



CORPORATE RESPONSIBILITY REPORT

2022



SitusAMC Office - Mumbai, India

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 SitusAMC Office - Chennai, India



Message from the CEO

At SitusAMC, we understand that to strive for a better tomorrow, we must act today. Over the last year, we have evaluated SitusAMC's ESG impact, focusing on our people, our clients, and the communities we call home. Defining our ESG goals is the first step to ensure that our footprint and actions are contributing to a more sustainable future. Ultimately, our goal is to continue to be a safe, inclusive, and nurturing organization for everyone and every place we touch.

A Commitment to Our People

2022 was a challenging year for the real estate industry. Yet, the perseverance of our talent here at SitusAMC continued to grow and innovate on behalf of our clients. We pledged to continue to support our people, ensuring they have the training, tools, and opportunities they need to thrive professionally and personally, as well as safe access to the workplace. Our continued focus is to nurture a diverse and inclusive workforce across our global presence.

A Commitment to Our Environment

2022 was also a year marked by extreme weather disasters. Hurricanes and floods decimated large swaths of countries they impacted, and record temperatures were seen across Europe and Asia. The challenges facing our environment drive us to take action to contribute toward a sustainable future, focusing on reducing our carbon footprint and making conscious decisions to lease offices in sustainability-certified buildings.

A Commitment to Compliance

We take pride in operating with the highest standards of ethics, excellence, and integrity. By supporting a dedicated Compliance team and making compliance a strategic focus of the firm, we have proudly developed a robust corporate governance mindset within our operating framework.

To hold ourselves accountable for delivering on our ESG goals, and abiding by our governance standards, the leadership team and I have adopted a set of Key Performance Indicators to monitor the progress of the goals. By joining the UN Global Compact and working towards the Sustainable Development Goals, we have further demonstrated our steadfast commitment to our corporate responsibility.

I am pleased to present our (first) Annual Corporate Responsibility Report. It highlights our primary ESG initiatives, demonstrates our progress on our Key Performance Indicators, and articulates the near-term targets we have, as well as ambitious goals for the future.

We hope you find our efforts inspiring and look forward to joining with our people, our clients, and our communities as we strive for a more sustainable world.



Michael Franco
Chief Executive Officer



2022 ESG Highlights

Rating



Inaugural EcoVadis Bronze Rating

Environment

India Office Locations



We have migrated to office buildings that use 100% renewable energy and are LEED Certified.

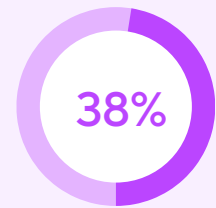
Co2 Savings From Switch to Cloud



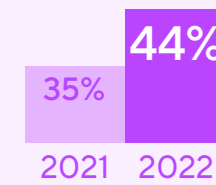
+35.7 MTCO₂e. Measurement of relevant scope 3 emissions.

Social

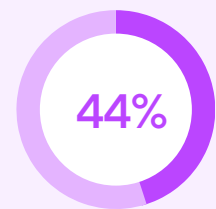
Women at SitusAMC



38% Total Female Workforce

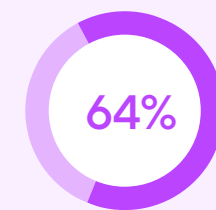


+9% Increase of Female Global New Hires

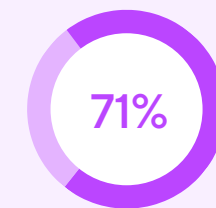


44.26% Female Managers

Internship Diversity

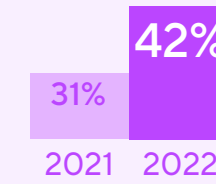


64% of Applications were of Diverse Candidates*



71% of Diverse Candidates proceeded to the interview stage

India



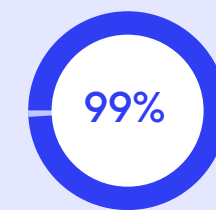
+11% YoY Increase of India office Female New Hires



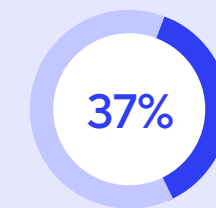
100% of employees in our India offices have convenient access to safe public transport to and from the office

Governance

Compliance & Diversity



99.4% Completed our annual Compliance Training



37.5% Executive Leadership Female Diversity

About SitusAMC



Who We Are

SitusAMC is the leading independent provider of innovative, trusted solutions powering the entire lifecycle of real estate finance

We are trusted by more than 1,500 clients including banks, P/E firms, asset managers, residential originators and servicers, CMBS/RMBS issuers, and insurance companies.

