



BRIDGE
INVESTMENT
GROUP

BRDG
LISTED
NYSE

2021 ESG REPORT

BRIDGE
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GROUP

BRIDGE **INVESTMENT** **GROUP**

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LETTER TO OUR STAKEHOLDERS

We are proud to publish our second Annual Environmental, Social and Governance (“ESG”) Report. Despite the evolving pandemic, 2021 was a year of many milestones and moments of gratitude for Bridge Investment Group Holdings LLC (with its affiliates, “Bridge”).

In addition to seeking continued reporting alignment with the **Global Reporting Initiative (“GRI”)** Standards, we have increased transparency in this report by aligning our ESG objectives and initiatives with the **United Nations Sustainable Development Goals (“SDGs”)**. Bridge became a United Nations Principles for Responsible Investment (“PRI”) signatory in 2020 and completed its first firmwide PRI report submission in 2021 for our equity strategies. We believe that ESG issues can affect our investment portfolios to varying degrees across companies, sectors, regions, asset classes and through time. We also recognize that applying the PRI principles over time at our strategies may better align investors with broader objectives of society. Our commitment to sustainability reporting also included two **first-time GRESB reporting** submissions for select Bridge WFAH and Office funds.

Acknowledging that climate change poses both risks and opportunities to our business and the broader society we live and operate in, and in order to better understand how we can address those risks and opportunities in our risk management and strategic planning processes, Bridge became a **supporter of the Task Force on Climate-related Financial Disclosures (“TCFD”)** as well as completed a TCFD Maturity Assessment in 2021. In early 2022, we launched a **dedicated Climate Change Task Force** comprised of senior leadership from across our equity asset verticals, ESG, risk management, legal and compliance, finance, and client solutions group.

July 2021 marked an exciting chapter for Bridge when we became a publicly traded real estate investment manager on **The New York Stock Exchange (NYSE: BRDG)** and expanded our Board of Directors with independent members. Our current 7-person **Board members are diverse** across gender, race, sexuality, age, and experience. Over the course of the year, our Diversity, Equity, and Inclusion committee and passionate advocates drove company-wide programming that supported diverse hiring and retention, education and awareness building, a firmwide diversity assessment, and the **launch of six additional Employee Resource Groups (“ERGs”)**. The Bridge Women’s Network (“BWN”), our first ERG formed in 2019, launched the BWN Analyst Mentoring Program, an initiative dedicated to supporting and mentoring junior female talent across all corporate offices and business functions. Bridge also became one of the first firms in the real estate industry to recognize Juneteenth as a paid company holiday.

In mid-2021, the first solar PV project of the **Bridge Solar Initiative** was fully commissioned at Royal Centre IV, an Office property, in Alpharetta, GA. Additional solar PV projects are being underwritten across our Office, Multifamily, Seniors Housing, Industrial, and Development assets as we seek to reduce the carbon footprint, improve environment sustainability, and bring economically attractive renewable energy infrastructure across our portfolio. We are also thrilled to share that 55 Bridge-owned Office buildings earned the highly acclaimed **WELL Health-Safety Rating** in early 2022, an example of our commitment to implement evidence-based strategies that support the overall wellness of our properties as companies large and small continue to return to the office in greater numbers.

Over the course of 2021, Bridge Gives, our corporate-level charitable giving arm, and the **Bridge Community Enhancement Initiative (“BCEI”)**, focused on helping residents in our Workforce & Affordable Housing (“WFAH”) properties, distributed \$2.8 million to non-profit organizations and social initiatives under the three common pillars supporting education, financial wellness, and healthy communities. Our mantra of providing more than “Four Walls and a Roof” by implementing social and community program amenities continues to live strong across our housing communities and to touch the lives of thousands of residents.

Led by our ESG Steering Committee and our dedicated ESG team, Bridge remains steadfast in its focus to drive best-in-class ESG initiatives and programs. A fund within our WFAH strategy received **multiple awards** including Best ESG Fund: Private Equity by ESG Investing, Social Fund of the Year by Environmental Finance, and ESG Private Markets Strategy of the Year by Pension Bridge.

As we closed out the year, reaching \$36.3 billion in AUM as of December 31, 2021, we appreciate the growing interest in ESG from long-term investors and stakeholders. We are honored to share highlights of the achievements and progress we made in 2021 and thus far in early 2022 towards our ESG ambitions in this report.

Thank you for your continued support as we remain firmly committed to enhancing the sustainability of the buildings and communities in which we invest, work, and operate.

Sincerely,

ROBERT MORSE
Executive Chairman

JONATHAN SLAGER
CEO

ISELA ROSALES
Managing Director,
Head Of ESG & Sustainability



EXECUTIVE SUMMARY

At Bridge Investment Group Holdings LLC (“Bridge”, “we” or “our”), we believe our values as a firm drive value to all who we serve, from our tenants and residents to our stakeholders and employees. Since our founding in 2011, we have been committed to Environmental, Social, and Governance (“ESG”) principles, and have sought to deliberately and intentionally align our commitment to corporate and individual citizenship with our duties as a real estate investment manager.

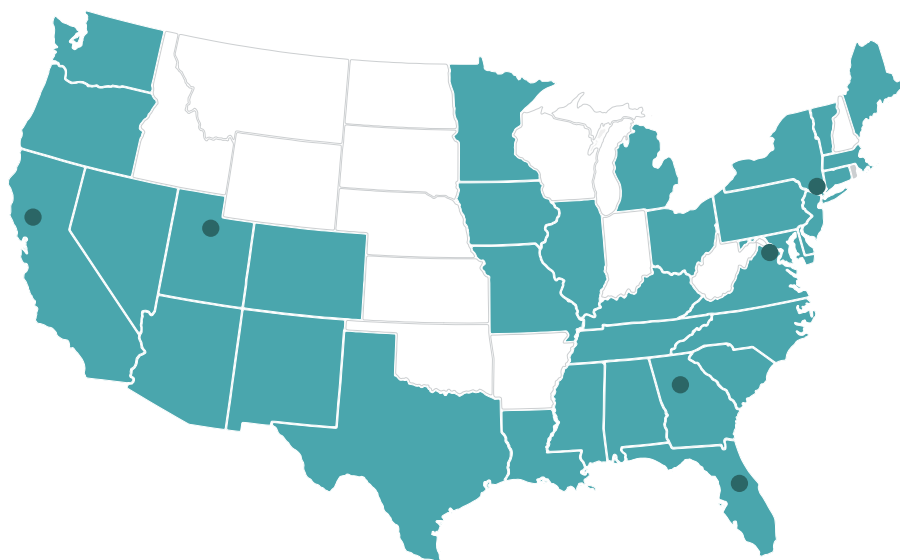
We strive to do what is right—for the right reasons.

In 2020, Bridge formally adopted Responsibility as one of our core values. We seek to invest and operate responsibly and believe that strong corporate and individual citizenship go hand-in-hand. We view ESG as an opportunity to move the needle for social and environmental good and strengthen our commitment to responsible corporate governance.

Recognizing that the long-term success of our company will be driven by our dedication to investing and operating responsibly, we have formalized our ESG integration through the adoption of policies, implementation of initiatives and programs, and the dedication of human and capital resources to oversee this work. As we move forward in our ESG journey, we will strive to provide transparent and reliable reporting on our efforts and progress.

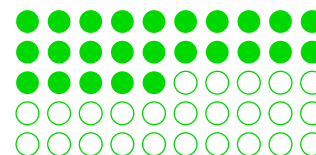
CORPORATE OVERVIEW

Bridge Investment Group (NYSE: BRDG) is a leading vertically integrated real estate investment manager, diversified across specialized asset classes, with \$36.3 billion in assets under management as of December 31, 2021. Founded in 2011, we combine our national reach with on-the-ground local expertise, hosting offices in Salt Lake City (Bridge Corporate Headquarters), San Mateo, Orlando, Atlanta, Arlington, and New York City. Our reach spans the U.S., with investments in 35 states to date across our ten operating platforms: Value-Add Multifamily, Workforce and Affordable Housing, Seniors Housing, Office, Qualified Opportunity Zones, Logistics Properties, Net Lease, Debt Strategies, Agency Mortgage Backed Securities, and our most recent launch of Single Family Residential.



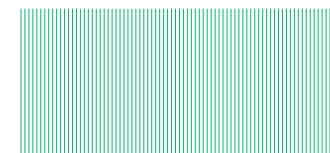
35

STATES



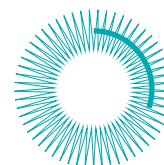
81

UNIQUE MARKETS



11,500

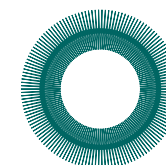
SENIORS UNITS



30% internally managed by Bridge Senior Living

29,300

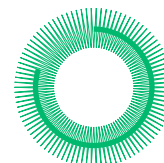
MULTIFAMILY UNITS



100% internally managed by Bridge Property Management

12.9MM

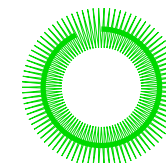
SF OFFICE SPACE



80% internally managed by Bridge Commercial Real Estate

18,100

WFAH UNITS



93% internally managed by Bridge Property Management

2.1MM

SF OF OFFICE SPACE
UNDER DEVELOPMENT

19,650

RESIDENTIAL UNITS
UNDER DEVELOPMENT



ABOUT THIS REPORT

Our 2021 ESG Report covers the reporting period spanning January 1, 2021–December 31, 2021, unless otherwise stated.

Our ESG and Responsible Investment (“RI”) policy currently covers our real estate equity assets within Value-Add Multifamily, Workforce and Affordable Housing, Seniors Housing, Office, and Qualified Opportunity Zones strategies, and we are assessing industry norms and potential for incorporation of our RI policies into our debt, fixed income and newly launched Logistics Properties, Net Lease, and Single-Family Rental strategies.

While Bridge’s values include community and responsibility and we seek to align with the spirit of ESG, our RI policies and infrastructure were adopted more recently, and, as such, we are continuing to work as an organization to facilitate seamless incorporation of our RI and ESG policies into our strategies.

Our 2021 ESG Report seeks to align with the Global Reporting Initiative (“GRI”) Standards as a basis for disclosure similar to our 2020 ESG Report. We enhanced our ESG transparency in this report by aligning our objectives and initiatives with the United Nations Sustainable Development Goals (“SDGs”) and incorporating the recommendations of the Task Force on Climate-related Financial Disclosures (“TCFD”) into our climate resiliency strategy and corporate transparency efforts. Further information about our adherence to these frameworks can be found in the Appendix.

The full version of policies referenced in the report are available upon request.

For any questions regarding this report or Bridge’s ESG strategy and commitments, please contact Isela Rosales at isela.rosales@bridgeig.com

A YEAR IN REVIEW

2021 HIGHLIGHTS

Launched as a publicly-traded real estate investment company on
NEW YORK STOCK EXCHANGE

8,798 RESIDENTS SERVED
across our WFAH and certain Multifamily communities through our partnership with Project Access

First operational
SOLAR PROJECT
at Royal Centre IV in GA

Became a Task Force on Climate Related Financial Disclosures supporter & undertook first
TCFD MATURITY ASSESSMENT

Bridge WFAH strategy received multiple
ESG RELATED AWARDS*

Bridge Office pursued
WELL HEALTH-SAFETY
Rating ("WELL HSR") for 55 office buildings

First
PRI REPORTING (FIRMWIDE) & GRESB REPORTING
(WFAH Fund I & Office Fund II).

6 new
EMPLOYEE RESOURCE GROUPS
launched

\$2.8MM GIVEN
through Bridge Community Enhancement Initiative and charitable efforts

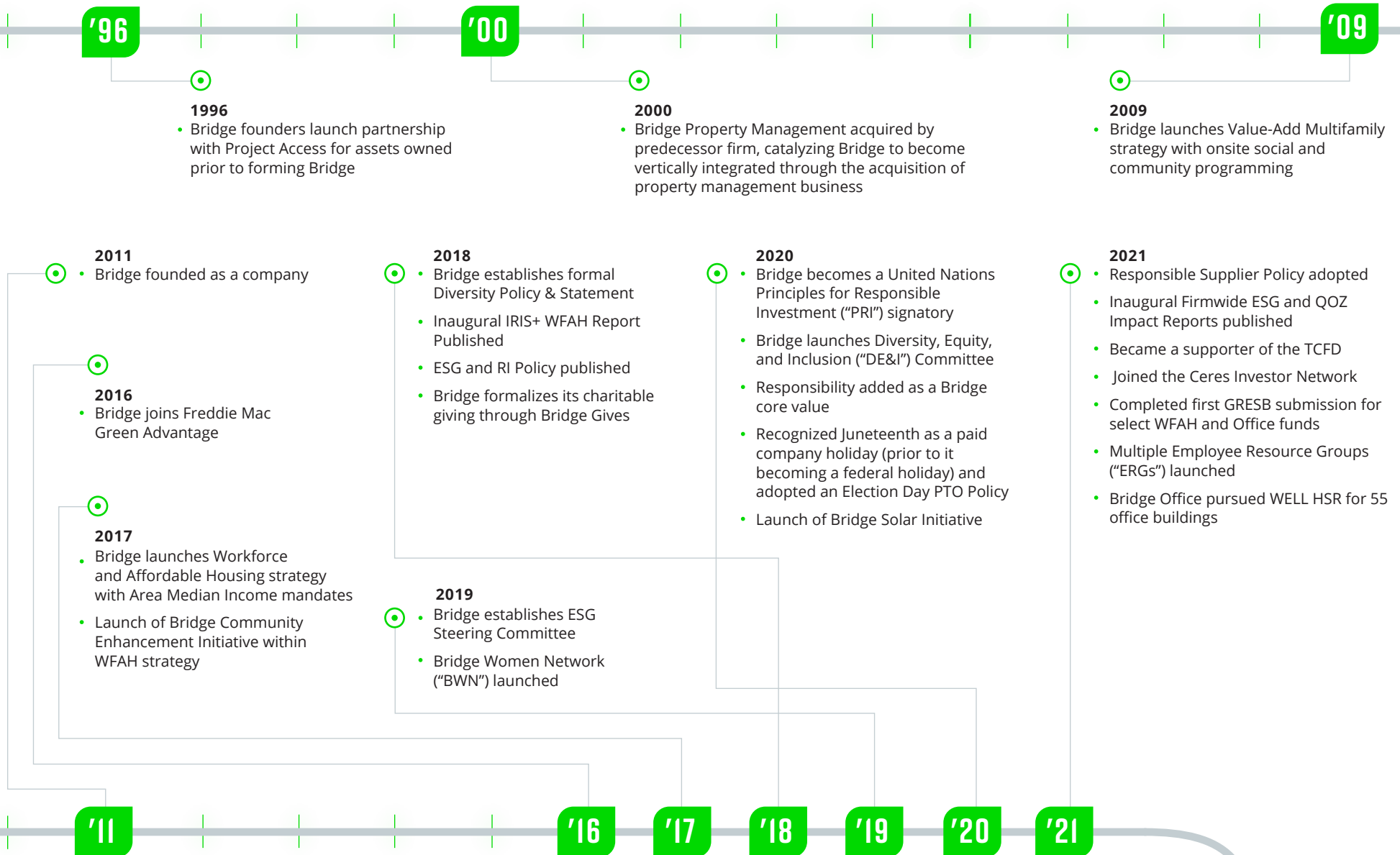
-2.3%
Scope 1 & 2 Carbon Emissions reduction from 2020 to 2021

