Letter From Our CEO

At the Dermot Company, our vision is to build strong communities and create places for our residents to build a life.

At the Dermot Company, our vision is to build strong communities and create places for our residents to build their lives. We believe that the active and responsible management of environmental, social, and governance (ESG) factors is fundamental to our execution of this vision. With the publication of our second annual ESG report, we are excited to share our progress, improvements, and challenges in implementing and expanding our ESG program.

Transparency continues to be one of our leading principles at Dermot. We believe disclosure and communication allow for comparability, creates accountability, and enables best practice sharing. This year, we began reporting aligned to the recommendations of the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-Related Financial Disclosures (TCFD), in addition to our continued reporting to the Global Reporting Initiative (GRI) and GRESB (formally known as the Global Real Estate Sustainability Benchmark). Since our first GRESB Performance Report in 2018, we have continued to receive annual GRESB score improvements, most recently achieving a score of 86 out of 100 and a ranking of 4th out of 30 peer multifamily residential companies. These milestones and more demonstrate the results of our ESG initiatives and leadership in the multifamily residential market.

Led by our dedicated ESG Committee, our ESG Program has continued to grow since its inception in 2019. This past year’s environmental initiatives include additional building performance and regulatory assessments and improvements, implementation of both asset- and portfolio-level programs and policies and increases in green building certifications. As of this year, 94% of the gross asset value of our owned properties—3.8 million square feet of property—are green building certified.

As the threats and impacts of climate change become ever more present, we are proud to report that we have reduced our energy and greenhouse gas intensities by over 5%. We will continue to look for opportunities to increase the resiliency of our properties and business as the world transitions to a lower carbon economy. As part of our commitment to our employees, residents, and the communities in which we operate, we have expanded our initiatives this year to formalize a Culture Team, increase our employee training and development, conduct resident outreach, and collect feedback for improvement. People—from our employees to our residents—remain at the heart of our operation and how we measure our success as a company.

While we are proud of our ESG progress to date, we will continue to push ourselves further while unprecedented environmental and social challenges continue to grow unmitigated. There is a lot to be done, and we will continue to do our part.

Stephen Benjamin
Managing Partner | Chief Executive Officer
The Dermot Company is a vertically integrated multifamily owner, operator, and developer with over 32 years of experience utilizing top-tier industry best practices. Over its history, Dermot has owned and/or developed more than $3.25 billion of real estate, with a current portfolio of owned assets totaling approximately $4B+, in addition to providing building management services to select buildings. The company is led by Steve Benjamin, Andrew Levison, Drew Spitler, and Robert Kilroy, a senior management team with diverse personal and professional experience in all aspects of our business.

Dermot’s competitive advantage lies in our ability to fully understand the underlying appeal of the neighborhoods in which our properties are located, and to allocate funds throughout construction and operation in order to best match the desires of target residents. This also enables us to capitalize on market shifts and micro-trends within submarkets and allows us to achieve favorable returns. Our goal is to develop and operate buildings that exemplify the best of the neighborhoods they are located in. As a result, Dermot buildings become platforms for building community within neighborhoods, providing spaces and events that allow people of like interests to enjoy each other’s company.

### 17 Properties | 4,300 Units Owned | 6.4 Million SF

**New York**

3.6 Million SF

- ARABELLA 101 101 AVENUE D, MANHATTAN
- MODA 153-50 89TH AVE / 89-14 PARSONS BLVD, QUEENS
- 21 WEST END AVE, MANHATTAN
- 250 EAST HOUSTON ST, MANHATTAN
- THE KESTREL 53 CATON PLACE, BROOKLYN
- THE LONDON 520 WEST 43RD ST, MANHATTAN
- 535 WEST 43RD STREET, MANHATTAN
- 66 ROCKWELL 66 ROCKWELL PLACE, BROOKLYN
- 220 EAST 72ND ST, MANHATTAN
- THE BUCHANAN 160 EAST 48TH STREET, MANHATTAN
- THE COLORADO 201 EAST 86TH STREET, MANHATTAN

**North Carolina**

1.4 Million SF

- ADDISON PARK 8225 HACKBERRY CREEK TRAIL, CHARLOTTE
- THE POINTE AT CRABTREE, 4800 WATERFORD POINTE DRIVE, RALEIGH
- PRESTON VIEW APARTMENTS 1000 STONY COURT, MORRISVILLE

**Florida**

1.4 Million SF

- SEABOURN COVE 3501 S FEDERAL HIGHWAY, BOYNTON BEACH
- CORDOBA 8111 NW 53RD STREET, DORAL

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**OUR VISION AND VALUES**

The Dermot Company is recognized by our residents, industry, and community as a best-in-class, high-end, multifamily real estate company. Dermot multifamily rental properties reflect the appeal of their neighborhoods and offer great spaces and unique experiences to enjoy with family and friends.

### Core Values

**Teamwork**

We achieve maximum results through collaboration and by taking advantage of each team member’s unique strengths to work toward a common goal and foster a supportive environment.

**Customer Satisfaction**

We show genuine care for our residents and provide top-tier service to ensure a positive experience.

**Integrity**

We act ethically, ensuring trust and respect between colleagues and the community alike.

**Personal Growth**

A culture of humility and continuous learning allows us all to support one another in our career growth.

**Equality**

Treating everyone equally and providing a workplace where all voices are heard, respected, and empowered to thrive is vital to our success.

**Knowing Our Impact**

By collaborating with our residents, employees, vendors, and investors, on environmental, social, and governance issues, we expand our reach and impact on the communities we serve.
We build communities and great neighborhoods. Our communities are located in the most interesting and exciting neighborhoods in the country.

We deliver great apartments that are clean, comfortable, and designed to make the most of their space and their views. Our apartments are wonderful places that residents call home.

We deliver great amenities. Dermot’s EOS Club offers high quality amenity spaces that are activated through community building events.

Our people’s experiences and stories reinforce the Dermot Company’s values. We work to create a strong feeling of community, making life as fun and as easy as we can for everyone in our buildings.

We deliver great services. We realize our residents have a plethora of options when it comes to selecting a home, and Dermot is privileged to be their trusted choice. We are dedicated to providing our residents with the highest-quality living experience, one that is unfailingly responsive to their needs.

We recognize our responsibilities. We recognize that our business has an impact on the environment, and we are dedicated to investing, building, and operating our portfolio responsibly. We work to implement strategies and programs that continually improve our environmental sustainability, providing a healthier living environment for our residents and reducing operating costs for our partners. At every level of our company, we are committed to complying with and often exceeding all applicable regulations.

ESG Commitments to Stakeholders

Drive exceptional standards when building, acquiring, and managing properties to provide residents with a safe and happy environment and living experience that promotes diversity and inclusion.

Be recognized as an ESG leader in the industry, reducing our properties’ impact on the environment and increasing the engagement of residents and staff in ESG best practices.

Enhance diversity, company culture, and learning opportunities to ensure we attract, retain, develop, and fully engage best-in-class talent.
As we set ambitious ESG goals for ourselves, we intend to monitor our ESG performance in line with the recognized international standards and principles applicable to our business. We hold ourselves accountable to these goals and actively engage our stakeholders on our ESG initiatives and disclosures, including GRESB’s Real Estate Assessment.

The data below shows our 2021 ESG highlights on key performance indicators in absolute terms compared with 2020. More detailed data and performance information can be found later in the report about our GHG Emissions (page 14), Energy (page 15), Water (page 17), and Waste (page 17).

The GRESB assessment is a leading global real estate ESG benchmark that assesses the ESG performance of selected Dermot Company funds and benchmarks the results compared to funds in their peer groups. GRESB uses data from the previous calendar year to calculate fund scores and ratings. The figures below are firm-wide scores from the 2021 GRESB Management and Performance Benchmark.

FUND RANKED

#4

IN THEIR PEER GROUP ON THE PERFORMANCE MODULE OUT OF 30 PEER COMPANIES

GRESB

Environmental Performance

CARBON NEUTRAL OWNED PORTFOLIO

YEAR OVER YEAR (YOY) % CHANGE 2021 VERSUS 2020

-8.1%
WATER USE INTENSITY

-5.4%
ENERGY USE INTENSITY

-5.4%
TOTAL GHG EMISSIONS INTENSITY
The Dermot Company believes in giving back and positively impacting our communities. Since 2019, the Dermot Company has donated over $70K to charities including the Bard Prison Initiative, Equal Justice Initiative, Audre Lorde Project, Lower Eastside Girls Club, The Brooklyn Rail, the Boys and Girls Clubs of America, Together We Rise, Homeless Shelters in New York City and Brooklyn, LaSalle Academy, Callen-Lorde, The Trevor Project, JASA, and Second Chance Programs.

AS OF DECEMBER 31, 2021, THE DERMOT COMPANY SAW:

$46K+
DONATED TO CHARITABLE ORGANIZATIONS AND COMMUNITY EVENTS

58+
EMPLOYEE PARTICIPATION ACROSS OUR EVENTS

221+
RESIDENT PARTICIPATION ACROSS OUR EVENTS

Green Building Certifications

BUILDING CERTIFICATIONS ARE AN ESSENTIAL PROXY FOR BUILDING PERFORMANCE.

