

HOLLAND

SUSTAINABILITY REPORT 2025



CONTENTS

2 INTRODUCTION

3 Message From The CEO

4 Who We Are

5 Holland's Track Record

6 Vision & Principles

7 AWARDS & ACCOLADES

8 GRESB Scoring & LEED Certifications

9 SUSTAINABILITY PLAYBOOK

10 Design & Construction Playbook

11 Sustainable Practice Timeline

12 Sustainability in Action!

13 Mitigating Risks

14 CASE STUDIES

15 Orlo / Alba

16 The Ayer

17 Nita

18 EMPLOYEE CULTURE

19 Employee Engagement

20 Volunteerism

21 Holland University

22 Holland Sabbatical

23 Benefits

24 Health & Safety

25 Cybersecurity

1

INTRODUCTION



Message From The CEO

“

At Holland Partner Group, our commitment to sustainability is embedded in everything we do. From the communities we build to the culture we foster within our organization; we recognize that responsible environmental stewardship is critical to long-term success.

We approach each project with creativity, discipline, and a commitment to excellence. In doing so, we are proving that sustainability and performance go hand in hand. Our work is guided by the belief that strong communities are built not only on quality housing, but on care for people and the environment.

As our industry continues to evolve, we are focused on solutions that enhance efficiency, reduce environmental impact, and support healthier outcomes for residents and team members. This includes continuously improving our building practices, collaborating with best-in-class partners, and leaning into innovation that allows us to deliver meaningful, measurable value.

We also recognize that sustainability is strengthened by education, transparency, and shared accountability. By learning from both data and experience, we are building an organization that is equipped to adapt, grow, and lead responsibly in a rapidly changing world.

We are proud of the progress we've made, but we are far from finished. Our focus remains on building resilient, high-performing communities that serve people today while preserving opportunities for future generations.

Thank you for your continued partnership in helping us make that vision a reality.





Who We Are

Holland is a fully integrated real estate investment company specializing in the development, construction, acquisition, redevelopment, and management of high-quality investment properties throughout the Western United States. With a seasoned team of more than 700 professionals, we deliver innovative, value-driven residential and commercial projects, championing every stage of the process from concept to completion.

Our portfolio spans mixed-use developments that blend residential, office, parking, and retail assets, each designed to enhance the communities we serve. We are intentional about selecting locations that promote walkability and are well-connected to public transportation, enabling residents to access jobs, local businesses, and community amenities with ease, while reducing reliance on personal vehicles. We take pride in creating spaces that combine functionality, aesthetic excellence, and long-term value.

As we look ahead, we recognize that the multifamily sector is entering a pivotal moment - one shaped by evolving market conditions, economic pressures, and persistent housing shortages. Despite these challenges, multifamily remains one of the most desirable and resilient asset classes, offering solid margins, predictable cash flows, and an essential role in addressing the nation's growing housing needs. Holland is committed to leading in this space with creativity, discipline, and an unwavering focus on quality.

HOLLAND'S CORE VALUES



Great Business

We achieve exceptional business results through maintaining an innovative approach, reflecting and applying continuous learning, and being strategic about the opportunities we pursue.



Sustainable Approach

We embrace our responsibility for evolving sustainably built environments that create socially connected places where people want to live, work, and enjoy life.



Exceptional Service

We demonstrate our commitment to exceptional customer service by genuinely caring about people, seeking to understand their needs, and providing solutions that exceed expectations.



Great People

We surround ourselves with a group of people who model integrity in everything they do. They are collaborative, passionate, and innovative in their approach to achieving exceptional results.

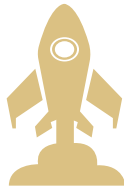


Have Fun

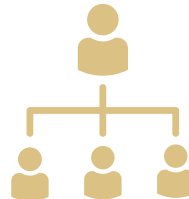
We cultivate a positive environment, embrace teamwork, work well together, and have fun! We recognize, share, and celebrate the success we accomplish together.



