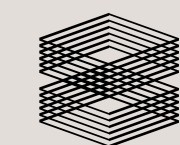


Brazil Environmental, Social, Governance Report

August 2022



TISHMAN SPEYER



Welcome



Daniel Cherman
CEO, Tishman Speyer Brazil

Developing projects with a positive impact has always been part of our DNA. Considering the environmental and social aspects of local areas is part of our day-to-day activities, and we strive to positively impact places that are often degraded or underused in cities.

This approach allows us to demonstrate real estate's value to society. Embedding this long-term vision, with our stakeholders at the center, has allowed us to generate wealth, positive returns for our investors and contribute to sustainable development, alongside the application of technologies to help reduce our environmental footprint and natural resource use.

Last year, given the challenges of the COVID-19 pandemic, we went to great lengths to make our spaces more pleasant for customers and Tishman Speyer staff as they returned to the office. We created environments that provided dedicated spaces to resume socializing with co-workers in a welcoming and flexible way. In addition, we worked hard to transform the workplace, incorporating amenities and services that provide a positive working environment and support the wellbeing of tenants.

At a decisive moment for the country, we also worked with the public authorities and other private partners to roll out the COVID-19 vaccine promptly and efficiently. In addition, we were responsible for the engineering and construction elements of the new vaccine facility at the Butantan Institute, delivered pro-bono. This new facility supported our communities and will leave a legacy for vaccine production in the future.

In 2020, we successfully registered as a local Fund Manager with the Securities and Exchange Commission (CVM), enabling the expansion of our operations in Brazil's Real Estate Funds market. The authorization was accompanied by approval from the Brazilian Association of Financial and Capital Market Entities (ANBIMA), making us a member institution of the ANBIMA Code of Regulation and Best Practices for the Distribution of Investment Products.

This report is Tishman Speyer Brazil's first Environmental, Social and Governance (ESG) report; it summarizes our 2021 activity. It also allows us to reflect on how we can optimize our future ESG activities.

The following pages share the details of our performance in the Brazilian market over the past year.



*At Tishman Speyer, we believe
real estate is about much
more than physical buildings.*

About us

We believe real estate is about intersections: the intersection of real estate and people, real estate and innovation, and real estate and local neighborhoods.

We focus on building communities with connection, be that an office community, residential community, or bringing together disparate communities who use our buildings for a variety of reasons. With a global vision, on-the-ground expertise and a personalized approach, we foster innovation, offer new solutions and adapt to our customers' needs. Health and wellbeing are at the forefront of our solutions. In today's ever-changing world, our customers count on us for creative solutions to complex challenges, fostering tomorrow's groundbreaking ideas. ESG principles are in our DNA; we combine a long history of developing innovative projects with an ongoing focus on sustainable building operations and development.

Tishman Speyer Brazil has property management specialists in the operational, financial and administrative areas, ensuring process efficiency, cost reduction and increased quality in the services provided by third parties. In each building managed by Tishman Speyer there is a team of professionals dedicated to the exclusive and real-time service of its occupants, tenants and owners.

Tishman Speyer has operated in Brazil since 1995, with presence in five cities, including São Paulo, Rio de Janeiro, Brasilia, Belo Horizonte and Barueri. We have developed 13 commercial projects comprising more than 700,000 m². In addition, we have developed ten residential projects comprising 3,000 sold apartments. We own three buildings in Brazil (AQWA, Concórdia and 2525 Indianopolis) and manage six other assets within the country.

Tishman Speyer aspires to achieve equality amongst its employees. Its senior management group has an equal gender ratio with seven female and seven male Directors.

23

Assets in Brazil

59

Customers

700,000m²

Floor area of commercial assets

72

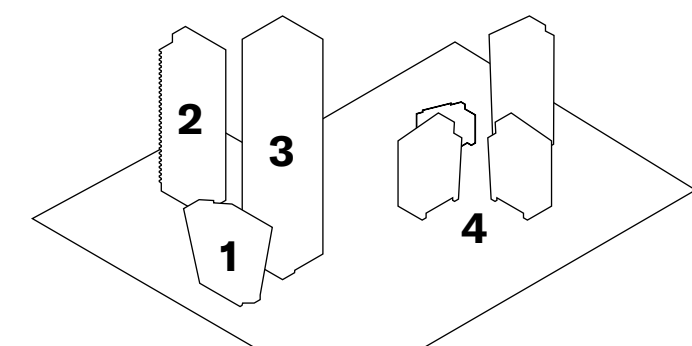
Employees

51%

Female employees

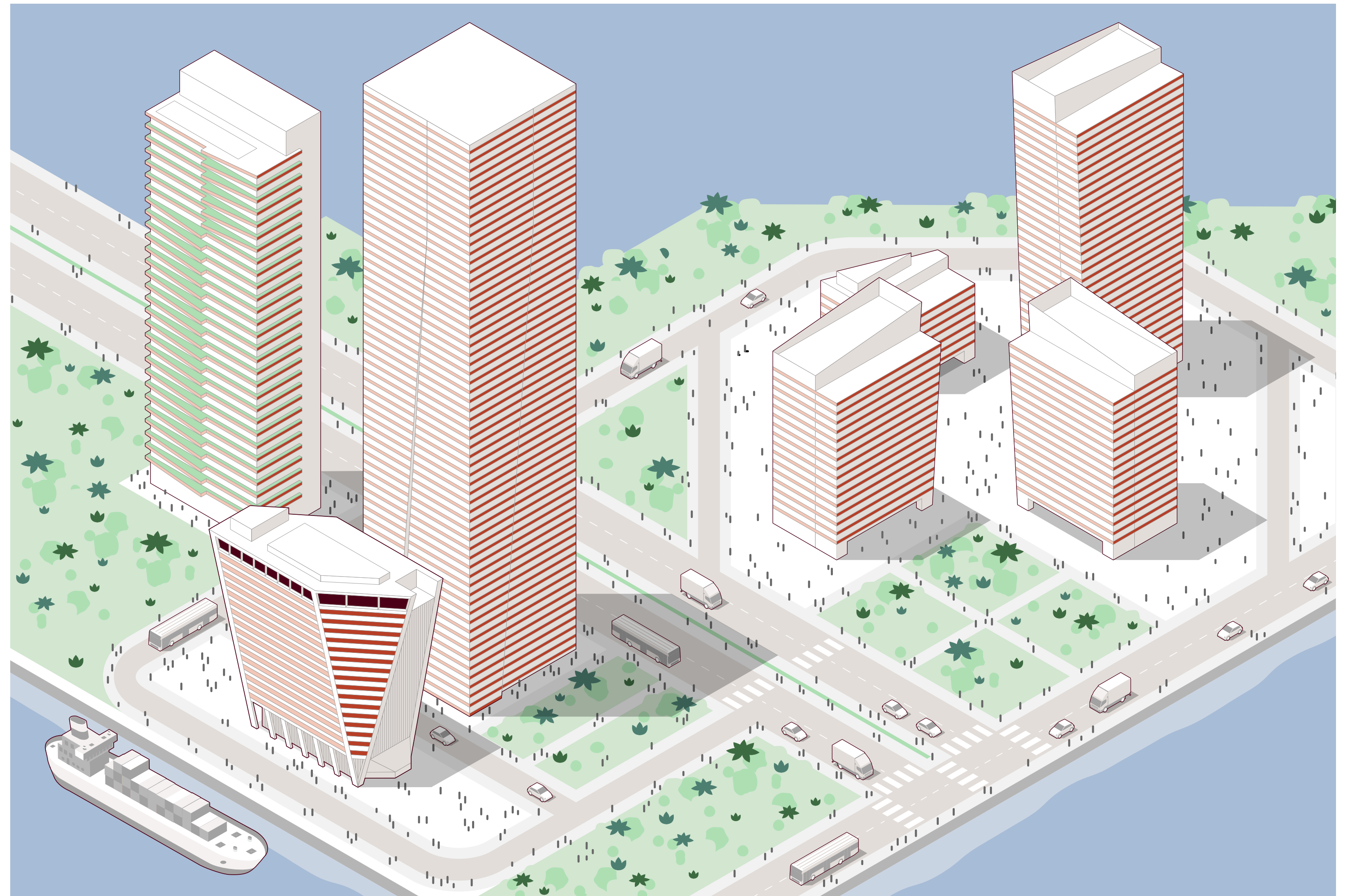
49%

Male employees



Key to buildings

- 1. AQWA Corporate, Rio de Janeiro
- 2. Alameda Jardins, São Paulo
- 3. Concórdia, Belo Horizonte
- 4. Rochaverá Corporate Towers, São Paulo

