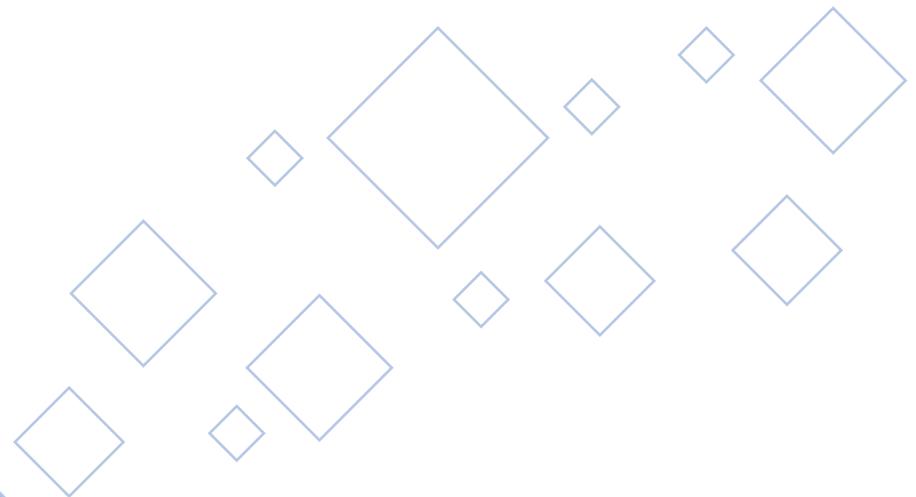


Ashforth's 2023

Corporate Social Responsibility Report



Sustainability

The Ashforth Company's sustainability mission is to be stewards of our environment by taking responsible actions in our business, community and personal lives.

Ashforth has a long legacy of conservation including reducing energy and water usage, incorporating green products, and improving air quality. Through the guidance of our company leaders and Ashforth's Green Council we remain committed to improving the sustainability of our operations, corporate offices, and our entire real estate portfolio. We work with our tenants, vendors, and owners to do the same. Ashforth believes our efficient building systems and equipment, amenities, and organization-wide environmentally responsible management approach will aid in preserving the environment for future generations.



