



InvenTrust
Properties



ENVIRONMENTAL, SOCIAL, AND GOVERNANCE REPORT 2021

Table of Contents

CEO Letter to Stakeholders..... 3

1. Business Overview..... 4

About this Report6

Corporate Responsibility Goals & Progress8

ESG Oversight9

Corporate Responsibility Strategy.....10

Stakeholder Engagement.....11

2. Environmental 12

Environmentally Conscious13

Minimizing Our Footprint.....14

Sustainable Practices in Operations15

Climate Change Outlook18

Sustainable Acquisitions19

Construction.....20

Engaging Tenants on Sustainable Practices.....21

3. Social 22

The Driving Force.....23

Our People: Our Greatest Asset24

Connecting with Our Tenants28

Giving Back through Charity31

Open-Air Placemaking.....32

Community Events.....33

4. Governance 34

Responsibility in Governance.....35

Board of Directors.....36

Corporate Governance Guidelines38

Risk & Resilience39

Cybersecurity40

5. Appendix 41

Sustainability Accounting Standards Board (SASB)42

Task Force on Climate-related Financial Disclosures (TCFD).....45

GRI Content Index48



CEO Letter to Stakeholders



InvenTrust is motivated by our guiding principles each and every day. These principles include our team's dedication to the continuous improvement of our properties, raising the standard as to which we serve our tenants and customers, striving to be mindful stewards of the impact that our properties have on the environment, as well as driving value for all our stakeholders through strong financial performance and running our business with the highest standards of integrity. These values led to an exciting year for InvenTrust in 2021. Our necessity-based shopping center portfolio experienced unprecedented operating fundamentals as the economy emerged from the pandemic, which ultimately resulted in the company listing its shares on the New York Stock Exchange in October. At the same time, the company settled into its new, hybrid work environment and continued to evolve how we conduct business in recognition of the important changes occurring in our society over the past few years.

It is clear that stakeholders have raised the proverbial bar related to climate impact, as well as the influence businesses have on societal issues. We welcome this much needed initiative. Addressing societal issues head-on is critical to the long-term success of our partnerships with

our stakeholders. As a newly publicly traded company, we will be increasing our disclosure on the environmental, social, and governance (ESG) aspects of our business.

ESG is not new to InvenTrust. We have completed the GRESB (previously known as the Global Real Estate Sustainability Benchmark) Real Estate Assessment since 2013. The company is dedicated to making the conscious effort to enrich the lives, both environmentally and socially, of those who shop, work, and visit our properties. We remain committed to transparency in our investment strategy, with a focus on operating efficiency, responding to evolving trends, and addressing the needs of our tenants and communities by continuing to integrate environmental sustainability, social responsibility, and strong governance practices throughout our organization.

As an owner of grocery-anchored shopping centers, our properties are often the center of our communities where tenants and shoppers connect. We have invested in our properties, created community gathering spaces, enhanced building design, and prioritized the installation of energy management systems, electric vehicle charging stations and LED lighting at a number of properties across our portfolio. As we move forward, we have set a high bar for ourselves to minimize our environmental impact and plan for the future. Over the next few years, we are committed to upgrading all properties with LED lighting in common areas. Investing in our properties to make them more engaging and sustainable will continue to be a top priority.

The guiding light of the Company is our people. The health and wellness, training and development, and overall satisfaction of our team members is critical to creating a highly engaged and productive workforce. We continue to invest in technology and processes to improve our operations and corporate culture for the hybrid-work

environment. Furthermore, to help our team maintain a work/life balance, we implemented half-day Fridays. Employees are encouraged to utilize this time for their well-being and to give back to their communities through individual and company-sponsored charitable endeavors.

We are committed to adding diversity to our Board of Directors. Paula Saban has been Chairperson since 2017 and director since 2004. Our current Board consists of eight directors, two of which are female. We are currently conducting a search to add to the breadth of skills and competencies on our Board while further increasing the diversity of our directors. Our Board's guidance, experience, and leadership is and will continue to be integral to our long-term success.

I am extremely pleased to share our inaugural ESG Report, which not only outlines InvenTrust's goals toward being an even greater corporate partner to the environment and the communities we serve, but also defines our ESG priorities for the coming years. We are proud of our efforts, but there is much work to be done. We appreciate your interest in InvenTrust Properties as we continue to build a sustainable portfolio of grocery-anchored properties throughout the Sun Belt. We have and will continue to enhance our communities, conserve resources, and foster a best-in-class working environment while growing long-term shareholder value.

Sincerely,

A handwritten signature in black ink, appearing to read 'D. Busch', with a stylized flourish at the end.

Daniel J. Busch

President & Chief Executive Officer
InvenTrust Properties Corp.



Sandy Plains Centre

Business Overview



Business Overview

InvenTrust Properties Corp. (IVT) is a publicly traded, premier Sun Belt, multi-tenant essential retail REIT that owns, leases, redevelops, acquires, and manages grocery-anchored neighborhood and community centers, as well as high-quality power centers that often have a grocery component. We pursue our business strategy by acquiring retail properties in Sun Belt markets, opportunistically disposing of retail properties, maintaining a flexible capital structure, and enhancing environmental, social, and governance (ESG) practices and standards.

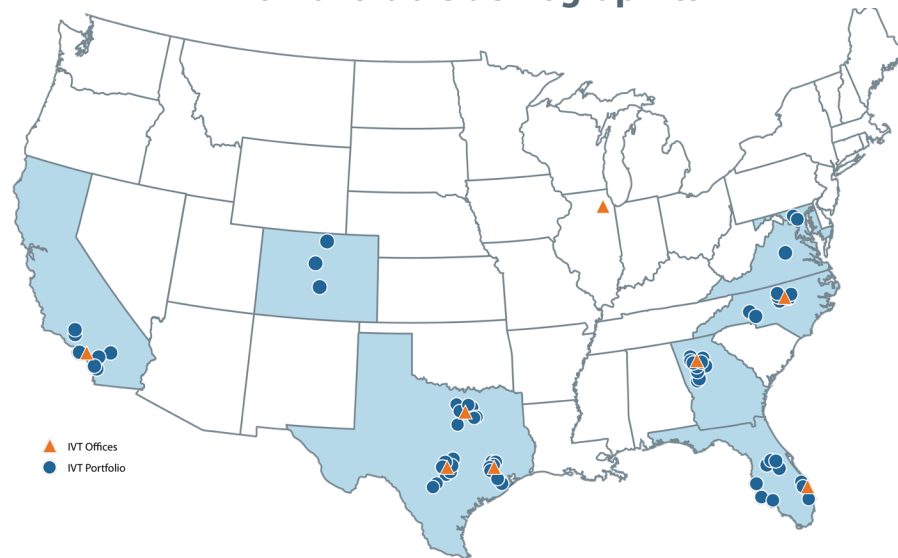
As a trusted, local operator bringing real estate expertise to its tenant relationships, InvenTrust has built a strong reputation with market participants across our portfolio. Our experienced team knows retail, and we collaborate with our tenants to support their needs and help their businesses succeed.

InvenTrust is comprised of innovative and creative thinkers who operate an open-air shopping center REIT consisting of Essential Retail in Smart Locations. We strive to bring success to all our stakeholders: employees, tenants, communities, and shareholders. That's who we are.

ON OCTOBER 12, 2021
**InvenTrust shares of
common stock listed and
commenced trading on the
NYSE under the symbol IVT.**

Essential Retail. Smart Locations.®

Locations in key U.S. growth markets
with favorable demographics



**Our Essential Retail tenants provide
consumers with their everyday needs¹**



62

Retail Properties



9.5 M

GLA



90%

Sun Belt



86%

Grocery-Anchored



94%

Leased Occupancy

¹ As of December 31, 2021 at pro rata share

About this Report

This is InvenTrust's inaugural ESG Report. The quantitative environmental footprint metrics included in this report cover InvenTrust's landlord-controlled common area meters from owned properties as of December 31, 2021. The quantitative social metrics represent data as of December 31, 2021. All information, data, and statistics provided by third parties have not been certified, assured, or verified. InvenTrust engaged HXE Partners to support the report content development and report design.

InvenTrust Properties is dedicated to reporting our ESG practices with transparency and disclosure. We adhere to the reporting standards dictated by The Global Reporting Initiative, The Sustainability Accounting Standards Board, and The Task Force on Climate-related Financial Disclosures, and present how we align with the United Nations Sustainable Development Goals.



The Global Reporting Initiative (GRI) aims to drive the highest level of transparency for organizational impacts on the economy, the environment, and people through standardizing sustainability reporting. This reporting standard is used around the world in order for companies to engage in dialogue and make decisions that support sustainable development.



The Sustainability Accounting Standards Board (SASB) is designed to support companies in identifying, managing, and communicating financially-material sustainability information to investors through a set of industry-specific standards. We are reporting in alignment with the SASB Real Estate sector standard.



The Task Force on Climate-related Financial Disclosures (TCFD) is a market-driven initiative that has developed a set of voluntary climate-related financial risk disclosures that assist businesses in identifying and sharing both risks and opportunities they face as a result of climate change.

Additional resources for InvenTrust's ESG business activities can be found in the following documents:

[Annual Report/10-K](#)

[Proxy Statement](#)

SUSTAINABLE DEVELOPMENT GOALS

The United Nations Sustainable Development Goals (UN SDGs) are an urgent call for action by all member countries in a global partnership for peace and prosperity for people and the planet.

InvenTrust's ESG and corporate responsibility program aligns with five of the seventeen UN SDGs. We believe these UN SDGs focus areas are most relevant to our business and where we have identified the greatest opportunities to drive measurable impact. These UN SDGs are highlighted throughout the report.

United Nations Sustainable Development Goals



3 GOOD HEALTH AND WELL-BEING

Ensure healthy lives and promote well-being for all at all ages

InvenTrust prioritizes the health and well-being of its employees through various initiatives later described in the [Social section](#)



4 QUALITY EDUCATION

Ensure inclusive and equitable, quality education and promote lifelong learning opportunities for all

InvenTrust supports continuing education through tuition reimbursement, conferences, and employee training



5 GENDER EQUALITY

Achieve gender equality and empower all women and girls

InvenTrust focuses on gender equality through its hiring practices



6 CLEAN WATER AND SANITATION

Ensure availability and sustainable management of water and sanitation for all

InvenTrust aims to reduce water consumption at its properties through implementing programmable irrigation systems, encouraging tenants to use low flow fixtures, and xeriscaping



7 AFFORDABLE AND CLEAN ENERGY

Ensure access to affordable, reliable, sustainable, and modern energy for all

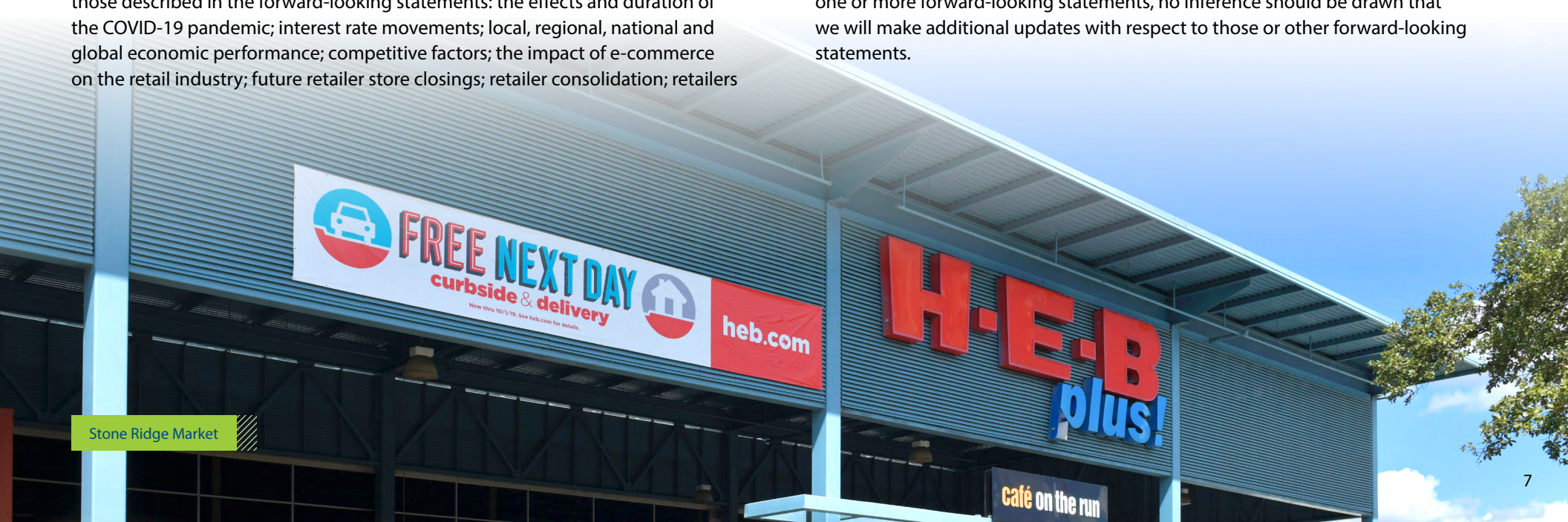
InvenTrust aims to reduce energy consumption through sustainable operations described in the [Environmental section](#)