11 COLLEGE SCHOLARSHIPS
awarded through our Bridge Scholars program

95%: THE FULLY VACCINATED
rate for Bridge Senior Living community residents by Q1 2021

*These awards are not intended to apply an endorsement, ranking or testimonial from any of these organizations. Awards are based on applications including self-reported data. Although the application process generally does not require the payment of fees, if an award is granted certain fees may apply, including fees in connection with award announcements, printing costs, or licensing of logos.

OUR ESG JOURNEY



OUR APPROACH

BRIDGE'S ESG FRAMEWORK

Since our founding, we have been committed to creating a positive impact for our residents, tenants, and communities. We have always believed in doing what is right, whether that be through offering affordable housing with social programming across our WFAH communities or investing in historically overlooked markets within our QOZ strategy. Over the past decade, we have formalized this commitment and our values-based investment approach through the thoughtful and deliberate integration of ESG best practices across Bridge's Value-Add Multifamily, WFAH, Office, and Seniors Housing strategies.

Our commitment to ESG spans our organization and focuses on analyzing, integrating, and reporting ESG metrics across a growing number of our assets, investments, and practices across select equity strategies.



E

ENVIRONMENTAL

- **Target:** Target implementation measures, capital improvements, and new technologies that seek to reduce carbon footprint and increase resiliency across existing real estate assets, while driving efficiencies and cost savings, including in new construction
- **Measure and Report:** Seek measurement and reporting of energy emissions, water usage, and waste to steadily improve environmental performance across Value-Add Multifamily, WFAH, Office, and Seniors Housing strategies and communities
- **Evaluate:** Evaluate energy efficiency using ENERGY STAR and ESG-related data management tools
- **Procure:** Procurement initiatives across equity strategies that seek to support and implement environmentally sustainable practices

SOCIAL

- **Community Revitalization:** Passionate community revitalization mindset, with social & community programming, such as the Bridge Community Enhancement Initiative, integrated into WFAH assets
- **Citizenship:** Firmwide citizenship initiatives such as Charitable Giving, Employee Engagement, and Diversity, Equity, and Inclusion
- **Engage:** Engage with CERES, NCREIF, Sorenson Impact, PropTech firms, and other ESG-focused organizations for continuous dialogue around ESG best practices and new technologies
- **Promote:** Employee, resident, and tenant engagement to promote sustainable and healthy practices

GOVERNANCE

- **Implement:** Implement ESG & Responsible Investing Policy as well as dedicated energy management plans for select strategies
- **Oversee:** Oversee ESG strategies, led by Multi-disciplinary ESG Steering Committee and Climate Change Task Force
- **Report:** Measure and report our impact utilizing Global Impact Investing Network's ("GIIN") IRIS+ metrics for WFAH, Global Real Estate Sustainability Benchmark ("GRESB") reporting for select Office and WFAH funds, and Global Reporting Initiative ("GRI") framework for firmwide ESG report
- **Support:** Supporter of the United Nations Sustainable Development Goals ("SDGs"), the Task Force on Climate Related Financial Disclosures for fund disclosure ("TCFD"), and signatory of the Principles for Responsible Investment ("PRI") with a commitment to annual PRI reporting
- **Accountability:** Ensure compliance with Code of Ethics, Anti-Corruption / Anti-Bribery, DE&I, and Corporate Governance policies



S



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ALIGNING OUR ESG VISION WITH INDUSTRY STANDARDS

In our pursuit of ESG best practices, we seek to align with industry-leading benchmarks and global frameworks. To date, Bridge has adopted the following to provide an unbiased assessment of our progress:



Bridge became a PRI signatory in 2020 and completed its first firmwide PRI report submission in 2021 for our equity strategies. We believe that ESG issues can affect our investment portfolios to varying degrees across companies, sectors, regions, asset classes, and through time. We recognize that applying the PRI principles overtime at our strategies may better align investors with broader objectives of society.



Bridge completed its first GRESB reporting submissions in 2021 for select Bridge WFAH and Office funds.



IMPACT REPORTING & INVESTMENT STANDARDS+

Bridge collects IRIS+ data at each WFAH asset acquisition and throughout our hold period and publishes annual GIIN IRIS+ metrics reports on community programming, environmental sustainability, and housing affordability. We chose to adopt IRIS+ metrics for our WFAH strategy to communicate our results in a credible, transparent way and to demonstrate our commitment to be accountable for our impact.



Bridge became a supporter of the TCFD in 2021 and is reviewing applicable principles from the TCFD framework to determine applicability to future fund reporting. As regulatory requirements evolve, we expect to evaluate certain of these requirements in the context of our future fund reporting.

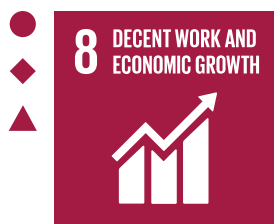
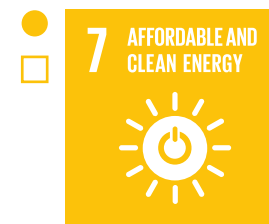
UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS [“SDGs”]

Bridge supports the achievement of the SDGs across certain aspects of our business. We look to align with the SDGs, including through our WFAH, Multifamily, Office, Seniors Housing, and QOZ strategies. We also seek to align our firm policies with the SDGs, and as a first step published our Responsible Supplier Policy in 2021.

UN SDGS SUPPORTED

To date, we have achieved the following:

- WFAH strategy
- △ Seniors Housing strategy
- ◆ Bridge Responsible Supplier Policy
- Bridge Solar Initiative
- ▲ Bridge Gives three pillars (Education Bridges, Bridge the Gap to Financial Wellness, and Bridge to Healthy Communities)
- ◇ Our Recycling Program across residential and commercial assets
- Our Smoke-Free policy at our residential assets
- Our Anti-discrimination Policy, DE&I Policy and Committee, and ERGs





INDUSTRY AFFILIATIONS

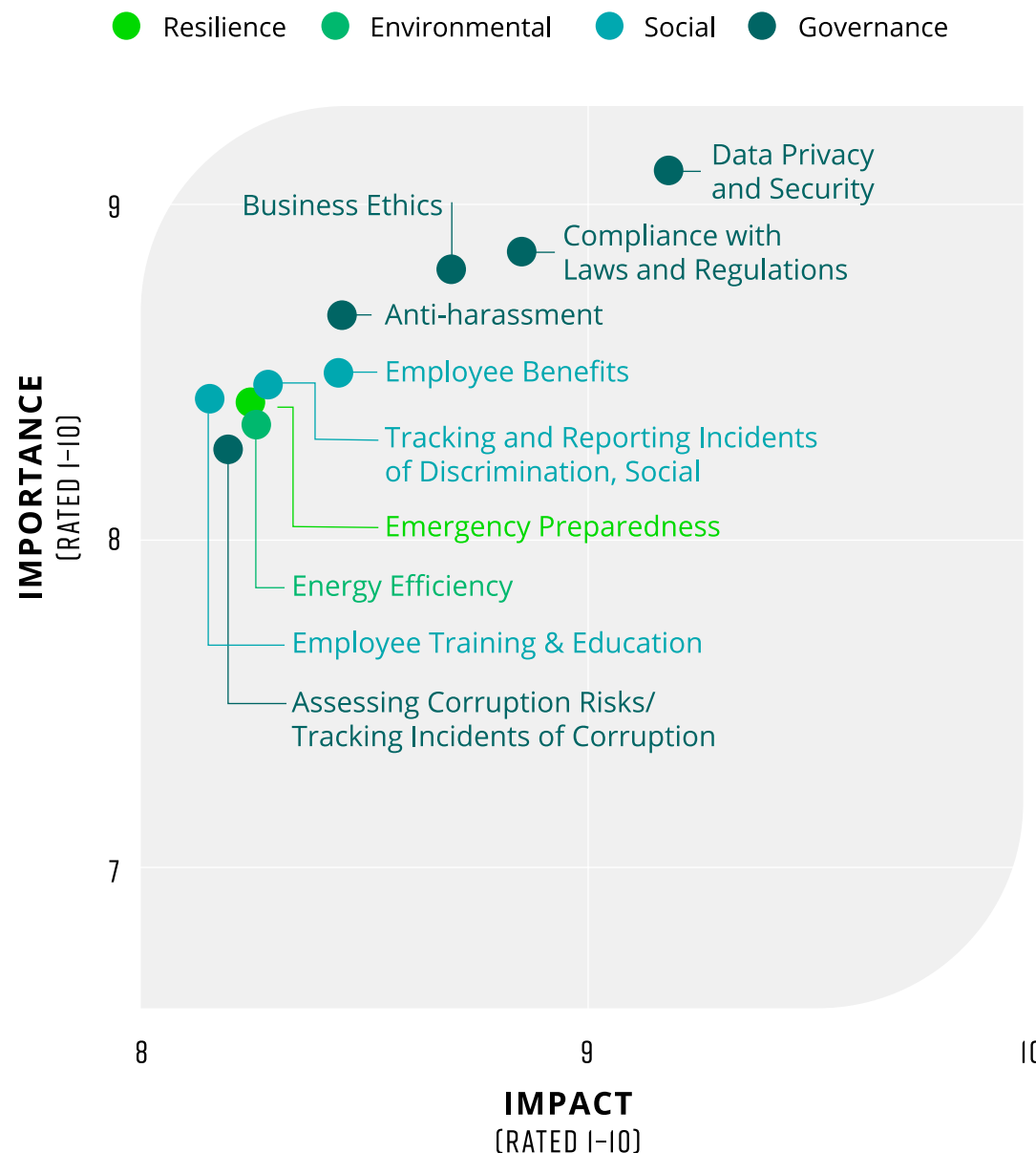
At Bridge, we place a high value on integrating with and influencing the broader ESG ecosystem and are members or supporters of various industry networks and affiliations. Bridge has been a supporter of Ceres since 2020 and joined the Ceres Investor Network in 2021, which includes more than 200 institutional investors and asset management firms from across the globe. Through working groups and shared learning opportunities, Ceres Investor Network members engage and collaborate on ESG issues in order to advance leading investment practices, corporate engagement strategies, and policy solutions. Additionally, our Head of ESG and Sustainability, Isela Rosales, is a member of the RET ESG & Energy Management Working Group as well as NCREIF PREA Reporting Standards ESG Task Force. These groups are comprised of ESG and sustainability-focused professionals and meet on a monthly basis to discuss important ESG initiatives and/or share helpful guidance on ESG-related tools and resources.

More recently, Isela Rosales joined the PREA Innovation Affinity Group, which focuses on disruptive technologies that affect occupiers such as the next generation of “smart” buildings, big data applications for investors and managers, and the increasing importance of sustainability and health and well-being in building development and operation. Lastly, through the relationships established by our Tech and Innovation group, Bridge takes part in working groups to learn about cutting-edge industry tech solutions in the sustainability space.

UNDERSTANDING OUR STAKEHOLDERS MATERIALITY ASSESSMENT

In 2021, we engaged our ESG consultant, CodeGreen, to facilitate our first Materiality Assessment to gain insight and prioritize topics that our internal and external stakeholders consider the most important aspects of environmental, social, and governance. For the assessment, we surveyed a selection of our investors, external partners, internal employees, and tenants at our office assets. In addition to the Top 10 Most Material Topics shown on the graph to the right, we will also be focusing on top material topics from each of the stakeholder groups surveyed as we recognize that incorporating their feedback is vital to focused ESG programming and initiatives. Going forward, we are committed to conducting a Materiality Assessment every two to three years and will utilize the insights gleaned from the assessment to guide our ESG strategy.

MOST MATERIAL TOPICS IMPORTANCE + IMPACT



HONORS & AWARDS

Most recently, Bridge and select strategies and initiatives were recognized as rising leaders in ESG. Led by our ESG Steering Committee and dedicated ESG team, our work and commitment have been globally recognized by a number of ESG-related award programs.

