



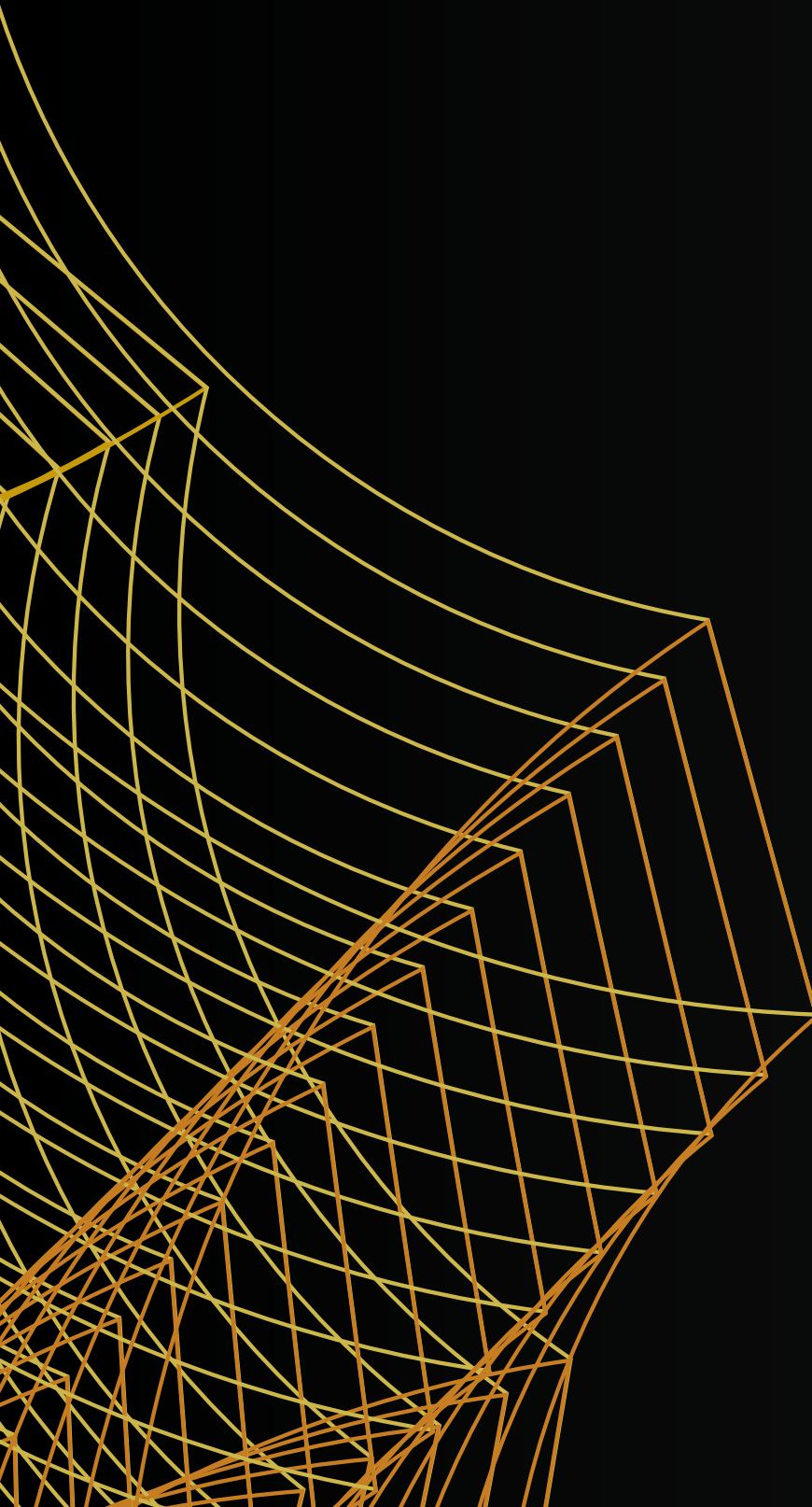
LONGFELLOW™



ENVIRONMENTAL  
SOCIAL  
GOVERNANCE

# 2024 ESG Summary Report

April 2024





# Table of Contents

<b>01</b>	Letter from Leadership	3
<b>02</b>	Longfellow's ESG Strategy	4
<b>03</b>	Longfellow's ESG Focus Areas	5
<b>04</b>	Key Accomplishments	6
<b>05</b>	Recent ESG Milestones	7
<b>06</b>	Environmental	8
<b>07</b>	Social	11
<b>08</b>	Governance	14
<b>09</b>	About Longfellow	18





