



# Paladin Realty Latin America Investors V, LP 2024 Sustainability Report

April 2025





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# Letter From Chief Sustainability Officer

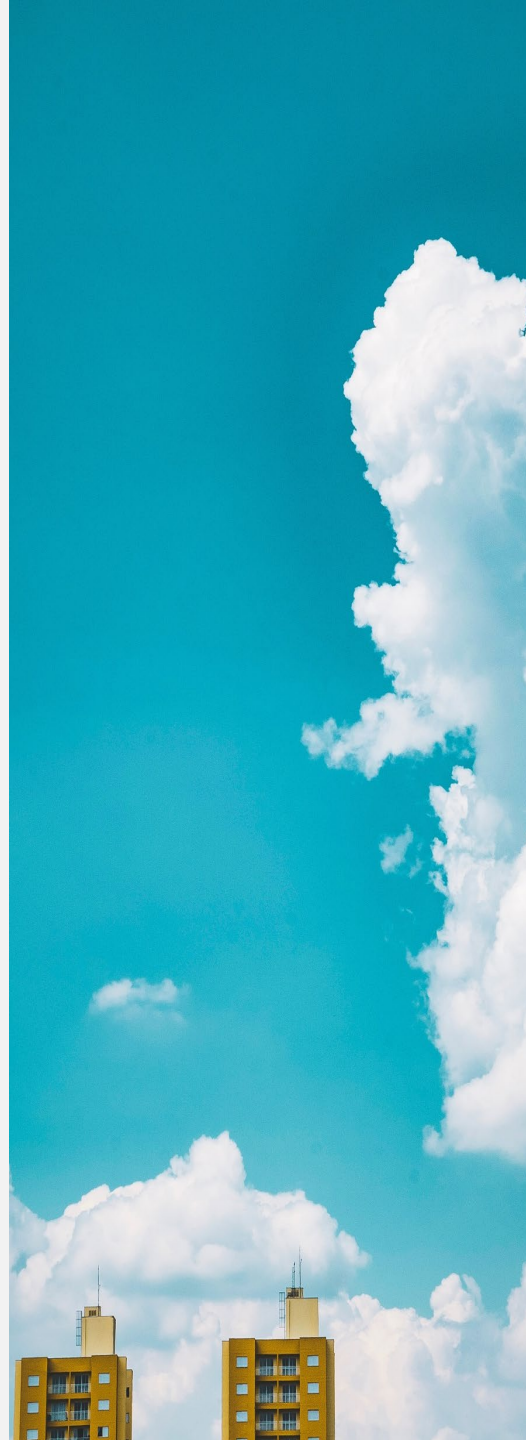
At Paladin, our commitment to sustainability begins with a simple but ambitious goal: to be responsible stewards of the built environment and thoughtful partners to the communities we serve and the people we employ. We are proud to report that 2024 was another year of meaningful progress towards this goal—despite the global headwinds swirling around anything with the letters ESG or DEI.

While some headlines questioned the value incorporating environmental and social policies, we doubled down on what we know works: building real estate that is not only affordable but resilient, efficient, and deeply rooted in community. This year, we achieved environmental certifications on four new projects in Colombia and Brazil, furthering our decades-long commitment to climate-conscious development. These weren't just boxes checked—they're living, breathing communities built to provide better lives for future generations.

Beyond the bricks and mortar, our teams leaned into service, contributing time and energy to local volunteer efforts—from housing construction to tree planting, to beach clean-ups. We also made major strides behind the scenes, rolling out an updated ESG Master Plan packed with measurable policies and KPIs. Because while we love pouring concrete, we know the real foundation of progress lies in clear goals and accountability.

In short, while ESG may be getting rebranded in some circles, we remain committed to the substance, not the acronyms. This Latam V Fund represents the constant evolution of efforts towards these goals.

Sincerely,  
Randall Loker  
Chief Sustainability Officer







# About Paladin

**Paladin Realty Partners, LLC** is a U.S. SEC Registered Investment Advisor and boutique real estate investment firm focused on value-added real estate investments in the United States and select markets in Latin America, with a focus on workforce housing. Over the past three decades, we have invested in more than 446 properties in 8 countries comprising \$8 billion of total cost across a range of residential and commercial property types, with a particular emphasis on workforce housing (rental and for-sale). Our workforce housing investments to date include 90 value-added U.S. rental apartment properties totaling over 15,000 units and nearly \$800 million of cost. In addition, the firm has developed nearly 40,000 for-sale residential units across Latin America totaling about \$5 billion of total cost. This fund, Paladin Latin American Investors V, LP (the "Fund") is Paladin's fifth pan-regional equity fund.

The firm was founded in 1995 originally in partnership with the family office of former U.S. Treasury Secretary and corporate leveraged buyout pioneer, William E. Simon. Our senior management team acquired 100% of the company in 2006.





