

# Environmental, Social & Governance

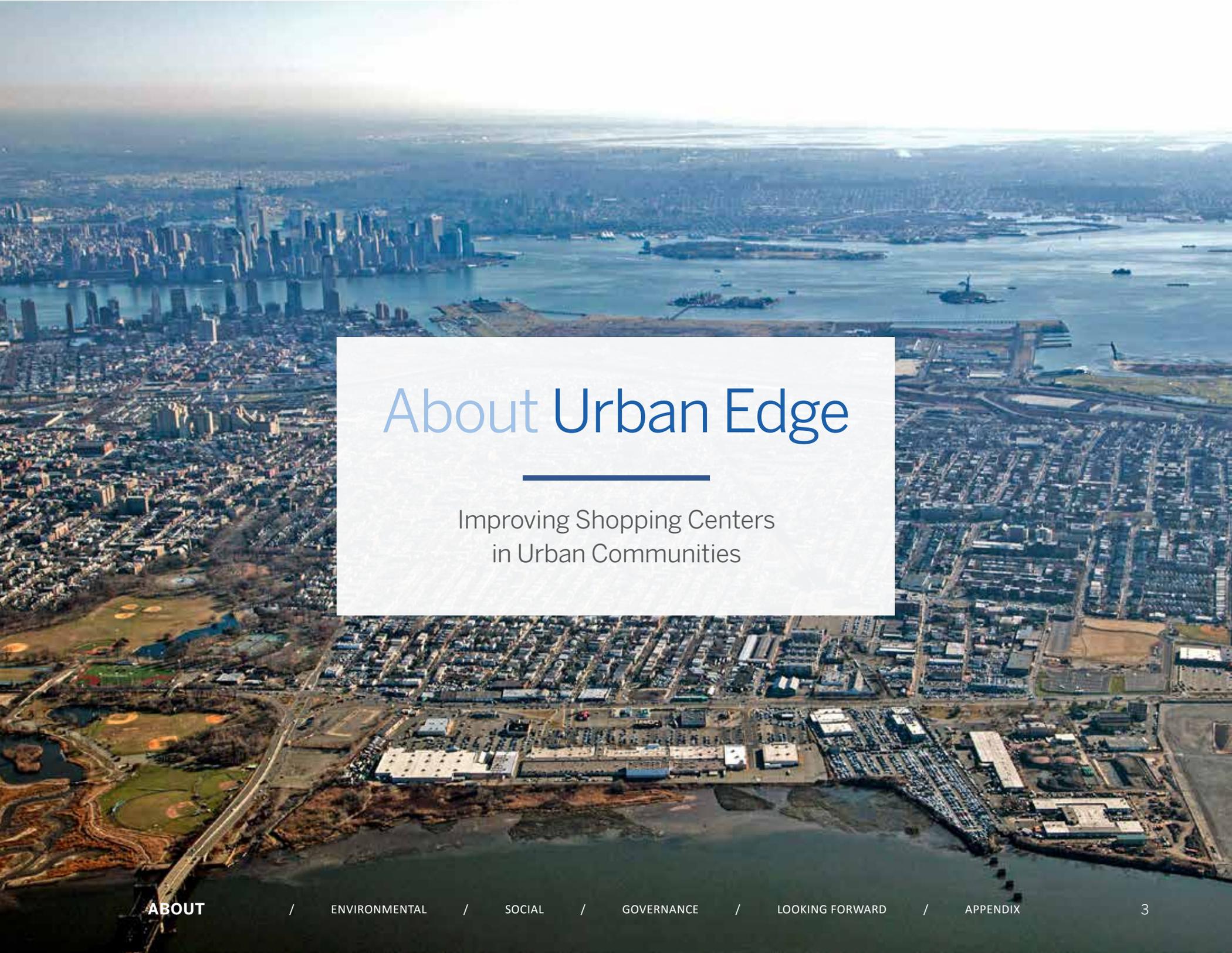
## 2020 Report





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# About Urban Edge

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Improving Shopping Centers  
in Urban Communities

# About This Report

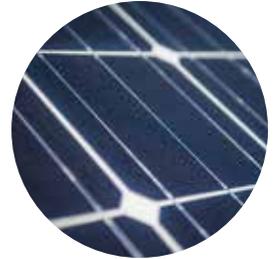
This report illustrates our commitment to all our stakeholders: our employees, our tenants, our communities, and our investors. It covers the environmental, social, and governance (ESG) activities, performance, and approach for calendar year 2020 and focuses on issues we believe are the most crucial for our world today.

Urban Edge prepared this report in accordance with the Global Reporting Initiative (GRI) Standards and commensurate with the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-Related Financial Disclosures (TCFD) frameworks. This direct alignment is manifested in the respective indices at the end of this report.

Unless stated otherwise, all reporting and performance data are limited to information for the owned and operated facilities of Urban Edge. For more information on our ESG program, visit our [website](#) or contact:

## Urban Edge

888 Seventh Ave, 6th Floor  
New York, NY 10019  
212-956-2556



# A Message from the Chairman and CEO of Urban Edge

This past year will undoubtedly be remembered for the significant challenges COVID-19 presented. The pandemic affected lives, businesses, and the world in unpredictable and unprecedented ways, and witnessing so much pain was distressing for all of us. At the same time, it was encouraging to see the human spirit prevail, giving us the hope that big problems could be solved. Who would have thought that scientists could produce multiple vaccines in less than a year?

**We are continually gratified with our talented team and the passion and dedication they exhibit daily. During a year of extreme challenges, our team forged ahead with a critical corporate priority established at the beginning of 2020, before we knew a global pandemic was brewing.**

Social injustice, gender inequality, human rights, and global warming are just a few of the challenges facing the world today. I am pleased to announce that Urban Edge, aiming to help redress these global problems, took significant steps during 2020 to strengthen our corporate ESG program by formalizing our policies and procedures.

Owning, developing, and operating high-quality, well-located properties with a long-term approach to creating value is critical to our investors and stakeholders. We also recognize the importance these stakeholders place on ensuring that such growth is grounded in sustainable, environmentally conscious business practices that are beneficial not just for the company but also the world. We are dedicated to providing our shareholders with better returns through our core competency of making smart real estate investments, while also improving the lives of our employees and the communities we serve.

We established an ESG taskforce with cross-functional team members whose mandate was to increase our transparency regarding Environmental, Social, and Governance (ESG) practices and to publish our plans and progress in this ESG Report. As part of our efforts, we committed to report to GRESB for the first time in 2021.

We recognize this initial year of reporting is just the start of our journey, but we are proud of our progress as we formalize our efforts and focus on data-gathering processes that are critical to the success of our ESG program.

At Urban Edge, people are our most important asset, and we are proud of our commitment to treat them with respect and provide opportunities for continuous development. Our robust health and wellness program, enhanced benefits package, and commitment to volunteering and community outreach are just a sample of the employee-focused improvements we have made. Recognizing the value of diversity in the workplace is integral to our culture. While we have made progress with our diversity efforts at Urban Edge, we are taking additional steps that will continue to foster an environment of inclusivity and respect.

We are deeply committed to enhancing our ESG program and ensuring that sustainability continues to be part of the Urban Edge playbook in 2021 and beyond. We believe that through our efforts to redevelop and improve retail real estate in urban areas, we can make lasting improvements to the communities we serve.

I look forward to updating you next year on our continued progress.

Sincerely,

**Jeffrey Olson**  
Chairman and CEO





## Urban Edge

Urban Edge (UE) is a NYSE-listed real estate investment trust focused on managing, acquiring, developing, and redeveloping retail real estate in urban and suburban communities. Our team is composed of passionate real estate leaders whose mission is to create value for both investors and stakeholders through our robust portfolio of retail assets across the country. Focused primarily on first-ring suburbs in the D.C.-to-Boston corridor, Urban Edge's 79 properties total 16.3 million square feet.

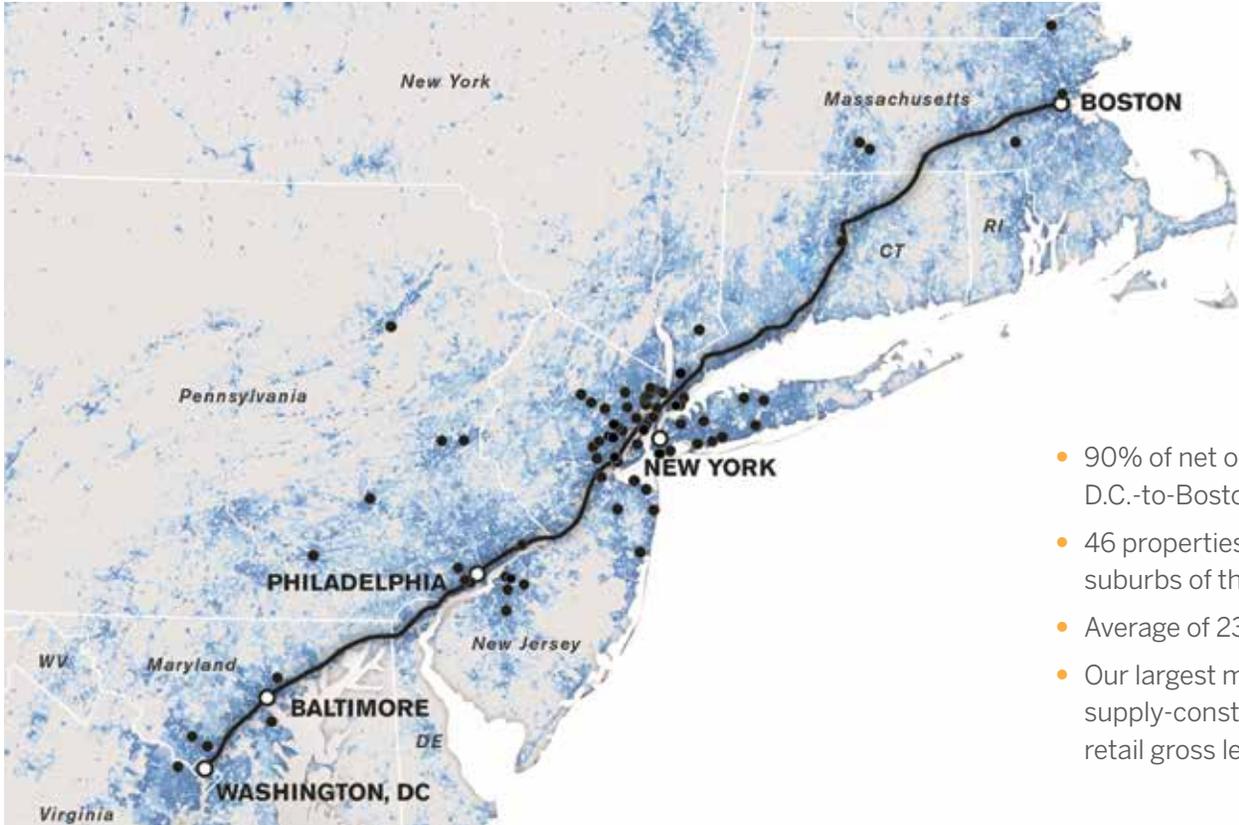
Our assets are anchored by a strong and diversified tenant base of high-volume, value, and necessity retailers such as Home Depot, TJX, Lowe's, Best Buy, Walmart, ShopRite, Whole Foods, and specialty grocers. Our top tenants have demonstrated resilience even in the most uncertain times and provide unparalleled value to customers and investors alike.

