




THE WILLIAM WARREN GROUP

# IMPACT REPORT

2022-2023

 StorQuest  
SELF STORAGE

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## A Message from Our President

### The Path We're On

As our organization shares its first sustainability report, I'm immensely proud of our efforts to reduce our environmental impact and protect the health and wellbeing of our company and communities. The leadership team at William Warren Properties, Inc. believes that environmental, social, and corporate governance (ESG) is an important organizational framework for us structuring the business and creating value for the company and its stakeholders through the identification, assessment, and management of sustainability-related risks.

As a large owner and manager of real estate, William Warren Group is focused on addressing the environmental impact that our stores and corporate offices have on the world. The company is striving to decarbonize our operations entirely, and, if possible, produce zero greenhouse gas

(GHG) emissions on both a Scope 1 and Scope 2 basis. To date we have made significant progress through our LED conversions and solar installations. But we also know that we still have plenty of work ahead of us. In the near future, the company plans to pilot a number of innovative projects, such as community solar and rainwater harvesting projects, that will increase our efficiency each year. We look forward to sharing our progress on this and other initiatives in the coming years.

We believe in being an active member of the communities where we operate, which is achieved through our community partnerships with organizations such as One Tree Planted, Hawaiian Legacy Foundation, and SeaTrees. We share a similar passion for supporting our team members by fostering a diverse and inclusive workplace and providing ongoing wellness and assistance programs.

Finally, the company is committed to upholding the highest standards of governance centered on the principles of transparency, integrity, and accountability. We support this commitment by fostering a culture that prioritizes ethical decision making and strong risk management.

In sharing this report, we're committed to providing all our stakeholders with transparent information on our projects, practices, and policies. As a company, we are focused on innovating and building a company for the long term. Many of the items outlined in this report will provide the framework with which we move forward as a company and create the foundation for our continued growth and success.



Clark Porter  
President & Chief Financial Officer



 **287**  
MANAGED SELF-STORAGE ASSETS

 **5B**  
GROSS ASSET VALUE

 **21M**  
GROSS FLOOR AREA IN SQUARE FEET

 **134K**  
CUSTOMERS ACROSS 22 STATES

 **667**  
EMPLOYEES

 **0 MTCO<sub>2</sub>e**  
NET GHG EMISSIONS ON ASSETS SINCE 2021

*As of year-end 2022*

## Our Company

The William Warren Group (WWG), which describes the William Warren Properties, Inc. (WWP) entity and the StorQuest brand and stores, is a privately held, entrepreneurial real estate, development, acquisition, and property management company based in Santa Monica, California. Since our inception in 1994, we've focused on investments in major metro markets across the U.S. that offer significant cash flow, revenue growth, and long-term capital appreciation opportunities. We take exceptional customer service to new heights, introduce progressive thinking and technology

to the market, and maximize profitability for investors – all within a fun and inspiring team environment.

StorQuest® Self Storage is a registered trademark of WWP and the operating brand of our self-storage business vertical. When you tap into StorQuest, you're tapping into the power of a different kind of brand family. The StorQuest brands deliver best-in-class support, amenities, and simple, easy-to-use technology, all built on a foundation of guest-centric service.



## About This Report

Being a good corporate citizen is deeply embedded in our values and culture as a company. This report documents the work we've done, the work we're doing, and the work we plan to do to drive a positive impact across our Environmental, Social, and Governance pillars.

These efforts include internal processes that span our new iterative strategy for improving our ESG performance through data-driven action. With this strategy, we've defined baselines and targets, launched new initiatives and policies, and made a strong commitment to measurement, analysis, and reporting.

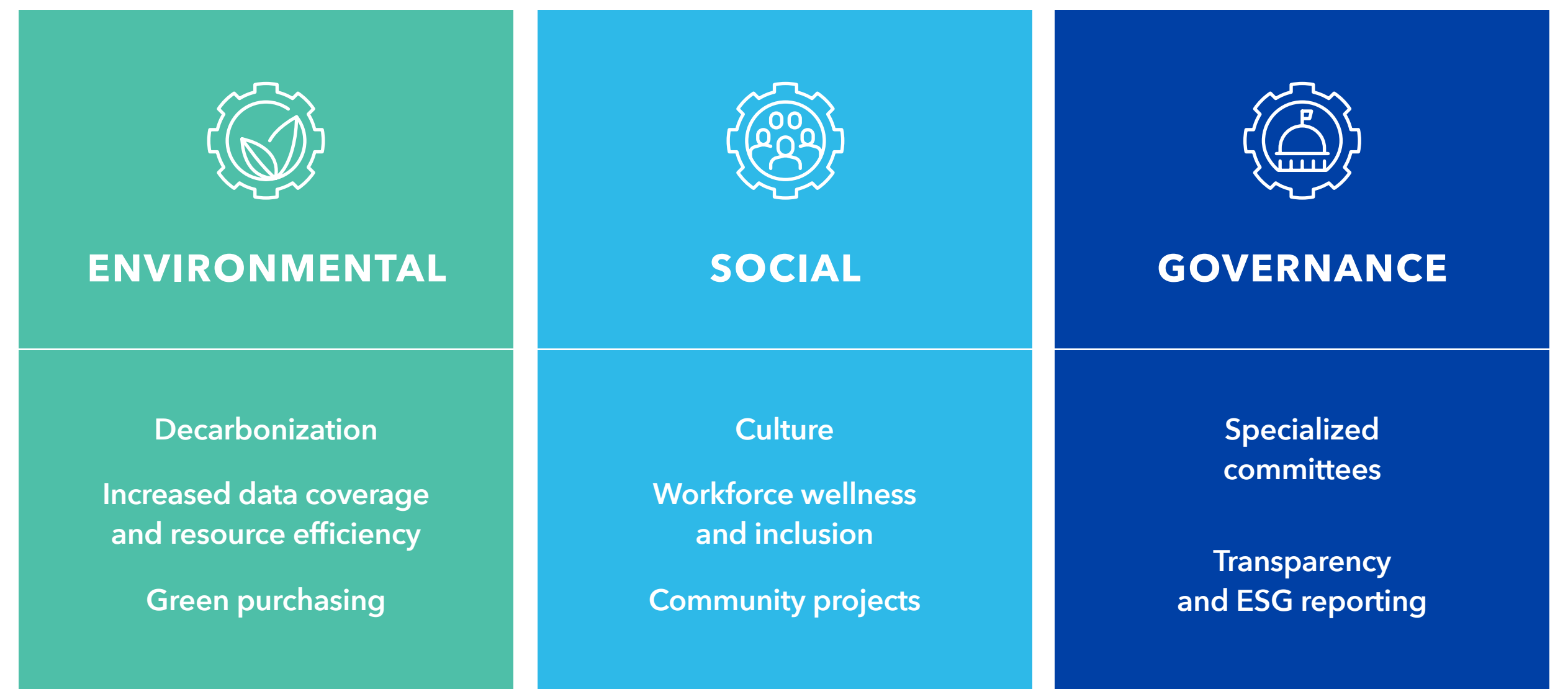
The information in this report describes our programs, policies, and targets for the period from Jan. 1 through Dec. 31, 2022. As this is our inaugural report and will be published in late 2023, we are also including select 2023 program updates so we can share a more complete story of where we are. We plan to publish an

addendum that includes complete data for 2023, including consumption data, in early 2024.

This report references global and industry-preferred reporting frameworks, including the UN Sustainable Development Goals and Sustainability Accounting Standards Board (SASB), as well as third-party sustainability and social ratings such as IREM's Certified Sustainable Property recognition and WELL's Health Safety rating. We are excited to share that we participated in the GRESB Real Estate Assessment for the first time in 2023; we look forward to continuing to use the comprehensive framework and feedback.