# Paladin's ESG Approach

Paladin has always strived to be a responsible investor, and thus our policies relating to internal staff members and projects across Latin America are underwritten and managed to comply with rigorous environmental, social and governance (“ESG”) policies. Such policies have been adapted from codes of conduct and principles established by the Development Finance Corp. (DFC, previously OPIC), the United Nations’ Principles for Responsible Investing, California State Teachers Retirement System’s (CalSTRS) “21 Risk Factors”, the United Nations Sustainable Development Goals, and the International Finance Corporation’s Environmental, Health and Safety (EHS) Guidelines and “Performance Standards”.

For our commitment to sustainability to be meaningful, it is critical that it is fully integrated into our investment process. We achieve this through our top-down investment strategy and from the bottom-up through a risk assessment applied to each investment. The checks and balances at the different stages of our process support our teams in executing our ESG strategy; Paladin is committed to ensure, through its due diligence, monitoring, and supervision efforts, that its business activities are implemented in accordance with industry best practices. The outcome of Paladin’s ESG due diligence of a proposed investment is not only an important factor in its approval process but will determine the scope of the environmental and social conditions of the investment going forward.

We are a “good neighbor” and employer – making it easy for all stakeholders to file a grievance with respect to any of our projects, as outlined in our comprehensive ESG Master Plan (“ESGMP”). Our ESGMP was drafted with the assistance of a global consultants experienced in ESG matters, providing our organization with its guiding policies and procedures.

ESG reporting and assessment is all dictated within the ESGMP. After passing the initial “Partner Screening”, “Project Screening” and “Builder Screening”, the ongoing monitoring/reporting is outlined in “Partner Monitoring” and “Builder Monitoring” checklists. Paladin’s ESG team members for each region work with our development partners and our construction contractors to ensure compliance with their responsibilities under the Master Plan, as it pertains to human resources, labor, occupational health and safety, grievances, environmental compliance, etc.



# ESG Master Plan - Policies

*The master plan is centered around the following set of policies*

## 1 | **ENVIROMENTAL SUSTAINABILITY POLICY**

Paladin is committed to minimizing its environmental impact and promoting sustainability in all real estate development projects. This policy guides our efforts to mitigate climate change, conserve resources, and protect biodiversity in our work across Latin America.

## 2 | **NET ZERO POLICY**

Paladin is committed to achieving Net Zero carbon emissions in all new developments by 2030. This policy outlines our approach to reducing carbon footprints, improving energy efficiency, and integrating sustainability throughout each project's lifecycle.

## 3 | **POLICY ON GOVERNANCE ISSUES**

Paladin is committed to strong governance across our operations. This policy outlines our approach to transparency, accountability, ethical decision-making, and responsible management—ensuring legal compliance, stakeholder protection, and information security.

## 4 | **DEI POLICY**

Paladin is committed to fostering a diverse, equitable, and inclusive workplace where all individuals are respected and valued. We recognize the importance of DEI in driving innovation, improving decision-making, and enhancing the company culture.

## 5 | **POLICY ON SOCIAL ISSUES**

Paladin is committed to developing real estate that supports healthy living, inclusive communities, and meaningful connections. This policy outlines our focus on social cohesion, well-being, and creating workspaces that promote employee satisfaction, engagement, and health.



# ESG Master Plan – Partner & Project Compliance

*Local partners and builders must have their own rigorous internal policies for Human Resources, Occupational Health & Safety, and Grievances; otherwise, they must adopt Paladin's standard policies*



## LIFE & FIRE SAFETY

Paladin's proprietary Life & Fire Safety Master Plan often goes beyond local code, to ensure the safety of our occupants



## OCCUPATIONAL HEALTH & SAFETY

All Builders must have Occupational Health & Safety policies that comply with IFC Performance Standard #2



## HUMAN RESOURCES

Partners and Builders must comply with international best practices with regards to equal opportunity, non-discrimination, etc. based on IFC Performance Standard #2



