

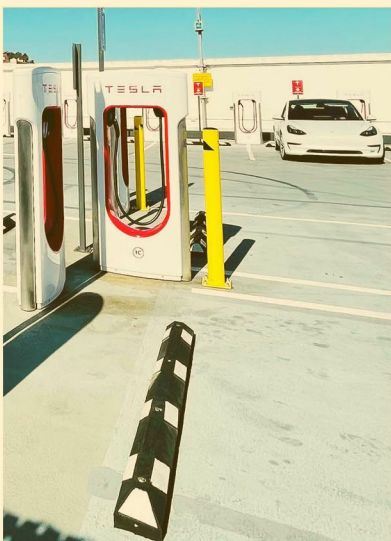
# CORPORATE RESPONSIBILITY REPORT

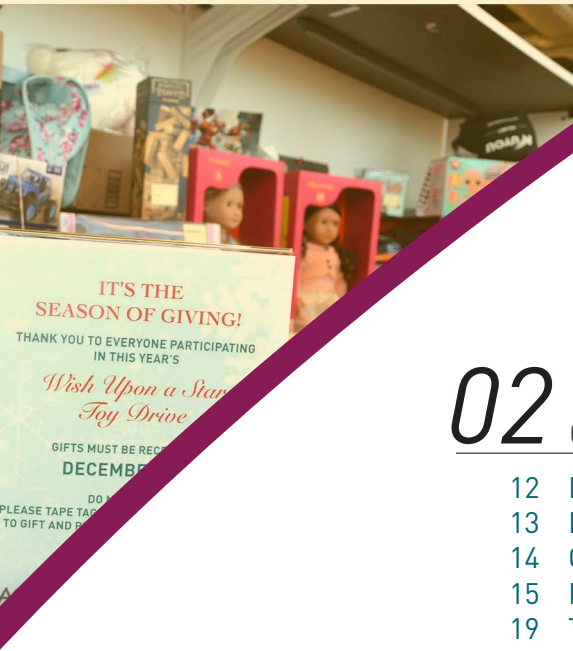
# ACADIA

REALTY TRUST

Published 2021







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## LETTER TO OUR STAKEHOLDERS

102-12, 102-13 , 102-14

What a year. I hope that this letter finds you and your loved ones well.

Looking back, I see a year with unprecedented challenges and the terrible toll COVID-19 took on our communities and the world. But, I also see that our company rose to the challenge with compassion and integrity. We cared for our employees, engaged with our tenants, and made progress on our environmental goals. We saved energy and water at our properties and implemented rigorous protections for our staff in our offices. We continued to live our values of Integrity, Intensity, Intelligence and Innovation...and we all learned how to use Zoom. So, the year wasn't a total bust.

We are grateful for our health and for the environmental, social and governance (ESG) advances we made last year. Now, we are eager to plan Acadia's ESG goals for the next 5-10 years. We are continuing to seek input from our key stakeholders to identify the ESG issues most important to them and our business. And we are already taking action on these priorities. We



**KEN BERNSTEIN**  
President and Chief Executive Officer

believe that integrating ESG considerations into how we manage our business will help drive performance and create long-term value for Acadia and our stakeholders.

In 2020, diversity, equity and inclusion (DEI) continued to be a central focus at Acadia. DEI principles are fundamental to our core values and our business. I personally signed the CEO Action Pledge for Inclusion and Diversity and committed to further advancing diversity and inclusion at Acadia. So, we formalized a DEI Committee and launched a robust DEI program that includes initiatives such as the new Women's Network at Acadia and company-wide mandatory unconscious bias training. We have great people at our company, and celebrating our diversity will only make us stronger.

In our last Corporate Responsibility Report, we made a commitment to provide greater transparency to our ESG performance by quantifying more of our impacts and goals. This year, we are sharing for the first time our quantitative year-over-year performance data for energy, water and greenhouse gas emissions, and this performance data was externally assured. We are committed to understanding Acadia's carbon footprint and evaluating the appropriate path closer to net zero carbon emissions from our operations. We have expanded the alignment of this report to more comprehensive GRI disclosures and have added alignment with the TCFD and SASB voluntary reporting frameworks.

We are also continuing to expand our understanding of climate change risk to our portfolio. In partnership with MSCI, we conducted a climate change risk assessment of our portfolio to evaluate the resilience of our properties to the risks of climate change. Our standard due

diligence for new acquisitions now includes climate change risk assessments. We also updated our ESG policy to commit to responding to the potential risks that climate change poses to our business and mitigating our contribution to climate change.

***We believe that  
integrating ESG  
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stakeholders.***

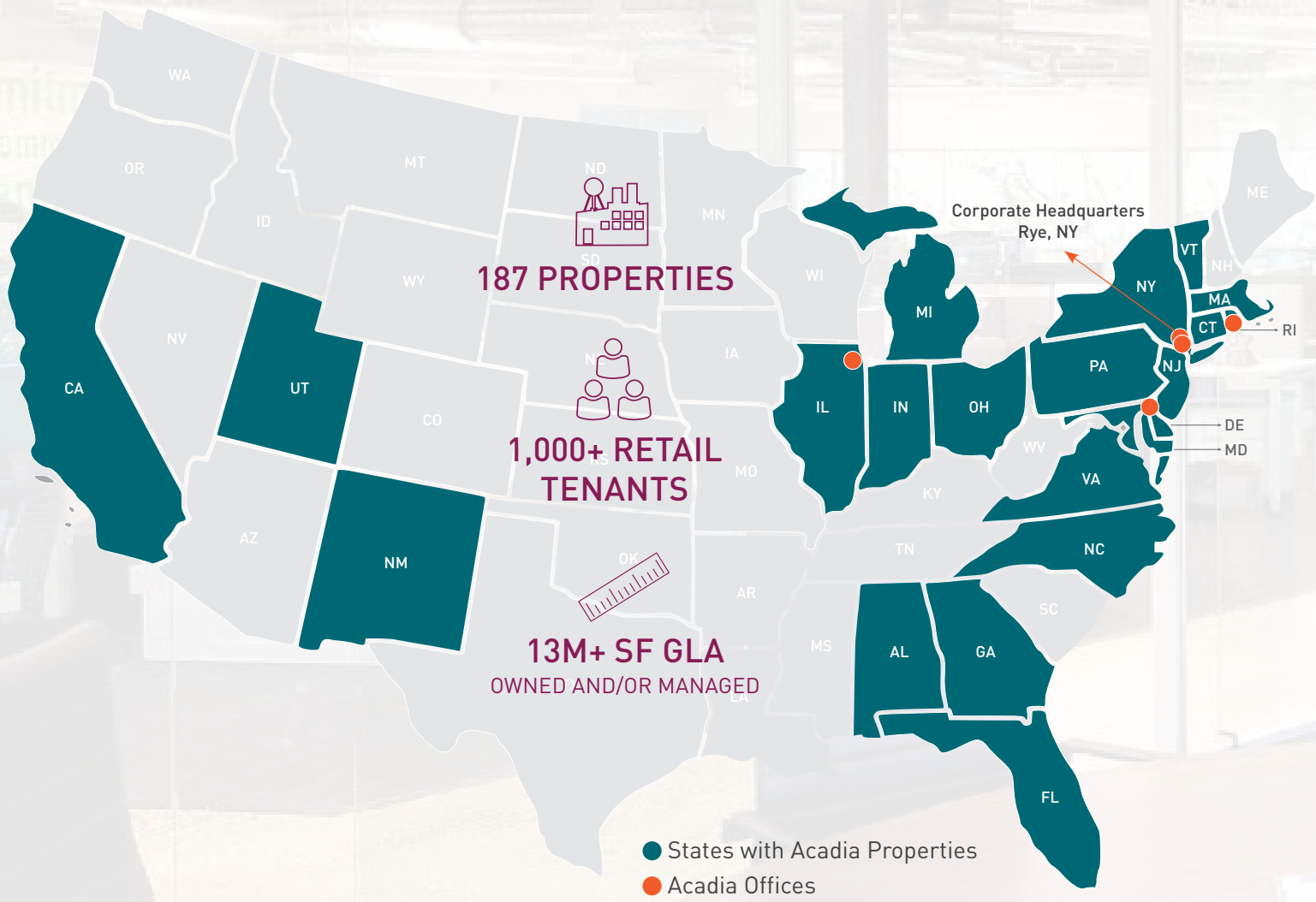
We are continuing to add value to our communities by upgrading our properties to make them more accessible and efficient, such as through the planned expansion of electric vehicle charging stations and LED lighting in our parking lots. We're helping our tenants save money, too, on electricity and water, by sharing the tips we published in our Tenant Sustainability Guide. You can read more about these initiatives and successes in the following pages. But first I want to thank our staff for their incredible patience, persistence, courage and ingenuity as they deal with the COVID-19 pandemic while managing to support our tenants and move our business forward. I thank our tenants for sticking with us and for joining us on our ESG journey. And I thank you, our stakeholders, for your interest and

support as we strengthen both our ESG initiatives and our business for long-term value and continued success.

Healthy regards,



Ken Bernstein  
President & Chief Executive Officer





## PARTNERSHIPS



## **ABOUT ACADIA**

GRI: 102-1, 102-2, 102-3, 102-4, 102-5, 102-6, 102-7, 102-13

Acadia Realty Trust (“Acadia”) (NYSE:AKR) is an equity real estate investment trust focused on delivering long-term, profitable growth via its dual – core portfolio and opportunity fund – platforms. Headquartered in Rye, New York, Acadia’s team of over 120 employees is accomplishing this goal by building a best-in-class, location-driven core real estate portfolio with meaningful concentrations of assets in the nation’s most dynamic urban and street-retail corridors, including those in New York, Chicago, Los Angeles, San Francisco, Washington DC, and Boston, and making opportunistic and value-add investments through its series of discretionary, institutional funds.

As of December 31, 2020, Acadia owned 187 properties in 21 states and Washington, D.C. within its core portfolio and opportunity funds.

# ESG AT ACADIA | ESG APPROACH

GRI: 102-15, 102-29, 102-31, 103-2

We are committed to integrating ESG considerations into our business decisions and to providing transparency around ESG risks and opportunities to our performance. We believe that responsible environmental and social stewardship and ethical governance are an essential part of our mission to build a successful business and create long-term value for our stakeholders. Acadia recently completed a comprehensive ESG prioritization assessment process with the support of an external consultant that involved analyzing the ESG priorities of our key investors, staff, tenants, suppliers and peers. Through this ESG prioritization assessment we identified the highest priority ESG issues in terms of both potential to impact business success and importance to our stakeholders. We intend to continue these conversations and engage with our stakeholders on an ongoing basis to inform our sustainability strategy.

## OUR GROWING ESG PROGRAM IS BUILT UPON THE FOLLOWING STRATEGIC PRIORITIES:

**OUR PEOPLE**

We prioritize “People First” through engagement and investment in our communities and within our workforce. **Adding Value to Communities, Diversity, Equity & Inclusion, and Health & Safety** were identified as top priorities in our ESG prioritization assessment.

**OUR ENVIRONMENT**

We are committed to reducing our environmental impact, examining the resilience of our properties and operations to environmental risks, and evolving our climate change resilience response strategy. **Sustainable Operations and Energy Use** were identified as top priorities in our ESG prioritization assessment.

**OUR PERFORMANCE**

We ensure financial strength and flexibility for our shareholders through strong governance, integrity, and stewardship policies. **Corporate Governance Practices** was identified as a top priority in our ESG prioritization assessment.



# ESG AT ACADIA | STAKEHOLDER ENGAGEMENT

GRI: 102-21, 102-40, 102-42, 102-43, 102-44, 102-47, 103-1

The matrix to the right reflects the highest priority ESG issues that were identified during our recent ESG stakeholder prioritization assessment. These key topics are integrated throughout our report and will continue to be priorities for decision making and disclosure moving forward.

## GOVERNANCE

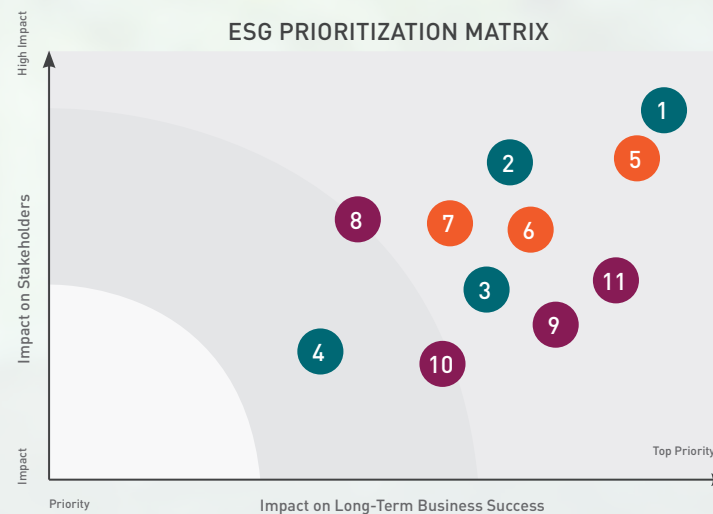
1. Corporate Governance, Business Integrity and Anti-Corruption
2. Adding Value to Communities
3. Data Security
4. Human Rights





## SOCIAL

5. Diversity, Equity and Inclusion
6. Health and Safety
7. Culture and Employee Engagement

## ENVIRONMENTAL

8. GHG Emissions & Climate Change Resilience
9. Energy Use
10. Water Use
11. Sustainable Operations



STAKEHOLDER GROUP	LEVEL OF ENGAGEMENT	ENGAGEMENT APPROACH	TOPICS OF DISCUSSION
 INVESTORS	Organizational	<ul style="list-style-type: none"> <li>One-on-one meetings and non-deal roadshows (FD-compliant)</li> <li>Interactions facilitated by industry associations and analyst conferences (e.g., NAREIT)</li> <li>Annual investor group meeting for fund investors</li> <li>Quarterly earnings calls</li> <li>Information sharing through public disclosure reports such as our 10-K, 10-Q and proxy</li> <li>Property tours</li> </ul>	Performance, corporate governance, transparent reporting, company goals and objectives, ESG initiatives
 EMPLOYEES	Individual	<ul style="list-style-type: none"> <li>Performance reviews</li> <li>Health and wellness program and health benefits</li> <li>"Lunch and Learns", LinkedIn Learning and other educational and leadership training</li> <li>Company-wide Town Hall meetings and mini-town halls centered around DEI topics</li> <li>Formal reporting mechanisms (fraud, harassment)</li> </ul>	Employee engagement and satisfaction, benefits, diversity and equal opportunity, health & wellness, career development & education
 TENANTS	Organizational Project/Asset	<ul style="list-style-type: none"> <li>One-on-one dialogue with tenants performed by property managers and leasing representatives</li> <li>Property inspections</li> <li>Lease negotiations</li> </ul>	Operations, tenant satisfaction and needs, property maintenance, property health and safety
 LOCAL COMMUNITIES	Project/Asset	<ul style="list-style-type: none"> <li>Direct dialogue with towns, cities and planning boards</li> <li>Dialogue with municipal boards, community groups, and charitable organizations</li> <li>Monetary donations</li> <li>Volunteer hours and events with local non-profits and philanthropies</li> </ul>	Project-specific information, local community interests and needs

The table to the left highlights our approach to stakeholder engagement.