Urban Edge's portfolio contains ideally located properties on large tracts of land (generally 20+ acres) that are well suited for reconfiguration or expansion. On a typical property, 75 percent of the land is a parking lot, and the remaining 25 percent is a single-story building. This flexibility allows us to diversify our cash flows with non-retail uses based on market demand and rents. Our redevelopment pipeline reflects this opportunity through diversification, densification, and repurposing land already embedded in our portfolio to attract non-retail uses, including residential, warehouse, medical offices, and self-storage.

## Mission and Values

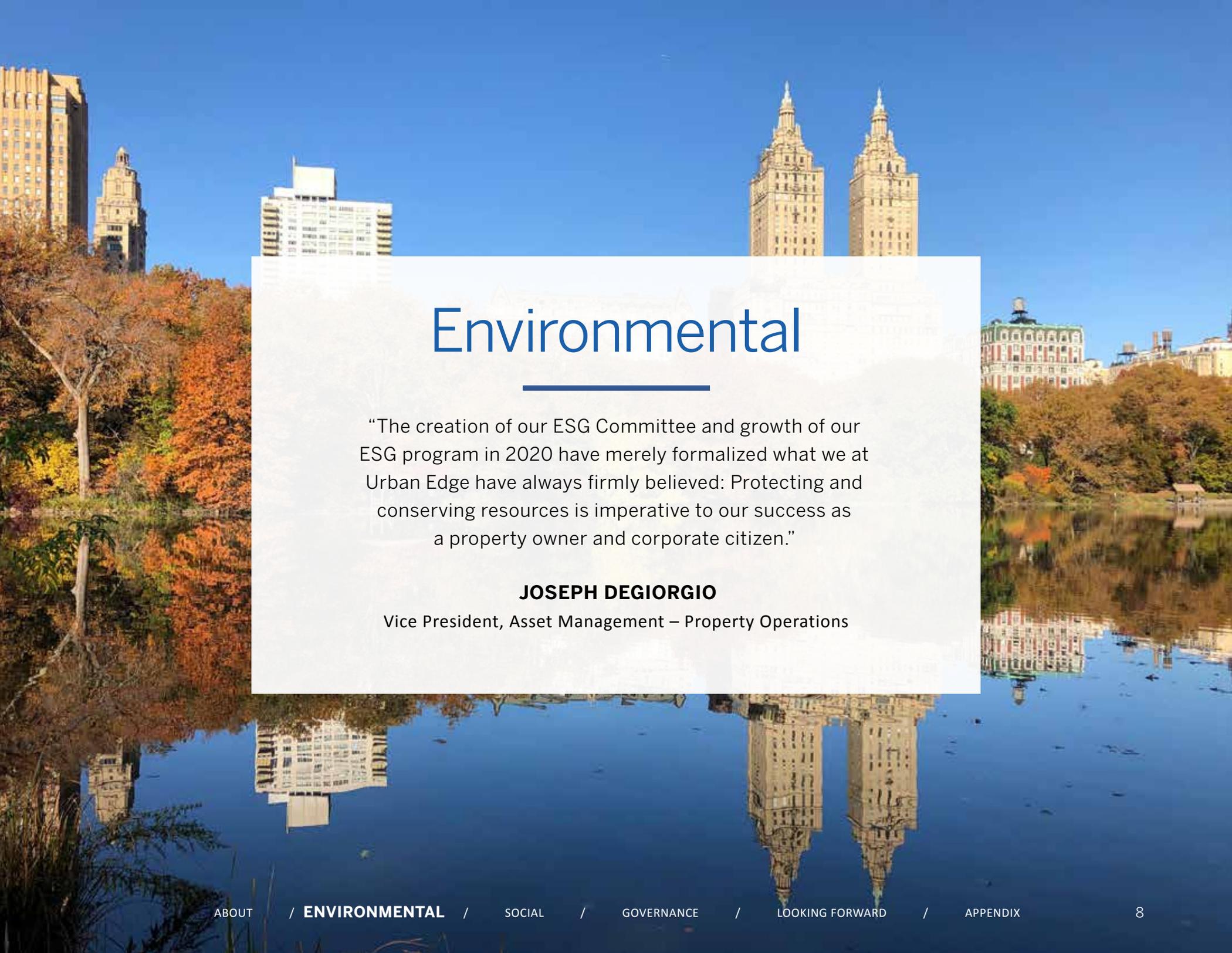
Urban Edge seeks to create value and improve life in urban communities by providing access to high-volume, affordable, and necessity retailers. We are proud to drive financial performance through the enhancement of communities where we operate. From our remarkable development and redevelopment efforts that drive aesthetic advancements to our outstanding accomplishments in combatting food deserts through accessible supermarkets, Urban Edge's success is grounded in partnerships with our investors, our stakeholders, and our communities.

# Urban Edge Properties



- 90% of net operating income generated from the D.C.-to-Boston corridor
- 46 properties representing 80% of total value are in first-ring suburbs of the New York metro area
- Average of 230,000 people living within a three-mile radius
- Our largest market, Northern New Jersey, is one of the most supply-constrained in the United States, with only 11 sq. ft. of retail gross leasable area (GLA) per capita

					
79 Properties	16.3M SF GLA	89% of Portfolio Leased	\$132M Active Development Projects Underway	43% Tenants Considered Essential Businesses	108 Employees



# Environmental

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“The creation of our ESG Committee and growth of our ESG program in 2020 have merely formalized what we at Urban Edge have always firmly believed: Protecting and conserving resources is imperative to our success as a property owner and corporate citizen.”

**JOSEPH DEGIORGIO**

Vice President, Asset Management – Property Operations

## Our ESG Strategy

### Governance of Sustainability & Board Oversight of ESG

Ethics and integrity are cornerstones of our business and our culture. Our trustees and employees follow a code of ethics that promotes honest and ethical conduct, ensures full and accurate disclosure to our stakeholders, and ethically addresses any conflicts of interest that may arise. Our values-driven governance strategies underpin our organization.

At Urban Edge we are strongly invested in sustainable development across our portfolio. Our Board of Trustees collaborates with an external consultant to set robust sustainability initiatives and goals that we will report on moving forward. We will continue to champion innovative strategies and procedures to increase value for our community, our tenants, our investors, and other stakeholders.

## Environmental Policy

Urban Edge worked with CodeGreen Solutions in 2020 to craft and adopt a range of sustainability policies, including environmental site selection, biodiversity and habitat considerations, energy management, indoor environmental quality, and climate change/resilience planning. These policies are in compliance with GRESB benchmarks, which ensures that they have been developed with the highest standards and metrics. We will continually reassess our sustainability plans and policies as needed to guarantee compliance with regional and national requirements and industry best practices, and to maintain as top priorities our planet, tenants, employees, and communities.



## Our Climate Strategy

### Physical Risk & Mitigation Strategies

Climate change has contributed to an increase in the frequency and severity of natural disasters and extreme weather phenomena. Urban Edge recognizes the risk that global warming poses to the real estate sector and the importance of preparing the assets across our portfolio for the perils and opportunities it presents to the communities where we operate. Consequently, we have put procedures in place in the event of physical risk and general emergencies. These measures were developed in conjunction with industry best practices for safety and training and are integral to Urban Edge's property management policies and procedures.

In 2020, Urban Edge implemented new climate-risk and resilience policies to protect our assets—including people, building infrastructure, and the surrounding natural environment—from the inevitable effect of climate change. These strategies serve to guide our property teams in compliance with local and national climate-change resilience measures, identify asset-level exposure to climate-related risks, and implement adaptation strategies that will safeguard our people, strengthen local ecosystems, and protect our portfolio in the event of extreme events. We have created greater communication mechanisms to respond to emergencies that may arise with our properties and their occupants.

## Emergency Preparedness

Emergency preparedness is an integral part of our efforts to keep our properties, communities, and people safe and healthy. Each Urban Edge property has a tailored emergency preparedness plan that is distributed to tenants, and property managers are trained and ready to act in the event of an emergency. These comprehensive plans include training and administration information, a definition of roles and responsibilities so as to avoid confusion during an emergency, and guidance related to communication plans. The disasters outlined include explosions, bomb threats, utility-service disruptions, earthquakes, floods, and tornadoes.



## Our Environmental Impact

### Policy Development

Urban Edge thrives on connectivity to our investors, our employees, our tenants, the communities where we operate, and the physical land our assets occupy. Consequently, our ESG strategy is focused on linking all aspects of our business model to sound and sustainable environmental, social, and governance principles. We recognize the interrelation of ESG topics and the success of our business and are eager to continue the journey of integrating specific ESG policies into our day-to-day operations. This year, Urban Edge underwent a process of policy development to enhance our overall ESG strategy. As part of this effort, we have adopted a variety of environmentally focused policies, including:

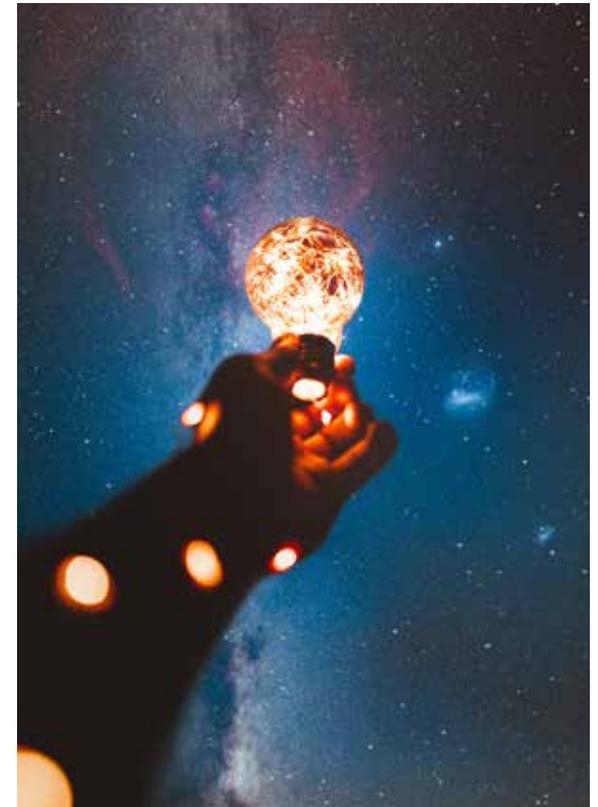
- **Energy Management Policy:** Because we recognize that energy-efficient buildings are profitable buildings, we have implemented a policy to aid the portfolio in decreasing energy consumption and reducing costs, while making sound decisions on energy metric tracking and energy efficiency improvement criteria.
- **GHG Management Policy:** We understand the real estate sector's impact on global GHG emissions and are committed to improving the environmental performance of every asset within our portfolio. Our GHG Management Policy will help us understand our environmental performance across the portfolio and identify opportunities to improve performance, increase efficiency, and reduce operational costs, while providing benefits to tenants, employees, and the surrounding communities where we own assets.



- **Water Conservation Policy:** We are committed to conserving water and implementing efficient practices to reduce water use across our portfolio. This policy will guide our decisions on fixture upgrades and retrofits, water-use reduction targets, and water-consumption reporting and tracking.
- **Waste Management Policy:** We understand the damaging effect of landfill waste on our environment and communities. Our Waste Management Policy will ensure accurate baselining of current waste diversion rates and will guide the establishment of quantifiable diversion goals.
- **Sustainable Procurement Policy:** We recognize that building owners and operators purchase high volumes of building supplies, which can have negative environmental and health ramifications. Accordingly, we abide by our Sustainable Procurement Policy, which helps us minimize our environmental impacts by promoting the procurement of products that have reduced toxicity, conserve energy and materials, and maximize recyclability and the use of recycled content.