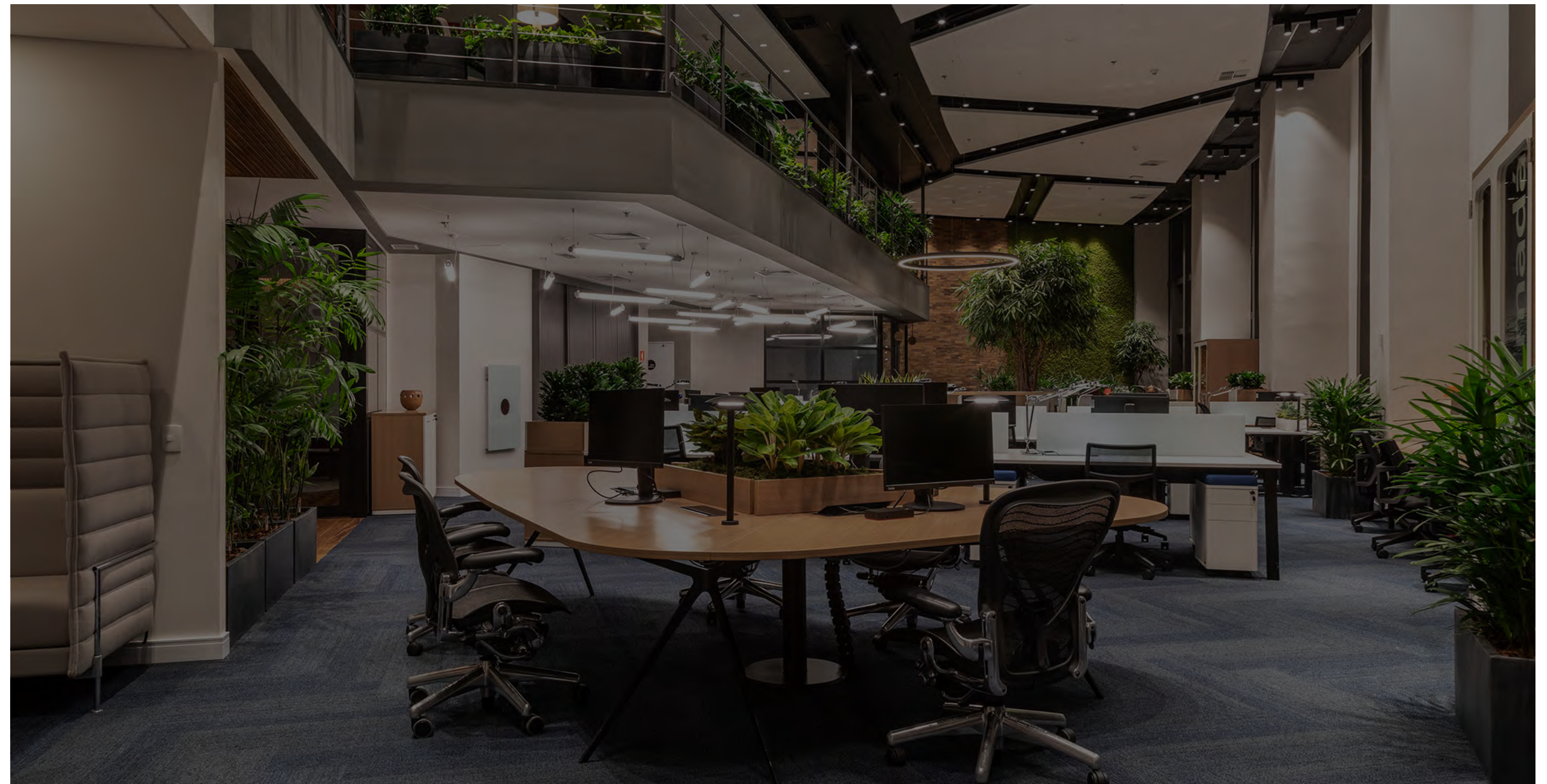


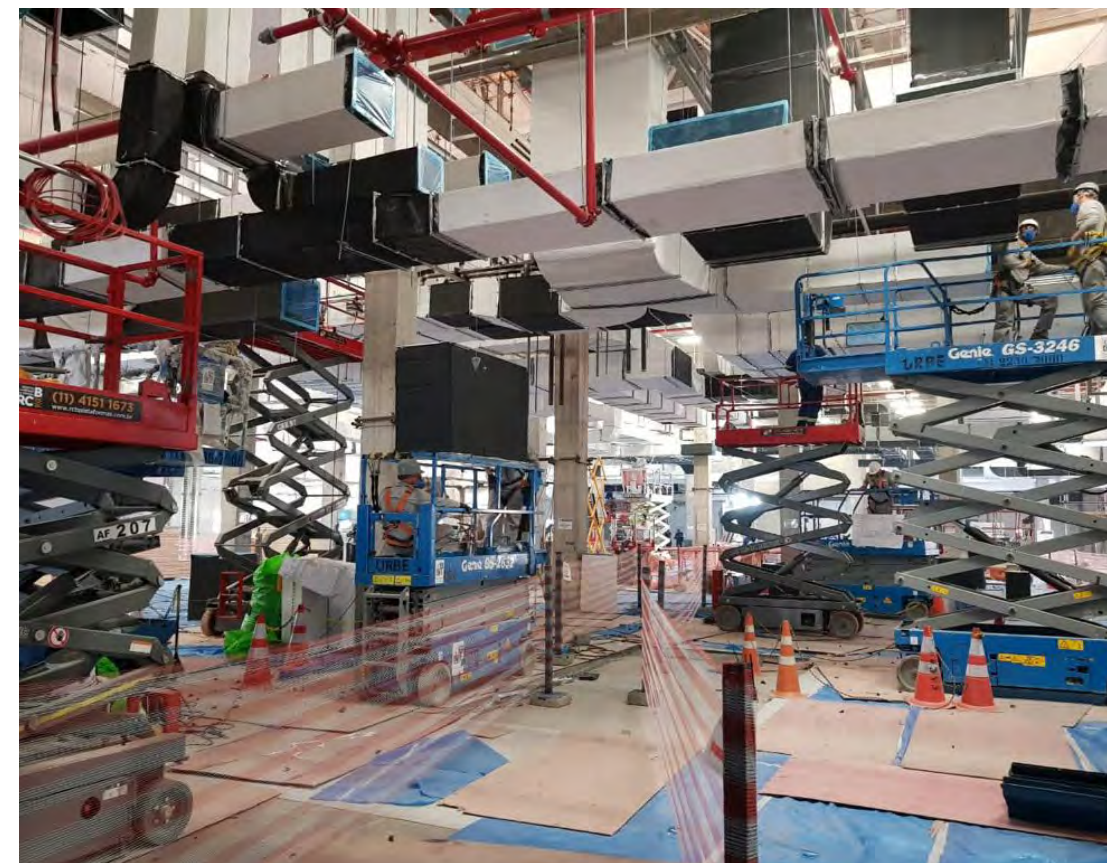
ESG in Brazil

As leaders in the real estate market, sustainable development is of paramount importance for our business, our customers, the residents who live in our buildings and the communities in which we operate.

Therefore, we promote ESG across the property ownership lifecycle, from acquisition to development and operation. We achieve this through working to reduce our environmental footprint and enhancing our activities' benefits to our customers, communities, employees and supply chains. Our approach to ESG is significantly influenced by our commitment to support the United Nations Sustainable Development Goals (SDGs), which we have mapped to six core sustainability themes.

