




CLEARER HEIGHTS:

DEVELOPING A SUSTAINABLE FUTURE

ESG REPORT 2022





01	Introduction
06	ESG Framework
12	Environmental Stewardship
18	Social Responsibility
26	Governance
32	Looking Ahead

INTRODUCTION

Logistics Property Company ("LPC") has adopted the term '**CLEARER HEIGHTS**' to describe our approach to integrating ESG across aspects of our business:

- Environmentally and socially responsible investments
- Fundamentally sound ethics in corporate governance and community citizenship
- A welcoming, supporting, and inclusive workplace
- Transparent and meaningful reporting to stakeholders
- Innovative and forward-thinking solutions
- Unique perspectives and expertise
- National, regional, and local marketplace agility
- LPC strives to excel and exceed expectations in **CLEARER HEIGHTS**

DEVELOPING A SUSTAINABLE FUTURE

At Logistics Property Company, our mission is to be the leader in industrial real estate, promoting disciplined investment to ensure optimal outcomes for our investors, our people, our communities, and the environment.

To succeed in the mission, the company must also embed environmental stewardship, social responsibility, and governance (ESG). The ESG report emphasizes our fiduciary responsibilities to our investors and proudly acknowledges the accomplishments and commitment to develop a sustainable future.

“

ESG considerations will continue to have a significant impact across the built environment.

LPC is committed to ESG and recognizes its obligation to contribute to the greater good as a logistics property owner, investor and developer.”

– JAMES MARTELL,
Chief Executive Officer



A MESSAGE FROM OUR CEO

At Logistics Property Company (LPC), we integrate environmental, social, and governance (ESG) practices into every aspect of the company. We are utilizing our resources to promote change, from improving environmental impact to establishing a culture of belonging for our people.

We aspire to be a responsible organization that incorporates ESG considerations into our strategies to drive innovation, differentiate, and ensure success for all our stakeholders.

As you'll read in the report, LPC's sustainability efforts are evolving. We are establishing meaningful priorities, taking action, and measuring and reporting progress. In 2022, we took an essential step in reaching our goals by hiring our first Head of ESG.

ESG is a complex framework, with many intertwined concepts which, together, can have a powerful impact on our employees, customers, partners, investors, communities, and the planet. It's up to each of us to listen, learn, and educate others to make the changes that will deliver lasting value to our stakeholders.

A handwritten signature in black ink, appearing to read 'James Martell', written in a cursive style.

James Martell

Chief Executive Officer, Logistics Property Company

A MESSAGE FROM OUR HEAD OF ESG

ESG positively impacts our society and our world. We also understand a comprehensive and integrated ESG strategy can strengthen corporate practices and improves employee engagement.

For these reasons, we are implementing integrated ESG-related efforts across our services and functions. As a logistics owner, investor and developer, we are committed to ESG and want to inspire others to do the same.

Our ESG framework focuses on delivering sustainable modern logistics facilities and optimal occupancy solutions. We recognize our role and responsibility to implement and share best practices.

To ensure success, we lean on our DNA (delivering expertise, diligence and values), adhere to our principles, and involve internal and external stakeholders. LPC strives to take action and produce meaningful results.

We are proud of our progress, though know there is still much more to do. Our passion for innovation, authentic leadership and pursuit of excellence will provide LPC with the foundation it needs to achieve the highest industry leadership potential.

Elena Daniel

Elena Daniel

Senior Vice President and Head of ESG, Logistics Property Company

“

LPC continuously strives to identify and accommodate evolving stakeholder expectations and implement best practices to advance ESG.”

– ELENA DANIEL,
Senior Vice President and
Head of ESG



A PURPOSE-DRIVEN COMPANY

61
BUILDINGS
across
25.5M
SQUARE FEET*
with an estimated
end value of
\$4.3B

**represents completed, under construction and land reserved for future developments*

ABOUT LOGISTICS PROPERTY COMPANY

Logistics Property Company, LLC (LPC) was founded in January 2018. The company is owned by the management team of LPC and Macquarie Real Estate Investments Holdings (North America), Inc., an entity in the Real Estate division of Macquarie Asset Management (MAM).

LPC is an industrial real estate company focused on acquiring, developing, and managing modern logistics properties. The group is led by a management team that averages more than 25 years of experience and has developed more than 61 million square feet of logistics buildings since 1995.

LPC is headquartered in Chicago with more than 75 employees strategically located across eight offices. The portfolio comprises 61 buildings across 25.5 million square feet in key logistics markets across North America, with an estimated end value of more than \$4.3 billion.

OUR MISSION

Our mission is to be the leader in industrial real estate, promoting disciplined investment to ensure optimal outcomes for our people, investors, community, and the environment.

OUR VISION

Together with our capital partners, we aspire to provide modern logistics facilities and optimal occupancy solutions for our customers.

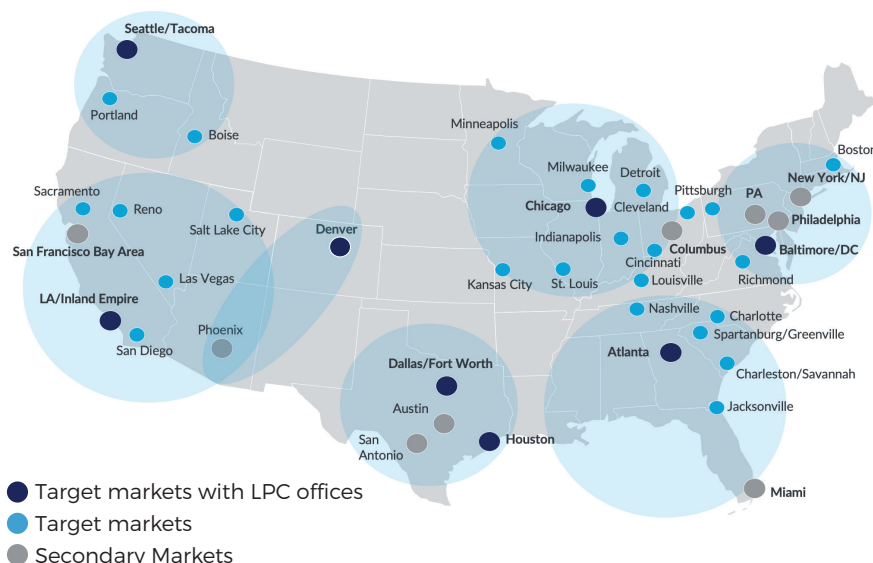
OUR VALUES

Our values are also known as “Our DNA.” They are the operating principles that guide our internal conduct and our relationships with all our stakeholders.



PORTFOLIO OVERVIEW

LPC has identified primary target markets with strong demographics and significant in-place infrastructure.