**These awards are not intended to apply an endorsement, ranking or testimonial from any of these organizations. Awards are based on applications including self-reported data. Although the application process generally does not require the payment of fees, if an award is granted certain fees may apply, including fees in connection with award announcements, printing costs, or licensing of logos.*

ENVIRONMENTAL FINANCE 2021

WFAH winner of Social
Fund of the Year
(June 2021)

PERE GLOBAL AWARDS 2021

Bridge as a finalist for
ESG Firm of the Year,
North America

PENSION BRIDGE 2021

WFAH winner of ESG Private
Markets Strategy of the Year
(October 2021)

WFAH shortlisted Real Estate
Strategy of the Year
(October 2021)

ESG INVESTING AWARDS 2022

Bridge Solar Initiative as a
finalist for Best ESG Corporate
Sustainability Strategy and
WFAH as a finalist for Best ESG
Investment Fund: Real Estate.

A background image showing two construction workers in safety gear (hard hats and high-visibility vests) working on solar panels. One worker is in the foreground, wearing an orange hard hat and a green shirt with an orange vest, leaning over the panels. Another worker is in the background, wearing a yellow hard hat and a green shirt with an orange vest. The solar panels are in the foreground, and the background shows a blurred cityscape with trees and buildings.

ENVIRONMENTAL

As a firm, when possible and within our various equity strategies' mandates, we are committed to operating in an environmentally responsible manner and recognize that our environmental initiatives benefit our planet, residents, tenants, and communities. Across select equity strategies, we seek to promote and practice sound environmental stewardship throughout our business lines, from our investment analysis and procurement procedures to asset development and management. Bridge believes it is both good business practice and our duty to protect the natural and cultural resources of the communities we serve. We seek to avoid, minimize, and mitigate any adverse environmental impacts caused by our operations and continually improve our environmental programs.

Our environmental initiatives and policies are guided by our Environmental Management System ("EMS") framework.

ENVIRONMENTAL MANAGEMENT SYSTEM

In order to effectively incorporate sustainability, we relied upon the ISO 14001:2015 standard to develop our EMS framework. This framework is used to assess existing conditions, develop goals, implement strategies to meet these goals, analyze performance against goals, and repeat the process to create a continual cycle of improvement.

Throughout 2021, we continued to enhance and refine the EMS and our environmental policies. Furthermore, the Bridge Office and Seniors Housing verticals have created individual energy management plans with additional equity verticals to follow.

As we continue our pursuit of environmental and sustainability leadership, we will continue to refine and enhance the EMS annually.



BRIDGE GREEN INITIATIVES

PROMOTING EFFICIENCY ACROSS ASSETS

Our energy management and water conservation policies seek to promote sustainability projects across our assets in our equity portfolios and seek to achieve efficiency, cost savings, and environmental stability through energy and water conservation. When applicable, our “Bridge Green” initiatives include upgrading appliances, fixtures, and lighting; utilizing environmentally friendly paint, carpet, and countertops; promoting water conservation efforts through xeriscaping; and seeking to actively and effectively monitor our energy and water consumption to improve our efficiency.

BRIDGE OFFICE

Our Office team has integrated environmental sustainability into its operations by committing to perform energy audits on all new assets coupled with executing an energy management plan, participating in local and state utility rebate programs, and engaging in programs such as Bridge Friday Night Lights, No Run Saturday Programs, and Night Audits to reduce unnecessary electrical usage over the weekend. We also partner with Aquicore, a leading platform that provides transparent utility metrics. Additionally, the Office team performs asset retrofits that include replacing equipment and materials with more efficient options and environmentally friendly materials, such as LED lighting.

BRIDGE SENIORS HOUSING

Similar to our Office strategy, Bridge’s Senior Housing team (“BSH”) has integrated environmental sustainability into its operations by committing to perform energy audits as part of the due diligence process on future assets. BSH seeks to upgrade assets with Energy Star-rated appliances, energy-efficient and low-flow fixtures, LED lighting, and drip-system irrigation.

MULTIFAMILY AND WFAH

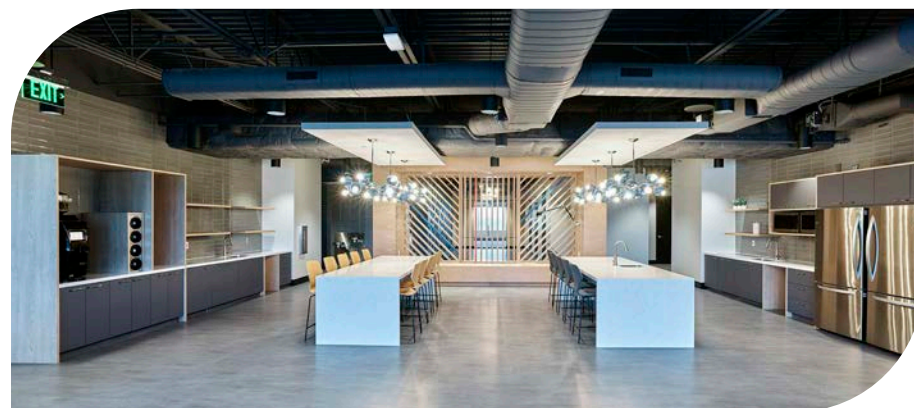
When rehabilitating our assets, our Value-Add Multifamily and WFAH teams seek to upgrade to more energy-efficient appliances and utilize LED and/or fluorescent retrofits. In addition, all WFAH and Multifamily assets utilize Mohawk Carpets to provide a safe and environmentally responsible product that is made from annually renewable plant-based material, zero-VOC paint, and Wilsonart GreenGuard compliant materials. At our WFAH and Multifamily assets, to ensure we increase water efficiency at our assets, we closely monitor water usage to identify where water conservation can be obtained with various programmatic efforts such as xeriscaping and low flow toilets, showerheads, and faucets.

OFFICE HIGHLIGHT

In our recent asset acquisition of two office assets by our Office team, our energy consultant GreenGen was engaged to provide an Energy Audit Summary Report for the asset. The report included both Phase I and Phase II projects as part of a comprehensive energy management plan. Phase I included LED lighting upgrades in tenant suites, heat pump water heater upgrades, rainwater harvesting, EMS overlay, and HVAC test adjust- balance. Phase II included installation of Solar PV on both roof and carport, additional EMS upgrades, low flow toilet upgrades, and additional HVAC heat pump upgrades. Anticipated savings from the upgrades will yield positive financial results, while also increasing the sustainability of the asset.

MULTIFAMILY & WFAH HIGHLIGHT

In 2021, we upgraded our Topaz Springs asset with fixtures and appliances to promote water conservation. These upgrades included installing 624 low-flow toilets and showerheads, as well as 624 bathroom aerators and 336 kitchen aerators. These improvements are expected to yield annual savings of more than \$26,000 and will increase the water efficiency of Topaz Springs.



ONE TREE PLANTED PARTNERSHIP

Since 2014, Bridge has partnered with SitelogIQ in our efforts to implement energy efficiency solutions across a number of our multifamily assets. For SitelogIQ, sustainability is at the core of its business model, and while they make a tremendous impact through cleaner energy efficiency solutions, they are always looking for other ways to give back and protect the environment. In 2021 and in honor of Earth Day, SitelogIQ began a partnership with the non-profit organization One Tree Planted. For every kilowatt (kW) of energy reduced for its clients, SitelogIQ will plant one tree. For Earth Day 2022, 340 trees will be planted on behalf of Bridge's 23 energy conservation projects completed in 2021 in partnership with SitelogIQ.



INCORPORATING SUSTAINABILITY AT OUR CORPORATE OFFICES

Led by our ESG Corporate Steering Committee, we actively seek to implement sustainable and impactful programs at the corporate offices that will positively affect our employees and participate in local community events that promote the environment in the communities that we work and live in.

To date, we have implemented the following across our corporate offices:

- **Salt Lake City:** Eliminated the use of water bottles, plastic and paper dishware, switched over to sustainable items only, and implemented a recycling program to include tracking both recycle and trash waste.
- **Atlanta:** Encouraged the use of electronic filing and DocuSign and reduced single plastic usage by discontinuing ordering water bottles.
- **Orlando:** Purchased sustainable dishware to reduce or eliminate plastic and paper, implemented tracking to understand what is being recycled, participated in an e-waste event, and discontinued ordering water bottles.

In 2021, our corporate ESG projects included:

- **Earth Day:** Planted trees, beach clean-up, and park weeding, pruning, mulching.
- **World Conservation Day:** Hosted vegan chef experience.
- **World Cleanup Day:** Volunteers come together to rid our local communities of trash.
- **National Recycling Day:** Promotes recycling practices to reduce waste and decrease energy demands, ultimately preventing pollution and fighting climate change.

PROMOTING ENVIRONMENTAL STEWARDSHIP THROUGH RESPONSIBLE PROCUREMENT

One of the main principles of our Responsible Supplier Policy is Environmental Stewardship. This principle reflects the values of Bridge, as well as the standards and expectations we hold for ourselves and our suppliers. Furthermore, this principle supports the SDGs, specifically SDG 11, 12, and 13. Our full policy is available upon request.

When possible and within our various equity strategies' mandates, we seek to procure environmentally friendly appliances and fixtures for our assets. This includes appliances that promote energy and water conservation and retrofitting certain assets for LED light fixtures.

In 2021, our Multifamily and WFAH strategies procured 3,079 Energy Star Certified or Qualified dishwashers, **3,169** Energy Star Certified or Qualified refrigerators, **1,611** high-efficiency washers, and over **16,000** WaterSense Certified toilets, faucets, showerheads, and aerators.

While our Senior Living communities have fewer living spaces requiring these appliances, the BSL team seeks to procure environmentally friendly appliances and fixtures when possible. In 2021, they procured **29** Energy Star Certified or Qualified refrigerators, **121** WaterSense Labeled showerheads and aerators, and installed **106** LED light fixtures.

By installing these appliances and fixtures, Bridge actively seeks to reduce energy and water consumption across our equity strategies. WaterSense Certified toilets, for example, save the average family **13,000** gallons of water per year. As we grow our equity strategies, we are committed to continuing our environmental stewardship efforts through responsible procurement.



BRIDGE SOLAR INITIATIVE

Formalized in the Summer of 2020, the Bridge Solar Initiative seeks to integrate solar assets owned by Bridge vehicles over time, benefiting our residents, tenants, and the environment. In mid-2021, our flagship solar project launched at the Bridge Office asset Royal Centre IV in Alpharetta, GA. This site consists of 494 solar panels at 405 Watts each, producing approximately 253546-kilowatt hours (kWh) of renewable energy annually which equates to an annual carbon reduction of approximately 199 tons.

Looking ahead, our Office team aspires to build 10 Solar PV Systems of more than 8 MW across eight Bridge Office assets and will continue to partner with National Energy Partners and additional strategic/local partners to redirect electricity usage to renewable sources.

As of February 2022, the Royal Centre IV Solar PV System has produced 94.02-megawatt hours (MWh) of energy, reducing about 145,589.22 or 73 tons pounds of CO2 Emissions.

Our Office team also hired a VP of Energy and Sustainability, Kevin Sok, in 2021 to directly drive sustainability across the portfolio.

THE EMISSIONS REDUCED BY THE ROYAL CENTRE IV PV SYSTEM EQUATE TO:



The CO2 emissions from
16.6 HOMES'
energy use for one year



The CO2 emissions from
151,975 LBS
of coal burned



The greenhouse gas emissions from
29.9 VEHICLES
(passenger vehicles) driven for one year



The carbon sequestered by
2,274 TREE
seedlings grown for 10 years

Equivalencies calculated using the United States Environmental Protection Agency Greenhouse Gas Equivalencies Calculator



MEASURING OUR ENVIRONMENTAL IMPACT

In mid-2020, Bridge partnered with Measurabl, one of the world's most widely adopted ESG data management platforms for commercial real estate, to centralize and streamline the collection of Bridge's energy, fuel, water, and waste data across multiple asset verticals and vendors. Through this process, we seek to improve the quality of our environmental data, identify portfolio and site-level consumption trends, benchmark against industry peers, and track progress towards accomplishing its environmental goals.

Bridge is also expanding relationships with existing service providers such as Conserve, Aquicore, and SitelogIQ, to track and ensure data integrity of our environmental performance.

METHODOLOGY

These performance metrics are based on a "like-for-like" comparison of calendar years 2020 and 2021. For each metric, the comparison dataset includes the assets that were owned by Bridge managed vehicles and operational for the two calendar years spanning January 1, 2020 - December 31, 2021. The dataset includes only meters that are under direct Bridge control, thus may not include utility data coverage for the entire building (e.g., tenant controlled meters). Meter completeness measures the percentage of days within entered meters that have bill data during the performance period.

Bridge is committed to reporting our performance metrics annually and seeks to continually improve the energy and water consumption, and our carbon footprint at applicable assets. In this pursuit, we will seek to apply various green initiatives and data collection strategies across the assets.