About this Report

Cautionary Note About Forward-Looking Statements

Forward-Looking Statements in this report, which are not historical facts, are forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements, including statements regarding management's intentions, beliefs, expectations, representations, plans, or predictions of the future, are typically identified by words such as "may," "could," "expect," "intend," "plan," "seek," "anticipate," "believe," "estimate," "predict," "potential," "continue," "objective," "goal," "aim," "commit," "strategy," "likely," "will," "would," "should," and variations of these terms and similar expressions, or the negative of these terms or similar expressions. Examples of forward-looking statements also include the following: the Company's ability to realize sustainability targets, goals, objectives or programs; descriptions of the Company's plans, initiatives or objectives for future operations; or the timing of occurrence related to any of the foregoing. Such forward-looking statements are necessarily based upon estimates and assumptions that, while considered reasonable by us and our management, are inherently uncertain. The following factors, among others, could cause actual results and financial position and timing of certain events to differ materially from those described in the forward-looking statements: the effects and duration of the COVID-19 pandemic; interest rate movements; local, regional, national and global economic performance; competitive factors; the impact of e-commerce on the retail industry; future retailer store closings; retailer consolidation; retailers

reducing store size; retailer bankruptcies; the Company's ability to maintain the New York Stock Exchange ("NYSE") listing requirements; government policy changes; and any material market changes and trends that could affect the Company's business strategy. For further discussion of factors that could materially affect the outcome of our forward-looking statements and our future results and financial condition, see the Risk Factors included in our most recent Annual Report on Form 10-K, as updated by any subsequent Quarterly Report on Form 10-Q, in each case as filed with the SEC. InvenTrust intends that such forward-looking statements be subject to the safe harbors created by Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended, except as may be required by applicable law. We caution you not to place undue reliance on any forward-looking statements, which are made as of the date of this report. We undertake no obligation to update publicly any of these forward-looking statements to reflect actual results, new information or future events, changes in assumptions, or changes in other factors affecting forward-looking statements, except to the extent required by applicable laws. If we update one or more forward-looking statements, no inference should be drawn that we will make additional updates with respect to those or other forward-looking statements.



Corporate Responsibility Goals & Progress



In 2021, InvenTrust set measurable goals in order to drive our mission to own and manage environmentally-friendly shopping centers; create innovative and inclusive work and community environments; and execute processes, reporting, and training to conduct business in a manner that upholds high standards of ethics and integrity. Below are our five-year goals and their status as of December 31, 2021.

Five Year Goals (2022 - 2026)

		2021 Status
ENVIRONMENTAL	100% of IVT properties have energy management systems installed	84%
	100% of landlord-controlled common area lighting upgraded to energy efficient LEDs	65%
	100% of IVT properties have water efficient landscaping systems installed	44%
	100% of IVT properties assessed for climate risks	10%
	Reduction in like-for-like landlord-controlled Scope 2 greenhouse gas (GHG) emissions	EVALUATING
	Reduction in like-for-like landlord-controlled energy usage	EVALUATING
	Reduction in like-for-like landlord-controlled water usage	EVALUATING
	Increase in landlord-controlled waste diversion	EVALUATING
SOCIAL	Maintain an average overall tenant satisfaction index score of 80 based on 100% coverage of tenant satisfaction surveys annually	ACHIEVED
	100% of employees complete annual training on ESG development	ACHIEVED
	100% of employees complete annual anti-harassment training	ACHIEVED
	100% annual employee participation in charitable volunteer events and/or fundraisers	91%
	80% or greater annual employee satisfaction rate	GOAL SET
	100% of employees complete annual Diversity, Equity & Inclusion (DEI) training	GOAL SET
GOVERNANCE	Participate annually in the GRESB Real Estate Assessment	ACHIEVED
	100% of employees complete annual Code of Business Conduct and Ethics training	ACHIEVED
	100% of employees complete annual Cybersecurity training	ACHIEVED
	30% diversity among our Board of Directors	83%

ESG Oversight

The ESG Steering Committee's mission is to maximize value for all stakeholders while conducting business in a socially, ethically, and environmentally responsible manner. The ESG Steering Committee establishes the goals and overarching practices that govern the everyday operations of our portfolio. The ESG Steering Committee consists of InvenTrust's SVP of Human Resources as the Chair of the Committee, DJ Busch, our CEO, and other senior leaders. The ESG Steering Committee reports progress on ESG initiatives and goals to the Board of Directors on an annual basis.

To accomplish this mission InvenTrust will:

- + Regularly evaluate new and current sustainable practices to determine suitability, investment, return, and the overall benefit to the environment at the property level
- + Provide ongoing education to all appropriate stakeholders to extend ESG policies and practices
- + Identify vendors, contractors, and technology that support InvenTrust's goal to operate more sustainable properties
- + Convene with peers to discuss industry best practices
- + Track, quantify, and report the results of InvenTrust's efforts
- + Publish progress towards accomplishments through effective and transparent communication



Corporate Responsibility Strategy

We believe we are a committed and trusted business partner that focuses on building strong relationships with all our stakeholders with an approach grounded in a set of core principles:

Transparency

Openly connect with stakeholders by providing information and communications in a timely and understandable manner.

Consistency

Engage proactively and maintain regular and consistent communication to provide continuity and meaningful engagement.

Accountability

Inform stakeholders of InvenTrust's performance and strategic execution.

KEY STAKEHOLDER COMMITMENTS



115
Employees

We strive to create a corporate culture that is inclusive and empowers our employees to act like owners by creating a collaborative and autonomous environment. We seek to attract and retain diverse and talented professionals by investing in our people through industry-leading benefits, personal and professional development, and work-life balance.



1,400+
Tenants

InvenTrust brings deep real estate and retail operational experience to our relationships with tenants. Our trusted, local operational teams bring responsiveness, marketing ideas, business-related solutions and other resources to our wide range of tenants.



62
Communities

InvenTrust's properties are the backbone of the communities we serve by providing essential products and services. We also engage with our communities through volunteering, sponsoring property-level events, running social media campaigns, and marketing events.



570+
Vendors

Our vendors help facilitate the actions needed to manage and run safe, sustainable, and attractive shopping centers. Our relationships with those that complete work on our properties are critical to our successful operations.








80,000+
Shareholders

Our simple and focused strategy provides our shareholders with sustainable long-term cash flow growth, while maintaining strong corporate governance and transparency.

Stakeholder Engagement

We believe stakeholder engagement is a continuous dialogue rather than event-driven communication. The value of listening to and understanding all of our stakeholders' views about our business operations is immensely important to us.



Stakeholder Group	Methods of Engagement	Frequency	Topics of Discussion
Employees 	Employee Satisfaction Surveys	Annually	+ Employee engagement and overall employee satisfaction
	Performance Reviews	Annually	+ Health and wellness
	Company-wide Meetings	Monthly	+ ESG plans and strategy
	Trainings	Ongoing	+ Training and development
	Employee Awards	Ongoing/Annually	+ Diversity, equity, and inclusion
	Dialogue/Day-to-Day Interaction	Ongoing	+ Benefits and compensation
	Volunteer Opportunities	Ongoing	+ Quarterly company sponsored volunteer events
Tenants 	Tenant Satisfaction Surveys	Annually	+ Overall tenant satisfaction and support requests
	On-Site Check Ins	Ongoing	+ Collaboration opportunities
	Phone Calls/Emails	Ongoing	+ Tenant sustainability opportunities
	COVID-19 Assistance	Ongoing	
Vendors 	Performance Check Ins	Ongoing	+ Overall satisfaction of vendors
	Contract Negotiation	Ongoing	+ ESG plans and strategy + Vendors scope of work and pricing
Community 	On-site Events	Ongoing	+ Collaboration opportunities
	Social Media	Ongoing	+ Community support
	Volunteer Opportunities	Ongoing	
Shareholders 	GRESB Real Estate Assessment	Annually	+ Company's financial performance
	Shareholder Discussions/Meetings	Ongoing	+ ESG plans and strategy
	Investor Presentations/Earnings Calls	Quarterly	+ Corporate strategy
	SEC Filings/Press Releases	Quarterly/Ad Hoc	
	Phone Calls/Emails	Ad Hoc	
	Conferences	Ad Hoc	



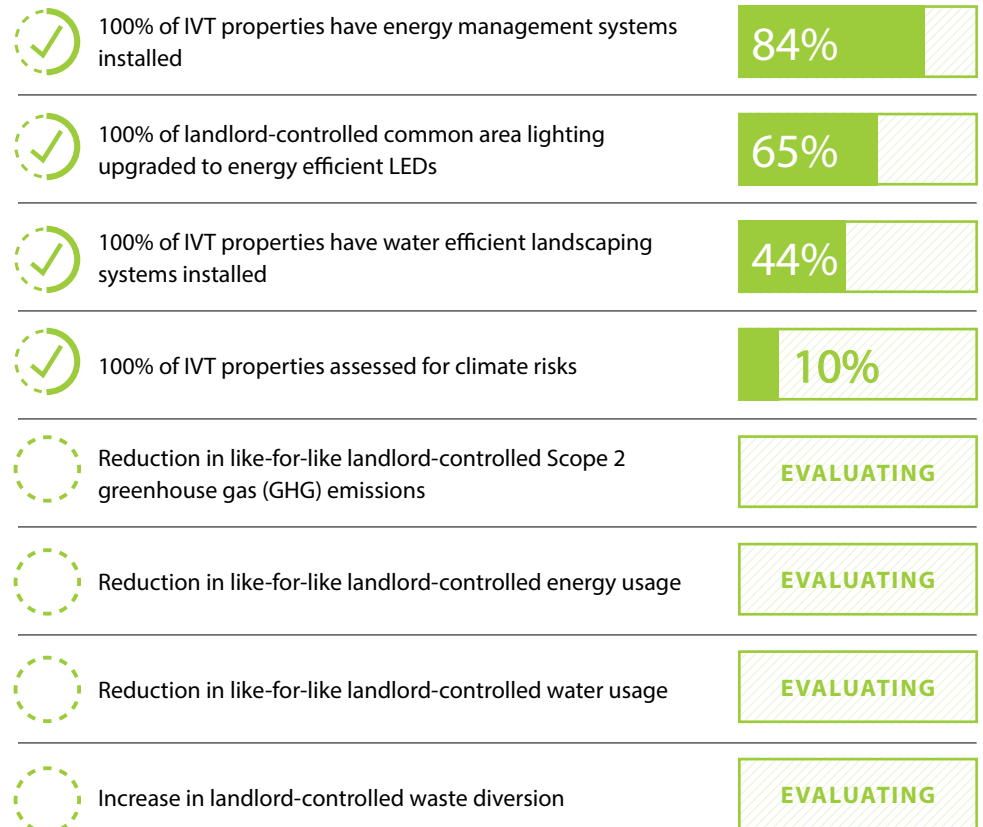
Environmentally Conscious



InvenTrust recognizes environmental responsibility as an obligation and an opportunity to add long-term value to our properties and to benefit our customers, tenants, and investors, as well as reduce our impact on the environment.

Five Year Goals and Progress (2022-2026)

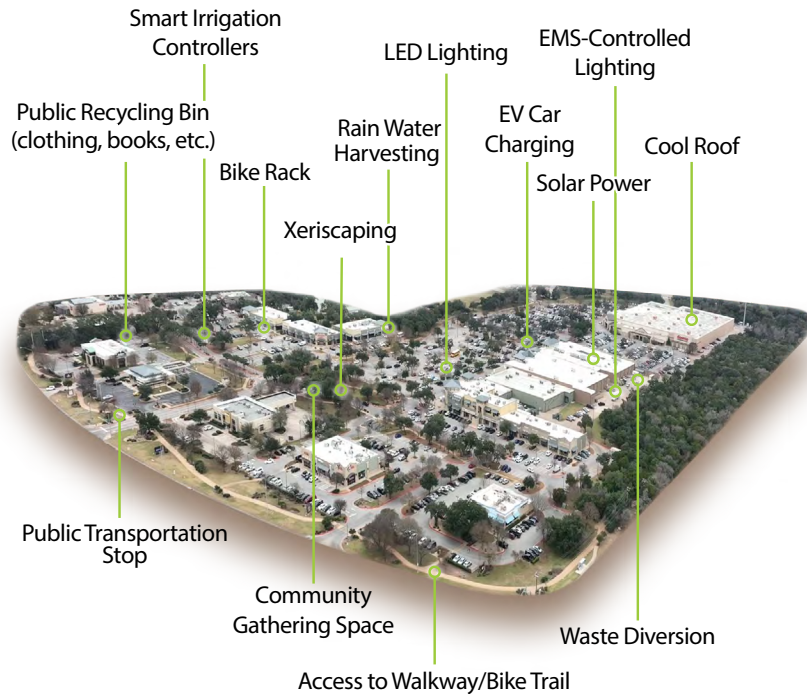
2021
Progress



 Evaluating
  Goal Set
  In Progress
  Completed

Minimizing Our Footprint

InvenTrust has been active in efforts to implement sustainable operations at the property level since its inception. When suitable, InvenTrust looks to deploy various sustainable initiatives across the entire portfolio, such as the ones depicted below.



