

Strides Toward A Sustainable Future



ALEXANDER & BALDWIN
PARTNERS FOR HAWAII

2022

Corporate Responsibility Report



Our vision for a sustainable future is rooted in our commitment to improve Hawai'i's communities and create value for all stakeholders. We strive to own, operate, and develop properties with integrity, and in ways that are environmentally and socially responsible.

We are committed to building a better Hawai'i today and for the future.



The newly completed rooftop solar system at Pearl Highlands Center comprised of nearly 3,000 solar panels.

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Introduction

A Message to our Stakeholders

I am pleased to share Alexander & Baldwin's 2022 Corporate Responsibility Report, our annual review of strides we have made toward the company's environmental stewardship, social responsibility, and governance objectives – ESG.

► **A&B was a very different, highly diversified, and geographically broad organization when I joined the company nearly two decades ago.** Following the company's conversion to a real estate investment trust (REIT) in 2017, we have made remarkable progress toward simplifying our business to what we know best: commercial real estate (CRE). The successful disposition of all but one of our non-core assets positions A&B on the final stretch to complete the transformation to a pure, Hawai'i-focused CRE company.

While our business activities have evolved over the years to meet changing times and new opportunities, the company's core values have remained constant. Built on the legacy of our founders, they guide our day-to-day actions and reinforce our long-standing commitment to make Hawai'i's future brighter for all stakeholders. ESG is an integral part of our corporate culture and values.

A&B's deep Hawai'i roots have entrusted us with the *kuleana* – the obligation and the privilege – to exceed baseline expectations of corporate responsibility. We made a conscious and strategic decision to focus our business in Hawai'i because this is where we live and raise our families; we cherish the Islands' unique cultural and environmental landscape; and we have a proven reputation and a team with the business expertise to succeed. We are here for the long term, as *Partners for Hawai'i*.

I firmly believe that doing what's right for our employees and communities and achieving superior operating results for our shareholders can – and should – be mutually beneficial. For a company our size, we can be most impactful when we allocate our limited resources of time, talent, and capital to ESG activities and programs that align with our business objectives.

ENVIRONMENTAL

We continue to make progress on portfolio-wide initiatives that increase energy efficiency and reduce fossil fuel and water consumption; support clean transportation with more electric vehicle (EV) charging stations and ride-share stalls at our centers; incorporate eco-friendly materials and building elements into our development and redevelopment projects; and advance rooftop solar projects. With 100 percent of our properties now utilizing ENERGY STAR Portfolio Manager, we are able to better track energy and water consumption across our portfolio.

SOCIAL

We recognize our employees drive the success of our company and are one of our most valuable resources. They are a diverse community of talented

individuals who work together to grow our business, help our tenants succeed, and foster meaningful engagement with the communities where we work and live. In my new role as A&B’s CEO, I have made it a priority to work with our management team to ensure A&B continues to retain and attract the best talent.

In 2022, we expanded learning and professional development opportunities, augmented health and wellness benefits and programs, and rolled out DEI training for all managers. We strive to foster a diverse, equitable, and inclusive workplace and cultivate a vibrant company culture that strengthens employee connections and invites collaboration and innovation.

In our communities, the company and our employees remain steadfast partners with organizations working toward our common goals: a more resilient and enriched Hawai’i. Last year,

A&B’s Kokua Giving program directed \$975,000 in charitable contributions, via grants and in-kind giving, to 181 nonprofits. Employees’ personal giving, together with 572 service hours, enhanced our community engagement.

GOVERNANCE

Following REIT best practices, A&B is committed to conducting business in ways that honor a reputation built over a century and a half of doing the right things for all stakeholders. A diverse and independent board of directors brings valuable perspectives and local and national expertise to the table. Together with our management team, their solid understanding of what’s important for Hawai’i and our communities and what’s important to our shareholders helps guide the

company’s business strategy and long-term growth.

Looking forward, our environmental, social, and governance initiatives will continue to be an evolving, yet integral part of how A&B conducts its business. I am proud of our A&B ‘ohana (family) for their contributions to the success of our company and their commitment to our vision as Hawai’i’s premier commercial real estate company, owning and operating a superior portfolio of properties that enhances the lives of Hawai’i’s people, enables our tenants to thrive and creates value for our shareholders.



Lance Parker
President & CEO



Disaster Response
Close to Home

► As this report neared press time, international attention was focused on the devastating wildfire in the town of Lahaina on Maui, the island where our company took root more than 150 years ago and still operates today. The tragedy hits close to our hearts with losses that include the lives, homes, and livelihoods of members of our extended ‘ohana.

Following the fires, A&B’s Napili Plaza in the neighboring community of Lahaina became an emergency command center. In partnership with local and national disaster response teams and community relief agencies, we made Napili Plaza’s parking lot, vacant spaces, and power supply available to accommodate distribution of food, water and essential supplies; refrigerated containers for cold food storage; and healthcare and other critical support services for those in need. Our restaurant tenants selflessly provided free meals until they ran out of food.

The immediate, selfless response of the Maui community reinforces our belief that Hawai’i’s people share a deep commitment to each other and to the Islands we all call home. Through good times and bad, we are proud to be *Partners for Hawai’i*.

ABOUT Alexander & Baldwin

► **Alexander & Baldwin, Inc.** (NYSE: ALEX) ("A&B" or "company" or "us" or "we" or "our" or "its") is the only publicly-traded real estate investment trust to focus exclusively on Hawai'i commercial real estate and is the state's largest owner of grocery-anchored, neighborhood shopping centers.

A&B owns, operates, and manages approximately 3.9 million square feet of commercial space in Hawai'i, including 22 retail centers, 13 industrial assets, and four

office properties, as well as 142 acres of ground leases.

A&B is expanding and strengthening its Hawai'i CRE portfolio and achieving its strategic focus on commercial real estate by monetizing its remaining non-core assets.

Over its 153-year history, A&B has evolved with the state's economy and played a leadership role in the development of the agricultural, transportation, tourism, construction, residential, and commercial real estate industries.

About This Report

► **Alexander & Baldwin's corporate responsibility report provides quantitative and qualitative information about our commitment and approach to Environmental, Social, and Governance (ESG) initiatives.** Additional ESG information is included in our Proxy Statement and Annual Report/Form 10-K, available at alexanderbaldwin.com.

This report covers activities and progress from January 1, 2022, through December 31, 2022. We have referenced select reporting frameworks including the Sustainability Accounting Standards Board (SASB) and the Task Force on

Climate-related Financial Disclosures (TCFD) to inform our reporting and disclosures.

The information in this report, unless noted, does not include A&B's materials and construction subsidiary, Grace Pacific LLC, as this business is not part of our long-term strategy. The report focuses on our core business of owning, operating, and developing commercial real estate in Hawai'i.

For further information on this report, please contact us at sustainability@abhi.com.



CRE Portfolio



Dynamic Market with Structural Limitations on New Supply



Irreplaceable Assets with Embedded Growth Opportunities



Facilitates Pivot to CRE Growth



Supports Accelerated Investment Activity



Significant Progress in ESG Initiatives

Retail Properties

2.5M SQ. FT. GLA

Industrial Properties

1.3M SQ. FT. GLA

Office Properties

0.1M SQ. FT. GLA

Ground Lease Properties

142 ACRES

As of June 30, 2023

OUR
Vision, Mission & Values

Our vision, mission and values guide us as **Partners for Hawai‘i.**

With a legacy and reputation developed over a century and a half of doing the right thing for our stakeholders, we seek to continue to be a strong corporate citizen.



Vision

▶ **As Hawai‘i's premier commercial real estate company,** we will own and operate a superior portfolio of properties that enhances the lives of Hawai‘i's people, enables our tenants to thrive and creates value for our shareholders.

Mission

▶ **Utilize A&B's extensive assets, expertise, long history and deep relationships to benefit Hawai‘i and all our stakeholders.** Develop, acquire and manage commercial real estate in a way that fulfills the everyday needs of Hawai‘i's residents and promotes the sustainability of our communities. Support our employees in their quest to further their careers, provide for their families, enjoy their work and give back to the community.



Values

▶ **A&B's core values guide our day-to-day actions and reflect our commitment to making Hawai‘i better for all stakeholders.**

▶ **Integrity**

Be guided in all actions by strong moral principles, in keeping with A&B's legacy of honesty and fairness

▶ **Collaboration**

Share information and ideas and work together to find the best solutions

▶ **Respect**

Value and respect the unique qualities, perspectives and contributions of each employee and seek to understand the priorities of the community

▶ **Decisiveness**

Make clear and timely decisions and communicate them widely

▶ **Adaptability**

Embrace innovation and seek better approaches

▶ **Accountability**

Hold ourselves accountable for delivering results and recognizing achievement

Company Highlights

ESG Commitment & Strategy

Sustainability Accounting Standards Board (SASB)



► **A&B maintains alignment of its ESG efforts and disclosures with the SASB Standards to assist stakeholders in better understanding its ESG initiatives.** As a REIT, we have aligned our reporting with the real estate industry topics and, given our community-based focus, also selected several key focus areas from the service industry. Our specific SASB disclosures are referenced in the SASB Index at the end of this report.

The industry based SASB Standards are meaningful contributors to the development of global sustainability disclosure standards by the International Sustainability Standards Board (ISSB). Continued alignment remains appropriate as the SASB Standards will guide the ISSB's industry-specific reporting standards, alongside general and thematic requirements.

SASB Focus Areas

Environmental Focus

- Energy Efficiency
- Water and Waste Management
- Climate Change
- Tenant Sustainability Management

Social Focus

- Employee Engagement/Culture

Governance Focus

- Business Ethics



CORPORATE HEADQUARTERS



PEARL HIGHLANDS CENTER (PEARL CITY, O'AHU)



LAU HALA SHOPS (KAILUA, O'AHU)

ESG Commitment & Strategy

CONTINUED

Task Force on Climate-Related Financial Disclosures (TCFD)



► **A&B recognizes the risk that climate change poses to its business and communities.** As a strong corporate citizen and fellow residents in the communities we serve, A&B is committed

to addressing climate risks and leading the effort to understand and mitigate potential risks and vulnerabilities associated with our real estate portfolio and island community.

With guidance from the TCFD, we have taken action to identify and disclose risks and to reduce the impacts of climate change. This report notes one point in time in our sustainability journey and will be expanded and enhanced in alignment with the TCFD framework.

In accordance with the recommendations of TCFD, the following pages describe our climate risk assessment and mitigation efforts from governance, business strategy, and risk management perspectives, and describes key metrics and targets by which we measure progress.



THE SHOPS AT KUKUI'ULA (PO'IPU, KAUAI)



HIC BUILDING (KAILUA, O'AHU)



MANOA MARKETPLACE (HONOLULU, O'AHU)

ESG COMMITMENT & STRATEGY

Governance

Board Oversight of Climate-Related Risks & Opportunities

► **Climate change considerations are integrated into the company's broader ESG governance structure.** A&B's Board of Directors provides oversight of ESG matters, including climate change, and receives regular reports at its Nominating & Corporate Governance Committee meetings and Board meetings.

Climate change matters are managed by the Environmental Council, a cross-functional team chaired by the Senior Vice President, Asset Management. The Environmental Council, through its chair, reports directly to the CEO.

Management Role in Assessing & Managing Climate-Related Risks & Opportunities

► **Management assesses and manages climate-related risks and opportunities in various ways.** Risks are identified in the annual enterprise risk assessment (ERA) process, in the due diligence process for potential acquisitions, and via ongoing evaluations for existing properties. Results of the ERA process, with specific emphasis on ESG risks including climate change, are presented to A&B's Audit Committee. We also monitor the regulatory and enforcement environment and establish compliance plans as appropriate.

