

PENNROSE
Bricks & Mortar | Heart & Soul

2024-2025 Corporate Responsibility Report

It's why we do what we do...

This report offers an overview of Pennrose's approach to Social Impact, Conscious Governance, and Environmental Sustainability.

To learn more, visit www.Pennrose.com



TABLE OF CONTENTS

A Message from Our CEO

3

About Pennrose

- Where We Are, What We Do, and Who We Serve
- What is Affordable Housing?
- Awards and Recognition
- Our Corporate Responsibility Framework
- The Pennrose Corporate Responsibility Committee

4

Social Impact

- Serving Residents: Pennrose Impact
- National Night Out Spotlight
- Increasing Financial Flexibility
- Property Managers Going Above and Beyond
- The Pennrose Foundation
- 2024-2025 Pennrose Foundation Grantees
- Backpack Drive and Scholarships

10

- Property Spotlight: Boys and Girls Club Camp
- Pennrose Philly Roots: Engaging in Our Home City
- Healthcare and Housing in Atlanta
- Community-Driven Affordable Senior Housing
- Housing and Childcare in Providence

18
19
20
21
22

Conscious Governance

23

- Industry Involvement
- Belonging at Pennrose
- Employee Benefits
- A Culture of Growth and Talent Development
- Technological Risk Mitigation
- Risk Reporting and Employee Safety
- Ethics and Best Practices

24
25
26
27
28
30
31

Sustainability & Resiliency

32

- Our Commitment to Sustainability
- Green Property Spotlight: Golden Hill
- Preservation of Affordable Housing
- Industry Engagement on Sustainability
- Solar Integration and Generation

33
34
35
36
37

“— A MESSAGE FROM OUR CEO

To Our Stakeholders,

It's a privilege to share with you our 2024-2025 Corporate Responsibility Report. Since our founding in Philadelphia fifty-four years ago, corporate responsibility has been woven into the fabric of Pennrose.

As I reflect on the past year, I'm reminded of the enduring strength of our mission: to create high-quality, affordable housing that supports individuals, families, and communities nationwide. I'm proud to work alongside a team that pursues this mission with vision, passion, and integrity every day.

This year represents an important inflection point for Pennrose. We continue to embrace new perspectives on community impact, sustainability, and governance—always guided by the understanding that our work extends far beyond bricks and mortar. We remain committed to excellence across every facet of our operations, while challenging ourselves to expand our reach with heart and soul.



Timothy I. Henkel

CEO, Pennrose

At the core of Pennrose's success are the people: our dedicated team members, our residents, and our partners. Our corporate responsibility priorities continue to guide how we operate and grow responsibly across the country. Looking ahead, we remain steadfast in our commitment to innovation, transparency, and collaboration.

*The work we do today lays the foundation for resilient, thriving communities tomorrow. I am proud of what we have achieved and energized by the possibilities ahead. Together, we will continue to create places that empower residents, strengthen neighborhoods, and uphold the values that have defined Pennrose for more than five decades. Thank you for your continued trust and partnership as we strive to demonstrate the **power of housing for the people.***

A stylized, handwritten signature in dark blue ink, appearing to read 'T Henkel'.

Timothy Henkel

Chief Executive Officer

ABOUT PENNROSE WHO WE ARE

A premier real estate development & property management company specializing in multifamily mixed-income and affordable housing.



20,000+
Units



250+
Properties



600+
Employees



\$5B
Under Management

Our Core Values



Integrity

We act with honor, honesty, and fairness and hold ourselves to the highest ethical standards.



Collaboration

We support each other internally and externally to achieve our collective goals.



Innovation

We take great pride in achieving exceptional outcomes.



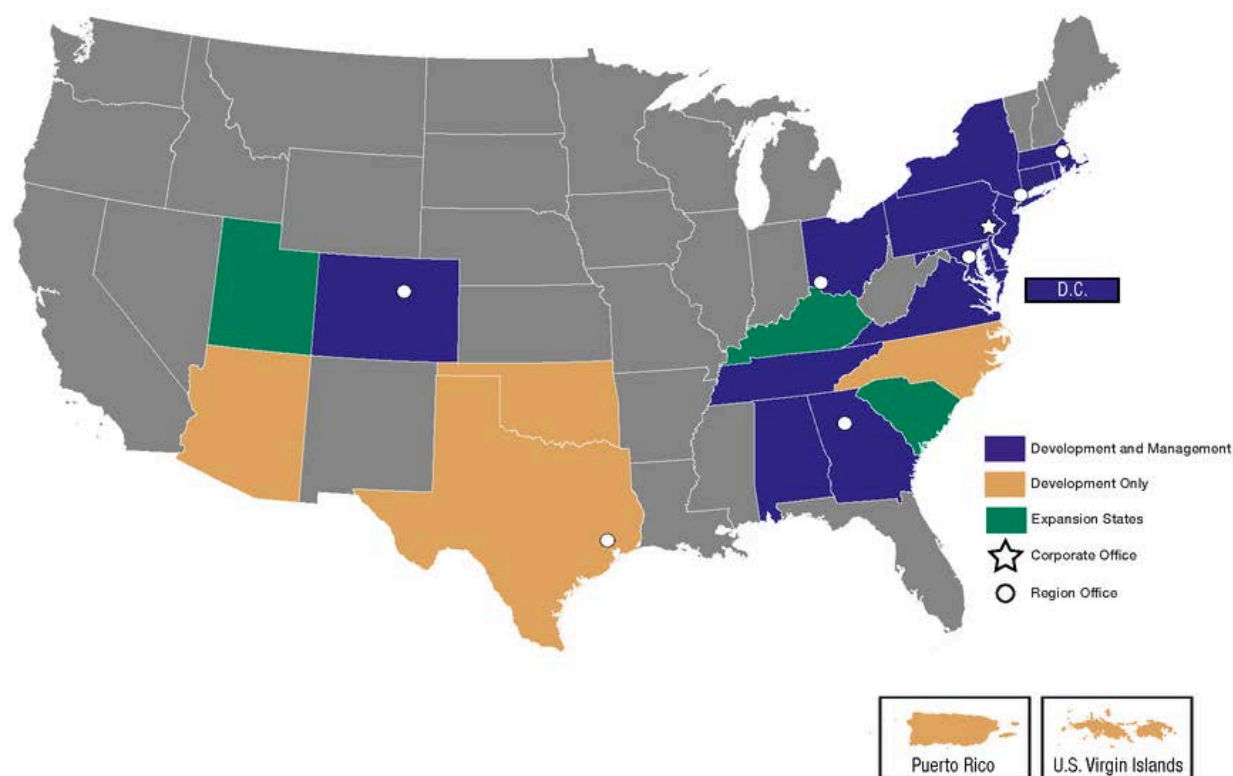
Accountability

We are responsive and take responsible action. We say what we mean, and do what we say.

