



JBG SMITH

SUSTAINABILITY REPORT 2024

CREATING  
VALUE  
THROUGH  
ACTION



WATER PARK, NATIONAL LANDING, VA





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# INTRODUCTION



FORT TOTTEN SQUARE, WASHINGTON, DC





JBG SMITH is proud to share our 2024 sustainability accomplishments and goals in the following report. To the best of our knowledge and unless otherwise stated, all qualitative and quantitative data is accurately disclosed to reflect our business operations during the 2023 calendar year. All financial information is presented in United States dollars, and all square footages are at JBG SMITH share, unless otherwise noted. References to “our share” refer to our ownership percentage of consolidated and unconsolidated assets in real estate ventures.

This report is written in accordance with the [Global Reporting Initiative \(GRI\) Standards](#), the [United Nations Sustainable Development Goals \(UN SDGs\)](#), [Sustainability Accounting Standards Board \(SASB\)](#), and the [Task Force on Climate-Related Financial Disclosures \(TCFD\)](#). Indices can be found in the Appendix section of the Report. More information about our sustainability programs and business performance can be found within the Sustainability and Investor Relations portions of our website at [www.jbgsmith.com](http://www.jbgsmith.com). If you have any questions, or if you would like to provide feedback, please contact Kevin Connolly, Executive Vice President of Portfolio Management & Investor Relations at [kconnolly@jbgsmith.com](mailto:kconnolly@jbgsmith.com), or Kim Pexton, Senior Vice President of Sustainability, at [kpexton@jbgsmith.com](mailto:kpexton@jbgsmith.com).







# Creating Value Through Action



W. MATT KELLY, CEO

As we reflect on 2023, the progress we have made is a testament to our unwavering commitment to our mission of creating value by developing and managing sustainable, vibrant places where people thrive. We remain steadfast to our core values and continuously strive for excellence through collaboration, innovation, and delivering on our sustainability commitments.

Despite macroeconomic headwinds, we continued to maximize value for our stakeholders while pursuing and building on our sustainability goals. We maintained our edge as a market leader in sustainability and housing affordability, and we look forward to accomplishing even more in 2024.

## ENHANCING ENVIRONMENTAL SUSTAINABILITY

Over the past year, reducing our environmental footprint was at the forefront of our sustainability strategy.

One focal point was the successful completion of a greenhouse gas Scope 3 screening exercise to better understand our carbon emissions across our value chain. We are committed to reducing our carbon emissions and have identified additional Scope 3 categories to consider for future reporting, such as employee commuting and emissions of managed properties.

We also sustained our commitment to carbon neutrality across our 13.0 million square foot operating portfolio, completed a comprehensive climate-related risk assessment, and maintained our status as a Fitwel Champion and an ENERGY STAR Certification Nation Premier Member. We are honored to receive these prestigious sustainability awards in addition to Nareit's Leader in the Light award and the USGBC Leadership Award for Organizational Excellence.

## CULTIVATING INCLUSIVE COMMUNITIES

We continued our efforts to foster inclusive communities in the submarkets we operate in. Through the Washington Housing Initiative (WHI) Impact Pool, we invested over \$7.0 million in affordable housing units in 2023, helping to ensure that essential workers and their families have access to high-quality housing. At the Water Park in National Landing, diversity in entrepreneurship is celebrated through our support of emerging local-, minority-, and women-owned businesses. Of our 28 retail leasing deals

in 2023, 43% were with minority-owned businesses, 57% were with locally owned businesses, and 36% were with minority and locally owned businesses.

Our dedication to gender equity through corporate initiatives, company culture, and transparent reporting resulted in our inclusion in Bloomberg's 2023 Gender-Equality Index (GEI). We scored 88% (17% greater than the GEI average) for our inclusive culture based on gender equity policies, diversity & inclusion (D&I) training options, and other initiatives such as releasing an annual D&I report. We are proud to be one of only 32 real estate companies globally on the GEI (out of 483 member companies) and will work to continuously improve gender equity in the workplace.

## LEADING WITH EFFECTIVE AND TRANSPARENT GOVERNANCE

Further embedding sustainability values and practices throughout our operations has been a big achievement for us this year. We listened to our investors and introduced numerous initiatives to better integrate sustainability into our business. We were pleased to introduce our corporate Sustainability Scorecard, which directly links sustainability performance to employee compensation and incentivizes sustainable and responsible behavior. We also rolled out a corporate Sustainability Policy and a Human Rights Policy to advance our commitments to environmental sustainability and social value.

Our advancements in corporate governance extend to the highest levels of leadership. The Sustainability Committee, established in 2022, illustrates how we are integrating sustainability considerations into companywide strategic decision-making. This committee plays a pivotal role in guiding our company's sustainability strategy. One major initiative completed this year was the expansion of our climate-risk assessment from last year and presenting the results to our Board of Trustees for follow-up.

## CHARTING A PATH FORWARD

As we shift our focus to 2024, we are excited to build upon our achievements and advance our sustainability efforts. Our focus will remain on maximizing value for shareholders, fostering an equitable and inclusive workspace, reducing our environmental footprint, and ensuring the comfort and safety of our employees, residents, and tenants.

With robust tools and practices in place, we are well-equipped to navigate the challenges ahead and achieve our future ambitions. Our commitment to 'Creating Value Through Action' is more than a theme; it is a guiding principle that will continue to drive JBG SMITH's legacy as a leader in the sustainability space.

W. MATT KELLY, CEO





## We are building vibrant communities

JBG SMITH is a real estate investment trust (REIT) that owns, operates, invests in, and develops mixed-use properties in the high growth and high barrier-to-entry submarkets in and around Washington, DC, most notably National Landing. Since our formation in 2017, we have strategically developed, owned, and managed multifamily, commercial, and retail assets to enable the submarkets where we operate to grow into prosperous, dynamic urban neighborhoods. Through an intense focus on placemaking, JBG SMITH cultivates vibrant, amenity-rich, walkable neighborhoods throughout the Washington, DC metropolitan area.

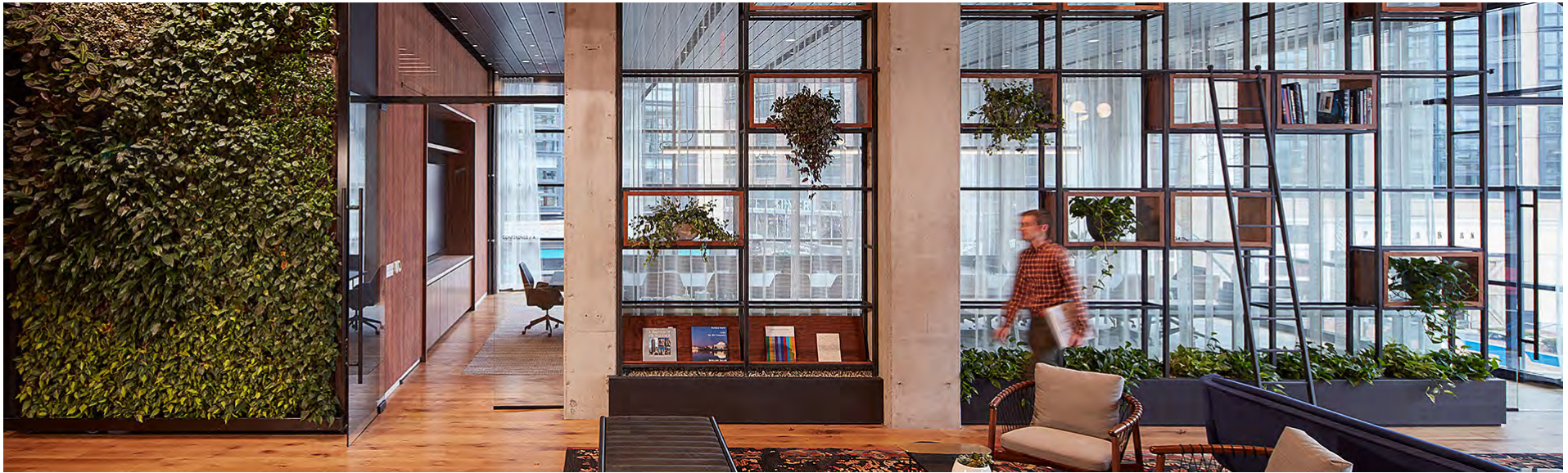
Approximately 75% of our portfolio is in the National Landing submarket of Northern Virginia, which is anchored by four key demand drivers: Amazon's new headquarters; Virginia Tech's under-construction \$1 billion Innovation Campus; the submarket's proximity to the Pentagon; and JBG SMITH's deployment of 5G digital infrastructure. JBG SMITH's dynamic portfolio comprises 14.2 million square feet of high-growth office, multifamily, and retail assets at share, 99% of which are Metro-served. It also maintains a development pipeline encompassing 8.8 million square feet of mixed-use, primarily multifamily, development opportunities. JBG SMITH is committed to the operation and development of green, smart, and healthy buildings and plans to maintain carbon neutral operations annually.







# Company Profile



4747 BETHESDA AVENUE, BETHESDA, MD



## OPERATING PORTFOLIO

**7.7M SF** Commercial (26 assets)

**6,318** Multifamily Units (16 assets)

**~75%** Holdings in National Landing

**90.2%** Leased

**5.1 Year** Weighted Average Commercial Lease Term

## DEVELOPMENT PORTFOLIO

**1,583** Units Under Construction

**8.8M SF** Development Pipeline

**100%** Fully Entitled or in Advanced Stages of Entitlement

## ENTERPRISE

**844** Employees

**\$4.3B** Total Enterprise Value<sup>1</sup>

<sup>1</sup> Total Enterprise Value is based on the closing price per share of \$17.01 as of December 29, 2023.





# 2023 Accomplishments



WATER PARK, NATIONAL LANDING, VA



Completed the **2.1 Million square foot** Metropolitan Park, the first phase of Amazon's new headquarters



Doubled Crystal Drive retail and delivered two critical placemaking projects in National Landing: Water Park, a **1.6-acre** dining destination encompassing 11 different food and drink concepts; and *Surreal*, a unique indoor/outdoor dining concept by Michelin-rated Chef Enrique Limardo



Achieved strong operating performance despite macroeconomic headwinds, such as completing **927,000 square feet** of office leasing activity and increased multifamily occupancy by **110 basis points** year-over-year

Completed **\$444.1 Million** of dispositions at attractive valuations



Streamlined business operations amidst transition to majority multifamily (1,583 under-construction units) and **Realized Total G&A Savings of Approximately 10%**



Addressed over **\$1.0 billion** of debt in challenging market conditions, including a recast of our \$750 million revolving credit facility



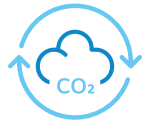
Invested in **268** affordable housing units through the Washington Housing Initiative (WHI) Impact Pool, which has preserved **2,833** affordable housing units across five jurisdictions, satisfying almost 95% of its goal to finance **3,000 units by 2025**





# 2023 Sustainability Highlights

## ENVIRONMENTAL



Maintained carbon neutrality across our **13.0** million square foot operating portfolio



Completed a climate-related risk assessment for our operating and development portfolios



Achieved **Green Lease Leader** Gold



**Carbon Emissions** 64,725 MtCO<sub>2</sub>e



**Energy Consumption** 249,995 MWh

**Water Consumption** 372,025 KGal



**Waste Diversion** 29% of all waste was diverted from landfills

**99%** of operational assets' energy and water use is benchmarked

**95%** of SF have earned at least one sustainability certification

## SOCIAL



Increased total workforce housing preservation to **2,833** confirmed units

**43%** of retail deals were leased to minority-owned businesses

**57%** of retail deals were leased to locally owned businesses

Launched the 3rd cohort of the **"Lion's Guild"** mentorship program

**100%** of our summer intern class company-wide was from underrepresented groups, a 46% increase since 2020

## GOVERNANCE

**MSCI** ESG RATINGS



**MSCI<sup>2</sup>** Grade A

CCC B BB BBB A AA AAA



10-member Board of Trustees, including four women and one who identifies as African American

Released our Sustainability and Human Rights policies



GRESB 5-Star Rated and Regional Sector Leader in the Development Assessment



**GRESB** TCFD Alignment Level - Grade A



Recognized as a member of the 2023 **Bloomberg Gender-Equality Index**



**Nareit** Diversified - Leader in the Light Award



**2023 USGBC** USGBC Leadership Award for Organizational Excellence

<sup>2</sup> The use by JBG SMITH of any MSCI ESG Research LLC or its affiliates ("MSCI") data, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement, recommendation, or promotion of JBG SMITH by MSCI. MSCI services and data are the property of MSCI or its information providers, and are provided 'as-is' and without warranty. MSCI names and logos are trademarks or service marks of MSCI.





# GOVERNANCE



THE BATLEY, WASHINGTON, DC





## SUSTAINABILITY IS AT THE HEART OF OUR BUSINESS

## Our sustainability strategy informs our investment strategy

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

We achieve this by:

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

## KEY BUSINESS ACTIVITIES

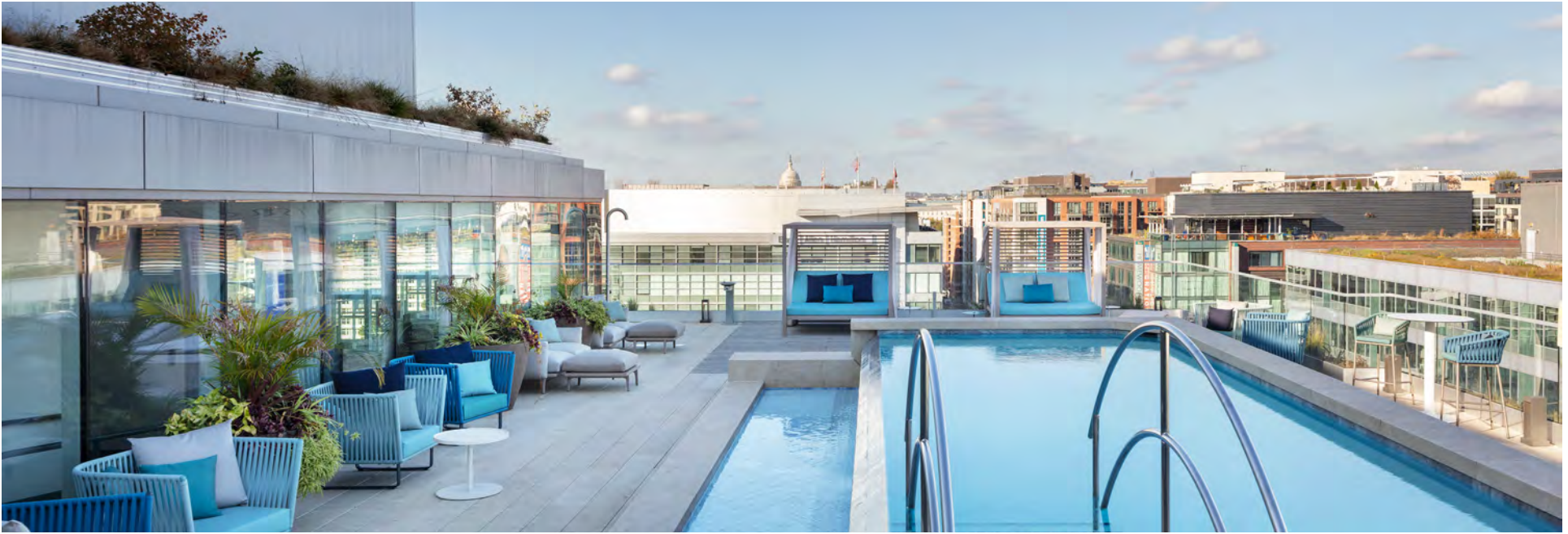


MAH-ZE-DAHR BAKERY, NATIONAL LANDING, VA





# Sustainability management is systematically integrated across JBG SMITH



WEST HALF, WASHINGTON, DC

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

We communicate our sustainability strategy, climate change risks, and performance data through several channels, including but not limited to:

- Annual Report
- Proxy Statement
- Annual Sustainability Report
- Corporate Website
- Quarterly Investor Packages

### BOARD OF TRUSTEES' CORPORATE GOVERNANCE & NOMINATING COMMITTEE

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

### SUSTAINABILITY COMMITTEE

Comprises key business leaders and subject matter experts, works to ensure the implementation and ongoing commitment to sustainability matters across all business units, including climate-related risk and social matters.

