



GID

2023 Responsible Investment Report

PLACES TO GROW

At GID, we are dedicated to creating supportive and thriving environments for our associates, residents, and tenants. Creating communities is at the core of how we deliver returns for our investors.

In this, our annual Responsible Investment Report, we are delighted to share our progress toward a sustainable future throughout 2023 and early 2024, and to introduce readers to the people that make us GID.

Contents

Introduction

- 3 Letter from Our Chairman and CEO
- 4 Who We Are, What We Do
- 5 Our Values
- 6 A Year in Review
- 8 Our Commitment to ESG

Environmental

- 10 Environmental Responsibility Unlocks Business Benefits
- 11 Our Environmental Targets and Performance
- 12 Improving Our Environmental Performance
- 15 How We Are Reducing Our Footprint
- 18 Certified Properties

Social

- 20 Creating a Culture Where People Connect and Grow
- 22 Investing in Our Future
- 24 Supporting the Well-Being of Our People
- 25 Health and Safety
- 25 Engaging Our People in ESG
- 26 Building Relationships with Residents and Industrial Tenants
- 28 The Gift of Giving

Governance

- 31 ESG Governance and Management
- 32 Stakeholder and Investor Relations
- 33 Industry Participation

Resilience

- 35 Risk Management

About this Report

- 38 Endnotes

GRI Content Index

Assurance



Mirador by Windsor Apartments, Doral, Florida

LETTER FROM OUR CHAIRMAN AND CEO

W. Gardner Wallace, Chairman



Gregory S. Bates, President & CEO



Welcome to GID's 2023 Responsible Investment Report, which highlights our performance around environmental, social, and governance (ESG) criteria.

GID has built its business on developing, owning, and investing in properties that support thriving communities. We have always focused on managing risk and protecting our multiple stakeholders, including our employees, tenants and investors.

The risk profile of many of our markets has changed over the last few years due to the impact of extreme weather on our properties and the increased regulatory oversight on emissions. GID is focused on these risks and on ensuring our properties are resilient and environmentally sustainable. We believe managing these risks starts with having the right data. We have invested in technologies and processes that improve our ability to assess climate risk and use data to understand and transparently communicate our carbon footprint. This is not a new focus for GID - we have long considered how we can become more energy efficient.

Those early investments continue to drive results today. We have earned Platinum status in the Green Lease Leaders program, achieved Premier membership status in the ENERGY STAR® Certification Nation program, been awarded 5 Stars in the GRESB® Real Estate Assessment for the fifth year in a row, and been named ENERGY STAR Partner of the Year in 2024. Our Industrial Value Fund earned a Leap Award from one of its investors as a Sustainable Fund in 2024.

In addition, we completed 33 on-site energy audits and are working on a pipeline of energy and water conservation projects.

We have deep partnerships across our business and a level of transparency with investors that we believe is a unique asset for GID. These relationships have enabled us to deliver a record number of ESG-related project investments and to onboard new investments in the last year. GID's culture of compliance includes strong governance and internal controls, which facilitate the execution and tracking of these projects. As encouraging as this is, every year the work to operate sustainably gets more complex, requiring more innovative and collaborative solutions. Real reform demands a systemic response, and we stand ready to work closely with communities, governments, and other industries to drive progress and generate the resilience all sectors will need to operate securely in the coming years. To this end, we have become a sponsor of [MIT's Media Lab](#), which is an interdisciplinary hub working to develop impactful new solutions to create better communities.

While our work on enhancing the environmental sustainability of our properties is crucial to our performance, so is our dedication to our employees and communities. We believe our properties serve the people, business, and the communities in which we operate.

In 2023, we further strengthened community ties through our GIVE service program. Approximately 900 people participated in 25 Day of Service events, including environmental restoration initiatives, supporting animal shelters, and volunteering at hunger relief drives. We also continued our partnership with Ronald McDonald House Charities (RMHC) where employees in Central Texas and Georgia donate money to sponsor and name a teddy bear.

In 2023, we raised nearly \$14,000 for RMHC and donated 200 bears. In 2024, the program expands nationwide for all our communities.

We could not do any of this work without the expertise and commitment of our hardworking associates. GID is a special place to work, evidenced by the long tenure of our employees and in their reciprocal loyalty with the company. The culture our employees embrace extends to our communities, whether multifamily or industrial.

This report is the embodiment of our commitment to live the values of our company and to be transparent about our impact, our processes, and our performance for the benefit of all our stakeholders. It is a celebration of progress and achievement; we are excited to share it with you.

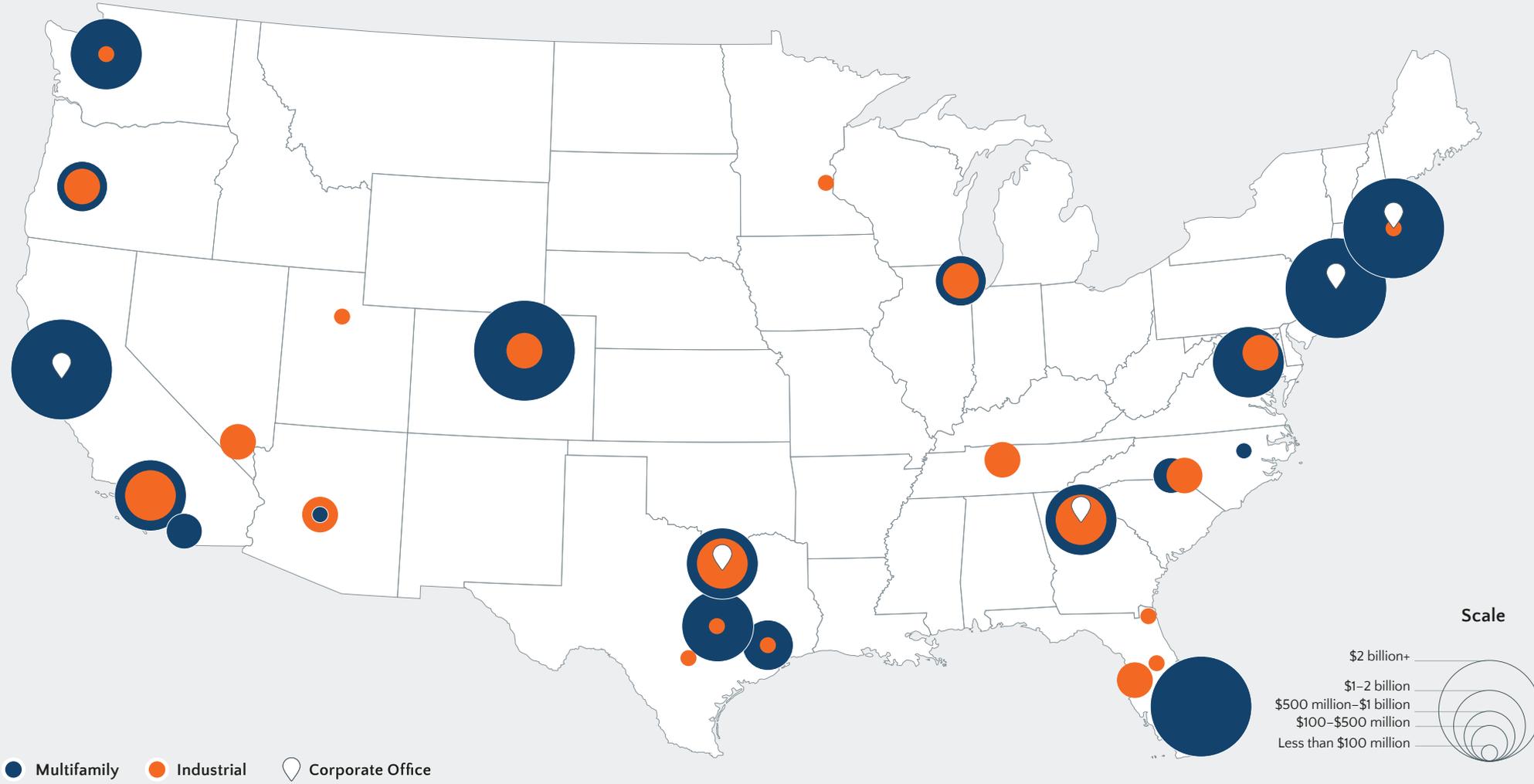
W. Gardner Wallace, Chairman
Gregory S. Bates, President & CEO

WHO WE ARE, WHAT WE DO

At a Glance

GID has a 64-year history as a real estate investor, operator, and developer. Our mission is to enhance the communities in which we invest, live, and operate.

- **GID Multifamily** – has owned, managed, and/or developed approximately 100,000 units, is overseen by Windsor Property Management, and currently operates across 26 markets.
- **GID Industrial** – owns and manages over 24 million square feet of industrial space across 22 markets.
- **GID Development** – has more than \$2 billion in multifamily and mixed-use development projects in various stages of completion, with a development pipeline of over 3,000 units.
- **GID Credit** – is led by a team of experienced debt investment professionals that have established strong relationships with experienced borrowers, sponsors, lenders, and brokers. GID Credit began investing in 2024 and is on track to reach \$700 million in loan origination volume in its inaugural year. The platform’s investments span various asset classes and geographies.



Highlights

\$29 billion assets
under management (AUM)

\$1.3 billion
GID Sponsor Equity

55,000+
multifamily units

24 million+ square feet
of industrial property

1,250+
employees

30+
markets

Our Communities

Windsor Communities®, our exclusive, in-house multifamily property management arm operating for more than half a century, has been consistently recognized for leadership in resident satisfaction.

OUR VALUES



Energizing. Inclusive. Accountable. Courageous.

These four words describe who we are and how we work. These values, together with ethical business practices and strong stakeholder relationships, ensure we consistently deliver places where people can explore, grow, and be inspired.

Our Investment Approach

From offices in Atlanta, Boston, Dallas, New York City, and San Francisco, we manage investments in differentiated strategies within target sectors and markets.

- **Dedicated** – Multifamily, Industrial, Development, and Credit platform active in over 30 markets
- **Experienced fiduciary** – A 30+ year track record of investing and managing institutional capital
- **Vertically integrated** – In-house operating capabilities that drive performance

We are a people business. Whether we are investing in apartment communities, mixed-use developments, or industrial assets, our focus is on enabling healthy and sustainable communities. Our dedication to our residents, tenants, and the people in our local neighborhoods is embodied in places where people can truly thrive. We understand and address the impacts of these places – energy and water use, carbon emissions, and waste production – on the local environment and global climate change.

Our People

Our 1,250+ associates are the foundation of our success, and we leverage the unique skills and strengths of each and every one of our people. Whether they work in our corporate offices or at one of our many properties, GID and Windsor Communities® associates embody the #OneTeam spirit that unites us as a company devoted to providing exceptional service and professionalism.

A YEAR IN REVIEW

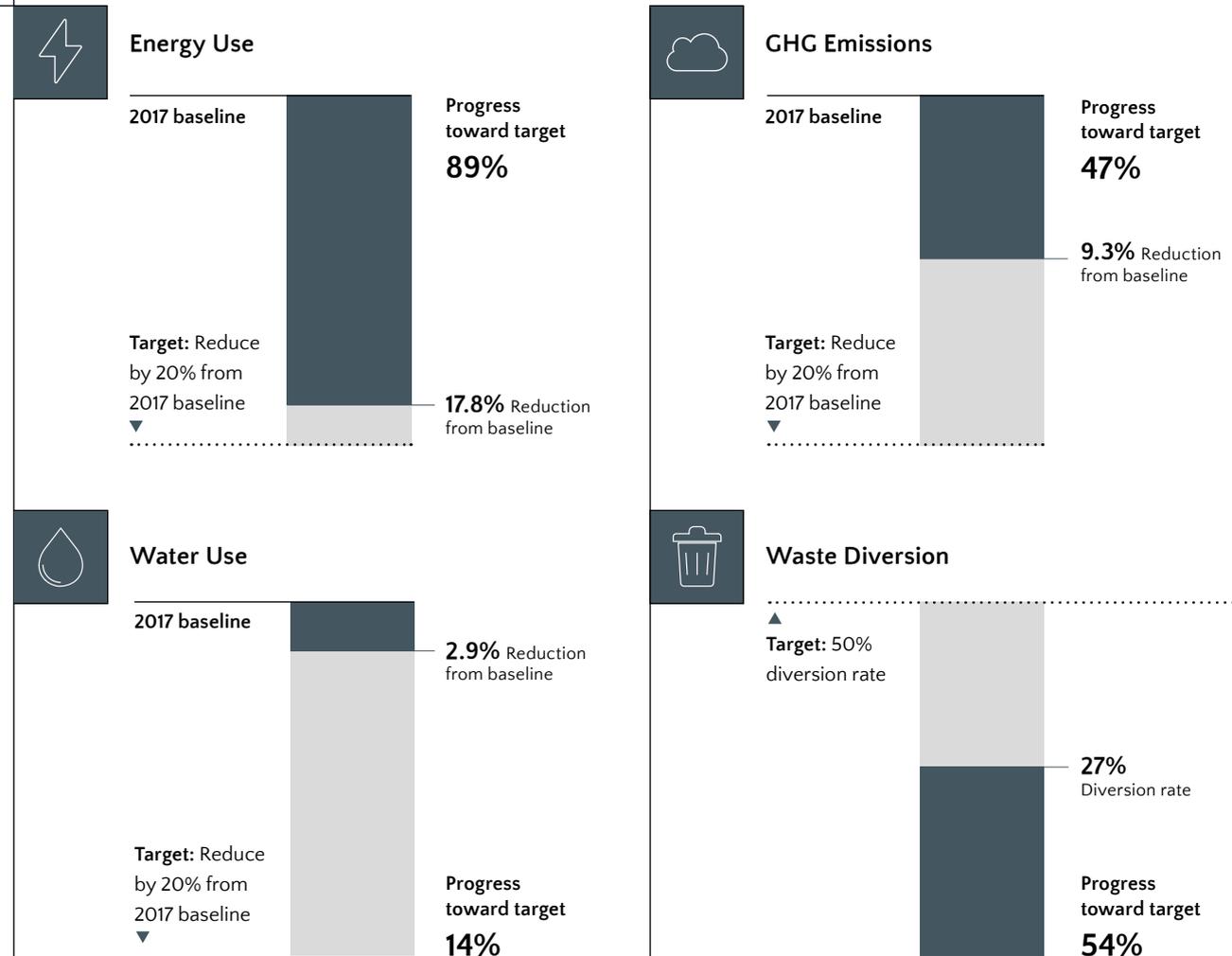
In 2023, we made steady progress against our sustainability targets. We expanded our ESG strategy and onboarded one new investment vehicle, all with the intention of enhancing our environmental performance and strengthening the resilience of our assets and communities.

Our dedication to responsible business and environmental stewardship has been recognized with multiple awards and certifications.

See [page 11](#) for more detail

Our Environmental Targets and Performance¹

In 2023, we made continued progress toward our energy use, greenhouse gas (GHG) emissions, and water consumption targets, while our waste diversion rate decreased slightly.



Green and Healthy Building Certifications²

1 **NGBS³**
Certification

31 **2023 IREM⁴**
Certifications

34 **2023 ENERGY STAR**
Certifications

2 **Q1 2023 ActiveScore**
Certifications

71 certifications for green and healthy buildings in 2023, bringing total to 146 certifications across 107 properties in our multifamily and industrial portfolio

3 **2023 WELL Health-Safety**
Certifications

GRESB Performance⁵

- Separate Account I ranked in the top five with 5 Star GRESB ratings for the fifth year in a row, including #1 GRESB Residential Multifamily and regional sector leader in 2019 and 2020.
- Separate Account II maintained ranking and 4 Star status despite the peer group growing from 30 to 39.
- Open End Fund I inaugural submission; 11.5 points higher than average first-year participants.

Awards and Recognition⁶

We are delighted to be recognized for the progress we are making as a company and in our ESG program. Our 2023 and 2024 awards include:

GID



ENERGY STAR Partner of the Year Award 2024

ENERGY STAR Certification Nation Premier Membership 2023



Multifamily achieved the Platinum level in 2022

Industrial achieved the Gold level in 2024



LEAP Award: 2024 Sustainable Fund (Industrial Value Fund I)

Windsor Communities[®]



#17 in the National Multifamily Housing Council (NMHC) 50 Largest Apartment Owners ranking for 2024, up from #24 in 2023.⁷

#39 in the NMHC 50 Largest Apartment Managers ranking for 2024.⁸



Named Top 3 Property Management Companies of the Year 2022, 2023 and 2024 by Multi-Housing News.⁹



Named Property Management Firm of the Year (2024) by the National Association of Home Builders (NAHB) as part of the Multifamily Pillars of the Industry Awards.¹⁰



#1 ranking for Overall Customer Service and Overall Maintenance Satisfaction by the Kingsley Index, the most comprehensive performance benchmarking database in the real estate industry.

Earned first place in Kingsley's Tier 1 Elite 5 Ranking, which awards the top-performing multifamily companies with a portfolio of over 30,000 units for outstanding customer service.¹¹



Top 4 in Online Reputation Assessment (ORA) Division 1 Power Ranking, an independent ranking of apartment properties and management companies.¹²

18 communities ranked among the 2023 Elite 1% ORA Power Ranking by J Turner Research, achieving a score of 95 or higher. This is double the number of communities that were recognized by this ranking just four years ago.



First ActiveScore certifications in Boston for two assets.

Community Awareness Campaigns

We encourage our residents and tenants to participate in positive environmental and social events, promoting responsible consumption of natural resources and enhancing their well-being. During 2023, we promoted Waste Awareness Month with an educational campaign using QR codes to help tenants and residents learn how to recycle and reduce waste at home. For National Honey Bee Day, Windsor Communities[®] used QR codes to promote a nonprofit's mission to protect honey bees and educate communities. Other campaigns included Plastic Free July, Water Awareness Month, and World Wetlands Day.