# Letter from Leadership

Welcome to the inaugural Longfellow Real Estate Partners ESG report. Whether you are familiar with our work, or this is your first introduction to Longfellow, thank you for your time and partnership.

Since the inception of our firm, sustainable building principles have helped shape our overarching and day-to-day business decisions. Our team has been deeply committed to sustainable building standards and certifications since our first development nearly two decades ago.

As a long-term investor, operator, and developer, we take pride in the communities we invest in and are tied to their success for decades to come. Our partners, our team, and our community stakeholders live, work, and play in the neighborhoods in which we build,

influencing our corporate giving, volunteering, and social sustainability programs. Over the past several years, we've developed key initiatives such as Longfellow Advance (our nationwide DEI steering committee), Longfellow LIFTS (our philanthropic oversight), and more to incorporate each development into its respective community that doubles down on design features that open our spaces to collaboration and progress.

For these reasons and more, our team is continuously improving how we build and operate our developments while reducing environmental risks. Longfellow is proud to be currently building two of the first all-electric life science facilities in the State of California, and the first in the San Diego Region.

Our ESG principles extend far beyond the

walls of our buildings – the trust and integrity of our people guide our actions and help shape the individuals that make up our team and corporate governance. Longfellow is sustainability in action.

We are proud of our accomplishments in the space and excited to accomplish the exciting projects and initiatives you'll see throughout this report.



**ADAM SICHOL**  
Co-Founder & CEO



# Longfellow's ESG Strategy

Longfellow's portfolio-wide ESG Strategy consists of **15 focus areas**, supported by specific, measurable **targets** and **actions**. In 2023, we completed a Materiality Assessment to prioritize the ESG focus areas most important to our business and stakeholders.





WHO WE ARE

# Longfellow's ESG Focus Areas

Focus Areas were informed by Longfellow's Materiality Assessment.



## ENVIRONMENTAL

Energy & Emissions

Climate Risk

Water Conservation

Biodiversity

Reuse & Recycling



## SOCIAL

Tenant & Employee Engagement

Health, Wellbeing & Safety

Diversity, Equity & Inclusion

Community Development & Engagement

Responsible Supply Chains



## GOVERNANCE

Fiduciary Duty

Cybersecurity & Data Protection

ESG Governance

Transparency & Reporting

Ethical Business Practice

Each **Focus Area** is supported by **Targets** and **Actions** to achieve them

## WHO WE ARE

# Key Accomplishments

## GREEN BUILDING CERTIFICATIONS



**LEED or BREEAM**  
14 Assets Pursuing  
or Achieved

## HEALTHY BUILDING CERTIFICATIONS



**Fitwel or WELL**  
7 Assets Pursuing

## REPORTING



GRESB Reporting  
**Operating Assets 2020-2023**  
**Development 2022-2023**

## EMPLOYEE ENGAGEMENT



2023 Employee Report  
**92 Engagement Score**

## CORPORATE GIVING 2023

LONGFELLOW  
**LIFTS**

200+ Volunteer Hours  
25+ Organizations Supported

\$200k Committed  
65+ Employees Volunteered

## MEMBERSHIPS



## BEST PLACES TO WORK ACHIEVEMENTS



San Diego Business Journal  
**Best Places to Work 2022**



Pensions&Investments  
**BEST  
PLACES  
TO WORK**  
IN MONEY MANAGEMENT  
★★ 2023 ★★

“

By putting our people first, we've developed a culture that is collaborative, caring and rewarding. We are grateful for our team and the outstanding culture that allows us to make a positive impact on the lives of our people and the communities where we work.

