## CONTENTS

**Letter to Our Stakeholders** 4
**WashREIT at a Glance** 6

### Strategy and Goals
- Meeting Global Objectives 10
- Goals and Progress 12
- 2020 Results 14
- Recognition 15

### Environmental Impact
- Climate Risk 16
- Energy 20
- Highlight: Renewable Energy 21
- Highlight: Green Bond 22
- Green Buildings 23
- Development 25
- Waste Management 26
- Highlight: Award of Excellence 28
- Transportation 29

### Social Impact
- Employee Development 30
- Diversity and Inclusion 32
- Our People 33
- Community Engagement 35
- Resident and Tenant Engagement 36

### Governance
- Board Composition and Committees 38
- Ethics 39
- Risk Management 40

### Appendix
- Appendix A: Energy & GHG Data 42
- Appendix B: Reporting Methodology 43
- Appendix C: TDFC Index 44
- Appendix D: SASB Index 46
LETTER TO OUR STAKEHOLDERS

2020 was certainly an unprecedented year, but at WashREIT, our commitments to environmental, social, and governance programs and policies helped us create safe environments for residents and employees and maintain quality of life in our multifamily and office buildings. While navigating the pandemic our company has also embarked on a major transformation—shifting from serving office tenants, retailers, and residents to focusing solely on those residents and creating value in the communities we own.

With this year’s report, we aim to strike a balance between looking back and forward, reporting on our legacy portfolio through our entire ownership period while also previewing the ways in which our ESG objectives may be evolving. Some of these objectives are already identified, but others will be formed over the coming months as our portfolio changes and we undertake a deliberate and intentional approach to defining the material ESG priorities for a transformed WashREIT. Regardless, our focus will be to prioritize environmental, social, and governance activities that deliver the most impactful results for our residents, employees, shareholders, and the environmental.

As we look forward, we recognize that there is no more important impact that we can deliver than to ensure our organization is on a path to limit our contributions to climate change. For that reason, we are
excited to announce that WashREIT has made a commitment to net zero carbon operations in alignment with the ULI Greenprint Net Zero by 2050 Goal. We establish this commitment to confirm that a focus on carbon reductions will be fully integrated into our strategic approach and at all levels of our organization throughout our portfolio transformation. We are proud of the significant energy and greenhouse gas reductions we have achieved over the previous five years but understand that now is the time to pick up the pace and reorient our reductions to a carbon neutral path.

In addition, our transformation creates opportunity to align our portfolio with a socially responsible strategy of reinvesting in assets that serve the middle-income earner. Our target markets have a scarcity of affordable apartments – homes which we intend to optimize to meet residents’ lifestyle preferences while maintaining affordability. Our growth is based on rigorous in-house research which has enabled us to acquire homes where there is a natural synergy between delivering value to our investors and social responsibility.

We are excited for the future of WashREIT, but in this report, we want to recognize the ESG impacts and achievements of our legacy portfolio. In October 2020, WashREIT executed the private placement of a $350 million green bond, the proceeds of which are being used to support the development of renewable energy projects and to drive efficiency and sustainability impacts at recent acquisitions in our portfolio. In addition, WashREIT’s first fully-led multifamily development, Trove, delivered numerous sustainability construction practices and design features and achieved LEED certification in early 2021. And we’ve recently begun work on expanding the supply of on-site renewable energy in our portfolio through two rooftop solar projects.

As we continue to grow and transform across 2021, the nature of our work may change, but our commitment to ESG performance is stronger than ever. We look forward to keeping you updated as our ESG roadmap evolves with the new WashREIT and as we find new ways to create positive impacts on the environment, our communities, residents, and employees.

Paul T. McDermott
Chairman & CEO
WashREIT at a Glance

WashREIT owns and operates uniquely positioned real estate assets in the Washington, DC region and Southeastern United States.

Backed by decades of experience, expertise, and ambition, we create value by transforming insights into strategy and strategy into action.

Our portfolio of 23 properties includes nearly 7,300 multifamily apartment units and approximately 300 thousand square feet of commercial space. With a track record of driving returns and delivering satisfaction, we are a trusted authority in one of the nation's most competitive real estate markets.

- **23** properties
- **7,300** multifamily apartment units
- **300K** square feet of commercial office space
Our ESG Strategy

WashREIT invests in sustainable solutions across our portfolio of office, retail, and multifamily properties. With decades of sustainability and efficiency expertise, we’ve proven a commitment to operating high-performing properties that serve our residents and investors a responsible manner. Our ESG priorities are designed to increase asset value, mitigate risks, and prepare for future market demands. We achieve results by establishing portfolio-wide standards and executing property-specific solutions.

To ensure that the company is continually improving ESG performance, we operate under an Environmental Management System aligned with ISO 14001 and based on an iterative Plan-Do-Check-Act model.

- Define scope and materiality
- Use benchmarking and market assessment to establish priorities
- Set ESG objectives
- Measure results through identified key performance indicators
- Assess company, team, and individual annual performance review
- Identify opportunities for continual improvement

- Establish department-level goals
- Create action plans and assign responsibilities
- Execute on projects and programs
- Structure oversight and reporting processes
- Monitor performance and track against industry and peer benchmarks
- Report through preferred disclosure mechanisms

PLAN
Benchmark & Define

DO
Goals & Action Plans

ACT
Review & Evaluate

CHECK
Track & Report
Meeting Global Objectives

Setting measurable goals is necessary to transform WashREIT’s ESG mission statement into concrete, distinct, and actionable tasks against which we can measure progress. We revisit the appropriateness of each goal on an annual basis. To place the impacts of our operations within a global context our ESG objectives are aligned with the United Nations Sustainable Development Goals (UN SDGs).

More detail on the goals and related actions are found throughout the report as indicated by the index.