1000 Speer by Windsor, Denver, Colorado

OUR COMMITMENT TO ESG

Values-Led Sustainability

Our core focus is achieving great results for our investors, residents, tenants, associates, and the communities where we operate. To help guide and inform our efforts, we have adopted ESG as an operational framework. Our ESG principles are mapped to our values, ensuring our sustainability commitments and actions reflect who we are as a company.

Alignment with the Sustainable Development Goals

We have aligned our ESG strategy with the United Nations Sustainable Development Goals (SDGs) to ensure that our economic, social, and environmental impacts are interconnected and balanced. By joining together with the thousands of organizations globally contributing to the SDGs, we believe we can contribute to a healthier, more prosperous, and just future. Throughout this report, we highlight our alignment with specific SDGs, providing detailed disclosure in the [GRI Index](#).

Our 2023 ESG Priorities

Operational Resilience

- Maintaining Energy, Water, Waste, and GHG Performance
- Efficiency projects and retrofits
 - Reduced waste generation, waste recycling, and composting
 - Energy audits
 - Renewable energy
 - Electric vehicle (EV) charging stations
 - Solar photovoltaic (PV) and solar thermal hot water
 - Maintaining Building Performance Standards

Engaging with Our Stakeholders

- Employee Engagement (Internal)
- Green leases
 - ESG events
 - ESG awards
- Investor Engagement
- Periodic investor reports
 - Regular cadence of investor meetings and events
 - Industry panel and speaking engagements

Risk Management and Corporate Governance

- Strengthening Risk Mitigation and Continuing Transparency
- Managing climate and social risks
 - Maintaining annual business and ESG reporting

Our ESG Strategy

Our ESG strategy focuses on key areas of our business to ensure alignment and implementation across our organization.¹³

As a manager and developer of a multifamily and industrial property portfolio, we know we have limited control over the impacts of properties over their lifespans. We have developed our ESG strategy to contribute to positive environmental and social impact in the areas where we have the most direct influence.

Underpinning our approach is solid governance and consistent engagement. We review our progress and performance at our regular ESG Committee meetings. At our annual ESG strategy meeting, we collaborate with internal and external stakeholders and consultants to establish our priorities and objectives for the coming year. This ensures accountability for tangible progress on current environmental targets and the development of strategies to implement new initiatives.



Energizing



PLACES TO TRANSFORM

We are a solutions-driven business, and we bring that spirit to our environmental commitments. At existing properties, we implement efficiencies in a data-driven, measurable, and fiscally responsible way. Our new developments enable sustainable living and working from the start and seek to achieve and maintain excellent building performance. We are delighted with how far we have come, but we are always striving to be better.

Environmental

- 10 Environmental Responsibility Unlocks Business Benefits
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Windsor Lantana Hills, Austin, Texas



ENVIRONMENTAL RESPONSIBILITY UNLOCKS BUSINESS BENEFITS

Sustainability is a consistent consideration throughout our design and construction phase when creating both residential and industrial developments. It is not only the right thing to do for our residents, tenants, and communities; it holds multiple benefits for our business too, making it essential to achieving our strategic goals.

Designing for Sustainable Success

Focusing on sustainability challenges us to create environmentally responsible and resilient buildings that enable thriving communities. Our ESG checklist and development guidelines provide direction for creating multifamily and industrial buildings that are energy and water efficient, promote indoor air quality, and enhance building resilience toward climate-related hazards. Incorporating these features will become increasingly important in helping to create a portfolio of properties designed to stand the test of time.

In addition to these measures, our large-scale mixed-use projects resolve wider sustainability issues by providing places where people can combine life, work, and play. Here, residents can reduce unnecessary travel while enjoying the convenience of a wide range of nearby amenities and high-quality spaces for social activities and well-being. These developments can inspire higher sustainability standards for the overall community and surrounding neighborhood.

Attracting Capital

Capital providers are increasingly gravitating toward projects with sustainable components. Our consistently high sustainability rankings are an advantage in attracting investment for new projects.

Navigating the Regulatory Landscape

Newly evolving building codes are beginning to align with market goals and state-level decarbonization, health, and other targets. We believe that pursuing various sustainability standards and certificate programs based on the type of building we are constructing is essential, both in terms of staying ahead of regulatory compliance and maintaining our reputation for excellence.

“We’re finding that these codes are evolving to align with many of the ESG goals we have independent of these rules.”

John Gagnier, COO,
GID Development Group

Appealing to Younger Residents

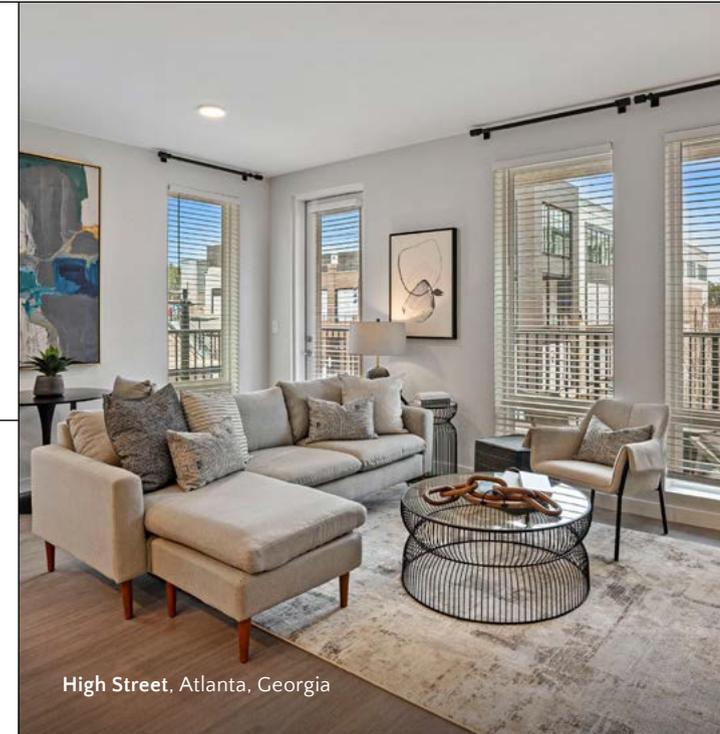
Many young people choose to live in our communities. These generations have indicated that they care deeply about the environment and that our environmental performance credentials are important to them.

High Street — Atlanta, Georgia

High Street is a 36-acre mixed-use development that will include upon completion approximately 3,000 residential units, 622,000 square feet of office, 400,000 square feet of retail, 400 hotel rooms, 8,000 parking spaces, and new streets, parks, and infrastructure. The development thoughtfully embraces a pedestrian-friendly street grid and one-of-a-kind public spaces to create a sophisticated blend of commerce, culture, and community.

Regent Square — Houston, Texas

Regent Square is a 24-acre mixed-use development that will include upon completion approximately 2,000 residential units, 200,000 square feet of office, 250,000 square feet of retail space, 4,200 parking spaces, and new public spaces. It is envisioned as Houston’s first truly pedestrian-oriented walkable city district. The project is a vibrant mix of world-class public spaces, exceptional architecture, social interaction, and sustainable development.



High Street, Atlanta, Georgia



Regent Square, Houston, Texas

Our Environmental Targets and Performance

Based on a 2017 baseline, we are working toward the following targets by 2027. In 2023, we made continued progress toward our energy, GHG emissions, and water consumption targets, while our waste diversion rate decreased slightly.



IMPROVING OUR ENVIRONMENTAL PERFORMANCE

Historically, we have prioritized environmentally responsible construction methods where financially viable, along with retrofitting existing communities. These retrofits have included water-saving fixtures, energy-efficient appliances and lighting, and EV charging stations. We have also implemented our best practices in green building design and operations while helping residents reduce their own environmental footprints.

Our focus has now evolved to include the consideration of climate change and its associated risks. To that end, GID completes a comprehensive climate risk analysis throughout the investment cycle. This includes completing a Climate Risk Assessment and an ESG checklist during due diligence for new acquisitions, which is conducted by a third-party engineering firm. The due diligence process uses a climate change scenario to evaluate

physical climate risks and allows GID's Acquisitions and Asset Management teams to thoroughly review them. During this review, GID will underwrite necessary building improvements or changes to help mitigate the risks identified. These findings are also presented to the Investment Committee to inform the final investment decision for each new acquisition.

We continue to explore innovative solutions to ensure the safety and resilience of our assets and communities in the face of increasingly unpredictable weather patterns. At the same time, we use awareness and engagement to help our people, residents, and tenants be stewards of the environment.



SDG 14: Life Below Water

- Pollution prevention
- Plastic reduction awareness campaign
- Water filtration systems for drinking water to encourage reduced purchasing of bottled water/drinks
- River cleanup day

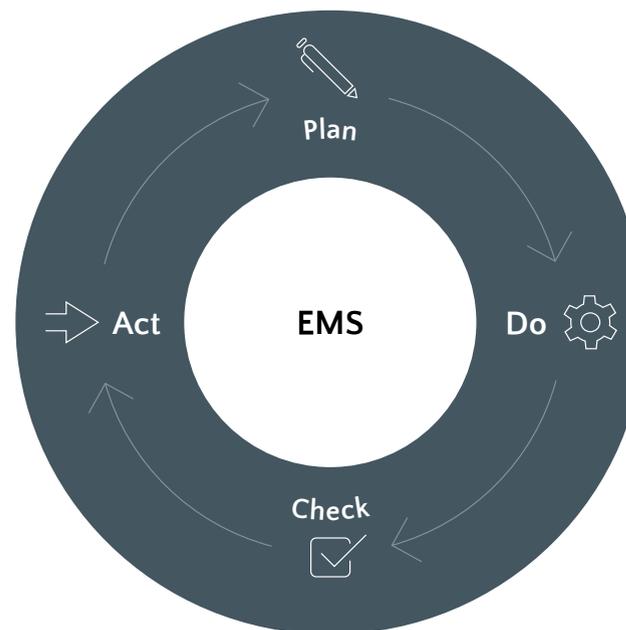


SDG 15: Life On Land

- Installing native landscaping — Xeriscaping updates to landscaping
- Replacing non-native vegetation and turf to limit fertilizers and excess watering

Our Certified Environmental Management System

We maintain a four-step Environmental Management System (EMS) that utilizes the Plan-Do-Check-Act cycle. Our EMS is ISO 14001 certified and guides us in efficiently managing and measuring our environmental actions.

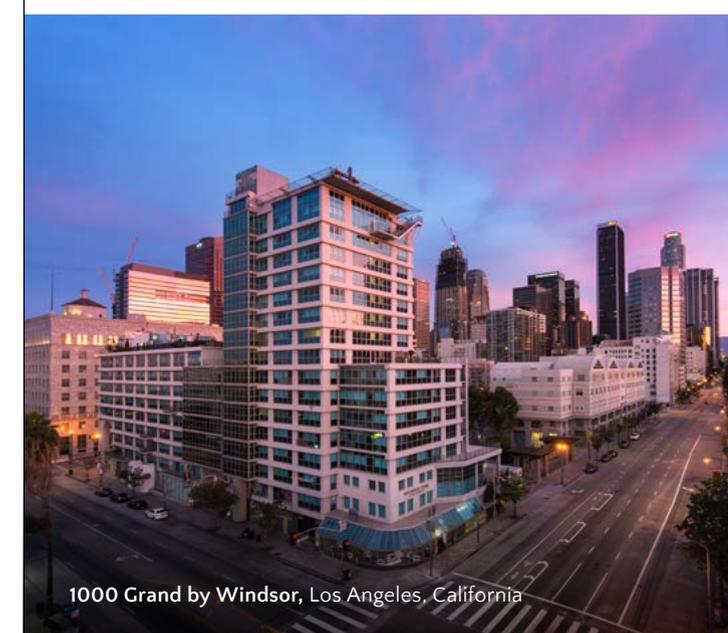


CASE STUDY

Supporting Life Below Water

In 2023, we coordinated resident education campaigns for World Wetlands Day, Water Awareness Month, and Waste Awareness Month. As part of these events, we shared information about the steps we have taken to limit single-use plastics, use cleaning products with no or low toxic ingredients, and lower our water use. Activities like these allow us to engage with our residents across the country and help support life well beyond our communities.

We have also teamed up with Fill it Forward, a Certified B Corp company that provides solutions to limit single-use items such as water bottles. Fill it Forward provides customized water bottles with stickers that users can scan whenever they fill up. Every scan means a donation to charities working on global water projects, including WaterAid, DigDeep, and Second Harvest. Users can track the progress of these projects with the Fill it Forward app. At GID, we offer branded multi-use bottles to new employees to support this important work.



1000 Grand by Windsor, Los Angeles, California

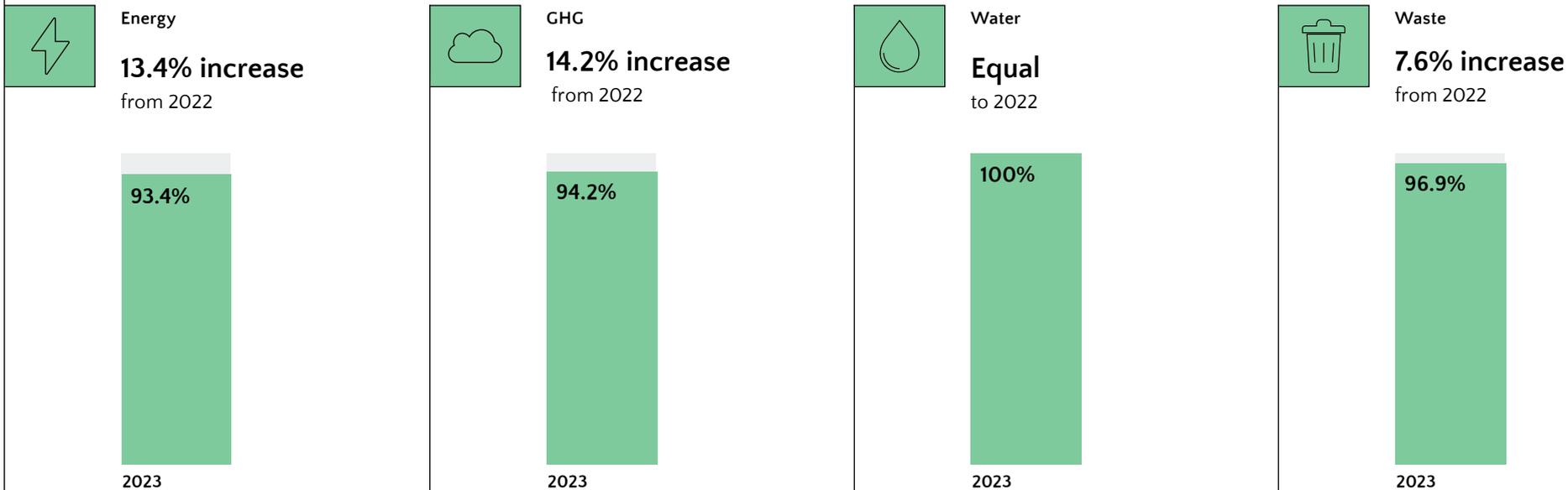
Our Key Environmental Impacts

Our primary environmental impacts vary depending on whether we are managing or developing a property. For managed assets, our focus is on necessary improvements to enhance resident and tenant safety and comfort while also contributing to greater operational efficiency around resources such as energy and water. However, we cannot control the way our tenants individually choose to use resources. Instead, we regularly engage with our residents and tenants on awareness around minimizing their footprint.

For developed assets, while our primary efforts are geared toward delivering for our investors, we are increasingly learning about how we can align financial performance with sustainable building by using better materials and processes where it is viable to do so.

Total Data Coverage

Investment Vehicle 1 and Investment Vehicle 2



Advancements in Environmental Data Collection and Management

Steady progress on sustainability depends on strong data. By diligently collecting and analyzing energy, emissions, water, and waste data, we are better equipped to manage our environmental impact, implement efficiencies, and improve our overall performance. This proactive approach also allows us to set ambitious targets for reducing energy consumption, GHG emissions, and water usage while increasing waste diversion.

Multifamily

Whole-building metering at our multifamily properties means we have 100% water data coverage across our portfolio. We also have high rates of data coverage for energy, GHG emissions, and waste. We are leveraging innovative solutions such as shadow metering to close the remaining gaps and meet our 100% data coverage target.

Industrial

Data collection and analysis is more complex at our industrial sites, as we have little control over waste, water, and energy monitoring. For one of our industrial investment vehicles, we have been successful in improving our data coverage for electricity to 55% of the portfolio, an 83% increase over the prior year through increased collaboration with tenants and cooperation from local utility providers.

We work with our tenants to ensure regular equipment checks are carried out to maintain effectiveness of operation. We also consistently explore and implement new operational efficiencies that reduce any unnecessary energy or water wastage. Further information on our industrial efficiency measures is available in the [Implementing Innovative Solutions in 2023](#) section of this report.

SPOTLIGHT

Gold Award: Green Lease Leader

Our Industrial team was awarded the Green Lease Leaders Award (Gold)¹⁹ in early 2024, highlighting our focus on integrating green leases that support the advancement of our ESG program and improve tenant coordination across our industrial business. To achieve this recognition, GID successfully incorporated language on energy-efficient technologies and best practices such as utility data tracking and sharing, cost recovery for capital improvements, and sustainable design principles in standard leases. This award complements our Platinum-level recognition achieved for our Multifamily division in 2022.

