



2022 ESG Annual Report



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Introduction + Company Overview

Meridian Parkway
Inland Empire



Letter from the Chairman



Franz Colloredo-Mansfeld

Chairman and Chief Executive Officer

The last few years at Cabot have been transformational for our firm. Over the previous five years, we have completely turned over almost all of our assets under ownership, selling \$6 billion in assets and in 2022 we launched two new funds. A disciplined approach to generating realized results and growth gives us the ability to refine our investment strategy, which is key advantage of a private equity format. We seek to continuously improve and learn from our experiences.

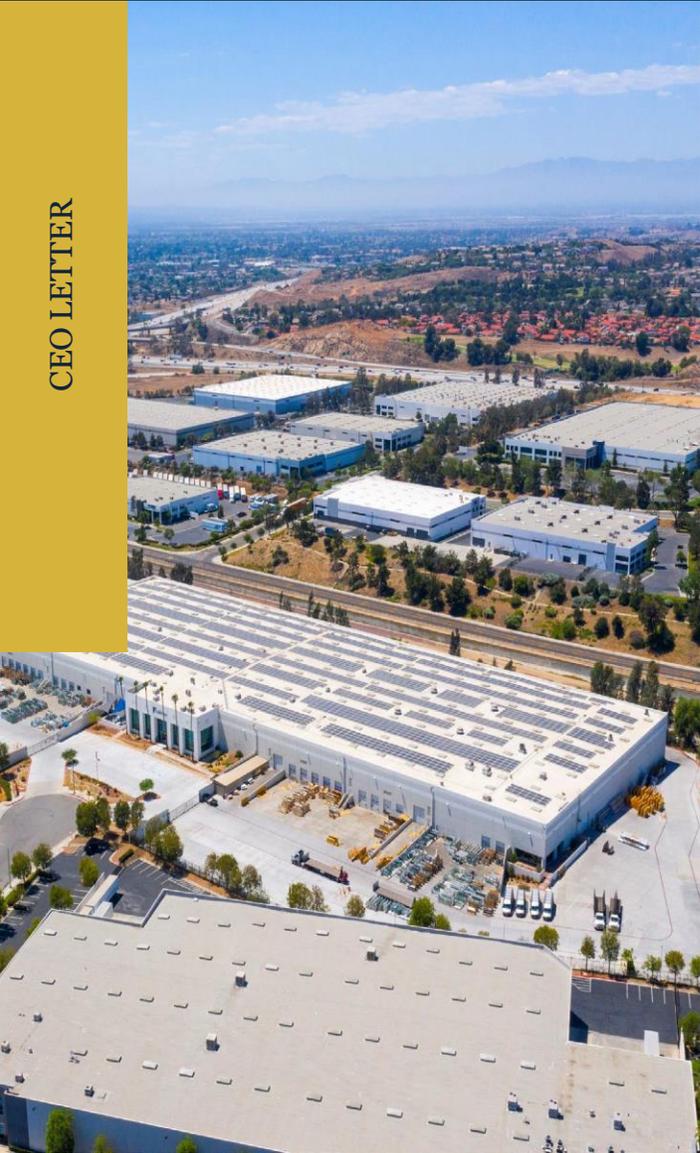
One important aspect of this progression that I'm particularly excited about is our growing focus on sustainability. With each new investment program, we can build upon best practices and expand our sustainability commitments at the asset level including initiatives focused on energy consumption and building design. In addition to the buildings that we invest in, we are also continuing efforts to improve our firm and invest in our team. We are focused on recruiting and retaining talented, diverse and motivated colleagues. This report provides the opportunity to share our progress along both these dimensions: building high quality and more sustainable logistics property portfolios in major markets around the globe and building a world class private equity real estate firm.

In the execution of our investment programs, we focus on properties that tenants find highly desirable. The factors they have traditionally valued are location, building configuration and functionality and, more recently energy efficiency and amenities for employees. As we consider investment opportunities, we now not only track sustainable characteristics of buildings but also consider the capital required to make each building as energy efficient as possible and this review is part of our Investment Committee process. For our development projects, we seek to achieve sustainable certification where feasible, LEED in the US and similar certifications outside the US. We are also working on a phased program with our core portfolios, to certify buildings with BREEAM standards.

We are focused on working with our tenants to collect data on building performance including energy, gas and water consumption. Tenant engagement and participation is key to better understanding our buildings and their performance. With data, we can work collaboratively to upgrade lighting and building systems to reduce consumption.

We are mindful of the unique position we have relative to the characteristics of our properties: we manage over 80 million square feet of buildings with flat roofs that are seemingly great candidates to support solar energy. We have explored and started different projects including community solar arrays that can positively impact communities and provide affordable renewable energy to low to moderate income households as well as working with our tenants to reduce their consumption. We believe in the years to come this can be a significant opportunity for our tenants, investors and the environment.