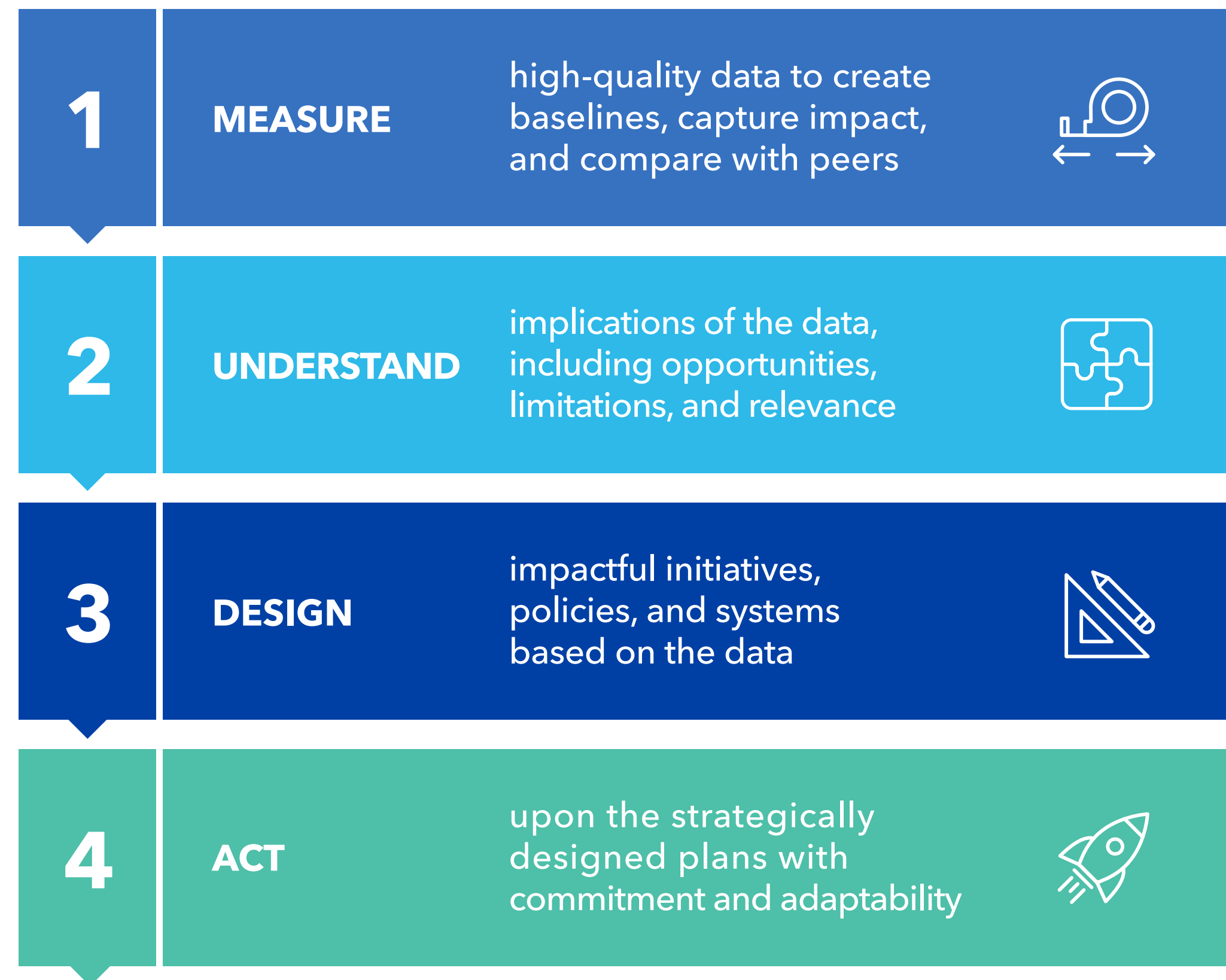
Our environmental, social, and governance themes shape our ongoing commitment. Although our maturity and progress vary across these themes, the formalization of our ESG efforts and reporting represents an increased commitment and emphasis across all three pillars.

*"This report documents the work we've done, the work we're doing, and the work we plan to do to drive a positive impact across our Environmental, Social, and Governance pillars."*



# Our Strategy

Our ESG strategy involves a process of four iterative steps:



# Guiding Principles

This cyclical process is informed by three guiding principles:



## ENVIRONMENTAL

Reducing our environmental impact is integral to our firm's mission and culture. In recent years, we have advanced a range of initiatives to help address climate change and protect the environment. This includes maintaining carbon neutrality for our managed portfolio through such efforts as high-efficiency lighting, solar installations, and carbon offsetting.

WWG has advanced ambitious strategies in line with that mandate and is spearheading new projects to help accelerate our environmental performance across the board. In 2024, we expect to pilot new initiatives focused on rainwater harvesting, heat mitigation, community shade creation, and community solar. We believe these and similar programs will not only play a key role in conserving energy, water, and other resources, but in helping our business thrive.

**StorQuest Self Storage**  
18815 E. 60th Avenue, Denver, CO

## Carbon Neutrality

ACHIEVED FOR OUR MANAGED PORTFOLIO

### 9.5% reduction

IN LIKE-FOR-LIKE ENERGY GRID USE IN 2022

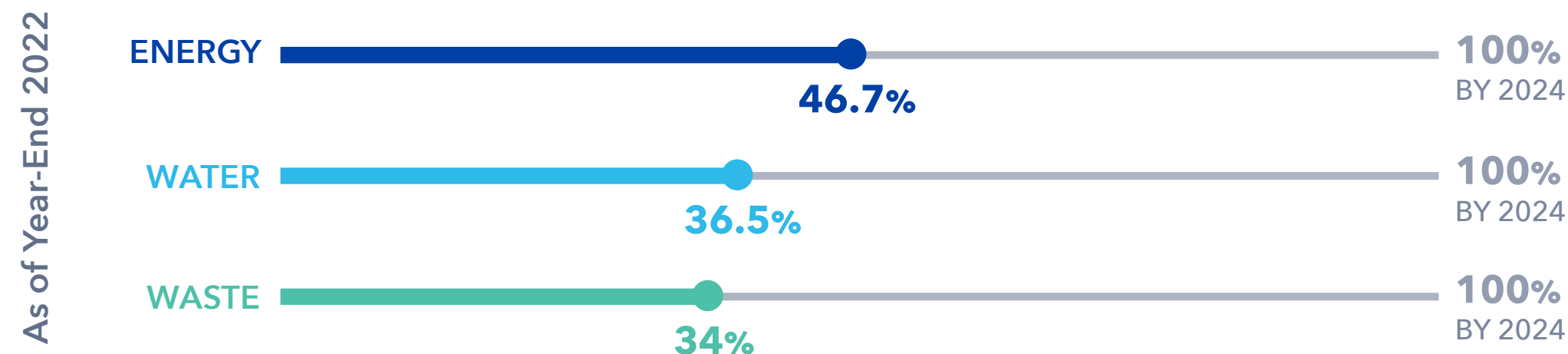
### 729 MTCO<sub>2</sub>E

AVOIDED IN 2022 DUE TO ADDED SOLAR

# Environmental Targets

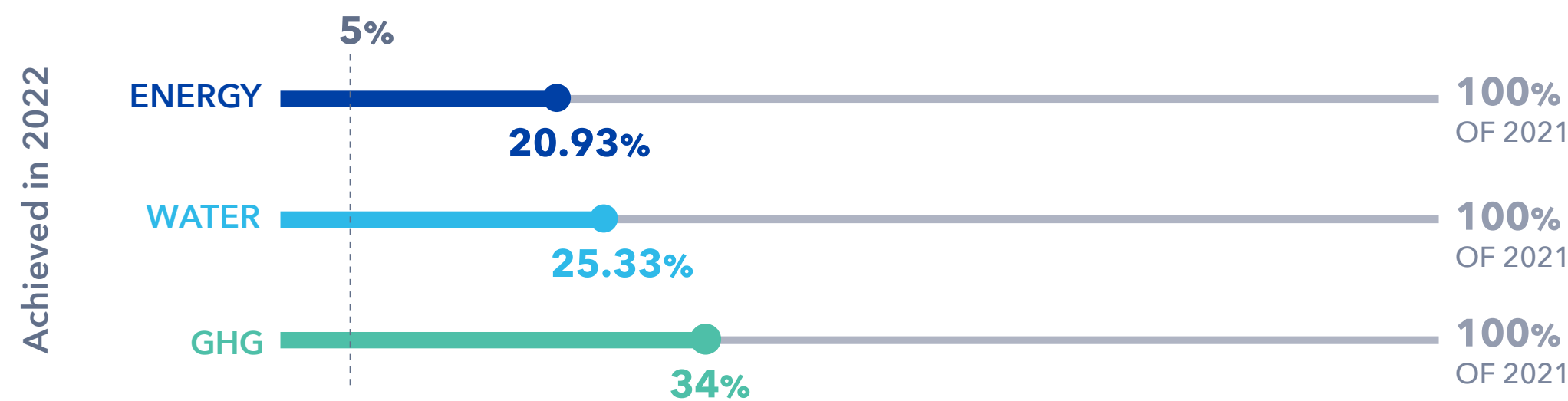
## 100% Data Coverage

Capture 100% of energy, water, and waste consumption data for managed floor area by year-end 2024



## Intensity Reductions

Reduce consumption intensity across grid energy and natural gas, water, and GHG emissions by 5% annually from 2021 baseline



## Decarbonization & Carbon Neutrality

- Install LED upgrades in 100% of participating managed assets by year-end 2024
- Install solar at 75% of participating managed assets by year end 2028
- Achieve carbon neutrality for our managed portfolio annually

86.6%  
USES LED

17.8%  
HAS SOLAR

100%  
GHG OFFSET

As of Q2 2023



Launch two rainwater harvesting pilots in 2024

# Climate Action

In the face of climate change, we support the worldwide imperative to limit global temperature increases to 1.5 degrees Celsius above pre-industrial levels, in accordance with the Paris Agreement. That’s why in 2021 we committed to pursue a net neutral or negative GHG footprint for our managed portfolio. We have achieved carbon neutrality at the asset level annually since 2021 through decarbonization projects and the purchase of high-quality, verified carbon offset credits.