“The Green Lease Leaders Award highlights our ability to successfully integrate sustainability aspects into our leases, including over 90% of new leases in 2023, leading the way toward a more sustainable built environment. By incorporating green leasing principles into our leasing agreements, GID is able to increase our access to utility data and encourage sustainability criteria for tenant renovation and construction projects; both initiatives are critical to the success of our ESG program.”

Philip Carmody, SVP, Head of ESG, GID

Leveraging Proptech for Data Collection

We use the latest property technology (proptech) developments and work with companies providing innovative solutions, including Turntide^{®20} (motor operation), Parity (remote heating, ventilation, and air conditioning (HVAC) optimization), Banyan Water[®] (smart irrigation), Redaptive (electricity use at industrial properties), and ChargePoint (EV charging stations that support GHG emissions reductions from vehicles).

For example, to enhance the efficiency of our HVAC systems, we use a real-time dashboard at many of our properties that allows our site teams to monitor energy use throughout the building. This supports reduced energy consumption and spend in high-use places like fitness centers and common areas.

We also use technologies that monitor trash compactor levels at some properties so we can better schedule pickups and reduce overhead costs and energy consumption. So far, we have eliminated 80 site visits, reducing the footprint of diesel trucks traveling for pickup.



2005 Gandy, Tampa, Florida

Logical Buildings and SmartKit AI[®]

Logical Buildings is a proptech company that has developed a comprehensive smart building software system called SmartKit AI, which enables us to reduce annual energy costs and lower carbon emissions. We have installed SmartKit AI in 27 multifamily assets across our portfolio, with 18 installations completed in 2023.

Using SmartKit AI, we can:

- Monitor real-time electricity use to lower peak demand consumption and identify abnormal usage
- Participate in local demand response and other capacity-management programs
- Digitize building-specific demand-management protocol checklists
- Combine Wi-Fi-connected smart thermostats with SmartKit AI to generate additional energy cost savings
- Integrate with ENERGY STAR Portfolio Manager[®] to upload energy consumption data monthly

From the projects installed to date, we have seen energy savings of over 1.5 million kilowatt-hours of electricity and close to \$200,000 in costs. This is equivalent to the GHG emissions generated by the electricity consumed by 214 homes annually, or 258 gas-powered cars driven for one year.

We plan to install SmartKit AI at an additional 17 properties in 2024.

Rewarding Lower Energy Consumption

At The Ashley in New York City, we have also implemented GridRewards[®], Logical Buildings' residential-facing, real-time energy data and reduction app. Users can earn cash payments by decreasing their electricity expenditure at key times throughout the summer and can also learn how to cut usage year-round. GridRewards supports us in lowering the building's carbon footprint and avoiding carbon emissions penalties under New York City's Local Law 97. The GridRewards program has successfully engaged with 5–10% of the residents at The Ashley since its introduction in 2021, and the local team is partnering with Logical Buildings on creative ways to deepen this engagement and impact.

Implementing Innovative Solutions in 2023

We are dedicated to providing superior results for our stakeholders, so we are embracing the opportunity to find solutions that allow for both economic and environmental benefits.

Improving energy efficiency across our portfolio not only cuts down on nonrenewable fuel usage, carbon emissions, and energy costs for us and our occupants but also aligns with our sustainability targets.

As part of our annual budget process, we identify assets that we could benefit from deeper understanding of energy and water consumption trends and discover ways to be more efficient. As a result, we completed energy audits at over 30 properties in 2023, with more planned for 2024.

While data is fundamental to helping reduce consumption, it can be challenging to track, since energy services are generally under the control of the tenant. To address this, we began piloting shadow meters at four properties in Texas in 2022 and extended this to over 50 industrial buildings in 2023. These shadow meters monitor the amount of energy passing through an electric panel. Our partner in this project, Redaptive, monitors the data and pushes it to ENERGY STAR Portfolio Manager. We have additional installations planned for 2024.

We actively explore solutions in the following areas:

- [Energy Use](#)
- [Water Conservation](#)
- [Waste Solutions](#)
- [Responsible Sourcing](#)
- [Transportation Initiatives](#)



SDG 9: Industry Innovation and Infrastructure

- Pilot innovative and emerging technologies
- Pursue green building certifications and energy ratings, where feasible
- Implement green leasing

HOW WE ARE REDUCING OUR FOOTPRINT

Energy Use

Lighting

Replacing traditional incandescent and fluorescent lighting fixtures with highly efficient LED fixtures in our industrial and multifamily sites has clear environmental and economic benefits. In addition to saving energy, LED bulbs last up to four times longer than traditional fluorescent bulbs, lowering maintenance costs and reducing the amount of waste we send to landfill. In 2023, we upgraded to LEDs at nine residential properties and 13 industrial properties.

Heating and Cooling

Greenskies Solar Installation in California

In 2023, we completed a solar installation to provide clean, renewable energy for common areas and amenities at our Pavona Apartments in San Jose, CA. The system includes 320 PV panels to help meet the community's energy needs while reducing the development's overall carbon footprint. Since completion, the system has generated 100,000 kilowatt-hours of clean energy.

367,000 kWh of energy savings annually

for our nine multifamily LED projects, reducing energy cost by approximately \$100,000 each year

Turntide Smart Motors at Windsor Doral

We search for innovative new technologies to replace older equipment. One such technology we are piloting is the Turntide Smart Motor system, which is designed with a minimal-friction motor and a controller that helps the motor work at optimized efficiency. A digital monitoring system allows us to view the motor's performance from an online dashboard.

In 2022, we commenced a pilot project, installing two Turntide motors at Windsor Doral, replacing older motors in the HVAC system with seven additional motors pending installation. After monitoring performance closely and observing energy use lowering after the motors were installed, we moved from the pilot phase to full installation of seven common area HVAC units in 2023. These systems are now fully operational and have delivered 15.4% energy savings compared to our baseline since installation.

We estimate a payback in just three years. Based on these positive results, we plan to install Turntide Smart Motor systems at additional properties in 2024.

1 million+ kWh of renewable energy

produced in 2023

Energy-Efficient Design

Studies have shown that dark roofs absorb heat and increase the amount of energy required to cool buildings, while white or light-colored roofs reflect the sun's heat. Our new industrial developments are designed with white roofs to provide indoor thermal comfort and lower energy costs. Existing facilities are also outfitted with energy-saving white roofs when roofs are replaced.

Renewable Energy

The most efficient way to reduce carbon emissions is to stop burning fossil fuels. Transitioning to renewable energy will drive progress toward this. We have already installed solar energy systems at five of our multifamily residential properties and are evaluating our solar options at additional industrial and multifamily properties.

CASE STUDY

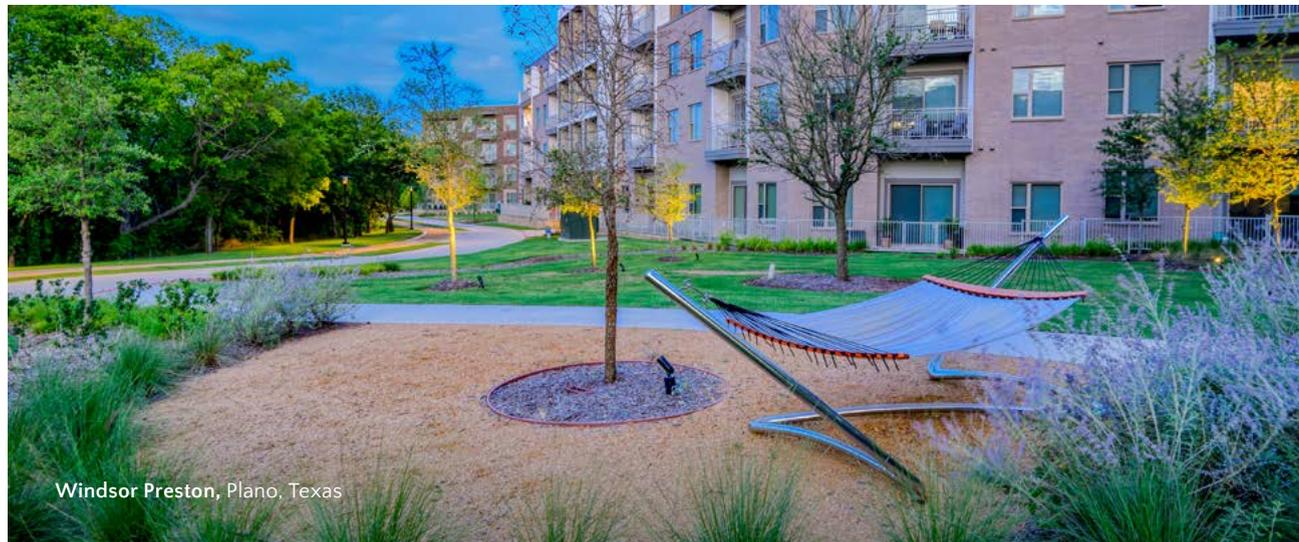
Bringing Solar Power to Pavona

During 2022, we initiated a partnership with national leader in renewable energy solutions Greenskies Clean Focus to install a rooftop solar system at our Pavona Apartments in downtown San Jose, CA. As of July 2024, we are proud to announce the successful completion of this development.

The finalized system of 320 solar panels is expected to generate over 180,000 kWh of energy — enough to power 25 homes — while enabling savings of over 125 metric tons of carbon emissions every year. The system will also help build resiliency against ongoing energy challenges in California, from power shortages to increased energy prices. And, to ensure the long-term sustainability and efficiency of the system, Greenskies will continue to maintain it as part of our 25-year Power Purchase Agreement that funded initial development.



Pavona Apartments, San Jose, California



Water Conservation

Encouraging responsible water use at our properties continues to be a high priority, and we continually look for solutions that deliver significant water use reductions while retaining the high-quality experience our residents and industrial tenants expect. Residents and tenants contribute significantly to water consumption at our assets, so it is important to implement innovative strategies that do not negatively impact their experience or operations.

Water Use Reduction Methods

Installing low-flow plumbing fixtures in baths and kitchens during renovations is standard practice and provides water savings combined with high performance.



SDG 6: Clean Water and Sanitation

- Reduce water use intensity by 20% by 2027 from a 2017 baseline

Landscaping and Water Use

To monitor and control irrigation water usage, we installed smart irrigation systems at 19 properties, bringing the total installed to 26. Our vendors anticipate, based on their prior experience and track records, that these systems will reduce the water needed to maintain landscapes. We are pleased to report that smart irrigation systems have saved 34.6 million gallons of water so far.

We have also found that an excellent method of reducing exterior water usage is to replace non-native or exotic plants, which often require heavy irrigation, with native plants that are adapted to existing conditions. This has co-benefits for local biodiversity.

Waste Solutions

Our main waste management target is to consistently increase the percentage of waste diverted from landfill. To help achieve this, all our properties provide recycling facilities, including appropriate containers located in well-lit, easy-to-access areas with clear, instructive signage. Several properties in California and Washington also offer composting facilities for food and landscape scraps that can be converted into nutrient-rich mulch.

Besides general waste, we aim to reduce electronic waste (e-waste). E-waste often contains heavy metals that pose a danger if handled improperly. If processed responsibly, these metals can be reclaimed from old equipment and reused. At The Ashley in New York City, we have offered an e-waste recycling program since 2016.

Compactor Monitoring Service Pilot

Waste removal is a fossil fuel-intensive process, with garbage trucks reportedly being some of the least fuel-efficient vehicles on the road. Compounding this, waste hauling is often done according to a pre-determined schedule, meaning waste is collected even if compactors are not full. This results in unnecessary fuel use and fees if the hauler charges on a per-trip basis.

To alleviate this problem, in 2023, we continued to expand our pilot using a data-driven monitoring solution through Waste Management®. This Compactor Monitoring Service tracks and transmits compactor pressure and power cycles and calculates when the compactor will need emptying based on a predetermined weight target. The system also tracks the improvement in metric tons per haul and cost savings. The service began the pilot phase in 2022 at five properties and has been expanded to five additional properties in 2023 to improve efficiency of waste and recycling compactors.

27 million kGal of water saved with Banyan Water smart irrigation technology.

840 pounds of e-waste were collected

from The Aldyn and The Ashley via two pickups in 2023.

5.97+ metric tons of CO₂ emissions prevented

at 10 sites through Waste Management. In 2023, 116 hauls were eliminated with an expected saving of \$50,000 per year in hauling fees.



SDG 12: Responsible Consumption and Production

- Increase waste diversion rates to 50% by 2027
- Promote sustainable procurement

Responsible Sourcing

Where possible, we utilize products that have smaller carbon footprints, such as Interface® flooring. Interface is the first global flooring manufacturer to sell all products as carbon neutral across their full life cycle. They are third-party certified as a Carbon Neutral Enterprise, and the company offsets any operational carbon emissions. In 2023, we installed over 236,000 square feet of Interface carbon-neutral flooring, bringing a total of 783,000 square feet of carbon-neutral flooring installed across our multifamily portfolio. This has resulted in the retirement of 642 metric tons of CO₂, or the equivalent of the electricity use of 121 households for one year.

Between 2020 and 2023, our Interface flooring installations saved 642 metric tons of CO₂

Equivalent to:

140 passenger cars off the road
for one year

121 households' worth of electricity
avoided for one year

72,241 gallons of gasoline
not consumed²¹

Transportation Initiatives

One of the important ways we are making our communities more efficient is by giving our residents and tenants the tools to reduce their own carbon footprints in ways that work for them. That is why 60% of our properties offer secure bicycle storage and repair facilities, as well as EV charging stations, enabling a range of sustainable transportation options.

EV Charging Stations

Electric vehicle use is increasing, and we are expanding our charging capacity accordingly. Our new industrial and multifamily developments are equipped with EV charging stations as part of our standard design. We provide at least one station with two ports at every new property, ensuring it is ready for the workforce of today and the future.

At our residential properties, we added 181 EV charging ports, increasing our total to 724. In 2024, we will add a further 18 ports. We are continuing our successful partnerships with ChargePoint, the EV station manufacturer and platform provider; Rexel Energy Solutions, our equipment specialist; and SitelogIQ®, the program coordinator and installer.

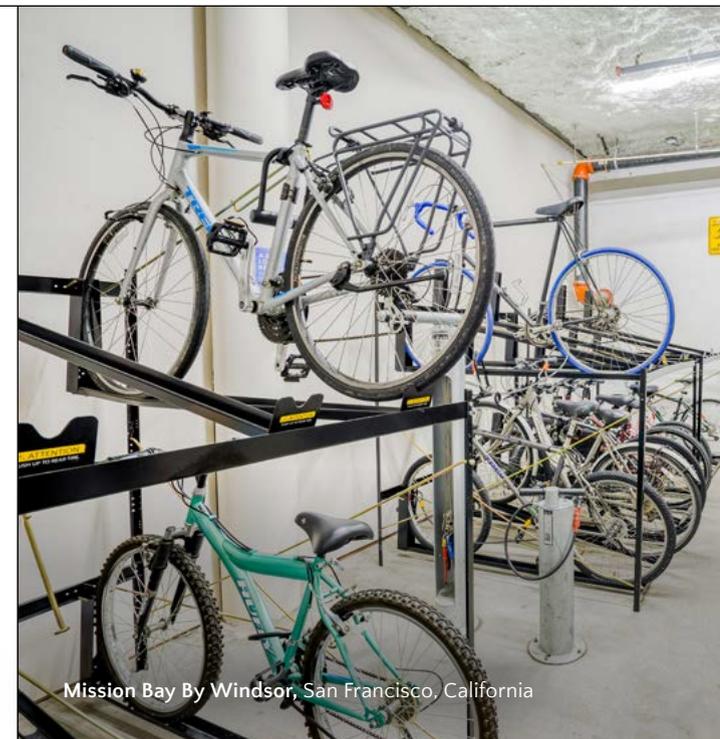
When considering where to install EV chargers, we first look for active rebate programs from public funding sources or utilities that will help us fund the project. We then examine residential demand based on evidence that property teams glean from both current and prospective residents. We also look at usage data from existing ChargePoint stations at our properties as well as nearby stations.

181 charging ports
across our multifamily portfolio

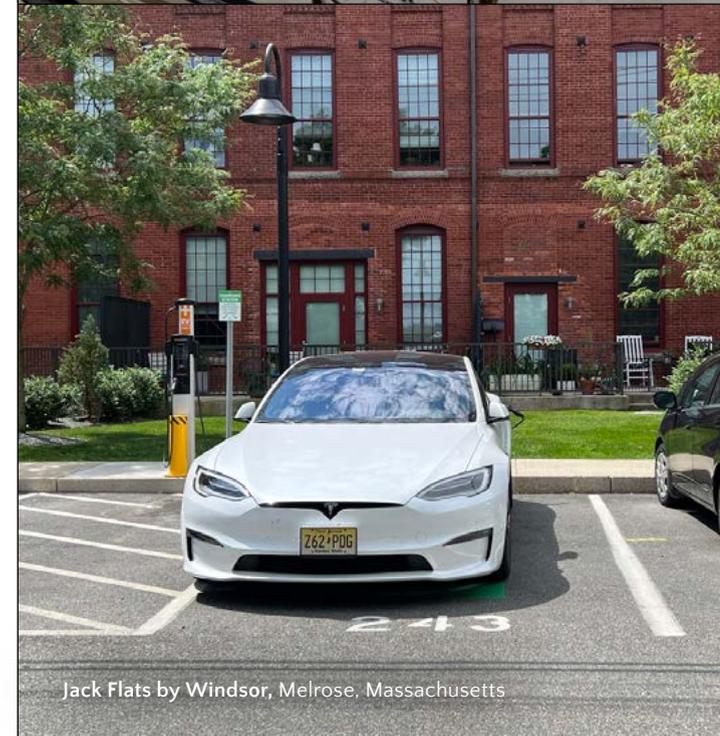


SDG 11: Sustainable Cities and Communities

- Contribute to the safety, resilience, and sustainability of cities and communities



Mission Bay By Windsor, San Francisco, California



Jack Flats by Windsor, Melrose, Massachusetts

CERTIFIED PROPERTIES



Flair Tower by Windsor, Chicago, Illinois

As of December 31, 2023, our portfolio included 107 properties with one or more green or healthy building certifications or energy ratings.