At the firm level, we seek to renew and improve our governance, employee engagement and team member experience. We intend to maintain our leadership position and build on our long history in the industrial property sector. We are proud of our deeply experienced team and seek to build on this experience and stability during a time of change. As the major industrial markets continue to outperform secondary markets, we are concentrating our capital and our people in these proven locations through our network of eight offices.



Our growing HR team is focused on employee engagement, with a goal to attract and retain top talent. We are proud of the loyalty and longevity of the Cabot team. Many of our senior leaders have been with Cabot the majority of their careers. At this time of intensifying competition in our property sector and high turnover among businesses generally, our retention remains very high. In 2022 our retention rate was 85% and over the past ten years our retention rate has been above 90%.

We are developing a new generation of leaders and this group has embraced the challenge of expanding our capabilities. We are investing in our asset and property management teams so that we can be closer to our tenants. We are expanding our development capabilities to include project management so that we can manage (and reduce) costs. As we have been growing and regionalizing our team, we can provide leadership opportunities to our experienced professional staff as well as bring in new talented and diverse team members. In addition to these changes, we have also expanded our partnership group over the last two years which further deepens the strength of our leadership team. At the end of 2022, our president Mark Bechard transitioned to a new role as a senior advisor after over 30 years in various roles at Cabot, most notably as our CFO for almost 20 years. Mark's desire to provide opportunity to the next generation and work with us on a long-considered transition plan is emblematic of our "family" culture.

We continue to believe maintaining our independence - at a time of consolidation among our public and private peers - will allow us to be focused on the long-term welfare of our team and the best interests of our investors. By remaining private with a stable partnership model, we avoid the disruptions that come with corporate transactions and outside shareholders.

We are also benefiting from the advice and perspectives of a small group of deeply experienced outside advisers that meets with our board quarterly. At the core of what we do, we are committed to quality and appreciate the knowledge and experience that an advisory board can provide.

This report further describes our progress with ESG initiatives. One important milestone for us in this journey is that we now have a dedicated leader for our sustainability programs, Megan Basore. Megan joined our group in late 2022 and will lead our ESG program.

Thank you for your interest and support,

Franz Colloredo-Mansfeld

Chairman and Chief Executive Officer



Who we are

About Cabot

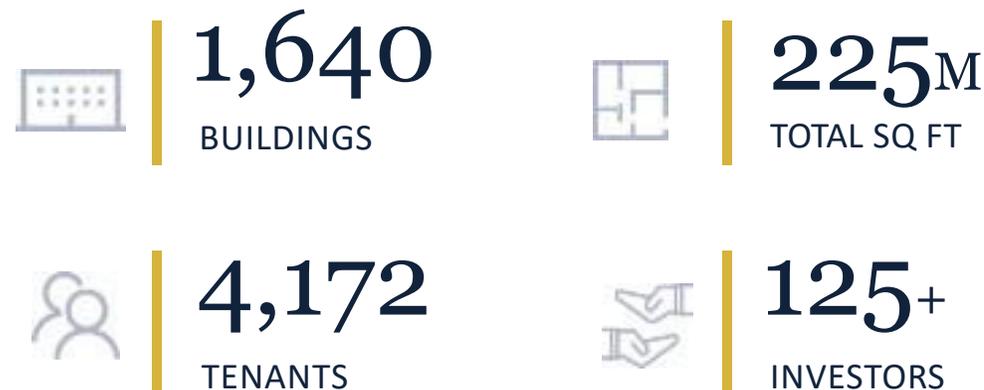
Cabot Properties L.P. (“Cabot”), is headquartered in Boston, Massachusetts and is an employee owned, private partnership that acquires, develops, and operates logistics real estate in world-class cities. For over 35 years, we have been working on behalf of our institutional investors to acquire, develop and manage distribution buildings that are essential to global supply chains.

With over three decades of experience, Cabot has operated through multiple market cycles and built a strong track record due to disciplined investments, active asset management, and a results-oriented approach. Driving that success are enduring partnerships with institutional investors and strong relationships with tenants and brokers in our target markets. Our team of experienced professionals have a long history of working together and expertise in logistics facilities.

With offices in Boston, Atlanta, Dallas, Chicago, Los Angeles, London, Amsterdam, and Sydney, our team is comprised of over 100 talented individuals with shared values and complementary expertise. The firm’s senior leadership has worked together for over two decades and our partnership structure provides stability and continuity. Cabot is a registered SEC investment advisor and as a fiduciary, aspires to excellence in service to its investors.

Cabot by the Numbers

Historical Since 1986



Currently Owned & Managed¹



¹Includes non-discretionary account portfolio properties.

Investing in proven locations



75%

Cabot Today

OF CURRENT ASSETS IN THE CORE :
MARKETS BY INVESTMENT COST

5

CABOT US REGIONAL OFFICES IN BOSTON,
ATLANTA, DALLAS, CHICAGO, & LOS
ANGELES

3

CABOT INTERNATIONAL OFFICES IN
LONDON, AMSTERDAM, AND SYDNEY

¹“Core 12” markets include Atlanta, Baltimore, /DC, Chicago, Dallas, Eastern PA, Houston, New Jersey, Los Angeles, Phoenix, San Francisco, Seattle & South Florida.