## GRIEVANCE MECHANISM

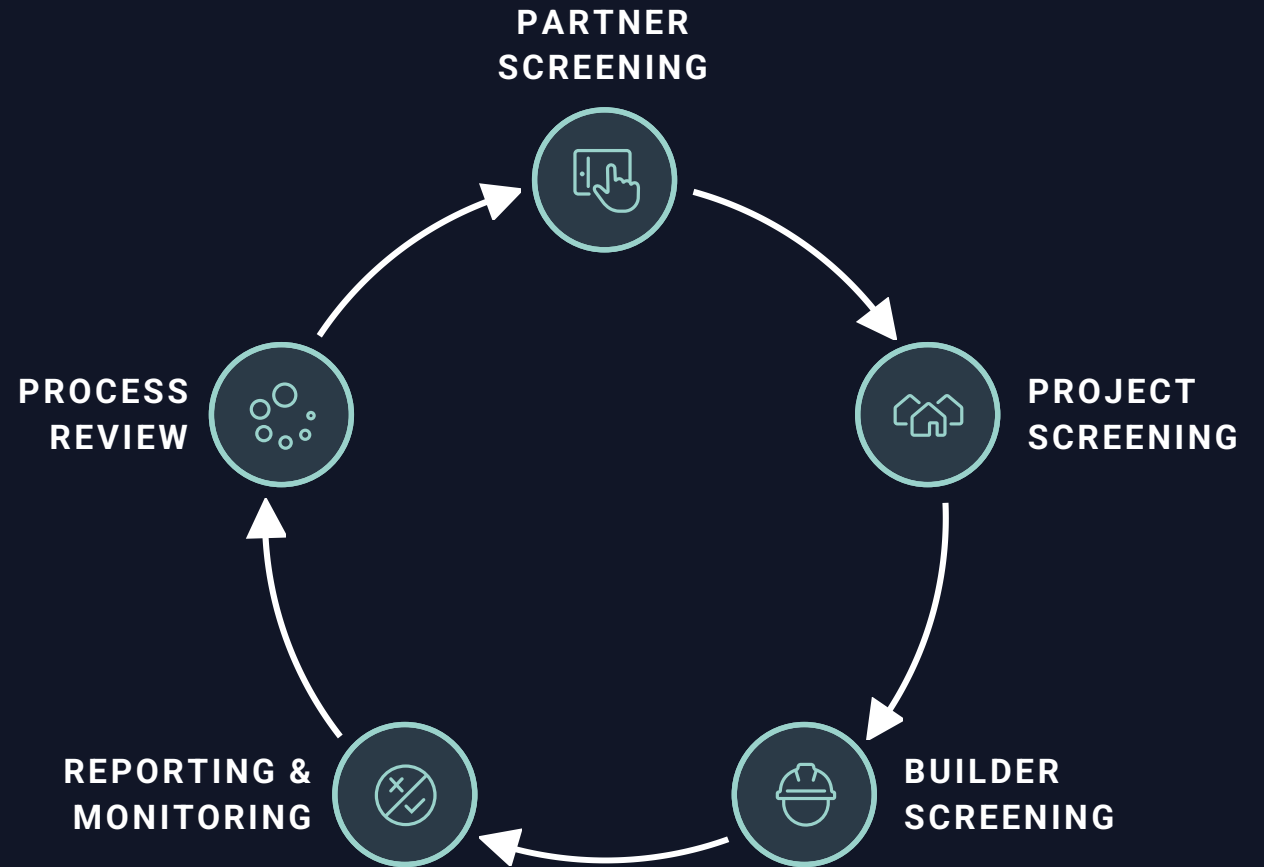
Partners and Builders must provide anonymous channels for workers to voice grievances; also applies to neighbors of our jobsites as part of community outreach





# ESG Master Plan - Process

*Paladin's ESG process includes a rigorous checklist-based screening process for all Latam V projects, development partners, and builders; annual reporting, monitoring and process reviews are critical for compliance and continual improvement.*



# ESG Master Plan - Alignment

*Paladin's sustainable real estate strategies align with nine of the UN's Sustainable Development Goals*



## GOOD HEALTH & WELL-BEING

*Living in safe, clean housing within communities that offer open green spaces and amenities promotes well-being for residents of all ages*



## DECENT WORK & ECONOMIC GROWTH

*Hiring local construction labor, in addition to the ancillary industries that benefit from housing (e.g., concrete, lumber, fixtures, furniture, engineers, architects, etc.), promotes broad and resilient economic growth*



## SUSTAINABLE CITIES & COMMUNITIES

*Paladin equity finances the development of environmentally-friendly projects within communities that are safe, inclusive and sustainable*



## GENDER EQUALITY

*Paladin's Human Resources Policy provides a framework for local operating partners to conform to international best practices with regards to non-discrimination and equal opportunity*



## INDUSTRY, INNOVATION & INFRASTRUCTURE

*Paladin projects take advantage of innovative green technology to produce more sustainable products*



## CLIMATE ACTION

*All Paladin projects receive certifications for sustainability, primarily through IFC's EDGE program*



## CLEAN WATER & SANITATION

*Homeowners within Paladin's developments benefit from modern, efficient water (potable where feasible) and sanitization systems*



## REDUCED INEQUALITIES

*Homeownership enables buyers to build equity, reducing inequality*



## PEACE, JUSTICE & STRONG INSTITUTIONS

*Paladin requires that local operating partners to adhere to Paladin's anti-corruption, bribery and money laundering clauses in its joint venture agreements*



# Paladin's Evolving Commitment to ESG





# 2024 Highlights

*2024 was another active year for the Fund's and Paladin's ESG initiatives across Latin America due to the hard work of our regional ESG managers and local partners - a few notable accomplishments for the year:*

- Three new Fund projects achieved EDGE Certifications, all of which are in Brazil

At the Paladin Fund manager level:

- 11 new hires, 5 of whom are women (45%); women currently make up 49% of the firm overall, and 36% of its executive positions.
- Overall job satisfaction increased for Paladin employees, with the "Net Promotor" score more than doubling since 2022.
- Paladin team members across the region participated in volunteer activities building homes, planting trees, cleaning up beaches, and working with disadvantaged children.