## Efficiency Strategy

Urban Edge implements strategies to support the continued reduction of energy and water consumption, greenhouse gas emissions, and waste production across the portfolio. We are committed to maintaining sustainable operations and believe that our long-term sustainability goals will provide positive financial and environmental outcomes for shareholders, tenants, employees, and the communities in which we invest. At Urban Edge, we have undertaken several initiatives that conserve energy and reduce waste to make our portfolio both high-performing and sustainable.





### LED LIGHTING RETROFITS



In 2016, we began an initiative to upgrade site lighting throughout the portfolio, installing LED lighting technology to replace metal halide or high-pressure sodium fixtures and using lighting controls with photocell sensors that enable light only when needed. As of December 2020, we have upgraded more than 30 properties at a cost of approximately \$2 million.

### ENERGY-EFFICIENT ROOFING



Since 2013, we have required the use and installation of white roof membranes on all new construction and roof replacements, which provides a significant reduction in energy consumption. As of December 2020, we have upgraded more than 40 properties at a cost of approximately \$14 million.

### ALTERNATIVE ENERGY



We have installed a one-megawatt photovoltaic (solar cell) system at our largest property, The Outlets at Bergen Town Center in Paramus, New Jersey, reducing the mall's energy consumption by approximately 900,000 kilowatt-hours annually. We are currently reviewing additional solar energy options in the hope of reducing the overall energy consumption across the portfolio.

### WASTE REDUCTION AND MANAGEMENT



Our mall properties have recycling equipment for both tenant and common-area trash. Our garbage vendors are contractually required to track our recycling efforts and report results to us monthly. We recently started to implement similar programs for our strip-center portfolio. Additionally, we seek to minimize construction debris and waste by using a roof recovery system instead of roof replacements.

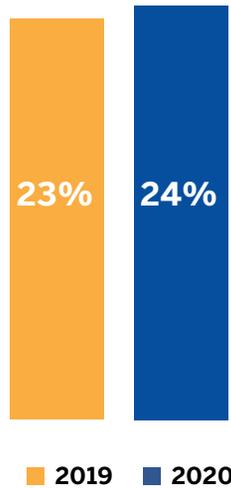
# Sustainability Data Management

At Urban Edge, we believe that you cannot manage what you do not measure, so we treat the metrics of our sustainability and consumption data very seriously. Working closely with our utility consultant, Resource Energy Solutions, all properties in our portfolio receive scorecards that display monthly electricity and water consumption and compare monthly usage to prior-year usage. These scorecards are vital for keeping our property management up to date on performance achievements as well as on opportunities for efficiency. We also use the utility platform ENGIE Impact to manage any additional utility data not reported by Resource Energy. We track our energy and water consumption through ENERGY STAR, a U.S. Department of Energy program that promotes energy efficiency, and evaluate ENERGY STAR certifications for eligible properties.

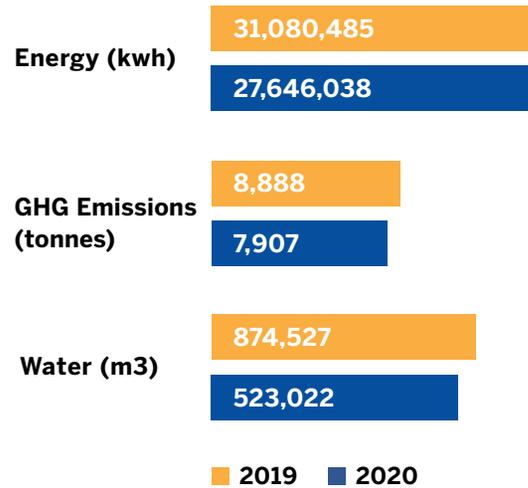


# Environmental Performance Metrics<sup>1</sup>

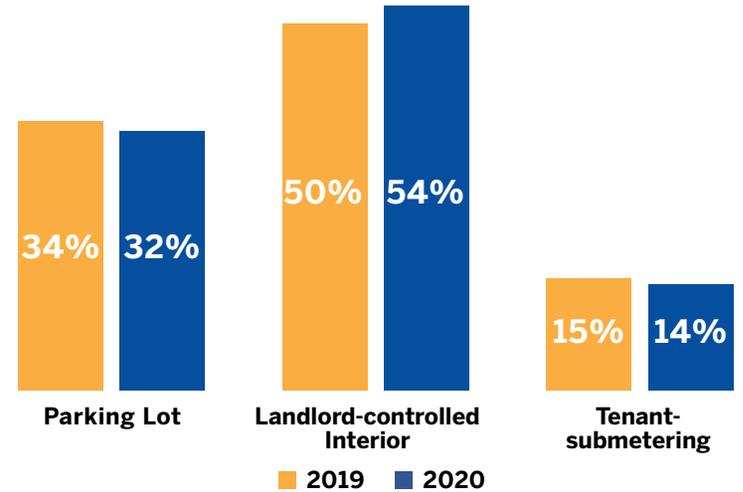
## Energy Consumption and GHG Emissions Data Coverage by Gross Floor Area (GFA)



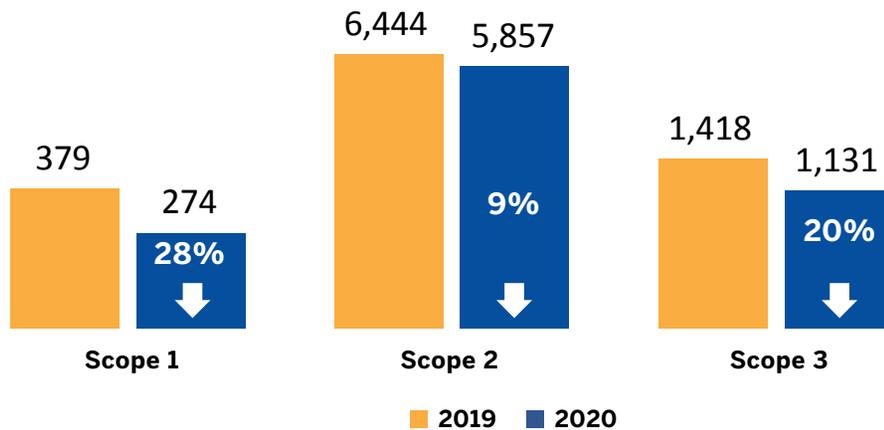
## Absolute Consumption



## Energy Consumption by Space Type (%)



## GHG Emissions by Scope<sup>2</sup> (MTCO<sub>2</sub>e)



## GHG Emissions Year-Over-Year Reductions



<sup>1</sup> These numbers have been rounded for reporting purposes

<sup>2</sup> Emissions breakdown: <https://www.globalreporting.org/standards/media/1913/gri-standards-glossary.pdf>

**Note:** The COVID-19 pandemic impacted operational activity of some of our buildings during 2020, contributing to a corresponding reduction in like-for-like energy consumption, water consumption, and GHG emissions.

## Energy Consumption\*<sup>1</sup>

### Energy Consumption, like-for-like

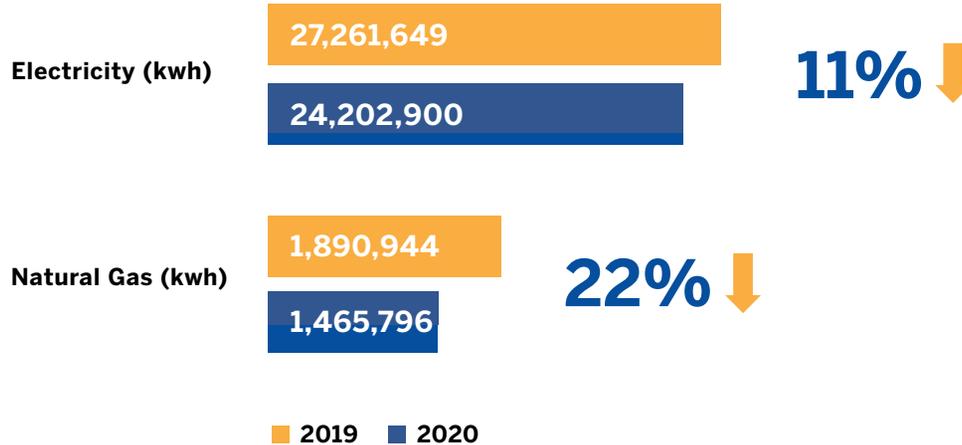


year-over-year reduction in energy use

### Energy Use Intensity, like-for-like (kWh/t<sup>2</sup>)



### Energy Consumption by Energy Type, like-for-like



### Energy Consumption by Property Type, like-for-like (kWh)

Property Type	2019	2020
Office/Retail	3,025,732	2,941,128
Other	214,521	89,984
Low-Rise Office	167,171	1,257,696
Retail Other	246	399
Warehouse	547,872	369,199
Shopping Center	14,008,711	11,067,877
Strip Mall	11,188,339	9,942,414
<b>Total</b>	<b>29,152,593</b>	<b>25,668,696</b>

### Energy Efficiency Upgrades Since 2015

Total square footage of cool/white roofs installed: **4,006,214**

Tons of CO<sub>2</sub> offset (for every 1,000 ft<sup>2</sup> of white roof 10 tons of CO<sub>2</sub> is offset over 20 years): **40,062**

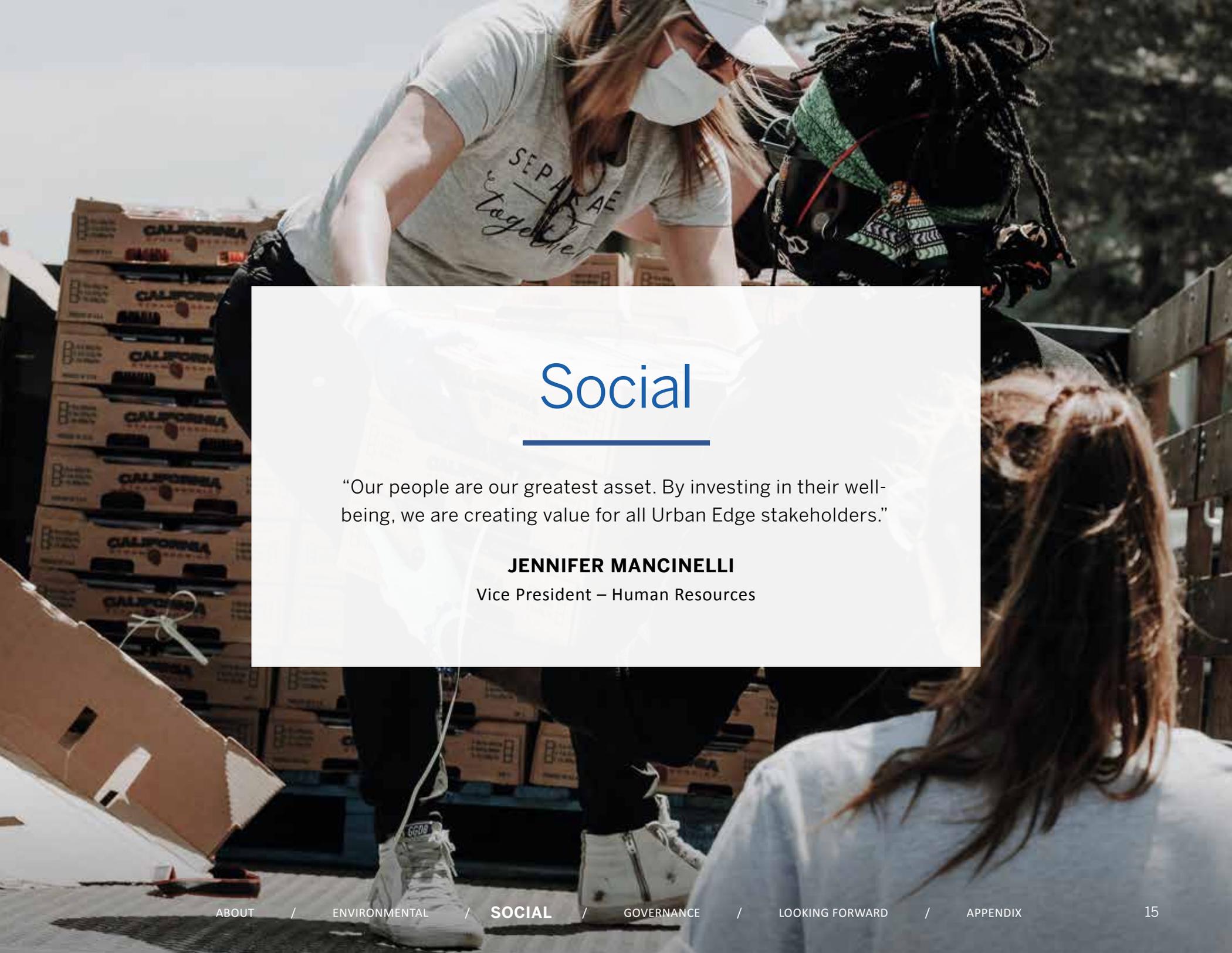
Number of equivalent cars removed from the road: **501**



