



JBG SMITH

ESG REPORT 2022

BUILDING A
HEALTHIER
TOMORROW,
TODAY





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INTRODUCTION





JBG SMITH is proud to share our 2022 Environmental, Social, and Governance (ESG) accomplishments and goals in the following report. To the best of our knowledge and unless otherwise stated, all qualitative and quantitative data are accurately disclosed to reflect our business operations during the 2021 calendar year. All financial information is presented in United States dollars and all square footages are at JBG SMITH share, unless otherwise noted. References to “our share” refer to our ownership percentage of consolidated and unconsolidated assets in real estate ventures.

This report is written in accordance with the [Global Reporting Initiative \(GRI\) Standards: Core Option](#), the [United Nations Sustainable Development Goals \(UN SDGs\)](#), [Sustainability Accounting Standards Board \(SASB\)](#), and the [Task Force on Climate-Related Financial Disclosures \(TCFD\)](#). Indices can be found in the Appendix section of the report. More information about our sustainability programs and business performance can be found within the Environmental, Social & Governance and Investor Relations portions of our website at www.jbgsmith.com. To provide feedback, please contact Barbat Rodgers, Senior Vice-President of Investor Relations at brodgers@jbgsmith.com, or Kim Pexton, Vice-President of Sustainability, at kpexton@jbgsmith.com.





Building a healthier tomorrow, today

In 2021, COVID-19 continued to force the world to rethink what we considered “normal,” and prioritize the issues that mattered: the health of our people, our communities, and our planet. Society was forced to adapt, collaborate, innovate, and act for a healthier, resilient, and more prosperous tomorrow.

We put the health of our people first as our government and healthcare institutions partnered to develop and distribute vaccines in record time. We put the health of our communities first as issues of social inequity and mental health were amplified to the mainstream of public discourse and corporate action. We put the health of our environment first as world leaders gathered for the 26th annual Conference of the Parties (COP26) to agree on collaborative, immediate responses required to curb climate change impacts for the coming decades.

Despite navigating supply chain shortages and disruptions, labor scarcities, and redesigns and retrofits of the modern workplace, we have emerged stronger. With sustainability in our DNA and a people-first culture, JBG SMITH was well-equipped to adapt to the “new normal,” collaborate with our partners, and take bold steps in 2021 to lead the real estate sector with meaningful growth, innovation, and impact today and for years to come.

CARBON NEUTRALITY FOR A HEALTHIER PLANET

Last year, JBG SMITH made a commitment to announce its carbon neutrality goal and strategy. Climate change demands immediate action. Instead of deferring our action to a future date, we took immediate action this year to meet the escalating global climate crisis with a timely and industry-leading response. We are one of the first U.S. real estate investment trusts (REITs) to achieve portfolio-wide carbon neutrality. Setting and raising the bar for our industry, which is responsible for approximately 40% of global emissions¹, demonstrates to our stakeholders, community members, and tenants that we are committed to taking action and creating real business change.

Our 2021 operating portfolio scope 1 and 2 emissions² were offset using verified carbon offsets and Renewable Energy Credits (RECs). We have pledged to continue this practice for forthcoming emissions through similar

“
We are one of the first U.S. REITs to achieve portfolio-wide carbon neutrality.
”

methods with an intention to add more renewables to the national grid. We will continue to collaborate, innovate, and act to find new ways of managing and reducing our footprint.

ADDRESSING THE SOCIOECONOMIC HEALTH OF OUR COMMUNITIES

As placemakers and developers, it is our responsibility to ensure sustainable communities where everyone can flourish. We strive to deliver direct and meaningful impact through creative investments and great placemaking.

Our Impact Pool fund, dedicated to preserving affordable workforce housing in partnership with the [Washington Housing Initiative](#), ensures we are directly investing in housing equity and social justice to benefit existing communities that face gentrification and rising rents. To date, the Impact



W. MATT KELLY, CEO

¹ <https://globalabc.org/news/launched-2020-global-status-report-buildings-and-construction>.

² Associated with energy consumption.



Pool has financed over 1,600 affordable workforce housing units across four jurisdictions, including 825 units in partnership with Amazon, all of which are managed by JBG SMITH.

//
Once complete, we believe National Landing will be a leading city in technological innovation, connectivity, and sustainable development.
 //

In National Landing, we have taken a collaborative approach to ensure Amazon's new headquarters (HQ2) benefits the members of the local community without compromising their ability to live, work, and thrive in the place they call home. We are making robust digital infrastructure investments appealing to high-growth technology companies; we are advancing our strategic placemaking initiatives which include our Central District Retail repositioning, as well as Dining in the Park and Water Park; we are approaching retail merchandizing by prioritizing diversity & inclusion (D&I) and local ownership strategies within our leasing practices; and we are developing sustainable multifamily assets, such as 1900 Crystal Drive and 2000 and 2001 South Bell Street, which

we expect will align with the influx of demand expected from Amazon's HQ2. Once complete, we believe National Landing will be a leading city in technological innovation, connectivity, and sustainable development that attracts new investment, economic activity, and preserves affordable housing and job opportunities. JBG SMITH is honored to be leading this historic and groundbreaking initiative.

INVESTING IN A BRIGHTER FUTURE

Our accomplishments can be attributed to the dedication of our people. In the increasingly competitive "battle for talent," we are proud to be considered an employer of choice committed to the success of our employees and to fostering a culture of inclusion, collaboration, and development.

JBG SMITH's focus on being a leader in our industry with a sharp cultural focus on entrepreneurialism, opportunity, acceptance, and performance is raising the bar within our industry.

- Launched JBGS H.I.R.E.S (Helping Individuals Reach Employment Success) Workforce Development Program;
- Recruited an internship class that was 64% diverse, a 10% increase from the prior year;

- Instituted The Lion's Guild, our first formal mentorship program to further advance our commitment to diversity, equity, and inclusion, as well as employee development;
- Published our inaugural D&I Report; and
- Reached 33% women representation in Executive Leadership (Board of Trustees and Senior Leadership).

//
We believe the strength of our portfolio is inextricably linked to the health of our people, our community members, our buildings, and our planet.
 //

We are proud of the progress that we are making as a company and the accomplishments of our team members. We plan to continue investing in top talent of all backgrounds to champion and advance our legacy of industry leadership.

JBG SMITH has long been a leader in ESG practices. We believe the strength of our portfolio is inextricably linked to the health of our people, our community members, our buildings, and our planet. We will strive to continue putting fundamental ESG

issues at the forefront of how we do business. Our ESG efforts this year have delivered real, meaningful, and measurable impact to our business and our stakeholders as we seek to build a healthier tomorrow, today.

W. MATT KELLY, CEO



We are building vibrant communities

JBG SMITH is a REIT that owns, operates, invests in, and develops a dynamic portfolio of mixed-use properties in the high growth and high barrier-to-entry submarkets in and around Washington, DC. Since our formation in 2017, we have strategically developed, owned, and managed multi-family, commercial, and retail assets to enable the submarkets where we operate to grow into prosperous, dynamic urban neighborhoods.

Over 50% of our holdings are in the National Landing submarket of Northern Virginia, directly across the Potomac River from Washington, DC, where Amazon's new 5 million+ square foot HQ2 and Virginia Tech's \$1 billion Innovation Campus are being developed.





Company Profile



WEST HALF, WASHINGTON, DC



OPERATING PORTFOLIO

11.3M SF Commercial (42 assets)

6,557 Multifamily Units (22 assets)

54% NOI concentrated in National Landing

88.3% leased (In-service portfolio)

6.0 year weighted average lease term (portfolio-wide)



DEVELOPMENT PORTFOLIO

808 Units Under Construction

5.1M SF Near-Term Development Pipeline

1.4M SF Commercial

3,990 Multifamily Units

9.5M SF Future Development Pipeline



ENTERPRISE

997 Employees

\$6.6B Total Enterprise Value³

38.5% Net Debt/Total Enterprise Value³

³ Total Enterprise Value is based on the closing price per share of \$28.71 as of December 31, 2021.



2021 Accomplishments



NATIONAL LANDING SKYLINE RENDERING



Paved the way for **Amazon's continued expansion** in National Landing

Expanded growth footprint surrounding **Virginia Tech's \$1 Billion Innovation Campus** in National Landing

Over **210,000 retail square feet**, representing over **50 new retailers**, well underway in National Landing



Establishing National Landing as the first **5G-enabled** connected city at scale in the country

Completed **1.7 million square feet** of office leasing activity



Grew multifamily occupancy and rents

Expanded multifamily portfolio by **3,313 units** through development and acquisitions at an average yield of 5.9%



Advanced design and entitlement on **11.3 million square feet**, or 77% of our Development Pipeline

Preserved our balance sheet strength and liquidity

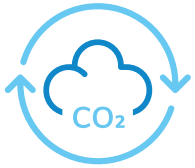


Concentrating portfolio in multifamily and National Landing office by successfully recycling non-core office and land holdings



2021 ESG Highlights

ENVIRONMENTAL



Achieved **carbon neutrality** across our 16.8 million square foot operating portfolio



Carbon Emissions
108,898 MtCO₂e



Energy Consumption
355,234 MWh



Water Consumption
421,641 KGal



Waste Diversion
30% of all Waste was Diverted from Landfills



Added **20 electric vehicle (EV)** charging stations to our portfolio, increasing our total available EV chargers to 144

Achieved **Fitwel Viral Response Certification** for all our office REIT assets and became a **Fitwel Champion**



SOCIAL



Launched the **JBG SMITH H.I.R.E.S.** (Helping Individuals Reach Employment Success) Program

Introduced **The Lion's Guild** – JBG SMITH's first formal mentorship program

69% diversity within the 2021 intern hires – yielding over a 10% increase from the intern class of 2020

Launched company-wide D&I Training



Released the inaugural D&I Report

Introduced several new employee benefits, in addition to the existing offerings

54% of newly leased REIT retail deals were leased to minority owned businesses

73% of newly leased REIT retail deals were leased to locally owned businesses

GOVERNANCE



Established and published our Board of Trustees' long-term diversity commitment



11-member Board of Trustees, including four women and one person of color



GRESB Grade A and 5-Star Rated

G R E S B
***** 2021

Published a company-wide Human Rights Statement



GRESB
Global Sector Leader



Nareit
2021 Diversified Leader in the Light



Green Lease Leader
Gold



MSCI⁴
Grade A

⁴ The use by JBG SMITH of any MSCI ESG Research LLC or its affiliates ("MSCI") data, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement, recommendation, or promotion of JBG SMITH by MSCI. MSCI services and data are the property of MSCI or its information providers, and are provided 'as-is' and without warranty. MSCI names and logos are trademarks or service marks of MSCI.



GOVERNANCE





ESG IS AT THE HEART OF OUR BUSINESS

Our sustainability strategy informs our investment strategy

Our investment strategy prioritizes long-term growth and sustained value. We believe that by understanding the social and environmental impacts of our business, we are better able to create and protect asset value, reduce risk, advance initiatives, increase the longevity of our portfolio, and directly increase long-term net asset value per share for our stakeholders. In every facet of our business, including the design and construction of new developments, the operation of our existing buildings, the redevelopment of older buildings, and our overall placemaking strategy, we create and support vibrant, amenity-rich, walkable neighborhoods that are sustainable, equitable, and resilient.

We achieve this by:

- 1 Creating a sense of place for the health and resilience of our communities
- 2 Addressing issues related to housing affordability in our neighborhoods
- 3 Enabling communities to reduce dependence on fossil fuels by way of alternative transportation options
- 4 Developing a portfolio that minimizes impact on the environment and mitigates climate change-related financial risk
- 5 Building deep relationships with our customers and supply chain
- 6 Creating a thriving workforce by engaging and developing our employees
- 7 Prioritizing local environmental objectives to meet lofty goals for carbon and energy reduction, waste reduction, and stormwater volume and runoff management

KEY BUSINESS ACTIVITIES





ESG management is systematically integrated across JBG SMITH



2345 CRYSTAL DRIVE, NATIONAL LANDING

Our management team takes a multilateral, collaborative approach to ensure we have the depth of expertise critical to informing our ESG decisions. We take a holistic approach to ensuring that our business is run responsibly with the understanding that ESG risks are at the forefront of decisions we make.

We communicate our ESG strategy, climate change risks, and performance data through several channels:

- [Annual Report](#)
- [Proxy Statement](#)
- [Annual ESG Report](#)
- [Corporate Website](#)
- [Quarterly Investor Packages](#)

BOARD OF TRUSTEES CORPORATE GOVERNANCE & NOMINATING COMMITTEE

Oversees environmental and social matters and receives periodic updates on our ESG strategy so we can remain accountable for our efforts.

EXECUTIVE COMMITTEE

Comprises diverse members of our management team to ensure enterprise-wide alignment and implementation of our strategy and initiatives.

THE SUSTAINABILITY TEAM

Works directly with our Chief Operating Officer – bridging the gap between ESG matters and management integration. Continuous ESG improvement and tactical deployment is led by the senior leadership of the Sustainability Team, with aid from the Human Resources, Impact Investing, and Accounting teams. Oversight is provided by the Board of Trustees.

Our Board of Trustees is responsibly advising us

The Board is committed to advancing our ESG priorities in alignment with enhancing shareholder value. ESG governance matters that are prioritized include, but are not limited to: (i) strategic oversight of operations and strategy design and implementation; (ii) review of executive compensation structure; (iii) conflict avoidance; and (iv) administration of the [Code of Business Conduct and Ethics](#). The Board operates in accordance with our [Corporate Governance Guidelines](#), which are subject to periodic review.

BOARD COMPOSITION

Our Board comprises 11 highly qualified individuals, each of whom is subject to annual re-election. All Board members are compensated equally, with independent trustees receiving additional pay for committee positions. Committees include Audit, Compensation, and Corporate Governance and Nominating – the latter of which is directly responsible for the oversight of environmental and social matters. Each committee comprises exclusively independent trustees, in accordance with NYSE rules. In 2021, the Board of Trustees met 5 times.



4747 BETHESDA AVENUE, BETHESDA, MARYLAND

“JBG SMITH is committed to the diversity of our Board of Trustees, not only in terms of age, gender and ethnicity but also in terms of professional experience and perspective. Our Board of Trustees has made a long-term commitment to evolve in a direction that reflects the strength and diversity of our national labor force and establish an equal balance between men and women and one that reflects the diversity of our country.”