VANCOUVER
WASHINGTON, USA
HEADQUARTERS



2000
YEAR FOUNDED

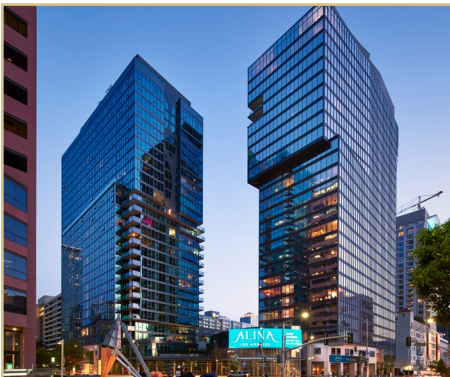
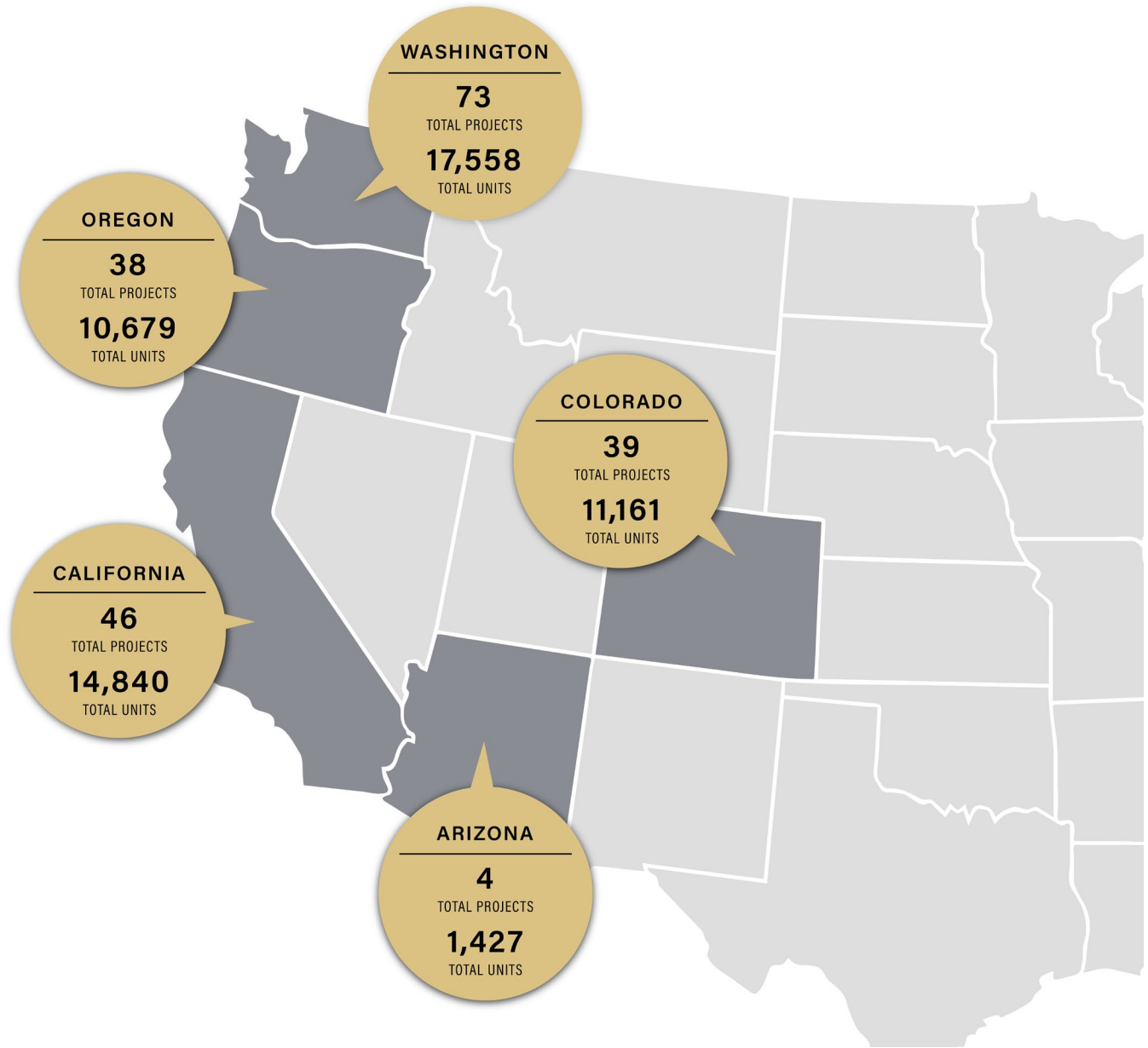


TYPE
LLC
PRIVATELY HELD



700+
EMPLOYEES

HOLLAND'S PROVEN TRACK RECORD



200

TOTAL PROJECTS



55,665

TOTAL UNITS
BUILT / ACQUIRED / UNDERWAY



\$7B

PORTFOLIO VALUE

VISION & PRINCIPLES

Holland's Vision is to create the home of choice for employees, residents, and partners.

