

GTIS BRAZIL

**CORPORATE  
SUSTAINABILITY  
REPORT**

2019



GTIS PARTNERS

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# A MESSAGE FROM JOSH PRISTAW

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I'm pleased to announce our first ever Corporate Sustainability report for our Brazil funds. As you may know, we see compelling value in sustainability and have been integrating it into our business model since we submitted our first assessment to the Global Real Estate Sustainability Benchmark ("GRESB") back in 2012.

While ESG ("Environmental, Social & Governance") concepts have traditionally been viewed as administrative or concessionary to financial performance, they are now being more closely integrated into investment theses by responsible firms that are focused on creating and protecting value.

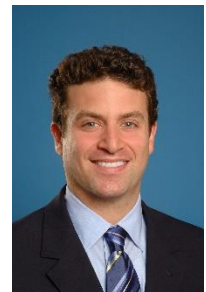
ESG initiatives can help position assets to command top-tier institutional tenants and set the highest recorded rents in some markets. According to several studies, green buildings consistently have positive sale and rental premiums as compared to non-green buildings<sup>1</sup>. Technical assessments and audits over the long term can lead to 9-14% reductions<sup>2</sup> in operating expenses such as energy and water. Additional data have shown that green-certified buildings have higher occupancy and retention rates as compared to their counterparts<sup>3</sup>, all in all leading to higher disposition values and stronger financial performance. In some markets, lenders will even provide green-assets with government-mandated interest rate discounts, leading to higher equity returns. While the amount of data is less robust, we believe the impacts in emerging markets are even more compelling.

Through either development or redevelopment, we are in the business of creating core assets, and the buyers of these assets are very focused on protecting their downside risk over the long-term, which is an integral goal of our ESG strategy. Designing assets to be resilient and efficient are what we work on daily.

We're excited to report that in Cajamar, about 40 km outside of São Paulo, we recently completed construction on a 150,000 square meter industrial & logistics center outfitted with a rooftop solar farm and a unique ESG-oriented amenity package. The solar farm is projected to have an initial 3.24 megawatt-peak installed capacity (2.5 MWac) which will likely exceed the asset's energy needs. Ultimately, we can expand to 10-megawatt of installed energy capacity. As a result, we're fielding interest from institutional quality tenants who are drawn by the clean, reliable energy source at a lower energy cost. We could even sell residual power back to others that need it.

On the data side, we've been tracking Key Performance Indicators, like energy, water, waste, and GHG emissions for our operational assets in Brazil as early as 2015. In 2019 we reported that, together with our consultant CTE, we've developed a new cloud-based Data Management System ("DMS") that systematically tracks these indicators on a more automated basis. We have provided a summary of this data as well as access to the DMS portal within this report. We're confident that this platform will continue to help us achieve our conservation goals for the coming years.

What follows is our Brazil Corporate Sustainability Report, which details several Key Performance Indicators and sustainability practices for our Brazil business. I am excited for the improvements that 2020 will bring and want to thank our partners and clients for their ongoing and continuous support with these efforts.



**Joshua Pristaw**

Senior Managing Director,  
Head of Capital Markets,  
Co-Head of GTIS Brazil



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<sup>1</sup> "ESG in Real Estate" - Allianz Global Investors 2015

<sup>2</sup> "World Green Building Trends 2016" - USGBC, Dodge Data & Analytics and United Technologies

<sup>3</sup> "On the Value of Environmental Certification in the Commercial RE Market" - American RE and Urban Economics



## GTIS AT A GLANCE<sup>4 5</sup>

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### GTIS AT A GLANCE



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<sup>4</sup> “Assets under Management” represents Gross Assets under Management and may differ from Regulatory Assets Under Management, as reported in regulatory filings. Gross Assets Under Management represents the gross appraised value of assets managed by GTIS and its joint venture partners as of Q3 2019. Figures may include minority joint venture partners’ ownership interests where applicable. Figures also

include any Limited Partner unfunded commitments to GTIS separate accounts, funds and co-investment vehicles. Figures exclude both property-level debt as well as working capital at the joint venture or aggregating vehicle entities.

<sup>5</sup> Figures are as of Q3 2019.



# GTIS BRAZIL AT A GLANCE<sup>6</sup>



<sup>6</sup> Figures are as of Q3 2019.