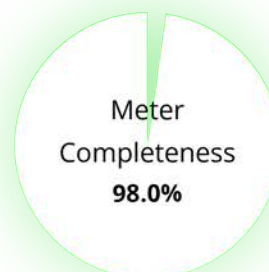
% CHANGE 2021 VS. 2020

for Value-Add Multifamily, WFAH, Office, and Seniors Housing Assets

ELECTRICITY



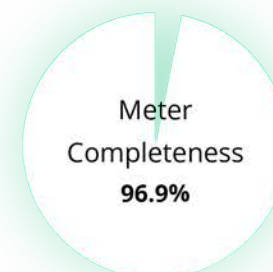
-2.5%



FUEL



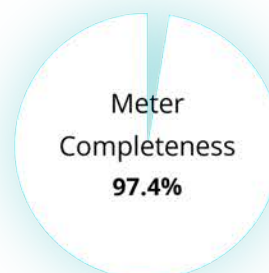
-4.8%



WATER



-4.6%



Scope 1+2 CARBON EMISSIONS



-2.5%



ADDRESSING CLIMATE RESILIENCY

As the impacts of climate change intensify across the world, we recognize that this issue poses both risks and opportunities to our business and the broader society we live and operate in. In 2021, Bridge became a supporter of the TCFD and completed a TCFD Maturity Assessment in order to better understand how we can address those risks and opportunities in our risk management and strategic planning processes.

The Maturity Assessment resulted in recommendations for immediate and longer-term next steps, including timing and improved alignment of Bridge's climate reporting under TCFD's four pillars (Governance, Strategy, Risk Management, and Metrics and Targets). Our first recommendation implementation was forming the Climate Change Task Force ("CCTF") in early 2022. This task force was created to increase awareness of climate risks and opportunities across Bridge, with a focus on our equity strategies at this time and utilize the recommendations of the TCFD pillars. Currently, the group is working on aligning its analysis and reporting to the TCFD pillars and principles.

More can be found about the CCTF on page 53.





SOCIAL

Since our founding, we have sought to create positive social impacts for the residents, tenants, and communities we serve, as well as for our employees who are the force behind all that we do. We firmly believe in the value of community revitalization and strive to build the bridge to a better life through the meaningful creation of long-term positive impacts for the individuals in our communities through our various social impact initiatives. Across our company, we are committed to building vibrant, thriving communities through our on-site programming, community enhancement initiatives, partnerships, and charitable giving.

Our human capital is our most valuable asset, and we endeavor to foster a culture of citizenship and responsibility where all employees succeed and thrive. As a business, we are fully committed to being as diverse as the communities in which we operate. We pride ourselves on our culture of equity and inclusion and seek to hire the best people from a wide range of backgrounds while providing them with the opportunities to succeed and advance.

CREATING A POSITIVE IMPACT IN OUR COMMUNITIES

In 2021, Bridge continued to be a leader in social and community programming with Bridge Community Enhancement Initiative (“BCEI”) and our partnership with Project Access across our WFAH communities. In addition to this work, Bridge seeks to provide positive social impact across our Value-Add Multifamily, Seniors, Office, and Opportunity Zone strategies, and continues our charitable giving through Bridge Gives to support numerous non-profits and social initiatives.



BRIDGE COMMUNITY ENHANCEMENT INITIATIVE

BCEI is a direct representation of our commitment to helping residents in our WFAH properties build a bridge to a better life. Recognizing that providing affordable housing is just the beginning, Bridge and its community partners seek to create an environment for residents to access education, improve their economic stability and mobility, connect with the community, and safeguard their health. In partnership with our long-time nonprofit partner, Project Access, our onsite social and community programs seek to expand economic development and help break down barriers in underserved communities.

In 2021, we allocated **\$2.3 million**, a portion of our WFAH management fees, to fund BCEI across its three main pillars:

Education Bridges: **\$220,000**

Bridge the Gap to Financial Wellness: **\$287,000**

Bridge to Healthy Communities: **\$1,914,000**

81.7% of WFAH units have incomes that are at or below 80% AMI*

**As of December 31, 2021*



THREE PILLARS

EDUCATION BRIDGE

- Bridge to Education college scholarship program rewards talented and diverse Bridge Scholars and establishes partnerships with HBCUs/HSIs.
- Support first-generation college students to earn bachelor's, with Scholar March and College Quest.
- After-School Programs, Teen Programs, and College & Career Readiness Program include social-emotional learning (SEL) curriculum.
- Enhancing STEM education with Dreams for school.

BRIDGE THE GAP TO FINANCIAL WELLNESS

- Bridge Credit Plus Subsidizes credit score enhancement for all WFAH residents as an opt-out program, empowering previously underbanked communities.
- Stable housing fosters relationships and opportunities in communities, limits chronic stress, and allows families to support positive child development.
- Financial literacy, alternative banking, and employment readiness provides vulnerable communities with tools and resources to enhance financial well-being.

BRIDGE TO HEALTHY COMMUNITIES

- Deliver comprehensive place-based "health-on-all-floors" equity platform via community-centric partnerships that deliver sustainable health and social impact. Onsite health screenings and educational workshops offered at no cost.
- Address food insecurity through distribution of nutritious meals, supplemental food, and groceries, leveraging a vast network of restaurants, food banks, and school districts.
- Bridge CARES: COVID-19 Relief Funds allocated ~\$2.8 million in grants to residents impacted by the pandemic.

A close-up photograph of four children of diverse backgrounds, all smiling warmly at the camera. The children are of various ages, with the youngest in the foreground and slightly to the right, and three others behind them. They are all looking directly at the viewer, creating a sense of connection and joy.

OUR PARTNERSHIP WITH PROJECT ACCESS

For many years, the founders of Bridge have been fortunate to collaborate with Project Access, a nonprofit organization providing high-touch and high-impact on-site health, education, and employment services to families living in our Multifamily and WFAH communities. Services provided by Project Access create both opportunity and security for households, advancing social and economic mobility for our residents. Project Access' Theory of Change (TOC) serves as both their roadmap and their compass, reminding them why they are here, what they do best, and how they achieve impact. It also guides Project Access' decisions and direction as they continuously rise to the challenge of being a helpful resource for our communities.

Project Access provides a range of services, from financial literacy and employment classes to encourage residents to become more invested in their careers, to afterschool programs that keep children safe and engaged during parents' typical working hours. Like Bridge, Project Access is a data-driven organization. They conduct regular community needs assessments and evaluations to ensure residents are empowered to describe their own needs and succeed with the right support. The insights from these assessments provide Project Access with the opportunity to continually improve their evidence-informed and evidence-based programming and meet the needs of Bridge residents, further driving value to our communities.

This partnership is a core component to our creation of vibrant, thriving communities, and we are grateful for our long-standing relationship with Project Access.

“Project Access has always been on the cutting edge of impact metrics in the nonprofit space, and we continue to be a leader in demonstrating our impact by embracing change and investing in innovative data infrastructure.”

MINDY N. FRIEDMAN

Director of Social Impact, Project Access

“For over 26 years, Project Access has equipped residents in Multifamily and Workforce Affordable Housing communities with access, knowledge, skills, and resources to cultivate strong communities, positive changes, and hopeful futures. Working with value driven partners like Bridge Investment Group, we've been able to launch more Family Resource Centers across the country, allowing us to deepen our social impact in these communities. Looking ahead, we anticipate bringing our proven model and services to more communities in need with Bridge.”

KRISTIN BYRNES

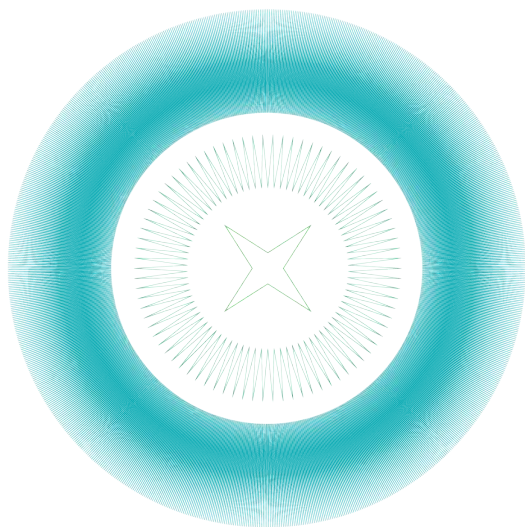
Chief Executive Officer & President, Project Access

PROJECT ACCESS'S IMPACT IN 2021

40
community centers

821
total programs

8,798
residents attended programming



IN 2021, PROJECT ACCESS PROVIDED THE FOLLOWING TO OUR RESIDENTS:

46,562
meals, groceries, and snacks distributed

10,101
Grab and Go Kits provided

10,377
referrals to critical services provided

1,703
residents reached with virtual programming

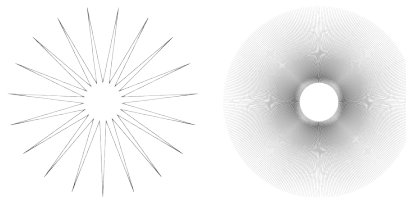
RESIDENT SURVEYS SHOW:

- 97%** of residents experienced improved skills/ knowledge, received a helpful resource/ referral, or met/spent time with people
- 99%** of residents plan to put the information, resources, or skills learned into action
- 99%** of residents would recommend this service

IN COMMUNITY BUILDING

94% **99%** **99%**

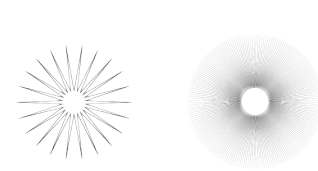
192 **7,200**
programs participants



IN HEALTH AND WELLNESS

99% **100%** **100%**

223 **4,149**
programs participants



EDUCATION FOR YOUTH

100% **100%** **100%**

170 **1,905**
programs participants



IN ECONOMIC STABILITY

99% **100%** **100%**

236 **1,594**
programs participants





PROJECT ACCESS RESIDENT HIGHLIGHT

Kashka (32), her boyfriend Dwayne (31), and two young children Dwayne Jr. (8) and Keimya (3) are residents at Ridge on Charleston in Las Vegas, Nevada. Currently, Kashka is the primary source of income for the household, while Dwayne is working toward completing his GED.

These last few years have been a struggle for this young family. During the pandemic, Kashka lost her job, Dwayne Jr. fell behind in school after the transition to a virtual classroom, and Keimya was unable to socialize with kids her age. On top of that, the family vehicle had not been reliable, providing plenty of transportation challenges.

During these trying times, the family turned to the Project Access Resource Center in their community for support.

With finances running low, Kashka expressed the need to find a job. Project Access provided a list of employers currently hiring along with a computer to use to create a resume and to start applying for jobs online. She also received appropriate job interview attire at no cost through a referral to a local community organization. To alleviate the family's transportation challenges, Project Access provided bus passes as a short-term solution.

Kashka's determination and utilization of Project Access paid off—she landed a position as a security officer. Now employed, she saved enough money to fix their family vehicle and take another step to self-sufficiency.

In addition to the supportive services Kashka received, Project Access also helped her young children.

Because of the pandemic, Kashka worried about Keimya's limited interaction with other kids. However, Project Access provided Keimya opportunities to socialize safely with others in her age group so she can develop critical skills like managing feelings, setting boundaries, and problem-solving. These skills will contribute to her success when she starts school.

Dwayne Jr. received ongoing homework assistance and participated in enrichment activities to further his knowledge and skills. He's done so well that he's been accepted into the Gifted and Talented Education (GATE) Program and his family has noticed a huge boost in his confidence.

"My son was not doing that great in school," states Kashka. "However, the Project Access team was able to help him with his schoolwork. Now, he gets mostly A's!"

The on-site presence of Project Access in Kashka's community has helped this family move forward despite facing various challenges.

BRIDGE CREDIT PLUS & THE ADVANTAGE PROGRAM

In 2016, the Bridge Credit Plus program launched in partnership with Rent Dynamics, beginning first with our Multifamily residents and then in 2017 with support for our WFAH resident to build their credit scores over time. The program subsidizes credit score enhancement for our WFAH residents as an opt-out program and is available to our Multifamily residents as an opt-in program empowering previously underbanked communities. As of Q3 2021, 57,478 Bridge residents have enrolled in the program since its inception.

In late 2021, Bridge partnered with Rent Dynamics to launch The Advantage Program (“TAP”) to help Bridge residents move from renters to homeowners with free financial management tools and connections to trusted local real estate agents and at that time, was the first property management company in the United States to roll out Rent Dynamics’ new resident benefit. Bridge estimates that approximately 10% of our moveouts are due to residents purchasing a home, and we now offer a benefit in which residents who take advantage of our home buying program can receive up to \$2,195 towards closing costs. Since this program’s launch, 220 Bridge residents have enrolled.

The TAP program goes hand in hand with our Bridge Credit Plus program to support economic mobility and bridge the gap to financial wellness. Both programs are supported through our partnership with Rent Dynamics, a multifamily software and services company offering a suite of multifamily resident services backed by industry-leading technology. Their services empower multifamily community owners and operators to implement ESG initiatives that promote economic inclusion and build stronger communities, providing residents with a lasting positive impact.





BRIDGE GIVES

Our corporate-level charitable giving arm, Bridge Gives, develops scalable programmatic initiatives and partnerships that seek to improve the social and structural determinants of our communities by bringing together ideas, people, and capital. While the three pillars of Bridge Gives align with the BCEI pillars, funding from Bridge Gives supports nonprofits and social initiatives outside of our WFAH strategy.

Over the course of 2021, Bridge Gives distributed over **\$500,000** across various non-profit organizations and social initiatives under its three pillars. Part of this amount includes \$50,000 in employee matching; we are proud to match up to \$1,000 per employee annually for charitable giving and provide one paid day off for employees to volunteer at Bridge-sponsored events.

In 2021, across BCEI and Bridge Gives, Bridge gave **\$2.8 million** to build the bridge to a better life. We look to continue to grow our charitable initiatives to better support our residents and increase our philanthropic footprint.