## Decarbonization

Our decarbonization initiative is a crucial step in helping us pursue our emissions targets. We pursue decarbonization through two key efforts:

- High-efficiency energy fixture upgrades, such as LED lighting
- Solar installations on our managed properties

We’re proud to report substantial progress in both areas in the past two years. Together, these initiatives resulted in an absolute reduction of 1,432 metric tons of CO<sub>2</sub> and equivalents (MTCO<sub>2</sub>e) from 2021 to 2022, despite a 5.4 million square foot increase (34.5%) in gross floor area. 729 MTCO<sub>2</sub>e of the avoided emissions are attributed to the solar upgrades. We will report total reductions for the entirety of 2023 in our report addendum, to be published in early 2024.

## Carbon Offsets

As demand outpaces regulation in voluntary carbon markets, it is imperative that we work with high-quality, effective, and verified carbon offset partners to be confident in the legitimacy of our decarbonization efforts. In addition to offsetting our unmitigated GHG emissions through carbon capture, we seek projects that create additional environmental and social impacts, such as biodiversity preservation, economic opportunity for the community local to the project, and alignment with government climate strategy. For example in 2021 and 2022, we retired 15,000 tonnes cumulatively in Verra-certified JNR projects. Verra is a global leader in greenhouse-gas crediting; the [Jurisdictional and Nested REDD+ Framework \(JNR\)](#) targets forest conservation, sustainable forestry management, and enhancement of forest carbon stocks through projects aligned with government climate goals.

### SOLAR PROJECTS

16 installations in 2023  
 56 total installations  
 Solar installed on 17.8% of portfolio

= +3.9%  
in 2023

### LED UPGRADES

102 upgrades in 2023  
 268 total upgrades  
 LED installed on 86.6% of portfolio

= +29.9%  
in 2023



## Reaching Carbon Neutrality

In 2022, we measured 6,940 MTCO<sub>2</sub>e in emissions across our portfolio from energy use, which was more than offset through the purchase of 8,000 Verra Verified Carbon Units (VCUs). This resulted in an absolute reduction in emissions of 17.1% in 2022 and a like-for-like 36% reduction since 2021. The reductions are primarily due to our solar and LED decarbonization projects.

Operating as a carbon neutral firm is a core WWG value. We currently rely on the best data available and make reasoned extrapolations of GHG emissions in cases where data is estimated.

## Sustainable Properties

We're making additional advancements toward our climate and emissions targets with investments in sustainable real estate. We successfully submitted 16 properties for [IREM's Certified Sustainable Property](#) (CSP) designation in 2022, earning recognition through 2025. CSP recognizes excellence in property operations and performance of existing buildings in areas like energy, water, health, recycling, and procurement. In 2023, we participated in an IREM working group to develop a self-storage category for the CSP designation. This will more accurately capture what it means to be a sustainably operated self-storage facility versus the catchall "industrial" category.



**16** PROPERTIES RECEIVED THE CERTIFIED SUSTAINABLE PROPERTY DESIGNATION IN 2022.

**StorQuest Self Storage**  
5115 Englewood Road, Venice, FL

GHG Performance in 2022

**6,940**  
MTCO<sub>2</sub>e IN ABSOLUTE EMISSIONS

**36%**  
REDUCTION SINCE 2021

**8,000**  
MT IN CARBON CREDITS RETIRED

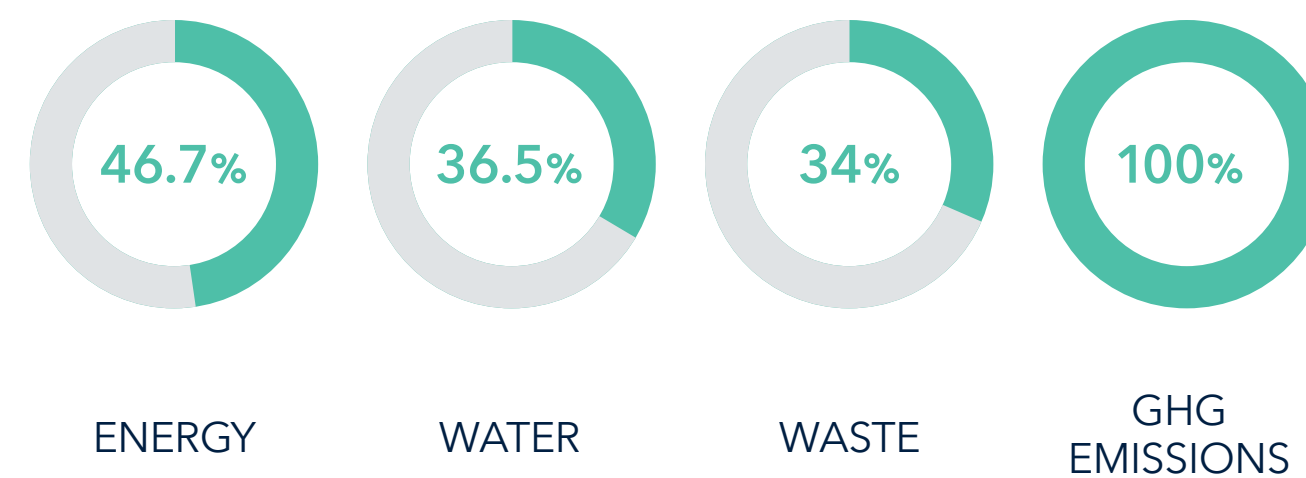
# Resource Efficiency

We believe we have a responsibility to conserve shared resources like energy and water, protect biodiversity, and reduce the waste that goes to landfill. We employ numerous initiatives to reduce consumption in our portfolio, although our biggest advancements are still to come as we improve the accuracy of our data collection.

## Understanding Our Gaps

To advance our approach in resource efficiency, we must have access to accurate, verifiable data on the resources we consume – a vital step in establishing baselines and improving our performance. In 2022 and early 2023, we implemented several improvements to data collection in line with our Measure, Understand, Design, and Act strategy. This includes tracking down gaps in historical data and uploading information to the Energy Star Portfolio Manager, which helps maintain measurements and identify potential errors and opportunities for improvement.

We have designed a process for additional transparency, understanding, and streamlining by contracting an automation service to source data directly from our utility vendors going forward. Our goal is to reach 100% data coverage for resource consumption across our portfolio by year end 2024. To date, our data coverage is:



## Conserving Resources

We have established interim targets to reduce our energy, natural gas, water, and waste intensity by 5% year over year by the end of 2024. As we near our target of 100% data coverage, we expect to refine our targets and data-driven efficiency strategies to bolster these efforts. In the meantime, we’re excited about the strides we’ve made to reduce consumption organically.

For example, we reduced like-for-like grid energy use by 9.5% from 2021 to 2022 and increased our absolute energy use by a smaller percentage than the growth of our portfolio in 2022. We also increased solar as a share of total energy consumption by 5.63%.

Water and waste present the largest opportunities for increasing our data coverage and improving efficiency in our portfolio, underscoring our excitement for our rainwater capture projects in 2024.

ABSOLUTE ENERGY VS. PORTFOLIO GROWTH		SOLAR ENERGY SHARE	
31.6% increase in absolute energy	= 2.9% energy savings	12.44% in 2022	= 5.6% increase
34.5% increase in square feet		6.81% in 2021	

## Rainwater Pilots

In 2024, we expect to pilot new initiatives focused on rainwater harvesting, heat mitigation, community shade creation, and community solar. For the first three initiatives, we will target pilot projects in hot, arid desert regions that experience short but intense annual monsoon seasons. The first location for community solar will be selected to maximize both successful implementation and community benefit. We are optimistic that these initiatives will promote resource efficiency, water conservation, and biodiversity and increase access to low-cost renewable energy.

## Green Purchasing and Cleaning Policy

We maintain a company-wide green purchasing and cleaning program to minimize the environmental effects of cleaning and disposable paper products. The agents in cleaning products have the potential to harm human health, damage interior finishes, and negatively impact indoor air quality. Our green cleaning program reduces these chemical, biological, and particulate contaminants, helping protect human health, building operations, and the environment. The program also contributes to the company's green building certifications.



**StorQuest Self Storage**  
2021 Lakeland Ave, Ronkonkoma, NY

## SOCIAL

Our people are the heart of the William Warren Group. From field employees to the corporate workforce, every person who works with us is entitled to the same degree of dignity, respect, and wellbeing. We're proud of our actions to create a strong, passionate culture that fosters a diversity of talent, especially related to gender equity. We're also committed to supporting community charitable organizations that are aligned with our core values.

