



2023 Bridge Tower ESG Report



BRIDGE TOWER PROPERTIES
bridgetowergp.com

Letter From Our Managing Partner

Dear Partners, Employees, Residents, and Stakeholders,

I am pleased to present to you our annual Environmental, Social, and Governance (ESG) report, showcasing our commitment to creating a positive and sustainable impact as a leading single-family residential real estate company.

At Bridge Tower, we firmly believe that building strong communities goes hand in hand with our long-term success. As a people-centric organization, we understand the intrinsic link between the well-being of our residents, the prosperity of their neighborhoods, and the broader society we serve. Our journey toward a more sustainable and responsible future has been both challenging and rewarding, and I am immensely proud of the progress we have made together.

Environmental Stewardship

In an evolving world with growing climate concerns, we're committed to our role in environmental stewardship. Given that buildings contribute to 40% of global carbon emissions, we're focused on lowering energy use, cutting carbon, and conserving water in all properties we manage for climate resilience. By addressing our own environmental impact, we aim to contribute to the well-being of our communities and preserve resources for future generations. We plan to review our current sustainability efforts and research new ways to reduce our environmental footprint. Solar power, energy-efficient appliances, and environmental accountability are some ways we plan to reduce our environmental impact.

Social Responsibility

As a housing provider, we recognize the growing need for accessible and affordable homes. Our mission is to break down barriers and ensure that everyone has access to quality housing, regardless of their economic background. This year, we plan to continue addressing housing shortages and supporting middle-income families, to nurture a society where every individual and family can thrive. We have implemented several educational programs to help our residents live their best lives through nutrition, lifestyle, and financial growth.

Governance & Ethical Practices

At Bridge Tower, strong governance and ethical practices are the bedrock of our operations. We uphold the highest standards of integrity and accountability, ensuring that our decision-making process is transparent and responsible. We have implemented a comprehensive code of conduct, which guides our interactions with stakeholders and promotes a culture of trust and respect within our organization.

While we are proud of our accomplishments, we recognize that the journey to sustainability is ongoing. In the coming year, we will continue to invest in innovative housing solutions, further reduce our environmental footprint, and strengthen our partnerships with local communities to drive positive change.

We invite you to explore our comprehensive ESG report, detailing the progress we have made in various areas. Your feedback and support are extremely valuable to us as we navigate the path toward a brighter and more sustainable future.

On behalf of the entire Bridge Tower team, I extend my heartfelt gratitude for your unwavering support. Together, we will continue to build thriving communities, create lasting value, and leave a positive legacy for generations to come.

Sincerely, George Huang

Managing Partner

ENVIRONMENT



Environmental Stewardship

At Bridge Tower, we prioritize elevating quality of life through innovation, sustainability, and positive change. Environmental preservation is at our core, guiding our corporate responsibility initiatives to minimize our carbon footprint and ensure positive impacts on the environment.

While green building certifications may not directly apply to single-family rentals, we are unwavering in our commitment to environmental sustainability.

Our dedication to sustainability & responsible stewardship drives us to explore innovative ways to contribute to a

We comply with all environmental regulations in the construction of our new homes.



We strive to use environmentally efficient appliances and practices when possible.

We take proactive measures to mitigate our environmental impact and empower residents to adopt eco-friendly practices.



Environmental Initiatives



Develop & implement water management policies that prioritize conservation and sustainability.



Minimize water usage and impact by installing low-flow plumbing fixtures.



Implement water-saving landscape designs in arid locations to preserve precious water resources.



Educate residents on energy-efficient practices to encourage sustainable living.



Continue to support eco-friendly real estate technologies.



Employ Smart Home technology, empowering residents to manage their homes efficiently.



Upgrade HVAC units with high-efficiency models to optimize energy consumption.



Nurture a Green Spaces community initiative to unite residents & partners to expand conservation efforts.



Monitor and replace HVAC air filters consistently to extend system life & improve indoor air quality.



Collaborate with our utility vendor, who alerts us to abnormal energy consumption, and informs residents.



Optimize repair technician routes and promptly address maintenance issues, reducing drive times.



Optimize vehicle stocking to prevent excessive travel for maintenance, reducing fuel consumption.



Embrace ENERGY STAR® certified appliances whenever possible, prioritizing energy efficiency.



Regularly monitor energy usage to maintain a minimal environmental footprint.