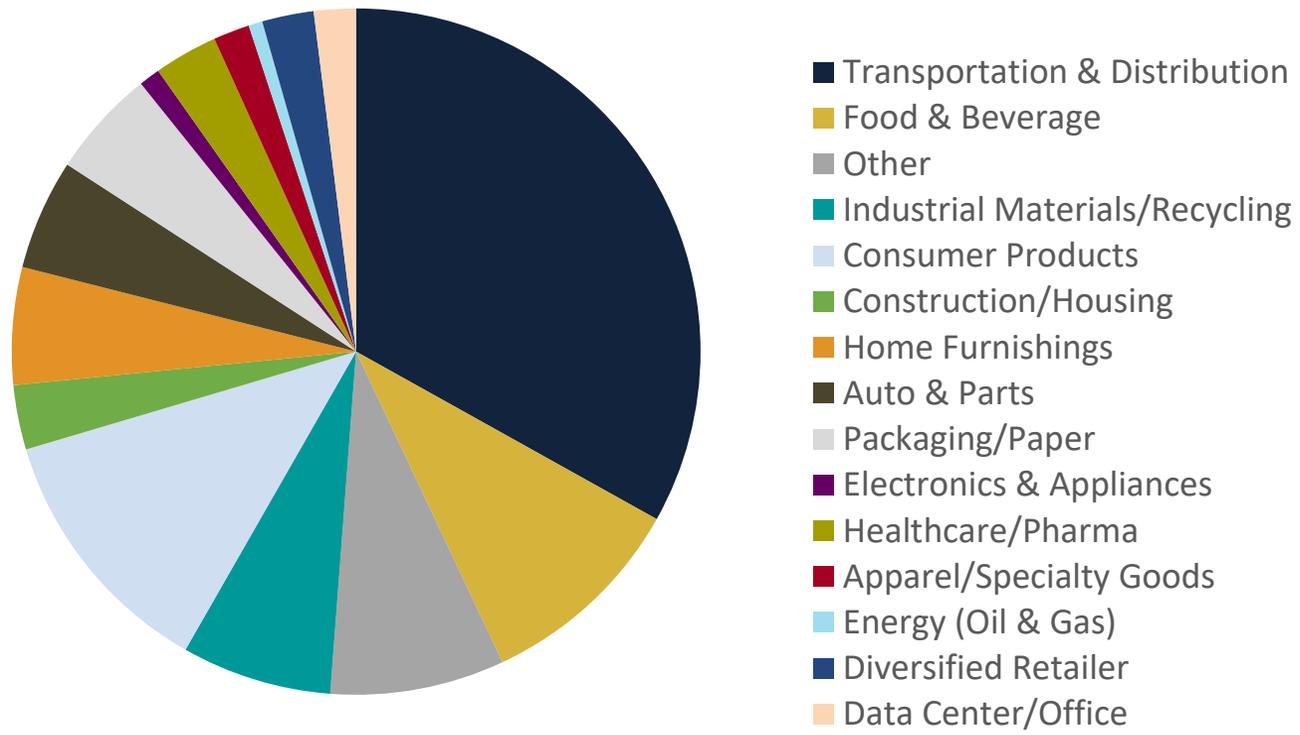
● = Cabot historical market since 1986 ★ = Cabot Office Location + market



Supporting a diverse tenant base

Cabot Discretionary Fund Tenant Composition¹

(By percent of net rent)



“We recognize the invaluable role our diverse tenant base plays in the global economy. Our tenants shape our success as one of the leading investors in logistics properties.”

Brad Otis
Head of Asset Management



Our Values

We are human-centered and deeply invested in our people and their growth. The only way to succeed as a company is to succeed as individuals.

- Serve our investors generously with our time, expertise, and fiduciary responsibility.
- Integrity and excellence are our guiding principles.
- Our investments facilitate the flow of goods around the world.
- Work/life balance is imperative to our families, community, health, and productivity.
- Diversity, equity, and inclusion benefit us all.
- When we mentor and cultivate, we all grow.

Our Goals + Direction

“As we continue to evolve as a company it is important to align with our peers, tenants, partners and investors to make a bigger impact. By aligning with five of the seventeen UN Sustainable Development Goals (SDGs) we can support a framework that was developed as a ‘blueprint to achieve a better and more sustainable future for all by 2030’ and provide a clearer direction on our vision/direction in the future. Our current ESG commitments are mapped to five of the SDGs that our team has identified.” | Megan Basore, Director, ESG



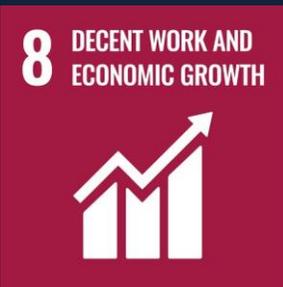
Well-Being

Focus on employee benefits and health and well-being.