ESG Strategy Oversight



ESG COMMITMENT & STRATEGY

Strategy

General Climate-Related Risks & Opportunities

► **ESG, including combating climate change, is an important part of A&B's strategy.** We identify, assess, and manage climate-related risks and factors like any other business-critical issue, which are then integrated into our overall business strategy.

Through our annual enterprise risk assessment, due diligence activities, and ongoing property management operations, A&B has identified climate-related risks (both acute and chronic). Such risks include impacts from extreme climate events, the potential impact of rising stream and ocean levels for properties in flood zones, and increases in environmental regulations.

Once we identify the physical risks posed to assets, we manage them with an array of short- and long-term initiatives.

Short-Term

Taking preventive measures including:

- Establishment of emergency preparedness plans
- Tenant communication systems for all properties
- Maintain adequate insurance policies
- Identify climate risks in due diligence process for potential acquisitions
- Track and monitor properties within the 100-year flood zone
- Monitor existing and proposed federal, regional, and local regulations and policies

Long-Term

Reduce carbon emissions through energy efficiency initiatives:

- Conduct comprehensive energy audits on each property every five years
- Improve property operations based on audit findings
- Implement sustainability standards and formal procedures within construction/redevelopment process
- Incorporate on-site renewable energy generation

Impact of Climate-Related Risks & Opportunities on the Organization's Business, Strategy & Financial Planning

► **A&B integrates climate risks into its business, strategy, and financial planning activities.** Incorporated in our strategy (and discussed in the Risk Management section), we monitor activities on short- and long-term risks and opportunities, and communicate changes to identified climate risks as well as mitigation activities to senior management.

Climate risks are included in financial planning through the development of annual asset-level budgets that consider spending measures related to climate-related mitigation strategies and activities.



LAULANI VILLAGE (EWA BEACH, O'AHU)

ESG COMMITMENT & STRATEGY

Risk Management

Process for Identifying & Assessing Climate-Related Risks

► **A&B has dedicated resources in place to identify and assess climate-related risks to its business.** This includes a team that monitors changes to the regulatory environment (including climate-related regulations), and any legal impacts such changes may have on its portfolio. In addition, A&B engages third-party experts to monitor a variety of factors including climate-related trends in the real estate industry, current and future climate change risks in localities where assets are owned, utility prices and availability, and building occupant satisfaction.

Property Type	Heat Stress	Hurricanes Typhoons	Sea Level Rise
Retail	35	25	30
Retail	40	25	30
Retail	30	25	30
Retail	40	25	30
Retail	35	25	30
Office	55	20	30
Retail	40	25	30
Industrial	35	25	30
Industrial	30	25	30
Retail	30	25	40
Retail	30	25	30
Retail	35	25	40
Retail	35	25	40
Industrial	35	25	30
Retail	35	25	40
Retail	35	25	40
Retail	30	25	30
Retail	55	20	40
Retail	35	25	30

A&B has conducted an assessment related to climate risk at the asset level. As part of the assessment, climate data was obtained from a leading climate risk analysis data and market intelligence provider. Assessment categories included wildfires, flooding, hurricanes, heat and water stress, and sea level rise.

This data is used in conjunction with information provided by our CRE team, who has expert knowledge of each asset's physical and market characteristics, to inform management practices, potential policy changes, or other risk mitigation actions based on the types of climate risk exposures identified.

Process for Managing Climate-Related Risks

Acquisitions

► INVESTMENT DUE DILIGENCE

Potential new acquisitions undergo a review process including an assessment of sustainability and climate-related resiliency features. This includes documentation and review of energy and water efficiency of building systems, building safety and materials, potential climate-related risks to the building's structure and operations, resilience or adaptation measures in place, utility data performance and tracking, sustainable transportation options, in-house sustainability programs, sustainable lease terms, and sustainability certifications (if any). All new acquisitions are screened for risk from sea level rise and flooding.

► PROPERTY ACQUISITION CRITERIA

- Sea Level Rise and Flood Risk
- Existing Sustainability Certifications
- Utilization of Energy and Water Efficient Equipment and Fixtures
- Incorporation of Other Sustainable Features
- Energy Star Score
- Sustainable Transportation Options
- Utility Submetering
- Green Lease Language
- Other Potential ESG Risks or Issues

Operations

► BUILDING VALUATION

A&B has worked to incorporate high-performance building attributes and climate-related features of a property into the annual appraisal process, to manage climate-related and sustainability risks as they pertain to the asset value of its properties. Our appraisal scope of work requires the inclusion of energy efficient aspects, green building certifications, and sustainable property features in the valuation of real estate portfolio assets.

► REGULAR PROPERTY ASSESSMENTS

A&B employs a variety of internal assessments aimed at increasing ESG performance of individual properties, including resilience to climate-related risks. We strive to perform energy audits every five years and to inspect for water leaks on a regular basis at our properties.

► MONITORING PROPERTY PERFORMANCE METRICS AND CLIMATE RISKS

A&B monitors individual property performance through benchmarking in ENERGY STAR Portfolio Manager for retail, industrial, and office assets as well as reviewing impending legislation changes; monitoring utility prices and availability; regularly obtaining building occupant satisfaction information; and documenting presence of natural hazards and climate change risks, which includes a natural disaster preparedness plan for each property. Additionally, all properties undergo an annual property inspection, which includes structural factors that affect a property's climate resilience, such as drainage of property, condition of gutters and downspouts, and roof condition.

ESG COMMITMENT & STRATEGY

Risk Management

CONTINUED

Process for Integrating Climate-Risk Factors into the Organization’s Overall Risk Management

►► **The types of climate-related risks are transitional and physical.**

Transition risks include policy, legal, technology, market, and reputation. Whereas physical risks can be acute or chronic. Acute means increased severity of extreme weather events, while chronic includes changes in precipitation patterns, rising mean temperatures, and rising sea levels.

All climate-related risks have potential financial impacts. With the processes described in this and prior sections, our approach to addressing climate-risk is integrated into A&B's overall risk management.

IDENTIFIED TRANSITIONAL RISKS

DESCRIPTION

- Risks associated with an increase in federal, regional, and local regulations related to carbon and greenhouse gas (GHG) reductions

APPROACH

- Representatives of the Environmental Council and External Affairs Department monitor existing and proposed policies that may impact the company's real estate investments
- Environmental and safety teams have been established and hold meetings regularly to identify and address existing or potential regulatory risk and assess the risk of fines or compliance orders at each property
- When material risks are identified, mitigation and compliance plans are established as appropriate

IDENTIFIED CHRONIC RISKS

DESCRIPTION

- Risks such as the potential impacts of rising stream and ocean levels upon properties in flood zones

APPROACH

- Track and monitor properties within 100-year flood zone
- Preventative measures taken as appropriate
- Purchase insurance to cover potential losses
- Risks are identified in the due diligence process for potential acquisitions

ESG COMMITMENT & STRATEGY

Metrics & Targets

► **A&B tracks climate-related metrics, including GHG emissions (Scope 1, Scope 2, and Scope 3), energy consumption, renewable energy production and land use considerations, including properties located in flood zones.** Our climate-related metrics are disclosed in the Environmental section and in the SASB Index of this report.

In our 2023 Proxy Statement, we disclosed the following reduction targets:

- **GHG emissions:** 35% reduction of GHG Scope 2 emissions by 2025 from 2017 baseline.
- **Energy usage:** 15% reduction of whole building energy consumption by 2025 from 2017 baseline.
- **Water usage:** 15% reduction of whole building water consumption by 2025 from 2017 baseline.

We look forward to sharing our efforts and progress on these reduction targets.

In addition to company-specific metrics, A&B also supports the targets established by the State of Hawai'i, City and County of Honolulu, and Hawaiian Electric Company (local utility provider). The State of Hawai'i has provided leadership and established significant climate goals, including achieving carbon neutrality and a **100% renewable energy portfolio by 2045, with interim renewable energy goals of:**

► **30% by 2020** ► **40% by 2030** ► **70% by 2040**

The goal of 30% renewable energy by 2020 has been achieved, and A&B supports the State in taking action to reach established goals while mitigating climate change impacts.

We also continue to monitor the Securities and Exchange Commission's proposed climate-related disclosure rules and are coordinating across the company in preparation for additional disclosures.



Environmental

Environmental

Since A&B's founding, environmental stewardship has remained a key priority in how we operate.

►► **We are committed to owning, operating, and developing our properties for a sustainable future.**

As “Partners for Hawai’i” and island residents, we embrace our responsibility to minimize environmental impacts to ensure the long-term viability of the company and quality of life for our communities for generations to come.

Environmental Council

►► **The Environmental Council, a cross-functional team of employees from all levels and departments of the organization, was formed in early 2022.** The group develops and implements strategies to address sustainability, and shape A&B's agenda for environmental stewardship. Areas of focus include energy efficiency, climate change, water conservation, waste management, and sustainable transportation.



FROM LEFT TO RIGHT:

- **Lena Mori**, Director, Tenant Coordination
- **Ryan Erik Lam**, ESG Project Manager, Asset Management
- **Anthony Tommasino**, Vice President and Controller
- **Cara Enriques**, Property Manager, Asset Management
- **Francisco Gutierrez**, Senior Vice President, Development
- **Kit Millan**, Senior Vice President, Asset Management (Chair)
- **Stacie Chiba-Miguel**, Regional Manager, Asset Management
- **Tyler Morgan**, Administrator, System Support, Technology
- **Emily Tall**, Manager, Marketing

Sustainable Property Features

Sustainable Features at our Properties Include:

► Energy-Related Features

- LED lighting
- Energy efficient HVAC systems
- Cool roofs
- Photovoltaic (PV) systems
- Electric vehicle (EV) charging stations
- Solar-powered trash compacting bins

► Conservation-Related Features

- Water efficient fixtures
- Use of reclaimed water
- Native species protection measures and programs
- Native Hawaiian and environmentally friendly landscaping
- Adaptive reuse of existing building structures
- Ride and bike share transportation options

FACADE MADE OF LEED CERTIFIED MATERIALS AT
AIKAHI PARK SHOPPING CENTER



NATIVE LANDSCAPING AT LAU HALA SHOPS



BIGBELLY SOLAR TRASH CANS IN KAILUA TOWN



PV SYSTEM AT PEARL HIGHLANDS CENTER



Pearl Highlands Center Goes Green

WITH COMPLETION OF 1.3-MEGAWATT PHOTOVOLTAIC SYSTEM

► A&B recently completed one of the largest commercial rooftop solar projects in Hawai'i at Pearl Highlands Center.

The photovoltaic system, spanning an area larger than three football fields, began delivering renewable energy to the 411,400-square-foot shopping center at the close of 2022.