THE CHALLENGE

The real estate finance industry is fragmented and inefficient.

Participants are forced to engage multiple vendors and point solutions leading to inefficiencies and risk that can negatively impact execution and their end-customers' experience.

OUR SOLUTIONS

Provide a one-stop shop, serving as a trusted partner to our clients.

We help our clients originate loans, transact and securitize loans; service and manage loans and portfolios; value real estate, debt and securities; streamline warehouse financing; transform with technology; and secure talent and scale teams.

OUR COMPANY

30+

year legacy delivering industry-leading solutions

5,000+

professionals including 600+ technologists

30+

global offices across the US, Europe and Asia



Mission and Vision

At SitusAMC, our mission and vision are central to everything we do. They inspire the company and solutions we build, the innovations we pursue, and the way we engage our clients, communities, and each other.

MISSION

To help our clients identify and capture opportunities across the entire lifecycle of their real estate activity.

We believe our success is intrinsically linked to our clients' success. That's why everything we do is centered around helping our clients identify and capture opportunities to improve their businesses and, ultimately, their bottom lines.

It's this mission that informs both our long-term strategy and the way we serve our clients each and every day.

VISION

To transform the real estate industry by upending the operating paradigm.

Today, the real estate industry is one of the largest asset classes in the world. Yet, compared to others, it is relatively illiquid in both debt and equity investing.

We are committed to changing this. Our vision is to transform the real estate industry by upending the operating paradigm. We will bring this vision to life by pioneering comprehensive, sustainable solutions that support the breadth of our clients' needs, driving operational efficiency, increasing business effectiveness, and enhancing market agility. We believe we are uniquely positioned to accomplish this given our leadership position in the market, deep industry relationships, top talent, access to a broad data set, and established technology foundation.



Our Guiding Principles

The beliefs and behaviors we live and work by.



Be Yourself

We're better because of our differences and the **unique perspective** each person contributes.



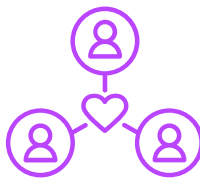
Dream Big

Transformation is not for the timid. We celebrate **brave, bold thinking** that challenges the status quo.



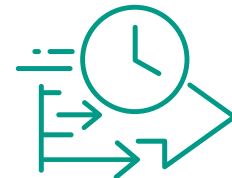
Think Global. Act Local.

We're at our best when we leverage the strength of our global community to **drive positive outcomes** for our local spheres of influence.



Advocate For Others

Put your colleagues' and clients' needs above your own, fighting for them and **championing their success at every turn.**



Stay Nimble

Things change. Be open and **ready to adapt.**



Own Every Outcome

Take ownership of the results, celebrating success, learning from failures, and always **looking to improve.**



ESG at SitusAMC



ESG at SitusAMC

ESG, at SitusAMC, is a collaborative initiative. A culture of awareness, ownership, and accountability across the leadership of the company is the reason that we can make strides toward our goals. Our people are driven by doing the right thing for our clients and our communities and many have adapted to a sustainable mindset.

In 2022 SitusAMC committed to the United Nations Global Compact (UNGC) 10 Principles on human rights, labor, the environment, and anti-corruption, joining thousands of other companies working toward a more sustainable future. We have adopted a principles-based approach guided by the UNGC 10 Principles, ensuring that these commitments encompass all aspects of our organization’s culture.

Materiality Assessment

Our ESG materiality impact is based on a multi-stakeholder assessment. By reviewing our clients' ESG requirements, the evolving regulatory landscape, our internal strategy, and employee engagement, we developed ESG focus areas that are critical for all our stakeholders.

Based on this materiality assessment and defined focus areas, we aligned to a set of Key Performance Indicators (KPI) to drive change across our organization and demonstrate our commitment toward the UNGC 10 Principles and the UN Sustainable Development Goals. Individuals and departments across SitusAMC's global workforce partnered to drive progress on the KPIs and their associated Sustainable Development Goals.