# Governance

*AN APPROPRIATE GOVERNANCE STRATEGY IS THE CORNERSTONE OF DELIVERING  
INVESTMENTS WITH ENDURING BENEFITS FOR OUR INVESTORS AND  
COMMUNITIES.*







# Governance

## *Paladin's Code Ethics & Compliance Policies*

Paladin is committed to upholding the highest standards of integrity in the conduct of affairs with its clients, counterparties and regulators. Compliance with applicable standards is central to ongoing Paladin operations. Rule 206(4)-7 under the Investment Advisers Act of 1940, prohibits an investment adviser registered with the U.S. Securities and Exchange Commission from providing investment advice unless the adviser has adopted and implemented written policies and procedures reasonably designed to prevent violations of the Advisers Act and the rules thereunder by the adviser or any of its supervised persons.

As a registered investment adviser, Paladin understands that it needs documented policies and procedures that are tailored to actual operations. The policies and procedures are designed to prevent violations from occurring, detect violations that have occurred and correct promptly any violations that have occurred. These written policies and procedures are set forth in a comprehensive Compliance Manual, designed to familiarize its personnel with the regulatory and compliance policies and procedures of Paladin.

All Paladin personnel are responsible for understanding and complying with all applicable federal and state securities regulations, as well as securities regulations and local laws in non-United States jurisdictions in which Paladin conducts its business.



# Governance

## *Paladin Governing Bodies*



### CHIEF COMPLIANCE OFFICER

Paladin's CCO is responsible for the operation of the policies and procedures contained in Paladin's Compliance Manual. The CCO retains the authority to delegate certain duties to other qualified persons within Paladin, but the CCO has final responsibility for overseeing all compliance matters.



### EXECUTIVE COMMITTEE

The Executive Committee is comprised of four senior executives and assists the CCO in connection with the consideration and determination of compliance related issues and policies. The EC and the CCO may consult with legal counsel as they may deem appropriate regarding any provision of Paladin's Compliance Manual.



### INVESTMENT COMMITTEE

The Investment Committee is made up of seven senior members from across its regional offices. Its job is to evaluate and vet potential and existing Fund investment decisions, and to avoid conflicts of interest in such decisions. Decisions are made by an iterative "vetting" process to ensure all members are comfortable with decisions before moving forward.



### ESG COMMITTEE

Created in 2020, the ESG committee consists of 8 members in five countries, responsible for implementing and managing Paladin's ESG strategy practices and initiatives. It meets monthly to discuss all ESG matters, share lessons learned and areas for improvement.



# Governance

## *Paladin's ESG-Related Governance*

Paladin is aware of the rapid pace of change around the world in the area of sustainability, and we know that we need to be on the alert so we can stay at the forefront of our industry and adapt to new trends and stakeholder expectations. We also know that ESG risks demand action; an effort that must be led by senior management and spread throughout all areas of the organization.

We implement our commitment to responsible investment through capabilities developed at the company level as well as through product-specific activities based on a set of core principles:

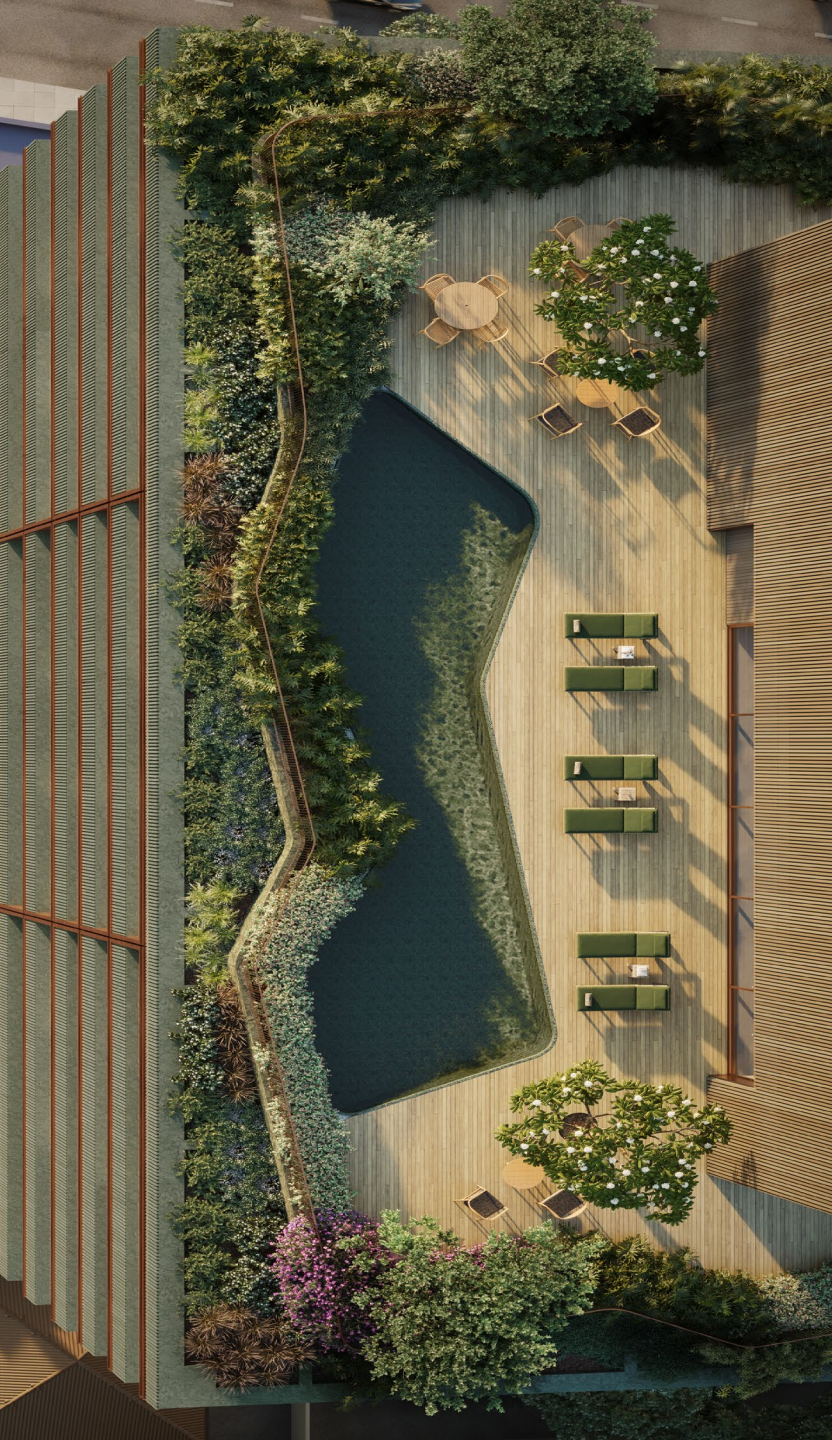
- (1) ESG integration - sustainability criteria embedded in our investment process; ongoing asset management and monitoring follows investments from “cradle to grave”
- (2) Stewardship - demanding that partners and builders comply with our same level of ESG Standards
- (3) Positive impact in the products that we build - a focus on “workforce” low- and middle-income housing addresses huge housing deficits across the region, enabling buyers to greatly improve quality of life and build equity in their homes. Affordable housing is both an urgent need and a crucial element of a healthy life and a vibrant community. Research reveals that having a quality place to live in a supportive community is essential for individuals and families as it impacts residents’ safety, health and financial well-being, as well as better education outcomes and economic mobility.



# Environmental

*WE RECOGNIZE THE OPPORTUNITY AND THE RESPONSIBILITY TO BUILD SUSTAINABLY, CREATING ENVIRONMENTALLY-SENSITIVE PRODUCTS WITH LASTING VALUE, ALONGSIDE OUR COMMUNITIES, CLIENTS AND INVESTORS.*





# Environmental

Realizing the importance of environmental leadership across Latin America, Paladin has long endeavored to develop projects with minimal carbon footprints – reducing the amount of water and energy to be consumed by project occupants, as well as the amount of embodied energy in construction materials. In 2018 Paladin became actively engaged with IFC's EDGE (Excellence in Design for Greater Efficiencies) program for green certifications. EDGE has been a very user-friendly and cost-effective way to measure the carbon footprint of every project as well as measure the savings in embodied energy in materials and annual savings in electricity and water consumption.

Specifically in terms of the EDGE process, Paladin's local ESG team members are responsible for shepherding the projects through the process, in conjunction with local "EDGE Experts" and other consultants. Status and progress are managed through monthly ESG Committee meetings where all projects are discussed in terms of their EDGE certification status and lessons learned are shared across the regions.

Paladin's goal is that each new Fund project will achieve EDGE certification, meaning that it must save at least 20% in water consumption, energy consumption, and embodied energy in materials.



# Environmental

## EDGE Certifications



Three new Fund projects achieved EDGE certification in 2024 bringing the total to 15 across the Fund, capitalized with roughly \$55 million of Fund equity. In recognition of our efforts, Paladin has been named an "EDGE Champion" multiple times by the IFC.

*Palmanova* in Colombia has received EDGE Advanced status and is on track to become Paladin's second EDGE Zero Carbon project.