DELIVERING STATE-OF-THE-ART LOGISTICS BUILDINGS

The portfolio is concentrated in leading US industrial markets: Atlanta, Chicago, Dallas, Denver, Houston, Inland Empire, Pennsylvania, Seattle and Southern New Jersey.

The inaugural launch of LPC Logistics Venture One develop-to-core fund was established in August 2019, raising \$1B of equity commitments from global institutional investors with a final close as of December 2020.

Following the success of the first venture, LPC Logistics Venture Two raised \$1.8B of equity commitments and closed in August 2022.

11.8M

BUILDING SQUARE FEET
COMPLETED TO DATE

7.3M

BUILDING SQUARE FEET
UNDER CONSTRUCTION

452K

SQUARE FEET

Average building size of
completed buildings
(ranging from 79K SF to 1.1M SF)

1.9

YEARS

Weighted average building age

As of December 2022

ESG FRAMEWORK

ESG COMMITMENT

Our commitment is to integrate ESG across our portfolio to deliver positive environmental, social, and governance benefits for our employees, customers, partners, investors, communities, and the planet.

APPROACH TO ESG

As an industrial real estate developer, owner, and operator, LPC recognizes the importance of integrating environmental stewardship, social responsibility, and governance in every aspect of our business.

When we engage with our stakeholders – employees, customers, partners, investors, and communities – we strive to do our part to improve today's environmental and societal challenges and maximize our contribution to the communities we serve. ESG is embedded in our values and business strategy and integrated across our national portfolio.

LPC uses Sustainable Development Goals (SDGs) as a guide for our sustainability and governance policies. We have identified the most relevant SDGs to our company and our ESG initiatives complement these targets and indicators.



ESG PILLARS

To help determine which aspects of sustainability are most relevant to our company, we use a combination of education and experience, expert insights, and ongoing dialogue with our stakeholders to guide our decision making.

ENVIRONMENTAL STEWARDSHIP



Minimize our environmental footprint for a healthier tomorrow

- Net zero carbon neutral emissions
- Sustainable modern logistics buildings
- Green certifications
- Environmental management system
- Renewable energy

SOCIAL RESPONSIBILITY



Foster positive stakeholder relationships

- Employee experience and engagement
- Workplace health, safety and well-being
- Customer experience
- Diversity, equity, and inclusion
- Community outreach
- Supply chain responsible standards

GOVERNANCE



Establish sound and sustainable corporate policies and business practices

- Business ethics and integrity
- Responsible investment principles
- ESG Investor Reporting
- Transitional and physical risk resilience
- Stakeholder engagement

DELIVERING VALUE

Our portfolio life cycle includes three key stages. We integrate ESG practices and policies into each of them.

LPC adopts ESG priorities, practices, and policies in every function and at every level of the company:

- Integrating environmental stewardship, social responsibility, and governance into all aspects of our business and culture
- Cascading ESG values, strategies, and initiatives across our company and inspiring key stakeholders
- Continuously striving to embrace evolving stakeholder expectations
- Innovating and adopting best practices

DELIVERING VALUE ACROSS THE ASSET LIFE CYCLE

Acquisition	Development	Asset Management
ENVIRONMENTAL, SOCIAL & GOVERNANCE		
<ul style="list-style-type: none"> • Aligned with United Nations-supported Principles for Responsible Investment • ESG due diligence • Utilize life cycle assessment used to track embodied carbon and support materials selection • Investor engagement 	<ul style="list-style-type: none"> • LEED certification • Sustainable design and construction standards 	<ul style="list-style-type: none"> • Net zero carbon emissions commitment by 2040 • Utility benchmarking with ENERGY STAR Portfolio Manger (ESPM) • Green leases • Submeter utility data • Tenant engagement
DESIGN, CONSTRUCTION & OPERATIONAL EXCELLENCE		
<ul style="list-style-type: none"> • Strategically target sites to minimize occupancy costs (transportation access, and tax incentives) • Strategically target sites with the capacity to meet parking and expansion needs 	<ul style="list-style-type: none"> • Comprehensive general contractor qualification process • Building material selection which provides long-term performance 	<ul style="list-style-type: none"> • Tenant relations based on communication, trust and respect • Proactive property tax engagement • Proactive capital management

FUTURE-PROOFING OUR PORTFOLIO

LPC has integrated company-wide environmental, social, and governance standards to deliver sustainable modern logistics buildings. Some of these include:

- New development projects aim to achieve LEED certification
- Committed to net zero emissions by 2040*
- Implement green leases to ensure that all current and future tenants are aligned with our goals to reduce our carbon footprint and mitigate the impacts of a warming climate
- Design and construction standards that utilize life cycle design principles to maximize energy efficiency, reduce water and waste consumption, reduce embodied carbon materials, and maximize indoor environmental quality for a healthier built environment

LPC optimizes industrial buildings for high performance by working directly with all stakeholders from the design and construction phase to occupancy and ongoing operations.