Greenhouse Gas Emissions

Reducing the impact our centers have on the environment is at the forefront of our operational efforts. Our commitment to a sustainable future means reducing Scope 1 and 2 GHG emissions and expands upon initiatives we have implemented to reduce our emissions.

We have embarked on plans to reduce our Scope 2 GHG emissions through the introduction of on-site renewable energy generation. We plan to start evaluating projects in Southern California and hope to expand implementation of on-site solar generation across our Texas and Florida markets over time. By increasing our use of on-site solar, we aim to reduce our dependency on the grid and increase our energy resilience. We also reduce our Scope 2 GHG emissions by producing and consuming renewable, zero emissions electricity.



14,584 mtCO₂e

of landlord-controlled common area
Scope 2 GHG emissions in 2021⁽²⁾

Sustainable Spotlight

Green Lease Leader

InvenTrust Properties was awarded the Green Lease Leader, Silver Level Recognition in 2022. The Institute for Market Transformation (IMT) and the U.S. Department of Energy's (DOE) Better Buildings Alliance recognizes landlords and tenants who promote energy efficiency, cost savings, improved air quality, and sustainability in buildings through the use of green leases. Green lease language removes barriers that previously existed between landlords and tenants when it comes to capital expenditures and utility reporting. InvenTrust includes green lease language in all new and renewal leases when applicable to require or encourage separately metered utilities, low flow faucets, programmable thermostats, and various other sustainable practices.



⁽²⁾ Landlord-controlled common area Scope 2 GHG emissions represent a sub-set of total potential Scope 2 GHG emissions and excludes GHG emissions associated with energy consumption at vacant tenant spaces and other categories. Data represents properties owned by IVT as of December 31, 2021.

Sustainable Practices in Operations



Energy Management

In 2021, InvenTrust upgraded the common area lighting of 15 shopping centers, which represents approximately 24% of our property portfolio. We are committed to upgrading the remainder of InvenTrust's portfolio to LED lighting. Not only do we achieve an energy consumption reduction between 55% to 85% per upgrade, we provide more uniformed, brighter light that enhances the customer experience. Lighting is crucial for tenant and customer safety and our LED lighting upgrade program is paramount to achieving that in the most cost efficient and effective way possible.

Operational efficiencies are also achieved with LED lighting installations through the reduction in ongoing maintenance and associated costs.



14,105 MWh

of landlord-controlled common area electricity usage in 2021⁽³⁾

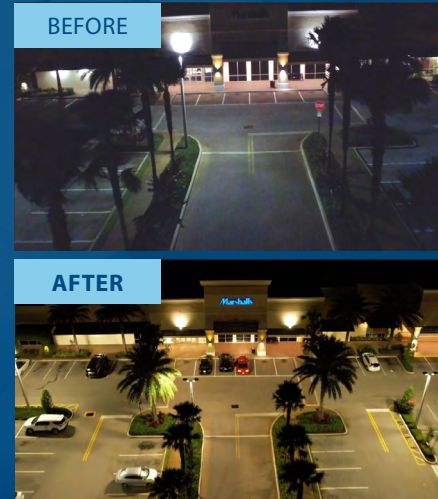
Sustainable Spotlight

LED Lighting Upgrade

PGA Plaza is a lively center located in Palm Beach Gardens, FL. The shopping center was in need of an upgraded LED parking light retrofit. In 2021, InvenTrust partnered with Southpoint Solutions to install 43 high efficiency LED fixtures. These new fixtures allow more lumens to be distributed per watt of energy. The result is a quadruple increase in light output, while using less energy.

The light fixtures installed also utilize motion sensors to manage the amount of light distributed based on when it is needed. When the fixture does not detect motion the light reduces 30% of its output, thus saving additional energy.

This LED lighting upgrade at PGA Plaza reduces electricity consumption by approximately 60%.



(3) Landlord-controlled common area electricity usage represent a sub-set of total potential electricity usage and excludes electricity usage associated with vacant tenant spaces and other categories. Data represents properties owned by IVT as of December 31, 2021.

Sustainable Practices in Operations



Energy Management Systems

Over the past year, InvenTrust made a substantial push to upgrade the lighting controls throughout the portfolio. Having the ability to control when lights are and are not needed is an important operational functionality necessary to reduce the energy consumed.

Working with various vendors that provide energy management systems has given us the flexibility to choose the most appropriate system and level of control needed at the property level. These systems are cellular-based and receive daily updates on the geographic location's sunset and sunrise to turn the lights on or off accordingly.

At the end of 2021, approximately 84% of our portfolio has smart energy management systems controlling lighting functions, and by the end of 2022, 100% of InvenTrust properties will have energy management systems installed.

Electric Vehicle (EV) Charging

The EV market has grown in recent years and will continue to become a greater part of our customers' everyday lives. In order to meet this growing demand, we are committed to providing EV charging stations across our portfolio. The reduction of fossil fuel emissions requires a united approach, and in doing our small part we hope to contribute to the shift towards more sustainable energy use.



At year-end 2021, InvenTrust has 20 parking spots for charging stations at seven properties, or 11% of the InvenTrust portfolio. By continuing to grow this number we hope to improve the quality of our customers' and tenants' experiences along with making a positive impact on the environment.



Stevenson Ranch

Sustainable Spotlight

EV Charging

Recently at Stevenson Ranch, Electrify America utilized four parking stalls for their EV charging stations. This is not only a convenience for EV consumers while shopping, but this agreement brings in ancillary income and improves dwell time at the property.

Sustainable Practices in Operations



Water Conservation

InvenTrust prioritizes common area water conservation through its sustainable and efficient irrigation and landscaping projects. When possible, we use xeriscaping, which is a form of landscaping that eliminates or reduces the need for irrigation. If needed, drip irrigation and high-efficiency spray nozzles are used to water plants at the ideal rate of absorption of water into the soil to reduce run-off and evaporation.

Smart irrigation controllers were initially installed at our properties with above average water use to automatically adjust watering to optimal levels. Since the installation of our first controller system, InvenTrust has had a cumulative savings of approximately 21,000 kgal of water.

At year-end 2021, approximately 44% of our properties have these water conservation methods in place.

Waste Management

Diverting waste from the landfill is an important focus for InvenTrust. At the end of 2021, approximately 70% of our portfolio has some form of waste diversion in place – mixed recycling, cardboard only, cans and/or compost services. InvenTrust has partnered with a national trash management company that tracks diversion and audits the trash program at each center to help drive efficiencies and diversion.

Our goal for 2022 will be to bring waste diversion to 100% of our portfolio; including properties where we do not control the trash program. Through tenant education programs, we will give each tenant the ability to make informed decisions about their own trash removal practices. We are currently in the process of collecting our waste metrics and will share full year metrics in our next report.

(4) Landlord-controlled common area water usage represent a sub-set of total potential water usage and excludes water usage associated with other spaces at our properties. Data represents properties owned by IVT as of December 31, 2021.



93,453 kgal

of landlord-controlled common area
water usage in 2021⁽⁴⁾

InvenTrust diverted an estimated
**5,791 METRIC
TONNES**

of waste from entering landfills in 2021

Climate Change Outlook

InvenTrust is committed to reducing our carbon footprint and preparing our people and assets for the future. We understand the impact of natural catastrophes on our assets, employees, and communities and strive to reduce these risks on our business. The majority of our tenants are necessity-based services, therefore it is imperative for our tenants to remain open during times of crisis to provide food, supplies, and other items to our communities.

We are focused on analyzing the impact of climate-related risks and the success of our mitigation techniques, as well as routinely searching for innovative solutions to reduce our carbon footprint and the impact of natural catastrophes on our business. A large part of our strategy is capitalizing on shifts to a clean, green environment through initiatives such as solar panel installation, water conservation, waste mitigation, recycling programs, and EV charging stations.

We are currently in the process of conducting climate risk assessments for 100% of our properties, in alignment with our goal.



Physical Risks



HURRICANES – Our Sun Belt focus makes our portfolio susceptible to hurricane exposures. In our Hurricane Preparation Plan and Business Continuity Plan (BCP), we outline how to prepare for such events and how to respond. One mitigation measure is to remove all objects that can be blown or swept away and shutter all glass front areas at the center. Our assets have been exposed to heavy hurricanes in the past and our centers were resilient, in large part due to our team's focus on carrying out these preparation and continuity plans.



WILDFIRES – InvenTrust's west coast assets are exposed to the potential risk of wildfires. Our BCP outlines how we prepare for such events. As part of our preparation, we look to remove any flammable materials from the property to reduce the spread of fire, and we contract with partners to monitor fire events as they occur.



CONVECTIVE WIND STORMS – Our Colorado and Texas assets are susceptible to convective wind storms, including tornadoes and hail storms. We take a proactive approach to protecting our assets from such exposures by contracting with a third-party alert system to notify our Operations teams to prepare and respond immediately to such events. We routinely utilize hail resistant building materials in this region to protect our buildings from damage and mitigate disruption from wind storms.



FLOOD – Less than 4% of our GLA is located in an area identified by FEMA as a flood zone. Despite the small percentage of buildings in low-lying areas, we understand the damage that water or flooding can cause and outline our preparation and response methods to such events in our BCP.

Transition Risks

As climate change leads to changes in the market, regulatory environment, and other factors, we recognize the potential impact of transition-related risks on our company, including:



POLICY AND REGULATORY RISK - InvenTrust monitors current and potential regulations and emissions-reporting obligations as well as the associated costs with maintaining compliance.



MARKET RISK - By implementing energy, water, and waste reduction initiatives throughout our portfolio, we aim to reduce our exposure to the rising costs of energy, raw materials, and transitioning to low emissions technologies.

Sustainable Acquisitions

When acquiring a retail property, InvenTrust evaluates the current state of sustainable practices and analyzes the implementation of practices deemed essential for the operations of an environmentally-friendly property.

Our organization assigns value to the following items related to ESG beyond economics:

- Energy savings via LED lighting
- Solar rooftop panels providing clean energy production
- EV charging station availability to reward the environmentally conscious consumer with an enhanced shopping experience
- Landscaping water conservation via water retention systems
- Retention ponds saving the community from potential flood damage and costly repair
- Clothing donation box license agreements
- Tenancy satisfying necessity-based needs, such as grocery stores and medical service providers
- Acquiring properties that meet minimum environmental standards

Sustainable Spotlight

Acquisitions

At the beginning of 2022, InvenTrust acquired two properties in Austin, TX, a city that also values environmentally-friendly practices, as evidenced through their building code requirements. One of the properties, Escarpment Village, exemplifies numerous sustainable operations valued by InvenTrust.

Escarpment Village utilizes cisterns for rainwater harvesting, solar panels for heating and electricity, and a green roof with native plants for insulation and heat reduction.

Both pedestrian-friendly and esthetically appealing, Escarpment Village is the perfect neighborhood shopping center for the surrounding "Circle C" communities. Walking and bike trails through the neighborhood lead to the strategically-located center.



Construction

Redevelopments, tenant build-outs, and other construction projects present opportunities to implement green initiatives with the use of environmentally-friendly building products and methods. InvenTrust seeks contractors that share the same outlook on improving building practices that minimize the effects of climate change.

Construction projects produce waste that is oftentimes sent to landfills. Diverting debris from the landfill is not only the right thing to do, but it often reduces cost by minimizing payments to landfills to receive the waste.