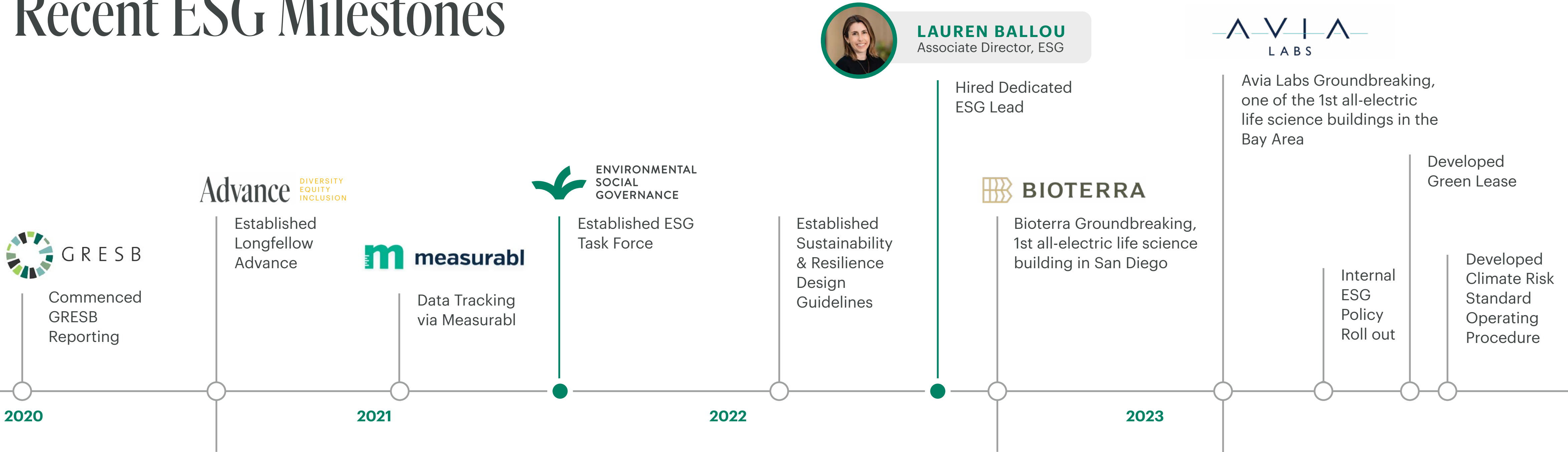
**ADAM SICHOL**  
Co-Founder & CEO





WHO WE ARE

# Recent ESG Milestones







# Environmental

We are dedicated to advancing sustainable building practices that mitigate environmental and climate impacts, benefiting our stakeholders & neighboring communities.



## ENVIRONMENTAL

# Environmental Targets

While addressing Energy & Emissions is Longfellow's top priority, our strategy accounts for a comprehensive suite of environmental issues. We established measurable targets in 2023, which sets our direction for action and future progress reporting.

## Our Two-Year Action Plan

- Audit existing buildings
- Complete Greenhouse Gas (GHG) Emissions Inventory
- Develop Net Zero Implementation Plan
- Implement Climate Risk Standard Operating Procedure
- Implement Green Lease
- Update Design and Construction Guidelines
- Update Operations and Maintenance Guidelines



## ENERGY & EMISSIONS

Require a minimum of 30% energy reduction in all new construction projects

2-3% avg. year over year Energy Use Intensity (EUI) improvement for existing buildings (like for like properties) starting in 2025

All new construction is all electric in select climate zones

By 2030, procure 100% renewable energy to meet electricity needs

All new construction achieves LEED Gold or BREEAM Excellent (or better)



## CLIMATE RISK

Assess 100% of existing assets for climate risk exposure annually starting in 2024



## WATER CONSERVATION

Require a minimum reduction of 30% potable indoor water use in new construction projects

2-3% avg. year over year Water Use Intensity improvement for existing buildings (like for like properties) starting in 2026



## BIODIVERSITY

Target 15% biodiversity net gain in new construction in the UK by 2026



## REUSE & RECYCLING

Minimum 75% construction waste diversion for all new construction



ENVIRONMENTAL

# Case Study | Bioterra

San Diego, CA

Longfellow’s first ground-up life science development in San Diego, CA and the City’s first all-electric life science building.

