



TIME EQUITIES INC.

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# **ENVIRONMENTAL, SOCIAL & GOVERNANCE (ESG) OBJECTIVES**

# SUMMARY

Each day, we strive to improve our properties performance and make a positive impact. We do this by implementing standardized Environmental Social Governance (ESG) policies and investing in sustainability initiatives. We aim to create lasting value for our investors, tenants, employees and communities.

“

**13 YEARS...**

”

of commitment to sustainability, with many more to come.

## OUR DEDICATED TEAM



**Elena Ashkinazy**  
Director of Sustainability



**Alexa Presto**  
Sustainability Assoc. Manager



**Eddy Hernandez**  
Sustainability Specialist

# 10 YEAR TARGETS



**20%**

ENERGY REDUCTION BY 2030



**20%**

CARBON REDUCTION BY 2030



**15%**

WATER REDUCTION BY 2030



**45%**

RECYCLING RATE BY 2030



# ENVIRONMENTAL

## *Reduce Consumption, Lower Operating Expenses, Minimize Environmental Footprint*

- Identify commercially feasible efficiency improvements in capital plans as part of the Due Diligence process
- Implement efficiency programs with proven payback to reduce energy and water usage
- Evaluate our real estate portfolio regularly to identify efficiency measures and resiliency risks and opportunities
- Seek opportunities to utilize renewable energy sources in an effort to reduce out carbon footprint
- Set realistic, accomplishable and time-bound targets identified for each property type
- Pilot innovative practices to lower operating expenses and increase the long-term value of properties
- Implement conscientious management practices to measure and reduce all energy usage, greenhouse gas emissions, water and waste within our control
- Engage with tenants to improve their energy efficiency
- Explore and apply for third-party certifications such as ENERGY STAR, LEED, IREM CSP, Fitwel
- Develop a zero-carbon pathway and cost model





# SOCIAL

## *Engagement, Awareness, Communication of our ESG Practices*

- Create healthy work and living environments for TEI employees and building tenants ([Health and Wellbeing Program](#))
- Monitor and improve employee engagement through the deployment of regular employee surveys
- Work to build an inclusive culture that encourages, supports and celebrates all members of our staff. It fuels our innovation and connects us closer to our clients and the communities we serve.
- Provide training, resources, communication and support to our managers on ESG best practices
- Communicate the importance of ESG to our property managers, leasing agents and joint venture partners through property management, joint venture agreements and green leases
- Encourage engagement with tenants and occupants in ways to support charitable endeavors and community events
- Prepare buildings to address potential climate related impacts and effectively communicate plans to occupants
- Support and encourage supplier responsibilities pertaining to sustainable best practices
- Time Equities, Inc. is an equal opportunity employer. All employment is decided on the basis of qualifications, merit and business needs.



# GOVERNANCE

## *Policies, Transparency, Accountability of our ESG Program*

- Establish protocols for assets under management as well as firm-wide goals
- Conduct an annual portfolio-level assessment of environmental and social issues
- Monitor and manage compliance with government benchmarking requirements and any additional policy or regulatory changes
- Perform systematic investment due diligence to collect and evaluate information on the environmental and social aspects of the prospective asset
- Motivate and engage employees by implementing ESG principles into the company's day-to-day operations and asset management ([TEI Playbook](#))
- Select service providers that share our company values
- Continue to provide and improve employee training on governance topics
- Demonstrate transparency and accountability to our investors through regular disclosure of our ESG practices and performance on reporting frameworks such as GRESB