Common materials recycled:

→ Asphalt	→ Paper
→ Copper	→ Bricks
→ Salvaged building materials	→ Gypsum
→ Scrap steel	→ Wood
→ Roofing and recovered gravel	→ Concrete
→ Roofing insulation	→ Plastics
→ Aluminum	→ Cardboard

Roofing

When roofs at InvenTrust's properties reach the end of their useful lives, we replace them with thermoplastic polyolefin (TPO) or polyvinyl chloride (PVC) roofs, also known as "cool roofs". The most common material is bright white with highly reflective properties that can reflect UV rays and heat from the building, saving money during the summer months by decreasing energy usage to cool the building's interior. In 2021, InvenTrust replaced approximately 230,000 SF of roofs with TPO roofs.



TPO Roof Installation



Redevelopment of Suncrest Village

Engaging Tenants on Sustainable Practices

It is not only important to incorporate sustainable practices within InvenTrust's own operations, but to share knowledge of environmentally-friendly practices with our stakeholders. We created a Tenant & Community Sustainability Guide that lists suggested practices that could increase our tenants' efforts to be better stewards of the environment. The document is sent to all tenants annually. Some examples of recommended practices are listed below.

Energy Management

- + Replace incandescent lightbulbs with LED lamps
- + Install occupancy sensors
- + Turn off electronics when not in use
- + Purchase ENERGY STAR appliances wherever possible
- + Install and adjust a programmable thermostat
- + Change or clean reusable HVAC filters every month
- + Use shades, blinds and/or sun-control film for windows

Waste Management

- + Give customers the option of e-receipts to reduce printed receipts
- + Reconsider printing documents or print double-sided when necessary
- + Encourage employees to use reusable containers to reduce day-to-day waste
- + Consider donating unused products or perishable foods to local organizations
- + Recycle cardboard and paper in the appropriate bins
- + Find a location near you for electronic waste ("e-waste"). Several national retailers offer free collection boxes for used batteries.

Indoor Air Quality

- + Ensure sufficient ventilation
- + Clean HVAC filters monthly
- + Maintain optimal indoor humidity levels
- + Install an air cleaner or air purifier
- + Raise indoor plants
- + Use low or no VOC paints
- + Use natural and eco-friendly cleaning products

Alternative Transportation

- + Take alternative forms of transportation when and where available which can include walking/biking, public transportation, hybrid vehicle travel, and carpooling

The full Tenant & Community Sustainability Guide can be found on the InvenTrust website, under [ESG](#).

Water Management

- + Install WaterSense labeled showerheads, toilets, and flushing urinals where appropriate
- + Install aerators on faucets
- + Monitor water bills and check water fixtures periodically for leaks
- + Insulate hot water pipes





Company trip to New York for the listing on the New York Stock Exchange









The Driving Force



InvenTrust places people at the center of our ESG commitments. Our employees, tenants, and communities are the driving force behind everything we do.

Five Year Goals and Progress (2022-2026)

2021
Progress

	Maintain an average overall tenant satisfaction index score of 80 based on 100% coverage of tenant satisfaction surveys annually	ACHIEVED
	100% of employees complete annual training on ESG development	ACHIEVED
	100% of employees complete annual anti-harassment training	ACHIEVED
	100% annual employee participation in charitable volunteer events and/or fundraisers	91%
	80% or greater annual employee satisfaction rate	GOAL SET
	100% of employees complete annual Diversity, Equity & Inclusion (DEI) training	GOAL SET

 Goal Set  In Progress  Completed

Our People: Our Greatest Asset

Our employees are the foundation for our success. Together, we focus on building an inclusive culture where innovative thinking is valued, collaboration is essential, and communicating the “why” is a necessity.

We believe in fostering a highly engaged and inclusive environment that drives growth and productivity through employee engagement. Our heightened focus on professional development and health & wellness creates a more engaged workforce. Our employees’ happiness increases productivity and drives empowerment throughout the organization, enabling our employees to act like owners.

In 2021, we held eight company-wide, executive-led meetings to stay connected with our employees. These meetings focused on business updates, team achievements, and strategic initiatives, all while educating the team on how each employee’s role impacts our success. We also hosted 24 events that were focused on keeping employees connected in our virtual and hybrid work environments, making them feel entrenched in their teams. Our events consisted of company-wide celebrations, virtual game days, wellness competitions, social gatherings, food trucks, and employee care packages. We believe our high levels of engagement translates to a more efficient, productive, and satisfying work environment.

Our employees’ opinions matter. We have set a target to maintain an annual employee satisfaction rate of 80% or greater. We want them to know their suggestions are important, received and implemented. Each year our engagement survey is used to measure engagement and collect feedback on the organization. We look to our employees for insights on how we can improve and enhance our culture. In a recent survey, 97% of our employees participated in the survey and 81% of our employees were highly engaged.

Diversity, Equity, and Inclusion (DEI)

We seek to attract and retain diverse and talented professionals who provide a wide range of opinions and experiences to drive our business forward. The basis for hiring, development, training, compensation, and advancement are qualifications, performance, skills, and experience. Our employees are fairly compensated without regard to gender, race, and ethnicity.

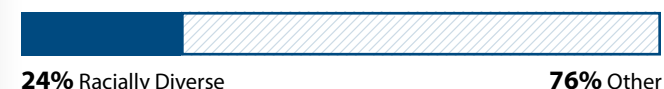
DIVERSITY ACROSS WORKFORCE⁽⁵⁾



GENDER DIVERSITY ACROSS WORKFORCE



RACIAL DIVERSITY ACROSS WORKFORCE⁽⁶⁾



Includes all employees as of December 31, 2021

(5) Includes gender and racial diversity

(6) Racial diversity includes all non-Caucasians



Employee Satisfaction Survey

96%

of our employees strongly believe in the future of InvenTrust

94%

of employees are proud to work at InvenTrust

94%

of employees understand how their work contributes to InvenTrust’s goals and strategy

CEO **ACT!ON** FOR DIVERSITY & INCLUSION

In 2021, our President and CEO, DJ Busch, signed the CEO Action for Diversity & Inclusion™ pledge, demonstrating InvenTrust’s commitment to diversity, equity and inclusion throughout the company.

Our People: Our Greatest Asset



Training & Development

All employees have an opportunity to learn and grow with InvenTrust. Our focus on development starts on the first day an employee joins the team. Each new hire's onboarding journey begins with our "Path to Success" training program. Our comprehensive onboarding program educates employees on our organization and provides them with a detailed training program to help them integrate into the organization quickly. As a part of our program, each new hire participates in our "IMPACT Mentoring Program." This program is designed to give new employees a workplace mentor who, in addition to their manager, can help educate them on our business and integrate into our culture.



29

Hours of Training
on Average for Each
Employee in 2021

We encourage all employees to grow personally and professionally. We invest in employees continuing their education and professional development through our tuition reimbursement program. This program provides opportunities for all employees to attend seminars, conferences, and attain certifications to continually learn and be the best professional they can be.

All employees participate in our annual trainings focused on anti-harassment, ethics, insider trading, cybersecurity, and ESG. We have set a target to educate and engage 100% of employees on ESG development through annual training. In 2021, we launched company-wide ESG training to inspire additional ESG advancements and to keep ESG top of mind for all employees. The training had 100% employee participation with various topics covered, including ESG definitions, the value of ESG

opportunities, GRESB reporting, ESG initiatives at InvenTrust, introduction to green building certifications such as LEED/ENERGY STAR/WELL/Fitwel/IREM, and green leases. We have also set a target to conduct annual anti-harassment and DEI training for 100% of our employees.

Development of our employees is critical to the success of our organization. The more we train and develop our employees, the more productive we are as an organization. Due to our focus on development, in 2021 we were able to promote 15% of our workforce into new roles. We are proud that 100% of our employees participated in our annual review and goal development process. Our employee performance review process was structured and developed to formalize feedback received throughout the year and used to set goals around personal and professional development, learning, and growth. It has defined accountability and responsibility for each employee throughout the organization.

COVID-19 Response

The health and safety of our employees is our top priority, and we strive to provide a safe work environment for all. Throughout 2021, in response to COVID-19, we implemented a hybrid work model. We remained flexible pertaining to our return-to-work status which often shifted between offices being closed, offices being voluntarily open, and a return to the office for our "new normal." We continued to adhere to social distancing guidelines and maintained sanitary office environments.

In 2021, new initiatives included:

- + Modified remote work policy to allow for more flexibility
- + Health & Wellness paid-time off benefit was added to offer employees the opportunity to get vaccinated.



Live Well, Be Well

Our employees' health, safety, and well-being are an important part of our culture. Our balanced and comprehensive benefits program is designed around the notion that different people have different needs at different points in their lives. Our people deserve benefits that are impactful throughout the full spectrum of their family's lives. From Medical, Dental, and Vision Care to Life Insurance, 401(k) Plans, and Flexible Spending Accounts, our employees have a broad range of offerings designed to help and maintain their physical and financial well-being. Our benefits program focuses on health and well-being, financial security, and work-life balance.

We host wellness initiatives to promote a culture that stands by our "Live Well, Be Well" motto. These events include flu shot clinics and biometric screenings to bring our employees' well-being to the forefront. Our "Step into Summer Challenge" is a company-wide, department versus department competition to get us moving and encourage a more active lifestyle. In 2021, we walked nearly 13 million steps during the challenge.

In 2021, we implemented half day Fridays, allowing each employee 208 hours annually to focus on their health and well-being in addition to giving back to our communities.

Our People: Our Greatest Asset



Celebrating Excellence

Recognizing and celebrating employee achievements are an important part of our culture. We recognize our employees through our "Circle of Excellence" award program.

Our "Circle of Excellence" program is designed to recognize employees annually and on the spot. Our annual awards recognize new and tenured employees. Our "Rising Star" award recognizes new employees who have less than two years of service and who exhibit promise, exceptional ability, and InvenTrust values. This is a peer nominated award and selected by Management. "The Standing Ovation" award recognizes tenured employees who exhibit exemplary traits and attributes, exceptional performance, and InvenTrust values. This award is nominated and selected by Management. Our "On the Spot" awards recognize employees in the moment. These employees are recognized and celebrated by Management for going above and beyond their typical job responsibilities.

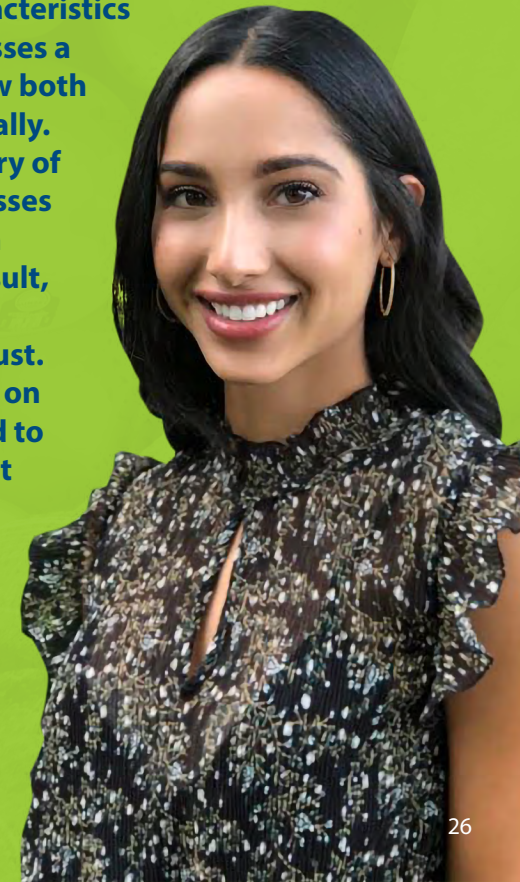
EMPLOYEE SPOTLIGHT

Rising Star Award Recipient: **Kara Morabito**

Kara was recognized as a Rising Star in 2021. Kara plays a critical role in InvenTrust's success in the Southeast Region. In 2021, she completed 55 total transactions, with 28 new lease transactions equating to \$2.1 million in base rent revenue for InvenTrust's Southeast portfolio. She's driven, enjoyable to work with, and widely respected among her colleagues and peers.

"Kara exhibits all the characteristics of a Rising Star. She possesses a deep-seated desire to grow both professionally and personally. She willfully takes inventory of her strengths and weaknesses and continually focuses on self-improvement. As a result, she's grown considerably during her time at InvenTrust. We are proud to have Kara on our team and we're excited to see her career at InvenTrust unfold."

MATT HAGAN
VP OF LEASING



Our People: Our Greatest Asset

Social Events

A key part of our culture is the ability to bring our people together to build collegiality among us. Each quarter we host a variety of social events for our team to come together. Regional office participation in social events helps connect the InvenTrust network from location to location. Social events consist of happy hours, food trucks, lunch games, and company-wide celebrations.

To celebrate InvenTrust's public listing, all employees were invited to celebrate this momentous occasion on the New York Stock Exchange's trading floor.