Since 1971, Pennrose has been working to improve the lives of working families and individuals by creating safe, high-quality communities. Our properties go beyond housing, offering supportive services and thoughtfully designed amenities that help residents thrive. We know that our legacy will be not only the buildings we develop, but also the neighborhoods they improve, the residents who call them home, and the employees who demonstrate the Pennrose core values to support our mission each and every day.

WHERE WE ARE, WHAT WE DO, AND WHO WE SERVE

Across 23 states and US territories, with 8 regional offices, the Pennrose footprint reaches across the nation.



With decades of experience in:

Adaptive Reuse

New Construction

Preservation



**Across our portfolio,
Pennrose proudly serves:**

Families

Individuals

Seniors

Veterans

**Individuals with
Disabilities**

**LGBTQ-
Affirming
Communities**

**Formerly
Homeless
Individuals**

**Transition-Aged
Youth**

WHAT EXACTLY IS AFFORDABLE HOUSING?

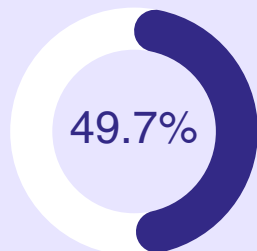
Many of us know we need more of it, but what does this actually mean? Here are some of the key terms.

Affordable housing provides opportunities for households with limited or moderate incomes to live and thrive in safe, quality communities.

While rents for market-rate housing are driven by supply and demand, rents for affordable housing communities are governed by income and rent limits established through federal, state, or local programs.

Affordable housing serves a wide range of residents including working families, seniors, people with disabilities, and households rebuilding stability after financial hardship. Pennrose works with governmental agencies, housing authorities, nonprofits, private sector lenders, and investors to bring these affordable communities to life.

Rent Burden



In 2024, over 21 million renter households in the United States spent more than 30% of their income on housing costs.

This represents nearly **49.7%** of the total 42.5 million renter households. This indicates a significant level of “**rent burden**” among U.S. households.

Source: US Census Bureau



What is the Low-Income Housing Tax Credit?

In order to make our projects possible, Pennrose utilizes the Low-Income Housing Tax Credit (LIHTC) program. Enacted in 1986, the LIHTC is administered by the Internal Revenue Service (IRS), subsidizing the acquisition, construction, and rehabilitation of affordable rental housing for low- and moderate-income tenants.

The federal government issues tax credits to state and territorial governments. State housing agencies then award the credits to private developers of affordable rental housing projects through a competitive process.

All LIHTC projects must comply with the federal affordability guidelines for 15 years. In addition, an extended compliance period (30 years or more) is often required by state housing agencies.

AWARDS AND RECOGNITION

Alongside our project partners, the Pennrose team was honored to receive numerous awards in the 2024-2025 year for responsible, people-centered development and operations.

Some of these include:



Best in Building Health
The Pryde
Boston, Massachusetts



Multifamily Excellence Award
McAuley Station
Atlanta, Georgia



Adaptive Reuse Transformation Award
Village at Harmony Garden
Glassboro, New Jersey



USGBC Local Market Leadership Award - Quality of Life
John Arthur Flats
Cincinnati, Ohio



Vanguard Award for New Construction - Small Property
Nest56
Denver, Colorado



Boston Preservation Achievement Award
The Pryde
Boston, Massachusetts



Denver Mayor's Design Award
New Construction - Affordability
Nest56
Denver, Colorado



THE PENNROSE CORPORATE RESPONSIBILITY FRAMEWORK

Focused on maximizing the good we can do for our stakeholders and investors alike, we are developing properties, relationships, and strategies that are designed to last.



Social Impact

We are an inherently mission-driven organization, always seeking to expand positive social impact across a wide array of indicators. Giving back and engaging with communities is integral to the work we do.



Conscious Governance

Pennrose prides itself on a commitment to remain transparent in the business we do. We strive to remain proactive and accountable in all aspects of our operations.



Sustainability & Resiliency

Our approach to environmental sustainability is comprehensive and value-driven. We firmly believe that strong, healthy buildings that minimize their footprint are best for everyone involved.

THE PENNROSE CORPORATE RESPONSIBILITY COMMITTEE

The Corporate Responsibility Committee (CRC) was created to support Pennrose's ongoing commitment to maximize social impact, develop sustainably, and promote conscious governance practices to drive long term organizational value. This cohort is a dedicated cross-section of the company, hailing from numerous departments to holistically develop strategies for Pennrose to better serve stakeholders.



Each year, our Committee completes a company-wide Corporate Responsibility assessment to identify areas of strength and improvement.

Functions of this initiative include:



Fostering Interdepartmental Collaboration



Driving Long-Term Value & Mitigating Risk



Convening Monthly for Sustained Accountability

Meet the Committee

Taylor Shinal
Committee Chair
Corporate Responsibility & Operations Associate

Pat Brala
Chief Financial Officer

Shannon Mowery
VP of Community Impact

John DeSantis
Chief Information Officer

Margot Elton-Ratliff
VP of Corporate Operations

Lindsay Walsh
Community Impact Specialist

Stephen Nigro
HR Analyst

Lee Reedy
VP of Marketing & Communications

Jason Newman
VP of Asset Management

RJ Saturno
Chief Compliance Officer

Maria Rodriguez
VP & Legal Counsel

Angela Scott
Operations Project Manager

Aaron Anglin
Accountant

SOCIAL IMPACT



SERVING RESIDENTS: PENNROSE IMPACT

Pennrose Impact delivers meaningful programs and resources onsite to help residents achieve long-term stability and success.