JBG SMITH 2021 BOARD OF TRUSTEES DIVERSITY COMMITMENT

In 2021, the Board of Trustees wrote and published the above long-term commitment to diversity. The Board holds itself to the highest standard in all areas and will continue working toward its diversity commitment.

2021 BOARD OF TRUSTEES

Composition		Board Age	
Women	4	43-54	3
Men	7	55-64	3
People of color	1	64-74	4
		75+	1



We uphold our responsibility to manage our risks and behave ethically

RISK ASSESSMENT

Each year, our senior management team, in conjunction with our internal auditors, conducts a risk assessment to identify the material risks facing our business and their potential impact on our strategy and operations.

The process begins with management's strategic objectives then turns to issues that impact shareholder value. To identify our most significant company and industry-wide risks, our management team completes questionnaires designed to identify and rank these risks as well as the efforts to mitigate them. The questionnaire responses are then compiled by our internal auditors, reviewed with management, and presented to the Audit Committee of our Board of Trustees.

ETHICAL PRACTICES

Guided by the Ten Principles of the United Nations Global Compact, we incorporate responsible business practices and ethics into our Code of Conduct, policies, and procedures. Our company handbook outlines our responsible business practices, covering the likes of human rights, labor, and anti-corruption. Responsible business practices surrounding the environment are a part of our operational policies and procedures, located in the environmental program management portion of this report.

HUMAN RIGHTS

JBG SMITH is dedicated to protecting human rights practices across our business and within our communities. We hold all people and organizations who work for or with us accountable for treating others with dignity and respect. To honor these commitments and to protect against human rights violations, any person, partner, and service provider has access to our confidential Ethics Hotline to document any infringement. In addition, we hold all individuals and entities associated with our organization to our Code of Business Conduct and Ethics standards and policies. We are committed to fostering a safe, open, inclusive, and healthy work environment for all and will always strive to be a place of business that upholds our commitments.

CYBERSECURITY

At JBG SMITH, we prioritize data protection within our systems and networks. We are continuously evolving our cybersecurity program to ensure consistency with industry best practices and adapt to the ever-changing threat landscape. Our partners are subject matter experts who provide comprehensive services, including 24/7 security and network monitoring, cloud architecture and strategy, and external assessments.

OUR STRATEGIC APPROACH TO CYBERSECURITY IS OVERSEEN BY THE AUDIT COMMITTEE OF OUR BOARD OF TRUSTEES



1 Security Awareness: Employees are the first line of defense

- We ensure all employees receive annual training and we conduct additional refreshers throughout the year along with simulated threat exercises to test their knowledge

2 Cloud First Strategy: Our core business processes are performed on accredited cloud-based technologies

- We are committed to a cloud first strategy and rely on the strengths of best-in-class SaaS providers to help manage and mitigate cybersecurity risk

3 Invest in Leading Cybersecurity Solutions: As threat actors become more sophisticated so should our tools

- We routinely evaluate our core infrastructure & security stack for areas of improvement and partner with industry leading solution providers focused on the scanning, monitoring, prevention, and detection of threats

4 Routine Testing of Systems & Controls: Rigorous controls and processes are imperative to reducing risk and ensuring preparedness

- In addition to following a thorough control framework and adhering to industry accepted standards, we also annually perform third party lead internal and external penetration tests to evaluate our effectiveness in protecting our environment and responding to threats

5 Partnering with Others: Collaborating with others allows our industry to mature as a whole

- We participate in various peer groups both inside and out of the real estate sector to share learning experiences and best practices



STAKEHOLDER ENGAGEMENT

Engaging our stakeholders is key to our success, and we strive to maintain multiple channels of engagement

Our ability to perform as a business depends on our ability to remain aware of and responsive to the needs of our stakeholders, community, employees, and partners. Continuous engagement with our stakeholders is necessary to truly understand their priorities and strengthen our relationship. We do this in a variety of ways:

1. COMMUNITIES



Engagement Strategies: Partnerships with local community members to facilitate job fairs, increase access to bike share locations, and founding the Washington Housing Initiative

Priorities: Economic growth, job opportunities, condition of infrastructure, minimized traffic, and housing affordability

2. INVESTORS



Engagement Strategies: Investor conferences, meetings (over 120 held in 2021), investor materials ([annual proxy statement](#), [Annual Report](#), quarterly investor packages), annual ESG report, participation in GRESB Assessment, and information disclosed on our corporate website

Priorities: Maximizing long-term net asset value per share, providing transparency regarding ESG strategy and performance, and consistency in ESG data industrywide to better integrate practices into long-term risk assessments and investment strategy

3. EMPLOYEES



Engagement Strategies: Annual performance reviews, training and mentorship programs, parental leave, parental leave for adoption, unlimited rest and recharge time off for corporate employees, standing desks and fitness center access, access to light and views of nature throughout workplace, and healthy food and beverage options

Priorities: Diversity & Inclusion, education and career advancement, connection to coworkers, healthy workplace, work-life balance, and employee benefits

4. LOCAL JURISDICTION



Engagement Strategies: Benchmarking energy and water use, evaluating opportunities to improve energy efficiency in existing portfolio and Development Pipeline, participation in industry working groups, and partnerships on transit improvements

Priorities: Net-zero buildings, carbon neutral goals, data access, green codes, climate adaptation strategies, infrastructure improvements, and smart growth

5. TENANTS AND RESIDENTS



Engagement Strategies: Investment in tenant-focused amenities, feedback through annual and touchpoint surveys, 24/7 Tenant Service Center, regular tenant roundtable meetings, sustainability initiative support, and sustainability tips and resources located on [JBGSgreen.com](#)

Priorities: Value for cost, location, access to transit and amenities, quality of customer service, and security

6. VENDORS



Engagement Strategies: Annual contracts include sustainability policy information and, before COVID-19, participation in annual events to exhibit sustainability programs

Priorities: Strong business relationships and ethical business practices

Our tenants are our sustainability partners, and their well-being is a top priority

By integrating sustainability principles into our tenant engagement and standard operating practices, we can show our building tenants pertinent environmental issues and provide valuable educational resources to inspire action.

This integration enables us to create unique experiences for tenants across all our properties and successfully deliver on our sustainability objectives and obligations.



MAH-ZE-DAHR BAKERY, NATIONAL LANDING

CASE STUDY | PILOT LAUNCH OF THE ROUNDS



JBG SMITH established a partnership with The Rounds in August 2021 to offer occupants within four buildings – The Wren, 901 W, Atlantic Plumbing, and RiverHouse – Ashley, a delivery service of affordable, eco-friendly products.

Delivered directly to their apartment doors, tenants have access to 100+ household, personal care, pantry, baby, and pet products. All orders are customizable to the tenants' needs, delivered by means of bicycle, and are packaged in reusable and/or sustainable containers. Shopping with The Rounds reduces waste consumption and provides tenants with access to environmentally friendly, healthy brands, without having to shop in-person.

Since the program inception in August 2021:

- **157** residential units partook in the delivery service offering
- **1,282** total deliveries were made
- **6,009** products were purchased
- **21.5%** average savings vs. city retail pricing
- **2,000** pounds of waste diverted from landfill
- **9,500** pounds of waste projected to be saved in 2022⁵

⁵ Projecting 20% increase in members in 2022 driven via reactivation campaigns and new tenant programs.



This year, considering the hardships our tenants endured throughout the pandemic, we expanded our tenant engagement practices.



1 PAYMENT PLAN AND RENT RELIEF INITIATIVES

- We continued to work with tenants who experienced financial hardship because of the pandemic by offering either payment plans or assistance in applying for government rent relief, or a combination of both.
- Throughout the pandemic, our residential teams assisted financially impacted tenants by initiating applications with state and local agencies to secure financial assistance. These efforts secured over \$2.5 million in government rent relief for our tenants.

2 RENTER'S INSURANCE

- Implemented a Renter's Insurance program to provide coverage for theft, burglary, and damage to personal objects. The coverage also included reimbursement for living expenses should their unit be uninhabitable due to a previously covered loss.

GREEN LEASING



As a Green Lease Leader under the Institute for Market Transformation and the U.S. Department of Energy's Better Building Alliance, our standard lease contains a cost-recovery clause for resource efficiency-related capital improvements and requires tenants to provide data for measuring, managing, and reporting sustainability performance. This language is included in all of our new leases and renewals. In addition, energy consumption throughout our building portfolio is benchmarked through ENERGYSTAR Portfolio Manager.

Tenants also have access to our JBG SMITH Green website where they can see their energy and water usage habits and gain insight on how to reduce average consumption.

Additional performance data, resources, and improvement strategies are shared with our tenants in the following areas:

SUSTAINABILITY TOPIC	AREA OF INTEREST	ENGAGEMENT METHOD
Waste 	Organic waste removal (composting), recycling education, and resources	Providing organic waste removal services and labeled bins, educational events, and signage
Energy 	Reducing utility costs and carbon footprint	LED lighting retrofits and occupancy sensors
Transportation 	Access to public and alternative transportation options	Bicycle storage and changing facilities, EV charging stations, up-to-date transit schedule information, and bike share locations
Health & Wellness 	Support for healthy lifestyles and improved productivity	Fitness centers, access to healthy food choices, and views of nature
Emergency Preparedness 	Safety during various emergency scenarios, including extreme weather situations and pandemic response	Created reference materials, Emergency Response Guide Floor Warden Training Program, Fire Safety Plan, Emergency Response Pocket Guide, Healthy Workplace Blueprint, Healthy Retail Blueprint



MAH-ZE-DAHR BAKERY, NATIONAL LANDING

We are dedicated to our culture of outstanding customer service

Providing first-rate customer service to our tenants and communities is our top priority. We strive to deliver tailored customer experiences and to ensure that each customer understands our commitment to meet their needs. Our team conducts regular trainings to optimize all customer facing interactions, each of which is guided by our Five Elements of Customer Service:

- 1 **Caring** – Our team is passionate about caring for customers and coworkers.
- 2 **Professionalism** – Our team is committed to professionalism and upholding JBG SMITH’s values.
- 3 **Empowerment** – Our team acts with empowerment.
- 4 **Leadership** – Our team is comprised of leaders who inspire others to achieve excellence and celebrates all successes.
- 5 **Innovation** – Our team is innovative and forward-thinking.

As the impacts of COVID-19 persisted through 2021, we continued to put the health of our occupants at the forefront of our engagement practices.



- Strongly encouraged social distancing.
- Ensured sanitation of common areas with daily deep cleaning through the early part of 2021.
- Communicated with our tenants frequently on guidelines surrounding amenity spaces and evolving face masks mandates by jurisdictions.
- Maintained COVID-19 compliant social event programming to encourage community engagement and support mental health, such as fitness classes held virtually.
- Provided resources and information to educate employees on evolving guidance, the benefits of vaccination, and access to medical advice with a tenant only Q&A forum with a doctor from Medstar Hospital.



MATERIALITY ASSESSMENT

We are addressing the ESG topics that are of material importance to our stakeholders and impact our business



1550 CRYSTAL DRIVE, NATIONAL LANDING

JBG SMITH conducted a third-party-administrated materiality assessment to identify the ESG issues most relevant to our business and stakeholders, enabling us to better protect asset value, reduce risk, and initiate programs that result in meaningful impact.⁶

The result of the assessment yielded eight priority interests to all stakeholder

groups. Since the assessment was conducted, JBG SMITH's material issues have remained consistent, allowing us to build upon our strategies and initiatives and enhance the disclosures of risks and opportunities posed by each issue. Moving forward, we will review the materiality of our ESG issues regularly to ensure relevance and alignment to evolving stakeholder and corporate priorities.

MATERIAL ESG TOPICS DRIVING OUR ESG STRATEGY

- 1  Environmental Consumption and Energy Intensity Within the Organization, Including Tenants (E)
- 2  Establishing Carbon Emission Reduction Targets and Carbon Neutrality Goals (E)
- 3  ESG Certifications, Ratings, and Labelling Schemes for Assets (E)
- 4  Reducing Energy Consumption (E)
- 5  Reduction of GHG Emissions from New Construction and Redevelopment Activity (E)
- 6  Elimination of Discrimination with Respect to Employment and Occupation (S)
- 7  Direct Economic Value Generated by the Organization (G)
- 8  Disclosure of Risks and Opportunities Posed by Climate Change (G)

⁶ ESG Materiality Assessment was conducted in the third quarter of 2020.



ENVIRONMENTAL



- 3** GOOD HEALTH AND WELL-BEING
- 6** CLEAN WATER AND SANITATION
- 7** AFFORDABLE AND CLEAN ENERGY
- 11** SUSTAINABLE CITIES AND COMMUNITIES
- 12** RESPONSIBLE CONSUMPTION AND PRODUCTION
- 13** CLIMATE ACTION



ESG IS AT THE HEART OF HEALTHY BUILDINGS

Amidst environmental stewardship challenges, we see opportunity for industry leadership



“Our collective actions over the next decade are essential in altering the current carbon emission trajectory and, through sustainable best practices, JBG SMITH remains committed to leading our industry and positively impacting the communities we serve at every level.”

W. MATT KELLY

Real estate is an industry with assets that are inherently resource and carbon intensive. Building operations and construction collectively accounted for nearly 40% of global carbon emissions in 2020.⁷ As a player in this highly contributing industry, there is a huge opportunity to be a leader and spearhead real, tangible change.

At JBG SMITH, we are paving the way forward for real estate by building for resilience, building smarter, building greener, and building safer.

⁷ <https://globalabc.org/news/launched-2020-global-status-report-buildings-and-construction>.

WEST HALF, WASHINGTON, DC



We have made real commitments and immediate progress

We analyzed the capabilities of our operating portfolio and Development Pipeline using benchmarked data and planned energy efficiency projects over a 10-year horizon. Our Asset Management, Property Management, and Engineering teams used the

findings to collaboratively create a master plan that will reduce energy and water usage to a specified target by 2030. Our Executive team aided in making the plan and subsequently signed off on and committed to all of the outlined goals.