### OPERATING COMMITTEE

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

### THE SUSTAINABILITY TEAM

Works directly with our Chief Legal Officer and heads of our Commercial and Residential businesses, bridging the gap between sustainability matters and management. Continuous sustainability improvement and tactical deployment is guided by the senior leadership of the Sustainability Team, with aid from the Human Resources, Impact Investing, and Accounting teams. Oversight is provided by the Operating Committee.





# Our Board of Trustees is responsibly advising us

The Board is committed to advancing our sustainability priorities in alignment with enhancing shareholder value. Sustainability governance matters that are prioritized include: (i) strategic oversight of operations and strategy design and implementation; (ii) review of executive compensation structure; (iii) conflict avoidance; and (iv) administration of the Code of Business Conduct and Ethics. The Board operates in accordance with our [Corporate Governance Guidelines](#), which are subject to periodic review.

## BOARD COMPOSITION

Our Board comprises 10 highly qualified individuals, each of whom is subject to annual re-election. All independent Board members are compensated equally, with trustees receiving additional pay for committee positions. Committees include Audit, Compensation, and Corporate Governance and Nominating. Each committee comprises exclusively independent trustees, in accordance with NYSE rules. In 2023, the Board of Trustees met 4 times.

2023 BOARD OF TRUSTEES			
Composition		Board Age	
Women	4	43-54	3
Men	6	55-64	3
African American	1	65-74	3
		75+	1

## SUSTAINABILITY COMMITTEE

Established in 2022, our Sustainability Committee works to further promote responsible and effective management of all pertinent risks and opportunities in our decision-making.

The Sustainability Committee (the “committee”) supports and manages our commitment to sustainability matters. The committee is responsible for identifying sustainability risks and strategic opportunities while ensuring compliance with guidelines from the SEC and other regulatory bodies. Additionally, the committee assists in establishing the company’s general strategy as it relates to sustainability matters that may affect the business, operation, performance, or reputation of the company. Other responsibilities include:

- Advise on shareholder proposals and significant concerns relating to sustainability
- Assist in the Board’s oversight of business risks relating to sustainability
- Review and support integration of systems to monitor, verify, and report on sustainability matters – including the environmental performance of company assets
- Comply with guidance issued by the SEC and other regulatory bodies
- Review and approve the annual Sustainability Report



4747 BETHESDA AVENUE, BETHESDA, MD





- Assist with ongoing reporting relating to sustainability financial products or matters disclosed in SEC filings
- Review performance of sustainability ratings

The formation of the committee has increased Board engagement relating to sustainability disclosures and decisions, a critical step that strategically positions JBG SMITH to evolve swiftly within the current regulatory landscape.

This year, the committee carried out three strategic initiatives that align with leading sustainability practices, including:

- Updated Climate-Related Risk Assessment
- Created a corporate Sustainability Policy, which will be the umbrella policy for all applicable environmental sustainability and social value policies

- Created a [Human Rights Policy](#), which builds upon the creation of a public human rights statement

**Committee Composition**

- Executive Sponsor – Chief Legal Officer
- Co-Chairs – Deputy General Counsel and Senior Vice President of Sustainability
- Oversight – Governance and Nominating Committee

**Near-Term Action Items**

- Prioritize climate-related risks for the portfolio to include transitional and financial risks and develop proposed mitigants
- Draft and propose a Supply Chain Code of Conduct
- Draft and propose a Net Zero Strategy

**“Our Sustainability Committee serves as a vital role in advising the Board on sustainability matters and advancing sustainability developments and initiatives throughout the company. Our updated Sustainability Scorecard, sustainability policies, and climate-risk assessment were due to the committee’s dedication to continuous improvement and accountability.”**

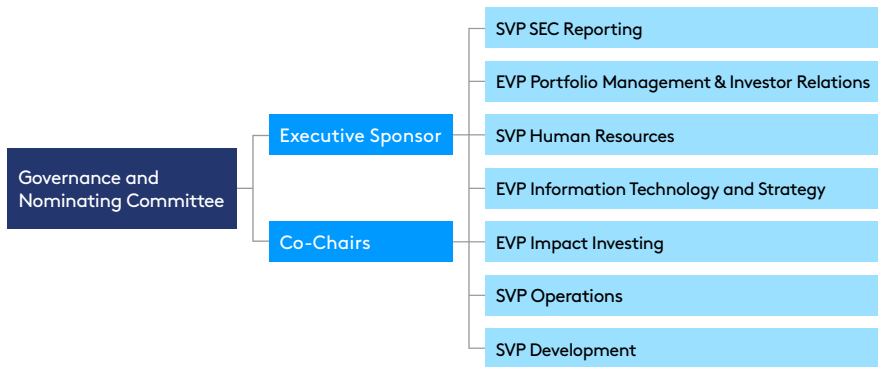
KIM PEXTON, SENIOR VICE PRESIDENT OF SUSTAINABILITY

**CASE STUDY | SUSTAINABILITY SCORECARD**



To further integrate sustainability matters throughout JBG SMITH’s business practices, the Sustainability Committee facilitated the creation and implementation of a Sustainability Scorecard. Developed in response to investor feedback and Compensation Committee recommendation, this scorecard uses measurable and business-aligned tactics that are tied to employee compensation across the company (10% of the company performance portion of an individual’s annual bonus). In 2023, the company achieved 20 out of 20 possible points. With the implementation of the Sustainability Scorecard, JBG SMITH encouraged more robust sustainability practices in everyday business operations.

**SUSTAINABILITY COMMITTEE COMPOSITION**



FIRST RESIDENCES, WASHINGTON, DC





# We uphold our responsibility to manage our risks and behave ethically

## RISK ASSESSMENT

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

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

We employ a risk disclosure approach that focuses on issues that could potentially impact our strategic objectives.

The risk factors disclosed in our Annual Report on Form 10-K filed with the US Securities and Exchange Commission are reviewed by our outside legal counsel, Hogan Lovells.

## ETHICAL PRACTICES

Guided by the Ten Principles of the United Nations Global Compact, we incorporate responsible business practices and ethics into our Code of Business Conduct and Ethics, policies, and procedures. Our company handbook

outlines our responsible business practices, covering human rights, labor, and anti-corruption. Responsible business practices surrounding the environment are a part of our operational policies and procedures, located in the environmental program management portion of this report.

## HUMAN RIGHTS

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

## CYBERSECURITY

JBG SMITH consistently achieves cybersecurity excellence by continually improving and adapting to the dynamic cyberthreat landscape. Collaborating with select external partners, our team identifies and addresses threats

to secure our information, critical infrastructure, and minimize our attack footprint. Despite the daily discovery of new vulnerabilities and malware variants, our team is dedicated to ensuring the security of our organization.

In the ever-evolving real estate industry, the data security of our systems, networks, and personnel remains a top

priority. Recognizing that data play a pivotal role in daily decision-making, including decisions of significant consequence, it is imperative to safeguard the core of our organization. To achieve this, we engage subject matter experts who provide comprehensive services, including 24/7 security and network monitoring, cloud architecture and strategy, and external assessments.





# Reducing our cybersecurity threats



## THE AUDIT COMMITTEE OF OUR BOARD OF TRUSTEES OVERSEES OUR STRATEGIC APPROACH TO CYBERSECURITY

- 1 Security Awareness:** Recognizing employees as the first line of defense, we ensure comprehensive cybersecurity preparedness
  - All employees undergo annual training, supplemented by periodic refreshers and simulated phishing exercises to continuously test and enhance their knowledge.
- 2 Cloud-First Strategy:** Embracing a commitment to a cloud-first strategy, our core business processes leverage accredited cloud-based technologies
  - We rely on best-in-class SaaS providers to effectively manage and mitigate cybersecurity risks.
- 3 Invest in Leading Cybersecurity Solutions:** As cyber threats evolve, so do our tools
  - We regularly evaluate our core infrastructure and security stack for enhancements, partnering with industry-leading solution providers focused on scanning, monitoring, and threat detection and prevention.
- 4 Routine Testing of Systems & Controls:** Rigorous controls and processes are fundamental to risk reduction and preparedness
  - Following a comprehensive control framework and industry standards, we conduct annual third-party led internal and external penetration tests to evaluate our effectiveness in protecting our environment and responding to threats.
- 5 Collaborative Partnerships:** Recognizing the importance of industry-wide maturity, we actively engage in various peer groups within and beyond the real estate sector
  - These collaborations foster the sharing of learning experiences and best practices, contributing to the collective advancement of cybersecurity in our industry.
- 6 Governance:** Our teams are constantly evaluating cyber risks and trends
  - Our Chief Information & Technology Officer along with our Vice President of Cybersecurity & Cloud Infrastructure provide principal oversight and guidance for our cybersecurity risk management strategy, programs, and processes.
  - The Audit Committee of our Board of Trustees provides board-level governance and oversight regarding cybersecurity matters. Management meets with the Audit Committee periodically to discuss cybersecurity strategy, risk, trends, and internal personnel and qualifications. As part of our annual enterprise risk assessment, technology and cyber risks are standing risk factors which are ranked and reviewed by management.





## STAKEHOLDER ENGAGEMENT

# Engaging our stakeholders through multiple channels is key to our success

Our ability to perform as a business depends on our ability to remain aware of and responsive to the needs of our investors, customers, community, employees, and partners. Continuous engagement with our stakeholders is necessary to truly understand their priorities – which are ours too – and strengthen our relationships. We engage in a variety of ways:

## 1. COMMUNITIES



**Engagement Strategies:** Partnerships with local community members to facilitate job fairs, increase access to bike share locations, and invest through the WHI

**Priorities:** Economic growth, job opportunities, infrastructure improvements, minimized traffic, and housing affordability

## 2. INVESTORS



**Engagement Strategies:** Investor conferences, meetings (over 110 investor and sell-side analyst touchpoints in 2023, investor materials (annual proxy statement, Annual Report, quarterly packages, presentations), annual Sustainability Report, participation in GRESB Assessment and S&P Global CSA, and information disclosed on our corporate website

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

## 3. EMPLOYEES



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

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

## 4. LOCAL JURISDICTION



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

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

## 5. TENANTS AND RESIDENTS



**Engagement Strategies:** Investment in tenant-focused amenities, feedback through annual and touchpoint surveys, 24/7 Tenant Service Center, regular tenant roundtable meetings, sustainability initiative support, and sustainability tips and resources located on JBGS Connect and Mobile Doorman

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

## 6. VENDORS



**Engagement Strategies:** Annual contracts include sustainability policy information and participation in annual events to exhibit sustainability programs

**Priorities:** Strong business relationships and ethical business practices





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

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

## OUR RESIDENTIAL PROGRAMS

**The Rounds:** Our residents enjoy our partnership with The Rounds which offers zero-waste delivery and refills for sustainable staples to resident apartment homes. Since the initial pilot in 2021, more than 2,250 residents have received more than 190,000 items delivered by this program across 15 assets.



## EVENTS AND PROGRAMMING

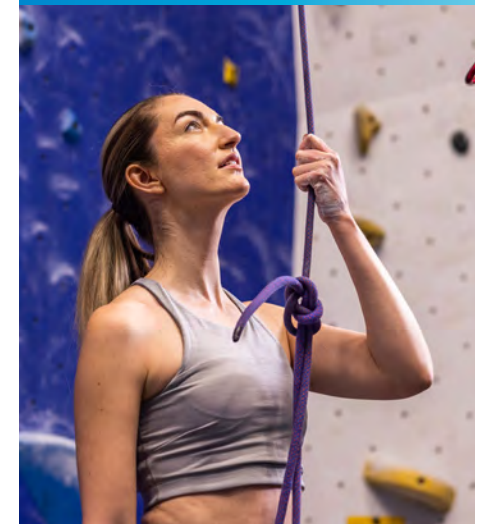
2023 was an important year for our programming, particularly for the retail component of our resident experience. Our retailers were front and center in our events & programming this year, an effort that took on greater significance. It was the first full year removed from pandemic-related restrictions, and the first full year retailers had to truly recover.

We hosted dozens of events featuring our retail partners, including:

- Breakfast-To-Go with Mah Ze Dahr, one of National Landing's best new cafes, as well as a second location in West Half, one of our multifamily assets in the Ballpark submarket of Washington, DC.

- Residents were treated to their best-selling products, coffee, and sweets at RiverHouse, 220 20th Street, West Half, 1221 Van Street, and F1rst Residences.
- Ice cream socials featuring Cold Stone Creamery. Residents enjoyed Cold Stone's famous cold slab ice cream made-to-order on-site at 1221 Van Street, West Half, F1rst Residences, Fort Totten Square, and others.
- Residents in U Street/Shaw enjoyed happy hours featuring wines from Union Kitchen Grocers.
- U Street/Shaw and Ballpark residents enjoyed pool party coffee pop-ups featuring Compass Coffee, which included cold brews, coffee cocktails, live music, and seasonal bites.
- Partnered with charitable organizations through the JBG SMITH Cares committee and brought residents from West Half together for a night at the theatre at Arena Stage. Residents mixed and mingled while experiencing one of DC's premiere theatres, many of whom had never attended theatre in DC.
- Hosted coat drives across all properties with JBG SMITH Cares partner Women Giving Back. Enough coats and clothes were collected to support hundreds of families in need this winter.

## CASE STUDY CLIMBING WITH NEIGHBORS



To foster good neighbor relations and healthy living environments, JBG SMITH organized a series of events and programming for their building residents in 2023. Residents of The Bartlett, RiverHouse, and 220 20th Street had the opportunity to come together for an exclusive after-hours climbing event and happy hour at the Movement Climbing Gym in National Landing. This gathering not only provided a venue for 150 residents to meet and connect with their neighbors, but also encouraged an active lifestyle by promoting a local and enjoyable exercise option in their backyards.





# Collaborating closely with our vendors and suppliers to promote responsible business practices

We are committed to acting responsibly across all business practices. We understand that this commitment extends beyond the walls of our buildings – to our partners, suppliers, vendors, and our entire supply chain. This year we launched several exciting efforts to manage these relationships and activities.

## PURCHASING AT OUR PROPERTIES

In March 2022, we set out to increase our sustainability and diversity spending for items purchased by our property teams by implementing our detailed and robust Buying Policy, which prioritizes spending for:

- **Products with a Climate Pledge Friendly Certification** (Biodiversity, Carbon Impact, Circularity, Organic Content, and Worker Well-Being, etc.)
- **Sellers that meet small and diverse certification requirements** (Disability-Owner, Economically Disadvantaged, Indian Economic Enterprise, LGBT Enterprise, Minority-Owned, and Small Business, etc.)

Our spending is tracked across these two categories on Amazon Business, and we receive customized and frequent reports regarding percentage spend toward these two priorities.

