



RESPONSIBLE INVESTMENT POLICY

About

With a rich history dating back to 1965, L&B Realty Advisors (L&B) stands as a beacon of trust and reliability in the real estate management services. Over the years, L&B has consistently proved its ability to successfully acquire, manage, and dispose of real estate on behalf of its clients, earning a proven record of reliability and trust. Our long-standing history is a testament to our experience and expertise in the field.

L&B clients were high-net-worth European investors syndicated by Lehndorff, a German-based private equity group looking to diversify their assets into North American core real estate. L&B opened its United States office in Chicago in 1970 and relocated to Dallas a few years later. In 1978, L&B made its first real estate investment on behalf of a public pension plan.

In 1983, L&B partnered with David L Babson & Company, a Boston-based investment firm, to gain access to the institutional market. L&B registered with the Securities and Exchange Commission (SEC) under the Investment Advisors Act of 1940 in March 1984. In 1995, having gained significant U.S. tax-exempt institutional experience through the relationship with Babson, L&B ended its partnership by acquiring Babson's interest. In 1992, L&B was acquired by United Asset Management (UAM), and in 2000, Quilter plc (formerly Old Mutual plc) acquired all of UAM's assets, including L&B. In 2005, L&B's principal partners, G. Andrews Smith and Daniel L. Plumlee, acquired ownership of L&B from Quilter plc (formerly Old Mutual plc). L&B offers in-house property management through L&B's affiliate, Institutional Property Managers, LLC (IPM), on a limited basis.

Our Purpose

At L&B, our clients' investment goals are not just a priority; they are our foremost concern. We have a fiduciary duty to optimize the economic return on client investments and reduce risk. Our unwavering commitment to responsible investing, which incorporates Environmental, Social, Governance, and Resilience (ESG+R), Climate Change, Diversity, Equity, and Inclusion (DEI) factors in investment decisions, is designed to manage risk better and generate a sustainable long-term return.



This policy reflects our commitment to delivering for our clients responsibly and achieving results at their discretion.

Climate change, CO₂ emissions, natural resource conservation, waste and pollution, and deforestation are environmental factors often cited and may affect the long-term risk profiles of property investments. Addressing social factors such as workplace diversity and inclusion, working conditions, and community involvement generates lower costs and reduces reputation impairment risk. Bribery and corruption, political lobbying, independent board governance, and diversity issues create Governance factor risk, reputation, and sustainable business risk. L&B aims to mitigate risks we can control to help the local community, the environment, our employees, and our clients.

Leadership

Responsible Investment Committee (RIC)

L&B's Responsible Investment Committee (RIC) participants include senior investment professionals with diverse skill sets. Several participants also sit on the firm's Management and Investment Committees. The RIC meets quarterly to review ESG+R, Climate Change, and DEI factors. Discussions include how these factors, evolving technologies, and methods are considered in investment decision-making. The goal is to find areas—within the limitations of our given client's discretion—that hold potential for improving our responsible investment performance.

RIC Members	Title	Other L&B Committees
Kelsey Richey (Chairperson)	Associate Director Development & Construction Services	Business Continuity Committee
Dan Plumlee	Chief Investment Officer (CIO)	Management, Investment, and Compensation Committees
Andy Smith	Chief Executive Officer (CEO)	Management, Investment, and Compensation Committees
Scott Cronister	Executive Vice President (EVP) Asset Management	Investment Committee
Mark Faraldo	Executive Vice President (EVP) Business Development	
Bernadette Mussell	Executive Vice President (EVP) Acquisitions	Investment Committee
Merrill Curtis	Vice President (VP) Asset Management	
Michael Formanek	Vice President (VP) Portfolio Management	Strategy Development & Risk Mitigation, and Culture and Engagement Committees
Corinne Hoffman	Vice President (VP) Portfolio Management	Strategy Development & Risk Mitigation
Ronna McAuley	Vice President (VP) Asset Management	
Chris Neufeld	Vice President (VP) Development & Construction Services	Business Continuity Committee
Vicki Matthews	Vice President (VP) Human Resources	Compensation and Culture Committees
Rui Shi	Executive Managing Director of Portfolio Management	
Jan Johnson	Director Executive Office	AI Committee
Rodman Ricketts	Senior Manager Development & Construction Services	

Alex Gauthreaux	Construction Project Manager Development & Construction Services	
Julie Griffith	Senior Account Manager Risk Management	
David Evemy	Director Research & Strategy	Strategy Development & Risk Mitigation, Investment, and AI Committee

Environmental, Social, Governance and Resilience (ESG+R), Climate Change, and Diversity, Equity, and Inclusion (DEI)

The L&B team acknowledges that our business activities influence the communities in which our clients choose to invest.

Incorporating ESG+R, Climate Change, and DEI factors into investment decisions has gained traction throughout the global institutional investment community. Increased consumer expectations of businesses drive the trend to conserve natural resources, behave ethically, and broaden the definition of stakeholders. L&B investment professionals know these changes and stay abreast of their impact.