OUR 2030 GOALS

Operating Portfolio

- Reduce operational energy use by 25%
- Reduce operational water use by 20%
- Increase total waste diversion rate to 60%
- Reduce scope 1 & 2 GHG emissions by 25%

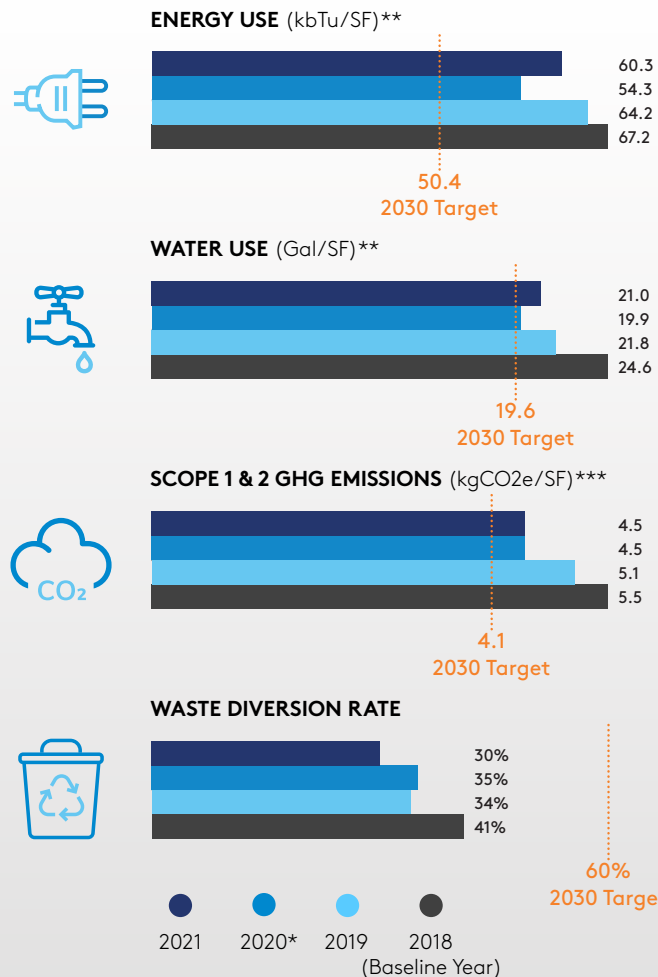
Development Pipeline

- Reduce predicted energy use 25%
- Reduce predicted water use by 20%
- Reduce embodied carbon by 20%
- Design to achieve ENERGYSTAR certification

ADDITIONAL OBJECTIVES

- All new developments to achieve LEED certification
- Benchmarking and verifying all assets with whole building data available against green building or health and well-being rating systems
- Increase biodiversity
- Enhance social value in communities

OUR PROGRESS



OUR LEGACY COMMITMENT

We remain on track to meet or exceed our 10-year Department of Energy Better Buildings Challenge, improving the energy efficiency of our commercial operating portfolio by at least 20% from 2014 to 2024. Our energy performance has improved by an average of 3% annually and cumulatively by 16%.

*2020 data impacted by COVID-19 usage abnormalities.

** Energy and Water Use Intensity ratios represent active portfolio SF as of December 31 in each respective reporting year.

***2020 Carbon Emissions based on eGRID 2016 and 2021 Carbon Emissions based on eGRID 2018.



BUILDING FOR RESILIENCY IS IMPERATIVE

We are taking climate risk seriously

The impacts of climate change pose real risks to communities and tenants everywhere. As developers, we are committed to aligning our investment strategy with science and delivering innovative solutions that address this global challenge.

To proactively understand, manage, and mitigate the risks to our properties, we have conducted a climate risk assessment⁸ of the assets in our Near-Term and Future Development Pipelines.

Understanding the ramifications of climate change and, more specifically, its impact on flooding, sea level rise, and heat stress allows us to take a more informed approach in improving the resiliency and performance of our portfolio.

Four of the major jurisdictions where we operate – Washington, DC, Arlington County, VA, Fairfax County, VA, and Montgomery County, MD – have made formal public commitments to carbon emission reduction in alignment with the Paris Agreement. Complying with these current and upcoming standards, regulations, and building codes requires additional capital for improvements – which will increase development costs – and further tenant engagement to affect behavior. Properties that cannot meet performance standards

risk fines for non-compliance, as well as a decrease in demand and, thus, an overall decline in value. We remain committed to aligning our efforts with these local laws, regulations, and initiatives, and are continuing to explore innovative strategies to raise the bar for building resiliency.



Our climate change hotspot analysis suggests that heat stress is our top concern. To mitigate this factor in our Development Pipeline, we are focusing on envelope design elements, reducing both solar heat gain and the use of refrigerants, and continuing operations in the event of utility interruptions.

We are currently testing variables to combat heat stress while understanding and quantifying its environmental and financial implications. Such measures include:

- Coating windows to reduce solar radiation
- Reducing heat loss
- Reducing HVAC systems use and stress
- Increasing energy efficiency
- Reducing energy usage
- Improving thermal comfort
- Minimizing UV damage

CLIMATE-RELATED RISK

POTENTIAL CLIMATE IMPACT

POTENTIAL BUSINESS IMPACT

Flooding⁹

The Washington, DC region is expected to see an increase of roughly seven days of precipitation per year. Additionally, a 10% increase in total maximum volume of rain during intense rainfall periods is expected.

Vulnerability to flooding is dependent on elevation and flood infrastructure. We will continue to monitor and evaluate flood risk at six sites that have potential risk to these factors.

Sea Level Rise



Sea level rise risk is assessed based on coastal location and elevation, as well as changes in the frequency of coastal flooding in 2040.

While nine of our assets near tidal rivers are in a coastal elevation of less than 10 meters, there is no change expected in the frequency of coastal flooding between now and 2040.

Heat Stress



The DC metro area is expected to see an increase of approximately 30 additional extreme heat days per year.¹⁰

Possible impacts from heat stress include higher energy costs, reduced electrical grid reliability, and decreased labor productivity, particularly for outdoor work.

⁸ In 2019, we engaged Four Twenty Seven, a third-party provider of market intelligence on the economic risk of climate change, for an analysis. Estimates were made at a mid-term projection period of 2030-2040, while historical baselines for benchmarking were gathered from 1975-2005.

⁹ We do not currently have any assets located within a Federal Emergency Management Agency (FEMA) Special Flood Hazard Area in our portfolio or pipelines.

¹⁰ 95°F or above



Our 16.8 million square foot operating portfolio is now carbon neutral

“Achieving carbon neutrality across our operating portfolio provides JBG SMITH with a strong and compelling competitive advantage. Our residential, office, and retail customers increasingly demand this from their real estate space and service partners, and our investors expect that we are doing all that we can to address this looming and critical threat.”

W. MATT KELLY

We know that five- and ten-year carbon neutrality goals do not address our carbon threat – or our stakeholder expectations – quickly enough, so we took the initiative to achieve carbon neutrality across our entire 16.8 million square foot operating portfolio in 2021. Carbon neutrality occurs when the equivalent amount of carbon emissions released into the atmosphere is offset or removed from the atmosphere. It requires a combined strategy of emissions avoidance, reduction, and offsetting.

In 2021, we offset our scope 1 emissions (emissions from fuel burned on-site like natural gas or diesel oil) with verified

carbon offset purchases. For scope 2 emissions (emissions from energy generated off-site and used by base building and master metered systems), we applied renewable energy credits (RECs) to account for indirect and off-site electrical consumption. A rapid transition to a carbon neutral portfolio is critical to positively impacting climate change – and this is only the beginning for us.

“The implementation of decarbonization strategies that address real, permanent business change and future innovation is critical to maintaining a carbon neutral portfolio. We view the purchase of RECs and verified carbon offsets for scope one and two as an immediate action we can take as we develop and implement a more robust strategy to ensure compatibility with a net zero economy.”

KIM PEXTON
VICE-PRESIDENT OF SUSTAINABILITY



Moving forward, we aim to continue carbon neutral operations with several strategies and initiatives established to align with the World Green Building Council’s Advancing Net Zero program:

- 1 Reduce energy consumption across our operating portfolio.
- 2 Drive down predicted energy consumption and embodied carbon in our Development Pipeline.
- 3 Deploy on-site solar where feasible.
- 4 Explore off-site purchasing opportunities.
- 5 Address the remaining carbon emissions by purchasing carbon offsets and verified Renewable Energy Credits (RECs).

Additional decarbonization steps we are taking across our portfolio include:

- Installing electric vehicle (EV) charging stations.
- Saving energy by switching to LED lightbulbs.
- Reducing waste by composting.
- Encouraging supply chain sustainability.
- Adding renewable energy to the national electrical grid.

OUR 2021 CARBON OFFSET AND REC PURCHASES ARE EQUIVALENT TO¹¹

37,000



Greenhouse gas emissions from 37,000 cars driven for a year.

35



Operating 35 wind turbines for a year.

19.5B



Carbon emissions from charging 19.5 billion smartphones.

158,333



Carbon removed from the atmosphere by 209,000 acres of U.S. forests in one year - equivalent to 158,333 football fields or 327 square miles, the size of five Washington, DCs.

¹¹Calculations determined by the [EPA Greenhouse Gas Equivalencies Calculator](#)



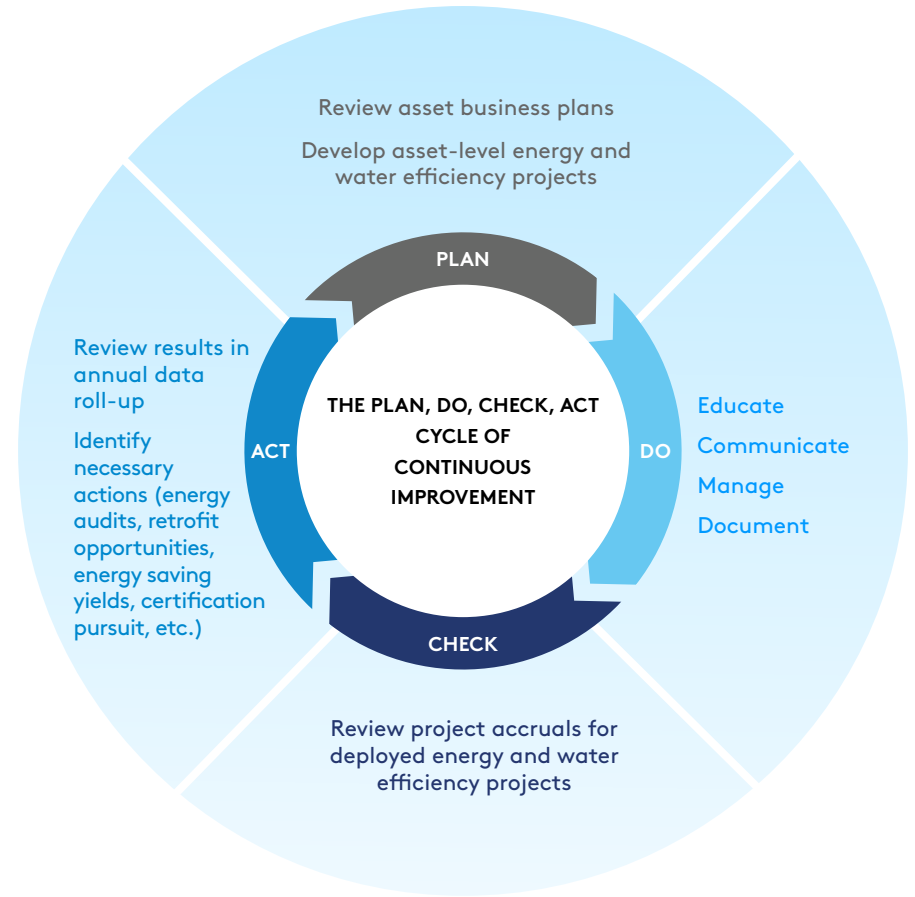
WEST HALF, WASHINGTON, DC

BUILDING SMARTER MANAGES OUR IMPACT ON THE ENVIRONMENT AND OUR BOTTOM LINE

We take a holistic and principles-based approach to environmental sustainability

Our environmental management approach is systematically embedded across our portfolio, enabling us to actively measure and manage the opportunities and risks of evolving environmental issues and trends. By aligning our business practices with the principles of sustainable growth, responsible project development, and high-performance operations, we are committed to the long-term sustainability of our portfolio and region.

Our four-step management approach is modeled after Environmental Management System (EMS) ISO 14001:2015 and is designed for active management and continuous learning and improvement. This EMS is applied to environmental policy and defines our approach to decision-making and goal setting, including piloting new programs prior to rolling them out across our portfolio. Our policies are reviewed and updated annually in accordance with relevant ISO standard guidance.



ENVIRONMENTAL POLICIES

- **Biodiversity and Habitat** – Aligned to United Nations Environment Programme
- **Climate Adaptation** – Aligned to ISO 14090
- **Energy Management** – Aligned to ISO 50001
- **GHG Emissions** – Aligned to Science-Based Targets
- **Health, Safety, and Wellness** – Aligned to ISO 45001
- **Waste Management** – Aligned to ISO 14001
- **Water Management** – Aligned to ISO 14046



2021 OPERATIONAL AND CAPITAL IMPROVEMENTS FOR EFFICIENCY

AUTOMATION SYSTEMS

- Programmed a free cooling lockout process that holds free cooling off until a floor reaches its desired setpoint. Any floor reaching setpoint will engage free cooling.
- Created a program that changes the condenser water setpoint to 80 degrees during the building's unoccupied times. This program greatly reduced the cooling tower fans' run times after hours.
- Created and implemented a static pressure reset program which varies the static setpoints of each air handler based on its associated Variable Air Volume (VAV) box damper positions.
- Implemented lag chiller programming to verify that double chillers were not running when unnecessary. The result has been maintaining temperature setpoints while yielding kilowatt (kW) savings.

HVAC EQUIPMENT UPGRADES

- Changed mechanical plants to switch between freecool and mechanical based on wet bulb, not dry bulb.
- Conduct weekly calibrations of any excessive start times that may have drifted outside of acceptable ranges of 30 minutes.

Our efficiency achievements are driven by data and innovation

Our Tenant Service Center (TSC) is a critical component in helping us manage our resources. The team monitors real-time building energy control systems across our portfolio 24/7, leveraging a proprietary system that visualizes normalized energy data for each asset. This continuous monitoring allows us to look at each building's energy usage and overall health, apply best practices across the portfolio, and make control modifications. These modifications reduce operating costs and building staffing needs while optimizing tenant comfort. In 2021, the TSC team added active IAQ monitoring to ensure superior air quality throughout our buildings.

In addition, JBG SMITH reviews historical performance, conducts energy audits, and regularly assesses opportunities in achieving efficiency targets to meet our sustainability goals. Our capital investment plans consider the useful life of equipment, energy and water efficiency, tenant health factors, and maintenance requirements.