Planning for the Future

Building Environmental Conservation into Our Homes



Water-conserving low-flow shower heads



Energy-efficient refrigerators



Energy-efficient HVAC systems



Electric vehicle charging outlets



Energy-efficient thermostats



Energy-efficient lightbulbs



Water and energy-conserving appliances



Energy-efficient windows



Water-conserving low-flow shower heads



Paperless application process & electronic communication



Energy-efficient water heaters



Considering smart light technology when applicable

SOCIAL RESPONSIBILITY



Empowerment At Every Step

Bridge Tower's Employee-Centered Culture



Every employee's medical, vision, and dental coverage premiums are paid 100% by Bridge Tower. All out of pocket expenses related to their insurance is reimbursed at 100%.

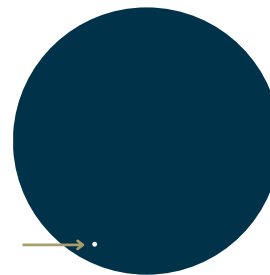
Internal Equity

We are proud to offer a living wage to every new hire. If the work is worth hiring a person, it's worth paying them well.

Our highest paid employee makes 6x our lowest paid employee. The national average for CEO to typical worker compensation for the top 350 public firms in the US is 399 to 1. See the visual below.

US Average

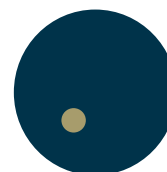
(Top 350 Public US Firms)



Average US salary is \$54,132

Average CEO Compensation - Top 350 Public US Firms is \$27,800,000

Bridge Tower



Average Bridge Tower employee salary is \$81,695

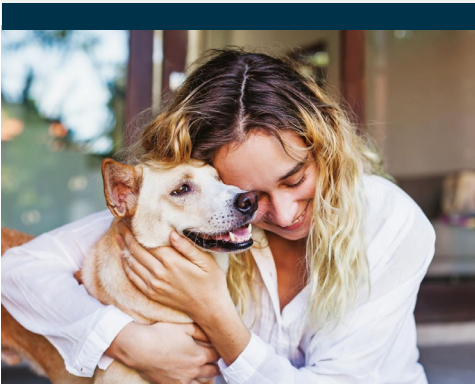
Highest paid Bridge Tower executive compensation is \$300,000

- Average paid employee
- Highest paid employee

*Source: Department of Labor Statistics. Salaries are for visualization purposes only.

Social Initiatives

Living Well Resident Program is an educational program to help our residents live healthy, progressive lives. We utilize many community engagement programs such as yoga, nutrition and animal bonding to grow a community feel alongside a healthy lifestyle.



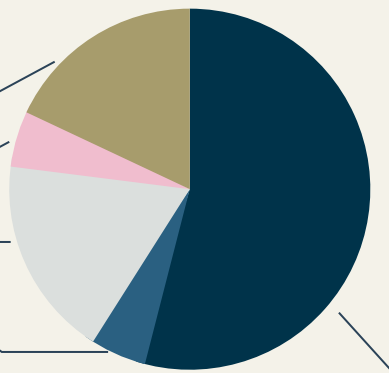
Our annual employee reviews are an opportunity for open and honest feedback which we use to improve the company and to give specific guidance to each and every employee.

We promote the health of our employees and have taken steps to ensure that finances never stand between them and medical care.



DEMOGRAPHICS

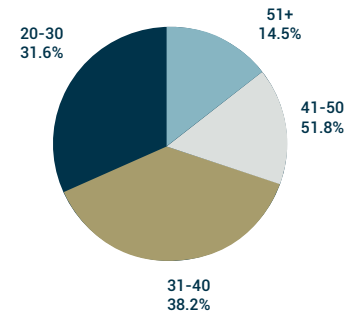
- Asian (Not Hispanic or Latino) 18%
- Black or African American 5%
- Hispanic or Latino 18%
- 2+ Races 5%
- White (Not Hispanic or Latino) 54%



Diversity At Bridge Tower

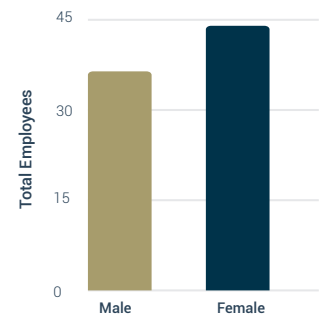
The age ranges of our team are diverse – allowing for seasoned masters of industry to mentor recent graduates, and the youngest demographic to ensure we authentically appeal to the newest generation of residents.