We actively pursue certifications based on green, healthy, and/or energy-efficient property design, maintenance, and operation. These third-party recognitions demonstrate our commitment to sustainability, develop pride among GID teams, and create value for our stakeholders.

As a result of our 2023 energy management and ENERGY STAR certification efforts across our real estate portfolio, GID earned the prestigious ENERGY STAR Partner of the Year Award²² as a landlord in 2024. This award highlights GID's growth and sophistication in our ESG program including over 30 ENERGY STAR certifications, tenant engagement efforts, strategic partnerships with cutting-edge efficiency solutions, and the innovation of GID's ESG data management via ENERGY STAR Portfolio Manager and other proprietary platforms.



66 properties



2 properties



33 properties



1 property



18 properties



1 property



10 properties



1 property



3 properties



1 property



3 properties



1 property



3 properties



2 properties

34 properties ENERGY STAR
certified in 2023

9 industrial properties

24 multifamily properties

10.2 million square feet
under management with ENERGY STAR certifications.

Inclusive

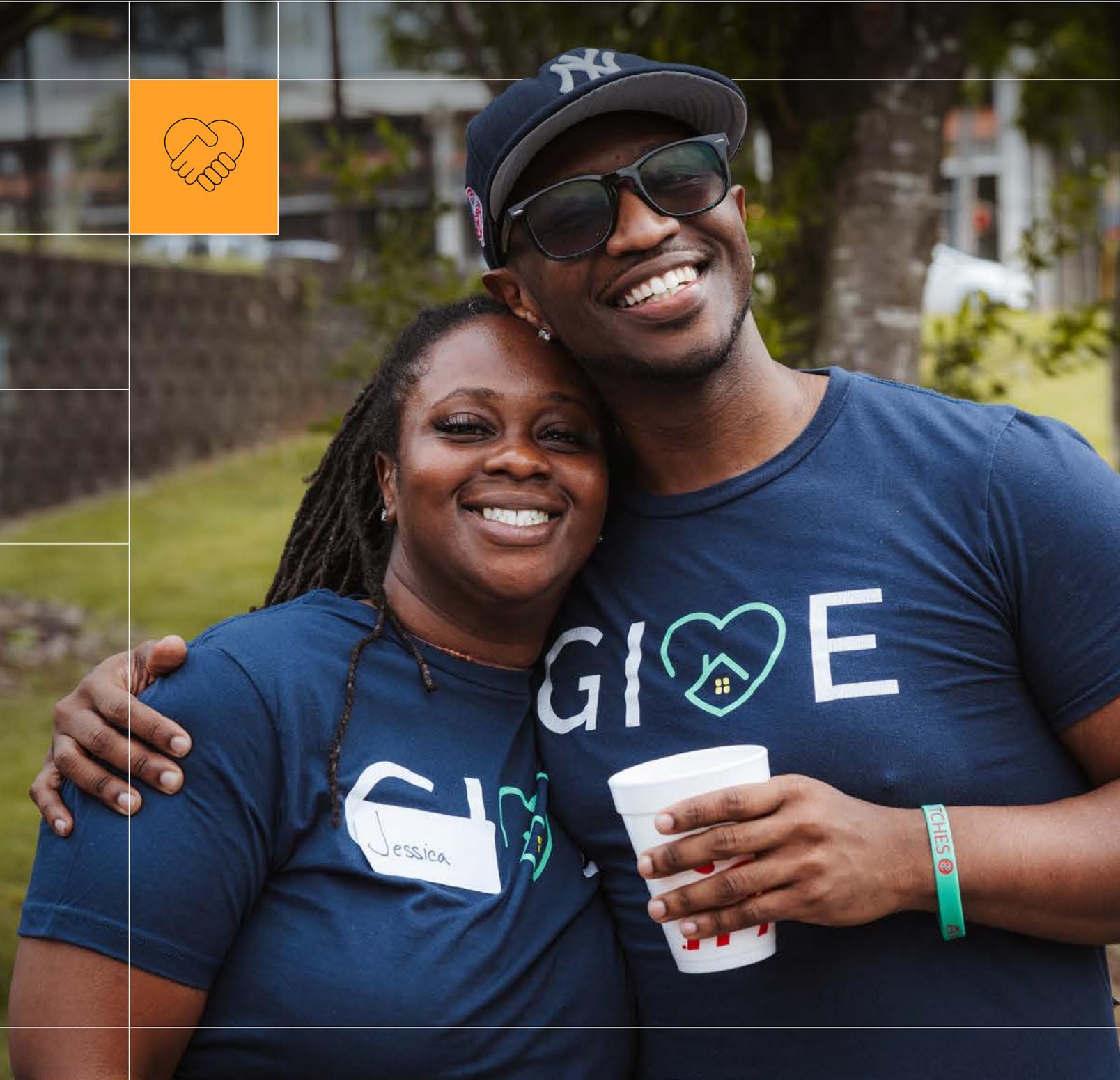
PLACES TO INSPIRE



At GID, we put people first. We strive to make sustainable, philanthropic, and responsible choices to improve the health, well-being, and safety of our associates, residents, and tenants. By building trust and embodying mutual respect, we encourage our associates to embrace uniqueness and practice open and honest discussions. We are One Team, working hand in hand to enhance places for people and the planet.

Social

- 20 Creating a Culture Where People Connect and Grow
- 22 Investing in Our Future
- 24 Supporting the Well-Being of Our People
- 25 Health and Safety
- 25 Engaging Our People in ESG
- 26 Building Relationships with Residents and Industrial Tenants
- 28 The Gift of Giving



CREATING A CULTURE WHERE PEOPLE CONNECT AND GROW

Our people are the backbone of our success, and our workplace culture is one of engagement, collaboration, and mentorship. We actively foster an environment where individual colleagues feel heard, included, and supported. We are loyal to our people, and every year we see that loyalty rewarded through hard work and a commitment to helping GID perform.

Everyone Belongs

At GID, we do not discriminate based on age, race, sex, religion, gender identity, sexual orientation, disability, or medical condition. This is not just a business strategy; it is a fundamental part of who we are.

We also actively seek diverse perspectives to ensure an inclusive workplace. Our commitment includes providing equal employment opportunities, promoting mutual respect, holding our leaders accountable, and accommodating individuals with disabilities.

As a testament to our dedication, our Leadership Team participates in employee engagement panels with ULI and NMHC and active participation in the Pension Real Estate Association (PREA) Foundation. We believe in leveraging the unique skills and strengths of each associate to foster a culture of empowerment and growth.



SDG 5: Gender Equality

- Achieve gender equality across GID and Windsor Property Management



SDG 10: Reduced Inequalities

- Promote diversity across the entire organization

CASE STUDY

Holiday Party with Artists For Humanity For Humanity

GID closed out 2023 by celebrating with Artists For Humanity (AFH), which provides under-resourced teens with the keys to self-sufficiency through paid employment in art and design. AFH hosted associates from our offices in Atlanta, Boston, Dallas, San Francisco, and New York City at their headquarters in Boston for our company holiday party. At the event, associates collaborated on a crowdsourced art project along with AFH students, creating a mural depicting GID's values and the different cities where we operate. This collaboration allowed our associates to come together to create something that we can all be proud of and reminded us that we are One Team working toward the same targets.



Our Team in 2023

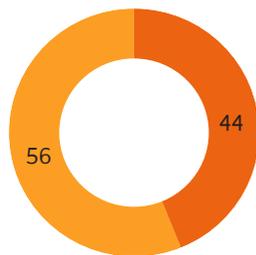
We build teams with people who are passionate about property and building communities, regardless of gender, race, orientation, or medical history.

Corporate

Total Employees 226

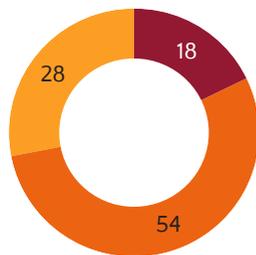
Gender (%)

Identify as female	44
Identify as male	56



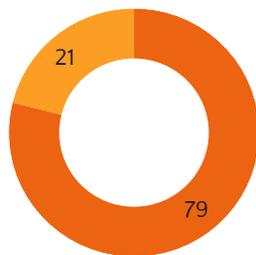
Age (%)

Under 30	18
30-50	54
over 50	28



Ethnicity (%)

Identify as white	79
Identify as non-white (POC)	21

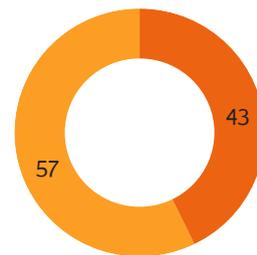


Windsor Property Management

Total Employees 1,036

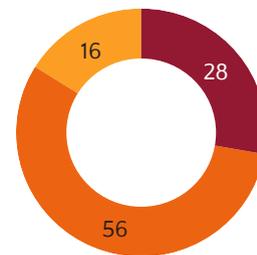
Gender (%)

Identify as female	43
Identify as male	57



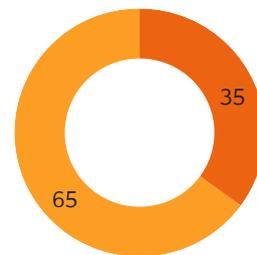
Age (%)

Under 30	28
30-50	56
over 50	16



Ethnicity (%)

Identify as white	35
Identify as non-white (POC)	65

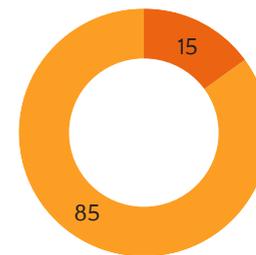


Executive Committee

Total Employees 13

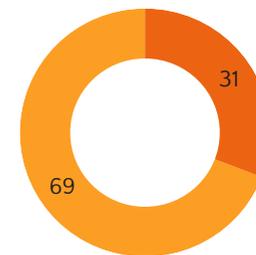
Gender (%)

Identify as female	15
Identify as male	85



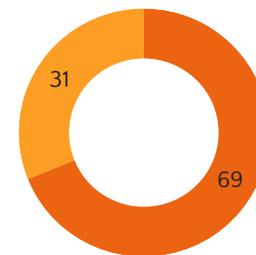
Age (%)

Under 30	0
30-50	31
over 50	69



Ethnicity (%)

Identify as white	69
Identify as non-white (POC)	31

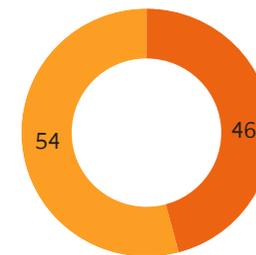


Leadership²³

Total Employees 143

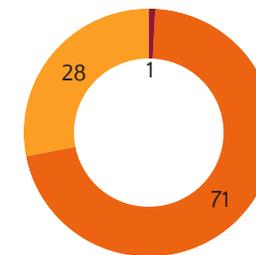
Gender (%)

Identify as female	46
Identify as male	54



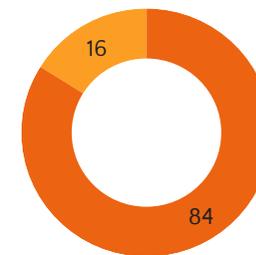
Age (%)

Under 30	1
30-50	71
over 50	28



Ethnicity (%)

Identify as white	84
Identify as non-white (POC)	16



INVESTING IN OUR FUTURE

As a people-focused business, finding and retaining the right associates is essential to our success. We continually explore ways to support our employees and enhance their workplace satisfaction, because we believe that an investment in their well-being today is an investment in our future.



SDG 8: Decent Work and Economic Growth

- Promote productive employment
- Promote sustained, inclusive, and sustainable economic growth

Empowering Individuals, Strengthening Teams

We believe in our people and their potential to create a better future for themselves, their families, and society in general. Empowering each individual not only motivates them and gives them access to better work opportunities, but reduces inequalities, strengthens our teams, and fuels GID's productivity.

Our culture focuses on mentorship and leadership skills, and to foster this, we offer a variety of programs, including our in-house Learning Management System and LinkedIn Learning, both with resources for self-study. During 2023, our Learning Management System had 1,034 active users and tracked just under 35,000 training module completions. In addition, our team conducted 379 onboarding training classes for new hires and over 100 career development classes, plus over 1,300 courses completed through LinkedIn Learning.

We also conduct an annual employee survey to assess employee satisfaction and find areas for improvement. We are happy to report that in 2023, results showed that 86% of employees rated our development programs favorably, and 92% of employees were happy with relationship management in the workplace. In addition, 91% of employees report feeling energized and inspired to do their best at work, with 86% reporting feeling a sense of belonging

Employee Development

Growing Talent Through Opportunity

GID's Summer Internship Program

GID's Summer Internship Program has been a tremendous success since its inception in 2019. Now in its fifth year, the program has grown considerably, accommodating seven interns across three locations. We are proud to offer and expand this vital program, with the goal of growing representation of minority groups within our industry.

During the 10-week paid program, interns work closely with our teams, receiving assignments that expose them to various job functions across GID and the commercial real estate industry. To ensure their growth and development, each intern is assigned a dedicated mentor and coach.

The program culminates with a capstone project presentation to our Executive Team, providing interns with the opportunity to showcase their skills and knowledge. The program has received rave reviews from past participants, several of whom have gone on to join our company or establish successful careers in the commercial real estate sector.

SPOTLIGHT



“During my summer internship at GID in portfolio management, I experienced an unmatched culture of support where every colleague was dedicated to my success. From mastering Power BI for my capstone project to navigating a challenging real estate market downturn, my time at GID was a transformative learning journey.”

Emma Byard, Summer Intern 2023



Fostering Success Through Mentorship

We offer a range of opportunities to support our associates' career aspirations. For new hires, we have a mentorship program that connects them with experienced leaders for guidance. In addition to our Learning Management System and LinkedIn Learning resources, we also offer tuition assistance for associates who want to pursue coursework or attend conferences. By meeting our associates where they are and supporting their growth, we ensure a more sustainable future for GID, Windsor, and the communities we serve.

Windsor Connect

The Windsor Connect program, introduced in early 2023, is designed to enable connections, learning, and skill development among our associates while nurturing our future leaders. One of its highlights is the Quarterly Speaker Series, through which senior executives share their wisdom and insights on business and leadership with associates. The program also offers a Day in the Life experience, allowing Windsor Property Management associates to gain valuable behind-the-scenes exposure to different departments and learn from their colleagues at GID.

Employee Benefits

Committed to Care

We care about each individual's growth and use our employee benefits package to provide education and leadership development support. We also offer good employee saving opportunities with our 401(k) retirement savings plan and prioritize employee well-being with health and wellness benefits. Specific benefits include life and disability insurance, a health savings account, tuition reimbursement, and well-being coaching.

Breaking Down Language Barriers

We are pleased to continue offering Babbel for Business® English as a Second Language (ESL) classes to associates, promoting more inclusive and growth-oriented opportunities for them. Our partnership with Babbel for Business has proven successful, with 20 associates completing over 1,000 lessons in 2023. By overcoming language barriers and improving their language skills, our associates now have increased chances for career advancement.

We also provide Babbel classes for non-English languages, fostering better communication within our team and enhancing relationships with coworkers, vendors, and tenants. This initiative promotes collaboration and superior customer service, ensuring language is no longer a barrier to success.

CASE STUDY

Windsor Property Management Ops Conference

In May 2023, over 500 Windsor and GID associates met in Dallas at the annual Windsor Operations Conference with the theme of Thrive: Investing in Our People, Processes and Technology. All conference attendees spent an afternoon serving at the Big Give, partnering with the Irving chapter of the NAACP to give back to the Irving community by building bikes, assembling backpacks, teaching soccer and basketball skills, and more!



SUPPORTING THE WELL-BEING OF OUR PEOPLE

We are deeply committed to the physical, mental, and financial well-being of all of our associates. We believe that when our employees feel healthy in themselves and secure in their careers, they are able to bring their best to work and contribute to better company performance.

Company-Wide Programs

Our BetterUp Care program is available to all associates, and in 2023, we introduced two new offerings: our OneTeamGIVES grant program and Prosper Wise financial coaching.

Mental Health and Wellness Support

BetterUp Care is our company-wide, equitable mental health and wellness support and is available at no cost to all our associates. Participants can access online materials and/or receive one-on-one coaching in areas such as mental fitness, career and professional development, and inclusion and belonging.

Increasing Uptake of Our Programs

After a full year, BetterUp has 415 active accounts and has provided 671 total care sessions. Sessions have covered a variety of topics, including stress management, working parents coaching, navigating grief, working toward targets, and well-being habits. Of those who accessed the service, 100% reported their session was a valuable use of their time, and 93% reported being more effective at work because of coaching.

100% of BetterUp participants

reported their session was a valuable use of their time

Helping Each Other in Times of Need

The OneTeamGIVES Fund is GID's voluntary donation fund. Through it, associates can access tax-free grants of up to \$2,500 to help meet basic expenses in times of catastrophic disaster or personal hardship. The OneTeamGIVES Fund is fully funded by GID and Windsor Property Management employees and is a wonderful example of how our people support each other in times of need.