Food Truck



NYSE Listing Company Trip



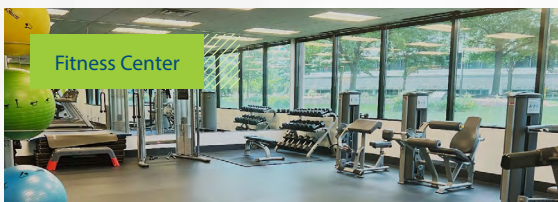
Summer Outing



Executive Team Visit



Building Lobby



Fitness Center



Lyman Woods

InvenTrust Properties' Corporate Office

When searching for a new corporate office in 2018, InvenTrust's leadership team had employees' health and wellness top of mind. After an extensive search, InvenTrust signed a long-term lease at our current office in Downers Grove, IL, with the following features:

- + LEED Silver Certification
- + Located near the interchange of the Veterans Memorial Tollway (I-355) and the Reagan Memorial Tollway (I-88)
- + Access to public transportation and bike racks on-site
- + Janitorial vendor uses Green Seal Certified products when applicable
- + Complimentary on-site fitness center features state-of-the-art equipment and adjoining full-service locker rooms
- + On-site cafeteria available with healthy food options
- + Access to Lyman Woods, a nature retreat with walking paths on 150 acres
- + Office space features include filtered water, collaboration spaces, new mothers' room, and access to daylight

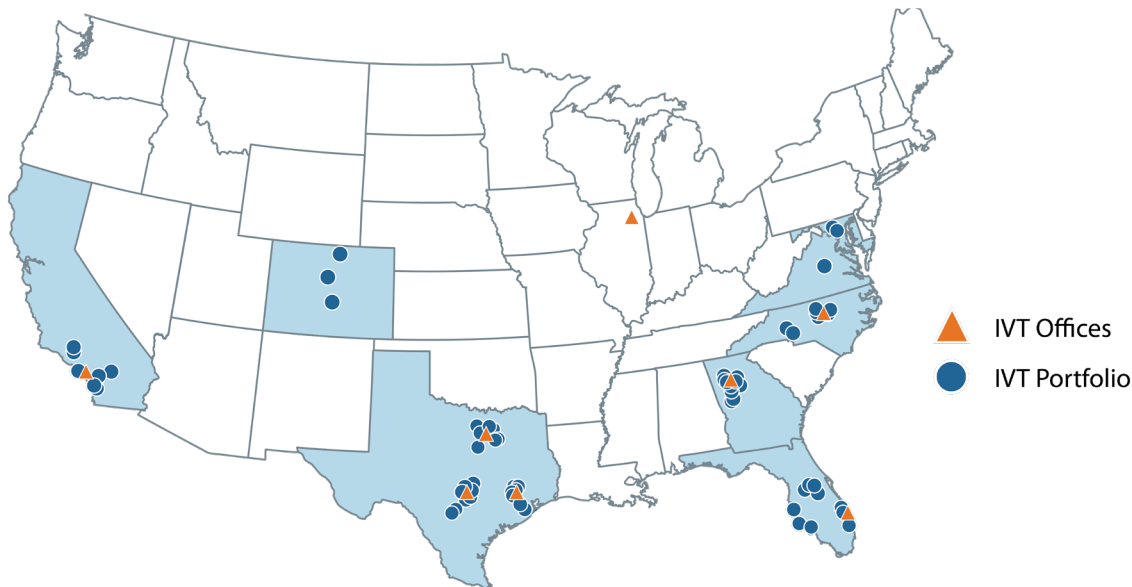
Connecting with Our Tenants

Tenant Relations

In 2021, we have set a goal to strategically increase occupancy through focus on tenant relations and retention. We focus on tenant relations through performing a documented “Tenant Success and Relationship Building Survey” for each tenant in the portfolio and at least two in person check-ins with tenants each year. Additionally, we have a goal to visit with every new tenant within two weeks of when they open for business. We are also continuing to focus on our “Thrill and Delight” program in an effort to go above and beyond for our tenants. This program is intended to celebrate tenants who exemplify best-in-class operations and business acumen. Oftentimes, these tenants are presented with a gift card, sweet treats, or breakfast for their store.

Additionally, we have implemented VersaPay, a tool for our tenants to view and pay their monthly charges online. This increases convenience and reduces the need for printing and mailing paper invoices and checks.

We pride ourselves on having a physical presence at our properties. InvenTrust’s seven regional offices have a drive time of two hours or less for 90% of our portfolio, representing our successful ‘boots on the ground’ approach. Our after-hours answering service ensures there is someone available, willing, and able to assist with emergencies that may arise at our properties after normal business hours.



“The Thrill and Delight Program allows me to interact with tenants in a positive and meaningful way in order to improve communication and our working relationships.”

BROOKE BENTON
SENIOR PROPERTY MANAGER

Connecting with Our Tenants

Tenant Coordination

Following the execution of a lease, InvenTrust takes great care in recognizing the diversity of our tenant lineup. The operating protocol varies significantly between large national brands, small shop tenants, and short-term license agreements. Our Tenant Coordination and Construction department is the single point of contact for all new additions to the InvenTrust portfolio, and they assist in all aspects of the planning, permitting, construction, and opening processes. Through our team's varied experiences, we believe we are able to provide support in navigating the most difficult of opening obstacles that may delay tenant openings.

Our team consists of individuals who have worked in all facets of the industry. We employ former architects, retail construction managers, general contractors, and designers. The scope of our ability starts with the transcription of a concept to a plan, then leads to support via our network of trusted architects and contractors, and finishes with periodic check-ins until the grand finale of an opening. Our tenants also have resources in marketing, finance, and material supply available to them throughout this process.



River Oaks

TENANT SPOTLIGHT

Solutions to Meet an Opening Deadline

In 2021, HVAC systems proved to be a disruptor in the process to open a new Five Below location at River Oaks Shopping Center. Due to supply chain shortages, we worked with the retailer to find a solution that proved to be financially and environmentally beneficial for both parties. Five Below typically requires a new HVAC system installed if it has been in service eight years or more, despite the condition. After negotiations, the retailer agreed to keep the working system in lieu of delaying the opening waiting for a new system to arrive and be installed. Keeping the working system saves resources and emissions used to build and deliver a new system.

"The InvenTrust Tenant Coordination team used outside-the-box thinking at the River Oaks location that allowed us to open in a time where unprecedented material supply chain disruptions threatened our opening schedule. Their creativity allowed us to mitigate the delay of the new HVAC units and to replace with operating ones, which allowed us to open in time for peak shopping demand."

This type of thinking and cooperation is an example of the great relationship between InvenTrust and Five Below which helps drive mutual benefit."

JIM HALL
DIRECTOR OF CONSTRUCTION, FIVE BELOW

five BELOW

Connecting with Our Tenants

Tenant Satisfaction Surveys

InvenTrust has set a target to distribute tenant satisfaction surveys annually to 100% of our tenants and maintain an average Overall Tenant Satisfaction Index score of 80. In 2021, we partnered with CEL & Associates, Inc., an independent third party, to conduct tenant satisfaction surveys. Both our Overall Tenant Satisfaction Index and Service Satisfaction Index scores were higher than our 2019 scores, which speaks to our ability to manage well through the pandemic. Our highest scoring question, "Courtesy, respect, and professionalism with which you are treated," speaks to the quality and caliber of our property management team. We were awarded nine CEL A-List Awards, which means that nine of our properties achieved a Service Satisfaction Index score of at least 85 and a Response Rate of at least 50%.



**Awarded Nine CEL
"A-List Awards"**



COVID Response

EASY PICK-UP PROGRAM

To assist our tenants with easily implementing a way to deliver goods and services to their customers safely, InvenTrust launched an Easy Pick-Up Program designating 560 parking spaces with easy-to-follow signage for the program's exclusive use. Curbside pick-up is now highly integrated into the consumer culture and this shopping center amenity continues to positively impact tenant sales and provide efficiency for the community consumer.

TENANT ASSISTANCE

InvenTrust's tenants and the communities they serve are important stakeholders in the success of each shopping center. To preserve that important connection, InvenTrust worked with tenants to promote the continued viability of their business during the challenging times of the pandemic. Government assistance programs and regulations were added to the InvenTrust website to provide tenants easy access to resources. Consistent communication with property management and rent deferral programs were implemented for those that qualified. Several new businesses opened in the midst of the shutdown and InvenTrust worked hand-in-hand with the tenants so that their businesses were able to get off the ground in a financially-sound position.

Giving Back through Charity

We have a shared passion and dedication to giving back to our community, and for this reason we have an InvenTrust charitable initiative. This program is led by employees who actively contribute time, company resources, as well as personal resources to support charitable causes. Our corporate charity of choice is St. Jude Children's Research Hospital. We expanded our efforts to give back to our communities by implementing half day Fridays to give employees the flexibility to volunteer for their charities of choice. InvenTrust has set a target of 100% annual employee participation in charitable volunteer events and/or fundraisers.

Charities supported by InvenTrust and our employees include:



Over 90% of InvenTrust employees participated in a charitable event giving back to our communities in 2021



St. Jude Walk/Run
Houston, TX



St. Jude Walk/Run
Chicago, IL



Feed My Starving Children
Chicago, IL

Open-Air Placemaking

University Oaks Shopping Center



Westfork Plaza & Paraiso Parc



Westpark Shopping Center



Emphasizing a sense of community with seating and gathering areas that are out of the ordinary.

Open-air placemaking within our shopping centers has brought surrounding communities and our retailers together, providing spaces to gather, further building community relationships and promoting health and wellness. For example, at University Oaks Shopping Center in Round Rock, TX, we consistently see how a shared outdoor patio space combined with a playground area brings the local community together. The community gathers at the area centered by a 100+ year old live oak tree that provides shade during warm days and is lit for cooler evening gatherings. We continue to work on providing similar areas for local communities by adding more green spaces, playground equipment, and furniture to areas where residents can gather.

Community Events

During the spring and fall, InvenTrust hosts community events at select shopping centers. These events are free of charge for the community to attend and are family-friendly. Local police and fire departments are invited to join the festivities, which creates opportunities for community outreach. 2021 community events included drive-up movies, concert series, fall festivals, and photos with Santa.



NYSE CLOSING BELL®

OCTOBER



InvenTrust
Properties



NEW YORK STOCK EXCHANGE



Governance







IVT is a premier Sun Belt, multi-tenant essential retail REIT, publicly traded on the New York Stock Exchange. We believe our corporate governance is structured in a manner that closely aligns the Company’s interests with that of our stockholders.

Five Year Goals and Progress (2022-2026)

2021
Progress

	Participate annually in the Global Real Estate Sustainability Benchmark (GRESB) assessment	ACHIEVED
	100% of employees complete annual Code of Business Conduct and Ethics training	ACHIEVED
	100% of employees complete annual Cybersecurity training	ACHIEVED
	30% diversity among our Board of Directors	83% 

 Goal Set  In Progress  Completed

Board of Directors



InvenTrust's Board of Directors (the "Board") oversees the business and affairs of our Company, including its long-term health, overall success, and financial strength. While the full Board is actively involved in that work, including the oversight of risk management of the Company, the Board leverages the expertise of its members through maintaining three standing subcommittees. The Committees of the Board are the Audit Committee, Compensation Committee and Nominating & Corporate Governance Committee. InvenTrust has set a target to achieve 30% diversity among our Board of Directors.