At Tishman Speyer Brazil, we have taken these themes and explored what they mean for our unique geography and portfolio. Throughout our business activities, we seek to balance environmental, social and economic challenges, navigating a complicated world to embed sustainability within our buildings and their operations. We use internationally recognized frameworks and certifications to guide our decision-making to ensure we optimize our assets' environmental performance. However, our aspirations surpass these frameworks' expectations; we constantly seek opportunities to further our ESG practices. We strive to make each building and community where we operate a better place to live and work.





In 2021, we created a Brazil ESG Committee, bringing together leaders from multiple disciplines including Design and Construction, Property Management, Compliance, Human Capital Management, and others to discuss ESG in the region. The committee meets monthly and is currently focused on understanding and benchmarking Tishman Brazil’s existing ESG activities to create an ESG strategy and action plan to enhance our sustainability performance in the region.

Historically, selected ESG activities delivered by Tishman Speyer Brazil have been presented within Tishman Speyer’s annual corporate ESG report. We are now excited to be publishing our first ESG Report dedicated exclusively to Brazil and are proud of the achievements this report presents. We showcase a selection of case studies, demonstrating our commitment to Tishman Speyer’s aim to be a force for good and to help build sustainable, resilient, and healthy communities in Brazil.

Far left: A pioneering approach to green infrastructure at Green Towers, Brasilia
 Top right: Butantan Vaccination Facility developed through a pro-bono partnership
 Bottom right: Members of our apprentice program for disadvantaged youths

Certifications

Certifications demonstrate Tishman Speyer’s commitment to ESG considerations and sustainable business practice.

We are proud of each accreditation we have achieved as they show how we strategically review building design, use, operation and maintenance, identifying opportunities to improve our sustainability performance in a robust and meaningful way.

Our primary focus is on obtaining LEED certification for our buildings. However, we have been awarded a two-star Fitwel certificate for our office in Tower Bridge. These certifications recognize the strategies we have implemented to support building occupants' physical, mental and social health.

BUILDING NAME	CERTIFICATIONS
Buildings owned by Tishman Speyer	
Concórdia, Belo Horizonte	Leed Gold Core&Shell
AQWA Corporate, Rio de Janeiro	Leed Gold Core&Shell LEED Gold Operation and Maintenance in progress (on track to be awarded in November 2022)
Alameda Jardins, São Paulo	Green Building Council Brazil Condomínio
Office Oscar Freire, São Paulo	LEED Gold Pre-certified
Buildings managed by Tishman Speyer	
Tower Bridge, São Paulo	Leed Gold Core&Shell, LEED Gold Operation and Maintenance, Fitwel 2 stars (Tishman Speyer office)
Rochaverá Corporate Towers, São Paulo	Leed Gold Core&Shell LEED Gold Operation and Maintenance
Paulista, São Paulo	Accessibility Certification
Condomínio Castelo Branco Office Park, São Paulo	LEED Gold Operation and Maintenance - Jatoba Tower (on track to be awarded in December 2022)
Green Towers, Brasilia	Leed Gold Core&Shell Tenant ISO 14001, ISO 45001, R3 Ecolab certification
DuPont, São Paulo	Leed Gold Core&Shell



Concórdia, Belo Horizonte



AQWA Corporate, Rio de Janeiro



Artist's impression of Alameda Jardins, São Paulo



Delivering *operational* efficiency

Tishman Speyer is committed to operating efficiently and using resources effectively. We identify and implement technologies that improve efficiency and lessen our environmental impact.

Our buildings showcase the measures Tishman Speyer delivers to champion water conservation and reuse, energy efficiency and carbon reduction, simultaneously creating the best environments for our customers.

We prioritize integrating environmental considerations into the design and operation of all our assets. Here we spotlight two specific operational efficiency initiatives implemented in 2021: Measurabl, our central data collection and building-level environmental management platform and water conservation at Condomínio Castelo Branco Office Park.

In the following pages, we explore initiatives implemented at four buildings: AQWA Corporate, Green Towers, Alameda Jardins and DuPont.

MEASURABL SYSTEM

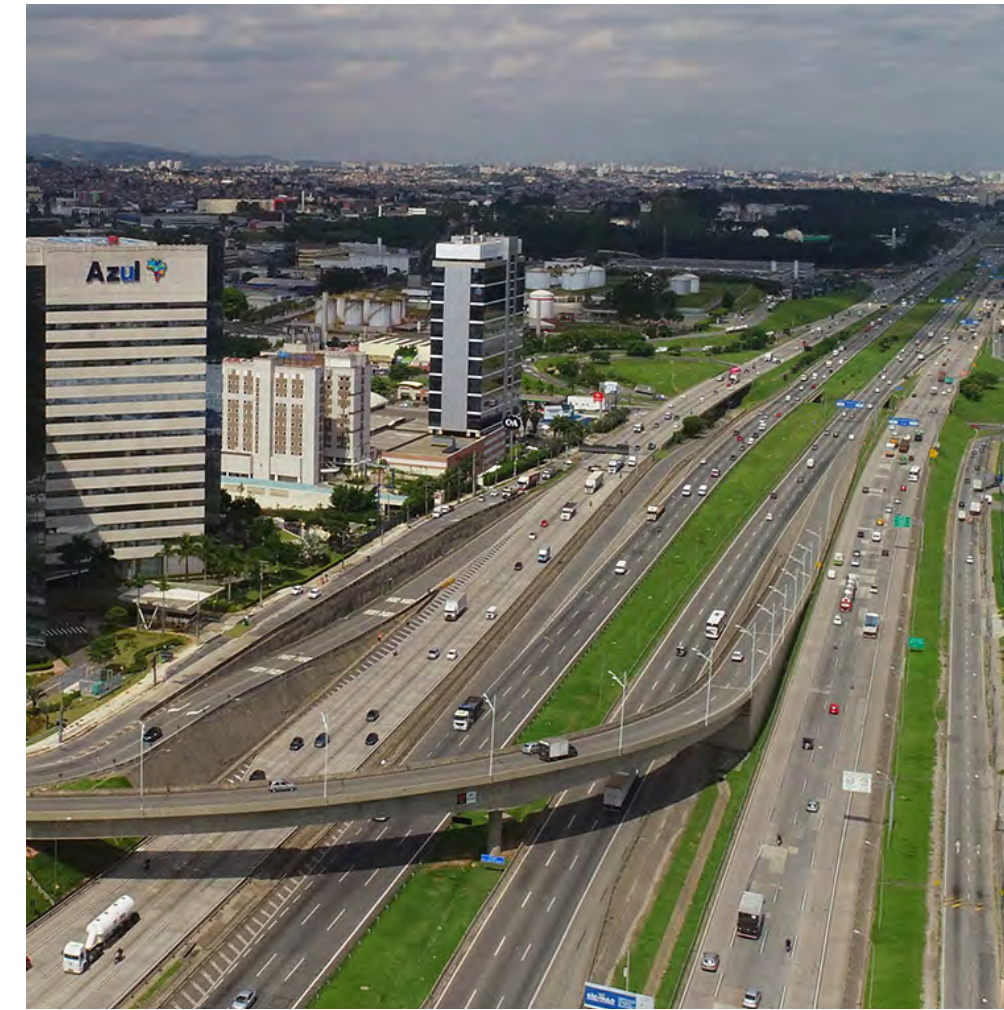
To streamline data collection and building-level environmental management, Tishman Speyer Brazil rolled out the use of Measurabl, a third-party data management platform, to its entire operational portfolio in 2021.

The Measurabl platform provides a single location for environmental performance data and green building certifications. It will enable Tishman Speyer Brazil employees to monitor performance and historical trends, report to investors and customers on the environmental performance of each asset, and use the data to inform future sustainability initiatives.

Tishman Speyer's Global Head of Engineering and Operations leads training sessions with support from Tishman Speyer's New York-based Sustainability team.

The training ensures employees understand the type and format of data to be collected and captured, allowing robust outputs from the Measurabl platform.





CONDOMÍNIO CASTELO BRANCO OFFICE PARK

With freshwater resources increasingly under pressure, enhanced water reuse is a priority within the built environment. Condomínio Castelo Branco Office Park contributes to water conservation through its connections with a local sewage treatment station. The Office Park supplies the sewage treatment center with sewage for treatment and, in return, is supplied with non-potable water (clean water unsuitable for drinking).