- Holland cares about environmental, social, governance, and resilience (ESG+R) issues because it benefits our residents, employees, capital partners, contractors, vendors and communities in which we live, work and invest. We are in alignment with the UN Global Compact's definition of sustainability that states, "Corporate sustainability is a company's delivery of long-term value in financial, environmental, social, and ethical terms.
- Holland is committed to enhancing outcomes through high performance environmental, corporate responsibility, resilience, and governance best practices that include proactive use of data and analytics to inform our execution and performance, investment in appropriate best practices, and broader engagement with and support for our residents' needs.

Key Principles



INTEGRATION

Embed and integrate ESG+R best practices designed to enhance portfolio performance into Holland's daily operations and business decisions.



IMPACT

Drive positive impact across the company while managing risk and creating long-term value for stakeholders, including our residents, tenants, investors, employees, partners, and the communities in which we work.



INTEGRITY

Conduct business with integrity, respect, and excellence, earning the right to be a preferred provider of sophisticated capital partners and communities.

A photograph of a modern rooftop terrace. In the foreground, there are two black metal mesh lounge chairs and a low wooden coffee table. A large, leafy tree stands in the center. In the background, a glass-walled building is visible, with a lounge area featuring a grey sofa and yellow armchairs. The sky is clear and blue.

2

AWARDS & ACCOLADES

GRESB SCORING & LEED CERTIFICATIONS

Holland embraces a sustainable approach to both our projects and our operations.



Benchmark Performance



Holland Partner Group once again participated in the Global Real Estate Sustainability Benchmark (GRESB) assessment, which measures the environmental, social, and governance performance of real estate portfolios worldwide. In the 2025 GRESB Real Estate Assessment, Holland achieved a score of 75, reflecting continued progress in areas such as energy and water efficiency, building certifications, and stakeholder engagement.

This performance underscores Holland's ongoing commitment to transparency and accountability in sustainability reporting. By benchmarking against global peers, we identify opportunities for improvement while validating the effectiveness of our strategies in responsible development, operations, and governance. Holland remains dedicated to driving measurable impact and advancing our sustainability performance year after year.

LEED CERTIFICATIONS

Leadership in Energy & Environmental Design



1
PLATINUM



14
GOLD



19
SILVER



4
CERTIFIED

There are **38 properties** developed and constructed by Holland that have been or are in the process of being certified.

3

An aerial photograph of a modern, multi-story apartment complex. The building features a mix of brick, stone, and light-colored panels. A prominent sign on the building reads "ALBA NOW LEASING". In the foreground, there is a playground with a large, curved, metallic slide and a structure made of vertical wooden slats. The playground is surrounded by a green lawn and young trees. A paved walkway leads from the playground towards the building. The sky is clear and blue.

SUSTAINABILITY PLAYBOOK

DESIGN & CONSTRUCTION PLAYBOOK



Environmental

- Energy & Carbon
- Renewables
- Commissioning
- Tech Integration
- Energy Best Practices
- Incentive Analysis



Water

- Measurement
- Efficiency
- Water Usage Intensity (WUI)
- Sustainable Landscaping
- Energy Star & WaterSense certified products



Social Equity & Governance

- USGCB Social Equity Guidelines
- Community Engagement
- Accessibility (ADA & FHAA Guidelines)
- Air Quality & Material thoughtfulness



Resilience

- Resilience
- Floods
- Heat Stress
- Hurricanes & Typhoons
- Sea Level Rise
- Water Stress
- Wildfires



Best Practice

- Tracking & Reporting
- Kickoff & Monthly Project Meetings
- Construction Waste / Recycling
- Consider Materials & their lifespan and disposal options



Operational Excellence

- Post-Occupancy Evaluations
- Operating Procedures align with targets
- Ongoing Preventative Maintenance & Energy Audits
- Resident & Employee Education & Engagement

SUSTAINABLE PRACTICE TIMELINE



Site Selection

We strategically choose sites that offer excellent access to public transportation, services, and amenities, which significantly reduces the carbon footprint of our buildings.