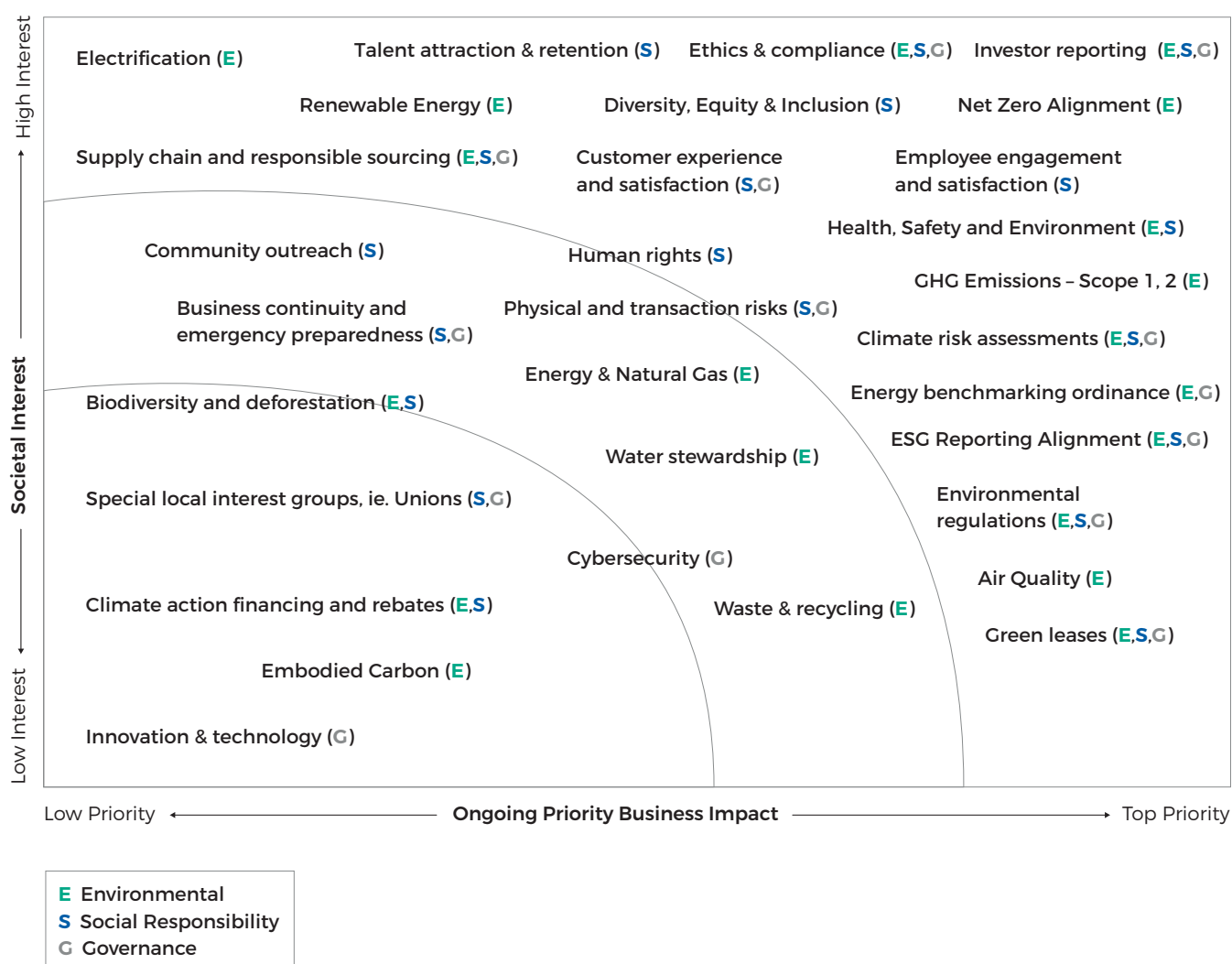
**Net-zero carbon emissions includes Direct Scope 1 and Indirect Scope 2 operational emissions.*



ESG MATERIALITY ASSESSMENT

The materiality assessment is conducted annually to identify significant environmental, social, and governance issues that impact our business and are essential to our stakeholders.

LPC anticipates an increased focus on climate mitigation integration, biodiversity, embodied carbon, and innovation and technology.



ESG BEST PRACTICES

LPC respects and is aligned to ESG industry subject matter experts and best practices as part of our commitment. We support organization memberships, partnerships and signatories, and integrate subject matter expert guidelines and principles into our investment and operations decisions where applicable. The sustainable frameworks, reporting, and certification to which we align our framework are listed below.

Voluntary Frameworks



Signatory Frameworks



Reporting and Certifications



ENVIRONMENTAL STEWARDSHIP

As a logistics owner, investor, and developer, LPC has an obligation to our stakeholders and the planet to invest in and create structures in an environmentally responsible and resource-efficient manner.

We are integrating innovative lifecycle improvements and efficiency solutions to minimize our impact on the earth's resources and reduce our environmental footprint for a healthier tomorrow. Our environmental stewardship practices fall under five pillars:

1

Commit to Net-Zero Carbon Neutral Emissions by 2040

- Ensure the portfolio aligns with the Paris Agreement to reduce global warming to 1.5°C to 2°C
- Integrate carbon reporting standards

2

Deliver Sustainable Modern Logistics Buildings

- Reduce embodied carbon with efficiency strategies

3

Achieve Green Certifications

- Aim for 100% of development to be USGBC LEED Certified
- Seek ENERGY STAR Certification

4

Launch Environmental Management System (EMS) aligned to ISO14001

- Embed an EMS to reduce environmental impact
- Deployed utility reporting, green leasing and submetering

5

Incorporate Renewable Energy to Decarbonize Operations

- Asset-level considerations for on- or off-site renewable energy solutions

ENVIRONMENTAL STEWARDSHIP ACHIEVEMENTS

- **First LEED Building Design & Construction certification** achieved in portfolio (Southern Star Logistics, Midlothian, TX)
- **14 new developments** pursuing LEED Certification
- **LPC sustainable design and construction standards** implemented
- **Green leases** incorporated for all new leases
- Completed **energy, waste management, water conservation, and indoor environmental guidelines** for operating assets
- All employees received **ESG training**

“

Ensuring we deliver sustainable modern logistics facilities that promote energy, water, and waste efficiency and are consistent with our commitment to a low-carbon future is vital to protect our environment. From the initial phase of design and construction through the end of the building's lifecycle, we are incorporating sustainable solutions into our portfolio that we can be proud of in future generations.”



– AARON MARTELL,
Executive Vice President –
Central Region

100%
OF OPERATING ASSETS:



benchmarked on
ENERGY STAR
Performance
Manager (ESPM)



have LED lighting



have TPO and/or
cool roofs

DELIVERING SUSTAINABLE MODERN LOGISTICS BUILDINGS

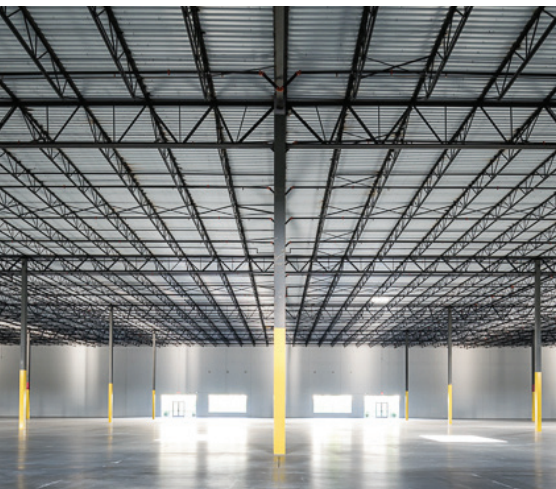
LPC integrates sustainability and climate change solutions within our sustainable modern logistics buildings.

We continue to be at the forefront of industrial design with Class A building construction that enhances sustainability by reducing greenhouse gas emissions.