The non-potable water is used within Condomínio Castelo Branco Office Park in toilets and urinals, for garden irrigation and within firefighting systems. In 2021, water from the sewage treatment plant provided over half of Condomínio Castelo Branco Office Park's water needs, saving almost 24,000m³ of drinking-quality water.

Condomínio Castelo Branco Office Park transfers all its sewage to the treatment center. There, it is treated using modern and low-energy technology, ready for reuse at Condomínio Castelo Branco Office Park. In addition, the waste generated from cleaning the sewage is used as compost, supporting the agricultural sector, and further promoting resource efficiency.

CASE STUDY

AQWA

Rio de Janeiro

AQWA Corporate is a Rio de Janeiro building owned by Tishman Speyer and completed in 2017. The building design focused on user comfort and the efficient use of energy and water resources, incorporating high environmental performance and flexibility to adapt to future demands.

The building is LEED GOLD Core&Shell, and has tenants offices that are being Well Certified.

10%

Reduction in energy consumption for air conditioning systems

Greywater

Greywater treatment station treats rainwater and air conditioning condensation for reuse in garden irrigation system, urinals and toilets





CASE STUDY

Green Towers

Brasilia

Green Towers is a Triple A commercial building comprising three sixteen-story office towers which include new sustainability concepts, quality, technology and comfort. It has a LEED Core & Shell Gold certificate, and the Green Towers tenant has obtained ISO 14001 environmental management system certification for building operation.

The towers incorporate design techniques and technologies to maximize sustainability performance and promote operational efficiency. For example, to promote wellbeing for office users while reducing the buildings' heating and cooling load, the material choice for the tower façades included using natural granite, an aluminum structure, and glass with low thermic conductivity and soundproofing.

14%

Reduction in energy consumption for air conditioning systems

60-meter

60 meter long green wall, the largest in Latin America

CASE STUDY

Alameda Jardins and Oscar Freire Office

São Paulo

Alameda Jardins is a Green Building Council Life Certified mixed-use development comprising the Oscar Freire Office building and an apartment block. The Oscar Freire Office has been LEED Gold pre-certified, recognizing its environmental performance. Strategies implemented include reducing energy, gas and water consumption, selecting healthy materials and installing solar heating and motion-activated lighting. The development includes rooftop garden areas to promote social interaction between occupants, provide a natural habitat within the city and reduce heat exchange through the roof. Alameda Jardins has also offered free training to all its residents' interior architects to promote comfort, health and wellbeing within the building.

27%

Total energy consumption reduction*

13%

Total water consumption reduction**

* Energy reduction calculated in relation to the reference building determined from the ASHRAE 90.1-2010 standard.

** Water consumption reduction calculated in relation to the maximum flow permitted by the Brazilian standards (ABNT NBR) for the relevant hydrosanitary device.

*** energy efficiency reductions calculated in relation to a conventional building as defined by INMETRO's RTQ-R standard.



Artist's impression of Alameda Jardins



CASE STUDY

Tower Bridge Corporate

São Paulo

Tower Bridge Corporate is a 24-floor office tower development which was completed in 2013. It was awarded a LEED Gold certificate Core&Shell, in recognition of its sustainable design strategies implemented for the building. These include built-in energy saving technologies as part of the air conditioning, elevator and lighting systems and water conservation infrastructure. Tower Bridge Corporate has also been awarded LEED Gold certification for Operation and Maintenance.

Tishman Speyer's office within the Tower Bridge Corporate building has been awarded Fitwel 2 stars, recognizing Tishman Speyer's embody health and wellness to its working environment.

32%

Energy use reduction (compared to LEED /ASHRAE's baseline)

66%

Potable water use reduction through adopting rainwater harvesting and reuse techniques



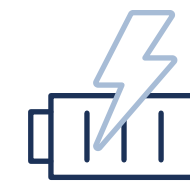
Managing *our* impacts

We recognize that the potential impacts arising from the construction and use of our buildings are substantial and can endure for many years. We are committed to working with our customers and suppliers to minimize the undesirable impacts and maximize the opportunities our buildings offer to leave a lasting positive legacy.

Tishman Speyer aims to measure, manage and reduce our impacts through sourcing responsibly, engaging with our supply chain, minimizing consumption and reducing waste. Initiatives to manage our impacts include standardizing the waste recycling process across all Tishman Speyer buildings, measuring employee carbon footprint, developing green walls on our buildings and supporting our customers in managing their impacts.

CORPORATE SUSTAINABILITY INITIATIVES

Tishman Speyer has implemented various sustainability initiatives within their office. These include:



Rechargeable batteries

All alkaline batteries have been removed from IT equipment and replaced with rechargeable ones, saving 600 single-use batteries per year.



Coffee capsule collection

Coffee capsules collected and recycled, diverting 22,000 capsules per year from landfill.



Operational procedures

Implemented a package of measures to reduce energy consumption and installed 100% LED lighting.



Taxi virtual payment

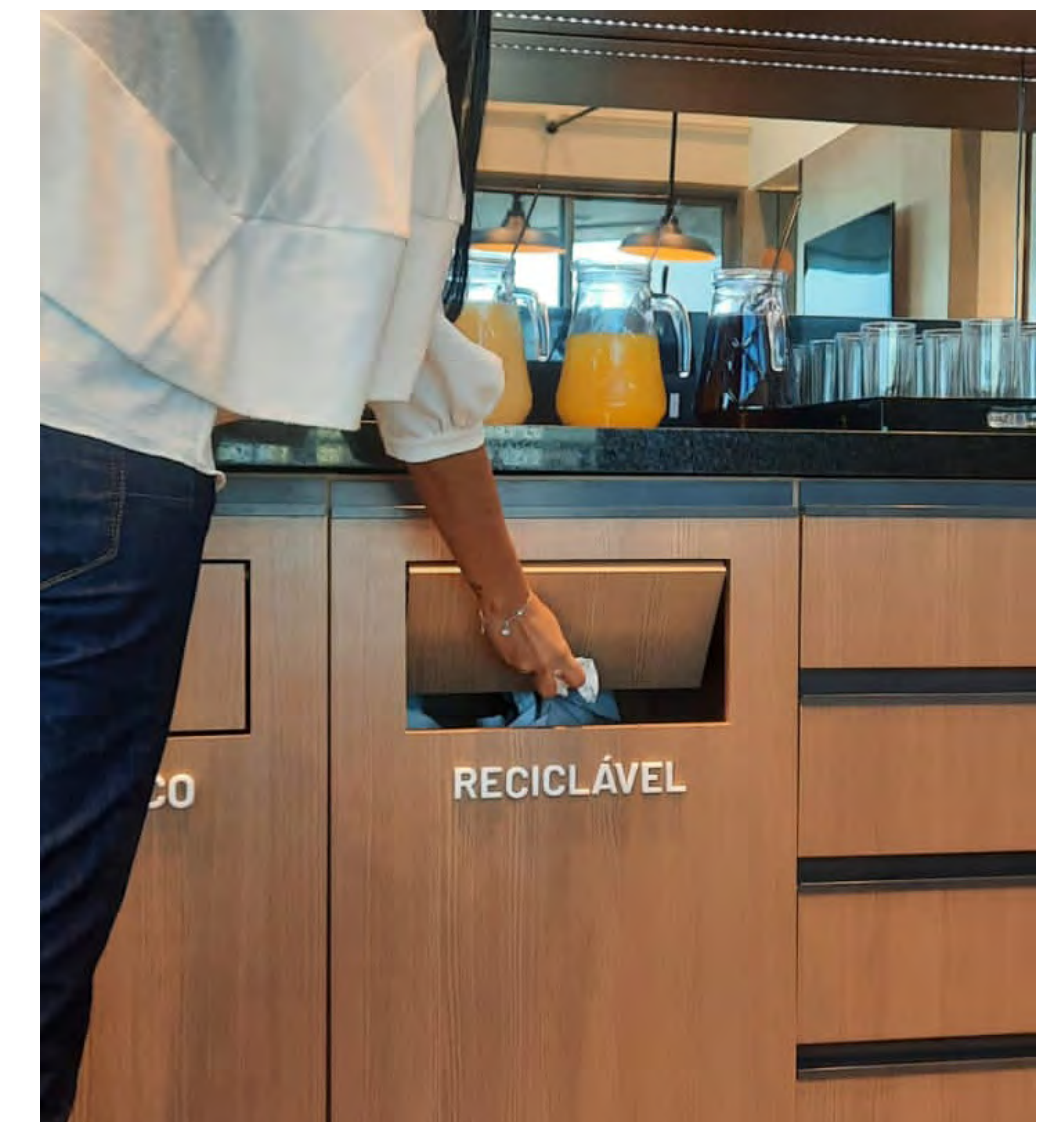
Elimination of 2,160 paper tickets per year.