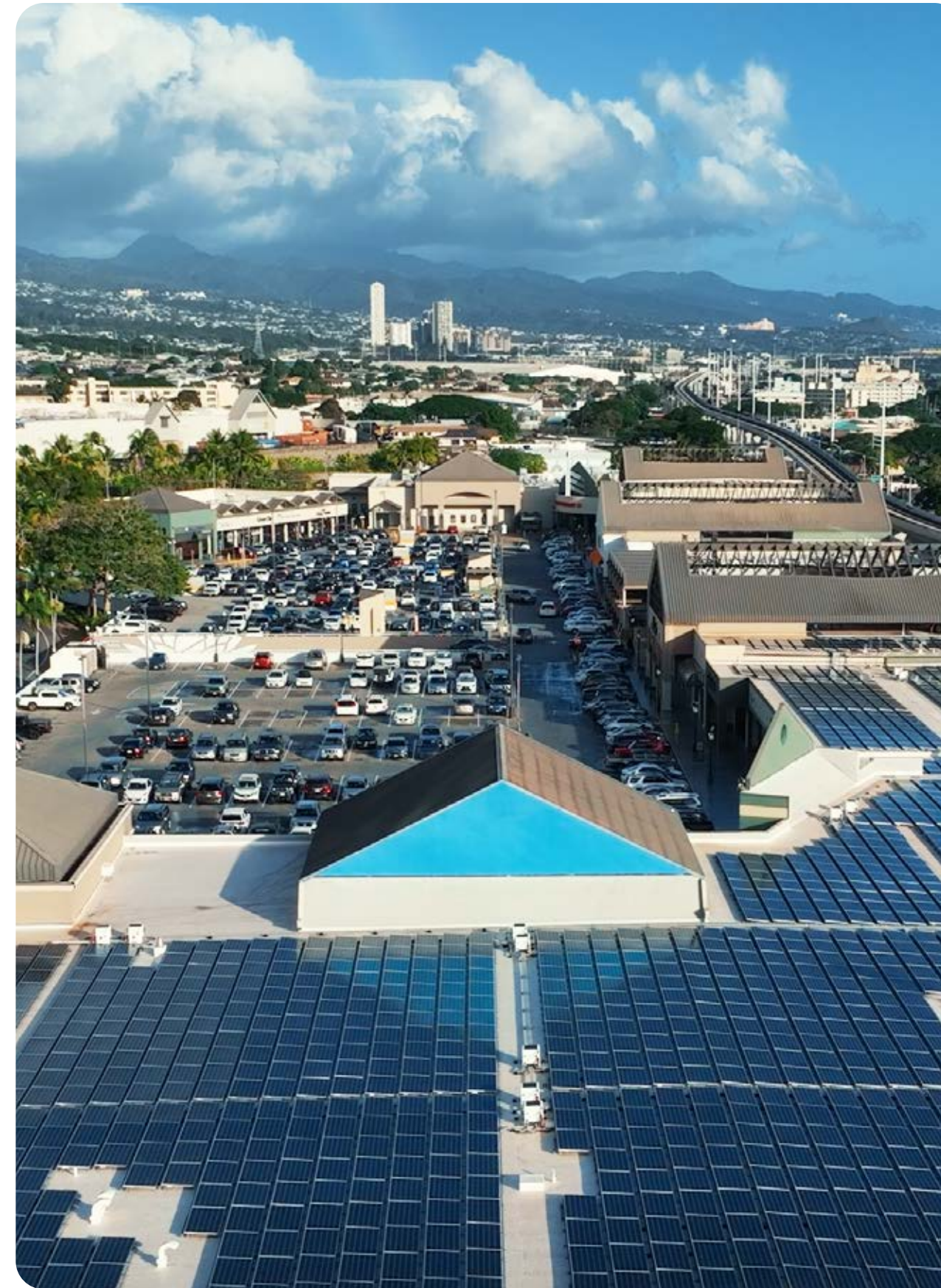
The project comprises nearly 3,000 solar panels spread over an area of 186,000 square feet. It produces approximately 2,000 MWh annually and provides enough renewable energy to offset approximately 15% of the center's energy usage, including the majority of its common area electricity needs.

Pearl Highlands Center was selected as the site for A&B's first rooftop renewable energy project due to the center's energy consumption, sizeable roof footprint, and ideal integration of solar to maximize carbon footprint reduction. The company has identified additional properties to advance its clean energy generation initiatives.

PEARL HIGHLANDS CENTER 1.3-MEGAWATT PHOTOVOLTAIC SYSTEM

At a Glance:

- ▶ 1.3-megawatt photovoltaic system
- ▶ 186,000 square feet of rooftop area
- ▶ Nearly 3,000 solar panels
- ▶ Produces approximately 2,000 MWh annually
(enough to power approximately 300 homes for one year)
- ▶ Delivery of clean energy starting on November 1, 2022
- ▶ Generates energy to offset approximately 15% of center's usage
- ▶ **Results in a significant reduction of A&B's carbon footprint – a key ESG commitment**



ANNUALLY, WILL PREVENT GREENHOUSE GAS (GHG) EMISSIONS EQUIVALENT TO:

160,000 Gallons of
gasoline consumed

1,588,000 lbs of
coal burned



“Embracing solar energy within our commercial real estate portfolio isn’t just an investment in cleaner energy; it’s an investment in our company’s long-term competitiveness. By harnessing solar energy, we unlock new revenue streams, reduce operational costs, and demonstrate our commitment as responsible stewards of the environment.”

— FRANCISCO GUTIERREZ,
SENIOR VICE PRESIDENT,
DEVELOPMENT

Energy Efficiency Initiatives

Sustainable Properties

► Our well-located portfolio of key gathering places within communities across the state positions us to contribute a meaningful environmental impact and champion the benefits of sustainable properties.

We utilize proven conservation technologies and methods in operating and developing our properties to minimize our environmental impact and preserve Hawai'i's important, and often unique, natural resources.



MANOA MARKETPLACE (HONOLULU, O'AHU)



LAU HALA SHOPS (KAILUA, O'AHU)



SUSTAINABLE FEATURE SPOTLIGHT

LED Lighting

► **A&B continues to focus on installing energy efficient lighting across its portfolio.** Since 2017, we have performed 25 lighting retrofit projects, including 10 projects in 2022.

These lighting improvement efforts impact common area, occupied area, exterior and parking lot lighting fixtures, resulting in meaningful energy and maintenance savings.

25 LED Lighting
Projects Since 2017

10 Projects
Implemented in 2022

ENERGY EFFICIENCY INITIATIVE

Carbon Lighthouse Partnership



► Since 2017, A&B has partnered with Carbon Lighthouse to increase energy efficiency and reduce GHG emissions within our CRE portfolio. Approximately 22% of our portfolio has

undergone various performance upgrades to lighting, heating,

and cooling systems under this partnership. The total projected 10-year impact is the conservation of approximately 23,000 barrels of oil, equivalent to reducing GHG emissions by 10,000 metric tons of CO₂.



KAKA'AKO COMMERCE CENTER (HONOLULU, O'AHU)

\$270k
Savings (2022)

1,050
MWh
Reduction (2022)

2022 IMPACT EQUIVALENT TO REDUCTION OF:

744
Metric Tons of CO₂

Proactive Energy Efficiency Audits of CRE Portfolio

► In 2022, we conducted comprehensive American Society of Heating, Refrigerating, and Air-Conditioning Engineers (ASHRAE) Level 2 audits on eight properties representing over 1.1 million square feet of GLA, or nearly 30% of A&B's portfolio based on GLA.

In developing A&B's environmental targets (disclosed in 2023 Proxy Statement and discussed on page 17 of this report), we prioritized energy audits as a means to understand property-specific opportunities. Over the course of the year, site visits were conducted that provided data identifying feasible energy conservation and efficiency measures for each audited property.

Key findings from the audits included energy efficient lighting retrofit opportunities estimated to provide energy savings totaling 325,000 kWh (annually). Such savings would represent a 0.5% reduction based on our 2022 total portfolio energy consumption. Additional feasible short-, mid-, and long-term energy conservation measures are being considered for future implementation.





IMPROVING WHAT WE MEASURE

At a Glance:

- ▶ Audits conducted on eight properties representing over 1.1 million square feet of GLA
- ▶ Nearly 30% of A&B's portfolio based on GLA
- ▶ Aggregated estimated annual energy (kWh) savings via energy efficient lighting retrofits: approximately 325,000 kWh (annually)
- ▶ Other feasible short-, medium-, and long-term energy conservation measures are being considered for future implementation to reduce energy consumption and improve efficiency at properties



Aggregated estimated annual energy savings from lighting retrofits is equivalent to about 45 homes' electricity use for one year

ANNUALLY, WILL PREVENT GREENHOUSE GAS (GHG) EMISSIONS EQUIVALENT TO:

26,000 Gallons of gasoline consumed

258,000 lbs of coal burned



“Regular comprehensive energy audits at our properties allows us to assess opportunities to reduce energy consumption, while strengthening sustainability outreach to our tenants encourages more efficient operation in their spaces. Together, our efforts can help reduce environmental impacts and operating expenses.”

— **KIT MILLAN,**
SENIOR VICE PRESIDENT,
ASSET MANAGEMENT

Tenant Sustainability Program

» **A&B is proactive with tenant sustainability outreach by sharing stories, tips, and resources.** We recognize the importance of maintaining this outreach to further promote sustainability, as tenant practices (beyond A&B's control) comprise the vast majority of utility consumption and GHG emissions.

In an effort to align our sustainability priorities with tenant activity, our leases contain terms that encourage sustainable practices. Our standard lease contains a cost recovery clause that allows for shared bearing of costs for energy efficiency-related capital improvements. We are evaluating future inclusion of enhanced green lease and performance-based lease language to foster improved collaboration with our tenants. Additional lease information is provided in our SASB Index.

During 2022, all tenants at each of the eight properties involved in the company's multi-property energy audit project were invited to receive complimentary energy audits of their spaces. Tenants representing nearly 15% of the participating properties' GLA opted to participate and were provided information on specific viable energy-saving opportunities within their spaces.

ALEXANDER & BALDWIN

As part of Alexander & Baldwin's sustainability efforts and in keeping with our values as "Partners for Hawai'i," A&B is offering **complimentary** energy reviews for tenants at Kailua Town.

Is your space energy efficient?
Want to improve sustainability?
Looking to reduce operational expenses?

If YES to any, consider participating in A&B's complimentary energy review!

A report listing feasible specific measures to help reduce energy usage and potentially save **10% to 40%** on energy costs will be provided upon completion of energy review.

CONTACT:
 Michelle Hickerson at mhickerson@abhi.com with any questions or to express interest by **Friday, October 15, 2021.**

Additional Energy-Saving Opportunities from Hawai'i Energy

EMPOWER GRANT
 May cover up to 100% of total project costs (up to \$5K) of an energy efficiency project.
 Eligible project and equipment types may include appliances, window film, kitchen equipment, HVAC, lighting, pumps and motors, refrigeration and water heating.
Application Deadline: October 29, 2021

ENERGY ADVANTAGE
 Lighting upgrades at significantly reduced prices or possibly free (up to 100% covered).
 Lighting is one of the simplest, most effective ways to lower energy costs. Typical payback of costs from savings within a year.