Building For Tomorrow

- Higher clear heights provide additional volume and storage height for tenant inventories
- Ductilcrete floor slabs (used in over 50% of projects) are more durable and result in fewer floor joints
- Larger column spacing allows racking flexibility
- Interior walls are painted white for a cleaner look and brighter space
- Clerestory windows provide natural light
- Insulated overhead doors reduce heating and cooling costs



Sustainable Design and Construction

- Pursuit of LEED Certification
- Divert at least 75% construction debris
- Use low-emitting embodied carbon materials
- Use concrete paving in a majority of projects and white roofs to reduce heat island effect
- Install low-flow plumbing fixtures
- Minimize landscape irrigation through native, drought-tolerant plantings and landscaping
- Install LED lighting with occupancy sensors
- Implement Energy Star Portfolio Manager (ESPM) utility reporting and benchmarks



Tailored Customized Needs

- Design for future expansion and flexibility for both building and parking
- Increase data/communication infrastructure requirements
- Provide additional conduit availability for future-ready electrification



LEADING WITH LEED CERTIFICATION

LPC announced that new property developments will aim to achieve LEED® (Leadership in Energy and Environmental Design™) Certification, a globally recognized symbol of sustainability achievement. With LEED® certification, a building is independently verified to ensure the design, construction, operations, and maintenance are resource-efficient, high-performing, healthy, and cost-effective. LPC is focused on:



Location and Transportation: Optimize site selection with developments in prime locations, such as close proximity to major population centers, access to transportation links, opportunities to preserve open space, and ability to source regional construction materials



Sustainable Sites: Minimize heat island effects from new construction performance standards and protect biodiversity and natural habitats



Water Efficiency: Reduce indoor and outdoor water consumption with low-flow plumbing and drought-resistant landscaping



Energy and Atmosphere: Conduct commissioning and energy modeling



Materials and Resources: Optimize products and materials to reduce building life cycle impact and using safe materials that are sustainably sourced



Indoor Environmental Quality: Deploy enhanced indoor air quality strategies, increase daylighting by creating spaces that utilize natural light, and use low-emitting interior building materials



Regional Priority: Address specific environmental challenges



By achieving LEED® certification across all LPC properties, our team will make a positive impact on the environment and produce cutting-edge logistics facilities.”

– PHIL ADAMSKI,
Executive Vice President –
Construction

LEED Certification targets aim to achieve:

50%
GREENHOUSE GAS
EMISSION REDUCTION

(comparison baseline: ASHRE 90.1-2010)

50%
ENERGY REDUCTION

(comparison baseline: ASHRE 90.1-2010)

30%
BUILDING MATERIALS USED TO
CONTAIN RECYCLING CONTENT

65%
WATER REDUCTION FOR
INDOOR AND OUTDOOR USE
(comparison baseline: Uniform
Plumbing Code)

75%
CONSTRUCTION
WASTE DIVERSION

BUILDING DESIGN & CONSTRUCTION CERTIFICATION

LPC currently has

14 totaling **8.3M**
PROJECTS SQUARE FEET

of new developments that achieved or are pre-registered to achieve LEED Certification

Southern Star Logistics Park,
located in Midlothian, Texas, totaling

548,240
SQUARE FEET,

received LEED Building Design and Construction certification November 2022



Common Efficiency Attributes:

- 100% LED lighting
- Low-flow fixtures
- Cool roofs
- Consider on- and off-site renewables
- Smart building controls
- Occupancy sensors
- Material reduction
- Skylights
- Low volatile organic compounds (VOC)
- Native and drought-tolerant landscaping
- Electric-vehicle charging stations
- Streetscape
- Cool pavements
- System commissioning

Project	Location	Square Feet	Targeted Certification Year
Southern Star Logistics Park	Midlothian, TX	548,240	Achieved 2022
Box Park Logistics Center	Cinnaminson, NJ	1,199,802	2023
Banning One	Banning, CA	1,000,000	2023
Logistics 83	York, PA	677,160	2023
2800 W Diehl Road	Aurora, IL	392,973	2023
Palatine 90 Logistics Center	Palatine, IL	367,696	2023
Duncan 85 Business Center	Duncan, SC	274,696	2023
4275 Ferry Road	Aurora, IL	270,934	2023
Covington Commerce Center	Covington, GA	210,645	2023
Citypark Logistics Center Phase II – Building 7	Missouri City, TX	151,200	2023
First State Logistics Center – Building B, D and F	Newark, DE	1,087,000	2024
114 Logistics Park	Denton County, TX	1,004,400	2024
Palm Gateway Logistics Center – Building 1, 2, 3 and 4	Mesa, AZ	613,683	2024
1237 W. Division	Chicago, IL	551,000	2024






(All projects have achieved or pre-registered for the LEED Building Design & Construction Core & Shell Certification level, with the exception of 1237 W. Division, which has pre-registered for the Silver level)



NET-ZERO CARBON NEUTRAL EMISSIONS BY 2040

LPC is committed to supporting the goals of the Paris Agreement and achieving net-zero carbon neutral emissions by developing highly efficient assets.

Phased Decarbonization Plan

Decarbonization Plan		Strategies
	Phase 1 Integrated sustainable development and GHG emissions baseline reporting metrics	<ul style="list-style-type: none"> ENERGY STAR Portfolio Manager (ESPM) LEED Certifications Efficiency standards and embodied carbon Green leases Submetering technology Energy modeling and commissioning
	Phase 2 Committed to net-zero carbon emissions Submit Science Based Targets for validation <ul style="list-style-type: none"> Scope 1 and Scope 2 (carbon neutral operations by 2040)* Scope 3 (by 2050)** Align to Carbon Risk Real Estate Monitor (CRREM)	Operational Emissions <ul style="list-style-type: none"> Scope 1 – Direct Emissions: natural gas Scope 2 – Indirect Emissions: purchased electricity Tenant Emissions <ul style="list-style-type: none"> Scope 3 – Tenant emissions/triple-net lease structures
	Phase 3 Embed/assess Net Zero readiness, digital technologies and renewable/electrification capacity	<ul style="list-style-type: none"> Ongoing Tenant and Supply Chain Engagement Electrification – Electric Vehicle Charging Solar ready roof design Proptech/smart building technologies Life cycle assessments
	Phase 4 Renewable Energy and Emerging Technologies	<ul style="list-style-type: none"> Feasible onsite or offsite renewables Clean energy grid renewable energy credits Renewable Energy Credits (RECs)/Offsets
	Phase 5 Adopt Net Zero Standardization	<ul style="list-style-type: none"> Standardized procurement with dedicated supply chain and agreements Reduced embodied carbon Cutting-edge technology

* Net-zero carbon neutral emissions includes Direct Scope 1 and Indirect Scope 2 operational emissions

** Designated for LPC Logistics Venture Two

SOCIAL RESPONSIBILITY

LPC is committed to positively impacting our people and our communities. We want to create a culture of belonging and a work environment that values our employees, fosters positive stakeholder relationships and makes a sustainable difference in our communities.