Clean Energy

LED lighting options explored for every asset.



Job Support

Providing sustainable logistics assets to grow jobs and support the cities and communities these assets serve.



Green Tech

Investing in sensors and data collection technology to support our sustainable goals and prioritize capital spending.



Adding Value

Building and improving assets with sustainable features such as solar power and EV charging.



Core Fund Highlights

Targeting stabilized investments in US markets.



2022 Programs + Progress

ENERGY DATA COLLECTION

- Budget for data automation technology in underwriting.
- Energy Star profiles created for all acquisitions, subject to tenant approval.

OPERATIONAL CERTIFICATIONS

- Pursue green certifications (BREAM, LEED or other relevant certification) based on location and site specifications for all buildings.

REPORTING AND BENCHMARKING

- Report to GRESB and ULI Greenprint for Core Fund II.

TENANT ENGAGEMENT

- Kingsley Tenant Survey sent in 2021, feedback implemented in 2022.

LED LIGHTING RETROFITS

- 100% exterior LED lighting underwritten and completed within six months.
- 100% interior lighting for acquisitions implemented at lease turnover or a time that works for the tenant.



Value Fund Highlights

Targeting leading global markets with a focus on adding value through disciplined investing, leasing and development.



2022 Programs + Progress

OPERATIONAL CERTIFICATIONS

- Pursue green certifications (BREAM, DGNB or other relevant certification) based on location and site specifications where feasible.

DEVELOPMENT CERTIFICATIONS

- Aim to pursue green certification for 100% of new development projects, where feasible.

LED LIGHTING

- 100% exterior LED lighting underwritten and completed within six months.
- 100% interior LED lighting retrofitted upon acquisition of vacant building, at lease turnover or if occupied, at a time that works for the tenant.
- 100% interior and exterior LED lighting for all new development.



Sustainable Development Highlights



2022 Programs + Progress

OPERATIONAL CERTIFICATIONS

- Aim to pursue green certification for 100% of new development projects, where feasible.

SUSTAINABLE MATERIALS

- 100% exterior and interior LED lighting.
- High efficiency mechanical systems and HVAC.
- Water-conserving plumbing and irrigation systems.
- Drought-tolerant landscaping.
- Environmentally friendly construction components including paint and carpet used in office build out.

Development Overview



17

DEVELOPMENT PROJECTS
DELIVERED IN 2022



28

MARKETS ACROSS THE US, EUROPE,
AND ASIA WITH CURRENT & HISTORIC
CABOT DEVELOPMENT PROJECTS



Sustainability



Doherty's Road
Australia



Key Environmental Initiatives

Data Coverage

- Investing in technology and prioritizing tenant collaboration to monitor utility performance and seek ways to reduce energy consumption.

Building Certification

- Pursue green certification for assets (where feasible), including LEED, BREEAM, DGNB based on location and site specifications.

Sustainable Considerations in Investment Process

- Sustainability considerations included in the investment process. “Green Cost” table and opportunities for sustainable retrofits, such as solar and LED, added to due diligence reports and investment analysis.

Tenant Engagement

- Instituted green lease language in standard Cabot lease form to support tenant engagement and benchmark utility performance.

Renewable Energy

- Prioritizing solar ownership opportunities to best support tenant ESG goals and create more sustainable portfolios with sources of renewable energy.





Reporting + Data Collection

Data Collection + Reporting Highlights

Collecting data and increasing tenant engagement allows us to make an actionable sustainability plans to reduce energy, benchmark progress, and ensure accountability. In addition to the efforts to reduce usage it allows our supports our teams in prioritizing capital budget dollars.

We have been prioritizing collecting building-level energy data and automating these efforts and the impact of this process has paid off with an increase in access to data coverage.

Our participation in GRESB has allowed us to understand how our ESG strategy aligns with our peers.



- In 2022, Cabot invested over \$110,000 in data collection technology.
- Over 20 buildings with data automation installed in 2022.

GRESB Utility Data Coverage¹



75%
OF WATER / SEWER



73%
OF GAS



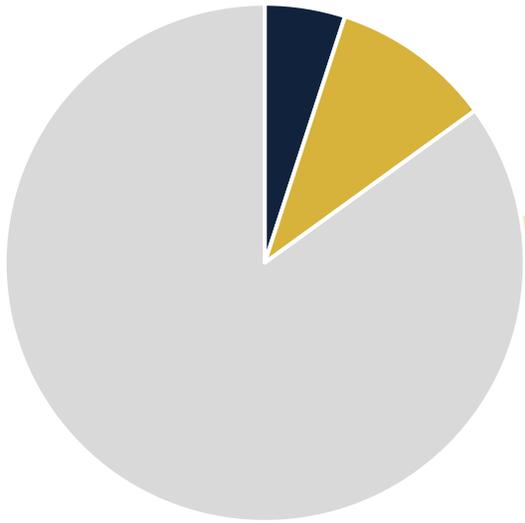
78%
OF ELECTRICITY

¹Data coverage ratio by square feet for non-refrigerated warehouses. Data coverage includes only Cabot Industrial Core Fund II, LP.