Members of the Board & Committee Membership⁽⁷⁾

PAULA J. SABAN

Chairperson since 2017, Director since 2004

Compensation - M

- + Former Senior Vice President and Private Client Manager at Bank of America
- + Over 25 years of financial services and banking experience

SCOTT A. NELSON

Director since 2016

Compensation - M

- + Principal & Founder of SAN Prop Advisors, a real estate advisory firm
- + Former Senior Vice President at Target Corp., overseeing various real estate groups
- + Former Director of Real Estate at Mervyn's

DANIEL J. (DJ) BUSCH

President, CEO, & Director since 2021

- + Currently serving as President and CEO of InvenTrust Properties Corp.
- + Previously served as EVP, CFO, and Treasurer since 2019
- + Former Managing Director, Retail at Green Street Advisors

THOMAS F. GLAVIN

Director since 2007

Audit - C, FE; Nominating & Corporate Governance - M

- + Owner of Thomas F. Glavin & Associates, Inc., a certified public accounting firm
- + Former partner at Gateway Homes, senior manager at Touche Ross & Co., and internal auditor at Vavrus & Associates

AMANDA BLACK

Director since 2018

Audit - M, FE; Compensation - M

- + Managing Director & Portfolio Manager of JLP Asset Management
- + Former Senior Vice President & Portfolio Manager at Ascent Investment Advisors
- + Over 20 years of experience in real estate investment

JULIAN E. WHITEHURST

Director since 2016

Compensation - C

- + Former CEO and President of National Retail Properties, Inc.
- + Previously served as COO of National Retail Properties, Inc. from 2004 to 2017
- + Practiced business and real estate law for 20 years at Lowndes, Drosdick, Doster, Kantor & Reed

BOARD EXPERIENCE

4/8

Current or Former C-Suite

4/8

Real Estate

5/8

Investment or Financial

5/8

Retail

88%

Independent

25%

Female

58

Average Age

8 years

Average Tenure

STUART AITKEN

Director since 2017

Audit - M; Nominating & Corporate Governance - C

- + Chief Merchant and Marketing Officer at The Kroger Co.
- + Former Group Vice President of The Kroger Co. and CEO of 84.51°, a data analytics firm
- + Former CEO of dunhumbyUSA and EVP & CMO of Michael's Stores

MICHAEL A. STEIN

Director since 2016

Audit - M, FE; Nominating & Corporate Governance - M

- + Former Senior Vice President & CFO of ICOS Corp., a bio tech company acquired by Eli Lilly
- + Former EVP & CFO of Nordstrom, Inc. as well as EVP and CFO of Marriott International, Inc., and former Partner at Arthur Andersen LLP

(7) - C – Chair; M – Member; FE – Financial Expert

Board of Directors

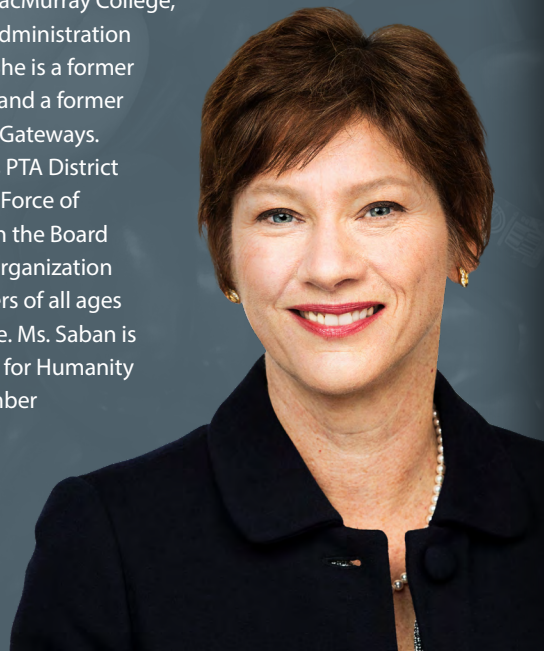
BOARD OF DIRECTORS SPOTLIGHT

Paula J. Saban

Chairperson of the Board of Directors

Paula Saban has served as Chairperson of the Board of Directors since August 2017 and Director since October 2004. Ms. Saban has worked in the financial services and banking industry for over 25 years. She began her career in 1978 with Continental Bank, which later merged into Bank of America. From 1978 to 1990, Ms. Saban held various consultative sales roles in treasury management and traditional lending areas. She also managed client service teams and developed numerous client satisfaction programs. In 1990, Ms. Saban began designing and implementing various financial solutions for clients with Bank of America's Private Bank and Banc of America Investment Services, Inc. Her clients included top management of publicly held companies and entrepreneurs. In addition to managing a diverse client portfolio, Ms. Saban was responsible for client management and overall client satisfaction. She retired from Bank of America in 2006 as a Senior Vice President/Private Client Manager. In 1994, Ms. Saban and her husband started a construction products company, Newport Distribution, Inc., of which she was secretary and treasurer, and a principal shareholder. The business was sold to a strategic buyer in 2021. Ms. Saban currently serves as a project-based development director of InterimExecs, a placement firm for interim CXO's.

Ms. Saban received her bachelor's degree from MacMurray College, Jacksonville, Illinois, and her Master of Business Administration degree from DePaul University, Chicago, Illinois. She is a former president of the Fairview Elementary School PTA and a former trustee of both the Goodman Theatre and Urban Gateways. Ms. Saban served as the legislative chair of Illinois PTA District 37 and as liaison to the No Child Left Behind Task Force of School District 54. Ms. Saban previously served on the Board of Hands On Suburban Chicago, a not-for-profit organization that matches community and corporate volunteers of all ages and skills with opportunities to connect and serve. Ms. Saban is Co-Chair for Women Build, an initiative of Habitat for Humanity of Northern Fox Valley Illinois. Ms. Saban is a member of the Private Directors Association of Chicago and Madame Chair.



Board Nominations

The Nominating & Corporate Governance Committee is responsible for reviewing the qualifications of potential director candidates and recommending candidates to be nominated for election to the Board in order to build a Board that is effective, collegial and responsive to the needs of the Company.

The structure and practices of our Board is rooted in a commitment to independence, education and transparency. Evidence of InvenTrust's commitment can be seen as:

- + InvenTrust appointed the first female Chairperson in the Company's history in 2017
- + The Board conducts an annual robust review of all of the governing documents
- + Each new director goes through an on-boarding process to integrate them into the Company, its practices and its people

Compensation

Our goal is to establish a presence among ESG leaders in the open-air shopping center sector in the coming years. To ensure the Company meets the mark, goals have been tied to compensation.

Measurable goals for executives and non-executives are as follows:

EXECUTIVE

- + Publish an ESG Report
- + Improve InvenTrust GRESB Score
- + Publish measurable targets in Annual Proxy & Sustainability Report

NON-EXECUTIVE

- + LED lighting at all owned InvenTrust properties
- + Add 12 charging stations at InvenTrust properties
- + Energy Management System at all InvenTrust properties

Corporate Governance Guidelines

It is a necessary requirement that all InvenTrust employees conduct business in a manner that upholds the highest standards of ethics and integrity. The guidelines that govern our employees' behavior is found in the Code of Ethics and Business Conduct. This document is shared annually with employees and each person is required to acknowledge their understanding and adhere to the contents. As a part of our commitment to maintain current and strong governance, as well as fair and equitable business practices, InvenTrust maintains the following governance policies:



**0 Code of Conduct
Violations in 2021**

Policy	Description
Corporate Governance Guidelines	Our Board has adopted Corporate Governance Guidelines (the "Corporate Governance Guidelines") to provide a transparent framework for the effective governance of InvenTrust. The Corporate Governance Guidelines are available on our website at www.inventrustproperties.com .
Stockholder Engagement	We have a robust investor engagement program led by our Investor Relations team and the Corporate Secretary's office. The Company engages proactively with our stockholders, monitors developments in corporate governance and social responsibility, and in consultation with our Board, thoughtfully adopts practices in a manner that best supports our strategy and culture.
Code of Ethics and Business Conduct	InvenTrust has adopted a Code of Ethics and Business Conduct applicable to our directors, officers and employees, which promotes integrity, ethics and legal compliance. This policy is available on our website at www.inventrustproperties.com .
Insider Trading	InvenTrust maintains the Insider Trading Policy in order to set guidance with respect to properly trading InvenTrust's stock by its employee, officers, and directors. This guidance is in alignment with parameters and prohibitions set by both federal and state law.
Whistleblower	InvenTrust maintains its Whistleblower Policy in its commitment to full and accurate financial disclosure and to maintaining its books and records in compliance with all applicable laws, rules, and regulations. The Company encourages employees, independent contractors, third-party vendors, customers, and business partners to make the Company aware of any practices, procedures, or circumstances that raise concerns about the integrity of its disclosures, including financial disclosures, books, and records. Further, InvenTrust maintains an Ethics Hotline to allow internal and external persons to report any alleged violation of any of its policies, any other alleged ethical violations, or violations of law. The hotline service is provided by an independent third-party and is available to all InvenTrust employees 24 hours a day, 365 days a year.
Cybersecurity	Cybersecurity is an important focus at InvenTrust. We have developed policies and procedures to mitigate cybersecurity risk at our company and have partnered with multiple third-party services to monitor and manage outside threats. See our Cybersecurity section in this report for more information.

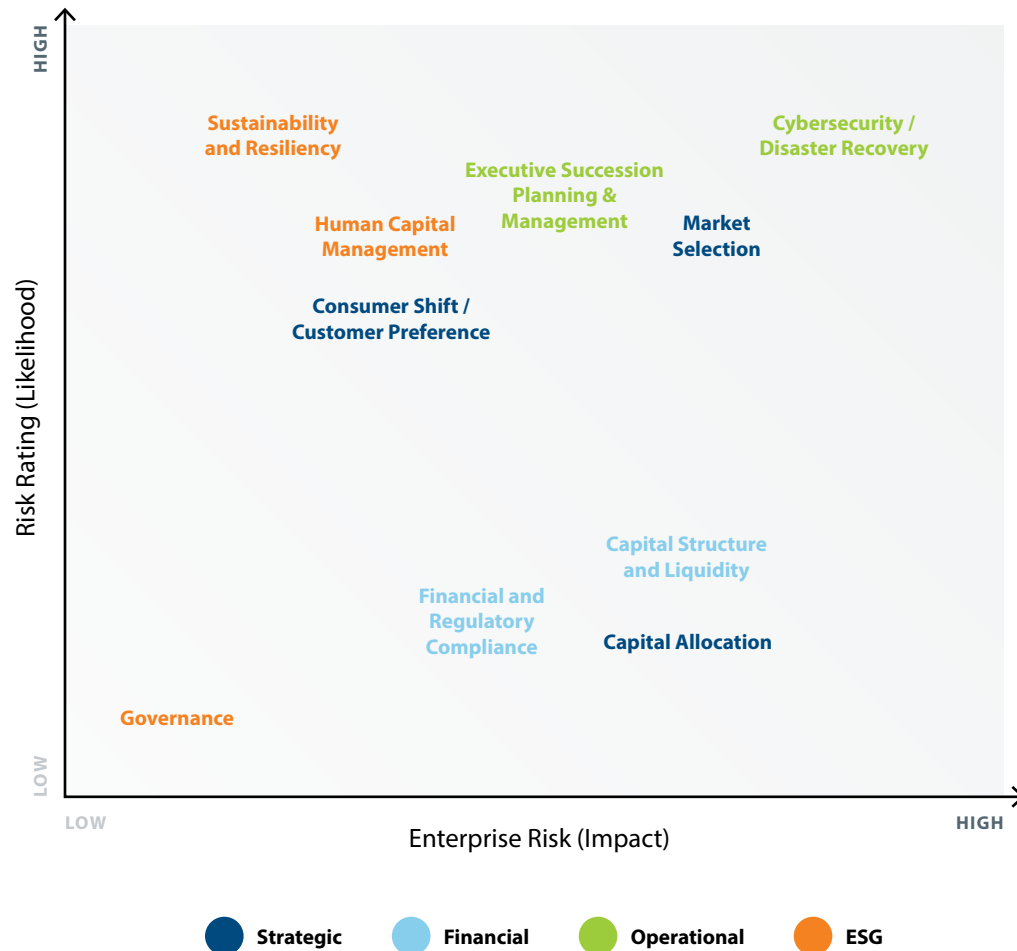
Risk & Resilience

InvenTrust takes a holistic approach to managing all risks, and risk management is integrated into operational decisions that impact the resilience of our portfolio. Our Disaster Recovery and Business Continuity Plans strive to provide business continuity in the event of extreme weather events, including hurricanes, convective wind storms, earthquakes, and floods, as well as other scenarios like pandemics, cyber attacks, and ransomware.

Annually, Management and the Board execute our Enterprise Risk Management (“ERM”) process to identify, assess, and select the key risks that have the highest potential to meaningfully impact our stakeholders. Once the key residual risks have been assessed, our ERM team works with the applicable risk owners to develop plans to mitigate, transfer, or exploit the risk.

In conjunction with the ERM process, the Company evaluates both the current risk trends and the magnitude of the impact should the organization fail to adequately mitigate the identified key risks. This process allows us to prioritize those risks which Management deems to be key and allocate resources accordingly.

Enterprise Risk Management Matrix



InvenTrust is committed to protecting our data and information systems. We have implemented policies and procedures to mitigate and manage cybersecurity risk and we are continuously monitoring the evolving threat landscape. We have invested in our people, technology, and processes to safeguard our information technology (IT) environment, and are in the process of aligning our cybersecurity systems with established standards this coming year.



People

InvenTrust believes that our people are a key component of our cybersecurity defense. We prepare them for this defense by continuously educating them with our security awareness program.

This program includes:

- + New hire security awareness training
- + Annual cybersecurity training for all employees
- + Quarterly phishing campaigns and re-training efforts for any employees who may have failed a phishing test

Technology

Robust tools have been implemented to manage our infrastructure and monitor for security risks.