<table>
<thead>
<tr>
<th>OBJECTIVE</th>
<th>GOALS AND ACTIONS</th>
<th>STATUS</th>
<th>INDEX</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>Provide healthy spaces and support the wellbeing of all building occupants</td>
<td>✓</td>
<td>Green Buildings</td>
</tr>
<tr>
<td></td>
<td>Provide healthy building spaces by conducting annual indoor air quality testing and reduce the impact of toxic chemicals through green cleaning and integrated pest management programs</td>
<td>✓</td>
<td>Employee Development</td>
</tr>
<tr>
<td></td>
<td>Encourage healthy employee behaviors through wellness programming and benefits</td>
<td>✓</td>
<td>Resident and Tenant Engagement</td>
</tr>
<tr>
<td></td>
<td>Promote resident and tenant access to wellness programming and amenities</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Establish standards for efficient and clean energy use</td>
<td>→</td>
<td>Goals &amp; Progress</td>
</tr>
<tr>
<td></td>
<td>Reduce energy use intensity 20% by 2025 below a 2015 baseline</td>
<td>→</td>
<td>Energy</td>
</tr>
<tr>
<td></td>
<td>Conduct property-specific energy assessments at all buildings at least every five years</td>
<td>✓</td>
<td>Energy</td>
</tr>
<tr>
<td></td>
<td>Pursue energy procurement strategies that ensure reliable and predictable energy expenses, including opportunities from clean energy sources</td>
<td>✓</td>
<td>Renewable Energy</td>
</tr>
<tr>
<td></td>
<td>Install on-site renewable projects</td>
<td>✓</td>
<td>Energy</td>
</tr>
<tr>
<td></td>
<td>Participate in Demand Response programs that contribute curtailment resources to reduce grid stress and the need for additional fossil fuel-based power plants</td>
<td>✓</td>
<td>Energy</td>
</tr>
<tr>
<td>OBJECTIVE</td>
<td>GOALS AND ACTIONS</td>
<td>STATUS</td>
<td>INDEX</td>
</tr>
<tr>
<td>-----------</td>
<td>-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
<td>--------</td>
<td>---------------------</td>
</tr>
<tr>
<td>8</td>
<td>Make investments in the sustainable development of the region and communities where we operate</td>
<td>✔</td>
<td>Development</td>
</tr>
<tr>
<td></td>
<td>Require that service providers and contractors meet our standards for ethics, health and safety, and workplace laws</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Foster a culture of accountability at all levels of the workforce, with inclusive compensation, recognition, and time-off policies</td>
<td>✔</td>
<td>Employee Development</td>
</tr>
<tr>
<td></td>
<td>Provide robust employee safety and training programs</td>
<td>✔</td>
<td>Employee Development</td>
</tr>
<tr>
<td>11</td>
<td>Maintain a portfolio-wide sustainable operations program aligned with leading green building certifications</td>
<td>✔</td>
<td>Green Buildings</td>
</tr>
<tr>
<td></td>
<td>Track energy efficiency performance by benchmarking all properties in ENERGY STAR Portfolio Manager</td>
<td>✔</td>
<td>Energy</td>
</tr>
<tr>
<td></td>
<td>Engage and cooperate with industry peers, local governments, and other stakeholders working to advance sustainable and resilient communities</td>
<td></td>
<td>Climate Risk</td>
</tr>
<tr>
<td></td>
<td>Enable our employees and partners to support our communities with hands-on community service projects</td>
<td>✔</td>
<td>Community Engagement</td>
</tr>
<tr>
<td>12</td>
<td>Increase waste diversion rate to 60% by 2025</td>
<td></td>
<td>Waste Management</td>
</tr>
<tr>
<td></td>
<td>Provide technical guidance and support for tenants to pursue sustainability strategies with their build outs and ongoing operations</td>
<td></td>
<td>Resident and Tenant Engagement</td>
</tr>
<tr>
<td></td>
<td>Implement a Green Lease standard for office leases</td>
<td>✔</td>
<td>Green Buildings</td>
</tr>
<tr>
<td>13</td>
<td>Reduce greenhouse gas emissions intensity 20% by 2025 below a 2015 baseline</td>
<td></td>
<td>Energy</td>
</tr>
<tr>
<td></td>
<td>Participate in discussions among regional stakeholders to assess climate risks and plan for adaption and mitigation</td>
<td></td>
<td>Climate Risk</td>
</tr>
</tbody>
</table>

- Achieved and ongoing
- In progress
- On track
Goals and Progress

Because WashREIT is committed to the efficient and sustainable operation of our properties, over the entire lifespan of ownership, we have established energy, greenhouse gas, and waste reduction targets to continue driving year-over-year improvement. Our base year is 2015, and our energy reduction goal is aligned with the Better Buildings Challenge, through which we publicly disclose annual progress. These targets ensure that our teams will continue to deliver operational excellence across the portfolio. Our progress through 2020 is shown below.

**ENERGY**
Goal: **20% reduction** in energy use intensity use by 2025

*Our progress*

-23.9%

Goal: -20%

**GHG**
Goal: **20% reduction** in greenhouse gas emissions intensity by 2025

*Our progress*

-30.6%

Goal: -20%

**WASTE**
Goal: **60% diversion** from landfill by 2025

*Our progress*

41.9%

Goal: 60%

Note that due to the COVID-19 pandemic and reduced physical occupancy we have exceeded the 20% energy and greenhouse gas emissions reduction targets. We treat the 2020 data as anomalous and therefore consider both targets still in progress rather than complete, though the pre-pandemic data indicates we remain on track to achieve these targets through our efficiency and conservation measures. Additionally, as noted in the Letter to Our Stakeholders, with our commitment to net zero carbon operations, we are reevaluating the appropriate interim energy and greenhouse gas emissions targets in support of this long-term objective.

See Appendix A: Energy & GHG Data and Appendix B: Reporting Methodology for additional detail on reporting boundaries and data coverage.
2020 Results

These are the indicators we have identified as critical to assess portfolio-wide performance. Further in this report, specific to each topic area, we describe the methods for tracking, benchmarking, and managing these performance metrics.

INTENSITIES

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENERGY</td>
<td></td>
<td></td>
</tr>
<tr>
<td>kWh/sf</td>
<td>17.73</td>
<td>15.07</td>
</tr>
<tr>
<td>GHG</td>
<td></td>
<td></td>
</tr>
<tr>
<td>kgCO₂e/sf</td>
<td>5.31</td>
<td>4.17</td>
</tr>
<tr>
<td>WATER</td>
<td></td>
<td></td>
</tr>
<tr>
<td>gal/sf</td>
<td>22.67</td>
<td>26.26</td>
</tr>
</tbody>
</table>

LIKE-FOR-LIKE

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENERGY</td>
<td></td>
<td></td>
</tr>
<tr>
<td>kWh/sf</td>
<td>17.73</td>
<td>15.07</td>
</tr>
<tr>
<td>Natural Gas</td>
<td>32,343</td>
<td>29,967</td>
</tr>
<tr>
<td>Steam</td>
<td>673</td>
<td>0</td>
</tr>
<tr>
<td>TOTAL</td>
<td>123,882</td>
<td>107,619</td>
</tr>
<tr>
<td>GHG</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MtCO₂e</td>
<td>5,861</td>
<td>5,433</td>
</tr>
<tr>
<td>Scope 1 Emissions</td>
<td>28,438</td>
<td>24,192</td>
</tr>
<tr>
<td>Scope 2 Emissions</td>
<td>28,438</td>
<td>24,192</td>
</tr>
<tr>
<td>TOTAL</td>
<td>34,299</td>
<td>29,625</td>
</tr>
<tr>
<td>WATER</td>
<td></td>
<td></td>
</tr>
<tr>
<td>kGal</td>
<td>168,228</td>
<td>254,124</td>
</tr>
</tbody>
</table>

See Appendix A: Energy & GHG Data and Appendix B: Reporting Methodology for additional detail on reporting boundaries and data coverage.
Recognition

[Logos and icons representing various recognitions and certifications]
Climate Risk

Process and Oversight
The impacts of climate change pose potential risks to our assets and our business, and therefore present an opportunity to incorporate new ways of thinking about value-creation into our strategic planning. In response, we have established a roadmap for assessing, validating, and responding to these risks. And as we move along this path, we are committed to identifying the appropriate means of disclosure throughout the process. Our treatment of these issues is aligned with the Task Force on Climate-Related Financial Disclosures (TCFD) and additional detail on the applicability of TCFD recommendations can be found in the Appendix C: TCFD Index.