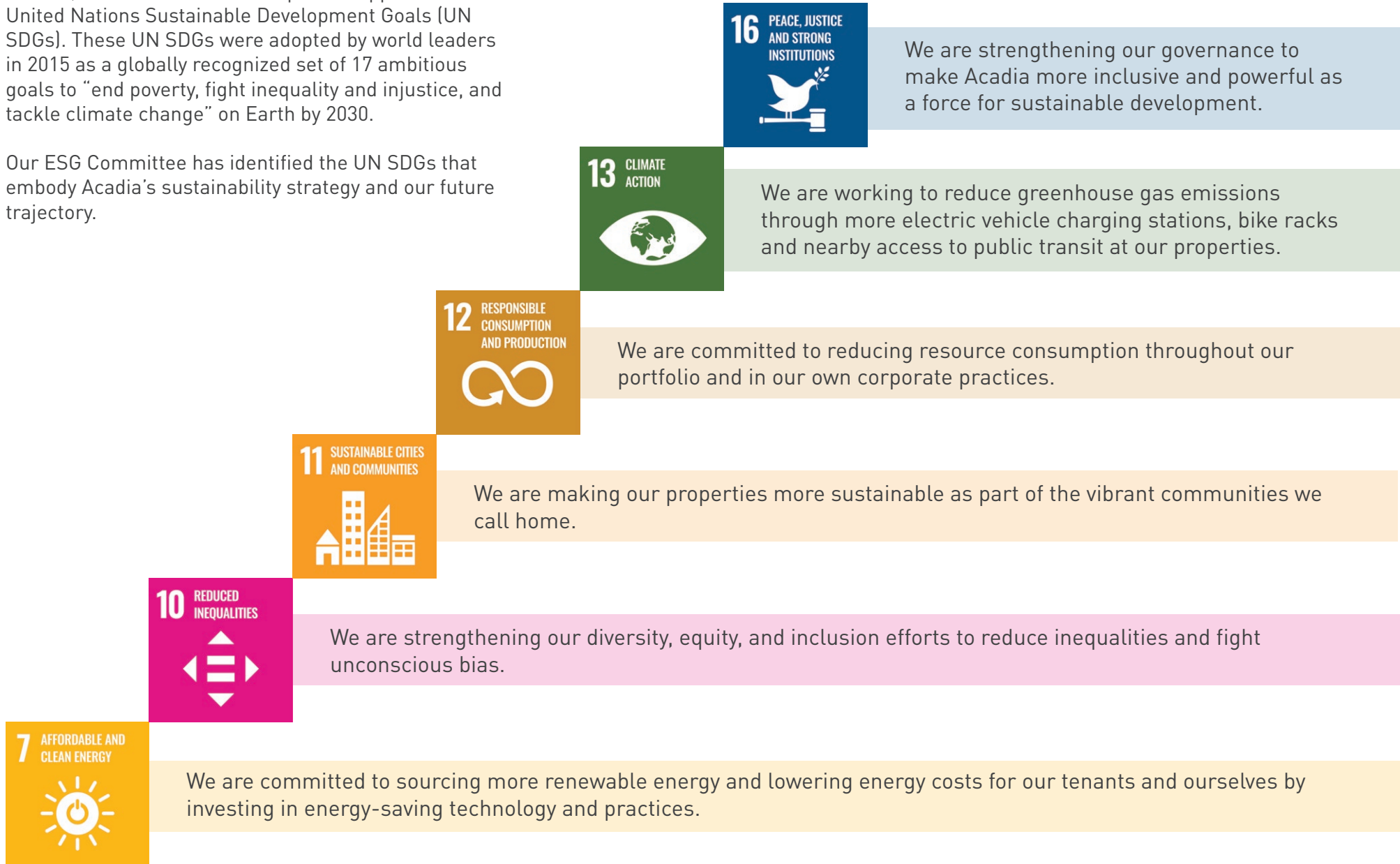
# ESG AT ACADIA | GOALS & OBJECTIVES

GRI: 102-12



In 2020, Acadia announced our public support for the United Nations Sustainable Development Goals (UN SDGs). These UN SDGs were adopted by world leaders in 2015 as a globally recognized set of 17 ambitious goals to “end poverty, fight inequality and injustice, and tackle climate change” on Earth by 2030.

Our ESG Committee has identified the UN SDGs that embody Acadia’s sustainability strategy and our future trajectory.





## COVID-19 RESPONSE

102-15, 403-6

In 2020, COVID-19 continued to impact operations internally and at our properties, as we acknowledged the personal and universal toll the pandemic has taken on all of us. We have worked with our tenants throughout the pandemic to offer assistance, accommodating requests for modifications to lease terms, as appropriate, outdoor seating and curbside pickup areas, and launching a tenant resource website to provide information and support. We have largely seen a return to pre-pandemic collection and leasing rates, with a strong growth outlook on the horizon. We have tested our investment thesis in ways we never would have imagined and are pleased to have found that our portfolio is still performing consistent with our expectations.

Since the inception of the pandemic, our team has been able to seamlessly transition to a remote work environment and back to reentry into the office. Realizing the strain that the changes and challenges brought on by COVID have caused, we've encouraged our staff to prioritize their mental, emotional, and physical health through wellness initiatives. In 2020, we launched the "Acadia From Home" webpage to support and engage our employees as they worked from home. From resources for emotional wellbeing to virtual yoga classes, virtual social gatherings, and virtual health fairs, Acadia continues to support the health and wellbeing of our team as we begin to search for a new normal.

Recognizing the impact of the pandemic on our communities, we have engaged in various philanthropic and community-focused activities, such as sponsoring meals for frontline workers, donating space at our properties for the collection and assembly of personal protective equipment for frontline workers, and making a financial contribution to a public New York City hospital.

While adapting to a new normal, the health and safety of our employees, tenants and our communities remain a top priority.

# OUR PEOPLE



At Acadia, we believe that the wellbeing of our people – our staff, our tenants, and the communities where our offices and properties are located – is integral to the success of our business.

In 2020, we engaged with our employees and tenants to measure their satisfaction with Acadia and offered training opportunities to our employees and educational materials to our tenants. We encouraged our tenants to improve their sustainability performance and exemplified the desired behaviors through our actions and commitments. And we supported our local communities through our philanthropy.

## OUR PEOPLE | DIVERSITY, EQUITY AND INCLUSION

GRI: 102-8, 405-1

### DEI STEERING COMMITTEE

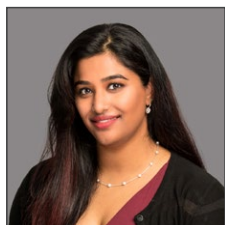
In 2020, we established a formal DEI Steering Committee that is charged with advancing our DEI program. The DEI Steering Committee is comprised of employees from various departments and meets bi-weekly to evaluate ongoing and new initiatives.



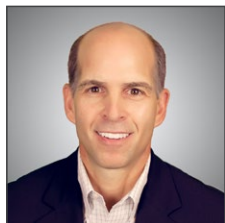
Doug Austin  
VP, Tenant Coordination



Craig Coluzza  
Director, Risk Management



Jaya Daniel  
Senior Marketing Specialist



Joseph Napolitano  
SVP, Chief Administrative Officer



Lesley Valente  
Director, Human Capital

## CEO ACTION FOR DIVERSITY & INCLUSION

Our CEO, Ken Bernstein, signed the [CEO Action Pledge for Inclusion and Diversity](#), committing to advance diversity and inclusion in our workplace.

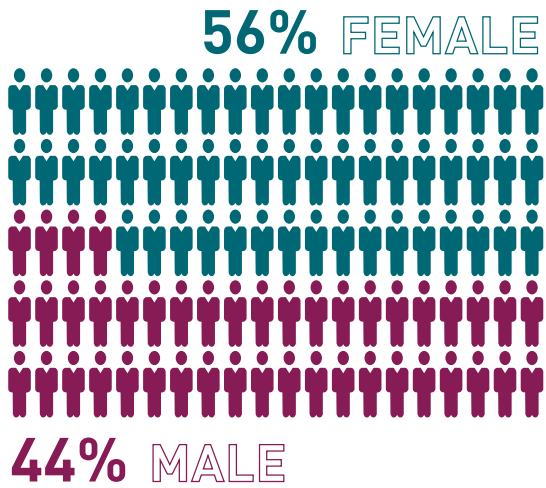
Diversity, equity and inclusion (DEI) are fundamental pillars of our core values. We believe that our potential for business success is maximized by having a diverse workforce that is reflective of our society and the communities we serve.

### DEI VISION STATEMENT

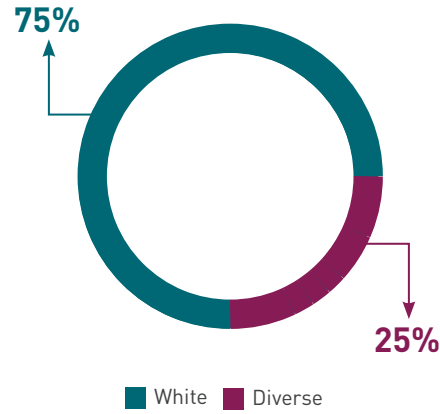
Our vision is to foster a professional environment that fully embraces individuals from varied backgrounds, cultures, races, identities, ages, perspectives, beliefs, and values. We also hope to extend this vision beyond our offices to the properties and communities in which we operate.

# OUR PEOPLE | DEMOGRAPHICS

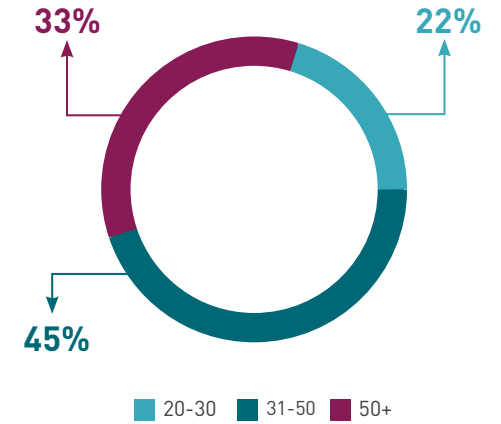
GENDER DIVERSITY: COMPANY-WIDE



RACIAL/ETHNIC DIVERSITY: COMPANY-WIDE



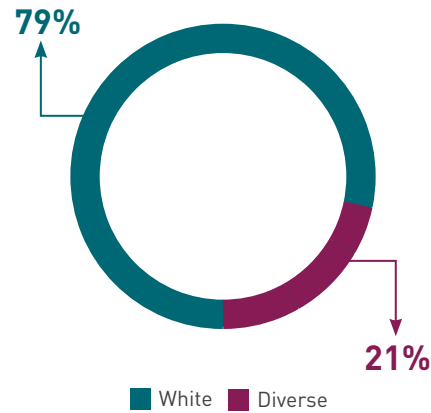
AGE DEMOGRAPHICS: COMPANY-WIDE



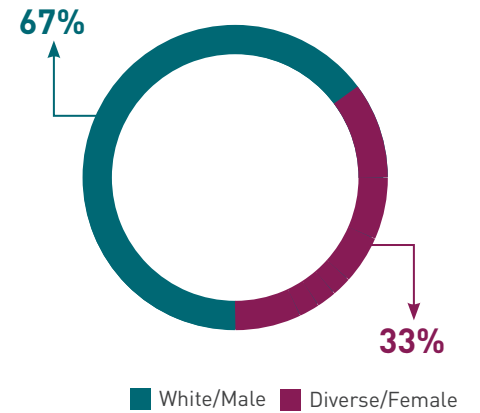
GENDER DIVERSITY: MANAGEMENT



RACIAL/ETHNIC DIVERSITY: MANAGEMENT



BOARD DIVERSITY





## OUR PEOPLE | DIVERSITY, EQUITY AND INCLUSION

### EMPLOYEE ENGAGEMENT

Before we can move forward, we need to know where we've been. In 2020, we engaged with our employees to assess Acadia's performance on the subjects of diversity, equity and inclusion. Through a company-wide survey and follow-up focus group discussions with 100% participation from employees and senior management, we asked our employees to share their experiences and evaluations of Acadia's performance on DEI issues in our offices.

We are continuing the dialogue with our employees through "mini town hall" focus groups that encourage open dialogue among employees, including representatives of senior management, on DEI topics such as "Intent vs. Impact" and "Inclusion."

### UNCONSCIOUS BIAS TRAINING

We don't know what we don't know, and education is the key to recognizing and counteracting workplace biases. To that end, we hired an external consultant to conduct a mandatory unconscious bias training for all employees. We encourage our employees to approach situations and work with an open mind.

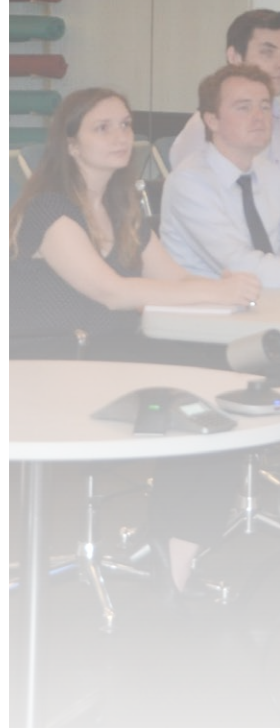
## OUR PEOPLE | DIVERSITY, EQUITY AND INCLUSION

### MENTORSHIP

We look forward to launching our New Hire Ambassador Program, a cross-departmental mentoring program for new hires, in 4Q2021. This program will pair each new employee with company “ambassadors” who will provide guidance and support during the transition to Acadia. Through this program, we aim to foster a sense of inclusion, increase employee engagement and satisfaction, and promote employee growth and development.