We are committed to the idea of “purchase sustainable and purchase diverse” whenever possible. Since implementing the Buying Policy, 43% of our purchases have come from suppliers whose products, sellers, or personnel meet the criteria outlined above.

## ALIGNING PROPERTY OPERATIONS TO ACHIEVE EFFICIENCY AND IMPACT

In 2023, JBG SMITH streamlined business operations and changed and reorganized teams to achieve efficiencies and better processes. This aligned with the company’s core values of collaboration and innovation and created one strong, harmonious operations platform. We consolidated our master agreements, renegotiated contracts, and expanded our best practices.

JBG SMITH’s size in the market allows us to leverage our vendor partnerships and achieve economies of scale that have a tremendous impact on our NOI in several ways. In 2023, we maximized the value of our relationships by renegotiating and consolidating vendor master agreements that cross our commercial, retail, and residential assets, saving money, and allowing for flexibility as our industry is ever-changing.

These agreements align with our corporate Environmental, Social, and Governance policies as they include exhibits that require and promote:

- **Waste Reduction** – Agreements include clauses that require proper recycling, effective use, waste avoidance, and use of technologies to provide accurate data on waste collection.
- **Health and Wellness** – Requires maintenance and renovation materials with low emission of volatile organic compounds (VOCs) and responsible scheduling that reduces an occupant’s exposure to off-gassing, including a time for a building flush-out.
- **All master agreements now include language that requires** supplier diversity and the inclusion of small and minority-owned businesses.
- **Now, all JBG SMITH operational contracts require using Vendor Café/Vendor Shield** to support our supplier diversity, strengthen our risk management program, and ensure lease, loan, and jurisdictional compliance.

The agreements also require protection and housekeeping of all pathways during construction to prevent contamination, provide moisture protection, and control dust.



RASA, NATIONAL LANDING, VA





# We are dedicated to our culture of outstanding customer service

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

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



MAH-ZE-DAHR BAKERY, NATIONAL LANDING, VA













### MATERIALITY ASSESSMENT

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

In 2020, JBG SMITH conducted a third-party-administered materiality assessment to identify the sustainability issues most relevant to our business and stakeholders, enabling us to better protect asset value, reduce risk, and initiate programs that result in meaningful impact.

The result of the assessment yielded eight priority interests to all stakeholder groups. Since the assessment was conducted, JBG SMITH’s material issues have remained consistent, allowing us to build upon our strategies and initiatives and enhance the disclosure of risks and opportunities posed by each issue. Moving forward, we will continue to regularly review the materiality of our sustainability issues to ensure relevance and alignment to evolving stakeholder and corporate priorities.

**MATERIAL TOPICS DRIVING OUR SUSTAINABILITY STRATEGY**

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



SURREAL, NATIONAL LANDING, VA





# ENVIRONMENTAL



SURREAL, NATIONAL LANDING, VA







## SUSTAINABILITY IS AT THE HEART OF OUR BUILDINGS

# Amidst environmental stewardship challenges, we see opportunity for industry leadership



**“We are continuously assessing our environmental goals and working to advance our climate action planning. By maintaining our carbon neutrality, comparing our current environmental targets to the Science Based Target initiative, and conducting a Scope 3 emissions analysis to better understand our carbon footprint, we are planning for a Net Zero future.”**

W. MATT KELLY, CEO

Real estate is an industry with assets that are inherently resource and carbon intensive. Building operations and construction collectively accounted for **nearly 40% of global carbon emissions in 2020**. As a player in this highly contributing industry, there is a huge opportunity to be a leader and spearhead real, tangible change.

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

220 20TH STREET, NATIONAL LANDING, VA



# We have made real commitments and immediate progress

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

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

## OUR 2030 GOALS

### Operating Portfolio

- Reduce operational energy use by 25%
- Reduce operational water use by 20%
- Increase total waste diversion rate to 60%
- Reduce carbon emissions by 25%

### Development Portfolio

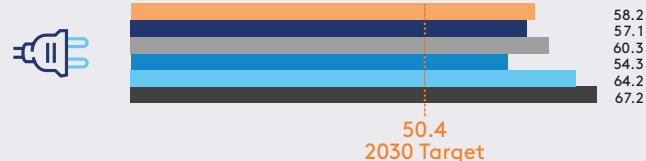
- Reduce predicted energy use by 25%
- Reduce predicted water use by 20%
- Reduce embodied carbon by 20%
- Design to achieve ENERGY STAR certification

### ADDITIONAL OBJECTIVES

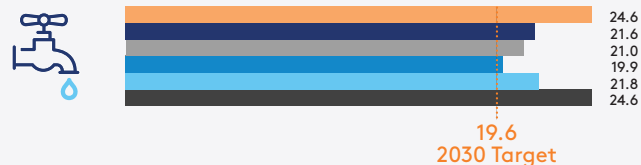
- All new developments to achieve LEED certification
- Benchmarking and verifying all assets with whole building data available against green building or health and well-being rating systems
- Increase biodiversity
- Enhance social value in communities

## OUR PROGRESS

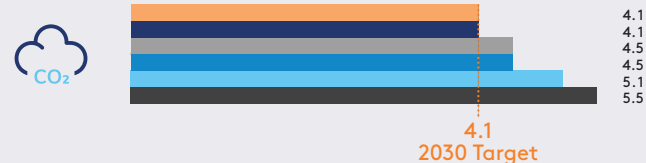
### ENERGY USE (kBtu/SF)\*\*



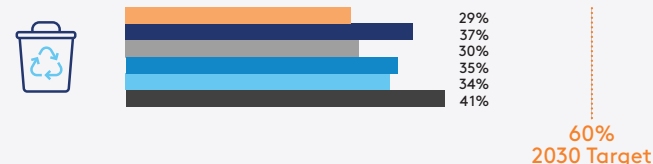
### WATER USE (Gal/SF)\*\*



### SCOPE 1 & 2 GHG EMISSIONS (kgCO<sub>2</sub>e/SF)\*\*\*



### WASTE DIVERSION RATE



## OUR LEGACY COMMITMENT

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

\* 2020 data impacted by COVID-19 usage abnormalities.

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

\*\*\* 2023 Carbon Emissions based on eGRID 2022, 2022 Carbon Emissions based on eGRID 2020, 2021 Carbon Emissions based on eGRID 2018, and 2020 Carbon Emissions based on eGRID 2016.





### WASTE MANAGEMENT DATA SPOTLIGHT

Our 60% waste diversion from landfill goal is aligned with Washington, DC’s and [Arlington County’s waste management targets](#), which aim to reduce material landfill and incineration by 90% by 2038. Our waste diversion efforts are being addressed through four key implementation strategies:

1

Implementation of Waste X, a data aggregation platform designed to collect and compile waste data into one convenient location

- This supports our data quality and consolidation efforts with access to large amounts of collected data.

2

Engage with waste haulers to produce transparent disclosure of material handling and end of life locations for materials

- This allows us to communicate key pieces of information to our commercial tenants with their own organizational sustainability goals.

3

Educate waste haulers on our waste performance targets, data completeness, and documentation requirements

- This empowers our waste management service providers to innovate and leverage local opportunities to support a circular economy.

4

Deployed 93 Enevo sensors in material receptacles across commercial assets with plans to deploy 119 additional sensors across residential assets

- This ensures that waste pick-up is efficient, reduces hauling air, and increases our confidence in our waste diversion data.







## BUILDING FOR RESILIENCY IS IMPERATIVE

# We are taking climate risk seriously

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

To proactively understand, manage, and mitigate the risks to our properties, we expanded our climate-related risk assessment from 2019 (which only included physical climate risks) by adding transition risks and opportunities in the 2023 assessment. These were modeled across all of our operating assets (commercial and multifamily), the development portfolio, and social investment assets. We do not currently have any assets located within a Federal Emergency Management Agency (FEMA) Special Flood Hazard Area in our portfolio or pipelines.

We partnered with JLL, a global real estate and investment management firm, for support in developing our climate-related risk assessment across our operations. S&P Global's 'Climanomics' platform was used to assess physical and transitional risks and provide a potential financial value at the asset level. The Climanomics platform estimates were made for projection period of 2023-2100.



SURREAL ALONG CRYSTAL DRIVE, NATIONAL LANDING, VA





The assessment included portfolio level risk exposure as well as individual asset risk exposure over four Intergovernmental Panel on Climate Change (IPCC) scenarios, or representative concentration pathways. The financial output from the assessment is a risk exposure

metric called MAAL, which includes absolute MAAL (\$ in millions) and relative MAAL (% of total asset or portfolio value).

Below is a summary of the top climate-related physical risks and potential impacts on our locations and business:

Four of the major jurisdictions where we operate – Washington, DC, Arlington County, VA, Fairfax County, VA, and Montgomery County, MD – have made formal public commitments to carbon emission reduction in alignment with the Paris Agreement. Complying with these current and upcoming standards, regulations, and building codes requires additional capital for improvements – which will increase development costs – and further tenant engagement to affect behavior. Properties that cannot meet performance standards risk fines for non-compliance, as well as a decrease in demand and, thus, an overall decline in value. We remain committed to aligning our efforts with these local laws, regulations, and initiatives, and are continuing to explore innovative strategies to raise the bar for building resiliency.

To mitigate some of these factors in our development pipeline, we are focusing on envelope design elements, reducing both solar heat gain and the use of refrigerants, and continuing operations in the event of utility interruptions.

POST-ASSESSMENT




These results were shared with the Board of Trustees in October 2023. Understanding the ramifications of climate change and, more specifically, its impact on physical risks, transition risks and climate opportunities allows us to take a more informed approach in improving the resiliency and performance of our portfolio.

As for next steps, we plan to prioritize identified hazards and opportunities, make recommendations to the Board, and develop asset-level mitigation plans. We also plan to conduct periodic climate-related risk assessments as our operating portfolio changes.



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

- Coating windows to reduce solar radiation
- Reducing heat loss
- Reducing HVAC systems use and stress
- Increasing energy efficiency
- Reducing energy usage
- Improving thermal comfort
- Minimizing UV damage
- Installing green roofs
- Fortifying critical building equipment

TOP CLIMATE-RELATED HAZARD	POTENTIAL CLIMATE IMPACT	POTENTIAL BUSINESS IMPACT
<p><b>Coastal Flooding</b></p> 	Storm surges and sea level rise pose material acute and chronic risks, respectively, and directly impact coastal flooding.	Coastal flooding can affect assets within 10 km from the coastline or tidal body of water, and physical risk exposure for coastal flooding is expected to increase for five of the six assets assessed.
<p><b>Fluvial Flooding</b></p> 	The Washington, DC region is expected to see an increase of roughly seven days of precipitation per year. Additionally, a 10% increase in total maximum volume of rain during intense rainfall periods is expected.	Vulnerability to flooding is dependent on elevation and flood infrastructure. All six properties assessed had at least some risk of fluvial flooding, and we will continue to monitor and evaluate flood risk.
<p><b>Temperature Extremes</b></p> 	The DC metro area is expected to see an increase of approximately 30 additional extreme heat days per year.	Possible impacts from temperature extremes include higher energy costs, reduced electrical grid reliability, and decreased labor productivity, particularly for outdoor work.



# Our 13.0 million square foot operating portfolio remains carbon neutral

“Maintaining carbon neutrality across our operating portfolio while working to continuously improve our energy efficiency strategies makes us a collaborative and impactful partner. Through setting rigorous environmental targets and goals, we set a standard of excellence that encourages and supports our tenants to reduce their environmental footprint.”

W. MATT KELLY, CEO

JBG SMITH’s commitment to carbon neutrality has not wavered. We intend for our properties to maintain carbon neutral operations annually. As such, our entire 13.0 million square foot operating portfolio remains carbon neutral. Carbon neutrality occurs when the equivalent amount of carbon emissions released into the atmosphere is offset or removed from the atmosphere. It requires a combined strategy of emissions avoidance, reduction, and offsetting.

Our company once again offset our Scope 1 emissions (emissions from fuel burned on-site like natural gas or diesel oil and fugitive emissions from refrigerant use) with verified carbon offset purchases. For Scope 2 (emissions from energy generated off-site and used by base building and master metered systems), we purchased renewable energy credits (RECs) to account for indirect and offsite electrical consumption (including some retail tenants, residential units, and all office tenants).

As part of our Net Zero planning, we also conducted a full analysis of Scope 3 emission categories, including a materiality assessment that assigned a quantified value for our business. The most material Scope 3 aspects we plan to focus on include emissions of managed properties and embodied carbon for new development, and embodied carbon for tenant improvements and build-outs.

In 2023, we advanced climate action planning, where our current performance targets were compared to the Science Based Target initiative requirements for Net Zero achievement. This was to identify gaps in future initiatives to establish a specific Net Zero target for our company.

A rapid transition to a carbon neutral portfolio is critical to positively impacting climate change—and we are confidently forging ahead.



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

- 1 Reduce energy and water consumption across our operating portfolio
- 2 Reduce predicted energy consumption and embodied carbon in our development pipeline
- 3 Deploy on-site solar where impactful
- 4 Explore off-site renewable energy purchasing opportunities
- 5 Address the remainder of carbon emission by purchasing carbon offsets and verified Renewable Energy Credits (RECs)

Additional decarbonization steps we are taking across our portfolio include:

- Installing electric vehicle (EV) charging stations
- Saving energy by switching to LED lightbulbs
- Reducing waste through waste avoidance and composting
- Encouraging supply chain sustainability
- Adding renewable energy to the National Electrical Grid

## OUR 2023 CARBON OFFSET AND REC PURCHASES ARE EQUIVALENT TO\*



Greenhouse gas emissions from **28,045** cars driven for a year.



Operating **31** wind turbines for a year.



Carbon emissions from charging **7.78 billion** smartphones.



Carbon removed from the atmosphere by **137,576** acres of U.S. forests in one year—equivalent to 104,224 football fields or 215 sq miles, three times the size of Washington, DC.