Serving over
13,900
households
with key resources



PROVIDING ONSITE SERVICES

The mission of Pennrose Impact is to create a successful living experience for residents by connecting them with essential supportive services that enhance their quality of life, right at their Pennrose community.

Onsite Community Impact Coordinators (CICs), alongside Property Managers and Maintenance, also run workshops on topics like:

- Financial Wellbeing
- Health and Wellness
- Fire and Fall Prevention
- Resident Safety



CORES CERTIFIED

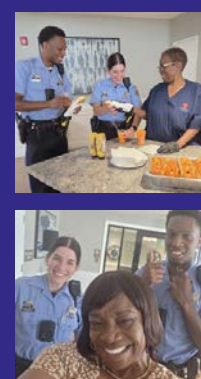
Pennrose proudly maintains the status of Certified Organization for Resident Engagement & Services (CORES), which recognizes organizations across the country that have developed a robust commitment, capacity, and competency in providing resident services coordination in affordable housing communities. The rigorous certification process reflects our deep commitment to the highest standards for resident services, resident health and well-being, and data-informed operations and decision making.

SPOTLIGHT: COMMUNITY IMPACT COORDINATORS HOSTING NATIONAL NIGHT OUT

We are grateful to our CICs, who go the extra mile every day to improve resident lives. We wanted to highlight just a couple of the many individuals going above and beyond by hosting a National Night Out to help connect Pennrose communities to important safety and health resources.



Community Impact Coordinator Lakeisha Nix and Intern Gabrielle Blunt, alongside devoted residents and community partners, held a successful National Night Out at Imani Village in Wilmington, DE. The event hosted over 100 guests. In addition to games and carnival food, Nix brought in over twelve different local organizations to share resources spanning safety, medical care, nutrition, and financial wellbeing.



Gail Jones-Woods, Community Impact Coordinator at Wynne Senior hosted a fun and informational National Night Out alongside Assistant Property Manager Gwen Irby in partnership with Philadelphia's 19th Police District. Residents enjoyed water ice and pretzels with local authorities to foster connection and conversation.

INCREASING FINANCIAL FLEXIBILITY TO DRIVE HOUSING STABILITY

At Pennrose, we recognize that financial flexibility is essential to housing stability. This is why we've rolled out Flex across majority of our portfolio.



flex.

In 2024, we expanded our partnership with Flex, a rent payment platform that empowers residents to split their monthly rent into smaller installments. This optional service has helped reduce financial stress, improve on-time payments, and support residents navigating variable income streams.

Building on this success, Pennrose introduced the use of **Flex Move-In**, a new offering that allows incoming residents to break down their security deposit and move-in fees into monthly payments. This program lowers the financial barrier to entry for new households.

"We listened to our residents and recognized that financial challenges are often about timing rather than willingness to pay. The Flex program gives families the choice to stay current on rent and preserve the stability of their homes, which supports long-term success. Meeting residents where they are and delivering sustainable solutions that strengthen communities is the Pennrose Way put into practice."

-Angela Scott
Operations Project Manager



Flex includes an optional Rent Reporting feature that helps residents build credit by reporting on-time rent payments to TransUnion. Importantly, only on-time payments are reported, ensuring residents can strengthen their credit history without risk of negative reporting.

SPOTLIGHT: PROPERTY MANAGERS GOING ABOVE AND BEYOND

Our Property Managers make the work we do at Pennrose possible, showing up for residents with Heart and Soul.



CLEORISA KNIGHT

Cleorisa Knight, Property Manager at St. Stephen's in Washington, DC, takes a thoughtful approach to resident engagement. She regularly organizes themed events such as "Falloween," a Holiday Gala, Thanksgiving, and a Summer Luau. These gatherings offer residents opportunities to connect and build relationships outside of their daily routines. With strong participation from residents of all ages, the events have become a valued part of the community experience at St. Stephen's and reflect Cleorisa's commitment to creating a vibrant and welcoming environment.



CHERRIE FEACHER

Described as a "fabulous team member" by Pennrose Management Company President Marsha Blunt, Cherrie Feacher brings compassion and dedication to her role as Property Manager at Terraces at the Park in Griffin, GA. With a background in the medical field, caring for others comes naturally to Cherrie. She plans holiday parties, addresses community concerns, keeps residents informed, and never misses a birthday. Cherrie has been with Pennrose for over seven years. Even during cancer treatment, she remained a steady, optimistic presence in the community—showing up with a smile and unwavering commitment to her residents.

"My favorite part of the job is seeing my residents every day, knowing I can help them or bring a smile to their face. I've learned to meet each individual where they are- that's how I manage this property. It's rewarding getting to provide safe housing for others."

-Cherrie Feacher
Property Manager



The Pennrose Foundation was established to enhance Pennrose's mission of building thriving communities.

Scan here to learn more about the Pennrose Foundation, donate, or apply for a grant.



The Pennrose Foundation supports:



Children and Youth

We proudly provide scholarships and learning opportunities that help young people chase their dreams.



Health and Nutrition

We sponsor initiatives that bring fresh food, wellness resources, and compassionate care to the heart of our communities.



Local Arts + Culture

We champion arts organizations, creative spaces, and cultural experiences that make our neighborhoods feel like home.



Building Community

We invest in organizations and events that bring neighborhoods together and create spaces where everyone belongs.

2X

Grant Cycles per Year
for nonprofit organizations
serving our communities



Academic and Camp Scholarships
for residents and Pennrose
employee dependents



Hands-On Engagement
with local nonprofit leaders to
help support their missions

2024-2025 PENNROSE FOUNDATION GRANTEES

In 2024, Pennrose Foundation provided **over \$50k** in grants to organizations that were making an impact on individuals and communities throughout the Pennrose footprint.

