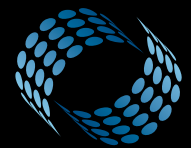




InvenTrust  
Properties

# 2025 CORPORATE RESPONSIBILITY REPORT





# TABLE OF CONTENTS

## 04 CEO LETTER TO STAKEHOLDERS

## 05 COMPANY VALUES

## 06 BUSINESS OVERVIEW

- 09 Corporate Responsibility ("CR") Goals & Progress
- 10 Corporate Responsibility Oversight
- 11 Materiality Matrix
- 12 Corporate Responsibility Strategy
- 13 Stakeholder Engagement

## 14 ENVIRONMENTAL

- 15 Reducing Our Environmental Impact
- 16 Institute of Real Estate Management ("IREM") Certified Sustainable Properties
- 17 Climate Change Outlook
- 18 Sustainable Practices in Operations
- 22 Preserving Biodiversity
- 23 Sustainable Acquisitions
- 24 Construction
- 25 Engaging Tenants on Sustainable Practices

## 26 SOCIAL

- 27 Our People: Our Greatest Asset
- 31 Connecting with Our Tenants
- 32 Giving Back through Charity
- 33 Creating a Place for Community / Community Events

## 34 GOVERNANCE

- 35 Board of Directors
- 37 Corporate Governance Guidelines
- 38 Risk & Resilience
- 39 Cybersecurity

## 40 APPENDIX

- 41 Sustainability Accounting Standards Board ("SASB")
- 44 Task Force on Climate-Related Financial Disclosures ("TCFD")
- 48 The Global Reporting Initiative ("GRI") Content Index

## FORWARD-LOOKING STATEMENTS AND OTHER IMPORTANT DISCLAIMERS

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, 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," "likely," "will," "would," "outlook," "guidance," "goal," "target," "commitment," and variations of these terms and similar expressions, or the negative of these terms or similar expressions. 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, achievement of goals, financial position and timing of certain events to differ materially from those described in the forward-looking statements: energy prices; local, regional, national and global economic performance; the pace, cost and effectiveness of technological innovation; climate-related conditions and weather events; legislative and regulatory changes and other unforeseen events or conditions; the potential impacts of climate change on our business and our ability to mitigate them; competitive factors; future retailer store closings; retailers reducing store size; retailer bankruptcies; and government policy changes.

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 U.S. Securities and Exchange Commission ("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. Additionally, our discussion of assessments, goals, and relevant issues herein are informed by various standards and frameworks (including standards for the measurement of underlying data), and the interests of various stakeholders. As such, any significance may differ from, and should not be read as necessarily rising to, the definition of "materiality" under the federal securities laws for SEC reporting purposes, even if we use the word "material" or similar language in this or our other reporting. Moreover, given the uncertainties, estimates, and assumptions required to make some of the disclosures in this report, and the timelines involved, materiality is inherently difficult to assess far in advance. In addition, given the inherent uncertainty of the estimates, assumptions, and timelines contained in this report, we may not be able to anticipate in advance whether or the degree to which we will or will not be able to meet our plans, targets, or goals. Furthermore, much of this information is subject to assumptions, estimates or third-party information that is still evolving and subject to change. For example, we note that standards and expectations regarding greenhouse gas ("GHG") accounting and the processes for measuring and counting GHG emissions and GHG emission reductions as well as other corporate responsibility metrics are evolving, and it is possible that our approaches to measuring any such metrics may be, either currently by some stakeholders or at some point in the future, considered inconsistent with common or best practices with respect to measuring and accounting for such matters, and reducing overall emissions. Certain of our disclosures also rely at least in part on third-party information, and while we are not aware of any material issues with such information, except to the extent disclosed, we have not necessarily independently reviewed this information for accuracy. If our approaches to such matters are perceived out of step with common or best practice, we may be subject to additional scrutiny, criticism, regulatory and investor engagement or litigation, any of which may adversely impact our business, financial condition, or results of operations. Moreover, while we aim to align certain disclosures set forth or referred to in this report with the recommendations of various third-party frameworks, such as the Global Reporting Initiative, the Sustainability Accounting Standards Board, and the Task Force on Climate-Related Financial Disclosures, we cannot guarantee strict adherence to these frameworks' recommendations. Additionally, our disclosures, as well as relevant internal controls, based on any standards may change due to revisions in framework requirements, availability or quality of information, changes in our business or applicable government policies, or other factors, some of which may be beyond our control.



# CEO LETTER TO STAKEHOLDERS



I am pleased to introduce InvenTrust Properties' 2025 Corporate Responsibility Report.

At InvenTrust, we believe corporate responsibility is fundamental to value creation. Guided by our principles of integrity, value, and trust, we work to strengthen our portfolio while creating positive outcomes for our employees, tenants, shareholders, and communities. As an owner and operator of essential retail centers in high-growth Sun Belt markets, we recognize that our properties do more than provide daily needs—they help support local jobs, services, and places for connection.

Throughout 2025, we remained focused on strengthening our grocery-anchored portfolio while advancing the environmental, social, and governance practices that drive durable performance. We pursued growth with discipline, stayed close to our tenants and communities, and continued to invest in initiatives that improve operating efficiency, support our people, and reinforce our governance framework.

Our environmental progress reflects a practical, results-oriented approach. By year-end, energy management systems had been installed across 100% of our properties and 100% of landlord-controlled common area parking lot lighting had been converted to LED. We continued to reduce landlord-controlled electricity, greenhouse gas emissions and water usage. We also expanded IREM Certified Sustainable Property designations, grew electric vehicle charging infrastructure, and made strides in waste diversion initiatives across the portfolio.

Our social priorities begin with our people. We are committed to fostering an inclusive, high-accountability culture where employees are empowered to act like owners and grow professionally. In 2025, that culture was reflected, with 95% of employees reporting they were highly engaged and InvenTrust being named one of Chicago's Top Workplaces for the fourth consecutive year. We also maintained 100% completion of annual training on corporate responsibility, anti-harassment, inclusion and belonging, business ethics, and cybersecurity, and achieved 100% employee participation in charitable volunteer events and fundraisers, reflecting the strong connection between our culture and the communities we serve. Just as importantly, we remained focused on helping our tenants succeed through responsive property management, collaborative partnership, and shopping centers that create lasting value for local neighborhoods.

Strong governance continues to be a cornerstone of our strategy. Our Board of Directors and Corporate Responsibility Steering Committee provide active oversight of our priorities, while our broader governance practices support transparency, accountability, risk management, and ethical decision-making. As our business evolves, we remain committed to a governance framework that is thoughtful and aligned with the long-term interests of our stakeholders.

This report highlights the progress we have made and the work still ahead. We know that meaningful progress requires discipline, transparency, and continuous improvement. By integrating corporate responsibility into our business strategy, we are positioning InvenTrust to remain a strong, resilient company in a changing world.

Thank you for your continued trust and support.



Sincerely,

A handwritten signature in black ink, appearing to read "D. Busch".

**Daniel J. Busch**

*President & Chief Executive Officer  
InvenTrust Properties Corp.*

# COMPANY VALUES

*Our culture is deeply rooted in our values. We prioritize integrity and trust to create meaningful value for our communities and stakeholders. We engage our team with a set of mutual obligations that drive accountability and commitment between the company and employees. This human resource strategy results in a team that is engaged and grows together.*



## INTEGRITY

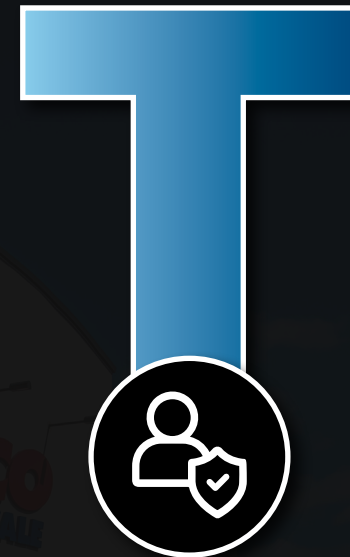
**We** are respectful,  
**We** do the right thing,  
**We** do what we say we are going to do



## VALUE

### Value Creation

for our communities & stakeholders



## TRUST

**We** empower employees to act like owners,  
**We** communicate the “why”,  
**We** create a collaborative work environment  
that is flexible yet accountable,  
**We** build dependable partnerships



# BUSINESS OVERVIEW



# PORTFOLIO OVERVIEW <sup>(1)</sup>

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



**11.6M SF**  
Gross Leasable Area ("GLA")



**73**  
Retail Properties



**89%**  
Grocery Anchored <sup>(2)</sup>



**97%**  
Sun Belt <sup>(3)</sup>



**9**  
States



**97%**  
Leased Occupancy

(1) As of December 31, 2025

(2) Year-to-date ABR percentage from properties owned as of December 31, 2025. Includes shadow-anchored grocers. Walmart, Target and warehouse clubs are considered grocers.

(3) Year-to-date ABR percentage from properties owned as of December 31, 2025

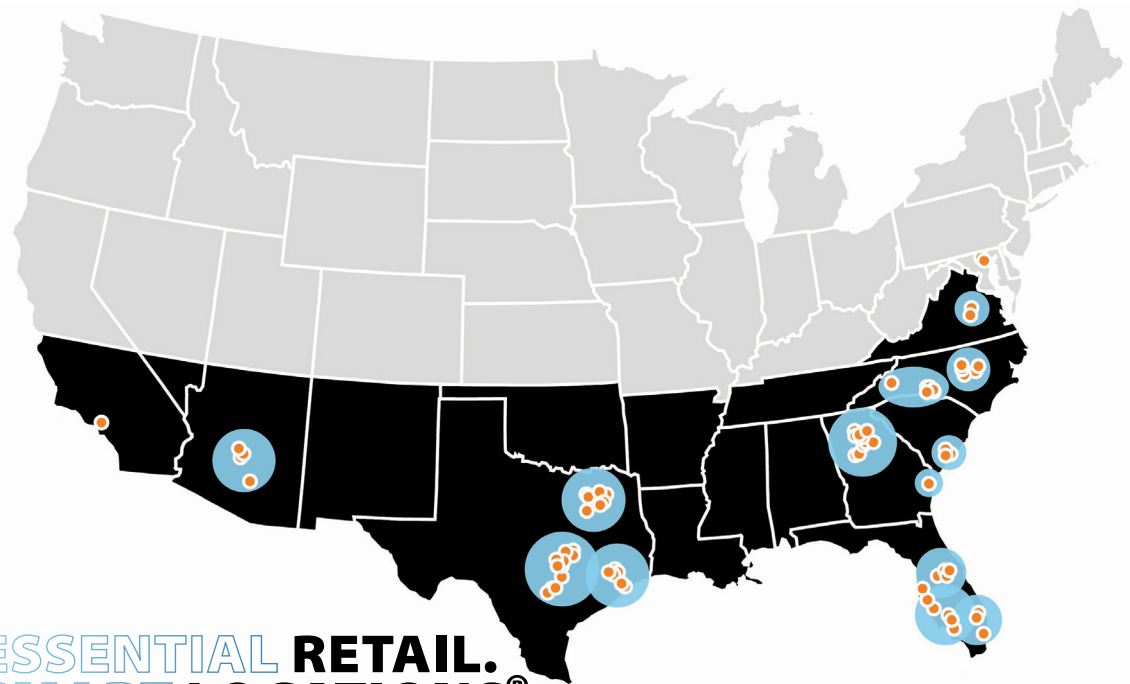
## BUSINESS OVERVIEW

InvenTrust Properties Corp. ("we," "our," "IVT," "InvenTrust," or "InvenTrust Properties") 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 corporate responsibility ("CR") 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<sup>®</sup>. We strive to bring success to all our stakeholders: employees, tenants, communities, and shareholders.

