



2025

Inland Corporate
Responsibility Report

A Message from the CEO

For nearly six decades, Inland has been driven by a clear conviction: responsible leadership creates lasting value for everyone we serve. Since 1968, the philosophy of **“Doing Well by Doing Good”** has shaped our culture, guiding how we invest, manage properties, support our people, and strengthen our communities. And it remains just as vital today as it was at our founding.

In 2025, we focused on enhancing the way our responsibility is embedded across our entire organization.

We advanced our environmental initiatives with deeper energy and water performance tracking, expanded community and tenant engagement programming, invested in resilience planning, and reinforced strong governance practices. These actions reflect our long term approach and our accountability to our investors, tenants, employees, and neighbors.

As stewards of an expansive and diverse real estate portfolio, we recognize that our responsibility extends to every square foot we own and manage. Whether optimizing building performance, enhancing indoor environmental quality, or partnering with tenants to reduce operational impacts, we view each property as a chance to demonstrate our commitment to sustainability in action. Our comprehensive approach ensures that our environmental and social values are embedded not only in our strategy, but in the daily operations and experiences of the people who live, work, and shop in our spaces.

As the real estate landscape evolves, so do the expectations placed on the companies that shape it. We welcome that responsibility with a commitment to excellence. Inland’s dedication to transparency, ongoing improvement, and disciplined operational stewardship ensures that we remain agile in the face of today’s challenges, while strategically preparing for tomorrow’s opportunities.

Thank you for your continued trust in Inland. Your support enables us to execute our long term strategy and uphold the standards of excellence that define our organization. As we build on the momentum of this past year, we are committed to meaningful changes that extend beyond our portfolio. Together, we can work toward a more resilient, sustainable future for all.



Tony Chereso
Chief Executive Officer
The Inland Real Estate Group, LLC



Inland at a Glance

Who We Are

The Inland Real Estate Group of Companies, Inc. (Inland) is one of the nation's largest vertically integrated real estate investment, finance, and operating groups. Inland's member companies provide a full suite of services—including acquisitions, asset management, development, finance, and property management. Through our integrated structure, we share market knowledge and expertise across leasing, development, commercial lending, and other real estate disciplines, providing a one-stop shop for all things real estate. Our long-standing track record of excellence reflects a deep commitment to delivering quality and value to investors, tenants, and stakeholders nationwide.

*Inland refers to some or all of the entities that are or were a part of The Inland Real Estate Group of Companies, Inc., which is comprised of a group of independent legal entities, some of which may be affiliates, share some common ownership or have been sponsored and managed by such entities or subsidiaries thereof.

What Defines Our View of Corporate Responsibility



Vision

To advance responsible growth in the commercial real estate market by championing ethical practices, community well-being, and long-term value for stakeholders.



Approach

Generate meaningful impact by applying deep market understanding, trustworthy business practices, and capabilities that strengthen the communities where we operate.



People

Our team brings expertise in real estate, investment, and finance to support responsible decision-making and positive outcomes across every stage of the real estate lifecycle.



Culture

We believe that thriving communities are essential to success. Our culture prioritizes active engagement, local investment, and support for the places where we live and work.

How We Lead

Our cross functional Corporate Responsibility Committee, comprised of senior leaders across the organization, guides the strategic direction of the Company's environmental sustainability, corporate citizenship, and governance efforts. Guided by our core values of **integrity**, **expertise**, and **innovation**, the committee operates within a continuous improvement framework to:

- establish practices and baselines
- engage stakeholders
- track and measure performance
- refine through targets, plans, and capital investment



Environmental Sustainability

Inland integrates environmental stewardship into asset management and long-term planning, recognizing sustainability as a priority for investors, tenants, and employees. Guided by data, technology, and a commitment to measurable progress, Inland focuses on reducing resource use, increasing efficiency, and enhancing resilience.



Energy Efficiency

A cornerstone of Inland's environmental sustainability approach is to deliver long-term value for investors. We prioritize financially beneficial energy efficiency improvements that enhance operational performance, reduce emissions, and support regulatory compliance.