### WOMEN'S NETWORK

We launched an internal Women's Network that hosted quarterly “Women in the Workplace” talks by women in senior leadership positions where they provided insight on their career journeys.







## OUR PEOPLE | DIVERSITY, EQUITY AND INCLUSION

### INTERNSHIP PROGRAM

We partner with Sponsors for Educational Opportunity (SEO) to help us diversify our summer internship program and our future workforce. SEO is an organization that helps Black, LatinX and Native American college students secure internships with partner organizations, such as Acadia. The SEO Careers program provides training, networking opportunities and access to internships, with the objective of positioning such students to secure full-time employment.

# OUR PEOPLE | EMPLOYEE ENGAGEMENT

GRI: 401-1

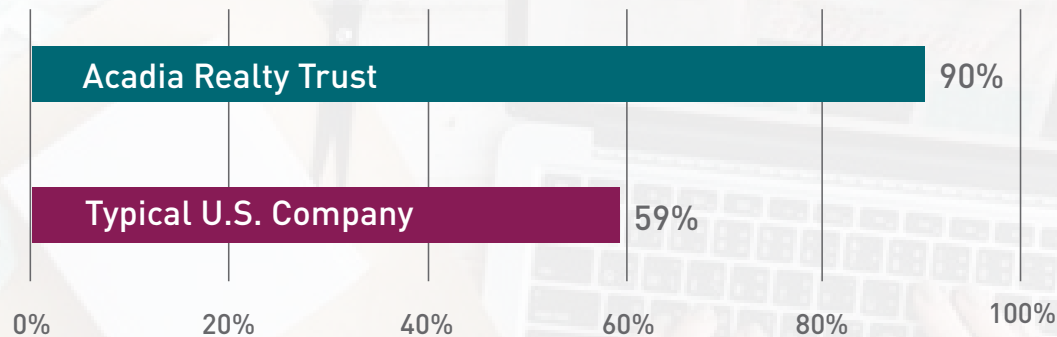


The satisfaction of our employees is critically important to Acadia, which is why we're proud to be certified as a Great Place to Work. In 2020, we had a 91% response to our Great Place to Work survey, and 90% of the employees who responded agreed with the statement, "Taking everything into account, I would say this is a great place to work." We believe that our response to the pandemic helped boost our overall employee satisfaction score up to 94% in the Great Place to Work survey in early 2021.

We are proud to report that in 2021, 90% + of respondents believed that people at Acadia are treated fairly regardless of their race, gender or sexual orientation. We won't stop there. We are committed to working alongside our DEI Steering Committee to make Acadia a workplace where everyone believes they are treated fairly irrespective of race, gender or sexual orientation.

We believe that our strong company culture and employee satisfaction leads to our ability to attract and retain high quality talent. In 2021, 94% of respondents reported they are proud to tell others they work at Acadia, continuing the trend from the prior year. Thirty-four percent of our staff has been with Acadia for more than 10 years. And we maintained a 93% employee retention rate in 2020.

*"This is a great place to work"*



Source for Typical U.S. Company: Great Place to Work® 2019 U.S. National Employee Engagement Study

Answered: 58 Skipped: 4

**90%+**  
believed to be treated  
fairly regardless of  
**RACE, GENDER OR  
SEXUAL ORIENTATION**



## OUR PEOPLE | TRAINING AND DEVELOPMENT

GRI: 404-1, 404-2, 404-3

We continually invest in the training and development of our people. Educational opportunities are offered within our organization and through attendance at industry conferences and seminars.

All employees have access to online training courses through LinkedIn Learning, and 44% of our staff voluntarily took advantage of this benefit in 2020. Our monthly LinkedIn Learning Challenges encourage employee participation in daily 5-minute trainings on relevant themes.

The most popular LinkedIn Learning courses taken by our staff include:

- Better Decisions, Better Results
- Confirmation Bias and Groupthink
- Cultural Humility
- Cultural Lens as a Tool for Avoiding Mistakes
- Identify Inequity
- Mindset Matters
- Setting Goals

LinkedIn Learning  
**187** Training Hours  
Completed by Acadia Employees

In addition to self-paced coursework, we offer company-run trainings through our Speaker Series featuring members of Acadia's senior staff. The Speaker Series provides all employees with an opportunity to learn about the various departments within our organization through trainings led by senior members of our team.

To promote career advancement, leadership training opportunities are available to managers and high-potential employees who are identified as possible successors for senior-level roles. In 2020, 16 employees participated in our high potential leadership development program.

We believe that mentorship within our organization supports employee development while building a sense of inclusion and increasing employee engagement and satisfaction. Our New Hire Ambassador Program that is planned for launch in 4Q21 is a formal cross-departmental mentoring program for newly-hired employees.

All employees are expected to receive annual performance reviews and periodic career development conversations with their managers.

## OUR PEOPLE | TRAINING AND DEVELOPMENT

### SUMMER INTERNSHIP PROGRAM

Our summer internship program brings bright and eager college students from diverse backgrounds to work at Acadia every summer, providing them with training, mentoring and guidance to prepare them for the workforce after graduation. The intern experience notably includes participation in industry events such as NAREIT, meetings with the CEO and other members of senior management, property tours and access to online learning tools. We are committed to building our own talent pipeline and are thrilled that many of our interns return to Acadia to work with us as full-time employees. Approximately 6% of our workforce is comprised of former summer interns.

In 2020, we supplied our interns with the technology to work remotely so that we could proceed with our program during the COVID-19 lockdown.

*Photos represent Acadia's 2021 intern class: (Left to Right: Cortlandt Crossing Tour, NYC-SOHO Tour, Inside HomeSense at Cortlandt Crossing, City Point - Brooklyn Tour, Intern-Mentor meet-up)*



# OUR PEOPLE | HEALTH AND WELLNESS

GRI: 401-3, 403-6

## BENEFITS

Acadia prioritizes supporting the wellness of our employee family. We offer a comprehensive benefits package.

### COMPREHENSIVE BENEFITS

PAID TIME OFF (PTO)	<ul style="list-style-type: none"> <li>• 20 Days Off From the First Year</li> <li>• 11 Paid Holidays</li> <li>• 3 Summer Fridays Off</li> <li>• Wellness PTO</li> </ul>
INSURANCE PAID PARTLY OR IN FULL BY ACADIA	<ul style="list-style-type: none"> <li>• Medical, Dental, Vision</li> <li>• Disability and Life Insurance</li> </ul>
FLEXIBLE SAVINGS ACCOUNT	<ul style="list-style-type: none"> <li>• Pre-tax Accounts for Health Expenses</li> <li>• Pre-tax Dependent Care</li> <li>• Pre-tax Parking or Transit</li> </ul>
INVESTING FOR RETIREMENT	<ul style="list-style-type: none"> <li>• Traditional &amp; ROTH 401K Plans with Company Match</li> <li>• 15% Discount for Acadia Stock Purchases</li> </ul>
PARENTAL LEAVE	<ul style="list-style-type: none"> <li>• Eligible Employees are Granted Paid Parental Leave</li> </ul>
TUITION ASSISTANCE	<ul style="list-style-type: none"> <li>• Education to Grow Within the Job or the Company</li> </ul>
EMPLOYEE REFERRAL	<ul style="list-style-type: none"> <li>• Referral Bonus for Qualified Referrals</li> </ul>
SUPPLEMENTAL SUPPORT	<ul style="list-style-type: none"> <li>• Access to legal advice through LegalShield</li> <li>• Access to identity theft protection through IDShield</li> </ul>

## WELLNESS PROGRAM

All Acadia employees are eligible to participate in our Wellness Program which is focused on education, awareness and fitness classes. Our Wellness Program advocates and provides resources regarding nutrition, exercise, mental health and workplace ergonomics. Our headquarters is equipped with an 800 square foot wellness room where employees can participate in company-sponsored fitness classes and other wellness initiatives.

In 2020, our Wellness Program adjusted to meet the shifting needs of our employees during the COVID-19 pandemic. We moved certain wellness initiatives online via Zoom, including virtual happy hours and mindfulness sessions to protect and promote our employees' health and wellbeing. We recently engaged with Cigna to provide health and wellness webinars for our employees, such as "Take Steps to Achieve Physical Well Being" and "Get Fiscally Fit," and have joined the Cigna Global Fitness challenge where Acadia employees can participate in fitness initiatives.



## OUR PEOPLE | HEALTH AND WELLNESS

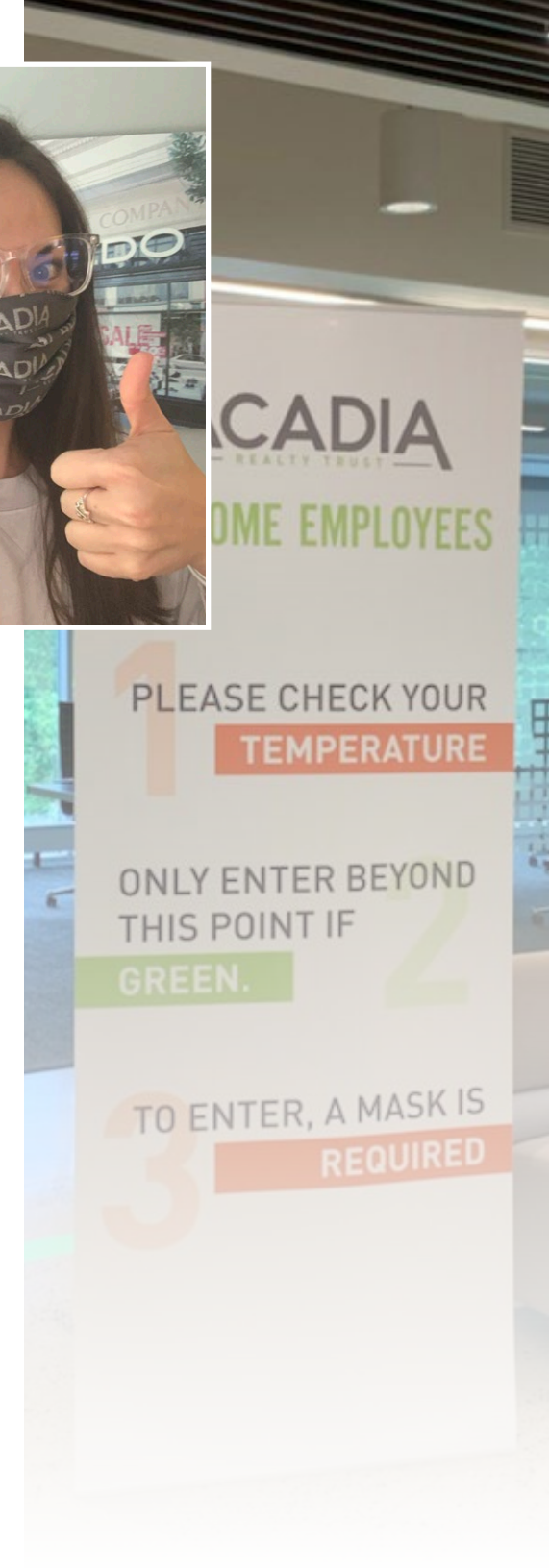
### COVID RESPONSE – “PEOPLE FIRST”

The biggest impact on employee health and wellbeing in 2020 was, of course, COVID-19. Acadia’s response to the pandemic was our “people first” approach to protect the safety of our employees. We closed our offices and transitioned to a 100% remote work environment on March 20, 2020 and provided all employees with remote work resources such as company-provided laptop computers and video conferencing technology. When we reopened our offices in June 2020, we did so with robust safety protocols in place against the spread of COVID-19 such as UV sanitation lighting in restrooms, mandatory temperature screening for employees at entrances, and the use of contact tracing. We also gave all employees an Acadia face mask, enhanced our benefits package with an Employee Assistance Program and granted two additional days off to allow employees to get vaccinated and recover from vaccine side effects.

We continue to maintain strong communication with employees through monthly company-wide town hall Zoom meetings and we recently launched Acadia Cares, our online platform for anonymous employee feedback.




### MAKE TIME TO VOTE PLEDGE

Another big event in 2020 was the U.S. presidential election, and we encouraged every employee to participate by voting. Acadia signed the “[Make Time to Vote Pledge](#)” and offered paid time off to any employee who needed time off from work in order to vote. We also developed a customized voting guide featuring voting information and local voting processes – from registering to vote to sending mail-in ballots or finding a local polling place – for every state in which Acadia employees reside. We strongly support our employees’ right to make their voices heard by voting.



## OUR PEOPLE | PERFORMANCE SUMMARY

We are committed to advancing our goals around workplace culture and diversity, equity and inclusion. Our recent progress in meeting such goals is described below.

	OUR GOALS	2020 STATUS	2021 PROGRESS
CULTURE	Employee satisfaction score of 85% or higher on annual employee satisfaction survey		
	90% to 100% employee participation in annual employee satisfaction survey		
	At least 90% employee participation in performance evaluations bi-annually		
	85% or more employee participation in at least one company-sponsored health and wellness initiative beginning in 2021	N/A	
DIVERSITY, EQUITY & INCLUSION	95% to 100% participation in “mini-town hall” meetings dedicated to DEI topics starting in 2021	N/A	
	At least 1/3 diversity (defined as gender and/or ethnic or racial diversity) in the summer internship program beginning in 2021	N/A	

 Achieved

## OUR PEOPLE | TENANT ENGAGEMENT

GRI: 302-2

### TENANT SUSTAINABILITY GUIDE

We created a [Tenant Sustainability Guide](#) that is available on our website to provide our tenants with suggestions for how to mitigate their environmental impact and promote the health and wellness of their employees and customers.

**50%**  
of New Leases are  
**GREEN LEASES**

### GREEN LEASES

Our tenants are our partners in protecting the environment. In late 2020, we introduced a sustainability clause into our standard form of retail lease. Of the new retail leases executed in the first three quarters of 2021, 50% include a “green” provision that aligns tenant and landlord interests in promoting the efficiency of our properties. Among other things, our form of green lease requires tenants to share their energy and water consumption data with Acadia, allowing us to track the consumption of our entire properties rather than just landlord-controlled common areas, and allows Acadia to share in the cost savings of our collective actions to reduce the energy use, water use and waste of our properties.