These tools include:

- + Endpoint Security to maintain the health and integrity of our workstations and servers by providing protection with anti-virus software, as well as the detection of and response to suspicious or threatening activity.
- + Network Operations Center (NOC) to monitor network performance and help prevent downtime.
- + Multi-Factor Authentication (MFA) to connect to our Virtual Private Network (VPN) and Microsoft Office 365 environment requires the entry of both username/password, as well as authentication using our MFA tool prior to gaining access.
- + Email filtering to monitor email messages and attachments for spam, malware, and phishing attacks.
- + Password vault to store credentials for all software applications and websites in one secured location.

Processes

Processes have been developed that focus on preventing, detecting, and responding to cybersecurity risks.

These processes include:

- + Penetration testing executed by a third party to detect weaknesses in our IT architecture and determine the degree to which a malicious attacker could gain unauthorized access to our resources and data.
- + Vulnerability scanning performed quarterly to look for known vulnerabilities in our network and provide recommendations for how to remediate those weaknesses.
- + Cybersecurity breach process used to identify the protocol for communicating security breaches to appropriate parties.
- + Disaster Recovery testing conducted biannually so that we can recover data, restore business critical applications and resume operations in the event of a serious interruption to business.



Travilah Square





The Sustainability Accounting Standards Board (SASB) enables businesses around the world to identify, manage, and communicate financially material sustainability information to their investors. SASB recognizes that material sustainability issues vary from one industry to another, thus, SASB provides a complete set of globally applicable industry-specific standards, covering a range of general ESG issue categories, which identify the minimal set of financially material sustainability topics and their associated metrics for the typical company in an industry. We are reporting to the SASB Standards for the Real Estate sector.

Topic	Code	Description	Response
Energy Management	IF-RE-130a.1	Energy consumption data coverage as a percentage of total floor area, by property subsector	100% data coverage of electric usage for landlord-controlled floor area for common areas.
	IF-RE-130a.2	(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity, and (3) percentage renewable, by property subsector	<ol style="list-style-type: none"> 14,105 MWh of landlord-controlled common area electricity usage. Not available as we do not disclose landlord-controlled natural gas usage. Not currently tracked.
	IF-RE-130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	We collected the complete inventory of our landlord-controlled common area electricity usage for 2021 and are in the process of collecting this for 2022. We plan to share like-for-like percentage changes in our landlord-controlled common area electric usage in our next report.
	IF-RE-130a.4	Percentage of eligible portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR, by property subsector	Not applicable. Given our portfolio consists of retail shopping centers, our assets are not eligible to receive ENERGY STAR ratings.
	IF-RE-130a.5	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	<p>When acquiring a retail property, we evaluate the current state of sustainable practices, as well as the cost analysis of implementing the practices deemed essential for the operations of an environmentally-friendly property. Our organization assigns value to the following items related to ESG beyond economics:</p> <ul style="list-style-type: none"> + Energy savings via LED lighting. Operational efficiencies are achieved with LED lighting through reduction in energy usage and maintenance costs and the number of trips repair companies are required to make to our centers. + Solar rooftop panels. Solar produces clean energy for our buildings. We have embarked on plans to reduce our Scope 2 GHG emissions through on-site renewable energy generation. We will start in Southern California and hope to grow solar generation in Texas and Florida over time. + Energy Management Systems (EMS). We have made a substantial push to upgrade lighting controls throughout our portfolio over the past year. We believe it is important to have control over when lights are and are not needed to reduce our energy consumption. Our EMS are cellular-based and able to give us daily updates for the geographic location's sunset and sunrise. This allows us to turn the lights on and off accordingly. We are targeting all properties to have EMS installed by the end of 2022. + Electric vehicle (EV) charging stations. We are hoping to improve the quality of our customers' and tenants' experiences, along with making a positive impact on the environment by continuing to grow the number of our EV charging stations. <p>We strive to implement sustainable practices in the common areas of our properties and encourage our tenants to do the same in the areas which they have operational control over.</p>



Water Management	IF-RE-140a.1	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	<ol style="list-style-type: none"> 100% data coverage of water usage for landlord-controlled floor area for common areas. We do not currently track properties in high water stress areas.
	IF-RE-140a.2	(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	<ol style="list-style-type: none"> 93,453 kgal of landlord-controlled common area water usage. We do not currently track properties in high water stress areas.
	IF-RE-140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector	We collected the complete inventory of our landlord-controlled common area water usage for 2021 and are in the process of collecting this for 2022. We plan to share like-for-like percentage changes in our landlord-controlled common area water usage in our next report.
	IF-RE-140a.4	Description of water management risks and discussion of strategies and practices to mitigate those risks	<p>We prioritize common area water conservation through efficient irrigation and landscaping projects. We have adopted water conservation practices such as:</p> <ul style="list-style-type: none"> + Xeriscaping, which is the form of landscaping that reduces the need for irrigation. + Drip irrigation and high efficiency spray nozzles to water plants at the ideal rate of water absorption into the soil to reduce run-off and evaporation, if needed. + Smart irrigation controllers at properties with above average water use automatically adjust watering to optimal levels. <p>Since the installation of our first controller system, we have been able to save approximately 21,000 kgal of water. In 2021, we implemented these water conservation methods at 44% of our properties.</p>
Management of Tenant Sustainability Impacts	IF-RE-410a.1	(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	We do not currently track these metrics, but InvenTrust includes green lease language in all new and renewal leases when applicable to require or encourage separately metered utilities, low flow faucets, programmable thermostats, and various other sustainable practices.
	IF-RE-410a.2	Percentage of tenants that are separately metered or sub metered for (1) grid electricity consumption and (2) water withdrawals, by property subsector	We do not currently track this data.
	IF-RE-410a.3	Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants	InvenTrust was awarded the Green Lease Leader, Silver Recognition in 2022. InvenTrust includes green lease language in all new and renewal leases when applicable to require or encourage separately metered utilities, low flow faucets, programmable thermostats, and various other sustainable practices. We believe green lease language removes barriers that previously existed between landlord and tenant when it comes to capital expenditures and utility reporting. We also created a Tenant & Community Sustainability Guide that lists suggested practices that could increase our tenants' efforts in sustainability. The document is sent to all of our tenants annually and available for download on the InvenTrust Properties website, under the Social Responsibility section.



Climate Change Adaptation	IF-RE-450a.1	Area of properties located in 100-year flood zones, by property subsector	Less than 4% of our pro-rata GLA is located in areas that FEMA has identified as 100-year flood zones.
	IF-RE-450a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	<p>InvenTrust takes a holistic approach to managing all risks, and risk management is integrated into operational decisions that impact the resiliency of our portfolio. Our Disaster Recovery and Business Continuity Plans include outlines to provide business continuity in the case of extreme weather events including hurricanes, convective windstorms, earthquakes, and floods, as well as pandemics.</p> <p>We are currently in the process of conducting climate risk assessments for our wholly-owned properties, which is aligned with our target to perform climate risk assessments for 100% of InvenTrust's properties by 2026. Moving forward, we are also planning to evaluate the time horizons for these risks.</p> <p>More information on the physical risks that we have identified and our corresponding mitigation efforts can be seen in the "Strategy" section of our TCFD Index.</p>
Activity Metrics	IF-RE-000.A	Number of assets, by property subsector	62 (55 wholly owned retail properties, 7 IAGM retail properties)
	IF-RE-000.B	Leasable floor area, by property subsector	9,532,936 SF pro-rata combined retail portfolio (8,559,828 SF wholly owned retail properties, 1,767,469 SF IAGM retail properties)
	IF-RE-000.C	Percentage of indirectly managed assets, by property subsector	100% indirectly managed assets
	IF-RE-000.D	Average occupancy rate, by property subsector	92.8% economic occupancy and 93.9% leased occupancy as of December 31, 2021 (pro-rata combined retail portfolio)

The Financial Stability Board Task Force on Climate-related Financial Disclosures (TCFD) is a market-driven initiative that has developed a set of voluntary climate-related financial risk disclosures that assist businesses in identifying and sharing both risks and opportunities they face as a result of climate change. The work and recommendations of the TCFD help firms understand what financial markets are looking for from a disclosure perspective and provides a framework for companies to measure and respond to climate change risks in alignment with investors' needs.

Pillar	Topic	Reference
Governance	Board oversight of climate-related risks and opportunities	InvenTrust's Board of Directors oversees ESG matters, including climate-related topics. We believe these topics are integral to the business and affairs of our Company, including its long-term health, overall success, and financial strength, as well as relevant considerations in InvenTrust's overall risk management. The Nominating & Corporate Governance Committee has oversight of ESG and meets with management annually to discuss initiatives and strategy.
	Management's role in assessing and managing climate-related risks	<p>At the management level, our ESG Steering Committee establishes goals and overarching practices that govern the everyday operations of our portfolio. The Committee's mission is to maximize value for all stakeholders while conducting business in a socially, ethical, and environmentally responsible manner. InvenTrust's SVP of Human Resources is the Chair of the ESG Steering Committee and reports progress on ESG initiatives and goals to the Board of Directors on a bi-annual basis. Due to the efforts of our ESG Steering Committee, we have been active in implementing various sustainability initiatives at our properties. Our goal is to establish a presence among ESG leaders in the open-air shopping center sector in the coming years. To ensure InvenTrust achieves our aspirations, we have tied our ESG goals to executive and non-executive compensation. Measurable goals for executives and non-executives are:</p> <p>Executive</p> <ul style="list-style-type: none"> + Publish an ESG Report + Improve InvenTrust's GRESB Score + Publish measurable ESG targets in InvenTrust's Annual Proxy & Sustainability Report <p>Non-Executive</p> <ul style="list-style-type: none"> + Install LED lighting at all owned InvenTrust properties by 2022 + Install 12 additional charging stations at InvenTrust properties by 2022 + Implement Energy Management Systems at all properties by the end of 2022
Strategy	Short, medium, and long-term climate-related risks	<p>We have identified below the potential climate-related physical risks for our portfolio.</p> <ul style="list-style-type: none"> + Hurricanes: 90% of our properties are located in the Sun Belt, thus, making our properties more susceptible to hurricane exposure. + Wildfires: Our properties on the West Coast are exposed to the potential risk of wildfires. + Convective windstorms: InvenTrust's properties in Colorado and Texas are susceptible to convective windstorms including tornados and hailstorms. + Floods: Less than 4% of our assets are located in the areas that FEMA has identified as flood zones. <p>We are currently conducting a climate risk assessment for our wholly-owned properties that will evaluate how these risks may impact InvenTrust across different time horizons.</p>
	Impact on business, strategy, and planning	<p>InvenTrust takes a holistic approach to managing all risks, and risk management is integrated into operational decisions that impact the resiliency of our portfolio. A large part of our strategy is capitalizing on the shifts to a clean, green environment through initiatives such as solar panel installation, water conservation, waste mitigation, recycling programs, and EV charging stations.</p> <p>Please see the "Risk Management" section of our TCFD Index for more information on our process to manage climate-related risks.</p>

Strategy	Resilience of strategy using 2-degree or lower scenario	InvenTrust has not yet conducted a scenario analysis.
Risk Management	Process to assess climate-related risks	We understand the impact of natural catastrophes on our assets, employees, and communities and we strive to reduce these risks to our business. We are focused on analyzing the impact of climate-related risks and the success of our mitigation techniques. We are also routinely searching for innovative solutions to reduce our carbon footprint and the impact of natural catastrophes on our business. We are currently in the process of conducting climate risk assessments for our wholly-owned properties, aligned with our 2026 target to have 100% of our wholly-owned properties assessed for climate risk.
	Process to manage climate-related risks	<p>InvenTrust takes a holistic approach to manage all risks, and risk management is integrated into operational decisions that impact the resiliency of our portfolio. We also have Disaster Recovery and Business Continuity Plans that include outlines to provide business continuity in the case of extreme weather events including hurricanes, convective windstorms, earthquakes, and floods, as well as pandemics. Please see below the corresponding management approach for our physical and transition risks.</p> <p>PHYSICAL RISKS</p> <p>Hurricanes - In our Hurricane Preparation Plans and Business Continuity Plans (BCPs), we have outlined how to prepare and respond to hurricane events. One mitigation measure is to remove all objects that can be blown or swept away and shutter all glass in front-facing areas.</p> <p>Wildfires - Our BCP outlines how to prepare for wildfires, such as removing any flammable materials from the property to reduce the spread of fire. We also engage partners to monitor fire events as they occur.</p> <p>Convective windstorms - We take a proactive approach to protecting our assets from such exposures by engaging a third-party alert system that notifies our Operations team when an event is imminent and to prepare and respond immediately. We also routinely utilize hail-resistant building materials for our properties in the region to protect them from damage and mitigate disruption from windstorms.</p> <p>Floods - Even though less than 4% of our assets are located in 100-year flood zones, we outline preparation and response methods to such events in our BCP as we understand the damage that flooding could cause to our properties.</p> <p>TRANSITION RISKS</p> <p>As climate change leads to changes in the market, regulatory environment, and other factors, we recognize the potential impact of transition-related risks on our company, including:</p> <p>Policy and Regulatory Risk - InvenTrust monitors current and potential regulations and emissions-reporting obligations as well as the associated costs with maintaining compliance.</p> <p>Market Risk - By implementing energy, water, and waste reduction initiatives throughout our portfolio, we aim to reduce our exposure to the rising costs of energy, raw materials, and transitioning to low emissions technologies.</p>
	Integration of risk process into overall risk management	<p>Our Board of Directors and Executive Management team annually execute our Enterprise Risk Management (ERM) process to identify, assess, and select key risks that have the highest potential to meaningfully impact our company and our stakeholders. In conjunction with the ERM process, InvenTrust also evaluates both current risk trends and the magnitude of impact should the organization fail to adequately mitigate identified key risks. This process allows us to prioritize those risks that Management deems important and allocate resources accordingly.</p> <p>Please see the "Risk & Resilience" section of our ESG Report for more information on our ERM process.</p>