Development

We prioritize minimizing environmental impact throughout the design process. By using sustainable materials, integrating energy-efficient technologies, and incorporating renewable energy sources, our buildings are designed to significantly reduce carbon emissions, lower energy consumption, and diminish their overall environmental footprint.



Construction

To ensure consistency and excellence in our green building initiatives, we have implemented companywide certification requirements. We have an Environmentally Preferable Purchasing (EPP) policy that prioritizes the procurement of sustainable materials and products during regular operations.



Management

There is an emphasis on the importance of understanding and improving the transportation habits, water management, and energy usage of our tenants and residents. We meticulously track efficiency to identify opportunities for conservation and use the information to inform our ongoing efforts to reduce our carbon footprint. Additionally, we embrace opportunities to educate and engage our residents on sustainable practices.

SUSTAINABILITY IN ACTION!



Holland Partner Group is proud to be headquartered in Vancouver, Washington, a city at the heart of the Columbia River region and the landscapes we call home. From this vantage point, we see firsthand the importance of protecting the waterways, forests, and habitats that define the Pacific Northwest. That's why we are honored to partner with the Columbia Land Trust, an organization dedicated to preserving and restoring the natural landscapes of the Columbia River and its tributaries across Oregon and Washington, from the John Day River to the Pacific Ocean.

The Columbia Land Trust works in close collaboration with local communities, tribal nations, public agencies, and private landowners to achieve meaningful conservation outcomes. Their efforts safeguard critical habitats, restore ecological balance, and ensure that the region's beauty and biodiversity can be enjoyed by future generations. From fertile floodplains and vibrant estuaries to old-growth forests and salmon-bearing streams, the lands they steward support both wildlife and the natural systems that sustain our communities.

Through our partnership, Holland contributes to this vital mission while helping create opportunities for education and engagement. Columbia Land Trust's Fall



Wildlife Tours invite participants to witness the return of threatened migratory species like sandhill cranes and chum salmon, while their "Field Report" Webinar Series shares compelling nature stories and scientific insights from their stewardship team's years of hands-on land management. These experiences foster a deeper understanding of the interconnectedness between people and the environment.

For Holland, this partnership is about more than environmental preservation; it is about living our values as a company deeply rooted in the Pacific Northwest.

MITIGATING RISKS

Resilience is about reducing a building's impact on the environment and mitigating impacts of local climate hazards on the building by following the three steps:

Identifying Climate Hazards

- Climate hazards are site specific and are identified through using the Climate Assessment Report for all new projects and evaluated bi-annually for all standing assets.
- When reviewing local plans, consider that risks or hazards that are significant at a regional level may not be as relevant for a particular building.

Identifying Risk & Prioritizing What Risk to Address

- Once site-specific climate hazards are identified, teams work to understand the climate risks and opportunities.
 - **PHYSICAL & SOCIAL RISKS**
Direct impacts of climate change that affect day-to-day operations.
 - **TRANSITION RISKS**
Market and regulatory shifts that may disrupt the business model.
 - **ACTION OPPORTUNITIES**
Benefits from being an early adopter of resilient design.

Setting Goals & Targets to Manage Risks

- Incorporate resilient design features.
- It is important for resilient design features to be metric-based to understand how the design can improve a project and to allow for comparison across different properties or different design options.