2025 Key Initiatives:

- Benchmarked energy use and greenhouse gas emissions across **100+** multifamily and commercial properties using Energy Star Portfolio Manager.
- Installed **new EV chargers** at several multifamily and commercial properties.
- Deployed **Conservice BPS and S2** advanced energy monitoring tools on properties subject to performance standards.
- Completed an **ASHRAE Level II audit** at WestLink at Oak Station (Lakewood, CO) to inform capital planning.
- Invested approximately **\$94,000 in LED upgrades** across five properties to reduce electricity costs and maintenance.



Water Sustainability

An important focus is to improve property performance and reduce operating costs. Inland uses benchmarking and pursues a number of water efficiency strategies to drive savings within its portfolio, including low-flow fixtures, smart irrigation, and leak detection.

2025 Key Initiative:

- Benchmarked water in **Energy Star Portfolio Manager** across 100+ multifamily and commercial properties to identify financially accretive water saving improvements.



Certifications & Standards

Industry standards help Inland benchmark operations and demonstrate alignment with best practices in sustainable property management. Inland has:

- Renewed IREM Certified Sustainable Property designation for Inland's NorthPark Village Square retail center in Valencia, California.
- Maintained membership with the U.S. Green Building Council (USGBC).



Waste & Recycling

Inland works to deliver recycling options that meet tenant expectations while partnering with vendors to improve waste diversion and data transparency. Our recycling programs are tracked and refined in partnership with Complete Solutions.

2025 Key Initiatives:

Engaged Complete Solutions to manage waste removal at 118 properties across the United States, resulting in more than 17% of portfolio's waste estimated to be recycled, totaling more than **12.6 million pounds**.



Resilience & Climate Risk

Resilience planning helps protect assets, safeguard tenants and employees, and strengthen long-term value creation. Inland works closely with in-house risk management to evaluate climate hazards and to inform due diligence, capital planning, and portfolio strategy.

2025 Key Initiatives:

- Managed a comprehensive resiliency program, including a **dedicated hurricane preparedness website** with real time communication resources.
- Leveraged **Munich Re climate analytics** for select assets through Conservice to assess exposure across 15 hazard metrics such as storms, flooding, and wildfires.

Corporate Citizenship

Inland is committed to building strong relationships with tenants and communities, while fostering a supportive, inclusive workplace for employees. Our programs strengthen quality of life, engagement, and connection across all stakeholders.



Tenant & Community Engagement

Through vibrant community programming and tenant support initiatives, Inland creates welcoming environments that promote engagement and connection.

2025 Key Initiatives:

- Offered **RentPlus FICO score services** at select multifamily properties to help tenants build credit scores with the following results:
 - 2,148 residents moved from unscorable (no credit score) to a scoreable category.
 - 11,417 residents experienced a positive increase in their credit score last year.
 - Average increase to a resident's credit score was 48 points.
- Organized **23 public events across 11 shopping centers** nationwide:
 - Seasonal celebrations – Organized Father's Day, Halloween, Easter events and more.
 - Culinary activities – Restaurant tastings held at Inland shopping centers to highlight local dining options.
 - Signature programming – Developed and hosted a concert series to draw a faithful following of local shoppers to our properties.



Philanthropy & Partnerships

Inland actively supports organizations that strengthen communities, expand essential services, and uplift local families. We partner with and participate in a range of local nonprofit government groups, including chambers of commerce, food depositories, health care organizations, and a regional land conservation fund.

2025 Key Initiatives:

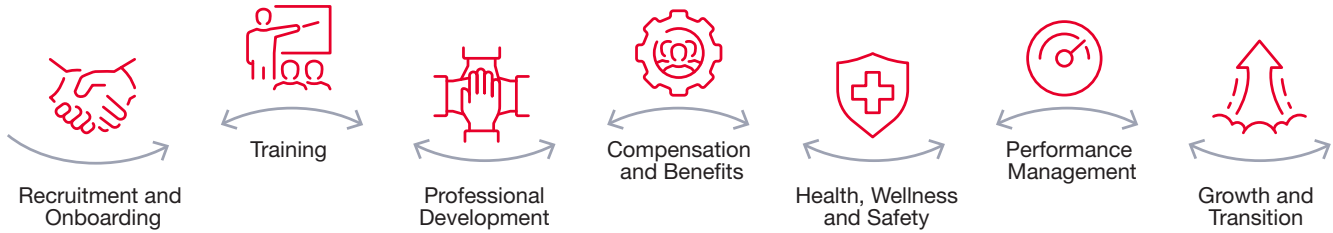
- Supported **Wellness House**, an organization that provides complete cancer support for patients and families, through fundraising and participation in their annual community walk.
- Contributed school supplies to **People's Resource Center**, a group that brings people together to respond to hunger and poverty in DuPage County, IL.
- Provided funding for the **Dr. Martin Luther King Jr. Unity Fund**, with Inland team members also serving on its advisory board.