Social Responsibility practices fall under six pillars:

1 Focus on Employee Experience and Engagement

- Deploy programs focused on employee experience

2 Ensure Workplace Health, Safety and Well-Being

- Committed to a ZERO HARM, incident-free workplace

3 Elevate Customer Experience

- Dedicated partnership approach with established trust and integrity

4 Integrate Diversity, Equity, and Inclusion

- Foster a culture of authenticity, belonging, equity and purpose

5 Perform Community Outreach

- Give back to the communities in which we work

6 Increase Supply Chain Responsible Standards

- Ensure aligned values and standards

SOCIAL RESPONSIBILITY ACHIEVEMENTS

- Raised \$250,000 for Make-A-Wish Illinois
- Launched **DE&I Plan** and **Women's Leadership Council**
- Conducted **Tenant Survey** through Kingsley Surveys
- Introduced inaugural **Community Impact Month**
- Provided **workplace health and safety training** for all employees
- Held annual **summer internship** program
- Rigorous **third-party health and safety auditing** on all projects under construction



EMPLOYEE EXPERIENCE AND ENGAGEMENT

To support an innovative and entrepreneurial culture, we aim to attract, develop, and support a diverse team of employees who reflect our customer base and geography. We encourage career growth while providing challenging and rewarding experiences and seek to empower our people to make an impact at every level of the organization, while building meaningful relationships inside and outside of our company.

Our health benefits promote and enhance our employees' physical, emotional, and financial well-being.

Employee benefits highlights include:

- Competitive compensation and healthcare benefits
- Third-party employee satisfaction survey through Great Place To Work®
- Women's Leadership Council
- Workplace-sponsored employee volunteerism

Employee training and development highlights include:

- Annual employee boot-camp training sessions covering investment, construction, asset management, ESG and Human Resources
- Workplace, health and safety
- Anti-harassment
- Conflict of interest
- Anti-corruption and anti-money laundering
- OSHA 30-hour certification for development and construction team



A CORNER OFFICE FOR ALL

LPC relocated its Chicago headquarters office to 191 North Wacker Drive.

The central area of the new office provides employees with breathtaking panoramas of the Chicago River, prompting the moniker of this area the “corner office for all.” The new space offers ample collaboration space, inviting settings to innovate and be inspired and health and wellness benefits, including:

- Class A building awarded LEED Platinum and Fitwel certification
- Complimentary onsite fitness center
- In-office kitchen and café
- All workstations feature adjustable-height desks and ergonomic chairs
- On-site wellness room serving as a private area for employees
- Secure onsite bicycle parking
- Increased daylighting
- Easy access to public transportation including commuter rail and elevated train lines



CUSTOMER ENGAGEMENT

LPC goes beyond the customer's expectations to ensure we are the modern logistics owner of choice. In 2022, we launched our green lease provisions to ensure our tenants understand our commitment to sustainability.

We are focused on delivering the following benefits to our customers:

- Strive to provide excellent service and value to all our customers
- Strategically positioned assets provide access to labor and consumers, location benefits, design and construction efficiency standards, flexibility with customized design and construction and in-house skilled teams
- Offer a collaborative approach to environmental stewardship through green leases
- Property Management teams are ready to provide support with onsite issues and help customers with reputable third-party contractors
- Consistently have open dialogue with our customers to ensure that all experiences and needs are met
- Third-party tenant satisfaction survey conducted to provide insight into operations and service quality





“

We are grateful to Logistics Property Company for their partnership and to their supporters for their generosity and contributions over the past four years, and for providing life-changing wishes that bring joy and strength, giving children a better chance of recovering from their critical illness.”

– STEPHANIE SPRINGS,
Chief Executive Officer
of Make-A-Wish Illinois

Make-A-Wish
ILLINOIS

MAKING A DIFFERENCE IN THE COMMUNITIES WE SERVE

With a portfolio comprising 25 million square feet in 61 buildings across North America, we believe we have the responsibility to make a positive difference in the communities we serve. We want to celebrate our success by giving back and are committed to helping create a world we all want to live in.

FOURTH ANNUAL MAKE-A-WISH® FUNDRAISER YIELDS \$250,000

Founded in 2018, LPC celebrates its anniversary each year with its partners and friends by raising funds to help grant life-changing wish experiences for children with critical illnesses. To date, LPC has raised more than \$500,000 to give hope to the kids Make-A-Wish® serves.

The company's fourth annual benefit celebration, hosted by Jim Martell, LPC's CEO, was attended by 190 of the company's closest friends, colleagues, partners, and associates. Guests heard directly from a wish recipient who shared a powerful story of how a granted wish helped them cope with and overcome illness.

LPC is proud to launch its 2023 Make-A-Wish fundraising campaign. Wishes can't happen without us. To learn more about LPC's 5th Annual Make-A-Wish fundraiser, please visit [LPC's Make-A-Wish 2023 Fundraising page](#).

BUILDING BETTER COMMUNITIES

LPC encourages its employees to give back to the local communities in which we work. During our inaugural Community Impact Month, the local offices participated in various nonprofit philanthropic work. Here are a few examples:



The **Chicago office** partnered with Back 2 School America to provide school supplies to help students get the materials they need to succeed in the classroom. Team members assembled 100 school packs, including encouraging notes for each child. Christopher House in Chicago was the recipient of the Back 2 School packs.



The **Dallas team** provided a Meal That Heals breakfast at the Ronald McDonald House of Dallas, a nonprofit that keeps families together while their children receive essential medical care at neighboring hospitals.



The **Northeast team** provided a new holiday event, Santa's Workshop, to Melwood, a nonprofit helping disabled individuals with employment in the greater Washington D.C. area.



The **Atlanta team** donated their services to the Atlanta Community Food Bank, sorting and packing meals for those in need.



The **Denver team** provided their services for Food For Thought Denver, a nonprofit that strives to eliminate hunger by providing free food for kids that do not have enough to eat on weekends.



The Women's Leadership Council is focused on the spirit of professional and personal growth. We believe that by working together, the council can do amazing things, and we're committed to creating an environment of collaboration, inspiration, and support where that's possible."

– CECILIA HUELVA,
Senior Vice President –
Human Resources

ADVANCING DIVERSITY, EQUITY AND INCLUSION

We know that a workplace that supports a variety of backgrounds and points of view leads to improved problem-solving and more innovation. Inclusion is central to a culture of well-being, confidence, and collaboration. And equity ensures just and fair provision of resources to all. When acted on together, we know that diversity, equity, and inclusion (DE&I) leads to better business outcomes.