Financial Coaching and Advice

Prosper Wise from Marsh McLennan Agency (MMA) provides personalized financial advice to GID and Windsor Property Management associates and their families at no cost. Through a combination of on-demand resources and one-on-one coaching, MMA's experienced, licensed fiduciaries offer assessment, analysis, education, and discussions to build a sound financial plan tailored to each associate's needs. Accessible in English and Spanish, this service is designed to help our people achieve their financial goals with ease. During 2023 and early 2024, Prosper Wise served 382 associates via 110 one-on-one sessions. Employees also accessed 2,363 resources and participated in 66 courses.

“As a beneficiary of the OneTeamGIVES Fund, I cannot express the profound relief my colleagues provided when faced with the unexpected loss of a family member. Their support lifted an immense burden from my shoulders, for which I am endlessly grateful. Their generosity through this program underscores the invaluable bond we share as a professional family.”

Anonymous, Windsor Associate



HEALTH AND SAFETY

The safety of everyone in our workplaces is of paramount importance to us.

Beyond complying with all relevant regulations where we operate, we aim to make sure everyone goes home safely. While our control is limited to our offices, and while our direct employees do not engage in hazardous work such as construction or waste management, we are always striving to improve safety across our locations.



Policies and Procedures

We have developed a robust set of policies to advance a culture of safety across our portfolio. They guide the processes we use to ensure safe operations across our offices, our multifamily properties, and our industrial assets. The policies have been developed by various departments, with support from our internal Policy and Procedure team, and are reviewed regularly to ensure compliance with evolving legislation and best practices.

Our teams across GID and Windsor Property Management stay up to date on our latest policies via an online library of our policies. Ongoing library updates are summarized and communicated monthly by the Policy and Procedure team to the rest of the company. We continue to identify new ways to support our organization, valuing cross-team collaboration and innovation to ensure we are effectively engaging with our employees and managing our properties.

ENGAGING OUR PEOPLE IN ESG

We are always seeking to cultivate workplaces that energize and fulfill our team members, and offering employees a chance to drive progress on sustainability is key to that work. We are proud to engage closely with our operations teams across the country in undertaking asset-level sustainability reviews, incorporating energy and resiliency improvement projects into the annual budget process, and partnering closely with our colleagues when implementing projects.

SPOTLIGHT

ESG Award Winner: Chris Dulin

At our 2023 Ops Conference, we were excited to honor Chris Dulin, a property manager based in Denver, with our annual ESG Award. This award goes to someone who has gone above and beyond in supporting our ESG initiatives across the company, including energy-conservation measures and leading sustainability events and community engagement programs. Chris was a trailblazer in helping GID place first for Smart Leasing in the inaugural Energize Denver Awards and is raising the bar in building performance and resident engagement for sustainability and community awareness.



BUILDING RELATIONSHIPS WITH RESIDENTS AND INDUSTRIAL TENANTS



North Avenue Commerce Center, Chicago, Illinois

We are in the business of creating places where people can thrive. Prioritizing the well-being of the people who live in our homes and work in our industrial facilities is how we bring that purpose to life. Owning and operating our residential communities allows us to invest in them and the surrounding neighborhoods. Through a range of community-building events, we strengthen relationships, build connections, and create welcoming places where people can connect and grow.

By diligently following Building Performance Standards, using sustainable building materials and appliances, and providing fitness, recreation, remote working, and community spaces, we show everyone in our communities that they matter.

Places to Live, Work, and Thrive

We are grateful that our residents and tenants have chosen to live and work in the places we create. In return, our property management teams work hard to build relationships among the people who use our buildings by providing social events such as ice cream parties, food truck days, pool parties, brunches, and holiday-themed events. We also engage deeply with our industrial tenants via mechanisms such as green leases that enable them to grow efficiently and sustainably in great communities.



SDG 3: Good Health and Well-Being

- Promote good health and well-being for our associates and residents

Health and Safety Considerations

It is imperative that our residents and tenants feel healthy and safe in our communities. To maintain high indoor air quality, we select cleaning products, finishes, and flooring materials that produce low or no volatile organic compounds (VOCs). At many communities, we are replacing in-unit carpeting that can trap allergy-inducing dust and pet dander with easy-to-clean hard flooring. Further, smoking is prohibited everywhere on our properties across the portfolio.

Promoting Residential Health and Well-being

Although the features and amenities of our apartment communities are designed around diverse needs, all our offerings share one goal: to promote well-being.

Fitness and Recreation Options

With renovated fitness centers, pools, spas, walking paths, and more, our residents have plenty of options to stay active. For socializing, we have thoughtfully designed spaces for indoor entertainment and outdoor gatherings, including club rooms, grills, fire pits, and playgrounds. We have also provided fenced dog parks and pet-washing facilities at many locations for the pet owners in our communities.

Remote Working Facilities

More people are working remotely on a part- or full-time basis, so we renovated our amenity spaces at several properties to incorporate facilities for remote workers. These coworking facilities provide access to Wi-Fi, office equipment, and conference rooms.

Engaging Residents and Tenants for Responsible Living

As part of our growing ESG practice, we encourage our communities and tenants to adopt environmentally and socially responsible practices. We emphasize smart, sustainable choices that positively impact the environment and enhance our residents' quality of life and our tenants' well-being.

For example, we provide information on maintaining a sustainable lifestyle in our Green Resident Guide. This publication covers topics such as energy and water conservation, waste diversion, green purchasing, indoor air quality maintenance, and alternative transportation.

ActiveScore

We value sustainability initiatives that align with resident and tenant needs. In 2023, GID completed several successful pilot project certifications using the ActiveScore framework. ActiveScore is an active transit-focused building certification that highlights sustainable modes of transportation while focusing on occupant health and wellness, such as secure bike storage, repair and wash stations, and laundry services. GID is continuing to evaluate additional opportunities going forward to further align our developments and our existing properties to meet the ActiveScore criteria for a greener future.

Industrial Tenant Engagement

We collaborate with tenants at our industrial properties to drive our ESG strategy. Through green lease provisions, we promote utility data sharing, enabling us to identify and collaborate on efficiency measures. Additionally, we encourage sustainable practices like turning off engines at loading docks and the proper disposal of hazardous materials. At properties pursuing the Institute of Real Estate Management (IREM) green building certifications, we encourage tenants to voluntarily adopt sustainability policies, leading to reduced energy and water costs, and progress toward their own sustainability targets.



Windsor Mystic River, Medford, Massachusetts



Windsor Fitzhugh, Dallas, Texas

THE GIFT OF GIVING



At GID, we create spaces that people call home. That means developing places where they can live, work, and thrive. It also means leveraging our resources and uniting our passionate teams to deliver positive impact for our wider stakeholders and worthy causes across the United States.

GIVE Energizing People to Care

We are driven by a mission to create communities where people feel truly cared for. To guide our efforts, we have developed GIVE, a community engagement program that energizes GID and Windsor Property Management associates — as well as our residents and neighbors — to “Get Involved and Value Everybody.”

Launched in 2022, GIVE represents an evolution of our family approach, moving us from a collection of stand-alone, one-off actions to a single cohesive program that aligns our regions around a shared goal of enacting positive change.

GIVE creates a structure for regions to follow when designing service days and charity drives. Each region has two Area Chairs — caring individuals who volunteer their time to support on-the-ground program execution. We also maintain a GIVE advisory board to help those Area Chairs develop and execute the best, most impactful events possible.

The GIVE Charter

Our Pledge
We GIVE because we care. Our goal is to enact long-term, positive change in the communities where we invest, live, and operate.

Our Pillars



Housing

Our lives are built around the places we call home. Our efforts aim to offer shelter and comfort.



Environment

We are all responsible for being good stewards of our planet’s resources. Our efforts provide the resources needed to help create a more sustainable planet.



Hunger Relief

A healthy meal fuels more than just the body — it also satisfies the mind and the soul. Our efforts seek to nourish those in need.



Healthcare and Wellness

Caring for the health of others is human nature. We strive to nurture healthy communities everywhere, and our efforts support organizations that offer health and wellness resources to all.



Animal Welfare

Pets are vital members of our families and deserve the same level of love. Our efforts help give sanctuary and care to animals.



OneTeamGIVES

We come together as a team to support our colleagues when they need it most. Our OneTeamGIVES Fund provides grants to GID associates experiencing hardships.

Our Program in Action

Our people truly care about giving back, and we want to fuel that enthusiasm, creating various pathways for associates to get involved with GIVE.

SPOTLIGHT

Day of Service

Each September, we host a Day of Service to bring regional colleagues together in community giving, fostering a One Team mindset while enabling action for good.

Day of Service offers teams a day of leave to volunteer at off-site locations. During 2023, approximately 900 people supported 25 Day of Service events, including participating in environmental restoration initiatives, supporting animal shelters, and volunteering at hunger relief drives. Across the United States, our people collaborated to make a real difference, and the turnout was a true testament to how GID and Windsor Property Management associates show up to take care of the places they call home.

“Everyone just shows up and is ready to go – whether it’s farming together, cleaning up a YMCA area, or even cutting down trees. The breadth of what we do for Day of Service is massive. We are hands on, and we are ready to rock and it’s just awesome to see.”

Kayla Mendes, Director of PropTech at GID and Area Chair for Boston

SPOTLIGHT

GIVE a Bear

During 2023, we once again leveraged our long-standing partnership with Ronald McDonald House Charities (RMHC) to bring joy to children and their families during the holiday season. Through GIVE a Bear – originally the Windsor Bear Care Program – employees in central Texas and Georgia could donate \$10 or more to sponsor and name a teddy bear. In 2023, we raised nearly \$14,000 for RMHC and donated 200 bears; since the program began in 2012, we have raised nearly \$175,500 and donated over 10,000 bears. To amplify the impact of GIVE a Bear, we are rolling out the program across the country to all 16 GID and Windsor Property Management markets so more of our people can give the gift of holiday cheer.

SPOTLIGHT

One Team FUNd Friday

Our company culture of loyalty means we are there for our people through the hard times as well as the good. That is why we created OneTeamGIVES, a fund designed to support associates impacted by disasters or personal hardship. GID associates can apply to be a recipient of the fund, and if accepted, they receive a preset allocation.

OneTeamGIVES is fully funded by GID and Windsor Property Management associates. To support this, we organize an annual OneTeamGIVES FUND Friday, during which associates wear their GIVE T-shirts to work and on-site team members bond over a team lunch.

As a result of our associates’ incredible generosity and care for one another, in 2023, we significantly surpassed our funding goal, raising more than \$7,000 to add to the OneTeamGIVES Fund.



Accountable



PLACES TO CONNECT

Our collective success depends upon all parties acting with integrity and delivering results. So, we empower our leaders and teams to take initiative and be accountable, trusting them to deliver on the goals we collectively establish. We make responsible investment decisions and report on our business and ESG progress accurately and transparently.

Governance

- 31 ESG Governance and Management
- 32 Stakeholder and Investor Relations
- 33 Industry Participation

Centrico by Windsor, Doral, Florida

ESG GOVERNANCE AND MANAGEMENT

Our Corporate ESG Structure

Our Leadership Team's years of experience help us honor our commitment to our residents, tenants, associates, and investors every day. That includes our sustainability commitments, which these stakeholders helped define. Our Executive Committee members, advised on strategy by the ESG Committee, attach a great deal of importance to responsible business and are passionate about the success of our ESG program. Representation on the ESG Committee comes from a range of departments across our company, ensuring the input of multiple points of view and providing a communications pathway from the committee to the broader community of associates.

- Gregory S. Bates, President & CEO
- Jeffrey Beckham, Head of Portfolio and Asset Management
- Michelle Bergland, SVP, Chief People Officer
- Melissa Fang, General Counsel
- Jana Nawrocki, SVP, Chief Compliance Officer
- Philip Carmody, SVP, Head of ESG

We have a dedicated four-person Sustainability team, supported by third-party ESG consultants, fully focused on our ESG performance. They coordinate our efficiency projects across our portfolio, maintain relations with our investors, engage our compliance and legal teams, monitor data collection and management, support transparent reporting, encourage continuous improvement, and strengthen stakeholder engagement. With this group, and the support and involvement

of key team members across multiple departments and locations, the ESG Committee has matured and evolved our ESG strategy. It already covers our multifamily and industrial sectors and is establishing integration with our credit platform.

ESG Policies and Guidelines

Our commitment to sustainability extends throughout GID and Windsor Communities®. To ensure consistent implementation of our ESG strategy, we have established a range of policies and guidelines. This suite of documents and procedures enables us to navigate toward a more resilient and responsible company and portfolio of assets.

How We Collect and Use Data

Accurate data is a cornerstone of our building management and investment approaches. We use Abisko, a platform for collecting, analyzing, and reporting building performance data. GID and CodeGreen utilize Abisko to monitor performance across GID's portfolio, address data quality issues, and maximize data coverage. This enables our teams to leverage high-quality data for timely GRESB submissions, investor reporting, regulatory compliance, and other disclosure requirements. Abisko also facilitates meaningful engagement with asset management teams through valuable performance reports and informs a targeted CapEx planning process for improving building energy performance, reducing climate change risk exposure, and meeting GID's long-term emissions-reduction targets.

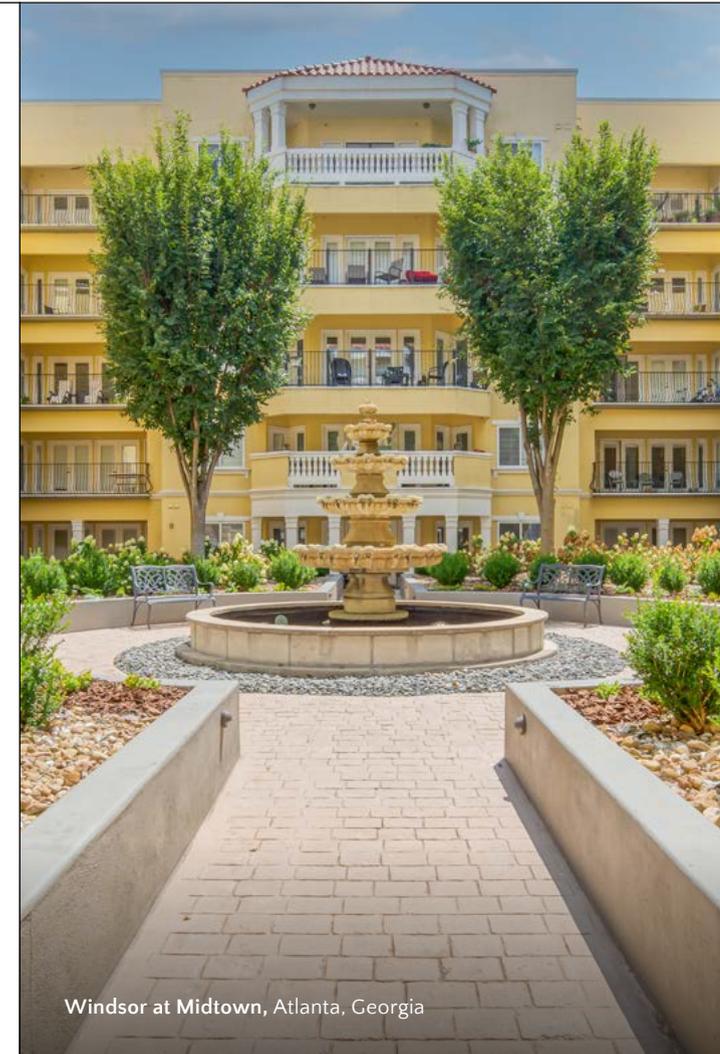
GID's Culture of Compliance

At GID, we are focused on upholding integrity and being accountable. Complying with external requirements and internal expectations is fundamental to our corporate culture.

All GID associates are required to follow a Code of Professional Conduct that promotes collaboration, communication, honesty, and understanding. We provide our associates with tools and training to reinforce these expectations, including:

- An easily accessible and up-to-date library of compliance-related policies
- Regular trainings covering key compliance topics such as record retention, communications policies, cybersecurity, social media, conflicts of interest, gifts, and political contributions
- Our in-house compliance platform that provides a technology-based solution to data organization and tracking, required disclosures, and pre-clearances of marketing materials

Through our ethics hotline and web-based reporting form, associates can confidentially report compliance concerns or suspected wrongdoing. Our anti-retaliation policy ensures that reporting is encouraged without fear of repercussions.