Scope

L&B makes a concerted effort to be transparent throughout all its business endeavors. As a result, this policy will highlight aspects of ESG+R, Climate Change, and DEI factors-related initiatives. This policy is intended to show the executive management team’s shared commitment to these principles and, consistent with the discretion given by each client, guide the implementation, execution, benchmarking, and reporting of sustainability practices.

Definitions

Environmental: L&B aspires to assess on an ongoing basis how the client’s assets can reduce waste per local ecological guidelines.

Social: L&B is committed to creating an inclusive and productive work environment for all workplace employees to succeed and grow professionally. The firm also focuses on positively changing the communities in which it works and lives. L&B carries this out by investing time and resources into the workplace, finding underserved areas within the urban environment, employee volunteerism, and education.

Governance: L&B seeks to operate and manage its business with the highest standards and ethics, transparency, governance, and consideration for the long-term growth and health of the firm and its investments. Having transparency through due diligence and decision-making is a turnkey solution to establishing a work environment where morals and principles are aligned throughout all business practices.

Resilience: L&B supports a business continuity plan and requires third-party property managers to have business continuity plans for all their assets, as applicable. Resilience reflects what we do before, during, and after disruptive events and is built on a foundation of effective governance practices.

Climate Change: L&B intends to continue exploring how climate change strategies potentially affect risk strictly on a case-by-case, property-by-property basis and will watch opportunities to implement strategies that provide an adequate payback for the investment.

Policies

Environmental

L&B strives to reduce the environmental impact of our assets by using natural resources more efficiently, specifically concerning conserving electricity and water and minimizing waste. We have identified and applied emerging technology to perfect efficiency and reduce energy costs for our assets. We continue to look for innovative technologies, means, and methods to increase energy and water efficiency and the useful life of all the equipment for properties. Through the design, construction, and redevelopment of the assets within our portfolio, L&B aligns the process with our company’s Responsible Investment standards and our clients’ goals. These initiatives can help to minimize the impact on our ecosystem, reduce water usage, promote better building energy performance, and reduce our carbon footprint through ongoing recycling initiatives. Below are a few high-level strategies that L&B looks to incorporate throughout our investment processes:

- L&B supports membership and has at least one member in the USGBC (United States Green Building Council) to stay abreast of current issues, strategies, and opportunities to improve the sustainable nature of our portfolio.
- L&B's RIC meets quarterly, reviews case studies, and hosts third parties occasionally to assess innovations and emerging opportunities to increase energy efficiency or sustainability.
- L&B regularly reviews opportunities to incorporate resource-reducing technology.

Considerations within Acquisitions, Investments, and Asset Management

- L&B is devoted to increasing its awareness of opportunities that reduce the carbon footprint and optimize investment returns. In conjunction with client parameters, we aim to reduce emissions, water consumption, and waste while increasing operating expense efficiency and paying particular attention to the primary components of sustainability.
 - **Energy**—Use technologies to monitor inbound electricity use to ensure optimal performance and efficiency and ensure electricity is used when and where needed at the time it is required.
 - **Water**—Use technologies and management practices to ensure water use is the minimum required for a particular use and leak detection and management to prevent waste.
 - **Waste**—Promote recycling programs in cleaning and janitorial services to increase tenants' adoption rate and encourage materials recycling in demolition projects.
- L&B analyzes the sustainability of new acquisitions in our investment committee to assess the current baseline for sustainability and opportunities for continuous improvement over the asset's life cycle.
- In addition to the above, the firm will also conduct environmental site assessments to find a property's current ecological condition.
- L&B pursues Energy Star, LEED, National Green Building Standard (NGBS), and other applicable designations for properties, when practical and economically feasible, to communicate a commitment to sustainability to the market.
- L&B incorporates sustainability guidelines into the capital improvement planning process to ensure improvements are the most environmentally efficient components possible at replacement time.
- L&B leverages reputation management tools, such as Reputation.com and Kingsley ratings, to aid in identifying any physical deficiencies or undermanagement issues, thus supplying valuable insights for informed decision-making.

Social

L&B is committed to creating a diverse and inclusive work environment for its employees and the communities that our employees live and work in. Addressing social factors such as workplace diversity and inclusion, workplace environment, and community involvement helps us to generate a better brand and, in return, aids us in attracting the best talent. L&B values our responsibility to clients, business partners, employees, community, and society to show integrity, honesty, and respect for others. By fostering delighted and loyal residents and tenants, we can potentially reduce turnover costs, increase renewal rates, and reduce vacancy losses. This approach enhances the quality of our properties and aligns with our long-term investment goal of delivering outperformance. Creating an environment where all our employees feel comfortable is essential for our teams to run at the highest level possible. Below are some social initiatives the firm has implemented to improve the workplace and our local communities:

- L&B supplies all employees and associates paid time off and health insurance continuation benefits. This includes providing family care leave for caregivers of a newborn or child placed with the employee by adoption or foster care.
- Ensure the recruitment process appeals to a vastly diverse, highly qualified pool of candidates to develop career path opportunities and advance diverse team members.
- Establish an equal compensation policy for all employees to ensure no unexplained gaps due to non-discriminatory reasons such as length of service, job performance (merit), and geographic location.
- The firm pledges to only engage with service providers that show the same integrity and respect L&B does for others in their business activities.