LPC is dedicated to building a high-performance culture with DE&I integrated throughout the company's ecosystem. We want to ensure our employees feel welcomed and encouraged to speak up and be heard. Our DE&I priorities:

- Establish an enterprise-wide DE&I plan
- Increase awareness and understanding of DE&I events and topics
- Deepen DE&I accountability, including tracking DE&I metrics and key performance indicators
- Launch the Women's Leadership Council
- Foster an inclusive culture and increase collaboration through training and employee outreach

CEO ACTION FOR DIVERSITY & INCLUSION™

LPC is one of more than 2,200 signatories of CEO Action for Diversity & Inclusion, the largest CEO-driven business commitment to advance diversity, equity, and inclusion in the workplace.

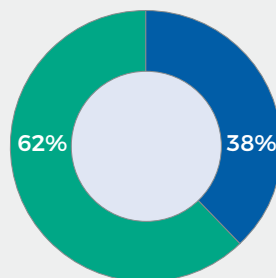
**CEO ACTION FOR
DIVERSITY & INCLUSION**

CURRENT ORGANIZATIONAL STATE

79 FULL-TIME
EMPLOYEES
(year to date)

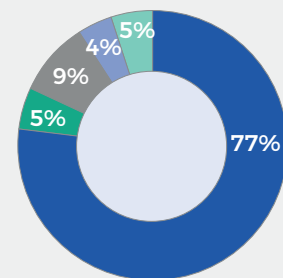
across
8 OFFICES

Gender (all employees)



■ Female
■ Male

Ethnicity



■ White
■ Black
■ Hispanic
■ Asian
■ Two or More Races

ENSURING WORKPLACE HEALTH, SAFETY AND WELL-BEING

LPC is committed to a zero-harm, incident-free workplace. Through our workplace health, safety, and environment (WHSE) efforts, we aim to protect employees and onsite contractors, health and well-being and ensure that our workplace is safer and more efficient. By protecting our workers, we not only improve productivity and reduce absences, but we also reduce downtime and business disruption. Our WHSE efforts fall under three key pillars:



LPC embeds a safety culture that encompasses environmental, human, behavioral, and leadership considerations throughout the operations.



At LPC, workplace health, safety, and environment (WHSE) compliance and risk mitigation are fundamental components of every activity.



As part of LPC's commitment to protect employee health, safety and the environment, LPC requires that all work performed at or for LPC by contractor firms comply with all applicable requirements within our WHSE Framework.

DEDICATED WORKPLACE HEALTH, SAFETY AND ENVIRONMENT COMMITTEE

The primary role for the Committee is to provide independent assurance to the Board regarding the adequacy and effectiveness of the Company's WHSE management systems and their application through internal and outsourced components.

WHSE Committee duties consist of:

- Providing guidance on WHSE strategies, policies, initiatives, and risk exposure
- Targeting company performance and, where appropriate, of its suppliers and contractors
- Enhancing WHSE reporting templates and monitor the performance of the assets
- Overseeing external WHSE service providers
- Reviewing the impact of the Company's operations on the environment, as well as general environmental matters
- Reviewing contractor safety and environmental performance
- Identifying changes, if needed, to achieve a more robust WHSE culture
- Considering forthcoming legislation and other requirements relating to WHSE matters
- Considering, on a regular basis, training adequacy for employees
- Attending at least one site visit per year



GOVERNANCE

EMBEDDING SOUND CORPORATE GOVERNANCE

LPC has embedded a consistent system of policies and processes to regulate and control our operations. Our top priority is to ensure that we adhere to ethical business practices, produce sustainable financial viability, and create long-term value for all of our stakeholders. Our governance priorities include:

1 Business Ethics and Integrity Across the Supply Chain

- Ensure policies and procedures are embedded

2 Responsible Investment Principles

- Aligned investments with UN-supported Principles for Responsible Investment (UNPRI)

3 Excellence in ESG Investor Reporting

- As a fiduciary investor, promote industry leading reporting practices

4 Transition and Physical Risk Resilience

- Align to CRREM (Carbon Risk Real Estate Monitor) and SBTi (Science Based Targets Initiative)

5 Stakeholder Engagement

- Share best practices, ongoing collaboration, measure and report results

GOVERNANCE ACHIEVEMENTS

- Instituted **enhanced cybersecurity**
- KnowB4 **cybersecurity training** for employees
- Launched **ESG policy** and responsible **investment policy**
- Introduced new **Vendor Code of Conduct**
- Established dedicated **ESG and Workplace Health, Safety, and Environment Committees**
- **100% of employees** received anti-harassment and ethical compliance training

BUSINESS CONDUCT AND ETHICS

We recognize the importance of positively contributing to the social, economic and environmental wellbeing of the business communities that we are part of. We believe our mutual commitments to operate in accordance with the standards of the business community create a more sustainable value for all of our stakeholders.

LPC is committed to:

- Lawful, ethical and sustainable business practices
- Upholding human rights and the highest workplace standards

EMPLOYEE CONDUCT AND ETHICS

At LPC, our fundamental values of honesty and integrity in business dealings, and lawful and ethical behavior, as embodied by our Code of Conduct and Employee Manual, must guide all aspects of our work and our business relationships. The specific objectives and the standards and procedures described within it include but are not limited to establishing clear standards of conduct to promote a culture that cherishes professional and business ethics.

GOVERNANCE STRUCTURE

LPC's corporate governance structure at the board, committee and executive manager levels is designed to achieve and maintain sound stewardship and to provide an appropriate forum to address stakeholder interests.

The Board of Directors is responsible for the overall stewardship and governance of the company.

In addition, LPC has a total of six dedicated committees. In 2022, two newly dedicated committees were established to provide support and guidance on the execution of Environment, Social, and Governance (ESG) and Workplace Health, Safety and Environment (WHSE).

Governance Committees include:

- Compensation
- Environmental, Social, and Governance (ESG)
- Investment
- Operating
- Risk Management
- Workplace Health, Safety and Environment (WHSE)

VENDOR CODE OF CONDUCT INCLUDES:

- Resources and assets
- Bribery and corruption
- Conflicts of interest
- Data privacy
- Prevention of illegal activities
- Respect for human rights and nondiscrimination
- Fair labor practices
- Freedom of association and collective bargaining
- Environmental protection and sustainability
- Workplace health and safety
- Confidentiality and cybersecurity
- Grievance mechanism

EMPLOYEE ETHICS TRAINING INCLUDES:

- Anti-Harassment
- Conflict of Interest
- Anti-Corruption Training (ACT)
- Anti-Money Laundering



LPC aims to integrate the United Nations-supported Principles for Responsible Investment (PRI) within our investment process. Our team is dedicated to building and protecting the long-term value of our assets. The PRI supports our responsible investment practices and is consistent with our fiduciary responsibilities.”

– BRENT STEELE,
Chief Investment Officer

IT'S OFFICIAL!