# DATA DISCLAIMERS & LIMITING CONDITIONS

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1. Performance data in the following sections and appendices pertain specifically to GTIS Brazil Fund I as reported by Centro de Tecnologia de Edificações (“CTE”).
2. This report is primarily intended to focus on GTIS corporate procedures and investment performance for operational assets. Report excludes environmental impact from construction sites managed by third-party operators.
3. “Managed Assets” are defined as those for which GTIS is determined to have “operational control”, or the ability to introduce and implement operating policies, health and safety policies and/or environmental policies. Where a single tenant has the greatest authority to introduce and implement operating and environmental policies, the tenant should be assumed to have operational control. As such, GTIS will have varying levels of influence over asset-level activities and improvements (such as waste management and utility purchases) depending on the degree of operational control of the asset.
4. Certain health and well-being indicators, community relations programs and other corporate initiatives are evaluated on an organizational level.
5. This report complies with the European Public Real Estate Association (“EPRA”) Sustainability Best Practices Recommendations Guidelines, used by the Global Real Estate Sustainability Benchmark (“GRESB”). Through performance monitoring and policies validation, GTIS Brazil Funds regularly participate in the annual GRESB surveys and receive a score based on the data in this report.
6. Data are for the period of January 1st, 2019 through December 31st, 2019 and are subject to modifications and revisions up to the 2020 GRESB Survey submission.
7. Estimates may be used when data are not available for a maximum of 3 three months. Estimates and averages utilize adjacent months, where applicable.
8. Utility invoices are uploaded monthly to a cloud platform by asset managers. The invoices are then (manually, or, in some cases, automatically) read and the relevant data is stored in a Microsoft Power BI database. The data are then transformed into a business intelligence analysis platform where the information can be analyzed and evaluated.
9. Assets with less than 50% average occupancy during the year are excluded from the key performance indicators calculations.
10. Energy data associated with cooking (such as Liquid Petroleum Gas), on-site manufacturing processes and other associated activities are excluded from energy calculations.
11. Energy data represent total 2019 data and assumes the following conversion factors:
  - a. Natural Gas - assumes density of .74 g/L and heating value of 9,930 kcal/kg
  - b. Diesel - assumes density of .852 kg/L and heating value of 10,100 kcal/kg
  - c. Liquid Petroleum Gas - assumes density of .552 kg/l and heating value of 11,100 kcal/kg
12. For future years, the team will utilize the Energy Star Portfolio Manager benchmarking platform to monitor building performance for all operational assets within the Data Management System (“DMS”).

# DATA MANAGEMENT SYSTEM

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A key component of a comprehensive Environmental Management System is ongoing data collection and monitoring. Data are used to track progress towards goals, identify trends, perform analysis and conduct sustainability planning and budgeting.

The GTIS Brazil team uses a Data Management System developed by CTE to monitor consumption and cost of energy and water, GHG emissions, and waste production.

The DMS is a software system that enables an organization to collect, monitor and analyze

performance data (energy, GHG emissions, water, waste, building certifications, and ratings, etc.) across individual buildings in the portfolio, and to benchmark building performance within or outside the portfolio, or against industry standards.

A data management system improves data quality and provides organizations with the tools needed to identify opportunities for improvement, and where to implement consumption efficiency measures.

To access the GTIS DMS system, please refer to the login information in your fund's respective Appendix.

*Exhibit 1: Data Management System*





## ASSET MANAGEMENT INTEGRATION

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- In early 2019, GTIS redesigned the process for continued sustainability performance of the assets. At the end of each year, concurrent with the annual budget process, property managers, operators, and the GTIS team are tasked with creating an ESG action plan for the coming year specific to each asset.
- These action plans may include obtaining green certifications, as well as performing technical building assessments audits and diagnostic reports. Asset-level efficiency measures are also undertaken from time to time and evaluated by payback period and potential cost savings, among other factors.
- GTIS has established a 2% annual reduction target for energy, water and greenhouse gases consumption in 2020 over a 2018 baseline, over like-for-like area. This target has been communicated to underlying property managers and operators of the assets.
- At the end of 2019, action plans were established for each respective asset, and are currently being implemented with property managers in 2020.





## PERFORMANCE INDICATORS

The next section details the sustainability performance of the assets as measured via the GTIS Data Management System. These indicators are also published to, and evaluated by, GRESB on an annual basis.