Governance

L&B defines foundational ethics and corporate stability through its Code of Conduct. The L&B Compliance Manual sets forth policies, procedures, processes, customs, and best practices applicable to the firm's day-to-day management.

With fiduciary oversight, the firm protects investors' interests and follows all relevant legal and regulatory requirements. Transparency through research, due diligence, and asset management processes is essential to ensure the firm delivers sustainable and long-term growth for investors.

- L&B strives to follow applicable national, state, and local labor laws in the areas in which the firm invests.
- **Compliance Manual**—The firm updates its Compliance Manual and Code of Ethics annually. The Manual helps the firm adopt an infrastructure consistent with sound business practices and aids the firm's personnel in adhering to the highest business standards and ethics.
- **Responsible Contractor Policy**—As a fiduciary, L&B seeks to provide our clients with the best possible risk-adjusted returns while operating within the clients' investment guidelines and in a manner consistent with our Responsible Investment Policy. In that regard, we strive to obtain high-quality services to support and enhance the value of our investments and to construct projects on time or ahead of schedule, following approved plans and specifications consistent with the approved project budget. We believe that the employment, on terms consistent with our Social Responsibility Policy and our fiduciary duties, of experienced, well-trained, dependable, and compensated craftsmen and other service providers is of utmost importance in achieving these objectives.

Anti-Bribery & Corruption

L&B is committed to the highest ethical and legal standards. This commitment extends to every action taken while engaging with co-workers, participants, shareholders, clients, institutions, business partners, and contractors. L&B follows and will continue to follow the US Foreign Corrupt Practices Act and the OECD Anti-Bribery Convention, prohibiting bribery and other improper payments to public officials. From a cash management perspective, L&B has set up internal controls, including the segregation of duties, requiring different individuals to initiate, authorize, and release funds.

Diversity, Equity, and Inclusion (DEI)

At L&B, DEI and diversity of thought are vital to our corporate culture, vision, practices, and investment performance. We are deeply committed to building an inclusive environment for our team. We aspire for everyone to feel welcome, valued, respected, and heard and to have equitable access to opportunities known and yet discovered. Our DEI policy applies to all employees, contractors, and those we select to work on our behalf.

Our DEI effort starts with our people. We recognize that a significant part of our culture, reputation, and firm's achievements derive from the collective sum of individual contributions to a team effort. Our experience shows us that differences in background, life experiences, knowledge, innovation, and self-expression challenge us to make better, more sustainable decisions. These decisions help our team, clients, community, and performance. Therefore, we welcome differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, and veteran status to our team.

L&B's work environment is built on the foundation of equity. Treating others with dignity and respect is always compulsory. Our established practices and policies, such as our anti-harassment and retaliation, code of conduct, and parental and medical leave, reflect the evolution of this commitment, from the beginning of the employment process (recruitment and selection) to ongoing opportunities for growth and development (training, mentoring, compensation, promotions) to off-boarding (retirement, layoff, termination). We embrace active participation by our team members in various industry associations and partner with groups in our community, where the missions include furthering DEI (for example, Momentous Institute). Additionally, social and recreational activities are essential to this employment continuum. It brings together our people informally so they can know each other better and embrace the similarities and differences with an eye toward collaboration.

Policy Review and Implementation

The L&B team has made sustainable policies a part of the firm's best practice management. It will continue to work to improve company culture and advocate for sustainability and innovation in the space. This includes, subject to the discretion given to us by each client, incorporating ESG+R, Climate Change, and DEI factors in the investment decision process, leasing, operations, capital improvement planning, and development of properties within the portfolio.

L&B has pledged to find, implement, and watch emerging sustainable technologies and practices as new opportunities arise. Regarding improving upon and implementing the policies outlined in this document, L&B will conduct an annual review of this Responsible Investment Policy and implement control measures to decide the effectiveness of new and existing initiatives.

The leadership team will continue participating in select industry events to stay abreast of the latest emerging technologies in the ESG+R, Climate Change, and DEI spaces.

Commitment to Improvement

L&B will continue to administer the Responsible Investment practices stated in this document throughout the lifecycle of all assets under ownership and the lifespan of our business while optimizing the economic return on client investments and reducing risk. All team members are encouraged to speak up and bring attention to any issues related to ESG+R, Climate Change, and DEI relevant to the firm's business. As new technological upgrades continue to improve, L&B pledges to continue educating themselves to create a more sustainable future for the firm and investments under our stewardship and society.