| Project                         | Country  | Certification | Units        | Energy Savings | Water Savings | Material Savings | Annual CO <sub>2</sub> Savings (tons) | Annual Water Savings (m <sup>3</sup> ) | Annual Energy Savings (KWh) | SMs            | Invested Equity      |
|---------------------------------|----------|---------------|--------------|----------------|---------------|------------------|---------------------------------------|----------------------------------------|-----------------------------|----------------|----------------------|
| You, Collection Alves Guimaraes | Brazil   | EDGE          | 162          | 29%            | 31%           | 59%              | 45                                    | 4,671                                  | 145,000                     | 12,898         | \$2,323,000          |
| You, Collection João Moura      | Brazil   | EDGE          | 124          | 27%            | 26%           | 62%              | 27                                    | 3,266                                  | 84,000                      | 9,067          | \$1,790,000          |
| Valenti                         | Colombia | EDGE          | 512          | 22%            | 35%           | 50%              | 193                                   | 19,419                                 | 579,170                     | 29,965         | \$6,376,000          |
| Palmanova                       | Colombia | EDGE          | 600          | 42%            | 32%           | 60%              | 137                                   | 23,552                                 | 515,980                     | 41,728         | \$3,117,000          |
| Onze22                          | Brazil   | EDGE          | 110          | 26%            | 28%           | 59%              | 138                                   | 2,812                                  | 48,160                      | 4,646          | \$10,750,000         |
| CORE Home                       | Brazil   | EDGE          | 280          | 29%            | 31%           | 47%              | 139                                   | 10,753                                 | 40,114                      | 10,478         | \$3,557,000          |
| CORE Hotel                      | Brazil   | EDGE          | 152          | 28%            | 21%           | 27%              | 104                                   | 5,151                                  | 714,280                     | 3,449          | \$2,190,000          |
| Praca Marajoara                 | Brazil   | EDGE          | 204          | 22%            | 33%           | 70%              | 33                                    | 8,262                                  | 134,690                     | 22,735         | \$5,130,000          |
| Villas del Fresno               | Mexico   | EDGE          | 1,639        | 41%            | 24%           | 74%              | 1,305                                 | 99,692                                 | 2,832,020                   | 140,754        | \$5,100,000          |
| Funchal 641                     | Brazil   | EDGE          | 165          | 24%            | 35%           | 58%              | 72                                    | 8,159                                  | 232,040                     | 13,297         | \$3,173,000          |
| 33 DC                           | Colombia | EDGE          | 653          | 34%            | 47%           | 34%              | 583                                   | 35,059                                 | 1,544,110                   | 24,297         | \$4,687,000          |
| Klik                            | Colombia | EDGE          | 127          | 36%            | 46%           | 53%              | 31                                    | 5,918                                  | 148,360                     | 2,413          | \$800,000            |
| Itacema                         | Brazil   | EDGE          | 26           | 26%            | 22%           | 24%              | 32                                    | 1,885                                  | 71,060                      | 5,566          | \$3,724,000          |
| Haddock                         | Brazil   | EDGE          | 13           | 26%            | 21%           | 23%              | 11                                    | 547                                    | 12,980                      | 2,762          | \$890,000            |
| Conego                          | Brazil   | EDGE          | 32           | 30%            | 28%           | 36%              | 28                                    | 1,788                                  | 45,820                      | 4,364          | \$1,345,000          |
| <b>15 Projects</b>              |          |               | <b>4,799</b> | <b>34%</b>     | <b>31%</b>    | <b>58%</b>       | <b>2,877</b>                          | <b>230,934</b>                         | <b>7,147,784</b>            | <b>328,419</b> | <b>\$ 54,952,000</b> |



# Environmental

## *Energy Savings*

The real estate sector is estimated to contribute approximately 40% of global carbon emissions, making it a critical focus in the fight against climate change. As a result, the design of energy-efficient residential buildings has become increasingly important. By optimizing energy consumption in our developments, we not only reduce the environmental footprint of urban growth, but also enhance long-term affordability for homeowners and tenants.

Today across the Fund's EDGE-certified projects, **annual projected energy savings total 7.15 million Kwh**. This is primarily accomplished through a combination of:

- Roof-mounted solar panels for pre-heating water
- Natural ventilation with operable windows
- Reduced window-to-wall ratios
- LED lighting with motion sensors for common areas
- External shading devices
- Reflective paint
- Insulative waterproofing systems





# Environmental

## *Water Savings*

Designing residential buildings with enhanced water efficiency has become a pressing priority in countries such as Mexico, Brazil, and Peru, where water scarcity is an increasingly critical concern. Rapid population growth, combined with the intensifying effects of climate change, has placed significant strain on already overburdened water systems—posing risks to economic development, public health, and environmental sustainability.

In response to these challenges, Paladin and its partners are actively implementing strategies to reduce water consumption across our developments. Through the integration of water-saving technologies and smart design principles, we aim to significantly lower usage while preserving comfort and quality of life for residents. Improving water efficiency is not only a core element of our environmental commitment—it is also essential to building more resilient communities and supporting the long-term sustainability of the regions in which we operate. In areas where water scarcity is projected to intensify, these efforts are vital to protecting shared resources and advancing climate adaptation.

Today across the Fund's EDGE-certified projects, projected water savings total 230,934 m<sup>3</sup>, or roughly 61 million gallons per year. This is 31% below the regional baseline, and primarily accomplished through a combination of:

- Low-flow faucets and shower heads
- Dual-flush toilets
- Rainwater harvesting systems
- Draught-resistant landscaping



# Environmental

## *Embodied Energy in Materials*

In addition to reducing operational energy and water use, minimizing the embodied energy of building materials is a key step toward lowering the environmental impact of real estate development. Embodied energy accounts for the energy used in extracting, producing, and transporting materials. By selecting lower-impact materials and adopting construction methods that generate less waste, we can significantly reduce carbon emissions and resource depletion—advancing the industry toward a more sustainable, circular economy.