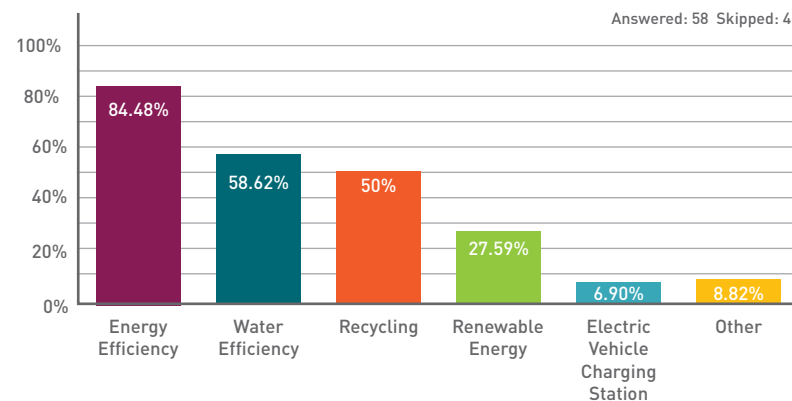
### TENANT SATISFACTION SURVEY

We distributed tenant satisfaction surveys to tenants at approximately 80% of our properties. These surveys allowed us to collect our tenant’s input, understand their perspectives and inform our planning. We reviewed all survey responses and implemented action plans to address any issues or concerns raised therein. We found that the majority of respondents indicated that they were satisfied with their overall leasing experience and the services provided by Acadia’s property management team.<sup>1</sup>

In addition, we learned that approximately 75% of the tenants who responded to the survey consider sustainable building operations to be very important or important to their business, and 84% of respondents cited energy efficiency as important to them.

<sup>1</sup>The reported figures represent responses from 62 tenants at 39 properties. Surveys were distributed to 332 tenants at 147 properties in December 2020.

### Sustainability Initiatives Tenants Considered Important to Acadia’s Business





# ACADIA...LEADING BY EXAMPLE

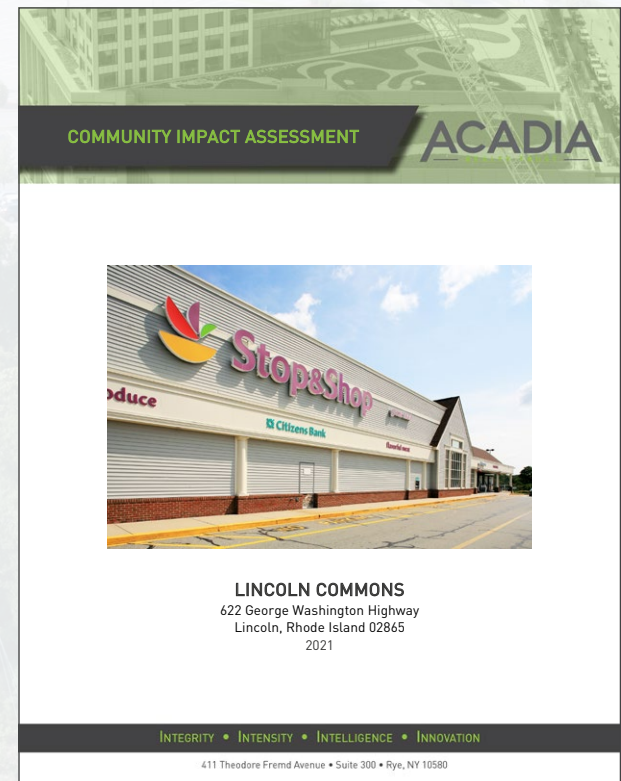
We strive to lead by example in implementing sustainable practices at our corporate offices. In 2019, we were awarded the **Outstanding Achievement in Land Use Award by the Green Business Partnership** for our commitment to implement sustainable operating practices at our Rye, NY headquarters. Our headquarters is easily accessible by public transit due to its close proximity to two train stations, helping to reduce air pollution and greenhouse gas emissions from employee travel. Energy reduction initiatives within our corporate offices include installing LED lighting and automatic occupancy sensors for lighting and equipment. Our waste management efforts involve recycling programs, providing reusable utensils and plates in our headquarters kitchen, implementing electronic communication systems for tenant billing, and encouraging electronic contracting and billing with our suppliers. We also conserve water through the use of low-flow faucets and toilets. Our commitment to reducing Acadia's carbon footprint will continue to extend to the places where we work.

## OUR PEOPLE | COMMUNITY ENGAGEMENT

GRI: 413-1, 413-2

### COMMUNITY IMPACT ASSESSMENTS

For the past two years, our summer interns have conducted community impact assessments for select properties as their summer research project. Through these community impact assessments we aim to identify opportunities for Acadia to meet community needs and enhance the shopper experience at our shopping centers. The summer interns present the material findings from the community impact assessments to the entire company at an end-of-summer town hall meeting. The 2020 and 2021 summer intern classes conducted community impact assessments for our City Center (San Francisco, CA), Crossroads (White Plains, NY), Brandywine (Wilmington, DE) and Lincoln Commons (Lincoln, RI) properties, focusing on the economic impact of the centers, their accessibility to members of the community, and their impact on community well-being and safety.



## OUR PEOPLE | COMMUNITY ENGAGEMENT

### COMMUNITY EVENTS

As a proud member of the communities where our properties and offices are located, we happily donate our time, money, and the use of our properties to local community groups and events.



**METHUEN, MA** – We partnered with the Methuen Police Department to host a canned food drive in our parking lot at **Methuen Shopping Center** near Market Basket, collecting the generous food donations of the Methuen, Massachusetts community for local families in need.

**BROOKLYN, NY** – We were honored to donate space in our **City Point** property for the installation of a bronze statue of Justice Ruth Bader Ginsberg in her hometown of Brooklyn, New York. Also at City Point, we donated time on our LED screen to honor COVID-19 first responders and critical workers in collaboration with the Downtown Brooklyn Partnership (DBP), calling it “Brooklyn Heroes.”



**CORTLANDT MANOR, NY** – We organized and hosted a one day Electronic Waste Recycling Collection event at our **Cortlandt Crossing** property in partnership with the Town of Cortlandt. Community members dropped off their electronic waste, such as washing machines, TVs, computer monitors and AC units, for proper disposal through the county’s waste recycling program. This was a community event intended to educate the Cortlandt, New York community about recycling and divert hazardous waste from landfills.

## OUR PEOPLE | COMMUNITY ENGAGEMENT



**VIRGINIA BEACH, VA** – We hosted over a dozen community events in our parking lot and adjacent land at **Landstown Commons** to raise money for local Virginia Beach, Virginia charities, including the George E. Smith Memorial Car Show charity event.

**WESTCHESTER, NY** – In 2020, our team donated over 120 toys to children as part of the Salvation Army’s “Wish Upon A Star” program. Through this program, children in the Westchester, NY community where the **Acadia headquarters** is located were able to enjoy presents during the holiday season. Acadia has participated in this program for over 5 years, donating gifts to more than 250 children.



**WILMINGTON, DE** – We donated the use of a vacant unit at our **Brandywine Town Center** property to the American Association of University Women (AAUW) for their annual Used Book Sale. The AAUW has been awarding scholarships to women in Delaware for 52 years, and their Wilmington branch gives the largest number of scholarships in the state.

# OUR ENVIRONMENT

Solar Panels at Cortlandt Crossing - New York



*In honor of Earth Day 2021 all Acadia employees were gifted with sunflower seeds with hopes of bringing a little sunshine to their day-to-day as they planted them and watched them grow.*

Acadia remains committed to environmental sustainability, focusing on energy efficiency, water conservation, and reducing greenhouse gas (GHG) emissions, as well as resilience to the effects of climate change on our overall portfolio.

## OUR ENVIRONMENT | ENERGY MANAGEMENT APPROACH



We are evaluating the appropriate path closer to net zero carbon emissions from our operations over time as we develop an energy management plan. Our energy management plan is centered around maximizing energy efficiency and the use of renewable energy to reduce our carbon emissions. We are primarily focused on executing this plan with respect to the areas of our retail properties over which we have operational control, such as the parking lots and other common areas; however, we are also pursuing initiatives to understand our tenants' energy consumption and encourage tenant emissions reductions.

### ENERGY EFFICIENCY

**Our Strategy:** Reduce energy consumption without compromising the safety of our properties, such as through LED lighting and smart lighting controls upgrades in our parking areas and smart thermostat installations in our vacant tenant spaces. We prioritize energy efficiency in order to reduce the amount of carbon emissions created by our properties.

### RENEWABLE ENERGY

**Our Strategy:** Maximize the use of electricity sourced from off-site renewable energy projects such as solar and wind for the landlord-controlled common areas of our properties.

We are also pursuing renewable energy projects such as leasing space at our properties for solar panel arrays, battery storage pods and electric vehicle charging stations. This strategy contributes to the production of renewable energy for off-site consumption. We may pursue renewable energy strategies for on-site consumption, as well as carbon offset purchases, to directly offset our residual carbon emissions in the future.

# OUR ENVIRONMENT | EMISSIONS SUMMARY <sup>1</sup>

GRI: 302-1, 302-2, 302-5, 305-1, 305-2, 305-5

	2020	CHANGE FROM 2019
EMISSIONS	4,984 MT CO2E	↓ 5%
ENERGY	13,954,695 kWh	↓ 18%
WATER	35,167,895 gallons	↓ 66%

Emissions include Scope 1 and Scope 2 greenhouse gas emissions for all areas within the landlord’s operational control, primarily parking lots and other outside areas. Energy consumption is reported for common areas within the landlord’s operational control. The reported water use is whole-building water consumption, although Acadia does not control tenants’ water consumption within their premises; landlord-controlled water use is primarily limited to irrigation for landscaping.

2020 water consumption is believed to be impacted by COVID-19 related shutdowns. Energy metrics were not impacted to the same degree due to the fact that most landlord-controlled spaces remained fully in operation for safety reasons despite closures and low occupancy.

<sup>1</sup> Year-over-year performance calculations for GHG emissions are reflective of all properties in our portfolio and include estimates for incomplete data for 2019 and 2020. Year-over-year performance calculations for energy and water are only reflective of properties with complete data available for both 2019 and 2020. Please refer to the SASB Report on page 53 for additional information.

# OUR ENVIRONMENT | CLIMATE CHANGE RISK

GRI: 102-15, 102-30, 201-2



We are committed to monitoring and reporting on the potential risks that climate change poses to our business in alignment with the Task Force for Climate-Related Financial Disclosures (TCFD), and taking action to mitigate those risks in our investment portfolio.

## GOVERNANCE

In 2020, we updated our [ESG Policy](#) to encompass our commitment to integrating and understanding the potential risks that climate change poses to our business and mitigating our contribution to climate change. As outlined in the policy, our approach to climate-related risks and opportunities is overseen by the Nominating and Corporate Governance Committee of our Board of Trustees. Day-to-day implementation and review of our climate risk approach is provided by our internal ESG Committee with the engagement of senior management.

## STRATEGY

We continue to examine how climate change, in addition to natural disasters and health crises, could affect our properties and business operations. We recognize the potential impact our properties may have on the environment and, accordingly, we will continue to explore and implement creative and cost-effective measures to reduce energy and water consumption and greenhouse gas emissions from our operations as a way to reduce our contribution to the negative impacts of climate change and minimize our transition risks.

## RISK MANAGEMENT

For standing investments, we analyze climate-related risks and we consider any identified risks as part of our Enterprise Risk Management and budgeting and capital improvements processes. In 2021, we evaluated our full portfolio for exposure to the risks of climate change using MSCI's Climate Value-at-Risk ("CVaR") platform. This platform provides projections for extreme weather event impacts due to climate change at our properties through 2100 under a "business as usual" scenario. Understanding the climate change risk in our portfolio enables us to implement mitigation measures, such as increased insurance and physical measures such as waterproofing systems, as necessary.

Climate-related risks are also assessed as part of the due diligence process for acquisitions. During this process we consider the potential impact of severe weather events both at present and in the future. Climate-related risks are considered alongside other risks when evaluating all new acquisitions.



## METRICS AND TARGETS

Acadia will continue to track Scope 1 and 2 greenhouse gas emissions and evaluate targets to manage climate-related risks over time. The following table summarizes the key climate risks identified as part of our portfolio climate risk assessment.

RISK	DESCRIPTION	APPROACH
<b>PHYSICAL COASTAL WINDSTORMS</b>	Risk of property damage and indirect financial and operational impacts from disruptions to the operations of tenants located in our retail properties from high winds associated with hurricanes and other coastal windstorms.	Approximately 5% of our total gross leasable area was at increased wind risk due to coastal zone proximity as of December 31, 2020. We have taken steps to mitigate the associated risks at those properties, including through increased insurance. Our property managers are continuing to evaluate the adequacy of our mitigation measures.
<b>PHYSICAL FLOODING</b>	Risk of property damage and indirect financial and operational impacts from disruptions to the operations of tenants located in our retail properties from coastal flooding, fluvial flooding and change in rainfall conditions.	Approximately 5% of our total gross leasable area was located in FEMA 100-year flood zones as of December 31, 2020. We have taken steps to mitigate the associated risks at those properties, including through increased insurance and physical measures such as waterproofing systems. Our property managers are continuing to evaluate the adequacy of our mitigation measures.
<b>PHYSICAL EXTREME HEAT</b>	Risk of increases in energy costs and damage to building systems due to increases in temperature impacting operational returns. Risk of changes in the availability or quality of water or other natural resources on which our tenants' businesses depend.	We are committed to maximizing the energy and water efficiency of our properties with respect to the areas that are within our operational control to minimize our exposure to utility costs and service interruptions. We encourage our tenants to pursue efficiency within their premises and provide tips for doing so in our Tenant Sustainability Guide.
<b>TRANSITION REGULATIONS</b>	Risk that compliance with new laws or regulations related to climate change, including compliance with "green" building codes, may require us to make improvements to our existing properties or pay additional taxes and fees assessed on us or our properties.	We are monitoring the exposure of our portfolio to current and future "green" laws and regulations. We are committed to maximizing the energy efficiency of our properties with respect to the areas that are within our operational control to minimize our exposure to legal and regulatory penalties.
<b>TRANSITION CUSTOMER DEMAND</b>	Risk of decreased consumer demand for products or services resulting from physical changes associated with climate change (e.g., warmer temperatures or decreasing shoreline could reduce demand for residential and commercial properties previously viewed as desirable).	We analyze climate-related risks, alongside other risks, when evaluating all new acquisitions. As we evaluate our investment approach, we continue to consider changes to customer demand as part of our market evaluation and considerations.