These include:

The Pennrose Foundation Board of Directors

Mark H. Dambly, President

Jason Newman, Treasurer

Lee R. Reedy, Secretary

Marsha Blunt

Timothy I. Henkel

Shannon Mowery

R.J. Saturno

Lindsey Samsi



THE BACKPACK DRIVE: A PENNROSE TRADITION

To help ease the burden of school supplies for families at Pennrose communities each school year, the Pennrose Foundation donates and distributes thousands of backpacks full of school supplies. The backpacks and supplies are prepared and distributed by Pennrose volunteers at our offices nationwide.

In the Past Year,

\$34,000

In Backpacks and Supplies

3,000+

Students served

One of the pillars of the Pennrose Foundation is supporting academic opportunities for the youth who live in our communities and dependents of Pennrose team members.

In 2024, the Pennrose Foundation provided over \$30,000 in academic and camp scholarships. This included 10 academic and 25 camp scholarships. For academic scholarships, individuals received \$2,500 to support their educational goals.



PROPERTY SPOTLIGHT: PHILADELPHIA BOYS AND GIRLS CLUB CAMP

This past year, Pennrose partnered with the Boys & Girls Club of Philadelphia to launch a summer camp and after-school program for children at Sharswood Crossing and the surrounding neighborhood in Philadelphia, thanks to a generous grant from the John B. Rosenthal Foundation.

FREE SUMMER CAMP AND AFTER- SCHOOL CARE



The Boys and Girls Club ran an eight-week summer camp for school-aged children offered at no cost to area families at Sharswood Crossing in Philadelphia, PA. The camp featured activities such as arts and crafts, park visits, fitness events, and field trips. In addition, they offered free after-school programming for local school-age children during the year onsite.

These programs provided meaningful support to working parents while helping youth thrive in this vibrant new Pennrose community.



PENNROSE PHILLY ROOTS: ENGAGING IN OUR HOME CITY

The City of Brotherly Love has been our home for over 50 years, and we're proud to continue investing in the community that shaped us. This fall, we launched the Pennrose Philly Roots Initiative to deepen our local impact through expanded volunteerism, strategic partnerships, capacity building, and direct corporate giving.

Showing Up: It's What We Do



CHOP Helping Hands Community Care Challenge

Pennrose employees recently joined the Helping Hands volunteer event to support patients at the Children's Hospital of Philadelphia (CHOP). Team members worked alongside others from the local community to assemble care packages for children receiving treatment.



Volunteering at Strawberry Mansion Day

Pennrose was thrilled to be a sponsor of the 17th Annual Strawberry Mansion Day. Volunteers from Pennrose Philly HQ scooped water ice, served burgers, and worked alongside numerous community members.



Philly Roots Working Group

Taylor Shinal
Corporate Responsibility
Associate

Lindsay Walsh
Community Impact
Specialist

Lindsey Samsi
Senior Developer

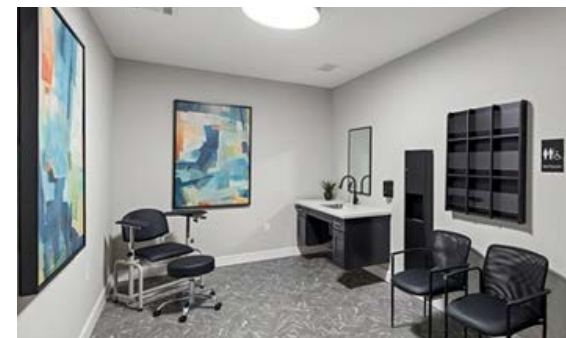
Shannon Mowery
VP of Community Impact



Are you a Philadelphia-area organization looking to partner with us at Pennrose?
Email tshinal@pennrose.com

HEALTHCARE AND HOUSING IN ATLANTA, GEORGIA

Mercy Care, Pennrose, and project partners recently celebrated the grand opening of McAuley Station Phase I, delivering 170 high-quality, mixed-income apartments adjacent to the Mercy Care campus in the Sweet Auburn neighborhood of Atlanta.



McAuley Station



Designed to address both housing and health needs, the community includes 10 respite units for Mercy Care patients and 30 studios designated as permanent supportive housing through the county's Behavioral Health Department in partnership with Partners for HOME.

Residents benefit from direct access to Mercy Care's medical services, creating a powerful model where stable housing and affordable healthcare work hand-in-hand to support vulnerable Atlantans.

"McAuley Station marks a critical turning point for many in Atlanta seeking safe, stable, affordable housing and healthcare."

-Mayor Andre Dickens

"McAuley Station is our latest effort to build a healthcare system that truly heals... Intentional social care, like the housing we are here to celebrate today, is how we move the needle when even the best healthcare isn't enough."