The following chart summarizes the assets areas that were evaluated for the organization aggregated by property type:

*Exhibit 2: Monitored assets areas*

Property type	Gross Floor Area – 2018 (m <sup>2</sup> )	Gross Floor Area – 2019 (m <sup>2</sup> )
Garage	8,176	8,176
Hotel	221,712	180,923
Office	161,333	266,696
Retail	58,198	58,198
Warehouse	213,340	213,340
<b>Total</b>	<b>662,759</b>	<b>727,333</b>

## ENERGY

GTIS monitors and evaluates the following energy indicators:

**Energy Source:** Diversification of energy sources used, such as electricity, natural gas, diesel and liquefied petroleum gas (LPG);

**Data Coverage:** Area of portfolio that is monitored via invoice, manual or automatic meters or by tenant reports;

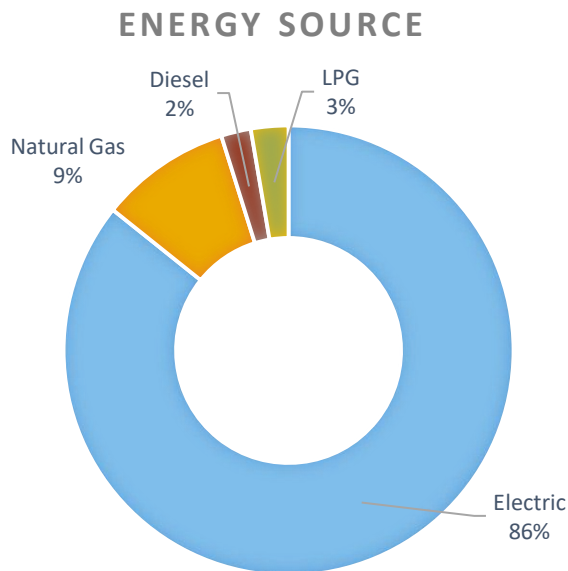
**Monitoring Methodology:** Record types used for measurements (i.e. invoices, visual readings, or automatic meters);

**Absolute Consumption:** Total energy consumed by the assets in megawatt-hours

**Like-for-Like Consumption:** Normalization of Absolute Consumption, ignoring area coverage differences, such as a recently sold or recently acquired asset;

**Energy Use Intensity:** Energy consumed divided by gross floor area, excluding assets with less than 50% occupancy

Exhibit 3. Energy use by energy source



Please see a summary of energy indicators in the table below. Assets may have been sold in 2019, which would cause area adjustments in the Like-for-Like consumption.

Exhibit 4. Energy key performance indicators

Property Type	Area Covered (%)		Absolute Consumption (MWh)		Like-for-Like Consumption (MWh)		Energy Use Intensity (kWh/m <sup>2</sup> )	
	2018	2019	2018	2019	2018	2019	2018	2019
Garage	100%	100%	65,600	66,200	65,600	66,200	8	8
Hotel	97%	100%	28,428,036	24,159,505	16,492,430	16,032,500	120	124
Office	100%	100%	22,727,571	28,068,501	22,486,611	22,697,791	141	105
Retail	100%	0% <sup>7</sup>	6,606,869	0	0	0	114	0
Warehouse	77%	84%	8,944,079	9,391,382	4,347,626	3,796,800	41	44
<b>Total</b>	<b>92%</b>	<b>87%</b>	<b>66,772,156</b>	<b>61,685,588</b>	<b>43,392,267</b>	<b>42,593,291</b>	-	-

<sup>7</sup> The Retail asset is occupied by a single tenant, and as such GTIS has limited operational control. This asset was not monitored in 2019, per the tenant's request.

## ENERGY – COSTS

Energy costs incurred include:

- Utility company’s energy invoices
- Clean energy purchased off-site
- Natural gas purchase invoices
- Diesel invoices

Energy costs are not required to be monitored for GRESB reporting but are being monitored in the GTIS DMS in order to identify outliers and potential consumption and value creation.



Please see a summary of energy costs indicators in the table below.

*Exhibit 5 . Energy consumption costs*

Property Type	Costs Incurred	
	2018	2019
Garage	R\$ 63,535	R\$ 67,047
Hotel	R\$ 15,643,656	R\$ 13,964,142
Office	R\$ 11,147,949	R\$ 21,616,602 <sup>8</sup>
Retail	R\$ 1,091,507	R\$ 0
Warehouse	R\$ 4,352,440	R\$ 5,510,629
<b>Total</b>	<b>R\$ 32,299,087</b>	<b>R\$ 41,158,420</b>

<sup>8</sup> Natural Gas costs were not monitored in 2018 for some assets, as such, the table above is not a true like-for-like-comparison.