In 2023, William Warren Group laid the groundwork to advance our commitments in this area, and we see a great opportunity for future improvements. We are building systems with our ESG strategy framework in mind so that we can Measure, Understand, Design, and Act iteratively and make quantifiable advancements in employee satisfaction, DEI, and cultural impact. We're also excited to increase equitable access to clean energy and shade in our communities with our upcoming community solar and shade creation initiatives.



AT-A-GLANCE

# \$109,431

IN CONTRIBUTIONS TO LOCAL NONPROFITS  
THROUGH Q2 2023

# 64 of our assets

EARNED WELL HEALTH SAFETY RATING IN 2022

# 56% of our workforce

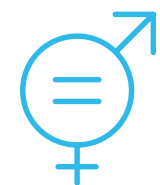
IDENTIFIED AS FEMALE OR NON-BINARY

## Social Targets



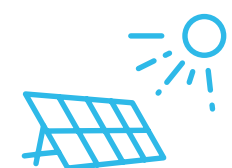
### 100% of Employees Heard

Measure employee satisfaction and engagement for 100% of our workforce through annual surveys by year end 2024.



### Strengthened DEI Pipeline

Continue fostering diversity and equity in current leadership, growing diversity within the leadership pipeline, and emphasizing inclusivity throughout the hiring process.



### Community Solar & Shade

Launch two heat-mitigation pilots by year end 2024 and one 20 MW community solar project by year end 2025.



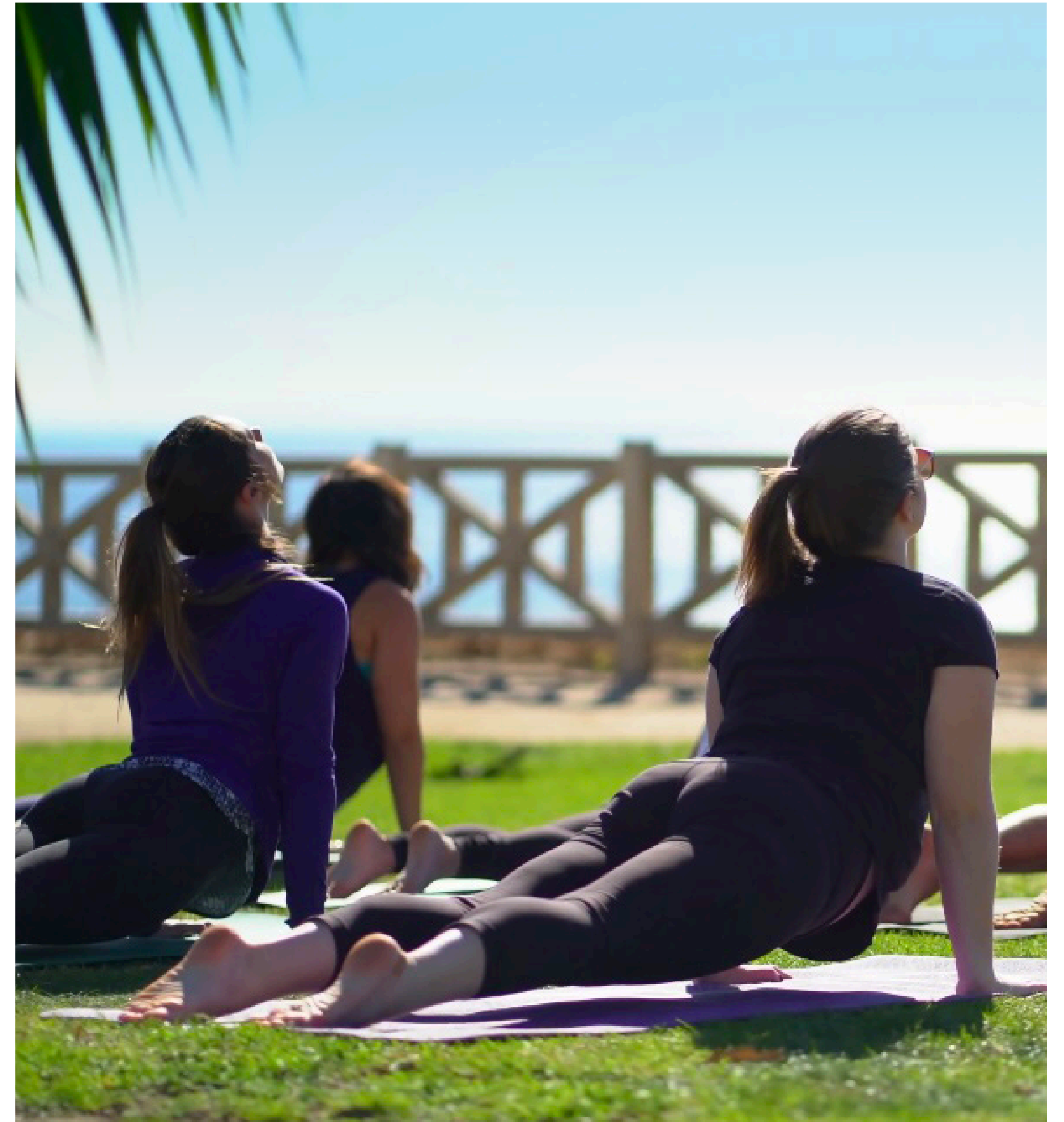
### More DEI Metrics

Advance DEI in our culture and operations with new quantitative and qualitative metrics by year end 2024.



### Annual Culture & Wellness Events

Facilitate a minimum of four large-scale culture and wellness events with at least 90% attendance for the all-company managers meetings and at least 75% participation at quarterly corporate and district-level events.



## Our Culture

The William Warren Group values each member of our team, with a family ethos that fosters mutual respect, collaboration, fun, and shared success. We are more than just a company; we're a community of entrepreneurs united by our passion for discovering untapped opportunities.

### Culture Committee

Our spirit is activated by our employee-led volunteer Culture Committee, which is responsible for planning a wide variety of company events, team-building activities, and other events to enhance the working environment for all corporate and field employees, whether in our offices, stores, or remote. In addition to a company-wide managers meeting and annual holiday parties, these events include beach cleanups, sporting events, community volunteer events, wellness and meditation sessions, and outdoor recreation activities that align with our brand values.

In planning our large-scale, biannual events for all managers in the company, plus smaller monthly events, birthday/work anniversaries, and on-site wellness activities, the committee serves as a bridge between leadership and employees at all levels and locations. Our District Managers help to further this spirit at the store level by planning team-building activities and an annual holiday celebration bringing all store managers together in their district. These initiatives create opportunities for communication and shared learnings that otherwise may not have been accessible to all team members.

Moving forward, our goal is 90%-plus attendance at the next all-company managers meetings and 75%-plus participation at both quarterly corporate events and district-level events.



# Our Values

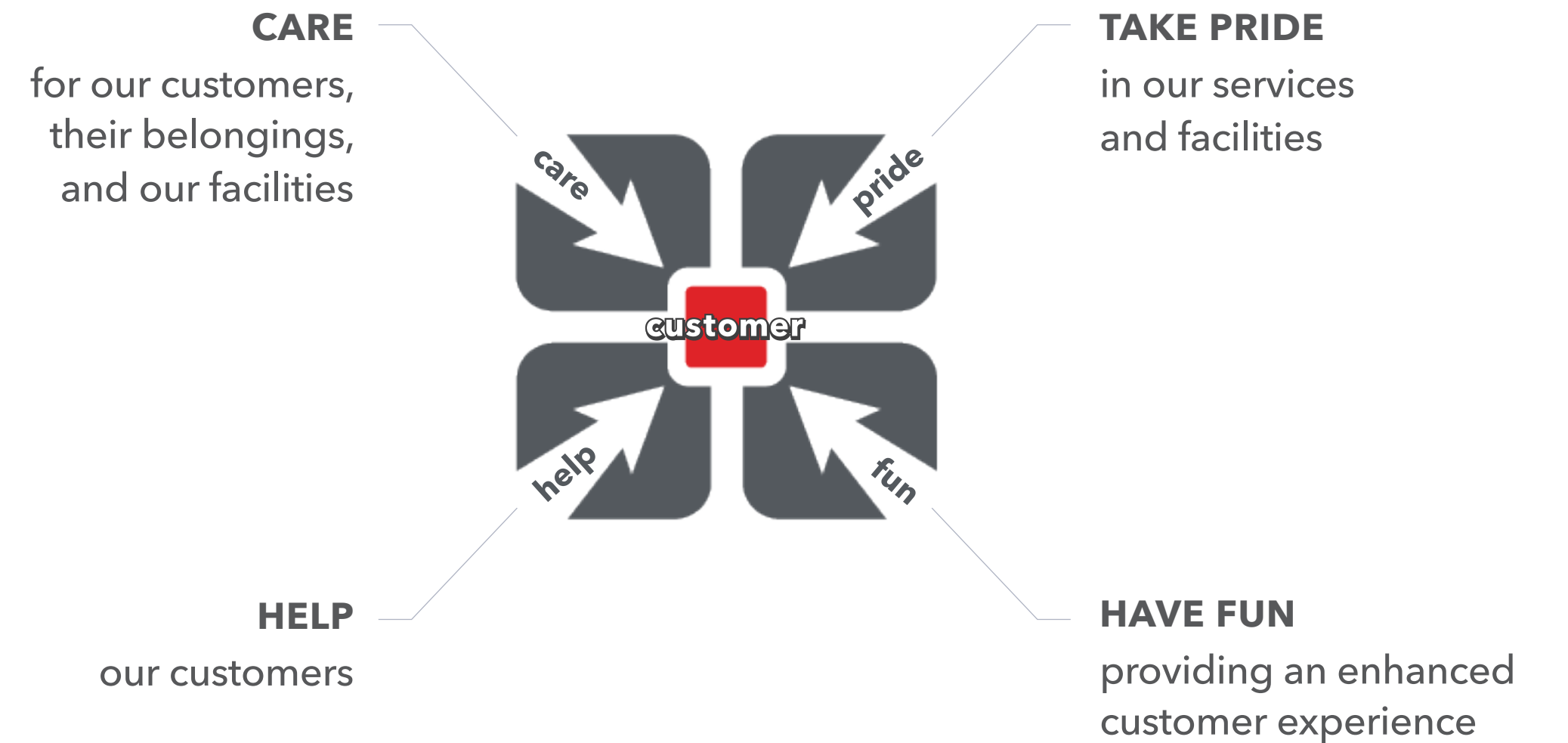
The public-facing StorQuest brand embodies our culture, beliefs, and commitment to serving the customer. Our corporate values are embedded within our ESG strategy and form the building blocks of our success.