-Kathryn Lawler, CEO of Mercy Care

COMMUNITY-DRIVEN AFFORDABLE SENIOR HOUSING

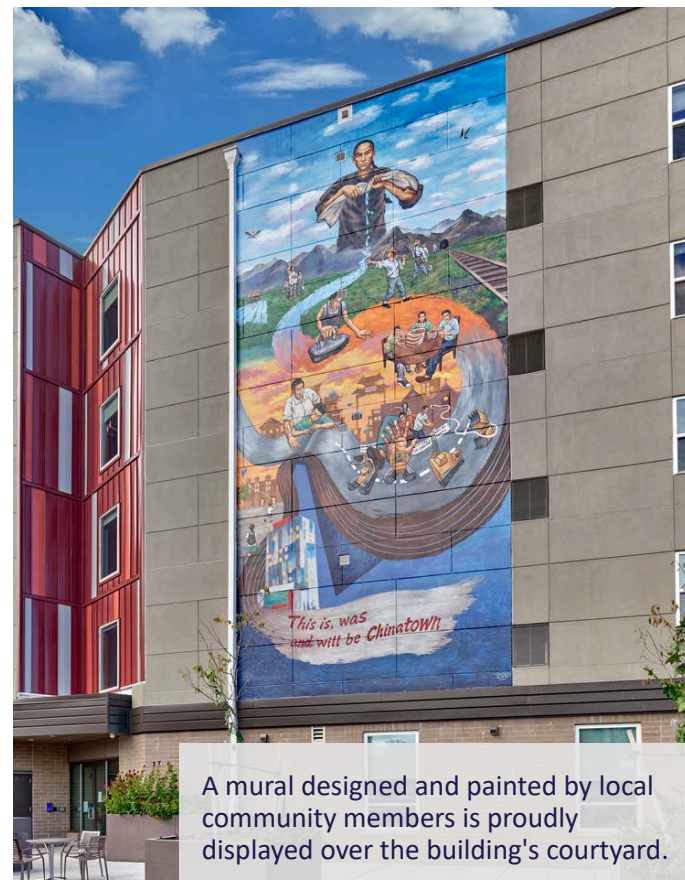
Pennrose develops affordable, intentionally designed communities where older adults can live comfortably and independently. Each senior property reflects our focus on quality, accessibility, and connection.

Partnership Spotlight: Man An House 萬安樓

This year, Pennrose and the Philadelphia Chinatown Development Corporation (PCDC) proudly celebrated the grand opening of Man An House, a vibrant new senior community in Philadelphia's Chinatown. The five-story midrise features 51 affordable apartments—a mix of studio, one-, and two-bedroom units—for seniors earning between 20% and 60% of the area median income (AMI).

The building was designed with accessibility at its core, with 10% of units tailored for residents with physical disabilities or hearing and vision impairments. Named Man An House, meaning “House of Harmony” in Cantonese, the development reflects a shared commitment to creating inclusive, welcoming spaces for older adults in the heart of the city.

“After years of collaboration and community engagement, we are proud to celebrate the completion of a critical milestone in Chinatown’s ongoing revitalization,” said Jacob Fisher, Regional Vice President at Pennrose. “Man An House provides local seniors with critical housing and supportive services, while honoring the rich cultural identity of this vibrant neighborhood.”



A mural designed and painted by local community members is proudly displayed over the building's courtyard.



Scan here to watch the video from the Man An House Grand Opening

HOUSING AND CHILDCARE IN PROVIDENCE, RHODE ISLAND

Recently opened, Tempo (Phase I) delivers 66 high-quality apartments with units available to residents earning between 30% and 120% of the Area Median Income (AMI), alongside market-rate options. The property also includes a 6,900-square-foot childcare facility for Children's Friend, a Providence-based nonprofit serving Rhode Island's most vulnerable children and families.



Partnership In Action

"The opening of this new facility is a step toward meeting the desperate need for affordable high-quality childcare in our community, while bringing our mission and purpose full circle."

-David Caprio, President and CEO of Children's Friend

"We're proud to work alongside the I-195 Redevelopment District Commission and project partners to bring the vision of high-quality, mixed-income housing, activated public space, and affordable childcare to life within the Innovation District,"

-Karmen Cheung, Regional Vice President at Pennrose

"RIHousing is proud to partner with Pennrose on Tempo and Tandem, developments that bring mixed-income homes, childcare, and more to a highly desirable Providence neighborhood and increase housing opportunities for Rhode Islanders,"

-Carol Ventura, CEO & Executive Director of RIHousing



CONSCIOUS GOVERNANCE

INDUSTRY INVOLVEMENT

The affordable housing industry has grown and evolved over the past five decades, led by pioneering individuals, associations, and companies that collectively power the creation and preservation of the nation's affordable housing supply. As an industry member, we play an active role in supporting and partnering with new entrants, advocating for additional resources, and promoting our peers' success. On behalf of our partners and stakeholders, it is our duty to use our peer relationships to innovate in our execution and to maximize our contributions.

We are also pleased to remain an active participant in the Council of Large Affordable Housing Owners (CLAHO). This group is a key source of peer review, best practice sharing, and industry accountability



Ivy Carter

Senior VP, Community Revitalization & Public Partnerships

Board Member at The Reinvestment Fund, National Council for State Housing Agencies (NCSHA) Member



Geoff Milz

Director of Development- OH

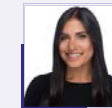
VP of American Planning Association's Ohio Chapter, Chairman of ULI East Central Regional Products Council



Will Eckstein

Regional VP, Southeast

Board Member at National Housing & Rehabilitation Association, Board and Committee Member at Habitat for Humanity of Wake County, NC



Lindsey Samsi

Senior Developer

Committee Member at Philadelphia Association of Community Development Corporations (PACDC), Women in Housing and Finance of Pennsylvania (WHF-PA) Member



Michael Golden

Associate Developer

Board Member and Secretary at Keep Cincinnati Beautiful, Chair at Cincinnati ULI Young Leaders



Patrick Stewart

Regional VP, MD, D.C., and VA

Board Member & Committee Co-chair at MD Affordable Housing Coalition, VA Housing Alliance Member, Board Member at Anne Arundel Affordable Housing Coalition



Whitney Ellis

Developer

Board Member & Sponsorship Chair at South Carolina Women's Affordable Housing Network (SC WAHN)



Rohan Singh

Associate Developer

Northern Virginia Affordable Housing Alliance (NVAHA) Rising Housing Leaders Member



Dorothy Hinson

Associate Developer

DMV Women's Affordable Housing Network (WAHN) Member



Taylor Shinal

Corporate Responsibility Associate

Project HOME Rising Leader, Green Building United Emerging Prof.

BELONGING AT PENNROSE

We believe that everyone deserves respect, dignity, and opportunity—regardless of background, identity, or circumstance. We’re committed to fostering inclusive communities and workplaces where all individuals feel welcome, safe, and valued.



The Pennrose Code of Conduct

The recently issued Pennrose Code of Conduct reaffirmed that Pennrose prohibits any form of unlawful discrimination on account of race, color, gender, language, religion, union membership or affiliation, political opinion, national origin, sexual orientation, health status, age, disability, marital status or other characteristics protected by law.