To date, we’ve established processes to assess the physical and transition climate risks and opportunities for both our existing portfolio as well as all new acquisitions. This will be an iterative process as market conditions, regulations, technologies, and climate risk methods evolve. For this reason, climate risk management has been integrated with our existing Enterprise Risk Management system, which is an annual Executive and Board-level oversight exercise. Through this mechanism, we maintain communication on risk findings and receive governance direction. A cross-functional team representing Sustainability, Property Management, Asset Management, Investments, Legal and other teams are participating in this ongoing effort.

Our Approach

<table>
<thead>
<tr>
<th>Assessment</th>
<th>Validation</th>
<th>Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>Measure property risk exposures.</td>
<td>Evaluate risk probabilities &amp; severity.</td>
<td>Recommend property and portfolio mitigation &amp; adaptation plans.</td>
</tr>
<tr>
<td>Identify business and operational risks &amp; opportunities.</td>
<td>Investigate methods for calculating financial impacts.</td>
<td>Incorporate risks and opportunities into investment and asset management plans.</td>
</tr>
</tbody>
</table>

Disclosure
Physical Risk
The assessment the risks posed to our assets applied data from Four Twenty Seven, a provider of market intelligence and analysis related to physical climate and environmental risks. This assessment is based on the IPCC RCP 8.5 business-as-usual scenario.

<table>
<thead>
<tr>
<th>Physical Risks</th>
<th>Impacts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Flood</td>
<td>Our current understanding is that the identified risks do not pose acute short-term (&lt;5 years) impacts; however, over the medium- and long-term (5-20+ years), we consider the following impacts.</td>
</tr>
<tr>
<td>Sea Level Rise</td>
<td>Expense</td>
</tr>
<tr>
<td></td>
<td>Revenue</td>
</tr>
<tr>
<td>Heat Stress</td>
<td></td>
</tr>
<tr>
<td>Water Stress</td>
<td></td>
</tr>
</tbody>
</table>

Through this process we’ve established a dashboard to review property-specific risk elements. This provides our asset management teams with the necessary tool to comprehensively analyze risk trends and compare risk factors across the portfolio. And with this framework in place, we can easily incorporate climate risk assessment as part of the due diligence review for future acquisitions.
Transition Risks and Opportunities
A transition to a low-carbon economy, represented by RCP 2.6, poses a scenario with changing regulatory, market, technology, and reputation implications. Our team evaluates these risks and opportunities across our different property sectors and over short-, medium-, and long-term horizons that may arise related to such a transition.

<table>
<thead>
<tr>
<th>Transition Risks and Opportunities</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Risks</strong></td>
</tr>
<tr>
<td>Regulation may increase utility or other operating expenses and accelerate the timeframe for equipment replacement</td>
</tr>
<tr>
<td>Prior investments in building systems may become obsolete due to rapid advancements in technology</td>
</tr>
<tr>
<td>Our space types, asset locations, and product offerings may not align with changing market or demographic forces driven by climate change</td>
</tr>
<tr>
<td>Failure to comply with building efficiency or greenhouse gas emissions mandates could result in financial penalties</td>
</tr>
<tr>
<td>Renewable energy mandates could impact development and redevelopment plans, such as our ability to offer rooftop or other amenity spaces</td>
</tr>
<tr>
<td><strong>Opportunities</strong></td>
</tr>
<tr>
<td>Policy changes may result in the necessary incentives to make deep energy retrofits cost effective</td>
</tr>
<tr>
<td>With our DC metro area concentration, increased federal spending for climate regulation may be a growth driver for the region</td>
</tr>
<tr>
<td>Resource efficiency investments can result in operational savings and returns on the capital invested</td>
</tr>
<tr>
<td>Outperforming market peers for tenant demand by maintaining reputation as a sustainability leader</td>
</tr>
<tr>
<td>Mitigating the worst impacts of climate change prevent the need for high-expense building adaptations</td>
</tr>
</tbody>
</table>

Regional Responses
We monitor and participate in the processes various jurisdictions are undertaking to plan for both mitigation of and adaptation to climate change impacts. For instance, the District of Columbia has established a Building Energy Performance Standard (BEPS) to regulate the energy efficiency of existing buildings and requires the District to be supplied with 100% renewable energy by 2032. WashREIT is actively participating in the policymaking process as co-chair of the District’s BEPS Task Force. And we intend to play an active role as other jurisdictions where we operate are exploring and adopting building efficiency and climate policies, to ensure that both government and the commercial real estate industry achieve our shared goals.
ENVIRONMENTAL IMPACT

Energy

We take a comprehensive approach to energy management at our properties, actively pursuing strategies to optimize the energy consumption, demand, and cost within our control through a variety of programs.

DAY-TO-DAY ENERGY MANAGEMENT

Energy Score Cards All multifamily properties are enrolled with Bright Power Energy Score Cards to benchmark and compare energy performance, map energy consumption to end uses, and analyze trends to identify efficiency improvement opportunities.

Energy Intelligence Software (EIS) Metering is installed at all office properties to allow for monitoring and analysis of building energy use remotely and in real-time.

Benchmarking Properties’ energy use is benchmarked in ENERGY STAR Portfolio Manager to compare against other buildings and track performance over time. Eligible buildings pursue ENERGY STAR certification annually.

Demand Response When grid reliability is threatened, WashREIT’s properties enact voluntary curtailment plans to reduce load.

CAPITAL IMPROVEMENTS

Energy Audits We periodically conduct energy audits to review building performance, provide a comprehensive assessment of efficiency and conservation projects, and guide capital investment decisions. We target conducting audits once every five years for all standing investments and as a part of the due diligence review for all new acquisitions.