**That's who we are.**



**ESSENTIAL RETAIL.  
SMART LOCATIONS<sup>®</sup>**

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

# ABOUT THIS 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, 2025. The quantitative social metrics represent data as of December 31, 2025. Energy, greenhouse gas (“GHG”), water, and waste data provided by Conserve<sup>®</sup>, submitted to GRESB, and included in this report were verified by Sodali & Co through limited assurance for the 2025 calendar year.

InvenTrust Properties is dedicated to reporting our CR practices with transparency and disclosure. We have developed this report with reference to The Global Reporting Initiative, The Sustainability Accounting Standards Board, and The Task Force on Climate-Related Financial Disclosures, and present how we believe our actions help advance 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 shareholders 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.

# SUSTAINABLE DEVELOPMENT GOALS

Additional resources for InvenTrust’s CR business activities can be found in the following documents:

[Annual Report](#)

[Proxy Statement](#)

**THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (“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 corporate responsibility program helps to advance eight of the seventeen SDGs. We believe these SDG focus areas are most relevant to our business and where we have identified the greatest opportunities to drive measurable impact. These SDGs are referenced throughout the report.

## UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



**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 described in the **Social section**.



**Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.** InvenTrust supports continuing education through tuition reimbursement, conferences, and employee training.



**Achieve gender equality and empower all women and girls.** InvenTrust focuses on gender equality through its hiring practices.



**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.



**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**.



**Make cities and human settlements inclusive, safe, resilient and sustainable.** InvenTrust’s shopping centers and necessity-based retailers are open to all.



**Ensure sustainable consumption and production patterns.** InvenTrust practices sustainable consumption and production through its waste management and construction practices.



**Take urgent action to combat climate change and its impacts.** InvenTrust is prioritizing the reduction of greenhouse gas emissions under its operational control to address climate change.



# CORPORATE RESPONSIBILITY GOALS & PROGRESS

InvenTrust set measurable goals in order to support our pursuit to own and manage more 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 our high standards of ethics and integrity. Below are our five-year goals and their status as of December 31, 2025.



**On Track**



**Achieved**



**Increasing Focus**

FIVE YEAR GOALS (2022-2026)		PROGRESS	STATUS
Environmental	100% of InvenTrust properties have energy management systems installed <sup>(1)</sup>	100%	✓
	100% of landlord-controlled common area lighting upgraded to energy-efficient light-emitting diodes (“LEDs”)	100%	✓
	100% of InvenTrust properties have water efficient landscaping systems installed	93%	✓
	100% of InvenTrust properties assessed for climate risks	100%	✓
	25% reduction in like-for-like landlord-controlled common area Scope 2 greenhouse gas (“GHG”) emissions (2021 baseline year)	39% reduction	✓
	25% reduction in like-for-like landlord-controlled common area electricity usage (2021 baseline year)	33% reduction	✓
	5% reduction in like-for-like landlord-controlled common area water usage (2021 baseline year)	62% reduction	✓
	20% of landlord-controlled waste diverted from landfills (single year diversion)	21% diverted	✓
	50% of properties have electric vehicle (“EV”) charging stations signed and/or installed <sup>(2)</sup>	36% of properties	🎯

Social	Maintain an average overall tenant satisfaction index score of 80 based on 100% coverage of tenant satisfaction surveys annually	85	✓
	100% of employees complete annual training on Corporate Responsibility	100%	✓
	100% of employees complete annual anti-harassment training	100%	✓
	100% annual employee participation in charitable volunteer events and/or fundraisers	100%	✓
	80% or greater annual employee satisfaction rate	95%	✓
	100% of employees complete annual Inclusion & Belonging training	100%	✓

Governance	Participate annually in the GRESB Real Estate Assessment	100%	✓
	100% of employees complete annual Code of Business Conduct and Ethics training	100%	✓
	100% of employees complete annual Cybersecurity training	100%	✓

(1) Excludes properties acquired during Q4 2025

(2) As of December 31, 2025. Electric Vehicle (“EV”) charging stalls and stations may be on lease or shadow.



# CORPORATE RESPONSIBILITY OVERSIGHT

The Corporate Responsibility Steering Committee’s mission is to increase value for all stakeholders while conducting business in a socially, ethically, and environmentally responsible manner. The Corporate Responsibility Steering Committee consists of InvenTrust’s President and CEO Daniel J. Busch, its EVP, Chief Administrative Officer and Chair of the Committee, Lauren Suva, and other senior leaders. The Corporate Responsibility Steering Committee reports progress on its corporate responsibility initiatives, goals, and overarching practices that govern the day-to-day operations of our portfolio to the Nominating and Corporate Governance Committee of the Board of Directors.

## 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 corporate responsibility policies and practices.
- Identify vendors, contractors, and technology that support InvenTrust’s goal to operate our properties more sustainably.
- Convene with peers to discuss best practices.
- Track, quantify, and report the results of InvenTrust’s efforts.
- Publish progress towards goals through effective and transparent communication.



Nominating and Corporate Governance Committee



Corporate Responsibility Steering Committee



Accounting



Treasury



Information Technology



FP&A



Capital Markets



Transactions



Investor Relations



Legal



Risk Management



Marketing



Human Resources



Leasing



Construction & Development



Property Management



Asset Management

# MATERIALITY MATRIX<sup>(1)</sup>

InvenTrust utilizes a materiality assessment to focus our corporate responsibility strategy on the topics with the highest potential impact to internal and external stakeholders. The matrix below plots the responses from external stakeholders against internal stakeholders, with topics considered to have the highest level of impact at the top-right corner, and topics with the lowest level of impact in the bottom-left corner.

Through this exercise, it was evident that governance and social topics such as business ethics, cybersecurity, employee retention and well-being, and tenant satisfaction are among our top corporate responsibility priorities.

The results of this assessment align with our existing strategy to drive value and will help InvenTrust prioritize its corporate responsibility efforts and further engage with employees, tenants, shareholders and the Board of Directors going forward.



## ENVIRONMENTAL

- 1 Water Management & Conservation
- 2 Energy Consumption & Efficiency
- 3 Waste Management
- 4 Emissions Reductions
- 5 Climate Change
- 6 Building Certifications
- 7 Environmental Management System ("EMS")
- 8 Environmental Reporting & Disclosure
- 9 Land Use & Ecological Impacts
- 10 Sustainable Procurement & Materials

## SOCIAL

- 11 Community Engagement & Charitable Giving
- 12 Employee Training, Development & Retention
- 13 Employee Health, Safety & Well-being
- 14 Inclusion & Belonging
- 15 Tenant Engagement & Satisfaction
- 16 Strategic Partnerships
- 17 Employee Recruitment & Attraction
- 18 Supply Chain Responsibility
- 19 Equal Pay & Fair Compensation Practices

## GOVERNANCE

- 20 Systematic Risk Management
- 21 Business Ethics & Integrity
- 22 Data Privacy & Cybersecurity
- 23 Corporate Responsibility Governance & Oversight
- 24 Investor Relations
- 25 Financial Performance

(1) Our approach to corporate responsibility materiality is informed by a variety of standards, frameworks, and stakeholder perspectives that may be broader than, or otherwise distinct from, materiality considerations for mandatory regulatory reporting. While matters discussed in this matrix or elsewhere in this report may be significant, any significance should not be read as necessarily rising to the level of materiality used for the purposes of complying with, or reporting pursuant to, the U.S. federal securities laws and regulations, or any other laws or regulations, and use of the term "material" in this report shall not be deemed to mean material as defined under any such law or standard.

# 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.

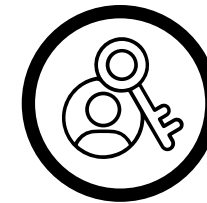
## ACCOUNTABILITY

Inform stakeholders of InvenTrust's performance and strategic execution.



**103**  
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 talented professionals by investing in our people through industry-leading benefits, personal and professional development, and work-life balance.



**1,750+**  
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.



**730+**  
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.



**73**  
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.








**18,000+**  
SHAREHOLDERS

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

Note: As of December 31, 2025

# 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.

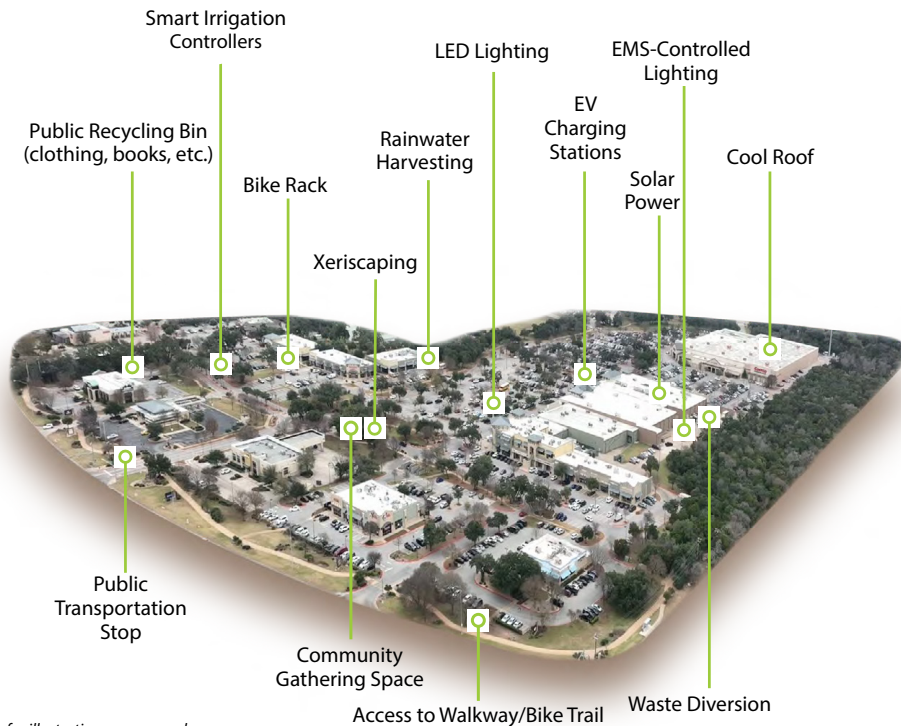
STAKEHOLDER GROUP	METHODS OF ENGAGEMENT	FREQUENCY	TOPICS OF DISCUSSION
 <p><b>EMPLOYEES</b></p>	<p>Employee Satisfaction Surveys</p> <p>Performance Reviews</p> <p>Company-wide Meetings</p> <p>Trainings</p> <p>Employee Awards</p> <p>Dialogue/Day-to-Day Interaction</p> <p>Volunteer Opportunities</p>	<p>Annually</p> <p>Annually</p> <p>Quarterly</p> <p>Ongoing</p> <p>Ongoing/Annually</p> <p>Ongoing</p> <p>Ongoing</p>	<ul style="list-style-type: none"> <li>Employee engagement and overall employee satisfaction</li> <li>Health and wellness</li> <li>CR plans and strategy</li> <li>Training and development</li> <li>Inclusion &amp; Belonging</li> <li>Benefits and compensation</li> <li>Company sponsored volunteer events</li> </ul>
 <p><b>TENANTS</b></p>	<p>Tenant Satisfaction Surveys</p> <p>On-Site Check Ins</p> <p>Phone Calls/Emails</p>	<p>Annually</p> <p>Ongoing</p> <p>Ongoing</p>	<ul style="list-style-type: none"> <li>Overall tenant satisfaction</li> <li>Requests for support</li> <li>Collaboration opportunities</li> <li>Tenant sustainability opportunities</li> </ul>
 <p><b>VENDORS</b></p>	<p>Performance Check Ins</p> <p>Contract Negotiation</p>	<p>Ongoing</p> <p>Ongoing</p>	<ul style="list-style-type: none"> <li>Overall vendor satisfaction</li> <li>CR plans and strategy</li> <li>Vendor scope of work and pricing</li> </ul>
 <p><b>COMMUNITY</b></p>	<p>On-site Events</p> <p>Social Media</p> <p>Volunteer Opportunities</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<ul style="list-style-type: none"> <li>Collaboration opportunities</li> <li>Community support</li> </ul>
 <p><b>SHAREHOLDERS</b></p>	<p>GRESB Real Estate Assessment</p> <p>Shareholder Discussions/Meetings</p> <p>Investor Presentations/Earnings Calls</p> <p>SEC Filings/Press Releases</p> <p>Phone Calls/Emails</p> <p>Conferences</p>	<p>Annually</p> <p>Ongoing</p> <p>Quarterly</p> <p>Quarterly/Ad Hoc</p> <p>Ad Hoc</p> <p>Ad Hoc</p>	<ul style="list-style-type: none"> <li>Company's financial performance</li> <li>CR plans and strategy</li> <li>Balance sheet management</li> <li>Investment strategy</li> <li>Dividend policy</li> <li>Governance policy</li> <li>Proxy feedback and voting process</li> </ul>



# ENVIRONMENTAL



# REDUCING OUR ENVIRONMENTAL IMPACT



Note: for illustrative purposes only



At InvenTrust, our goal is not only to mitigate risk for ourselves and those who rely on us, but also to strengthen the resilience of essential services during times of crisis. We recognize the profound impact natural disasters can have on communities and businesses, and this understanding drives our commitment to innovative and sustainable solutions.

