

PEAKMADE REAL ESTATE ESG POLICY STATEMENT

Updated as of May 19, 2022

ESG Statement and Core Principles

PeakMade Real Estate's Mindset to 'Do the Right Thing' drives our Environmental, Social and Governance (ESG) efforts. It is with care and respect for the people and communities we serve that we embed a commitment to sustainability, social impact, and strong governance into PeakMade's business. PeakMade is focused on developing & operating environmentally sustainable, efficient, and inclusive communities. We remain guided by our strong mindsets, our culture, and our dedication to high standards of customer service. Our ESG practices are a cornerstone of our mission to ensure that 'People Matter Most' while creating lasting social and environmental impact.

Because **People Matter Most**, Peak prioritizes the wellbeing of our residents and employees in every facet of our business. We strive to create a welcoming home for all our residents and to be a workplace where all associates can be their authentic selves at work each day.

Because Peak loves to **Create Moments**, we celebrate our teams and residents and create experiences that can have a lasting positive impact on the communities in which we operate.

At Peak we **Do the Right Thing** by creating a culture of sustainability and inclusion and we adhere to a high ethical standard.

Because Peak is committed to **Owning It**, we hold ourselves accountable for making every touchpoint with our residents a positive experience, increasing the value of our clients' assets, and fostering a positive and inclusive workplace.

Peak will continue to **Evolve** in how we operate sustainably and minimize our impact on the environment. Peak is also committed to the evolution of our diversity, equity, and inclusion principles to make space for all people in our workplace and communities.

Peak's ESG Commitments

Peak is fulfilling our commitment to positively impacting our communities and the environment in which they exist through ESG-focused policies and initiatives. This ESG Policy will direct us in creating operational efficiencies and driving value for our clients, reducing our carbon footprint, improving our communities, attracting and retaining residents, mitigating risks to our business, and maintaining a productive and positive workplace.

We are committed to engaging with our stakeholders (including clients, employees, residents, and vendors) to ensure that we are operating with diversity, equity, and inclusion embedded in each vertical of the PeakMade Real Estate business. We are also partnering with outside consultants and clients in the development of a solution-oriented framework of measurement, benchmarking, and evaluation of our utility and waste data to shape operational strategies focused on sustainability.

Environmental Commitments

Our environmental focus begins with creating a culture of sustainability across the PeakMade business. We engage employees and residents through education on and promotion of sustainable practices like utility conservation and waste reduction.

PeakMade Development strives to be a leader in sustainable development by ensuring that our properties are designed and operated with the environment and our residents' wellness in mind. We take great care to evaluate all new projects with the following considerations including:

Energy Efficiency

From energy efficient HVAC systems, Energy Star appliances, tight building envelopes, to LED lighting as our minimum standards, we evaluate each project's design to optimize energy efficiency.

Renewable Energy

We evaluate off-site renewable generation where available and on-site solar where practical to reduce our fossil fuel dependence.

Green Building Certifications

Each project is evaluated for applicable certifications including LEED, Energy Star, Well Building, Fitwel, etc.

Water Conservation

All of our projects are designed with low-flow plumbing fixtures to conserve water usage.

Storm Water Management

We employ bioswales, raingardens, and cisterns where possible to reduce our storm water runoff and enable re-use for irrigation.

Indoor Air Quality

We use only low VOC materials and promote outdoor air circulation within our common areas and units and equip our systems with high-efficiency filters to improve indoor air quality.

Waste Management

We enable our projects with recycling capabilities and strive to minimize waste during the construction process with local/regional material sourcing and recycled products where possible.

Smart Technology

We utilize smart controls and smart thermostats to reduce our energy usage within our apartments and common spaces.

At operational locations, Peak partners with utility and waste vendors to track usage data and works with consultants who assess that data to set benchmarks for reduction efforts. Additionally, Residents are encouraged to reduce energy usage with a conservation allowance applied to electric billing at many locations.

Most Peak communities are within 1 mile of campus or near surrounding commercial centers, making them very friendly to biking and walking and also convenient for ridesharing on university shuttles or public transportation. Many also provide bike and scooter storage to encourage alternative modes of transportation.

Peak has adopted business practices that reduce waste, including paperless billing and leasing, in addition to offering recycling options at many of our communities and utilizing vendors who offer sustainable purchasing options for maintenance and office supplies.

Peak continues to evolve in how we can reduce our environmental impact by looking for new opportunities in diverting waste out of landfills like increased recycling and composting options for our residents, enhancing properties with electric vehicle charging stations and added smart-home features, and upgrading operational assets with low-flow fixtures and LED lighting.

Social Commitments

Since its inception Peak has been in the people business. Our people focus has evolved to include our **Peak Link** council that is tasked with promoting and supporting the companies' vision for a diverse and inclusive community for all associates, customers, and stakeholders. Centered on education, awareness and action, the Council aims to collaborate both internally and externally on new ways to approach issues of equality in areas such as race, ethnicity, religion, gender, and sexual orientation. The council plays an important role in ensuring that Peak is a place people can learn, feel valued, and be part of the change.

At Peak, we'd like to leave this world better than we found it. That's why we launched **Peak Cares**, which unites our nationwide communities and headquarters in a year-round program of charitable efforts. Through Peak Cares, we strive to make a lasting impact by supporting local schools, promoting breast cancer awareness, providing meals to those in need, and much more like our annual "Clean Out for a Cause" campaign during summer move-outs where we assist residents with donating gently used items they no longer need to keep usable items out of landfills.

Working for Peak means knowing just how much you are valued. Because we are committed to putting people first, we celebrate and invest in each of our team members so they can grow and thrive from day one. That investment includes competitive health benefits, 401k matching and financial wellness coaching, paid time off that includes 2 "me days", maternity & parental leave, access to telemedicine, an employee assistance program, and wellness initiatives through our **Live Well** program like our 'Lifestyle Rewards' program where participants earn points for meeting health goals and have access to health coaches. We value and listen to feedback from our teams on how we can best support their mental, physical, and financial wellness.

We build and operate our communities with a focus on the wellbeing of our residents. Our amenity programs are designed with wellness in mind from state-of-the-art fitness centers, ample outdoor spaces, and group gathering spaces filled with natural light and a sense of community. At our student housing communities we support our residents with available roommate mediation, quiet study hours at some locations, and onsite events and programs designed to enhance their college experience.

Governance Commitments

Peak is governed by a Board of Directors and Executive Team made up of real estate industry leaders who are committed to ethical and sustainable growth. Under their leadership the PeakMade organization is committed to operating according to a strict code of governance that protects not only our business, but our clients' business as well.

Peak prioritizes complying with the laws that govern our industry and implementing policies and controls to mitigate risks to our business. Peak leadership, the PeakMade Risk Committee, and Risk and Compliance team are committed to the oversight of all functions of our business in accordance with the valued input from our outside auditors, outside legal counsel, real estate brokers, industry organizations, and insurance partners.

Peak governs itself not only as an ethical business, but also an ethical employer. It's important to Peak to ensure that we have diversity and equitable pay across all positions. We have a diverse body of management and mid-level management associates and a compensation committee has been formed to ensure that we meet our commitment to paying all associates fairly and equitably based on the position they hold.