

Sustainability and ESG Policy

Redbourne Group Holdings Inc. and its affiliates (“Redbourne”) is committed to sustainable business practices conducted with honesty, integrity, and the highest ethical standards. It is our policy to incorporate environmental, social and governance (“ESG”) processes into all levels of our operations, and to report on ESG matters to investors and other stakeholders.

We aim to combine fiscally responsible management of our properties while seeking to minimize their environmental impact.

It is our target that all our properties will be carbon neutral by 2050.

Environmental matters

- We will monitor and strive to improve the efficiency of energy and water usage, while reducing greenhouse gas emissions and waste generation.
- We will ensure that our properties under management and our related services adapt to environmental changes.
- We will adopt best operational practices to reduce Redbourne’s environmental impact by integrating and prioritizing sustainability in the procurement of materials, services, and due diligence processes.
- We will encourage our employees, partners, tenants, and stakeholders to conduct their activities in an environmentally and socially responsible manner.

Social

- We will continue to maintain fair, equitable and inclusive employment practices.
- We will continue to promote employee well-being through the provision of physical and mental health benefit programs and other initiatives.

- We will engage with tenants to provide enhanced services and satisfaction, and to support their ESG initiatives.
- We will continue one of our core values by providing community support through financial donations to a broad range of non-profit organizations, and by encouraging employee participation in community affairs.

Governance

- We will continue to promote fair dealing practices and sound investment analysis, while integrating ESG and ensuring compliance with legal and regulatory requirements.
- We will continue to implement appropriate internal control systems to prevent fraud, corruption, and data security breaches.
- We will provide full, fair, and accurate reports on ESG progress to stakeholders.
- We will review this Policy periodically and will update it as required.

Approved January 1, 2023

REDBOURNE GROUP HOLDINGS INC.

Peter F. Coughlin, Co-chairman

Norman G. Spencer, Co-chairman