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



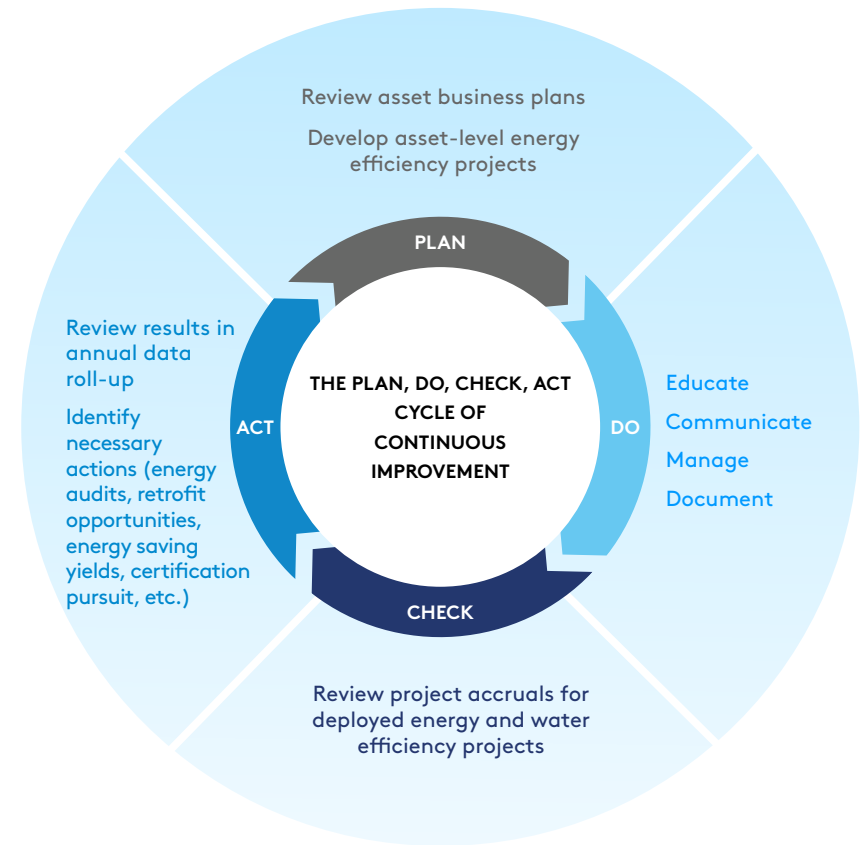


## BUILDING SMARTER MANAGES OUR IMPACT ON THE ENVIRONMENT AND OUR BOTTOM LINE

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

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

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



### ENVIRONMENTAL POLICIES

- **Biodiversity and Habitat** – Aligned to United Nations Environment Programme
- **Climate Adaptation** – Aligned to ISO 14090
- **Energy Management** – Aligned to ISO 50001
- **GHG Emissions Management** – Aligned to ISO 14064, GHG Protocol, and Science-Based Targets
- **Health, Safety, and Wellness** – Aligned to ISO 45001
- **Waste Management** – Aligned to ISO 14001
- **Water Management** – Aligned to ISO 14046



# Our efficiency achievements are driven by data and innovation

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

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



JBG SMITH TENANT SERVICE CENTER, NATIONAL LANDING, VA

## 2023 OPERATIONAL AND CAPITAL IMPROVEMENTS FOR EFFICIENCY

### COMMERCIAL BUILDING ENHANCEMENTS

- Implemented On-Screen Takeoff (OST) on a floor-by-floor basis, which starts the building based on selected criteria via the Building Automation System (BAS) and historical pull up/pull down times.
- Programmed an Afternoon Coasting Program, which secures equipment based on time of day, current weather conditions, and selected criteria via the BAS.

- Installed a pump control program to determine running chilled/hot water pumps based on weather and other selected criteria via the BAS.
- Set up a Free Cooling ("Freecool") Lockout system that allows buildings with mechanical free coolers to have either a full building average Freecool enable setpoint or a floor average Freecool enable setpoint.
- Deployed a Master Building Occupancy Plant Control BAS

that takes various factors into consideration to determine equipment usage, including control heating efficiency, availability of a free cooler, and availability of mechanical cooling mechanisms.

- Conducted a pilot program on static pressure resets in one of our commercial assets, where each air handler will adjust itself based on certain VAV box criteria for each floor.

### RESIDENTIAL BUILDING ENHANCEMENTS






- Buildings that use a Variable Refrigeration Flow HVAC system have a processor called a Power Proportional Distribution (PPD). We have integrated with this system, allowing us to track individual apartment usage daily/monthly/yearly and giving us the ability to see variances in usage over time.





We rely on our residents and tenants to help us manage resources. All residents and tenants also have access to our JBG SMITH Tenant Connect website and Mobile Doorman App where they can obtain feedback on how to lower average consumption.

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

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

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

## GREEN LEASING



As a Green Lease provider under the Institute for Market Transformation and the US Department of Energy's Better Building Alliance, our standard lease contains a cost-recovery clause for resource efficiency-related capital improvements and requires tenants to provide data for measuring, managing, and reporting sustainability performance. This language is included in all our new leases and renewals. Additionally, energy consumption throughout our building portfolio is benchmarked through ENERGY STAR Portfolio Manager and, for assets that maintain LEED certification, can be assessed through the Arc For LEED, a building performance dashboard tool.



## GREEN BUILDINGS ARE HEALTHIER BUILDINGS

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

# Sustainability certifications validate our green building achievements

JBG SMITH leverages internationally recognized green and well-being building certifications as tools to verify our performance while signaling to our investors and stakeholders that we value the certifications' benefits. We are continuously monitoring the variety of certification systems on the market and intend to adapt our approach to align with jurisdictional requirements and leading industry practices.

**95% of commercial and residential square feet have earned at least one sustainability certification**



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

- New Construction
- Interior Design and Construction
- Core and Shell
- Existing Buildings Operations and Maintenance
- Neighborhood Development
- Multifamily Mid-Rise
- **3.3 million square feet of LEED Certified Commercial Space (43%)**
- **3.2 million square feet of LEED Certified Multifamily Space (61%)**



**FITWEL CERTIFICATION** – Ongoing Fitwel Champion across our portfolio and certification of Atlantic Plumbing, our first DC multifamily building with Fitwel certification.

We use Fitwel strategically across our portfolio to demonstrate our commitment to the integration of health strategies into the design and operation of our buildings.

- **7.3 million square feet of Fitwel Viral Response Module Certified, Commercial Space (96%)**
- **3.8 million square feet of Fitwel Full Building, Certified Commercial and Multifamily Assets (29%)**



### BOMA 360

We use BOMA 360 to gauge our performance in operational practices across our commercial portfolio. We are in the top ten companies with the most buildings certified.

- **7.5 million square feet of BOMA 360 Certified Space (99%)**



### ENERGY STAR CERTIFICATION

We use ENERGY STAR as a proxy for optimal on-going energy management. Accordingly, we are recognized as a Premier Member of the ENERGY STAR Certification Nation.

- **3.9 million square feet of ENERGY STAR Certified Commercial Space (51%)**
- **2.7 million square feet of ENERGY STAR Certified Multifamily Space (52%)**
- **99.4% of our operational assets' energy and water use is benchmarked**





CASE STUDY | CENTRAL PLACE TOWER RECEIVES IREM CERTIFICATION



CENTRAL PLACE TOWER, ROSSLYN, VA

In 2023, JBG SMITH’s Central Place Tower became the first of our assets to receive the Institute of Real Estate Management’s (IREM) Certified Sustainable Property (CSP) certification. This certification assesses a property against six sustainability criteria, including energy efficiency and energy management, waste reduction and recycling programs, water efficiency and conservation practices, tenant health and wellness and indoor air quality management, and environmentally responsible purchasing and procurement.

Central Place Tower, a trophy office building located in the Rosslyn sub-market of Arlington, VA, stands as the tallest tower in the Metropolitan DC

area. It has also received Gold-LEED certification and provides a wide range of commuter benefits to its tenants.

**IREM CSP certification** focuses on existing buildings and recognizes excellence in property operations and performance based on environmental considerations like energy, water, and recycling, among others. With this certification, IREM recognizes Central Place Tower for its strong performance in each of the six categories and acknowledges that the building has successfully implemented and maintained sustainable operational management practices. This certification underscores our commitment to operational excellence and sustainability stewardship in our buildings.



CENTRAL PLACE TOWER, ROSSLYN, VA



## BUILDING HEALTHIER BY DESIGN

# Anatomy of a healthy building

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

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



### HUMIDITY & TEMPERATURE

JBG SMITH buildings monitor humidity and temperature levels to maintain ASHRAE and EPA-recommended ranges, yielding comfort and rendering mold growth highly unlikely.



### TOUCHLESS TECHNOLOGY

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



### AIR & WATER QUALITY

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



### CLEANING

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



### FILTRATION

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



### VENTILATION

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







### PRIORITIZING INDOOR ENVIRONMENTAL QUALITY

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

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

Air quality tests are performed annually, with mitigation measures taken if particulate quantities in the air are higher than acceptable limits.



1900 CRYSTAL DRIVE, NATIONAL LANDING, VA



# PEOPLE





## INVESTING IN OUR MOST VALUABLE ASSET: OUR PEOPLE

# JBG SMITH is a great place to work

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

**“Throughout the company there is an emphasis on finding good people. JBG SMITH understands that its biggest asset is the people who work here, and they invest heavily in them. This has been, by far, the best organization I have worked for in valuing its employees.”**

ANONYMOUS VIA EMPLOYEE ENGAGEMENT SURVEY

Our most recent employee engagement survey yielded strong results, and we are proud to have been recognized by the Washington Post as a “Top Workplace,” for the past several years. We are focused on continuously providing a positive employee experience and workforce culture to ensure that JBG SMITH remains an employer of choice; 85% of our employees would recommend JBGS to others as a place to work. We actively engage with our employees throughout the year to respond to their needs, and we invest heavily in their future with competitive benefits and compensation packages, professional development and mentorship opportunities, volunteer programs, and unique health and wellness offerings, among other things.



DAYS OF GIVING



Some of our compelling talent management offerings include:

- Flexible Paid Time Off
- Employee Share Purchase Plan (ESPP)
- Annual Total Rewards Statements demonstrating the total value of the employee’s rewards package, including compensation and benefits
- Employee Assistance Program
- Employee Referral Program
- Employee Surveys
- Partnerships with Schools and Organizations to Facilitate Recruitment of Diverse Talent
- Leadership Coaching and Companywide Mentorship Opportunities
- Generous company subsidy on health-related benefits



**13** Years average tenure for Senior Management

**7** Years average tenure for all employees

**186** Total company-wide hires in 2023

**81%** Minority hires

**53%** Women hires

**40%** Of promotions went to women in 2023

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

“What I find most commendable about our company is its dedication to fostering employee engagement. The workplace culture thrives on collaboration, open communication, and idea exchange, creating an environment that is both positive and conducive to innovation. Additionally, the company places a strong emphasis on providing diverse training opportunities, enabling employees to continually develop their skills and stay updated on industry advancements. Furthermore, the commitment to diversity and inclusion is evident in the organization’s values, contributing to a workplace where every individual feels valued, respected, and has equal opportunities for success. These pillars of employee engagement, training, and diversity make our company not only a professionally enriching environment but also a socially vibrant and inclusive place to build a fulfilling career.”

ANONYMOUS VIA EMPLOYEE ENGAGEMENT SURVEY

In the increasingly competitive battle for talent, employee satisfaction is critical to our success. Our role in engaging with and supporting our employees is crucial, so we continuously strive to ensure our employees feel

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



- Performance Management
- Company-wide Town Halls
- Lunches with Leaders
- Bi-weekly companywide newsletter, including introductions of all new hires
- Monthly Diversity and Inclusion Newsletter
- Diversity and Inclusion fireside chats
- Employee roundtable discussions on pertinent current events, workplace issues, and teambuilding
- JBGS Inclusion Community and Women’s Initiative
- The Lion’s Guild Mentorship Program
- Quarterly Benefits Newsletter



JBGS SMITH CORPORATE OFFICE EMPLOYEES





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

We believe our employee benefits are not only competitive, but a source of attraction that leads to employee retention and is a direct reflection of our culture. We continue to prioritize programs and offerings that optimize our employees' livelihoods, physical and mental well-being, and productivity, inside and out of the office. We maintained and added programs to best support healthy work-life flexibility.

## PROGRAMS THAT SUPPORT WORK-LIFE FLEXIBILITY

- **Hybrid Work Schedule** – 4/1 schedule; four days in office and Friday at home for corporate employees.
- **Standard Meeting Time Reduction** – Meetings are automatically scheduled for 25 or 55 minutes to help provide a break in between meetings.
- **Central Bark** – Bring your dog to work for corporate employees.
- **Dress for Your Day** – Depending on your calendar, dress up or dress down as needed.
- **Work from Anywhere Program** – Utilized mainly during the summer months and occasionally throughout the year to provide more flexibility to employees.
- **Days of Giving** – A company-sponsored series of volunteer events enabling employees across the organization to work together to give back to the community.



DAYS OF GIVING

## JBG SMITH EMPLOYEE BENEFITS



JBG SMITH continues to offer all full-time employees the following benefits:

**Medical** – an industry-leading medical and prescription plan with a generous employer subsidy for employees and their families.

**Dental** – a dental plan for employees and their families at reasonable cost.

**Vision** – elective vision benefits for employees and their families.

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

**Mental health support** – an employee toolkit including help with managing stress, coping with interpersonal challenges, and navigating resources available to our employees and their families.

**Voluntary insurance** – covers critical illness, accidents, and/or hospital expenses.

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

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

**Flexible Spending Account** – flexible spending account for medical expenses.

**Retirement Savings Plan** – a tax-deferred 401(k) plan with a generous company match.



**Employee Share Purchase Plan** – purchase company stock at a significant discount.

**Employee Assistance Program** – company-paid employee assistance program to support mental health, family care, legal support, stress management, and more.

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

**Parental Leave Program** – generous paid time off to enjoy time with the newest addition to your family.

**Adoption Assistance** – financial assistance toward the adoption process.

**Tuition Reimbursement** – financial assistance toward tuition and course-related expenses.

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

**Employee Referral Bonus** – cash award for referring a full-time hire.

**Pension** – available to all union employees for contribution to their retirement funds.

**Public Transportation** – monthly contribution toward Metro commuting expenses.

**Housing Discount** – eligible employees have an opportunity to rent certain apartments within our portfolio at a discount.

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

**“Many amazing corporate executives... They believe in you and will push you to grow as long as you want it. For anyone that works hard and wants to grow in the property management industry... this is the company for you.”**

ANONYMOUS VIA GLASSDOOR



DAYS OF GIVING





## DEVELOPING FUTURE LEADERS



JBG SMITH University provides support, education, and accessible resources to engage and develop employees and further their commitment to the organization. In partnership with leadership across the company, JBG SMITH University offers employees training opportunities to enhance operations and customer experiences.

Our robust Diversity and Inclusion training program maintains a goal of changing predisposed patterns of thinking through educational resources and practice. In 2023, we added two additional courses, *Unconscious Bias and You* and *Reducing Unconscious Bias in the Workplace*, to reinforce a collaborative environment of respect, awareness, and inclusivity.

In 2023, JBG SMITH streamlined business operations and changed and reorganized teams to achieve efficiencies and better processes. To support the property operations alignment and consolidation, training hosted 18 financial and software courses and work sessions covering month-end closing processes, accruals and reclasses, monthly reports, writing variance explanations, contracts, accounts payables, managing capital projects, and budgeting.

Providing supportive resources, especially in times of change within departments, is a critical function of the training team. This year, we also introduced five additional professional development courses including Change Management – Coping with Change, Organization Skills, Stress at Work, Eat the Frog – 21 ways to stop procrastinating and get more done

in less time, and Hyperfocus – How to Work Less and Achieve More.

JBG SMITH University also partnered with departmental leadership and Predictive Index (PI) to host three custom talent optimization sessions in 2023. An Inspire People to Perform workshop for Accounting aimed to mobilize managers to assemble and lead high performing teams by increasing self-awareness, understanding management behavior drivers, and identifying employee behavioral styles. Additionally, separate Team Communications PI sessions were held for the Human Resources and Brand and Marketing teams as well as Commercial Property Administrators targeting enhancing the quality of interactions by learning communication styles.

### Additional 2023 highlights include:

- The annual Commercial Compliance Training Palooza, 8 courses and 20 sessions in 3 weeks, covering critical business practices and safety attended by 324 people.
- New software applications adopted in 2023 requiring training assistance included Capturis for utility invoicing, Yardi Verify ID for online applicant





identification authentication, and Yardi Forecast IQ for residential budgeting.

- The training team also built a custom class for property and construction management teams covering executing a variety of contracts and lien waivers and ensuring appropriate levels of vendor insurance compliance.