TOTAL GREEN-BUILDING CERTIFIED PROPERTIES 74% | 3.8 MILLION SQ FT

94%
GAV OF OWNED PROPERTIES

LEED AND NGBS: 26% | 1.3 MILLION SQ FT

47%
GAV OF OWNED PROPERTIES

Community Involvement and Partnerships

AS OF DECEMBER 31, 2021, FOR THE DERMOT COMPANY EMPLOYEES

94%
GAV OF OWNED PROPERTIES

LEED AND NGBS: 26% | 1.3 MILLION SQ FT

47%
GAV OF OWNED PROPERTIES

Diversity

AS OF DECEMBER 31, 2021, FOR THE DERMOT COMPANY EMPLOYEES

EXECUTIVE LEADERSHIP GENDER DIVERSITY

27%

WOMEN ACROSS THE COMPANY

51%

PEOPLE OF COLOR IN CORPORATE POSITIONS

25%

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At the Dermot Company, we have structured our business around investing, building, and responsibly operating our portfolio, and our commitment to corporate responsibility drives us to create beautiful spaces that positively impact local communities.

ESG best practices inform the programs we implement to enhance the well-being of our residents and Dermot’s team. We have built out a robust ESG program that focuses on our portfolio’s sustainable development, management, and operations. Our ESG goals are focused on lowering our energy and water consumption, reducing our portfolio’s carbon impact, increasing our diversity and inclusion efforts, and striving to engage our stakeholders more effectively in our ESG mission. We partner with like-minded organizations to ensure we meet our ESG goals while also growing our reach through development and acquisitions. Since the beginning of our program, we have integrated our ESG goals into our day-to-day operations, providing a healthier living space for our residents and reducing operating costs. Throughout our company, we are committed to complying with, and often exceeding applicable regulations. The result is a realistic, strategic, and iterative program that reduces operating costs for us and our partners and bolsters our responsible governance practices while improving our impact on both the environment and the communities we operate in.

In 2018, the Dermot Company engaged CodeGreen to baseline our New York City portfolio and develop a holistic sustainability program. This holistic approach allows us to build a foundation to respond to shifting market demands around sustainability, demonstrate competitiveness with peers, and become a market leader. The vision and opportunities identified herein align with a commitment to investors, residents, employees, and other external stakeholders, while also developing and implementing sustainability and energy efficiency initiatives that minimize environmental impact and improve property performance.

We are continuing to build and expand our ESG initiatives and in 2022, we engaged HXE Partners, a firm focused on strategic ESG advisory and implementation.

Corporate responsibility drives us to create beautiful spaces that positively impact local communities.

ESG Program

PHASE 1

Standardization, Data Transparency, and Ongoing Tracking

- Collect, track and monitor performance data
- Standardize best practices and strategies through portfolio-level plans and policies
- Identify opportunities to improve performance and manage environmental impact

PHASE 2

Performance Optimization and Engagement

- Assess feasibility and implement opportunities to improve asset environmental performance
- Engage and educate key stakeholders

PHASE 3

Commitments and Recognition

- Build market recognition by setting goals and publicizing achievements
- Demonstrate excellence as compared to peers through best-in-class practices and capital improvements
## ESG Goals

The Dermot Company’s ESG goals are integrated into our overall business strategy, vision, and values. Year over year, we measure the progress of our ESG goals. We are proud to share the progress we have made during 2021. As Dermot achieves these milestones, we intend to set new, specific, and measurable ESG goals in the spirit of continuous improvement.

### Environmental

<table>
<thead>
<tr>
<th>Goal</th>
<th>Progress</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reduce GHG emissions intensity by 40% by 2030, from a 2020 baseline.</td>
<td>On Track</td>
</tr>
<tr>
<td>Achieve annual carbon neutrality.</td>
<td>Achieved</td>
</tr>
<tr>
<td>Aim to achieve year-over-year portfolio-level energy use reductions.</td>
<td>Achieved</td>
</tr>
<tr>
<td>Aim to achieve year-over-year portfolio-level water use reductions.</td>
<td>Achieved</td>
</tr>
<tr>
<td>Achieve 100% of properties green building certifications by 2030.</td>
<td>On Track</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Goal</th>
<th>Progress</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.4% reduction in location-based greenhouse gas emissions intensity.</td>
<td></td>
</tr>
<tr>
<td>Achieved a 5.4% reduction in location-based greenhouse gas emissions intensity and purchased verified renewable energy credits (RECs) and carbon offsets credits to offset owned portfolio.</td>
<td>Achieved</td>
</tr>
<tr>
<td>5.4% energy intensity reduction</td>
<td></td>
</tr>
<tr>
<td>8.1% water intensity reduction</td>
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</table>

### Social

<table>
<thead>
<tr>
<th>Goal</th>
<th>Progress</th>
</tr>
</thead>
<tbody>
<tr>
<td>Provide training opportunities for employees, investors, and partners on the Dermot Company’s ESG strategy.</td>
<td>Achieved</td>
</tr>
<tr>
<td>Held virtual and in-person events and social media campaigns to educate residents.</td>
<td></td>
</tr>
<tr>
<td>Real Estate training opportunities via Yardi Aspire.</td>
<td></td>
</tr>
<tr>
<td>Starting in 2022, will conduct an ESG 101 training for all employees annually.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Goal</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Increase employee engagement and promote involvement in ESG initiatives.</td>
<td>Achieved</td>
</tr>
<tr>
<td>In 2021 continued development of the Dermot University, Town Halls, and Leasing Competition.</td>
<td></td>
</tr>
<tr>
<td>15 employees participated in the monthly Dermot ESG team meetings.</td>
<td></td>
</tr>
<tr>
<td>Continued publication of ESG initiatives on Dermot’s WellNews to engage and involve employees in achieving Dermot’s ESG goals.</td>
<td></td>
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</table>

<table>
<thead>
<tr>
<th>Goal</th>
<th>Progress</th>
</tr>
</thead>
<tbody>
<tr>
<td>Continue to support philanthropic activities and promote social responsibility to our residents and employees.</td>
<td>Achieved</td>
</tr>
<tr>
<td>Held virtual and in-person events and social media campaigns to educate residents.</td>
<td></td>
</tr>
<tr>
<td>58 employees and more than 221 residents participated in charitable events.</td>
<td></td>
</tr>
<tr>
<td>Donated $46,000 to charitable organizations including the Boys &amp; Girls Club.</td>
<td></td>
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</tbody>
</table>

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<tr>
<th>Goal</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Promote and monitor the health and well-being of our employees and residents through engagement surveys.</td>
<td>Achieved</td>
</tr>
<tr>
<td>Conducted Resident Engagement and Feedback Survey.</td>
<td></td>
</tr>
<tr>
<td>Continued publication of Dermot’s WellNews to engage and involve employees in health and wellness practice.</td>
<td></td>
</tr>
<tr>
<td>Continued provisions of health and wellness coverage and facilities benefits for employees.</td>
<td></td>
</tr>
<tr>
<td>Conducted annual ADP survey for employees and based on feedback, created employee engagement teams and increased employee training.</td>
<td></td>
</tr>
</tbody>
</table>
The core of the Dermot Company’s investment strategy is the acquisition and redevelopment of multifamily properties on the east coast of the United States. ESG integration into the investment process is critical to ensuring we are making responsible decisions from the very start.

Climate change risks, carbon emissions, and utility consumption have a growing impact on property values, and therefore, these issues are critical to our company’s financial performance. Investors are increasingly concerned about ESG risk factors and are consistently looking to make investment decisions that reflect the ESG values of their organizations. The Dermot Company therefore prioritizes sourcing responsible property investments, developing and disclosing material ESG efforts and metrics, and pursuing sustainability-driven improvements to our current assets.

The Dermot Company has undertaken significant capital investments to reduce our environmental footprint, as well as performed climate change risk assessments at select properties to learn how to mitigate financial risks posed by climate threats. In addition to our ongoing GRESB submissions and GRI disclosure, this year we are also aligning our ESG Report to the Sustainability Accounting Standards Board (SASB) Standards for Real Estate and Real Estate Services and the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) to provide the most relevant ESG information to our investors. We are committed to ongoing engagement and partnership with our investors to align our ESG strategies and disclosures.
The Dermot Company considers ESG initiatives to be an integral part of its business model and a key responsibility to investors, residents, customers, vendors, and other stakeholders. We have an acquisition due diligence process in place, which ensures we are compliant with the local regulation and the real estate industry ESG standards, while we aim to optimize our buildings’ efficiency. Our ESG due diligence screening report and procedure was designed to incorporate relevant metrics and information aligned with the GRESB, SASB, and TCFD frameworks. Our due diligence report and procedure incorporates, but is not limited to, the following topics:

- Energy use and efficiency measures
- GHG emissions sources and tracking
- Water conservation, leak detection systems, and high-efficiency fixtures
- Waste management and recycling

Environmental reports and building surveys
Metering and sub-metering, smart meters
Green building certifications, policies, and green leasing
Building materials

Climate-related physical risks, climate resiliency reports, flood risk assessments
Biodiversity and environmental impacts

We understand the impact of potential climate-related risks and our role in mitigating these risks. Our Sustainable Operations and Maintenance Guidelines describe the specific goals, responsibilities, and asset-level requirements for performing climate change and risk resilience assessments during the due diligence process and are currently evaluating other opportunities to address climate-related risk in our firm-wide risk management process. After an acquisition is complete, the asset management team is responsible for ensuring property managers have the resources to implement any ESG initiatives, monitor the implementation process, and address ESG-related issues that arose during the due diligence process.

**ESG OVERSIGHT**

The Dermot Company’s ESG Committee was formed to oversee our ESG program, strategy, and goals. The ESG Committee reports directly to the CEO and Managing Partners of the Dermot Company.