Windsor at Midtown, Atlanta, Georgia

STAKEHOLDER AND INVESTOR RELATIONS

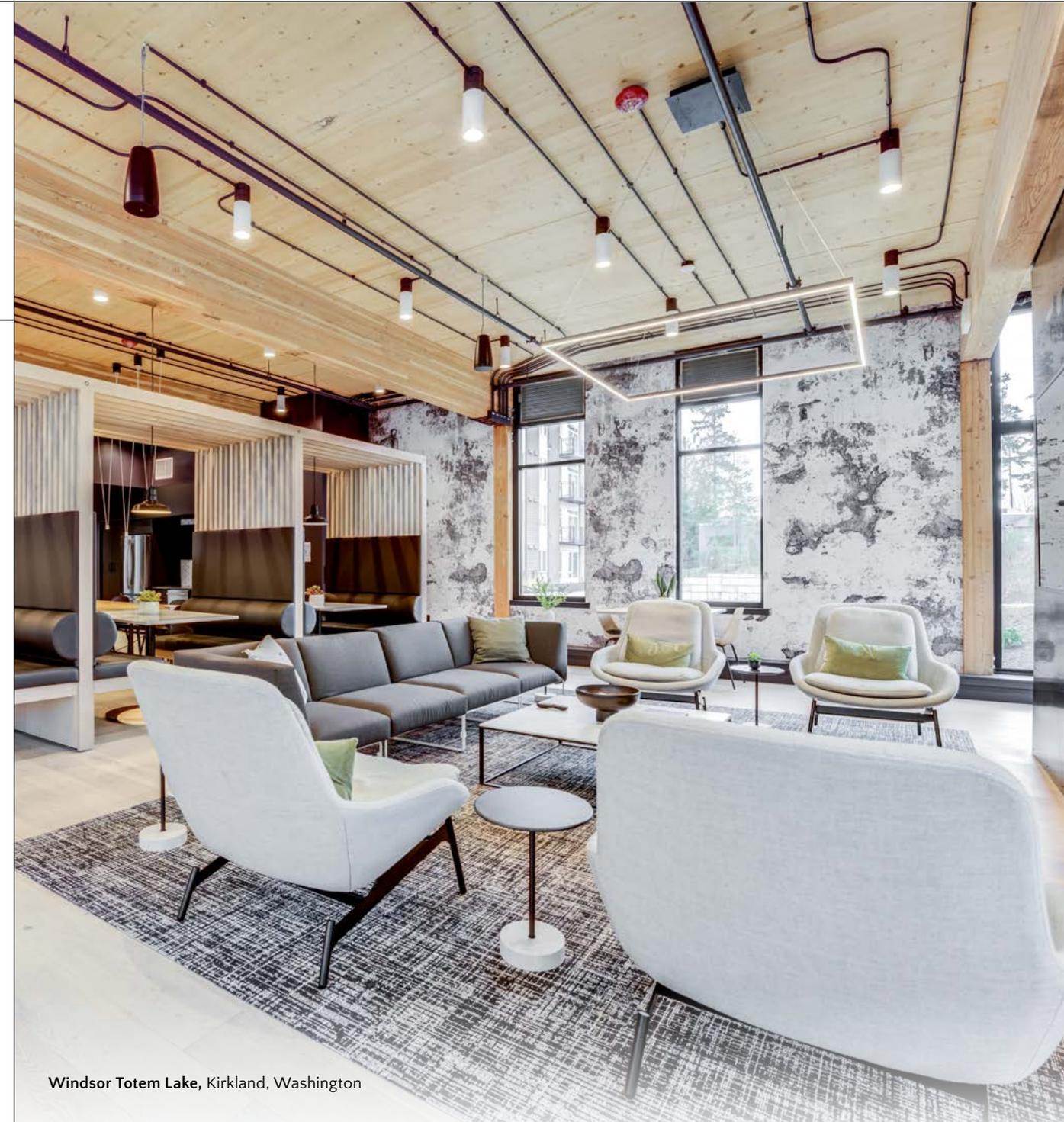
At GID, governance goes beyond protocols, procedures, and reports. To us, it is about the strength of our relationships with our many stakeholders and the trust we have built with them through transparency and open communication.

Thanks to the deep partnerships we have with our investors, we are uniquely positioned to have open conversations while keeping the needs of our associates, residents, and tenants clearly within view. This means all GID stakeholders have an impact on how we operate the company and which topics are deemed material to our ESG strategy. Find out more about our material ESG priorities in the [2022 GID Annual ESG Report](#).

Our investors are actively engaged in the success of our ESG initiatives. We keep them updated on the topics that are material to their interests while maintaining transparency and accountability on our overall performance.

GID's investor communications involve multiple touchpoints designed to keep our partners informed on our ESG strategies, targets, progress, and achievements. Specific methods vary according to investor preferences and involve a combination of several platforms:

- Regular ESG performance benchmarking on assessments such as GRESB
- Annual Responsible Investment Report
- Annual Investment Plan (AIP) presentations
- Periodic memos from investor relations and corporate governance teams
- Responses to due diligence questionnaires
- Responses to ESG surveys from real estate industry associations
- News and press releases



Windsor Totem Lake, Kirkland, Washington

INDUSTRY PARTICIPATION

GID actively participates in industry organizations and maintains partnerships that are critical for advancing our ESG strategy.

Industry Engagement

GID is recognized as a leader in the commercial real estate industry, contributing through industry organizations, conference speaking engagements, and article contributions. We are committed to giving back to our sector and making a positive impact.

During the year, our associates worked and engaged with many organizations. Our ESG team is an active member of the ULI Greenprint Performance Committee, and Multifamily, Industrial, and SFDR²⁴ subcommittees serve on the NMHC ESG Task Force and contributed to the NCREIF²⁵/PREA ESG Reporting Task Force. In addition, GID hosted the GRESB North America Results Event at our Waterline Square property in New York City in November 2023.

Philip Carmody, Head of ESG, joined CohnReznick in May 2023 for their Boston Commercial Real Estate Roundtable series on ESG in commercial real estate. Philip also spoke on a green leasing panel at the Greenbuild Conference in Washington, D.C., in September 2023.

Our Industry Partners

GID partners with recognized organizations to engage with our peers and with industry experts. Together, we share our expertise and collaborate on issues that impact our sector.



GRESB

The Global Real Estate Sustainability Benchmark (GRESB) is an industry-driven organization committed to assessing the ESG performance of real estate globally. GID participates in GRESB assessments annually.



PREA Foundation

GID is proud to be a founding patron of the PREA Foundation. Its mission is to further the interests and values of the institutional real estate investment community by advancing industry-wide diversity and inclusion.



GRI

The Global Reporting Initiative (GRI) is an independent standards organization helping businesses communicate the impacts of their operations on critical sustainability issues. GID follows the GRI indicators to create our annual Responsible Investment Reports.



ENERGY STAR Partner

GID has benchmarked all our assets in the U.S. Environmental Protection Agency's (EPA) ENERGY STAR Portfolio Manager tool to better track building performance. This tool is used to track our monthly energy, water, waste, and carbon emissions data. GID is proud to be recognized as an ENERGY STAR Partner.



U.S. Green Building Council

USGBC membership provides GID with resources, expert advice, and preferred pricing for pursuing green building certifications.



ULI Greenprint

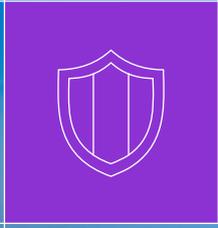
GID is a member of the ULI Greenprint Center for Building Performance. This membership creates value by providing a portfolio-level software platform and annual sustainability reports, which help us share data and knowledge with the broader real estate community.



Institute of Real Estate Management

GID is an associate member of IREM, an international community of real estate managers dedicated to ethical building practices, maximizing the value of investment real estate, and promoting superior management through education and information sharing.

Courageous



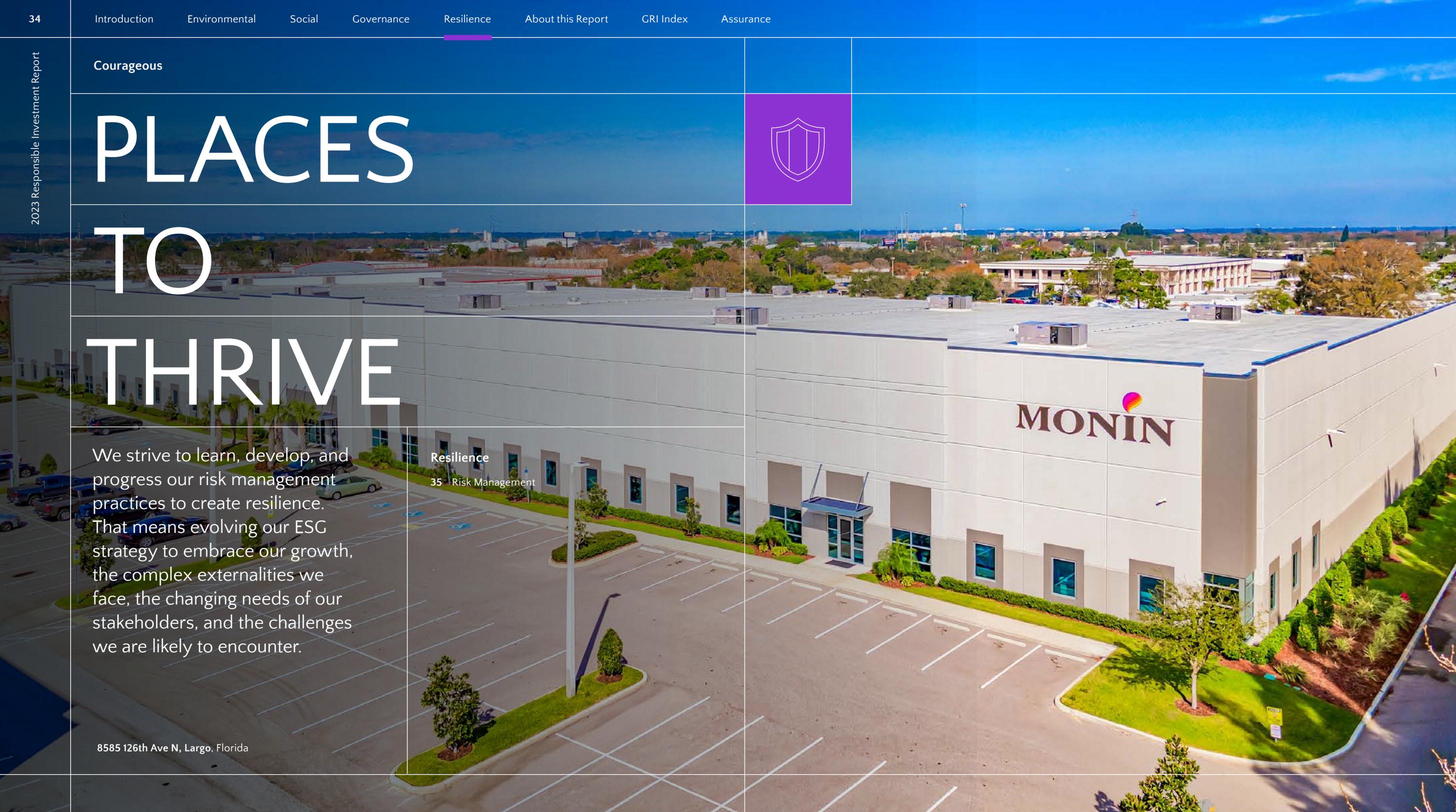
PLACES TO THRIVE

We strive to learn, develop, and progress our risk management practices to create resilience. That means evolving our ESG strategy to embrace our growth, the complex externalities we face, the changing needs of our stakeholders, and the challenges we are likely to encounter.

Resilience

35 Risk Management

8585 126th Ave N, Largo, Florida



RISK MANAGEMENT

In an evolving landscape, it is important to have candid conversations and lean into new challenges all while intelligently managing risks.

Today, the spectrum of risk has broadened. Dramatic changes in weather patterns are significantly altering the risk profiles of some markets, and regulatory compliance is demanding increasingly specific data and reporting. At the same time, we must guard against bribery and corruption and manage executive compensation and workers' rights.

It is clear that a robust ESG strategy has become an essential part of effective risk management. As fiduciaries for our many stakeholders, we take this need seriously and are embracing the latest industry and ESG insights to stay ahead of the curve. Thankfully, we have the advantage of a long-standing commitment to sustainability to support us in safeguarding our people and assets.



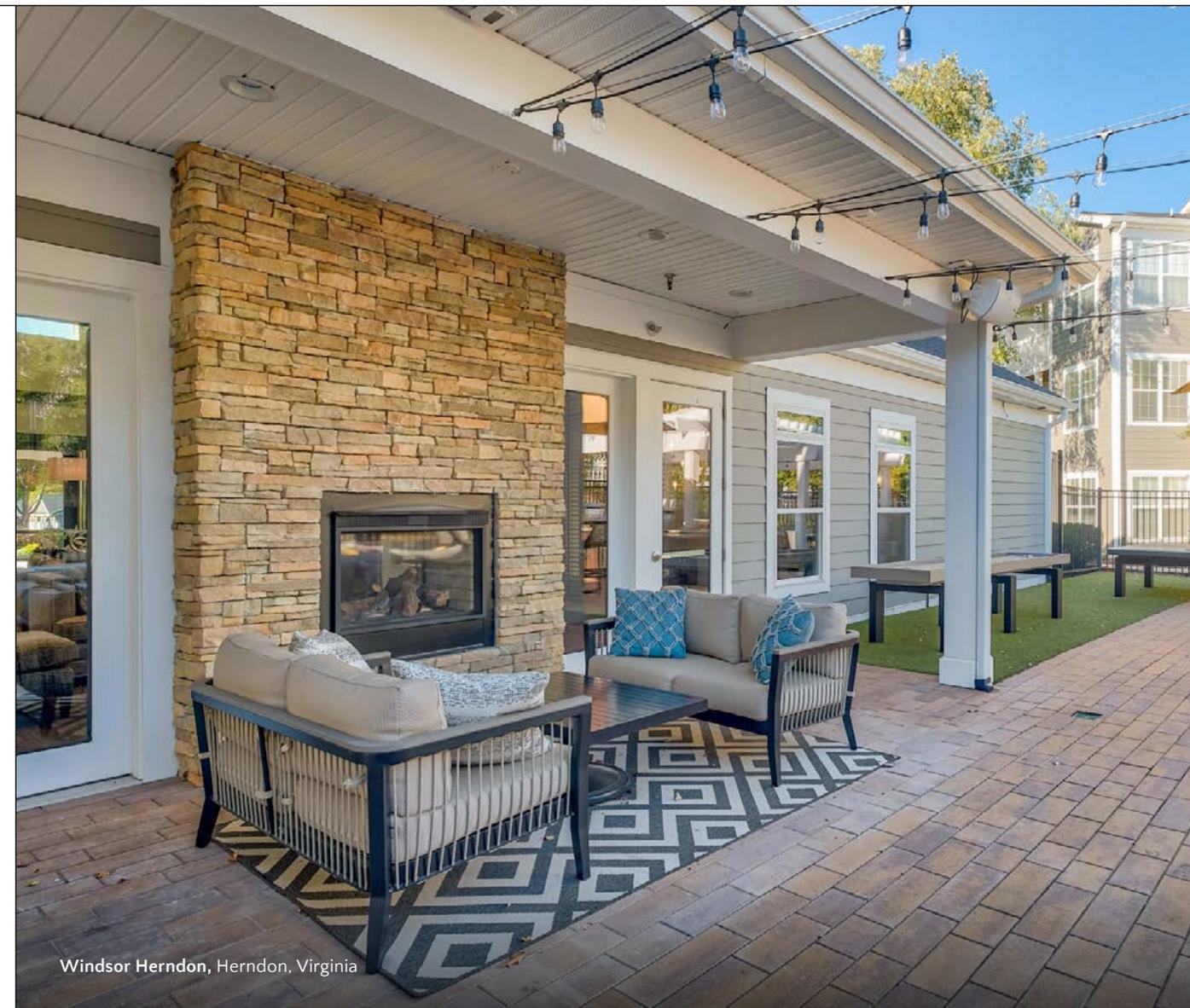
SDG 13: Climate Action

- Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters
- Reduce GHG emissions by 20% by 2027, from 2017 baseline

We engage third-party consultants to complete ESG due diligence checklists and Climate Risk Assessment reports so we can understand current and future climate-related hazards, mitigants, and opportunities. They carefully analyze new development projects and stabilized equity investments, enabling us to proactively address risks of all kinds.

Adhering to Building Performance Standards

Building Performance Standards (BPS) aim to reduce the carbon impact of the built environment. These outcome-based regulations set energy and GHG emissions targets for existing buildings. Alongside building codes that regulate performance in new construction and renovations, BPS provide a comprehensive approach to building performance. By implementing compliance strategies for BPS regulations, we actively contribute to the energy use and carbon-reduction goals of the states and local governments in areas where we operate — along with our own goals and 10-year environmental targets.



Windsor Herndon, Herndon, Virginia



Windsor at Meridian, Englewood, Colorado

Our approach to BPS regulations includes a strategy of identify, evaluate, plan, and implement to lower the risk exposure of these complex building performance requirements. These requirements vary by jurisdiction, and each have unique metrics and timelines that require GID's thoughtful approach, outlined below:

- 1) **Identify:** Our ESG team has ongoing check-ins with local and state jurisdictions and other policy resources regarding pending or upcoming BPS regulations.
- 2) **Evaluate:** With consultants, we evaluate how the current performance of our properties subject to BPS may result in risks, including calculating fines or penalties based on performance and confirming audits requirements.
- 3) **Plan:** Where our properties have exposure to fines, GID works with our Asset Management, Property Management, and ESG teams to create a multiyear plan to understand the performance pathway necessary to meet the compliance. This includes budgeting for energy-efficiency projects, improving operational efficiencies, and piloting innovative new technologies.
- 4) **Implement:** Where the regulations are in effect, our firm leverages our thoughtful analysis to implement projects that have the most impact on meeting the building performance thresholds.

BPS can present significant challenges to operational and financial processes. However, our firm is proactively managing these risks through an analysis-first approach that supports strategic investments in sustainability technologies. By staying ahead of regulatory changes and leveraging our expertise, we maintain compliance while seeking optimal performance and cost-efficiency. This approach not only mitigates potential regulatory risks but also positions us as a leader in the evolving landscape of building standards.

Resilience Risk Assessments

Understanding and preparing for climate change risks is essential for creating safe and healthy communities. We undertake regular resilience assessments across our portfolio of assets. These assessments provide valuable insights into the potential physical, social, and transitional hazards that could impact our properties and their occupants.

Equipped with this knowledge, we are actively working on mitigation strategies, including through thorough on-site analyses, disaster preparedness plans, and physical solutions.

ESG Due Diligence for New Acquisitions

At GID, we conduct thorough due diligence on every potential new acquisition or development project. To ensure a comprehensive assessment, we have partnered with an engineering consulting firm that has strong expertise in sustainability due diligence.

