

A publication of **KBS**

Q4 In Review 2024

intrinsic

a Sustainability newsletter

FEATURE STORY

The “G” in ESG – Corporate Governance

HEALTH & WELLBEING

Q4 Sustainability Events

Tips & Tricks

Aligning Purpose, People, Processes & Performance: Governance, The “G” in ESG

To do something bigger than self is what service and sacrifice are made of. Whether personal or business, stewardship, the responsible and conscientious management of something entrusted to one's care, should be a bigger part of our collective vocabulary. The ethic can be found in parenting, military duty and community service. And also corporate governance.

Today, we take a closer look at the “G” in ESG — Governance, the glue that holds a company together. Welcome to the issue of intrinsic, a quarterly publication that provides KBS tenants with a look into our property-wide sustainability efforts.

Corporate governance involves creating a program in which policies and practices align with the big-picture values of an organization's stakeholders. Similar to the traditional SWOT analysis planning tool, a sound corporate governance program assesses threats and weaknesses through risk management and strategic planning. It also maximizes strengths and opportunities for optimizing human capital and disclosure practices that deliver transparency and engender stakeholder trust and confidence.

Without the ownership, responsibility and accountability that come with such corporate stewardship, profitability, a healthy brand identity and long-term successful competitiveness can be difficult to achieve. Bad news travels fast, it's been said. In addition to the business risks themselves, great reputational damage can come from unethical practices, such as partnering with an unscrupulous third-party service provider, making false statements about sustainability efforts or creating a toxic work environment. With sound corporate governance, companies can do right by all and stand tall.

Here's to all of us practicing stewardship and serving the greater good — in our communities and companies!



A stylized, handwritten signature in black ink that reads "Apaulo".

Apaulo Malloy
ESG Manager



The “G” in ESG – Corporate Governance



By **Mike Zapata**
Contributing Columnist

Corporate governance endeavors to create an effective program promoting a culture of stewardship from the top down. This is achieved when policies and practices are aligned with all stakeholders of the organization - management, stockholders, public and employees. A program with all stakeholders in mind can accomplish long-term successful competitiveness, while mitigating risks.

Risk Management

Effective risk management and periodic assessments of current and future business risk can help organizations avoid reputational, financial, and strategic nightmares. Stakeholder views should be considered, and performance results measured.

Example: To reduce costs, it was decided that an overseas third party be used for the production of goods. The third party was not properly vetted, and it was later discovered the third party had been charged by regulators with labor and unfair trade practices, along with false recyclable packaging and sustainable energy claims in their production. The incident goes public, affecting the reputation and image of the organization, impacting sales and future strategic plans.

Strategic Planning

Strategic planning should include stakeholder consideration whether it be on climate change, energy sustainability, carbon emissions, etc. Strategic planning helps improve the overall situation by potentially reducing reputational, financial and strategic risk. A finalized strategic plan identifying the benefit to stakeholders should be communicated.

Human Capital

Selecting talented human capital is an important equation. A vibrant Diversity, Equity and Inclusion



program can bring talented individuals to the organization with a diversity of perspective, knowledge and experience. Organizations should create a positive culture for employees to excel in their productivity and where career opportunities are available through growth of the organization. There should be measures and metrics to evaluate the employee experience, productivity, pay, benefits, careers opportunities, retention, wellbeing and culture. Employees should be aware of the policies and expectations of the organization to avoid unethical behavior that could result in harm to employees or the organization.

Disclosures Practices

It is important to maintain a concise, consistent message across all channels when reporting ESG. ESG statements and disclosures need to be consistent in the organization's communications, public filings, sustainability reports, and proxy statements. Inaccurate or misleading statements can create problems with regulators. In a recent SEC case, a company agreed to settle and pay a \$1.5 million civil penalty for making inaccurate statements in its filings in regard to the recyclability of its products. KBS is focused on sustainability growth and approaches sustainability with transparency. KBS' sustainability report is available on its website at kbs.com.

What ideas, programs, and stories can you share with the community? We would love to feature them in the intrinsic newsletter. Please send those to Apaulo at amallo@kbs.com, so we can share them with the community.