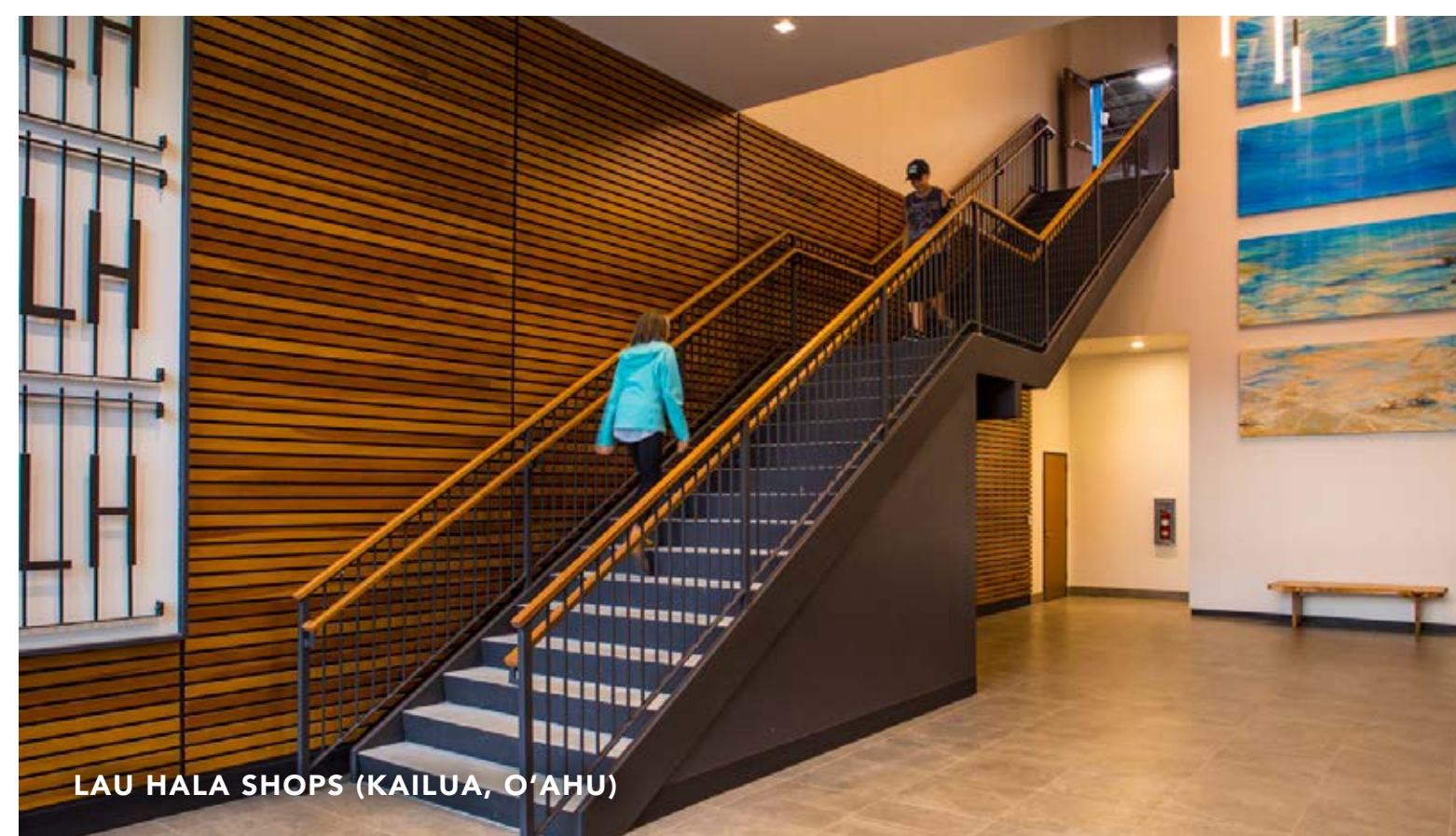
Hawai'i Energy

Responsible Development

► **A&B's environmental commitment to build and operate sustainable properties applies to our development and redevelopment projects.**

The following initiatives are implemented where feasible and appropriate:

- Energy efficient lighting and related equipment, such as occupancy sensors or automatic lighting controls
- Energy efficient air conditioning/chiller equipment
- Energy efficient roofing materials
- Water efficient equipment and fixtures, such as smart irrigation systems and drought-tolerant foliage
- Eco-friendly materials and products associated with paints, carpet, flooring, and other building elements
- Recycle materials from deconstruction projects
- Eco-friendly transportation options, such as EV charging stations and bike racks
- Promote walkability and pedestrian safety



Clean Transportation & Mobility

► **A&B supports clean modes of transportation to and from its properties, including EV charging stations and car sharing options.** Our development and redevelopment plans consider pedestrian-friendly aspects to ensure appropriate and safe pathways for all visitors.

► **Car Share:** At Manoa Marketplace, two parking stalls are dedicated to the Hui Car Share Program. The program is a simpler car rental alternative providing instant access to cars, including hybrid vehicles, across O’ahu.

► **EV Charging Stations:** Electric vehicle charging stations are offered at many of our properties as an amenity for visitors who have adopted low- or zero-emissions modes of transportation. We currently provide charging stations across our portfolio and have prioritized the installation of additional EV charging stations portfolio-wide in 2023.

The State of Hawai’i has been a leader in new EV registrations per capita over the past decade and, as such, A&B views its portfolio of neighborhood centers as ideal locations to host EV charging stations. The presence of EV charging stations at our properties will further support and expand adoption of EVs across the state, while helping to decarbonize the transportation sector and improve the sustainability of the communities we serve.

HUI CAR SHARE AT MANOA MARKETPLACE



EV CHARGING STATIONS AT HOKULEI VILLAGE



EV CHARGING STATION AT NAPILI PLAZA



EV CHARGING STATIONS AT LAU HALA SHOPS

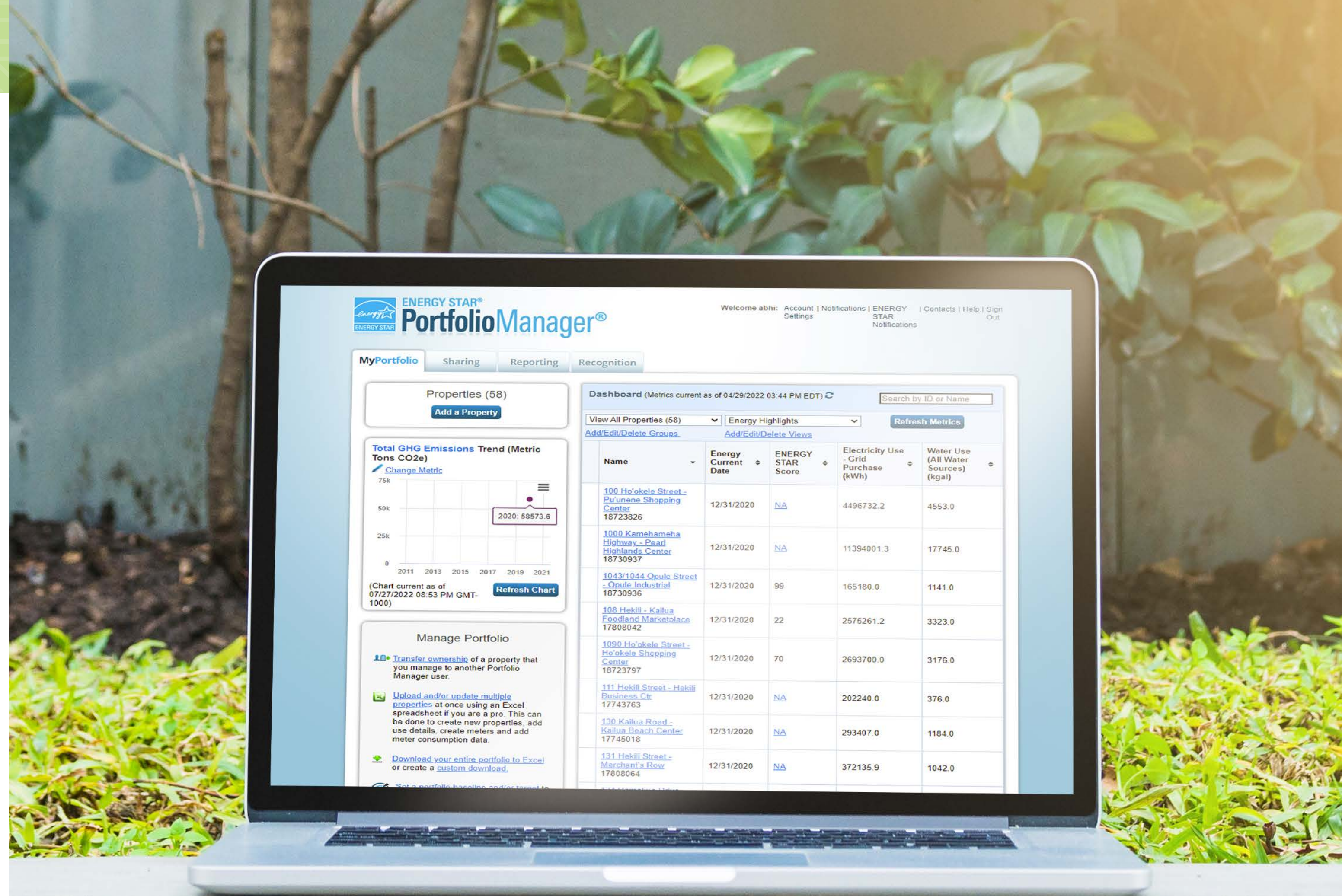
Utilities Benchmarking Project

► In late 2021, A&B implemented a benchmarking program to compile energy and water data for its entire CRE portfolio by utilizing the Environmental Protection Agency's ENERGY STAR Portfolio Manager tool.

We now are able to measure and track energy and water consumption for each of our properties, compare results with similar buildings, and gain insights on how and where we can further reduce our utility consumption.

Our proactive benchmarking initiative will significantly aid upcoming compliance with the City and County of Honolulu's Better Buildings Benchmarking Program. Signed into law in July 2022, the program will be phased to require all commercial and multi-family buildings larger than 25,000 square feet to benchmark and report their energy and water usage annually, beginning in 2023.

A&B maintains strong communication with the local utility companies and the office overseeing the program. With our benchmarking program in place, A&B is well-positioned to meet the City's new reporting requirements and deadlines.



100% of properties in EPA's
ENERGY STAR Portfolio Manager

Energy Data

► At year-end 2022, A&B's portfolio was comprised of 38 properties totaling 3.9 million square feet (SQ. FT.) of total GLA. Total energy consumed, by property sector, for 2022 and 2021 is as follows:

TOTAL WHOLE BUILDING¹ ENERGY CONSUMED BY PROPERTY SECTOR

	2022		2021		YOY
	TOTAL ENERGY CONSUMED (MWH)	TOTAL ENERGY INTENSITY (KWH/SQ. FT.)	TOTAL ENERGY CONSUMED (MWH)	TOTAL ENERGY INTENSITY (KWH/SQ. FT.)	TOTAL ENERGY CONSUMED % CHANGE
RETAIL	72,400	28.9	73,903	29.6	-2.0%
INDUSTRIAL	6,001	4.8	6,196	5.0	-3.1%
OFFICE ²	2,896	19.9	2,835	19.8	+2.1%
TOTAL	81,297	20.8	82,934	21.3	-2.0%



► We are pleased with the reduction in Same-Store energy consumption for our total portfolio year-over-year. It reflects our ongoing efforts to implement energy efficiency initiatives across our portfolio as we seek to own and operate sustainable properties. The return to normalization of operations at our office properties during 2022, compared to the COVID-related impacts during 2021, may have contributed to the office sector energy consumption increase.

1: Whole building information includes A&B common area and tenant energy consumption.

2: Office metrics include A&B's corporate headquarters' energy consumption, though its GLA is not incorporated into the Office GLA figure.

2022 vs 2021

Same-Store Energy Consumption

-2.0% RETAIL

-2.8% INDUSTRIAL

+2.1% OFFICE

-1.9% TOTAL PORTFOLIO

Energy Data

CONTINUED

► **GHG emissions information of our CRE portfolio is associated with whole building energy consumption.**

Based on guidance from the GHG Protocol Corporate Standard, we utilize the operational control boundaries since this approach best reflects the day-to-day practices of our business and are most relevant to retail real estate.

GHG Scope 1 emissions, direct emissions that physically occur in assets we own or control, were immaterial. GHG Scope 2 emissions reflect indirect emissions from purchased electricity consumed by A&B but generated elsewhere. Reported GHG

Scope 3 emissions, other indirect emissions that occur as a consequence of the operations of A&B but are not directly controlled by us, reflect tenant-purchased building electricity consumption emissions only.

TOTAL GREENHOUSE GAS (GHG) EMISSIONS BY SCOPE & PROPERTY SECTOR

	2022				2021	YOY
	TOTAL GHG EMISSIONS (MTONS CO ₂ E)	TOTAL GHG SCOPE 1 EMISSIONS	TOTAL GHG SCOPE 2 EMISSIONS	MEASURED GHG SCOPE 3 EMISSIONS	TOTAL GHG EMISSIONS (MTONS CO ₂ E)	TOTAL GHG EMISSIONS % CHANGE
RETAIL	51,309	-	2,735	48,574	52,374	-2.0%
INDUSTRIAL	4,253	-	202	4,051	4,390	-3.1%
OFFICE ¹	2,052	-	507	1,545	2,010	+2.1%
TOTAL	57,614	- ²	3,444	54,170	58,774	-2.0%

1: Office metrics include A&B's corporate headquarters' GHG emissions, though its GLA is not incorporated into the Office GLA figure.