In 2021, the Dermot Company also formed an ESG Team comprised of Dermot employees across various departments who are passionate about sustainability and want to act on ESG best practices. The ESG Team is instrumental in promoting and advancing the Dermot Company’s ESG strategies, identifying new targets and objectives, as well as promoting sustainability across our community. The ESG Team is committed to keeping the Dermot Company on the cutting edge of ESG issues in multifamily real estate.

The Dermot Company has also engaged several consultants who are leaders in ESG and building efficiency to support us in growing our ESG program, including HXE Partners, CodeGreen Solutions, Logical Buildings, and BrightPower.

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**ESG Committee**

- **Alissa Hazan**
  Director of Portfolio Operations & General Counsel, Head of ESG

- **Jane Cohen**
  Vice President, Property Operations & ESG, Marketing & Communications

- **John Lanzetta**
  Operations Associate, Research and Analysis

- **Hayley Gordon**
  Residential Lifestyle Manager, Employee & Resident Outreach

- **Ryan Wertlieb**
  Residential Lifestyle & Digital Marketing Coordinator, Marketing & Social Media Engagement
Environmental

We have built out a robust environmental, social, and governance (ESG) program that focuses on the sustainable development, management, and operations of our portfolio.

Our environmental strategies are focused on lowering our energy and water consumption, reducing our portfolio’s carbon impact and waste generation, enhancing our indoor environmental quality, and striving to engage our employees and stakeholders more effectively in our ESG mission. To that end, we have developed and implemented several initiatives to manage, implement, and measure our environmental initiatives.

Across our owned portfolio, 77% of properties have implemented at least one resource efficiency measure in the last 3 years, aimed to improve energy, water, or waste management. Technical assessments were performed in over 56% of our properties and 91% of our existing lease contracts include at least one ESG clause promoting environmental or social initiatives.
ENVIRONMENTAL PLANS AND POLICIES

To execute an effective sustainability program and communicate progress to our major stakeholders, the Dermot Company designs and implements policies that incorporate environmental sustainability factors throughout our business practices and our real estate portfolio. The application of the Sustainability and Energy Management Plan (SEMP), our ISO 14001 certified Environmental Management Systems (EMS) is one of our strategic tools to drive the continuous improvement of the Dermot Company’s environmental policies and procedures, including the Sustainable Operations and Maintenance Guidelines, Sustainable Design and Construction Guidelines, and the Business Continuity Plan. Our environmental policies provide context and objectives, identify resources available, and outline roles and responsibilities for implementing plans related to:

- Energy Consumption and Energy Efficiency
- Indoor Environmental Quality
- Occupant Wellness
- Material Sourcing
- Pollution Prevention
- Sustainable Procurement
- Waste Management
- Water Consumption
- Climate and Climate Change Adaptation
- Resilience to Catastrophe and Disaster

ENVIRONMENTAL MANAGEMENT SYSTEM (EMS)

Since 2018, the Dermot Company has adapted the ISO 14001:2015 Environmental Management System model to our ongoing operations and sustainability programs, in a comprehensive Sustainability and Energy Management Plan (SEMP) that allows the Dermot Company to effectively incorporate sustainability factors into our structure, culture, and business strategy.

With the SEMP, the Dermot Company has established baseline sustainability performance across its portfolio to develop and implement a market-leading sustainability program. We are working to improve our environmental plans and policies implementation, including enhancing the training and tracking processes to ensure the Dermot Company property managers implement the environmental recommendations set forth and establish a framework for measuring, managing, and continually improving the ESG performance of our portfolio.

The Dermot Company actively monitors the alignment of our environmental design, operations, and management policies with the best-in-class third-party standards (LEED, GRESB, Local Codes), while updating them to be both realistically implemented and forward-looking. The Dermot Company engages with senior management, employees, and property managers to provide guidance, coordination, and harmonization of our environmental policies.

By tracking our environmental performance, we can identify opportunities for improvement and are therefore able to uphold our commitment to our ESG goals. As such, we treat the measurement of our environmental data very seriously. In 2021, we achieved 86.8% environmental data coverage for our owned portfolio, with 100% energy, water, and GHG emissions data coverage in our high-rise multifamily properties (representing 77.8% of our owned portfolio). Using BrightPower’s Energy ScoreCard platform, we track and benchmark property-level energy and water monthly data on ENERGY STAR Portfolio Management. In addition, BrightPower’s data management platform provides advanced optimization, monitoring, and analysis on portfolio level energy and water trends. We also conduct a semi-annual assessment of all our owned and managed assets. Most of the properties in our portfolio receive annual scorecards displaying monthly electricity and water consumption and comparing monthly performance metrics to prior years. We are aiming to achieve 100% environmental data coverage across our portfolio by promoting green leases with new residents and installing smart automatic meter reading (AMR) technologies for water, gas, and electricity consumption.

This balance of aspirational and actionable is what makes our policies unique. Below is a list of our current plans, policies, and guidelines that keep our portfolio operations driving toward success:
The Dermot Company's business was established by offering spaces that are built for living, so our organization must maintain the ability to offer class-leading residential spaces even as climates and communities change.

The management and ongoing operations of our standing assets represents a tremendous opportunity for the Dermot Company to engage in efficient practices. As we establish priorities, responsibilities, and timelines for our goals, we believe the management of these assets can be optimized to achieve efficient use of resources, resiliency, adaptation to climate change as well as minimization of GHG emissions, water, and waste. Together, these initiatives will help ensure that asset operations and maintenance function as active drivers of our commitment to providing exceptional living spaces for today and tomorrow. Driving change and achieving material gains in real estate environmental performance requires close collaboration and continuity of effort among all links in the chain – from corporate management to property managers, building staff, vendors, and residents.

By 2030, we aim to achieve green building certifications for 100% of our owned portfolio. As of 2022, 26% of our owned portfolio is LEED or National Green Building Standard certified. We are investigating the feasibility of pursuing healthy building certifications like Fitwel and WELL.

The Dermot Company’s corporate sustainability team is primarily responsible for administering the Sustainability Operations and Maintenance Guidelines on a programmatic level through:

- Ensuring property management teams are informed of and trained on all applicable policies
- Tracking progress towards portfolio-level goals
- Communicating progress and achievements internally
- Performing periodic updates and communicating updates to property managers and other parties

Greenhouse gas emissions reductions can be measured through both an absolute (total emissions) and intensity-based approach (emissions normalized by a unit of economic activity). The Dermot Company discloses both types of emissions data, and we set an intensity target for our emissions reduction strategy based on the square footage of our portfolio. In 2021, we were able to increase the data coverage of our portfolio while also measuring a 5.4% reduction in our Scope 1 and 2 greenhouse gas emissions intensity. This achievement is thanks to our targeted efforts to reduce our emissions, such as reducing the use of our boilers, electrifying select properties, and participating in demand response programs. To maintain our portfolio’s carbon neutral status, we address any remaining emissions through carbon offset and REC purchases.

Our plan moving forward includes implementing several efficiency measures and as needed, purchasing verified carbon offsets. To better inform these measures, we conducted Local Law 97 assessments at our New York City properties. These assessments are informing our retro-commissioning efforts and energy conservation measures.
# Greenhouse Gas Emissions Data

<table>
<thead>
<tr>
<th>Year</th>
<th>Absolute GHG Emissions (mt CO₂e)</th>
<th>GHG Emission Intensity (kg CO₂e / sq. ft.)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>19,505</td>
<td>5.29</td>
</tr>
<tr>
<td>2020</td>
<td>17,410</td>
<td>4.63</td>
</tr>
<tr>
<td>2021</td>
<td>17,648</td>
<td>4.38</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Year</th>
<th>Owned Properties: Absolute Location-Based GHG Emissions (mt CO₂e)</th>
<th>Managed Properties: Absolute Location-Based GHG Emissions (mt CO₂e)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>15,169</td>
<td>4,336</td>
</tr>
<tr>
<td>2020</td>
<td>13,183</td>
<td>4,227</td>
</tr>
<tr>
<td>2021</td>
<td>14,006</td>
<td>3,642</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Year</th>
<th>Scope 1</th>
<th>Scope 2 (Location Based)</th>
<th>Scope 2 (Market Based)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>4,232</td>
<td>10,937</td>
<td>-</td>
</tr>
<tr>
<td>2020</td>
<td>5,252</td>
<td>7,931</td>
<td>1,539</td>
</tr>
<tr>
<td>2021</td>
<td>5,519</td>
<td>8,487</td>
<td>1,696</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Year</th>
<th>Scopes</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>Owned Properties-Overall Location-Based GHG Emissions Intensity (kg CO₂e / sq. ft.)</td>
<td>5.26</td>
<td>4.46</td>
<td>4.36</td>
</tr>
<tr>
<td>2020</td>
<td>Managed Properties: Absolute Location-Based GHG Emissions Intensity (kg CO₂e / sq. ft.)</td>
<td>5.37</td>
<td>5.24</td>
<td>4.49</td>
</tr>
<tr>
<td>2021</td>
<td>-14.3%</td>
<td>-2.2%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

For properties without full year data coverage, a time-weighted average approach was used to estimate full year data.

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**Carbon Neutral**

The Dermot Company is committed to achieving carbon neutrality across 100% of our portfolio through a combination of energy and emissions initiatives and offset purchases.