Waste Recycling at Tower Bridge Corporate

In our Brazil office, we work with a waste management company to reduce the amount of material sent to landfill, avoid air, soil and water pollution and reduce the exploitation of non-renewable sources. Through this partnership, Tishman Speyer has trained its employees on the importance of correct separation of different waste streams and implemented various initiatives to promote recycling within the office. These activities align with Brazil's National Solid Waste Policy for the transportation and management of waste.

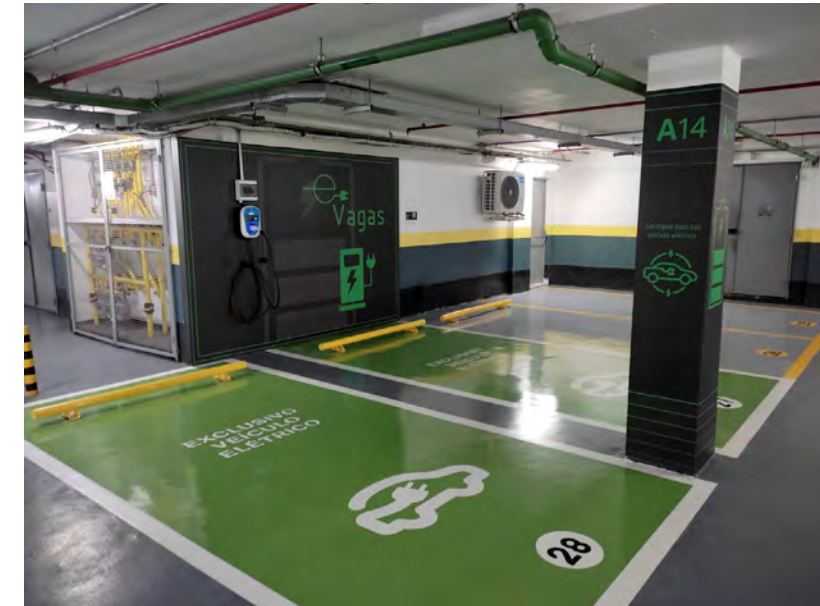
Tishman Speyer has also partnered with the city of São Paulo's recycling cooperatives as part of its onward waste management processes. Through this, the recyclable waste is sold to cooperatives who employ vulnerable people to separate and process the recyclables. The cooperatives ensure that 100% of the revenue is passed to the workers, bringing positive environmental and socio-economic solutions to waste management.



Brazil office waste recycling



Vertical green wall, 23 de maio Ave - SP



Electric vehicle charging points



ESG Brazil Committee

CARBON IMPACT OF EMPLOYEE'S TRAVEL

To better understand, and in the future manage, the region's total carbon footprint, Brazil's Compliance Senior Director, engaged with their local travel agency to catalog all flights taken in a calendar year by regional staff. Translating routes flown to carbon impact will enable the Brazil ESG Committee to see the full effect of their travel, outside of the simple financial cost. Going forward, the Brazil ESG Committee will track flights' carbon emissions to understand the region's scope 3 emissions.

ELECTRIC VEHICLE CHARGING POINTS

To promote the move away from fossil fuel personal car use, Tishman Speyer has installed electric vehicle charging points at many of its buildings. Our aim is to have electric vehicle charging for all buildings within our Brazil portfolio. Currently, electric vehicle charging points have been installed at five of Tishman Speyer's buildings in Brazil: Condomínio Castelo Branco Office Park, Tower Bridge, Rochaverá, Paulista and Green Towers. Charging point use is being monitored and additional points added where required.

DUO MORUMBI

Duo Morumbi is a residential development in São Paulo comprising three residential apartment blocks. This project demonstrates an innovative approach to embedding environmental considerations within the constraints of city living and exemplifies the importance of creating a development that simultaneously protects the environment and meets the needs of building users. Tishman Speyer's solution centers on installing a series of striking green walls as part of a compensation program. In total, more than 14,000 m² of vertical gardens were provided in five residential buildings on the Minhocão viaduct and along the entire length of 23 de Maio Av, creating the world's longest corridor of vertical gardens. The vertical gardens complement the preserved green area within the complex, which measures 10,000 m² and incorporates more than 800 trees.

The Duo Morumbi buildings themselves were also designed and built to promote efficient use of natural resources, including solar heating for the building's water system and rainwater collection and reuse for irrigation.



Improving the *customer experience*

Our customers' health, safety and wellbeing are of the utmost importance to Tishman Speyer and enable our buildings to have a more significant impact than just the structures they provide.

We create environments that allow individuals to flourish, support wellness and unite people. Central to this is a program of events offered to customers, residents and local communities. In addition, we use technology to improve customer experience, including contactless building entry and air quality monitoring.

Here are some of the initiatives we have implemented to enhance customer experience.

ROCHAVERÁ


In December, as part of its program of Christmas activities, Rochaverá hosted a dance show for its customers, visitors and collaborators. The aerial ballet, entitled 'NEW AIR' was projected onto the mirrored façade of the building for passers-by to enjoy.

GREEN TOWERS

Tishman Speyer hosts many events throughout the year for customers, residents and visitors to enjoy. The events place Tishman Speyer's buildings at the heart of the community, providing opportunities for people to come together, connect, and support their mental and physical wellbeing.

EVENTS FOR CUSTOMERS

Tishman Speyer often hosts events for customers. Examples include events for International Women's Day, Easter, Mother's Day, Feira de São João, Father's Day, Children's Day, Halloween and Christmas, and key sporting events. We also hold events for awareness-raising and fundraising days, such as a breast cancer awareness event for women as part of Pink October and a prostate cancer awareness event for men as part of Blue November. Many of these events were held online during the COVID-19 pandemic, when most customers were working from home.



Green Towers events

2,000
Red roses given for Women's Day

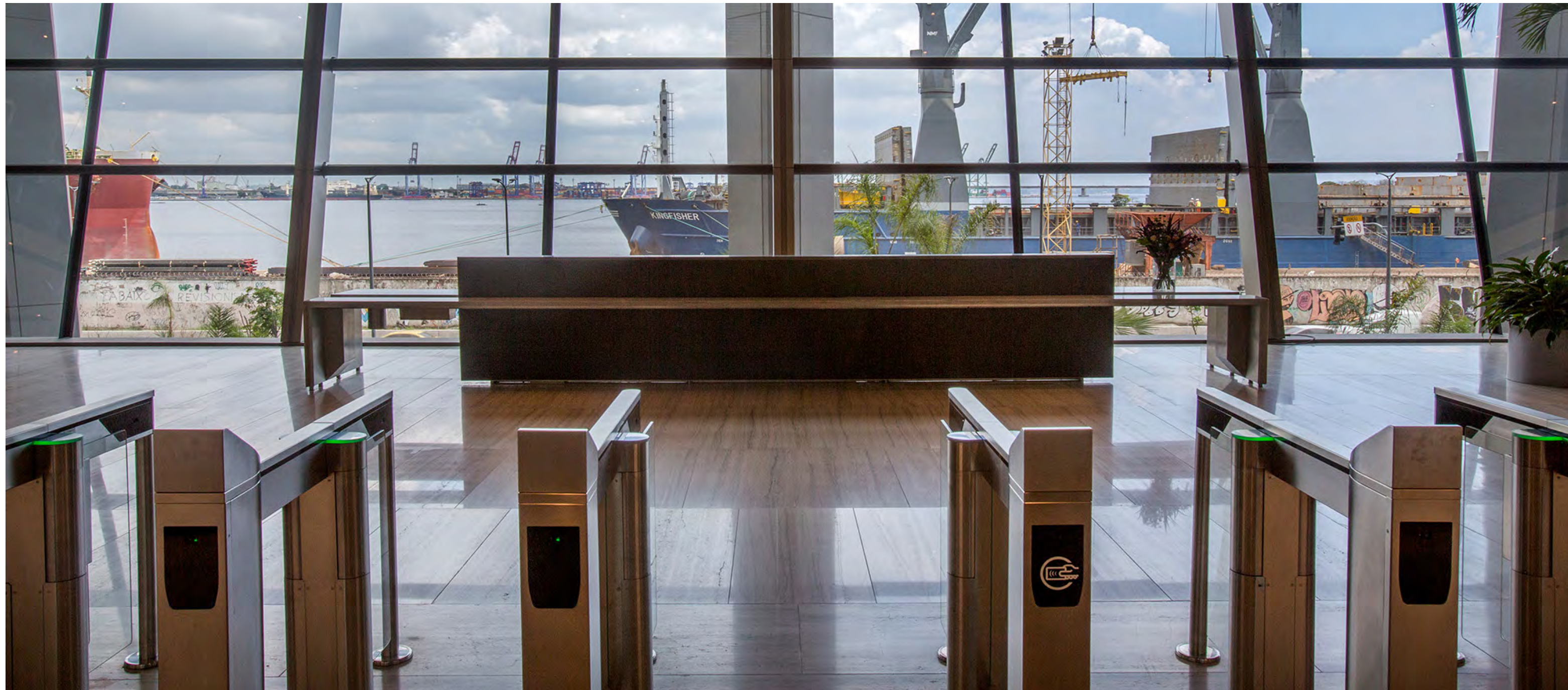
30
Bags of organic vegetables grown at Green Towers are raffled each month

