

# Diversity, Equity, and Inclusion Policy

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## Mission/Vision Statement

At Columbia, we believe that valuing individual differences, maintaining equality, and creating an environment of inclusion across all facets of our business is essential to our continued success. We embrace our responsibility to have a positive impact on the communities from which we benefit and weave that obligation into the fibers of our business. To do this well, we have rebuilt our approach to diversity, equity, and inclusion to capture the renewed spirit of the company. Columbia is fully vested in making meaningful, permanent changes across the organization.

## Guiding principles

- We know equity is essential to our culture and effectiveness
- We commit to becoming a more diverse company
- We succeed through our inclusive business practices and policies
- We honor the differences within our team and know they make us stronger
- We cultivate connections across our team
- We operate with integrity and transparency in all aspects of our business
- We seek opportunities to serve our communities
- We pursue diversity in our business relationships

Focus Areas	Objectives
<p><b>Work Environment -</b> Every employee is respected regardless of race, ethnicity, religion, gender, and/or title.</p>	<ul style="list-style-type: none"> <li>- Cultivate a safe workplace that is free of judgement, where people of all backgrounds and experiences thrive because their various talents and perspectives are valued</li> <li>- Motivate each employee through recognition, reward, and connection of individual efforts and contributions to company goals</li> <li>- Foster a sense of belonging and community across locations and departments through activities that enable all employees to form relationships and create a platform of trust</li> <li>- Implement an engaging and adaptable DEI education and training program that will encourage our corporate community to actively confront difficult topics</li> </ul>
<p><b>Employment -</b> We uphold fair and consistent employment practices for all individuals.</p>	<ul style="list-style-type: none"> <li>- Seek employees that offer diverse perspectives as developed through their cultural, academic, and professional backgrounds</li> <li>- Ensure that recruitment, hiring, advancement, compensation, and training practices for all positions and all levels operate with equality and are inclusive of members of underrepresented groups</li> </ul>
<p><b>Board Composition -</b> Columbia benefits from board members with diverse backgrounds and perspectives.</p>	<ul style="list-style-type: none"> <li>- Reflect a commitment to diversity through our board composition</li> <li>- Include candidates from diverse backgrounds and in future board member searches</li> </ul>
<p><b>Community -</b> Columbia is committed to supporting organizations that focus on DEI initiatives.</p>	<ul style="list-style-type: none"> <li>- Make a real difference in our communities, while also strengthening our team and improving our company in dramatic ways</li> <li>- Support underserved groups in our communities with intentional efforts and dedicated times of service, volunteering, mentoring, internships, and giving</li> <li>- Leverage our properties to help the surrounding communities and organizations that support initiatives that align with our policy</li> <li>- Seek to partner with existing philanthropic organizations that work to help these underserved groups</li> </ul>
<p><b>Business Partners -</b> Columbia reflects its internal efforts on its external relationships.</p>	<ul style="list-style-type: none"> <li>- Examine the influence of our leasing, investing, and operating practices, including work with tenants, vendors, and service partners</li> <li>- Create new supplier/vendor policies that ensure inclusion of minority-owned businesses</li> <li>- Advocate for underserved groups through key industry organizations, such as NAREIT, BOMA, and ULI</li> </ul>