2023 Sustainability Report

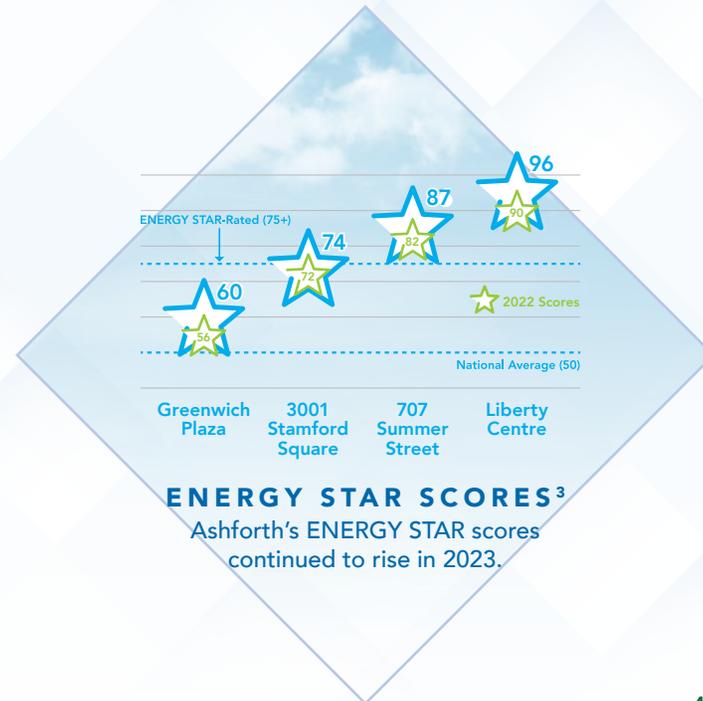
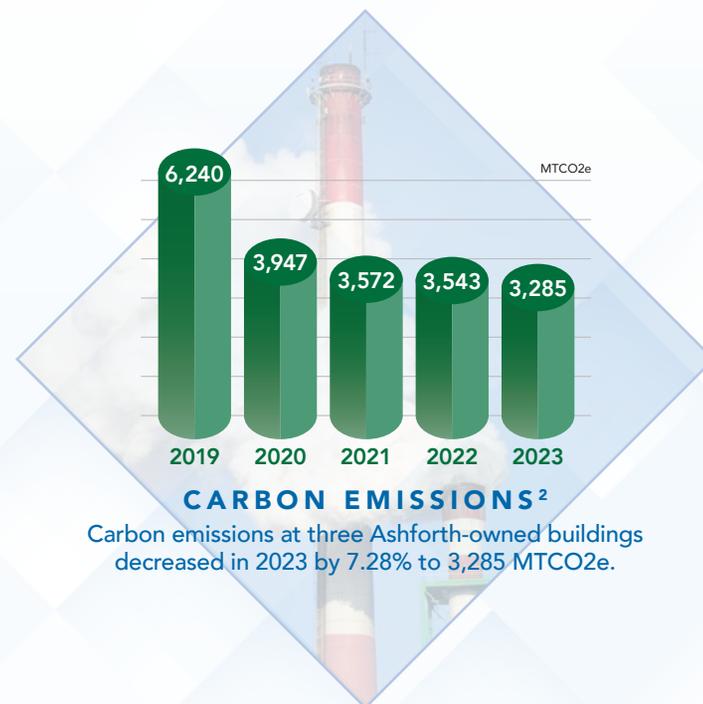
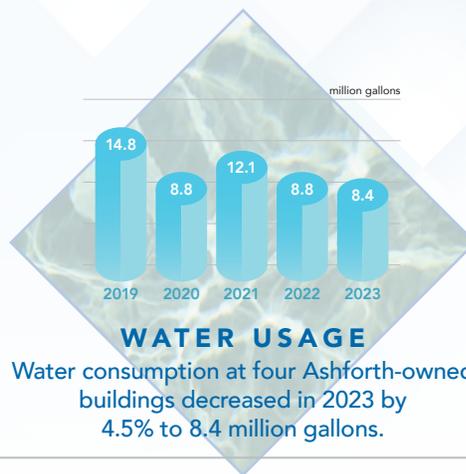
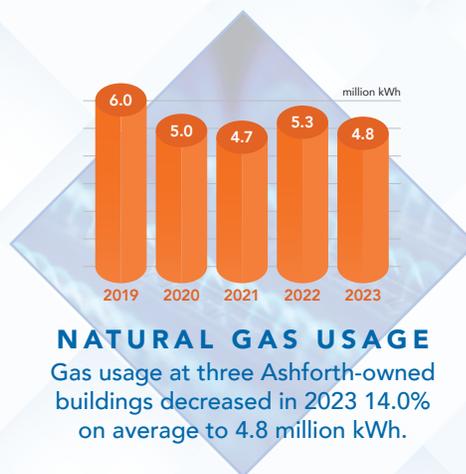
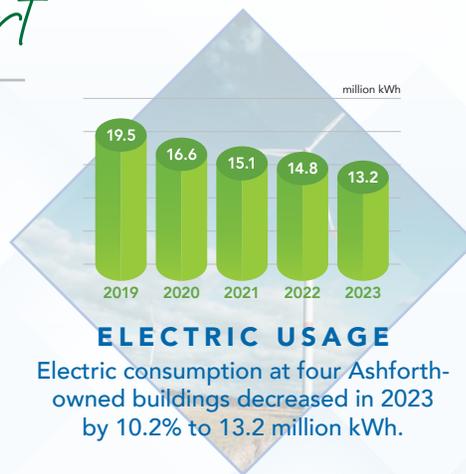
- Continued use of **Measurabl's comprehensive utility tracking platform** and upgraded to include **Measurabl's Asset Optimization** tool for real-time electric usage monitoring, achieving more accurate data, cost savings, and reduced environmental impact.
- Researched **AI decarbonization platforms** that will help recommend changes to reduce energy and increase operating efficiency.
- Unveiled a **living wall** at our headquarters, 707 Summer Street, featuring 1,330 vibrant plants. The innovative addition not only enhances the lobby aesthetically, it also provides environmental and health benefits for tenants, employees, and visitors. The carefully chosen plants improve air quality, regulate humidity, and create a more comfortable environment.
- Recycled **1,756 lbs.** of e-waste – fluorescent lamps, electronics, and batteries – at our three owned CT buildings (equivalent **savings** of **69,924 hours** of electric usage¹).
- Held our 12th annual **Environmental Awareness Week** event at our three owned CT buildings. Over **1,000 lbs of household e-waste** were collected and recycled, over **230 articles of spring and summer clothing** were collected and donated to Person-to-Person, and over **300 books** were collected and donated to the Ferguson Library.
- Sent digital **sustainable newsletters** to Ashforth's employees highlighting environmental information, trends and innovations, how-to suggestions, local events and initiatives, and recycling tips.