Our commitment to environmental stewardship is reflected in the actions we take across our portfolio. We work to integrate eco-conscious practices throughout our operations to advance the interests of our tenants while enriching the communities we serve. The initiatives we've undertaken reflect our ongoing commitment to reducing our environmental footprint and building a more sustainable future.

## SUSTAINABLE SPOTLIGHT

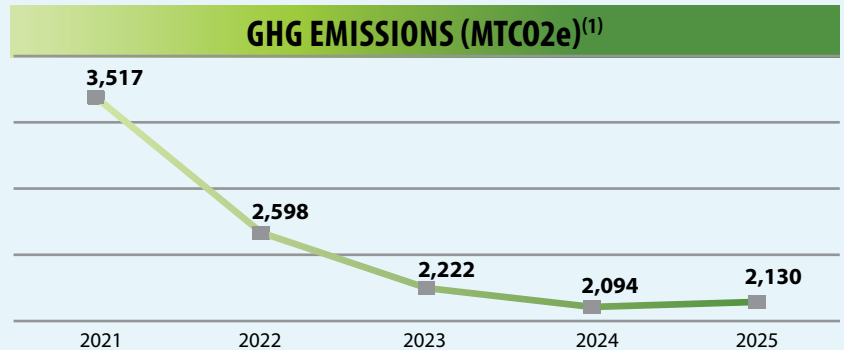
GREEN LEASE LEADERS



InvenTrust achieved **Gold Status** as a Green Lease Leader, awarded by the Institute for Market Transformation in partnership with the U.S. Department of Energy's Better Buildings Alliance. Advancing from Silver to Gold Status

reflects our commitment not only to adopting green lease language, but to implementing a more comprehensive and proactive approach across our portfolio.

This recognition highlights our broader lease adoption, strong operational practices, and demonstrated progress toward measurable energy performance improvements—reinforcing our dedication to sustainability that delivers value for our tenants and communities.



## GREENHOUSE GAS EMISSIONS

At InvenTrust, we are committed to reducing our carbon footprint and supporting a more sustainable future. We are taking meaningful steps to lower our greenhouse gas ("GHG") emissions, with a current focus on Scope 2 emissions associated with purchased electricity.

We have implemented a range of initiatives to reduce emissions across our portfolio, while continuing to evaluate additional opportunities for improvement. In particular, we are assessing on-site renewable energy generation projects in our Texas and Florida markets. By expanding the use of on-site solar, we aim to reduce reliance on the electrical grid, strengthen energy resilience, and further lower our GHG emissions.

(1) 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 like-for-like properties owned by InvenTrust for the entirety of 2021 through 2025. MTCO<sub>2</sub>e stands for metric tons of carbon dioxide equivalent.

# IREM® CERTIFIED SUSTAINABLE PROPERTIES

Institute of Real Estate Management (“IREM®”) certifications are nationally recognized as a benchmark for excellence in real estate management. An IREM® Certified Sustainable Property (“CSP”) designation signifies that a property is managed in accordance with specified responsible practices that have the potential to reduce operating costs, enhance tenant satisfaction, and positively impact the environment. The CSP program is designed for property managers, owners, and stakeholders committed to a sustainable, energy-efficient, and environmentally responsible approach to property management.

InvenTrust is proud to have achieved Certified Sustainable Property certifications on nearly 50% of our properties, having added another four certifications in 2025. These achievements underscore our ongoing commitment to sustainability as a property owner and operator, reflecting the meaningful progress we have made in advancing eco-conscious operations across our portfolio since acquiring our properties.



# CLIMATE CHANGE OUTLOOK

Our team is committed to evaluating both the potential impacts of climate-related risks and the effectiveness of our initiatives designed to address them. We seek innovative solutions to reduce carbon emissions and enhance the resilience of our operations against the adverse effects of natural disasters.

Central to our strategy is the opportunity presented by the global transition toward a more sustainable and environmentally responsible economy. This approach is reflected in our sustainability initiatives, including water conservation measures, waste reduction and recycling programs, and the expansion of electric vehicle charging infrastructure across our portfolio.

## TOP PHYSICAL RISKS



### HURRICANES

Our Sun Belt-focused portfolio is exposed to hurricane-related risks. Through our Hurricane Preparation Plan and Business Continuity Plan (“BCP”), we outline procedures for both preparedness and response. Mitigation measures include securing or removing loose objects and installing protective shutters on glass storefronts. Our properties have experienced significant hurricane events in the past and demonstrated resilience, largely due to the consistent execution of these preparedness and continuity protocols.



### WILDFIRES

Several of our markets are subject to wildfire risk. Our BCP details our preparedness and response approach, which includes removing flammable materials from properties and engaging third-party partners to actively monitor wildfire activity and provide real-time alerts during events.



### CONVECTIVE WIND STORMS

Several of our properties are susceptible to convective windstorms, including tornadoes and hailstorms. We proactively manage this exposure by utilizing third-party alert systems to notify our Operations teams of impending events and enable rapid response. In addition, we routinely incorporate hail-resistant building materials at these properties to reduce property damage and operational disruption.



### FLOOD

Approximately 5% of our GLA is located within FEMA-designated flood zones. While this represents a relatively small portion of our portfolio, we recognize the potential severity of flood-related damage. Our BCP outlines preparedness and response measures designed to mitigate water-related risks and support operational continuity.

## TOP TRANSITION RISKS

As climate change continues to influence regulatory frameworks and market dynamics, we recognize the potential impact of transition-related risks on our operations and financial performance. We actively assess and manage these risks as part of our enterprise risk management approach.



### POLICY AND REGULATORY RISK

InvenTrust monitors existing and emerging climate-related regulations, emissions-reporting requirements, and the associated costs of compliance to support ongoing adherence and informed decision-making.



### MARKET RISK

By implementing energy, water, and waste reduction initiatives across our portfolio, we aim to mitigate exposure to rising utility and material costs while supporting the transition to lower-emissions technologies.

## SUSTAINABLE SPOTLIGHT

### LED Lighting Upgrade

In November 2025, Plaza Escondida—one of InvenTrust’s recent acquisitions in the greater Tucson market—completed a

comprehensive upgrade of its parking lot and building lighting to LED fixtures, while fully complying with the outdoor lighting code to minimize light pollution and protect the region’s DarkSky environment. Since the upgrade, we’re already seeing signs of reduced energy consumption compared to early 2025 levels.

Beyond energy savings, the project has delivered immediate financial benefits through reduced Common Area Maintenance (“CAM”) expenses. Since installation, the LED system has required no lighting repairs, a notable improvement over the frequent maintenance associated with traditional lighting systems. The new fixtures are backed by a 10-year warranty, with an expected lifecycle that extends well beyond that timeframe—providing long-term value and lower operating costs.

An equally important benefit of replacing metal halide and high-intensity discharge (“HID”) lighting with LED technology is the substantial improvement in light quality. LEDs provide a consistent, bright white illumination that eliminates dark or unevenly lit areas across the property. This enhanced uniformity improves the overall appearance of the center while increasing safety and comfort for tenants and visitors. Well-lit environments discourage undesirable activity, improve visibility for pedestrians and drivers, and create a more welcoming atmosphere.

The LED lighting upgrade at Plaza Escondida demonstrates how modern lighting solutions can successfully align environmental sustainability with financial and operational efficiency, while meeting municipal requirements designed to preserve the beauty of the desert night sky.



Plaza Escondida—Before Upgrade



Plaza Escondida—After Upgrade

# SUSTAINABLE PRACTICES IN OPERATIONS



## LED LIGHTING

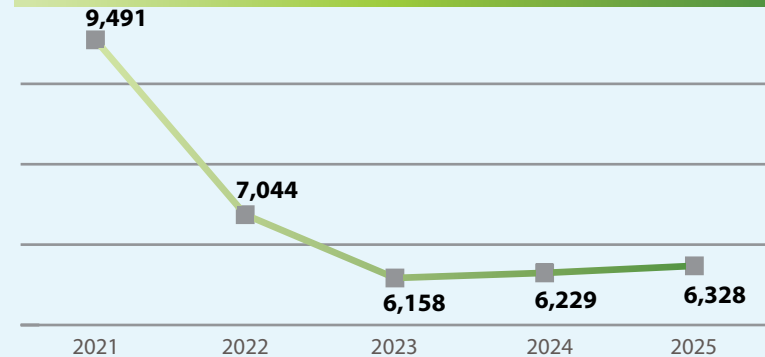
Integrating energy-efficient technologies across our portfolio is a key component of InvenTrust’s operational strategy. LED lighting delivers lasting benefits, including reduced utility costs, improved safety and visibility, and enhanced aesthetic appeal—creating a more positive experience for both tenants and customers.

Each LED lighting installation contributes meaningfully to the reduction of our Scope 2 GHG emissions, supporting our broader environmental sustainability objectives.

We are proud to have achieved full conversion across our portfolio, with 100% of common area parking lot lighting under our control now utilizing LED technology.

**100%**  
of landlord-controlled parking lot lighting has LED lighting installed

## ELECTRICITY USAGE (MWh)<sup>(1)</sup>



## ENERGY MANAGEMENT

Beginning in 2017, InvenTrust implemented energy management systems across all shopping center parking lots to enhance efficiency and reduce energy consumption. These smart lighting controls leverage cellular network technology to receive real-time sunrise and sunset data, ensuring lighting operates only when needed.

By optimizing lighting schedules and automatically recalibrating following power outages, these systems significantly reduce unnecessary energy use while maintaining safety and reliability across our properties. This technology-driven approach plays an important role in lowering our overall energy footprint and supporting our sustainability objectives.

<sup>(1)</sup> Landlord-controlled common area electricity usage represents a subset of total potential electricity usage and excludes electricity associated with vacant tenant spaces and other categories. Data reflects like-for-like properties owned by InvenTrust for the full period from 2021 through 2025.

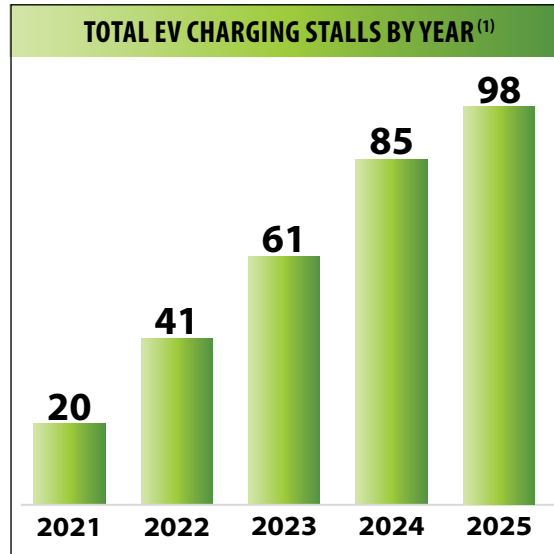
# SUSTAINABLE PRACTICES IN OPERATIONS



## ELECTRIC VEHICLE (“EV”) CHARGING

The electrification of transportation is transforming how people travel and power their vehicles. Advances in charging technology—including user-friendly mobile applications, expanded public charging networks, and faster charging speeds—have made EV charging more accessible and convenient for consumers.