2: Total GHG Scope 1 emissions, direct emissions that physically occur in assets we own or control, were immaterial.

YEAR-OVER-YEAR

**OUR SAME-STORE
CLEAN ENERGY REDUCTION IS
EQUIVALENT TO:**

APPROXIMATELY

222

Homes' electricity use
for one year

EQUAL TO

1.1K

Metric tons of GHG
emissions reduced

Energy reduction equivalencies based on EPA's Greenhouse Gas Equivalencies Calculator.

TOTAL PORTFOLIO: -1.9%

Energy Data CONTINUED

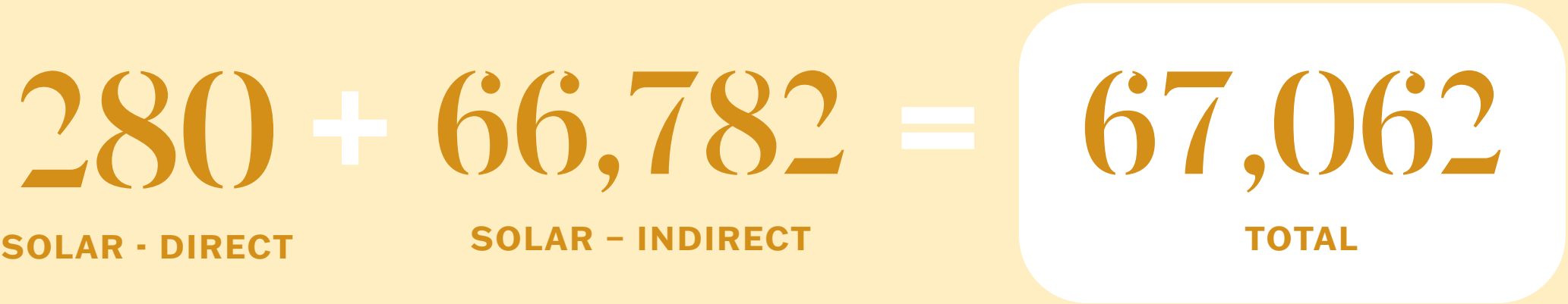
Long-Standing Renewable Energy Producer

►► **A&B has been committed to renewable energy production for nearly 120 years**, tracing back to our first hydroelectric facility associated with our legacy as a sugarcane plantation. In the years since, we have made additional direct and indirect investments toward producing clean energy across the state.



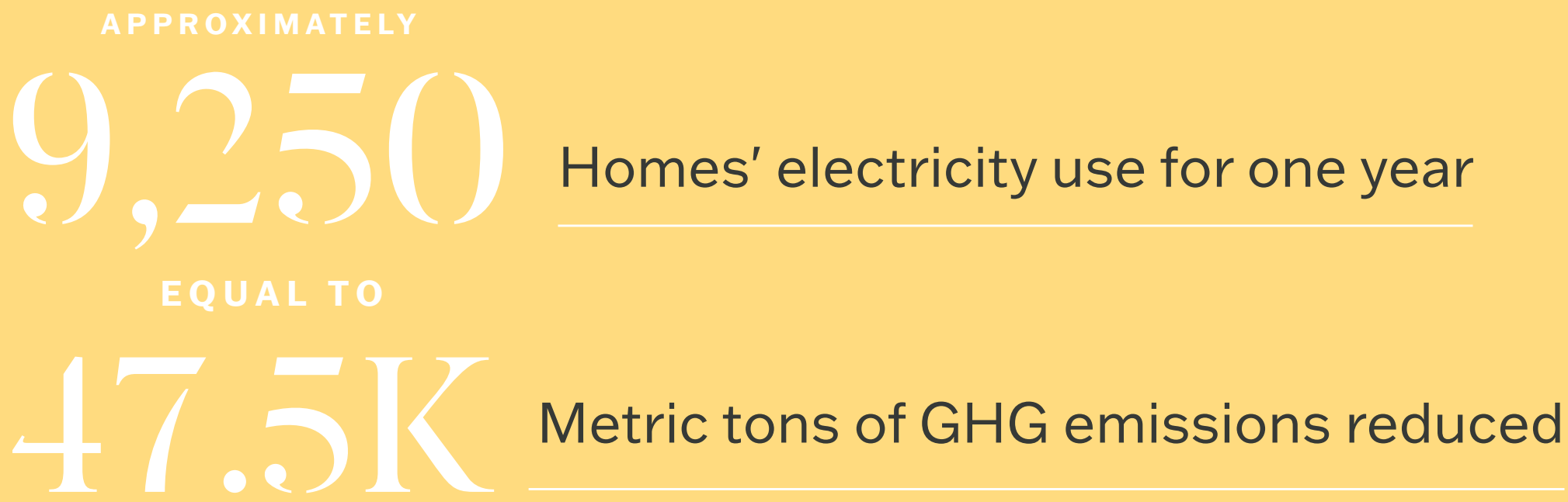
►► **A&B's first rooftop photovoltaic project at Pearl Highlands Center began producing clean energy in November 2022.** We also maintain a number of indirect solar investments, including facilities on Kaua'i and O'ahu.

TOTAL RENEWABLE ENERGY PRODUCTION (MWH) BY SOURCE TYPE IN 2022



PV SYSTEM AT PEARL HIGHLANDS CENTER

OUR CLEAN ENERGY PRODUCTION IS EQUIVALENT TO:





Water Data

► A&B continues to monitor water consumption across its portfolio and seeks to promote water conservation efforts. Total water consumed, by property sector, for 2022 and 2021 is as follows:

TOTAL WHOLE BUILDING¹ WATER CONSUMED BY PROPERTY SECTOR

(1000S OF GALLONS)	2022 TOTAL WATER CONSUMED	2021 TOTAL WATER CONSUMED	TOTAL WATER % CHANGE
RETAIL	208,684	191,950	+8.7%
INDUSTRIAL	19,895	18,980 ²	+4.8%
OFFICE	15,198	15,848 ²	-4.1%
TOTAL	243,777	226,778 ²	+7.5%

1: Whole building information includes A&B common area and tenant water consumption.
2: Our 2021 water usage was revised to incorporate whole building water information, to enable equal comparison between 2022 and 2021 consumption.
3: Office metrics include A&B's corporate headquarters' water consumption, though its GLA is not incorporated into the Office GLA figure.

2022 VERSUS 2021 WHOLE BUILDING, SAME-STORE WATER CONSUMPTION



HOKULEI VILLAGE (LIHUE, KAUAI)



WAIPIO SHOPPING CENTER (WAIPAHU, O'AHU)



KUNIA SHOPPING CENTER (WAIPAHU, O'AHU)



The year-over-year Same-Store water consumption increase should be viewed in light of the improvement in both retail and industrial occupancy in 2022. Additionally, the return to normalization of operations at our properties during 2022, compared to the COVID-related impacts at our properties during 2021, may also have contributed to the water consumption increase.

Social

Social

A&B is proud of its continued commitment to our employees and the communities we serve. We strive to cultivate a welcoming workplace with opportunities for all to develop to their full potential and thrive, personally and professionally. Dedicated and engaged, our employees embody A&B’s mantra, “Partners for Hawai‘i,” through acts of community service and personal generosity that advance the company’s social engagement goals and community investment impacts across the state.

Social Council

► **A&B’s Social Council is a diverse, cross-functional team of individuals from all levels of the company,** whose purpose is to develop and implement strategies to support and improve the professional environment for our employees and enhance engagement with the communities in which we live and operate. These strategies address issues like culture change, professional development, philanthropy, and social/political engagement.



FROM LEFT TO RIGHT:

- **Jessica Morikone**, Senior HR Business Partner
- **Catherine Bray**, Manager, General Accounting and Systems Accounting
- **Derek Kanehira**, Senior Vice President, Human Resources (Co-Chair)
- **Meagan Oppenheim**, Regional Manager, Asset Management
- **Michael Oh**, Senior Property Manager, Asset Management
- **Dana Harvey**, Director, External Affairs (Co-Chair)
- **Jordan Hino**, Director, Internal Audit
- **Tran Chinery**, Vice President, Marketing and Communications

Our Employees

We recognize our employees drive the success of our company and are one of our most valuable resources. They are a community of diverse individuals, working together to grow our business and serve Hawai'i. We strive to foster an engaging work environment that attracts and retains the best talent by creating opportunities to build relationships through collaboration and community engagement, and by expanding our learning and development platforms, and health and wellness programs. We are committed to advancing policies that ensure a diverse, equitable, and inclusive workplace for all our employees.



Engagement & Satisfaction

►► **We are committed to sustaining a positive work environment for our employees by promoting a workplace culture that is supportive, collaborative, and inclusive and provides opportunities for both professional and personal growth.**

At A&B we foster connectivity with our employees through touchpoints that include town halls, informational speakers, learning and development training, community

and social events, and frequent communication through monthly newsletters, emails, the intranet, and social media. We believe employees that are engaged will be more effective in their roles and will contribute to sustainable growth for the company.

Our annual employee engagement survey provides the company with insight into the overall satisfaction level of our employees. Their responses are key to helping

us understand what we're doing well and where we can improve in relation to our workplace culture, employee experience, job satisfaction, and engagement.

Seventy-eight percent of our employees participated in the 2022 survey, surpassing the 70% to 75% target participation for a company of our size. We were encouraged by the results, which in many cases were equal to or exceeded Hawai'i and national benchmarks.



92%

The people I work with help each other out.

90%

The company is committed to charitable causes.

90%

My supervisor demonstrates commitment to and support of diversity, equity, and inclusion.

88%

Overall, this is a good company to work for.

Survey results are shared with employees and the Board of Directors and have resulted in specific actions, including increased recognition programs, health and wellness sessions, and expanded employee learning and development opportunities.

Recognition

► Each year, A&B Awards are given to outstanding employees for their exemplary job performances. In recognition of their work and its positive contribution to the company's operations, each recipient receives a monetary award. Nominated by their supervisors, awardees embody A&B's strong values with professionalism and positive attitudes. In 2022, 11 employees were recognized as self-motivated problem-solvers, collaborative team players, and for their dedication to excellence.

We believe that peer-to-peer recognition fosters positive working relationships and increased collaboration. Through A&B's Awardco program, our employees receive a monthly points stipend to recognize their peers. Awardco is a simple, user-friendly platform through which employees can give and receive recognition for a job well done and is integrated with Amazon Business to provide options for redeeming recognition awards.

Milestones



Meredith Ching
Executive Vice President,
External Affairs

40 YEARS OF SERVICE

► As a senior executive, Meredith oversees programs that help the

company positively engage with external constituencies and local stakeholders to achieve the company's operating and financial goals. She has a deep understanding of Hawai'i and her widespread contributions and unwavering commitment have successfully stewarded the company's government, community, and philanthropic initiatives for over four decades. Meredith's service on corporate and nonprofit boards strengthen our company's connection to our community.



Lynne Uchima
Office Manager, Maui

35 YEARS OF SERVICE

► Since 1987, Lynne has been an integral team member for the company's Maui office.

Collaborating closely with the land operations and property management departments, she consistently offers exceptional operational support to staff, tenants, vendors, and retirees. Her outstanding performance includes providing support for A&B's Maui development projects and transition to our new real estate management platform, and overseeing critical office functions including security, staffing, accounting, and banking.