- High efficiency envelope & building orientation to reduce solar gain
- Embodied carbon | 5% reduction in global warming potential (structures & envelope)
- 44% indoor water use reduction
- 23% energy use reduction
- On-site EV charging | 9% of parking spaces
- On-site solar | 101 kW rooftop system
- Native or naturalized low water consuming plants

“

With ambitious targets for water and energy reduction, we’re not just building a structure; we’re shaping a greener future.



**DAVID HEILBRUNN**  
Project Executive

“

I’m thrilled to be part of such an innovative project. Our focus on high-efficiency design and all-electric systems is setting new standards for sustainability.



**CARLOS VELARDE JR.**  
Project Manager



Pursuing **LEED Gold**  
Core & Shell



**American Architecture Award**  
2023 Chicago Athenaeum  
Honorable Mention - Unbuilt Category



Pursuing 1-Star Certification





# Social

We are committed to fostering positive social impact for our tenants, employees, and wider community.



SOCIAL

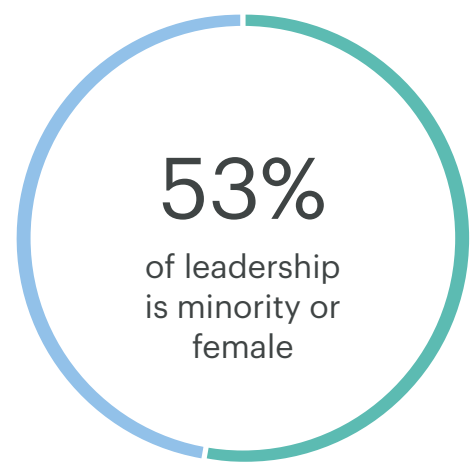
# Social Targets

Longfellow has a longstanding commitment to social impact. We updated our targets in 2023 to further advance our Social strategy.

### Our Two-Year Action Plan

- Continuously improve Tenant Engagement Program
- Track and enhance employee professional development opportunities
- Enhance employee DEI training programs
- Expand external internship and mentorship programs
- Leverage Longfellow LIFTS to increase annual volunteer hours