InvenTrust is actively advancing its strategy to expand EV charging infrastructure across its property portfolio. As of the end of 2025, 15 properties were equipped with operational EV charging stations, representing a total of 98 available charging bays. We remain committed to supporting the transition to more sustainable transportation options for our tenants and communities.



(1) As of December 31, 2025. EV charging stalls and stations may be on lease or shadow.

Widespread EV adoption depends on reliable access to convenient and available charging locations. We recognize the value of pairing fast EV charging with everyday destinations, such as grocery-anchored shopping centers. To support this effort, InvenTrust has established strategic partnerships with leading EV charging providers, including EVgo, Electrify America, Tesla, and ChargePoint. Through these collaborations, we aim to significantly expand access to fast and reliable EV charging across our portfolio in the coming years.



Escarpment Village



# SUSTAINABLE PRACTICES IN OPERATIONS



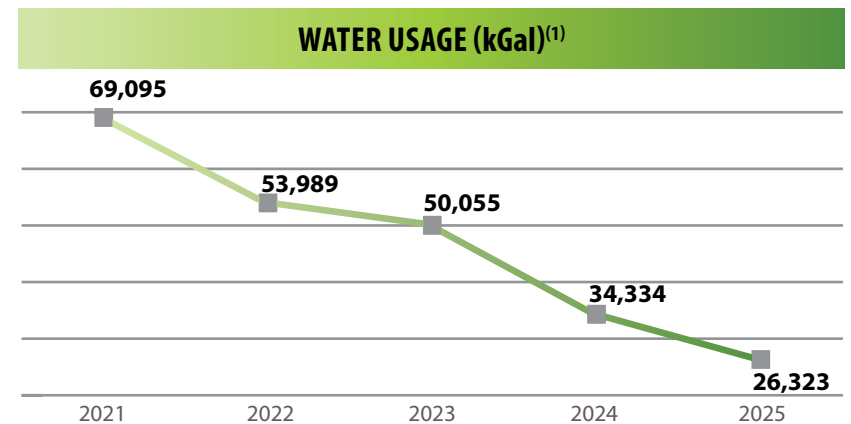
## WATER CONSERVATION

InvenTrust is committed to responsible water stewardship across its portfolio, with a focus on sustainable and efficient irrigation practices in shared spaces. By prioritizing xeriscaping, we have significantly reduced—and in some cases eliminated—the need for irrigation, aligning our landscaping approach with our environmental values.

Where irrigation is required, we take a targeted and efficient approach. The use of advanced drip irrigation systems and high-efficiency spray heads allows water to be delivered directly to plant root zones, optimizing absorption and minimizing waste.

We have further enhanced these efforts by installing smart irrigation controllers at many properties. These systems adjust watering schedules in real time based on local weather conditions, helping to prevent overwatering and improve overall efficiency.

As of year-end 2025, 93% of our properties have implemented these water-saving technologies. These initiatives reflect InvenTrust’s ongoing commitment to conserving natural resources while maintaining attractive, well-designed landscapes for our communities.



(1) Landlord-controlled common area water usage represents a subset of total potential water usage and excludes water usage associated with other spaces at our properties. Data represents like-for-like properties owned by InvenTrust for the entirety of 2021 through 2025. KGal stands for kilogallon.

# SUSTAINABLE PRACTICES IN OPERATIONS



## WASTE MANAGEMENT

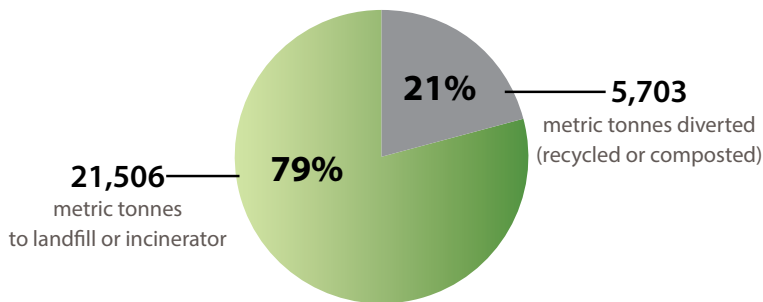
Shopping centers generate significant volumes of waste, much of which can be diverted from landfills through effective recycling and composting programs. InvenTrust is committed

to reducing waste across its portfolio through cardboard recycling, mixed-stream recycling, and composting initiatives.

As of the end of 2025, waste diversion methods have been implemented at approximately 95% of our properties. We collaborate with a leading waste management provider to track diversion rates, monitor performance, and continuously improve waste handling processes.

Looking ahead, our goal is to extend waste diversion efforts across 100% of our portfolio, including properties where InvenTrust does not directly control the waste program. Central to this effort is tenant education, equipping tenants with the tools and knowledge needed to make informed, environmentally responsible waste management decisions.

### 2025 WASTE DIVERTED (METRIC TONNES)



## COMMUNITY DONATION & RECYCLING PROGRAM

Since 2016, InvenTrust has partnered with multiple donation bin operators to provide neighborhood donation recycling centers across many of our shopping centers.

As of year-end 2025, 14 centers are currently in operation, with bins conveniently located in underutilized areas of our parking lots. These recycling centers are designed to make donating used or unwanted clothing easy, safe, and efficient for the communities we serve.

All partners provide regularly scheduled pickups, with additional drivers dispatched as needed to maintain the drop-off areas to the highest standards. This proactive service model offers a reliable, well-maintained donation experience and peace of mind for shoppers who choose to give back while visiting our centers.



## SUSTAINABLE SPOTLIGHT

### Green Education Foundation Partnership

#### PROMOTING A CIRCULAR ECONOMY

Four of our properties now include expanded donation centers operated by the Green Education Foundation. Each site runs on 100% solar energy and features 24-hour camera monitoring, bright LED lighting, and touchless sanitizer dispensers to provide a clean, safe, and secure environment.

These upgraded locations accept not only clothing but also a wider variety of household items. Since the beginning of our partnership, the Green Education Foundation has collected more than 10 million pounds of donations.



# PRESERVING BIODIVERSITY

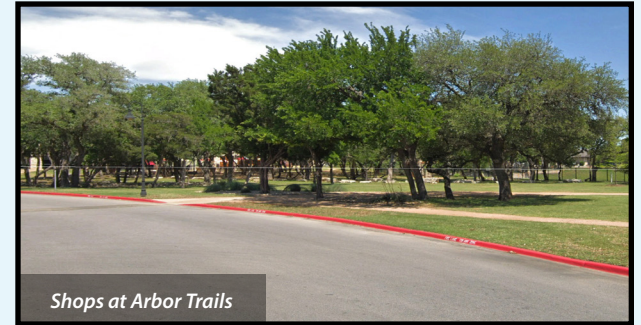
While InvenTrust primarily acquires and operates open-air shopping centers that are already developed, we remain committed to supporting and promoting biodiversity wherever feasible across our portfolio. Through thoughtful landscape design and responsible redevelopment practices, we aim to balance environmental stewardship with the needs of our communities.



University Oaks Shopping Center



Escarpment Village



Shops at Arbor Trails

## CARING FOR EXISTING AND PLANTING NEW TREES

We prioritize the care and preservation of existing trees at all properties and actively seek opportunities to plant new trees where appropriate. Routine maintenance—including pruning, mulching, and regular inspections—supports tree health and longevity. We also expand green spaces by lining walkways, providing shade in parking areas, and enhancing shared outdoor areas to improve both environmental and community benefits.

## NATIVE LANDSCAPING AND GREEN ROOFS

Where feasible, InvenTrust incorporates native landscaping and xeriscaping techniques to create sustainable, low-maintenance environments. Xeriscaping reduces or eliminates the need for irrigation by using drought-tolerant plant species, improved soil conditioning, and efficient water management practices, supporting long-term resource conservation.

## TREE-LINED PATHS

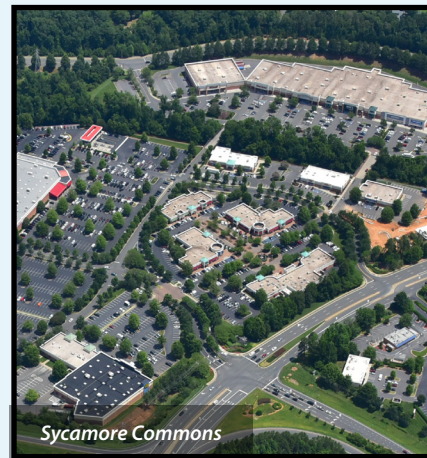
InvenTrust designs select properties with tree-lined walking paths that extend beyond traditional retail experiences. These trails, complemented by greenery, native plants, and natural features such as ponds, offer inviting spaces for walking, relaxation, and connection to nature.



Escarpment Village

## WATER CONSERVATION

Water conservation is a key component of our environmental approach, particularly in common areas. Our efforts include innovative irrigation and landscaping strategies designed to minimize water use and support long-term sustainability. Where applicable, rainwater harvesting systems with cisterns collect and store rainfall, reducing reliance on municipal water sources while supporting efficient landscape irrigation.



Sycamore Commons

## PRESERVING GREEN SPACE AND WOODED AREAS

We are committed to responsible redevelopment practices that prioritize previously developed land whenever possible. Preserving green space and wooded areas supports ecological balance, provides habitats for wildlife, and contributes to improved air quality. By focusing on redevelopment with existing infrastructure, we minimize environmental disruption and help maintain the natural character of the communities we serve.



# SUSTAINABLE ACQUISITIONS

Sustainability is a key consideration in InvenTrust's acquisition strategy. When evaluating prospective shopping centers, we assess a range of environmental and mobility-related features, including:

- Efficient irrigation systems
- Energy efficiency through LED lighting
- Solar rooftop panels for renewable energy generation
- EV charging stations
- Cool roof installations
- Access to public transportation
- On-site bike racks
- Recycling programs
- Clothing donation boxes

These criteria help us identify opportunities to enhance long-term asset performance while supporting environmental stewardship and community needs.



## SUSTAINABLE SPOTLIGHT

### North Carolina Acquisition

As a commercial property owner, identifying the right property and expanding into a new, growing market like Asheville presents both opportunities and challenges. Pairing that growth with a strong commitment to sustainability adds an important layer of responsibility, but the long-term benefits make the effort worthwhile. By prioritizing water conservation through smart irrigation systems, incorporating energy-efficient LED lighting and EV charging stations, and embracing sustainable property management practices, we can support both our business objectives and Asheville's environmentally-conscious values.

When evaluating potential acquisitions, we assess not only the sustainability features already in place, but also opportunities to further enhance the property's environmental performance. Acquired in 2025, Asheville Market already includes several environmentally-responsible features, including LED lighting, native landscaping, and smart irrigation systems. Conveniently located just off a major interstate, the property also features 16 EV Supercharger stalls, composting and recycling programs, and energy-efficient white TPO roofing.



# CONSTRUCTION

InvenTrust views every construction project as an opportunity to incorporate environmentally responsible practices that help mitigate the impacts of climate change. We partner with contractors who share our commitment to sustainability across all construction activities, including tenant build-outs and redevelopment projects.