5 hours
ZO. concerts, including samba, rock and Brazilian music

1,000
COVID-19 masks donated

Weekly
Gourmet food fair offering artisan cheeses, vegetables and breads

400
People attended spinning classes on the helipad

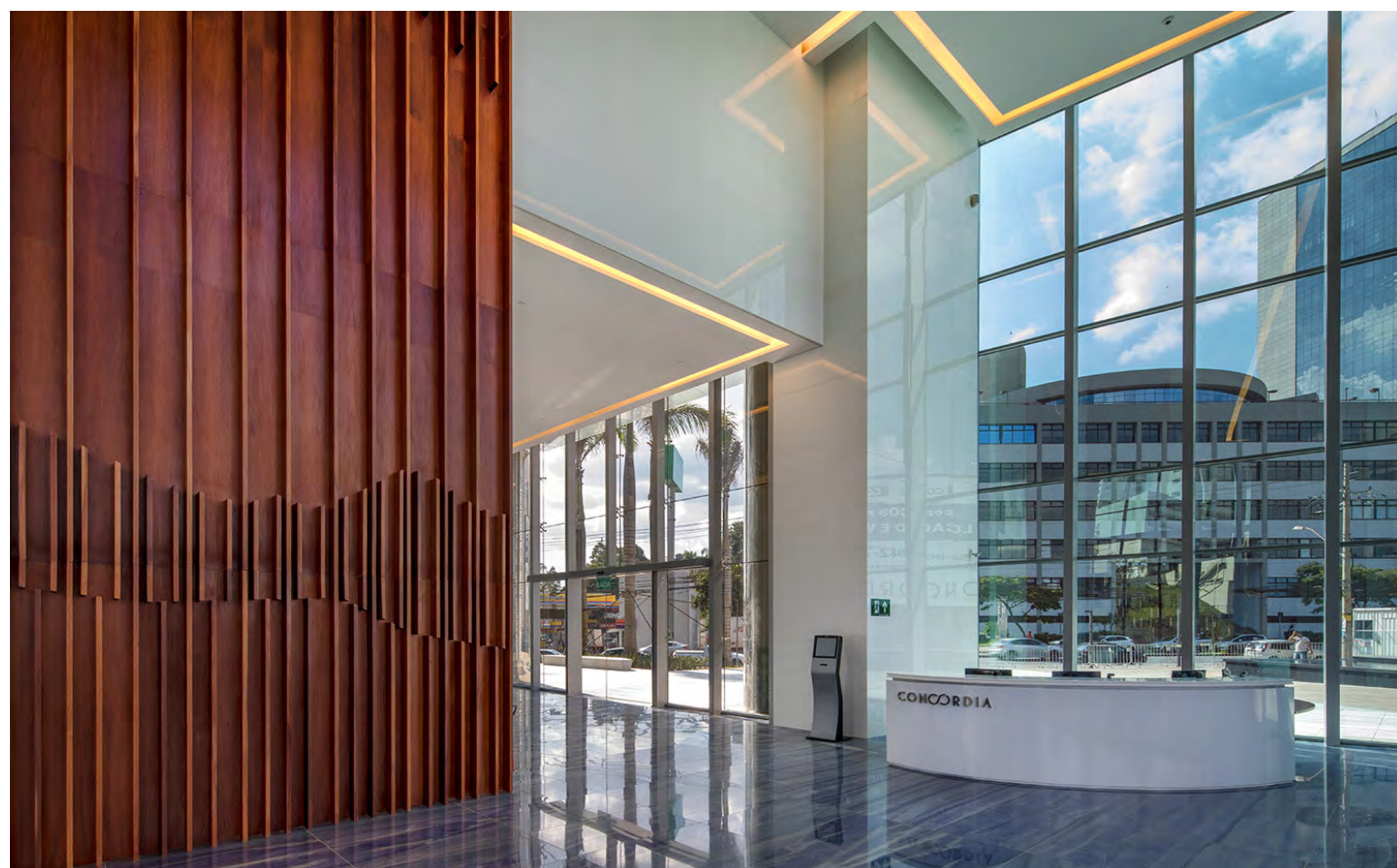


IMPROVING AIR QUALITY

Following the return to offices after the COVID-19 pandemic, the Property Management team gave all tenants of the Tower Bridge Corporate the option of installing air ionizers to improve air quality for their employees, using a carbon peroxide device on the fan coil unit. This solution was also implemented in the common area at Green Towers, improving the customer experience and encouraging employees to return to office working.

CONTACTLESS BUILDING ENTRY

Three of Tishman Speyer's buildings, AQWA Corporate, Concórdia and Tower Bridge, have implemented a contactless entry system operated via mobile phone. The automated system allows users to access the turnstiles using a QR Code or Access Card/Badge. The system also links the turnstiles to the building's elevators to further improve the customer experience by reducing elevator wait-times.



Top: AQWA Corporate contactless building entry
 Bottom: Improving air quality for employees



Engaging with our *communities*

Tishman Speyer is committed to supporting and championing our local communities, ensuring that the benefits of our activities have a broader reach than just our employees and customers.

We actively engage with our communities through numerous long-term and one-off projects and initiatives, financial support, expertise, donations, education and training. This engagement has included project managing the development of a vaccination facility, delivering hundreds of hours pro-bono, and through volunteering and mentoring programs. We are focused on contributing to the communities we serve positively.

GAS CHALLENGE WITH INSPER STUDENTS

Tishman Speyer supported students from the Inesper Institute of Education and Research in completing the GAS challenge, where students were tasked with creating a waste recycling proposal to pitch to Heineken. Social Action Group (Grupo de Ação Social (GAS)) runs the challenge to stimulate the creation of innovative socio-environmental ideas with the potential to impact society positively. Tishman Speyer employees shared knowledge with the students through presentations about our sustainability initiatives, financial planning processes and business feasibility analysis.

BUTANTAN VACCINATION FACILITY

Tishman Speyer has partnered with the State of São Paulo through the Butantan Institute to design a multipurpose vaccine facility to focus initially on producing the COVID-19 vaccine. The institute needed to retrofit a facility to produce the vaccine and required real estate expertise. Tishman Speyer provided project management pro-bono, donating 612 employee hours in 2020 and 2,124 hours in 2021. Tishman Speyer also waived its development fees for the 11,000m² plant development. All those involved in the project were vaccinated, including the engineers, architects and contractors.