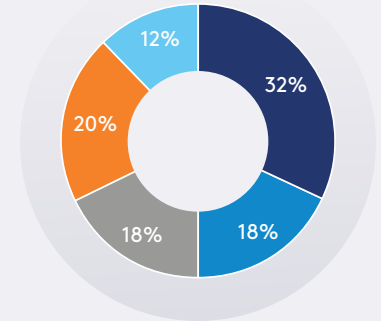
A new quarterly program targeting the development of Commercial Property Administrators hosted customer service, organization, and continuing education courses as well as a tour of our Tenant Service Center, Security Operations Center, and Parking Service Centers to hear more about our business. Additionally, employees from our property and engineering teams had the opportunity to attend Law and Risk Management and Environmental Health and Safety Issues courses coordinated by the training team and taught by professional instructors from the Building Owners and Managers Institute.

In 2023, the training team wrote, published, and provided training support on 27 new or significantly updated *Did You Know* step by step instruction sets on business applications and processes. The company onboarded 149 employees firmwide including four students interning through a partnership with Gallaudet University, the global leader in education for deaf and hard of hearing students. Training supported a newly created six-week internship program for select applicants. The internship comprised meaningful work assignments, mixers,



In 2023 we offered 368 different courses, and employees logged 10,601 course completions. For the fourth year in a row, 100% of employees attended training.

**COURSE OFFERING DISTRIBUTION**



368 total courses offered

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

events, mentorship, and training to learn about the company and its history, mission, culture, and available resources. Educational sessions focused on helping interns understand the industry and our organization and explore career paths through exposure to different departments and property tours. Additionally, deaf etiquette training was made available to JBGS employees.





## CONTINUING TO CREATE A MORE DIVERSE, EQUITABLE, AND INCLUSIVE WORKPLACE

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

**“At JBG SMITH, we are keenly focused on the employee experience and want every person to feel respected for what makes them unique. At the same time, our company’s core values provide a sound structure for finding common ground and working together as a team to deliver the best possible outcomes. We want every employee to feel a sense of belonging at work, and to feel connected to our company’s success. Every individual matters.”**

BETSY KISS, SENIOR VICE PRESIDENT, HEAD OF HUMAN RESOURCES

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

As placemakers, we leverage diversity as an opportunity to better meet the needs of those we serve. Our goal is to build and sustain a diverse and inclusive workplace, reflective of our tenants, stakeholders, and the broader community.



This year, we were recognized as a member of the **2023 Bloomberg Gender-Equality Index (GEI)**, which recognizes the performance of public companies that

support gender equality through policy development, representation, and transparency. This achievement was made possible by our many efforts throughout 2023, as well as previous years, to establish and implement best-in-class gender equality practices



across multiple dimensions including leadership and talent pipeline, equal pay and gender pay parity, inclusive culture, anti-sexual harassment policies, and external branding. Our progress toward these KPIs is detailed in Annex B.

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



# Advancing our D&I strategy

As our D&I journey progresses, we continue leveraging diversity as an opportunity to better meet the needs of the constituencies we serve, including our tenants, shareholders, and the broader community.

In 2023, we evolved several Diversity & Inclusion (D&I) initiatives in response to feedback received from employees. We continue focusing on creating a more inclusive company culture by strengthening our employees' D&I knowledge and increasing their sense of belonging through robust development programs, employee communities, and hiring practices. 87% of our employees feel that they work in an environment that encourages diversity, equity, and inclusion through company-wide initiatives and programs

We are proud to share that this year we were a National Association of Corporate Directors (NACD) DE&I Award finalist. NACD recognizes organizations that leverage the power of D&I to enhance their governance, create long-term value, and build innovative and inclusive workplaces and boardrooms. In 2023, our Board of Trustees was made up of 40% women; one of whom identifies as African American. Our Board plays an active role in overseeing our D&I efforts.

JBG SMITH strives to foster a work environment where everyone feels a sense of community and belonging. We want each employee to feel comfortable bringing their authentic and best self to work every day.

- **18%** of respondents to our voluntary Self-ID survey identified as a member of the LGBTQ+ community.
- **13%** of respondents to our voluntary Self-ID survey identified as an employee with disabilities or a history/record of having a disability.
- **2%** of respondents to our voluntary Self-ID of Protected Veterans identified as a veteran.



**38%** of our employees are women



**61%** of our employees are people of color



**39%** of our senior leaders are women

\* Survey data are based on anonymous JBG SMITH employee feedback and were collected across three Self-ID surveys with varying numbers of respondents.

In 2023, we continued to advance our D&I strategy, guided by three key pillars: **1) Employee Development**, **2) Engagement**, and **3) Recruiting**.

2023 highlights from each pillar include the following:

## 1. EMPLOYEE DEVELOPMENT



### Mentorship Program

Launched the third cohort of the Lion's Guild Mentorship Program, a 6-month self-guided program designed to develop and connect employees across functions, levels, and disciplines. 65% of participants were women and/or people of color. Approximately 91% of respondents to a satisfaction survey rated the program as good/very good/excellent.

### Self-led D&I Training

To enhance employees' D&I knowledge we deployed training focused on how to build understanding and respect, and how to develop a sense of personal responsibility for creating workplaces where everyone feels valued and appreciated. 98% of our employees completed the training.





## 1. EMPLOYEE DEVELOPMENT (continued)



### Residential Coaching

To help new residential employees succeed in their job and increase engagement and retention, all new onsite hires are paired with a coach. The coach has completed a train-the-trainer session and is well versed in the new hire's roles and responsibilities, is proximate to the new hire's home community, and works at a similar product type. 95% of participants were employees of color and/or women.

### Women's Development

Our Women's Initiative launched its first Leadership Cohort with 15 female employees (53% women of color). Participants explored self-advocacy and self-promotion, executive presence, effective communication strategies, building alliances and networks, and more.

### Development for Employees from Underrepresented Backgrounds

Sent 32 employees (56% women) to McKinsey & Company's Black, Hispanic, and Asian Leaders Academies, designed to help employees accelerate their careers.

### Other Development Opportunities

- Gallaudet University instructors offered deaf and hard of hearing awareness training to educate 27 employees on office etiquette and best practices for meetings.
- We offered memberships and networking opportunities through African American Real Estate Professionals (AAREP), one of the leading Black real estate organizations in the Washington, DC area.

## 2. ENGAGEMENT



The Inclusion Community and the Women's Initiative are key components of our D&I engagement strategy. These groups foster a culture of inclusion and belonging, provide networking and development, and offer engaging D&I opportunities.

### The Women's Initiative

- Offered development opportunities and "The Power of Parity" panel discussion. During the event, the panelists touched on gender equity versus gender equality, how each is important in contributing to a more equitable and inclusive workplace, and how companies can promote and integrate both concepts.
- Highlighted women at JBG SMITH who are making a difference in our workplace through the HerStory campaign.



## 2. ENGAGEMENT (continued)



### The Inclusion Community

- **Black History Month** – organized a fireside chat with a panel discussion about 2023’s Black History Month’s “Black Resistance” theme. The panel comprised JBG SMITH employees, who shared what “Black Resistance” means to them and how it has impacted their personal and professional lives.
- **Asian American and Pacific Islander History Month** – invited employees to attend an Asian dance performance by the Dana Tai Soon Burgess Dance Company. The event included an interview with the founder of the dance company, followed by a performance showcasing multiculturalism, social justice, and equity.
- **Pride Month** – provided employees with JBG SMITH Pride t-shirts to wear while participating in external Pride events, sponsored the Arlington Pride Festival, deployed LGBTQ+ signature seals for emails, invited employees to share their preferred pronouns, circulated the LGBTQ+ Self-identification survey, and displayed a billboard in Washington, DC in support of the LGBTQ+ community.
- **Hispanic Heritage Month** – hosted a party for more than 150 employees to celebrate the spirit of Latin Flavor in cuisine and culture. Additionally, JBG SMITH ran an internal and external campaign spotlighting four Hispanic employees nominated by JBG SMITH leaders. These employees were selected for their values, integrity, and commitment to the organization.
- **National Disability Employment Awareness Month** – JBG SMITH’s Chief of Property Operations authored a blog sharing his personal experience with people with disabilities. His blog was shared internally and externally to increase understanding.

Through **JBG SMITH Cares**, we partnered with organizations whose missions align with our strategic D&I dimensions. This year, for Days of Giving, our annual employee volunteer effort, we partnered with Women Giving Back and Luke’s Wings and supported Fair Chance and DC Center. We also provided employee volunteers who conducted mock interviews with BroadFutures students.

## 3. RECRUITING



- Our Talent Acquisition team remains focused on presenting a diverse candidate slate during the interview process. So far in 2023 we have hired more females than males and more people of color than Caucasians. 52.7% of new hires were women and 81.2% were people of color.
- JBG SMITH hosted 10 corporate and on-site summer interns from SEO (Sponsors for Educational Opportunity), Urban Alliance, and Gallaudet University. 100% of our interns were from underrepresented groups, an increase of 46% since 2020.
- Sourced diverse candidates from Project REAP and African American Real Estate Professionals (AAREP) job boards.





### 3. RECRUITING (continued)

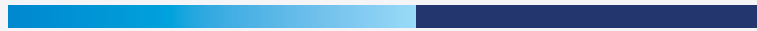


- Expanding our community outreach and strategic partnerships with diverse industry and professional organizations resulted in the following accomplishments in 2023:
  - Released our third annual [D&I Report](#), which highlights current and new D&I efforts and the progress we made in 2022.
  - Recognized in the [2023 Bloomberg Gender-Equality Index](#) as one of 484 companies committed to more equal and inclusive workplaces.
  - Selected as a finalist for the [2023 NACD Diversity, Equity, and Inclusion Awards](#) in the Public Company – Small Cap category. This award recognizes boards that leverage the power of DE&I to enhance their governance and create long-term value for their organizations and stakeholders.
  - JBG SMITH’s case study discussing the company’s commitment to transparency and ESG compliance preparations in [Nareit’s 2023 REIT Industry ESG Report](#).

**46%** of all corporate new hires were people of color;



**54%** were women.



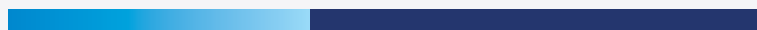
**81%** company-wide new hires were people of color;



**53%** were women.



**40%** of company-wide promotions went to women;



**50%** to people of color.







# COMMUNITY



8001 WOODMONT, BETHESDA, MD



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

# We believe real estate should be a force for good

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

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

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

Our goals help support the sustainability goals of the communities we serve and where we collaborate with our tenants and local governments. Our business strategy is innately aligned with our sustainability goals due to the nature of our industry. For example, we create affordable housing for low-income residents, seek energy efficiency in new developments to reduce our carbon footprint, and comply with local and federal sustainability regulations across our portfolio. We are dedicated to reaching our sustainability goals and helping tenants and governments reach their goals.

Public benefits are good for the community and create social value. Our development pipeline and existing assets have contributed or committed to:



- Over **650** affordable housing units



- Over **\$50M** in funding to affordable housing



- Over **6 acres** of new parks and green space





## CASE STUDY | THE WATER PARK



WATER PARK, NATIONAL LANDING, VA

In October 2023, JBG SMITH officially unveiled the Water Park, a 1.6-acre space designed for outdoor dining, entertainment, and community gathering in National Landing. The innovative development features public art and water installations, abundant green space, and nine restaurant kiosks offering food from Palestinian, Vietnamese, and Indian cuisines, among others. Operated by emerging local-, minority-, and women-owned businesses, these kiosks embody the development's overarching goal of celebrating and promoting the region's vibrant and diverse culinary traditions.

"This is something we've imagined as an opportunity to really reposition National Landing as a culinary destination," said Amy Rice, JBG SMITH's Senior Vice President of Retail Leasing, "we wanted to make sure that we were doing something representative of the community that we're serving. Often times within the food and beverage industry, we find barriers to entry for minority-, local- and women-owned businesses."

The Water Park is an integral piece of the company's strategy to develop National Landing, which saw the opening of the first phase of Amazon's new headquarters in June 2023, and

is expecting Virginia Tech's Innovation Campus, set to be completed in 2025.

In addition to these features, the Water Park also includes:

- A gourmet pizzeria, and a wine and oyster bar overlooking the park
- A live performance stage and public seating
- Protective and heating systems ensuring year-round accessibility for park visitors
- A Trailhead building with public restrooms for the nearby Mount Vernon Trail

- A "Sip and Stroll" zone for visitors to consume alcohol anywhere inside the park

In addition to the Water Park, JBG SMITH is undertaking numerous other projects to improve public well-being. The company also constructed the first phase of Amazon's new headquarters, which includes a 100% gas-free retail space, as well as Surreal (Dining in the Park), a new indoor/outdoor dining experience from a local Michelin-rated chef in a nearby private park.





## Using technology for tenant safety and security

JBG SMITH is committed to the safety and security of our assets, but also to our residents, tenants, and visitors in our communities. In 2023, we began uniting the safety and security program for our residential, commercial, and retail assets. Our fully integrated program includes a Director of Security and a state-of-the-art Security Operations Center (SOC) with cloud video surveillance across our assets. We have begun updating our cameras to ensure high-resolution video that can be viewed and monitored by our SOC and Parking Service Center (PSC).

We are upgrading our access control systems to include the latest technologies, including Near Frequency Communication (NFC) readers, video intercoms for visitor access, and Apple Wallet credentials. These upgrades provide stronger security and enhance the tenant and resident experience with seamless entry into our office buildings, apartments, and garages. These smart access control systems integrate with our amenity spaces, property management and accounting software, and maintenance ticket systems, enhancing our reporting, supporting seamless credential management, and promoting safer community spaces.



MORTON'S, NATIONAL LANDING, VA





# Diversity and Inclusion is demonstrated in our retail leasing practices

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

We approach merchandizing our spaces organically, through introductions made by existing retailers, and deliberately, by evaluating prospective tenants on a qualitative basis. Each method has proved successful. Accordingly, most of our retail leasing deals in 2023 were with local- and/or minority-owned businesses.

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



## 2023 Retail Leasing Highlights:

- Of the 28 retail leasing deals executed in 2023, **43%** were with minority-owned businesses, **57%** were with locally-owned businesses, while **36%** were with businesses that were both locally and minority-owned.



WATER PARK, NATIONAL LANDING, VA



# The Washington Housing Initiative Impact Pool is our collaborative and innovative approach to investing with real local impact

**Through 2023, the Impact Pool has invested more than \$72 million for the preservation of over 2,800 affordable housing units.**

The Impact Pool, launched by JBG SMITH and the Federal City Council as a component of the Washington Housing Initiative (WHI), leverages private capital to help combat the scarcity of housing for middle-income families and minimize displacement of existing residents as development occurs throughout the DC region's most up-and-coming neighborhoods.

Managed by a subsidiary of JBG SMITH Properties, the Impact Pool seeks to ensure that essential workers like teachers, nurses, first responders, and their families have access to high-quality housing in amenity-rich neighborhoods near schools, public transportation, and job opportunities. In 2020, the Impact Pool completed fundraising with almost \$115 million in investor commitments secured.

Investments from the Impact Pool are designed to generate more than just financial gains. Impact Pool investments measure and support social and environmental impacts using the IRIS+ system, the generally accepted impact accounting system

that leading impact investors use to measure, manage, and optimize impact. The IRIS+ system was developed, and is managed as a public good, by the Global Impact Investing Network (GIIN).