## OUR ENVIRONMENT | PERFORMANCE SUMMARY

We are committed to advancing our goals around environmental sustainability. Our recent progress in meeting such goals is described below.

GOAL	TARGET	STATUS AS OF 2020	INCREMENTAL PROGRESS IN 2021
<b>LED Lighting</b> Complete LED upgrades for parking lot lighting at substantially all existing assets with landlord-controlled parking lots *	End of 2022	76% of goal reached	On track to add 11%
<b>Smart Lighting Controls</b> Complete smart lighting controls upgrades for parking lot lighting at substantially all existing assets with landlord-controlled parking lots *	End of 2022	40% of goal reached	On track to add 60%
<b>EV Charging Stations</b> Add at least 3 EV charging station locations to our portfolio each year, beginning in 2022	End of 2029	—	Have 32 EV Charging Stations at 3 Properties
<b>Smart Irrigation Controls</b> Complete upgrades to smart irrigation controls or replace irrigation with xeriscaping at substantially all existing assets with landlord-controlled irrigation	End of 2022	42% of goal reached	On track to add 46%
<b>Renewable Energy Procurement</b> Purchase at least 50% of electricity for landlord-controlled common areas from renewable sources at properties in deregulated energy markets, beginning in 2021	End of 2023	—	On track to source green power for at least 4 Properties
<b>Greenhouse Gas (GHG) Emissions</b> Reduce Scope 1 and Scope 2 GHG emissions by at least 20% (2020 base year)	End of 2024	—	On track

\* Goal excludes certain properties within our portfolio as described in the 'LED Lighting and Smart Lighting Controls Upgrades' narrative on page 34.

# OUR ENVIRONMENT | SUSTAINABILITY SPOTLIGHTS

GRI: 303-1, 303-5

Acadia spearheads numerous environmental sustainability initiatives within the landlord-controlled areas of our properties. The following spotlighted properties serve as examples of executed projects.



Rhode Island Place, Washington, DC

## LED LIGHTING AND SMART LIGHTING CONTROLS UPGRADES

Since 2014, Acadia has been working to upgrade lighting within the parking lots and common areas of our properties to high efficiency LED lighting and to install smart lighting controls to ensure lights are on only when necessary. LED lighting and smart lighting controls upgrades are expected to reduce the energy consumption and operational costs of our properties. All existing properties and newly-purchased assets are evaluated to determine their suitability for such upgrades using certain criteria, including whether Acadia has operational control of the parking lot lighting and the expected hold period for the property. LED lighting is installed at 76% of our suitable properties and smart lighting controls are installed at 40% of our suitable properties. Our goal is to complete these upgrades at all of our existing suitable properties by the end of 2022 and to achieve at least a 5% reduction in landlord-controlled electricity consumption portfolio-wide by the end of 2023 (2020 base year). Common area electricity consumption fell 41% on average in 2020 as compared to the prior year at those properties that were upgraded to LED parking lot lighting in 2019. **This includes Rhode Island Place, where common area electricity consumption was approximately 50% lower in 2020 than in 2019 following an LED lighting retrofit in November 2019.**



Village Commons, Smithtown, NY

## SMART LANDSCAPING AND IRRIGATION

A majority of our properties benefit from the use of a landscape design focused on drought-resistant, native, pollinator-friendly plantings that save water and provide a habitat for local wildlife. For substantially all of our properties with landlord-controlled irrigation, our goal is to install smart irrigation systems with features like rain sensors, to ensure the irrigation is turned on only when necessary, by the end of 2022. Forty-two percent of our eligible properties have smart irrigation systems and we are on track to complete installations at an additional 46% in 2021. **At our Village Commons and Plaza Santa Fe properties, we have used xeriscaping to eliminate the need for irrigation systems.** In partnership with Guardian Water & Power, we have also implemented pilot programs at 7 of our properties that identify water leaks in real time. Such products, which we plan to expand throughout our portfolio, aid in the timely detection and prevention of leaks and frozen pipes to help conserve water and prevent potential losses from flood damage.



City Center, San Francisco, CA

### EV CHARGING STATIONS

Many of our properties are in mixed-use, urban centers that are highly walkable or bikeable and provide access to public transit and bike racks on site. In locations where personal vehicles are necessary, we seek to provide options for electric vehicles (“EVs”), fuel-efficient vehicles, and carpools. We recognize the shift in personal vehicle transportation towards EVs and its positive impact on reducing greenhouse gas emissions. We expect EV charging stations to be an important amenity for our tenants and their employees and customers in the years to come. **The total number of EV charging stations in our portfolio grew to 32 chargers at 3 properties with the installation of 28 chargers at our City Center property in 2021.** Our goal is to add at least 3 EV charging station locations to our portfolio each year through 2029.



Cortlandt Crossing, Cortlandt Manor, NY

### SOLAR PANELS

In 2020, we signed our first solar lease with G&S Solar for an on-site solar array at our Cortlandt Crossing shopping center, and the panels were installed in late 2021. We expect this installation to annually generate 838,760 kWh of electricity at this location, which will be supplied back into the energy grid in the Con Edison Community Solar Program. We are actively exploring the installation of solar projects and battery storage pods at select locations within our portfolio, which would promote renewable energy while providing our properties with an additional income stream from project leases.



City Point, Brooklyn, NY

### RENEWABLE ENERGY PROCUREMENT

While we will prioritize the minimization of our energy consumption, for the consumption we cannot reduce, our goal is to procure green energy for a minimum of 50% of the electricity used to power landlord-controlled common areas within the deregulated energy markets in our portfolio by the end of 2023. **At our City Point property, approximately 99% of the electricity for the landlord-controlled common areas is sourced from renewable energy.**



Landstown Commons, Virginia Beach, VA

### EARTHCAMS

Our property management department utilizes over 150 EarthCam cameras installed at more than 60 properties to oversee our assets with greater efficiency in conjunction with regular property visits. **This includes our Landstown Commons property, where 5 EarthCam cameras were installed in 2019.** These cameras allow us to remotely monitor our properties so that we can respond to operational issues appropriately, and have cut down on unnecessary travel to our properties, helping to further reduce our carbon footprint. Recently, EarthCams played an important role in our property management during periods of COVID-19 pandemic-related travel restrictions.



Dauphin Plaza, Harrisburg, PA

### ENERGY-SAVING ROOFS

In select locations, we reduce the energy consumption of our properties through the use of white roofs that reflect sunlight to reduce heat buildup and lower the cooling needs of a building in hotter months. Approximately 52% of the properties with roofs that we own have white reflective roofs and 17% have at least a partially white roof, **including Dauphin Plaza which was converted to a white roof beginning in 2017.** An additional 2% have green/living roofs that collect rainwater and provide better insulation to our properties.



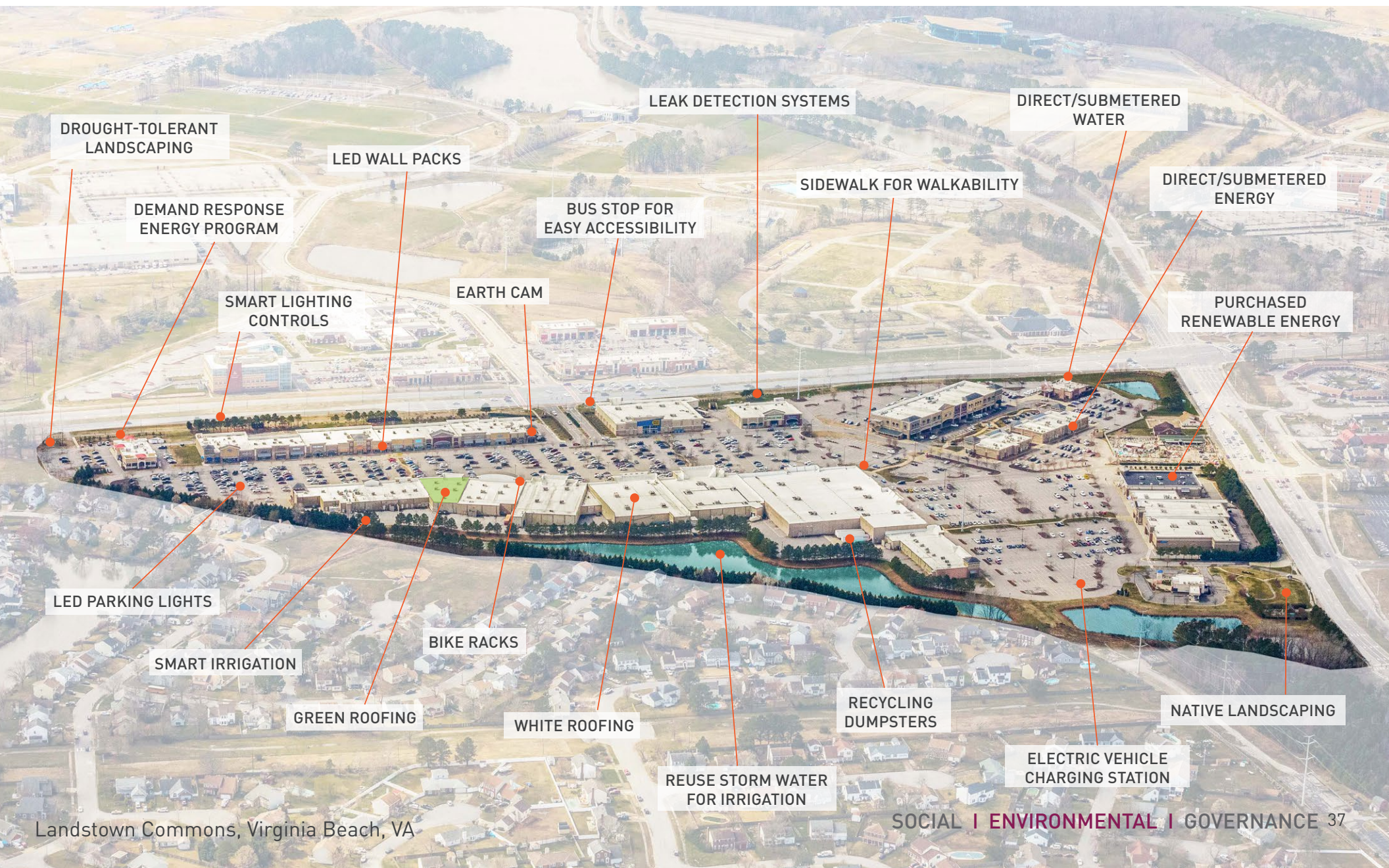
Abington Town Center, Abington, PA

### WATER SUBMETERING

For our retail tenants who are not directly metered for water, we seek to provide visibility into their water consumption and a financial incentive to decrease such consumption through the use of submeters. In partnership with American Water Services, we submeter the water consumption of over 600 of our retail tenants. Our water submetering program helps guide our tenants towards sustainable practices and operational cost savings. **At our Abington Town Center property, tenant water consumption decreased by 38% in the five years after the 2014 installation of water submeters.** Approximately 93% of our retail tenants are paying for their actual water consumption through direct meters or submeters as of December 2021. On the energy front, all retail tenants within our portfolio are charged for their actual electricity and gas consumption through direct meters or submeters.

# OUR ENVIRONMENT | ACADIA'S ENVIRONMENTAL SOLUTIONS

Each property in our portfolio is evaluated for appropriate sustainability initiatives. The graphic below reflects a summary of the types of sustainable features that Acadia has installed at select properties.



# OUR GOVERNANCE

We are dedicated to maintaining a high standard for corporate governance predicated on integrity, ethics, diversity and transparency. We believe that sound corporate governance strengthens the accountability of our Board and management, and it promotes the long-term interests of our investors and other stakeholders. Our Corporate Governance Guidelines and associated policies mandate an elevated level of excellence from our company, our Board and management.

We report our results clearly and transparently to investors and other stakeholders, and we are proud that Acadia has received the 2021 NAREIT Gold Investor Care award recognizing the quality of our investor reports for the third consecutive year. Through transparency, alignment of interests, and removal of potential conflicts of interests, we ensure that our decisions and actions advance the interests of our shareholders, employees and other stakeholders.

# OUR GOVERNANCE | BOARD OF TRUSTEES

GRI: 102-18, 102-19, 102-22, 102-23, 102-26, 102-32

Our corporate strategy is guided by our Board of Trustees. Since March 1, 2021, our Board has had nine Trustees, eight of whom are independent. Our Board’s commitment to the principles in our Corporate Governance Guidelines and associated policies leads to an elevated level of excellence in governance that is integral to our company’s success.

## BOARD DIVERSITY

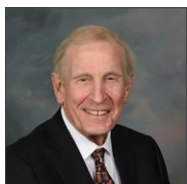
We seek to maintain a diverse Board that represents a mix of varied experience, tenure, skills and backgrounds, including diversity with respect to race, gender and geography, to ensure a broad range of perspectives is represented. In 2021, our Nominating and Corporate Governance Committee formally committed in its charter to seek to include candidates with a diversity of race, ethnicity and gender in the pool from which it selects trustee candidates. Thirty-three percent of Acadia’s Board identify as women or ethnically diverse.