**Carbon neutrality** achieved for owned properties in **2021**

We are proud to announce that we have achieved 100% carbon neutrality for two straight years. Our 2021 emissions for Dermot’s owned assets are completely offset through the purchase of renewable energy credits (RECs) and carbon offsets.

The quality and the addition of our carbon-neutral purchases are very important to the Dermot Company. Common criticisms of carbon offsets question their validity in reducing greenhouse gas emissions and the adverse impacts on local communities. We support the wider call for standardization for verification and quality within the carbon offset market. To this end, our carbon-neutral purchases came from two certified sources: the Clean Development Mechanism (CDM) Certified Emissions Reduction (CER) Asahan Hydroelectric project in Indonesia and Green-e-certified U.S. wind projects. The CDM is defined as part of the Kyoto Protocol to implement an emissions-reduction project in developing projects and earn certified, saleable CER credits. The Asahan Hydroelectric project in Indonesia is a large-scale power project that makes use of the existing flow of the Asahan River to generate renewable electric power. The project aims to provide zero-emission energy to the relatively carbon-intensive Sumatera Grid, increase employment and training opportunities for the local community, implement a local community development program, and better diversify and secure electricity for the country. Green-e Energy verifies and certifies renewable energy certificate projects with the assurance of product quality and verification of ownership. Given our electricity consumption in the U.S., we chose to purchase renewable electricity credits from wind projects in the United States.

We are proud of our progress so far and will continue to investigate ways to reduce and offset our emissions annually.

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100% of carbon emissions are neutralized through efficiency measures, renewable energy credits purchased, and carbon offsets purchased.
Reducing energy consumption is a core component of our overall business strategy. Since 2019, the Dermot Company has set a goal aiming to achieve year-over-year portfolio-wide energy use reductions.

This year, we are proud to note that our energy usage intensity decreased by 5.4% from last year. We are working to continue reducing our overall energy consumption and are in the process of refreshing our ESG goals, including our goals for energy reduction.

Based on previously conducted retro-commissioning and energy efficiency assessments conducted for select properties, the Dermot Company pursued several initiatives to better track and reduce energy usage across our portfolio. For example, in 2021, a combination of over a dozen initiatives were implemented at the Kestrel, 101 West End Avenue, and 21 West End Avenue. The initiatives included increased insulation, repairing equipment, adjusting BMS controls and setpoints, and more. It is estimated that these efforts will result in an annual energy savings of almost 1,000 kWh and yield energy cost savings of nearly $50,000 per year.

Since 2018, the Dermot Company has partnered with Logical Buildings, a leading energy technology and smart building services innovator, to enhance our ESG data management approach and compliance with the Climate Mobilization Act (New York City’s Local Laws 92, 94, 95, 96, 97). Through this engagement and our initiatives to enhance our technology, improve our training, and increase our capital improvements, we are proud to have received the Grid-Interactive Energy Efficient Buildings (GEB) Climate Community Leader designation. The GEB initiative is a program created by the Department of Energy to help make buildings smarter about their energy use and carbon footprint. As a GEB Climate Community Leader, we have galvanized our community of energy users, improving the electrical grid’s ability to handle high-demand times while reducing our carbon footprint and earning money through rebates and incentive programs.
In 2021, the Dermot Company invested in smart building and energy management technology to equip and empower resident managers to run properties more efficiently using SmartKit AI. SmartKit AI is a breakthrough cyber-secure software made for resident managers to unlock and access real-time electricity, natural gas, and carbon usage data from new Con Edison smart meters. All resident managers are trained to run the building more efficiently with a data-driven approach, saving money, lowering carbon emissions, and earning demand response revenue for reducing energy usage during peak demand times. In addition to energy and carbon management, resident managers are also equipped with building health monitoring and alerts, water tracking, and smart thermostat controls for base building energy systems.

Our use of SmartKit AI yielded a 10% reduction in base building electric usage and peak usage, equating to around $150,000 in annual savings. The Dermot Company’s New York City portfolio of 400 kW virtual powerplant earns around $50,000 annually in demand response revenue.

To better track, incentivize, and reduce energy usage and costs, we have also participated in the GridRewards program. Launched in Spring 2021, GridRewards is the first personalized energy/carbon intelligence and revenue-generating software for residential and small commercial energy users, leveraging secure integrations into Con Edison’s new Advanced Metering Infrastructure.

**Core Features of GridRewards**

- Grid-interactive energy revenue-generating opportunities (“GridRewards”) for reducing usage at the highest carbon intensity hours
- Personalized energy efficiency insights and recommended actions and real electricity, natural gas, and carbon usage tracking and performance data
- Smart thermostat control and optimization
- Real-time grid carbon intensity

How a resident took charge of their energy bill, reduced costs and carbon, and earned more than $200 of GridRewards at the Dermot Company’s 101 West End Avenue.

A resident living in an apartment at 101 West End Avenue downloaded the free GridRewards app, and for the first time in New York City was one of the thousands of small energy users who earned revenue for energy-efficient actions while reducing their overall utility bill. This user earned more than $200 of GridRewards by tracking and reducing their hourly energy usage in response to notifications during GridRewards events, as shown in the hourly electricity usage heatmap below:

![Electricity Usage Heat Map for Demand Response Event during June 29th and 30th 2021 (~2kW reduction)](image)

As a GridRewards user, the resident was able to track their hourly energy usage with 24/7 insights to take ownership of their utility bill by taking conscious actions to reduce consumption, while saving money.
The Dermot Company endeavors to reduce water consumption through a combination of water conservation and efficiency measures. This year, we achieved a decrease in water consumption intensity by 8.1% from last year. In addition to our current water use reduction initiatives, the Dermot Company is working toward setting meaningful water use reduction goals to guide our conservation and efficiency efforts.

One way the Dermot Company promotes water conservation is by addressing water leaks and drips in our buildings. We hire a water monitoring and analysis company to review our properties’ water usage monthly. Afterward, our management team follows up on any initial spikes in the properties’ water usage and hires an external consultant if we cannot immediately identify the source of the spike. To further promote water conservation, we install high-efficiency, low-flow fixtures or retrofit low-flow aerators in our properties where appropriate and economically feasible. In 2021, we continued our efforts to reduce water consumption by replacing water fixtures with lower flow fixtures and updated schedules to irrigate landscaping during the coolest parts of the day. We also began to closely monitor our water consumption through a combination of smart tools, including upgraded BMS systems, to better track and be able to investigate any abnormalities.

Footnote: Consumption values reflect 100% of whole building areas.

For properties without full year data coverage, a time-weighted average approach was used to estimate full year data.

**WATER**

WATER CONSUMPTION INTENSITY (m³ / SQ. FT.)

<table>
<thead>
<tr>
<th>Year</th>
<th>Owned Properties - Water Intensity (m³/sq.ft.)</th>
<th>Managed Properties - Water Intensity (m³/sq.ft.)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>0.120</td>
<td>0.138</td>
</tr>
<tr>
<td>2020</td>
<td>0.122</td>
<td>0.135</td>
</tr>
<tr>
<td>2021</td>
<td>0.112</td>
<td>0.126</td>
</tr>
</tbody>
</table>

YOY % Change for owned and managed assets:

-8.2%

**WASTE**

Through our education and collection initiatives, the Dermot Company engages with our residents to minimize waste and reduce our environmental footprint.

At most of our locations, we offer recycling and e-waste collection for residents. In 2021, we continued our campaign to enroll eligible buildings in DSNY’s composting collection program by adding composting collection availability to the Kestrel and 101 West End Avenue. To better support our residents in participating in waste reduction efforts, the Dermot Company has conducted educational and social campaigns tailored to our residents, including putting up recycling posters in refuse rooms and rolling out monthly environmental social media campaigns that include waste reduction promotions.

Despite our inability to track waste data at our New York City properties, we were able to double our waste data coverage in 2021. We are continuing to work toward increased waste data collection to better understand our footprint and more strategically tailor our waste reduction efforts.

**Waste Generation Data**

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Owned Properties: Absolute Waste Generation (tonnes)</td>
<td>178</td>
<td>335</td>
</tr>
<tr>
<td>Hazardous Waste</td>
<td>-</td>
<td>1</td>
</tr>
<tr>
<td>Non-Hazardous Waste</td>
<td>178</td>
<td>334</td>
</tr>
<tr>
<td>Recycled</td>
<td>-</td>
<td>38</td>
</tr>
</tbody>
</table>

**Waste Measures Implemented Over the Last Three Years**

- **61%** Recycling
- **55%** Waste stream management
- **27%** Composting landscape and/or food waste

**Water Measures Implemented Over the Last Three Years**

- **27%** Automatic meter readings (AMR)
- **14%** Drought tolerant / native and scaping
- **15%** High efficiency / dry fixtures
As part of our commitment to excellence for our employees and residents, the Dermot Company works to create safer and more healthy indoor environments. Given the increase in time spent in residences following the COVID-19 pandemic and work-from-home transition, it is even more important to maintain and enhance the indoor environments of our properties. Frequent exposure to harmful toxins and chemicals can lead to short and long-term health effects. To help mitigate these exposures, the Dermot Company follows operational policies to reduce building occupant exposure to indoor pollutants.

Our portfolio-wide initiatives include a No Smoking Policy and an Indoor Integrated Pest Management (IPM) Plan. The IPM plan employs monitoring environmental, organic, and mechanical controls, the use of non-toxic products, and as a last resort, chemical controls to manage pests in all areas of our buildings. In instances where chemical pesticides must be used, we provide advance notice and signage to building occupants located in the area of treatment.