The Impact Pool adheres to the [IRIS+ Core Characteristics of Impact Investing](#) to provide clear reference points and practical actions to establish the baseline expectations for impact investing:<sup>3</sup>

- Intentionality
- Use Evidence and Impact Data in Investment Design
- Manage Impact Performance
- Contribute to the Growth of the Industry



<sup>3</sup> Source: <https://iris.thegiin.org/core-characteristics-of-impact-investing/>



In alignment with the IRIS+ Metrics, the following information is measured and reported annually, for each investment:<sup>4</sup>

- 1 Rent savings vs market rates (**IRIS+ Metric: PI1748**)
- 2 Number of households served below 60% - 80% AMI (**IRIS+ Metric: PD5833**)
- 3 Energy Purchased/Produced: total (OI8825) and renewable (**IRIS+ Metric: OI3324**)
- 4 Annual Waste Recycled (**IRIS+ Metric: OI2535**)
- 5 Annual Greenhouse Gas Emissions- scope 1 and scope 2 (**IRIS+ Metric: OI1479**)

<sup>4</sup> All metrics are measured and accounted in accordance with the IRIS+ Catalog of Metrics

Washington Housing Initiative investments also contribute progress toward the following UN Sustainable Development Goals (SDGs)

#### GOOD HEALTH & WELL-BEING

- SDG Target 3.9



#### CLEAN WATER & SANITATION

- SDG Target 6.4



#### AFFORDABLE & CLEAN ENERGY

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



#### INDUSTRY, INNOVATION, & INFRASTRUCTURE

- SDG Target 9.4



#### SUSTAINABLE CITIES & COMMUNITIES

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



#### RESPONSIBLE CONSUMPTION & PRODUCTION

- SDG Target 12.4







### WASHINGTON HOUSING INITIATIVE IMPACT POOL 2023 INVESTMENTS

- Invested over \$7 million for the preservation of 268 multifamily units through the Washington Housing Initiative Impact Pool.
  - Partnered with the Bank of America/Enterprise Community Partners Middle Income Affordable Preservation Fund to acquire Falkland Chase South & West, a 268-unit apartment complex located in Silver Spring, Maryland. The transaction created all 268 units as committed affordable housing – 135 units for those earning 65% of area medium income (AMI) or less and all remaining units for those earning 120% of AMI or less. The asset utilized Montgomery County’s Payment in Lieu of Taxes (PILOT) program, which reduces property taxes by 50%. Affordability is guaranteed via a 20-year covenant.
  - Closed on a \$9.4 million tax-exempt bond issuance by the Revenue Authority of Prince George’s County at Hamilton Manor to replace the taxable mezzanine loan from the Impact Pool.
- Facilitated \$300,000 in rent relief funds to support tenants at WHI properties.



### 2023 WASHINGTON HOUSING INITIATIVE IMPACT POOL PORTFOLIO ACHIEVEMENTS

#### ▪ PARKSTONE ALEXANDRIA

- **321 units (98%)** at the property have rents affordable to households earning 80% of AMI or less.

#### ▪ CRYSTAL HOUSE

- **676 units (82%)** at the property have rents affordable to households earning 80% of AMI or less.

#### ▪ HAMILTON MANOR

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

#### ▪ HUNTWOOD COURTS

- **214 units (100%)** at the property have rents affordable to households 60% of AMI or less.

#### ▪ EARLE MANOR

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

#### ▪ THE GALE ECKINGTON

- **461 units (76%)** at the property have rents affordable to households earning 80% of AMI or less.

#### ▪ THE LOREE GRAND

- **127 units (60%)** at the property have rents affordable to households earning 80% of AMI or less.

#### ▪ FALKLAND CHASE

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

#### ▪ Social outcomes

- **Occupancy: 94.1%** Impact Pool vs. 93.2% US Average<sup>5</sup>
- **Turnover: 23.1%** Impact Pool vs. 47% US Average<sup>6</sup>
- **Rent savings vs. market:<sup>6</sup> \$325/month (16%)**
- **Credit scores improved:** Through our partnership with Esusu, **430+** residents have established credit scores and **2,170+** residents have improved their scores.

<sup>5</sup> Impact Pool portfolio vs. US multifamily average (2023 US Apartment Outlook, GreenStreet)

<sup>6</sup> Market<sup>6</sup> is defined as the weighted average marketed rent as of 12/31/22 for comparable assets within each submarket

## TRANSFORMING NATIONAL LANDING INTO ONE OF THE SMARTEST & MOST CONNECTED DISTRICTS

# Everything intelligently, seamlessly, and securely connected in real time



Across the Potomac River from Washington, DC, National Landing is a submarket the size of Cambridge, MA, that is anchored by the Pentagon, [Amazon's new headquarters](#), and Virginia Tech's \$1B STEM-focused innovation campus. JBGS is the majority owner, operator, and developer in the submarket. JBGS is focused on intentional physical and digital placemaking including the delivery of a first of its kind converged digital infrastructure platform. The digital infrastructure platform consists of neighborhood-wide fiber, edge data centers, and ubiquitous public and private 5G. The platform is purpose built to drive innovation for industry 4.0, providing innovators the tools to build and scale products and services in the emerging technologies of AI, IoT, autonomy, extended reality, and robotics.



WATER PARK, NATIONAL LANDING, VA





### NATIONAL LANDING DIGITAL INFRASTRUCTURE PRINCIPLES



**Digital Placemaking** – Purpose-built digital infrastructure is a unique amenity to enhance experience for people that live, work, learn, and play in mixed-use real estate.



**Enhanced Cloud and Compute Access** – Tenants have the best possible access to major cloud data centers, edge compute, and advanced computing.



**Ensured Choice & Quality** – Carrier-neutral infrastructure ensures choice and competition, availability and performance, reliability, security, and operational accuracy.



**Power of Partnerships** – Curate and align on best-in-class network and technology partners for infrastructure deployment and technology implementation.



**Future-Proofed Infrastructure** – Design considerations incorporate network evolution to keep in step with technology advancement and tenant demand.



**Living Lab** – JBG SMITH will support and encourage partners to establish a physical presence in National Landing where we develop and deploy the next generation of technology at scale.

The converged digital infrastructure platform creates a foundation for innovation including on new products and services that can help reduce resource consumption and improve sustainability outcomes.



### STRATEGIC PARTNERSHIPS

2023 proved to be another year of expansion of our digital infrastructure deployments and strategic partnerships. As of December 31st, 2023, we had the following assets and key partnerships delivered:

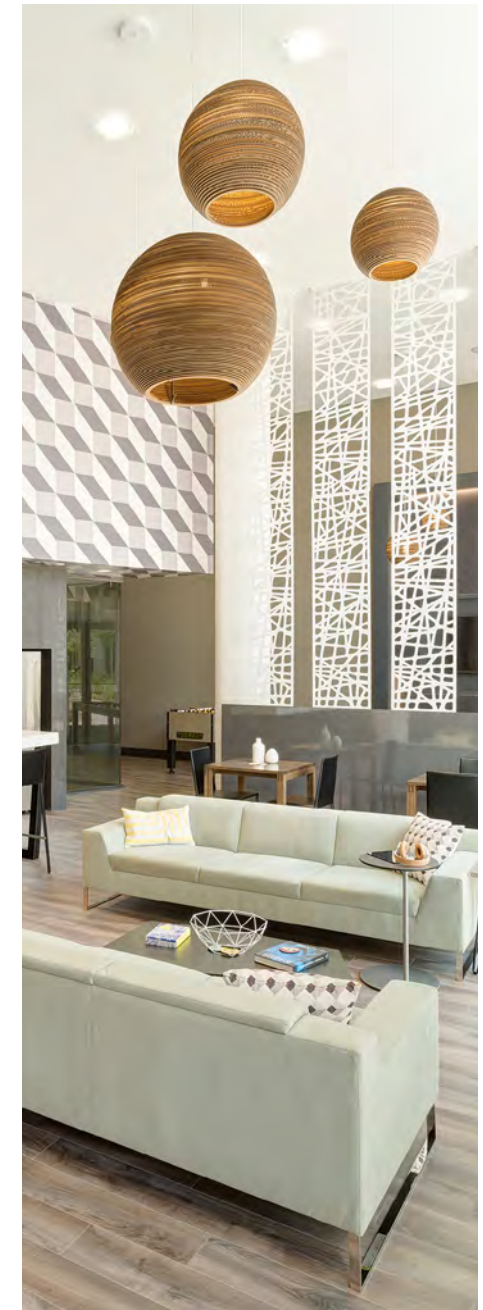
#### Assets in Service

- **Fiber:** 4.8 linear miles of fiber providing connectivity to all 5G sites and 12 operating assets covering 5.5 million square feet
- **5G:** 14 wireless cell sites delivering AT&T’s commercial 5G service
- **Edge Data Center:** Powered shell edge data center including a carrier-neutral hotel
- **CBRS:** Deployment of a private network testbed utilizing our CBRS private spectrum assets

#### Strategic Partnerships

- **AT&T:** A public global telecommunications provider
  - In 2023, JBG SMITH successfully rolled out the first tranche of 5G in partnership with AT&T (including AT&T’s super-fast 5G+ across the core National Landing retail area).
- **Cisco:** a multinational digital communications conglomerate.
  - The JBGS team continues to advance its partnership with Cisco to deliver ubiquitous Wi-Fi across National Landing. Using Cisco hardware, we will be deploying a robust Wi-Fi network that creates a “sofa-to-sidewalk” experience – with the Wi-Fi network working seamlessly from a residential unit to amenity spaces and extending to the outdoor public spaces. This Wi-Fi network deployment is kicking off in residential buildings and will be online starting in 2024.

- **Federated Wireless (“FWi”):** A private wireless and shared spectrum leader
  - The partnership allows for the seamless delivery of private 5G networks across National Landing. Central to the collaboration is FWi’s industry-leading technologies and approach to deploying 5G networks using CBRS spectrum. By leveraging JBG SMITH’s converged digital infrastructure platform, FWi will be able to provide private 5G network service for commercial tenants quickly and seamlessly. As part of the partnership, FWi has relocated its corporate headquarters to National Landing, occupying approximately 36,000 square feet of office space in JBG SMITH’s 2121 Crystal Drive.



FORT TOTTEN SQUARE, WASHINGTON, DC





# Supporting a model of public-private cooperation in delivering public transportation infrastructure with our People Before Cars Coalition

JBG SMITH is a founding member of the People Before Cars Coalition. The Coalition, which also includes the National Landing Business Improvement District (BID), the Washington Area



Bicyclists Association (WABA), and other local stakeholders, works to promote safe streets and accessible public transportation in National Landing. The coalition's public awareness and education campaign, "People Before Cars," promoted the BID's recommendations for the redevelopment of a "Greener, Safer, Better Route 1" in Arlington, Virginia.

National Landing has become one of the most transit-friendly neighborhoods in the country, with traffic declining 18% since 2000 despite a 5% population increase since then. Supporting public transportation accessibility has been a key driver for National Landing's success, which serves as a large factor in attracting large corporates like Amazon. JBG SMITH will work to further this positive impact in 2024.



CASE STUDY  
CRYSTAL CITY METRO ENTRANCE

PLANNED CRYSTAL CITY METRO ENTRANCE, NATIONAL LANDING, VA

© SAM KITTNER

We continued our progress on developing the new Crystal City Metro entrance (in partnership with Clark Construction) to enhance the city's growing public transportation sector and advance disability accessibility throughout the city. These improvements will directly address the station's high levels of congestion, slow elevators, and limited accessibility. While the station design is currently underway, construction is expected to begin in late 2024 and conclude in 2027.

Some of the benefits of the new entrance include:

- Reducing congestion and creating more space
- Shortening commutes
- Improving accessibility of elevators
- Complying with the Americans with Disabilities Act (ADA) through elevator upgrades



# Healthy cities rely on sustainable transportation and mobility



155 EV charging stations have been installed across our portfolio. JBG SMITH has made strategic partnerships to increase this number to 410 across the portfolio in the upcoming years without any capital cost incurred to JBG SMITH.

## SYMPARK™ Parking by JBG SMITH

We have completed the transition of all wholly owned properties to our in-house parking management company, Sympark ([sympark.com](https://sympark.com)). Benefits include moving parkers to a frictionless, handsfree mode of garage access, which minimizes idle times at gates.

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

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

For tenants with driving needs, JBG SMITH encourages decarbonization efforts by providing electric vehicle (EV) charging stations in assets across our portfolio. In 2023, we added 12 Level 3 Tesla Superchargers to the

portfolio. Deploying these chargers at our buildings addresses just-in-time demand and helps us to achieve green building rating system credits.





# JBG SMITH Cares is focused on causes that need our support



JBG SMITH is committed to giving back to the communities where we operate.

Through JBG SMITH Cares, the philanthropic arm of JBG SMITH, financial support is provided to Washington, DC metro area based organizations to help develop ongoing partnerships that benefit our tenants and their communities. In addition to financial support, JBG SMITH hosted its 13th annual Days of Giving employee volunteer event in 2023.

Days of Giving is an annual company-sponsored series of employee volunteer events designed to serve each of the six JBG SMITH Cares committee pillars; Affordable Housing, Education, Arts in the Community, Health & Wellbeing, Diversity & Inclusion, and Environmental Responsibility.

Our 2023 Focused Giving Highlights include the following:

- Financial support to over 46 local non-profit organizations
- Over 250 employees volunteered, totaling over 750 volunteer hours
- Support was provided to over 21 specific volunteer opportunities between 13 organizations

Since the Days of Giving initiative inception in 2010, JBG SMITH Cares has provided more than \$5.7 million to nonprofit organizations and has logged approximately 17,000 hours of service.

The six areas of focus that JBG SMITH Cares provides financial and volunteer support to:

## 1. AFFORDABLE HOUSING



We are committed to working with the community, area nonprofits, and local government to answer the urgent call for increased affordable housing. In addition to the WHI, JBG SMITH Cares partners with more than 14 local organizations that focus directly on the construction and preservation of affordable housing in the Washington metro region.

**2023 Highlight Organization:** [Yachad DC](#)

- Yachad DC focuses on preserving affordable housing and revitalizing communities in the DC area. JBG SMITH volunteers assisted in clearing and preparing homes and backyards for additional enhancements to prevent flooding in low-income homes.

## 2. DIVERSITY & INCLUSION



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

**2023 Highlight Organization:** [Luke's Wings](#)

- Luke's Wings reunites wounded, ill, and injured service members with their loved ones during recovery and rehabilitation. JBG SMITH volunteers spent time with service members, mingling with and dining alongside them and their loved ones.

## 3. HEALTH AND WELLBEING



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

**2023 Highlight Organization:** [DC Greens](#)

- DC Greens is a local non-profit connecting communities to healthy food through education, providing access to healthy foods, and ensuring DC residents have a deeper connection with their food. Volunteers supported a number of tasks including planting seeds, harvesting, yard work, and event support, among others.

### CASE STUDY ADDING SOCIAL VALUE WITH ARLINGTON ARTS ALLIANCE



JBG SMITH is proudly committed to adding social value in the communities where we operate. In addition to volunteering with the organization, our partnership with Arlington Arts Alliance enables us to support aspiring artists around Arlington and Northern Virginia. We give monetary donations annually through our Cares committee and provide gallery space for artists to feature their works, in addition to our employee volunteering. These actions underscore our commitment to placemaking in National Landing by supporting local artists to create and display beautiful works of art in the community.



DAYS OF GIVING

## 4. ENVIRONMENTAL RESPONSIBILITY



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

### 2023 Highlight Organization: [Anacostia Watershed Society \(AWS\)](#)

- AWS aims to restore the Anacostia River's wetlands to their natural role as filters for pollution and sediment and a habitat for a variety of wildlife. Volunteers participated across two days of volunteering; the first day was focused on planting rain gardens and the other was planting trees.

## 5. EDUCATION



We work with organizations focused on improving and ensuring community-wide access to educational resources and mentorship opportunities.