Fair Housing & Equal Opportunity

All Pennrose employees are required to complete annual trainings on Fair Housing. We recognize the importance of these laws and strive to create both workplaces and properties that welcome all.



Scan here to watch the video celebrating one year of The Pryde in partnership with LGBTQ Senior Housing Inc.

EMPLOYEE BENEFITS

We work hard to take care of our people. Pennrose offers a host of benefits to all employees in order to support healthy lifestyles both in and beyond the workplace.

Pennrose has also been recognized in the 2024 Healthiest Employers of Philadelphia, an awards program honoring people-first organizations that prioritize the well-being of their employee population. We were proud to be acknowledged for our commitment to workplace wellness and comprehensive health and benefits offerings. Like many organizations honored in this program, we continue to focus on flexibility, work-life balance, and robust health resources to support our employees' overall well-being.

"We are thrilled for this recognition of the focus Pennrose places on the well-being of our team members. We're constantly evaluating the programs, benefits, and resources that we have available to support the individual needs of our employees and their families."

-Kim Moffa
Vice President of
Human Resources



Medical Plans

Competitive industry-leading medical plans at low employee cost



Dental & Vision Plans

Exceptional plans at low employee cost



Paid Time Off (PTO)

Generous and flexible paid time off plans, plus 12 paid holidays



Flexible Spending Account (FSA)

Savings accounts for medical and dependent expenses



401(k)

Tax-deferred and Roth 401(k) plan options with company matching



Health Savings Account (HSA)

HSA for healthcare expenses with Pennrose contributions



Optional Hybrid Schedule

Flexible work schedule based on employee needs



Milestone and Merit Awards

Time and compensation rewards for veteran and outstanding employees



Paid Parental Leave

6 weeks of 100% salary maintenance for primary caregivers following birth, adoption, or foster placement



Tuition Reimbursement

Financial support to encourage employees to pursue continued education



Disability

Short- and long-term disability plans at no cost to employees



Employee Referral Bonus

Compensation for successful referrals of new employees upon hiring



AD&D and Life Insurance

Accidental death and dismemberment insurance and life insurance for employee families



Wellness Reward Program

Employees rewarded with HRA incentives for healthy behavior using Virgin Pulse app to track positive habits



Employee Discount Program

Reduced price access for a wide range of items and services



Training and Talent Development

Extensive programming to build leadership and professional skillsets

A CULTURE OF GROWTH AND TALENT DEVELOPMENT

We are committed to building careers, not just filling roles. Pennrose actively invests in our team members by promoting from within and creating meaningful opportunities for growth. Through mentorship, professional development, and cross-departmental collaboration, we help employees expand their skills and advance their careers. Our culture celebrates internal success stories and encourages every team member to envision a long-term future with us.

Talent Development

"At the heart of our mission is a deep commitment to supporting our people. Talent development isn't just a process; it's about empowering each individual to thrive and succeed while working together. By investing in our employees' growth, we build a stronger organization and foster a culture where everyone feels valued and inspired to be their best."

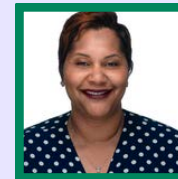


-Dr. Janel Field,
Director of Talent
Development



Internal Promotion

"I am truly grateful to work with an organization that not only invests in training but also values its team members enough to promote from within. As many may know, I am a prime example of these efforts, having started my journey as a Property Manager 19 years ago at Pennrose. I often share with our property teams that the sky is the limit when it comes to career growth at Pennrose. With dedication and a commitment to investing in yourself, the return can be truly remarkable."



-Marsha Blunt,
President, Pennrose
Management Company

TECHNOLOGICAL RISK MITIGATION

In a swiftly evolving technological climate, Pennrose remains strategically prepared to prevent and mitigate risks by maintaining clear policies and proactive strategies. At Pennrose, we acknowledge the paramount importance of safeguarding sensitive data, preserving user privacy, and comprehensively mitigating data security risks.



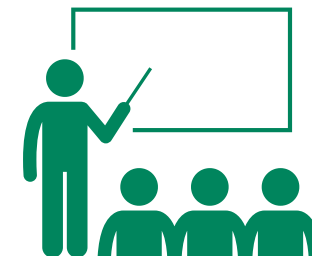
Our approach aligns with the recommendations from the National Institute of Standards and Technology (NIST) to ensure robust protection of our information systems. We collaborate closely with internal and external business partners, evaluating and managing information security risks that could potentially affect Pennrose or our stakeholders. Our information security strategy is built on the key principles of data minimization, lawfulness, fairness, and transparency in processing sensitive data. Additionally, we ensure that the processing of sensitive data is conducted in a lawful, equitable, and transparent manner, keeping individuals informed about how their data is collected, utilized, and shared. This approach helps us maintain both data accuracy and trust.

Transparency

Data
Minimization

Fairness

Lawfulness



To fortify our defenses against information security breaches, Pennrose provides our employees with comprehensive training, tools, and resources including:

- Annual anti-phishing campaigns
- Semi-annual cyber lunch-and-learn programs
- Mandatory annual training with assessments

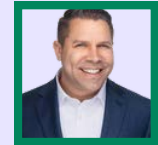
These ongoing programs ensure that employees remain vigilant and knowledgeable about current threats and best practices.

"In an era of accelerating digital transformation, our commitment to responsible technology management has never been stronger. We proactively identify and mitigate emerging risks across our technology landscape— from cybersecurity and data governance to the ethical use of artificial intelligence.

By embedding robust risk frameworks and continuous monitoring into our innovation process, we ensure that technology remains a force for resilience, trust, and sustainable growth.

Our goal is to harness the potential of new technologies while safeguarding our employees, our residents, and the communities we serve."

- John DeSantis
Chief Information Officer



TECHNOLOGICAL RISK MITIGATION

Pennrose has designated personnel responsible for overseeing data protection, privacy, and security. We also ensure that our practices comply with relevant legal statutes, regulations, and industry standards concerning data protection and privacy.