In addition to waste reduction, our construction approach emphasizes minimizing debris sent to landfills through material recovery and recycling wherever feasible. These efforts reflect our dedication to environmental stewardship while also reducing disposal costs—demonstrating that sustainability and financial responsibility go hand in hand.

## COMMON MATERIALS RECYCLED:

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

## ROOFING

InvenTrust demonstrates our commitment to property excellence and sustainable innovation through the use of advanced roofing solutions. Our “cool roofs,” constructed with thermoplastic polyolefin (“TPO”) and polyvinyl chloride (“PVC”) materials, feature highly reflective white surfaces that deflect ultraviolet rays and reduce heat absorption. This technology lowers building temperatures, reduces energy consumption, and delivers operating cost savings—particularly in warmer Sun Belt markets.

In 2025, we retrofitted over 550,000 square feet of aging rooftops with cool roof systems, improving tenant comfort while supporting energy efficiency and emissions reduction goals.

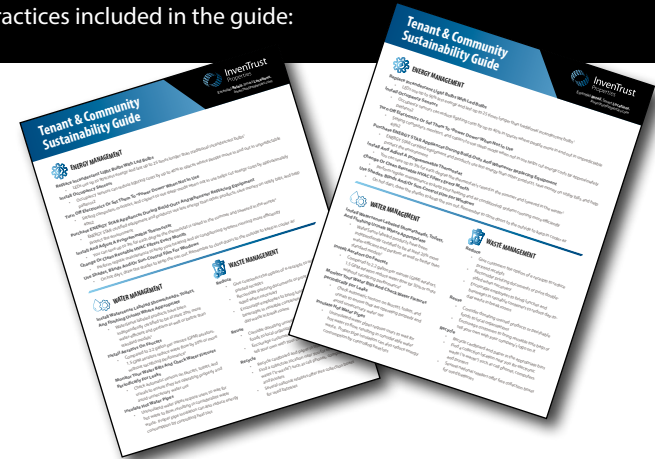


Escarpment Village

# ENGAGING TENANTS ON SUSTAINABLE PRACTICES

InvenTrust recognizes that advancing sustainability extends beyond our own operations. Sharing knowledge and best practices with our tenants and communities is an important part of our environmental strategy. To support this effort, we developed a *Tenant & Community Sustainability Guide* that outlines practical actions tenants can take to reduce environmental impact and operate more sustainably. The guide is distributed annually to all tenants.

Below are examples of recommended practices included in the guide:



## ENERGY MANAGEMENT

- Replace incandescent light bulbs with LED lighting
- Install occupancy sensors
- Turn off electronics when not in use
- Choose ENERGY STAR®-certified appliances where possible
- Install and properly set programmable thermostats
- Change or clean reusable HVAC filters monthly
- Use shades, blinds, or sun-control window film to reduce heat gain



## WASTE MANAGEMENT

- Offer customers the option of electronic receipts
- Reduce paper use or print double-sided when necessary
- Encourage employees to use reusable containers
- Donate unused products or perishable food to local organizations where feasible
- Recycle cardboard and paper in designated bins
- Identify local electronic waste (e-waste) recycling locations



## WATER MANAGEMENT

- Install WaterSense®-labeled showerheads, toilets, and flushing urinals where appropriate
- Install faucet aerators
- Monitor water bills and inspect fixtures regularly for leaks
- Insulate hot water pipes



## INDOOR AIR QUALITY

- Ensure adequate ventilation
- Change or clean reusable HVAC filters as recommended
- Maintain appropriate indoor humidity levels
- Install air cleaners or purifiers
- Incorporate indoor plants
- Use low- or no-VOC paints
- Use natural and sustainable cleaning products



## ALTERNATIVE TRANSPORTATION

- Utilize alternative transportation options where available, including walking or biking, public transit, carpooling, and hybrid or electric vehicles

The full *Tenant & Community Sustainability Guide* is available on the InvenTrust website under [Corporate Responsibility](#).



# SOCIAL





## EMPLOYEE SATISFACTION SURVEY

# 100%

of our employees strongly believe in the future of InvenTrust

# 100%

of employees would recommend InvenTrust as a great place to work

# 95%

of employees are highly engaged



## OUR PEOPLE: OUR GREATEST ASSET

Our employees are the foundation of our success. We are committed to building an inclusive culture where innovative thinking is encouraged, collaboration is essential, and clearly communicating the “why” behind our work is a priority.

We strive to foster a highly engaged and inclusive environment that drives growth and productivity through meaningful employee engagement. Our goal is to attract and retain talented professionals who bring diverse perspectives and experiences that strengthen our business. By prioritizing professional development and health and wellness, we aim to create a more engaged workforce—because when our employees thrive, productivity increases and empowerment follows. This approach enables our team members to think and act like owners.



**In 2025, InvenTrust was proud to be named one of Chicago’s Top Workplaces by the Chicago Tribune for the fourth consecutive year.** This recognition

is especially meaningful as it is based entirely on employee nominations and feedback. To stay connected across our organization, we hosted five company-wide, executive-led meetings focused on business updates, team achievements, and strategic initiatives. These sessions emphasized how each employee’s role contributes to our overall success.

We also hosted 22 events designed to strengthen connection in our hybrid work environment. These included employee education programs, company-wide celebrations, wellness competitions, and social gatherings—all aimed at reinforcing collaboration and a sense of belonging. We believe this high level of engagement translates into a more efficient, productive, and fulfilling work environment.

Employee feedback is critical to our culture. We have set a goal to maintain an annual employee satisfaction rate of 80% or higher and are committed to ensuring employees know their feedback is valued, reviewed, and acted upon. Our annual engagement survey measures satisfaction and collects insights to help us continuously improve. In our most recent survey, participation reached 100%, and 95% of employees reported being highly engaged—reinforcing the strength of our culture and our commitment to our people.



## LIVE WELL, BE WELL

Our employees' health, safety, and well-being are core to our culture. We offer a balanced and comprehensive benefits program designed to support employees through different stages of life. Our offerings include medical, dental, and vision coverage, life insurance, 401(k) plans, an employee stock purchase plan, flexible spending accounts, tuition reimbursement, paid time off, and parental leave—providing support for both physical and financial well-being.

Our benefits strategy emphasizes health and wellness, financial security, and work-life balance. We also host wellness initiatives that reinforce our Live Well, Be Well philosophy. These include flu shot clinics and company-wide wellness challenges that promote healthy habits and employee connection. During our 2025 Step into Summer Challenge, employees collectively logged more than 16 million steps in a department-versus-department competition encouraging movement and active lifestyles.

Our hybrid work model offers flexibility to help employees balance professional and personal responsibilities. In addition, our flexible Friday program provides each employee with 208 hours annually to focus on personal well-being and community involvement, reinforcing our commitment to supporting both our people and the communities we serve.



# EMPOWER EMPLOYEES TO ACT LIKE OWNERS

## TRAINING & DEVELOPMENT

At InvenTrust, all employees are encouraged to learn, grow, and build meaningful careers. Our commitment to development begins on day one. Each new hire starts their journey with our *Path to Success* onboarding program, a comprehensive experience designed to educate employees on our organization, values, and business while helping them integrate quickly and effectively.

As part of onboarding, every new employee participates in our *IMPACT Mentoring Program*, which pairs them with a workplace mentor in addition to their manager. This program supports new hires by providing guidance on our business operations and helping them assimilate into our culture, fostering connection and engagement early in their tenure.

We actively encourage employees to pursue personal and professional growth throughout their careers. Through our tuition reimbursement program, employees can continue their education, attend seminars and conferences, and earn professional certifications. These opportunities enable our employees to continuously develop their skills and be the best professionals they can be.

All employees participate in annual training focused on anti-harassment, inclusion and belonging, business ethics, insider trading, cybersecurity, and corporate responsibility. Our goal is to educate and engage 100% of employees each year through these interactive programs. The trainings provide practical strategies for fostering a diverse, equitable, and inclusive workplace while reinforcing the importance of these principles to our culture. In 2025, employees received an average of 33 hours of training.

In addition, we offer an ongoing educational series focused on our business and strategy, empowering employees to think and act like owners. These sessions help employees understand how their decisions and contributions drive value and long-term growth across the organization.

Employee development is critical to InvenTrust's success. In 2025, 100% of employees participated in our annual performance review and goal-setting process. This structured review formalizes feedback received throughout the year and establishes accountability while supporting individual goals related to learning, development, and career growth.

ON AVERAGE, EMPLOYEES RECEIVED **33 HOURS OF TRAINING** IN 2025.

# ELEVATE & CELEBRATE: RECOGNIZING EXCELLENCE ACROSS OUR TEAM

## RISING STAR AWARD WINNERS



### **DARCY STEINBRECHER, *Property Manager***

Darcy immediately delivered an exceptional first year, confidently supporting the acquisition and assimilation of three new properties, leading multiple projects, and meeting or exceeding her goals. Darcy's positive attitude, collaboration and openness to feedback make her highly deserving of the 2025 Rising Star award.



### **DENA JEANES, *Senior Legal Administrative Assistant***

Dena jumped in from day one during an extremely busy transaction period and has been an immense help to the legal and transactions teams, taking ownership of the critical estoppel review process for acquisitions as well as post-closing escrow administration. She is highly organized, willing to assist wherever needed, thrives in a fast-paced environment, and has been a perfect fit for transactions as well as a fun, easy-going addition to the legal team.

## STANDING OVATION AWARD WINNERS



### **HEATHER JABLONSKI, *Senior Counsel, Leasing***

Heather is an invaluable member of the legal team and organization, serving as a trusted advisor to the business on leasing matters and a strong leader to her team of paralegals and admins. She is responsive, pragmatic, and solutions-oriented, consistently balancing legal risks with business goals while fostering a collaborative and inclusive team environment.



### **ERIN ORR, *Vice President, Asset Management***

Erin has become a trusted strategic partner to the leasing team, providing thoughtful guidance on deal analysis, tenant risk mitigation, acquisition due diligence, and the many complex issues that require sound judgment. Her integrity, capability, dependability, and positive approach make her an integral part of the team and someone her colleagues genuinely value and enjoy working with.



## CELEBRATING EXCELLENCE

Recognizing and celebrating employee achievements is a vital part of InvenTrust's culture. We honor our employees through our Circle of Excellence award program, which highlights individuals who exemplify outstanding performance and live our values.

### ***"Rising Star" Award***

- Recognizes employees with fewer than two years of service who demonstrate exceptional potential, strong performance, and alignment with InvenTrust values
- Peer-nominated and selected by Management

### ***"Standing Ovation" Award***

- Recognizes tenured employees who consistently exhibit exemplary performance, leadership, and InvenTrust values
- Nominated and selected by Management

### ***"On the Spot" Awards***

- Recognize employees in real time for making an immediate impact
- Awarded by Management to employees who go above and beyond their typical job responsibilities

In addition, our milestone anniversary program celebrates employee tenure by allowing employees to select a meaningful experience to enjoy with family and/or friends—recognizing their contributions and commitment to InvenTrust over time.



Food Truck Lunches



Feed My Starving Children Volunteer Event



Downtown Chicago Company Outing

## INVENTRUST PROPERTIES' CORPORATE OFFICE

InvenTrust's corporate headquarters in Downers Grove, Illinois is designed to support employee well-being, collaboration, and sustainability. Key features of the office include:

- LEED Silver Certification
- Convenient access to major arterials
- Proximity to public transportation with on-site bike racks
- Complimentary on-site fitness center with state-of-the-art equipment and full-service locker rooms
- On-site cafeteria offering healthy food options
- Direct access to Lyman Woods, a 150-acre nature preserve with walking paths
- Workplace amenities including filtered water stations, collaborative workspaces, a mothers' room, and abundant access to natural daylight

Since moving to our existing corporate office, we have completed renovations designed to enhance collaboration and teamwork. By reducing the number of private offices and introducing open, multi-functional spaces, the workplace encourages greater interaction and idea-sharing. A large, state-of-the-art conference room enables employees at the Downers Grove location to gather for company-wide meetings, further supporting connection and alignment. These enhancements create an environment that fosters teamwork and helps employees work together toward shared goals.