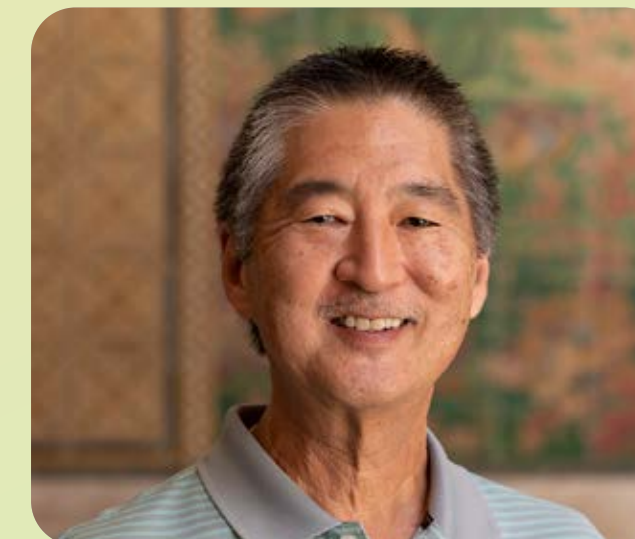


Miriam Kusuda
Senior Property Accountant

30 YEARS OF SERVICE

► Miriam joined A&B in 1992 and has played an instrumental role in the sale and transfer of non-core land parcels that have advanced the company's

simplification structure into a dedicated Hawai'i-focused commercial real estate company. As senior property accountant for the commercial real estate portfolio, Miriam is a team lead for recoveries on A&B's new real estate management system. She oversees the accounting function and ensures accuracy and compliance to accounting policies and procedures for her properties. Miriam's deep institutional knowledge of the local market, positive attitude, and steadfast partnership with all levels of the management team are critical to A&B's success.



Greg Isobe
Technology Operations Manager

35 YEARS OF SERVICE

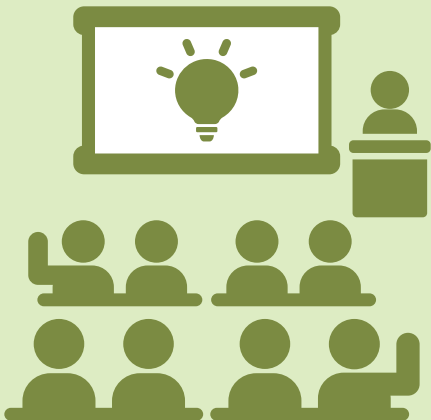
► Greg joined A&B in 1987 following a summer internship with the company while attending

the University of Hawai'i. Through much of his career, Greg has consistently proved instrumental in managing the company's computer needs across diverse departments, implementing strategic technology planning, and new systems to enhance workflow operations company wide. Greg led the migration of A&B's software upgrade to its new real estate management system, Yardi, and executed a seamless transition to remote and hybrid work for our employees.

Learning & Development

► **A&B continually invests in meaningful learning and development opportunities for its employees.** A wide variety of formal and informal training programs are available and offered through the company. Professional development stipends are available for qualified workshops, conferences, forums, and classes. In 2022, our employees participated in developmental programs such as the Patsy T. Mink Leadership Alliance and the Dale Carnegie Women's Leadership Academy. The company also offers tuition reimbursement of up to \$40,000 to eligible employees wishing to obtain a qualified higher education degree. Employees also establish annual career development goals and receive annual evaluations that track progress against those goals.

► **In 2022, our approach to employee learning and development included live/facilitator-led training** on a variety of soft skill and compliance topics, including communication skills for leaders, diversity, equity & inclusion (DEI), leave of absence fundamentals for managers, and anti-harassment/respectful workplace training. Our talented employees led lunch and learn sessions and had access to online, on-demand learning through LinkedIn Learning.



◀ **A&B held a Strategic Council Workshop facilitated by PlayBook Consulting Group.** This full-day workshop brought our employee-led Environmental and Social councils together to collaborate in early 2022. See **pages 19** and **36** for information on the councils.

EMPLOYEE SPOTLIGHT

Meagan Oppenheim

► **Meagan Oppenheim, regional manager, asset management, was selected as one of 17 women leaders to the sixth cohort of the Patsy T. Mink Leadership**



Alliance. It is the only program in Hawai'i designed to enable mid-career women to advance their management and leadership skills in an effort to increase the representation of women executives in the state.

Diversity, Equity & Inclusion (DEI)

► **A&B believes that diverse and inclusive teams foster more creativity, produce greater opportunities to create value through the company's assets, people, and relationships, and is crucial to our efforts to attract and retain key talent.** We are focused on building an inclusive culture through a variety of initiatives, including social justice forums, DEI training,

and posting jobs with a variety of state employment and social service agencies. In 2022, live/facilitated training on DEI was conducted for managers to introduce basic concepts and facilitate discussion around common challenges to embracing DEI at work; responsibilities of a supervisor; and how managers can contribute to a culture of DEI.



- 56% Male
- 44% Female



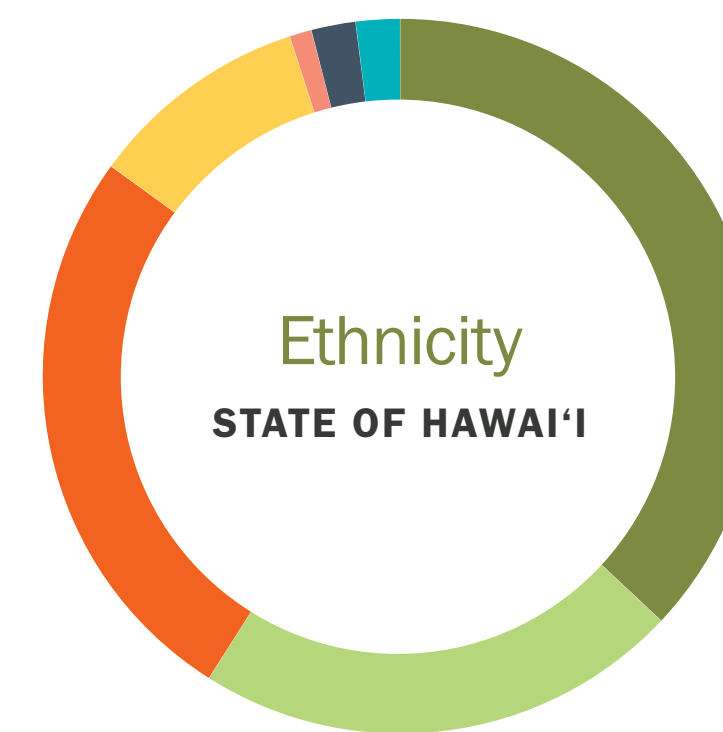
- 85% Male
- 15% Female



- 45% Asian
- 25% White
- 17% Two or More Races
- 11% Native Hawaiian/Pacific Islander
- 1% Hispanic/Latino
- 1% Black



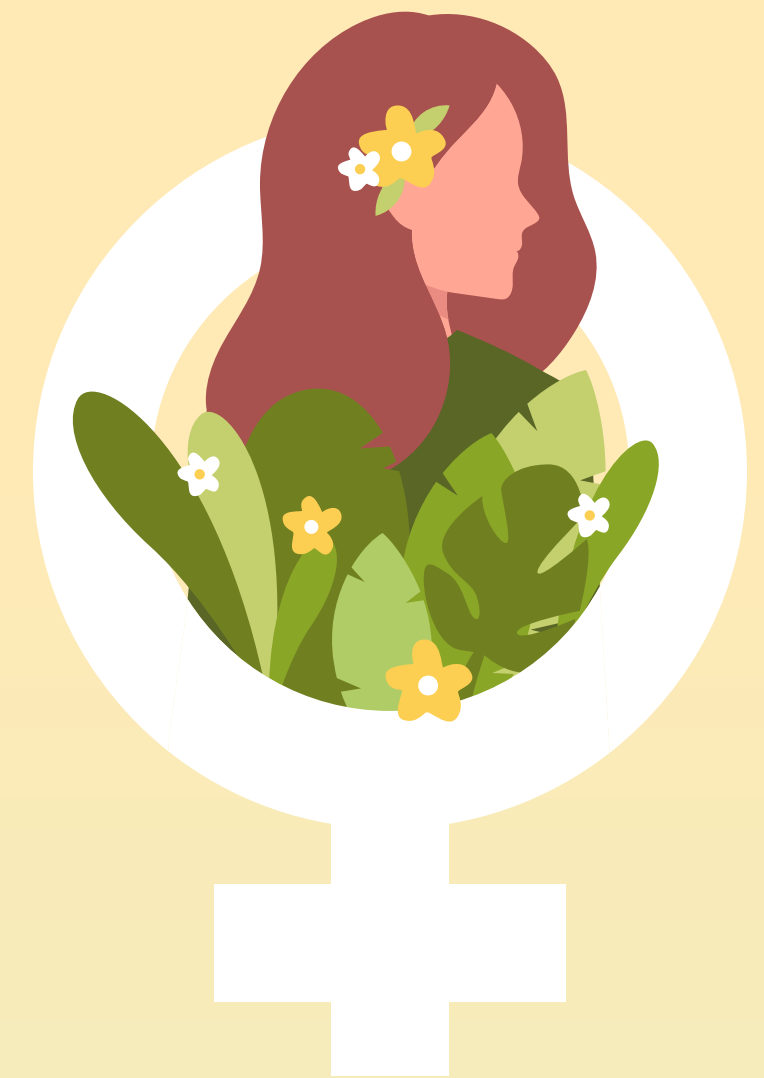
- 55% White
- 40% Asian
- 5% Two or More Races



- 37% Asian
- 22% White
- 26% Two or More Races
- 10% Native Hawaiian/Pacific Islander
- 1% Hispanic/Latino
- 2% Black
- 2% Other

Employee Ethnicity data is from EEO-1 Survey.

State of Hawai'i Ethnicity data is from the 2021 American Community Survey via U.S. Census Bureau.



Celebrating Women's History Month

► **In honor of Women's History Month**, on March 28, 2022, A&B held a virtual "fireside chat" with Krystal Ka'ai, Executive Director of the White House Initiative for Asian Americans, Native Hawaiians and Pacific Islanders (WHIAANHPI).

Benefits

A&B offers a comprehensive benefit plan that includes incentives to support employees' present and future needs.

- ▶ Medical, dental, drug, and vision insurance, including company-paid premiums for employees and their dependents.
- ▶ Flexible Spending Reimbursement accounts for health care, dependent care and parking, and discounted bus passes.
- ▶ Additional insurance coverage, such as long-term disability, long-term care, group life, accidental death & dismemberment, and business travel accident insurance.
- ▶ Generous paid time off including vacation, sick leave, and holidays (including an annual birthday holiday and community service day).
- ▶ Retirement benefits including a 401(k) plan with matching company contributions.
- ▶ Opportunities for employees to share in the company's success via gain sharing contribution with investment options including A&B stock.
- ▶ Health and wellness program that provides free and confidential counseling services on life, health, family and work matters.
- ▶ Weekly virtual lunchtime yoga.
- ▶ Wellness learning sessions, company challenges and other company-sponsored activities.
- ▶ Peer-to-peer employee recognition program to foster teamwork and collaboration and motivate employees to do their best work.
- ▶ Scholarship opportunities for children of employees.

▶ 2022 HIGHLIGHTS



The addition of a **chiropractic care, acupuncture, and massage therapy** benefit for employees was announced during 2022 open enrollment for the 2023 plan year.



In 2022, **65% of our employees participated in our health and wellness program** (well above the national median of 40%)

▶ A&B SCHOLARSHIP

Established in 1971, A&B's scholarship program has helped our employees' kids achieve college degrees.

Bryson Uchima, son of employee Lynne Uchima, is a scholarship recipient who is currently attending Chapman University. Lynne's son, Trenton, also was a recipient of A&B scholarship in 2021.