Unit Renovations As apartment units are renovated appliances are replaced with ENERGY STAR rated equipment, water fixtures are replaced or retrofitted with low-flow options, and lighting is upgraded to more efficient fixtures.

Cooling Tower, Air-Handler, and Chiller Replacements As base-building HVAC equipment is replaced for operational improvement or at end of life, we capture efficiency improvements through various strategies such as improved controls, variable frequency drives, economizing modes, and environmentally preferred refrigerants.

Boilers Numerous recent boiler replacement projects have included efficiency improvements such as right-sizing heating capacity, installing modular boilers to better handle seasonality, and transitioning to high-efficiency condensing boilers.

Lighting Throughout the portfolio, common area, occupied space, exterior and parking lighting fixtures have been replaced with LED, paired with occupancy sensors and daylighting controls, resulting in significant energy and maintenance savings.

WashREIT’s commitment to reduce energy consumption 20% by 2025 below a 2015 baseline is a commitment to innovation and energy efficiency aimed at mitigating the impacts of climate change.
On-Site Renewables
WashREIT has 565 KW of on-site solar projects in our pipeline, 15% of which is currently installed and operating, and the remainder anticipating operation in mid-2022. The existing installation was completed in collaboration with New Partners Community Solar, who own and operate the solar system and credit the renewable energy produced to low- and moderate-income residents in DC. By reducing families’ energy burden with renewable sources, this project contributes to both our sustainability and community commitments. The additional renewable energy projects in our pipeline are designed to lower operating expenses while contributing to our carbon emissions reduction target.

Sourcing Renewable Energy
To increase the proportion of our energy use from renewable sources and further reduce emissions from our property operations, WashREIT also explores opportunities to purchase our electricity supply from clean sources through our energy procurement strategies. In 2019, WashREIT contracted for electricity at ten properties in Virginia in support of the state’s renewable portfolio standard. Over the course of 2020, this represented the purchase of 17,600 MWh of renewable energy across these ten sites.
In October 2020 WashREIT issued a $350 green bond to support achievement of our ESG objectives and enhance sustainability for our recent development and acquisition activity. The proceeds of the green bond will be allocated to eligible green projects, which include certified green buildings, energy efficiency, water efficiency, and renewable energy projects. WashREIT’s Green Bond Framework is aligned with the Green Bond Principles issued by the International Capital Market Association (ICMA). Proceeds from the bond have been partially allocated to the LEED-certified development of Trove, and the remainder of the proceeds are in the process of being allocated in support of properties anticipated to achieve BREEAM certification.
Green Buildings

Sustainable Operations
WashREIT operates all of our properties with sustainable practices to ensure that our building occupants work and live in efficient and healthy spaces. We apply industry standards such as the LEED and BREEAM rating systems to establish sustainable practices for building design, construction, operations, and maintenance. In addition to using these rating systems to certify properties throughout our portfolio, 100% of the office portfolio has been operated according to the LEED-EB standard. This means that our property teams and service providers are cooperating to implement uniform practices for sustainable cleaning, pest management, interior and exterior maintenance, and waste management.

At end of 2020, WashREIT owned and operated 2.1 million square feet of LEED certified properties. By floor area, this represents 70% of the office portfolio as LEED certified. We have also embraced USGBC’s Arc platform to continuously monitor sustainability performance and to demonstrate ongoing sustainability excellence by achieving LEED recertification.

Green Leasing
We can achieve more by engaging on sustainability issues early in the landlord-tenant relationship. We facilitate this with green lease clauses in our standard office lease, encouraging cooperation on shared sustainability goals, sharing of utility and benchmarking data, and cost-sharing energy efficiency investments. For these efforts, WashREIT has repeatedly been recognized as a Green Lease Leader by the Institute for Market Transformation (IMT) and the U.S. Department of Energy’s (DOE) Better Buildings Alliance.
Designing and constructing healthy, efficient, and sustainable living spaces for our future residents.
Development

We incorporate industry best practices for sustainable design and construction in all new development projects.

We are pleased to report that we delivered the first WashREIT-led, ground-up multifamily development in 2020, known as Trove, on a site that was previously developed as surface parking lots for neighboring apartment buildings.

We value the desire of our residents to live in healthy, efficient, and sustainable homes. Therefore, we pursued and achieved LEED Silver certification to reduce the environmental impacts of the construction process and to set up the property for sustainable operations post-occupancy.

The project incorporated a number of sustainable features including:

- Support for multi-modal transportation options including electric vehicle charging stations, preferred parking spaces for fuel-efficient vehicles, 160 secured bike storage spaces, direct access to multiple bus lines, and shuttle service to the nearby Metro station.

- Energy efficient HVAC systems, LED lighting, occupancy sensors, and ENERGY STAR appliances expected to reduce energy by 20%.

- Water efficient landscaping and low flush and flow plumbing fixtures expected to reduce water consumption by 36%.

- Construction waste management practices that diverted 92% of waste, representing nearly 2,900 tons of material that was recycled or reused.

- Stormwater management designed with minimize and filter runoff at the site through bioretention areas and permeable paving.

- Resident amenities including a fitness center and yoga room with programming to support health and wellness.
Waste Management

WashREIT targets to divert 60% of waste from landfill by 2025, a goal that requires operational improvements, cooperating with innovative partners, and engaging building occupants to achieve results. We pursue strategies such as the following.

**Waste Audits & Data Tracking**
A waste audit is conducted annually at each office property to assess the make up of the building’s waste and recycling streams, identify sources of contamination, and provide data on the effectiveness of diversion strategies. This data, along with monthly reports from our haulers, is used to benchmark and track performance over time in ENERGY STAR Portfolio Manager.

**Compost**
At many of our properties food waste, paper, and other organic materials make up a significant portion of the waste stream. At several properties, we've partnered with a hauler to collect and transport these materials for off-site composting.

**Donation Boxes**
To facilitate reuse of durable goods, especially those unwanted items discarded at move-out, donation collection bins are placed at many of our multifamily properties.

**Electronic Waste**
To assist tenants with the proper disposal of electronics waste such as computers, office equipment, and personal electronics, we work with a partner to provide for the collection and recycling of e-waste.
HIGHLIGHT

AWARD OF EXCELLENCE

In October 2020 WashREIT was recognized by NAIOP DC|MD for the Best Corporate Responsibility Program at the 2020 Awards of Excellence. The award is presented to the organization that demonstrates a strong commitment to responsible business practices that contribute to environmental responsibility, social impact, and economic success. The WashREIT ESG Program was recognized for our organizational commitments and the broad range of corporate responsibility initiatives we have implemented in recent years.

