

2022

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE

EXECUTIVE SUMMARY

BRIDGE
INVESTMENT
GROUP

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Bridge Seniors Housing team members volunteering in Orlando for Earth Day.

OUR 2022 ESG PROGRAM HIGHLIGHTS

ESTABLISHED 22 ESG KEY PERFORMANCE INDICATORS

In 2022, Bridge adopted 22 Key Performance Indicators (“KPIs”) to measure and track the progress of our ESG program. We believe these KPIs provide further transparency in our reporting and are a significant step forward in the development of our ESG program. Our full ESG Report will include the status and progress-to-date of each KPI.



EXPANDED DEDICATED ESG TEAM

Led by our Head of ESG & Sustainability, our ESG team provides ongoing support to our strategies and committees. In 2022, **Bridge expanded the ESG team to comprise five employees**, including hiring a Vice President Corporate Climate Specialist, an ESG Senior Associate, and two Data Analysts. Bridge also hired or identified team members within each Bridge strategy to support ESG initiatives and programs.

PUBLISHED A STANDALONE TCFD REPORT

Bridge published our inaugural standalone TCFD Report in early 2023. The 2022 Report was developed in alignment with the guidelines of the Task Force on Climate-related Financial Disclosures and highlights our approach to facing climate challenges and intentions for the next stages in our climate journey. **As part of this report, we published a decarbonization plan, outlining our phased approach up to the year 2030 to target significant greenhouse gas emissions reductions.** We understand the responsibility we have to do our part to decarbonize and recognize the tremendous opportunity we have to make an impact. Our full TCFD report can be found on our [website](#).

SUPPORTING OUR PEOPLE

At Bridge, we believe our human capital is our most valuable asset. We understand that achieving excellence is predicated on our ability to recruit, develop, promote, and retain people from all backgrounds, cultures, and perspectives. Through our **Diversity, Equity, Inclusion, and Belonging** efforts (“DEI+B”), comprehensive benefits program, and employee development and education initiatives, we seek to provide our

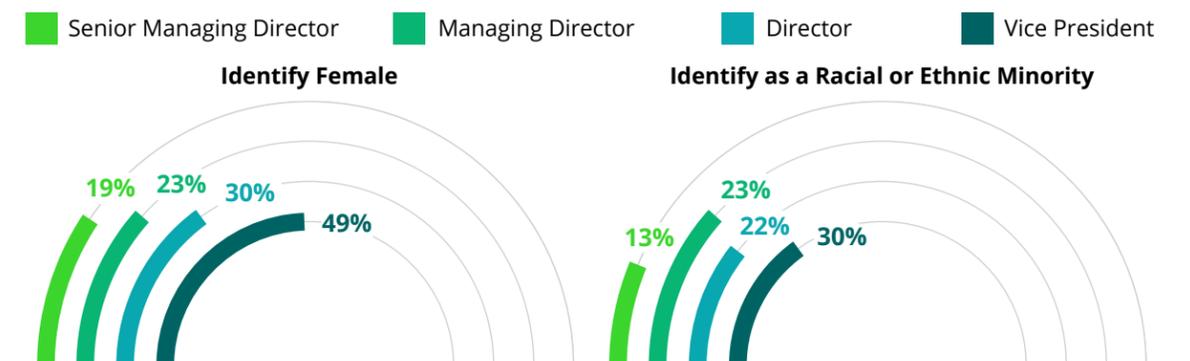
employees with unparalleled opportunities to succeed, advance, and grow as people and professionals. By creating value for our employees, we create value for Bridge and our stakeholders.

Over the past year, we have continued fostering, cultivating, and strengthening our culture and look forward to continually advancing our progress.

CULTIVATING A DIVERSE WORKFORCE

Across our organization, we recognize the importance of increasing diversity in our leadership and across our firm. In 2021, we committed to sharing the makeup of our leadership annually as we continue to ensure a focus on diverse candidates for promotion, talent reviews, and succession planning. **After promotions made at the end of 2022, our 2023 leadership team has the following makeup.**

LEADERSHIP MAKEUP



Bridge team members celebrating the Lunar New Year.

INVESTING IN OUR EMPLOYEES' WELL-BEING AND SUCCESS

At Bridge, we are committed to the health and well-being of our employees and to providing benefits and promoting initiatives that better both the physical and mental health of our people. We are committed to the well-being of our employees and endeavor to provide them with every opportunity to perform at their best and contribute to our culture, reputation, and commitment to excellence in everything we do.