BRIDGE GIVES 2021 HIGHLIGHTS:

- **11 Bridge to Education college scholarships awarded.** 100% female and 73% racially diverse recipients.
- Partnership with Junior Achievement provided **1,662 students in 61 classrooms** with lessons about financial literacy, work readiness, and entrepreneurship. Across our five corporate offices, 63 Bridge employees volunteered in 2021.
- Provided **10,000 backpacks** to homeless individuals through the “We Got Your Back” campaign
- **Raised nearly \$16,000** for Covenant House
- **20 Bridge volunteers** painted veteran’s homes in Salt Lake City
- **Supported eight families with gifts**, provided gloves and socks for a homeless shelter in SLC, and purchased toys for a school that works with students with high-functioning autism
- **Donated \$27K** to support the LLS Children’s Initiative and **\$28K** to support the LLS STEM Education initiative
- **Provided 1,862 grants** to WFAH residents for rental assistance through our Bridge CARES: COVID-19 Relief Fund

In addition, Bridge is proud to support the PREA Foundation, Paint Your Heart Out, Sub for Santa, and various community partnerships through our Bridge to Opportunity Zones Initiative. Bridge employees also raised nearly \$220,000 nationally for The Leukemia & Lymphoma Society’s (“LLS”) virtual Light the Night in 2021.

PROVIDING SUPPORT FOR SENIORS

At our Bridge Seniors Housing communities, we have continued to strengthen initiatives aimed at limiting social isolation through programs that foster connection between residents, staff, and families. Understanding that social isolation presents a significantly higher medical risk for seniors, the in-house Bridge Seniors Living (“BSL”) team along with its third-party operators provide residents with communal activities and social engagement opportunities that include creative and innovative mind-sharpening activities and promote routine movement and exercise. As of December 31, 2021, approximately 1/3 of Bridge-owned Senior Housing communities are operated by BSL, with approximately 2/3 operated by third-party operators.

We have also invested in technology to improve communication for our residents. Our LifeLoop and OneCallNow programs support direct and continued communication between staff, residents, and families, and the Heart Legacy App provides engagement and messaging at any time between residents and families via two-way video.

Other social initiatives include community gardens and our award-winning Radio Recliner program, a proprietary online radio station developed as a result of the pandemic where residents could broadcast and dedicate music and messages (as DJs) from their rooms to other seniors within their communities and their families.

Over the last quarter of 2021 BSL concluded a tenant survey across 100% of its operated assets to assess the level of lack of companionship, feeling being left out and isolated, overall tenant health rating in the community, as well as the overall satisfaction with various service providers at their communities. The survey was hosted by a third-party company, “Activated Insights,” which is the survey company for the U.S. News & World Report’s inaugural research on Best Senior Living Companies. The results revealed that a majority of residents felt that Bridge Senior Living was a safe place to live. The BSL team is currently implementing action plans to address the feedback received.



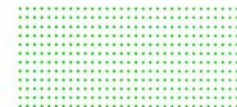
122,450

TOTAL ACTIVITIES



366,698

TIMES ACTIVITIES WERE
ATTENDED BY RESIDENTS



A photograph of a young man with a beard and a senior man with glasses sitting at a table. The young man is leaning over the table, looking at a small white pill container. The senior man is looking down at the same container. There are several blister packs of pills on the table. The background is a bright, indoor setting with large windows.

RESPONDING TO COVID

Over the last year, our Bridge Seniors Housing communities have continued to prioritize the safety, health, and wellness of our residents and staff as the COVID-19 pandemic impacts our industry. We remain dedicated to providing quality and comprehensive care for all residents and have created additional protections to keep residents, staff, and families safe and healthy.

When COVID-19 vaccines became available to our communities, we partnered with CVS to host onsite vaccination clinics resulting in more than 95% of residents being fully vaccinated by the end of Q1 2021. Additionally, we partnered with a medical consultant to enhance overall resident care and provide telemedicine to residents and staff. Lastly, we redesigned our common areas to promote social distancing, adopted an industry-defining standard of cleanliness, and created infection response plans and quarantine-ready spaces.

CREATING COMMUNITY

IN OFFICES

Bridge Commercial Real Estate (“BCRE”), Bridge Office vertical’s asset operating arm, invests in creating a sense of community across its office assets, implementing customer connection programs that encourage collaboration as a community ecosystem. These programs include tenant social events such as barbeques and holiday parties, management of office park associations with the objectives of maintaining and improving outdoor public spaces for the broader community, and multiple charitable volunteer programs.

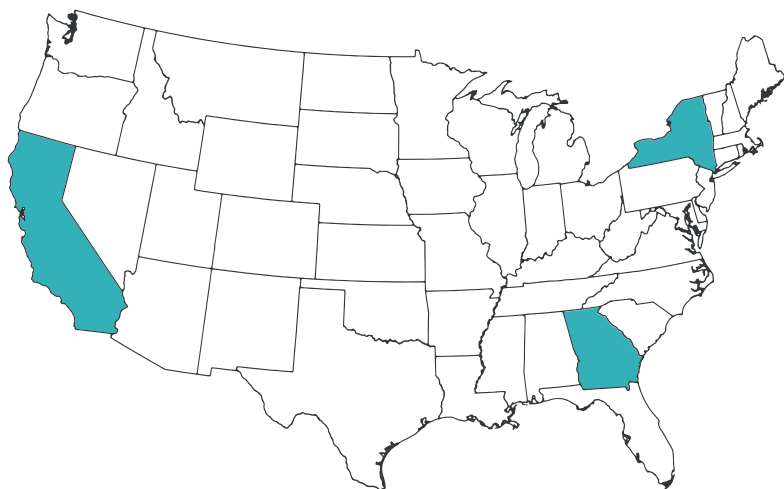
In 2021, BCRE began the process to earn the WELL Health-Safety rating (“WELL HSR”) for 55 of its buildings with all 55 achieving the Rating in early 2022. The WELL HSR is an evidence-based, third-party verified rating for all new and existing building and space types focusing on operational policies, maintenance protocols, stakeholder engagement, and emergency plans to address a post-COVID-19 environment now and into the future.

The BCRE team earned the rating through its continued efforts and implementation of ESG best practices to promote the health and safety of our tenants.

Furthermore, 55 Bridge Office buildings earned the EnergyStar Certification in 2021 which is achieved for assets with a minimum EnergyStar score of 75. These buildings had an average EnergyStar score of 85.

BRIDGE TO OPPORTUNITY ZONES INITIATIVE

The Bridge to Opportunity Zones Initiative, funded by Bridge Gives, was created with the intent to drive environmental and social impact across the communities that our QOZ strategy invests within. Our goal is to develop partnerships that maximize community engagement and philanthropy to support underserved communities within opportunity zones nationwide. In 2021, we developed and strengthened three partnerships in Queens, NY; Atlanta, GA; and Sacramento, CA.



ATLANTA, GA

The Echo Street West Partnership seeks to become a model for how new development can positively impact a broader community by focusing on Jobs & Skills Training, Health & Wellness, and Strategic Community for the next generation.



QUEENS, NY

Bridge supported 40 foster care students and alumni of care with educational support and “Bridge to Education” scholarships in partnership with New Yorkers for Children.



SACRAMENTO, CA

Township 9 program provides job training at a living wage with health benefits to at-risk and recently homeless youth.

PROVIDING POSITIVE IMPACTS

FOR OUR EMPLOYEES

Our human capital is our most valuable asset. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our employees invest in their work represents a significant part of our culture, our reputation, and our company's commitment to excellence. We are committed to fostering, cultivating, and strengthening a culture of diversity and inclusion and providing our employees with every opportunity to succeed and grow.

We are proud of our accomplishments to date, and we look forward to continuing our progress in the future.



Bridge was recognized as one of the best places to work in 2019 and 2021 by Top Work Places, the nation's most credible employer recognition program.



Bridge Property Management was named a Best Place to Work by the National Apartment Association for both 2020 and 2021.

Bridge offers paid parental leave to all full-time eligible employees; multiple options for medical, dental, and vision insurance; a 401k plan to all regular full-time and part-time employees with a 4% company contribution; and other employee benefits.

Every year, our firm conducts an Employee Engagement Survey. In response to this year's survey, we implemented the following:

- **Flexibility:** The pandemic reshaped the nature of the way we work. In response, we have taken an open and transparent approach to implementing flexibility across the firm to support and meet the needs of our people.
- **Diversity, Equity, and Inclusion:** Our commitment to DE&I has inspired many of our employees and we have received a great deal of positive feedback on our employee resource groups, awareness building programs, and communications. Based on the feedback we received, the next step in our journey has been to more fully embed our efforts across our verticals and continue extending our partnerships into the communities in which we operate as well as build select institutional relationships to help us further our impact and reach.
- **Health Insurance:** The pandemic has also changed the way our people think and feel about health care coverage. We responded by expanding the number of plans we have to allow our people to choose the coverage scope that best meets their needs and life circumstances.
- **High-Performance Culture:** Our people made it clear to us how much they value having a career path at Bridge and feeling recognized and appreciated for the commitment and dedication they bring to their work. We have responded by working with our managers and leaders to help them understand how to cultivate a high-performance environment while we continue to expand and enhance the ways we recognize and reward excellence.
- **More 1:1 Interaction Between Our Senior and Junior Talent:** Our junior people have made it clear that they value the insight and experience interactions that executive leadership provides. To give our people more of those opportunities we developed the Bridge Women's Network Analyst Mentoring Program as well as created more touchpoints for our senior and junior people to connect.



OUR COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

Our DE&I mission

We are committed to building and maintaining a talented and diverse workforce and to supporting an environment of trust and respect for all backgrounds, cultures, and perspectives.

Our Approach to Inclusivity

We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, political affiliation, race, religion, sexual orientation, veteran status, and other characteristics that make our employees unique individuals.

Our DE&I programming and efforts focus on four key areas

Hiring and Retention; Fostering Learning, Mindset, and Behavioral Change; Understanding our Communities and Employees; and Enhancing Engagement and Branding.



HIRING AND RETENTION

- Increase our access to diverse candidates through relationships with female focused organizations, HBCUs, and additional institutions and organizations.
- Ensure a focus on diverse candidates for promotion, talent reviews, and succession planning.
- Support the development of diverse employees and launch targeted mentoring programs.
- Expand sponsorships to broaden our reach and elevate our brand in under-represented communities.

FOSTERING LEARNING, MINDSET, AND BEHAVIORAL CHANGE

Education and Awareness Building:

- Targeted events and content throughout the year to address challenges facing people of color, women, LGBTQ+, people with disabilities, and veterans.
- Resource and educational guides to support Black History, Women's History, Asian American and Pacific Islanders (AAPI) Heritage, Pride, Hispanic/Latinx Heritage, and Disability Employment Awareness months.

Creating a More Inclusive Environment:

- Host virtual programming
- Cultivate inclusive leadership
- Partnership with CSW Associates, a leading DE&I program provider, for firmwide DE&I training.

UNDERSTANDING OUR COMMUNITIES AND EMPLOYEES

- Firmwide DE&I survey to capture more perspectives and gather data to form the foundation for our DE&I goals.
- Continue support for and launch additional Employee Resource Groups
- Continue to observe and celebrate Juneteenth, Women's History Month, Pride Month, Hispanic Heritage Month, Black History Month, AAPI Heritage Month, Disability Employment Awareness Month, and Veteran Month.

ENHANCING ENGAGEMENT AND BRANDING

- Promote our commitment to DE&I to drive awareness and change in our industry and the communities in which we operate





2021 FIRMWIDE DE&I HIGHLIGHTS & PARTNERSHIPS

- Partnered with JB5C, a diversity consulting firm, to complete a firmwide diversity assessment
- Panel on work-life balance & two speakers by BWN focused on creating inclusion.
- Presentations from a diverse slate of speakers touching on the challenges Black, Indigenous, and People of Color face in society and the workplace.
- Launched multiple Employee Resource Groups
- Recognized as a Business Equality Leader by Equality Utah and sponsored Equality Utah Allies Gala.
- Sponsored the Annual Gender Equity in Private Equity Summit in 2021 for a second consecutive year. Members of the Bridge DE&I Committee were invited to be among panel speakers
- Bridge was a Silver Sponsor of the TOIGO Foundation in 2021, which is dedicated to advancing diverse leadership in the finance industry, and a Breakthrough Sponsor of TOIGO's Groundbreakers as a champion for the advancement of women.
- Bridge was a Gold Sponsor of Project REAP (The Real Estate Associate Program), the nation's largest talent resource for minority commercial real estate professionals. For over 20 years, Project REAP has connected talented diverse professionals to pathways and careers in commercial real estate.
- Bridge is a Founding Sponsor of the Pension Real Estate Association (PREA) Foundation whose mission is to further the interests and values of the institutional real estate investment community by advancing industry-wide diversity and inclusion.
- Bridge is a Corporate Sponsor for the Delta Sigma Theta Sorority annual conference.
- Bridge posted roles through Corporate Counsel Women of Color, Delta Sigma Theta Virtual Career Fair, and the HandShake platform with Morehouse.
- Bridge conducted personal visits with Spelman College for outreach.
- Bridge increased diverse representation on our Corporate Board of Directors

CULTIVATING DIVERSE LEADERSHIP

Across our leadership teams, we recognize the importance of diversity and have made intentional efforts to increase our diversity in leadership roles. We recognize that increasing our diversity as a firm is an ongoing initiative and look forward to sharing the make-up of our leadership annually.

Over 2021, we have continued to ensure a focus on diverse candidates for promotion, talent reviews, and succession planning. After promotions made at the end of 2021, our 2022 leadership team will have the following makeup:

- Within our Senior Managing Director and Managing Director leadership, **22.97%** of individuals are women and **21.62%** are a minority reflecting 2021 year-end promotions.