### Leadership Diversity



White men    Minority or Female

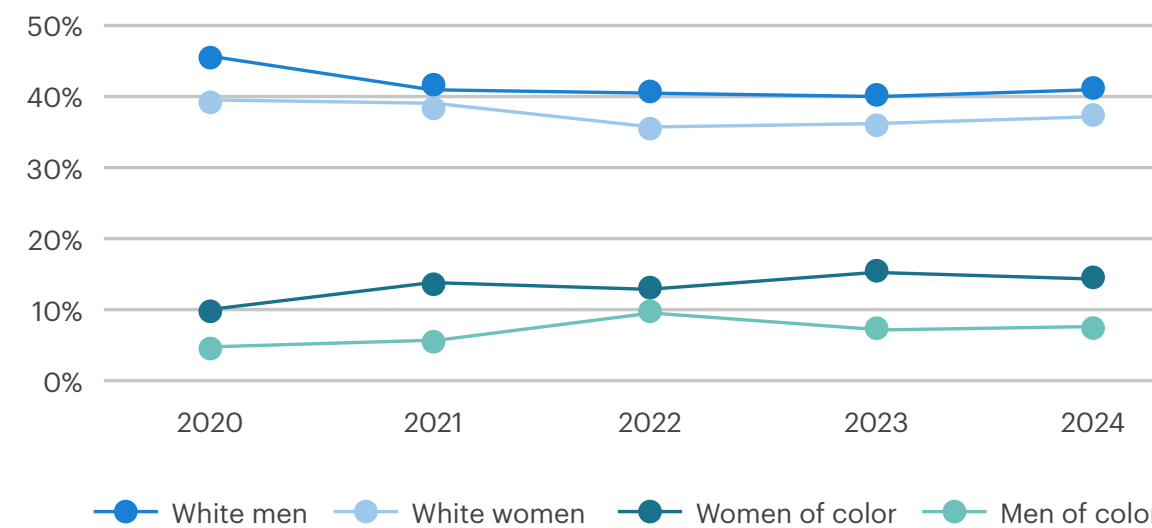
### Workforce Diversity

59% of workforce are women or minority

25% of workforce are minority

51% of workforce are women

### Total Workforce Diversity 2020-2024



### TENANT & EMPLOYEE ENGAGEMENT

Improve levels of tenant satisfaction and engagement across the portfolio

Maintain overall employee engagement score at or above 80 via Culture Amp annually



### HEALTH, WELLBEING & SAFETY

All new construction achieves Fitwel or WELL certification



### DIVERSITY, EQUITY & INCLUSION

Leverage Longfellow Advance to further the interests of underrepresented real estate professionals



### COMMUNITY DEVELOPMENT & ENGAGEMENT

Increase Longfellow volunteer hours from 200 hours in 2023 to 400 hours in 2024



### RESPONSIBLE SUPPLY CHAINS

Launch supplier code of conduct by 2025





DIVERSITY, EQUITY & INCLUSION

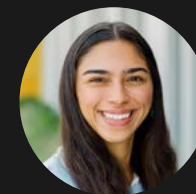
# Advance

DIVERSITY  
EQUITY  
INCLUSION

Advance is Longfellow's Diversity, Equity, and Inclusion Steering Committee whose mission is to highlight and empower marginalized and underrepresented groups in a professional and collaborative setting.

“ DEI is part of the fabric of Longfellow with intentional inclusion in day-to-day business operations. Through workshops and trainings, recruitment, internships, sponsorships, and community outreach, we promote an environment where every individual feels valued, respected, and empowered.

**CATALINA MILLER-BOOTH**  
Communications & Operations Associate  
and Advance Chair



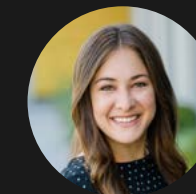
TENANT EXPERIENCE PROGRAM

# ELEVATE

For more than a decade, Longfellow has pioneered a hospitality-level approach to the client experience that goes beyond amenities. Each campus and development throughout the portfolio have a one-of-a-kind, unique experience. Integrating local businesses like coffee shops, breweries, restaurants, and others show Longfellow's long-term commitment to our clients and communities. Elevate also offers a range of philanthropic and volunteer opportunities, further enriching our commitment to community involvement and social responsibility.

“ I am proud to lead a team whose dedication for the client experience and innovative workplace is evident in each curated offering. Elevate underscores Longfellow's commitment to creating vibrant and dynamic environments for all our partners and the communities we serve.

**MICHELLE KING**  
Tenant Experience Associate Director



CORPORATE GIVING

# LONGFELLOW LIFTS

Committed to our neighbors, Longfellow invests over a quarter of a million dollars annually into our portfolio regions through our corporate giving program, Longfellow LIFTS, with a focus on three major pillars:

## COMMUNITY INVOLVEMENT

Giving our time and resources to the communities where we live and work.

## STEM EDUCATION

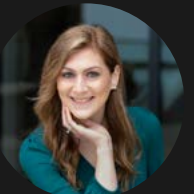
Empowering the advancement of STEM education for all ages.

## DIVERSITY, EQUITY, INCLUSION

Celebrating the unique cultures and backgrounds that make up our families, colleagues, and communities.

“ As an advocate for Longfellow's corporate giving initiative, I am inspired by our commitment to community enrichment. With dedicated efforts in volunteering and sponsorships, we prioritize building thriving communities, advancing STEM education, and championing DEI.