Many cleaning products are formulated with ingredients that pose potential risks to human health and negatively impact indoor air quality. To reduce levels of potentially harmful toxins, the Dermot Company has implemented a Green Cleaning Program at select properties in 2021 and will roll this out portfolio-wide in 2022. Our Green Cleaning Program provides guidance for purchasing cleaning products and equipment aligned with environmental and health certification standards and labeling programs, including Green Seal, UL EcoLogo, Design for the Environment (DfE), and the Carpet and Rug Institute (CRI) Green Label Program. The program also outlines procedures to communicate guidelines, train cleaning personnel, and track progress through purchasing logs and audits.

Climate change has contributed to an increase in the frequency and severity of natural disasters and extreme weather events. The Dermot Company recognizes the risk that climate change poses to the real estate sector and the importance of preparing our properties to protect our residents and our communities. Our Climate Change and Resilience Policy aims to identify the risks that pose the greatest threats to our stakeholders and plan for them.

We have performed climate change risk assessments at our properties in New York City to learn how to mitigate risks posed by climate threats and are planning to develop a short-term mitigation plan for our higher risk assets. The risk assessment outlines any potential risks relating to transition risks (e.g., mandatory energy or carbon disclosures, local law compliance, extreme volatility in energy costs due to regulation, new building codes, insurance premiums, etc.) as well as physical risks (e.g., flood zones, extratropical storms, storm surges, heat stress, and rising sea levels).

After all asset-level climate change risks are identified, we assess their potential impacts on each of our stakeholders to inform an operational response plan for individual assets. Property managers then use these plans to implement improvement measures to increase our assets’ resilience and mitigate risk. The Director of Portfolio Operations, Vice Presidents of Operations and Property Managers are responsible for familiarizing themselves with this plan, performing the risk assessment, and implementing necessary improvements. We are working to conduct a climate-related risk assessment for all our properties, incorporate climate-related risk assessments in the acquisition side of our due diligence process, and evaluate how these risks may impact our company across the longer-term time horizons.

Additionally, we have taken proactive measures to make sure we are aligned with New York City’s Local Law 97 “Climate Mobilization Act” requirements. Our external consultants performed a Local Law 97 Exposure Analysis to determine how our New York City properties are performing against the GHG per square foot limits and we are taking measures to ensure that all of our New York City properties will comply before Local Law 97 limits go into effect in 2024.
People are at the heart of what we do here at the Dermot Company. Our employees, residents, clients, investors, vendors, and communities have a significant impact on our sustainability initiatives. At our core, the Dermot Company believes that health and wellness, diversity and inclusion, social responsibility, and stakeholder engagement are critical elements to the success of our business.

The Dermot Company takes tactical measures to incorporate the interests of our stakeholders into our ESG strategy as they are directly impacted by the work that we do as a business. We are diligent about taking critical actions to ensure that we understand and communicate effectively with our employees, residents, investors, vendors, and community members alike.

We are fully committed to listening, learning, and further bolstering our culture where diversity, equity and inclusion are at the center of everything we do for our employees and our residents.

At the Dermot Company, we believe the uniqueness of every single employee strengthens us as an organization and allows us to drive exceptional standards when building, acquiring, and managing our communities. The Dermot Company recognizes that diversity is essential as we grow and strive to perform at the highest caliber. We are fully committed to listening, learning, and further developing our culture where diversity, equity, and inclusion are at the center of everything we do for our employees and our residents.

The Dermot Company sees improving diversity and inclusion as one of our top priorities. In 2021, the Dermot Company organized a culture team that is committed to increasing employee engagement, diversity, inclusion, and charitable causes in 2022 and beyond. This team will be committed to establishing and committing to the Dermot Company’s core values that align with our day-to-day business functions. The team is collaborating with a specialized DEI consultant to educate the Dermot Company’s stakeholders and develop a strategy on how to further improve inclusive hiring and business practices.
STAKEHOLDER WELLNESS AND SUPPORT

Wellness has a tremendous impact on the culture and productivity of an organization.

In 2021, Dermot’s EOS Club continued publishing “Dermot’s WellNews,” the Dermot Company’s health, wellness, and sustainability editorial. By providing easy and helpful tips that focus on mental and physical well-being as well as the quality of life and how individuals can reduce their impact on the environment, the Dermot Company is striving to engage stakeholders to assist with our sustainability goals and help improve their quality of life. In addition, Dermot’s WellNews articles aim to reduce employee absenteeism, increase motivation, enhance employee decision-making, improve morale, and create a healthier workforce and environment.

EMPLOYEE ENGAGEMENT AND BENEFITS

The Dermot Company employs incredibly talented and genuine individuals from varied backgrounds, both personally and professionally. The Dermot Company is committed to supporting our employees’ personal and professional growth.

We conduct an annual ADP survey to gather employee feedback and improve our offerings, management, and business. One of the findings of our 2021 employee survey led to the Dermot Company’s creation of employee engagement teams. We continue to look for ways to listen and respond to our employees and provide the best support possible for them to excel.

Through our partnership with ADP TotalSource (“ADPTS”), a Professional Employer Organization, the Dermot Company employees have access to health benefits packages that include medical, dental, vision, life, and long-term disability insurance. Additionally, employees have access to numerous perks, including employee discounts and a free Employee Assistance Program that provides voluntary, confidential counseling and access to legal and financial advice. Through Mercer, an ADPTS partner, employees can elect supplemental benefits, including short-term disability, pet insurance, additional life insurance, and legal services.

Dermot University is an initiative to empower employees through additional training and offers classes by internal and external contributors on a wide range of topics, including accounting, excel, real estate investing, digital marketing and social media optimization, Google capabilities, and more. The Dermot Company has also partnered with Yardi Aspire this year to offer role-based learning tools to our employees. The module provides function-specific training aimed to enhance employee performance in their respective roles. Providing this training to our employees allows them to be well-equipped to utilize our systems and procedures and ensure compliance with organizational and regulatory requirements. In addition, the module provides employees with multiple disciplines of development tools including leasing, professional skills, technological skills, safety, and more.

To enhance employee development, employees and their managers follow a Performance Management process annually to establish and set goals through an Individual Development Plan (IDP), undergo a mid-year check-in and receive ongoing and 360-degree feedback, and receive a formal evaluation of performance.

Our SEMP also identifies training as an integral part of the Dermot Company’s environmental strategy. We conduct annual training with our corporate and property teams to ensure all internal stakeholders are trained on our goals, remind them of our policies, and get input on future goals. In 2021, we continued our annual ESG training program by engaging CodeGreen consultants to provide a comprehensive ESG informational session to all of our employees to give them the tools they need to be knowledgeable, empowered, and compliant with our ESG initiatives. In 2022, to expand our team’s understanding of ESG topics and best practices, we developed, in collaboration with HXE Partners, an “ESG 101” training module for senior management and property managers. We will continue to develop and standardize our ESG engagement and education program to include residents and major suppliers.
The Dermot Company is working towards expanding our high standards of responsible business practices to influence our supply chain.

We are evaluating ways to integrate ESG considerations into our vendor engagement process, such as business ethics, human rights, health and well-being, and occupational safety to apply to contractors, suppliers, and when not operated by Dermot, our buildings’ property management staff.

Resident engagement and education are essential to the Dermot Company’s ESG strategy.

We understand that the only way to make a significant impact on our GHG emissions is to ensure engagement from our residents. In 2021, the Dermot Company held in-person and virtual resident sustainability engagement events to educate residents on various topics such as the importance of sustainable consumerism, reducing energy consumption and environmental impact and supporting their community for local sustainability.

To better understand how our residents engage with our properties, offerings, and events, we conducted a Resident Engagement and Feedback Survey in 2021 across 11 of our properties and received over 250 responses. The survey included questions about environmental, social, and general satisfaction with the Dermot Company management and their residence. We are proud that most respondents are satisfied with their living situation and the level of communication from management and are likely to recommend living in a Dermot building. The survey results also showed that most of the respondents are concerned about extreme weather due to climate change, water quality, and air quality and while not interested in additional resident sustainability communication, are willing to invest in sustainability efforts in their communities. As key stakeholders, using this feedback from residents will continue to maintain and enhance our current standard of excellence and improve our buildings’ sustainability initiatives.

We have also institutionalized social media strategies that supported the education and engagement of residents and key stakeholders on various sustainability topics. This digital strategy is aimed at increasing our community’s social and environmental impact, from tips on energy conservation to encouraging residents to shop local to support their communities.

The Dermot Company opened its first Dermot’s EOS Club location in 2014 at 66 Rockwell Place. Dermot’s EOS Club started as a residential amenity club that offered our residents programmed activities, events, and discounts for local vendors and organizations. Today, Dermot’s EOS Club supports all of our properties and employees by cultivating community through high-quality service, events, and unique experiences. Dermot’s EOS Club’s mission is to activate amenity spaces by providing memorable, elevated events that will connect residents with other Dermot community members, cultivating long-lasting relationships and introducing residents to new skills and hobbies. Dermot’s EOS Club is essential to advocating for health and wellness, planning sustainability programming, and helping the Dermot Company build strong and resilient communities. Dermot’s EOS Club also leads the efforts behind our giving and charity work through our Dermot Cares initiative.