Within our Director and Vice President leadership, **39.80%** of individuals are women and **21.94%** are a minority reflecting 2021 year-end promotions.

- Female representations increased at the Vice President level from 2020 year-end promotions.

OUR DE&I COMMITTEE

In 2020, Bridge launched its DE&I Committee to increase awareness at all levels of the organization and further promote the **Diversity** of ideas, perspectives, and backgrounds; **Equity** in professional development, access to opportunities, and career advancement; and a **Culture** of Inclusion that embraces individuals' differences and involves all voices.

Our DE&I committee members represent diverse views, work and life experiences, and roles and responsibilities across Bridge. The committee members are dedicated advocates to ensuring continued progress in promoting a truly inclusive work environment and providing opportunities for all employees to apply their varied talents to support the firm's mission and pursuit of excellence.

DE&I COMMITTEE

Jim Chung, Co-Executive Sponsor & Debt Strategies

Adam O'Farrell, Co-Executive Sponsor, COO

David Arteaga, Opportunity Zones

Pipier Bewlay, Human Resources

Krissy Cavin, Human Resources

Scott Cardenas, Information Technology

Rachel Diller, Workforce & Affordable

Rhonda Cantrell Dunn, Bridge Senior Living

Lourdes Fisher, Client Solutions Group

JD Jensen, Treasury

Todd Mitchell, BCRE

Rachel Mondelli, Bridge Property Management

Isela Rosales, ESG & Sustainability

Mike Sodo, Net Lease

Katrina Thomas, Talent Acquisitions



OUR EMPLOYEE RESOURCE GROUPS

The mission of our Employee Resource Groups (“ERGs”) is to drive inclusivity, open dialogue, and sponsorship of diverse individuals. In 2021, the DE&I Committee helped support the launch of six new ERGs. These groups provide support, advocacy, and create a community for the individuals they serve as well as provide resources and education to the firm as a whole.



BRIDGE WOMEN'S NETWORK

The Bridge Women's Network ("BWN") was Bridge's first ERG, founded in 2019. BWN focuses on three strategic areas: talent development, business operations, and network development. Led by two co-chairs and 14 steering committee members, the mission of BWN is to be the firm's key resource and point of advocacy to advance the most current research, programming, practices, and opportunities for dialogue and collaboration, and to provide a firm-wide platform to recruit and promote female career development, develop internal relationships between groups, and provide leadership.

BWN's Vision

- To organize activities that support the sustained focus on female career development and leadership in conjunction with Bridge's mission and core values.
- To attract, develop, inspire, and retain female professional talent, and in doing so, build a strong support community within the firm. This effort includes exchanging experiences, ideas, and best practices, particularly with successful female role models, promoting training and development, and engaging leaders from across the firm to be effective advocates and sponsors.
- To build a strong network and community both inside and outside the firm and address structural and environmental issues that act as impediments to women developing as leaders at Bridge.
- To cultivate members' leadership skills and enhance business practices, personal networks, and career opportunities to create strong leaders and ensure their long-term career success within Bridge, as well as in the broader community.

Programming highlights

- The BWN Analyst Mentorship program connects female analysts with successful and high-performing senior talent across genders. The initiative was designed to help female analysts better understand how to build a career at Bridge and improve critical skills and connections to help them succeed. The 2021 inaugural class features 28 mentors and mentees with plans to grow in 2022.
- In February of 2021, Sara Sanford, founder of Gender Equity Now (GEN), and Erica Dhawan, author of "Digital Body Language" and "Get Big Things Done" gave firmwide keynote presentations and discussions with designated senior leaders.
- Quarterly fireside chats and panel discussions representing various verticals, offices, and topics.
- International Women's Day celebration and Breast Cancer Awareness Month event.
- Dedicated quarterly BWN newsletter.



BLACK INCLUSION GROUP

Launched in Q1 2021, the Black Inclusion Group's mission is to cultivate a diverse and inclusive work culture for Black employees at the firm and provide a platform for Black employees to bring awareness to their focused initiatives. Led by two co-chairs and 10 steering committee members, the Black Inclusion Group has three strategic focus areas:

1. **Development:** Identify career development opportunities by establishing a mentoring program, increase member educational opportunities, and develop a Leadership Enhancement Program.
2. **Representation:** Recruit and retain a diverse workforce by partnering with HR/TA on recruitment, recruiting new members, and creating a POC Internship Pipeline Program.
3. **Community Engagement:** Develop a communication strategy, identify and promote internal community events, and develop external community partnerships.

Programming highlights

- The first speaker event occurred in 2021 with John Hope Bryant as the keynote. Mr. Bryant outlined "the mindset and practices that will allow us to achieve the American Dream, no matter what our current circumstances."
- Continued promotion that Black History is not just in February by introducing a topic of interest that aligns each month with a celebration of black culture and awareness.



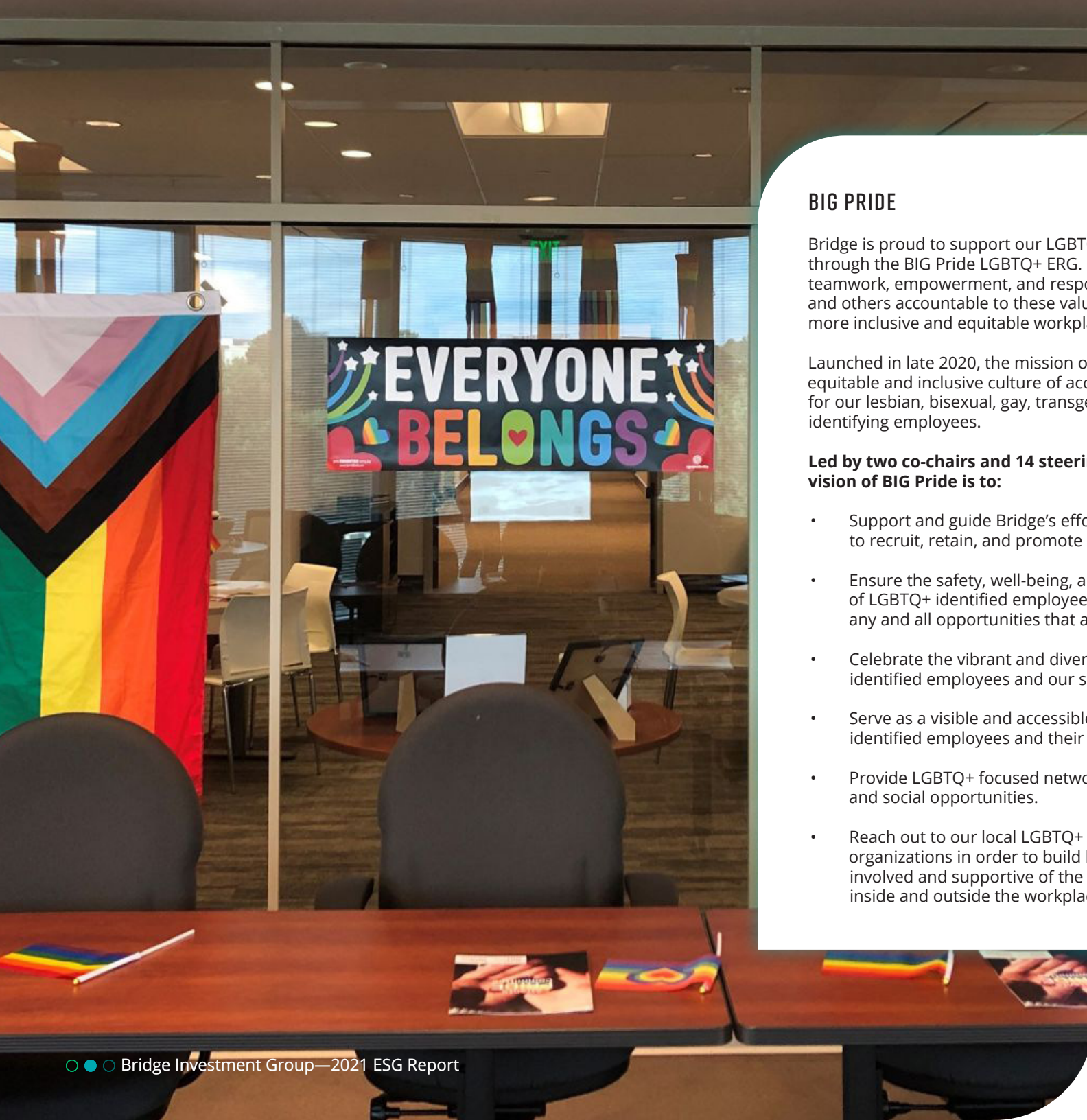


BRIDGE ALLIES FOR AAPI

Launched in Q2 2021, Bridge Allies for Asian American and Pacific Islanders (AAPI) is committed to advancing the AAPI community with a comprehensive approach to addressing AAPI barriers and issues at the Bridge. The group's mission is to recognize and address the uniqueness and diversity of the AAPI population, to educate the general public on the various heritage of this broad group, to promote the positive image and contribution AAPI has made to America, to meet each group's specific needs, and to address the unique challenges of our AAPI population and to support their career advancement.

Led by two co-chairs and nine steering committee members, Bridge Allies for AAPI's goals are to:

- Close the gaps in perception of the AAPI community.
- Engage employees of this group to address their discontent and challenges at the workplace.
- Serve as a resource and support system for and about AAPI communities at Bridge.



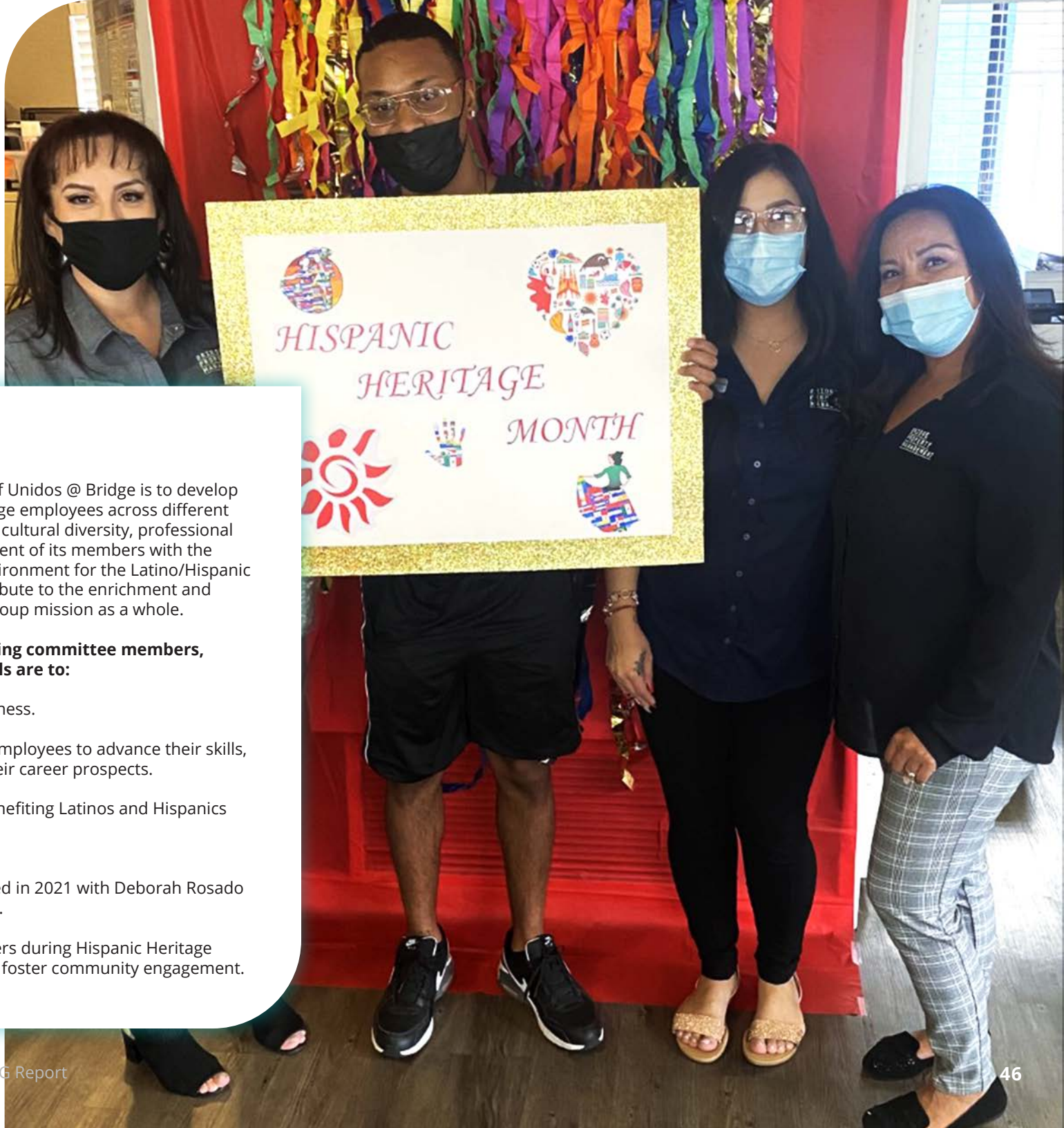
BIG PRIDE

Bridge is proud to support our LGBTQ+ employees and community through the BIG Pride LGBTQ+ ERG. Our allies are committed to teamwork, empowerment, and responsibility, and hold themselves and others accountable to these values as we strive to create a more inclusive and equitable workplace.

Launched in late 2020, the mission of BIG Pride is to promote an equitable and inclusive culture of acceptance, dignity, and respect for our lesbian, bisexual, gay, transgender, and other queer-identifying employees.