# OUR PEOPLE: OUR GREATEST ASSET

## SOCIAL EVENTS

At InvenTrust, we recognize the value of strong relationships and meaningful connections among our employees. We foster a culture of collaboration and camaraderie through quarterly social events hosted across all office locations. From happy hours to company-wide celebrations, we work to ensure that employees—regardless of location—have opportunities to connect, engage, and feel part of the InvenTrust community.



Corporate Office



Corporate Office

Social 30

# CONNECTING WITH OUR TENANTS

## TENANT COORDINATION

At InvenTrust, we recognize the unique challenges associated with welcoming an array of tenants to the portfolio. To promote a smooth transition and opening process regardless of tenant size or agreement type, our Tenant Coordination and Construction department serves as the ultimate guide, employing vast experience in managing even the most complex obstacles that may delay openings. The team assists in all aspects of the planning, permitting, construction, and opening processes. Our team works diligently to help see that each new addition is positioned for success from day one.

Our versatile team of industry professionals boasts the unique combination of skills needed to bring any project from concept to completion. We employ former architects, retail construction managers, general contractors, engineers, and designers. The scope of our ability starts with the translation of a concept into 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 resources include support every step of the way with access to trusted partners in diverse fields such as finance, marketing, and material supply, anything that's necessary for success.



## TENANT RELATIONS

Our mission is to create meaningful connections with our tenants and build lasting relationships. To make this happen, we set a goal of strategically increasing occupancy by working closely with each tenant in the portfolio through annual check-ins and "Tenant Success & Relationship Building" surveys.

We strive to ensure the best experience for all of those involved with us. We prioritize getting to know each new tenant within two weeks of opening and have rolled out a "Thrill & Delight" program that celebrates tenants who demonstrate exemplary operations and leadership. As part of this initiative, tenants can receive rewards such as gift cards or sweet treats.

We pride ourselves on having a physical presence at our properties. InvenTrust's six regional offices represent our successful "boots on the ground" approach. Our after-hours answering service ensures someone is available, willing, and able to assist with emergencies that may arise at our properties after normal business hours. To make paying bills online easier, VersaPay has been introduced, so paper invoices are no longer necessary when settling monthly charges.



## TENANT SATISFACTION SURVEYS

InvenTrust set out to demonstrate our commitment to property management excellence by setting a target to distribute tenant satisfaction surveys annually to 100% of our tenants and maintain an average Overall Tenant Satisfaction Index score of 80 or greater. We partnered with CEL & Associates, Inc., an independent third party, to conduct tenant satisfaction surveys. Overall satisfaction, property satisfaction, and service scores increased across the portfolio in 2025, which speaks to our ability to manage our properties well and communicate effectively with our tenants. 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 31 CEL A-List Awards and 1 Platinum A-List Award. CEL A-List Awards are for properties that achieved a Service Satisfaction Index score of at least 85 and a response rate of at least 50%.





# 100%

*of InvenTrust employees participated in a charitable event or fundraiser giving back to our communities in 2025.*

## GIVING BACK THROUGH CHARITY



At InvenTrust, we believe that giving back to our communities is essential. Our initiative dedicates company and personal resources to support causes we care about. As part of this commitment, we offer flexible Fridays so that everyone on the team can actively participate with their charity of choice. With a 100% annual employee participation target set by leadership, we strive to make an impact in our communities.



People's Resource Center Volunteer Event



Feed My Starving Children Volunteer Event



St. Jude Walk

Select charities supported by InvenTrust and our employees include:



St. Jude Children's  
Research Hospital





Rea Farms Family Movie Night



Rea Farms Halloween Festivities

## CREATING A PLACE FOR GATHERING



Our open-air placemaking initiatives within our shopping centers bring surrounding neighborhoods and retailers together, offering inviting spaces to gather, strengthen relationships, and promote health and wellness.

In our Sun Belt markets, the climate provides abundant opportunities for year-round outdoor living. At Rea Farms, for example, an outdoor park located at the heart of the center serves as an ideal setting for family movie nights and live music in Charlotte.

We continue to expand these community-focused environments by adding more green spaces, playground equipment, and thoughtfully designed furniture—creating welcoming places where residents can connect, relax, and come together.

## COMMUNITY EVENTS

InvenTrust invites families from nearby communities to enjoy a variety of free, family-friendly events throughout the year. From drive-up movie nights in the spring to festive fall celebrations, there's something for everyone to enjoy. These events let us celebrate the seasons and strengthen our community bonds.



Westfork Plaza & Paraiso Parc Fest



Sycamore Commons Fest



# GOVERNANCE





# BOARD OF DIRECTORS

**6/8** Current or Former C-Suite  
 **5/8** REITs or Real Estate  
 **6/8** Investment or Financial  
 **5/8** Retail  
 **88%** Independent  
 **50%** Female  
 **57** Average Age  
 **8 YEARS** Average Tenure



**JULIAN E. WHITEHURST**  
 Chairperson since 2024  
 Director since 2016  
 Compensation-M

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



**STUART W. AITKEN**  
 Director since 2017  
 Compensation-C

- President and CEO of Circana, a leading advisor on the complexity of consumer behavior
- Former Chief Merchant and Marketing Officer at The Kroger Co.
- Former Chief Executive Officer of 84.51°, a wholly owned data analytics subsidiary of The Kroger Co.



**AMANDA E. BLACK**  
 Director since 2018  
 Audit-C, FE

- Former Managing Director and Global Chief Investment Officer of JLP Asset Management
- Former Senior Vice President & Portfolio Manager at Ascent Investment Advisors
- Over 20 years of experience in real estate investments



**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
- Former Managing Director, Retail at Green Street Advisors



**SCOTT A. NELSON**  
 Director since 2016  
 Nominating & Corporate Governance-C

- Founder & Principal of SAN Prop Advisors, a retail real estate advisory firm
- Former Senior Vice President at Target Corporation
- Former Director of Real Estate at Mervyn's



**PAULA J. SABAN**  
 Director since 2004  
 Audit-M  
 Compensation-M  
 Nominating & Corporate Governance-M

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



**SMITA N. SHAH**  
 Director since 2022  
 Audit-M  
 Nominating & Corporate Governance-M

- Founder & CEO of SPAAN Tech, Inc., an architecture, engineering, and project management firm
- Former Vice Chairman of Chicago Plan Commission
- 20+ years of expertise in public and private infrastructure projects



**JULIE M. SWINEHART**  
 Director since 2025  
 Audit-M, FE  
 Compensation-M

- Executive Vice President, Chief Financial Officer of Fenway Sports Group, a global sports, marketing, media, entertainment and real estate company
- Former Executive Vice President, Chief Financial Officer & Treasurer at Retail Properties of America, Inc.
- Eight years of assurance experience with Andersen and Deloitte

NOTE: C-Chair; M-Member; FE-Financial Expert  
 NOTE: As of December 31, 2025

# BOARD OF DIRECTORS



The InvenTrust Board of Directors serves as the foundation of the company's robust governance, dedicated to its long-term success and financial strength.

The full spectrum of Board participation is vital in these endeavors, encompassing the meticulous supervision of the company's risk management landscape. To harness the distinct expertise of its Board members, InvenTrust has established three core subcommittees:

## THE AUDIT COMMITTEE:

We are proud to feature an all-female audit committee. This group of accomplished professionals brings together a wealth of expertise in finance, compliance, and risk management, supporting our goals of rigorous oversight and ethical stewardship.

## THE COMPENSATION COMMITTEE:

Overseeing alignment of executive performance with shareholder interests.

## THE NOMINATING & CORPORATE GOVERNANCE COMMITTEE:

Overseeing the company's standards for governance and ethical conduct.



## BOARD OF DIRECTORS SPOTLIGHT

### STUART W. AITKEN

*Director of the Board of InvenTrust Properties Corp. and President and CEO of Circana*

Mr. Aitken is a seasoned technology and marketing executive who currently serves as President and Chief Executive Officer of Circana. He previously served as Chief Merchant and Marketing Officer of The Kroger Co. and as Chief Executive Officer of 84.51°, a wholly owned data analytics subsidiary of The Kroger Co. Prior to joining Kroger, Mr. Aitken served as the Chief Executive Officer of dunnhumby USA, LLC from July 2010 to June 2015. Prior to that, he served as Executive Vice President and Chief Marketing Officer for arts-and-crafts retailer Michael's Stores. Previously, he led marketing strategies, loyalty marketing, data analytics, innovation and category management at Safeway, Inc. for nearly a decade.

Mr. Aitken received his Bachelor of Arts and Master of Science degrees in Information Management from Queen Margaret University and University of Strathclyde, respectively, both located in Scotland.

## 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 are rooted in a commitment to independence, education and transparency. Evidence of InvenTrust's commitment can be seen as:

- InvenTrust's Board of Directors is 88% independent.
- The Board conducts an annual 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.

# CORPORATE GOVERNANCE GUIDELINES

At InvenTrust, we are unwavering in our pursuit of the highest ethical standards and integrity in all business dealings. Our Code of Ethics and Business Conduct contains the essential guidelines that shape the conduct of our team members. This pivotal document is annually disseminated to our employees, necessitating each individual's acknowledgment, comprehension, and adherence to its directives, promoting the alignment of our collective actions with our core values. As part of our efforts to maintain strong and up-to-date governance, as well as fair and equitable business practices, InvenTrust maintains the following governance policies:



**ZERO**  
Code of Conduct  
Violations in 2025



## CORPORATE GOVERNANCE GUIDELINES

Our Board has adopted Corporate Governance Guidelines to provide a transparent framework for the effective governance of InvenTrust. The Corporate Governance Guidelines are available on our website at [inventrustproperties.com](https://www.inventrustproperties.com)



## SHAREHOLDER ENGAGEMENT

We have a shareholder engagement program led by our Investor Relations team and the Corporate Secretary's office. The Company engages proactively with our shareholder, 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.



## 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 24 hours a day, 365 days a year at [inventrust.ethicspoint.com](https://www.inventrust.ethicspoint.com).



## 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](https://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 employees, officers, and directors. This guidance is in alignment with parameters and prohibitions set by both federal and state law.