¹ Source: U.S. EPA Volume-to-Weight Conversion Factors

² Source: Measurabl. Ashforth's carbon output is made up of Scope 1 emissions (natural gas use) and Scope 2 emissions (electricity use) and its volume is measured in metric tons of CO₂-equivalent.

³ ENERGY STAR Scores as of December 31 per year

Notes: Numerous factors such as weather, tenant type, occupancy, and employment count – and a pandemic in 2020-2022 – all affect usage. Despite these hurdles, each year we've seen consistent improvement from continued efforts such as monitoring utility metrics, replacing and optimizing building systems and equipment, adding eco-friendly amenities, and researching sustainability trends. Ashforth has been tracking its utility performance since 2008.



Wellness

Ashforth cares about our employees and our tenants' employees. As part of our wellness efforts and initiatives, we encourage all to lead healthier lifestyles.

The Ashforth Company's wellness mission is to encourage and sustain a culture of health and wellness for employees and their families by helping achieve physical, emotional, and financial well-being.

In addition to Ashforth's wellness program for our employees, we have a long-standing commitment to providing health-conscious work environments, and understand that a healthy building will improve employees' health and productivity. Our overall healthy building program includes efforts to provide superior air quality, create opportunities for occupants to stay active and eat healthy, and operate safe, sustainable buildings.

2023 Wellness Report



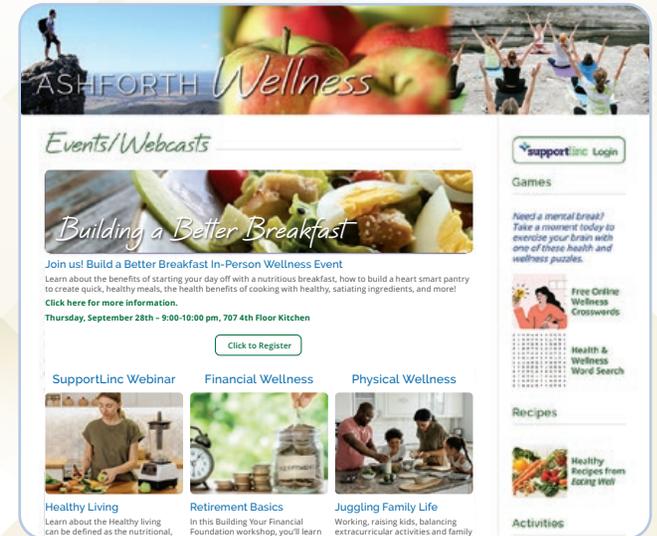
- Offered all Ashforth employees and their families **SupportLinc, a complimentary Employee Assistance Program** that offers 24/7 access to mental health care, including in-person counseling, text therapy, group support, and coaching, all provided by licensed professionals. This program aims to empower employees and their dependents throughout their mental health journey.

- Launched a **new wellness web page** that features monthly physical, mental, and financial wellness events and webcasts, news articles and videos, incentive-based challenges, recipes, games, and other healthy resources for employees.
- Offered 25% membership discount to **Chelsea Piers CT** for employees in Ashforth-owned CT buildings.
- Hosted **Meet & Greets with Chelsea Piers CT** in Ashforth-owned CT building lobbies, featuring chair massages, InBody assessments, compression boot experiences, and membership information.