## WATER

GTIS monitors and evaluates the following water indicators:

**Water Source:** Diversification of water sources used (such as underground, externally purchased water delivered by trucks (truck water) and utility water).

**Data Coverage:** Area of portfolio that is monitored via invoice, manual or automatic meter or by tenant reports.

**Absolute Consumption:** Total potable and non-potable water consumed by the assets in cubic meters.

**Like-for-Like Consumption:** Normalization of Absolute Consumption, ignoring area coverage differences, such as a recently sold or recently acquired asset.

**Monitoring Methodology:** Record types used for measurements (i.e. invoices, visual readings, or automatic meters).

**Water use intensity:** The amount of water consumed divided by the gross floor area.

*Exhibit 6. Water use by source*

### WATER SOURCE

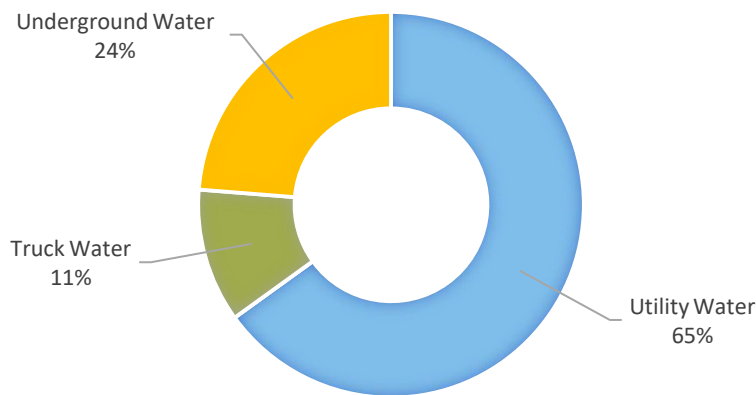


Exhibit 7. Water key performance indicators

Property Type	Area Covered (%)		Absolute Consumption (m <sup>3</sup> )		Like-for-Like Consumption (m <sup>3</sup> )		Water Use Intensity (m <sup>3</sup> /m <sup>2</sup> )	
	2018	2019	2018	2019	2018	2019	2018	2019
Garage	100%	100%	212 <sup>9</sup>	13	212	13	0.03	0.00
Hotel	93%	100%	255,933	233,444	185,284	199,819	1.15	1.29
Office	99%	99%	95,534	100,497	89,108	85,932	0.59	0.38
Retail	100%	0% <sup>10</sup>	21,287	0	0	0	0.37	0.00
Warehouse	100%	100%	44,126	41,561	14,914	14,673	0.21	0.19
<b>Total</b>	<b>97%</b>	<b>92%</b>	<b>417,092</b>	<b>375,515</b>	<b>289,518</b>	<b>300,437</b>	-	-

## WATER – COSTS

Water costs Include:

- Utility company invoices
- Truck water purchased off-site
- Treated and reused water costs

Exhibit 8. Water consumption costs

Property Type	Costs Incurred	
	2018	2019
Garage	R\$ 6,023	R\$ 4,269
Hotel	R\$ 4,889,869	R\$ 4,366,079
Office	R\$ 2,694,908	R\$ 3,872,439
Retail	R\$ 427,247	R\$ 0
Warehouse	R\$ 1,193,809	R\$ 1,210,385
<b>Total</b>	<b>R\$ 9,211,856</b>	<b>R\$ 9,453,171</b>

<sup>9</sup> For the 2018 period, data represents billed consumption; for the 2019 period data represents actual consumption. Through the use of the DMS, CTE identified incorrect utility billing and is currently in the process of resolving them.

<sup>10</sup> The Retail asset is occupied by a single tenant, and as such GTIS has limited operational control. This asset was not monitored in 2019, per the tenant's request.



## GREENHOUSE GASES

Greenhouse gas emissions are calculated based on GHG Protocol Guidelines. Data represent Scope 2 energy indirect emissions (GRI Indicator G4-EN16) and represent electricity generated and imported by each asset, but exclude distribution and indirect emissions generated by third-party contractors, suppliers, transportation of cars and equipment, or other indirect activities occurring on the site. The methodology utilizes a location-based approach based on grid-average emission data for the geographic locations in which the consumption occurs.