4

CASE STUDIES

ORLO / ALBA

SANTA CLARA • CALIFORNIA

KEY FEATURES & STATS: Construction Completed July 2024 & May 2025 // 621,219 Combined Gross Floor Area

Mid-Rise	353,654	7	406	636	\$276M
TYPE	LEASEABLE SF	STORIES	UNITS	PARKING STALLS	TOTAL DEV COST



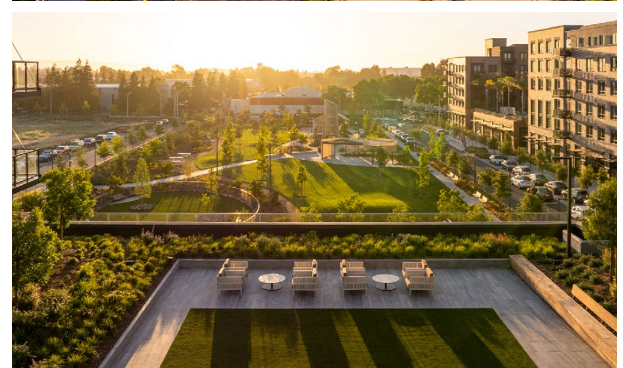
SUMMARY

The Orlo and Alba, located in Oakland's Northlake District, exemplify a holistic approach to sustainability and community investment. The Orlo achieved LEED Gold certification, setting a strong foundation for performance and efficiency, while Alba advances that commitment through the addition of a 525,268 kWh solar array—sized to meet 100% of the building's amenity and common-area energy use and representing 15% of total energy consumption.

While there was no code requirement for solar, the decision to invest in this system was made collaboratively at the corporate and investor level as part of Holland's broader ESG commitments. Once both buildings are stabilized, performance data from Orlo and Alba will help quantify the return on investment and long-term cost benefits of solar integration, providing a meaningful comparison for future projects.

Both buildings also support water conservation through the reuse of stormwater and municipal recycled water for all ground-level irrigation. These strategies align with city-wide sustainability goals while reducing demand on potable water systems.

Beyond their environmental features, Orlo and Alba strengthen community connections through thoughtful placemaking. The two properties share a 2.25-acre public park—complete with play structures, fitness equipment, shaded pavilions, a dog run, and open green space—which has been dedicated to the City of Oakland and is maintained by the Gateway HOA. In addition, dedicated spaces in both buildings have been provided to the Police Activities League (P.A.L.), supporting after-school youth programs that promote health, mentorship, and engagement.



THE AYER

SEATTLE • WASHINGTON

KEY FEATURES & STATS: Construction Completed December 2024 // 460,937 Gross Floor Area

High Rise	358,798	46	454	241	\$314M
TYPE	LEASEABLE SF	STORIES	UNITS	PARKING STALLS	TOTAL DEV COST

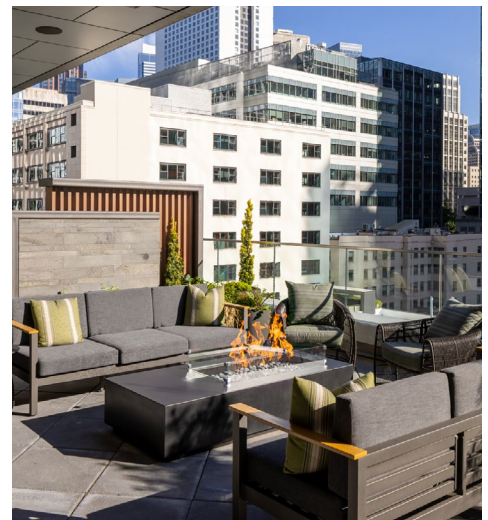
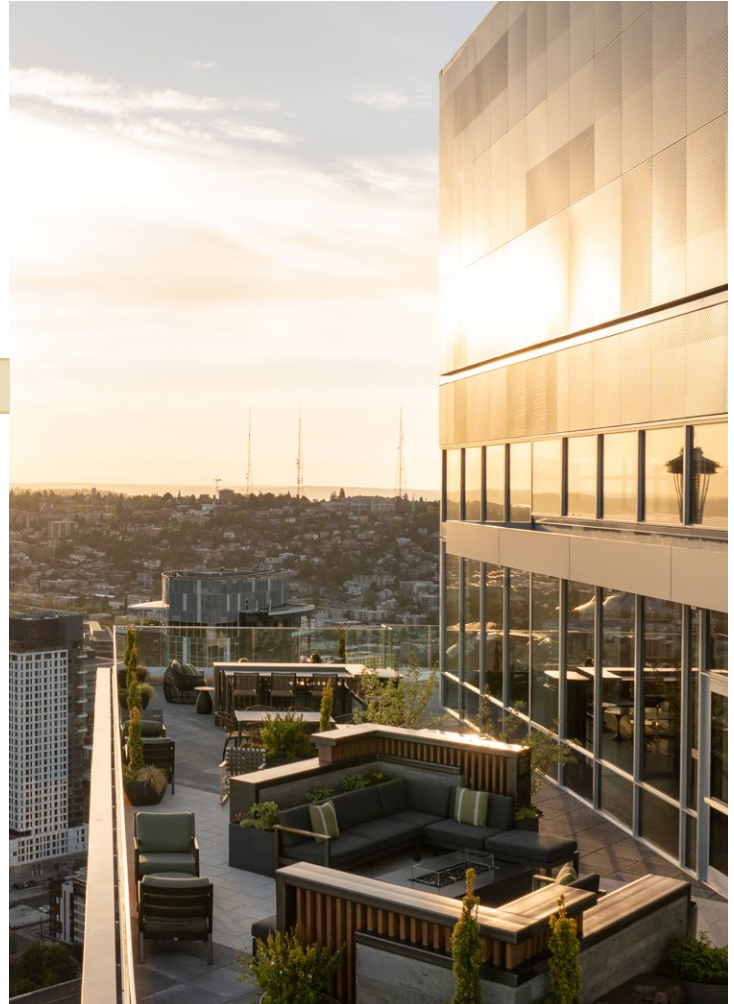