## CYBERSECURITY

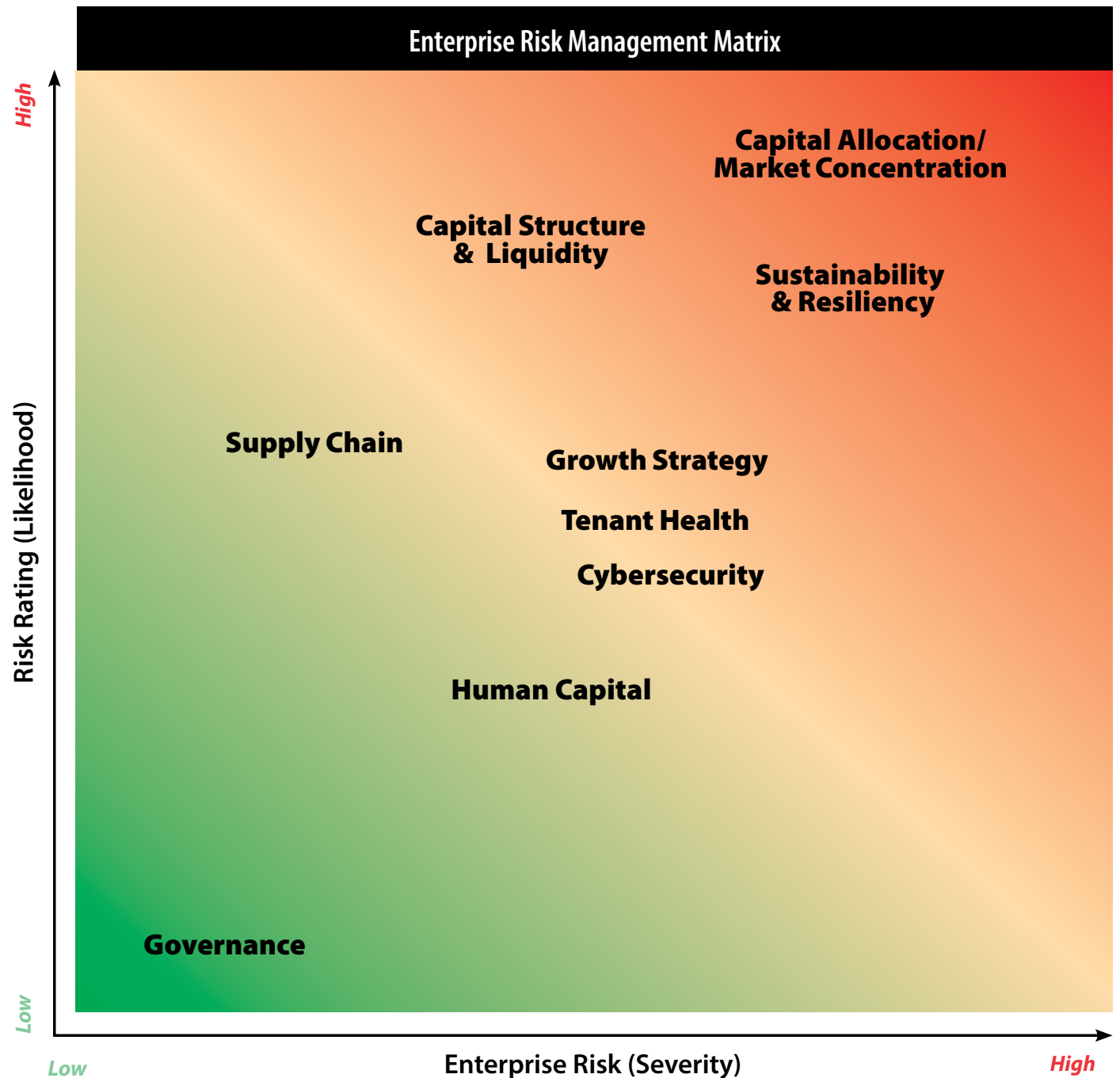
Cybersecurity is an important focus at InvenTrust. We have developed policies and procedures to mitigate cybersecurity risk at our company and have partnered with multiple third-party services to monitor and manage outside threats. See our [Cybersecurity section](#) in this report for more information.

# 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, floods, earthquakes, and drought as well as other scenarios like pandemics, cyber attacks, and ransomware.

Annually, Management and the Audit Committee 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.





# CYBERSECURITY

At InvenTrust, the security of our data and information systems is paramount. Recognizing the dynamic nature of cybersecurity threats, we've instituted robust policies and diligently refined our procedures to significantly minimize IT risks. With a proactive stance, we constantly surveil and update our cybersecurity measures to adapt to the shifting contours of the digital threat environment. Our investment in cutting-edge technology, ongoing staff training, and streamlined processes embodies our continual efforts to fortify our IT ecosystem.

## TECHNOLOGY

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

### **These tools include:**

- Endpoint Protection 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.

- Security Information and Event Management ("SIEM") tool to alert our Security Operations Center ("SOC") of potential threats.
- Network Operations Center ("NOC") to monitor network performance and help prevent downtime.
- Multi-Factor Authentication ("MFA") requires users to enter both their username/ password and a second authentication factor before accessing our Virtual Private Network ("VPN") and Microsoft 365 environment.
- 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.

## PEOPLE

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

### **This program includes:**

- New hire security awareness training.
- Annual cybersecurity training for all employees.
- Phishing campaigns run continuously throughout the year.
- Re-training efforts for employees who may have failed a phishing test.

## PROCESSES

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

### **These processes include:**

- Vulnerability scans are performed to identify and remediate security weaknesses on our network.
- The cybersecurity breach process outlines the protocol for communicating security breaches to appropriate parties.
- Disaster Recovery testing is conducted so that we can recover data, restore business-critical applications and resume operations in the event of a serious interruption to business.
- Periodic penetration testing is performed to evaluate the security of our IT platform.



# APPENDIX



# SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB)



The Sustainability Accounting Standards Board (SASB) enables businesses around the world to identify, manage, and communicate core industry-specific sustainability information to their shareholders. We are reporting to the SASB Standards for the Real Estate sector.

TOPIC	CODE	DESCRIPTION	RESPONSE
<b>Energy Management</b>	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"> <li>6,328 MWh of like-for-like landlord-controlled common area electricity usage in 2025.</li> <li>100%</li> <li>Not currently tracked.</li> </ol>
	IF-RE-130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	Like-for-like percentage change of landlord-controlled common area electricity usage was 2% from 2024 to 2025.
	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 corporate responsibility beyond economics to reflect our belief in their contributions to risk/opportunity management over the long-term:</p> <ul style="list-style-type: none"> <li>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.</li> <li>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 hope to grow solar generation in Texas and Florida over time.</li> <li>Energy Management Systems (“EMS”) We have made a substantial push to upgrade lighting controls throughout our portfolio over the past several years. 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. All properties have EMS installed as of year-end 2025.</li> <li>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.</li> </ul> <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>

# SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB)



TOPIC	CODE	DESCRIPTION	RESPONSE
<b>Water Management</b>	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"> <li>100% data coverage of water usage for landlord-controlled floor area for common areas.</li> <li>We do not currently track properties in high water stress areas.</li> </ol>
	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"> <li>26,323 kGal of like-for-like landlord-controlled common area water usage in 2025.</li> <li>We do not currently track properties in high water stress areas.</li> </ol>
	IF-RE-140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector	Like-for-like percentage change of landlord-controlled common area water usage was -23% from 2024 to 2025.
	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"> <li>Xeriscaping, which is a form of landscaping that reduces the need for irrigation.</li> <li>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.</li> <li>Smart irrigation controllers at properties with above average water use automatically adjust watering to optimal levels.</li> </ul> <p>As of year-end 2025, we implemented these water conservation methods at 93% of our properties.</p>
<b>Management of Tenant Sustainability Impacts</b>	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	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, Gold Recognition, in 2024 and again in 2026. 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 <a href="#">"Corporate Responsibility" section</a> .

# SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB)



TOPIC	CODE	DESCRIPTION	RESPONSE
<b>Climate Change Adaptation</b>	IF-RE-450a.1	Area of properties located in 100-year flood zones, by property subsector	Approximately 5% of 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 conducted climate risk assessments for our properties starting in 2022, which allowed us to achieve our target of performing climate risk assessments for 100% of our 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 <a href="#">"Strategy" section</a> of our TCFD Index.</p>
<b>Activity Metrics</b>	IF-RE-000.A	Number of assets, by property subsector	As of December 31, 2025, InvenTrust owned 73 retail properties.
	IF-RE-000.B	Leasable floor area, by property subsector	11,589,999 SF retail portfolio
	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	95.4% economic occupancy and 96.7% leased occupancy as of December 31, 2025.

# TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)

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 shareholders' needs.

PILLAR	TOPIC	REFERENCE
<b>Governance</b>	Board oversight of climate-related risks and opportunities	InvenTrust's Nominating & Corporate Governance Committee oversees corporate responsibility 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 corporate responsibility and meets with management annually to discuss initiatives and strategy.
	Management's role in assessing and managing climate-related risks	At the management level, our Corporate Responsibility Steering Committee establishes goals and overarching practices that govern the everyday operations of our portfolio, including the management of climate-related risks. The Committee's mission is to improve value for all stakeholders while conducting business in a socially, ethically, and environmentally responsible manner. InvenTrust's EVP, Chief Administrative Officer is the Chair of the Corporate Responsibility Steering Committee and reports progress on initiatives and goals to the Nominating & Corporate Governance Committee on an annual basis. Due to the efforts of our Corporate Responsibility Steering Committee, we have been active in implementing various sustainability initiatives at our properties.
<b>Strategy</b>	Short, medium, and long-term climate-related risks	<p>We have identified below the potential climate-related acute physical risks for our portfolio.</p> <ul style="list-style-type: none"> <li>• Hurricanes: 97% of our properties are located in the Sun Belt, which makes our properties more susceptible to hurricane exposure.</li> <li>• Wildfires: Our properties on the West Coast are exposed to the potential risk of wildfires.</li> <li>• Convective Windstorms: Our Texas assets are susceptible to convective windstorms including tornadoes.</li> <li>• Floods: Approximately 5% of our assets are located in the areas that FEMA has identified as flood zones.</li> </ul> <p>We have also conducted climate risk assessments for our properties which will help us evaluate how these risks may impact InvenTrust across different time horizons.</p>
	Impact on business, strategy, and planning	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.

# TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)

PILLAR	TOPIC	REFERENCE
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 potential impact of natural catastrophes on our assets, employees, and communities and we strive to understand and 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. As of year-end 2025, all properties have been assessed for climate risk.
	Process to manage climate-related 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. 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> <ul style="list-style-type: none"> <li>• 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.</li> <li>• 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.</li> <li>• 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.</li> <li>• Floods: Approximately 5% 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.</li> </ul> <p>TRANSITION RISKS:</p> <ul style="list-style-type: none"> <li>• 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:</li> <li>• Policy and Regulatory Risk: InvenTrust monitors current and potential regulations and emissions-reporting obligations as well as the associated costs with maintaining compliance.</li> <li>• 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.</li> </ul>
	Integration of risk process into overall risk management	<p>Our Audit Committee 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, including climate-related risks. 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 <a href="#">"Risk &amp; Resilience" section</a> of our Corporate Responsibility Report for more information on our ERM process.</p>

# TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)

PILLAR	TOPIC	REFERENCE
<b>Metrics and Targets</b>	Metrics used to assess climate-related risks	InvenTrust tracks and monitors several climate metrics, including Scope 2 GHG emissions. Considering the majority of our 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	Scope 1: We are currently in the process of collecting our Scope 1 GHG emissions data. Scope 2: 2,130 MTCO <sub>2</sub> e of like-for-like landlord-controlled common area Scope 2 GHG emissions in 2025.
	Describe targets used	<a href="#">2025 Corporate Responsibility Report, page 9 ("Corporate Responsibility Goals and Progress")</a>

# GRI CONTENT INDEX



GRI STANDARD	DESCRIPTION	REFERENCE / RESPONSE
<b>GRI 2: General Disclosures</b>		
2-1	Organizational details	<a href="#">2025 Corporate Responsibility Report, page 6 ("Business Overview")</a>
2-2	Entities included in the organization's sustainability reporting	<a href="#">2025 Corporate Responsibility Report, page 6 ("Business Overview")</a> <a href="#">2025 Corporate Responsibility Report, page 8 ("About This Report")</a>
2-3	Reporting period, frequency and contact point	Our reporting period is calendar year 2025, which covers January 1, 2025-December 31, 2025, unless otherwise stated. Annual frequency. For more information, please contact us at <a href="mailto:CR@InvenTrustProperties.com">CR@InvenTrustProperties.com</a> .
2-4	Restatements of information	None in 2025.
2-5	External assurance	Energy, greenhouse gas (GHG), water and waste data provided by Conservice® submitted to GRESB, and included in this report were verified by Sodali & Co through limited assurance for the 2025 calendar year.
2-6	Activities, value chain and other business relationships	GICS Sector: Real Estate. GICS Industry: Retail REITs. <a href="#">2025 Annual Report on Form 10-K SEC Filing, pages 1-2</a>
2-7	Employees	As of December 31, 2025, the company employed 103 full-time equivalent individuals. <a href="#">2025 Annual Report on Form 10-K SEC Filing, page 2 ("Human Capital Management")</a>
2-8	Workers who are not employees	-
2-9	Governance structure and composition	<a href="#">2025 Corporate Responsibility Report, page 35 ("Board of Directors")</a>
2-10	Nomination and selection of the highest governance body	<a href="#">2026 Proxy Statement, pages 17-24</a>
2-11	Chair of the highest governance body	<a href="#">2026 Proxy Statement, page 10</a>
2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">Corporate Governance Guidelines</a>
2-13	Delegation of responsibility for managing impacts	<a href="#">Corporate Governance Guidelines</a>
2-14	Role of the highest governance body in sustainability reporting	<a href="#">2025 Corporate Responsibility Report, page 10 ("Corporate Responsibility Oversight")</a>
2-15	Conflicts of interest	<a href="#">Code of Ethics &amp; Business Conduct ("Conflicts of Interest")</a>
2-16	Communication of critical concerns	<a href="#">Code of Ethics &amp; Business Conduct ("Reporting, Accountability and Enforcement")</a>
2-17	Collective knowledge of the highest governance body	<a href="#">Corporate Governance Guidelines</a>
2-18	Evaluation of the performance of the highest governance body	<a href="#">Code of Ethics &amp; Business Conduct ("Reporting, Accountability and Enforcement")</a>
2-19	Remuneration policies	<a href="#">2026 Proxy Statement, pages 29-54 ("Executive Compensation")</a>