Exercising is key to personal health. The EOS Fitness centers in our buildings promote health and wellness to our residents and employees. In addition to state-of-the-art equipment, Dermot’s EOS Club offers a variety of in-person fitness classes, including yoga, core strengthening, boot camp, self-defense, and boxing classes. These classes allow residents to focus on their health while building relationships with their neighbors, which leads to higher class attendance and retention.
COMMUNITY SUPPORT AND ENGAGEMENT

The Dermot Company believes in giving back and positively impacting our communities. In 2021, the Dermot Company donated over $46,000 to charities such as the Trevor Project, Bard Prison Initiative, Callen Lorde, The Brooklyn Rail, Boys & Girls Club, JASA, and the Equal Justice Initiative.

In 2021, our initiatives included:

Equity Justice Initiative Webinar
In January, the Dermot Company hosted a webinar on The Equal Justice Initiative. The Equal Justice Initiative is a non-profit organization that provides legal representation to prisoners who may have been wrongly convicted of crimes, poor prisoners without adequate representation, and others who may have been denied a fair trial. The Equal Justice Initiative is one of the charitable organizations we donate annually as a company and continue to connect to join in their mission.

Kids Rock for Boys and Girls Club
In October, the Dermot Company’s EOS Club organized an employee volunteer day to build rocking horses and chairs and stuff plush animals for the kids of the Boys and Girls club. Forty volunteers were split into four teams of ten, and the teams used brain teasers and small challenges for racing each other to build the rocking chairs and horses, which also served as a great team-building experience.

The Holiday Giving Tree Program for Boys and Girls Club
Between November and December, the Dermot Company’s EOS Club organized the first annual Holiday Giving Tree program for Dermot residents and stakeholders to have the opportunity to give back during the holiday season by sponsoring the holiday wish lists of local New York City children. Between the Dermot company and employees, residents, and other key stakeholders, the Dermot community sponsored the holiday wish lists of 450 local children affiliated with the Boys and Girls club.

Case Study: ESG Team
The ESG Team is an employee volunteer team that was organized in 2020 for Dermot employees passionate about making a difference in the ESG practices and initiatives at Dermot.

Formed in 2020, the ESG Team gives employees a platform within the Dermot Company to educate one another on various ESG topics and institute company- and portfolio-wide ESG initiatives. In 2021, our ESG Team grew from four to fifteen members, demonstrating our employees’ increased interest and engagement in our company’s ESG efforts. This year, the ESG Team spearheaded environmental, social, and governance initiatives, including the roll-out of environmental social media campaigns to residents, the organization of a company-wide ESG training seminar, the creation of the Culture Team, and enrolling eligible Dermot buildings in DSNY’s Composting program.

Every month, the ESG Team sends out #DYK (did you know) facts on Instagram about sustainability relating to New York City living to help our residents be more sustainable residents. The Culture Team, separate from the ESG Team, is a team made up of three different sectors: charity and social, diversity and inclusion, and employee engagement. Each sector has a group of 4 or 5 members who push initiatives to benefit the community, increase employee morale, and create a more diverse and inclusive work environment.
We understand that strong governance, transparency, and integrity are critical to our stakeholders and investors.

That is why we strive to implement our governing structure, policies, and processes aligned with the highest legal and ethical standards. We’ve established strong corporate oversight and compliance systems, and we will proactively report on our ESG goals and initiatives. A senior management team leads the Dermot Company with diverse backgrounds and expertise. Our head of ESG is a member of the Senior Leadership Team.

Each year, senior leadership is required to complete an anti-bribery certification compliance form indicating that they are in full agreement with the Dermot Company’s Plan for compliance with anti-bribery laws and corruption rules and regulations.

Dermot has a rigorous AML policy and procedures to ensure employees understand what money laundering entails, the laws governing money laundering and how they apply to Dermot, Dermot’s anti-money laundering commitment, and Dermot’s processes for assessing the risk associated with money laundering to the entirety of its businesses including investment and property management. Dermot has elected to develop due diligence procedures as a commercial practice to help identify any threats posed by anyone it chooses to do business with who may be associated with money laundering or other criminal activities. Dermot is committed to proactively working to avoid any connection to anyone involved in money laundering and other illegal acts and any activity that facilitates money laundering. Dermot will be conducting AML training for all individuals involved in the company’s due diligence process.

The Dermot Company strives to have a company culture of openness, trust, and integrity. In 2021, we established an Ethics Hotline Policy, an anonymous reporting service to provide another channel for the senior management team to be made aware of any feedback, grievances, unlawful or unethical actions, and other types of improper behavior. This new channel has been made available with the intention of making employees feel safe in reporting sensitive events or general grievances which will allow the Dermot Company to address them at an early stage. The whistleblower policy is intended to cover serious concerns that could have a large impact on the Dermot Company, and safeguards employees from harassment and victimization while providing confidentiality and anonymity.
RISK MANAGEMENT AND COMPLIANCE

The Dermot Company’s accounting department has multiple layers of control to ensure that fraudulent transactions do not occur. These controls include management of check cuts, electronic payments, multiple authorized signers, and an invoice register approval system. The Dermot Company’s bank accounts also employ a positive pay system, ensuring the bank will only allow payment of presented checks for which the bank has received notification of the checks issued. There are similar controls for electronic and wire payments.

Insurance Coverage

The Dermot Company has engaged FSH Risk Management to oversee all insurance payments and other insurance-related matters. Under FSH’s supervision, the Dermot Company works with a third-party insurance broker, Alliant, to price out and place its insurance policies. FSH and Alliant review all partner agreements, condominium agreements, vendor contracts, leases, and other agreements to ensure that Dermot and its affiliates have all required coverages in place and that no coverage lapses. Dermot’s insurance policy includes Errors and Omissions insurance and D&O liability insurance.

Resilience to Catastrophe and Disaster

The Company Overview document also explains the Dermot Company’s Disaster Recovery Plan which was established to absorb disturbances by implementing a series of policies and procedures to build resilience and restore business functions promptly. The Business Continuity Plan also addresses resilience by establishing procedures to respond to significant business disruption by making a financial and operational assessment and quickly recovering and resuming operations.

Resilience to Fraud

The Dermot Company’s accounting department has multiple layers of control to ensure that fraudulent transactions do not occur. These controls include management of check cuts, electronic payments, multiple authorized signers, and an invoice register approval system. The Dermot Company’s bank accounts also employ a positive pay system, ensuring the bank will only allow payment of presented checks for which the bank has received notification of the checks issued. There are similar controls for electronic and wire payments.

CYBERSECURITY, INFORMATION SECURITY, AND DATA PRIVACY

In the era of digital transformation, cyber security is playing an increasingly critical key role in ensuring real estate business operations and resident satisfaction.

Typical cyber-attack types have significantly increased in recent years, as has their level of complexity and impact. The Covid-19 pandemic has led to a further increase in security events given the need to operate in remote or flexible work modes and make use of home/multifamily networks. This could cause a sharp rise in the number of victims, considering for example that a single hacked software would be able to compromise many more subjects than those of the main injured, reaching other employees or causing the interruption of the provided services at the property level (inducing the so-called “scale effect”) including affecting building management systems.

On top of constantly applying the cyber security strategy, the Dermot Company has set out special measures, bearing in mind that cyber risks are not merely a corporate problem but can become a risk of exosystemic proportions within the broader context of the complex and highly interconnected real estate industry. We use robust and constantly changing measures to defend against emerging cyber risk scenarios as summarized in the table below.

<table>
<thead>
<tr>
<th>ACTIVITIES</th>
<th>2021-2023 TARGETS</th>
<th>2021 RESULTS</th>
<th>2022-2024 TARGETS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Disseminating the I.T. security culture and changing people’s behavior to reduce risks</td>
<td>Cyber security knowledge sharing and recommendations throughout the year.</td>
<td>The new educational content on phishing scams.</td>
<td>Training on I.T. security topics is provided each year. Increased application controls for employees. Modern, secure, and accessible security technologies for residents.</td>
</tr>
<tr>
<td>Information security verification activities (Ethical Hacking, Vulnerability Assessment, etc.)</td>
<td>Maintain cybersecurity posture, update data management, and increase device encryption and network security testing.</td>
<td>Data governance system established. Periodical cybersecurity posture assessments, proactive network threat assessments (including increased network intrusion testing), and fully-encrypted e-mail service.</td>
<td></td>
</tr>
<tr>
<td>Execution of cyber exercises involving employees and residents</td>
<td>Increase user awareness around new threats, and update threat response alert systems.</td>
<td>Unified responses solution to scams and security events.</td>
<td>Advanced security for Building Management Systems (BMS), data governance system fully implemented and increased internal network controls.</td>
</tr>
</tbody>
</table>

The new educational content on phishing scams, updated hardware security profiles, and company-wide security updates.

Disseminating the I.T. security culture and changing people’s behavior to reduce risks.

Increased user awareness around new threats, and update threat response alert systems.

Enhanced phishing campaigns and training, establish “zero trust” networks.
The Technology and Innovation team is an employee volunteer group focused on seeking and implementing new technologies and solutions to make the Dermot Company’s processes run as smoothly as possible.

The team meets regularly to help provide Dermot employees with the best resources to achieve their goals and ensure we are on the cutting edge. They research, recommend, and implement new systems and solutions that serve to benefit our employees, residents, company goals, or operations in general.