Zero Trust

Zero Trust is a modern security approach that ensures access to company data is restricted to trusted users on trusted devices. This is critical if a Pennrose account is compromised, as an attacker will be blocked from accessing company applications and data unless they're using a verified, Pennrose-issued device. This significantly reduces our risk of data breaches and unauthorized access to sensitive information.



Clear Policies

The Pennrose Employee Handbook outlines clear policies on managing and using company electronic systems. Employees regularly complete online information security training and acknowledge their understanding and commitment to our information security standards.



Statement on Artificial Intelligence

We are dedicated to harnessing the transformative power of artificial intelligence (AI) to drive sustainable competitive advantage and meaningful growth for our stakeholders.

Through responsible innovation, we aim to empower people, enhance human capabilities, and create lasting positive impact.

Every AI solution we deploy reflects our commitment to the Pennrose brand, setting us apart in the marketplace while upholding the highest standards of ethics, transparency, and human-centered design.

RISK REPORTING CHANNELS AND EMPLOYEE SAFETY

Pennrose encourages employees and other stakeholders to bring any issues or concerns regarding perceived or potential misconduct to management's attention.

RISK REPORTING STRATEGIES

It's important to us that anyone can contact us with concerns. We provide multiple channels to report business conduct concerns and complaints.

The use of these channels is bolstered by our strict non-retaliation policy. We escalate significant incidents to our Vice President Compliance & Legal who records, reviews, and appropriately processes these concerns and complaints to resolution.



PENNROSE EMPLOYEE HOTLINE

Pennrose also has a private and confidential employee assistance “hotline” phone service (1-800-386-7055) that may be used by employees to make good faith reports of suspected improper conduct and workplace concerns without fear of retaliation. Associates may choose to remain anonymous when calling the hotline, and Pennrose will do all we can to protect identities consistent with conducting a thorough investigation. This service is dedicated to recognizing and addressing the sensitivities associated with a concern.

ETHICS AND BEST PRACTICES

Pennrose is proud to announce the creation of an Ethics Board. This initiative reflects a commitment to integrity, accountability, and transparency at every level of decision-making.

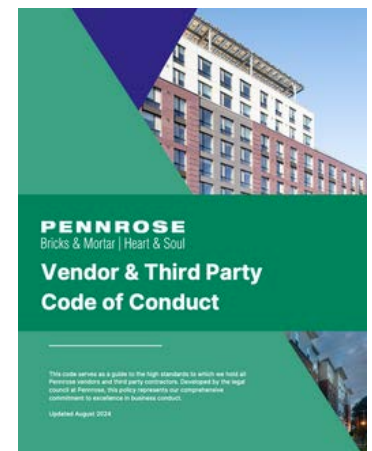
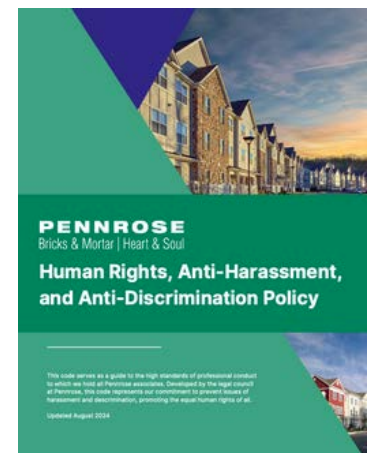
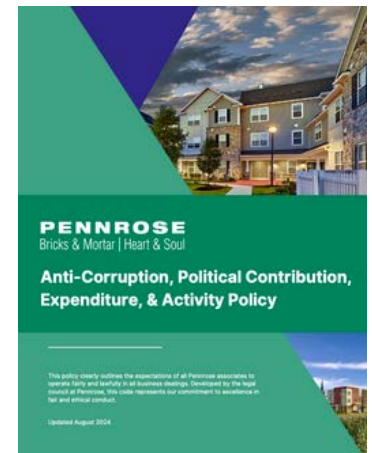


THE ETHICS BOARD

By anchoring our leadership in ethical principles, Pennrose sets a standard for conduct that cascades throughout the organization. For CEO Tim Henkel, the Ethics Board provides the confidence that decisions are being made in alignment with core values, not just short-term gains. It reinforces a culture where fairness, respect, and responsibility are paramount.

The Ethics Board provides oversight in all areas relating to compliance, ethics, and upholding our policies of business conduct. It will also provide guidance on various ethical issues that arise in Pennrose business and provide support in the decision-making process, including in the review and analysis of new business opportunities or projects, the review of the political donation process, discrimination and harassment cases, conflicts of interest, data privacy concerns and other miscellaneous matters that may warrant review of a compliance/ethics nature.

The participants on the Ethics Board will serve on a rotating annual basis. The initial panel will consist of representatives from Legal, Development, and Operations departments, in addition to an outside consultant from a national compliance law firm.





SUSTAINABILITY & RESILIENCY

OUR COMMITMENT TO SUSTAINABILITY

In a rapidly changing climate, resiliency is top of mind for us at Pennrose. We maintain and consistently update a Design Standard for all new development to ensure that our structures are built to last. We do so not only to ensure long-term business success, but because it's simply the right thing to do.

CERTIFICATIONS

Pennrose buildings have been accredited by the following:



QUICK STATS



\$5M+
invested in solar technology



40 Properties
currently involve a solar electricity generation component



65 Properties
benchmarked using Energy Star Portfolio Manager



Over 95%
of units under construction utilize ION water efficiency technology

ION is a 24/7 water optimization platform that provides unit-level, real-time water performance data via smart sensors. The system identifies and analyzes unit-level water events and generates automated work orders so maintenance personnel can stop water loss early. These systems have resulted in large decreases in water usage and all new Pennrose developments are designed to accommodate this system.

GREEN PROPERTY SPOTLIGHT: GOLDEN HILL

A story of site transformation, energy efficiency, and human-centered community design.



Built on a newly reimagined 20-acre site that was formerly the Ulster County Jail, Golden Hill is a highly-efficient, all-electric development pursuing both the U.S. Department of Energy's Zero Energy Ready Home certification and Enterprise Green Communities "Plus" level of certification. Each building will have a rooftop solar array that will collectively generate roughly 700 kWp of renewable energy.