## Who We Are

StorQuest's mission is all about exploring, lending a hand, and living life to the maximum! Our company culture boosts productivity by letting our team embrace the fun in work and life, all while staying true to our core values.

StorQuest's Fantastic Four: Care. Pride. Helpful. Fun.

These four values are the heartbeat of the StorQuest brand.



## Brand Ambassadors

We partner with awesome athletes, artists, and entrepreneurs to help us reimagine the possibilities – from outdoor adventure to community empowerment – when you #MakeRoomforAwesome.

Our Brand Ambassadors include 11-time World Surf League champion Kelly Slater; 12-time world champion skateboarder, entrepreneur, and philanthropist Tony Hawk; artist and Beautify Earth cofounder Ruben Rojas; and many more across the U.S.



# Diversity, Equity, & Inclusion (DEI)

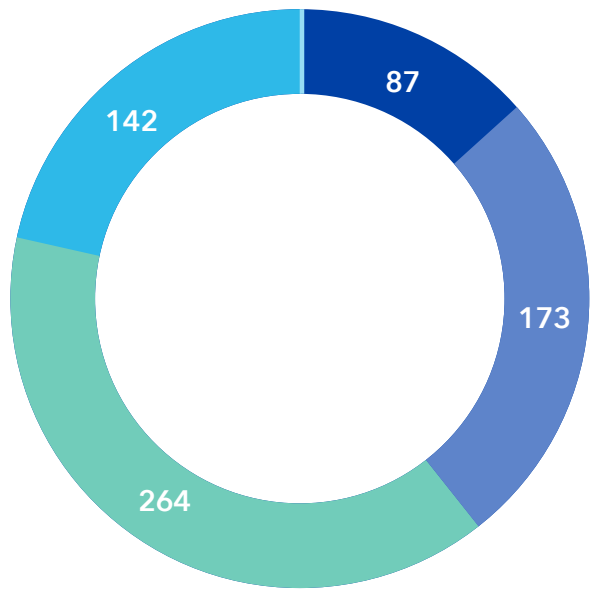
We're committed to fostering a diverse and inclusive workforce, where people of different backgrounds are empowered to do their best work every day. Research shows that diversity is a wellspring of creativity [↗](#), enhancing innovation by as much as 20% and inspiring better decisions and business outcomes.

## Diversity in Our Workforce

We monitor the diversity of our workforce across the dimensions of gender, race/ethnicity, and generation and are committed to embedding inclusion into our culture. Informed by quantitative and qualitative metrics, we plan to assess the forces behind our data and design systems to encourage more diversity, inclusion, and equity throughout the hiring and onboarding process and in our daily work culture. We aspire to have these systems for a more rigorous DEI program in place by the end of 2024.

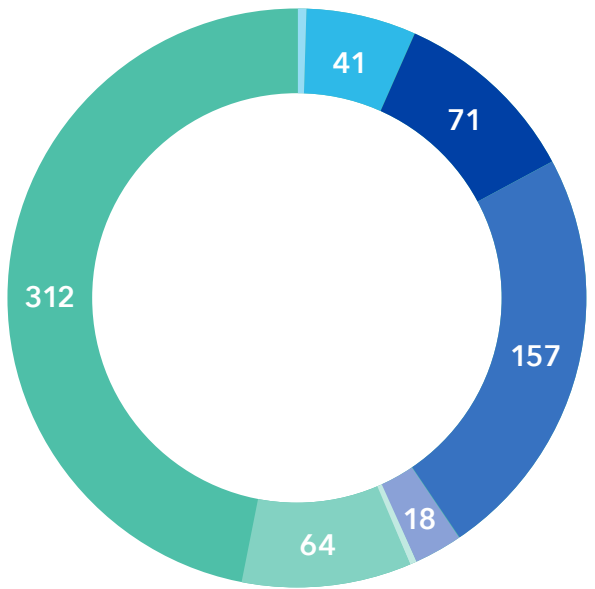
WORKFORCE BY GENERATION

- Silent Generation (1900-1944)
- Baby Boomers (1945-1964)
- Generation X (1965-1980)
- Millennials (1981-1994)
- Generation Z (1994-2010)



WORKFORCE BY RACE / ETHNICITY

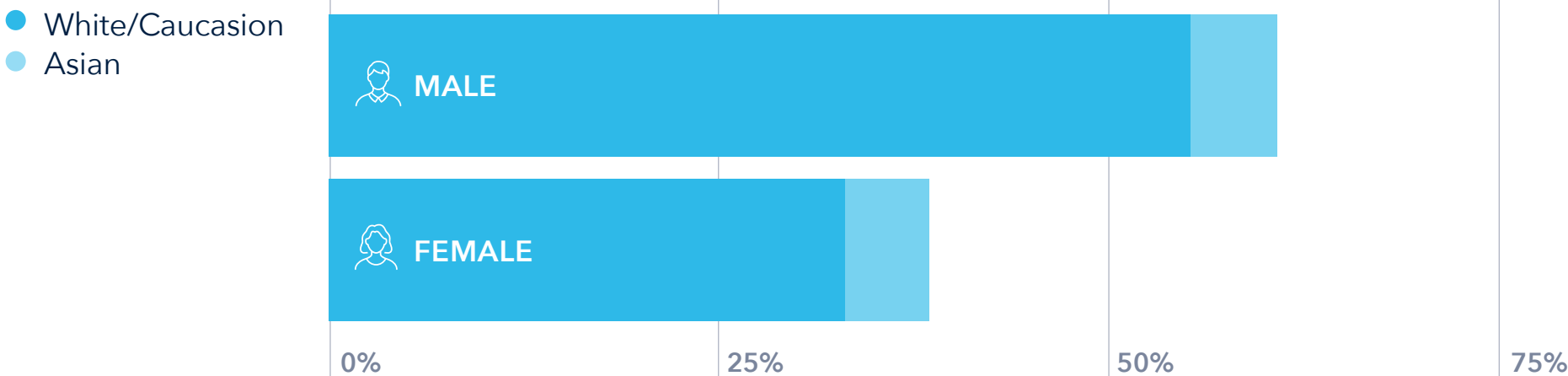
- American Indian/Alaskan Native
- Asian
- Black
- Hispanic
- Native Hawaiian/Pacific Islander
- Not Defined
- Two or More Races
- White



## Diversity in Leadership

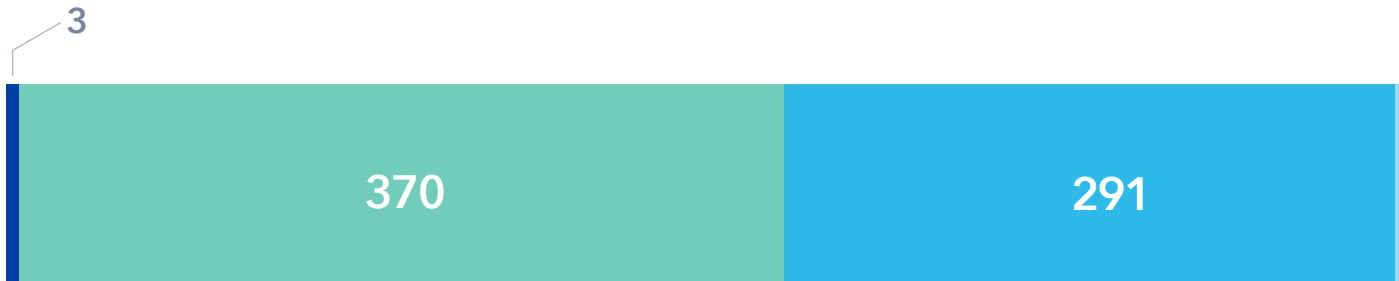
We recognize that the commitment to diversity starts at the top. As of Q2 2023, 39% of our leadership positions were held by women and 11% by underrepresented minorities. We're focused on growing diversity and equity within our leadership pipeline, with the goal of attracting more diverse candidates and unlocking our current employees' potential through leadership development.

