

# Environmental, Social, and Governance Policy



November 2025

QUINN  
RESIDENCES



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# Company Profile

Quinn Residences is a leading real estate operating company, pioneering the evolution of purpose-built single-family rental living. Founded in 2020 and headquartered in Atlanta, we are developing dedicated rental communities across the Southeast.

Our mission is to deliver high-quality, well-located homes that offer the best of both worlds: the space and privacy of homeownership with the flexibility and convenience of renting. Each Quinn community is intentionally designed and professionally managed to provide a rich living experience. We offer thoughtfully crafted homes, curated amenities, and a true neighborhood connection, all wrapped in a maintenance-free lifestyle.



# Introduction and Business Principles

This Policy outlines Quinn Residences' ("Quinn" or the "Company") commitment to integrating Environmental, Social, and Governance ("ESG") considerations into our culture, operations, and long-term strategy.

Quinn develops and operates newly-built dedicated rental communities across high-growth markets in the Southeastern United States. We believe strong communities begin with high-quality homes, exceptional neighborhoods, and a maintenance-free lifestyle that allows residents to thrive. Our work is guided by four pillars:

- Community – Enriching residents' lives and strengthening neighborhoods.
- Opportunity – Focusing on desirable, high-growth markets and school districts.
- Quality – Building durable, modern, energy-efficient homes supported by smart technology.
- Service – Delivering exceptional resident experiences through responsive, convenient service.

We are committed to sustainable development and to fostering a workplace where every employee feels they belong, are treated fairly, and can contribute fully.

# ESG Committee

The ESG Committee provides oversight and accountability for Quinn's ESG strategy and performance.

## **MEMBERS:**

- Chief Executive Officer (Chair)
- SVP of Operations
- Director of Human Resources
- Corporate Communications Manager

## **RESPONSIBILITIES:**

- Maintain and implement Quinn's ESG strategy
- Set ESG goals and oversee performance
- Monitor ESG-related regulations, risks, and industry trends
- Oversee environmental and community engagement initiatives
- Oversee initiatives that promote a Culture of Belonging and Fairness
- Publish an annual ESG Impact Report

## **MEETING PROCEDURES:**

- Meets quarterly, documented with written minutes
- Quorum of three members
- Annual reporting to the Board of Managers

# Sustainability Approach

Quinn applies sustainable building and operational practices across planning, construction, and community operations.

## **KEY ENVIRONMENTAL PRACTICES:**

- Efficient design templates and durable materials
- Preservation of natural site features
- Solar PV installations across communities
- Standard EV charging in all homes
- High-efficiency insulation, HVAC, LED lighting
- HERs rating monitoring
- Energy Star appliances
- Smart home technologies
- High-efficiency plumbing fixtures
- Water-efficient landscaping
- Low-impact materials in amenities
- Local sourcing where feasible
- Site selection near essential services

## **QUINN MAINTAINS MEMBERSHIP IN INDUSTRY BODIES:**

- National Rental Home Council (NRHC)
- Urban Land Institute (ULI)
- Greater Atlanta Home Builders Association (GAHBA)
- National Association of Home Builders (NAHB)
- U.S. Green Building Council (USGBC)

# Environmental Initiatives

## 01 Carbon Neutrality

Quinn partners with Native to measure our organizational carbon footprint and guide our carbon-neutrality strategy. On an annual basis, we offset our estimated emissions through third-party verified initiatives, reinforcing our ongoing commitment to reducing environmental impact.

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## 02 Waste Reduction

Quinn prioritizes waste reduction across its operations by maintaining a predominantly paperless office environment and utilizing digital signature tools to minimize paper use. We actively reduce single-use plastics and prioritize biodegradable or recyclable products whenever possible, and select sustainable office supplies to further limit waste and support responsible resource consumption.

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## 03 Corporate Energy Efficiency

Our headquarters is LEED Gold-certified and designed to reduce environmental impact through the use of energy-saving sensors, automatic system shutdowns, and efficient HVAC systems. We also utilize energy-efficient lighting and appliances to minimize energy consumption and support long-term sustainability goals.

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## 04 Sustainable Travel Practices

Quinn promotes responsible travel practices through efficient trip planning, prioritizing ground travel for trips under four hours, and leveraging virtual meetings whenever practical. We support hybrid work schedules to reduce travel needs and select efficient flight classes when air travel is necessary.

# Culture of Belonging and Fairness

Quinn fosters a workplace where employees feel they belong, are respected, and have equitable access to opportunities.

## **PRINCIPLES:**

- Every employee is valued and supported
- No individual is treated unfairly based on personal characteristics
- Recruitment and advancement are fair and merit-based

## **ENGAGEMENT:**

- Anonymous employee surveys
- Open dialogue encouraged
- Employee Resource Groups may be established

## **KEY PRACTICES:**

- Equal Opportunity, Anti-Discrimination, Anti-Harassment policies
- “Quinn University” training portal
- Transparent recruitment practices
- Annual performance reviews with bias-reducing processes
- Recognition of cultural observances
- Development opportunities
- Equalized parental leave
- Training in cultural awareness, fairness, and inclusive practices
- Annual ESG training and Culture of Belonging and Fairness training are required. New hires complete training during onboarding.

# Social Initiatives

## 01 Employee Wellbeing

Quinn partners with Native to measure our organizational carbon footprint and guide our carbon-neutrality strategy. On an annual basis, we offset our estimated emissions through third-party verified initiatives, reinforcing our ongoing commitment to reducing environmental impact.

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## 02 External Engagement

Quinn is committed to meaningful community involvement through quarterly volunteer initiatives with local and national nonprofit organizations. Our team regularly supports organizations such as Habitat for Humanity, The Sandwich Project, Miami Rescue Mission, Hands On Atlanta, Truly Living Well, Chastain Horse Park, Furniture Bank of Metro Atlanta, Atlanta Community Food Bank, and United Way of Greater Atlanta—contributing time and effort to initiatives that strengthen the communities where we live and work.

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## 03 Philanthropy

Quinn supports charitable giving by offering a 100% donation match of up to \$500 per employee each year, empowering team members to amplify their impact on the causes they care about most.

# Governance Initiatives

## 01 Governance Structures

Quinn maintains strong governance oversight through an established Board, an ESG Committee, an Investment Committee, and a Social Committee. These structures support accountability, risk management, and responsible decision-making across the organization.

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## 02 Governance Policies

All employees are required to comply with Quinn's governance and compliance policies, including the Whistleblower Policy, Ethics and Conflicts of Interest Policy, Privacy Policy, and Workplace Conduct standards. These policies reinforce our commitment to integrity, transparency, and ethical business practices.



# Policy Maintenance



## **POLICY BREACHES**

Breaches are reported to the Board of Managers

## **REVIEW:**

This policy is reviewed annually.

Last reviewed November 15, 2025.