LEED Silver &
Fitwel Ready

NAIOP Washington 2024 High Rise
Residential Development of the Year
2025 Silver Award for Structural Systems

SUMMARY

The Ayer, located in Seattle's Denny Triangle, embodies a forward-thinking approach to sustainable high-rise living. Designed to achieve LEED Silver certification, the tower integrates energy-efficient systems, durable materials, and thoughtful building orientation to reduce environmental impact while enhancing resident comfort. Beyond its technical achievements, The Ayer contributes to a more walkable, transit-connected neighborhood, reducing reliance on cars and supporting a lower-carbon lifestyle. Together with its emphasis on wellness, design, and connection to the city, The Ayer reflects Holland's commitment to shaping communities that balance environmental responsibility with modern urban living.



NITA

DENVER • COLORADO

KEY FEATURES & STATS: Construction Completed November 2024 // 286,288 Gross Floor Area

Podium (Two Podiums)	165,812	5 & 6	215	171	\$108M
TYPE	LEASEABLE SF	STORIES	UNITS	PARKING STALLS	TOTAL DEV COST



Submitted for LEED Gold

SUMMARY

The Nita, located in Denver’s vibrant Santa Fe Art District, exemplifies a modern standard in green urban living. As a certified green building, it houses energy-efficient appliances, programmable thermostats, and part of the roof is designed to be solar-ready—all designed to minimize energy use and lower residents’ ecological footprint. With built-in EV charging, ample bike storage and wash facilities, and walkable access to transit and neighborhood amenities, Nita supports eco-minded transportation and healthier lifestyles. This project illustrates how sleek, high-amenity living can also be sustainability-driven—fostering community, reducing environmental impact, and setting a forward-looking example for urban residential design in Denver.



5

EMPLOYEE CULTURE

EMPLOYEE ENGAGEMENT



At Holland, we believe that a connected, engaged workforce is essential to our success. Our engagement initiatives are designed to bring employees together, strengthen relationships, and extend our inclusive culture to their families and communities.

We value the involvement of our employees' families in our community life. Annual traditions such as our Halloween event bring children and parents together to dress up, collect candy, and share a meal before trick-or-treating. Our Bring Your Child to Work Day invites children to learn more about

their parents' roles, participate in hands-on activities like decorating gift bags for families in need, and tour a local Holland property. These moments not only create lasting memories but also showcase the collaborative and welcoming culture that defines Holland.

Through these ongoing initiatives, we continue to foster a workplace where people feel valued, connected, and proud to be part of the Holland team. By nurturing both professional and personal connections, we strengthen the bonds that unite our workforce and advance our mission of building thriving communities—inside and outside our walls.