The award of excellence recognized WashREIT’s long-term commitments to deliver positive environmental, social, and governance impacts to tenants, employees, shareholders, and the community. These include demonstrated reductions in energy consumption and greenhouse gas emissions and achievement of LEED and ENERGY STAR certifications; engaging with our tenants through green leasing, health & wellness programming, and composting programs; and proactively assessing the risks posed to our properties and our region due to climate change. And the impacts extend beyond our properties, to invest in our people and our community through robust and year-round community service efforts; the donation of clean energy to reduce the energy burden of DC’s low-income residents; employee growth and leadership development programs; and fostering a culture that values diversity and promotes equity through our business practices.
Transportation

WashREIT is committed to owning and operating properties that are part of communities connected by multi-modal transportation options.

We support our residents, tenants, and customers commuting to our properties by all modes, and encourage methods other than single occupancy vehicles.

- **Biking**
  For bikers, we have installed bike storage and repair stations and built shower facilities, and we’ve worked with groups like the Tysons Partnership to bring bikeshare to new parts of the region.

- **Electric Vehicles**
  For drivers of electric vehicles, we have installed chargers at numerous properties, and our new development projects are designed to include charging infrastructure.

- **Transit Shuttles**
  For properties that are not directly accessible by transit options, we provide shuttle services to Metro stations.

- **Transit Screens**
  We have installed monitors in building lobbies to provide tenants with a real-time snapshot of local transportation options. Building tenants and visitors can view nearby metro, bus, carshare, and bikeshare data to make informed transit decisions.
Employee Benefits and Development Programs

Professional Development
At WashREIT, we place great value on employee growth and development through goals, feedback, and professional and leadership development offerings at all levels of the organization. Our leadership courses are internally developed and delivered multi-session, cohort-based experiential learning environments. A certified coach provides executive leadership coaching. We financially support employees pursuing job-specific training, as well as tuition reimbursement for employees pursuing degree programs and certifications. And we encourage individuals to join professional organizations that offer technical, soft skill, and leadership development workshops.

Non-Pay Benefits
We support our employees with a robust employee benefits program, including a flexible vacation policy, parental leave, 401(k) matching, tuition reimbursement, an Employee Assistance Program, and numerous other programs.

- 401(k) with employer match and free access to certified financial planners
- Tuition Reimbursement
- Employee Referral Bonus
- Commuter Benefits
- Cell Phone Stipends
- Employee Assistance Program
- Paid Sick Leave
- Flexible Vacation
- Paid Holidays
- Paid Parental and Family Medical Leave
- Medical, Dental and Vision
- Flexible Spending and Health Savings Accounts
- 100% Paid Short-Term Disability
- Long Term Disability
- Biometric Screenings

Employee Engagement
We conduct an annual employee engagement survey and also regularly check in on how employees are feeling through pulse surveys on a wide range of topics, including company culture, career development, benefits, and management. Our goal is to gauge overall satisfaction and identify opportunities for improvement. Our most recent survey indicated high responsiveness, with a 97% participation rate. The survey results indicate that WashREIT employees, regardless of tenure, level, or division, feel and think positively about the company.
Diversity and Inclusion

At WashREIT, we believe diversity of backgrounds, experiences, cultures, ethnicities, and interests leads to new ways of thinking and drives organizational success.

Diversity, Equity, Inclusion, and Belonging (DEIB) Council
In 2020, WashREIT created the Diversity, Equity, Inclusion, and Belonging Council. With direct Board oversight, the council aims to increase diversity at the company and in the industry, while providing transparency by publicly disclosing our diversity metrics. Throughout the year, the Council facilitates trainings, learning opportunities, and discussions for employees.

2020 Accomplishments
In its inaugural year, the DEIB Council at WashREIT laid the groundwork for a more inclusive environment where employees can create a sense of belonging. The following initiatives were accomplished and will be ongoing practices at WashREIT.

• Diversity Learning Journey Series featuring speakers from diverse backgrounds speaking on their life and career experiences

• Minority-, Women-, and Veteran-owned business tracking of both our vendors and tenants to provide baseline metrics on interactions with the local community

• Targeted recruitment and relationship development at HBCUs and with diverse industry groups.

• Diversity and equity audit for baseline information and target setting.

• Recognition of diversity and inclusion months and celebrations

• Partnership with Jubilee Housing to provide tutoring for school-aged children.

• Annual inclusion and belonging survey to gather employee sentiment around DEIB efforts

Training and Development
Our diversity and inclusion training and development efforts began in 2020 with our Diversity Learning Journey, a series of events featuring speakers from different diverse backgrounds speaking on their lives and careers. We have developed company-wide training and development on implicit bias, cultural intelligence, microaggressions, and psychological safety.
Our People

WASHREIT SNAPSHOT

113 EMPLOYEES

27 EMPLOYEES

24%

BOOMERS 13%

GEN X 35%

MILLENIALS 48%

GEN Z 4%

7 YEARS AVERAGE TENURE

GENERATIONAL DIVERSITY

NEW HIRES

7

MEN

56%

MEN

71%

WOMEN

44%

WOMEN

29%

27

EMPLOYEES

Senior management is defined as department leaders, enterprise leaders, and executives.

In 2020, WashREIT had seven new hires.

Note: Data as of December 31, 2020.

GENDER DIVERSITY

EMPLOYEES

WOMEN

35%

MEN

65%

NEW HIRES

WOMEN

29%

MEN

71%

WOMEN

44%

MEN

56%

NEW HIRES

WOMEN

29%

MEN

71%

GENDER DIVERSITY

RACIAL DIVERSITY

EMPLOYEES

BIPOC

35%

WHITE

65%

NEW HIRES

BIPOC

43%

WHITE

57%

NEW HIRES

BIPOC

7%

WHITE

93%
Annual Toy Drive benefiting Toys for Tots, 2020
Community Engagement

As a real estate investment trust, investing is at the core of what we do. But the most valuable investments we make are not in our buildings—they’re in our people and our community. With more than five decades of experience operating exclusively in the DC area, we’re passionate about making a difference in the region we call home.

Motivated by our guiding principles and committed to improving the lives of those in need, our employees participate in a wide variety of philanthropic activities throughout the year. Whether volunteering at a food bank, running a toy drive, or walking for a cause, we’re proud to foster a culture of giving back.

**Spring Clothing Drive**
Each year, we set up collection points across multiple properties for tenants to donate clothing items to Martha’s Outfitters, an organization that works to better the lives of the less fortunate in DC.

**Virtual Tutoring**
In 2020, the WashREIT team partnered with Jubilee Housing to virtually tutor children ranging in age from 6 to 18 from low income households. The ongoing partnerships occurred over weekly sessions centered around varying subjects, augmenting virtually school.

**Holiday Toy Drive**
In 2020, WashREIT collected and donated over 1,000 toys for less fortunate children and Inova Children’s Hospital.