WE ARE NOW A
PROUD SIGNATORY
OF THE PRI

Signatory of:



RESPONSIBLE INVESTMENT

LPC is committed to responsible investment:

- Established a dedicated Responsible Investment policy
- Became a signatory to UN-supported Principles for Responsible Investment (UNPRI)
- Aligned with responsible frameworks, including UN Global Compact and Sustainable Development Goals (SDGs)
- ESG due diligence integrated within investment committee papers including: climate risk, certifications and feasibility considerations for renewable energy

Objectives for integrating ESG factors into its investment process are to:

- Ensure that investments benefit stakeholders, society and the environment
- Enhance investment returns and protect value for its investors

LPC INTEGRATED UNPRI PRINCIPLES:

Principle 1: Incorporate ESG issues into investment analysis and decision-making processes

Principle 2: Incorporate ESG issues into our ownership policies and practices

Principle 3: Seek appropriate disclosure on ESG issues by the entities in which we invest

Principle 4: Promote acceptance and implementation of the Principles within the investment industry

Principle 5: Work together to enhance our effectiveness in implementing the Principles

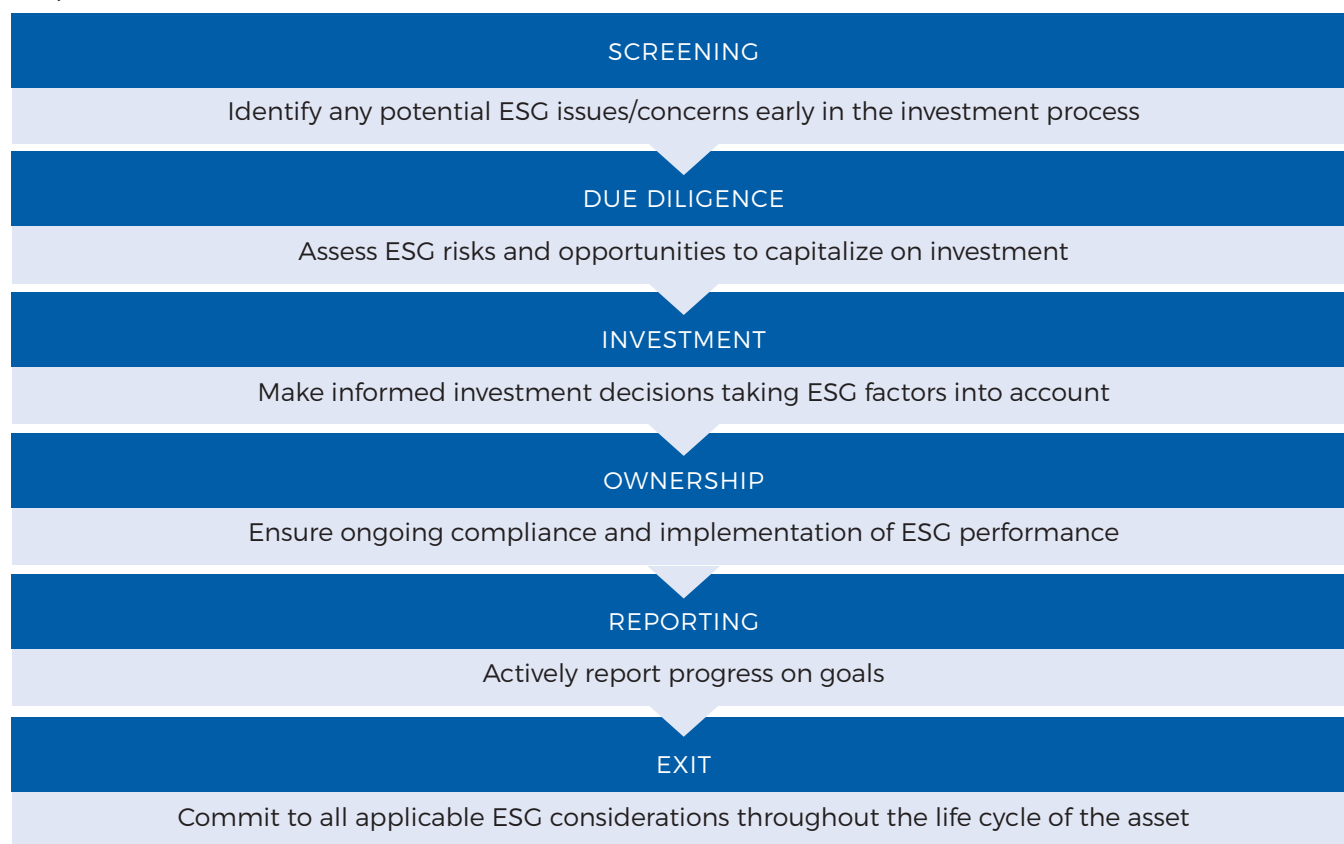
Principle 6: Report on our activities and progress towards implementing the Principles



To implement the Responsible Investment Policy, the following tasks are conducted throughout the year:

- Provide training and other tools to its employees, to ensure that they understand the responsible investment, and can identify, assess and where appropriate, mitigate ESG risks
- Engage external advisers where appropriate to ensure best practices are incorporated
- Ensure responsible investment protocols meet the needs of our stakeholders

Responsible investment considerations:





UNITED NATIONS GLOBAL COMPACT

Respect and corporate social responsibility are integrated with UN Global Compact top 10 principles. LPC adheres to the highest levels of integrity and governance standards of business conduct in everything we do. We apply the UN Global Compact as a guide across our operations.

Principle 10: LPC conducts business free from illegal and improper influence and ensures compliance with all anti-corruption laws and regulations

Principle 9: Committed to reducing environmental impact and energy costs, ensuring regulatory compliance, and protecting the health, safety, and well-being of all stakeholders

Principle 8: Promote environmental responsibility and measure the impact of economic, environmental, and social indicators. Encourage our suppliers and supply chain to adopt sustainable business practices

Principle 7: Contribute to the protection of the environment through responsible and eco-friendly operating practices

Principle 6: LPC believes that every person has the right to equal treatment with respect to employment and the right to be free of discrimination

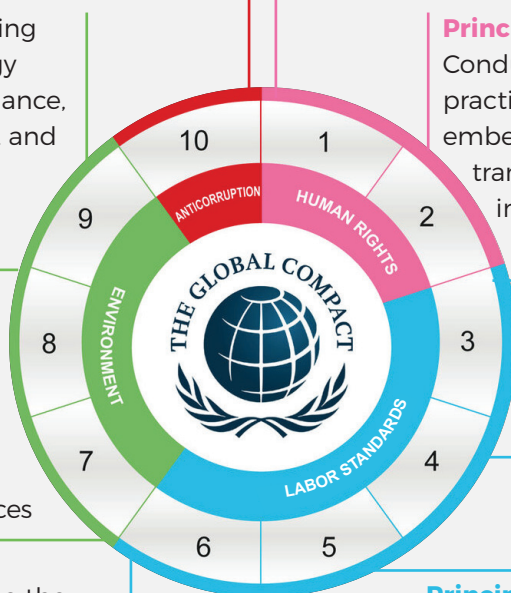
Principle 1: LPC complies with human rights, security and equality and personal, economic, cultural and social freedoms