### 2023 Highlight Organization: [Everybody Wins DC \(EWDC\)](#)

- EWDC works with schools and community partners to deliver free reading-based programs to encourage and inspire children through one-on-one mentoring, read-aloud activities, and a book distribution effort. Volunteers supported the fall 2023 Book Drive and November STEM Diversity by writing notes of reading encouragement for children to find as they read, placed them in books, and delivered them to local libraries.

## 6. ARTS IN THE COMMUNITY



We seek to support and facilitate the access to arts education programs for low-income children, teens, and young adults.

### 2023 Highlight Organization: [Arlington Arts Alliance](#)

- The local non-profit supports visual artists across all skill levels by providing exhibition space, studios, professional development, and creative experiences for Arlington's community. Volunteers supported the organization's First Friday gallery opening by setting up the event, serving refreshments, and taking photos of the event and the art on display.





Responsibly Accelerating our Action

# FUTURE







Responsibly Accelerating our Action

# Responsibly Accelerating our Action

2023 was another year of action for JBG SMITH, and we are proud to celebrate the sustainability accomplishments of our team's collective efforts. We made important strides this year that generated tangible benefits to our planet, people, communities, and business.

We have come a long way, with more ahead. With each achievement, we raise the standard for our industry and ourselves. Our sustainability work has a strong foundation that we continue to reinforce, accelerating our actions and setting our sights on new heights for tomorrow.

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

- Prioritizing climate-related risks for the portfolio to include transitional and financial risks and developing proposed mitigants
- Drafting and proposing a Supply Chain Code of Conduct
- Drafting and proposing a Net Zero Strategy

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





# DATA TABLES



ATLANTIC PLUMBING, WASHINGTON, DC



# Environmental Performance Metrics

## ENERGY

2023 ABSOLUTE CONSUMPTION		
	TOTAL 2023 (MWH)	DATA COVERAGE (SF)
Commercial (includes Hotel)	146,251	9,030,146
Residential	103,744	5,639,026
Total (inclusive of all Property Types)	249,995	14,669,172

2023 ABSOLUTE ENERGY USAGE BREAKDOWN (MWH)	
	TOTAL 2023 (MWH)
Electricity (MWH)	207,163
Natural Gas (MWH)	42,832
Total (inclusive of all Property Types)	249,995

## WATER

2023 ABSOLUTE CONSUMPTION		
	TOTAL 2023 (K GAL)	DATA COVERAGE (SF)
Commercial (includes CC Marriott Hotel & Stonebridge Retail Center)	122,593	9,440,656
Residential	249,432	5,657,973
Total (inclusive of all Property Types)	372,025	15,098,629

## WASTE

2023 ABSOLUTE				
	TOTAL WASTE 2023 (US TONS)	TOTAL LANDFILL 2023 (US TONS)	TOTAL RECYCLING 2023 (US TONS)	TOTAL COMPOSTING 2023 (US TONS)
Total (inclusive of all Property Types)	8,173	5,810	2,298	65
Total Diversion	29%			





# Carbon Accounting



4.58 kgCO<sub>2</sub>e/SF – Carbon Emissions per Square Foot (All Scopes)<sup>7</sup>

4.05 kgCO<sub>2</sub>e/SF – Carbon Emissions per Square Foot (Scopes 1 + 2)<sup>7</sup>

## 2023 ABSOLUTE EMISSIONS

	2023 CO <sub>2</sub> e (MT)
Scope 1	9,462
Scope 2	47,897
Scope 3	7,366
<b>Total (inclusive of all Property Types)</b>	<b>64,725</b>

Data Coverage Scope 1 & 2: 13,757,648 SF

Data Coverage Scope 3: 5,289,574 SF

Scope 1 – **Direct** greenhouse gas emissions from fuels burned on-site (e.g., natural gas) and fugative emissions from refrigerants

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

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

CO<sub>2</sub>e – Carbon Dioxide Equivalent (CO<sub>2</sub>e) is a single metric to account for the global warming potential of all greenhouse gases (methane, nitrous oxide, etc.) relative to carbon dioxide.

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

<sup>7</sup> Intensity values exclude Scope 1 Emissions from Fugative Emissions from Refrigerants



# Company Demographics

## JBG SMITH EMPLOYEES

	TOTAL 2023	2023%	TOTAL 2022	2022%
Women	320	37.9%	332	36.4%
Men	524	62.1%	577	63.3%
Did Not Specify	0	0%	3	0.3%
<b>Total Employees</b>	<b>844</b>		<b>912</b>	

## 2023 EMPLOYEES BY EMPLOYMENT TYPE

Full-Time Men	509
Full-Time Women	291
Part-Time Men	15
Part-Time Women	29
Part-Time Did Not Specify	0

## SENIOR LEADERSHIP (SENIOR VICE-PRESIDENT AND ABOVE)

	TOTAL 2023	2023%	TOTAL 2022	2022%
Women	20	38.5%	24	40.7%
Men	32	61.5%	35	59.3%
Did Not Specify	0	0%	0	0%
<b>Total Employees</b>	<b>52</b>		<b>59</b>	

## ETHNICITY

	TOTAL 2023	2023%	TOTAL 2022	2022%
Minority	513	60.8%	508	55.7%
White	321	38.0%	384	42.1%
Did Not Specify	10	1.2%	20	2.2%
<b>Total</b>	<b>844</b>		<b>912</b>	





## EMPLOYEES' AGE

	TOTAL 2023	2023%	TOTAL 2022	2022%
55+	167	19.8%	175	19.2%
45-54	190	22.5%	212	23.3%
35-44	214	25.3%	222	24.3%
25-34	237	28.1%	262	28.7%
Under 25	36	4.3%	41	4.5%
Total	844		912	

## JBG SMITH EMPLOYEES

	TOTAL 2023	2023%	TOTAL 2022	2022%
White	321	38.0%	384	42.1%
Black or African American	279	33.1%	269	29.6%
Hispanic or Latino	133	15.8%	126	13.8%
Asian	69	8.2%	83	9.1%
Native Hawaiian or Other Pacific Islander	2	0.2%	3	0.3%
Two or more races	28	3.3%	25	2.7%
American Indian/Alaskan Native	2	0.2%	2	0.2%
Not Specified	10	1.2%	20	2.2%
Total	844		912	

## COMPANY PROFILE BY JURISDICTION

	NATIONAL LANDING	OTHER
Employees	255	589
Commercial Assets	21	5
Multifamily Units	2,856	3,462
Commercial Square Feet	6.6 Million	1.1 Million
Multifamily Square Feet	2.3 Million	3.0 Million



APPENDIX



THE BARTLETT, NATIONAL LANDING, VA





# Industry Memberships

## INDUSTRY MEMBERSHIPS

AIA – Washington, DC

Diversity Best Practices

Apartment & Office Building Association of Metropolitan Washington

Federal City Council

Associated Builders and Contractors – Metro Washington and Virginia Chapters

GRESB

Better Buildings Initiative

Institute of Real Estate Management

Building Owners and Managers Association

International Council of Shopping Centers

Coalition for Smarter Growth

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

Commercial Real Estate Brokerage Association for Greater Washington DC

Nareit

Commercial Real Estate Women’s Network

National Multifamily Housing Council

Congress for the New Urbanism

Restaurant Association of Metropolitan Washington

CoreNet Global

Think Local First

DC Preservation League

Urban Land Institute

D.C. Policy Center

Urban Land Institute - Greenprint Member

Disability:IN DC Metro




USGBC National and National Capital Region Chapter

District of Columbia Building Industry Association

Washington Building Congress








# UN SDGs Index

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





## UN SDGs Index (Continued)

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



## 2023 Bloomberg GEI KPIs

KPI		RESPONSE
1	Percentage of women on company board	40%
2	Chairperson is a woman	No
3	Gender balance in board leadership	33%
4	Chief executive officer (CEO) is a woman	No
5	Woman chief financial officer (CFO) or equivalent	Yes
6	Percentage of women executive officers	14%
7	Chief diversity officer (CDO)	No
8	Percentage of women in total management	37.0%
9	Percentage of women in senior management	39.5%
10	Percentage of women in middle management	36.6%
11	Percentage of women in non-managerial positions	38.2%
12	Percentage of women in total workforce	37.9%
13	Percentage of women total promotions	40.2%
14	Percentage of women IT/Engineering	47.3%
15	Percentage of new hires are women	52.7%
16	Percentage of women attrition	Not Disclosed
17	Time-bound action plan with targets to increase the representation of women in leadership positions	Not Disclosed
18	Time-bound action plan with targets to increase the representation of women in the company	Not Disclosed
19	Adjusted mean gender pay gap	Not Disclosed
20	Global mean (average) raw gender pay gap	Not Disclosed
21	Time-bound action plan to close its gender pay gap	Not Disclosed
22	Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)	Yes
23	Number of weeks of fully paid primary parental leave offered	JBG SMITH offers 6 weeks of parental leave to any employee (1) who has delivered or adopted a child or had a child placed with them, or (2) whose spouse or domestic partner has delivered or adopted a child or had a child placed with them.
24	Number of weeks of fully paid secondary parental leave offered	N/A
25	Parental leave retention rate	N/A
26	Back-up family care services or subsidies through the company	N/A
27	Flexible working policy	Yes
28	Employee resource groups for women	Yes
29	Unconscious bias training	No
30	Annual anti-sexual harassment training	At hire date





# Global Reporting Initiative Index

## 2021 Universal Standards

### GRI 1: FOUNDATION 2021

DISCLOSURE NUMBER	DISCLOSURE TITLE	2024 REFERENCE / LOCATION
	Statement of use	JBG SMITH has reported in reference to the GRI Standards for the period January 1, 2023 - December 31, 2023.
	GRI 1 used	GRI 1: Foundation 2021
	Applicable GRI sector standards	Not applicable yet

### GRI 2: GENERAL DISCLOSURES 2021

DISCLOSURE NUMBER	DISCLOSURE TITLE	2024 REFERENCE / LOCATION
2-1	Organizational details	<a href="#">JBG SMITH At-A-Glance</a> JBG SMITH is a publicly traded real estate investment trust (REIT) with headquarters in Bethesda, Maryland.
2-2	Entities included in the organization's sustainability reporting	<a href="#">JBG SMITH At-A-Glance</a>
2-3	Reporting period, frequency and contact point	<a href="#">About this Report</a> JBG SMITH is proud to publish its annual 2024 Sustainability Report on April 22, 2024.
2-4	Restatements of information	N/A - no changes
2-5	External assurance	<a href="#">Independent Assurance Statement</a> Environmental data was assured by CodeGreen Solutions. JBG SMITH has not selected for external assurance for the Sustainability Report.
2-6	Activities, value chain and other business relationships	<a href="#">JBG SMITH At-A-Glance</a> <a href="#">Stakeholder Engagement</a> <a href="#">2024 Proxy Statement</a> <a href="#">2023 Annual Report</a>
2-7	Employees	<a href="#">Company Demographics</a>
2-8	Workers who are not employees	In 2023, JBG SMITH had 28 workers who were not employees.
2-9	Governance structure and composition	<a href="#">Our Approach to Sustainability</a> <a href="#">2024 Proxy Statement</a>
2-10	Nomination and selection of the highest governance body	<a href="#">2024 Proxy Statement</a> <a href="#">Corporate Governance and Nominating Committee Charter</a> <a href="#">Governance Guidelines</a>



## 2021 Universal Standards (Continued)

### GRI 2: GENERAL DISCLOSURES 2021 (Continued)

DISCLOSURE NUMBER	DISCLOSURE TITLE	2024 REFERENCE / LOCATION
2-11	Chair of the highest governance body	2024 Proxy Statement
2-12	Role of highest governance body in overseeing the management of impacts	Our Approach to Sustainability 2024 Proxy Statement
2-13	Delegation of responsibility for managing impacts	Our Approach to Sustainability 2024 Proxy Statement
2-14	Role of the highest governance body in sustainability reporting	Our Approach to Sustainability The Sustainability Committee and Board of Trustees reviews and supports the integration of systems to monitor, verify, and report on sustainability matters – including supporting, reviewing, and approving the annual Sustainability Report.
2-15	Conflicts of interest	2023 Annual Report
2-16	Communication of critical concerns	Our Approach to Sustainability Stakeholder Engagement Employee Engagement 2024 Proxy Statement
2-17	Collective knowledge of highest governance body	Board of Trustees 2024 Proxy Statement 2023 Annual Report
2-18	Evaluation of the performance of the highest governance body	Our Approach to Sustainability Board of Trustees 2024 Proxy Statement 2023 Annual Report
2-19	Remuneration policies	2024 Proxy Statement 2023 Annual Report
2-20	Process to determine remuneration	2024 Proxy Statement 2023 Annual Report
2-21	Annual total compensation ratio	2024 Proxy Statement 2023 Proxy Statement
2-22	Statement on sustainable development strategy	Leadership Statement 2024 Proxy Statement
2-23	Policy commitments	Risks and Ethics Code of Business Conduct and Ethics JBGSMITH.com Governance Documentation





## 2021 Universal Standards (Continued)

### GRI 2: GENERAL DISCLOSURES 2021 (Continued)

DISCLOSURE NUMBER	DISCLOSURE TITLE	2024 REFERENCE / LOCATION
2-24	Embedding policy commitments	<a href="#">Our Approach to Sustainability</a> <a href="#">Stakeholder Engagement</a> <a href="#">Employee Engagement</a> <a href="#">Developing Future Leaders</a> <a href="#">2024 Proxy Statement</a>
2-25	Processes to remediate negative impacts	<a href="#">Risks and Ethics</a> <a href="#">Code of Business Conduct and Ethics</a> <a href="#">JBGSMITH.com</a> <a href="#">Governance Documentation</a>
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Code of Business Conduct and Ethics</a> <a href="#">Ethics Hotline</a>
2-27	Compliance with laws and regulations	N/A - there were no significant instances or non-compliance with laws and regulations during this reporting period.
2-28	Membership associations	<a href="#">Industry Memberships</a>
2-29	Approach to stakeholder engagement	<a href="#">Stakeholder Engagement</a>
2-30	Collective bargaining agreements	20% of employees are covered by collective bargaining agreements

### GRI 3: MATERIAL TOPICS 2021

DISCLOSURE NUMBER	DISCLOSURE TITLE	2024 REFERENCE / LOCATION
3-1	Process to determine material topics	<a href="#">Materiality Assessment</a> <a href="#">Stakeholder Engagement</a>
3-2	List of material topics	<a href="#">Materiality Assessment</a> There were no changes to material topics compared to the previous reporting period.
3-3	Management of material topics	<a href="#">Our Approach to Sustainability</a> <a href="#">2024 Proxy Statement</a> In addition, see all relevant disclosures below.