LEADERSHIP DEMOGRAPHICS BY GENDER & RACE / ETHNICITY



WORKFORCE BY GENDER

- Non-Binary
- Female
- Male
- Prefer not to say
- Unknown





### Non-Discrimination Policies

We take pride in the policies we have in place to create and maintain a safe, welcoming, respectful, and empowering social environment and impact. Introduction to the policies highlighted below starts during the hiring process. They are cemented as precedent in onboarding and ingrained into our culture, daily work, stakeholder interactions, and community relationships.

### Equal Employment Opportunity

We make all employment decisions without regard to race, color, religion, age, sex, sexual orientation, gender identity, citizenship status, pregnancy, national origin, marital or veteran status, physical or mental disability, genetic information, or any other protected class, as determined by federal, state, or local law.

### Anti-Discrimination and Anti-Harassment

With our anti-discrimination and anti-harassment policy, we seek to provide a work environment that is free from all forms of discrimination and conduct that can be considered harassing, coercive, or disruptive, including sexual harassment. This policy applies to all employees, as well as vendors, customers, contractors, or others who enter our workplace. Discrimination or harassment of a protected group will not be tolerated.



## Health & Wellness

Employees are the lifeblood of our business success. We invest meaningfully in our employees' health with a comprehensive set of health benefits, health-based policies, and facility improvements.

### Employee Wellbeing

Our Health-Oriented Mission is our comprehensive guiding document. It outlines goals for the health and wellbeing of our employees and customers, including guaranteeing clean air and safe drinking water, encouraging regular movement and exercise, and offering access to mental health resources and programs. It also seeks to create a more welcoming space for employees by providing appropriate lighting and acoustical comfort.

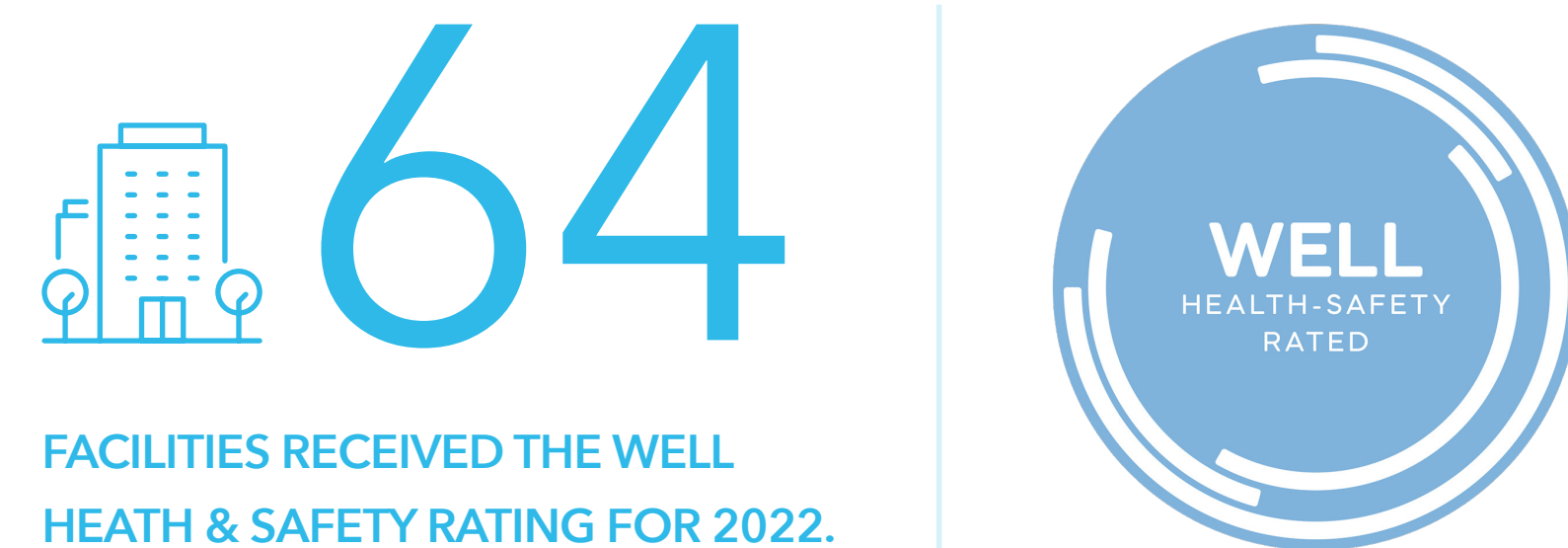
*"We are the champions of a more awesome life."*

### Accident Prevention and Safety

The safety of our employees is of the utmost importance. To ensure our employees use safe operating procedures at all times, we maintain a comprehensive Accident Prevention & Safety Manual that reflects and communicates our proactive safety attitude. The information in the manual complies with all appropriate safety and security laws and regulations, such as those established by OSHA, the EPA, the DOT, and other applicable federal, state, and local safety and health regulations.

### Health-Safety Certified

Our commitment to healthy and safe worksites helped us earn the [International WELL Building Institute's WELL Health-Safety rating](#) for 64 portfolio assets in late 2022. Valid for one year, the rating is centered on operational policies such as cleaning and sanitization, emergency preparedness, health service resources, air and water quality management, and stakeholder engagement. We are pursuing additional certifications in 2023.



# Community Partnerships

Our operations impact not just our employees, partners, and customers, but our communities, too. We believe in being good community members and coming together to support local and regional organizations that address the needs of our communities.

## StorQuest for a Cause Program [↗](#)

Through our StorQuest for a Cause program, we partner with a range of environmental nonprofits doing incredible work in the communities where we do business, including organizations focused on tree planting, watershed protection, and pollution prevention. These contributions are funded through a \$1 donation for each new rental at one of our stores, which we match with an additional \$1. The program reflects our belief that the world is an awesome place full of natural wonders to explore and experience. We donated a total of \$109,431 to our community partners from the beginning of 2022 through Q2 2023.



## Our nonprofit partners



## GOVERNANCE

We believe in the critical importance of running our business ethically and with integrity. To enhance a culture of trust and confidence, we employ strong governance policies to guide our success as a responsible, inclusive, and transparent firm. These governance efforts span the relationships with our workforce and capital partners, and shape our impact on our natural and technological environments, the communities in which we operate, and our peers.

These governance processes and policies are built through a future-focused lens to address gaps and create momentum for embedded and lasting success. Our 2023 focus areas include improving our risk assessment processes, advancing inclusivity and ethics in our leadership pipeline, and strengthening ESG reporting across our business.

**StorQuest Self Storage**  
15640 Roscoe Blvd, Van Nuys, CA



RELEASED FIRST ESG

## Impact Report

ELEVATED SUSTAINABILITY AND  
CULTURE COMMITTEES TO IMPROVE

## ESG Oversight

IMPLEMENTED REPORTING  
FRAMEWORK TO PARTICIPATE IN

## GRESB Real Estate

## Governance Targets



### Annual Reporting

Improve reporting on all ESG pillars annually from our 2022 baseline by increasing coverage and developing more robust internal and external metrics.



### Risk Assessment

Adopt new ESG risk assessment and resilience processes by the end of 2024.



# ESG Accountability

In publishing our first Impact Report, the William Warren Group is taking an important step in cataloging our progress toward meeting our annual ESG targets. We plan to publish this report each year, demonstrating our ongoing commitment to transparency and continuous improvement in how we do business.

## ESG Oversight

Primary oversight of our ESG performance and reporting falls to our Sustainability Committee, which reports to our executive leadership team. Committee members represent departments across the organization, including executive leadership, asset management, human resources, operations, investor relations, and marketing. We also work with additional subject matter experts, including external consultants, on an ad hoc basis.

## ESG Reporting and Disclosure

Our Impact Report employs standard disclosures and frameworks such as Sustainability Accounting Standards Board (SASB) and the United Nations' Sustainable Development Goals.