**Philanthropy**
Each year, we support a number of local causes through both volunteer activities and financial donations. In 2020, we contributed to Capital Area Food Bank in support of their mission to provide equitable access to food and opportunity to people struggling with hunger and food insecurity.
SOCIAL IMPACT

Resident and Tenant Engagement

Consistent and quality outreach to our residents and tenants is the key to the success of our communities.

**Resident Feedback**
Hearing from our residents is critical to ensure that we continue to deliver the highest quality living experience. Therefore, resident satisfaction surveys are conducted by independent third parties at all multifamily properties. All residents are surveyed with an initial baseline survey, followed by rolling surveys thereafter. Through this process, we receive quantitative feedback on overall resident satisfaction as well as the quality of communication and responsiveness, property management and maintenance, and value for money.

**Health & Wellness**
Both our multifamily and office properties include fitness centers to support our residents’ and tenants’ health and wellbeing. Most offer separate workout rooms for guided fitness and meditation classes and include modern fitness equipment with on-demand fitness classes.

**Landlord-Tenant Communication**
Through our tenant experience app, we are able to connect with each office occupant in the building via a channel dedicated to tenant sustainability education. On this channel we highlight our sustainability goals that tenants can support through their actions, including composting, space design choices, plug load management, and other energy reduction best practices.

**Tenant Education**
Across our office portfolio, we placed a significant focus on emergency preparedness, with the highest tenant participation at community tabletop exercises and seminars. Property Managers hosted quarterly emergency preparedness trainings such as active assailant, evacuations, and cybersecurity.

**Customer Service**
Our Property Management and Engineering teams take pride in their responsiveness and their superior customer service which results in long lasting relationships with our tenants.

**Community Connectedness**
WashREIT has established strong relationships with the local BIDs in which our properties are located, which enables us to provide our tenants exposure to countless resources, events and information in and around the neighborhoods.
Carpe Librum outdoor tenant book sale benefiting Turning the Page
Board Composition and Committees

WashREIT is committed to robust corporate governance. Our seven-member Board of Trustees (the “Board”) has responsibility for broad corporate policy and oversight of management to enhance long-term shareholder value.

All of the members of the Board, with the exception of WashREIT’s Chairman, President, and Chief Executive Officer, are “independent,” as that term is defined in the NYSE listing standards. The Board annually elects one trustee to serve as Chairman of the Board. The Board has concluded that WashREIT should maintain a Board leadership structure in which either the Chairman or a lead trustee is independent under the rules of the NYSE. As a result, the Board adopted a Corporate Governance Guideline setting forth this policy. Since the current Chairman is the Chief Executive Officer and is not independent under the NYSE rules, the Board has appointed a Lead Independent Trustee.

The Board maintains three standing committees – the Audit Committee, the Compensation Committee, and the Corporate Governance/Nominating Committee – each consisting entirely of independent trustees and governed by a written charter available on our website.

WashREIT’s most recent Proxy Statement, which includes biographies of the members of the Board, is available on our website. Company-wide—and ESG-specific—strategies, risks, and performance are also reported through our Annual Report, Website, and Investor Presentations.

Diversity The Board is committed to a diversified membership and maintains a policy with regard to consideration of diversity in identifying trustee nominations. The Board defines diversity in its Corporate Governance Guidelines in terms of age, race, gender, ethnicity, geographic knowledge, industry experience and expertise, board tenure, and culture.
Ethics

WashREIT expects all of its trustees, officers, and employees to adhere strictly and at all times to the highest ethical and professional standards and to transact business in full compliance with all federal, state, and local laws and regulations. WashREIT has adopted a Code of Ethics and Business Conduct (the “Code of Ethics”) that applies to all of its trustees, officers, and employees.

The Code of Ethics is available on our website.

- **Bribery and Conflicts of Interest** The Code of Ethics explicitly prohibits conflicts of interest and instructs all employees, officers, and trustees to scrupulously avoid conflicts with regard to both their own and the Trust’s interests. Bribery through payment or receipt of favors, kickbacks, cash, commissions, or other benefits is prohibited. In short, any activity that could be interpreted as affecting an otherwise objective business decision is always prohibited.

- **Whistleblower Mechanism** All employees are required to report awareness or suspicion of unethical behavior. For any employees wishing to report a violation of the Code of Ethics or any other ethical, legal, or other violations, the Code of Ethics provides instructions for making such reports through a whistleblower mechanism. Such reports may be made anonymously, if desired. WashREIT is committed to an environment where open, honest communications are the expectation, not the exception.

- **Training** Each person subjected to the Code of Ethics is required to read and certify their understanding of the Code of Ethics and covenant to comply with all requirements set forth therein. All employees receive training on numerous ethics topics, including insider trading, both at time of hiring and recurrently throughout the year.
Risk Management

Climate Risk
The Executive team and Board have oversight of climate risk. Our governance structure and the process for assessing and managing these risks are detailed in this report’s Climate Risk section.

Business Continuity
Over the past several years we have established a corporate culture and company-wide focus on business continuity preparedness. Throughout this process we reviewed potential disruption scenarios to identify and prioritize the systems and procedures that impact our ability to maintain continuity. Based on this scenario analysis, we developed the tools and resources to allow us to perform nearly all our corporate functions from remote locations with little to no downtime. In addition, we periodically tested our preparedness by conducting simulated outages and requiring remote work practice events to evaluate the quality of our preparation. Our critical assessment, critique, and enhancement of these capabilities has positioned us well for continuing to perform during these challenging times.

Cybersecurity
WashREIT’s Cybersecurity Strategy combines prevention with resiliency. Continuous improvement is part of enhancing our organization’s cyber posture. We are constantly reevaluating potential threats and criminal motivation. In addition to regularly reviewing and refining our protection strategies, we focus on identification, response, and recovery from a cyberattack.

Our program employs the strengths of people, process, and technology:

- **People** We regularly assess employee cyber knowledge and assign coursework to enhance the understanding of safe online behavior and provide tools for identifying cyberattacks. Beyond our formal cybersecurity training which is an annual requirement for all employees, we, conduct quarterly phishing tests and follow-up education to ensure employees are ever vigilant against this prevalent form of assault against company information.

- **Process** We conduct regular table-top exercises in conjunction with third-party partners. This allows us to identify opportunities for improvement in our incident response methods and tests our ability to pivot as situations change course quickly. We have a robust evaluation program for third-party providers of technology with a special focus on those organizations who present the most risk to company in the case of loss of data and computing capabilities.