VOLUNTEER DAY

Tishman Speyer Brazil participated in a Global Volunteering Action Day, renovating two classrooms and a vegetable garden at 'Lar Rainha da Paz'. This establishment supports approximately 180 children and adolescents in the south region of the City of São Paulo. More than 30 Tishman Speyer employees were involved in painting the walls and floors and furnishing the rooms using donated materials.



Renovating two classrooms at Lar Rainha da Paz

“Being a young apprentice at Tishman Speyer is my best professional experience

because here I feel welcomed by the project and after everything I've experienced and learned, I realize how prepared I am for the new challenges that I will face. I am grateful for the changes and discoveries that the Young Apprentice Black Employee program brought to my life”

Testimonial from one young apprentice

SUPPORTING EMPLOYMENT FOR DISADVANTAGED COMMUNITIES

Tishman Speyer is committed to enhancing employment opportunities for those from disadvantaged communities by creating opportunities to share ideas and learn from the knowledge and experience of its employees. Tishman Speyer Brazil has developed an apprenticeship program to further this aim and provides mentoring for students.

Mentoring Program

During 2021, Tishman Speyer attended a Mentorship Program at University Zumbi dos Palmares' Law School. The Law School brought together senior executives from several high-profile corporate law departments to mentor 13 university students. University Zumbi dos Palmares was created to provide career opportunities and redress inequality among the black population.

Tishman Speyer's mentoring contributed to the program, helping to demonstrate the breadth of roles available in the legal profession.

Young Apprentice Program

Tishman Speyer seeks to promote diversity and provide additional support to those who might otherwise be disadvantaged because of their background. To support this aim, Tishman Speyer Brazil established a Young Apprentice Program in 2021 in partnership with Espro, aimed at teenagers and young people between the ages of 14 and 24. Through this, in 2021, we hired three apprentices from diverse backgrounds to undertake an 18-month training and development program.

The apprenticeship program is an opportunity to enter the world of work and develop the skills necessary for the corporate world. It offers teaching and real-life experience of working in real estate, with support and training from peers and managers.

The Program combines theoretical training and practical activities that develop innovative, collaborative and entrepreneurial skills, values and attitudes, stimulating critical thinking and the exercise of citizenship. The theoretical training takes place once a week at Espro, and participants carry out the practical activities while working for Tishman Speyer for the remainder of the week. Tishman Speyer also offered the apprentices a 6-hour course in Word and an 8-hour course in Excel, run by its staff.

COMMUNITY DONATIONS

Doar Faz Bem

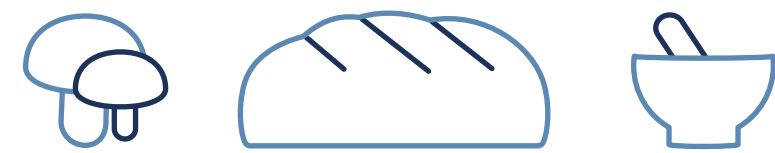
The Brazil team, with the support of Tishman Speyer's InSanus Group, which focuses on health and wellbeing within the office environment, created a campaign called 'Doar Faz Bem'. The campaign aimed to collect one ton of food to donate to families who were affected by the COVID-19 pandemic. Over 85% of our employees contributed to the scheme, exceeding our goal and collecting 1.2 tons of food for a local community south of São Paulo.

1.2

Tons of food collected

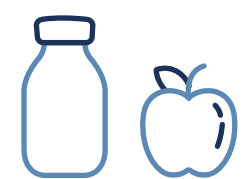
85%

Of employees contributed to the scheme



Christmas Without Hunger

Tishman Speyer has organized multiple campaigns to support Ação da Cidadania Institute, an NGO focused on fighting hunger and inequality. As part of the Christmas Without Hunger campaign, we collected and donated over 100kg of food for distribution to vulnerable families. We also supported the SOS Petrópolis Campaign, collecting clothing and personal hygiene items for those affected by the heavy rains.



Elderly People Shelter

Milk and fruit donations were given to the Elderly People Shelter in São Paulo.

Winter Clothes Campaigns

2020: donations were distributed within the local community.

2021: donations were given to Casa de Acolhimento Dom Luciano, a refugee shelter.

3,716

Pieces of clothing

40

Pairs of shoes

4

Blankets



AQWA Corporate

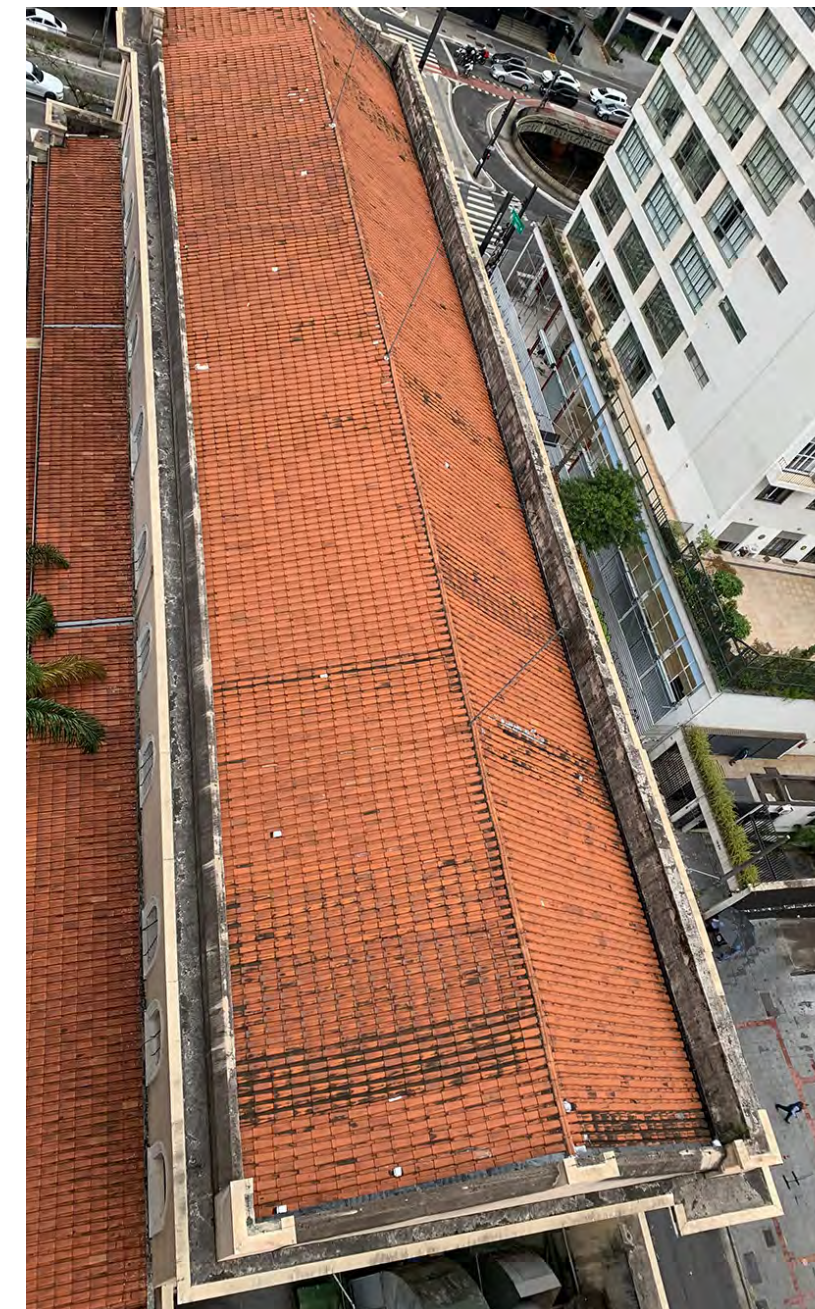
At our AQWA Corporate building, employees were encouraged to bring in unwanted clothes to donate to the Salvation Army.



Donations to COVID-19 campaign hospitals raising over R\$4,000

600

Pairs of flip flops



Church Roof Renovation

Tishman Speyer's Paulista building is adjacent to a church which needed a new roof. To support this community project, Tishman Speyer donated R\$170,000 to the roof's renovation and offered free use of some of Paulista's spaces for church events.



Working with *our suppliers*

As an international company with a global footprint, a proportion of our impacts relate to our suppliers, and it is crucial that we work with them responsibly.