ENVIRONMENT	SOCIAL	GOVERNANCE
Energy and GHG Emissions	Employee Attraction and Retention	Business Ethics and Integrity
Commitment to Net Zero	Employee Training and Education	
	Diversity and Equal Opportunity	Regulatory Change Monitoring
<< Supply Chain Sustainability >>		



Sehr Aziz
Global Head of ESG



Our Progress

A major focus area for 2022 was the reduction of Green House Gas (GHG) emissions that are produced by SitusAMC. We started by identifying the emission-producing areas of the organization. In partnership with Greenstone, a SaaS platform, we identified and calculated the largest emitters of carbon across our organization including our brick-and-mortar data centers, office footprint, and our employee commuting and working patterns. We used these insights to build an emissions inventory and provide our Net Zero commitment date by the end of 2024.



SDG 7. Affordable and Clean Energy



SDG 11. Sustainable Cities & Communities



SDG 12. Responsible Consumption & Production



SDG 8. Decent Work & Economic Growth



SDG 5. Gender Equality



SDG 10. Reducing Inequalities



SitusAMC Office - Gurgaon, India





Our Progress

SDG 7. Affordable and Clean Energy

Reduction in GHG Emissions Produced

We closed over **70%** of our brick-and-mortar data centers and moved to the cloud, decreasing our emissions and supporting our clients with their supply chain emission reduction targets. The lifecycle of the retiring servers and networks was handled via certified secure data handling partners with green certifications. Our goal was to ensure sustainability in this key project from cradle-to-grave.

To Date, the Transition to the Cloud Has Eliminated **518** ^{MTCO₂e} of Emissions**

Our Office Carbon Footprint

Utilizing clean energy is a key priority for office space procurement. In India we have ensured that all our large office spaces are in LEED-certified buildings, a major accomplishment.

We are pursuing a goal of **50%** of our total office footprint residing in buildings that are LEED, BREEAM or equivalent certified by the end of 2030 and are making great strides on the way to hitting our target. At the end of 2022, **34%** of the footprint is in green certified buildings, up from **25%** the year prior.

Our offices in APAC and our European offices that are more than 10,000 sq are in buildings powered by **100%** renewable energy. We are focused in 2023 on expanding our use of renewable energy across our US office footprint.



THE ENVIRONMENT HAS BECOME A CORE CONSIDERATION AS OUR OFFICE FOOTPRINT EVOLVES; WE ARE TAKING ESG-RELATED GOALS INTO ACCOUNT AS WE LOOK TO PROCURE NEW SPACE OR RE-NEGOTIATE EXISTING LEASES.

Nick Wood
Director,
Infrastructure Operations



Our Progress



SDG 11. Sustainable Cities & Communities

India

Our India offices have easy accessibility to subway/metro trains and other modes of rapid transport. They have in-house food courts, offering a wide variety of options that are cost-effective. There are Creche facilities available for our employees, providing a stimulating and nurturing environment for their children, and recreational spaces for indoor/outdoor games for team building activities.

For employees working in India night/mid shifts, we are providing company-paid transportation (home pickup/drops), security escorts for female employees traveling alone at night, etc.



OUR CURRENT INDIA OFFICES IN GURGAON, CHENNAI, AND MUMBAI ARE AT PRIME BUSINESS OFFICE CAMPUSES. THEY ARE SITUATED IN SPECIAL ECONOMIC ZONES (SEZ) PROVIDING SECURED SPACES FOR US AND UK BUSINESSES AND PROVIDE THE HIGHEST LEVELS OF ESG STANDARDS AND COMPLIANCE.

Priyankar Ghosh

Managing Director,
Shared Services



SDG 12. Responsible Consumption & Production

Reduce, Reuse, Recycle

Several key circularity initiatives were implemented in 2022:

- Increased the shelf-life of IT devices within the company by reusing them across departments and extending the use of the product for an additional year with internal end-point management monitoring the device health.
- Refurbished and reused healthy laptops vs buying new.
- Ensured purchases of IT Products connected to the SitusAMC network are from TCO/Equivalent certified sources.

