

The joy is in the journey and BGO's employees are setting the pace.



A MORE HOPEFUL FUTURE TO COME

In my conversations with leaders from across the not-for-profit world, the impacts of inflation and the historic pace of interest rate hikes have especially challenged their ability to make ends meet. It is in these tougher economic periods where charities are called upon to do so much more for the socially and economically disadvantaged communities that they are dedicated to serving. And this is truly where relationships matter and why BGO Inspired brings much more than dollars to the table.

In an uncertain world, stability and commitment are integral elements in the relationships we nurture with charitable organizations so that we are holding hands through the headwinds. If many of the organizations we mention in this year's report look familiar to what we shared last year, it is because their missions become a shared endeavor with BGO for the long-term, undeterred in good and tough times.

In 2023, BGO Inspired formally launched its Venture Philanthropy program, a separate fund dedicated to investing in the philanthropic passions of our employee teams. In less than a year, the program was oversubscribed, and nine projects were launched, entirely organized and delivered by teams of BGO employees and directed towards local charities where donations of time and knowledge are a real difference-maker.

The reach of BGO Inspired extends to our managed properties where the rubber hits the road for our real estate strategies and the countless touchpoints it creates for BGO with local communities. In one of the most unexpected outcomes of the year, our Canadian residential management team launched their own version of our tree-planting initiative, resulting in over 17,000 trees planted on behalf of their residents.

This annual publication celebrates these accomplishments and so many more of the initiatives that have helped to form the proud identity of BGO Inspired. The momentum of this program is hitting its stride at just the right time, and the inspiration for so many more creative approaches to caring for communities are already emerging. The joy is in the journey and BGO's employees are setting the pace for our philanthropy efforts now and into a more hopeful future to come.

Rahim Ladha

Global Head of Communications & Philanthropy





THE ESSENCE OF BGO INSPIRED

At BGO, our employees' spirit of generosity and care comes to life across our global enterprise through our philanthropy program, BGO Inspired. The enthusiasm, ideas, and commitment to transformative change of our over 1,500 colleagues drive our mission.

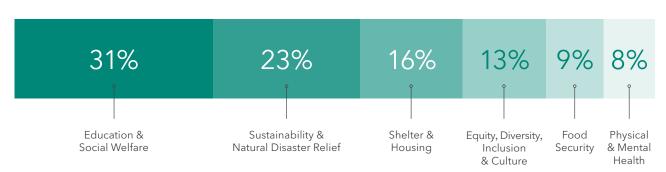
We take a deliberate approach to partnering with organizations at the forefront of providing urgent care and the long-term advancement of underserved and underrepresented communities, with initiatives that instill hope and encourage progress.

CREATING MEASURABLE SOCIAL IMPACT UNDERPINS OUR PHILANTHROPIC MISSION

\$857,129
Total BGO donations in 2023

155

Number of charities supported worldwide





CREATING IMPACT

Fueled by our employees' entrepreneurial spirit and passion for creating impact, we launched the BGO Venture Philanthropy Program in 2023. Teams of BGO employees pitched for and were awarded funding to direct into local non-profit organizations that support communities in need.

Through the Venture Philanthropy Program, nine projects received a combined \$36,000 in funding that enabled teams of employees to channel their passions into causes ranging from pediatric cancer research to empowering girls in rural India through education to improving literacy outcomes for inner-city youth.

Our perennial employee matching program continued to celebrate the contributions made by BGO employees. We matched employee donations to charities of their choice to double the impact resulting in almost \$20,000 in donations to 75 not-for-profit organizations globally.





REAL ESTATE RALLY CHARITY PING PONG TOURNAMENT

Serving up support for community organizations at inaugural charity event

We harnessed the ingenuity and communitymindedness of a small team of Toronto-based employees and rallied behind their passion project: A charity ping pong tournament with representatives of the city's robust Commercial Real Estate community.

Coined the Real Estate Rally, BGO in partnership with Starlight proudly co-hosted the event, which brought together 16 leading firms and dedicated a total of \$60,000 to charity. We donated half of the collection, \$30,000, to our partner Kids Help Phone, and the remainder to Habitat for Humanity Canada on behalf of all the other firms.



PHILANTHROPIC HEART

Recognizing the sizable philanthropic heart of our global team across 27 cities, we emboldened our BGO employees in offices worldwide to spark change through grassroots partnerships. Within the cities where we live and work, employees dedicated volunteer hours and donations to registered charities that deliver local care to communities where it is most urgently needed.

\$355,813

Total dollars committed

Community-level partnerships formed

CANADA











U.S.









EUROPE





ASIA

















JUVENILE DIABETES RESEARCH FOUNDATION (JDRF)

Rallying together to accelerate life-altering type 1 diabetes research funding

In the fall of 2023, colleagues from our offices in Toronto and Montreal cycled via stationary bike in the 2023 Sun Life Ride to Defeat Diabetes for JDRF. We also repeated our support as title co-sponsor of the Real Estate Ride, rallying teams from across the commercial real estate industry in Canada. We channeled our employees' enthusiasm and team spirit into fundraising initiatives that work towards the goal of ending type 1 diabetes, with a combined commitment from BGO and employee fundraising totaling over \$50,000.

Team BGO in Bethesda, Maryland also competed in the 34th annual JDRF Real Estate Games alongside 3,000 real estate professionals in the greater Washington, D.C. area, raising awareness and over \$20,000 for vital research.