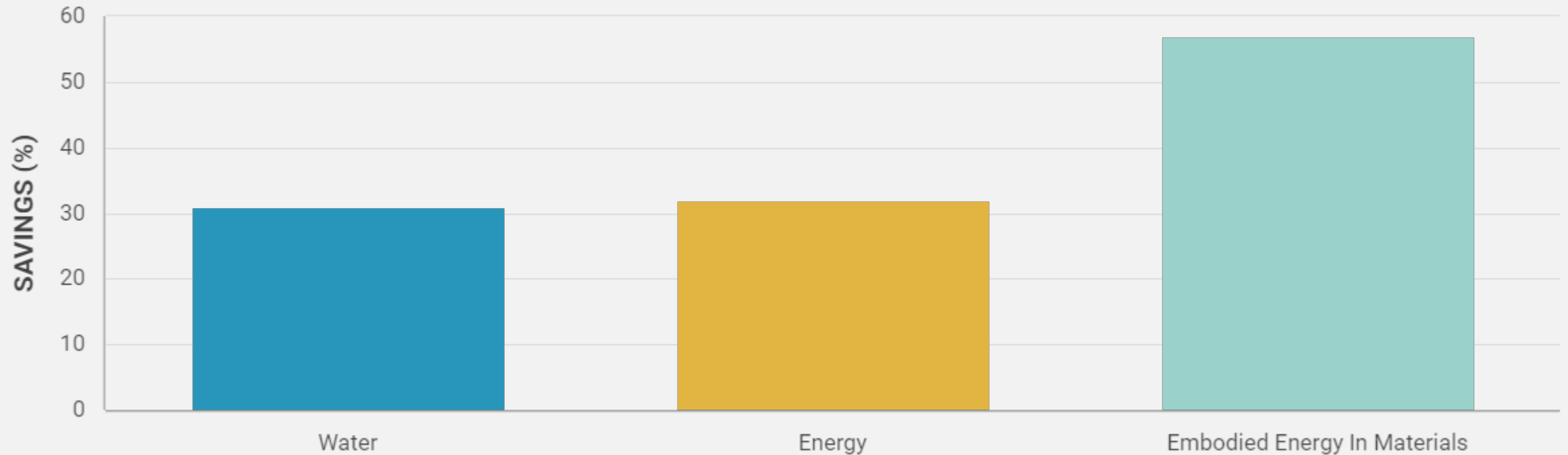
Today across the Fund's EDGE-certified projects, we have been able to reduce the embodied energy in materials by 58% through a combination of:

- Aluminum mold building systems for more efficient structures and that virtually eliminate waste
- In-situ reinforced concrete slabs, internal and external walls
- Internal walls with plasterboard, or cement fibre board on metal studs
- Internal and/or external walls of reduced weight hollow concrete blocks
- Aluminum window frames



# Environmental

*Summary - Average Project Savings*



**ACROSS 15 EDGE-CERTIFIED PROJECTS (4,799 UNITS) SUBSTANTIAL REDUCTIONS IN WATER, ENERGY AND EMBODIED ENERGY IN MATERIALS HAVE BEEN ACHIEVED**

*\*Data from Paladin Realty*

# Social

*PALADIN AIMS TO BUILD A SUSTAINABLE FUTURE, GENERATING OPPORTUNITIES FOR OUR PEOPLE AND THE COMMUNITIES IN WHICH WE DEVELOP*







# Social

## *Diversity & Inclusion*

At Paladin, diversity, equity, and inclusion are of the utmost importance. Our commitment to these values is central to our mission and to our impact. We are committed to creating a diverse and inclusive working environment where we value and develop employees of all backgrounds and experiences, believing that such collaboration among team members with varied pasts and perspectives generates deeper insights that better serve our investors, employees, residents and communities.

In 2024 Paladin made 11 new hires:

- 5 of those hires were women (45%)
- 1 Director-level position was filled, and that position was filled by a woman

As of year-end 2024 Paladin employees totaled 41 of which:

- 49% are women
- 36% of women are at Director-level or above (up from 30% in 2023); Investment Committee 38% women (same as 2023)
- 68% minority (mainly Hispanic)





# Social

## *Employee Satisfaction Survey*

Paladin recognizes that employee satisfaction and engagement are essential factors that contribute to the success of any organization. Creating a healthy and productive work environment requires an organization to focus on developing policies and practices that support employee satisfaction and engagement. This includes providing opportunities for professional development, recognizing and rewarding employee contributions, offering fair compensation and benefits, and fostering a positive and inclusive workplace culture.