**KATIE KAZAS**  
Capital Markets Managing Director  
and Head of Longfellow Lifts







# Governance

Embracing principles of transparency, ethical conduct, and responsibility in all aspects of operations is crucial to achieving our business objectives and earning stakeholder trust.



GOVERNANCE

# Governance Targets

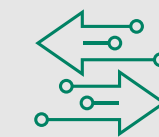
This document is Longfellow’s first public ESG Summary Report, supporting our commitment to share our direction and in the future, report on progress towards our targets. We anticipate aligning future reports with leading third-party frameworks, such as the Global Reporting Initiative (GRI).

Longfellow’s company-wide ESG Policy is updated on an annual basis and is available to all employees. More detailed, vertical-specific policies are also reviewed annually. Longfellow shares its ESG Policies, GRESB reports, and performance data with our investors upon request.



### FIDUCIARY DUTY

Integrate ESG targets and priorities into Longfellow’s decision-making by 2025



### TRANSPARENCY & REPORTING

Publish annual ESG summary report



### CYBERSECURITY & DATA PROTECTION

Maintain near 100% employees trained on cybersecurity risks

Reduce risk of tenant and employee data breaches



### ESG GOVERNANCE

Continue to refine ESG governance model



### ETHICAL BUSINESS PRACTICE

Launch anti-bribery and anti-corruption training by 2025



GOVERNANCE

# Longfellow's ESG Governance Model

Longfellow's core ESG team is responsible for establishing and implementing our ESG Strategy alongside our interdisciplinary ESG Task Force. The ESG Task Force is also responsible for the successful implementation of our ESG Strategy within their respective verticals.

## ESG CORE TEAM

**JILL RATKE**  
Partner, Asset Services



**HALEY TRAINOR**  
Director, Portfolio Management



**LAUREN BALLOU**  
Associate Director, ESG



ENVIRONMENTAL  
SOCIAL  
GOVERNANCE  
**TASK FORCE**

**2 Partners**



**10 Directors**



**EST. 2021**



## GOVERNANCE

# Key Focus Areas

## Fiduciary Duty

Fiduciary duty to investors is our top priority. Our fiduciary duty requires us to act in their best interests and our ESG Strategy is a reflection of this. ESG is a risk management framework focused on incorporating material ESG factors into our decision-making to support long-term value and performance.

## Cybersecurity & Data Protection

All employees must complete mandatory cybersecurity training each year. As cyber-attacks become increasingly sophisticated, we need to stay ahead of the curve to prevent security breaches and mitigate potential impacts.