Additionally, we are focused on ensuring that 100% of our office paper is purchased from environmentally certified sources.



AS WE LOOKED AT INCORPORATING SUSTAINABILITY INTO OUR TECHNOLOGY PRODUCT MANAGEMENT, GREATER EFFORT WAS MADE IN 2022 TO OFFER THE ABILITY TO REUSE HARDWARE WITHIN THE ORGANIZATION THAT HAD NOT REACHED ITS END OF LIFE.

Shannon Black

VP Operations,
IT Infrastructure



Our Progress



SDG 8. Decent Work & Economic Growth

Training and Development

We continue to focus on the development of our employees. In 2022, our employees collectively completed **78,064 hours** of compliance and career-related training and education. We also focused on enhancing our Leadership Development Programs to include Unconscious Bias Training for all hiring managers and ensuring female presence at the interview panel and female representation at the candidate level for all leadership level positions.



FOR SITUSAMC, BUILDING AN AUTHENTIC, DIVERSE AND INCLUSIVE CULTURE IS NEVER DONE, IT EVOLVES AND IS PERPETUALLY CHANGING.

Casey Edwards

Senior Vice President,
Learning and Development



SDG 5. Gender Equality

Employee Resource Groups

Female representation across our employee base is also a key focus area. Today, **44%** of Manager level positions are held by females.

In 2023, we will build upon our commitment to diversity, championing the creation of Employee Resource Groups (ERG). Our first ERG group, the Women's Network, launched in March of 2023. Our ERGs will be available globally for all employees and provide opportunities and a safe place to engage in meaningful conversations, share experiences, and create awareness around topics that are important to our employees.



SDG 10. Reducing Inequalities

Diversity Equity Inclusion and Belonging

Our Diversity team works cross-functionally within our organization to create meaningful opportunities for all recruits and employees. At the core of who we are and what we do is our commitment to advocating for our employees, the communities we serve, and what is important to them.

To reach a wider, more diverse intern and graduate candidate pool, we partnered with Project Destined and Future Housing Leaders in the US and The Land Collective in the UK. These organizations work with talented individuals from diverse backgrounds looking to pursue a future in Real Estate. We are proud to say that with the help of these partnerships, **71%** of diverse background candidates* reached the final stages of interviews with SitusAMC.

With such partnerships, we continue to work toward our KPI that **50%** of our intern/entry-level workforce will come from a diverse recruiting pipeline by 2025.

*Diverse Candidates – candidates who self-identify one of the following qualifying factors: Disability, Veteran Status, Ethnic Minority and Gender Minority.



Sustainability and Diversity in the Supply Chain

We recognize that sustainability is a collective responsibility. Therefore, to effectively capture the impact we have, we must take into consideration the impact across our value chain, and in 2022 we focused on promoting sustainability in the selection of our supply chain.

The due diligence on our supplier partnerships starts with the department that is requesting them and ensuring a Non-Disclosure Agreement is in place when exchanging confidential information. Governance, Information Security, Labor and Human Rights, Corporate Social Responsibility and Environmental Sustainability all form part of the due diligence forms that are completed by our new suppliers before we engage them.

For our larger spend suppliers, we assess their Sustainability and Corporate Responsibility measures on an ongoing basis.

We also appreciate the value that diverse suppliers bring to an organization from promoting innovation to opening doors to a whole different network, thus allowing penetration of new markets. We have been monitoring our Diversity spend and supplier count, and by partnering with a global Diverse Supplier organization, commit to increase this to 10% and 5% respectively by 2030.

Our diversity vendor spend in 2022 was 8% of our total spend, and our diverse vendor count stood at 4%, showing we are on track for our target.



WE ARE ACTIVELY BUILDING SUPPLIER DIVERSITY INTO OUR VENDOR SELECTION AND ONBOARDING PROCESS TO FACILITATE MEETING THE KEY PERFORMANCE INDICATORS LINKED TO OUR SDG PROGRESS.

Karen Jaworski

Vice President,
Head of Vendor Management.



Governing How We Govern

Over the last couple of years, great emphasis has been placed on the Environmental and Social Impact of financial organizations by investors and shareholders. As a result, the industry standards and the regulatory landscape have evolved, requiring greater transparency in, and accountability of the Board of Directors and Leadership teams in how they govern the Social and Environmental impact of their organization.