Health & Wellness

► **Olakino, which in Hawaiian means a “state of health and well-being,” is our employee-led wellness program.** Launched in 2021, the program provides support for employees' health, fitness, and overall well-being throughout the year with programs, presentations, and challenges. Employees can access tools, activities, and online courses through the company's wellness platform, and track their progress toward earning wellness incentives.

Activities in 2022 included “Wellness Wednesday” live/virtual informational sessions on a variety of wellness topics; a mental health campaign with different monthly featured courses and challenges on our wellness platform; and inspirational 15 minute “power mini” sessions on topics such as dealing with change, maintaining positivity, and managing burnout. Our employees also participated in wellness events such as the Hawai'i Heart Walk and PetWalk and were offered on-site flu shots.



HAWAIIAN HUMANE SOCIETY PETWALK



A&B celebrates our Wellness Month in June each year.

In 2022, Wellness Wednesday sessions were held on topics such as time management; coping with pandemic fatigue, stress & burnout; and financial investing basics.

Community: Kokua Giving

Our Kokua Giving program provides opportunities to support our vibrant communities and helps the people of Hawai'i live healthy and fulfilling lives. We are committed to our long-held practice of giving, and each year target at least one percent of A&B's pre-tax income for charitable giving.

► **In 2022, we welcomed continued recovery and increased optimism across Hawai'i communities with the return of celebratory parades and cultural festivals, in-person school programs, and the many other activities that contribute to healthy, vibrant communities.** Throughout the year, A&B's charitable grants program, Kokua Giving, directed funds to critical partner organizations that steadfastly address our communities' most pressing needs.

We also sought opportunities to plant new seeds of support. Innovative programs that empower girls at formative ages and cultivate brighter futures for all *keiki* (children); activities that encourage inclusion and diversity; initiatives to foster a more sustainable

future; and lifting cultural voices through the arts are among the ways we are investing in Hawai'i to help communities thrive.

Our employees also welcomed the opportunity to connect with their coworkers and re-ignite their collective power of talent and time through 19 service projects across the state. Working side-by-side, A&B employees enthusiastically rallied for environmental stewardship projects and distributions of produce to *kupuna* (elders), hygiene supplies to homeless individuals, and holiday treats to families in need.

As Partners for Hawai'i, we are committed to making Hawai'i a better, more resilient home for all.

In 2022, A&B's Kokua Giving contributions totaled **\$975,000 to 181 nonprofit organizations** across Hawai'i.

\$975K CONTRIBUTED **181** NON-PROFITS



Community Outreach

Laying a Foundation for Critical Services

In 2022, Alexander & Baldwin fulfilled a \$20,000 pledge of support for Wilcox Medical Center's new Emergency Department, which had not been updated since opening in 1995. As Kaua'i's only Level III Trauma Center, Wilcox averages 25,000 emergency visits and 450 trauma activations each year. Most of these medical emergencies involve multiple patients who need care simultaneously. Two new, state-of-the-art trauma suites will help improve the efficiency of lifesaving services. Other upgrades include new, specially equipped pediatric and OB-GYN rooms; three negative pressure rooms to treat patients suspected of having infectious diseases; and a dedicated room for behavioral and mental health patients.



Handing Out Supplies for Those in Need

Windward O'ahu has one of the island's largest populations of unsheltered homeless. Since 2017, A&B has funded monthly outreach events at the Institute for Human Services Homeless Service Hub in Kailua, where vulnerable individuals can access social, mental health and medical services; employment assistance; and showers, clean clothes and a hot meal. As the program's largest corporate sponsor, A&B employees had an opportunity to lend helping hands at one of these pop-up events, see the impact of the company's support firsthand, and present a \$10,000 grant check.

Innovative Youth Program x Girl Power

Hawai'i Youth Impact Program, modeled after a national program and hosted by the University of Hawai'i, has provided transformative leadership development camps for at-risk middle school boys throughout the state for the last five years. In 2022, the university launched the nation's first Youth Impact Program for girls, coinciding with the 50th anniversary of Title IX legislation. Combining the values and discipline of the U.S. Armed Forces and the fitness and team-building aspects of athletics, the free summer camps focus on STEM-based academics and leadership skills to lift youth from disadvantaged communities. A&B has sponsored this successful, and now gender-inclusive program since 2018.



Leveling Playing Fields for All

A grant to Special Olympics Hawai'i underscores A&B's efforts to fund disability-inclusion programs focused on building participants' skills, self-confidence and independence while integrating them with peers and within the broader community.

A \$15,000 donation to Special Olympics Hawai'i helped complete construction of the Health and Fitness Building and Outdoor Play Court at the nonprofit's Kapolei campus, bringing A&B's total support for the project to \$40,000.

Community Outreach

CONTINUED

Partnership for Purpose and Cultural Pride

Olomana School is an alternative-education school which offers classes for at-risk students from Windward O'ahu. A \$5,000 start-up donation helped purchase equipment and supplies to launch its first sports program to give students a sense of pride and sportsmanship. A&B also donated golf towels and balls for the enrichment program, which includes golf, bowling, and outrigger canoe paddling.

Another 2022 partnership between A&B and the school spanned environmental, cultural, and educational themes. Olomana students, teachers, and cultural practitioners sourced mangrove logs from the company's Hamakua Marsh property to build Hawaiian *hale* (house) in the traditional method. An A&B grant underwrote supplies and program costs.



A Good Turn For The Environment

In September, 19 A&B employee volunteers spent a morning at Hawai'i Nature Center's Makiki property clearing invasive overgrowth. Hawai'i Nature Center has been an A&B community partner since 1988; its board has included an A&B employee for almost 30 years.

In addition to our philanthropic giving, we also support our employees' charitable efforts by providing:

- ▶ A paid day off to serve nonprofits in their communities
- ▶ An employee contribution match up to \$2,000 per year
- ▶ A \$250 cash contribution to organizations for which employees volunteered at least 25 hours
- ▶ Corporate support of employees' priority nonprofit and social causes

In 2022, a total of 572 employee service hours enhanced community engagement and triggered volunteer matching gift donations from the company.



For more information about A&B's Charitable Giving, please view our annual **Review of Giving** publication on our website.

Community Events



Lei Day at Queens' Marketplace

In May 2022, Queens' Marketplace launched its inaugural **Waikoloa Lei Day Festival** to celebrate the origin and art of lei-making in Hawai'i. The center invited its resort partners within Waikoloa Beach Resort to create a resort-wide cultural event to bring the local community and visitors together to celebrate May Day, also known as Lei Day in Hawai'i. This community event featured a day of festivities and entertainment showcasing various traditions of lei-making and classes, hula performances, and musicians with the goal of educating our guests.



An Oddly Curious Halloween Adventure in Kailua Town

Kailua Town's annual Halloween Seek & Treat event, invites families to set off on a family-friendly self-guided quest to solve riddles at multiple locations for fun and prizes. This free scavenger hunt offered families Halloween fun while driving foot traffic to our Kailua Town shopping centers. For three weeks, QR codes were posted on storefronts and Instagram-worthy installations revealed riddles and clues to direct adventurers to destinations across the town, with clues/destinations changing each week.

Holiday Bash at The Shops at Kukui'ula

Each year, The Shops at Kukui'ula celebrates the holiday season with its Holiday Bash to benefit the Kaua'i Independent Food Bank's Holiday Food Drive. Festivities included meet and greet opportunities with Santa and a large pau hana party featuring a live concert and culinary "street food" delights from the center's restaurants. Visitors were encouraged to bring canned goods or provide a donation to feed Kaua'i's hungry during the holiday season.



Cop-On-Top Fundraiser at A&B Shopping Centers

A supporter of **Special Olympics Hawai'i (SOHI)** since 1984, A&B also hosts SOHI's Cop-On-Top fundraiser at Mānoa Marketplace, Kaneohe Bay Shopping Center and Laulani Village. This annual event partners with off-duty law enforcement officers that volunteer their time to raise awareness and resources for Special Olympics Hawai'i. In 2022, these A&B shopping centers helped the organization raise over \$50,000—the top fundraising locations statewide.

Governance

Excellence in Governance

Alexander & Baldwin continues to conduct business in ways that honor the reputation it has built over a century and a half of doing the right things for all stakeholders.

» **A&B is committed to strong and responsible corporate governance.** Our Board of Directors is entirely independent, with the exception of the CEO, and is comprised of a diverse group of directors with broad and complementary skill sets. The Board has oversight of the company's business strategy and, along with management, is focused on long-term sustainable growth.



Board of Directors Diversity

► **A&B's Board of Directors is independent, with the exception of the CEO.** The Board is comprised of seven individuals who believe that the company benefits from having directors with a diversity of viewpoints, backgrounds, expertise, and knowledge about our business. With a strong combined skill set and local expertise, they are positioned to navigate Hawai'i's unique business environment and ensure long-term value for our shareholders.



In addition to diversity of skills, the Board also embraces gender and ethnic diversity. As of July 1, 2023, of A&B's seven directors:

86% 6 are independent

29% 2 are female

57% 4 are ethnically diverse

Board of Directors

As of June 30, 2023



Eric Yeaman

Chairman of the Board

Founder and Managing Partner,
Hoku Capital LLC



Diana Laing

Director

Chief Financial Officer,
American Homes 4 Rent (Retired)



Thomas Lewis

Director

Chief Executive Officer,
Realty Income Corporation (Retired)



Douglas Pasquale

Lead Independent Director

Founder and Chief Executive Officer, Capstone
Enterprises Corporation; Chairman and Chief Executive
Officer, Nationwide Health Properties, Inc. (Retired)



Shelee Kimura

Director

President and Chief Executive Officer,
Hawaiian Electric Company



John Leong

Director

Co-Founder and Chief Executive Officer,
Kupu and Pono Pacific Land Management, LLC



Lance Parker

Director

President & Chief Executive Officer,
Alexander & Baldwin

**A&B BOARD
AVERAGE TENURE:**

5 Years

Governance Highlights

► **A&B is committed to sound principles of corporate governance.** We have been recognized with a “1” ranking (the highest score available) in governance by Institutional Shareholder Services.

**GOVERNANCE
QUALITYSCORE**
HIGHEST RANKED BY ISS ESG

1

Governance Highlights Include:

- Independent leadership, consisting of an independent non-executive chair, a chief executive officer, and a lead independent director
- Annual election of directors
- A majority voting standard in uncontested director elections
- Shareholder ability to amend the bylaws with a majority vote and call special meetings with a 10% vote
- No poison pill
- Meaningful director and executive share ownership guidelines
- Annual board and committee evaluations
- An Audit Committee composed of a majority of Audit Committee Financial Experts
- Average tenure of current directors is five years
- Limits on publicly traded company directorships
- Mandatory retirement age of 72
- Robust shareholder engagement program

CORPORATE HEADQUARTERS



100% Board & Committee Attendance

In 2022, **our directors attended 100% of meetings** of the board and committees of the board on which they serve.

Board and Committee Self-Evaluation

► **A&B's Board conducts annual board and committee evaluations to assess their performance and effectiveness.** As part of this process, each board member responds to a questionnaire that includes areas for comment. Responses are discussed and both board and committee performance are evaluated at a subsequent board meeting.

ESG Oversight

► **Our leadership team and the Board of Directors are committed to ESG issues.** ESG considerations are integrated into our operations and inform how we pursue opportunities and manage risks. It is a meaningful component of our operating and strategic plans. The Board receives regular reports and provides oversight on ESG matters, including diversity and climate risk.



Business Ethics

► **A&B's Code of Conduct**, which applies to directors as well as employees, establishes the importance of ethical behavior and compliance with all federal, state and local laws and regulations. All directors and employees sign and reaffirm their understanding of the Code of Conduct on an annual basis.



A&B also is committed to ensuring a fair workplace for our employees and has strict policies to protect against unlawful discrimination and harassment. **We have an Ethics hotline that allows for anonymous reporting of suspected violations of the Code**, or other ethical or legal violations, 24 hours a day, seven days a week. The Audit Committee receives a report on hotline calls at each meeting.