The development will feature two mid-rise apartment buildings, four townhomes, and a central community building. All apartments will be affordable to households earning up to 80% of the Area Median Income, with nearly half reserved for seniors aged 62 and older. Additionally, 48 apartments will be designated for households in need of onsite support services, including families who have experienced homelessness.

Designed with green building principles in mind, Golden Hill maximizes solar heat gain in the winter and provides shading in the summer. It incorporates high-performance windows and energy recovery systems to support efficient heating and cooling.

A network of landscaped outdoor spaces will connect the buildings, including five age-specific playgrounds, exercise and recreation areas, a planting garden, an outdoor plaza, electric vehicle charging stations, parking, and a wooded trail linking to the adjacent Empire State Trail. A new community hub will offer a range of amenities, including a community room, fitness center, mail facility, a community porch overlooking the central green, and a publicly accessible child care center. Ulster County Area Transit will also add a new bus stop on-site, enhancing transportation options for residents and visitors.

PRESERVATION OF AFFORDABLE HOUSING IN PHILADELPHIA

We believe that preserving affordable housing is not only environmentally responsible- it's essential to maintaining equitable, resilient communities. Pennrose is actively advancing the preservation and rehabilitation of affordable housing with a focus on sustainability and resiliency in Philadelphia and beyond.

Through strategic partnerships with PHFA and PHDC via the Housing Opportunity Program (HOP), Pennrose is helping ensure long-term affordability, environmental efficiency, and community stability at Vernon House, Regent Terrace, and Cloisters III. These developments collectively serve a diverse population of seniors and families across the Strawberry Mansion, Kingsessing, and Mantua neighborhoods. All three properties are historically fully occupied, underscoring the urgent demand for quality affordable housing in Philadelphia. Each site is located within a Qualified Census Tract and serves predominantly minority populations, many of whom are seniors living on fixed incomes or families at 20%-60% of Area Median Income.



The preservation work includes critical infrastructure upgrades such as HVAC, plumbing, electrical systems, accessibility improvements, as well as interior renovations including new flooring, lighting, and cabinetry. These enhancements not only extend the life of the buildings but also improve energy efficiency and resident comfort.

Beyond physical improvements, Pennrose integrates robust supportive services tailored to each community's needs.

INDUSTRY ENGAGEMENT ON SUSTAINABILITY

We seek opportunities to engage with the broader sustainability community to share our best practices and learn from others.



Hunt Sustainability Summit

This past spring, we had the pleasure of presenting at the Hunt Companies Sustainability Emerging Managers Summit alongside industry peers from across the globe.

Corporate Responsibility and Operations Associate Taylor Shinal gave a dual-purpose presentation, “From Innovation to Accountability: Smart Water Management & Corporate Responsibility Structure,” detailing our qualitative and quantitative approaches to Corporate Responsibility. From internal accountability structures to leak reduction, we discussed benefits for cost minimization and operational efficiency.

We appreciated this opportunity to share, learn, and collaborate alongside our sustainability-minded peers.



Green Building United Symposium

Karmen Cheung, Regional VP for New England, took to the stage at Philadelphia’s Green Building United Sustainability Symposium alongside Innova’s Nicole Burger for a thoughtful presentation centering on resident living experience in green buildings. Their session was entitled: “From Brownfield to Resilience: Redefining Community Through Passive House Design.” Cheung and Burger, alongside architects from WRT, shared the story of the Riverfront, a mixed-income, mixed-use development on a former brownfield in Torrington, CT.

SOLAR INTEGRATION AND GENERATION

Pennrose views solar as a powerful tool to both decarbonize and lower operational costs. We remain committed to integrating renewable energy generation into new and existing properties whenever possible.



In 2024, solar panels at Pennrose properties generated over **10,655,000 kWh of electricity**



This amount of electricity could power about **955 average U.S. homes for a year** and cut emissions by about **7,530 metric tons***

*The average U.S. home uses around 10,715 kWh annually ([U.S. EIA estimate](#))



Sustainability is not a separate initiative—it's how we define responsible stewardship. By aligning purpose and performance, we turn data into action, strengthen communities, and build a lasting legacy of resilience and accountability.

- Jason Newman
Vice President of Asset Management



ABOUT THE REPORT

A Brief Note on Data and Reporting

Pennrose is committed to providing transparent and reliable reporting on our corporate responsibility efforts across environmental sustainability, social impact, and conscious governance. Unless otherwise stated, the quantitative data utilized in this report is as of December 2024. The “About Pennrose” data was updated in August of 2025. Pennrose obtains third-party assistance on data collection and configuration. Given the scale of our portfolio, thoroughly-researched approximations have been made when necessary to support key benchmarking efforts.

This report does not address the performance of our contractors, suppliers, operators, or tenants unless explicitly stated. Past, current, and forward-looking statements regarding the corporate responsibility efforts of Pennrose are based on standards for reporting that are an ever-evolving work in progress, and may continuously change over time. Links and sources included in this report are employed for convenience, context, and transparency only.

Pennrose has not received any compensation for including certain partners or stakeholders in this report as opposed to others. If we were to include all of the incredible individuals and organizations we value, this report would be never-ending. Hence, we do our best to select points of pride from throughout the year holistically, and remain consistent with data tracking mechanisms. We will continue to improve these methods to the best of our ability, and look forward to keeping stakeholders informed along the way.

At Pennrose, Corporate Responsibility isn't just a goal—it's how we operate. Thank you for joining us as we continue to lead with purpose, deliver results, and develop communities that thrive. The future is bright, and we're just getting started.

Connect with us.

**Philadelphia | Boston | New York | Baltimore
Cincinnati | Atlanta | Denver | Houston**

For questions or comments regarding this report, please reach out to our Corporate Responsibility and Operations Associate Taylor Shinal via email at tshinal@pennrose.com or visit www.pennrose.com/contact-us/