\* The Like-for-Like data covers 22% of the gross floor area

<sup>1</sup> These numbers have been rounded for reporting purposes

**Note:** The COVID-19 pandemic impacted operational activity at some of our buildings during 2020, contributing to a corresponding reduction in like-for-like energy consumption, water consumption, and GHG emissions.



# Social

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“Our people are our greatest asset. By investing in their well-being, we are creating value for all Urban Edge stakeholders.”

**JENNIFER MANCINELLI**

Vice President – Human Resources

## Stakeholder Engagement

Urban Edge prioritizes our employees, tenants, and communities in the approach we take to corporate responsibility, organizational strategies, and principles. Our people are what characterize Urban Edge, and strong ties within our community and with our tenants enable us to create and foster relationships as well as develop and nurture opportunities.



### EMPLOYEE ENGAGEMENT

Urban Edge is a community-focused organization that strives to foster growth, engagement, and fun. We resolutely believe that the success of our organization depends on the success of our people, so we take great care to craft a work environment where each of our employees can thrive, grow, and succeed. Particularly in this year of extraordinary social upheaval, we are proud of the dedication, resilience, and spirit of our employees and look forward to continually building our community together.

Part of creating a thriving workplace and employee community is ensuring that all who work at Urban Edge have a healthy work-life balance and opportunities for development beyond the workplace. We know that healthy, happy people make healthy, happy workers, so we invest in our employees both outside and inside the office. This has been especially crucial during 2020, when our employees have been working from home due to the pandemic.



### PROPERTY MANAGERS

Urban Edge's property managers are a highly valued part of our team and keeping them engaged helps advance our ESG strategies and initiatives. Property managers visit sites weekly and are the critical link between our physical assets and our tenants. Many of our sites are surveyed remotely by using on-site property cameras, giving us the ability to monitor properties 24/7. Our vice presidents of asset management meet with our property managers regularly and provide weekly updates on information that affects our tenants and properties.

We also keep property managers informed and involved in the sustainability management process by including them in weekly meetings with our third-party utility manager to discuss any utility usage anomalies and ensure accurate reporting. Moreover, our property managers are valuable members of our corporate team, and as full-time employees they are encouraged to participate in employee engagement activities, professional development opportunities, and wellness initiatives.



### EMPLOYEE SURVEY

To ensure that we are meeting our goals of providing the best possible workplace for our employees, we survey our employees periodically. Our HR team compiles the survey results and gives them to leadership, who use them as a blueprint for improvements. Our survey results are direct proof that our community-focused, employee-friendly approach is effective and is creating a stronger, more valuable organization for our employees and stakeholders.

As we continue to engage and support our employees, we are refining our employee survey process to gain a deeper understanding of the satisfaction, needs, and concerns of all Urban Edge employees.



### EMPLOYEE BENEFITS

Urban Edge's employee benefits package is thoughtfully designed to assist employees and their dependents. We strongly believe that the fundamental strengths and future growth of Urban Edge rely on employee contribution. Employees who feel supported financially will thrive both in and out of the workplace.

Consequently, we provide our employees with:

- Ample paid time off
- Educational assistance
- Training and professional development
- Comprehensive medical coverage
- 401(k) employer match
- 13-week Salary Continuation Plan for Disability and Maternity Leaves
- Parental Leave Plan, which includes up to four weeks of extra bonding time
- Transit Saver Program

# Employees

## Annual Reviews

Each employee meets annually with their managers for performance reviews and professional development meetings to identify the employee's strengths and opportunities for growth, pinpoint areas in which employees may benefit from further professional development, and increase the employee's awareness of their integral role in the company's success.

Employees are evaluated across a specific set of metrics established by our leadership team:

### All Employees

- Communication
- Job knowledge
- Teamwork
- Initiative
- Work quality
- Dependability
- Time management
- Interpersonal skills

### Managers

- Management leadership
- Impact and influence
- Developing employees

At Urban Edge, we believe that employees should have opportunities in the workplace to grow professionally. This year, we launched a new employee-performance tracking platform, Trakstar, which serves as a year-round benchmark tool for employees and managers. Trakstar allows employees and managers to take notes, set and track goals, and get streamlined feedback that enables employees to take ownership for their professional successes and progress.

## Urban Edge MVP

Among Urban Edge's favorite company traditions is our annual MVP award. This award acknowledges team members who consistently demonstrate excellence, professionalism, and innovation in the performance of their duties, and highlights their willingness to extend themselves for the overall success of the company.



# Meet our 2020 MVPs!

This unprecedented, challenging past year warranted the selection of not one but two outstanding UE team members. We are proud of these individuals' accomplishments and look forward to their promising futures with UE.



**MVP**

## Melanie Sansone

Melanie is a director of Human Resources and Office Operations at Urban Edge. We can always count on Melanie to consistently go above and beyond as a team player—she is the one who unfailingly brings teams together. A positive influence on everyone in the company, Melanie is an exceptional role model to her employees, an unparalleled resource to the company at large, and an integral part of Urban Edge's success.



**MVP**

## Tony Lau

Tony leads Urban Edge's Financial & Strategic Planning team. His extraordinary technical skills create accurate, well-supported forecasting models and are equally matched by his fantastic attitude. Tony consistently evaluates ways to drive efficiencies with automation tools and has an impeccable track record of delivering outstanding work.

# The Five Pillars of UE Wellness



In early 2020, Urban Edge launched a Wellness Program for employees that focuses on the five pillars of health and wellness, both inside and outside work. Each month, we have a wellness theme with associated activities, and Urban Edge incentivizes participation. Team members who participated in one of our 43 scheduled wellness activities throughout the year were eligible for a monetary wellness bonus. Employees were enthusiastic about the programs—we saw an average of 23 participants at each event and a total of 914 touchpoints over the course of the year.

## UE Wellness Program

To promote health and wellness for our employees, Urban Edge has a robust system in place that includes beneficial amenities at our corporate office and vigorous programs that encourage active participation. Our employees receive excellent subsidized health and wellness benefits, professional training and development workshops, ergonomic office equipment, work-from-home support, and policies specifically designed to facilitate and encourage work-life balance.



2020 WELLNESS CALENDAR			
JANUARY	FEBRUARY	MARCH	APRIL
Wellness Program Planning	Heart Health	Mental Health	Financial Planning
MAY	JUNE	JULY	AUGUST
Nutrition	Home & Family	Fitness	Community
SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
Wellness Month	Women's Preventive Health	Men's Preventive Health	Holiday Wellness

## October – Women's Preventive Health Month

In 2020, Urban Edge designated October as Women's Preventive Health month, which included:

- Biometric screening to measure cholesterol, HDL, and TC/HDL risk ratio
- "Wear Pink" day for breast cancer awareness
- Virtual yoga and meditation to help participants gain a sense of calm and focus
- Hat and scarf collection for cancer patients receiving treatment at the John Theurer Cancer Center in Hackensack, New Jersey
- Wellness webinar on preventive care in women's health
- Donation drive for CancerCare, a nonprofit organization
- Wellness webinar on women's breast health

### Wellness Amenities

Our corporate office stocks our kitchens and pantries with healthy snacks, fruit, and beverages, and offers communal seating. Our offices include workstations, conference rooms, comfortable meeting spaces equipped with ergonomic and adjustable furniture, and technology to allow video conferencing and collaborative working. We offer standing desks and walking desk treadmills to help our people stay fit while also being productive and connected. Natural light and LED lighting throughout our offices creates a calm, welcoming environment that leads to healthier and more productive employees. Additionally, we have blood pressure testing cuffs throughout all our offices.

### Employee Health and Safety

Urban Edge takes the health and safety of our employees very seriously. Our employee handbook contains information on personal safety, security, and cleanliness, and employees must comply with Urban Edge standards. Employees must also complete a workplace safety report after an incident and must report any unsafe conditions.

### Indoor Air Quality Testing

Urban Edge believes that a healthy indoor environment is a critical component of human health. Accordingly, we have adopted a comprehensive indoor air quality policy in compliance with local and national regulations for environmental tobacco smoke and pest management. We also conduct indoor air quality testing and mold inspections. Our IAQ policy includes strategies such as MERV-13 filter upgrades to improve indoor air quality across our portfolio.



## Enhanced Cleaning Protocols

To help stop the spread of COVID-19, Urban Edge has implemented enhanced cleaning protocols throughout our properties. These measures include cleaning and disinfecting high-touch surfaces daily, providing hand sanitizer for guests, and supplying PPE and masks for property managers. Employee resources include a COVID return-to-work playbook, information on COVID office modifications in our corporate and property offices, COVID screening and monitoring infrastructure at Urban Edge, and a COVID return-to-work bag containing PPE, hand sanitizer, and Urban Edge branded masks.



## Innovating for Continued Connection

The HR and IT teams introduced UE Connect and UE Kids Corner at the end of March 2020 to keep our employees and their families connected, educated, and engaged in our new environment. The pages are on our Urban Edge employee intranet website. UE Connect provides resources that helped everyone adjust to working from home and includes a weekly updated calendar of events with fun challenges, team-bonding opportunities, and photo contests. UE Connect features a picture gallery with a comments section for posts and reactions, similar to social media platforms. The pages include a resources section with virtual activities, games, and tips to keep employees and their families entertained and safe during this new experience of working at home.

UE Kids Corner was created specifically for our employees' children. The pages feature a calendar of events with kid and family challenges and photo contests to help keep the kids busy during their time away from school. Their first challenge was a LEGO "build a mall" competition. Their photos convinced us that our development team may have some future UE employees!