Principle 2: The Employee Code of Conduct and corporate governance practices guide our decision making, embed core values and provide transparency and accountability in our interactions with all stakeholders

Principle 3: Uphold the freedom of association and recognition of the right to collective bargaining

Principle 4: LPC prohibits forced and compulsory labor

Principle 5: Comply with applicable child labor laws, including but not limited to minimum age limits, working hour limits, prohibitions of certain types of work and regulations on legitimate workplace apprenticeship



IMPLEMENTATION

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

The ESG Committee provides oversight and reports to the Board of Directors. The Committee draws on industry best practices and evaluates appropriate key performance indicators, targets and initiatives.

LPC engages all employees in ESG matters 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 and committee 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
- Promoting a culture of health and safety
- Communicating with all stakeholders
- Deploying best practices into actionable results

Stakeholder	Engagement	
Employees	<ul style="list-style-type: none"> • Onboarding • Training and development • Team meetings 	<ul style="list-style-type: none"> • Annual events • All employee meetings • Website and social media
Customers	<ul style="list-style-type: none"> • In-person and virtual meetings • Interactions in our buildings 	<ul style="list-style-type: none"> • Annual meetings • Customer satisfaction survey
Investors	<ul style="list-style-type: none"> • Annual investor meetings and events • In-person and virtual meetings 	<ul style="list-style-type: none"> • Monthly, quarterly and annual reporting
Board and Committee	<ul style="list-style-type: none"> • Quarterly reporting and meetings 	<ul style="list-style-type: none"> • Ongoing updates
Supply Chain	<ul style="list-style-type: none"> • Ongoing dialogue and meetings • Procurement policies 	<ul style="list-style-type: none"> • Safety audits • In-person and virtual meetings
Associations	<ul style="list-style-type: none"> • Participation in conferences and events • Advisory participation 	<ul style="list-style-type: none"> • Sponsorships
Local Communities	<ul style="list-style-type: none"> • Ongoing philanthropy and sponsorships 	

LOOKING AHEAD

Ultimately, success across all areas of ESG will only be possible by executing our strategy, employing connected technology, and bringing all of our key stakeholders along on our journey. Of course, progress can only happen through ongoing education and a willingness to adapt to shifts in environment, society, and governance best practices. Further, we know that what gets measured gets done. Therefore, we are committed to ongoing measurement, analysis, and most importantly, listening to our key stakeholders. This includes current and prospective employees, customers, partners, investors, rating agencies, regulators, suppliers, industry associations, non-governmental associations, and subject matter experts.

In 2023, LPC's top priorities are to provide a healthy and inclusive workplace for our people, focus on climate resiliency, reduce embodied carbon and emissions through design and construction methods, integrate responsible investment principles, leverage our supply chain to support innovation, deliver customer excellence, and ensure asset-level plans support net-zero transition plans.

We're inspired and motivated by the engagement of all our stakeholders, particularly our employees. We know that by following our values and working together, we can achieve our ESG priorities and make a world of difference for each other, our communities, and our planet.



The background of the page is a photograph of a modern building's exterior. It features a grid of vertical glass panels, some of which are reflective, creating a pattern of light and dark vertical lines. The floor in the foreground has a complex, geometric pattern of light and dark tiles. The overall lighting is bright, suggesting a sunny day.

Legal Disclaimer

The information contained in this ESG Report is for your informational purposes only. The information has not been independently verified and may not contain all material information concerning the condition (financial or other), earnings, business affairs, business prospects, properties or results of operations of LPC and/or its subsidiaries. LPC does not assume any obligation to update or correct the information, and you may not rely on such report. This report contains forward-looking statements which involve risks and uncertainties. These statements include descriptions regarding the intent, belief or current expectations of LPC with respect to the consolidated results of operations and financial condition, and future events and plans, of LPC. All such forward-looking statements do not guarantee future performance and actual results may differ materially from those in the forward-looking statements as a result of various factors and assumptions. You are cautioned not to place undue reliance on these forward-looking statements, which are based on the current view of the management of LPC on future events, and LPC does not undertake to revise forward-looking statements to reflect future events or circumstances. Any hypothetical illustrations, forecasts and estimates contained in this report are forward-looking statements and are based on assumptions. Such hypothetical illustrations are necessarily speculative in nature and it can be expected that some or all of the assumptions underlying the hypothetical illustrations will not materialize or will vary significantly from actual results. The information, including but not limited to any estimates or other forward-looking statements, may be subject to changes without notice. Some statements, pictures and analysis in this report are for demonstration and illustrative purposes only. No representation is made that any returns indicated will be achieved. This report may also contain historical market data; however, historical market trends are not reliable indicators of future market behavior. Some statements and analysis in this report and some examples provided are based upon or derived from the hypothetical performance of models developed by LPC. None of LPC, its subsidiaries or any of their respective members, directors, officers, employees or affiliates nor any other person accepts any liability (in negligence, or otherwise) whatsoever for any loss howsoever arising (including, without limitation for any claim, proceedings, action, suits, losses, expenses, damages or costs) from any use of this report or its contents or otherwise arising in connection therewith. By accepting and/or viewing the information, you agree to be bound by the foregoing limitations.



LOGISTICS®
PROPERTY
CO

Chicago/Headquarters

191 North Wacker Drive, Suite 1700
Chicago, IL 60606
+1 708 667 6940

Dallas

909 Lake Carolyn Parkway, Suite 220
Irving, TX 75039
+1 469 706 9100

Los Angeles

7777 Center Avenue, Suite 690
Huntington Beach, CA 92647
+1 657 215 7830

Atlanta

3340 Peachtree Road, Suite 580
Atlanta, GA 30326
+1 404 816 1235

Denver

2000 South Colorado Boulevard
Annex Building, Suite 415
Denver, CO 80222

Seattle

1100 Bellevue Way NE
Suite 8A - No. 238
Bellevue, WA 98004
+1 657 215 7830

Baltimore-Washington

14401 Sweitzer Lane, Suite 150
Laurel, MD 20707
+1 301 708 3200

Houston

2525 Robinhood Street, Suite 105
Houston, TX 77005
+1 469 706 9100

logisticspropco.com