Nova Group provided sustainability screening reports for the Dermot Company’s New York City multifamily acquisitions in 2021. The screening was completed as part of the Pre-Acquisition Due Diligence process and was undertaken based on a review of existing documents, an on-site property tour, and a thorough interview with the Seller’s management team. The reports provided detailed items related to environmental risks as well as social, health, well-being, and governance risks. Nova Group recommendations are divided into three tiers:

1) changes that are cost-efficient and energy efficient and should be addressed right away, 2) those that are less cost-efficient in the immediate term but make sense to do over time, and 3) those that are not recommended due to being either cost inefficient for the energy efficiencies achieved or are simply not plausible at the property. The Dermot Company used these reports for long-term capital and operational planning, including the following:

**Immediate Recommendation**

Upgrade exterior and common area lighting to use all LED bulbs. This was estimated to bring $12.5K in energy cost savings per year and a replacement expense of $3.7K.

**Long-Term Recommendation**

As appliances reach the end of their useful lives replace refrigerators and dishwashers with ENERGY STAR-qualified appliances. This was estimated to result in $6.7K in energy savings and $1.1K in water savings per year. A replacement cost of $450K was quoted.

We also created an internal ESG Due Diligence checklist that will be completed with all acquisitions to insure responsible investments and guide operations of the property after closing and inform future capital planning. The list includes nearly 70 items to guide the ESG Due Diligence process. Environmental items include an assessment of the property’s exposure to Local Law 97 penalties, issues with land/water contamination, ecology/biodiversity, water use, and more. Social and governance risks assessed include ensuring handicap accessibility, examining access to green spaces, local amenities, and public transport, reviewing community relations and engagement schemes, and any reputational risks associated with the investment. The results of this diligence are assessed for their impact on the investment. Results from the energy audit, as well as other findings, are incorporated into the underwriting of the investment. Any outsize costs incurred while owning the property (Local Law 97 fines, energy inefficiencies, costs to upgrade systems, etc.) or potential costs at the sale of the property (for example, selling a property likely to face large Local Law 97 fines, or with reputational issues) may lower returns and make the investment less attractive. If a property passes our ESG performance threshold, the findings of our analysis will be used by the operations team to proactively prepare our buildings for a more sustainable future.
**ABOUT THIS REPORT**

This second ESG report for the Dermot Company references the Sustainability Accounting Standards Board (SASB), the Global Reporting Initiative (GRI), and the Task Force on Climate-related Financial Disclosures (TCFD) reporting frameworks and standards. All data and information included in this report are representative of the 2021 calendar year, unless otherwise stated.

Some information found in this report was updated on March 20, 2023.

**SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX**

<table>
<thead>
<tr>
<th>SASB CODE</th>
<th>DESCRIPTION</th>
<th>RESPONSE</th>
</tr>
</thead>
<tbody>
<tr>
<td>IF-RE-130a.1</td>
<td>Energy consumption data coverage as a percentage of total floor area, by property subsector</td>
<td>86.8% energy data coverage for owned properties as a weighted average percentage of GAV. High-Rise Multifamily Apartments: 100% Mid-Rise Multifamily Apartments: 58% Low-Rise Multifamily Apartments: 16% Data coverage has not been calculated for managed properties.</td>
</tr>
<tr>
<td>IF-RE-130a.2</td>
<td>(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity, and (3) percentage renewable, by property subsector</td>
<td>Owned Apartments: (1) 220,270 GJ (2) 38% (3) 0% Managed Apartments: (1) 56,732 GJ (2) 24% (3) 0%</td>
</tr>
<tr>
<td>IF-RE-130a.3</td>
<td>Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector</td>
<td>3.7% whole building like-for-like increase for owned properties from 2020 to 2021. Like-for-like percentage change has not been calculated for managed properties.</td>
</tr>
<tr>
<td>IF-RE-130a.4</td>
<td>Percentage of eligible portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR, by the property subsector</td>
<td>Owned Apartments: (1) 100% (2) 9% These metrics have not been calculated for managed properties.</td>
</tr>
<tr>
<td>IF-RE-130a.5</td>
<td>Description of how building energy management considerations are integrated into property investment analysis and operational strategy</td>
<td>As part of our wider Environmental Management System (EMS), we collect and track energy data through whole-building metering and resident sub-metering. Property managers and asset managers are informed by tracking and benchmarking asset-level energy and water monthly data on ENERGY STAR Portfolio Management. We also conduct semi-annual assessments of all our owned and managed assets. Working closely with our consultant, CodeGreen Solutions, most of the properties in our portfolio receive annual scorecards displaying monthly electricity and water consumption and comparing monthly performance metrics to prior years. All of the Dermot Company’s properties hold a valid energy rating through ENERGY STAR Portfolio Manager. Additionally, our data management platform provides advanced optimization, real-time metering, and monitoring. By tracking our energy performance, we can identify opportunities for improvement and therefore able to uphold our commitment to our ESG goals.</td>
</tr>
</tbody>
</table>

**SASB CODE | DESCRIPTION | RESPONSE**

**Energy Management**

- **IF-RE-140a.1** Water withdrawal data coverage as a percentage of (1) total floor area and (2) floor area in regions with High or Extremely High Baseline Water Stress, by property subsector
  - (1) 100% of whole building areas
  - (2) 39% of our whole building areas are located in regions with High Baseline Water Stress
  - These metrics have not been calculated for managed properties.
- **IF-RE-140a.2** Total Water withdrawn by portfolio area with data coverage and (2) percentage in regions with High or Extremely High Baseline Water Stress, by property subsector
  - Owned Apartments: (1) 483,708 m³ (2) 49%
  - Managed Apartments: (1) 101,921 m³ (2) 0%
- **IF-RE-140a.3** Like-for-like percentage change in Water withdrawn for portfolio area with data coverage, by property subsector
  - 4.6% whole building like-for-like decrease for owned properties from 2020 to 2021
  - Like-for-like percentage change has not been calculated for managed properties.
- **IF-RE-140a.4** Description of water management risks and discussion of strategies and practices to mitigate those risks
  - Although multifamily buildings have limited control of water usage within resident spaces, the Dermot Company’s building owners and managers address water reduction targets through low-flow plumbing fixtures, amenity water usage, and landscape irrigation. As part of our wider Environmental Management System (EMS), we collect and track water data. Property managers and asset managers are informed by tracking and benchmarking asset-level water monthly data on ENERGY STAR Water Score <50 to identify water savings opportunities. Additionally, we hired a water monitoring and analysis company to review our properties’ water usage monthly. The results are reviewed by our management team and any anomalies are investigated further. Additionally, to reduce our risk to water availability, we install high-efficiency low-flow fixtures or retrofit low-flow air valves in our properties where appropriate and economically feasible. In 2021, we continued our efforts to reduce water consumption by replacing water fixtures with lower flow fixtures and updated schedules to irrigate landscaping during the coolest parts of the day.
Company Overview

November 2021

Floor area under management with owner operational control
External initiatives
Energy consumption within the organization
Description of climate change risk exposure
Number of leases transacted, categorized by:
Location of headquarters
Location of operations
Markets served
The scale of the organization
Information of employees and other workers
Claims of reporting in accordance with GRI
Identifying and selecting stakeholders
The average occupancy rate, by property subsector
Stakeholder Engagement
Statement from the senior decision maker
Diversity and Inclusion
Reduction of energy consumption
Letter from Our CEO
New York, NY
Discussion of approach to measuring, incentivizing, and improving sustainability impacts of residents
In 2021, The Dermot Company surveyed 60% of our residents on their satisfaction, which included questions related to sustainability, and received a 9% response rate. We also conducted a resident satisfaction survey through a third party that covered 32% of our residents and achieved a 24.5% response rate. The results of the asset-specific resident need and satisfaction surveys are aggregated and reviewed by the resident Manager and Property Manager of each asset, as well as Residential Lifestyle Managers. The resident and property managers then coordinate with the partner lifestyle managers to implement the most requested changes into the upcoming resident engagement plans for their assets. Any issues that the residents are dissatisfied with or that did not receive positive resident feedback are also discussed at the internal feedback sessions by asset managers to make sure that the issues are addressed moving forward. Property managers and staff work to develop action plans based on the feedback.

Climate Change Adaptation

IF-RE-450a.1 Area of properties located in 100-year flood zones, by property subsector
0 sq.ft located in 100-year flood zones and 107,740 sq.ft of our portfolio is located in 0.2% chance flood zones.

IF-RE-450a.2 Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks
Not currently assessed

Activity Metrics

IF-RE-000.A Number of assets, by property subsector
Owned Apartments: 13
Managed Apartments: 4

IF-RE-000.B Leasable floor area, by property subsector
Owned Apartments: 4,231,323 sq. ft.

IF-RE-000.C Percentage of indirectly managed assets, by property subsector
0%

IF-RE-000.D The average occupancy rate, by property subsector
Owned Apartments: 92.25%
Average occupancy rate has not been calculated for managed properties.

Real Estate Services – Sustainability Disclosure Topics and Accounting Metrics

Sustainability Services

IF-RE-450a.3 A floor area and (2) number of buildings under management that obtained an energy rating
(1) 1,294,233 square feet of managed properties and (2) 3 managed properties have obtained an energy rating through ENERGY STAR Portfolio Manager.

Activity Metrics

IF-RE-000.A Number of property management clients, categorized by: (1) residents and (2) real estate owners
(1) 0
(2) 3

IF-RE-000.B Floor area under management with owner operational control
568,302 sq.ft.