Code of Conduct

The SitusAMC Employee Handbook contains Code of Conduct topics covering financial disclosure, insider trading, anti-corruption, and anti-slavery, as well as employee and client personal data handling. All employees are required to acknowledge the Employee Handbook on an annual basis.

Education and Training

Leveraging SitusAMC’s in-house training platform, we deploy a full suite of training on compliance topics annually. This training is required across all staff levels, from the C-suite to incoming hires. It is administered quarterly, divided into appropriate topics, embedding compliance behavior into all levels of the organization, all year round. Completion and pass rates are strictly monitored, with a pass rate over 99% for 2022. Further role-specific training is provided as needed, in addition to a variety of professional and personal development training topics that employees can subscribe to.

Anti-Bribery and Corruption

Transparency is key to governing an organization with integrity. To address the topics of Bribery and Corruption, we have developed a robust control framework to ensure funds over a certain threshold are flagged to the Compliance department before disbursement. We also understand that vendors are key partners in delivering services to our clients, and appropriate diligence checks are also applied to our vendors prior to engaging them.

Independent Escalation Tools have been set up for both external stakeholders (clients, vendors, business partners) and for employees. Employees have the option to access a 24/7 ‘whistleblower hotline’ which is managed by an independent third-party, can be used to make any disclosures of a sensitive nature, and if desired – anonymously.

Leadership Team and Governance Committees

The SitusAMC Leadership team consists of a diverse group of backgrounds within the financial sector having held senior positions in global organizations. The average tenure in the company of the executive leadership team is 7.3 years. Each executive leadership team member participates in several committees that oversee the organization from different governance angles. These include the Audit Committee, Risk and Compliance Committee, ESG Committee, Personnel and Compensation Committee. In addition, to ensure transparency, the executive leadership team issues monthly board presentations for their shareholders and quarterly Town Halls for their employees to discuss the health of the organization, significant projects, and achievements over the preceding period are held for employees.



AT SITUSAMC, THE COMPLIANCE DIVISION PLAYS AN INTEGRAL ROLE IN ENSURING THAT THE ESG CULTURE AND FRAMEWORK OF SITUSAMC IS CONSISTENTLY UPHELD, AND TO OFFER A CENTRAL POINT OF REFERENCE TO ALL EMPLOYEES.

Simon Caille

Head of International Risk and Compliance



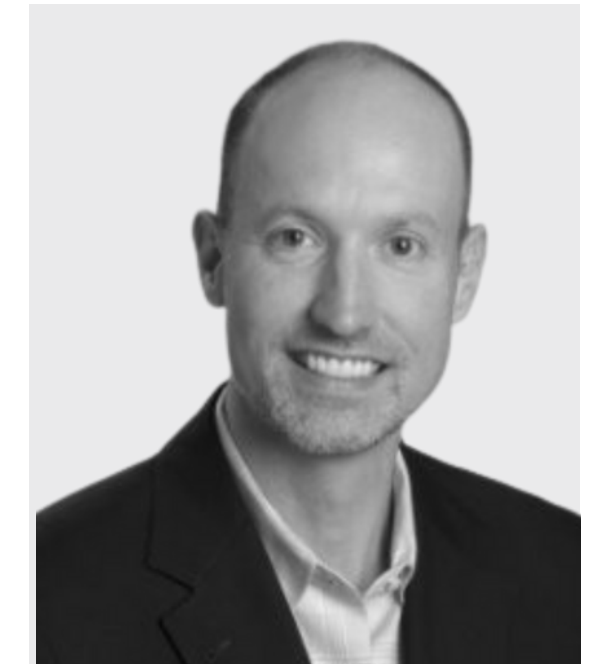
Community Impact

At SitusAMC, we've put responsible practices at the core of our company, serving as the foundation for how we operate and power opportunities for our clients, our employees, and the communities we call home. We strive to create meaningful change and drive forward positive impact across our communities through intentional partnerships.