Using a detailed checklist that covers a wide range of ESG factors, assessors evaluate the current condition of the buildings and conduct a desktop review of potential climate-related hazards. Examples of factors that are considered include walk, bike, and transit scores, HVAC system characteristics, ENERGY STAR-certified appliances, plumbing fixtures and irrigation systems, and types of light fixtures and lighting controls. Additionally, assessors conduct Phase 1 environmental assessments to identify any challenges related to prior site uses.

The resulting ESG checklist provides valuable insights on the necessary conservation measures and capital expenditures required to enhance the property's sustainability performance and meet our high standards. It may also highlight the need for further analysis of significant climate hazards. All these findings are carefully reviewed by our Investment Committee.

ABOUT THIS REPORT



Windsor Interlock, Atlanta, Georgia

This report comprises ESG-related information that is of value to GID's stakeholder groups, including investors, partners, associates, residents, and tenants.

The 10-year target performance data included in this report is representative of the two investment vehicles that we reported to GRESB in 2023. Any references to data for the combined investment vehicles are noted. ESG project data and sustainability initiatives referenced in the report are drawn from examples across our multifamily and industrial equity portfolios. References to GID assets include GID wholly owned assets. Unless otherwise noted, joint venture development assets are not represented in this report.

This report contains information from January 1, 2023 to December 31, 2023, as well as qualitative content from the first quarter of 2024. Unless otherwise noted, data coverage refers to the 2023 calendar year data for the investment vehicles reported by GID to the 2023 GRESB Real Estate Assessment.

This report was prepared by GID's ESG team in cooperation with our ESG consultant, CodeGreen Solutions, and ESG report design consultant Flag Communication.

Contact

For more information about this report or the GID ESG strategy in general, please contact: esg@gid.com or visit our website: gid.com/values.

Endnotes

- 1 Unless otherwise noted, data coverage refers to 2023 calendar year data for the investment vehicles reported by GID to the 2023 GRESB Real Estate Assessment, excluding assets under construction.
- 2 Data represents current Green and Healthy Building Certifications from across our multifamily and industrial properties.
- 3 National Green Building Standard.
- 4 Institute of Real Estate Management.
- 5 The results were released in October 2023 and are representative of calendar year 2022 performance. Third-party rankings and recognition are based on information prepared and/or submitted by GID and third-party consultants. GID paid a fee of \$16,500 for its GRESB submittal. Please refer to GRESB for more thorough disclosure and additional information about the criteria used in making these rankings.
- 6 Third-party rankings and recognition are based on online reviews. GID pays a fee to third parties to monitor online reviews but does not pay a fee for the rankings themselves. The rankings are applicable for one year.
- 7 Owners ranking based on number of units owned. www.nmhc.org/research-insight/the-nmhc-50/top-50-lists/2024-top-owners-list/.
- 8 Managers ranking based on number of units managed. www.nmhc.org/research-insight/the-nmhc-50/top-50-lists/2024-top-managers-list/.
- 9 Windsor Communities® paid an application fee to participate in the MHN Excellence Awards. GID and Windsor Communities® are not affiliated with MHN.
- 10 The NAHB Multifamily Pillars of the Industry Awards recognize superior management and marketing in the apartment and condo marketplace. Entries are judged on their own merits, based on the information provided by the applicant. Windsor Communities® paid an application fee to participate in this awards program.
- 11 Kingsley, a national surveying system that measures tenant, resident, employee, and client experience, ranked Windsor Communities® as winner of the Kingsley Excellence Elite 5. This award was given by Grace Hill – the multifamily industry’s top online talent training platform provider – to Windsor Communities® for exceeding the Kingsley Index in resident satisfaction in 2023. Windsor Communities® pays a fee to participate in the Kingsley survey.
- 12 J Turner Research is the leading online reputation management firm. Its ORA score serves as the industry standard for measuring a property’s online reputation. In 2023, GID’s multifamily management company, Windsor Communities®, has been named by J Turner Research as one of the top five management companies.
- 13 ESG guidelines and/or strategies may not apply to all properties in all investment vehicles.
- 14 Energy use intensity (EUI) is a measurement of total energy consumption as a function of gross floor area, expressed as kilowatt-hours per square foot, or kWh/ft². Using this metric, we can consistently track total portfolio energy performance regardless of changes in portfolio size.
- 15 GHG emissions intensity is a measurement of total GHG emissions as a function of floor area, expressed as metric tons of carbon dioxide equivalent per square foot, or MTCO₂e/ft². Using this metric, we can consistently track our portfolio’s GHG emissions performance regardless of changes in portfolio size.
- 16 Water use intensity (WUI) is a measure of total water use as a function of gross floor area, expressed as cubic meters per square foot, or m³/ft². Using this metric, we can track total portfolio water performance regardless of changes in portfolio size.
- 17 The waste diversion rate is a measurement of total waste diverted from landfill by either recycling or composting and is expressed as a percentage of total waste disposed. Unlike our other metrics, waste diversion is reported as an absolute figure and is not a function of portfolio size.
- 18 Data only reflects two of our Multifamily Investment Vehicles and does not include our Industrial portfolio.
- 19 GID’s Green Lease Leaders Gold designation is issued by the Institute for Market Transformation (IMT) and the U.S. Department of Energy’s (DOE) Better Buildings Alliance. The potential award designations include Silver, Gold, and Platinum and are valid for a period of three years, after which recipients are required to reapply to maintain their Green Lease Leader status. GID is not affiliated with and does not pay a fee to IMT or DOE for the purposes of the application or the application review process for Green Lease Leaders.
- 20 A GID affiliate has a passive economic interest in TurnTide, resulting in a potential conflict of interest. While transactions between TurnTide and investment vehicles or properties within such investment vehicles will be consistent with the requirements of the applicable governing agreements of such vehicles, they may also result in benefits to the GID affiliate or the principals, including financial incentive.
- 21 As determined by U.S. EPA GHG Equivalencies Calculator.
- 22 For a complete list of 2024 winners and more information about ENERGY STAR’s awards program, visit www.energystar.gov/. GID is not affiliated with and does not pay a fee to ENERGY STAR or the EPA.
- 23 Leadership is defined as Directors, District Managers, Area Maintenance Managers, Assistant Vice Presidents, Vice Presidents, and Senior Vice Presidents.
- 24 Sustainable Finance Disclosures Regulation.
- 25 National Council of Real Estate Investment Fiduciaries.

GRI CONTENT INDEX

This report references the Standard Disclosures from the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines. The table below and on the following pages contains the corresponding GRI Content Index based on the GRI 2021 indicators.

The GRI is an international not-for-profit organization that promotes the use of sustainability reporting as a way for organizations to disclose the ESG impacts of their operations. With thousands of reporters in over 100 countries, including the

world's largest 250 corporations, GRI provides the world's most widely used standards on sustainability reporting and disclosure, enabling businesses, governments, civil society, and citizens to make better decisions based on information that represents global best practices on economic, environmental, and social factors. The GRI Standards were developed through a global multi-stakeholder process and offer reporting principles, standard disclosures, and an implementation manual for preparation of sustainability reports.

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	Introduction: Who We Are, What We Do, p.4
	2-2 Entities included in the organization's sustainability reporting	Introduction: Who We Are, What We Do, p.4
	2-3 Reporting period, frequency and contact point	About this Report, p.37
	2-5 External assurance	Assurance, p.42
	2-6 Activities, value chain and other business relationships	Introduction: Our Values, Our Investment Approach, p.5 Introduction: Our Values, Our People, p.5 Governance: Industry Participation, Our Industry Partners, p.33
	2-7 Employees	Social: Creating a Culture Where People Connect and Grow, p.20
	2-9 Governance structure and composition	Governance: ESG Governance and Management, Our Corporate ESG Structure, p.31
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance: ESG Governance and Management, Our Corporate ESG Structure, p.31
	2-13 Delegation of responsibility for managing impacts	Governance: ESG Governance and Management, Our Corporate ESG Structure, p.31
	2-14 Role of the highest governance body in sustainability reporting	Governance: ESG Governance and Management, Our Corporate ESG Structure, p.31
	2-15 Conflicts of interest	Governance: ESG Governance and Management, GID's Culture of Compliance, p.31
	2-16 Communication of critical concerns	Governance: ESG Governance and Management, GID's Culture of Compliance, p.31
	2-22 Statement on sustainable development strategy	Introduction: Letter from Our Chairman and CEO, p.3
	2-28 Membership associations	Governance: Industry Participation, Our Industry Partners, p.33
	2-29 Approach to stakeholder engagement	Governance: Stakeholder and Investor Relations, p.32 GID conducted our most recent materiality assessment in 2022. The results of that materiality assessment can be viewed in our 2022 ESG Report , on page 65.

GRI Standard	Disclosure	Location
Material topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	GID conducted our most recent materiality assessment in 2022. The results of that materiality assessment can be viewed in our 2022 ESG Report , on page 65. GID is planning to conduct a double materiality assessment in 2025 to further understand our impacts, risks, and opportunities from a financial and sustainability perspective.
	3-2 List of material topics	A list of GID's material topics can be found in our 2022 ESG Report , on page 65.
GRI 205: Anti-Corruption 2016	205-2 Communication and training about anti-corruption policies	Governance: ESG Governance and Management, GID's Culture of Compliance, p.31
Energy		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Introduction: A Year in Review, Our Environmental Targets and Performance, p.6 Environmental: Environmental Responsibility Unlocks Business Benefits, Our Environmental Targets and Performance, p.11 Environmental: How We Are Reducing Our Footprint, Energy Use, p.15
	302-3 Energy intensity	Introduction: A Year in Review, Our Environmental Targets and Performance, p.6 Environmental: Environmental Responsibility Unlocks Business Benefits, Our Environmental Targets and Performance, p.11
	302-4 Reduction of energy consumption	Environmental: How We Are Reducing Our Footprint, Energy Use, p.15
	302-5 Reductions in energy requirements of products and services	Environmental: How We Are Reducing Our Footprint, Energy Use, p.15
Water and effluents		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Introduction: A Year in Review, Our Environmental Targets and Performance, p.6 Environmental: How We Are Reducing Our Footprint, Water Conservation, p.16 Environmental: Environmental Responsibility Unlocks Business Benefits, Our Environmental Targets and Performance, p.11
	303-5 Water consumption	Introduction: A Year in Review, Our Environmental Targets and Performance, p.6 Environmental: Environmental Responsibility Unlocks Business Benefits, Our Environmental Targets and Performance, p.11
Emissions		
GRI 305: Emissions 2016	305-4 GHG emissions intensity	Introduction: A Year in Review, Our Environmental Targets and Performance, p.6 Environmental: Environmental Responsibility Unlocks Business Benefits, Our Environmental Targets and Performance, p.11 Environmental: Environmental Responsibility Unlocks Business Benefits, Our Environmental Targets and Performance, GHG Emissions, p.11 Environmental: Improving Our Environmental Performance, Advancements in Environmental Data Collection and Management, p.13

GRI Standard	Disclosure	Location
	305-5 Reduction of GHG emissions	Environmental: How We Are Reducing Our Footprint, Energy Use, p.15 Environmental: How We Are Reducing Our Footprint, Renewable Energy, p.15
Waste		
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	Environmental: How We Are Reducing Our Footprint, Waste Solutions, p.16
	306-4 Waste diverted from disposal	Introduction: A Year in Review, Our Environmental Targets and Performance, p.6 Environmental: Environmental Responsibility Unlocks Business Benefits, Our Environmental Targets and Performance, p.11 Environmental: Our Environmental Targets and Performance, Waste, p.11
Training and education		
GRI 3: Material Topics 2021	404-2 Programs for upgrading employee skills and transition assistance programs	Social: Investing in Our Future, Employee Development, p.22 Social: Investing in Our Future, Employee Benefits, p.23
GRI 3: Material Topics 2021	404-3 Percentage of employees receiving regular performance and career development reviews	Social: Investing in Our Future, Empowering Individuals, Strengthening Teams, p.22
Diversity and equal opportunity		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Social: Creating a Culture Where People Connect and Grow, Our Team in 2023, p.21
Local communities		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Social: Supporting the Well-Being of Our People, p.24 Social: Building Relationships with Residents and Industrial Tenants, p.26 Social: The Gift of Giving, Energizing People to Care, p.28
Customer health and safety		
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Social: Health and Safety, Policies and Procedures, p.25

CODE GREEN SOLUTIONS DATA VERIFICATION STATEMENT – INVESTMENT VEHICLE 1

The Code Green Solutions verification report shown to the right covers the data for one investment vehicle, including joint venture properties, for calendar year 2023.

CODEGREEN

GHG Data Verification

From: Justin Stephens, CodeGreen Solutions
 To: Philip Carmody, GID
 Date: June 25, 2024
 RE: GRESB Third Party Verification – Limited Assurance

Scope

CodeGreen Solutions has been commissioned by GID Investment Advisers, LLC (GID) to conduct an independent third-party review of Institutional Multifamily Partners LLC (IMP) 2023 GHG, energy, water and waste performance with the intention of providing Limited Assurance of the submission’s accuracy and completeness. The scope of the review includes all Scope 1, Scope 2 and Scope 3 emissions sources as well as energy, water and waste performance, as it applies to the selected reporting boundary of US operations under operational control.

The objective of this Limited Assurance is to confirm data, controls, and processes supporting the energy, water, waste and greenhouse gas (GHG) emission calculations per GID’s GHG assertion according to the procedures set out in ISO 14064-3 2019 and GHG Protocol. The goal is to provide Limited Assurance using an independent third-party team within CodeGreen Solutions.

The scope included verification of all properties; however, this statement should not be relied upon to detect all errors, omissions, or misstatements that may exist.

Level of Assurance

Level of assurance is used to determine the depth of detail that a Verification Body designs into the Verification Plan to determine if there are material errors, omissions, or misstatements in a company’s energy, water, waste and GHG assertions. Three levels of review are generally recognized – Reasonable Assurance, Limited Assurance, and Checked Review. Reasonable Assurance generates the highest level of confidence that an emissions report is materially correct (with the exception of Absolute Assurance which is generally impractical for companies to achieve). Limited Assurance provides less confidence and involves less detailed examination of energy, water, waste and GHG data and supporting documentation. Checked Review is a third-party review of data that does not comply with the definition of assurance/verification but does offer a review of data accuracy and completeness. **CodeGreen’s verification of GID’s energy, water, waste and GHG Emissions for calendar year 2023 was conducted to provide Limited Assurance.**

Roles and Responsibilities

CodeGreen assigned an independent internal team to perform Limited Assurance in accordance with ISO 14064-3 2019 International Standard. The internal team performing this review has not contributed to the compilation of the GID’s 2023 performance summary. The verification team was chosen based on their competencies in understanding and calculating organizational energy, water, waste and GHG performance, and in evaluating the effectiveness and accuracy of these statements. The energy, water, waste and GHG statements presented herein is the responsibility of the verification team.

codegreensolutions.com 800.921.4262 

CODEGREEN

Additionally, an independent review of the verification plan, activities, and conclusion was performed. The independent review assessed the appropriateness of team competencies, whether the verification plan has been designed properly, whether all verification activities have been completed, significant decisions made during the verification, whether sufficient and appropriate evidence was collected to support the verification opinion, adherence to the ISO 14064-3 (2019) standard, and the final verification opinion.

Methodology

We completed our review in accordance with the ISO 14064 Part 3: Greenhouse Gases: Specification with guidance for the validation and verification of greenhouse gas assertions (ISO, 2019). As such, we planned and performed our work in order to provide Limited Assurance, rather than Reasonable Assurance or Externally Checked Review, with respect to the energy, water, waste and GHG assertion. We believe our work provides a reasonable basis for our conclusion.

Data Set	Review Level	Date Range
Energy Consumption	Limited Assurance	Jan 1, 2023 – December 31, 2023
GHG Emissions	Limited Assurance	Jan 1, 2023 – December 31, 2023
Water Consumption	Limited Assurance	Jan 1, 2023 – December 31, 2023
Waste Performance	Limited Assurance	Jan 1, 2023 – December 31, 2023

A materiality level of 5% was applied. The processes for performing the Limited Assurance of the submission are described as follows:

Energy Consumption Data

CodeGreen has reviewed data using utility bills, aggregated data and utility login information provided by assets. Missing data has been reported back to GID and accurately reflected in the GRESB asset level spreadsheet. There were no assumptions or estimations used in the compilation of this data. Based on CodeGreen’s Limited Assurance review, there is no evidence indicating that data submitted for GRESB 2023 Assessment is not reasonably accurate and complete.

GHG Emissions Data

CodeGreen has reviewed applicable data and worked with GID to prepare a GHG inventory following GHG Protocol Corporate Account and Reporting Standard: Revised Edition guidelines. CodeGreen reviewed energy consumption data utilizing ENERGY STAR Portfolio Manager data and direct utility data to ensure reasonably proper allocation of Scope 1, 2 and 3 emissions. Emissions factors and Global Warming Potentials were also verified. Based on CodeGreen’s Limited Assurance review, there is no evidence indicating that data submitted for GRESB 2023 Assessment is not reasonably accurate and complete.

Water Consumption Data

CodeGreen has reviewed water data from ENERGY STAR Portfolio Manager and utility bills. CodeGreen worked with GID to calculate absolute water consumption data for their portfolio of assets. Based on CodeGreen’s Limited Assurance review, there is no evidence indicating that data submitted for GRESB 2023 Assessment is not reasonably accurate and complete.

codegreensolutions.com 800.921.4262 

CODEGREEN

Waste Consumption Data

CodeGreen has reviewed waste data as reported by waste carters and has worked with GID to calculate total landfilled and diverted waste for 2023 across the portfolio. Waste data for the portfolio is limited. Based on CodeGreen's Limited Assurance review of available data, there is no evidence indicating that data submitted for GRESB 2023 Assessment is not reasonably accurate. The asset level spreadsheet accurately reflects all missing waste data.