Using these frameworks reflects our commitment to reporting in a manner that is concise, relevant, and objective, in a format that lends itself to peer comparability.

This act of formally taking stock of our positions across environmental, social, and governance pillars provides an important entry point for our iterative four-step Measure, Understand, Design, and Act strategy. The metrics and topics included in this report reflect measurement of our previous actions, are a recognition of where we are today, and serve as a baseline for our future designs. This report serves as the governing document for our ESG strategy, affirming William Warren Group's commitment to best-in-class operations through data-informed action.

## Sustainability and Culture Committees

We believe in the power of passion-driven initiatives as a guiding principle in our ESG strategy and respect the wisdom of our workforce. Our two internal corporate committees, Sustainability Committee and Culture Committee, exist to support that belief. Membership in these committees is voluntary and includes multiple levels of leadership, ensuring that a broad range of perspectives are voiced. The committees are charged with making sure all initiatives are thoughtful, inclusive, well organized, and empowering to the people and communities involved.

[WilliamWarren.com/Sustainability](https://www.williamwarren.com/Sustainability)



See [SDGs for more](#) →

## Ethics & Transparency

William Warren Group operates with the highest standards of ethical behavior. We emphasize the importance of responsible governance and are committed to put people first in everything we do.

### Employee Handbook

Distributed at the time of hiring and updated annually (at minimum), our Employee Handbook defines our governance policies and practices, helping ensure that William Warren Group is a safe, ethical, responsible, and fair workplace, management group, and investment partner. The Handbook includes, but is not limited to, policies such as Equal Employment Opportunity; Accommodations of Individuals with Disabilities; Policy Against Harassment, Discrimination, and Retaliation; Standards of Conduct; Conflicts of Interest; Theft; Safety and Security; and Violence Prevention.

### Audited Financials

William Warren Group has investment entities structured as multi-asset joint ventures and as an open-end commingled fund. Our audited financial reporting for these entities is in accordance with Generally Accepted Accounting Principles (GAAP) and is prepared by a national CPA firm in good standing with the Public Company Accounting Oversight Board (PCAOB).

*“We believe that a robust corporate governance framework is essential for maintaining stakeholder trust, driving responsible growth, and promoting innovation.”*

### Transparency and Reporting

William Warren Group believes in full transparency as an operator and investment partner. We publish our ESG data and targets annually through this Impact Report, which is publicly available on our website, and are committed to proactively disclosing all events at or surpassing a predetermined materiality threshold to our partners.

### Investor Relations

We strive to be a responsive, proactive, and transparent partner to our capital partners, individual investors, and other stakeholders. This includes holding ourselves accountable to operate as a responsible property management, acquisitions, and development firm. When issues arise, we’re committed to responding fully, quickly, and transparently to the needs of our partners.

### Data Privacy & Cybersecurity

The William Warren Group’s Cyber Security Policy is a robust framework for protecting the safety, confidentiality, integrity, and availability of WWG’s people, systems, networks, data, and technology resources. We’re committed to protecting our personnel, business, and customer assets against all known threats. This policy has been created with thoughtful consideration to protect WWG and WWG’s associates from unnecessary risk through organizational, operational, and technical components.

Our cybersecurity policy and practices continue to adapt as cybersecurity threats grow more sophisticated. In addition to our Cybersecurity Policy, we maintain an IT Disaster Recovery Plan should an incident occur.



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## Appendix A

# Sustainable Development Goals

The UN's Sustainable Development Goals [SDGs](#) are the core goals driving the 2030 Agenda for Sustainable Development, which was adopted by all United Nations Member States in 2015 and provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. Through our initiatives, targets, and policies, William Warren Group's operations align with the following goals and targets.



## WWG Initiatives, Targets, & Policies (with SDG target reference numbers)

### Environmental

- Decarbonization of asset operations through solar installation and LED upgrades (7.2; 9.2; 9.4; 11.3; 11.6; 12.2; 13.1)
- Carbon neutrality via high-quality carbon credit investment for unmitigated emissions (7.2, 13.1; 15.2)
- Improving consumption data coverage and veracity (6.4; 7.2; 9.4; 11.6; 12.2)
- Reducing consumption intensity annually across energy, water, and GHG (6.4; 7.2; 9.4; 11.6; 12.2)
- Rainwater harvesting and heat mitigation pilots in 2024 (6.4; 11.3; 11.6; 12.2; 13.1)
- Green Purchasing & Cleaning policy (11.6)

### Social

- Nurturing a positive, inclusive, respectful culture internally and externally (3.4; 5.5; 8.5; 10.2; 10.3; 10.4)
- DEI metrics and program growth (5.5; 8.5; 10.2; 10.3)
- Promoting health, wellness, and safety (3.4; 8.8)
- Annual employee engagement survey (3.4)
- Community solar, shade, and heat mitigation targets (3.4; 7.2; 11.3)
- Equal Employment Opportunity policy (5.5; 8.5; 10.2; 10.3; 10.4)

### Governance

- Internal and external ESG reporting (12.6; 16.6)
- Empowering purpose-lead committees to nurture employee-driven action (10.3)
- Monitoring diversity in leadership metrics and strengthening equity in the leadership pipeline (5.5; 10.2)
- Cybersecurity policy (8.8)
- Transparency & Reporting policies (12.6; 16.6)

## Appendix B

# Carbon Offset Retirement Letters

2021 & 2022




**Carbon Offset Certificate**

**PROUDLY PRESENTED TO**  
William Warren Properties, Inc.

**FOR OFFSETTING**  
8,000 Tonnes of CO<sub>2</sub>e

**DATE**  
4/21/2023

Your carbon offset purchase supports third-party verified greenhouse gas emission reduction projects around the world.

February 15, 2022

Re: William Warren Properties, Inc. retirements

Hi Clarke,

Thanks again for supporting our third-party verified carbon offset projects. Please see below details regarding Carbonfund.org Foundation's Retirement of Carbon Offset Credits on behalf of William Warren Properties.

**Pacajai REDD+ Project, Verified Carbon Standard.**

The following 7000 Verified Carbon Standard carbon offsets (otherwise known as Verified Carbon Units or VCUs) have been retired in the name of William Warren Properties via Carbonfund.org Foundation:

This email is to acknowledge that Carbonfund.org retired 7,000 Verra Registry Verified Carbon Standard VCU. The VCU were issued in accordance to Verified Carbon Standard protocols. The issuance and ownership of these instruments are tracked in Verra Registry using unique serial numbers to prevent double counting or double selling. Details about the instruments are listed below.

**Quantity of retired VCU:** 3,406  
**Serial numbers:** 9774-132672642-132676047-VCS-VCU-259-VER-BR-14-981-01012014-31122014-0  
**Date of retirement:** 2/11/2022 12:58:14 PM  
**Beneficial Owner:** Carbonfund.org Foundation  
**Retirement reason details:** Retail Program Requirements; Retired on behalf of William Warren Properties, Inc.  
**Public URL:**

**Quantity of retired VCU:** 3,253  
**Serial numbers:** 11026-270278998-270282250-VCS-VCU-259-VER-BR-14-981-01012014-31122014-0  
**Date of retirement:** 2/11/2022 12:58:13 PM  
**Beneficial Owner:** Carbonfund.org Foundation  
**Retirement reason details:** Retail Program Requirements; Retired on behalf of William Warren Properties, Inc.  
**Public URL:**

**Quantity of retired VCU:** 341  
**Serial numbers:** 11026-270254274-270254614-VCS-VCU-259-VER-BR-14-981-01012014-31122014-0  
**Date of retirement:** 2/11/2022 12:58:14 PM  
**Beneficial Owner:** Carbonfund.org Foundation  
**Retirement reason details:** Retail Program Requirements; Retired on behalf of William Warren Properties, Inc.

Sincerely,

*Jarrett Emert*  
 Jarrett Emert  
 Senior Vice President of Climate Partnerships and Investments at Carbonfund.org Foundation, Inc.