We expanded the use of UE Connect to communicate our Wellness Program activities and to share volunteering and community initiatives. Our final photo challenge of 2020 was for employees to remember this past year. We recognized that employees have struggled with the challenges of working from home or leaving their homes, balancing work and family, and even losing loved ones. Many people would like to forget this singular, demanding year, but we challenged our employees to remember new babies, birthdays, time with family and friends,

pets, engagements and weddings, quiet moments, or just simple, happy times. After every team member sent us their favorite picture of 2020, we created a year-end video to share at our virtual holiday party celebration. We will continue these practices to connect with our employees and their families and to build an even stronger community.

In a show of resilience, innovation, and team spirit, Urban Edge successfully engaged our employees in dozens of online webinars covering topics relating to all five of our wellness pillars. A few of these are listed below:

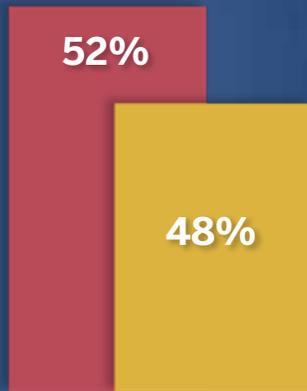


WELLNESS ACTIVITIES & WEBINARS	KIDS CORNER	UE HOME CHALLENGES
Surviving & thriving during stressful times	Lego challenge: Build a Lego mall!	Home office photo contest
Know your numbers (understanding your cardiac risk)	Home scavenger hunt	"Bring Your Child/Pet to Work" Day—post photos on UE Connect
Coping with market volatility	CEO's challenge: "Draw the Mall of the Future" contest	"Worst Case Scenario" contest: How to survive a pandemic
Virtual cooking class	Family walking challenge	Quarantine hair and prom photos
Build your best BBQ	First-day-of-school photos	Home garden challenge

# Diversity at Urban Edge

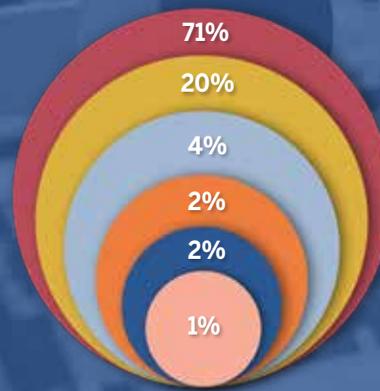
Diversity, equity, and inclusion are an integral part of our culture at Urban Edge. We track gender, race, and age-group statistics to create an equitable workplace for all, and in 2021 we began a process of formalizing our commitment to DE&I at Urban Edge. We look forward to sharing our program and committee objectives in future reports.

## GENDER



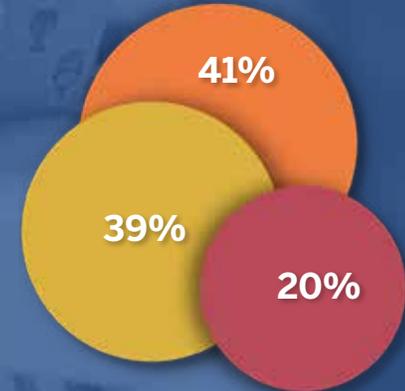
Female Male

## RACE



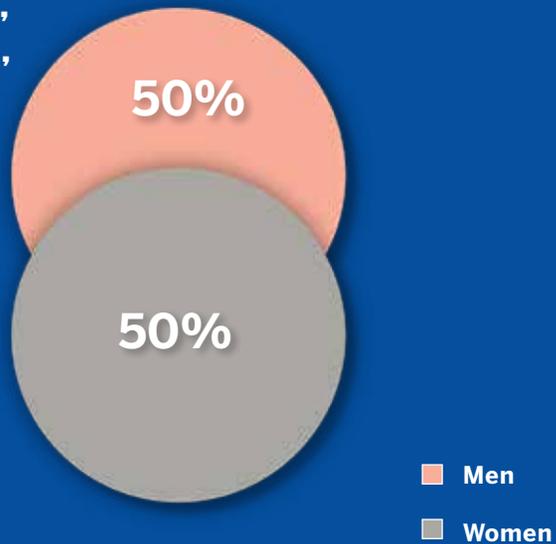
Black or African American White  
Hispanic or Latino Two or More Races Asian  
Native Hawaiian or Other Pacific islander

## GENERATION

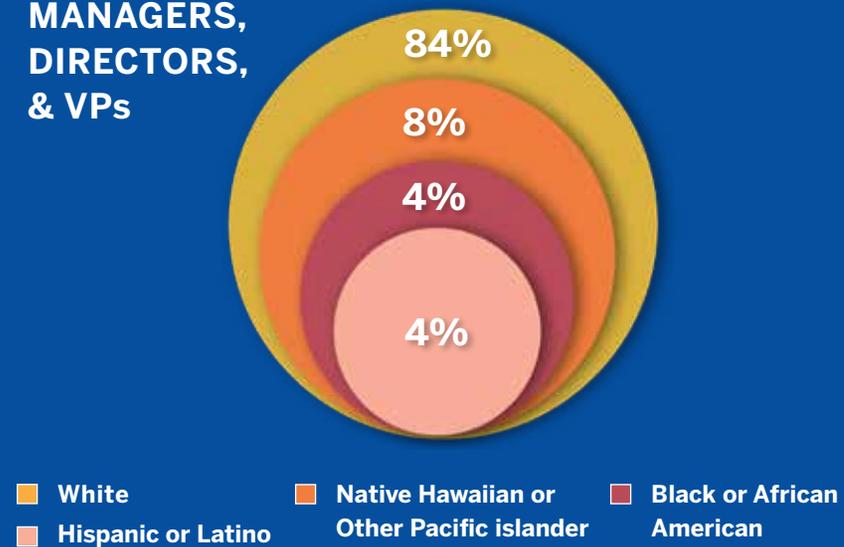


Millennials Gen X  
Baby Boomers

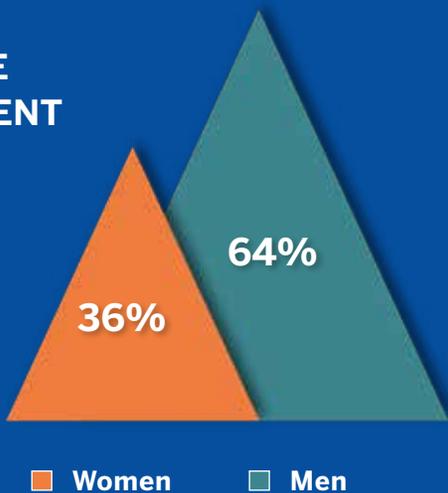
### MANAGERS, DIRECTORS, & VPs



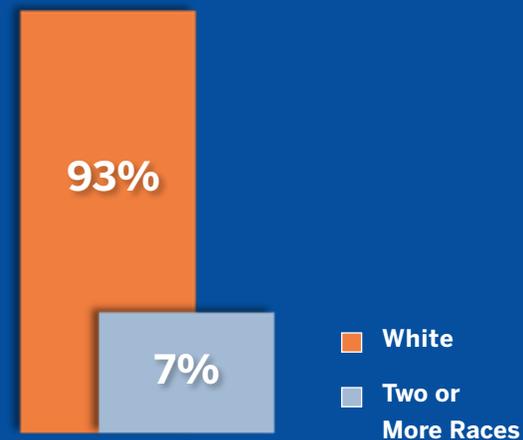
### MANAGERS, DIRECTORS, & VPs



### SVPs & EXECUTIVE MANAGEMENT



### SVPs & EXECUTIVE MANAGEMENT



## Investors

To enable investor engagement and involvement in our ESG strategies, Urban Edge regularly communicates with investors through quarterly presentations, one-on-one meetings, updates on our market performance, and an annual letter describing the year’s achievements and progress compared to our goals. To protect the rights of our shareholders and promote ethical and transparent governance practices, we also give shareholders the unqualified right to amend our bylaws through majority vote, and all trustees in our declassified board are elected annually to encourage fresh perspectives and avoid conflicts of interest.

## Tenants

### Engagement Program

Versapay, our newly adopted billing software, is a sophisticated alert system that allows property managers to keep tenants up to date on COVID repercussions and provides information on developments, renovations, and general emergency alerts. Urban Edge provides these resources and initiatives in conjunction with other resources we give directly to our tenants.

Our robust COVID-19 resource page includes quick links from various state agencies to help our tenants and communities keep up to date on the latest CDC (Centers for Disease Control and Prevention) and WHO (World Health Organization) guidance for business best practices during the pandemic. The COVID-19 response section of our website also contains several resources specifically for small businesses, reflecting Urban Edge’s commitment to diverse tenants and community stewardship.



## Communities

### Community Engagement

At Urban Edge, we are committed to engaging with and improving the communities where we live and serve. As an organization, we consciously choose to add needed retailers to neighborhoods lacking vital resources. Expanding access to fresh produce in food deserts by executing leases with grocers strengthens our portfolio, because we are meeting a clear need. These initiatives contribute to overall social well-being in the communities we serve.

As part of our community engagement, Urban Edge has installed electric vehicle charging stations at our property in Revere, Massachusetts, which are available for all our tenants and their customers. As part of our long-term ESG strategy and community-engagement initiatives, we are currently in discussions with multiple vendors of charging stations with the goal of expanding EV infrastructure across our portfolio.

Urban Edge launched the “UE Hero Stories” initiative to honor the remarkable frontline workers who have been fighting COVID-19 in our communities. We encouraged employees to share stories of a friend, family, or team member.



## Urban Edge Hero Story

Pat Woods, an administrative assistant at Urban Edge, shared her UE Hero story with the team. Her niece, Kelly, is a nurse at Hackensack University Medical Center in Paramus, New Jersey, and works directly with COVID-19 patients. Kelly usually works in Oncology with admitted patients but was transferred to care for COVID-19 patients early on during the pandemic. She bravely goes into the hospital every day, helping at a time when a record number of patients are assigned to each nurse and supplies are low. Pat let us know how proud she is of her niece and how worried she and her family are about her, but at the same time she is tremendously thankful for nurses like her. Thank you, Kelly, for being a UE Hero.



## Volunteerism & Charitable Contributions

Urban Edge employees participate in a robust community-giving program. Since 2015, we have given more than \$600,000 to various charitable organizations by offering matched donations. In 2020, we raised \$53,000 for 14 initiatives in Urban Edge communities, such as Rap4Bronx (Relief Access Program for the Bronx, which distributes meals to frontline communities in the Bronx), donation drives for the Hackensack Hospital, an orphanage in Puerto Rico, and organizations that provide aid and resources to first responders assisting COVID-19 patients.

Urban Edge also organizes periodic food drives, coat drives, and clothing drives to benefit our communities and encourage community health, safety, and food security. We do our best to be a pillar of each community we join and we encourage community engagement by fostering relationships and meeting urgent needs with direct action and donations.

## Health & Wellness

Urban Edge prioritizes community health and wellness. In 2020, the Urban Edge team stepped up in our communities to provide support and valuable mutual aid to frontline workers and affected neighborhoods surrounding our properties.

We encourage employees to participate in a scheduled calendar of donation drives for funds and other items such as canned goods, school supplies, and warm clothing. These initiatives provide direct aid to those most affected by COVID-19 and emphasize Urban Edge's goal of supporting our communities.



## Urban Edge and ShopRite: A Community Partnership

Urban Edge is committed to environmental sustainability, ethical governance, and socially innovative policies and initiatives, not only at the corporate level but also through the assets we develop. In 2018, the food insecurity rate (the state of being without reliable access to enough affordable, nutritious food) was 14.4 percent in New York City and 18.1 percent in the Bronx. These disparities are largely borne by people of color and contribute to environmental justice inequities—in addition to exacerbating social injustices.