Exclusions and Incomplete Data

Some exclusions and incomplete data do exist. Exclusions such as unavailable data, partial data coverage by area, and partial data by time period have been identified in the GRESB survey as required. Some calculations may have been included for waste data. Estimates include volume to weight estimations that are within reasonable, industry-accepted norms.

Summary of Assertion

Assurance Parameters	Verification Approach
Level of Assurance	Limited Assurance
Organizational Boundary	Institutional Multifamily Partners LLC (IMP)
Geographic Boundary	USA
Inventory Period	Jan 1, 2023 – December 31, 2023
Scopes Covered	Scope 1, Scope 2, Scope 3
Emissions Covered	CO ₂ , N ₂ O, CH ₄
Protocols used for GHG Data Review	WRI's Greenhouse Gas Protocol
Risks Analyzed	Occurrence, Completeness, Accuracy, Cut-Off, Classification
Types of Energy Sources Covered (Emissions Activities)	Whole Building Electricity, Natural Gas, Fuel Oil
Types of Water Sources Covered	Whole Building Domestic Water
Types of Waste Sources Covered	Whole Building Total Generated Waste, Total Landfilled Waste, Total Recycled Waste
Assurance Criteria used for Verification Process	ISO 14064-3: Greenhouse gases -- Part 3: Specification with guidance for the validation and verification of greenhouse gas assertions (2019)

Verification Opinion

Based on our Limited Assurance review of the organizational emission for GID from January 1, 2023 to December 31, 2023, nothing has come to our attention which causes us to believe that the energy, water, waste, and GHG assertion used in the 2023 GRESB Assessment is not presented fairly in accordance with the relevant criteria. The energy, water, waste and emission estimates were calculated in a consistent and transparent manner and were found to be a reasonably fair and accurate representation of the GID's actual usage.



CODEGREEN

Based on the processes and procedures conducted, there is no evidence that the energy, water, waste and GHG statements:

- is not materially correct
- is not a fair representation of the energy, water, waste and GHG data
- Has not been prepared in accordance with the Greenhouse Gas Protocol and ISO 14064-3

Attestation:

Justin Stephens
Justin Stephens
Dev Ops Administrator



CODE GREEN SOLUTIONS DATA VERIFICATION STATEMENT – INVESTMENT VEHICLE 2

The Code Green Solutions verification report shown to the right covers the data for one investment vehicle, including joint venture properties, for calendar year 2023.

CODEGREEN

GHG Data Verification

From: Justin Stephens, CodeGreen Solutions
 To: Philip Carmody, GID
 Date: June 25, 2024
 RE: GRESB Third Party Verification – Limited Assurance

Scope

CodeGreen Solutions has been commissioned by GID Investment Advisers, LLC (GID) to conduct an independent third-party review of Windsor Columbia Realty Fund LLC (WCRF) 2023 GHG, energy, water and waste performance with the intention of providing Limited Assurance of the submission’s accuracy and completeness. The scope of the review includes all Scope 1, Scope 2 and Scope 3 emissions sources as well as energy, water and waste performance, as it applies to the selected reporting boundary of US operations under operational control.

The objective of this Limited Assurance is to confirm data, controls, and processes supporting the energy, water, waste and greenhouse gas (GHG) emission calculations per GID’s GHG assertion according to the procedures set out in ISO 14064-3 2019 and GHG Protocol. The goal is to provide Limited Assurance using an independent third-party team within CodeGreen Solutions.

The scope included verification of all properties; however, this statement should not be relied upon to detect all errors, omissions, or misstatements that may exist.

Level of Assurance

Level of assurance is used to determine the depth of detail that a Verification Body designs into the Verification Plan to determine if there are material errors, omissions, or misstatements in a company’s energy, water, waste and GHG assertions. Three levels of review are generally recognized – Reasonable Assurance, Limited Assurance, and Checked Review. Reasonable Assurance generates the highest level of confidence that an emissions report is materially correct (with the exception of Absolute Assurance which is generally impractical for companies to achieve). Limited Assurance provides less confidence and involves less detailed examination of energy, water, waste and GHG data and supporting documentation. Checked Review is a third-party review of data that does not comply with the definition of assurance/verification but does offer a review of data accuracy and completeness. **CodeGreen’s verification of GID’s energy, water, waste and GHG Emissions for calendar year 2023 was conducted to provide Limited Assurance.**

Roles and Responsibilities

CodeGreen assigned an independent internal team to perform Limited Assurance in accordance with ISO 14064-3 2019 International Standard. The internal team performing this review has not contributed to the compilation of the GID’s 2023 performance summary. The verification team was chosen based on their competencies in understanding and calculating organizational energy, water, waste and GHG performance, and in evaluating the effectiveness and accuracy of these statements. The energy, water, waste and GHG statements presented herein is the responsibility of the verification team.

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Additionally, an independent review of the verification plan, activities, and conclusion was performed. The independent review assessed the appropriateness of team competencies, whether the verification plan has been designed properly, whether all verification activities have been completed, significant decisions made during the verification, whether sufficient and appropriate evidence was collected to support the verification opinion, adherence to the ISO 14064-3 (2019) standard, and the final verification opinion.

Methodology

We completed our review in accordance with the ISO 14064 Part 3: Greenhouse Gases: Specification with guidance for the validation and verification of greenhouse gas assertions (ISO, 2019). As such, we planned and performed our work in order to provide Limited Assurance, rather than Reasonable Assurance or Externally Checked Review, with respect to the energy, water, waste and GHG assertion. We believe our work provides a reasonable basis for our conclusion.

Data Set	Review Level	Date Range
Energy Consumption	Limited Assurance	Jan 1, 2023 – December 31, 2023
GHG Emissions	Limited Assurance	Jan 1, 2023 – December 31, 2023
Water Consumption	Limited Assurance	Jan 1, 2023 – December 31, 2023
Waste Performance	Limited Assurance	Jan 1, 2023 – December 31, 2023

A materiality level of 5% was applied. The processes for performing the Limited Assurance of the submission are described as follows:

Energy Consumption Data

CodeGreen has reviewed data using utility bills, aggregated data and utility login information provided by assets. Missing data has been reported back to GID and accurately reflected in the GRESB asset level spreadsheet. There were no assumptions or estimations used in the compilation of this data. Based on CodeGreen’s Limited Assurance review, there is no evidence indicating that data submitted for GRESB 2023 Assessment is not reasonably accurate and complete.

GHG Emissions Data

CodeGreen has reviewed applicable data and worked with GID to prepare a GHG inventory following GHG Protocol Corporate Account and Reporting Standard: Revised Edition guidelines. CodeGreen reviewed energy consumption data utilizing ENERGY STAR Portfolio Manager data and direct utility data to ensure reasonably proper allocation of Scope 1, 2 and 3 emissions. Emissions factors and Global Warming Potentials were also verified. Based on CodeGreen’s Limited Assurance review, there is no evidence indicating that data submitted for GRESB 2023 Assessment is not reasonably accurate and complete.

Water Consumption Data

CodeGreen has reviewed water data from ENERGY STAR Portfolio Manager and utility bills. CodeGreen worked with GID to calculate absolute water consumption data for their portfolio of assets. Based on CodeGreen’s Limited Assurance review, there is no evidence indicating that data submitted for GRESB 2023 Assessment is not reasonably accurate and complete.

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CODEGREEN

Waste Consumption Data

CodeGreen has reviewed waste data as reported by waste carters and has worked with GID to calculate total landfilled and diverted waste for 2023 across the portfolio. Waste data for the portfolio is limited. Based on CodeGreen's Limited Assurance review of available data, there is no evidence indicating that data submitted for GRESB 2023 Assessment is not reasonably accurate. The asset level spreadsheet accurately reflects all missing waste data.

Exclusions and Incomplete Data

Some exclusions and incomplete data do exist. Exclusions such as unavailable data, partial data coverage by area, and partial data by time period have been identified in the GRESB survey as required. Some calculations may have been included for waste data. Estimates include volume to weight estimations that are within reasonable, industry-accepted norms.

Summary of Assertion

Assurance Parameters	Verification Approach
Level of Assurance	Limited Assurance
Organizational Boundary	Windsor Columbia Realty Fund LLC (WCRF)
Geographic Boundary	USA
Inventory Period	Jan 1, 2023 – December 31, 2023
Scopes Covered	Scope 1, Scope 2, Scope 3
Emissions Covered	CO ₂ , N ₂ O, CH ₄
Protocols used for GHG Data Review	WRI's Greenhouse Gas Protocol
Risks Analyzed	Occurrence, Completeness, Accuracy, Cut-Off, Classification
Types of Energy Sources Covered (Emissions Activities)	Whole Building Electricity, Natural Gas, Fuel Oil
Types of Water Sources Covered	Whole Building Domestic Water
Types of Waste Sources Covered	Whole Building Total Generated Waste, Total Landfilled Waste, Total Recycled Waste
Assurance Criteria used for Verification Process	ISO 14064-3: Greenhouse gases -- Part 3: Specification with guidance for the validation and verification of greenhouse gas assertions (2019)

Verification Opinion

Based on our Limited Assurance review of the organizational emission for GID from January 1, 2023 to December 31, 2023, nothing has come to our attention which causes us to believe that the energy, water, waste, and GHG assertion used in the 2023 GRESB Assessment is not presented fairly in accordance with the relevant criteria. The energy, water, waste and emission estimates were calculated in a consistent and transparent manner and were found to be a reasonably fair and accurate representation of the GID's actual usage.



CODEGREEN

Based on the processes and procedures conducted, there is no evidence that the energy, water, waste and GHG statements:

- Is not materially correct
- is not a fair representation of the energy, water, waste and GHG data
- Has not been prepared in accordance with the Greenhouse Gas Protocol and ISO 14064-3

Attestation:

Justin Stephens
Justin Stephens
Dev Ops Administrator

CODEGREEN



CODE GREEN SOLUTIONS DATA VERIFICATION STATEMENT – GID MAINSTAY FUND

The Code Green Solutions verification report shown to the right covers the data for one investment vehicle, a comingled investment fund, for calendar year 2023.

CODEGREEN

GHG Data Verification

From: Justin Stephens, CodeGreen Solutions
 To: Philip Carmody, GID
 Date: June 25, 2024
 RE: GRESB Third Party Verification – Limited Assurance

Scope

CodeGreen Solutions has been commissioned by GID Investment Advisers, LLC (GID) to conduct an independent third-party review of GID Mainstay Fund 2023 GHG, energy, water and waste performance with the intention of providing Limited Assurance of the submission's accuracy and completeness. The scope of the review includes all Scope 1, Scope 2 and Scope 3 emissions sources as well as energy, water and waste performance, as it applies to the selected reporting boundary of US operations under operational control.

The objective of this Limited Assurance is to confirm data, controls, and processes supporting the energy, water, waste and greenhouse gas (GHG) emission calculations per GID's GHG assertion according to the procedures set out in ISO 14064-3 2019 and GHG Protocol. The goal is to provide Limited Assurance using an independent third-party team within CodeGreen Solutions.

The scope included verification of all properties; however, this statement should not be relied upon to detect all errors, omissions, or misstatements that may exist.

Level of Assurance

Level of assurance is used to determine the depth of detail that a Verification Body designs into the Verification Plan to determine if there are material errors, omissions, or misstatements in a company's energy, water, waste and GHG assertions. Three levels of review are generally recognized – Reasonable Assurance, Limited Assurance, and Checked Review. Reasonable Assurance generates the highest level of confidence that an emissions report is materially correct (with the exception of Absolute Assurance which is generally impractical for companies to achieve). Limited Assurance provides less confidence and involves less detailed examination of energy, water, waste and GHG data and supporting documentation. Checked Review is a third-party review of data that does not comply with the definition of assurance/verification but does offer a review of data accuracy and completeness. **CodeGreen's verification of GID's energy, water, waste and GHG Emissions for calendar year 2023 was conducted to provide Limited Assurance.**

Roles and Responsibilities

CodeGreen assigned an independent internal team to perform Limited Assurance in accordance with ISO 14064-3 2019 International Standard. The internal team performing this review has not contributed to the compilation of the GID's 2023 performance summary. The verification team was chosen based on their competencies in understanding and calculating organizational energy, water, waste and GHG performance, and in evaluating the effectiveness and accuracy of these statements. The energy, water, waste and GHG statements presented herein is the responsibility of the verification team.

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CODEGREEN

Additionally, an independent review of the verification plan, activities, and conclusion was performed. The independent review assessed the appropriateness of team competencies, whether the verification plan has been designed properly, whether all verification activities have been completed, significant decisions made during the verification, whether sufficient and appropriate evidence was collected to support the verification opinion, adherence to the ISO 14064-3 (2019) standard, and the final verification opinion.

Methodology

We completed our review in accordance with the ISO 14064 Part 3: Greenhouse Gases: Specification with guidance for the validation and verification of greenhouse gas assertions (ISO, 2019). As such, we planned and performed our work in order to provide Limited Assurance, rather than Reasonable Assurance or Externally Checked Review, with respect to the energy, water, waste and GHG assertion. We believe our work provides a reasonable basis for our conclusion.

Data Set	Review Level	Date Range
Energy Consumption	Limited Assurance	Jan 1, 2023 – December 31, 2023
GHG Emissions	Limited Assurance	Jan 1, 2023 – December 31, 2023
Water Consumption	Limited Assurance	Jan 1, 2023 – December 31, 2023
Waste Performance	Limited Assurance	Jan 1, 2023 – December 31, 2023

A materiality level of 5% was applied. The processes for performing the Limited Assurance of the submission are described as follows:

Energy Consumption Data

CodeGreen has reviewed data using utility bills, aggregated data and utility login information provided by assets. Missing data has been reported back to GID and accurately reflected in the GRESB asset level spreadsheet. There were no assumptions or estimations used in the compilation of this data. Based on CodeGreen's Limited Assurance review, there is no evidence indicating that data submitted for GRESB 2023 Assessment is not reasonably accurate and complete.

GHG Emissions Data

CodeGreen has reviewed applicable data and worked with GID to prepare a GHG inventory following GHG Protocol Corporate Account and Reporting Standard: Revised Edition guidelines. CodeGreen reviewed energy consumption data utilizing ENERGY STAR Portfolio Manager data and direct utility data to ensure reasonably proper allocation of Scope 1, 2 and 3 emissions. Emissions factors and Global Warming Potentials were also verified. Based on CodeGreen's Limited Assurance review, there is no evidence indicating that data submitted for GRESB 2023 Assessment is not reasonably accurate and complete.

Water Consumption Data

CodeGreen has reviewed water data from ENERGY STAR Portfolio Manager and utility bills. CodeGreen worked with GID to calculate absolute water consumption data for their portfolio of assets. Based on CodeGreen's Limited Assurance review, there is no evidence indicating that data submitted for GRESB 2023 Assessment is not reasonably accurate and complete.

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CODEGREEN

Waste Consumption Data

CodeGreen has reviewed waste data as reported by waste carters and has worked with GID to calculate total landfilled and diverted waste for 2023 across the portfolio. Waste data for the portfolio is limited. Based on CodeGreen's Limited Assurance review of available data, there is no evidence indicating that data submitted for GRESB 2023 Assessment is not reasonably accurate. The asset level spreadsheet accurately reflects all missing waste data.

Exclusions and Incomplete Data

Some exclusions and incomplete data do exist. Exclusions such as unavailable data, partial data coverage by area, and partial data by time period have been identified in the GRESB survey as required. Some calculations may have been included for waste data. Estimates include volume to weight estimations that are within reasonable, industry-accepted norms.

Summary of Assertion

Assurance Parameters	Verification Approach
Level of Assurance	Limited Assurance
Organizational Boundary	GID Mainstay Fund
Geographic Boundary	USA
Inventory Period	Jan 1, 2023 – December 31, 2023
Scopes Covered	Scope 1, Scope 2, Scope 3
Emissions Covered	CO ₂ , N ₂ O, CH ₄
Protocols used for GHG Data Review	WRI's Greenhouse Gas Protocol
Risks Analyzed	Occurrence, Completeness, Accuracy, Cut-Off, Classification
Types of Energy Sources Covered (Emissions Activities)	Whole Building Electricity, Natural Gas, Fuel Oil
Types of Water Sources Covered	Whole Building Domestic Water
Types of Waste Sources Covered	Whole Building Total Generated Waste, Total Landfilled Waste, Total Recycled Waste
Assurance Criteria used for Verification Process	ISO 14064-3: Greenhouse gases -- Part 3: Specification with guidance for the validation and verification of greenhouse gas assertions (2019)

Verification Opinion

Based on our Limited Assurance review of the organizational emission for GID from January 1, 2023 to December 31, 2023, nothing has come to our attention which causes us to believe that the energy, water, waste, and GHG assertion used in the 2023 GRESB Assessment is not presented fairly in accordance with the relevant criteria. The energy, water, waste and emission estimates were calculated in a consistent and transparent manner and were found to be a reasonably fair and accurate representation of the GID's actual usage.



CODEGREEN

Based on the processes and procedures conducted, there is no evidence that the energy, water, waste and GHG statements:

- Is not materially correct
- is not a fair representation of the energy, water, waste and GHG data
- Has not been prepared in accordance with the Greenhouse Gas Protocol and ISO 14064-3

Attestation:

Justin Stephens
Justin Stephens
Dev Ops Administrator

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