Employee Engagement

Inland’s employees are foundational to its success. We prioritize development, wellness, inclusion, and communication to strengthen our workplace culture.

Employee Lifecycle



2025 Highlights:



Inland Investments recognized as Chicago Tribune Top Workplace for the fifth consecutive year



Offered a range of events that fostered mentorship and meaningful conversations, supporting both personal and professional development

TOWN HALL

Hosted series of company wide “town halls” to strengthen transparency and provide direct access to leadership

GlobeSt. WOMEN OF INFLUENCE

Celebrated leadership across the organization, highlighted by COO Cassie Hrtanek’s selection as a 2025 GlobeSt. Women of Influence honoree

- Launched **Employee Engagement Committee** to promote wellness through on-site programs, including yoga and annual Health & Wellness Fair.
- Engagement and appreciation initiatives are designed to **involve employees working at properties** nationwide, fostering stronger connection and belonging.
- Provided employee development-focused training and established new partnership with **LinkedIn Learning** for professional development.





Inland's **P.O.W.E.R.**
is in our Values

Put Investors First
Operate with Integrity
Work Collaboratively
Empower Employees
Results Driven



Governance

Strong governance anchors Inland’s culture of integrity, transparency, and accountability, reinforced by disciplined oversight and comprehensive policies that protect stakeholders and strengthen long-term operational resilience.



Governance Practices

Inland’s governance framework is built to uphold integrity, safeguard stakeholders, and ensure disciplined oversight across the enterprise.

This is achieved through:

- Compliance and whistleblower programs that promote ethical conduct.
- Public funds operating with majority independent boards.
- Dedicated in-house risk management and compliance teams engaged across the enterprise.
- FINRA/SIPC memberships for Inland Securities Corporation, exclusive dealer manager for public and private real estate investment programs sponsored by Inland Real Estate Investment Corporation and its affiliates.
- Member of Urban Land Institute’s (ULI) Responsible Property Investment Council



Cybersecurity, Data Stewardship & Business Continuity

Inland safeguards information through rigorous cybersecurity and business continuity practices that protect investors, employees, and partners. Continuous advancements help ensure that Inland’s systems, data, and operations remain resilient, secure, and ready for emerging threats.

This is achieved through the following tactics:

- Cyber protocols to protect our proprietary systems and data.
- Comprehensive employee training on cybersecurity best practices.
- Simulations that measure readiness to identify and respond to phishing attempts, malware, and other threats.
- Recovery and continuity plans in place for all teams and properties.



Corporate Responsibility Website

With the goal of enhancing transparency and providing easy access to information, Inland launched a dedicated website that highlights our responsible business practices and provides ongoing updates, news, and resources related to environmental, social, and governance initiatives.

Looking Ahead

In the near term, a core component of Inland's strategy centers on integrating corporate responsibility directly into our investment decision-making. Our due diligence framework incorporates environmental assessments and utility-data reviews to evaluate asset performance, while our in-house risk management team plays a key role in examining climate-related risks that influence property insurance. Together, these practices reinforce Inland's commitment to making informed, resilient, and responsible decisions that safeguard long-term value for all stakeholders.

As Inland looks to the future, we remain firmly committed to advancing responsible business practices, meeting evolving stakeholder expectations, and strengthening our engagement across the communities we serve. Guided by a commitment to continuous improvement, we evaluate the effectiveness of our programs, identify opportunities for enhancement, and explore new strategies that advance our broader sustainability objectives.



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