EMPLOYEE AGE

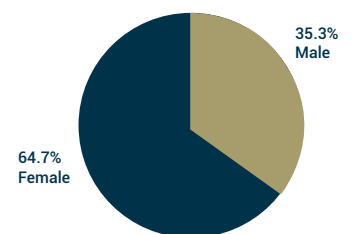


We believe that diversity is necessary to identify the best options – not just the most obvious, which is why over 60% of our managers are women, and 47% represent racial minorities.

EMPLOYEE GENDER



MANAGER GENDER



GOVERNANCE



Trust & Transparency

At Bridge Tower, we wholeheartedly acknowledge and cherish the trust bestowed upon us by our stakeholders. From our dedicated team members and valued residents to our esteemed investors, we ardently work each day to showcase our unwavering dedication to earning and maintaining that trust. Our core values are deeply rooted in ethical business practices and unwavering governance principles, guiding every decision and action we undertake.

By upholding these values, we are committed to advancing the long-term interests of our esteemed stakeholders, reinforcing the accountability of our trusted partners and management, and solidifying our position as a reliable and trusted member of the vibrant communities we proudly serve.

Trust is not just a word; it is the cornerstone of everything we do, propelling us forward on our path to create meaningful and lasting positive impact.

**At Bridge Tower,
Mistakes Are**

**Expected,
Inspected,
Corrected**

Strong governance practices are the bedrock of our operations. We are dedicated to upholding the highest standards of transparency, ethics, and accountability throughout our organization.

Our commitment to governance is essential in building trust with our stakeholders and ensuring the long-term success of our business.



Any employee can question anything they see. We have an ethical reporting hotline to provide further protections for our team.

Governance Framework



Ethical Conduct & Code of Ethics

We have established a comprehensive Code of Ethics that guides the behavior and decision-making of all our employees, executives, and partners. This code outlines our commitment to conducting business with integrity, honesty, and fairness in all our dealings.



Senior Management Oversight

Our senior management plays a crucial role in overseeing our company's strategy, risk management, and ESG performance. Bridge Tower's senior management is composed of independent directors who bring diverse expertise to ensure sound decision-making and accountability.



Stakeholder Engagement

We believe that engaging with our stakeholders is vital for understanding their expectations and concerns. We actively seek feedback from investors, employees, residents, and communities to align our actions with their interests and aspirations.



Diversity and Inclusion

We recognize the value of diversity and inclusion in fostering innovation and understanding diverse perspectives. We are committed to promoting a diverse workforce and cultivating an inclusive culture that respects and empowers every individual.



Risk Management

Identifying and managing risks is a priority for Bridge Tower. Our risk management framework evaluates and addresses potential risks associated with our operations, financials, and ESG-related matters, ensuring robust decision-making and safeguarding the interests of our stakeholders.



Transparency and Reporting

Reporting transparency is at the core of our governance approach. We strive to provide clear and accurate information to our stakeholders through regular ESG reporting. Our reports highlight our progress, challenges, and goals, allowing stakeholders to hold us accountable for our actions.



Compliance and Regulation

Compliance with applicable laws, regulations, and industry standards is non-negotiable. We rigorously adhere to all legal requirements and proactively assess and address potential compliance risks.



Diversity and Independence of our Senior Management

We emphasize diversity, recognizing its significance in driving innovative solutions and inclusive decision-making. Our senior management is comprised of managing partners who offer impartial perspectives and ensure checks and balances within the organization.

A Commitment To Excellence

Excellence in governance is essential for us to fulfill our responsibilities to our stakeholders and the community at large.

At Bridge Tower, we embrace the principles of transparency, ethics, and accountability, and we continuously strive to strengthen our governance framework.

Our governance practices underpin our commitment to responsible development, making us a trusted partner for our stakeholders and setting us on a path of sustainable growth.





A GLIMPSE INTO OUR FUTURE

Moving forward, Bridge Tower envisions a future where our real estate developments are not just places to live, but beacons of sustainability and prosperity. We are excited to continue our journey as responsible developers, making a positive impact on the environment, empowering our communities, and contributing to a better world.

Together with our stakeholders, we look forward to charting new territories and creating a brighter, more sustainable future for generations to come.