JBG SMITH TENANT SERVICE CENTER, NATIONAL LANDING

AUTOMATION SYSTEMS	HVAC EQUIPMENT REPLACEMENT	LIGHTING CONTROLS	LOW-FLOW FIXTURES	LIGHTING RETROFITS	MONITORING AND TRACKING
Upgrading mechanical systems, sensors, and automation technologies	Long-term capital planning including upgrades of key building equipment to more efficient systems	Installing occupancy and vacancy lighting controls in common areas and tenant spaces	Installing low-flow, WaterSense labeled plumbing fixtures	Retrofitting lighting throughout the portfolio	Implementing real-time energy data and analysis platforms



GREEN BUILDINGS ARE HEALTHIER BUILDINGS

We believe that assets receiving green building and well-being certifications are higher quality, more resilient, promote tenant health, and consume fewer natural resources over their lifetimes – all of which drive value for our tenants, communities, ecosystem, and investors.



THE WREN, WASHINGTON, DC



Sustainability certifications validate our green building achievements

JBG SMITH leverages internationally recognized green and well-being building certifications as a tool to verify our performance while signaling to our investors and stakeholders that we value the certifications' benefits.



LEED CERTIFICATION

At JBG SMITH, we are committed to achieving a minimum of LEED Silver certification for all new developments, and use the following LEED certifications and recertifications across our portfolio:

- New Construction
- Core and Shell
- Existing Buildings Operations and Maintenance
- Multifamily Mid-Rise
- 7.4 million square feet of LEED Certified Commercial Space (65%)
- 2.9 million square feet of LEED Certified Multifamily Space (53%)

We are continuously monitoring the variety of certification systems on the market and intend to adapt our approach to align with jurisdictional requirements and leading industry practices.



FITWEL CERTIFICATION

We are using Fitwel at a portfolio wide scale and strategically at the asset level. This demonstrates our commitment to the integration of health strategies into the design and operations of our buildings.

- 10.3 million square feet Fitwel Viral Response Module Certified (62%)
- 2 Fitwel Base Building Certified Commercial Assets
- Became a Fitwel Champion

69% of all operating assets have earned at least one sustainability certification



ENERGY STAR CERTIFICATION

- 4.3 million square feet of ENERGY STAR Certified Commercial space (38%)
- 2.3 million square feet of ENERGY STAR Certified Multifamily space (43%)

99% of our operational assets' energy and water use is benchmarked using ENERGY STAR Portfolio Manager



BOMA 360

- 8.8 million square feet of BOMA Certified space (53%)

CASE STUDY

LEED MULTIFAMILY MID-RISE CERTIFICATION AT THE WREN

We pursued and achieved LEED for Homes Mid-Rise Gold certification at The Wren, a multifamily property located in Washington, DC. This rating system was selected due to the rigorous envelope requirements and high-performance standards of the building. To ensure compliance, several strategies were deployed during design and construction, including the following: installing high-performing windows; using insulating materials with exceeding average R-values; deploying air-sealing techniques; using effective vapor barriers to eliminate moisture; and testing to confirm minimal air leakage. These measures ensure that units remain comfortable in varying temperatures while consuming less energy and guarantee high levels of control over air quality and humidity levels.

In addition, the roof is equipped with three canopy-mounted solar arrays totaling 51.1 kW. At design, the system was projected to produce roughly 60,000 kWh a year; one year since installment, the system has exceeded expected production at 60,823 kWh.

Tenants of The Wren are provided with state-of-the-art amenities including a private green space, game room, communal kitchen, accessible rooftop, bike storage facilities, fitness center, landscaped courtyard, and dedicated workspace. Achieving certification provides assurance that the building was built to and operates at a high standard. The certification has established The Wren as a valuable asset for both our portfolio and tenants.



BUILDING HEALTHIER BY DESIGN

Anatomy of a healthy building

As developers and managers of multifamily, office, and retail, it is our responsibility to provide living and working environments that promote health and well-being. We accomplish this through the design, sourcing, and operation of our buildings, access to the outdoors, and encouraging nutrition and fitness.

Building greener and smarter has long been a driving focus of JBG SMITH, influencing our efforts and innovation strategies. Doing so guarantees that optimal health strategies are incorporated into building design and operations. Within our office assets, these include monitoring and improving indoor air quality, eliminating toxic chemicals, and ensuring ease of access to daylight and outdoor space.



HUMIDITY & TEMPERATURE

JBG SMITH monitors building humidity & temperature levels to maintain ASHRAE and EPA-recommended ranges, maintaining comfort and rendering mold growth highly unlikely.



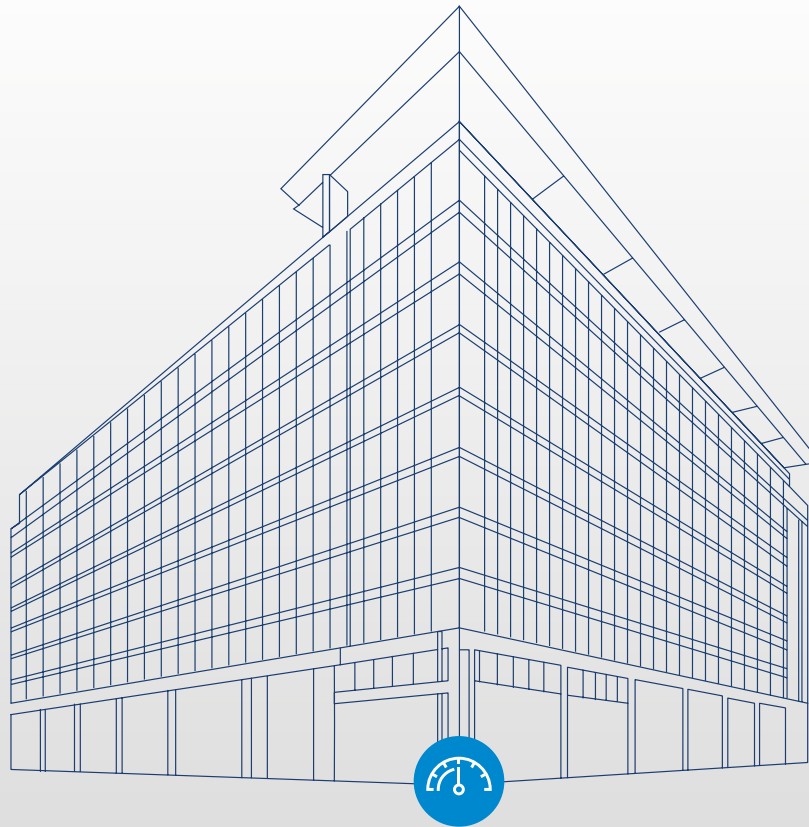
TOUCHLESS TECHNOLOGY

JBG SMITH has installed features and technology in our buildings that reduce touchpoints, which helps to decrease the spread of germs and viral loads.



AIR & WATER QUALITY

JBG SMITH proactively tests air and water quality annually. We regularly test Indoor Air Quality (IAQ) for pollutants like airborne particulates, VOCs, and CO2, and routinely conduct water tests for legionella and lead.



TENANT SERVICE CENTER

Our team of engineers monitor, control, and optimize air quality and energy consumption from one location 24/7/365.

CLEANING

In partnership with our environmental consultant, HP Environmental, JBG SMITH has developed a strategy for cleaning, disinfecting, and sanitizing the common areas and high-touch surfaces in our buildings.

FILTRATION

JBG SMITH buildings are equipped with a minimum of MERV 13 filters to reduce contaminants in the air to protect the health of our building tenants.

VENTILATION

In line with ASHRAE guidance and seasonality requirements, our buildings introduce fresh air throughout the day with energy recovery ventilators (ERVs) and other mechanical ventilation systems. As a standard practice, we conduct a morning flush 30 minutes prior to occupancy.





In 2021, we wanted to make sure our healthy building components aided in reducing the spread of COVID-19 in all asset types. To ensure optimal health strategies within these buildings, we incorporated some or all of the following at each asset:

**MINDFULNESS**

Signage throughout the community reminded everyone to wear face masks and practice social distancing.

**CONTACTLESS SERVICE**

Our teams utilized our technology platform to provide virtual and contactless service so that tenants and prospective tenants did not need to visit the leasing office in person.

**WELLNESS SCREENING**

Employees, vendors, and prospective tenants were required to complete wellness screenings daily.

**COMMON AREAS**

Occupancy limits for elevators and amenity spaces were lowered in accordance with CDC and local jurisdiction guidelines.

Reservations were required for amenity spaces to ensure social distancing and streamline contract tracing, if necessary.

**VENTILATION**

Apartment homes feature individual HVAC systems unique to the unit.

Common area ventilation systems were set to maximize the amount of outside air, and filters were upgraded to maximize filtration.

**CLEANING**

Frequent cleaning and disinfecting of high touch surfaces took place multiple times a day in the common areas of the community.

Fitness centers were closed twice a day for deep-cleaning using electrostatic sprayers.

Apartments were cleaned before and after leasing tours and sanitized before move-in.

Hand sanitizing stations were placed in the common areas for tenant use.

Deep cleaning protocols were in place to address any reported cases of COVID-19.

**REDUCING CROWDING IN OUR COMMON AREAS**

To limit foot traffic in commercial common areas and lobbies, we introduced Kastle Visitor, a visitor management system, to:

- Decrease lobby congestion with quick, touchless, visitor processing ensuring the health and safety of all those entering the building.
- Integrate visitor processing systems with Microsoft Outlook and Gmail and seamlessly preregister guests through a meeting invitation.
- Create an integrated visitor management system enabled by digital scheduling and touchless sign-in.
- Provide the option for a health self-attestation to be administered to guests or employees before receiving access to the premises.

**PRIORITIZING INDOOR ENVIRONMENTAL QUALITY**

Our Indoor Environmental Quality (IEQ) Management Program is based on the U.S. Environmental Protection Agency's I-BEAM system, integrating indoor air quality, energy efficiency, and building economics into one management tool to help buildings run at peak performance:

- Legionella testing on all water-containing building equipment on a semi-annual basis to ensure that equipment is free of bacteria.
- HVAC systems maintenance, monitoring, and inspections to ensure systems provide adequate ventilation and fresh air and are continually maintained to ensure efficient performance.
- Air filters are installed on all units and, where available, building automation systems are used to monitor temperature, humidity, carbon dioxide, and other air quality determinants.
- Chemical water treatment and preventive maintenance taken to minimize bacteria growth.
- Volatile organic compounds (VOCs) are prohibited, where possible, to reduce the emission of harmful gases.
- All commercial buildings and indoor public spaces are smoke-free.
- Janitorial vendors use environmentally friendly practices and low-toxicity cleaning products.
- Air quality tests are performed annually, with mitigation measures taken if particulate quantities in the air are higher than acceptable limits.



PEOPLE





INVESTING IN OUR MOST VALUABLE ASSET – OUR PEOPLE

JBG SMITH is a great place to work

At JBG SMITH, we believe our talent is our competitive advantage and that our employees are our greatest asset. We pride ourselves in having a workforce comprising intelligent, diverse, innovative, and committed individuals who work tirelessly to achieve every goal we set forth.

We have outstanding employee engagement scores and are proud to have been recognized by the Washington Post as a “Top Workplace”

on several occasions. We are focused on continuously providing a positive employee experience and workforce culture to ensure that JBG SMITH remains an employer of choice. We actively engage our staff throughout the year to respond to their needs and invest heavily in their future with competitive benefits and compensation packages, professional development and mentorship opportunities, volunteer programs, and unique health and wellness offerings, among other things.

Some of our compelling talent management offerings include:

- Hybrid Work Schedules
- Flexible Paid Time Off
- Employee Stock Purchase Plan (ESPP)
- Meeting-Free Monday Mornings
- Employee Assistance Program
- Employee Referral Program
- Employee Surveys/Pulse Surveys
- Partnerships with Schools and Organizations to Facilitate Recruitment of Diverse Talent
- Leadership Coaching and Company-Wide Mentorship Opportunities
- Performance Management



11.6 Years average tenure for Senior Management

7.1 Years average tenure for all employees

244 Total hires in 2021

75% People of Color

48% Women

46% Of promotions went to women in 2021



ENGAGING OUR EMPLOYEES CREATES A CULTURE OF INNOVATION, COLLABORATION, AND RESPECT

“I love working here! The employees are friendly, approachable, and always willing to help and be a resource. The company culture here is incredible! They really value your work/life balance, training, and growth. JBG SMITH has taken numerous measures to ensure the health and wellbeing of its staff. With scheduling flexibility, access to great discounts and benefits, and constant email updates on the ever-changing COVID-19 mandates, I can tell that the company really cares about its employees’ physical and mental health.”

In the increasingly competitive battle for talent, employee satisfaction is critical to our success. Our role in engaging with and supporting our employees has become more crucial in a year rife with pandemic fatigue, so we continuously

strive to ensure our employees feel heard, recognized, supported, and empowered. In addition to daily communication within teams and between colleagues, regular employee engagement channels include:



- Talent Review to Assess Employee Advancement
- Streamlined Annual Performance Reviews
- Company-Wide Town Halls
- Regular Pulse Check Surveys
- Lunches with Leaders
- Weekly Business Progression Updates
- Monthly Diversity and Inclusion Newsletter
- Diversity and Inclusion Fireside Chats
- Employee Roundtable Discussions on Pertinent Current Events, Workplace Issues, and Teambuilding
- JBGS Inclusion Community and Women’s Initiative
- The Lion’s Guild Mentorship Program



4747 BETHESDA AVENUE, BETHESDA, MARYLAND

In addition to our Regular Pulse Check Survey, we launched our Engagement Survey in January 2021, to better capture employee sentiments and feedback. More people participated in that survey (90% of those invited) than ever before, and the results were significantly better than our last survey, indicating that our employees were satisfied with the company’s current practices and felt sufficiently engaged and supported during a trying time. The following is the breakdown of the replies:



- 92%** of survey respondents are fully engaged
- 93%** would recommend JBG SMITH as a place to work
- 96%** are proud to work for JBG SMITH



ENSURING A SAFE & HEALTHY RETURN TO NORMALCY

The COVID-19 pandemic has forced us to change the way we think about and respond to the impact of human health risks and how we engage with our employees. We have implemented a comprehensive health and wellness strategy for the long-term, starting with our efforts to ensure a safe and healthy return to normalcy for our employees after the pandemic. Throughout the year, our leaders provided regular updates on the impact that COVID-19 had on our business and our company's efforts to mitigate those challenges.