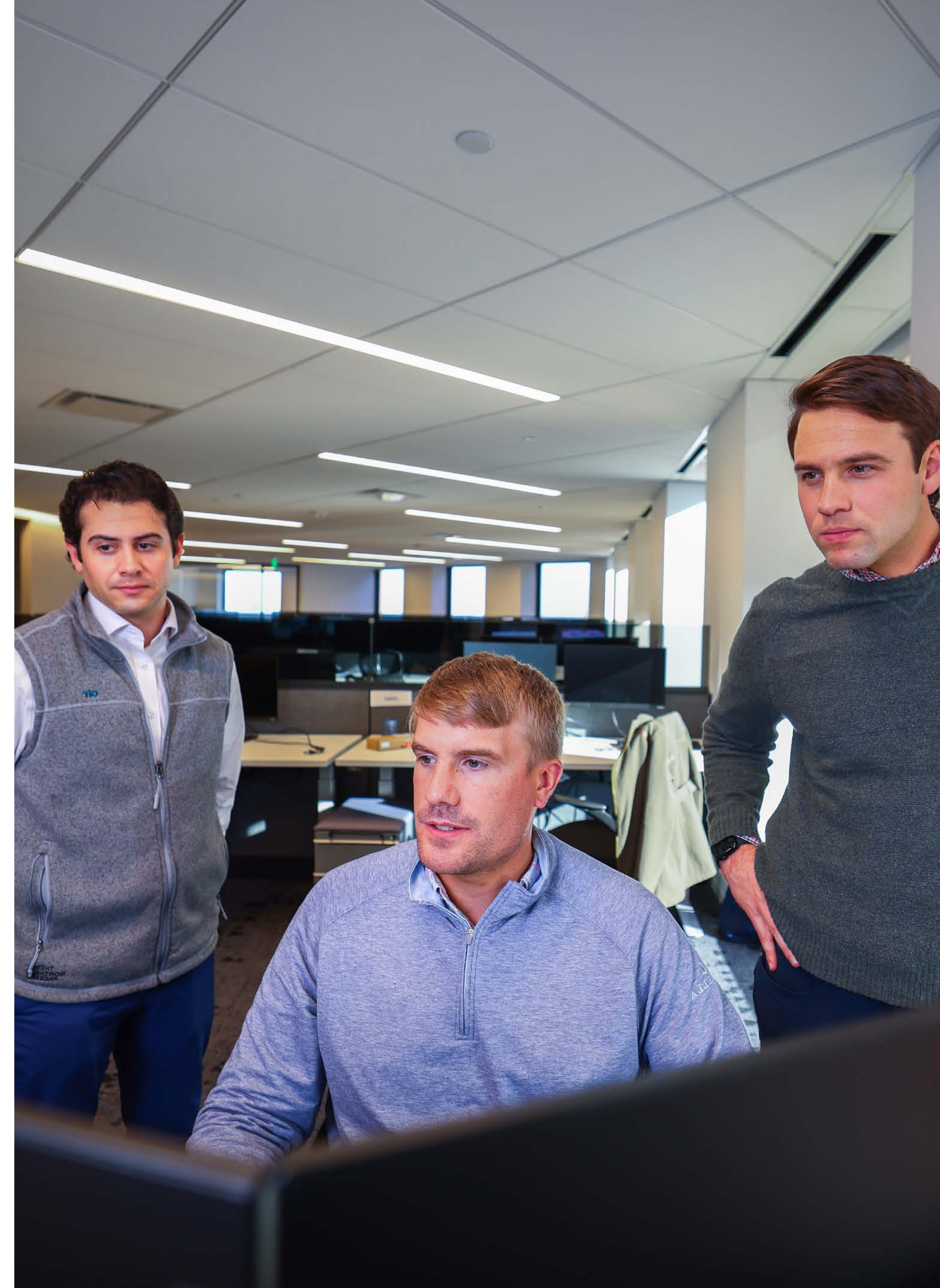
**KEITH AMADO**  
IT Director

## Ethical Business Practice

At Longfellow, we hire all employees with the expectation that they will maintain the highest levels of honesty and integrity. We require all employees to follow our policies, including anti-corruption, anti-bribery, political contributions, and trading policies. We continue to offer and enhance our required employee trainings in these areas to ensure understanding.