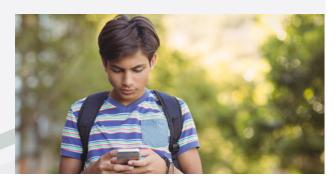
KIDS HELP PHONE

Creating safe spaces for young people across Canada

As a property management and leasing services provider, we have the ability to positively shape the spaces within our expansive footprint for our visitors, many of whom are young people and newcomers to Canada.

In 2023, we closed our multiyear partnership with Kids Help Phone - Canada's only 24/7 national, e-mental health service offering free, confidential, multi-lingual support to young people - on a high note, by exceeding our fundraising target with a \$120,000 CAD donation.

Across our retail, office, and multi-family residential properties, we created access points to support programs for young people of diverse backgrounds by raising awareness of culturally relevant e-mental health services. Using our digital signage and thoughtfully placed QR codes, we further extended the reach of Kids Help Phone's critical support services.





A UNIFYING FORCE

Our Employee Resource Groups (ERGs) are an influential force in the direction of our charitable endeavors focused on care and progress for historically underrepresented communities. In 2023, we supported the transformational work of a diverse mix of organizations, including:



The Citizens Foundation | HCP Cureblindness | Mon Sheong Foundation | S.U.C.C.E.S.S.



The Children's Breakfast Clubs |
York University - Faculty of
Liberal Arts & Professional
Studies, AdvancingYU | University
of Toronto - Rotman School of
Management of Management Excellence is Black | African
Services Committee



Human Rights Campaign (HRC) | The Trevor Project | Rainbow Railroad | Outright International



Canadian Cancer Society | Refuge | Bottomless Closet | Africa Center Hong Kong



PROJECT DESTINED AND BLACK STUDENT-ATHLETE SUMMIT'S INAUGURAL INTERNSHIPS

A winning approach: Investing in tomorrow's industry leaders by creating pathways today

In the fourth year of our relationship with Project Destined, BGO proudly signed on as an inaugural sponsor for the organization's first-ever Black Student-Athlete Program – a virtual paid internship focused on empowering participants with hands-on training in entrepreneurship, finance, and commercial real estate.

Alongside other impact-minded real estate firms, we supported the first cohort of over 80 student-athletes from more than 20 colleges and universities. Participants also had the opportunity to participate in Project Destined's capstone pitch competition, gaining exposure to industry leaders while unlocking their potential.

66 Project Destined's focused efforts in creating new pathways for diverse, talented students to establish meaningful entry points to a career in commercial real estate have been nothing short of ground-breaking.

-Sonny Kalsi Co-CEO, BGO



HABITAT FOR HUMANITY

Restoring hope by rebuilding community from Boston to Tokyo

In the summer of 2023, employees dedicated their time to two four-bedroom townhomes in the Mission Hill neighborhood of Boston. The BGO team had the privilege of working alongside two future tenants as part of Habitat for Humanity's Sweat Equity program.

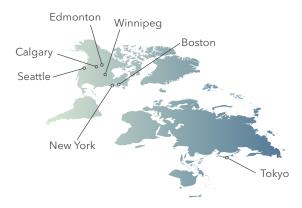
BGO also contributed rooftop solar panels for Habitat for Humanity's Malden project in the Greater Boston area, which will greatly minimize the future family's energy costs and overall carbon impact.

Employees in Tokyo joined forces with Habitat for Humanity Japan on their project to upgrade the 35-year-old dormitory at the Elizabeth Saunders Home, an orphanage for more than 70 children aged 2 to 18. Our team repaired several rooms and worked collaboratively to outfit the new private spaces with furniture, creating a safe, uplifting environment for the children.

A HAND UP

Our longstanding relationship with Habitat for Humanity supports local families in need in cities across our global footprint. In 2023, we donated over \$100,000 and volunteered on Build Days in Boston, Calgary, Edmonton, New York, Seattle, Tokyo, and Winnipeg. Our volunteer service and investments in sustainability improvements to the homes we help build are a lasting testament to BGO's commitment to supporting families with a "hand up".

2023 HABITAT FOR HUMANITY BUILD SITES



Trees for life One Tree Planted continues to expand the footprint of our mission to plant trees around the world, focusing on regions impacted by natural disasters and the effects of climate change. As of 2023, we have planted over 70,000 trees on three continents, helping to restore ecosystems and revitalize land with native and locally appropriate species.

WHAT'S IN STORE FOR 2024 AND BEYOND

With the launch of BGO Properties in Canada, our philanthropic efforts will be in full expansion mode as we look to extend the reach of BGO Inspired further than ever to the 400+ properties we manage on behalf of our investors and clients. Food insecurity has been a prevailing challenge for countless families, where parents are struggling to make ends meet at home, and children are often going to school hungry. BGO's property management teams will be uniting across Canada to tackle this challenge, and our tenants will be engaged in a powerful partnership to add their energy to this worthy initiative.





Our partnership with Project Destined is taking a bold new turn, through the formal creation of curriculum focused on accredited course work that will prepare diverse young minds with the knowledge they need to find their foothold in our industry. Together with a growing number of colleges across the U.S. where CRE programs are unavailable, BGO Inspired is lending its resources and influence to bridge this education gap.

The year ahead will be unlike any other for our philanthropy program and we will be joining forces with more of our peers in the industry to inspire joint action and deliver meaningful change.



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