## Appendix C

### SASB Index, Table 1.

Sustainability Disclosure Topics  
and Metrics

TOPIC	METRIC	CATEGORY	UNIT OF MEASURE	CODE	LOCATION
Energy Management	Energy consumption data coverage as a percentage of total floor area, by property sector	Quantitative	Percentage (%) by floor area	IF-RE-130a.1	Appendix E, pg 30.
	(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity and (3) percentage renewable, by property sector	Quantitative	Gigajoules (GJ), Percentage (%)	IF-RE-130a.2	Appendix E, pg 30.
	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property sector	Quantitative	Percentage (%)	IF-RE-130a.3	Appendix E, pg 30.
	Percentage of eligible portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR, by property sector	Quantitative	Percentage (%) by floor area	IF-RE-130a.4	Not disclosed. See Appendix D, pg 29.
	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	Discussion and Analysis	n/a	IF-RE-130a.5	Appendix D, pg 29.
Water Management	Water withdrawal data coverage as a percentage of (1) total floor area and (2) floor area in regions with High or Extremely High Baseline Water Stress, by property sector	Quantitative	Percentage (%) by floor area	IF-RE-140a.1	Appendix E, pg 30.
	(1) Total water withdrawn by portfolio area with data coverage and (2) percentage in regions with High or Extremely High Baseline Water Stress, by property sector	Quantitative	Thousand cubic metres (m <sup>3</sup> ), Percentage (%)	IF-RE-140a.2	Appendix E, pg 30.
	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property sector	Quantitative	Percentage (%)	IF-RE-140a.3	Appendix E, pg 30.
	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	n/a	IF-RE-140a.4	Not disclosed. See Appendix D, pg 29.
Management of Tenant Sustainability Impacts	(1) Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements and (2) associated leased floor area, by property sector	Quantitative	Percentage (%) by floor area, Square metres (m <sup>2</sup> )	IF-RE-410a.1	Not disclosed. See Appendix D, pg 29.
	Percentage of tenants that are separately metered or submetered for (1) grid electricity consumption and (2) water withdrawals, by property sector	Quantitative	Percentage (%) by floor area	IF-RE-410a.2	
	Discussion of approach to measuring, incentivising and improving sustainability impacts of tenants	Discussion and Analysis	n/a	IF-RE-410a.3	
Climate Change Adaptation	Area of properties located in 100-year flood zones, by property sector	Quantitative	Square metres (m <sup>2</sup> )	IF-RE-450a.1	Not disclosed. See Appendix D, pg 29.
	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	Discussion and Analysis	n/a	IF-RE-450a.2	

## Appendix C

# SASB Index, Table 2.

Activity Metrics

<b>ACTIVITY METRIC</b>	<b>CATEGORY</b>	<b>UNIT OF MEASURE</b>	<b>CODE</b>	<b>LOCATION</b>
Number of assets, by property sector	Quantitative	Number	IF-RE-000.A	Appendix D, pg 29.
Leasable floor area, by property sector	Quantitative	Square metres (m <sup>2</sup> )	IF-RE-000.B	Appendix D, pg 29.
Percentage of indirectly managed assets, by property sector by floor area	Quantitative	Percentage (%)	IF-RE-000.C	Appendix D, pg 29.
Average occupancy rate, by property sector	Quantitative	Percentage (%)	IF-RE-000.D	Appendix D, pg 29.

## Appendix D

# Additional Disclosures

Company Overview & SASB Metrics Discussion

COMPANY OVERVIEW	YEAR-END 2022
Number of assets, by property sector	
Managed self-storage properties	287
Gross floor area	
in square feet (SF)	21,113,931
in square meters (m <sup>2</sup> )	1,961,548
Leasable floor area, by property sector	
in square feet (SF)	14,662,667
in square meters (m <sup>2</sup> )	1,362,207
Percentage of assets, by property sector by floor area	
Directly managed	100%
Indirectly managed	0%
Average occupancy rate, by property sector	83.33%

SASB METRICS: DISCUSSION & NON-DISCLOSURE RATIONALES			
TOPIC	METRIC	CODE	NOTES
Energy Management	Percentage of eligible portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR, by property sector	IF-RE-130a.4	Not relevant. Self-storage facilities are not currently eligible for Energy Star ratings.
	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	IF-RE-130a.5	During the due diligence process of either an acquisition or development project, WWG evaluates the historical water, energy and waste consumption to determine if more sustainable options are available that will enhance the value of the project.
Water Management	Description of water management risks and discussion of strategies and practices to mitigate those risks	IF-RE-140a.4	Not available. Risk assessment and mitigation strategy is planned for implementation in 2024 and will be disclosed following.
Management of Tenant Sustainability Impacts	(1) Percentage of new leases that contain a cost recovery clause for resource efficiency- related capital improvements and (2) associated leased floor area, by property sector	IF-RE-410a.1	Not relevant. Our facilities are landlord (StorQuest) controlled; management of sustainability impacts are at the entity and asset level, rather than tenant level.
	Percentage of tenants that are separately metered or submetered for (1) grid electricity consumption and (2) water withdrawals, by property sector	IF-RE-410a.2	
	Discussion of approach to measuring, incentivising and improving sustainability impacts of tenants	IF-RE-410a.3	
Climate Change Adaptation	Area of properties located in 100-year flood zones, by property sector	IF-RE-450a.1	157,779.49 m <sup>2</sup>
	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	IF-RE-450a.2	Not available. Risk assessment and mitigation strategy is planned for implementation in 2024 and will be disclosed following.

# Appendix E

## Consumption Data

2021 & 2022

Note: High Baseline Water Stress is abbreviated in this table as HBWS

		<b>2021 (BASELINE)</b>	<b>2022</b>		
		<b>USAGE: ABSOLUTE</b>	<b>USAGE: ABSOLUTE</b>	<b>CHANGE: ABSOLUTE</b>	<b>CHANGE: LIKE-FOR-LIKE</b>
	Assets Count	209	287	37.32%	
	Floor Area (SF)	15,697,984	21,113,931	34.50%	
	% of Portfolio by Floor Area in regions with HBWS	71.60%	59.19%	-17.33%	
<b>ENERGY</b>	Total Energy Use				
	MWh	14,363.01	18,693.08	30.15%	1.02%
	GJ	51,706.83	67,295.10	30.15%	1.02%
	Site EUI (MWh/SF)	0.00223	0.00089	-60.37%	1.02%
	% Grid of Total Energy	69.23%	69.21%	-0.03%	-10.42%
	% Solar of Total Energy	6.81%	12.44%	82.58%	335.53%
	% of Portfolio Covered by Floor Area	40.95%	47.09%	14.99%	
<b>WATER</b>	Total Water Use				
	kgal	18,290.33	25,418.89	38.97%	20.22%
	Thousand m <sup>3</sup>	69.24	96.22	38.97%	20.22%
	% of Water Use in regions with HBWS	79.66%	71.99%	-9.62%	
	WUI (kgal/SF)	0.0012	0.0012	3.33%	20.22%
	% of Portfolio Covered by Floor Area	26.55%	36.73%	38.37%	
	% of Portfolio Covered (% of Floor Area) in regions with HBWS	27.98%	30.54%	9.15%	
<b>WASTE</b>	Total (Landfill + Recycled) (tons)	769.27	1,920.54	149.66%	-4.19%
	Waste Intensity (lbs/SF)	0.098	0.182	85.62%	-4.19%
	% Diverted	1.51%	1.44%	-4.53%	13.56%
	% of Portfolio Covered by Floor Area	23.52%	34.03%	44.62%	
<b>GHG EMISSIONS</b>	Emissions (tons)	8,059.50	6,939.80	-13.89%	-35.96%
	GHG Intensity (Metric Tons CO <sub>2</sub> e / SF)	0.00051	0.00033	-35.98%	-0.87%
	Offsets Purchased (tons)	7,000	8,000	14.29%	
	% Offset through Verified Carbon Offset Purchase	86.85%	115.28%	32.73%	
	% of Portfolio Covered by Floor Area	98.20%	100.00%	1.84%	

# Appendix F

## Workforce Demographics Tables

As of Q2 2023

<b>WORKFORCE BY GENDER</b>	
Non-binary or transgender	3
Female	370
Male	291
Prefer not to say	3
Unknown	0

<b>WORKFORCE BY RACE/ETHNICITY</b>	
American Indian or Alaska Native	2
Asian	41
Black or African American	71
Hispanic or Latino	157
Native Hawaiian or Other Pacific Islander	18
Not defined	2
Two or more races (not Hispanic or Latino)	64
Unknown	0
White	312

<b>WORKFORCE BY GENERATION</b>	
Silent Generation (1900 - 1944)	1
Baby Boomers (1945 - 1964)	87
Generation X (1965 - 1980)	173
Millenials (1981 - 1994)	264
Generation Z (1995 - 2010)	142
No Data	0

# Appendix F

## EEO-1 Table

2022

JOB CATEGORIES		AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINO	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	TWO OR MORE RACES (NOT HISPANIC OR LATINO)	WHITE	TOTAL	GRAND TOTAL
Administrative Support Workers	Female	2	7	38	102	13	31	139	332	553
	Male	1	13	29	44	5	26	103	221	
Executive / Senior Level Officials & Managers	Female									4
	Male							4	4	
First / Mid-Level Officials & Managers	Female		3		2		2	11	18	46
	Male		5		5		1	17	28	
Professionals	Female		6	1	2		2	10	21	60
	Male		8	1	4		1	25	39	
Grand Total	Female	2	16	39	106	13	35	160	371	663
	Male	1	26	30	53	5	28	149	292	



 [williamwarren.com/sustainability](https://www.williamwarren.com/sustainability)

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