We directly engage with our supply chain from the procurement of materials to the running of our buildings. Ensuring robust sustainability credentials are upheld within our supply chain is increasingly important, and we are taking additional steps to ensure vendors have appropriate responsible contractor policies in place.

HUMAN RIGHTS PRINCIPLES TRAINING

Tishman Speyer Brazil is producing a video to reinforce Tishman Speyer’s Guiding Principles regarding how we deal with suppliers to ensure clients, tenants and suppliers are treated with respect and equality, no matter their religion, color, sexual orientation, age or place of birth. The video will be presented to the Property Management team and vendors, including maintenance, cleaning, security and reception personnel.

WORKING WITH THE NEW YORK TEAM TO DEVELOP A SUPPLIER DIVERSITY PROGRAM

Building upon the success of Tishman Speyer’s Supplier Diversity Program in the United States, the Brazilian procurement team has been working closely with New York City leadership to adopt a similar initiative in Brazil. Prioritizing embedding ESG across the organization and boosting local and diverse businesses, the Brazil team is focused on embedding ESG across the organization and is keen to identify ways to support supplier diversity in order to boost local and diverse Brazilian businesses.

Before setting supplier diversity targets and goals, the procurement team realized that they needed to understand the demographics of their current suppliers better and create a baseline for existing supplier diversity spending. Therefore, the team created a Supplier Diversity questionnaire to send to all existing suppliers as a first step. The results of this survey will inform strategies to increase spending with diverse suppliers and advise realistic improvement targets for both the near and long term.



Supplier diversity program



VETTING SUPPLIERS

Since 2019, Tishman Speyer has implemented Exiger, a vetting program for its new suppliers. We run the program through a central function which reviews reputational and legal issues concerning environmental, social and financial matters. In addition, suppliers must sign up to Tishman Speyer’s Responsible Contractor Policy which mandates fair wages and benefits for workers, providing a safe workplace, training and apprenticeships, and utilizing fair employment practices. By 2021, the vetting program had reviewed 406 individual vendors for its Brazil Property Management and Design and Construction suppliers.



Human rights principles training video



Looking after *our people*

At Tishman Speyer, our employees are at the core of our business. We are committed to supporting the wellbeing of our employees, the diversity and inclusion of our workforce, and championing employee development. We strive to provide opportunities for individuals to enhance their skills through training and development schemes.

TISHMAN SPEYER CORPORATE



Clube Certo
Employee discount benefits with discounts at more than 2,000 stores and websites



Notice Board
Board installed in the office that allows interaction between employees, brainstorming about projects and ideas, voting, and information about lunches and happy hour events.



Kit Onboarding
Kit developed to welcome new employees, promoting hospitality.



Staff Gifts
Recognition of annual celebratory days through staff gifts, for example, at Easter and Christmas, on International Women's Day and on the Mothers/Fathers day.



Health and Wellbeing
Sessions to support employee health and wellbeing, including meditation sessions and talks on a range of health topics, such as breast cancer awareness and health promotion.



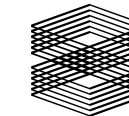
Flu Vaccine
Providing 129 free doses of the flu vaccine for employees and their dependents.



Vaccination Day



New employee onboarding kit



DIVERSITY AND INCLUSION PROGRAM

Tishman Speyer prioritizes diversity and inclusion, a key focus area during 2021. We created two internal groups to promote awareness company-wide. The InSanus Group is a Tishman Speyer Brazil initiative focusing on health and wellbeing within the office environment. The Black Employee Network is a global Tishman Speyer network; in 2021, we established a regional Brazil group. These groups held awareness lectures and workshops which were very well attended.

- **Gender Lectures:** promote gender equality in the workplace, and explore and understand the experiences of minorities in organizations.
- **LGBTQIA:** Tishman Speyer Studio Ambassador and Community Manager hosted talks with partner organizations to highlight the importance of this topic in the workplace. The goal of this workshop was to reinforce the importance of being respectful with diverse groups in the workplace, and working to understand and eliminate unconscious bias.
- **Black Employee Network:** a range of lectures and workshops were held, including a talk on structural racism and a book club event.

SUPPORTING EMPLOYEE LEARNING AND DEVELOPMENT

Adaptive Leadership Program

Tishman Speyer has rolled out an Adaptive Leadership Program for its managers to develop their skills and professional maturity, and help them navigate uncertainty with adaptable action plans and through robust mental health and wellbeing.

Design Thinking Program

A Design Thinking Program has been rolled out to employees directly involved in driving innovation at Tishman Speyer. Twenty-five professionals attended the program comprising eight online sessions. The program aims to expand understanding of Design Thinking principles and tools to enhance business innovation and focuses on creating a new mindset to design, plan and execute office projects. Attendees had the opportunity to apply their new skills, resolving two project-related challenges by applying Design Thinking principles and using a human-centered approach to decision making.

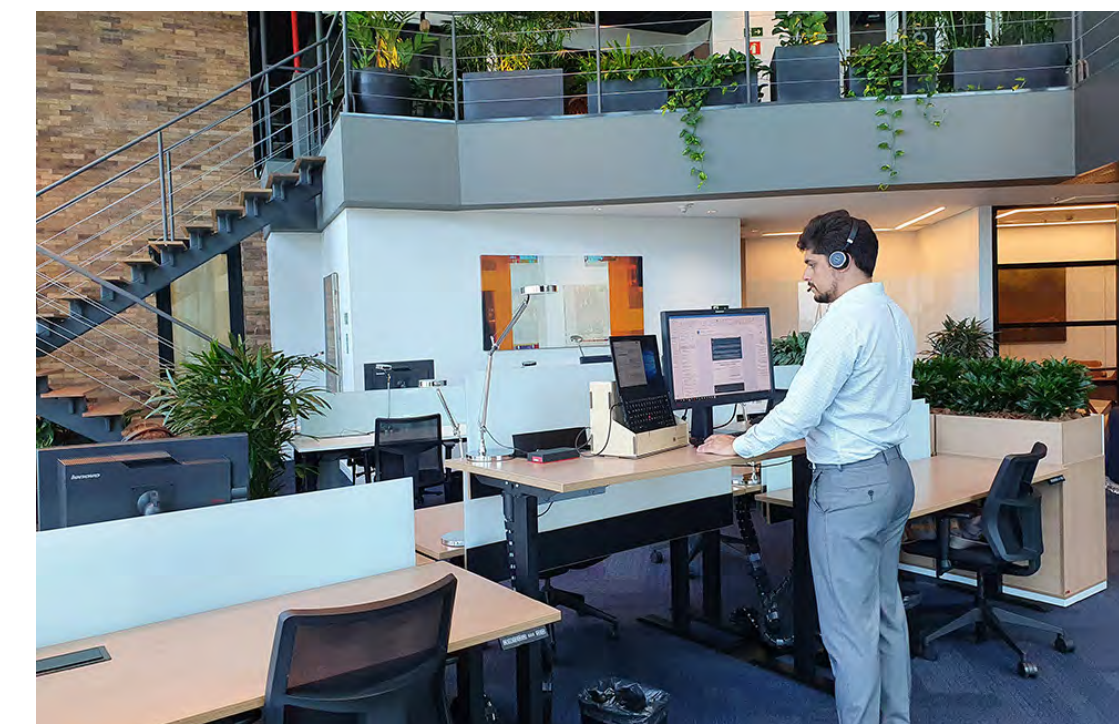
Compliance Training

Eighteen compliance training sessions were provided to Tishman Speyer’s Brazil employees, covering a range of topics, including ethics, supplier vetting, financial regulation and data privacy training. In total there were 174 attendances across the training sessions, because many employees attended multiple sessions.

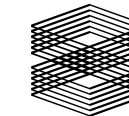


Microaggression and Unconscious Bias Training

A microaggression and unconscious bias training workshop was held in conjunction with a local law firm and attended by over 83 participants from the two companies. During the workshop, we discussed the definitions of prejudice, its concepts and meaning, explored types of microaggression linked to prejudice inside and outside the workplace, and the feelings of exclusion generated by microaggressions. In addition, we provided a platform for open and honest conversations, alongside the opportunity for individuals to share experiences.



Employee learning and development



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