96% A&B Employees Completed Code of Conduct Training

Shareholder Engagement

► **A&B values the views of its shareholders.** We are committed to consistent engagement with our investors through in-person and video/telephone meetings and conferences throughout the year.

In 2022, we met or offered to meet with shareholders who cumulatively owned approximately 74% of our stock to discuss our operations, corporate governance, environmental and social initiatives, and executive compensation, and to solicit feedback on these and a variety of other topics.

We also conducted ESG-specific outreach, meeting or offering to meet with governance teams from investors representing

63% ESG-Specific Meetings with Investors

74% General Meetings with Investors

approximately 63% of our stock, including some of our largest investors. Shareholder perspectives are shared with the Board.

Cybersecurity

► **Cybersecurity is an important part of operations and a focus for continuous improvement.** Prior to 2022, A&B completed a comprehensive, multi-year effort to improve and expand security practices. A national security firm rated the organization as excellent in independent audits conducted in 2020 and 2021. In 2022, the firm was retained again to specifically concentrate on and help improve A&B's security posture by conducting a joint exercise that simulated responding to live attacks.

We also began planning for further enhancements to our security practices and processes for implementation in 2023. The company recently expanded the mandatory cybersecurity training program for all employees from annual to semi-annual training courses. In addition, monthly phishing tests were increased to twice monthly, all with remedial refresher courses should employees fail the tests. Annual assessments of employee security awareness are performed. Performance on these required components are now included in a compliance section in the annual employee review process.

The Board receives cybersecurity reports at least annually, with the Audit Committee receiving reports quarterly.



Executive Compensation

► **A&B's overall executive compensation philosophy is to align compensation with long-term shareholder interests.** Our compensation program includes the following risk management factors:

- Robust stock ownership guidelines
- Multi-year vesting periods of equity awards
- Capped incentive payments
- Use of multiple performance metrics
- Pay philosophy for all elements of pay targeted at the 50th percentile
- 50% of named executive equity awards granted are performance-based
- Review of goal-setting by the Compensation Committee to ensure that goals are appropriate
- Mix of pay that is consistent with competitive practices for organizations similar in size and complexity
- Insider trading and hedging prohibitions
- A compensation clawback policy
- Oversight by a Compensation Committee composed of independent directors

At both the 2021 and 2022 Annual Meetings of Shareholders, approximately 97% of shareholders voted in favor of the compensation of A&B's executives.

Energy Management

As of December 31, 2022

ACCOUNTING METRIC	CODE	TOTAL	RETAIL	INDUSTRIAL	OFFICE	UNIT OF MEASURE	NOTES
Energy consumption data coverage as a percentage of total floor area, by property sector	IF-RE-130a.1	100%	100%	100%	100%	Percentage (%) by floor area	Energy consumption data coverage includes A&B common area and tenant energy consumption.
Total energy consumed by portfolio area with data coverage, by property sector	IF-RE-130a.2	292,669	260,640	21,604	10,425	Gigajoules (GJ)	See page 31 for energy data details.
Percentage grid electricity, by property sector	IF-RE-130a.2	100%	100%	100%	100%	Percentage (%)	
Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property sector	IF-RE-130a.3	-1.9%	-2.0%	-2.8%	2.1%	Percentage (%)	See page 31 for energy data details.
Percentage of eligible portfolio that has an energy rating, by property sector	IF-RE-130a.4	100%	N/A	100%	100%	Percentage (%) by floor area	A&B's retail properties, primarily strip mall property types, are not eligible for energy scores.
Percentage of eligible portfolio that is certified to ENERGY STAR, by property sector	IF-RE-130a.4	0%	0%	0%	0%	Percentage (%) by floor area	A&B has successfully input its entire CRE portfolio to ENERGY STAR Portfolio Manager, which may enable future certification to ENERGY STAR.
Description of how building energy management considerations are integrated into property investment analysis and operational strategy	IF-RE-130a.5	A&B strives to own, manage and operate energy efficient buildings. We incorporate a variety of sustainable energy features throughout our properties including energy efficient HVAC, lighting and fixtures. Our operational control is limited to common area spaces, while tenant spaces are beyond our direct control (though we maintain robust tenant sustainability outreach). Our properties undergo energy audits to identify opportunities to improve energy efficiency.					See pages 15, 20 and 23 for additional energy details.

Water Management

As of December 31, 2022

ACCOUNTING METRIC	CODE	TOTAL	RETAIL	INDUSTRIAL	OFFICE	UNIT OF MEASURE	NOTES
Water withdrawal data coverage as a percentage of total floor area, by property sector	IF-RE-140a.1	100%	100%	100%	100%	Percentage (%) by floor area	Water withdrawal data coverage includes A&B common area and tenant water consumption.
Water withdrawal data coverage as a percentage of floor area in regions with High or Extremely High Baseline Water Stress, by property sector	IF-RE-140a.1	N/A	N/A	N/A	N/A	Percentage (%) by floor area	A&B does not have any properties in regions with High or Extremely High Baseline Water Stress, as defined by the World Resources Institute.
Total water withdrawn by portfolio area with data coverage, by property sector	IF-RE-140a.2	922.8	790.0	75.3	57.5	Thousand cubic meters (m ³)	See page 34 for water data details.
Percentage in regions with High or Extremely High Baseline Water Stress, by property sector	IF-RE-140a.2	N/A	N/A	N/A	N/A	Percentage (%)	A&B does not have any properties in regions with High or Extremely High Baseline Water Stress, as defined by the World Resources Institute.
Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property sector	IF-RE-140a.3	7.7%	8.7%	7.8%	-4.1%	Percentage (%)	See page 34 for water data details.
Description of water management risks and discussion of strategies and practices to mitigate those risks	IF-RE-140a.4	We recognize water management risks, both over the short- and long-term, and have strategies and practices to mitigate such risks. Our operational control is limited to common area spaces, including landscape irrigation. We incorporate water efficient features throughout our properties including use of smart irrigation systems and drought-tolerant foliage.					See pages 15, 20 and 34 for additional water details.

Management of Tenant Sustainability Impacts

As of December 31, 2022

ACCOUNTING METRIC	CODE	TOTAL	RETAIL	INDUSTRIAL	OFFICE	UNIT OF MEASURE	NOTES
① Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements and ② associated leased floor area, by property sector	IF-RE-410a.1	① 77% by count ② 69% by floor area; 129,000 sq. ft.	① 79% by count ② 80% by floor area; 68,000 sq. ft.	① 72 % by count ② 58% by floor area; 54,000 sq. ft.	① 83 % by count ② 91% by floor area; 7,000 sq. ft.	Percentage (%) by floor area, Square feet (ft ²)	
Percentage of properties that are separately metered or submetered for grid electricity consumption, by property sector	IF-RE-410a.2	89%	95%	83%	75%	Percentage (%) by floor area	The percentages disclosed represent properties with some degree of tenants separately metered or submetered for grid electricity consumption.
Percentage of properties that are separately metered or submetered for water withdrawals, by property sector	IF-RE-410a.2	24%	18%	42%	0%	Percentage (%) by floor area	The percentages disclosed represent properties with some degree of tenants separately metered or submetered for water withdrawals.
Discussion of approach to measuring, incentivising, and improving sustainability impacts of tenants	IF-RE-410a.3	Our standard lease contains a cost recovery clause that allows for shared bearing of costs for efficiency-related capital improvements. We share sustainability resources via our tenant sustainability management program.					See page 27 for tenant sustainability details.

Climate Change Adaptation

As of December 31, 2022

ACCOUNTING METRIC	CODE	TOTAL	RETAIL	INDUSTRIAL	OFFICE	UNIT OF MEASURE	NOTES
Area of properties located in 100-year flood zones, by property sector	IF-RE-450a.1	681,000	506,200	115,700	59,100	Square feet (ft²)	Based on 100-year flood zone data per the State of Hawai'i DLNR flood hazard assessment tool.
Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	IF-RE-450a.2	A&B assesses and manages climate-related risks and opportunities in various ways. Through our annual enterprise risk assessment, due diligence activities, and ongoing property management operations, A&B has identified climate-related risks (both acute and chronic) and has a variety of measures in place to mitigate such risks.					See pages 12 through 17 for climate change details.

Workforce Diversity & Engagement

As of December 31, 2022

ACCOUNTING METRIC	CODE	RESPONSE	UNIT OF MEASURE	NOTES
Percentage of gender and racial/ethnic group representation for ① executive management and ② all other employees	SV-PS-330a.1	① 85% Male/15% Female; 55% White/40% Asian/5% Two or More Races ② 56% Male/44% Female; 45% Asian/25% White/17% Two or More Races/13% Other	Percentage (%)	See page 41 for gender and racial/ethnic details.
① Voluntary and ② involuntary turnover rate for employees	SV-PS-330a.2	① 22.2% and ② 6.9%	Rate	
Employee engagement as a percentage	SV-PS-330a.3	78%	Percentage (%)	Based on employee participation in 2022 annual employee survey, results shared on page 38. See pages 37 through 43 for additional employee engagement info.

Professional Integrity

As of December 31, 2022

ACCOUNTING METRIC	CODE	RESPONSE	UNIT OF MEASURE	NOTES
Description of approach to ensuring professional integrity	SV-PS-510a.1	A&B's Code of Conduct, which applies to directors and employees, establishes the importance of ethical behavior and compliance with all federal, state and local laws and regulations. An Ethics hotline for anonymous reporting is available 24 hours a day, seven days a week.		See page 54 for business ethics details.
Total amount of monetary losses as a result of legal proceedings associated with professional integrity	SV-PS-510a.2	\$0	Reporting currency	

ACTIVITY METRIC (RE)	CODE	TOTAL	RETAIL	INDUSTRIAL	OFFICE	UNIT OF MEASURE
Number of assets, by property sector	IF-RE-000.A	38	22	12	4	Number
Leasable floor area, by property sector	IF-RE-000.B	3,904,600	2,503,700	1,255,200	145,700	Square feet (ft²)
Average occupancy rate, by property sector	IF-RE-000.D	95.0%	93.8%	98.4%	88.2%	Percentage (%)

ACTIVITY METRIC (PCS)	CODE	TOTAL	FULL-TIME	PART-TIME	UNIT OF MEASURE
Number of employees by: full-time and part-time	SV-PS-000.A	144	141	3	Number

Safe Harbor Statement

►► **Statements in this report that are not historical facts are forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995 that involve a number of risks and uncertainties that could cause actual results to differ materially from those contemplated by the relevant forward-looking statements.**

These forward-looking statements include, but are not limited to, statements regarding possible or assumed future results of operations, business strategies, growth opportunities and competitive positions. Such forward-looking statements speak only as of the date the statements were made and are not guarantees of future performance. Forward-looking statements are subject to a number of risks, uncertainties, assumptions and other

factors that could cause actual results and the timing of certain events to differ materially from those expressed in or implied by the forward-looking statements. These factors include, but are not limited to, prevailing market conditions and other factors related to the company's REIT status and the company's business, results of operations, liquidity and financial condition, and the evaluation of alternatives by the company related to its materials and construction business, as well as other factors discussed in the company's most recent Form 10-K, Form 10-Q and other filings with the SEC. The information in this report should be evaluated in light of these important risk factors. We do not undertake any obligation to update the company's forward-looking statements.



PU'UNENE SHOPPING CENTER (KAHULUI, MAUI)



ON THE COVER

A&B employees participated in a community service project to clear out invasive plants from trail routes at Hawai'i Nature Center in Makiki Valley.

For over three decades, A&B has helped nurture this local nonprofit that has exposed more than one million *keiki* (kids) to the wonders of nature through field trips, educational camps, and hands-on programs.

Mahalo



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