In the fall of 2021, our headquarters team returned to our corporate office for the start of our new hybrid work schedule. To return to the office, JBG SMITH required vaccination of all employees and the use of masks while inside. We continued monitoring the CDC and available public health information for our area and implemented health and safety measures accordingly. In addition, we provided weekly COVID-19 testing and ample information on the virus and prevention to our corporate workers. During this unprecedented time, we never stopped prioritizing the safety of our team and, by extension, their loved ones.



4747 BETHESDA AVENUE, BETHESDA, MARYLAND

We continue to expand and evolve our benefits packages to attract and retain top talent

We believe our employee benefits are not only competitive, but a source of attraction that leads to great employee retention. The COVID-19 pandemic has further cemented the importance of providing employees with benefits that enhance their well-being and make them feel safe and secure.

To stay ahead of the curve and adapt to the evolving needs of a post-COVID-19 workforce world, we announced the addition of several new benefits and company policies in 2021 that are positioned to provide a smooth and positive return to normalcy for our employees and their families:

- Hybrid Work Schedule – Allowing two days per week to work from home.
- Thank Goodness it's Monday (TGIM) – On Mondays, there is a meeting-free time block until noon to give employees uninterrupted worktime and enable greater productivity.
- Standard Meeting Time Reduction – Meetings are automatically scheduled five minutes shorter to ensure breaks in between back-to-back meetings.
- Dress for Your Day – Depending on your calendar, employees have the option to dress up or dress down as needed.



4747 BETHESDA AVENUE, BETHESDA, MARYLAND

JBG SMITH EMPLOYEE BENEFITS



4747 BETHESDA AVENUE, BETHESDA, MARYLAND

JBG SMITH continues to offer employees the following benefits:

Medical – an industry-leading medical and prescription plan at a low employee cost.

Dental – a dental plan at reasonable cost.

Vision – elective vision benefits for employees and their families.

Healthy living resources – to support employees with their weight loss, pregnancy, maternity, and daily wellbeing plans.

Life Insurance – life insurance for employees, spouses, and children at no cost.

Salary Continuation Plans – short- and long-term salary continuation plans at no cost.

Flexible Spending Accounts – flexible spending accounts for medical and dependent care expenses.

401K – a tax-deferred 401(k) plan with company match.

Employee Stock Purchase Plan – purchase company stock at a discount.

Employee Assistance Program – company-paid employee assistance program.

Paid Time Off – paid time off for vacation, sick, and personal days. This is in addition to an average of 10 yearly paid holidays, plus floating holidays for our on-site teams and a Cultural Reflection Day.

Maternity and Paternity Leave Program – generous paid time off to enjoy time with the newest addition to your family.

Adoption Assistance – financial assistance toward the adoption process.

Tuition Reimbursement – financial assistance towards tuition and course related expenses.

Employee Discounts – partnerships with several different vendors, including banks, rental car companies, fitness centers, and more.

Pension – available to all union employees (on-site building engineers) for contribution to their retirement funds.

Public Transportation – monthly contribution towards Metro commuting expenses.

Central Bark – bring your dog to work.

Holiday Pay – employees receive full pay on all company holidays.



DEVELOPING FUTURE LEADERS

Our training and development program, JBG SMITH University, provides support, education, and resources to enhance employee skills and expertise, improve performance, accelerate growth, and strengthen their commitment to the company.

In 2021, JBG SMITH University was taken completely online, offering 401 courses with 14,267 course completions. This was a significant shift for the organization that yielded numerous accomplishments. Highlights included:

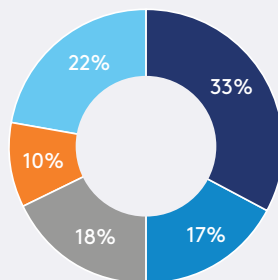
- Over 300 employees participated in the "Commercial Compliance Training Palooza". The training offered nine different classes comprising 26 sessions over a two-week period.



- Implemented firmwide D&I training as part of our comprehensive D&I strategy to raise awareness among employees, provide tools to help shift predisposed patterns of thinking, and to help participants identify ways to demonstrate more inclusive practices. 650 employees participated in the 20 sessions offered.
- Added 25 new customized professional development courses, covering everything from accounts payable and risk management to lease agreements and Microsoft Office.

Tailored remote onboarding programs were created and executed in 2021 to ensure that the 244 new hires developed a connection to the organization, even while virtual. For these new hires, we provided over 40 sessions of in-depth software and job specific training, department overviews, executive one-on-ones, and virtual property tours.

COURSE OFFERING DISTRIBUTION



- Environmental, Social & Governance
- Process
- Professional Development
- Software
- Technical

401 total courses offered.



In 2021, we offered 401 different courses, a 5% increase over the number of offerings in 2020. Employees logged 6% more course completions and 100% of employees attended training.



CREATING A MORE DIVERSE, EQUITABLE, AND INCLUSIVE WORKPLACE

“Ensuring that diversity and inclusion is prioritized and strategic is key to moving the needle. It is a journey, not a destination; the power is in the progress”.

DAWNITA WILSON, VICE-PRESIDENT OF DIVERSITY & INCLUSION

An inclusive workplace is one that values, respects, and encourages the unique contributions of all employees. With a focus on improving representation, eliminating disparities, and achieving equity, JBG SMITH aspires to be an industry leader and is committed to embedding diversity and inclusion into all aspects of our business.

JBG SMITH CEO Matt Kelly serves as a founding member of Nareit’s Dividends Through Diversity, Equity, and Inclusion Council, alongside 29 other REIT CEOs representing every segment of the industry. The council brings together the leaders of the industry to advance real, sustainable change related to diversity and inclusion in real estate.



We are integrating D&I into our business strategy and corporate culture

We define diversity as the many dimensions that make each of us unique, including, but not limited to, age, education, socioeconomic class, race, ethnicity, gender identity, nationality, language, religion, sexual orientation, and physical and mental ability. Inclusion is about enabling an environment where diversity does not only live but thrives.

As placemakers, we view diversity and inclusion not only as a competitive advantage, but as an opportunity to better meet the needs of those we serve, both internally and externally. Our goal is to build and sustain a diverse and inclusive workplace, reflective of our tenants, stakeholders, and the broader community.

At JBG SMITH, D&I begins at the top of our organization, with our Board of Trustees’ long-term commitment to evolve in a direction that reflects the diversity of our ever-changing, national labor force and our internal gender balance efforts.

In 2021, our Board of Trustees was made up of 36% women including one person of color.



Advancing our D&I strategy



38% of our employees are women



52% of our employees are people of color



43% of our senior leaders are women

2021 was a year of growth and evolution in our diversity and inclusion journey. We remained committed to implementing more inclusive and equitable practices and processes. Understanding that this implementation is dependent on our employees, we prioritized developing and refining our hiring practices. We expanded our recruitment sources and methods to ensure that our employees represent our local communities. While there is still much work to be done, we are proud of our accomplishments this year and look forward to continued progress.

Our diversity and inclusion efforts are guided by our five strategic pillars:

1. METRICS AND ACCOUNTABILITY



OBJECTIVE

Establish effective systems, processes, and measures to drive accountability and track progress.

Holding ourselves accountable is critical to the success of our diversity and inclusion strategy, and more importantly, to driving sustainable change. As we continue to focus on impact and outcomes, we are establishing clear goals and commitments that will be tracked on our newly developed D&I scorecard.

2. INDUSTRY AND BRANDING



OBJECTIVE

Position ourselves as an employer of choice, a good corporate citizen, and a leader in the real estate industry.

This year, we focused on building and expanding our community outreach, as well as developing strategic partnerships with diverse industry and professional organizations. A few notable outcomes include:

- Partnering with the organizations including Sponsors for Educational Opportunities (SEO), Project REAP (The Real Estate Associate Program), and Project Destined helped us increase our diverse talent pool by more than 50%.
- The release of our inaugural D&I annual report highlighted our D&I progress and accomplishments more broadly and positioned us more prominently within diverse communities.

3. BUSINESS INTEGRATION



OBJECTIVE

Ensure that diversity and inclusion are embedded into the way we do business.

Refining our commitment to D&I and integrating it into strategic processes and practices is something we also prioritized this year. From embedding more inclusive language into our RFP process, to developing a D&I statement that is now displayed at our commercial and residential property locations, we are continuing to demonstrate that D&I makes good business sense.

- Integrating D&I into our recruitment and hiring practices resulted in our 2021 intern hires being 69% diverse (over 10% increase from 53% in 2020). It also resulted in our 2021 entry-level Analyst and Associate class being 100% diverse (women and/or people of color).



4. WORKPLACE AND CULTURE



OBJECTIVE

Build and promote an inclusive environment that fosters collaboration, teamwork, and innovation.

Increasing D&I awareness and building competency across our organization is one of the most important elements of our D&I strategy. Creating a culture that provides space for learning with and from one another, has become the cornerstone of our D&I journey. Here are some ways we engage everyone in our efforts:

■ The JBG SMITH Inclusion Community

The Inclusion Community supports the advancement and evolution of our D&I strategy and efforts. The Inclusion Community focuses on:

- Educating and raising D&I awareness.
- Engaging and connecting JBG SMITH employees.
- Championing inclusive talent strategies.
- Advancing inclusive business processes and practices.

The Inclusion Community truly serves as a catalyst for helping to drive cultural and behavioral change company-wide.

■ Company-Wide D&I Training

In 2021, we launched our D&I education and awareness strategy, which included more than 80% of our total workforce participating in facilitated (virtual) D&I trainings focused on eliminating unconscious bias and demonstrating inclusive leadership.

5. WORKFORCE AND TALENT



OBJECTIVE

Attract, develop, engage, advance, and retain a high-performing workforce that reflects the communities we serve.

Our employees are one of our greatest assets and providing them with opportunities to develop, advance, and succeed is something we know is extremely important. As we strive to become an employer of choice for all, developing talent remains a key area of focus. We've launched a few new programs to help us do this more effectively:

■ The Lion's Guild Mentorship Program

We launched The Lion's Guild, our first formal mentorship program at the beginning of 2021. This 9-month program gives mentors the opportunity to coach, guide, and support the professional development of a mentee. It also allows them to demonstrate and model effective leadership behaviors, while helping to position their mentee for success. The program also includes a reverse mentoring framework that encourages mentees to help their mentors reimagine definitions of experience and expertise, while forming mutually beneficial relationships.

■ JBGS H.I.R.E.S. (Helping Individuals Reach Employment Success)

The JBGS H.I.R.E.S. Program is designed to (1) proactively build a more robust pipeline of diverse talent for current and future career opportunities, (2) increase awareness around careers in Real Estate earlier in the talent pipeline and (3) support strategic workforce planning efforts to meet the demands of the trades and skilled labor force.



COMMUNITY





OUR INNOVATIVE APPROACH TO REAL ESTATE INVESTMENT AND DEVELOPMENT IS DIRECTLY IMPACTING EQUITY AND ACCESS FOR OUR COMMUNITIES

We believe Real Estate should be a force for good

At JBG SMITH, we believe building sustainable, culturally diverse, and thriving communities adds real value to our portfolio, and we remain committed to the holistic development of the Washington, DC region.

To actively and openly address the social equity challenges that come with new development, we strive to engage community members, leaders, and local and federal governments throughout the development process. This ensures a collaborative and comprehensive approach to sustainable growth.

By building community development factors into our business approach, coupled with innovative investment and forward-looking development strategies, we are working to improve the lives of all those in the jurisdictions we operate.



Diversity and Inclusion is demonstrated in our retail leasing practices

JBG SMITH recognizes the pivotal role of retail in defining a neighborhood and shaping the social interactions and experiences available to tenants. For this reason, we have prioritized D&I practices in our retail leasing strategy.

We approach merchandizing our spaces organically, through introductions made by existing retailers, and deliberately, by evaluating prospective tenants on a quantitative basis. Each method has proved successful. Accordingly, most of our retail leasing deals in 2021 were with local and/or minority-owned businesses.

Our retail leasing team collaborates closely with several community-based organizations – Think Local First, Restaurant Association of Metro Washington, National Landing Business Improvement District, and Northern Virginia Black Chamber of Commerce – to continually maintain, foster, and grow relationships with local and minority-owned businesses.



RASA, NATIONAL LANDING



2021 Retail Leasing Highlights:

- Of the 33 total deals executed in 2021, **54%** (14 deals) were with minority-owned businesses and **73%** (19 deals) were executed with locally owned businesses.
- ~**51,700** square feet was leased to minority-owned businesses.
- ~**75,000** square feet was leased to locally owned businesses.



CENTRAL DISTRICT RETAIL, NATIONAL LANDING



The Washington Housing Initiative is our collaborative and innovative approach to investing in real local impact

To date, WHI has provided a total of \$55.8 million in financing for the preservation of approximately 1,610 multifamily units.

The Washington Housing Initiative (WHI) is a transformational, market-driven approach to preserve and create affordable workforce housing throughout the DC metro region. Through its two primary vehicles – the Washington Housing Conservancy and the Impact Pool – WHI seeks to ensure that essential workers like teachers, nurses, first responders, and their families have access to high-quality housing in amenity-rich neighborhoods near great schools, public transportation, and job opportunities.

WASHINGTON HOUSING CONSERVANCY

The Washington Housing Conservancy (WHC) is an independent 501(c)3 whose mission is to preserve affordable housing, avoid displacement, and promote economic mobility, particularly for moderate-to low-income residents of color. WHC seeks to achieve these goals by acquiring assets in high opportunity neighborhoods with the goal of keeping rental rates low. Capital from the Impact Pool provides financing to the properties purchased by the Washington Housing Conservancy.



IMPACT POOL

The Impact Pool is a private investment vehicle that finances the creation and preservation of affordable mixed-income multifamily properties in the DC metro region. In 2020, the Impact Pool completed its first round of fundraising, with almost \$115 million in investor commitments secured. The Impact Pool is managed by JBG SMITH

Impact Manager, a subsidiary of JBG SMITH Properties.

Investments from our Impact Pool are designed to generate more than just financial gains. Our investments measure and support social and environmental impacts using the framework developed by the Global Impact Investing Network (GIIN). The GIIN defines impact



Intentionality: Impact investments intentionally contribute to social and environmental solutions.

Financial Returns: Impact investments seek a financial return on capital that can range from below market rate to risk-adjusted markets rate.

Range of Asset Classes: Impact investments can be made across asset classes.

Impact Management: A hallmark of impact investing is the commitment of the investor to measure and report the social and environmental performance of underlying investments.

investments as, “investments made with the intention to generate positive, measurable social and environmental impact alongside a financial return.”¹² The Impact Pool adheres to the four core characteristics of GIIN that define the growing approach of impact investing and offer the financial markets greater clarity on what constitutes credible impact investing.