BENEFIT HIGHLIGHTS

- 12 weeks of paid parental leave for the primary caregiver, and 2 weeks of paid parental leave for the secondary caregiver for eligible employees
- Comprehensive medical, dental, and vision insurance
- Employees receive 6.1 hours of training per year on average, receive regular performance reviews and goal setting, and have the opportunity to take part in mentorship/professional development training opportunities
- 401(k) plan
- Paid time off and paid holidays, including Juneteenth
- Election Day PTO Policy

2022 DEI+B HIGHLIGHTS

EXPANDED DEDICATED DEI+B TEAM

In 2022, Bridge expanded the role of Managing Director of Human Resources & Inclusion to provide more resources for our DEI+B initiatives. In addition, we hired an Associate for DEI+B Support.

STRENGTHENED AND DEVELOPED PARTNERSHIPS

Throughout the year, we strengthened and established partnerships through our DEI+B Strategy. We continue to partner and support the ATLAS and NAIOP Intern programs, the PREA Foundation, CREW, IREI, BOMA and NAREIM. New to 2022, we became inaugural sponsors of the Urban Alliance Property Management Pathway program - which provides internships in property management to diverse students - and launched a strategic partnership between Bridge and the North Carolina Central University Real Estate Program.

INCREASED THE IMPACT OF OUR ERGS

Our Employee Resource Groups ("ERGs") provide support, advocacy, and create communities for the individuals they serve. Through their work, they seek to create positive impacts for our employees and promote inclusion and belonging. Throughout 2022, our ERGs facilitated workshops and trainings, hosted speaker series, held events at our corporate offices and communities, and continued to innovate and grow to meet the needs of our employees and communities.

OUR ERGS

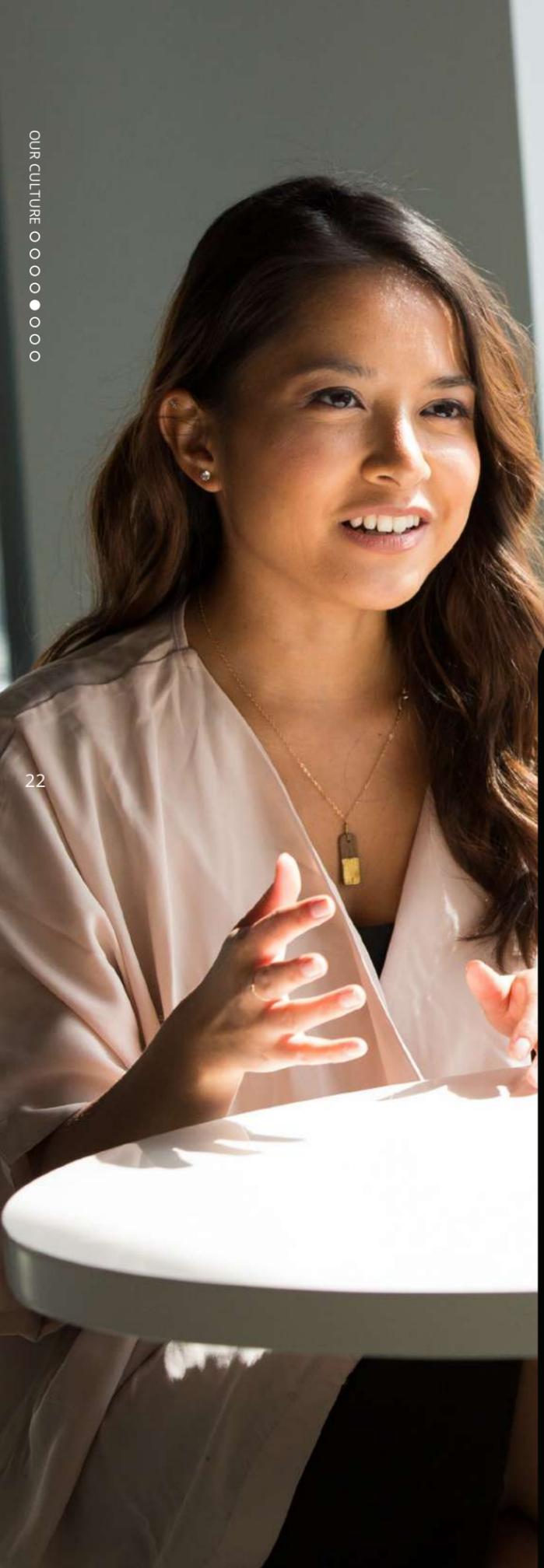
- BIG PRIDE
- BRIDGE OF HONOR VETERANS GROUP
- BLACK INCLUSION GROUP
- BRIDGE WOMEN'S NETWORK
- BRIDGE ADVOCATES FOR ACCESSIBILITY
- UNIDOS @ BRIDGE
- BRIDGE ALLIES FOR AAPI