VOLUNTEERISM



At Holland, our mission to build and operate communities that inspire people to reach their full potential extends beyond our properties and into the neighborhoods we serve. We believe that giving back is a vital part of building thriving, resilient communities, and we are committed to creating opportunities for our employees to make a difference.

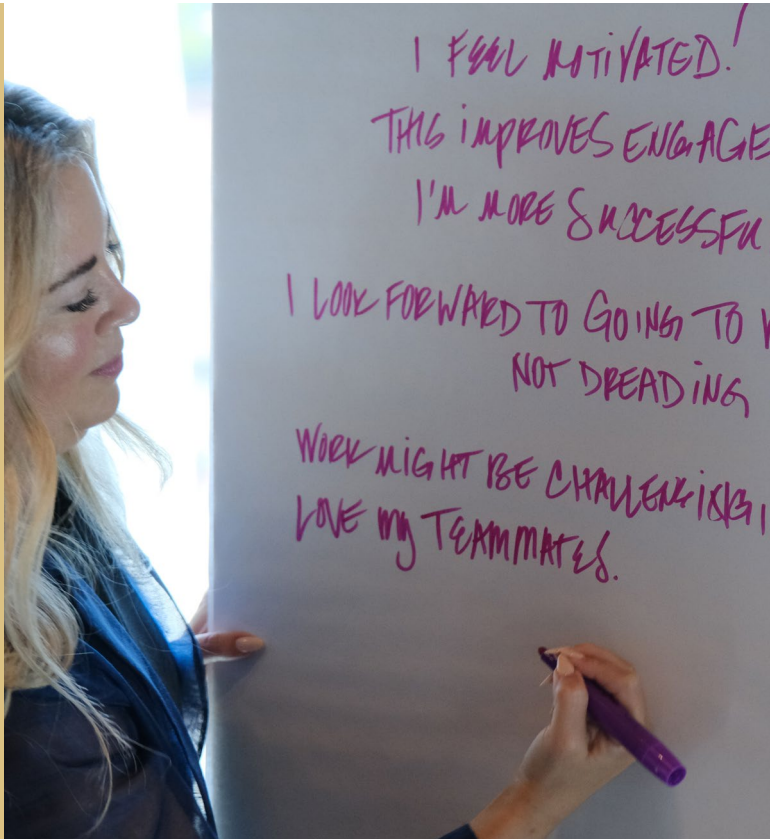
Each year, every Holland employee receives 16 hours of paid Volunteer Time Off (VTO) to dedicate to causes they care about. This program allows our teams to engage directly with their communities, providing meaningful support to people and organizations in need.



Our volunteer efforts span a wide range of activities, from organizing donation drives that supply essential items to families and individuals, to participating in beach cleanups that help protect and restore our natural environments. We also assemble and distribute care packages, offering both practical supplies and a reminder of compassion to vulnerable populations. Through these collective efforts, we not only strengthen the communities where we live and work but also reinforce the values of service and stewardship that define Holland.



HOLLAND UNIVERSITY



At Holland, we believe that empowering people is one of the most meaningful investments we can make. Holland University (HU), our comprehensive learning management system, is designed to help every employee grow their career, strengthen their skills, and reach their full potential.

Holland University offers an intuitive, easy-to-use dashboard that connects employees to a wide range of learning opportunities - from short, engaging, topic-specific courses to in-depth instructor-led training tailored to each role. Through the platform, employees can register for classes, complete online modules, and track their progress through personalized learning transcripts.

With more than 400 resources available, including videos, reference guides, and best practices, Holland University supports every stage of professional development. The platform also features courses such as ESG 101, which introduces employees to the principles of environmental, social, and governance stewardship and reinforces Holland's companywide commitment to sustainability and responsible operations.

Through Holland University, we continue to build a workforce that is informed, capable, and inspired to deliver excellence in everything we do.



HOLLAND SABBATICAL



“

I always wanted to visit Switzerland and was able to celebrate a milestone at work while marking that off!”

— Inna Nikolaychuk

“

The Sabbatical time offered at Holland has been truly incredible. This year brought some big changes for our family. We bought a new home and welcomed a new baby. Having that extra time to be present with my daughter and to turn our house into a home is something I’m profoundly grateful for.”