IF-RE-000.C Number of buildings under management with owner operational control
9

IF-RE-000.D Number of leases transacted, categorized by: (1) residents and (2) real estate owners
(1) 3
(2) 0

Global Reporting Initiative (GRI) Index

GRI 102: General Disclosures

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<td>Name of the organization</td>
<td>The Dermot Company</td>
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<td>102-2</td>
<td>Activities, brands, products, services</td>
<td>Company Overview</td>
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<td>102-3</td>
<td>Location of headquarters</td>
<td>New York, NY</td>
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<tr>
<td>102-4</td>
<td>Location of operations</td>
<td>Company Overview</td>
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<td>102-6</td>
<td>Markets served</td>
<td>Company Overview</td>
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<td>The scale of the organization</td>
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<td>Responsible Vendor Engagement</td>
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<td>External initiatives</td>
<td>ESG Strategy, ESG Goals</td>
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<td>Statement from the senior decision maker</td>
<td>Letter from Our CEO</td>
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<td>1015</td>
<td>Key impacts, risks, and opportunities</td>
<td>ESG Integration in our Investment Processes and Investor Relations, ESG Strategy, ESG Goals, Physical Risks and Climate Change Resiliency, Stakeholder Engagement, Risk Management and Compliance</td>
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<td>Values, principles, standards, and norms of operations</td>
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<td>Executive-level responsibility for economic, environmental, and social topics</td>
<td>ESG Oversight, Governance Structure</td>
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<td>ESG Strategy, Stakeholder Engagement</td>
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<td>Review of economic, environmental, and social topics</td>
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<td>List of stakeholder groups</td>
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<td>November 2021</td>
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<td>Reporting cycle</td>
<td>About This Report</td>
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<td>Claims of reporting in accordance with GRI Standards</td>
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GRI 201: Economic Performance

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<td>201-2</td>
<td>Financial implications and other risks and opportunities due to climate change</td>
<td>Environmental Management System, Physical Risks and Climate Change Resiliency</td>
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GRI 206: Anti-Corruption

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<td>205-3</td>
<td>Confirmed incidents of corruption and actions taken</td>
<td>Business Ethics</td>
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GRI 302: Energy

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<th>GRI STANDARD</th>
<th>DESCRIPTION</th>
<th>REFERENCE/RESPONSE</th>
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</thead>
<tbody>
<tr>
<td>302-1</td>
<td>Energy consumption within the organization</td>
<td>76,945 MWh</td>
</tr>
<tr>
<td>302-3</td>
<td>Energy intensity</td>
<td>191.1 kWh/sq. ft</td>
</tr>
<tr>
<td>302-4</td>
<td>Reduction of energy consumption</td>
<td>5.4% YOY reduction in energy intensity</td>
</tr>
</tbody>
</table>
Operations with local community engagement, GHG emissions intensity, Waste by type and disposal method

Energy indirect (Scope 2) GHG emissions
Incidents of discrimination and corrective actions taken
Building energy intensity
Diversity and Inclusion
Emissions
Building water intensity

The process to identify and assessing climate-related risks

To identify and prioritize transition risks that may materially impact the Dermot Company's portfolio, we conduct a Climate Change Risk Assessment at our New York City properties. The risk assessment outlines any potential risks relating to regulatory risks, such as mandatory energy/carbon disclosures, carbon tax, extreme volatility in Energy due to regulation, and new codes (building, site, Energy, etc.).

Moving forward, we are planning to perform climate change risk assessments for each of our assets. By performing climate change risk assessments for each of our assets, we can create comprehensive plans for navigating each risk responsibility and develop short-term and long-term mitigation plans that are tailored to each risk and identify how these risks could affect each of our stakeholders.

The process to manage climate-related risks

For our existing properties, the Dermot Company identifies transition risks for each property and our property managers will prepare the mitigation strategies that are tailored to each asset and the risks identified.

For acquisition projects, the Dermot Company's investment team has a robust due diligence process to assess properties' physical risks to climate change before we acquire our assets. Specifically, our team looks at flood zone maps to see a property's risk for flooding in that area. Our investment team also runs insurance pricing calculations to see how insurance on that property could be affected by flood zone risk. Only after this process has been carried out and property acquisition has proven to have a good return on investment, we will proceed with the purchase of the property.
Integration of risk processes into overall risk management

There are potential physical climate-related risks that can impact our assets. We have a Climate Change and Resilience Policy whose goal is to identify the risks and potential action plans.

Metrics used to assess climate-related risks

The Dermot Company tracks and monitors several environmental metrics, including GHG emissions, energy, water, and waste.

Scope 1, 2, and 3 emissions

Scope 1: 6,569 tonnes CO2e
Scope 2 (Location Based): 11,079 tonnes CO2e
Scope 3: not currently tracked

Targets used to manage climate-related risks and opportunities

The Dermot Company plans to achieve year-over-year reduction targets for energy and water use and achieve annual carbon neutrality. Our ESG team will be responsible for the implementation of our sustainability program that would help us reach these targets, including tracking and doing a monthly review of our progress against these targets.
Energy data is entered into ENERGY STAR Portfolio Manager based on invoices provided directly by the utility. Natural gas, steam, and fuel oil data was calculated directly from utility invoices. RECs were calculated based on certificates provided by STX Commodities LLC and applied as offsets from the total electricity consumption data in ESPM. All energy data underwent third-party checks to ensure that data reported is as accurate and complete as reasonable. Based on CodeGreen’s Limited Assurance review, there is no evidence indicating that energy data submitted in public disclosures is not accurate and complete.

**GHG Emissions Data**

CodeGreen has reviewed applicable data and worked with the Dermot Company to prepare a GHG inventory following GHG Protocol Corporate Account and Reporting Standard: Revised Edition guidelines. CodeGreen reviewed energy consumption data utilizing ENERGY STAR Portfolio Manager data and reported tenant sub-meter data to ensure proper allocation of fuel, district steam and base building electricity, and tenant direct-meter emissions across Scope 1, 2, and 3 GHG emissions in alignment with the GHG Protocol. Scope 1 emissions are classified as direct GHG emissions resulting from fuel oil and natural gas. Scope 2 emissions are classified as indirect emissions including electricity and district steam. Scope 3 emissions are classified as indirect emissions resulting from tenant direct and submetered energy consumption. RECs were calculated based on certificate provided by STX Commodities LLC and applied as offsets from the Scope 2 emissions. Carbon offsets were calculated based on certificate provided by STX Services B.V. and applied as offsets from the Scope 1, Scope 2, and Scope 3 emissions. Emissions factors and Global Warming Potentials were also verified. Based on CodeGreen’s Limited Assurance review, there is no evidence indicating that GHG data submitted in public disclosures is not accurate and complete.

**Waste Generation Data**

CodeGreen has reviewed applicable waste data in ENERGY STAR Portfolio Manager against utility invoices and worked with the Dermot Company to calculate absolute waste consumption data for the portfolio of assets. Based on CodeGreen’s Limited Assurance review, there is no evidence indicating that water data submitted in public disclosures is not accurate and complete.

**Waste Consumption Data**

CodeGreen has reviewed applicable water data in ENERGY STAR Portfolio Manager against utility invoices and worked with the Dermot Company to calculate absolute water consumption data for the portfolio of assets. Based on CodeGreen’s Limited Assurance review, there is no evidence indicating that water data submitted in public disclosures is not accurate and complete.

**Exclusions**

Any assets under development were excluded from verification.

**Summary of Assertion**

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<td>Limited Assurance</td>
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<tr>
<td>Geographic Boundary</td>
<td>USA</td>
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<tr>
<td>Inventory Period</td>
<td>January 1, 2021 – December 31, 2021</td>
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<tr>
<td>Scopes Covered</td>
<td>Natural Gas, Fuel Oil, Whole Building Electricity and Steam, Tenant Sub-metered/Direct Metered Electricity, RECs, carbon offsets, water consumption, waste generation</td>
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<tr>
<td>Emissions Covered</td>
<td>CO₂, N₂O, CH₄</td>
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<tr>
<td>Protocols used for GHG Data Review</td>
<td>WRI’s Greenhouse Gas Protocol</td>
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<td>Occurrence, Completeness, Accuracy, Cut-Off, Classification</td>
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<td>Types of Energy Sources Covered (Emissions Activities)</td>
<td>Whole Building and Tenant Sub-metered/Direct Metered Electricity, Natural Gas, Fuel Oil, Steam, RECs, carbon offsets</td>
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<tr>
<td>Types of Water Sources Covered</td>
<td>Whole Building Domestic Water</td>
</tr>
<tr>
<td>Types of Waste Sources Covered</td>
<td>Whole Building non-hazardous waste</td>
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</tbody>
</table>

**Verification Opinion**

Based on our Limited Assurance review of the organizational emission for The Dermot Company from January 1, 2021 to December 31, 2021, nothing has come to our attention which causes us to believe that the energy, water, and GHG assertion used in public disclosures is not presented fairly in accordance with the relevant criteria. The emissions were calculated in a consistent and transparent manner and were found to be a fair and accurate representation of the Dermot Company’s actual usage and were free from material misstatement.

CodeGreen has verified a total of:

- 17,648.42 metric tons of CO₂ equivalent (CO₂e) emissions
- 7,894 metric tons of CO₂ equivalent (CO₂e) emissions generated offsite and purchased by landlord
- 76,945.332 MWh of energy consumption
- 334 metric tons of waste generated

Based on the processes and procedures conducted, there is no evidence that the GHG statement:

- Is not materially correct
- Is not a fair representation of the GHG data
- Has not been prepared in accordance with the Greenhouse Gas Protocol

**Attestation:**

**Justin Stephens**

DevOps Administrator

**CODEGREEN**

jstephens@codegreensolutions.com