NGO Partnerships - Habitat for Humanity [Habitat.org](https://www.habitat.org)

As part of our commitment to the communities in which we operate, we committed \$100,000 across 2022 to Habitat for Humanity – a global housing nonprofit supporting families' long-term stability through safe, affordable, and resilient housing. The partnership brings together SitusAMC employees to participate in build days where employees have the opportunity to work alongside Habitat for Humanity to construct housing for those in need.



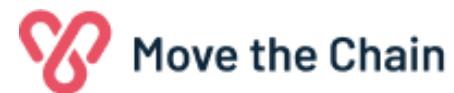
SITUSAMC IS THRILLED TO PARTNER WITH HABITAT FOR HUMANITY INTERNATIONAL. THIS IS ONE WAY IN WHICH WE ARE GIVING BACK TO THE COMMUNITIES WE CALL HOME AND ARE POWERING OPPORTUNITY FOR THOSE IN NEED, WORKING TOGETHER TO HELP FAMILIES AND COMMUNITIES GROW.

Sean Harding

Managing Director,
Global Head of Human Resources



Community Impact Continued



Move the Chain [MoveTheChain.com](https://www.MoveTheChain.com)

SitusAMC has partnered with Move the Chain, a corporate social responsibility service platform that connects corporations with nonprofits that align with their value system, and engages employees, partners and consumers to make a difference through fundraising campaigns and volunteer opportunities. Through our partnership with Move the Chain, we launched multiple fundraisers across 2022 to drive positive impact.



Team Rubicon [TeamRubiconusa.org](https://www.TeamRubiconusa.org)

On September 28, Hurricane Ian made landfall in Florida as a Category 4 hurricane and brought destruction across Florida. To support our employees, their families, and those affected, we partnered with Team Rubicon – a veteran-led humanitarian organization that serves global communities before, during, and after disasters and crises. SitusAMC launched a fundraiser with Team Rubicon, committing \$15,000 as a company and generating an additional \$7,000 in donations for disaster relief across Florida, where many of our SitusAMC employees call home.



Food1st [Food1stFoundation.org](https://www.Food1stFoundation.org)

SitusAMC also partnered with Food1st, a nonprofit focused on providing meals to emergency service workers and individuals in New York City who have limited access to food. They do this by partnering with restaurants throughout the city and in doing so also help revitalize New York's food and beverage industry. SitusAMC committed \$10,000 as a company to support its efforts.



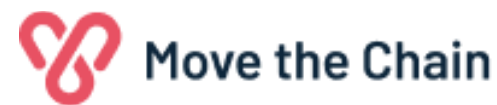
Matching Gifts Program

The SitusAMC’s Matching Gifts Program matches documented donations up to the annual maximum of \$100,000 to eligible charities and causes that champion the equality of others and those who have been impacted by the global pandemic and other natural disasters. This program provides an opportunity for SitusAMC to support causes that are personally important to our employees.

We’re proud to partner with a number of charitable organizations across the globe:



Habitat.org



MoveTheChain.com



FirstLoveFoundation.org.uk



Catalyst.org



PureIndia.org



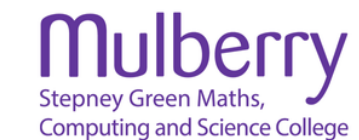
TeamRubiconusa.org



Land-Collective.com



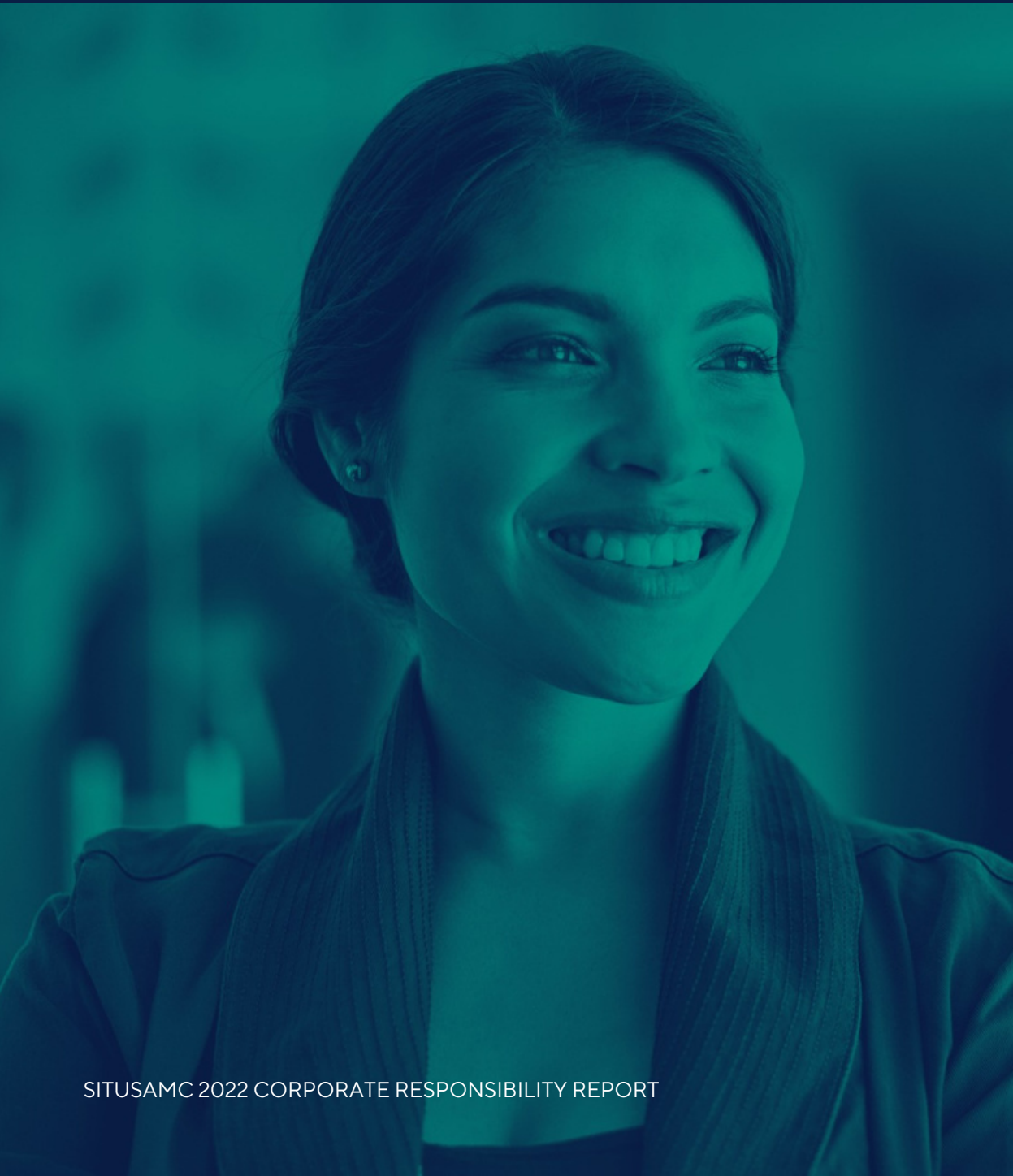
Food1stFoundation.org



MulberryStepneyGreen.org



EarthSaviours.in



Looking Forward



Looking Forward

With the foundation of our ESG framework formally established in 2022, we are working toward a productive 2023 as we make even greater forward strides for a sustainable future for SitusAMC and all its partners. We plan to further enhance our training on environmental sustainability for our employees to increase our support of clients' ESG needs and reporting. Our efforts will be carried through our supply chain by continuous work with our suppliers to ensure the prevalence of sustainability throughout our services.

The External Certifications

We continue to work with EcoVadis to verify our sustainability efforts and look forward to submitting our first Carbon Disclosure Project (CDP) assessment.

These efforts will contribute to ensuring that SitusAMC remains a standard-bearer for the industry, at the forefront of addressing the needs of its clients, its employees, and its environment at large with the same level of innovation, reactivity, and accountability.



“

WITH OUR FOCUSED TEAM AND OUR COLLECTIVE ATTENTION TO SITUSAMC'S STATED TARGETS AND INITIATIVES, I HAVE NO DOUBT THAT WE WILL CONTINUE TO MEET AND EXCEED OUR ESG GOALS.

Lisa Wallace

Chief Administrative Officer and General Counsel



Powering
opportunity
everywhere.

[SitusAMC.com](https://www.SitusAMC.com)