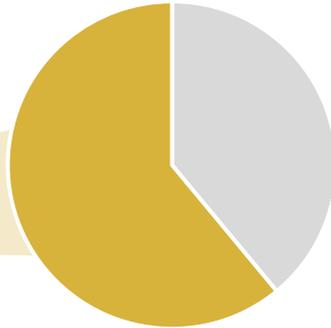


Developments + Certifications

ALL CABOT ASSETS WITH SUSTAINABLE CERTIFICATIONS¹



DEVELOPMENTS WITH SUSTAINABLE CERTIFICATIONS¹



64%
OF DEVELOPMENT
PROJECTS
CERTIFIED



15%
OF ALL CABOT
ASSETS CERTIFIED



No rating



¹Includes certified and pursuing LEED certification.



Sustainable Development: Case Study

Boyle West, Inland Empire, CA

Development Details

Project Start	Q3 2021
Project Delivered	Q1 2023
Square Feet	87,000

Sustainable Features

LED Lighting and energy efficient HVAC units

LEED Silver Certification

Air-Water Heat Pump for Underfloor Office Heat

THE DEVELOPMENT PROJECT

- Development project with 4.3-acre parcel of land in Fontana, CA
- Delivered in Q1 2023, first Cabot development to achieve LEED Silver Certification.
- 87,000 square foot building with 32-foot clear height.

FOCUSING ON WATER SAVINGS

- Drought tolerant landscape, efficient reclaimed water irrigation, low-flow plumbing, and energy metering on-site to reduce water usage.
- 66% total water savings (indoor and outdoor).
- Skylights, high efficiency LEDs, lighting controls and sensors create a 31% energy savings.





Property management + our tenants



4.46

KINGSLEY OVRALL
SATISFACTION RATE IN 2021, ABOVE
KINGSLEY INDEX

Collecting Data

Our property management team works closely with tenants to gather and track data use as we transition to automated data collection.

Tenant Surveys

2021 Kingsley tenant survey Overall Satisfaction rate of 4.46 and Management Satisfaction Rating of 4.57, both higher than industry index.

“Reaching the property management team is always effortless on my part and I appreciate knowing they are just a quick call away no matter what time of day I need them.” – *Anonymous Tenant Review*

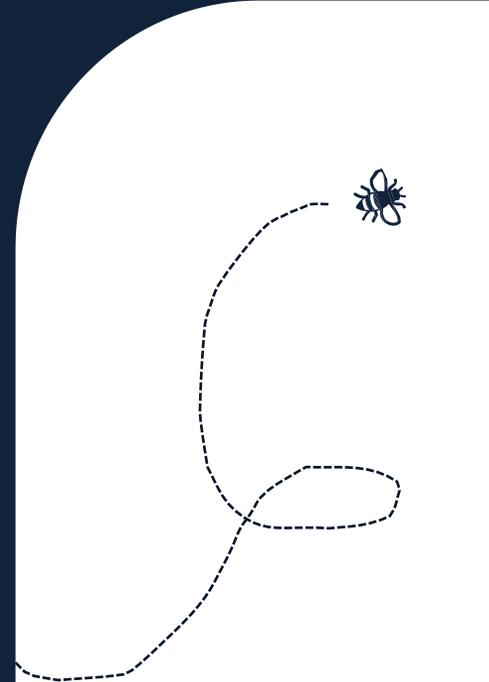
Sustainability Discussions

Property managers receive training on how to engage tenants in discussions about sustainable retrofits and renewable energy options.

Reusing Materials

During the demolition of our properties, property managers keep the remaining concrete and reuse it as aggregate for the new base within the site.

¹ The Kingsley survey is conducted on behalf of Cabot's Asset Management team, not its investment advisory business, and both the results of the survey and the tenant quote should not be viewed as a testimonial of Cabot's investment capabilities or a solicitation to invest in any Cabot fund.



Best Bees Program

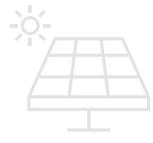
In 2022, we collected 672 mini jars (2.25oz) and 144 small jars (6oz) of delicious honey from our six hives in Chicago. We are excited to share this with our employees and partners!



Renewable Energy + Solar



Pictured is 3.71 MW of solar under construction at 13 Jensen Dr in NJ, through a rooftop lease with Dimension Energy through 2042.¹ This was the first community solar project Cabot has managed. The project was awarded through the NJ Community Solar Program and is estimated to be completed in Q3 2023. The energy generated by the system will be transferred offsite and provide discounted renewable energy to low-middle income communities.