# GRI 200: Economic Standards

## GRI 201: ECONOMIC PERFORMANCE

DISCLOSURE NUMBER	DISCLOSURE TITLE	2024 REFERENCE / LOCATION
201-1	Direct economic value generated and distributed	<a href="#">Investing in Our Most Valuable Asset Investor Report</a>
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">Climate Resilience 2024 Proxy Statement</a>
201-4	Financial assistance received from government	<a href="#">Investor Report</a>

## GRI 203: INDIRECT ECONOMIC IMPACTS

DISCLOSURE NUMBER	DISCLOSURE TITLE	2023 REFERENCE / LOCATION
203-2	Significant indirect economic impacts	<a href="#">2023 Accomplishments</a> <a href="#">2023 Sustainability Highlights</a>

## GRI 205: ANTI-CORRUPTION

DISCLOSURE NUMBER	DISCLOSURE TITLE	2024 REFERENCE / LOCATION
205-1	Operations assessed for risks related to corruption	<a href="#">Risks and Ethics</a> <a href="#">2024 Proxy Statement</a>





## GRI 300: Environmental Standards

### GRI 302: ENERGY

DISCLOSURE NUMBER	DISCLOSURE TITLE	2024 REFERENCE / LOCATION
302-1	Energy consumption within the organization	Environmental Performance Metrics
302-3	Energy intensity	Environmental Performance Metrics
302-4	Reduction of energy consumption	Operational Resource Management Environmental Performance Metrics

### GRI 303: WATER AND EFFLUENTS

DISCLOSURE NUMBER	DISCLOSURE TITLE	2024 REFERENCE / LOCATION
303-3	Water withdrawal	Environmental Performance Metrics
303-5	Water consumption	Environmental Performance Metrics

### GRI 305: EMISSIONS

DISCLOSURE NUMBER	DISCLOSURE TITLE	2024 REFERENCE / LOCATION
305-1	Direct (Scope 1) GHG emissions	Carbon Accounting
305-2	Energy indirect (Scope 2) GHG emissions	Carbon Accounting
305-3	Other indirect (Scope 3) GHG emissions	Carbon Accounting
305-4	GHG emissions intensity	Carbon Accounting
305-5	Reduction of GHG emissions	Climate Resilience Carbon Accounting

### GRI 306: WASTE

DISCLOSURE NUMBER	DISCLOSURE TITLE	2024 REFERENCE / LOCATION
306-3	Waste generated	Environmental Performance Metrics
306-4	Waste diverted from disposal	Environmental Performance Metrics
306-5	Waste directed to disposal	Environmental Performance Metrics



## GRI 400: Social Standards

### GRI 401: EMPLOYMENT

DISCLOSURE NUMBER	DISCLOSURE TITLE	2024 REFERENCE / LOCATION
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Employee Engagement</a> All benefits are provided to full-time employees only, with the exception of commuter benefits, which are also offered to part-time employees.

### GRI 404: TRAINING AND EDUCATION

DISCLOSURE NUMBER	DISCLOSURE TITLE	2024 REFERENCE / LOCATION
404-3	Percentage of employees receiving regular performance and career development reviews	<a href="#">Employee Engagement</a> 100% of our full-time employees receive annual performance and career development reviews.

### GRI 405: DIVERSITY AND EQUAL OPPORTUNITY

DISCLOSURE NUMBER	DISCLOSURE TITLE	2024 REFERENCE / LOCATION
405-1	Diversity of governance bodies and employees	<a href="#">Our Approach to Sustainability</a> <a href="#">Diversity &amp; Inclusion</a> <a href="#">Company Demographics</a>

## GRI G4 Sector Supplement: Construction and Real Estate

DISCLOSURE NUMBER	DISCLOSURE TITLE	2024 REFERENCE / LOCATION
G4 CRE1	Building energy intensity	<a href="#">Environmental Performance Metrics</a>
G4 CRE2	Building water intensity	<a href="#">Environmental Performance Metrics</a>
G4 CRE3	Greenhouse gas emissions intensity from buildings	<a href="#">Carbon Accounting</a>
G4 CRE8	Type and number of sustainability certification, rating, and labeling schemes for new construction, management, occupation, and redevelopment	<a href="#">Green Buildings</a>





# SASB Index

## TABLE 1. SUMMARY OF QUANTITATIVE ACCOUNTING METRICS

DISCLOSURE TOPIC	CODE	ACCOUNTING METRIC	2023	LOCATION IN REPORT	
Energy Management	IF-RE-130a.1	Energy consumption data coverage: Commercial Assets (% by floor area)	94.5%	Green Buildings	
		Energy consumption data coverage: Multifamily Assets (% by floor area)	99.2%	Green Buildings	
	IF-RE-130a.2	Total energy consumed: Commercial Assets (GJ)	526,505	Environmental Performance Metrics	
		Total energy consumed: Multifamily Assets (GJ)	373,477	Environmental Performance Metrics	
		Percentage grid electricity: Commercial Assets	90.9%	—	
		Percentage grid electricity: Multifamily Assets	71.4%	—	
	IF-RE-130a.3	Like-for-like change in energy consumption of portfolio area with data coverage: Commercial Assets	-9.0%	Environmental Performance Metrics	
		Like-for-like change in energy consumption of portfolio area with data coverage: Multifamily Assets	-4.2%	Environmental Performance Metrics	
	IF-RE-130a.4	Percentage of eligible portfolio certified to ENERGY STAR: Commercial Assets	51%	Green Buildings	
		Percentage of eligible portfolio certified to ENERGY STAR: Multifamily Assets	52%	Green Buildings	
	IF-RE-130a.5	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	—	Operational Resource Management	
	Water Management	IF-RE-140a.1	Water withdrawal data coverage: Commercial Assets	98.83%	Environmental Performance Metrics
			Percentage in regions with High or Extremely High Baseline Water Stress	0.0%	—
Water withdrawal data coverage: Multifamily Assets			99.5%	Environmental Performance Metrics	
Percentage in regions with High or Extremely High Baseline Water Stress			0.0%	—	
IF-RE-140a.2		Total water withdrawn: Commercial Assets (in thousands of cubic meters)	464	Environmental Performance Metrics	
		Percentage in regions with High or Extremely High Baseline Water Stress	0.0%	—	
		Total water withdrawn: Multifamily Assets (in thousands of cubic meters)	944	Environmental Performance Metrics	
		Percentage in regions with High or Extremely High Baseline Water Stress	0.0%	—	
IF-RE-140a.3		Like-for-like change in water withdrawn of portfolio area with data coverage: Commercial Assets	-3.2%	Environmental Performance Metrics	
		Like-for-like change in water withdrawn of portfolio area with data coverage: Multifamily Assets	-0.8%	Environmental Performance Metrics	
IF-RE-140a.4		Description of water management risks and discussion of strategies and practices to mitigate those risks	—	Operational Resource Management	

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

DISCLOSURE TOPIC	CODE	ACCOUNTING METRIC	2023	LOCATION IN REPORT
Management of Tenant Sustainability Impacts	IF-RE-410a.1	Percentage of new leases that contain a cost-recovery clause for resource efficiency related capital improvements: Commercial Assets	100%	Stakeholder Engagement 10K
		Floor area of leases with cost-recovery clause: Commercial Assets	1,036,486	—
	IF-RE-410a.3	Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants	—	Stakeholder Engagement
Climate Change Adaptation	IF-RE-450a.1	Area of properties located in FEMA SFHA or foreign equivalent (in thousands of ft <sup>2</sup> ): Commercial Assets	0	Climate Resilience
		Area of properties located in FEMA SFHA or foreign equivalent (in thousands of ft <sup>2</sup> ): Multifamily Assets	0	Climate Resilience
	IF-RE-450a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	—	Climate Resilience Operational Resource Management

**TABLE 2. ACTIVITY METRICS**

DISCLOSURE TOPIC	CODE	ACCOUNTING METRIC	2023	LOCATION IN REPORT
Activity	IF-RE-000.A	Number of assets: Commercial Assets	26	Company Profile
		Number of assets: Multifamily Assets	16	Company Profile
	IF-RE-000.B	Leasable floor area (in thousands of ft <sup>2</sup> ): Commercial Assets	8,270	10K
		Leasable floor area (in thousands of ft <sup>2</sup> ): Multifamily Assets	5,350	10K
	IF-RE-000.D	Average occupancy rate: Commercial Assets	87%	10K
		Average occupancy rate: Multifamily Assets	96%	10K

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





# TCFD Index

THEMATIC AREA	RECOMMENDED DISCLOSURE	LOCATION IN THIS REPORT
Governance	a) Describe the board's oversight of climate-related risks and opportunities.	<a href="#">Our Approach to Sustainability</a>
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	<a href="#">Our Approach to Sustainability</a> <a href="#">Materiality Assessment</a> <a href="#">Sustainability is at the Heart of Our Buildings</a> <a href="#">Climate Resilience</a> <a href="#">Operational Resource Management</a>
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	<a href="#">Climate Resilience</a>
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	<a href="#">Sustainability is at the Heart of Our Buildings</a> <a href="#">Climate Resilience</a> <a href="#">2024 Proxy Statement</a> <a href="#">2023 Annual Report</a>
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	<a href="#">Climate Resilience</a>
Risk Management	a) Describe the organization's processes for identifying and assessing climate-related risks.	<a href="#">Climate Resilience</a>
	b) Describe the organization's processes for managing climate-related risks.	<a href="#">Our Approach to Sustainability</a> <a href="#">Climate Resilience</a> <a href="#">Operational Resource Management</a>
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	<a href="#">Our Approach to Sustainability</a> <a href="#">Risk and Ethics</a> <a href="#">Climate Resilience</a>
Metrics and Targets	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	<a href="#">Sustainability is at the Heart of Our Buildings</a> <a href="#">Climate Resilience</a>
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	<a href="#">Environmental Performance Metrics</a>
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<a href="#">Sustainability is at the Heart of Our Buildings</a> <a href="#">Climate Resilience</a> <a href="#">Operational Resource Management</a> <a href="#">Green Buildings</a>



## LRQA Independent Assurance Statement

### Relating to JBG Associate's REIT Portfolio Assertion for the Calendar Year 2023

This Assurance Statement has been prepared for JBG Associates, L.L.C. in accordance with our contract.

#### Terms of Engagement

LRQA was commissioned by JBG Associates, L.L.C. (JBG) to provide independent assurance of its REIT Portfolio assertion ("the Inventory") for the calendar year 2023 against the assurance criteria below to a limited level of assurance and materiality of the professional judgement of the verifier using LRQA's verification procedure and ISO 14064 - Part 3 for greenhouse gas emissions. LRQA's verification procedure is based on current best practice and is in accordance with ISAE 3000 and ISAE 3410.

Our assurance engagement covered JBG's REIT Portfolio operations and activities in North America and specifically the following requirements:

- Verifying conformance with:
  - JBG's reporting methodologies for the selected datasets; and
  - World Resources Institute / World Business Council for Sustainable Development Greenhouse Gas Protocol: A corporate accounting and reporting standard, revised edition (otherwise referred to as the WRI/WBCSD GHG Protocol) for the GHG data<sup>1</sup>.
- Evaluating the accuracy and reliability of data and information for only the selected indicators listed below:
  - Direct (Scope 1), Energy Indirect (Scope 2) and Other Indirect (Scope 3) GHG emissions,
  - Scope 3 GHG emissions verified only includes Category 13: Downstream Leased Assets (Multi-Family) for electricity used by residential properties,
  - Energy Use,
  - Water consumption,
  - Waste generated, and
  - Green building square footage KPI.

Our assurance engagement excluded the following JBG greenhouse gas emission sources on the basis of their de minimis contribution:

- Diesel Backup Generator fuel use; and
- Fuel used by company vehicles.

Our assurance engagement excluded the data and information of JBG's suppliers, contractors and any third-parties mentioned in the report.

LRQA's responsibility is only to JBG. LRQA disclaims any liability or responsibility to others as explained in the end footnote. JBG's responsibility is for collecting, aggregating, analysing and presenting all the data and information within the Inventory and for maintaining effective internal controls over the systems from which the Inventory is derived. Ultimately, the Inventory has been approved by, and remains the responsibility of JBG.

<sup>1</sup> <http://www.ghgprotocol.org/>



#### LRQA's Opinion

Based on LRQA's approach, nothing has come to our attention that would cause us to believe that JBG has not, in all material respects:

- Met the requirements of the criteria listed above; and
- Disclosed accurate and reliable performance data and information as summarized in Table 1 & 2 below.

The opinion expressed is formed on the basis of a limited level of assurance<sup>2</sup> and at the materiality of the professional judgement of the verifier.

**Table 1: Summary of JBG's CY 2023 GHG Emissions for REIT<sup>6</sup> Portfolio**

Scope of GHG emissions	Quantity	Units
Scope 1 Emissions	9,462	Tonnes CO2e
Scope 2 Emissions Location Based <sup>1</sup>	47,897	Tonnes CO2e
Scope 2 Emissions Market Based <sup>1</sup>	0	Tonnes CO2e
Scope 3 Emissions, Category 13: Downstream leased assets <sup>2</sup>	7,366	Tonnes CO2e

Note 1: Scope 2, Location-based and Market-based are defined in the GHG Protocol Scope 2 Guidance, 2015

Note 2: Scope 3, Category 13 is defined in the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standards. Scope 3 Emissions are only for separately metered electricity purchased by residents for individual resident units, within Multifamily buildings.

**Table 2: Summary of JBG's CY 2023 Sustainability Data for REIT<sup>6</sup> Portfolio**

Parameter	Quantity	Units
Energy Use – Electricity <sup>3</sup>	166,701	MWh
Energy Use – Natural Gas <sup>4</sup>	42,832	MWh
Energy Use – Electricity <sup>5</sup>	24,994	MWh
Water Use <sup>6</sup>	372,025	kGal
Waste - Landfill	5,810	US Tons
Waste - Recycled	2,298	US Tons
Waste - Composting	65	US Tons
Diversion Ratio	28.9	Percentage (%)
Green building square footage KPI	12,423,063	Sq. Foot
Purchased renewable energy credits used for REIT Portfolio Scope 2 indirect emissions	166,701	MWh
Purchased Carbon offset credits used for REIT Portfolio Scope 1 emissions	9,462	Tonnes CO2e

Note 3: Excludes Resident Units in Multifamily buildings and Ground Floor Retail Units.

Note 4: Excludes Ground Floor Retail Unit.

Note 5: Includes Residential unit only (Scope 3).

Note 6: Real Estate Investment Trust (REIT). Major portfolio consisting of commercial and multifamily properties.

#### LRQA's Approach

LRQA's assurance engagements are carried out in accordance with our verification procedure. The following tasks were undertaken as part of the evidence gathering process for this assurance engagement:

- reviewing processes related to the control of GHG emissions and other sustainability data and records;
- interviewing relevant employees of the organization responsible for managing GHG emissions and other sustainability data and records;

<sup>2</sup> The extent of evidence-gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limited assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a limited assurance engagement is lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.





- assessing JBG's data management systems to confirm they are designed to prevent significant errors, omissions or mis-statements in the Inventory. We did this by reviewing the effectiveness of data handling procedures, instructions and systems, including those for internal quality control;
- verifying historical GHG emissions data and records at an aggregated level for the calendar year 2023;
- verifying green building square footage KPI; and
- Confirming JBG has a developed a base year recalculation policy which meets the requirements of the WRI GHG Protocol, and no recalculation was necessary at this time. JBG has selected CY 2018 as their base year.

The REIT Portfolio Inventory includes a deduction from JBG's REIT Portfolio emissions of 9,462 tonnes CO<sub>2</sub>e relating to carbon offsets. We have verified that these offsets were acquired and that their inclusion in the Inventory is reasonable. We have not performed any assurance procedures regarding the providers of these offsets and express no opinion on whether they have, or will, result in a reduction of CO<sub>2</sub>e.

#### LRQA's Standards, Competence and Independence

LRQA implements and maintains a comprehensive management system that meets accreditation requirements for *ISO 14065 Greenhouse gases – Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition and ISO/IEC 17021 Conformity assessment – Requirements for bodies providing audit and certification of management systems* that are at least as demanding as the requirements of the International Standard on Quality Control 1 and comply with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants.

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

Signed

Dated: 30 March 2024

Neville Dias  
LRQA Lead Verifier  
On behalf of LRQA, Inc.,  
2101 City West Blvd, Houston, TX 77042  
LRQA reference: UQA00002265 / 6559976

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The English version of this Assurance Statement is the only valid version. LRQA assumes no responsibility for versions translated into other languages.

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