# GRI CONTENT INDEX



GRI STANDARD	DESCRIPTION	REFERENCE / RESPONSE
<b>GRI 2: General Disclosures (Continued)</b>		
2-20	Process to determine remuneration	<a href="#">2026 Proxy Statement, pages 29-54 ("Executive Compensation")</a>
2-21	Annual total compensation ratio	<a href="#">2026 Proxy Statement, page 50 ("CEO Pay Ratio Disclosure")</a>
2-22	Statement on sustainable development strategy	<a href="#">2025 Corporate Responsibility Report, page 24 ("Construction")</a>
2-23	Policy commitments	<a href="#">Corporate Responsibility Policies &amp; Practices</a>
2-24	Embedding policy commitments	<a href="#">Corporate Responsibility Policies &amp; Practices</a>
2-25	Processes to remediate negative impacts	<a href="#">Code of Ethics &amp; Business Conduct</a>
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">2025 Corporate Responsibility Report, page 37 ("Whistleblower Policy")</a>
2-27	Compliance with laws and regulations	<a href="#">Code of Ethics &amp; Business Conduct ("Compliance with Laws, Rules and Regulations")</a>
2-28	Membership associations	<ul style="list-style-type: none"> <li>American Institute of Certified Public Accountants (AICPA)</li> <li>Certified Commercial Investment Member (CCIM)</li> <li>Commercial Real Estate Women Network (CREW Network)</li> <li>Global Real Estate Sustainability Benchmark (GRESB)</li> <li>Institute of Real Estate Management (IREM)</li> <li>International Council of Shopping Centers (ICSC)</li> <li>National Association of Real Estate Investment Trusts (NAREIT)</li> <li>National Investor Relations Institute (NIRI)</li> <li>Risk &amp; Insurance Management Society (RIMS)</li> <li>Society for Human Resource Management (SHRM)</li> <li>Urban Land Institute (ULI)</li> </ul>
2-29	Approach to stakeholder engagement	<a href="#">2025 Corporate Responsibility Report, page 13 ("Stakeholder Engagement")</a>
2-30	Collective bargaining agreements	Our employees are not covered by collective bargaining agreements.
<b>GRI 3: Material Topics</b>		
3-1	Process to determine material topics	InvenTrust conducted a corporate responsibility materiality assessment by engaging with internal and external stakeholders on which corporate responsibility topics are important to them and which they believe to have an impact on InvenTrust. <a href="#">2025 Corporate Responsibility Report, page 11 ("Materiality Matrix")</a>
<b>GRI 201: Economic Performance</b>		
3-3	Management of material topics	<a href="#">2025 Annual Report on Form 10-K SEC Filing, page 20 ("Management's Discussion and Analysis of Financial Condition and Results of Operations").</a>
201-1	Direct economic value generated and distributed	<a href="#">2025 Annual Report on Form 10-K SEC Filing ("Total Assets" and "Total Income").</a>
201-2	Financial implications and other risks and opportunities due to climate change	We have conducted climate risk assessments for our properties and are potentially evaluating the financial implications of climate related risks and opportunities for the entire portfolio.

# GRI CONTENT INDEX



GRI STANDARD	DESCRIPTION	REFERENCE / RESPONSE
201-3	Defined benefit plan obligations and other retirement plans	None in 2025.
201-4	Financial assistance received from government	None in 2025.
<b>GRI 205: Anti-corruption</b>		
3-3	Management of material topics	<a href="#">2025 Corporate Responsibility Report, page 37 ("Corporate Governance Guidelines")</a>
205-1	Operations assessed for risks related to corruption	None in 2025.
205-2	Communication and training about anti-corruption practices and procedures	<a href="#">Corporate Responsibility Policies &amp; Practices, page 8 ("Anti-Corruption Practices")</a>
205-3	Confirmed incidents of corruption and actions taken	None in 2025.
<b>GRI 206: Anti-competitive Behavior</b>		
3-3	Management of material topics	<a href="#">Code of Ethics &amp; Business Conduct ("Antitrust Laws and Competition")</a>
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	None in 2025.
<b>GRI 301: Materials</b>		
3-3	Management of material topics	<a href="#">2025 Corporate Responsibility Report, page 24 ("Construction")</a>
<b>GRI 302: Energy</b>		
3-3	Management of material topics	<a href="#">2025 Corporate Responsibility Report, page 18 ("Energy Management")</a>
302-1	Energy consumption within the organization	<a href="#">2025 Corporate Responsibility Report, page 18 ("Energy Management")</a>
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	We do not currently calculate energy intensity.
302-4	Reduction of energy consumption	<a href="#">2025 Corporate Responsibility Report, page 18 ("Energy Management")</a>
<b>GRI 303: Water and Effluents</b>		

# GRI CONTENT INDEX

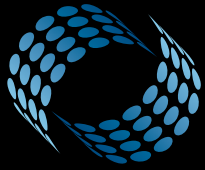


GRI STANDARD	DESCRIPTION	REFERENCE / RESPONSE
3-3	Management of material topics	<a href="#">2025 Corporate Responsibility Report, page 20 ("Water Conservation")</a>
303-3	Water withdrawal	<a href="#">2025 Corporate Responsibility Report, page 20 ("Water Conservation")</a>
303-5	Water consumption	<a href="#">2025 Corporate Responsibility Report, page 20 ("Water Conservation")</a>
<b>GRI 304: Biodiversity</b>		
3-3	Management of material topics	<a href="#">2025 Corporate Responsibility Report, page 22 ("Preserving Biodiversity")</a>
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	We do not currently track this information.
304-2	Significant impacts of activities, products and services on biodiversity	<a href="#">2025 Corporate Responsibility Report, page 22 ("Preserving Biodiversity")</a>
304-3	Habitats protected or restored	None in 2025.
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	We do not currently track this information.
<b>GRI 305: Emissions</b>		
3-3	Management of material topics	<a href="#">2025 Corporate Responsibility Report, page 15 ("Reducing Our Environmental Impact")</a> <a href="#">2025 Corporate Responsibility Report, page 44 ("TCFD Index")</a>
305-1	Direct (Scope 1) GHG emissions	We are currently in the process of collecting our Scope 1 GHG emissions data.
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">2025 Corporate Responsibility Report, page 46 ("TCFD Index")</a>
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 emissions data moving forward.
305-4	GHG emissions intensity	We do not currently calculate GHG emissions intensity.
305-5	Reduction of GHG emissions	Like-for-like percentage change of landlord-controlled Scope 2 GHG emissions was 2% from 2024 to 2025
<b>GRI 306: Waste</b>		
3-3	Management of material topics	<a href="#">2025 Corporate Responsibility Report, page 21 ("Waste Management")</a>
306-1	Waste generation and significant waste-related impacts	<a href="#">2025 Corporate Responsibility Report, page 21 ("Waste Management")</a>
306-2	Management of significant waste related impacts	<a href="#">2025 Corporate Responsibility Report, page 21 ("Waste Management")</a>
306-4	Waste diverted from disposal	<a href="#">2025 Corporate Responsibility Report, page 21 ("Waste Management")</a>
<b>GRI 401: Employment</b>		
3-3	Management of material topics	<a href="#">2025 Corporate Responsibility Report, page 13 ("Stakeholder Engagement")</a> <a href="#">2025 Corporate Responsibility Report, pages 27-30 ("Our People: Our Greatest Asset")</a>

# GRI CONTENT INDEX



GRI STANDARD	DESCRIPTION	REFERENCE / RESPONSE
401-1	New employee hires and employee turnover	<a href="#">2025 Annual Report on Form 10-K SEC Filing, page 2 ("Human Capital Management")</a>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">2025 Corporate Responsibility Report, page 28 ("Live Well, Be Well")</a> <a href="#">2025 Annual Report on Form 10-K SEC Filing, page 2 ("Human Capital Management")</a>
401-3	Parental leave	<a href="#">2025 Corporate Responsibility Report, page 28 ("Live Well, Be Well")</a>
<b>GRI 403: Occupational Health and Safety</b>		
3-3	Management of material topics	<a href="#">2025 Corporate Responsibility Report, page 28 ("Live Well, Be Well")</a>
403-1	Occupational health and safety management system	Human Resources (HR) and Risk Management are notified of a work-related accident or injury to an employee. It is reported to the workers' compensation carrier to determine whether a claim needs to be filed. The incident is also reported within HR's system in order to comply with annual OSHA reporting requirements.
403-2	Hazard identification, risk assessment, and incident investigation	Employees are encouraged to report any accidents, injuries or issues to their manager and HR, and are regularly reminded that their health and safety is our top priority. HR and Risk Management investigate any accident or injury within the workplace.
403-3	Occupational health services	<a href="#">Corporate Responsibility Policies &amp; Practices, page 6</a>
403-4	Worker participation, consultation, and communication on occupational health and safety	<a href="#">2025 Corporate Responsibility Report, page 28 ("Live Well, Be Well")</a>
403-6	Promotion of worker health	<a href="#">2025 Corporate Responsibility Report, page 28 ("Live Well, Be Well")</a>
403-8	Workers covered by an occupational health and safety management system	100% of InvenTrust employees are covered by an occupational health and safety management system.
403-9	Work-related injuries	None in 2025.
403-10	Work-related ill health	None in 2025.
<b>GRI 404: Training and Education</b>		
3-3	Management of material topics	<a href="#">2025 Corporate Responsibility Report, page 28 ("Training &amp; Development")</a>
404-1	Average hours of training per year per employee	<a href="#">2025 Corporate Responsibility Report, page 28 ("Training &amp; Development")</a>
404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">2025 Corporate Responsibility Report, page 28 ("Training &amp; Development")</a>
404-3	Percentage of employees receiving regular performance and career development reviews	<a href="#">2025 Corporate Responsibility Report, page 28 ("Training &amp; Development")</a>
405-1	Diversity of governance bodies and employees	<a href="#">2025 Corporate Responsibility Report, page 35 ("Board of Directors")</a>
<b>GRI 413: Local Communities</b>		
413-1	Operations with local community engagement, impact assessments, and development programs	<a href="#">2025 Corporate Responsibility Report, pages 12-13, ("Key Stakeholder Commitments" and "Stakeholder Engagement")</a> <a href="#">2025 Corporate Responsibility Report, pages 32-33 ("Giving Back Through Charity", "Creating A Place For Gathering", and "Community Events")</a>



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**Investor  
Presentation**



**Quarterly  
Earnings Materials**



**Corporate  
Responsibility Report**