As such, we conduct annual surveys related to overall job satisfaction as well as health & wellness. Some highlights from 2024's survey:

- Overall satisfaction with position at Paladin = 74%, up from 69% in prior survey (2022)
- Net Promoter Score = 39 (above 0 is "good," above 20 is "great" according to creator Bain & Company); previous score was 17 from 2022, so this is a dramatic improvement
- Overall "Engagement" rating was 85%
- Main opportunities for improvement were (1) clearer paths for career advancement, (2) better training opportunities, and (3) more achievable goals





# Social

## *Occupational Health & Safety*

Paladin actively monitors all construction sites, tracking safety measures which are summarized in a statistic called the Total Reported Incident Rate (TRIR). The TRIR is our “safety grade” and was created in the early 1970s as a way for OSHA and the Bureau of Labor Statistics (BLS) to compare the relative safety of different companies against one another.

The average TRIR for construction sites in Latin America is not as widely reported as in other regions, but it generally ranges around 3.0 to 4.0.

Across the Fund’s 11 active jobsites in Brazil and Colombia:

- 41 accidents reported across over 3 million man-hours, with 1 fatality
- TRIR = 3.3; this is a slight deterioration from the 2.7 in 2023, but on par with the 3.0 in 2022; this is still at the low end of the range noted above for Latin America
- Country with the highest TRIR remained Colombia (4.1) where we will focus our attention on improvement in 2025
- FAR = 0.08; at the 33DC project, an elevator contractor fell to his death after forgetting to connect his belt to his harness; an investigation pointed to human error rather than any deficiency with policies or procedure.





# Social

## *Construction Worker Education*

We believe that supporting the well-being of construction workers extends beyond the jobsite. In Colombia, we collaborate with local partners to offer workers at the Fund's "Reserva de Turpial" housing project and "33DC" mixed-use project access to educational programs that provide the equivalent of a high school diploma. Many individuals in the construction sector have not had the opportunity to complete formal schooling, which can limit their long-term prospects. By facilitating access to education directly at our project sites, we help workers build a stronger foundation for the future—both for themselves and their families. This initiative reflects our broader commitment to social inclusion, dignity, and opportunity for those who help bring our developments to life.







# Social

## *Ecological Restoration – Colombia*

Paladin Colombia contributed to the ecological restoration project of the “Al Verde Vivo Foundation” by planting 64 native paramo and sub-páramo species of trees in the *Paramo de las Cuchillas*, Villapinzón. These trees will contribute to the restoration and conservation of the Bogotá River’s *El Diluvio Reserve*.







# Social

## *Festival EMA – Peru*

Festival EMA is a socio-environmental educational initiative focused on promoting awareness of the “Mar de Grau” — Peru’s coastal marine ecosystem.

As part of the festival, Paladin’s Lima-based team participated in a range of activities, including beach clean-up, the creation of a “photocatalytic mural”, and educational workshops at a home for disadvantaged children - all designed to foster environmental awareness and community engagement.





# Social

## *Habitat for Humanity Build Day – Los Angeles*

In December, Paladin's Los Angeles-based team spent the day giving back by volunteering with Habitat for Humanity to help build eight affordable townhomes in LA's Florence-Firestone community.

Through volunteer efforts like these, Habitat can reduce personnel-related overhead by up to 85%. When combined with subsidized and donated materials from local suppliers, homes can be built at significantly lower costs than traditional construction—savings that are passed on to homeowners.

Paladin is proud to support affordable housing initiatives across the Americas, and our day with Habitat was a meaningful opportunity to advance that mission, give back to the community, and settle the very important question of who can carry the most shiplap planks at once (spoiler: not Fred).



# Social

## *Grievances*

For all Fund Projects, Paladin has implemented a predictable and credible process for all stakeholders including affected communities, contractors, suppliers, workforce and concerned individuals to present any complaints and concerns to our local partners and/or Paladin.

Anonymous channels exist for each local partner and local builder, as well as an email address posted at each construction site where worker or community complaints may be sent directly to Paladin's ESG Committee.

In 2024 we proudly announce that there were no grievances logged by any partners, builders or communities.





# Looking Forward

*For 2024, we will continue to be a steward for sustainable business practices across Latin America; a few goals towards this include:*



## **EDGE ZERO CARBON**

We expect to certify our second “EDGE Zero Carbon” project, this one in Colombia at the Fund’s *Palmanova* project; we have already taken the first step in achieving EDGE Advanced



## **JOBSITE SAFETY**

We will endeavor to improve our 2024 TRR score by increasing safety awareness across our jobsites, particularly in Colombia



## **DIVERSITY & INCLUSION**

We will continue to hire diversely, understanding how important it is to our culture and performance



## **CONSTRUCTION EDUCATION**

We will look to expand our jobsite education program to other countries, such as Brazil



## **ENVIRONMENTAL AWARENESS**

We will conduct educational seminars at newly delivered projects, informing residents of the sustainable aspects of their new homes, and how to maximize these benefits

# Thank You!

For any questions about this report or Paladin's business in Latin America,  
please reach out to Randall Loker: [rloker@paladinrp.com](mailto:rloker@paladinrp.com)



**paladin**  
realty