**JOE VAN SAUN**  
Partner, Finance & Accounting







# About Longfellow



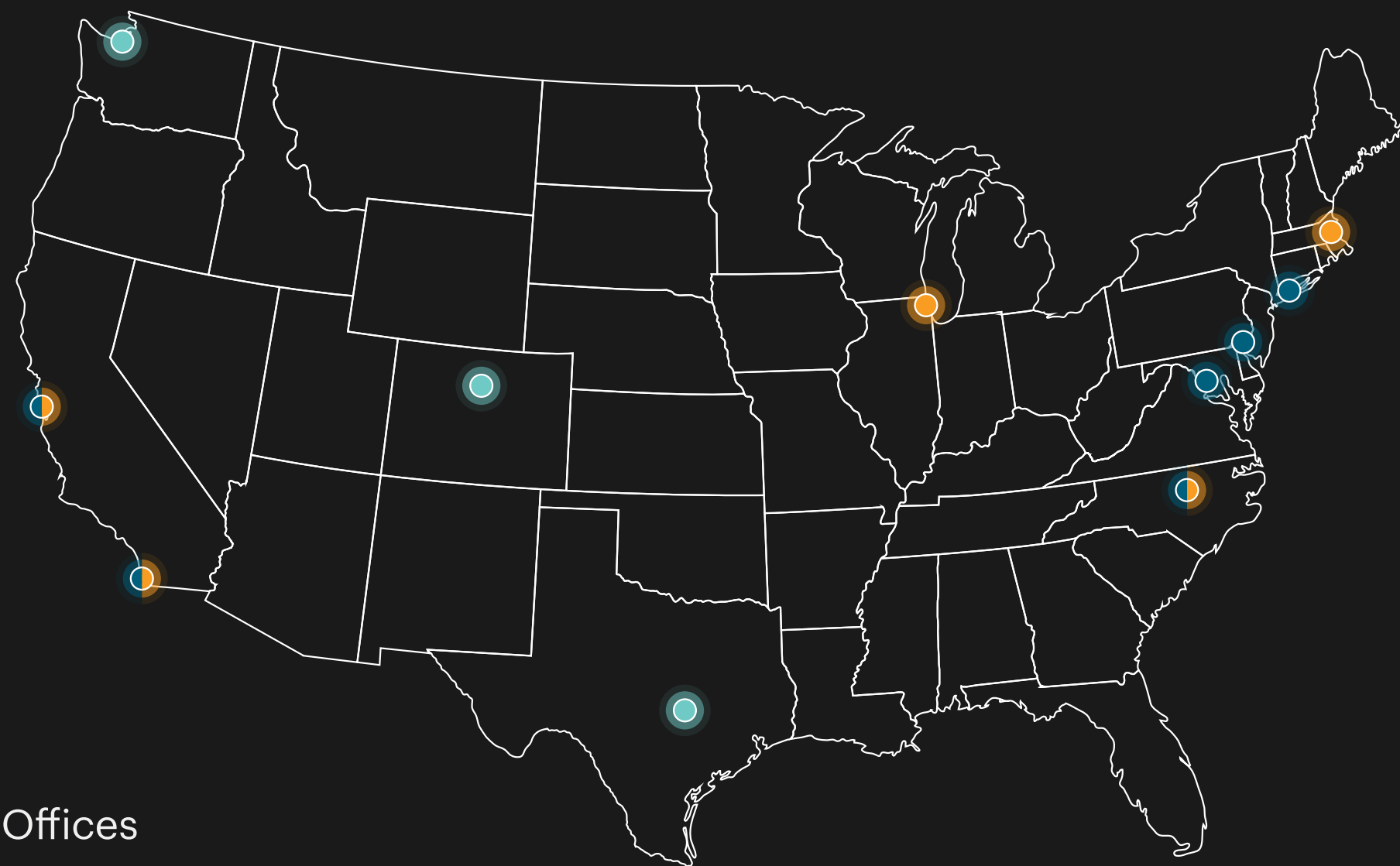
LONGFELLOW OVERVIEW

# Our Experience

Longfellow is the largest privately held investor and developer of life science buildings in the U.S. We partner with visionary organizations to deliver custom-built spaces and an unmatched level of care—supporting powerful innovations that advance the human condition.

- San Francisco
- San Diego
- RTP, Durham & Chapel Hill
- Boston
- Seattle
- Austin
- Denver
- Chicago
- Philadelphia
- New York City
- Maryland I-70 Corridor

- London
- Cambridge
- Oxford



- Longfellow Offices
- Existing Markets
- Target Markets

# 16 M

## SQUARE FEET

International portfolio of existing assets and development pipeline. Over \$10 billion in total value.

# 07

## EXISTING MARKETS

North Carolina, Philadelphia, San Diego, Bay Area, New York, Maryland, Cambridge UK.

# 175+

## PROFESSIONALS

Talented teams providing a vertically integrated platform to our stakeholders.





LONGFELLOW™



ENVIRONMENTAL  
SOCIAL  
GOVERNANCE

# Thank You

## CONTACT

### LAUREN BALLOU

Associate Director, ESG  
ESG@lfrep.com

### CASEY ANGEL

Director, Corporate Communications  
cangel@lfrep.com