4 projects

PLACED UNDER CONTRACT IN 2022



3 leases

FOR COMMUNITY SOLAR IN 2022

The large, flat roofs typical for our asset class provide an interesting window of opportunity: solar and renewable energy options. Over the course of 2022, Cabot has revised our solar review process to be transparent and efficient with how we evaluate potential solar projects. Annually, our team will complete a comprehensive audit of the entire Cabot portfolio to identify potential solar projects, prioritizing buildings over 100,000 square feet with roof ages less than 5 years, in solar-friendly markets where utility rates are high. These markets include, but are not exclusive to: CA, NJ, MA, PA, and IL. In Australia, we have solar on all of our assets.

Going forward, Cabot will prioritize solar ownership opportunities to best support tenant ESG goals and create more sustainable portfolios with sources of renewable energy. We will also continue to engage in community solar programs in markets where this option is available. Due to factors such as location, building specifications, and tenant participation, solar is not an option for all of our assets.

¹This case study is the first project of its kind for Cabot and is representative of the sustainable projects Cabot is pursuing on a going forward basis, as permitted. 19



Solar in Europe: Case Study

Steinweg 18, Brabant, NL

Acquisition Details

Date Acquired	Feb 2022
Square Feet	30,000

Sustainable Features

- VRF Heating and Cooling System
- EV Charging Points, LED Lighting
- Energy Label Rating of A+++
- Air-Water Heat Pump for Underfloor Office Heat

BUILDING EXPANSION

- Currently undergoing an expansion of the building, adding over 30,000 square feet of warehouse space.
- In tandem with the expansion project, we will be installing a 3D Grid Connected PV System on the completed (existing and expanded) roof area covering approximately 18,000 square feet generating approximately 779KW.

DEFINING 3D GRID CONNECTED PV SYSTEM

- A grid connected photovoltaic system is a solar PV power system that generates electricity and is connected to the grid.
- Reduces electricity bills and has relatively low maintenance costs.



Social Responsibility



Fleetwood Way
Inland Empire, CA



Our Team

BUILDING ON OUR LONG HISTORY TO POSITION OUR FIRM FOR THE FUTURE

Our private, independent partnership format offers unique advantages for our investors and our team. As we look to the future, we seek to preserve the best elements of our family culture and our historical focus on quality and realized results. As we expand our business to capitalize on market opportunities, we have become more internationally oriented, more diverse, more committed, more creative, more productive and more excited about the future.

WHAT WE PRACTICE

Company integrity comes from the top down.

A **work/life balance** is key to our success.

An **empowered** employee is an **engaged** employee.

A **solutions-focused** approach breeds success.

Diversity, equity and inclusion **benefit us all**.

When we **mentor** and **cultivate**, we all grow.

Service to the community is a duty and an honor.





Diversity, equity + inclusion

CONTINUED COMMITMENT TO OUR INITIATIVES

At Cabot, we foster an environment focused on growth and potential – creating an inclusive and welcoming workplace where we all can thrive. We seek to empower every individual, regardless of age, gender, ethnicity, religion, disability, sexual orientation, education, socioeconomic background or national origin. Diversity, equity, and inclusion are critical to a healthy workforce and essential to our communal well-being. We embrace and celebrate all dimensions of this diversity. We work together, and we succeed together.

The firm measures diversity outcomes at all levels and across all departments. Part of those outcomes are focused on attracting and retaining a group of diverse individuals and this is intrinsic to our recruitment, our focus on the whole employee, and professional development. Some of our initiatives at the company include:

- Participating in unconscious bias, anti-harassment, inclusive workplace, and executive leadership training.
- Monthly Women’s Mentoring Circle
- Service days to bring people together and give back to our communities
- Creating and Strengthening relationships with new colleges & universities to deepen the diversity of our intern and entry-level hiring.
- Instituting paid parental leave for all individuals.
- Maintaining our hybrid working model post-Covid

We have made progress, but our commitment to increasing and retaining the firm’s diversity is a top priority as we continue to grow.

¹Employee data as of 12/31/2022



44%

OF THE FIRM IDENTIFY AS WOMEN

With 19 individuals at the officer level and above and 3 individuals who are senior leadership (MDs / C-Suite).