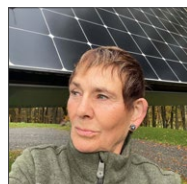
**Kenneth F. Bernstein**  
Trustee since 1998  
ICM (ex-officio)



**Douglas Crocker II**  
Trustee since 2003  
C, NCG, ICM (Chair)



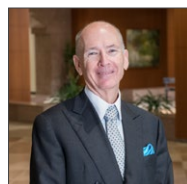
**Lorrence T. Kellar**  
Trustee since 2003  
A, C



**Wendy Luscombe**  
Trustee since 2004  
A, NCG (Chair)



**Kenneth A. McIntyre**  
Trustee since 2021  
NCG



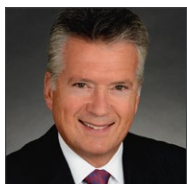
**William T. Spitz**  
Trustee since 2007  
A, C (Chair), ICM



**Lynn C. Thurber**  
Trustee since 2016  
A (Chair), C



**Lee S. Wielansky**  
Trustee since 2000  
Lead Trustee, ICM



**C. David Zoba**  
Trustee since 2015  
NCG, ICM

**A - AUDIT COMMITTEE**  
Engages the independent registered public accounting firm and reviews the scope and results of the audit, and examines the accounting practices and methods of control and the manner of reporting our financial results



[FULL CHARTER](#)

**C - COMPENSATION COMMITTEE**  
Administers the incentive plan and recommends the compensation of our executive officers to the Board



[FULL CHARTER](#)

**NCG - NOMINATING AND CORPORATE GOVERNANCE COMMITTEE**  
Reviews the qualifications and performance of the Board and recommends nominees for Trustees and Board committees to the Board, and oversees our ESG program



[FULL CHARTER](#)

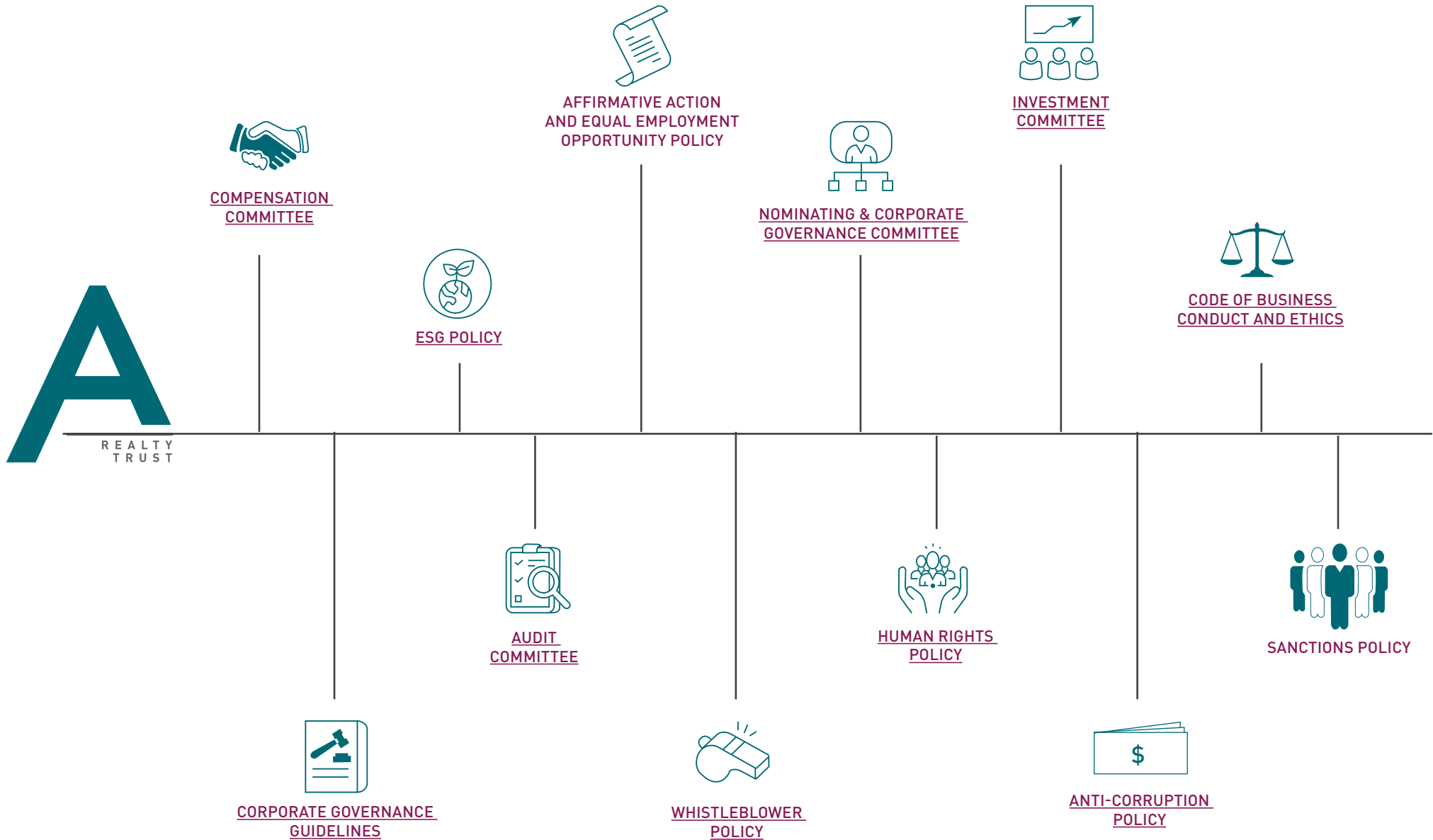
**ICM - INVESTMENT/CAPITAL MARKETS COMMITTEE**  
Screens all transactions that are within certain defined pre-approval limits, acts as the pricing committee for all equity offerings, and exercises such authority as given to it from time to time by the Board for other investments and capital market transactions



[FULL CHARTER](#)

# OUR GOVERNANCE | POLICIES

Our committee charters and many of our governance policies and resources are publicly available and downloadable from our website.





## OUR GOVERNANCE | GOOD GOVERNANCE PRACTICES

We regularly monitor developments in the area of corporate governance. We seek to enhance our corporate governance structure based upon a review of new information and recommended best practices, taking into account feedback from investors and other stakeholders. Below are some highlights of our independent Board and leadership practices.

ANNUAL ELECTION OF TRUSTEES	CODE OF BUSINESS CONDUCT AND ETHICS
RISK OVERSIGHT BY FULL BOARD AND COMMITTEES	INDEPENDENT AND DIVERSE BOARD WITH A LEAD INDEPENDENT TRUSTEE
ANTI-HEDGING AND ANTI-PLEDGING POLICIES	OPTOUT OF THE BOARD SELF-CLASSIFICATION PROVISIONS OF THE MARYLAND UNSOLICITED TAKEOVERS ACT
NO SHAREHOLDER RIGHTS PLAN	MAJORITY VOTING STANDARD FOR TRUSTEES WITH RESIGNATION POLICY IF MAJORITY IS NOT ACHIEVED
ANNUAL SAY-ON-PAY VOTE	SHAREHOLDERS' ABILITY TO CALL A SPECIAL MEETING
CLAWBACK POLICY	REGULAR SUCCESSION PLANNING

### ENTERPRISE RISK MANAGEMENT PLAN

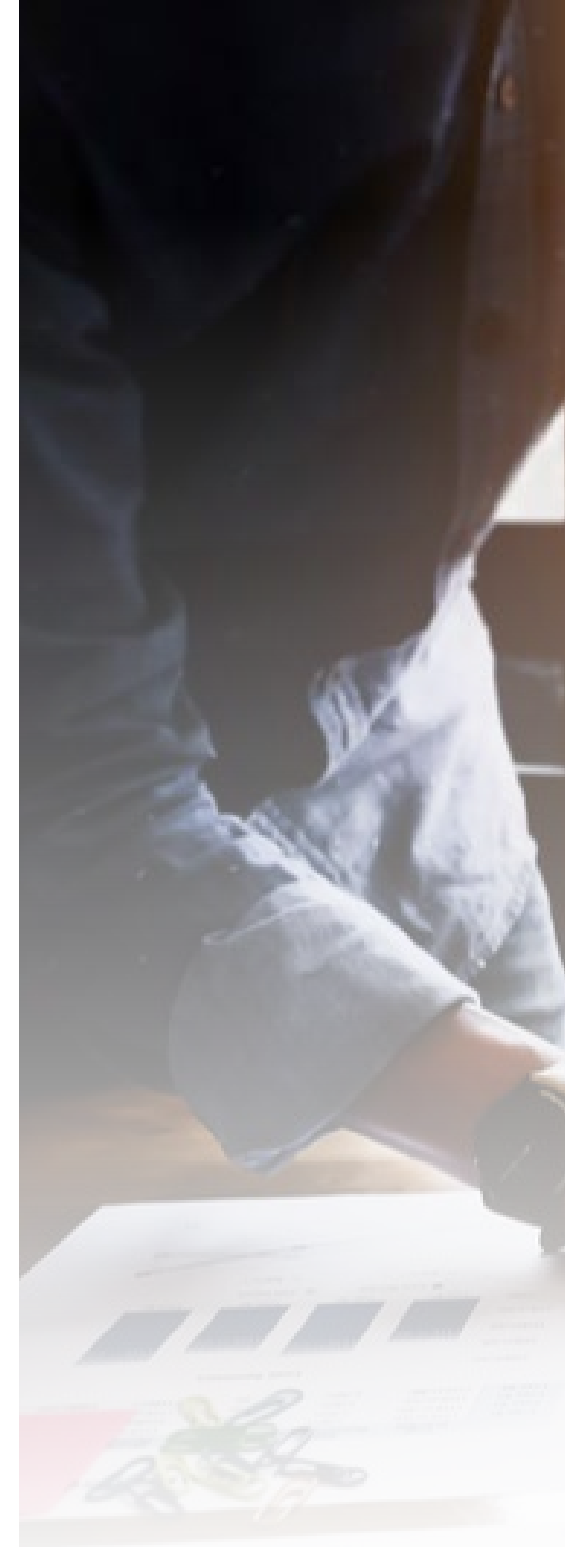
We maintain a robust Enterprise Risk Management (ERM) Plan to identify and formulate responses to the most critical risks to operations. Our ERM Plan is refreshed annually through in-depth discussions with each business department and is shared with our Board of Trustees which oversees risk assessment and risk management related to our business. Risks that are identified are analyzed with respect to potential impact and likelihood of occurrence to plan the appropriate response thereto. Recent updates to our ERM Plan include the addition of risks relating to pandemics/epidemics, civil unrest and climate change/environmental impact. ERM planning serves as an additional forum for the integration of ESG considerations into our business operations.

## OUR GOVERNANCE | ESG GOVERNANCE

GRI: 102-20, 102-29, 102-31, 103-2

Our ESG program is managed by our internal ESG Committee with the engagement of senior management and oversight by the Board's Nominating and Corporate Governance (NCG) Committee. The NCG Committee periodically reviews our ESG strategy, practices and policies, receives updates from management regarding our ESG activities, and reports to the Board for further discussion and evaluation as needed and appropriate.

The ESG Committee is responsible for developing, refining and guiding the implementation of our ESG initiatives. Members of this Committee are leaders and representatives from various departments, including Legal, Risk Management, Human Capital, Property Management, Accounting and Marketing. The ESG Committee meets regularly, at least quarterly, and provides periodic updates on the ESG program to our Chief Executive Officer and the Board.





## OUR GOVERNANCE | ETHICS

GRI: 102-16, 102-17, 102-25

Acadia is committed to maintaining high standards of ethics and integrity in all our business dealings.

We have a rigorous [Code of Business Conduct and Ethics](#) that applies to our staff, management, and Board, as well as any agents and representatives, in making decisions and acting on behalf of our company. We seek to comply with the laws and regulations in the places where we do business, we proactively avoid conflicts of interest, and we deal fairly and ethically with our customers and business partners. In addition, we follow the UN Guiding Principles on Business and Human Rights and we support the UN's Universal Declaration of Human Rights.

### SUPPLIERS

We require high levels of integrity and ethical behavior from ourselves, and we expect our suppliers to do the same. As part of our ESG prioritization assessment process, we conducted an analysis of a select group of 18 suppliers, determined by their relative size and importance to our business, and how they integrated ESG into their own business practices. Having a better understanding of our suppliers' current practices helps us to consider standards and best practices for selecting suppliers moving forward. We have many long-standing supplier relationships, especially with local and family-owned providers, and we will continue to invite them to work alongside us on our ESG journey.

### CYBERSECURITY

We are diligent about cybersecurity risks and protecting the private and sensitive data of our stakeholders. Our Board is regularly briefed by management on cybersecurity risk and initiatives, and our employees are trained to help safeguard our systems from unauthorized access, including phishing and hacking. We conduct comprehensive monitoring of our computer networks, and we maintain appropriate insurance coverage.

# DISCLOSURES



VALENTINO

BURBERRY  
LONDON LONDON

LONGCHAMP

PESEL

AME

# ASSURANCE STATEMENT

GRI: 102-56



WHEN TRUST MATTERS

## Independent Assurance Statement

### Introduction

**DNV Business Assurance USA, Inc. (DNV)** has been commissioned by the management of Acadia Realty Limited Partnership to carry out an independent verification of Acadia Realty Trust's (AKR) 2020 environmental assertions relating to GHG emissions (Scope 1, 2), Energy Consumption, and Water Consumption. These assertions are relevant to the 2020 calendar year.

AKR has sole responsibility for preparation of the data and external report. DNV, in performing our assurance work, is responsible to the management of AKR. Our assurance statement, however, represents our independent opinion and is intended to inform all stakeholders including AKR.

### Scope of Assurance

The scope of work agreed with AKR includes the following:

- Organizational boundaries for the environmental data inventory are:
  - o All directly managed global assets operating under AKR's operational control; and
  - o Indirectly managed assets where AKR has financial control and available data
- All environmental data were verified for the period January 1<sup>st</sup> to December 31<sup>st</sup>, 2020 (the reporting year)
- Emissions data verified includes Scope 1, Scope 2
- Additional environmental metrics verified include:
  - o Energy Consumption
  - o Water Consumption
- The assurance was carried out November-December 2021

### Level of Assurance

We performed a limited assurance engagement in accordance with the *International Standard on Assurance Engagements (ISAE) 3000 revised – Assurance Engagements other than Audits and Reviews of Historical*

*Financial Information'*, issued by the International Auditing and Assurance Standards Board. This standard requires that we comply with ethical requirements and plan and perform the assurance engagement to obtain limited assurance.

DNV applies its own management standards and compliance policies for quality control, in accordance with ISO/IEC 17021-1:2015 - Conformity Assessment Requirements for bodies providing audit and certification of management systems, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We are providing a 'limited level' of assurance, and we planned and performed our work to obtain the evidence we considered necessary to provide a basis for our assurance opinion, so that the risk of this conclusion being in error is reduced, but not reduced completely. A 'reasonable level' of assurance would have required additional work at headquarters and site levels to gain further evidence to support the basis of our assurance opinion.

DNV's assurance engagements are based on the assumption that the data and information provided by the client to us as part of our review have been provided in good faith. This includes but is not limited to sales and acquisitions, square footage, occupancy rates, data coverage, and financial/operational control. DNV expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Independent Assurance Statement.