¹² Source: <https://thegiin.org/impact-investing/need-to-know/#what-is-impact-investing>



In alignment with GIIIN, all investments measure and report the following information annually:

- New and preserved housing
- Rent savings versus market pricing
- Support for services and amenities
- Climate risks
- Greenhouse gas emissions
- Energy use intensity
- Water use intensity
- Energy and water efficiency potential
- Renewable energy potential
- Sustainable practices and programs

Washington Housing Initiative aligns with the following UN Sustainable Development Goals (SDGs)

GOOD HEALTH AND WELL-BEING

- SDG Target 3.9



CLEAN WATER AND SANITATION

- SDG Target 6.4



AFFORDABLE & CLEAN ENERGY

- SDG Target 7.1
- SDG Target 7.2
- SDG Target 7.3



INDUSTRY, INNOVATION, AND INFRASTRUCTURE

- SDG Target 9.4



SUSTAINABLE CITIES & COMMUNITIES

- SDG Target 11.1
- SDG Target 11.2
- SDG Target 11.3
- SDG Target 11.6



RESPONSIBLE CONSUMPTION AND PRODUCTION

- SDG Target 12.4





WASHINGTON HOUSING INITIATIVE 2021 ACHIEVEMENTS

- Provided \$34 million in financing for the preservation of approximately 459 multifamily units.
 - Provided an \$8.6 million loan to the Washington Housing Conservancy and the National Housing Trust for the acquisition of Hamilton Manor, a 245-unit apartment complex located in Hyattsville, Maryland. The transaction created 184 units of committed affordable housing – 98 units for those earning 60% of area mean income (AMI) or less and 184 units for those earning 80% of AMI or less – and is protected via a 20-year covenant.
 - Provided a \$25.4 million bridge loan to the Washington Housing Conservancy for its first acquisition in DC, Huntwood Courts, a 214-unit multifamily building located in the Deanwood neighborhood of Northeast, Washington, DC. The transaction preserves all 214 units as committed affordable housing – 170 units for those earning 60% of AMI or less and all units for those earning 120% of AMI or less – and is protected via a 15-year covenant.
- Partnered with Esusu, which provides a platform that allows renters to report their rental payments to major credit bureaus and boost their credit scores. The platform helps WHI tenants improve their financial health and stability and is currently available to tenants at Crystal House and Hamilton Manor. The Esusu platform will become available to tenants at other WHI properties in 2022.
- Facilitated a \$1 million rent relief fund to support tenants at WHI properties.
- In consultation with the National Initiative on Mixed-Income Communities at Case-Western Reserve University and the WHC, JBG SMITH completed the first phase of the social impact strategy to include the following property management strategies:
 - Advancing racial equity and inclusion by committing to an antiracist approach to property management.
 - Aiming for universal quality by creating highly sought-after buildings and communities.
 - Maximizing tenant choice and voice by assisting in their housing search.
 - Focusing on the long-term by maintaining focus on strategic innovation and data-oriented decision making.
 - Advocating for trust and respect by promoting practices that build such among tenants and the community as a whole.

**2021 AFFORDABILITY ACHIEVEMENTS**

- **Parkstone Alexandria**

- **305 units (94%)** at the property have rents affordable to households earning 80% of AMI or less.
- **131 units (40%)** leased to residents earning 60% of AMI or less, as required by the Impact Pool loan.

- **Crystal House**

- **547 units (66%)** at the property have rents affordable to households earning 80% of AMI or less.¹³

- **Hamilton Manor**

- **245 units (100%)** at the property have rents affordable to households earning 80% of AMI or less.

- **Huntwood Courts**

- **186 units (87%)** at the property were leased to residents earning 60% of AMI or less

¹³ Affordability will be phased in over five years

SOCIAL IMPACT INVESTMENT IN ACTION AT CRYSTAL HOUSE

CRYSTAL HOUSE, NATIONAL LANDING

Crystal House was a pivotal transaction. The 825-unit building is located in the heart of National Landing, just blocks from Amazon's HQ2. With funding from the Impact Pool and Amazon's Housing Equity Fund, the Washington Housing Conservancy (WHC) closed on the \$350 million property in just over two months. The property is managed by JBG SMITH.

JBG SMITH is implementing an affordability program to create 619 units (75%) of committed affordable housing for those earning on average \$85,000 or less per year, or 80% of AMI or less, in National Landing by way of Crystal House. Of those units, an additional 165 units (20%) are affordable for residents earning 50% of AMI or less. A 99-year covenant ensures long-term affordability for residents.

- Crystal House offers low- and moderate-income residents savings of approximately \$260/month on rent compared to market rents in National Landing.
- JBG SMITH provides property management for WHC and plans to implement over \$15 million in upgrades to building systems over the next 10 years.
- JBG SMITH and WHC use the following inclusive property management tools at Crystal House:
 - Developed an advisory team for WHC that can help advance the social impact strategy across properties.
 - Created "Humans of Crystal House," where residents sit for a group interview to deliberate on an experience or observation, fostering camaraderie.
 - Engaged residents by planning and hosting events, such as watch parties, to promote relationship-building among residents.
 - Recruit social impact managers, who are employees of JBG SMITH. They began their roles in the fourth quarter of 2021.
 - Implemented a technology pilot strategy, with JBG SMITH contracting a vendor to focus on strategic communications for social impact.

TRANSFORMING NATIONAL LANDING INTO THE SMARTEST & MOST CONNECTED DISTRICT



Everything intelligently, seamlessly, and securely connected in real time

Over half of JBG SMITH's portfolio is in National Landing, in Northern Virginia, where we serve as the developer for Amazon's new headquarters and where Virginia Tech's \$1 Billion Innovation Campus is under construction. The Commonwealth of Virginia has incentivized Amazon to bring up to 38,000 new jobs to National Landing, which, based on data from the National Landing Business Improvement District, would increase the daytime population in the submarket from approximately 50,000 people to nearly 90,000 people in the future, representing dramatic growth of nearly 80%. We believe our digital placemaking investments and our People Before Cars Campaign will make National Landing a world-class, technology-oriented innovation district and sustainable neighborhood.

JBG SMITH is leveraging its large footprint in National Landing to deploy cutting-edge Digital Infrastructure necessary for Industry 4.0 innovation, including the next generation of artificial intelligence, internet of things (IoT),



extended reality, autonomy, cloud and edge computing, and cybersecurity. We are working with world-class partners to rollout this Digital Infrastructure, including ubiquitous 5G, to establish National Landing as the first 5G-enabled connected city at scale in the country.

The following are the components of the Digital Infrastructure stack under development:

- **Fiber** – Redundant and ubiquitous fiber with pre-wired connections to

nearly all buildings, public areas, and street furniture.

- **Edge Data Centers** – Two urban edge data centers functioning as easy on-ramps to the cloud, locations for edge and supercomputing, and hubs for carriers and data aggregation.
- **Ubiquitous Outdoor and Indoor 5G** (mmWave and mid-band) – True 5G at the mid- and high-band, allowing for massive IoT connection, multi-gigabit speeds, and ultra-reliable low latency across the submarket.

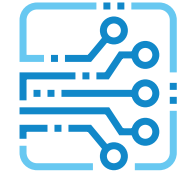
- **Ubiquitous Wi-Fi** – Neighborhood-wide Wi-Fi network that extends across apartment units, in-building amenities, and outdoor public spaces to provide a seamless experience.
- **Private Licensed Spectrum** – JBG SMITH controls 70MHz of private CBRS mid-band spectrum and will offer it to innovative users to enable private 5G networks for testing and scaling products on private, secure cellular wireless networks.



STRATEGIC PARTNERSHIPS

A major success for our digital infrastructure initiatives in 2021 has been the expansion of strategic partnerships with private and public entities, allowing us to immediately work towards improving the lives of our community members.

- AT&T: Collaboration to deploy ubiquitous 5G network.
- Arlington County: Collaboration to take control of dark fiber and conduit, through a public/private partnership.
- Virginia Tech: Collaboration to develop ecosystem and solutions for connected vehicles.



Advancing digitization drives value for businesses, tenants, and visitors through greater efficiency and proprietary opportunities and experiences. JBG SMITH is pursuing initiatives such as:

- **Innovation Hub:** Designed to attract best-in-class service providers, partners, entrepreneurs, universities, and global technology companies to leverage the digital infrastructure and invent new products or services.
- **Smart Homes:** Residents of the area are expected to have access to 5G-powered smart home technology centered around data transparency and resource usage metrics.
- **Smart Energy:** We anticipate that companies and tenants alike will benefit from energy efficiency features across lighting, water, energy, and waste management.
- **Smart Transportation:** National Landing is expected to have the infrastructure to support smart vehicles and electric transport, as well as enhanced traffic management systems.

PROMOTING A SAFE AND WALKABLE NEIGHBORHOOD WITH OUR PEOPLE BEFORE CARS CAMPAIGN



In 2021, the National Landing Business Improvement District (BID), in coordination with JBG SMITH, ran “People Before Cars,” a public awareness and education campaign that promoted the BID’s recommendations for the redevelopment of a “Greener, Safer, Better Route 1” in Arlington, Virginia.

With major new developments underway, maintaining Route 1 as a wide, high-speed throughfare was a concern as it divides the neighborhood, obstructs connectivity, and puts pedestrian and biker safety at risk.

The campaign promoted the BID’s October 2020 report, “Reimagine Route 1,” and encouraged individuals to take action to support its recommendations.

As a result of this community engagement campaign, the Virginia Department of Transportation (VDOT) agreed with the BID’s report and recommended converting Route 1 into an urban boulevard at grade. JBG SMITH and the BID have since converted the campaign

Healthy cities rely on sustainable transportation and mobility



into a coalition, partnering with three community groups to promote a range of transportation improvements in National Landing.

In developing neighborhoods near public transportation and prioritizing walkability in our placemaking, we are trying to take cars off the road, reducing automotive financial burdens and carbon emissions.

For tenants with driving needs, JBG SMITH encourages decarbonization efforts by providing electric vehicle (EV) charging stations in assets across our portfolio. In 2021, we added 20 EV chargers using Volta, Bosch, Blink, EV Power Solutions, JuiceBox, and Tesla. Deploying these chargers at our buildings addresses just-in-time demand and helps us to achieve green building rating system credits.

144 EV charging stations have been installed across our portfolio.

SYMPARK
Parking by JBG SMITH

In addition, this year, we brought 26 buildings’ parking operations in-house, launching a new brand called Sympark (sympark.com). Sympark establishes a uniform building and parking platform, allowing drivers seamless garage entry and exit, reducing idle times.

JBG SMITH also encourages the use of other low-carbon transportation methods, including bicycling. Several of our assets are near bike trails or in neighborhoods that contain bike lanes. In National Landing, we are working with the People before Cars Coalition to promote the construction of new bike lanes. We also facilitate the ability to easily own and store a bike by providing bike storage spaces in many of our buildings. In 2021, 8001 Woodmont introduced 290 bike storage spaces, and The Wren, 382.

THE SHARING ECONOMY GOES ELECTRIC WITH WHIPEV



For tenants in five of our buildings – 220 20th Street, Central Place, WestEnd25, The Bartlett, and West Half – JBG SMITH introduced membership to the car sharing app, WhipEV, this year. Members of the service can reserve Teslas for use, thereby reducing the necessity for car ownership while contributing to decarbonization efforts.

WhipEV Benefits:

- 24/7 access from the WhipEV Mobile App
- Reserve, unlock/lock, and pay for the trip from your mobile phone
- Exclusive fleet of luxury, electric vehicles in the building
- Savings of \$700 a month or more with insurance included, no fuel or parking costs, and no membership fees
- Drive a brand-new Tesla for \$15 an hour
- Service is restricted to building tenants only
- Vehicles are sanitized weekly using CDC-based protocol



JBG SMITH Cares is focused on causes that need our support



JBG SMITH is committed to giving

back to the communities where we operate. Through [JBG SMITH Cares](#), the philanthropic arm of JBG SMITH, financial support is provided to several Washington, DC-based organizations to help develop ongoing partnerships that benefit our tenants and their communities. Additionally, JBG SMITH employees are encouraged to volunteer (pre-pandemic and when once again safe to) or donate to charities or causes they care about.

As a result of school's return to in-person instruction following a year of remote learning, many students experienced educational setbacks, especially those in underserved areas. As such, in 2021, JBG SMITH Cares focused on organizations specialized in education and equity.

Our 2021 Focused Giving Highlights include the following:

- The committee provided support to over 56 organizations in 2021.
- 27% of philanthropic giving went to educational organizations, with the majority of those being focused on equitable education.

Since the Days of Giving initiative inception in 2010, JBG SMITH Cares has provided more than **\$5** million to nonprofit organizations and has logged approximately **15,750** hours of service.

There are six areas of focus where JBG SMITH Cares provides financial and volunteer support:

1. HOUSING AFFORDABILITY



We are committed to working with the community, area nonprofits, and local government to answer the urgent call for increased affordable housing. In addition to partnering with more than 25 local organizations that support those in need, the Washington Housing Initiative leverages a market focus and external investment capital to improve housing equity.

- 2021 Highlight Organization: [Northern Virginia Affordable Housing Alliance \(NVAHA\)](#)
- JBG SMITH Cares is pleased to support NVAHA and their mission to meet the diverse housing needs of Northern Virginia. JBG SMITH is honored to also be the recipient of their William L. Berry Sustainable Communities Award in 2021.

2. DIVERSITY & INCLUSION



We are committed to advancing diversity, equity, and inclusion through prioritizing strategic partnerships focused on supporting and strengthening the diverse and underserved communities where we operate.

- 2021 Highlight Organization: [Project Destined](#)
- JBGS Cares invested in the "Project Destined in Schools" initiative, through sponsorship of a real estate mentorship collaboration with Friendship Public Charter School in Washington, D.C. (one of the largest African American charter schools in the country). The initiative introduces diverse students to the world of real estate through experiential training, mentorship, and other learning opportunities.

3. HEALTH AND WELLNESS



We partnered with organizations that facilitate sustainable urban farms, provide nutrition education and assistance, and support policy-making efforts focused on structural inequalities in our food systems.

- 2021 Highlight Organization: [DC Greens](#)
- JBG SMITH Cares is a proud supporter of DC Green's latest DC-based working farm, education center, and community space, The Well at Oxon Run, which broke ground in 2021.



4. ENVIRONMENTAL RESPONSIBILITY



We are committed to minimizing our negative impact on local biodiversity while improving natural habitats.