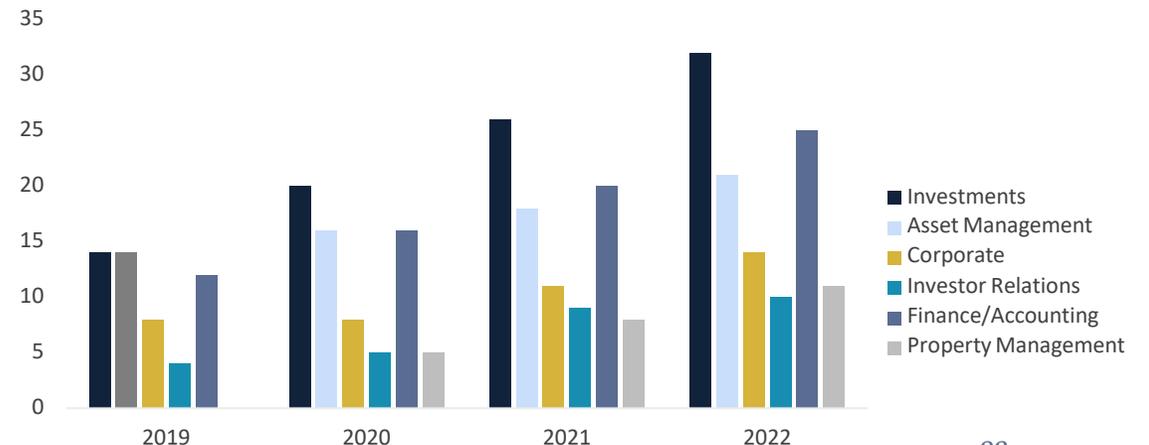


23%

OF THE FIRM IDENTIFY AS NON-WHITE

In 2016, the firm was 8% non-white.

EMPLOYEE GROWTH BY DEPARTMENT¹





Giving back + community involvement



Over the course of 2022, our Boston office sent four groups to Rosie's Place, a women's shelter and community center. Rosie's place offers emergency shelter, meals, housing and job search services, and many other community programs to support women in our Boston community.

In June 2022, eighteen of our employees participated in the JP Morgan Corporate Challenge 5k race. The race registration fees raised money for a local Boston school that exclusively serves families with limited economic resources.





Building Leaders + Next Generation



Pat Ryan

President, Chief Investment Officer, Value-Add Programs

“At Cabot, we understand that the continued development of our team is key to achieving the company’s shared goals. I am pleased to have the opportunity to help Cabot’s next generation of leaders reach their potential.”

EMPLOYEE RETENTION

- Competitive and merit-based incentive compensation continues to support Cabot’s family-oriented culture and global growth.
- At year-end 2022, we increased our paid time off for junior employees and director level employees.

PROFESSIONAL DEVELOPMENT

- Updated employee review and goal setting process to allow for 360 feedback for employees.
- Mentoring the group of next generation partners through executive coaching and leadership programs.
- Formalized job growth expectations and shared with employees.
- Continuing monthly Women’s Mentoring Circle, where senior and junior women from Cabot’s team bring a new topic and have the opportunity to lead a discussions.