In response to this need, Urban Edge announced the development of ShopRite at Bruckner Commons—the first ShopRite in the Bronx—on June 28, 2018. The addition of a ShopRite to one of our flagship shopping centers added 200 jobs to the local economy. ShopRite provides the Bronx community with fresh produce daily, features local foods, and offers a wellness section run by a registered dietician, available on-site for free customer consultations.

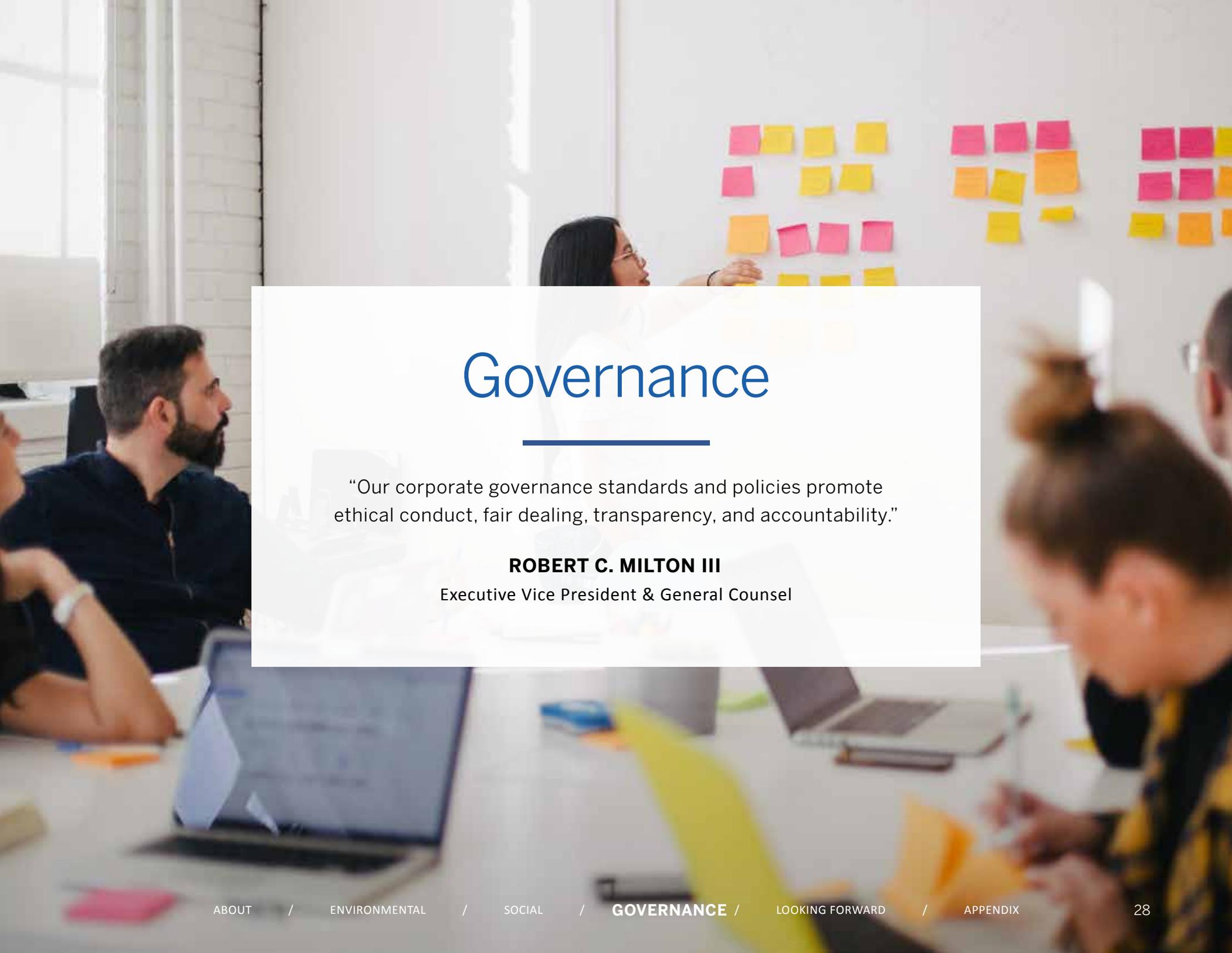
Urban Edge redeveloped this property with input and feedback from the community. It features a built-in community center to facilitate togetherness and information exchange, demonstrating Urban Edge’s strong neighborhood ties and desire to generate solutions while promoting sustainability. The ShopRite at Bruckner Commons features amenities aimed at reducing the property’s energy use and carbon impact, such as energy-efficient refrigeration, energy-efficient lighting fixtures, and cool roofs.

This ShopRite also features state-of-the-art Bigbelly trash compactors. These high-efficiency waste receptacles use solar power to compact trash and recycling, reducing plastic waste and carbon footprints. The compactors also feature CLEAN management software that updates collection schedules and increases efficiency in waste reduction overall.



This flagship shopping center added **200 JOBS** to the local economy



A woman with long dark hair and glasses, wearing a white top, is pointing at a whiteboard covered in colorful sticky notes (pink, yellow, orange). She is in a meeting room with other people seated around a table with laptops. The background is a white brick wall with a window on the left.

# Governance

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“Our corporate governance standards and policies promote ethical conduct, fair dealing, transparency, and accountability.”

**ROBERT C. MILTON III**

Executive Vice President & General Counsel

## Leadership

### Board Oversight of ESG

Urban Edge is governed by an eight-member Board of Trustees. All Trustees are independent, other than Jeffrey S. Olson, our Chief Executive Officer and Chair of the Board. To enhance oversight, our governance structure includes designation of a Lead (independent) Trustee, currently Amy B. Lane. Our Board and organizational strategy are focused on independence, diversity of thought and experience, ethical leadership, and full engagement. The Board oversees risk management at Urban Edge and is committed to promoting environmental, social, and governance strategies.

### Role of the Board and Its Committees in Oversight

One of the Board's key functions is to provide informed oversight of our risk-management process. The Board performs this oversight directly with support from our three Board committees—the Audit Committee, Compensation Committee, and Corporate Governance and Nominating Committee—each of which addresses risks specific to their respective functional responsibilities. In addition to receiving information from its committees, the Board receives updates directly from members of management at both regularly scheduled Board and Committee meetings and on ad hoc business update calls which occur frequently.

The Audit Committee oversees our risk policies and processes relating to financial statements and financial reporting, as well as key credit risks, liquidity risks, market risks and compliance, risks arising from related-person transactions, and the guidelines, policies, and processes for monitoring and mitigating those risks. Both with and independent of management, the committee meets with our



independent registered public accounting firm and reviews internal controls over financial reporting; our annual audit plan; and other issues that warrant attention.

The Compensation Committee oversees risk management of our compensation plans, policies, and practices, and reviews our executive compensation programs and incentive compensation programs for other employees. Together with management, the committee determines whether our compensation programs may inadvertently encourage our employees to take excessive or inappropriate risks that could harm the company.

The Corporate Governance and Nominating Committee oversees risks related to: our governance structure and processes, succession planning, conflicts of interest, and administration of the company's Code of Business Conduct and Ethics, among other matters.

## Corporate Governance Guidelines

The Board has adopted a set of Corporate Governance Guidelines to help guide our governance practices. The Corporate Governance and Nominating Committee re-evaluates the guidelines annually, taking into account changing circumstances to ensure that the best interests of the company and our shareholders are met. Our Corporate Governance Guidelines and Board Committee Charters are available on our website.



## Board Composition and Independence

Our Corporate Governance Guidelines and the New York Stock Exchange (“NYSE”) listing standards stipulate that a majority of our trustees, and all the members of the Audit, Compensation, and Corporate Governance and Nominating Committees, must be independent. To qualify as “independent,” a trustee must satisfy certain bright-line criteria and must not have any material relationship with the Company.

To assist in making independence determinations, the Board has adopted categorical standards set forth in our Corporate Governance Guidelines. Using these standards, the Board annually analyzes whether any trustee has a relationship with the Company that would interfere with their ability to exercise independent judgment as a member of the Board.

To further enhance governance, our Corporate Governance Guidelines provide that our independent Board members elect a Lead (independent) Trustee annually. Amy B. Lane currently serves as our Lead Trustee. Her responsibilities and goals are described in our Corporate Governance Guidelines and include:

- Helping to develop a high-performing Board by assisting trustees in reaching consensus, keeping the Board focused on strategic decisions, managing information flow between the trustees and management, and coordinating activities across various committees
- Providing input to the chairman to determine agendas for Board meetings
- Serving as a liaison between the chairman/CEO and the independent trustees
- Supporting effective shareholder communication with the chairman/CEO and the Board

## Executive Leadership

The Board evaluates the risks and key decisions related to our ESG program and ensures that our ESG strategy is aligned with our business strategy. To implement the strategy, the Company created an ESG Steering Committee (the “ESG Committee”) that reports to our Chief Executive Officer and periodically updates the Corporate Governance and Nominating Committee and full Board of Trustees on key priorities and progress of the ESG program.



The priority of the ESG Committee is to support the company’s commitment to the environment, social responsibility, corporate governance, and other ESG priorities. The ESG Committee is composed of cross-functional team members and is responsible for a) providing input to our Chief Executive Officer and Board of Trustees regarding our ESG strategy, b) developing, implementing, and monitoring ESG policies, c) overseeing communications with internal and external stakeholders, and d) providing timely disclosure of ESG policies and progress.