- **Technology** We utilize single sign on with multi-factor authentication across our application portfolio to protect against unauthorized logins. We constantly monitor and alert for attacks at all levels of the network infrastructure. We filter for malicious and spam email, as well as provide impersonation protection, URL scanning, and attachment scanning.
## Appendix A: Energy and GHG Data

### Energy

<table>
<thead>
<tr>
<th></th>
<th>Absolute</th>
<th>Like-for-Like</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2020</td>
<td>2019</td>
</tr>
<tr>
<td>Consumption (MWh)</td>
<td>Data Coverage (sf)</td>
<td>Data Coverage (%)</td>
</tr>
<tr>
<td>Office</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Electricity</td>
<td>47,775</td>
<td>3,451,887</td>
</tr>
<tr>
<td>Natural Gas</td>
<td>3,035</td>
<td>2,197,416</td>
</tr>
<tr>
<td>Steam</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td><strong>Total Energy</strong></td>
<td><strong>50,809</strong></td>
<td><strong>54,632</strong></td>
</tr>
<tr>
<td>Multifamily</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Electricity</td>
<td>40,554</td>
<td>4,545,330</td>
</tr>
<tr>
<td>Natural Gas</td>
<td>26,022</td>
<td>3,813,631</td>
</tr>
<tr>
<td><strong>Total Energy</strong></td>
<td><strong>66,576</strong></td>
<td><strong>62,311</strong></td>
</tr>
<tr>
<td>Retail</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Electricity</td>
<td>3,501</td>
<td>296,090</td>
</tr>
<tr>
<td>Natural Gas</td>
<td>1,738</td>
<td>283,660</td>
</tr>
<tr>
<td><strong>Total Energy</strong></td>
<td><strong>5,239</strong></td>
<td><strong>6,938</strong></td>
</tr>
<tr>
<td>Portfolio</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Electricity</td>
<td>91,830</td>
<td>8,293,307</td>
</tr>
<tr>
<td>Natural Gas</td>
<td>30,795</td>
<td>6,294,707</td>
</tr>
<tr>
<td>Steam</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td><strong>Total Energy</strong></td>
<td><strong>122,625</strong></td>
<td><strong>123,882</strong></td>
</tr>
</tbody>
</table>

### Greenhouse Gas Emissions

<table>
<thead>
<tr>
<th></th>
<th>Absolute</th>
<th>Like-for-Like</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2020</td>
<td>2019</td>
</tr>
<tr>
<td>Emissions (MTCO₂e)</td>
<td>Data Coverage (sf)</td>
<td>Data Coverage (%)</td>
</tr>
<tr>
<td>Office</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Scope 1</td>
<td>550</td>
<td>2,197,416</td>
</tr>
<tr>
<td>Scope 2</td>
<td>14,880</td>
<td>3,451,887</td>
</tr>
<tr>
<td><strong>Total Emissions</strong></td>
<td><strong>15,430</strong></td>
<td><strong>16,408</strong></td>
</tr>
<tr>
<td>Multifamily</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Scope 1</td>
<td>4,716</td>
<td>3,813,631</td>
</tr>
<tr>
<td>Scope 2</td>
<td>12,603</td>
<td>4,545,330</td>
</tr>
<tr>
<td><strong>Total Emissions</strong></td>
<td><strong>17,319</strong></td>
<td><strong>16,014</strong></td>
</tr>
<tr>
<td>Retail</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Scope 1</td>
<td>317</td>
<td>283,660</td>
</tr>
<tr>
<td>Scope 2</td>
<td>1,138</td>
<td>296,090</td>
</tr>
<tr>
<td><strong>Total Emissions</strong></td>
<td><strong>1,455</strong></td>
<td><strong>1,878</strong></td>
</tr>
<tr>
<td>Portfolio</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Scope 1</td>
<td>5,583</td>
<td>6,294,707</td>
</tr>
<tr>
<td>Scope 2</td>
<td>28,620</td>
<td>8,293,307</td>
</tr>
<tr>
<td><strong>Total Emissions</strong></td>
<td><strong>34,203</strong></td>
<td><strong>34,299</strong></td>
</tr>
</tbody>
</table>
Appendix B: Reporting Methodology

Our 2025 energy and greenhouse gas reduction goals are measured from a 2015 baseline. Properties are included in the baseline and annual progress measurements if they were owned for the entire calendar year, subtracting those properties undergoing development, renovation, or stabilization. The energy and greenhouse gas reductions are intensity-based to control for changes in portfolio size due to property sales and acquisitions over time. Retail properties are excluded from the energy and greenhouse gas reduction goals. The waste reduction goal is limited to Office properties.

For all performance metrics we report all data regardless of operational control. We seek as much data coverage as possible; however, this means the data may include triple-net office space, resident-controlled apartment use, and tenant-controlled retail space.

Absolute data includes all properties owned for the entire calendar year. Intensities are calculated as the consumption for all properties owned for the entire calendar year, divided by the gross floor area of those properties.

Properties are excluded from the like-for-like data if they were not owned for both periods.

Scope 1 emissions include natural gas combusted onsite. Scope 2 emissions represent indirect emissions due to consumption of district steam and electricity—both landlord and tenant controlled—at our properties.

Water data are reported for the Office and Multifamily portfolios and exclude Retail properties.
# Appendix C: Task Force on Climate-Related Financial Disclosures (TCFD) Index

## Governance

<table>
<thead>
<tr>
<th>Describe the board’s oversight of climate-related risks and opportunities.</th>
<th>Board oversight of climate-related risks and opportunities is incorporated as a subset of our annual Enterprise Risk Management review. The Board receives a presentation of written briefing materials on the findings from the review processes.</th>
<th>ESG Report Pages 16-18</th>
</tr>
</thead>
<tbody>
<tr>
<td>Describe management’s role in assessing and managing climate-related risks and opportunities.</td>
<td>Senior leaders from the organization’s Sustainability, Property Management, Asset Management, Investments, and Legal teams are involved in conducting assessment and management of climate-related risks and opportunities. The organization’s Executive team oversees the execution of this work and also conducts oversight through the annual Enterprise Risk Management review</td>
<td>ESG Report Pages 16-18</td>
</tr>
</tbody>
</table>

## Strategy

<table>
<thead>
<tr>
<th>Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.</th>
<th>Climate-related risks and opportunities identified through our assessment process include flood, seal level rise, heat stress, and water stress and are described in more detail in the Climate Risk section of this report.</th>
<th>ESG Report Pages 16-18</th>
</tr>
</thead>
<tbody>
<tr>
<td>Describe the impact of climate-related risks and opportunities on the organization’s business, strategy, and financial planning.</td>
<td>The impacts of climate-related risks and opportunities to the organization’s business strategy, and financial planning include regulatory, market, technology, and reputation implications and are discussed in more detail in the Climate Risk section of this report.</td>
<td>ESG Report Pages 16-18</td>
</tr>
<tr>
<td>Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</td>
<td>The organization’s strategy, including the scenarios and time horizons considered, as well as our involvement with jurisdictional activity on climate and energy policy, are discussed in the Climate Risk section of this report.</td>
<td>ESG Report Pages 16-18</td>
</tr>
</tbody>
</table>
### Risk Management