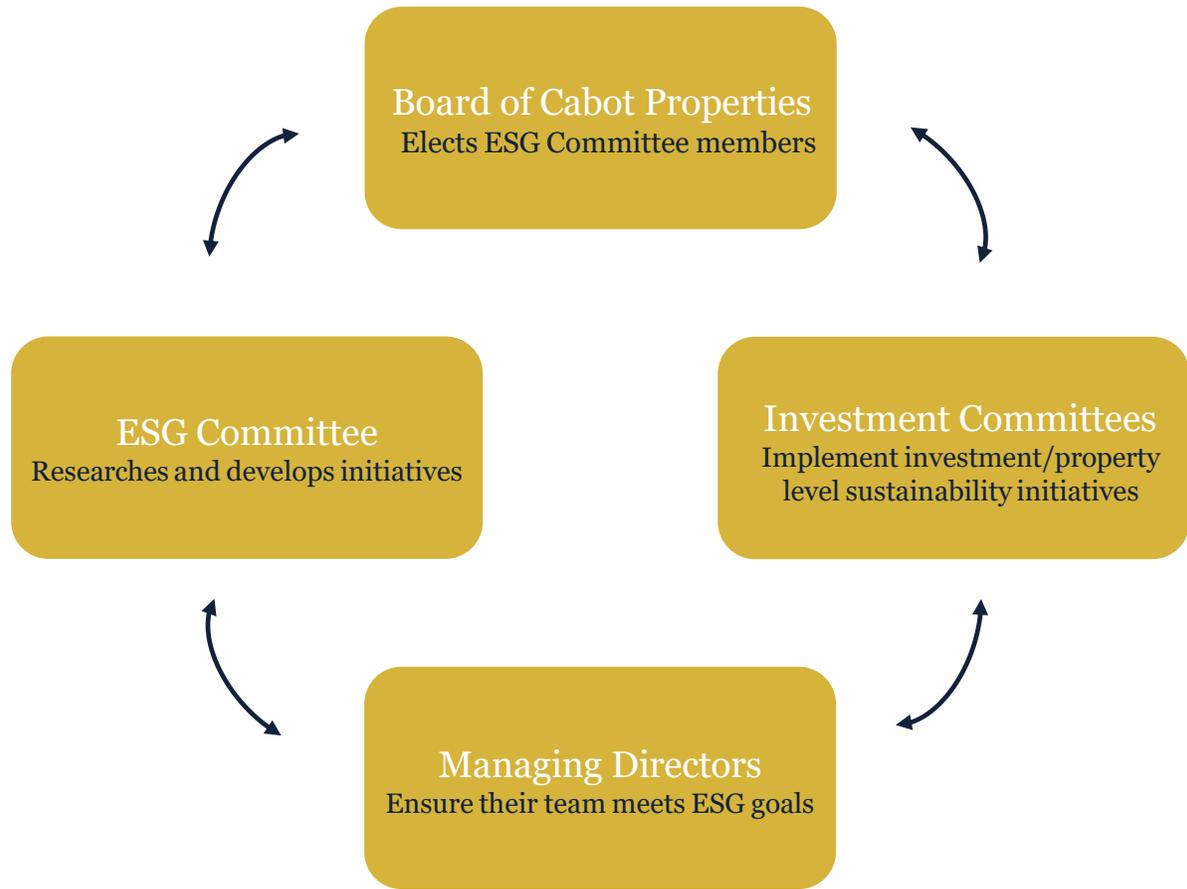


Corporate Governance

Lingenstraat4
Amsterdam, NL



Firm governance + ESG Oversight



Cabot promotes a culture of regulatory compliance, social and environmental awareness, and employee well-being as a matter of sound business practices and responsible citizenry. The Board of Directors is responsible for upholding the standards and conduct of Cabot's ESG Policy as well as overseeing and supporting the initiatives advanced by the ESG Committee.

The ESG Committee is comprised of senior leaders across departments who contribute their subject matter expertise in executing ESG objectives and serve as ambassadors who communicate values and action plans to their respective teams. The ESG Committee considers policy, initiatives, goals, and reporting on an annual basis. The importance that we place on ESG is further underscored by how we have begun to integrate it across the entire firm. Although it is the ESG Committee who oversees our progress, all Cabot employees are accountable in contributing, as evidenced by our 2022 firm wide goals, departmental goals, and individual goals.



Our Board of Directors



FRANZ F. COLLOREDO-MANSFELD
Chairman and Chief Executive Officer



PATRICK V. RYAN
President, Chief Investment Officer, Value-Add



KARA J. BROWN
General Counsel, Chief Compliance Officer and Secretary



CHARLIE L. FORBES
Chief Investment Officer, Core

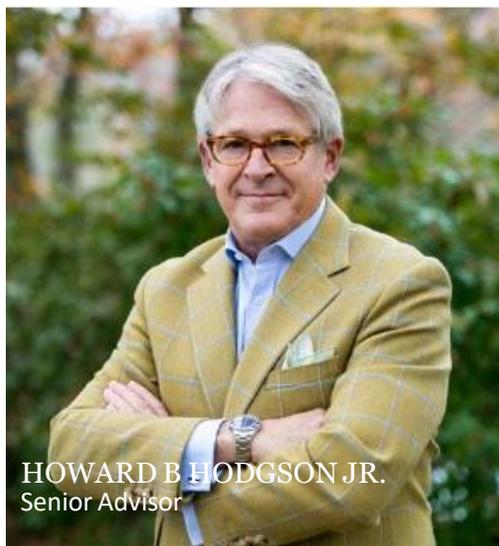
26 YRS.
AVERAGE REAL ESTATE EXPERIENCE



BRADFORD M. OTIS
Managing Director, Head of Asset Management



MARK A. BECHARD
Senior Advisor



HOWARD B. HODGSON JR.
Senior Advisor



SEPPI J. COLLOREDO-MANSFELD
Director, Investor Relations

19 YRS.
AVERAGE CABOT EXPERIENCE



Our Advisory Board

Proven leaders with diverse professional backgrounds to provide insight and advice on governance, strategy, and organizational matters.



DIANA FERGUSON

- Former CFO of Chicago Board of Education, CFO of Folgers Coffee Company, and CFO of Sara Lee Foodservice.
- Numerous boards including: Sally Beauty Holdings, Mattel Inc, Gartner Inc.
- Yale University BA, Northwestern University MBA



RON SKATES

- Former CEO and President of Data General Corp, Former Audit Partner at Pricewaterhouse Coopers.
- Served on numerous boards including: State Street Corporation, Raytheon Company and Gilbane, Inc.
- Harvard University BA and MBA



LASALLE D. "DONNEY" LEFALL III

- Former President of LDL Financial, COO and President of The NHP Foundation, investment banker in mergers & acquisitions divisions of Credit Suisse First Boston and UBS, corporate lawyer at Cravath, Swaine, & Moore.
- Numerous boards including: Mutual of America, Federal Home Loan Bank of Atlanta, Lockhart Companies Inc, Walker & Dunlop.
- Harvard University BA, MBA, LLD



HELENA FOULKES

- Former CEO and Board Member of Hudson's Bay Company, President of CVS Pharmacy, and EVP of CVS Health.
- Current boards including: Skillsoft, Harry's Inc., Follett Higher Education Group (Chair), PM Pediatrics (Chair), National Bureau of Economics, and Crossroads RI.
- Former boards including: Harvard University Board of Overseers, Home Depot, National Boys and Girls Clubs of America, and mPharma.
- Named to Fortune's Most Powerful Women in Business lists and Fast Company's Most Creative People in Business.
- Harvard University BA, MBA

CABOT |