Q4 Sustainability Events by Property



Sustainability

201 17th Street

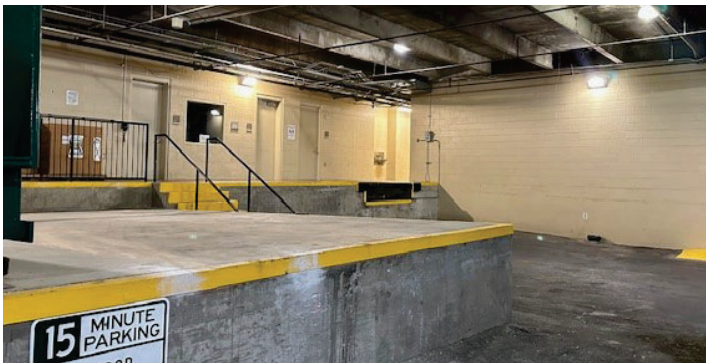
Senior Portfolio Manager: Jezebel Belcher | Event: LED Lighting Upgrades

Before



Freight lobbies and Multi-tenant corridors

After



Loading dock



Health & Wellness

Accenture Tower

Senior Property Manager: Victoria Ritchie

Event: Breast Cancer Awareness



Event: Cardz For Kidz



Event: Walk-tober



Social Events

60 S. Sixth

Property Manager: Nathan Turso

Event: Spot's Last Stop Animal Rescue



Event: Coat Drive Bagel Breakfast



UBS Tower

Associate Director: Donna Wheeler
Event: Nashville Rescue Mission Food & Winter Attire Drive



Alliant San Jose (Ten Almaden)

Event: Created 500 Greeting Cards for Susan G. Komen Event
Event: Winter Attire Drive (Top)
Event: Second Harvest of Silicon Valley (Bottom)



Social Events

Accenture Tower

Senior Property Manager: Victoria Ritchie

Event: Feltain Miller, Accenture Tower Shift Supervisor, Illinois Security Professionals Association (ISPA) Life Saving Award, recognizing her extraordinary courage, dedication to the industry, and expert crisis response.



Accenture Tower

Senior Property Manager: Victoria Ritchie

Event: Make-A-Wish Illinois



Event: Polombia Pop-Up Event



Event: YouB4Me Winter Coat Drive



Fall Events

Towers at Emeryville

Associate Director: Diana Rivers, CPM

Event: Halloween



515 Congress

Senior Property Manager: Katie Scallorn

Event: Halloween



3001 & 3003 Washington Blvd

Senior Property Manager: Audette Bailey

Event: Fall Festival



Fall Events

60 S. Sixth

Property Manager: Nathan Tursso

Event: Halloween



Ten Almaden

Property Manager: Sean Yamagiwa

Event: Halloween



Carillon

Senior Property Manager: Christina Spratley, CPM

Event: Halloween



LS3P (Carillon)

Event: Halloween



Holiday Events

3001 & 3003 Washington Blvd

Senior Property Manager: Audette Bailey

Event: Christmas Breakfast



60 S. Sixth

Property Manager: Nathan Tursso

Event: Salvation Army Angel Tree



Ten Almaden

Property Manager: Sean Yamagiwa

Event: Holiday Lunch



Park Place Village

Senior Real Estate Manager: Barry Gregson

Event: Strolling Santa Saturdays



Event: Holiday Happy Hour



Holiday Events

Alliant San Jose (Ten Almaden)

Event: Toys For Tots



Accenture Tower

Senior Property Manager: Victoria Ritchie

Event: Angel Tree



Event: Big Shoulders Fund Caroling



Event: Wreaths Across America



Ten Almaden

Property Manager: Sean Yamagiwa

Event: Ten Almaden Holiday Decor



Event: Holiday Happy Hour





Health & Wellbeing Tips & Tricks

- Eat your lunch away from your computer to **help improve your mood**, wellbeing and increase engagement at work.
- **Integrate plants, water and symbolic connections to nature** through images, colors, and shapes at work and at home.
- Ensure your **workstation is set up ergonomically** to prevent negative impacts to your health.
- **Engage in activities** that promote physical, mental, and social wellbeing (e.g. exercise, meditation, or regularly health checkups).
- Implement a wellness program or stipend to encourage employees to **prioritize their wellness**.

Many appliances and products that are labeled with either the **ENERGY STAR®** or **WaterSense** label come with associated rebates and special offers. Use the links below to start saving money and resources.

Energy Star

WaterSense

KBS

kbs.com