<table>
<thead>
<tr>
<th>Disclose how the organization identifies, assesses, and manages climate-related risks.</th>
<th>Our process follows an iterative assessment-validation-response method. The process for identifying and assessing physical risks consists of reviewing climate and environmental risk data from Four Twenty Seven, based on the IPCC RCP 8.5 business-as-usual scenario. The process for identifying and assessing transition risks and opportunities involves a collaborative review process among a cross-functional team of senior leaders, facilitated by a third-party climate risk consulting team, to assess the regulatory, market, technology, and reputation risks and opportunities posed over short-, medium-, and long-term horizons.</th>
<th>ESG Report Pages 16-18</th>
</tr>
</thead>
<tbody>
<tr>
<td>Describe the organization’s processes for identifying and assessing climate-related risks.</td>
<td>Our process follows an iterative assessment-validation-response method. To date, we’ve completed the assessment phase, and the validation and response phases will be conducted over the course of 2021 and beyond.</td>
<td>ESG Report Pages 16-18</td>
</tr>
<tr>
<td>Describe the organization’s processes for managing climate-related risks.</td>
<td>All aspects of the climate-risk assessment and management program are integrated into our organization-wide Enterprise Risk Management review process. The ERM process is conducted annually and includes the presentation of written briefing materials to the Executive team and Board of Trustees.</td>
<td>ESG Report Pages 16-18</td>
</tr>
</tbody>
</table>

### Metrics & Targets

<table>
<thead>
<tr>
<th>Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</th>
<th>The performance metrics most material to climate-related risks and opportunities are energy consumption and greenhouse gas emissions and are reported in the 2020 Results section of this report.</th>
<th>ESG Report Page 14</th>
</tr>
</thead>
<tbody>
<tr>
<td>Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.</td>
<td>Greenhouse gas emissions are reported in the 2020 Results section of this report, with more detail in Appendix A: Energy and Greenhouse Gas Data.</td>
<td>ESG Report Pages 14</td>
</tr>
<tr>
<td>Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</td>
<td>WashREIT’s targets to reduce energy consumption and greenhouse gas emissions are described in the Goals &amp; Progress section of this report.</td>
<td>ESG Report Page 12</td>
</tr>
</tbody>
</table>
## Appendix D: Sustainability Accounting Standards Board (SASB) Index

<table>
<thead>
<tr>
<th>Topic</th>
<th>Code</th>
<th>Accounting Metric</th>
<th>Response</th>
<th>Unit of Measure</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>IF-RE-130a.1</td>
<td>Energy consumption data coverage as a percentage of total floor area, by property subsector</td>
<td>Multifamily</td>
<td>Office</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(1) Total energy consumed by portfolio area with data coverage</td>
<td>239,675</td>
<td>182,913</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(2) Percentage grid electricity</td>
<td>74%</td>
<td>84%</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(3) Percentage renewable</td>
<td>26%</td>
<td>16%</td>
</tr>
<tr>
<td></td>
<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>-4%</td>
<td>-22%</td>
</tr>
<tr>
<td></td>
<td>IF-RE-130a.4</td>
<td>(1) Percentage of eligible portfolio that has an energy rating by property subsector</td>
<td>54%</td>
<td>100%</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(2) Percentage of eligible portfolio that is certified to ENERGY STAR, by property subsector</td>
<td>18%</td>
<td>22%</td>
</tr>
<tr>
<td></td>
<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>Building energy management considerations are described in the Energy section of this report on page 20.</td>
<td>n/a</td>
</tr>
<tr>
<td></td>
<td>IF-RE-140a.1</td>
<td>(1) Water withdrawal data coverage as a percentage of total floor area, by property subsector</td>
<td>94%</td>
<td>94%</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(2) Percentage of total floor area in regions with High or Extremely High Baseline Water Stress, by property subsector</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td></td>
<td>IF-RE-140a.2</td>
<td>(1) Total water withdrawn by portfolio area with data coverage, by property subsector</td>
<td>866,521</td>
<td>121,532</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(2) Percentage of total water withdrawn in regions with High or Extremely High Baseline Water Stress, by property subsector</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>
## Water Management

**IF-RE-140a.3**

<table>
<thead>
<tr>
<th>Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector</th>
<th>11%</th>
<th>-40%</th>
<th>-36%</th>
<th>Percentage (%)</th>
</tr>
</thead>
</table>

The water consumption of properties in our portfolio consists of typical commercial building uses such as drinking water, plumbing fixtures, landscape irrigation, and HVAC operation. All water use and discharge is by means of municipal water and sewer systems. Risks of water supply across the portfolio or minimal, as 0% of the portfolio is located in regions of high or extremely high water stress. However, costs of water access pose a management risk in the form of increasing expenses for maintaining municipal water and sewer systems that are passed on to ratepayers. Additionally, much water use in our properties is outside the operational control of building management, as dictated by tenant and resident behavior. These risks are mitigated through strategies designed to reduce water consumption. These strategies include metering tracking of use to identify leaks or anomalous use; implementation of equipment upgrades to reduce use of plumbing fixtures and irrigation; and controls strategies to reduce HVAC operating hours.

**IF-RE-140a.4**

Description of water management risks and discussion of strategies and practices to mitigate those risks

n/a

## Management of Tenant Sustainability Impacts

**IF-RE-410a.1**

<table>
<thead>
<tr>
<th>(1) Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements, by property subsector</th>
<th>0%</th>
<th>46%</th>
<th>0%</th>
<th>Percentage (%) by floor area</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>(2) Floor area of new leases that contain a cost recovery clause for resource efficiency-related capital improvements, by property subsector</th>
<th>0</th>
<th>94,250</th>
<th>0</th>
<th>Square feet (ft²)</th>
</tr>
</thead>
</table>

Approaches to tenant sustainability impacts are described in the Green Leasing section on page 23 and Tenant Engagement section on page 36.

n/a

## Climate Change Adaptation

**IF-RE-450a.1**

<table>
<thead>
<tr>
<th>Area of properties located in 100-year flood zones, by property subsector</th>
<th>0</th>
<th>0</th>
<th>0</th>
<th>Square feet (ft²)</th>
</tr>
</thead>
</table>

Climate risk analysis, portfolio exposure, and strategies for mitigating risks are described in the Climate Risk section of this report on pages 16-18.

n/a