Exhibit 9. Greenhouse gas – key performance indicators

Property Type	Area Covered (%)		Absolute Emission (mTCO <sub>2</sub> )		Like-for-Like Emission (mTCO <sub>2</sub> )		GHG Intensity (mTCO <sub>2</sub> /m <sup>2</sup> )	
	2018	2019	2018	2019	2018	2019	2018	2019
Garage	100%	100%	8,930	9,011	8,930	9,011	1.09	1.10
Hotel	97%	100%	4,618,006	3,916,233	2,719,776	2,638,024	20.83	21.65
Office	100%	100%	3,302,967	3,547,231	3,270,166	3,189,963	20.47	13.30
Retail	100%	0%	899,356	0	0	0	15.45	0.00
Warehouse	77%	84%	1,241,026	1,283,485	591,818	521,926	5.82	6.02
<b>Total</b>	<b>92%</b>	<b>87%</b>	<b>10,070,285</b>	<b>8,755,960</b>	<b>6,590,690</b>	<b>6,358,925</b>	-	-

## WASTE MANAGEMENT

GTIS monitors and evaluates the following waste indicators:

**Data Coverage:** Area of portfolio that is monitored.

**Absolute Generation:** Total waste generated by the assets in kilograms.

**Like-for-Like Generation:** Normalization of Absolute Generation, ignoring area coverage differences, such as a recently sold or recently acquired asset.

**Diverted Generation:** The amount of waste that was not destined to landfills (recycling, composting, etc.).

Exhibit 10. Waste management key performance indicators

Property Type	Area Covered (%)		Absolute Generation (kg)		Like-for-Like Generation (kg)		Diverted Generation (%)	
	2018	2019	2018	2019	2018	2019	2018	2019
Garage	0%	0%	0	0	0	0	0.00%	0.00%
Hotel	41%	45%	683,531	946,084	589,070	858,346	2.25%	5.97%
Office	62%	82%	275,413	409,549	275,413	290,870	78.09%	64.40%
Retail	0%	0%	0	0	0	0	0.00%	0.00%
Warehouse	46%	100%	392,200	977,556	0	0	0.00%	25.52%
<b>Total</b>	<b>43%</b>	<b>71%</b>	<b>1,351,144</b>	<b>2,333,189</b>	<b>864,483</b>	<b>1,149,216</b>	<b>17.06%</b>	<b>24.42%</b>

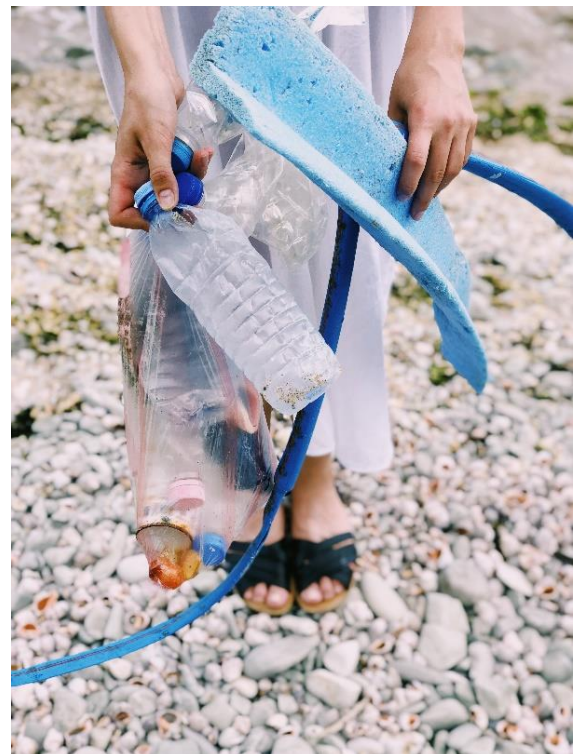
## WASTE – COSTS

Waste costs Include:

- Hauler invoices
- Financial compensation on recycled material

Exhibit 11. Waste management costs

Property Type	Costs Incurred	
	2018	2019
Garage	R\$ 0	R\$ 0
Hotel	R\$ 167,696	R\$ 144,360
Office	R\$ 15,877	R\$ 280,862 <sup>11</sup>
Retail	R\$ 0	R\$ 0
Warehouse	R\$ 89,870	R\$ 49,335
<b>Total</b>	<b>R\$ 273,443</b>	<b>R\$ 474,558</b>



<sup>11</sup> Waste cost data for several assets were not monitored in 2018, therefore this is not a direct like-for-like comparison.