Metrics and Targets	Metrics used to assess climate-related risks	InvenTrust tracks and monitors several climate metrics, including Scope 1 and 2 GHG emissions. Considering the majority of our Scope 1 and Scope 2 GHG emissions come from energy consumption across our operations, we also track our energy usage and environmental initiative metrics, such as LED lighting upgrades and smart energy management systems installation. In addition, we also track the number of our properties that have been assessed for climate risk.
	Scope 1 and Scope 2 GHG emissions	<p>Scope 1: We are currently in the process of collecting our Scope 1 GHG emissions and plan to share full year metrics in our next report.</p> <p>Scope 2: 14,584 mtCO₂e ⁽⁸⁾</p>
	Describe targets used	InvenTrust is evaluating Scope 1 and 2 greenhouse gas emissions reduction and energy reduction targets that aim to hold InvenTrust accountable and track progress over time.

(8) - Landlord-controlled common area Scope 2 GHG emissions represent a sub-set of total potential Scope 2 GHG emissions and excludes GHG emissions associated with energy consumption at vacant tenant spaces and other categories. Data represents properties owned by IVT as of December 31, 2021.



GRI Standard	Description	Reference / Response
GRI 102: General Disclosures		
102-1	Name of the organization	InvenTrust Properties Corp. ("InvenTrust")
102-2	Activities, brands, products, services	2021 ESG Report, page 5 ("Business Overview") 2021 Annual Report and Form 10-K SEC Filing, page 1 ("Business")
102-3	Location of headquarters	Our corporate headquarters are located at 3025 Highland Parkway, Suite 350, Downers Grove, IL 60515.
102-4	Location of operations	2021 ESG Report, page 5 ("Business Overview") 2021 Annual Report and Form 10-K SEC Filing, page 15 ("Properties") Property Portfolio
102-5	Ownership and legal form	InvenTrust Properties Corp. is a publicly-traded REIT and a Maryland corporation.
102-6	Markets served	2021 ESG Report, page 5 ("Business Overview")
102-7	Scale of the organization	As of December 31, 2021, the company employed 115 full-time equivalent individuals. More information on the revenue, capitalization, and asset information is contained in the organization's 2021 Annual Report and Form 10-K SEC filing, page 3 ("Human Capital Management") .
102-8	Information on employees and other workers	2021 ESG Report, pages 11 and 24-26 (" Stakeholder Engagement " and " Our People: Our Greatest Asset ") 2021 Annual Report and Form 10-K SEC Filing, page 3 ("Human Capital Management")
102-9	Supply chain	2021 ESG Report, pages 11 and 29 (" Stakeholder Engagement " and " Construction ")
102-10	Significant changes to the organization and its supply chain	None during the reporting period.
102-11	Precautionary principles or approach	InvenTrust applies precautionary principles when assessing the environmental impacts of new acquisition as described on our 2021 ESG Report, page 19 ("Sustainable Acquisitions") .
102-12	External initiatives	2021 ESG Report, page 6 ("About this Report")

102-13	Membership or associations	Association Memberships <ul style="list-style-type: none"> + American Institute of Certified Public Accountants (AICPA) + Certified Commercial Investment Member (CCIM) + Commercial Real Estate Women Network (CREW Network) + Global Real Estate Sustainability Benchmark (GRESB) + Institute of Real Estate Management (IREM) + International Council of Shopping Centers (ICSC) + National Association of Real Estate Investment Trusts (NAREIT) + National Investor Relations Institute (NIRI) + Risk & Insurance Management Society (RIMS) + Society for Human Resource Management (SHRM) + Urban Land Institute (ULI)
102-14	Statement from senior decision maker	2021 ESG Report, page 3 ("CEO Letter to Stakeholders")
102-15	Key impacts, risks and opportunities	2021 Annual Report and Form 10-K SEC Filing, pages 2, 5-14 ("Business Strategy" and "Risk Factors") 2021 ESG Report, page 39 ("Risk and Resilience")
102-16	Values, principles, standards, and norms of behavior	2021 ESG Report, pages 10, 38 ("Corporate Responsibility Strategy" and "Corporate Governance Guidelines") Code of Ethics and Business Conduct
102-17	Mechanisms for advice and concerns about ethics	2021 ESG Report, page 38 ("Corporate Governance Guidelines") Whistleblower Hot Line
102-18	Governance structure	2021 ESG Report, page 36 ("Board of Directors")
102-40	List of stakeholder groups	2021 ESG Report, pages 10-11 ("Key Stakeholder Commitments" and "Stakeholder Engagement")
102-41	Collective bargaining arrangements	Our employees are not covered by collective bargaining agreements.
102-42	Identifying and selecting stakeholders	2021 ESG Report, pages 10-11 ("Key Stakeholder Commitments" and "Stakeholder Engagement")
102-43	Approach to stakeholder engagement	2021 ESG Report, page 11 ("Stakeholder Engagement")
102-44	Key topics and concerns raised	2021 ESG Report, page 11 ("Stakeholder Engagement")



102-45	Entities included in the consolidated financial statements	2021 Annual Report and Form 10-K SEC Filing
102-46	Defining report content and boundaries	2021 ESG Report, page 6 ("About this Report")
102-47	List of material ESG topics	We have not conducted a formal ESG materiality assessment but we have discussed ESG topics we find material in our 2021 ESG Report.
102-48	Restatements of information	Not applicable as this is our inaugural report.
102-49	Changes in reporting	Not applicable as this is our inaugural report.
102-50	Reporting period	Our reporting period is calendar year 2021, which covers January 1, 2021 – December 31, 2021, unless otherwise stated.
102-51	Date of most recent report	Not applicable as this is our inaugural report.
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	For more information, contact us at ESG@inventrustproperties.com .
102-54	Claims of reporting in accordance with GRI Standards	2021 ESG Report, page 6, ("About this Report") This report has been prepared in accordance with the GRI Standards: Core option.
102-55	GRI content index	2021 ESG Report, page 48 ("GRI Content Index")
102-56	External assurance	We did not seek external assurance for our inaugural report, however, we may evaluate this option for our future reports.

GRI 201: Economic Performance

103	Management approach	2021 Annual Report and Form 10-K SEC Filing, page 24 ("Compensation Discussion and Analysis")
201-1	Direct economic value generated and distributed	2021 Annual Report and Form 10-K SEC Filing, page F-4, F-5 ("Total Assets" and "Total Income")
201-2	Financial implications and other risks and opportunities due to climate change	We are currently in the process of conducting climate risk assessments for our wholly-owned properties and potentially evaluating the financial implications of climate related risks and opportunities for the entire portfolio.



GRI 205: Anti-Corruption		
103	Management approach	2021 ESG Report, page 38 ("Corporate Governance Guidelines")
205-3	Confirmed incidents of corruption and actions taken	No confirmed incidents.
GRI 301: Materials		
103-1	Explanation of the material ESG topic and its boundary	2021 ESG Report, page 20 ("Construction")
103-2	The management approach and its components	2021 ESG Report, page 20 ("Construction")
103-3	Evaluation of the management approach	2021 ESG Report, page 20 ("Construction")
GRI 302: Energy		
103	Management approach	2021 ESG Report, pages 15-16, 37 (" Energy Management " and " Board of Directors ")
302-1	Energy consumption within the organization	2021 ESG Report, pages 15-16 ("Energy Management")
302-2	Energy consumption outside of the organization	We do not currently collect energy consumption data outside of the organization (e.g., from tenants), but we are evaluating our tenant engagement strategy moving forward.
302-3	Energy intensity	2021 ESG Report, page 42 ("SASB Index")
302-4	Reduction of energy consumption	2021 ESG Report, pages 15-16 ("Energy Management")
GRI 303: Water and Effluents		
103	Management approach	2021 ESG Report, page 17 ("Water Conservation")
303-5	Water consumption	2021 ESG Report, page 43 ("SASB Index")



GRI 305: Emissions		
103	Management approach	2021 ESG Report, page 14, 45 (" Minimizing Our Footprint " and " TCFD Index ")
305-1	Direct (Scope 1) GHG emissions	2021 ESG Report, page 47 ("TCFD Index")
305-2	Energy indirect (Scope 2) GHG emissions	2021 ESG Report, page 47 ("TCFD Index")
305-3	Other indirect (Scope 3) GHG emissions	We do not currently track our Scope 3 GHG emissions, but we are evaluating our tenant engagement strategy to potentially collect Scope 3 GHG emission data moving forward.
305-4	GHG emissions intensity	We are currently in the process of collecting our GHG emissions intensity metrics and will share full year metrics in our next report.
305-5	Reduction of GHG emissions	We collected the complete inventory of our landlord-controlled Scope 2 GHG emissions for 2021 and are in the process of collecting this for 2022. We will share like-for-like percentage changes in our landlord-controlled GHG emissions in our next report.
GRI 306: Effluents and Waste		
103	Management approach	2021 ESG Report, page 17 ("Waste Management")
306-2	Waste by type and disposal method	We are currently in the process of collecting our waste metrics and will share full year metrics in our next report.
306-3	Significant spills	There were no significant spills during the reporting period.
306-5	Water bodies affected by water discharges and/or runoff	There were no water bodies affected by water discharge and/or run off during the reporting period.
GRI 307: Environmental Compliance		
103	Management approach	2021 Annual Report and Form 10-K SEC Filing, page 3 ("Environmental Matters")
307-1	Non-compliance with environmental laws and regulations	There were no fines or notices of non-compliance issued to InvenTrust Properties during the reporting period.
GRI 401: Employment		
103	Management approach	2021 ESG Report, pages 11, 24-26 (" Stakeholder Engagement " and " Our People: Our Greatest Asset ")



401-1	New employee hires and employee turnover	2021 Annual Report and Form 10-K SEC Filing, page 3 ("Human Capital Management")
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2021 ESG Report, page 25 ("Live Well, Be Well") 2021 Annual Report and Form 10-K SEC Filing, page 3 ("Human Capital Management")
GRI 403: Occupational Health and Safety		
103	Management approach	2021 ESG Report, page 25 ("Live Well, Be Well")
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	InvenTrust has no absenteeism reported in 2021.
403-6	Promotion of worker health	2021 ESG Report, page 25 ("Live Well, Be Well")
GRI 404: Training and Education		
103	Management approach	2021 ESG Report, page 25 ("Training & Development")
404-1	Average hours of training per year per employee	2021 ESG Report, page 25 ("Training & Development")
404-3	Percentage of employees receiving regular performance and career development reviews	100% of InvenTrust Properties employees receive annual performance reviews.
GRI 405: Diversity and Equal Opportunity		
103	Management approach	2021 ESG Report, page 24 ("Diversity, Equity, & Inclusion")
405-1	Diversity of governance bodies and employees	2021 ESG Report, page 24 ("Diversity, Equity, & Inclusion") 2022 Proxy Statement, page 9 ("Corporate Diversity")



GRI 406: Non-Discrimination

103	Management approach	2021 ESG Report, page 25 ("Training & Development")
406-1	Incidents of discrimination and corrective actions taken	No incidents of discrimination.

GRI 413: Local Communities

103	Management approach	2021 ESG Report, pages 10-11, 31-33 ("Key Stakeholder Commitments" , "Stakeholder Engagement" and "Giving Back through Charity")
413-1	Operations with local community engagement, impact assessments, and development programs	2021 ESG Report, pages 10-11, 31-33 ("Key Stakeholder Commitments" , "Stakeholder Engagement" and "Giving Back through Charity")