



Environmental Impact Policy

Plymouth REIT's business is centered around the ownership and operation of industrial properties. As an organization, we believe it is imperative that we make efforts to reduce the impact of our buildings on the environment. As the majority of our tenants have entered into triple-net leases and have assumed the responsibility for operational costs including utility usage, Plymouth's relationship with our tenants will be key to our success in reducing the environmental impact of our buildings.

Plymouth will take the following steps:

- Partner with our tenants to reduce energy consumption across our portfolio.
- Partner with our tenants to decrease water consumption in our buildings.
- Develop and continually update our rooftop solar energy plans.
- Continually upgrade lighting to LED integrated fixtures.
- Continue to utilize energy efficient materials and construction practices when repairing or constructing buildings, such as the installation of reflective roofing materials and energy efficient HVAC units.
- Encourage tenants to increase the percentage of our energy consumption that comes from renewable energy.
- Work with tenants to facilitate public as well as personal green transportation.
- Ensure that all brokers employed by or supporting Plymouth REIT shall complete at least one hour of sustainability training covering the fundamentals of energy efficiency in commercial buildings.

Specific action plans for all of these efforts are published each year in our annual Environment-Social-Governance (ESG) Report, including targets, implementation plans, metrics, and the prior year's performance.