## HEALTH, SAFETY & WELL-BEING

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The impact of the built environment has become an important aspect of sustainable buildings. Across its portfolio and at its corporate offices, GTIS aims to provide conditions that enhance occupant well-being, comfort and productivity. This includes careful attention to the design and materials selected during new construction to the chemicals used and ventilation provided in existing building management.

GTIS recognizes that health, safety, and well-being are emerging as an important source of both risk and opportunity for investors and companies alike.

### HEALTH, SAFETY & WELL-BEING STRATEGIES & GOALS

Health, Safety & Well-Being has two areas of focus:

1. **Internal health promotion:** Refers to policies and actions focused directly on a real estate company's own workforce
2. **External health promotion:** Refers to intentional actions taken by companies and funds to improve the health and well-being of their tenants, customers and the communities surrounding their real estate assets

### EMPLOYEE SATISFACTION INDICATORS

GTIS performs an employee satisfaction survey at least once every three years. The 2019 survey was taken by Peakon, an independent consultant based in the UK, and this survey covered 100% of GTIS employees. The results of the survey are detailed in the table below:



Exhibit 12. Employee satisfaction indicators

Year	Employees Covered (%)	Survey Response Rate (%)	Net Promoter Score (%)
2018	100	80	72
2019	100	82	73

The information from the Employee Satisfaction Survey was consolidated into a comprehensive presentation for the partners encompassing all GTIS departments. This presentation included areas of with strong positive feedback as well as areas with potential improvement. Action was taken in 2019 to address specific concerns and improve employee satisfaction.

## EMPLOYEE SAFETY INDICATORS

GTIS also monitors the safety indicators of employees, at least every three years. In 2019, each GTIS office held two self-inspections to ensure that safety measures were up to par.

In addition, compliance posters were available in every office in the US, in a public area, informing employees of their right to know should there be hazardous or toxic material in the office. These compliance posters also indicate that under OSHA regulation, employers are obligated to provide employees with a safe place to work, and that employees are protected should they need to report any unsafe acts. Finally, twice a year the New York and São Paulo offices, alongside with building management, holds fire and emergency evacuation drills. This provides training to all employees on what to do should there be a fire or an emergency in the office.

Below is a summary of the Employee Safety Indicators:

Exhibit 13. Employee safety indicators

Year	Workstation and Workplace Checks (%)	Absentee Rate (%)	Lost Day Rate (%)
2018	100	1	0
2019	100	< 1	0

## EMPLOYEE HEALTH PROGRAMS

Physical and/or mental health checks are provided to GTIS employees with up to three in-person counseling visits with a local counselor and lifestyle and fitness management included on the health insurance. All GTIS employees are covered under a comprehensive health plan which includes health, dental and vision insurance and benefits. GTIS employees in the New York and Brazil offices are provided with various physical and mental health programs.

The flu shot is administered every year to most of the US workforce. All employees are provided with unlimited telephonic counseling with an Employee Assistance Program (“EAP”) counselor who can help with work life balance topics such as education, dependent care, lifestyle and fitness management, career development, as well as legal and financial matters. Up to three in-person EAP sessions are provided free of charge.

*Exhibit 14. Employee health indicators*

Year	Employees Covered (%)
2018	100
2019	100

Additional actions are taken by GTIS to improve the health and well-being of employees, through acoustic comfort, indoor air quality, thermal comfort, water quality, lighting controls and sunlight, and improved social interaction with weekly corporate sponsored gatherings.

# TENANT ENGAGEMENT

Tenant engagement is a priority for GTIS, specifically with regards to sustainability-specific matters. Please see the table below which details actions taken in 2019 to promote sustainability awareness for fund assets.