- Introduced a voluntary **Employee Preventive Care Campaign** that rewarded employees for taking care of themselves. Employees who received an annual physical by their primary care physician were entered into a drawing; 20 employees received a \$500 Amazon gift card.
- Ashforth's Safety Committee**, comprised of two employees from each division, continued to meet regularly to evaluate safety practices ensuring all programs meet regulatory requirements and maintain business continuity. This includes reviewing incident reports, status of employee certifications for OSHA, CPR/AED and First Aid, and other safety issues.

- Continued providing **complimentary fresh fruit, healthy snacks, and beverages** for employees on a weekly basis as part of its wellness initiative.
- Held a three-part series of **healthy food educational sessions** for employees, provided by **Wellness Concepts**, a woman-owned business that provides global wellness solutions.



- Installed a **living wall** at 707 Summer Street property featuring 1,330 plants that help to improve air quality.
- Held third **"Hydration Challenge"** designed to encourage employees to boost daily consumption of water in place of sugary and caffeine-containing beverages. 24 Ashforth employees participated and were entered into an Amazon gift card drawing.



2024 Sustainability & Wellness Goals

Sustainability Goals

- Implement & monitor **AI decarbonization pilot programs at 3001 Stamford Square (Cortex) & Greenwich Plaza (Measurabl)** that will help monitor building energy usage, analyze & recommend changes to reduce energy, and increase operating efficiency.
- **Reduce water usage** by continuing upgrades to weather-based irrigation controllers, replacing broken sprinkler heads, positioning sprinkler heads to ensure adequate coverage, and installing pressure regulating nozzles to increase the uniformity of water applied.
- **Replace bathroom faucets with automatic sensor models** at 707 Summer Street.
- Research the installation of **lithium-ion battery back-up system** at 707 Summer Street to even out energy cost spikes.



- **Decrease electric, water, and natural gas usage by 3%** (based on pre-pandemic metrics) in Ashforth-owned buildings.
- Through **Renewable Energy Certificates (RECs)**, continue purchasing 50% or more of electricity used by Ashforth-owned buildings from renewable energy resources.
- Continue analyzing and reporting **Measurabl's Asset Optimization data** that provides real-time utility readings, building-level insights, and operational efficiency recommendations. Continue utilizing the platform to better measure, analyze, and report on **energy reduction efforts** at Ashforth-owned CT buildings.
- Research cost-effective ways to **recycle or donate demolished materials** at A.P. Construction's project sites.
- **Research City of Stamford's composting opportunities** for 3001 Stamford Square's onsite café and at corporate office.

Wellness Goals

- Continue providing **SupportLinc, an online mental health support platform**, to engage Ashforth employees, improve access to mental health support, and create a positive impact on employee health and productivity.
- **Research the construction of a wellness room** in corporate office to support Ashforth employees' mental well-being by providing a designated space to take a break for relaxation and stress relief.



- Continue to offer financial literacy workshops, debt management counseling, and retirement planning services to **support financial well-being**.
- **Promote healthy eating habits** by continuing to provide healthy cooking classes, wellness seminars and healthy snacks/beverages at corporate office.
- Provide **AED/First Aid training program** for building tenants if survey results determine high interest.
- Provide tenants and employees with an **interactive, outdoor Wellness Fair** that offers group fitness classes, mindful meditation and stretch workshops, InBody assessments and a variety of other health and wellness resources and activities.

Philanthropy

Giving back is an intrinsic part of Ashforth's company values and culture. We are committed to making an impact in our communities through corporate citizenship, civic involvement, and employee volunteerism.

Ashforth focuses its philanthropic efforts on education and healthcare, along with a priority to encourage and facilitate employee volunteerism. Collectively, our financial contributions, our in-kind services, and employee volunteer hours have helped to advance many worthy nonprofits where we live and work. With a long and respected history of giving back, we understand helping our nonprofits, whether with dollars or just a helping hand, makes our communities stronger, and that benefits everyone personally.