- 2021 Highlight Organization: [EcoAction Arlington & Potomac Conservancy](#)
- JBG SMITH Cares connected employees to volunteer for two organizations: EcoAction Arlington & Potomac Conservancy – both strategic National Landing partners. Both organizations work to safeguard environmental protection.

5. EDUCATION



We work with organizations focused on literacy and early education in the DC region to improve and ensure community-wide access to educational resources and mentorships.

- 2021 Highlight Organization: [Everybody Wins DC](#)
- JBG SMITH Cares worked with Everybody Win DC’s ‘Read in Color’ program to place 21 new book-sharing boxes in underserved communities. Books in the boxes are continually refilled and aim to highlight diverse characters, elevate marginalized voices, and promote equity, inclusion, and social justice.

6. ADVANCING THE ARTS



We seek to integrate a diverse range of public art into our current and future assets through strategic partnerships with organizations that educate on and emanate the cultural richness of DC.

- 2021 Highlight Organization: [Arena Stage](#)
- JBG SMITH Cares provided financial support to Arena Stage in its livestreamed simulation of the production ‘Toni Stone’ at Nationals Park. JBG SMITH Cares also helped Arena Stage team up with our retail and residential tenants for an enhanced experience.



Building for Tomorrow, Today

FUTURE





Building for Tomorrow, Today

Building for tomorrow, today

As we reflect upon 2021, we are proud to celebrate the ESG accomplishments of our team's collective efforts. We made important strides this year that generated tangible benefits to our planet, people, communities, and business.

We have come a long way, but our job is not done – with each achievement, we raise the standard for our industry and ourselves. Our ESG work has a strong foundation that we continue to reinforce, building upward with our sights set on new heights for tomorrow.

In addition to our continued focus on the initiatives described in this report, we hope to share new achievements in the year ahead, including:

- Compliance with proposed SEC requirements for non-financial disclosures
- Publishing our Human Rights Policy
- Refreshing our climate risk assessment
- Focused reporting and disclosure around several specific material issues, including Impact Investing, Diversity and Inclusion, Climate Risk, and possibly other areas

We will continue to monitor, manage, and share our ESG progress, performance, and impact with you and invite you to contact us anytime with questions, feedback, and ideas. Thank you for supporting JBG SMITH as a critical stakeholder in our ESG journey.



DATA TABLES





Environmental Performance Metrics

ENERGY

2021 ABSOLUTE CONSUMPTION

	TOTAL 2021 (MWH)	DATA COVERAGE (SF)
Commercial (includes hotel & industrial)	229,978	12,281,086
Multifamily	125,257	6,885,724
Total (inclusive of all property types)	355,235	19,166,810

2021 LIKE-FOR-LIKE CONSUMPTION*

	2020 (MWH)	2021 (MWH)	LIKE-FOR-LIKE CHANGE %
Commercial (includes hotel & industrial)	217,490	222,510	2.3%
Multifamily	93,943	118,133	25.7%
Total (inclusive of all property types)	311,433	340,643	9.4%

*Based on 2020 portfolio data, representing 17,724,466 SF.

2021 ABSOLUTE ENERGY USAGE BREAKDOWN (MWH)

	2021 (MWH)
Electricity (MWh)	290,445
Natural Gas (MWh)	64,790
Total	355,235



WATER

2021 ABSOLUTE CONSUMPTION		
	TOTAL 2021 (KGAL)	DATA COVERAGE (SF)
Commercial (includes hotel & industrial)	173,193	12,946,081
Multifamily	248,449	6,977,514
Total (inclusive of all property types)	421,642	19,923,595

2021 LIKE-FOR-LIKE CONSUMPTION*			
	2020 (KGAL)	2021 (KGAL)	LIKE-FOR-LIKE CHANGE %
Commercial (includes hotel & industrial)	163,761	155,878	-4.8%
Multifamily	228,046	245,478	7.8%
Total (inclusive of all property types)	391,807	401,356	2.5%

*Based on 2020 portfolio data, representing 18,481,251 SF.

WASTE

WASTE	
Total Waste Weight: U.S. Tons	12,679
Landfilled Waste	70%
Diverted from Landfill	30%



Carbon Accounting



5.67 kgCO₂e/SF – Carbon Emissions per Square Foot (All Scopes)

4.47 kgCO₂e/SF – Carbon Emissions per Square Foot (Scopes 1 + 2)

2021 ABSOLUTE EMISSIONS

	2021 CO ₂ E (MT)	DATA COVERAGE (SF)
Scope 1	11,293	14,138,600
Scope 2	78,450	14,138,600
Scope 3	19,156	5,028,210
Total	108,899	19,166,810

2021 Carbon Emissions based on eGRID 2018.

LIKE-FOR-LIKE CARBON EMISSIONS**

	2020 CO ₂ E (MT)	2021 CO ₂ E (MT)	LIKE-FOR-LIKE CHANGE %
Scope 1	8,743	11,017	26.0%
Scope 2	80,215	75,697	-5.6%
Scope 3	14,836	17,599	18.6%
Total	103,794	104,313	0.5%

**Based on 2020 portfolio data, representing 17,724,466 SF.

2020 Carbon Emissions based on eGRID 2016 and 2021 Carbon Emissions based on eGRID 2018.

Scope 1 – **Direct** greenhouse gas emissions from fuels burned on-site (e.g., natural gas, diesel fuel oil)

Scope 2 – **Indirect** greenhouse gas emissions from energy purchased and generated off-site but used by base building and master metered systems (e.g., electricity, steam)

Scope 3 – **Indirect** greenhouse gas emissions generated by producing energy controlled by others (e.g., multifamily and retail tenants that pay their own utility bills)

CO₂e – Carbon Dioxide Equivalent (CO₂e) is a single metric to account for the global warming potential of all greenhouse gases (methane, nitrous oxide, etc.) relative to carbon dioxide.

Commercial tenant submeters are uncommon in our operating region. Scope 3 emissions are identified in limited cases, primarily where multifamily and retail tenants have direct utility meters which are not controlled by JBG SMITH. Scope 1 and 2 emissions reported reflect both master metered tenants' usage, as well as the company's own use.



Company Demographics

JBG SMITH EMPLOYEES

	TOTAL 2020	2020%	TOTAL 2021	2021%
Women Employees	404	38.5%	375	37.6%
Men Employees	646	61.5%	620	62.2%
Other	—	—	2	0.2%
Total Employees	1,050		997	

2021 EMPLOYEES BY EMPLOYMENT TYPE

Full-Time Men	606
Full-Time Women	347
Part-Time Men	14
Part-Time Women	28
Part-Time Other	2

SENIOR LEADERSHIP (SENIOR VICE-PRESIDENT AND ABOVE)

	TOTAL 2020	2020%	TOTAL 2021	2021%
Women Employees	25	41.0%	25	43.1%
Men Employees	36	59.0%	33	56.9%
Other	-	—	0	0%
Total Employees	61		58	

ETHNICITY

	TOTAL 2020	2020%	TOTAL 2021	2021%
Minority	591	56.3%	573	57.5%
White	459	43.7%	424	42.5%
Total Employees	1,050		997	



EMPLOYEES' AGE

	TOTAL 2020	2020%	TOTAL 2021	2021%
55+	174	16.6%	176	17.7%
45-54	214	20.4%	220	22.1%
35-44	276	26.2%	268	26.9%
25-34	336	32.0%	278	27.8%
Under 25	50	4.8%	55	5.5%
Total	1,050		997	

JBG SMITH EMPLOYEES

	TOTAL 2020	2020%	TOTAL 2021	2021%
White	459	43.6%	424	42.6%
Black or African American	326	31.0%	264	26.5%
Hispanic or Latino	149	14.2%	143	14.3%
Asian	73	7.0%	83	8.3%
Native Hawaiian or Other Pacific Islander	3	0.3%	3	0.3%
Two or more races	28	2.7%	28	2.8%
American Indian/Alaskan Native	2	0.2%	2	0.2%
Not Specified	10	1.0%	50	5.0%
Total	1,050		997	

COMPANY PROFILE BY JURISDICTION

	NATIONAL LANDING	OTHER VIRGINIA	WASHINGTON, DC	MARYLAND
Employees	210	303	217	463 (101 on-site, 362 corporate)
Office Buildings	22	7	10	3
Square Feet	6.8 Million	1.7 Million	2 Million	784,000
Units	2,856	N/A	3,042	659



APPENDIX





Industry Memberships

INDUSTRY MEMBERSHIPS

AIA – Washington, DC

Apartment & Office Building Association of Metropolitan Washington

Associated Builders and Contractors – Metro Washington and Virginia chapters

Better Buildings Initiative

Building Owners and Managers Association

Coalition for Smarter Growth

Commercial Real Estate Brokerage Association for Greater Washington DC

Commercial Real Estate Women’s Network

Congress for the New Urbanism

CoreNet Global

DC Preservation League

D.C. Policy Center

Disability: IN DC Metro

District of Columbia Building Industry Association

Diversity Best Practices

Federal City Council

GRESB

Institute of Real Estate Management

International Council of Shopping Centers

NAIOP National and Local Chapters (Washington, DC, Maryland, and Northern Virginia)

Nareit

National Multifamily Housing Council

Restaurant Association of Metropolitan Washington

Think Local First

Urban Land Institute



Urban Land Institute –Greenprint Member

USGBC National and National Capital Region Chapter

Washington Building Congress


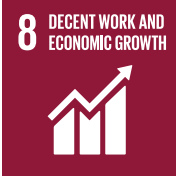





UN SDGs Index

UN SDG	JBG SMITH OBJECTIVE	CONTRIBUTION TOWARDS OBJECTIVE
 <p>2 ZERO HUNGER</p>	Contribute to quality food access in urban communities	<ul style="list-style-type: none"> ▪ Prioritizing retail leasing to bring local retailers into communities ▪ Supporting urban gardening and farmers' market assistance programs ▪ Ensuring tenants have access to fresh, sustainable food by offering an ecofriendly grocery delivery program
 <p>3 GOOD HEALTH AND WELL-BEING</p>	Provide quality living and working environments	<ul style="list-style-type: none"> ▪ Conducting annual air quality testing ▪ Limit toxic chemicals in buildings through green cleaning program and procurement standards ▪ Providing amenity spaces and services that promote healthy lifestyles ▪ Ensuring walkability, access to essential amenities, and providing bicycles and ride-share options for residents
 <p>4 QUALITY EDUCATION</p>	Promote literacy and early education in our community	<ul style="list-style-type: none"> ▪ Supporting organizations that provide educational support services to underserved communities
 <p>5 GENDER EQUALITY</p>	Achieve diversity and equality at all levels of our organization	<ul style="list-style-type: none"> ▪ Committing to diversity on the Board of Trustees that reflects our workforce and our nation ▪ Employee-based diversity and inclusion leadership initiative ▪ Focusing on recruitment and talent retention ▪ Establishing mentorship programs to foster collaboration and teamwork
 <p>6 CLEAN WATER AND SANITATION</p>	Reduce water consumption	<ul style="list-style-type: none"> ▪ Installing green roofs that absorb rainwater ▪ Installing low-flow plumbing fixtures throughout our properties to reduce water consumption ▪ Upgrading mechanical systems ▪ Benchmarking water use across our portfolio



UN SDGs Index (Continued)

UN SDG	JBG SMITH OBJECTIVE	CONTRIBUTION TOWARDS OBJECTIVE
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	Generate and procure renewable energy	<ul style="list-style-type: none"> ▪ Taskforce for implementing renewable strategy, including formal relationship with renewables consultant ▪ Analyzing renewable energy opportunities across the portfolio ▪ Demand limiting and curtailment to reduce demand for power from the grid during peak demand period ▪ Purchasing of Renewable Energy Credits (RECs) to offset entirety of operational carbon emissions
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	Community investment and quality working conditions	<ul style="list-style-type: none"> ▪ Development strategy focusing on revitalizing communities and the creation of mixed-use urban environment ▪ Providing employees safety training, health and wellness programs, and strategies to promote work-life balance ▪ Thoughtful negotiation of collective bargaining agreement for engineering staff
 <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>	Employ smart growth principles and green building strategies	<ul style="list-style-type: none"> ▪ Developing transit-oriented, urban infill communities ▪ Obtaining green building certifications for design, operations, or energy performance and collaborating to advance local sustainability goals
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	Responsible procurement and disposal of materials	<ul style="list-style-type: none"> ▪ Providing support for building occupants to dispose of waste, diverting waste streams from landfills ▪ Providing grocery and household item deliveries in reusable and/or ecofriendly packaging ▪ Specifying products that meet sustainability standards for recycled content, VOC levels, and regional production
 <p>13 CLIMATE ACTION</p>	Reduce greenhouse gas emissions and address regional and asset-specific risks	<ul style="list-style-type: none"> ▪ Reducing energy through investing in efficiency measures with proven paybacks ▪ Assessing regional and asset-specific risks associated with climate change, which includes sea-level rise, increased chances of flooding, and more extreme weather events ▪ Emergency response planning, occupant training, and communication regarding potential catastrophic events



GRI Index

GRI 100: Universal Standards

GRI 102: GENERAL DISCLOSURES

DISCLOSURE NUMBER	DISCLOSURE TITLE	2022 REFERENCE / LOCATION
102-1	Name of the organization	JBG SMITH
102-2	Activities, brands, products, and services	JBG SMITH At-A-Glance
102-3	Location of headquarters	Bethesda, MD
102-4	Location of operations	JBG SMITH At-A-Glance
102-5	Ownership and legal form	JBG SMITH At-A-Glance
102-6	Markets served	JBG SMITH At-A-Glance
102-7	Scale of the organization	Company Profile
102-8	Information on employees and other workers	Company Demographics
102-9	Supply chain	JBG SMITH's supply chain is comprised of vendors who provide the material and equipment to develop, manage, and operate our assets. Vendors are typically located within the Washington, DC metropolitan area.
102-10	Significant changes to the organization and its supply chain	No significant changes.
102-11	Precautionary Principle or approach	JBG SMITH has not formally employed the Precautionary Principle. However, climate risk analysis is conducted for all assets and our environmental management drives decision making and goal setting.
102-12	External initiatives	2021 Accomplishments and 2021 ESG Highlights
102-13	Membership of associations	Industry Memberships
102-14	Statement from senior decision-maker	Leadership Letter
102-15	Key impacts, risks, and opportunities	ESG is at the Heart of our Business and Materiality Assessment
102-16	Values, principles, standards, and norms of behavior	ESG is at the Heart of our Business and Risk & Ethics
102-18	Governance structure	Board Governance
102-19	Delegating authority	Board Governance
102-20	Executive-level responsibility for economic, environmental, and social topics	Board Governance
102-21	Consulting stakeholders on economic, environmental, and social topics	Stakeholder Engagement and Materiality Assessment
102-22	Composition of the highest governance body and its committees	2022 Proxy Statement