## Governance Policies

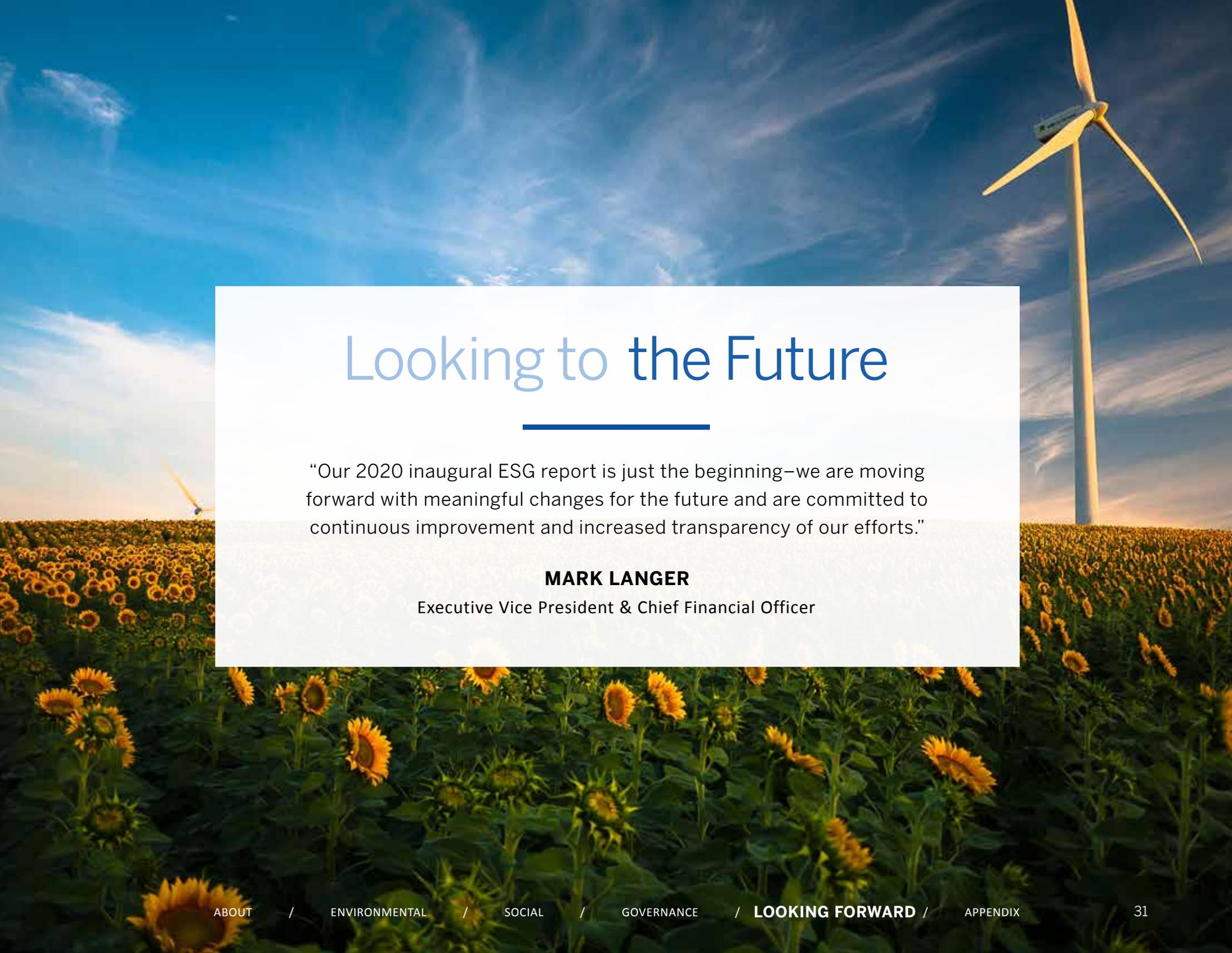
Much like the principles guiding our corporate governance and ESG strategy, our governance policies are heavily focused on ethics and people-first protections and guidelines. Our Code of Ethics, Conflict of Interest Policy, Corporate Governance Guidelines, Whistleblower Policy, and Executive Compensation policies form the backbone of our governance infrastructure. Most of these policies are available on our website.

Urban Edge employees are trained on our policies, are responsible for abiding by them, and certify as to their compliance with them annually.

### The Protection of Data: Cybersecurity

To protect our information technology infrastructure, Urban Edge requires all employees to undergo cybersecurity training administered by our IT department at least twice a year. Employees are kept up to date on phishing attempts and activities via an email alert system, and cybersecurity protocols are also discussed in the employee handbook. Urban Edge integrates cybersecurity into our operations and our governance strategies to ensure its full adoption and avoid risk wherever possible.





# Looking to the Future

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“Our 2020 inaugural ESG report is just the beginning—we are moving forward with meaningful changes for the future and are committed to continuous improvement and increased transparency of our efforts.”

**MARK LANGER**

Executive Vice President & Chief Financial Officer

## Our ESG Journey

### ESG Steering Committee Future Mandate

In 2020, Urban Edge established an ESG Steering Committee that included members at the C-suite level to facilitate portfolio-wide implementation of our ESG strategies. The ongoing mandate will be to integrate ESG performance strategies and policies across our portfolio, as well as to contribute to their continuous development in the ever-changing policy landscape.

### Roadmap Process

We plan to implement additional policies as part of a three-year ESG Roadmap that will reshape our Environmental, Social, and Governance strategy and will also be aligned with industry best practices. The roadmap includes goals and strategies for targets, plans and policies, stakeholder engagement, and corporate reporting and disclosure programs.

Our ESG Roadmap provides short, medium, and long-term action items, including strategy activities (establishing goals and targets and developing an environmental management system and environmental policies), implementation activities (data management and stakeholder engagement), and recognition activities (corporate reporting).

- **2021:** We will establish portfolio-level goals and targets, create an environmental management system, and implement the myriad of sustainability plans and policies we have developed during 2020.
  - Implement data management and stakeholder engagement and gain recognition by responding to the GRESB assessment survey.
- **Year 2:** We will track and report progress against our stated goals and targets and integrate those targets into our environmental policies to facilitate process tracking.
  - Enhance tenant engagement through tenant satisfaction surveys.
- **Year 3:** We will continue to track and report progress against goals and targets, build out a full tenant engagement program, and conduct feasibility studies on green building certifications.



## Reporting

### **GRESB Reporting**

GRESB is the investor-driven global ESG benchmark and reporting framework for companies with listed property, private property funds, developers, and investors who invest directly in real estate. The assessment is shaped by what investors and the industry consider material sustainability issues in the performance of real estate investments.

In 2021, Urban Edge will report to GRESB for the first time. The practice of gathering internal ESG data for reporting and consistently revisiting our performance will create transparency in our processes to baseline the data representing our ESG programs and to identify areas that could benefit from higher-impact strategies. Urban Edge views GRESB not only as a scoring mechanism but also as a tool for evaluating our ESG performance and corporate policies against the industry standard.

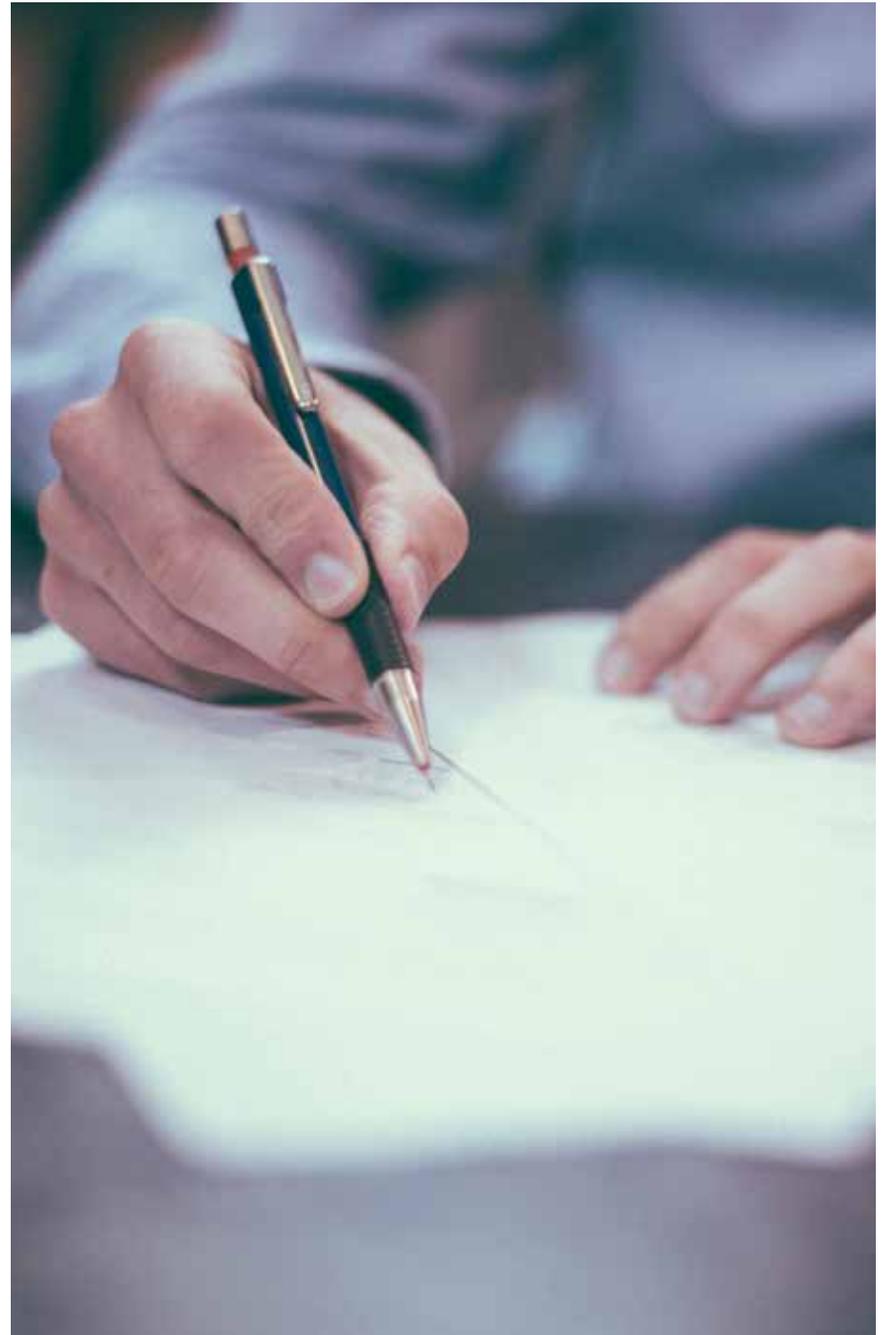
### **Alignment**

As part of our ESG journey, we are prepared to align our business practices with widely accepted and globally implemented external standards and frameworks. Using these benchmarks to guide our path will enable us to build recognition among our peers and position us to become leaders in the ESG space.

**SASB:** The Sustainability Accounting Standards Board allows businesses from around the world to communicate financially material sustainability information to their investors and other stakeholders. Urban Edge is reporting against this standard to baseline our ESG journey, providing relevant points of comparison as we dive into each ESG topic, and identifying how ESG issues affect our financial performance.

**TCFD:** The Task Force on Climate-Related Financial Disclosures was created in 2015 to develop consistent climate-related financial-risk disclosures to be used by companies, banks, and investors in providing information to stakeholders. Urban Edge is reporting using the TCFD framework because we see the importance of taking climate risk into account for the future of our company, tenants, and communities.

**GRI:** The Global Reporting Initiative is an international independent standards organization that helps businesses, governments, and other organizations understand and communicate their effect on issues such as climate change, human rights, and corruption. Urban Edge aligns with the GRI's international standard to ensure that we are transparent and responsible for our business practices.



## Advancing Our ESG Strategy

### Goals and Targets

Urban Edge is committed to driving environmental sustainability across our entire portfolio. The most demonstrable way to achieve sustainability is to establish and achieve goals and targets. We have robust historical data for Scope 1 and Scope 2 energy consumption at our assets, which we are using to determine a baseline year for our targeted reductions. Additionally, Urban Edge is working closely with our stakeholders and partners to establish GHG, energy, water, and waste-reduction targets, which will have a meaningful impact on the fight against climate change and the effort to preserve the natural resources and environment on which we all depend.

As we continue our ESG journey, we are committed to creating achievable, meaningful goals. We look forward to disclosing them in future reports.

### Increased Board Oversight

Urban Edge understands that the most effective ESG strategies are those that are fully integrated into all levels of a business model. Therefore, we will be expanding our ESG Task Force and increasing Board oversight of the ESG program in the future. Board oversight of the ESG program will increase visibility around ESG initiatives to the company at large and will ensure that important goals and targets are continually driven forward and achieved.



### Focus on Diversity

At its core, Urban Edge is an organization dedicated to and driven by people. From our employees to our tenants, to the communities where we operate and the customers who benefit from the services our tenants provide, we recognize the importance of continuing to strive for solutions for a welcoming, equitable society for all. The social and racial upheavals that characterized 2020 have underscored the significance and urgency of these goals. As a result, Urban Edge is committed to formalizing and growing diversity, equity, and inclusion efforts in our organization. We participate in an annual real estate industry conference that brings together representatives from approximately 50 companies to focus on information-sharing, best practices, technology enhancements, and process improvements, along with discussions about human capital and employee growth. Urban Edge hosted the last conference in June of 2019 and had a successful turnout of more than 200 attendees and 15 sponsors.