ASHFORTH AND ITS DIVISIONS WERE

Proud to Support Nonprofits in 2023

Achievement First
Audubon Connecticut
The Bennett Cancer Center
BOMA Southern CT
Boys & Girls Club of Greenwich
Boys & Girls Club of Stamford
Bruce Museum
Children's Learning Centers of Fairfield County
City of Stamford
Fairfield County Business Collaborative For Education Equity
Fairfield County's Community Foundation
Fairfield County Impact
Family Centers
The Ferguson Library
The Freshwater Trust
Future 5
Greenwich Green & Clean
Greenwich Historical Society

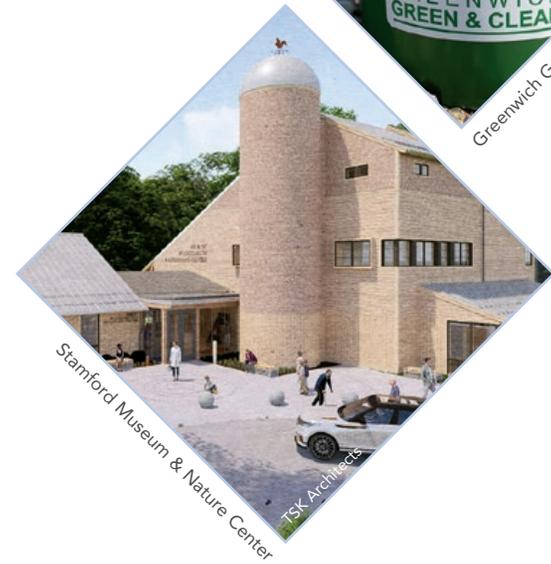
Greenwich Library
Kids Helping Kids
Lloyd Enhanced Services District
March of Dimes
The Maritime Aquarium at Norwalk
Mill River Park Collaborative
NAIOP CT & Suburban NY
Real Estate Finance Association (REFA)
Stamford Citizen of the Year
Stamford Downtown Special Services District
Stamford Hospital Foundation
Stamford Health
Stamford Museum & Nature Center
Teach for America



Boys & Girls Club of Greenwich
KG+D Architects



Greenwich Green & Clean



Stamford Museum & Nature Center
TSK Architects

Partial Listing

Key Community Partnerships

Stamford Health & The Bennett Cancer Center

- Ashforth is the founding & presenting sponsor of Stamford Health's Bennett Cancer Center Hope in Motion Walk, Connecticut's longest-running and largest participatory charitable event. It has raised over \$17.6 million over 28 years. In 2023, the event raised \$517,987.
- Ashforth's team raised \$5,891 for the event in 2023 and over the past 28 years the team raised \$310,133.
- In 2023, Ashforth donated marketing services valued at \$5,000. Total value of these services over the past 27 years is \$390,000.
- Since 1996, Ashforth's total contribution, including our annual corporate donation, in-kind marketing, and team donation, has exceeded \$1.4 million.
- Ashforth's Co-Chair of the Board has served as chairman of the hospital and co-chairman of the Stamford Hospital Foundation Board. Our VP and Director of Marketing & Communications has been on the event's executive committee the past 28 years.



Boys & Girls Club of Stamford

- Ashforth annually supports various Boys & Girls Club events throughout the year. In 2023, a total of \$437,100 was raised from these events.
- In addition to financial support, in 2023 Ashforth provided marketing services. Total value of these services over the past 14 years is \$74,250.
- Ashforth has been a supporter of the Boys & Girls Club for over 30 years. Our Executive Assistant to Ashforth's Co-Chair of the Board is the President of the Board and has been a member of the board for over 20 years.

Key Community Partnerships



Impact Fairfield County

- Ashforth joined Impact Fairfield County as one of its inaugural corporate partners in 2022. Founded in 2015, Impact FFC is a collective giving circle of diverse women, living or working in Fairfield County, CT, dedicated to making impactful change in the community by providing significant and transformational philanthropic investments to local nonprofits. Since the initial grant year in 2016, Impact FFC has provided nearly \$1.8 million in grant funding to local exceptional nonprofits, including 14 \$100,000 Impact FFC Grants and significant general operating support.
- In 2023, Impact FFC had 264 members and provided \$264,000 in grant funding. Two \$100,000 grants awarded to: Catholic Academy of Bridgeport and The Center for Empowerment and Education in Danbury, CT. Impact also awarded three \$20,000 unrestricted general operating grants to Mid-Fairfield Community Care Center (Norwalk), Mill River Collaborative (Stamford), and The Shehan Center (Bridgeport).
- Based on a positive experience, Ashforth increased its 2023 corporate partnership level. Seven Ashforth women employees participated on one of the Grant Review committees.