— Brock Nunn



“

What a great way to feel appreciated by your company! Sabbatical time off was a great way to feel refreshed and to take some time to reflect and recharge.”

— Joshua Martinez



Celebrating Commitment

At Holland, we recognize that meaningful time away from work helps our associates return with fresh energy, deeper purpose, and renewed creativity. That’s why we offer the Holland Sabbatical Program: three additional weeks of paid time off for associates who reach their five-year anniversary with the company.

The sabbatical is more than a reward for tenure; it’s a reflection of our commitment to sustainability not just in the work we do, but

in the lives we support. Associates have used this time to travel, reconnect with loved ones, volunteer, or simply rest. No matter how they choose to spend it, the time is theirs to step away fully, knowing their contributions are valued and their wellbeing is a priority.

The Holland Sabbatical Program is one way we show appreciation for the dedication of our people, and it strengthens the culture of trust and balance we strive to build across every region and role.

BENEFITS



Supporting Our People to Sustain Our Culture

At Holland, we believe sustainability starts with how we take care of our people. Our benefits are designed to support associates at every stage of life, offering access to quality healthcare, financial stability, and time to recharge.

This investment in our people is more than a set of programs—it's a reflection of our culture of care, where long-term well-being, equity, and opportunity are at the center of our success.

Employee Wellness & Engagement

We know that healthy employees are engaged employees. Holland provides a comprehensive benefits package that supports physical, mental, and financial well-being, while also offering programs designed to encourage active, connected lifestyles. One of our most popular initiatives is Walktober, a month-long wellness challenge where employees across regions compete to increase their daily step count. With strong participation and a spirit of friendly competition, Walktober highlights our culture of engagement and reinforces the importance of daily health habits.

HEALTH & SAFETY

The health and safety of our employees and residents is fundamental to our mission at Holland. We are committed to fostering safe, healthy, and supportive environments across all our communities and worksites. This includes adhering to the highest safety standards in construction, maintaining robust emergency preparedness measures, and ensuring that our associates have the training and resources they need to thrive. By prioritizing safety, we uphold our responsibility to protect those who live, work, and partner with us every day.

Safe Worksites

We maintain rigorous safety standards on all construction sites, supported by contractor onboarding, compliance with OSHA standards, and ongoing site safety audits. By fostering a culture of accountability and continuous improvement, we help ensure that everyone who contributes to Holland's projects can work in an environment where safety is prioritized.

As a proud member of the Home Builders Association (HBA) of Metro Denver, Holland Construction, Inc. participates in the Master Builder program with HomeSafe Colorado and OSHA Colorado. Achieving and maintaining Master Builder status requires rigorous adherence to high-integrity safety practices and thorough documentation across all project sites.

In May 2025, following an onsite inspection at the GVR2 (Rosewind) jobsite, Holland successfully maintained this designation—further reinforcing a culture where the well-being of our teams and partners comes first. This recognition reflects the ongoing dedication of Holland's associates, whose commitment to safety ensures every jobsite operates with the highest standards of care and accountability.



Healthy Communities

Holland recognizes that well-being extends beyond physical safety. We incorporate design features in our properties that promote natural light, air quality, walkability, and access to transit, ensuring healthier lifestyles for residents and more sustainable communities overall. Our WELL-certified office spaces reflect this commitment, and we continue to integrate wellness principles into our projects and operations.



CYBERSECURITY

At Holland, trust is the foundation of every partnership we build—with investors, residents, and one another. That trust extends beyond brick and mortar; it's rooted in the integrity of our systems and our shared commitment to protecting them.

Over the past several years, we've taken meaningful steps to strengthen our cybersecurity program through investments in people, processes, and tools. From launching updated cybersecurity policies and enhanced document controls to expanding employee training on Holland University, we are evolving our approach to meet the

demands of today's digital world. What worked in the past may no longer work, and we understand that reimagining long-standing processes is necessary to protect our business and our people.

Cybersecurity is not just the responsibility of IT—it's a shared, companywide commitment. By treating security as a core part of our daily operations, we reflect the high standards that define our culture. Through awareness, accountability, and continuous improvement, we're ensuring that Holland remains a trusted, resilient organization—today and in the future.