## Assurance Team

Role	Name
Project Manager	Natasha D'Silva
Lead Verifier	Kyle Silon
Technical Reviewer	Shruthi Poonacha Bachamanda

## Assurance Methodology

DNV is a leading provider of sustainability services, including verification of GHG emissions data and other environmental metrics. Our environmental and social assurance specialists work in over 100 countries.

In that respect, the environmental footprint inventories have been evaluated against the following reporting criteria:

- World Business Council for Sustainable Development (WBCSD) / World Resources Institute (WRI) Greenhouse Gas Protocol, Corporate Accounting Standard REVISED EDITION
- WBCSD/WRI Corporate Value Chain (Scope 3) Accounting and Reporting Standard
- GRESB 2021 Real Estate Reference Guide

DNV used a risk-based approach throughout the assurance engagement, concentrating on the areas that we believe are most material for both AKR and its stakeholders. DNV applied a materiality threshold of five percent for all GHG emissions, Energy Consumption, and Water Consumption. DNV applied International Standards Organization (ISO) guidance for determining the sample size.

The following methods were applied during the assurance of AKR's environmental footprint inventories and management processes, the data that supports the company's environmental footprint inventories including assertions and claims presented by the company:

- Review of documentation, data records and sources relating to the corporate environmental footprint data claims and GHG emission assertions;
- Review of the processes and tools used to collect, aggregate, and report on all environmental data and metrics;
- Interview of managers and data users representing relevant functions for supporting the environmental inventory management process;
- Assessment of environmental information systems and controls, including:
  - Selection and management of all relevant environmental data and information;
  - Processes for collecting, processing, consolidating, and reporting the environmental data and information;
  - Systems and processes that ensure the accuracy of the environmental data and information;
  - Design and maintenance of the environmental information system;
  - Systems and processes that support the environmental information system.
- Performed sample-based audits of the processes for generating, gathering, and managing the data;
- Examination of the environmental data and information to develop evidence for the assessment of the environmental claims and assertions made;
- Evaluation of whether the organization conforms to the reporting criteria;
- Evaluation of whether the evidence and data are sufficient and support AKR's environmental claims.

In addition to the above, specific to the environmental indicators, the following steps were conducted for Water:

Water:

- Review of the water consumption methodology;
- Conduct data checks for the water data collected, transferred and calculated;

- Perform sample-based assessment of data reported against the source data water consumed provided by utility company and metered data.

**DNV Business Assurance USA, Inc.**  
**Oakland, California**  
**December 27, 2021**

**Data Verified**

The environmental footprint assertions for AKR is as follows:

Indicator	Scope	Quantity	Units
2020 Greenhouse Gas Emissions	Scope 1	112	MtCO2e
	Scope 2 (Location Based)	4,872	MtCO2e
2020 Total & LFL Energy Consumption	Scope 1 + Scope 2	13,954,695	kWh
		18% reduction from 2019	
2020 Total & LFL Water Consumption		35,167,895	Gallons
		66% reduction from 2019	

Note 1: GHG Indicators include emissions associated with actual and estimated energy consumption. Energy and Water Indicators are based on actual consumption only.

Note 2: Energy and Water Indicators include consumption from buildings that have 97% or better data coverage in 2019 and 2020 for energy and water, respectively.

**Assurance Opinion**

Based on the processes and procedures conducted with a limited assurance, there is no evidence that the environmental claims and assertions listed are not materially correct and are not a fair representation of environmental data and information, and have not been prepared in accordance with the calculation method referenced.

**Independence**

DNV was not involved in the preparation of any part of AKR’s data or report. This is our first year of providing assurance for AKR. We adopt a balanced approach towards all stakeholders when performing our evaluation.

**Natasha D’Silva**  
**Project Manager**

**Shruthi Poonacha Bachamanda**  
**Technical Reviewer**

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# GRI CONTENT INDEX

GRI: 102-55

DISCLOSURE	DESCRIPTION	RESPONSE OR REFERENCE	PAGE
<b>ORGANIZATIONAL PROFILE</b>			
102-1	Name of the organization	Acadia Realty Trust	7
102-2	Activities, brands, products, and services	<b>About Acadia:</b> An equity real estate investment trust focused on delivering long-term, profitable growth via its dual – core and opportunity fund – platforms. Reference page 4 of our <a href="#">2020 10-K Filing</a> for more information.	7
102-3	Location of headquarters	<b>About Acadia:</b> Acadia’s corporate headquarters is located at 411 Theodore Fremd Avenue, Rye, New York 10580	7
102-4	Location of operations	<b>About Acadia:</b> United States of America	7
102-5	Ownership and legal form	<b>About Acadia:</b> A publicly traded real estate investment trust (REIT). Our common stock is listed on the New York Stock Exchange (NYSE) and traded under the symbol “AKR.” Reference our <a href="#">2020 10-K Filing</a> for additional information.	7
102-6	Markets served	<b>About Acadia:</b> As of December 31, 2020, Acadia owned 187 properties in 21 states with meaningful concentrations of assets in New York, Chicago, Los Angeles, San Francisco, Washington DC, and Boston. Reference pages 27-33 in our <a href="#">2020 10-K Filing</a> for more information.	7
102-7	Scale of the organization	<b>About Acadia:</b> As of the time of publication of this report, we have 121 permanent employees, of which 100 are located at our corporate headquarters. Reference our <a href="#">2020 10-K Filing</a> for additional information.	7
102-8	Information on employees and other workers	<b>Our People - Diversity, Equity and Inclusion:</b> As of December 31, 2020: (a) We have 120 permanent employees (56% female, 44% male) and no temporary employees (b) Regionally, our employees are located in the Northeast (94%) and Mid-West (6%) (c) Female: 97% full-time, 3% part-time. Male: 96% full-time, 4% part-time. Full-time employees are those that work 40 hours per week (d) No significant portion of our activities is performed by workers who are not employees (e) There are no seasonal variations in our employee data (f) Our employee data is captured through ADP Workforce	13
102-9	Supply chain	We partner with hundreds of suppliers to provide all materials and services needed to support our operations. Examples of categories of our service partners include: security personnel, janitorial services, waste management companies, landscaping and masonry providers, fire and life-safety service providers, signage and roofing companies, space planning designers, among other typical maintenance, repair and construction service provider partners. These providers are most often locally and regionally sourced to be proximate to our properties which further supports community employment, reduces vehicle miles traveled and thus further reduces negative environmental impacts.	
102-10	Significant changes to the organization and its supply chain	No changes to report	
102-11	Precautionary Principle or Approach	We have a robust risk management process, but do not specifically use the precautionary principle in that process	



DISCLOSURE	DESCRIPTION	RESPONSE OR REFERENCE	PAGE
102-12	External initiatives	<p><b>Goals &amp; Objectives - UN SDGs:</b> We incorporate principles and disclosures from the following external environmental and social initiatives:</p> <ul style="list-style-type: none"> <li>• Global Reporting Initiative (GRI)</li> <li>• United Nations Sustainable Development Goals (UN SDGs)</li> <li>• UN Guiding Principles on Business and Human Rights. Reference our <a href="#">Human Rights Policy</a> for additional information</li> <li>• TCFD</li> <li>• SASB</li> </ul>	4, 10
102-13	Membership of associations	<p><b>About Acadia:</b></p> <ul style="list-style-type: none"> <li>• International Council of Shopping Centers (ICSC)</li> <li>• National Association of Real Estate Investment Trusts (NAREIT)</li> <li>• Green Business Partnership</li> <li>• Urban Land Institute</li> <li>• Real Estate Roundtable</li> <li>• Pension Real Estate Association (PREA)</li> <li>• Energy Star</li> <li>• 50/50 Women on Boards</li> </ul>	4, 7
<b>STRATEGY</b>			
102-14	Statement from senior decision-maker	<b>Letter to our Stakeholders</b>	4
102-15	Key impacts, risks, and opportunities	<b>COVID-19 Response; Climate Change Risk:</b> Reference pages 11-26 in our <a href="#">2020 10-K Filing</a> for more details.	11, 31
<b>ETHICS AND INTEGRITY</b>			
102-16	Values, principles, standards, and norms of behavior	<b>Our Governance - Ethics:</b> Reference our <a href="#">Code of Business Conduct and Ethics</a> and <a href="#">Corporate Governance Guidelines</a> for additional information.	43
102-17	Mechanisms for advice and concerns about ethics	<b>Our Governance - Ethics:</b> Reference our <a href="#">Code of Business Conduct and Ethics</a> and <a href="#">Whistleblower Policy and Procedures</a> for additional information	43
<b>GOVERNANCE</b>			
102-18	Governance structure	<p><b>Our Governance - Board of Trustees:</b></p> <p>(a) Reference our <a href="#">2021 Proxy Statement</a> and <a href="#">Corporate Governance</a> page on our Company website for additional information</p> <p>(b) The <a href="#">Nominating and Corporate Governance Committee</a> of the Board of Trustees is tasked with oversight of ESG initiatives, objectives, and goals</p>	39
102-19	Delegating authority	<b>Our Governance - Board of Trustees</b>	39
102-20	Executive-level responsibility for economic, environmental and social topics	<b>Our Governance - ESG Governance:</b> The <a href="#">Nominating and Corporate Governance Committee</a> of the Board of Trustees is tasked with oversight of ESG initiatives, objectives, and goals	42
102-21	Consulting stakeholders on economic, environmental and social topics	<b>ESG at Acadia – Stakeholder Engagement</b>	9

DISCLOSURE	DESCRIPTION	RESPONSE OR REFERENCE	PAGE
102-22	Composition of the highest governance body and its committees	<b>Our Governance - Board of Trustees:</b> Reference our <a href="#">2021 Proxy Statement</a> for additional information	39
102-23	Chair of the highest governance body	<b>Our Governance - Board of Trustees:</b> The Board of Trustees' Lead Trustee serves as an independent leader of the Board of Trustees. Reference page 14 of our <a href="#">2021 Proxy Statement</a> for additional information	39
102-24	Nominating and selecting the highest governance body	The <a href="#">Nominating and Corporate Governance Committee</a> is responsible for reviewing the qualifications and performance of the Board of Trustees and recommending nominees for Trustees and Board committees to the Board. Reference pages 16-17 of our <a href="#">2021 Proxy Statement</a> for additional information	
102-25	Conflicts of interest	<b>Our Governance - Ethics:</b> Reference our <a href="#">Code of Business Conduct and Ethics</a> for additional information	43
102-26	Role of highest governance body in setting purpose, values and strategy	<b>Our Governance:</b> Reference pages 14-21 of our <a href="#">2021 Proxy Statement</a> for additional information	39
102-27	Collective knowledge of highest governance body	Reference pages 14-21 of our <a href="#">2021 Proxy Statement</a> for additional information	
102-28	Evaluating the highest governance body's performance	Our Trustees, who ultimately have oversight over our ESG Program, perform an annual self-evaluation of the Board of Trustees' and Acadia's ESG performance. Further, the ESG Committee reports to the Board of Trustees, which evaluates our ESG Program for both internally measured improvements and externally generated scoring by third parties. Based on those results, the Board of Trustees provides recommendations to the ESG Committee on further enhancements. Reference pages 14-21 of our <a href="#">2021 Proxy Statement</a> for additional information	
102-29	Identifying and managing economic, environmental and social impacts	<b>Our Governance - ESG Governance:</b> The oversight of our ESG Program by the Board of Trustees includes discussions with the ESG Committee and management about enhancements to our ESG Program to effectively manage impacts, risks and opportunities relating to ESG factors	42
102-30	Effectiveness of risk management processes	<b>Our Environment - Climate Change Risk:</b> A principal function of our Board of Trustees is to oversee risk assessment and risk management related to our business. Oversight for specific areas of risk exposure is delegated to the various committees of the Board of Trustees. Reference page 22 of our <a href="#">2021 Proxy Statement</a> and the Committee Charters of each of the <a href="#">Audit Committee</a> , <a href="#">Compensation Committee</a> , <a href="#">Nominating and Corporate Governance Committee</a> , and <a href="#">Investment/Capital Markets Committee</a> for additional information	32
102-31	Review of economic, environmental and social topics	<b>Our Governance - ESG Governance:</b> The Board of Trustees meets quarterly, at a minimum, to review economic, environmental, and social topics and their impacts, risks, and opportunities. Reference pages 14-21 of our <a href="#">2021 Proxy Statement</a> and the <a href="#">Nominating and Corporate Governance Committee</a> for additional information	42
102-32	Highest governance body's role in sustainability reporting	<b>Our Governance - ESG Governance:</b> Acadia's internal ESG Committee is responsible for producing, reviewing, and approving our sustainability report	39
102-33	Communicating critical concerns	Reference our <a href="#">2021 Proxy Statement</a> , <a href="#">Code of Business Conduct and Ethics</a> and <a href="#">Whistleblower Policy and Procedures</a> for additional information	

DISCLOSURE	DESCRIPTION	RESPONSE OR REFERENCE	PAGE
<b>STAKEHOLDER ENGAGEMENT</b>			
102-40	List of stakeholder groups	<b>ESG at Acadia – Stakeholder Engagement</b>	9
102-41	Collective bargaining agreements	No collective bargaining agreements with our employees are in place	
102-42	Identifying and selecting stakeholders	<b>ESG at Acadia – Stakeholder Engagement</b>	9
102-43	Approach to stakeholder engagement	<b>ESG at Acadia – Stakeholder Engagement</b>	9
102-44	Key topics and concerns raised	<b>ESG at Acadia – Stakeholder Engagement</b>	9
<b>REPORTING PRACTICES</b>			
102-45	Entities included in the consolidated financial statements	Reference page 67 of our <a href="#">2020 10-K Filing</a>	
102-46	Defining report content and topic boundaries	<b>Letter to our Stakeholders</b>	4
102-47	List of material topics	<b>ESG at Acadia – Stakeholder Engagement</b>	9
102-48	Restatements of information	There are no restatements of information to report	
102-49	Changes in reporting	<b>Letter to our Stakeholders:</b> We have aligned this report with the UN Sustainable Development Goals (UN SDGs) and the Global Reporting Initiative (GRI) with additional disclosures, and we are providing disclosures in alignment with the Sustainable Accounting Standards Board (SASB) and Taskforce on Climate-Related Financial Disclosures (TCFD). This report was externally assured, while our 2019 report was not. We have also attempted to report more quantitative results and intend to continue doing so as more data becomes available	4
102-50	Reporting period	January 1, 2020 to December 31, 2020; however, we have included certain updates from 2021, such as some recent highlights and forward-looking next steps which will be addressed in more detail in future reports	
102-51	Date of most recent report	December 28, 2020	
102-52	Reporting cycle	Annual Reporting	
102-53	Contact point for questions regarding the report	Contact Jason Blacksberg, Senior Vice President and General Counsel at <a href="mailto:sustainability@acadiarealty.com">sustainability@acadiarealty.com</a>	
102-54	Claims of reporting in accordance with the GRI standards	<b>Letter to our Stakeholders:</b> This Report references the Global Reporting Initiative (GRI) Standards - GRI 101: Foundation 2016, GRI 102: General Disclosures, and selected GRI 103, GRI 200, GRI 300 and GRI 400 disclosures contained in this GRI Content Index	4
102-55	GRI content index	<b>GRI Content Index</b>	46
102-56	External assurance	<b>Assurance Statement</b>	45
<b>103: MANAGEMENT APPROACH</b>			
103-1	Explanation of the material topic and its boundary	<b>ESG at Acadia – Stakeholder Engagement</b>	9
103-2	The management approach and its components	<b>ESG at Acadia – ESG Approach; Our Governance – ESG Governance</b>	8, 42
<b>201: ECONOMIC PERFORMANCE</b>			
201-1	Direct economic value generated and distributed	<b>About Acadia</b>	7
201-2	Financial implications and other risks and opportunities due to climate change	<b>Our Environment - Climate Change Risk</b>	31