GRI 100: Universal Standards (Continued)

GRI 102: GENERAL DISCLOSURES (Continued)

DISCLOSURE NUMBER	DISCLOSURE TITLE	2022 REFERENCE / LOCATION
102-23	Chair of the highest governance body	2022 Proxy Statement
102-24	Nominating and selecting the highest governance body	2022 Proxy Statement
102-26	Role of highest governance body in setting purpose, values, and strategy	Board Governance
102-27	Collective knowledge of highest governance body	2022 Proxy Statement
102-28	Evaluating the highest governance body's performance	2022 Proxy Statement
102-29	Identifying and managing economic, environmental, and social impacts	Materiality Assessment
102-32	Highest governance body's role in sustainability reporting	ESG Management and Board Governance
102-40	List of stakeholder groups	Stakeholder Engagement
102-41	Collective bargaining agreements	19% of employees are covered by collective bargaining agreements.
102-42	Identifying and selecting stakeholders	JBG SMITH engages with our most critical stakeholders
102-43	Approach to stakeholder engagement	JBG SMITH continually engages with stakeholders
102-44	Key Topics and Concerns Raised	Stakeholder Engagement and Materiality Assessment
102-45	Entities included in the consolidated financial statements	About this Report
102-46	Defining report content and topic Boundaries	Reporting content was determined by conducting a materiality assessment and engagements with stakeholders to identify the most important issues. Topic boundaries for each material issue were determined by the scope of JBG SMITH's activities and involvement within the area.
102-47	List of material topics	Materiality Assessment
102-48	Restatements of Information	N/A - no changes
102-49	Changes in reporting	N/A - no changes
102-50	Reporting period	About this Report
102-51	Date of most recent report	JBG SMITH 2021 ESG Report
102-52	Reporting cycle	ESG Report is published annually.
102-53	Contact point for questions regarding the report	About this Report
102-54	Claims of reporting in accordance with the GRI Standards	About this Report
102-55	GRI content index	GRI Index
102-56	External assurance	Environmental data was assured by CodeGreen Solutions. JBG SMITH has not elected for external assurance for the ESG Report.



GRI 200: Economic Standards

GRI 201: ECONOMIC PERFORMANCE

DISCLOSURE NUMBER	DISCLOSURE TITLE	2022 REFERENCE/LOCATION
103-1	Explanation of the material topic and its Boundary	2022 Proxy Statement
103-2	The management approach and its components	2022 Proxy Statement
103-3	Evaluation of the management approach	ESG Management
201-1	Direct economic value generated and distributed	Employee Investment and Investor Report
201-2	Financial implications and other risks and opportunities due to climate change	Climate Risk Assessment
201-4	Financial assistance received from government	Investor Report

GRI 203: INDIRECT ECONOMIC IMPACTS

DISCLOSURE NUMBER	DISCLOSURE TITLE	2022 REFERENCE/LOCATION
103-1	Explanation of the material topic and its Boundary	2022 Proxy Statement
103-2	The management approach and its components	2022 Proxy Statement
103-3	Evaluation of the management approach	Our Approach to ESG and 2022 Proxy Statement
203-2	Significant indirect economic impacts	2021 Accomplishment and 2021 ESG Highlights

GRI 205: ANTI-CORRUPTION

DISCLOSURE NUMBER	DISCLOSURE TITLE	2022 REFERENCE/LOCATION
103-1	Explanation of the material topic and its Boundary	2021 Annual Report
103-2	The management approach and its components	2021 Annual Report
103-3	Evaluation of the management approach	Our Approach to ESG and 2021 Annual Report
205-1	Operations assessed for risks related to corruption	2021 Annual Report



GRI 300: Environmental Standards

GRI 302: ENERGY

DISCLOSURE NUMBER	DISCLOSURE TITLE	2022 REFERENCE/LOCATION
103-1	Explanation of the material topic and its Boundary	ESG is at the Heart of Healthy Buildings and Operational Resource Management
103-2	The management approach and its components	Operational Resource Management and Carbon Neutrality
103-3	Evaluation of the management approach	Our Approach to ESG and Operational Resource Management
302-1	Energy consumption within the organization	Environmental Performance Metrics and Carbon Accounting
302-3	Energy intensity	Environmental Performance Metrics and Carbon Accounting
302-4	Reduction of energy consumption	Environmental Performance Metrics and Carbon Accounting

GRI 303: WATER AND EFFLUENTS

DISCLOSURE NUMBER	DISCLOSURE TITLE	2022 REFERENCE/LOCATION
103-1	Explanation of the material topic and its Boundary	ESG is at the Heart of Healthy Buildings and Operational Resource Management
103-2	The management approach and its components	Operational Resource Management and Carbon Neutrality
103-3	Evaluation of the management approach	Our Approach to ESG and Operational Resource Management
303-3	Water withdrawal	Environmental Performance Metrics
303-5	Water consumption	Environmental Performance Metrics



GRI 300: Environmental Standards (Continued)

GRI 305: EMISSIONS

DISCLOSURE NUMBER	DISCLOSURE TITLE	2022 REFERENCE/LOCATION
103-1	Explanation of the material topic and its Boundary	ESG is at the Heart of Healthy Buildings and Operational Resource Management
103-2	The management approach and its components	Operational Resource Management and Carbon Neutrality
103-3	Evaluation of the management approach	ESG is at the Heart of Healthy Buildings and Operational Resource Management
305-1	Direct (scope 1) GHG emissions	Carbon Accounting
305-2	Energy indirect (scope 2) GHG emissions	Carbon Accounting
305-3	Other indirect (scope 3) GHG emissions	Carbon Accounting
305-4	GHG emissions intensity	Carbon Accounting
305-5	Reduction of GHG emissions	Carbon Neutrality and Carbon Accounting

GRI 306: WASTE

DISCLOSURE NUMBER	DISCLOSURE TITLE	2022 REFERENCE/LOCATION
103-1	Explanation of the material topic and its Boundary	ESG is at the Heart of Healthy Buildings and Operational Resource Management
103-2	The management approach and its components	Operational Resource Management and Carbon Neutrality
103-3	Evaluation of the management approach	Our Approach to ESG and Operational Resource Management
306-3	Waste generated	Environmental Performance Metrics
306-4	Waste diverted from disposal	Environmental Performance Metrics
306-5	Waste directed to disposal	Environmental Performance Metrics



GRI 400: Social Standards

GRI 401: EMPLOYMENT

DISCLOSURE NUMBER	DISCLOSURE TITLE	2022 REFERENCE / LOCATION
103-1	Explanation of the material topic and its Boundary	Employee Engagement and Employee Investment
103-2	The management approach and its components	Employee Engagement and Employee Investment
103-3	Evaluation of the management approach	Our Approach to ESG
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Benefits All benefits are provided to full-time employees only, with the exception of commuter benefits, which are also offered to part-time employees

GRI 404: TRAINING AND EDUCATION

DISCLOSURE NUMBER	DISCLOSURE TITLE	2022 REFERENCE / LOCATION
103-1	Explanation of the material topic and its Boundary	Employee Development
103-2	The management approach and its components	Employee Development
103-3	Evaluation of the management approach	Our Approach to ESG
404-3	Percentage of employees receiving regular performance and career development reviews	Employee Benefits 100% of our full-time employees receive annual performance and career development reviews

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY

DISCLOSURE NUMBER	DISCLOSURE TITLE	2022 REFERENCE / LOCATION
103-1	Explanation of the material topic and its Boundary	Diversity & Inclusion
103-2	The management approach and its components	Diversity & Inclusion
103-3	Evaluation of the management approach	Our Approach to ESG and Diversity & Inclusion
405-1	Diversity of governance bodies and employees	Our Approach to ESG , Diversity & Inclusion , and Company Demographics



GRI G4 Sector Supplement: Construction and Real Estate

DISCLOSURE NUMBER	DISCLOSURE TITLE	2022 REFERENCE/ LOCATION
G4 CRE1	Building energy intensity	Environmental Performance Metrics
G4 CRE2	Building water intensity	Environmental Performance Metrics
G4 CRE3	Greenhouse gas emissions intensity from buildings	Carbon Accounting
G4 CRE8	Type and number of sustainability certification, rating, and labeling schemes for new construction, management, occupation, and redevelopment	Green Buildings



SASB Index

TABLE 1. SUMMARY OF QUANTITATIVE ACCOUNTING METRICS

DISCLOSURE TOPIC	CODE	ACCOUNTING METRIC	2021	LOCATION IN REPORT	
Energy Management	IF-RE-130a.1	Energy consumption data coverage: Commercial Assets (% by floor area)	93.9%	Green Buildings	
		Energy consumption data coverage: Multifamily Assets (% by floor area)	98.3%	Green Buildings	
	IF-RE-130a.2	Total energy consumed: Commercial Assets (GJ)	827,920	Environmental Performance Metrics	
		Total energy consumed: Multifamily Assets (GJ)	450,924	Environmental Performance Metrics	
		Percentage grid electricity: Commercial Assets	86.4%	—	
		Percentage grid electricity: Multifamily Assets	73.2%	—	
	IF-RE-130a.3	Like-for-like change in energy consumption of portfolio area with data coverage: Commercial Assets	2.3%	Environmental Performance Metrics	
		Like-for-like change in energy consumption of portfolio area with data coverage: Multifamily Assets	25.7%	Environmental Performance Metrics	
	IF-RE-130a.4	Percentage of eligible portfolio certified to ENERGY STAR: Commercial Assets	38.0%	Green Buildings	
		Percentage of eligible portfolio certified to ENERGY STAR: Multifamily Assets	43.0%	Green Buildings	
	IF-RE-130a.5	Description of how building energy management considerations are integrated into property investment analysis and operational strategy		Operational Resource Management	
	Water Management	IF-RE-140a.1	Water withdrawal data coverage: Commercial Assets	98.95%	Environmental Performance Metrics
			Percentage in regions with High or Extremely High Baseline Water Stress	0.0%	—
Water withdrawal data coverage: Multifamily Assets			99.6%	Environmental Performance Metrics	
Percentage in regions with High or Extremely High Baseline Water Stress			0.0%	—	
IF-RE-140a.2		Total water withdrawn: Commercial Assets (in thousands of cubic meters)	655	Environmental Performance Metrics	
		Percentage in regions with High or Extremely High Baseline Water Stress	0.0%	—	
		Total water withdrawn: Multifamily Assets (in thousands of cubic meters)	922	Environmental Performance Metrics	
IF-RE-140a.3		Percentage in regions with High or Extremely High Baseline Water Stress	0.0%	—	
		Like-for-like change in water withdrawn of portfolio area with data coverage: Commercial Assets	-4.8%	Environmental Performance Metrics	
IF-RE-140a.3		Like-for-like change in water withdrawn of portfolio area with data coverage: Multifamily Assets	7.8%	Environmental Performance Metrics	
	IF-RE-140a.4	Description of water management risks and discussion of strategies and practices to mitigate those risks		Operational Resource Management	

**TABLE 1. SUMMARY OF QUANTITATIVE ACCOUNTING METRICS** (Continued)

DISCLOSURE TOPIC	CODE	ACCOUNTING METRIC	2021	LOCATION IN REPORT
Management of Tenant Sustainability Impacts	IF-RE-410a.1	Percentage of new leases that contain a cost-recovery clause for resource efficiency related capital improvements: Commercial Assets	100%	2021 Annual Report, Stakeholder Engagement
		Floor area of leases with cost-recovery clause: Commercial Assets	1,780,157	—
	IF-RE-410a.3	Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants		Stakeholder Engagement
Climate Change Adaptation	IF-RE-450a.1	Area of properties located in FEMA SFHA or foreign equivalent (in thousands of ft ²): Commercial Assets	0	Climate Resilience
		Area of properties located in FEMA SFHA or foreign equivalent (in thousands of ft ²): Multifamily Assets	0	Climate Resilience
	IF-RE-450a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks		Climate Resilience and Operational Resource Management

TABLE 2. ACTIVITY METRICS

DISCLOSURE TOPIC	CODE	ACCOUNTING METRIC	2021	LOCATION IN REPORT
Activity	IF-RE-000.A	Number of assets: Commercial Assets	42	Company Profile
		Number of assets: Multifamily Assets	22	Company Profile
	IF-RE-000.B	Leasable floor area (in thousands of ft ²): Commercial Assets	13,083	2021 Annual Report
		Leasable floor area (in thousands of ft ²): Multifamily Assets	7,004	2021 Annual Report
	IF-RE-000.D	Average occupancy rate: Commercial Assets	82.9%	2021 Annual Report
		Average occupancy rate: Multifamily Assets	91.8%	2021 Annual Report

Topics omitted due to lack of applicability to reporting entity: IF-RE-410a.3 and IF-RE-000.C



TCFD Index

THEMATIC AREA	RECOMMENDED DISCLOSURE	LOCATION IN THIS REPORT
Governance	Recommended Disclosure a) Describe the board's oversight of climate-related risks and opportunities.	Our Approach to ESG
	Recommended Disclosure b) Describe management's role in assessing and managing climate-related risks and opportunities.	Our Approach to ESG Risk Assessment ESG is at the Heart of our Business Materiality Assessment Climate Resilience
Strategy	Recommended Disclosure a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Climate Resilience
	Recommended Disclosure b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	ESG is at the Heart of our Business Climate Resilience
	Recommended Disclosure c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Climate Resilience
Risk Management	Recommended Disclosure a) Describe the organization's processes for identifying and assessing climate-related risks.	Climate Resilience
	Recommended Disclosure b) Describe the organization's processes for managing climate-related risks.	Climate Resilience Carbon Neutrality Operational Resource Management
	Recommended Disclosure c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Risk Assessment Our Approach to ESG Climate Resilience
Metrics and Targets	Recommended Disclosure a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Climate Resilience
	Recommended Disclosure b) Disclose scope 1, scope 2, and, if appropriate, scope 3 greenhouse gas (GHG) emissions, and the related risks.	Environmental Performance Metrics
	Recommended Disclosure c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Carbon Neutrality Green Buildings ESG is at the Heart of Healthy Buildings