### Tenant Engagement

Our tenants are invaluable partners in the Urban Edge sustainability journey. Working together, tenants can help us achieve our sustainability goals, and we can help tenant organizations achieve theirs. Moving forward, we will consistently engage with our tenants to understand what their organizational goals look like and how we can build mutually beneficial relationships in the ESG space. Urban Edge will continue to leverage and expand our tenant communication plans, which include surveys, newsletters, and updates to ensure that tenants are kept up to date on our evolving strategy.





# Appendix

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## GRI Index

GRI Standard Number	GRI Standard Title	Disclosure Number	Disclosure Title	Reference/Location
<b>GRI 100: Universal Standards</b>				
<b>GRI 102: General Disclosures</b>				
<b>Organizational Profile</b>				
GRI 102	General Disclosures	102-1	Name of the organization	<a href="#">Cover Page</a>
GRI 102	General Disclosures	102-2	Activities, brands, products, and services	<a href="#">Urban Edge</a>
GRI 102	General Disclosures	102-3	Location of headquarters	<a href="#">Urban Edge</a>
GRI 102	General Disclosures	102-4	Location of headquarters	<a href="#">Urban Edge</a>
GRI 102	General Disclosures	102-5	Ownership & legal form	<a href="#">Urban Edge</a>
GRI 102	General Disclosures	102-6	Markets served	<a href="#">Urban Edge</a>
GRI 102	General Disclosures	102-7	Scale of the organization	<a href="#">Urban Edge</a>
GRI 102	General Disclosures	102-8	Information on employees & other workers	<a href="#">Urban Edge</a> ; <a href="#">Stakeholder Engagement</a>
GRI 102	General Disclosures	102-10	Significant changes to the organization and its supply chain	<a href="#">Our Environmental Impact</a> ; <a href="#">Our ESG Journey</a> ; <a href="#">Advancing Our Sustainable Strategy</a>
GRI 102	General Disclosures	102-11	Precautionary principle or approach	<a href="#">Advancing Our ESG Strategy</a>
GRI 102	General Disclosures	102-12	External initiatives	<a href="#">Our ESG Journey</a>

Strategy				
GRI 102	General Disclosures	102-14	Statement from senior decision-maker	<a href="#">A Message from the Chairman &amp; CEO of Urban Edge</a>
GRI 102	General Disclosures	102-15	Key impacts, risks, and opportunities	<a href="#">Our ESG Strategy; Our Environmental Impact</a>
Governance				
GRI 102	General Disclosures	102-18	Governance structure	<a href="#">Our ESG Strategy: Governance of Sustainability &amp; Board Oversight of ESG; Leadership</a>
GRI 102	General Disclosures	102-20	Executive-level responsibility for economic, environmental, and social topics	<a href="#">Our ESG Strategy: Governance of Sustainability &amp; Board Oversight of ESG</a>
GRI 102	General Disclosures	102-21	Consulting stakeholders on economic, environmental, and social topics	<a href="#">Stakeholder Engagement</a>
GRI 102	General Disclosures	102-22	Composition of the highest governance body and its committees	<a href="#">Leadership</a>
GRI 102	General Disclosures	102-23	Chair of the highest governance body	<a href="#">Leadership</a>
GRI 102	General Disclosures	102-24	Nominating and selecting the highest governance body	<a href="#">Leadership</a>
GRI 102	General Disclosures	102-25	Conflicts of interest	<a href="#">Our ESG Strategy: Governance of Sustainability &amp; Board Oversight of ESG</a>
GRI 102	General Disclosures	102-26	Role of highest governance body in setting purpose, values, and strategy	<a href="#">Leadership: Role of the Board and its Committees in Oversight</a>

GRI 102	General Disclosures	102-28	Evaluating the highest governance body's performance	<a href="#">Leadership</a>
GRI 102	General Disclosures	102-29	Identifying and managing economic, environmental, and social impacts	<a href="#">Our ESG Strategy; Our Climate Strategy; Stakeholder Engagement; Leadership</a>
GRI 102	General Disclosures	102-30	Effectiveness of risk-management processes	<a href="#">Our ESG Strategy; Our Climate Strategy; Leadership</a>
GRI 102	General Disclosures	102-31	Review of economic, environmental, and social topics	<a href="#">Our ESG Strategy: Governance of Sustainability &amp; Board Oversight of ESG</a>
GRI 102	General Disclosures	102-32	Highest governance body's role in sustainability reporting	<a href="#">Our ESG Strategy: Governance of Sustainability &amp; Board Oversight of ESG; Leadership: Board Oversight of ESG</a>
GRI 102	General Disclosures	102-35	Remuneration policies	<a href="#">Stakeholder Engagement; Employees: Annual Reviews</a>
GRI 102	General Disclosures	102-37	Stakeholders' involvement in remuneration	<a href="#">Stakeholder Engagement; Employees: Annual Reviews</a>
<b>Stakeholder Engagement</b>				
GRI 102	General Disclosures	102-40	List of stakeholder groups	<a href="#">Stakeholder Engagement</a>
GRI 102	General Disclosures	102-43	Approach to stakeholder engagement	<a href="#">Stakeholder Engagement</a>
GRI 102	General Disclosures	102-46	Defining report content and topic boundaries	<a href="#">Table of Contents</a>
GRI 102	General Disclosures	102-50	Reporting period	<a href="#">About This Report</a>

GRI 102	General Disclosures	102-51	Date of most recent report	<a href="#">About This Report</a>
GRI 102	General Disclosures	102-52	Reporting cycle	<a href="#">Cover Page; Reporting</a>
GRI 102	General Disclosures	102-53	Contact point for questions regarding the report	<a href="#">About This Report</a>
GRI 102	General Disclosures	102-55	GRI content index	<a href="#">Appendix</a>
<b>GRI 103: Management Approach 2016</b>				
GRI 103	Management Approach	103-1	Explanation of the material topic and its boundary	<a href="#">Our ESG Strategy</a>
GRI 103	Management Approach	103-2	The management approach and its components	<a href="#">Leadership</a>
GRI 103	Management Approach	103-3	Evaluation of the management approach	<a href="#">Leadership</a>
<b>GRI 200: Economic Standards</b>				
<b>GRI 201: Economic Performance 2016</b>				
GRI 201	Economic Performance	201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">Our ESG Strategy; Our Climate Strategy; Advancing Our ESG Strategy; Goals and Targets</a>
<b>GRI 205: Anti-corruption 2016</b>				
GRI 205	Anti-corruption	205-2	Communication & training on anti-corruption policies & procedures	<a href="#">Leadership: Corporate Governance Guidelines</a>
<b>GRI 302: Energy 2016</b>				
GRI 302	Energy	302-1	Energy consumption within the organization	<a href="#">Our Environmental Impact; Environmental Performance Metrics</a>

GRI 302	Energy	302-3	Energy intensity	<a href="#">Our Environmental Impact; Environmental Performance Metrics</a>
GRI 302	Energy	302-4	Reduction of energy consumption	<a href="#">Our Environmental Impact; Environmental Performance Metrics</a>
<b>GRI 305: Emissions 2016</b>				
GRI 305	Emissions	305-1	Direct (Scope 1) GHG emissions	<a href="#">Our Environmental Impact; Environmental Performance Metrics</a>
GRI 305	Emissions	305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">Our Environmental Impact; Environmental Performance Metrics</a>
GRI 305	Emissions	305-3	Other indirect (Scope 3) GHG emissions	<a href="#">Our Environmental Impact; Environmental Performance Metrics</a>
GRI 305	Emissions	305-4	GHG emissions intensity	<a href="#">Our Environmental Impact; Environmental Performance Metrics</a>
GRI 305	Emissions	305-5	Reduction of GHG emissions	<a href="#">Our Environmental Impact; Environmental Performance Metrics</a>
<b>GRI 400: Social Standards</b>				
<b>GRI 401: Employment 2016</b>				
GRI 401	Employment	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Stakeholder Engagement; Employees</a>

<b>GRI 404: Training and Education 2016</b>				
GRI 404	Training and Education	404-1	Average hours of training per year per employee	<a href="#">Stakeholder Engagement; Employees</a>
GRI 404	Training and Education	404-2	Programs for upgrading employee skills and transition-assistance programs	<a href="#">Stakeholder Engagement; Employees</a>
GRI 404	Training and Education	404-3	Percentage of employees receiving regular performance and career development reviews	<a href="#">Stakeholder Engagement; Employees</a>
<b>GRI 405: Diversity and Equal Opportunity 2016</b>				
GRI 405	Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	<a href="#">Stakeholder Engagement; Employees</a>
<b>GRI 413: Local Communities 2016</b>				
GRI 413	Local	413-1	Operations with local community engagement, impact assessments, and development programs	<a href="#">Stakeholder Engagement; Communities</a>

## SASB Index

Code	Topic	Accounting Metric	Reference/Location
IF-RE-130a.1	Energy Management	Energy consumption data coverage as a percentage of total floor area, by property subsector	<a href="#">Our Environmental Impact</a> ; <a href="#">Our ESG Strategy</a> ; <a href="#">Environmental Performance Metrics</a> ; outlined in GRESB submission, referenced in this report
IF-RE-130a.2	Energy Management	Total energy consumed by portfolio area with data coverage	<a href="#">Our Environmental Impact</a> ; <a href="#">Our ESG Strategy</a> ; <a href="#">Environmental Performance Metrics</a> ; outlined in GRESB submission, referenced in this report
IF-RE-130a.3	Energy Management	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	<a href="#">Our Environmental Impact</a> ; <a href="#">Our ESG Strategy</a> ; <a href="#">Environmental Performance Metrics</a> ; outlined in GRESB submission, referenced in this report

## TCFD Index

TCFD Recommended Disclosures	Reference/Location
<b>Governance: Disclose the organization’s governance around climate-related risks and opportunities</b>	
a) Describe the Board’s oversight of climate-related risks and opportunities	<a href="#">Our ESG Strategy: Governance of Sustainability &amp; Board Oversight of ESG</a> ; <a href="#">Leadership</a>
b) Describe management’s role in assessing and managing climate-related risks and opportunities	<a href="#">Our ESG Strategy: Governance of Sustainability &amp; Board Oversight of ESG</a> ; <a href="#">Our Climate Strategy</a>
<b>Strategy: Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning, where such information is material</b>	
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	<a href="#">Our ESG Strategy: Our Climate Strategy</a> ; <a href="#">Our ESG Journey: Roadmap Process</a>
b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning	<a href="#">Our ESG Strategy: Our Climate Strategy</a> ; <a href="#">Our ESG Journey: Roadmap Process</a>
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	<a href="#">Our ESG Journey: Roadmap Process</a>
<b>Risk Management: Disclose how the organization identifies, assesses, and manages climate-related risks</b>	
a) Describe the organization’s processes for identifying and assessing climate-related risks	<a href="#">Our ESG Strategy: Our Climate Strategy</a> ; <a href="#">Our ESG Journey: Roadmap Process</a>
<b>Metrics and Targets: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities, where such information is material</b>	
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	<a href="#">Our Environmental Impact</a> ; <a href="#">Our ESG Strategy</a> ; <a href="#">Environmental Performance Metrics</a>