Led by two co-chairs and 14 steering committee members, the vision of BIG Pride is to:

- Support and guide Bridge's efforts to diversify staff, and work to recruit, retain, and promote LGBTQ+ identified employees.
- Ensure the safety, well-being, and equal and fair treatment of LGBTQ+ identified employees, as well as provide access to any and all opportunities that all other employees receive.
- Celebrate the vibrant and diverse community of LGBTQ+ identified employees and our surrounding communities.
- Serve as a visible and accessible resource for LGBTQ+ identified employees and their allies.
- Provide LGBTQ+ focused networking, education, mentoring, and social opportunities.
- Reach out to our local LGBTQ+ communities and organizations in order to build bridges and become more involved and supportive of the community as a whole, inside and outside the workplace.



UNIDOS @ BRIDGE

Launched in Q3 2021, the mission of Unidos @ Bridge is to develop a collaborative network among Bridge employees across different verticals in an effort to promote the cultural diversity, professional development, and career advancement of its members with the intention to create a supportive environment for the Latino/Hispanic community within Bridge and contribute to the enrichment and success of the Bridge Investment Group mission as a whole.

Led by two co-chairs and 10 steering committee members, Unidos @ Bridge's three main goals are to:

- Increase education and awareness.
- Provide resources for Bridge employees to advance their skills, opportunities, and advance their career prospects.
- Provide community service benefiting Latinos and Hispanics

Programming highlights

- The first speaker event occurred in 2021 with Deborah Rosado Shaw as the inaugural speaker.
- Published a series of newsletters during Hispanic Heritage Month to raise awareness and foster community engagement.

BRIDGE ADVOCATES FOR ACCESSIBILITY

The mission of the Bridge Advocates for Accessibility ERG is to create an accessible and inclusive environment for people with disabilities while identifying opportunities to effectively recruit, hire, retain, and promote employees with disabilities. The ERG also drives education and awareness to increase positive advocacy and allyship between coworkers for accommodation and increased accessibility and support for people with disabilities.

Launched in Q4 2021, the Bridge Advocates for Accessibility ERG is led by two co-chairs and 11 steering committee members. Their vision is to:

- Identify opportunities to increase accessibility and accommodation within our offices and properties and advocate for improvement.
- Raise awareness of the diversity within the disability community through educational activities.
- Create an environment where people feel comfortable disclosing their disabilities and requesting support and accommodation.
- Partner with external associations and networks to build connectivity, talent pipelines, and relevance and impact in disability communities.
- Partner with external experts to gain and provide perspective to the Bridge organization.
- Build the Bridge brand and presence in the communities in which we operate.





BRIDGE OF HONOR VETERANS GROUP

Launched in Q4 2021, the Bridge of Honor Veterans Group believes that service does not end with the military and strives to provide support and a community for our veterans and families. The mission of the group is to act as a bridge across the organization to connect those who are serving, have served, their families, and Bridge residents and tenants to help our colleagues and the industry understand the value of experience in the armed forces.

Through its support, Bridge of Honor Veterans Group hopes to assist those transitioning from active duty service to the civilian workforce by helping to highlight the skills and perspectives learned.

Led by two co-chairs and nine steering committee members, Bridge of Honor Veterans Group focuses on the following areas:

- Raise awareness of and educate people on the wide range of skills and valuable perspectives veterans bring to the table and help people understand the very real challenges some veterans face in transitioning to the civilian workforce.
- Act as a bridge to connect those who have served, as well as those who are still serving, across our organization and to connect veterans to our organization by educating hiring managers and interviewers on best practices for translating military experience to employable skills.
- Support those veterans and others who are transitioning into the civilian workforce.
- Recognize and honor service in our offices, communities, and resident and tenant communities.



SUPPORTING DIVERSITY THROUGH OUR RESPONSIBLE SUPPLIER POLICY

Bridge is committed to working with suppliers that share our firm's values of diversity and social responsibility. We consider diverse organizations to be stronger organizations and are committed to supporting diversity as a complementary factor in choosing business partners. Bridge's Responsible Supplier Policy also encourages suppliers to progressively work to create an environment for employees of all backgrounds to be successful. Diversity, equity, and inclusion policies and measurables are strong considerations in the Bridge RFP process, as well as ownership and leadership composition that increases the diversity of Bridge's suppliers.

The Social Equity principle of our RSP supports SDG 5 (Gender Equality) and SDG 10 (Reduced Inequalities).

While Bridge does not currently track DE&I statistics for our service providers, we are in the process of identifying ways to bolster our service providers' DE&I data.





GOVERNANCE

At Bridge, we believe that strong corporate and individual citizenship go hand in hand. Our commitment to sound and strong corporate governance is driven by our values as a firm. As an investment manager in the real estate investment market, we seek to make investments that provide value to our partners while striving to simultaneously benefit our residents, tenants, and communities. To this end, when applicable and within our investment mandate, we seek to integrate ESG policies and practices into the investment analysis and decision-making process of select Bridge equity strategies. In our pursuit of this integration, we are committed to providing transparency, encouraging accountability, and ensuring compliance.

OUR VALUES

- TEAMWORK
- EXCELLENCE
- ACCOUNTABILITY
- EMPOWERMENT
- SPECIALIZATION
- CREATION & INNOVATION
- RESPONSIBILITY

OUR BOARD

As a firm, we are committed to diversity across our organization and recognize the importance and benefit of diverse leadership. With our transition to a public company, we brought on new independent board members who bring different perspectives, experiences, and ideas. Increasing our board diversity not only promotes equity and inclusion but also leads to better and more sound corporate governance.

Our Board of Directors consists of four internal Bridge representatives and three independent members. The Bridge representatives are our Executive Chairman Robert Morse, CEO Jonathan Slager, COO Adam O'Farrell, and Vice Chairman Dean Allara. Our independent Audit Committee members are Debra Martin Chase, Chad Leat, and our board Chair Deborah Hopkins. Our board members are diverse across gender, race, sexuality, age, and experience.

Currently two Board members, Mr. Slager and Mr. O'Farrell, also serve on the ESG Steering Committee and the Climate Change Task Force, helping oversee the implementation of ESG strategies and policies across our organization.



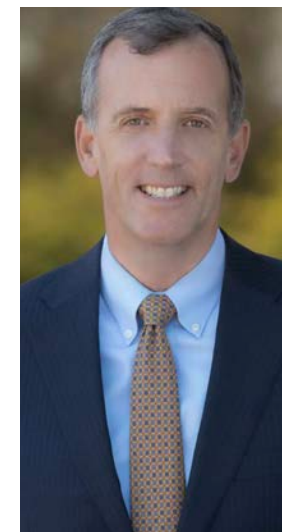
ROBERT MORSE
Executive Chairman



JONATHAN SLAGER
Chief Executive Officer



ADAM O'FARRELL
Chief Operating Officer



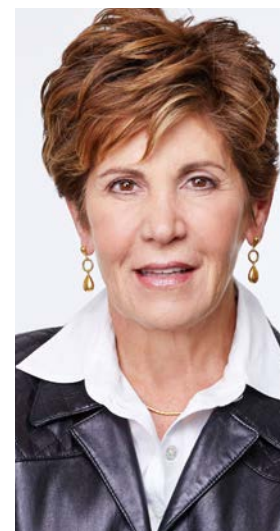
DEAN ALLARA
Vice Chairman



DEBRA MARTIN CHASE
Board Member



CHAD LEAT
Board Member



DEBORAH HOPKINS
Audit Committee Chair

BRIDGE ESG COMMITTEE

Our ESG implementation is overseen by a Multi-Disciplinary Steering Committee that spans our entire organization. Led by our Managing Director and Head of ESG and Sustainability, Isela Rosales, this committee guides our adoption of ESG best practices in line with the ESG & Responsible Investing Policy of the firm. The committee is also responsible for reviewing and establishing long-term objectives and benchmarks.

In addition to our ESG Steering Committee, Bridge's DE&I Committee advises on the implementation of DE&I policies and initiatives, (see DE&I section for more) and our recently formed Climate Change Task Force advises our climate resiliency efforts.

ESG STEERING COMMITTEE

Firmwide Committee Members

ISELA ROSALES
MD, Head of ESG
Committee Chair, ESG

JONATHAN SLAGER
CEO & CIO Multifamily III and IV*

ADAM O'FARRELL
COO*

DANUEL STANGER
Partner Emeritus

INNA KHIDEKEL
Senior MD, CSG Chair,
Charitable Giving

JACK ROBINSON
MD, Head of Research

BARRY WILSON
MD, Head of Risk
Management

JENNIFER WALKER
Corporate Counsel

INVESTMENT VERTICAL REPRESENTATIVES

ALAN NELSON
MD, Multifamily Asset
Management

RACHEL DILLER
Senior MD, Multifamily Acquisitions
& Deputy CIO, WFAH

MARK FERRIS
COO, Office

BLAKE PEEPER
Deputy CIO, Seniors
Housing

DAVID ARTEAGA
MD, Development

MATT TUCKER
Co-CIO, Net Lease

HANK KLEHM
Asset Manager, Logistics
Properties

JEEHAE LEE
Senior MD & Deputy CIO
Debt Strategies

CHRIS SKARDON
Co-CIO,
Single-Family Rental

OTHER ORGANIZATIONAL INVOLVEMENT

Board of Directors
Client Solutions Group (CSG)
Investor Relations & Marketing
Legal, Compliance & Risk
Research
PropTech & Innovation

Property Operations
Corporate Facilities
Information Technology
Finance
Human Resources
Employees

* Member is also on the Bridge Board of Directors

BRIDGE CLIMATE CHANGE TASK FORCE

The mission of the Bridge's CCTF is to increase awareness of climate risks and opportunities at all levels of the organization and utilize the recommendations of the TCFD pillars to support:

1. Governance that oversees climate issues and plays a key role in assessing and managing these risks and opportunities;
2. Strategy that focuses on actual and potential impacts of climate-related risks and opportunities on company operations, strategy, and financial planning;
3. Risk Management that reflects processes used to identify, assess, and manage climate-related risks;
4. Metrics & Targets that can be established to assess and manage relevant climate-related risks and opportunities over time.

Committee members also serve as advocates for the firm to facilitate continued progress in the execution of important goals and initiatives and support the knowledge sharing of climate change with employees, residents, tenants, and important stakeholders.



FIRMWIDE TASK FORCE MEMBERS

ISELA ROSALES
MD, Head of ESG Committee
Chair, CCTF

JONATHAN SLAGER
CEO & CIO Multifamily III and IV*

ADAM O'FARRELL
COO*

DANUEL STANGERS
Partner Emeritus

JARED FORSGREN
CCO

BARRY WILSON
MD, Head of Risk

BROCK ANDRUS
Senior MD, Structured Finance &
Deputy CIO, WFAH

CLAUDIUS WEISSBARTH
MD, Client Service Group &
Head of EMEA

INVESTMENT VERTICAL REPRESENTATIVES

COLIN APPLE
Senior MD, Multifamily Acquisitions
& Co-CIO, Multifamily V

MATT DEGRAW
President, Bridge Property
Management & Co-CIO, Multifamily V

JOHN WARD
CIO, Office

ROBB CHAPIN
CIO, Seniors Housing

DAVID COELHO
CIO, Opportunity Zones

MATT TUCKER
Co-CIO, Net Lease

JAY CORNFORTH
CEO, Logistics Properties

DAVE PIHO
Deputy CIO, Single-Family Rental

* Member is also on the Bridge Board of Directors

OUR PARTNERS IN ESG INTEGRATION

In 2021, Bridge continued our partnerships with Measurabl, Code Green, SIG, and Green Generation and began a new partnership with Manifest Climate. These partnerships provide us with external analysis and support as we continue to integrate ESG best practices throughout our business.

- ... current projects
- ✓ achieved projects



ESG DATA MANAGEMENT PLATFORM

- ... Consolidated Utility Data Tracking
- ... Data Integrity Verification
- ... Scope 1 and 2 Tracking for Reporting Assets



PRIMARY ESG CONSULTANT

- ✓ 2020 Sustainability Firmwide Baseline Assessment
- ✓ 2021 Firmwide PRI Reporting and Feedback Support
- ✓ 2021 GRESB Reporting & Feedback Support for select WFAH and BOF funds
- ✓ Materiality Assessment
- ... ESG Educational Webinars



ENERGY STAR + BUILDING CERTIFICATION CONSULTANT

- ✓ Energy Star Benchmarking for Office strategy
- ✓ Energy Star Certification Pursuits for Office Strategy
- ✓ WELL Health & Safety Rating Advisory for Office
- ... WELL Health & Safety Rating Advisory for Seniors Housing



SOLAR AND ENERGY CONSULTANT

- ✓ Bridge Solar Preliminary Analysis
- ... Pre-Acquisition Reviews and Energy Audits for Office, Seniors Housing, and WFAH strategies
- ... Existing Property Energy Audits for Office strategies



CLIMATE RESILIENCY + TCFD CONSULTANT

- ✓ TCFD Maturity Assessment
- ... Climate Resilience Strategy Advisory
- ... Climate Market Intelligence
- ... Climate Educational Workshops



OUR POLICIES TO SUPPORT ESG

RESPONSIBLE INVESTMENT POLICY

Our Responsible Investment Policy, overseen by our ESG Steering Committee, presents paths for possible ESG integration and alignment with the UN PRI, when applicable and within the investment mandate of each Bridge equity vertical. In addition to these principles, the policy outlines how, where possible and within our investment mandates, Bridge will support the achievement of the UN SDGs.