Equality Utah Fundraiser Gala with Bridge team members

BRIDGE EMPLOYEES AT A HISPANIC HERITAGE MONTH EVENT HOSTED BY UNIDOS @ BRIDGE





SPOTLIGHT

BRIDGE WOMEN'S NETWORK ANALYST AND ASSOCIATE MENTORSHIP PROGRAM

Our Bridge Women's Network Analyst & Associate Mentorship program connects female analysts and associates with successful and high-performing senior talent across genders. The initiative was designed to help female analysts and associates better understand how to build a career at Bridge and improve critical skills and connections to help them succeed.

In 2022, BWN doubled the size of its Analyst & Associate Mentorship program from 14 to 32 pairs and launched its Leadership Exchange Program for newly or recently promoted women at the Senior Managing Director, Managing Director, and Director levels.

CREATING VIBRANT, THRIVING COMMUNITIES

At Bridge, we are passionate about creating vibrant, thriving communities that promote the happiness, health, and well-being of our residents, tenants, and community members. **We take seriously our responsibility to provide positive social impacts for those we serve**, and we seek to be a responsive and thoughtful asset manager and continuously meet the needs of our residents and tenants.

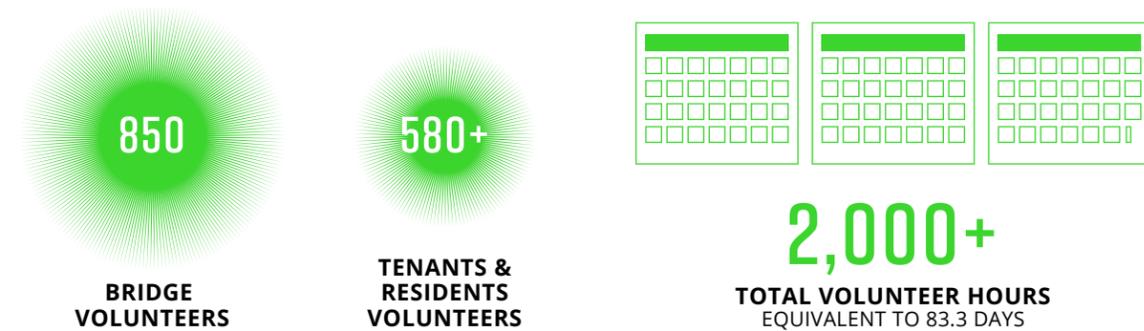
Across our properties, we see the value generated from our social initiatives and programs. From credit score programs for our Single-Family Rental residents to college and career readiness programs at our WFAH communities, we are proud of the positive impact we create. We continue to strive to be a leader in social and community programming through our Bridge Community Enhancement Initiative ("BCEI") at WFAH communities and continued to strengthen social initiatives across our other strategies in 2022.



ENHANCING OUR COMMUNITY ENGAGEMENT

In 2022, we unified our community engagement efforts to encompass all of the community work we do as a firm. This firm-wide approach to our giving efforts, volunteering, and community partnerships is a representation of our **“One Bridge”** philosophy and will strengthen our culture, collaboration, and commitment to doing good together and, ultimately, the impact we have as a firm in the communities in which we operate. In addition to our existing programming, 2022 saw the launch of our Bridge Gives Employee Impact Initiative to invite our employees to take an active role in our community engagement strategy.

VOLUNTEERING IN 2022



OPERATING WITH SOUND AND STRONG CORPORATE GOVERNANCE

Bridge is committed to the principles of sound and strong corporate governance. We believe that strong corporate and individual citizenship go hand in hand, and we strive to deliver exceptional outcomes to our partners while simultaneously benefitting the communities and individuals we serve. Paramount to our success are our uncompromising standards for excellence, accountability, and transparency. **We strive to do what is right, for the right reasons.**

BRIDGE VALUES

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



Bridge team members volunteering at a Beach Clean up in California

WE ARE PROUD TO MATCH UP TO **\$1,000 PER EMPLOYEE ANNUALLY** FOR GIVING AND PROVIDE ONE PAID DAY OFF FOR EMPLOYEES TO VOLUNTEER AT BRIDGE-SPONSORED EVENTS.



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