment decisions with property resiliency being top of mind. Further, we seek to locate our offices in buildings with an environmental certification (LEED) where it is practicable and reasonable to do so.

Our Staff

Our people are the lifeblood of our success. Each employee plays a vital role in furthering our legacy of innovation and strengthening our culture of performance excellence. We are committed to attracting, developing and retaining the best people in pursuit of our goal to be the real estate employer of choice and firmly believe that hiring people with a diversity of experiences leads to better investments and outcomes. We solicit employee feedback through annual reviews. The results are used to shape the company's agenda, improve our culture, and drive better outcomes for our employees and the company overall.

Culture and Work Environment

One of Griffith Properties' guiding principles is to build a strong and durable organization, focusing on promoting a culture of interdependence, accountability and inclusion. Our guidelines hold all employees accountable for demonstrating a strong moral compass in every aspect of their work. During annual reviews, all GP employees are regularly refreshed on the policies, guidelines and procedures relevant to their business function. We believe that having diversity of perspective and experiences at GP makes us better investment managers. GPs seeks to foster a workplace that attracts, develops, retains and elevates diverse talent through an inclusive organizational culture.

GP actively seeks out employees, vendors, and business associates from a deep and diverse pool of accomplished professionals and strives to make GP an employer of choice through initiatives that support, inform, develop, and increase the awareness and sensitivity of its workforce. We are committed to doing business with firms that align with our values and adhere to our policy standards. We seek to promote responsible practices by our contractors including fair wages and benefits. We endorse small business development, including minority and women-owned businesses, market competition, and control of operating costs.