RESPONSIBLE SUPPLIER & SUSTAINABLE PROCUREMENT POLICY

In 2021, Bridge formally adopted a Responsible Supplier and Sustainable Procurement Policy that reflects our procurement values and standards for our own conduct with direct suppliers of goods and services as well as our expectations of suppliers, their subcontractors, and their suppliers. Our three primary procurement principles include Fair and Safe Business Practices, Environmental Stewardship, and Social Equity. Each principle is designed to align with and support various UN SDGs.



THE FUTURE OF ESG

Thank you for reading our 2021 ESG Report. Over the past year, we continued to pursue and achieve progress in our ESG work by cultivating and enhancing our initiatives, developing new partnerships and strengthening existing ones, and striving to always provide value to all stakeholders that we serve. Bridge's dedication to quality, excellence, and the principles of responsible investing has laid a strong foundation for our ESG pursuits and sustainability and socially conscious mindset. We remain steadfast in our commitment to continue building on this foundation and see our initiatives come to fruition in 2022 and beyond. As we look to the future, ESG will continue to be a top priority for our organization and together with our senior executives, ESG Steering Committee, Climate Change Task Force, and valuable partners, we are excited to further cultivate our ESG work throughout Bridge and across communities.

GLOBAL REPORTING INITIATIVE

The Global Reporting Initiative (GRI) provides a cohesive set of standards that represent the global best practice for reporting on economic, social, and environmental factors. Bridge has prepared the reported information with reference to the GRI Standards.

STATEMENT OF USE	Bridge Investment Group has reported the information cited in this GRI content index for the period [reporting period start and end dates] with reference to the GRI Standards.
GRI 1 USED	GRI 1: Foundation 2021



GENERAL DISCLOSURES 2021

DISCLOSURE #	DISCLOSURE TITLE	DISCLOSURE LOCATION
2-1	Organizational details	Page 6
2-3	Reporting period, frequency and contact point	Page 7
2-6	Activities, value chain and other business relationships	Page 6
2-9	Governance structure and composition	Page 38, 49-51, & see Bridge Investment Group Holdings Inc. Corporate Governance
2-10	Nomination and selection of the highest governance body	Bridge Investment Group Holdings Inc. Corporate Governance
2-11	Chair of the highest governance body	Page 49
2-13	Delegation of responsibility for managing impacts	Page 50
2-15	Conflicts of interest	See BIG Holdings Inc. Code Of Business Conduct And Ethics
2-16	Communication of critical concerns	See BIG Holdings Inc. Code Of Business Conduct And Ethics
2-18	Evaluation of the performance of the highest governance body	See BIG Holdings Inc. Corporate Governance Guidelines
2-22	Statement on sustainable development strategy	Page 4, 10
2-23	Policy commitments	Responsible Supplier Policy (available upon request) and see BIG Holdings Inc. Corporate Governance Guidelines
2-24	Embedding policy commitments	See BIG Holdings Inc. Code Of Business Conduct And Ethics
2-26	Mechanisms for seeking advice and raising concerns	See BIG Holdings Inc. Code Of Business Conduct And Ethics
2-27	Compliance with laws and regulations	See BIG Holdings Inc. Code Of Business Conduct And Ethics
2-28	Membership associations	Page 13

GRI 201: ECONOMIC PERFORMANCE 2016

DISCLOSURE #	DISCLOSURE TITLE	DISCLOSURE LOCATION
201-1	Direct economic value generated and distributed	See Latest Financial Results

GRI 302: ENERGY 2016

DISCLOSURE #	DISCLOSURE TITLE	DISCLOSURE LOCATION	CONNECTIONS TO UN SDGs
302-1	Energy consumption within the organization	Page 22	SDG #7, 12, 13
302-4	Reduction of energy consumption	Page 18-22	SDG #7, 11,12, 13
302-5	Reductions in energy requirements of products and services	Page 18-22	SDG #11,12, 13

GRI 303: WATER AND EFFLUENTS 2018

DISCLOSURE #	DISCLOSURE TITLE	DISCLOSURE LOCATION	CONNECTIONS TO UN SDGs
303-1	Interactions with water as a shared resource	Page 18, 20, 22	SDG #12
303-5	Water consumption	Page 22	SDG #12

GRI 305: EMISSIONS 2016

DISCLOSURE #	DISCLOSURE TITLE	DISCLOSURE LOCATION	CONNECTIONS TO UN SDGs
305-1	Direct (Scope 1) GHG emissions	Page 22	SDG #12,13
305-2	Energy indirect (Scope 2) GHG emissions	Page 22	SDG #12,13
305-5	Reduction of GHG emissions	Page 22	SDG #12,13

GRI 401: EMPLOYMENT 2016

DISCLOSURE #	DISCLOSURE TITLE	DISCLOSURE LOCATION
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 36
401-3	Parental leave	Page 36

GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018

DISCLOSURE #	DISCLOSURE TITLE	DISCLOSURE LOCATION
403-1	Occupational health and safety management system	See Bridge Investment Group Holdings Inc. Code Of Business Conduct And Ethics
403-4	Worker participation, consultation, and communication on occupational health and safety	See Bridge Investment Group Holdings Inc. Code Of Business Conduct And Ethics

GRI 404: TRAINING AND EDUCATION 2016

DISCLOSURE #	DISCLOSURE TITLE	DISCLOSURE LOCATION
404-2	Programs for upgrading employee skills and transition assistance programs	Page 36-38, 41-48

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016

DISCLOSURE #	DISCLOSURE TITLE	DISCLOSURE LOCATION
405-1	Diversity of governance bodies and employees	Page 40, 51

SASB INDEX—SUSTAINABILITY ACCOUNTING STANDARDS BOARD

This is an index to the location of our disclosures that align with the Sustainability Accounting Standards Board (SASB) standards for Real Estate. This is our first use of the SASB Index Report and we expect to evolve our use over time. The report references data from January 1, 2021, to December 31, 2021, unless otherwise stated.

ENERGY MANAGEMENT

METRIC CODE	METRIC	DISCLOSURE LOCATION
IF-RE-13 0a.1	Energy consumption data coverage as a percentage of total floor area, by property subsector	<i>Being considered for future disclosures</i>
IF-RE-13 0a.2	1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity, and (3) percentage renewable, by property subsector	<i>Being considered for future disclosures</i>
IF-RE-13 0a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	Page 22
IF-RE-13 0a.4	Percentage of eligible portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR, by property subsector	Page 34
IF-RE-13 0a.5	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	Page 7, 16-18

MANAGEMENT OF TENANT SUSTAINABILITY IMPACTS

METRIC CODE	METRIC	DISCLOSURE LOCATION
IF-RE-41 0a.1	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 subsector	<i>Being considered for future disclosures</i>
IF-RE-41 0a.2	Percentage of tenants that are separately metered or submetered for (1) grid electricity consumption and (2) water withdrawals, by property subsector	<i>Being considered for future disclosures</i>
IF-RE-41 0a.3	Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants	Page 18-20

WATER MANAGEMENT

METRIC CODE	METRIC	DISCLOSURE LOCATION
IF-RE-14 0a.1	Water withdrawal data coverage as a percentage of (1) total floor area and (2) floor area in regions with High or Extremely High Baseline Water Stress, by property subsector	<i>Being considered for future disclosures</i>
IF-RE-14 0a.2	1) Total water withdrawn by portfolio area with data coverage and (2) percentage in regions with High or Extremely High Baseline Water Stress, by property subsector	<i>Being considered for future disclosures</i>
IF-RE-14 0a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector	Page 22
IF-RE-14 0a.4	Description of water management risks and discussion of strategies and practices to mitigate those risks	Page 18, 20

ACTIVITY METRICS

METRIC CODE	ACTIVITY METRIC	DISCLOSURE LOCATION
IF-RE-00 0.A	Number of assets, by property subsector	Page 6
IF-RE-00 0.B	Leasable floor area, by property subsector	<i>Being considered for future disclosures</i>
IF-RE-00 0.C	Percentage of indirectly managed assets, by property subsector	Page 6
IF-RE-00 0.D	Average occupancy rate, by property subsector	<i>Being considered for future disclosures</i>

TCFD DISCLOSURES

In 2021 Bridge became a supporter of the TCFD and is reviewing applicable principles from the TCFD framework to determine applicability to future fund reporting. As regulatory requirements evolve, we expect to evaluate certain of these requirements in the context of our future fund reporting.

The following table contains our progress on the recommended disclosures of the TCFD.

GOVERNANCE

SECTION	STRATEGY	DESCRIPTION
Governance A	Describe the board's oversight of climate-related risks and opportunities	<p>The Bridge Board (the "Board") has oversight of near and long term business strategy and corporate responsibility. We expect that the Board will have more direct oversight of climate-related issues within the next year. Currently, two Board members are also members of the Bridge ESG Steering Committee and Bridge Climate Change Task Force.</p> <p>Our Head of ESG & Sustainability provides the Board with educational information regarding ESG and climate-related risks and opportunities. Our Head of Risk Management is responsible for overseeing risk management, including climate-related risks, across our assets and portfolios.</p>
Governance B	Describe the management's role in assessing and managing climate-related risks and opportunities.	<p>Formed in early 2022, the Bridge Climate Change Task Force ("CCTF") will set the strategic vision and priorities for the firm and members will help drive accountability within their asset vertical. The CCTF includes internal representatives from key functions such as ESG, Operations, Legal & Compliance, Finance, Risk Management, Client Solutions, as well as senior leaders from across the equity asset verticals. The CCTF meets on a monthly basis to discuss, identify, and assess climate-related risk and opportunities in accordance with the TCFD recommendations and will provide updates to the Board semi-annually.</p>

STRATEGY

SECTION	STRATEGY	DESCRIPTION
Strategy A	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	Priority for 2022 is for members of CCTF to identify Bridge's top climate-related risks and opportunities. Our time horizons would include: Short term = 0-3 years, Medium term = 3-6 years, and Long term = 6-10+ years.
Strategy B	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	Priority for 2022 is for members of CCTF to help ensure that climate change is discussed with their respective investment and asset teams and climate-related risks and opportunities are identified, analyzed, and disclosed in appropriate asset and portfolio level reports.
Strategy C	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	Bridge will continuously conduct a climate-related physical risk assessment of portfolios and assets leveraging its risk intelligence tools.

RISK MANAGEMENT

SECTION	STRATEGY	DESCRIPTION
Risk Management A	Describe the organization's processes for identifying and assessing climate-related risks	Acknowledging that climate change poses both risks and opportunities to our business, portfolios, and assets, and in order to better understand how we can address those risks and opportunities, Bridge has risk intelligence tools that focus on natural hazards and climate change. Through discussion and qualitative analysis, the top risks and opportunities are identified. The risk management team at Bridge determine which of these risks are most likely to impact the company and in which business lines and geographies.
Risk Management B	Describe the organization's processes for managing climate-related risks	The CCTF is identifying a variety of physical and transition risks that could impact our investments and the company. Currently, Bridge is developing a process for managing these risks in conjunction with protecting our investments and company through appropriate insurance and other alternative risk financing mechanisms.
Risk Management C	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	Each year, Bridge's management team conducts a Risk Assessment to identify our most pressing risks. The processes to identify, assess and manage climate risks are integrated into the Bridge's overall risk management in variety of ways including insights from leaders across asset verticals, business lines and employee engagement surveys. Furthermore, in late 2021, a 3rd party climate advisory firm conducted a TCFD Maturity

		Assessment of Bridge. This Maturity Assessment resulted in identifying the need for a dedicated CCTF which was formed in early 2022 along with recommendations for enhancing processes to identify, assess, and manage climate-related risks across our company and investments.
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METRICS & TARGETS

SECTION	STRATEGY	DESCRIPTION
Metrics & Targets A	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	Bridge is relying on risk intelligence tools that focus on natural hazards and climate change as well as the following metrics to assess climate-related risks and opportunities: Bridge has risk intelligence tools that focus on natural hazards and climate change GHG emissions, energy consumption, ENERGY STAR certifications.
Metrics & Targets B	Disclose Scope 1, Scope 2, and Scope 3 greenhouse gas (GHG) emissions, and related risks	<p>Across 176 Bridge Multifamily, Workforce & Affordable Housing, Office, and Seniors Housing properties that were owned by Bridge managed vehicles and operational for the two calendar years spanning January 1, 2020 - December 31, 2021, spanning 33.6 mm SF, the following was observed for 2021 versus 2020:</p> <ul style="list-style-type: none"> - Energy usage declined 7.11mm KWh (2.3% decrease) while spend modestly increased approximately \$15K (0.09% increase) for utility data available for meters that are under direct Bridge control, thus may not include utility data coverage for the entire building (e.g., tenant controlled meters). - Scope 1 total carbon emissions decreased by 2.8% from 17.35k to 16.86k MTCO₂e for data available - Scope 2 total carbon emissions decreased by 2.2% from 78.15k to 76.39k MTCO₂e for data available <p>Sites with EnergyStar score of 75 and over are eligible to pursue and achieve an EnergyStar Certification.</p> <ul style="list-style-type: none"> - In 2020 and 2021, 50+ Bridge-owned Office properties were awarded EnergyStar Certifications.
Metrics & Targets C	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	Bridge will seek to develop specific interim focused on 2030 and long term focused on 2050 decarbonization targets.

GLOBAL REPORTING INITIATIVE

The Global Reporting Initiative (GRI) provides a cohesive set of standards that represent the global best practice for reporting on economic, social, and environmental factors. Bridge has prepared the reported information with reference to the GRI Standards.

STATEMENT OF USE	Bridge Investment Group has reported the information cited in this GRI content index for the period [reporting period start and end dates] with reference to the GRI Standards.
GRI 1 USED	GRI 1: Foundation 2021

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