Future 5

- In 2023, Future 5 worked with 424 Students (200 High Schools, 147 Colleges, and 72 F5 Alumni). 98% of their high school seniors landed with a plan. College Prep seniors received 289 acceptances to 92 colleges and the students received more than \$2.4 million in merit-based scholarships, of which \$250,000 was awarded by Future 5. Their Future 5's College Success Program students held a 97% college persistence rate year 1 to 2.
- Since 2010, Ashforth's total contribution, which includes financial and in-kind marketing support, has exceeded \$252,000 and Future 5 has helped over 925 students.
- Ashforth's VP and Director of Marketing & Communications is a member of Future 5's Advisory Board and past board member. Ashforth's Co-Chair of the Board was a past board member.



Key Community Partnerships



Fairfield County Business Collaborative for Education Equity

- Since 2021, Ashforth has been a member of the Fairfield County Business Collaborative for Education Equity, a partnership with Fairfield County's Community Foundation that capitalizes on the combined input of the region's corporate sector to help reduce and eliminate educational disparities among underprivileged pre-K-12+ students, and their families and educators.
- The Collaborative has invested \$1.1 million in youth-serving nonprofits since it launched in 2020. In the Fall 2023 Grant Cycle, the Collaborative awarded \$347,500 in grants to six Fairfield County nonprofits. The funded partnerships include:
 - **Stamford Cradle to Career** in partnership with Building One Community
 - **Today's Students Tomorrow's Teachers** in partnerships with Norwalk Public Schools
 - **The Carver** in collaboration with Serving All Vessels Equally

BCEE also supported three nonprofits that launched pilot programs:

- **Stamford Public Education Fund (SPEF)** will launch a pilot program to tutor math and English.
 - **SoundWaters** will pilot a program to introduce high school students to key trade skills for marine trade jobs.
 - **Bridgeport Public Education Fund** will start The Learning Labs initiative, which is designed to provide in-depth, personalized learning and support for Bridgeport Public School seniors who are on track to graduate early.
- In 2023, the Collaborative held an event to share the findings of their commissioned study and whitepaper **Building Tomorrow's Workforce: Equitable Education and Career Pathways for Opportunity Youth (OY) in Fairfield County**. The results helped identify more efficient ways to address the specific and systemic barriers OY and the business community face in strengthening the workforce system. OY are those ages 14-24 who don't currently have a high school diploma or postsecondary degree. Currently, there are 40,000 OY in Connecticut – including approximately 9,600 in Fairfield County.

Ashforth Employees' Volunteer Support

AND ADDITIONAL IN-KIND CONTRIBUTIONS



- Encouraged volunteerism to nearly **5,000 employees in 300 companies** at our owned and managed buildings by organizing numerous community-oriented events that benefit local nonprofits.
- **1,600 hours of volunteer time** were spent by employees chairing or participating on nonprofit boards and committees.
- Provided in-kind marketing & graphic design services for the **Kids Helping Kids'** annual Handled with Care boutique and Gift of Giving events.
- 8 employees, along with family and friends, volunteered to fly the Peppa Pig balloon for the **Stamford Downtown Special Services District's** annual Parade Spectacular.
- Held drives at its buildings to benefit **The Food Bank of Lower Fairfield County**, collecting 147 lbs. of food, which can provide a family of 4 food for a month; a **Kids Helping Kids** gift drive collecting over 100 new gifts for students in need to give holiday gifts to their families, and a dresswear drive, collecting over 75 articles of every day dresswear to support local students; a clothing drive, collecting several bags of men's, women's and children's clothing to benefit **Person to Person**; and a toy drive, collecting new toys to support the U.S. Marine Corps Reserve **Toys for Tots** program.



The Ashforth Company

Operating Principles



Commitment

Enduring business relationships will enhance the value of our company.



Quality

We are dedicated to providing the highest level of service with speed and professionalism.



People

We foster teamwork, personal growth, creativity, and leadership. We encourage respect for the individual, communication, optimism, and a sense of humor.



Practices

We act with integrity and fairness with our customers, employees, vendors, and community.