



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) POLICY

2022 / 2023

Logistics Property Company's (LPC) leadership shares a common vision to deliver superior modern logistics buildings and provide environmental, social and governance benefits to all stakeholders.

LPC's ESG journey prioritizes environmental, social and governance aspects across the company, building on the strong established foundation.

Environmental stewardship, social responsibility and governance efforts are achieved with the talented leadership and expertise of all colleagues across the company. LPC aims to have a long-term positive impact on our people, our community, and our planet.

## ABOUT LOGISTICS PROPERTY CO. (LPC), LLC

Logistics Property Company (LPC) is an industrial real estate company focused on the acquisition, development, and management of modern logistics properties in the United States. LPC is developing properties in key logistics markets including Atlanta, Chicago, Dallas, Houston, Kenosha, Mount Pocono, Philadelphia, Newark, New Jersey and Seattle-Tacoma. Headquartered in Chicago, LPC has offices in Atlanta, Baltimore-Washington, Dallas, Denver, Houston, Los Angeles and Seattle. For further information, please visit [logisticspropco.com](https://logisticspropco.com) and follow [@logisticspropco](https://twitter.com/logisticspropco).

## Our Approach to ESG

At LPC, we are focused on integrating **Environmental Stewardship, Social Responsibility and Governance** into all aspects of our business and culture.

LPC aims to embed ESG into our values and business strategy and cascades across our national portfolio. LPC will continuously strive to embrace evolving stakeholder expectations and implement best practices.

### Implementation

The Head of Environmental, Social and Governance is responsible for the management and implementation of the ESG strategy. The strategy will be executed to advance ESG goals and ensure that positive impacts are maximized, and key investor objectives are achieved.

An ESG Committee was established to provide oversight on ESG matters. The Committee draws on industry best practices and evaluates appropriate key performance indicators, targets and initiatives.

LPC engages all employees in ESG and actively promotes a culture of leadership and responsibility at all levels of the company.

The ESG framework is accomplished through the following practices:

- Ongoing board oversight
- Embracing evolving stakeholder expectations
- Reporting on key performance metrics
- Compliance with laws and regulations
- Tracking relevant ESG opportunities and outcomes
- Communicating and reporting to investors through meetings, diligence reporting and outreach
- Ensuring that ESG principles are addressed at all levels of the organization
- Ensuring that consistent ESG policies and procedures are in-place both at the corporate and the asset-level
- Integrating responsible investment principles
- Empowering a culture of health and safety
- Communicating with all stakeholders through marketing
- Putting best practices into action

## ESG Commitment

LPC's mission is to integrate ESG across our portfolio to deliver positive environmental, social and governance benefits for our employees, our customers, partners, investors and the planet.

## Environmental Stewardship

LPC integrates innovative efficiency solutions to minimize our environmental footprint for a healthier tomorrow.

Our Approach:

- Committed to net zero carbon emissions by 2040
- Deliver sustainable modern logistics buildings
- Achieve LEED Certification for all new developments
- Launch Environmental Management System (EMS) aligned to ISO 14001
- Incorporate renewable energy to decarbonize operations

## Sustainability Metrics and ENERGY STAR Portfolio Manager

LPC will establish clearly defined sustainability goals and targets for energy, water, waste, greenhouse gas (GHG) emissions, carbon and other relevant sustainability metrics in an auditable way, which goals shall consist of medium and long-term targets with clear reduction goals; and shall incorporate the following:

- Maximize data coverage for energy, water, waste, GHG and carbon for sustainability goals.
- Develop key performance indicators (KPIs) that align investors and corporate reporting goals.
- Enable monitoring of portfolio performance and the ability to identify actionable next steps.
- Engage stakeholders across organization about sustainability progress and opportunities through communication and reporting.

## Renewable Energy

LPC intends to take positive steps to accelerate the transition to a clean energy grid. LPC will procure renewable energy (where possible) and use reasonable best efforts to reduce carbon emissions in other ways.

## Net Zero Commitment

LPC is committed to achieve net zero carbon emissions by 2040. LPC will report reduction targets through the Science Based Targets Initiative (SBTi) and utilize the Carbon Risk Real Estate Monitor (CRREM) decarbonization pathway. The baseline net zero is based on scope 1 and 2 greenhouse gas (GHG) emissions on a portfolio basis, with a goal of meeting the Paris Climate Accords' sector-specific pathway limiting global temperature increase to 1.5 degrees Celsius.

## Social Responsibility

LPC provides a work environment that values our people, diversity, equity & inclusion, fosters positive stakeholder relationships and contributes to the communities in which it works.

### Our Approach:

- Enhanced employee experience
- Dedicated to Health, Safety and Environment
- Optimize customer experience excellence
- Launch diversity, equity and inclusion plan
- Dedicated community outreach
- Increase supply chain engagement and governance

## Governance

LPC embeds sound corporate governance and sustainable business practices that result in long-term value creation for all stakeholders.

### Our Approach:

- Embed business ethics and integrity across the supply chain
- Incorporate socially responsible practices throughout investment process
- Deliver excellence in ESG investor reporting
- Enhance business continuity standards
- Strengthen transition and physical risk resilience
- Prioritize stakeholder engagement

## INDUSTRY LEADERSHIP

LPC voluntarily subscribes to the following externally developed economic, environmental and social charters, principles or other initiatives:

- CEO Action for Diversity & Inclusion
- Carbon Risk Real Estate Monitor (CRREM)
- Global Real Estate Sustainability Benchmark (GRESB)
- Global Reporting Initiative (GRI)
- ISO 14001 Environmental Management System
- Occupational Safety and Health Administration (OSHA)
- Science Based Targets Initiative (SBTi)
- United States Green Building Council (USGBC)
- U.S. Environmental Protection Agency (EPA) ENERGY STAR
- Principles for Responsible Investment (UNPRI or PRI)
- United Nations Global Compact Principles
- United Nations Sustainable Development Goals (SDGs)

## STAKEHOLDER ENGAGEMENT

Stakeholder	Engagement
<b>Employees</b>	Onboarding Training and development Team meetings Annual events Internal Committees: Asset Management, Investment Committee, Community Outreach, Women's Leadership Forum, ESG, Post-Pandemic Task Force, Strategic Planning & Discussion Externally through website, social media and special targeted publications Monthly all company virtual meetings Board meeting – all employee calls
<b>Supply Chain</b>	Ongoing dialogue and meetings Procurement policies Safety Audits Health, Safety & Environmental standards and policies In-person and virtual meetings, calls, conferences and workshops
<b>Customers</b>	Face-to-face meetings LPC social media account LPC website In-person and virtual events Annual meetings Customer satisfaction survey Conferences and workshops
<b>Investors</b>	Presentations Investor Relations updates Biannual and annual ESG reporting Investor Committee (IC) meetings Monthly, quarterly and annual reporting Investor summit
<b>Board and Committee</b>	Internal committees Quarterly meetings Ongoing executive management meetings Ongoing updates
<b>Local Communities</b>	Ongoing meetings with community partners Participation on committees and councils Participation in key events / employee volunteering Ongoing philanthropic and sponsorships
<b>Associations</b>	Participation in conferences and events Participation on boards and committees Sponsorships