DISCLOSURE	DESCRIPTION	RESPONSE OR REFERENCE	PAGE
<b>302: ENERGY</b>			
302-1	Energy consumption within the organization	<b>Our Environment - Energy Management Approach</b>	30
302-2	Energy consumption outside of the organization	<b>Our Environment - Energy Management Approach, and Our People - Tenant Engagement</b>	24, 30
302-4	Reduction of energy consumption	<b>Our Environment - Emissions Summary</b>	30
<b>303: WATER AND EFFLUENTS</b>			
303-1	Interactions with water as a shared resource	<b>Our Environment - Sustainability Spotlights</b>	34-36
303-5	Water consumption	<b>Our Environment - Sustainability Spotlights</b>	34-36
<b>305: EMISSIONS</b>			
305-1	Direct (Scope 1) GHG emissions	<b>Our Environment - Emissions Summary</b>	30
305-2	Energy indirect (Scope 2) GHG emissions	<b>Our Environment - Emissions Summary</b>	30
305-5	Reduction of GHG emissions	<b>Our Environment - Emissions Summary</b>	30
<b>401: EMPLOYMENT</b>			
401-1	New employee hires and employee turnover	<b>Our People - Employee Engagement</b>	18
401-3	Parental leave	<b>Our People - Health &amp; Wellness</b>	21
<b>403: OCCUPATIONAL HEALTH AND SAFETY</b>			
403-6	Promotion of worker health	<b>Our People - Health and Wellness, and COVID-19 Response</b>	11, 21-22
<b>404: TRAINING AND EDUCATION</b>			
404-1	Average hours of training per year per employee	<b>Our People - Training and Development</b>	19
404-2	Programs for upgrading employee skills and transition assistance programs	<b>Our People - Training and Development</b>	19
404-3	Percentage of employees receiving regular performance and career development reviews	<b>Our People - Training and Development</b>	19
<b>405: DIVERSITY AND EQUAL OPPORTUNITY</b>			
405-1	Diversity of governance bodies and employees	<b>Our People - Diversity, Equity and Inclusion; Our People - Demographics</b>	13
<b>406: NON-DISCRIMINATION</b>			
406-1	Incidents of discrimination and corrective actions taken	No incidents to report	
<b>413: LOCAL COMMUNITIES</b>			
413-1	Operations with local community engagement, impact assessments, and development programs	<b>Our People - Community Engagement</b>	25
413-2	Operations with significant actual and potential negative impacts on local communities	<b>Our People - Community Engagement</b>	25

# SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) REPORT

TOPIC	ACCOUNTING METRIC	RESPONSE
Energy Management	Energy consumption data coverage as a percentage of total floor area, by property subsector	90% data coverage for energy for properties with common areas in our operational control (which properties represent approximately 93% of our portfolio). Due to our retail leasing arrangements, we collect data for our common areas, which are typically parking lots and exterior common areas, only. All metrics reported herein cover Acadia's retail portfolio which consists primarily of open-air shopping centers and urban street retail, and exclude jointly-owned properties where Acadia does not control the property owner entity.
	(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity, and (3) percentage renewable, by property subsector	(1) 13,954,694.9 kWh (2) 74% (3) 26%
	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	17.7% savings from 2019 to 2020. Due to the nature of these common areas, it is not believed that the consumption was significantly affected by COVID related changes in occupancy.
	Percentage of eligible portfolio that (1) has an energy rating and (2) ENERGY STAR certified, by property subsector	(1) 4.9% of properties in the entire portfolio. ENERGY STAR Scores are based on whole building energy use which may not be entirely under Acadia's operational control and/or ownership. (2) 0%
	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	We recognize the importance of energy management to reducing the operating costs and environmental impact of our properties. Our energy management plan is centered around maximizing energy efficiency and the use of renewable energy to reduce our carbon emissions, primarily with respect to the areas of our properties over which we have operational control. We work to conserve energy through conservation activities such as LED lighting upgrades and energy-saving roofs at certain properties and are also looking for opportunities to increase the sourcing and production of renewable energy at our properties. We have set goals around certain energy efficiency and renewable energy initiatives for the areas of our properties that are within our operational control. We are committed to executing on our strategy to meet these goals and to reporting on our progress with respect thereto. For more information see Our Environment page 29.
TOPIC	ACCOUNTING METRIC	RESPONSE
Water Management	Water withdrawal data coverage as a percentage of (1) total floor area and (2) floor area in regions with High or Extremely High Baseline Water Stress, by property subsector	Water consumption represents whole property usage, however Acadia does not have control over tenant water consumption. (1) 42.5% (2) None of our properties are located in regions with High or Extremely High Baseline Water Stress
	(1) Total water withdrawn by portfolio area with data coverage and (2) percentage in regions with High or Extremely High Baseline Water Stress, by property subsector	(1) 35,167,894.9 gallons (2) N/A
	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector	65.6% savings from 2019 to 2020. 2020 water consumption is believed to be impacted by COVID-19 related shutdowns.
	Description of water management risks and discussion of strategies and practices to mitigate those risks	We are committed to reducing water consumption throughout our portfolio. We continue to monitor both our usage and regulatory risks in markets with water shortages. We continue to implement water conservation initiatives for the areas of our properties that are within our operational control, including xeriscaping and smart irrigation in the landscaped areas. We are also evaluating opportunities to engage with our tenants to reduce tenant water consumption through the use of water submeters. For more information see Our Environment pages 34-37.

TOPIC	ACCOUNTING METRIC	RESPONSE
Management of Tenant Sustainability Impacts	1) Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements and (2) associated leased floor area, by property subsector	By late 2020, 100% of our form leases included a cost recovery clause. We are currently tracking the number of leases with cost recovery clauses executed in 2021. For more information see Our People - Tenant Engagement page 24.
	Percentage of tenants that are separately metered or submetered for (1) grid electricity consumption and (2) water withdrawals, by property subsector	(1) 100% of tenants are separately metered or submetered for grid electricity (2) Approximately 93% of tenants are separately metered or submetered for water, as of December 2021.
	Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants	Due to our retail leasing arrangements, we generally do not have the ability to monitor or control our tenants' sustainability impacts. However, we are committed to evaluating opportunities to engage with our tenants to help them reduce their environmental footprint and promote the health and wellness of their employees and customers. Our Tenant Sustainability Guide and the sustainability clause in our standard forms of retail lease are examples of recent initiatives that are designed to help us collaborate with our tenants on their sustainability practices. For more information, see Our People - Tenant Engagement page 24.
Climate Change Adaptation	Area of properties located in 100-year flood zones, by property subsector	751,006 sq. ft.
	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	We are committed to monitoring and reporting on the potential risks that climate change poses to our business. Climate-related risks are analyzed, and any identified risks are considered for our standing portfolio as part of our Enterprise Risk Management and budgeting and capital improvements processes and are considered as part of due diligence for all new acquisitions. For more information on our process for assessing, and strategy for mitigating, climate-related risks, please see Our Environment pages 31-32.
TOPIC	ACCOUNTING METRIC	RESPONSE
Materiality Assessment		We have completed an ESG prioritization assessment which constitutes a materiality assessment in line with the SASB framework. The findings from this assessment can be found on page 9.

## ABOUT THIS REPORT

GRI: 102-46, 102-51, 102-52, 102-52, 102,54

In our third annual Corporate Responsibility Report, we seek to provide transparency to our stakeholders regarding the principal environmental sustainability, social responsibility, and corporate governance (ESG) initiatives that comprise our ESG Program. The data in this report relates to the period from January 1, 2020 – December 31, 2020, unless otherwise noted. We have included updates on progress to date and targeted next steps on upcoming goals and initiatives.

We welcome your feedback and questions on the content of this report as well as any of our ESG Program initiatives. You can reach a team member at Acadia by contacting [sustainability@acadiarealty.com](mailto:sustainability@acadiarealty.com).

All information, data, opinions and activities contained in this report are subject to change without notice. The content of this report was developed based on feedback from our internal and external stakeholders. The metrics and quantitative data contained in this report are not based on generally accepted accounting principles and have not been audited (see Page 45 for our Assurance Statement). Such data and metrics are subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary. Neither Acadia nor any of its affiliates assume any responsibility or obligation to update or revise any such information, data, opinions or activities, without regard to whether any of these are affected by new information, future events or otherwise. This report does not, and is not intended to, create any relationship, rights or obligations, legal or otherwise, and you should not rely upon this report to do so.

The inclusion of information and data in this report is not an indication that such information or data or the subject matter of such information or data is material to Acadia for purposes of applicable securities laws or otherwise. The principles used to determine whether to include information or data in this report do not correspond to the principles of materiality contained in federal securities laws, the concept of materiality used to determine whether disclosures are required to be made in filings with the U.S. Securities and Exchange Commission or otherwise disclosed, or principles applicable to the inclusion of information in financial statements.

Our goals regarding our ESG initiatives are aspirations. They are not guarantees or promises that we will meet all or any of our goals. Any statistics and metrics regarding our corporate responsibility and ESG activities are estimates and may be based on assumptions or developing standards.

No part of this report constitutes, or shall be taken to constitute, an offer to sell or the solicitation of an offer to buy any securities of Acadia or any other entity. This report is not intended to be relied upon as advice to investors or potential investors

and does not take into account the investment objectives, tax considerations, or financial situation or needs of any investor. This report and the information contained in this report are not incorporated by reference into any filing of Acadia with the Securities and Exchange Commission.

This report contains certain forward-looking statements, regarding, among other things, our sustainability strategy and objectives, including projected energy consumption, and other forward-looking financial data. These statements are “forward-looking statements” within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities and Exchange Act of 1934, as amended. Forward-looking statements are generally identified through the inclusion of words such as “aim,” “anticipate,” “believe,” “drive,” “estimate,” “expect,” “goal,” “intend,” “may,” “plan,” “project,” “strategy,” “target” and “will” or similar statements or variations of such terms and other similar expressions. Forward-looking statements involve known and unknown risks, uncertainties and other factors that could cause Acadia’s actual results and financial performance to be materially different from future results, including ESG goals and targets, and financial performance expressed or implied by such forward-looking statements, including, but not limited to: (i) the economic, political and social impact of, and uncertainty surrounding the COVID-19 Pandemic, including (a) its impact on Acadia’s tenants (in particular its major tenants) and their ability to make rent and other payments or honor their commitments under existing leases; (b) the rate and efficacy of COVID-19 vaccines; (c) to the extent Acadia was seeking to sell properties in the near term, significantly greater uncertainty regarding Acadia’s ability to do so at attractive prices, and (d) the potential adverse impact on returns from development and redevelopment projects; (ii) macroeconomic conditions, such as a disruption of or lack of access to the capital markets; (iii) Acadia’s success in implementing its business strategy and its ability to identify, underwrite, finance, consummate and integrate diversifying acquisitions and investments; (iv) changes in general economic conditions or economic conditions in the markets in which Acadia may, from time to time, compete, and their effect on Acadia’s revenues, earnings and funding sources; (v) increases in Acadia’s borrowing costs as a result of changes

in interest rates and other factors, including the discontinuation of USD LIBOR, which is currently anticipated to occur in 2023; (vi) Acadia’s ability to pay down, refinance, restructure or extend its indebtedness as it becomes due; (vii) Acadia’s investments in joint ventures and unconsolidated entities, including its lack of sole decision-making authority and its reliance on its joint venture partners’ financial condition; (viii) Acadia’s ability to obtain the financial results expected from its development and redevelopment projects; (ix) the ability and willingness of Acadia’s tenants to renew their leases with Acadia upon expiration, Acadia’s ability to re-lease its properties on the same or better terms in the event of nonrenewal or in the event Acadia exercises its right to replace an existing tenant, and obligations Acadia may incur in connection with the replacement of an existing tenant; (x) Acadia’s liability for environmental matters; (xi) damage to Acadia’s properties from catastrophic weather and other natural events, and the physical effects of climate change; (xii) uninsured losses; (xiii) Acadia’s ability and willingness to maintain its qualification as a REIT in light of economic, market, legal, tax and other considerations; (xiv) information technology security breaches, including increased cybersecurity risks relating to the use of remote technology during the COVID-19 Pandemic; (xv) the loss of key executives and (xvi) the accuracy of our methodologies and estimates regarding ESG metrics, goals and targets, tenant willingness and ability to collaborate towards reporting ESG metrics and meeting ESG goals and targets, and the impact of governmental regulation on our ESG efforts. For information on certain factors that could cause actual events or results to differ materially from our expectations, see our filings with the Securities and Exchange Commission, including our most recent annual report on Form 10-K, as updated by subsequent filings. Investors are cautioned not to place undue reliance on any such forward-looking statements, which speak only as of the date they are made. We undertake no obligation to update any forward-looking statements, whether as a result of new information, future events or otherwise. All forward-looking statements are based on management’s knowledge and reasonable expectations at the time of publication, and we assume no duty to update these statements as of any future date.



BONOBOS

MARINE LAYER

WASTY PARKER

SERENA & LILY

**ACADIA**  
REALTY TRUST