*Exhibit 15. Tenant engagement indicators*

Year	Building/Asset Communication (%)	Feedback on Energy/Water Consumption and Waste (%)	Social Media/Online Platform (%)	Tenant Sustainability Guide (%)	Tenant Sustainability Training (%)
2018	100	100	100	100	100
2019	100	100	100	100	100

## TENANT SATISFACTION INDICATORS

GTIS aims to perform third-party tenant satisfaction surveys at least once a year for all operational properties in Brazil. Surveys are performed by CTE and measure tenant satisfaction with property management and the asset. The surveys also notify the ownership group of tenant needs which can identify issues and improve tenant retention.

*Exhibit 16. Tenant satisfaction indicators*

Year	Tenants Covered (%)	Survey Response Rate (%)
2018	100	75
2019	100	83

The GTIS asset management team has an ongoing program in place to improve tenant satisfaction based on the outcomes of the survey. This program includes the development of an asset-specific action plan, feedback sessions with asset/property managers and feedback sessions with individual tenants.



## COMMUNITY RELATIONS

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The main principle of community relations is the acceptance of the civic responsibility of a company. GTIS takes an active interest in the well-being of its environment using several methods to create and maintain a beneficial relationship between company and community.

### COMMUNITY ENGAGEMENT PROGRAMS

GTIS has a community engagement program that includes sustainability-specific issues including topics such as:

- Effective communication and processes to address community concerns
- Enhancement programs for public spaces
- Employment creation in local communities
- Community health and well-being
- Research and network activities
- Supporting charities and community groups

Our 2019 community engagement programs are highlighted below:

#### **Volunteer with Project Sunshine at Mt. Sinai Hospital**

Date: Wednesday, February 13<sup>th</sup>, 2019

Project Sunshine and GTIS employee volunteers teamed up to host a Hearts Day Party for children at Mt. Sinai Hospital in Manhattan. The event is held every year to celebrate pediatric cardiology patients, including many who have received successful heart transplants. The event brought approximately 100

children and their families together to celebrate another year of health for many and allows patients who visit the hospital regularly for checkups, treatments, and sometimes inpatient stays or surgeries to enjoy a festive and fun environment and celebrate alongside their doctors, nurses and health team. This special event was filled with excited kids - many dressed in Valentine's Day-themed outfits - and grateful parents and caregivers who are overjoyed to celebrate their children in good health. GTIS volunteers engaged in hosting themed arts & crafts tables, a photo booth, face paint and temporary tattoos, games, and a trail mix bar for the attendees.

### **JPM Corporate Challenge Race Donation**

May 2019

GTIS participated in the J.P. Morgan Corporate Challenge which is a 3.5 mile running event in Central Park opened to employees from organizations within the business and public sectors. The registration fee for every runner that attended was donated to The Central Park Conservancy, a non-for-profit organization responsible for the work essential to keeping Central Park beautiful.

The race was canceled due to weather, but registration cost for GTIS employees who volunteered were still donated to Central Park Conservancy

### **First Workings Intern**

July 22<sup>nd</sup>, 2019– August 2<sup>nd</sup>, 2019

First Workings is a nonprofit organization that trains, supports and places underserved and underrepresented New York City high school students in a paid two-week summer internship between their junior and senior year. GTIS partnered with First Workings and brought in two high school interns for the finance team and Brazil Acquisitions team. During that time, the interns got a chance to work on various projects alongside GTIS employees, sit in on meetings, and get the chance to interview senior management. The interns also had a Q&A with junior employees as a chance for them to learn and ask questions regarding college and the workforce.

### **Project Sunshine Craft Kits**

Thursday, November 21<sup>st</sup>, 2019

GTIS partnered with Project Sunshine for another volunteer opportunity to give back to our community during the holidays. GTIS hosted a two-hour event in our office on Thursday, November 21<sup>st</sup> where employees volunteered to assemble craft kits that were later distributed to pediatric patients at various children's hospitals.

Volunteers assembled individualized packages that contained supplies needed for pediatric patients to complete engaging and therapeutic activities. Each kit contains developmentally appropriate activities and were distributed to patients when volunteers and caregivers cannot be present. Interactive materials allowed children to explore – providing relief and distraction from hospitalization.

Boxes of completed kits as follows:

- 85 kits Froedtert Hospital
- 31 kits UCLA Medical Center Santa Monica
- 36 kits Ronald McDonald House of New York
- 60 kits Goryeb Children's Hospital

## COMMUNITY IMPACT MONITORING

The organization monitors its impact on the community on the following areas:

- Housing affordability
- Livability score
- Residents' well-being
- Walkability Score



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