



the
NRP
group

NRP IMPACT 2023

Corporate Responsibility Report

ANNUAL REPORT

THIRD EDITION



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MESSAGE FROM CEO J. DAVID HELLER



At NRP, our ongoing commitment to making a positive impact is at the core of everything we do. Through our dedication to corporate responsibility initiatives, we remain steadfast in our pursuit of progress regarding our triple bottom line – People, Planet, and Profit. We embarked on our journey of documenting our corporate responsibility efforts in 2021, and we are now delighted to share some important milestones that have occurred along the way. Here are a few noteworthy highlights from 2023.

AFFORDABLE HOUSING:

Environmental Impact Committee: Made steady progress on sustainability activities with Key Operating Performance Indicators.

NRP Impact Sustainability Dashboard: Launched in 2022, the dashboard tracks individual property and portfolio performance, capturing key sustainability metrics such as energy and water use.

Construction Supplier Diversity Program: Launched in 2021, the initiative continues to support NRP's development and engagement of qualified minority and women-owned businesses with new internal training modules, a registration portal on nrgroup.com and access to additional outreach resources.

Second Annual NRP Impact Volunteer Day: Continued to support the communities in which we live and work with a day of corporate volunteerism at two Cleveland nonprofit organizations.

Pillars in Action: Results from a DEI survey led by our Employee Resource Groups identified the need for more programming around employee wellness, and a plan was created to roll out new company-wide initiatives.

Employee Resource Group Activity: Continued programming expansion of our Employee Resource Groups, including a focus on mental health as well as children and youth.

YouthBuild Construction Apprenticeship Program: Continued to advance our partnership with YouthBuild with five participants in 2023.

Growing Together with NRP's Community Gardens: Added community gardens for residents to enjoy and harvest at our San Antonio communities by partnering with a local small business.

Property Management Employee Spotlights: Highlighted affordable property management employees who work tirelessly to provide excellent resident experiences across our properties.

As we continue to evolve our corporate responsibility initiatives, we strongly believe that our impact will only enhance our ability to develop, build, and manage high quality, expertly designed communities that residents are proud to call home. We are thrilled with our progress to date and hope you enjoy reading about our 2023 journey.

Sincerely,

J. David Heller Principal, CEO & Co-Founder,
The NRP Group



THE NRP GROUP MISSION

The NRP Group is a vertically integrated developer, owner, builder, and manager of best-in-class multifamily housing with 1,000+ employees working across the country. NRP's mission is to create exceptional rental opportunities for individuals and families regardless of income. Since its founding in 1994, the company has developed more than 55,000 apartment homes and currently manages 29,000 residential units. We are honored that The NRP Group has been consistently listed in the Top 10 largest developers and builders in the U.S. on the NMHC "Top 50" lists, the Top 5 on the AHF "Top Affordable Developers" list, has won the MHN Top Developer award, and has won NAHB Pillar awards for Development, Construction, Safety, and Ones to Watch.

OUR MISSION

To create exceptional rental opportunities for individuals and families, regardless of income.

OUR VISION

To be the best-in-class vertically integrated developer, owner, builder, and manager of multifamily housing.

To grow our lead as the No. 1 multifamily developer in the U.S. that creates both affordable and market rate communities at scale.

OUR CREDO

We will be innovators. Our talented professionals will set the pace for our industry through their collective ambition to succeed where others may not.

Our relentless approach to problem solving, honed by years of collaborating with the most sophisticated community and financial partners, will continue to create the highest-quality communities that improve the lives of the residents and enhance the neighborhoods in which they are located.

OUR CORE VALUES

- Integrity
- Open + Approachable
- Teamwork
- Professionalism
- High Performance
- Respecting Individuals
- Sense of Purpose
- Fun

THE NRP GROUP BY THE NUMBERS



30,000 luxury rental units for individuals, families and seniors



1,000+ team members
15 offices across the country

13 Community Starts

6 Market Rate 1 Moderate/Mixed Income 6 Affordable

\$1.6 Billion in capital deployed



\$989 Million in 2023 dispositions. Exceeded proforma targets.

11 Community Openings in 2023:

4 Affordable 4 Moderate/Mixed Income 3 Market Rate



Groundbreaking on 13 multifamily communities with **3,179** apartment homes in 2023

Current Portfolio: **\$2.5 Billion** in multifamily real estate, **155** properties

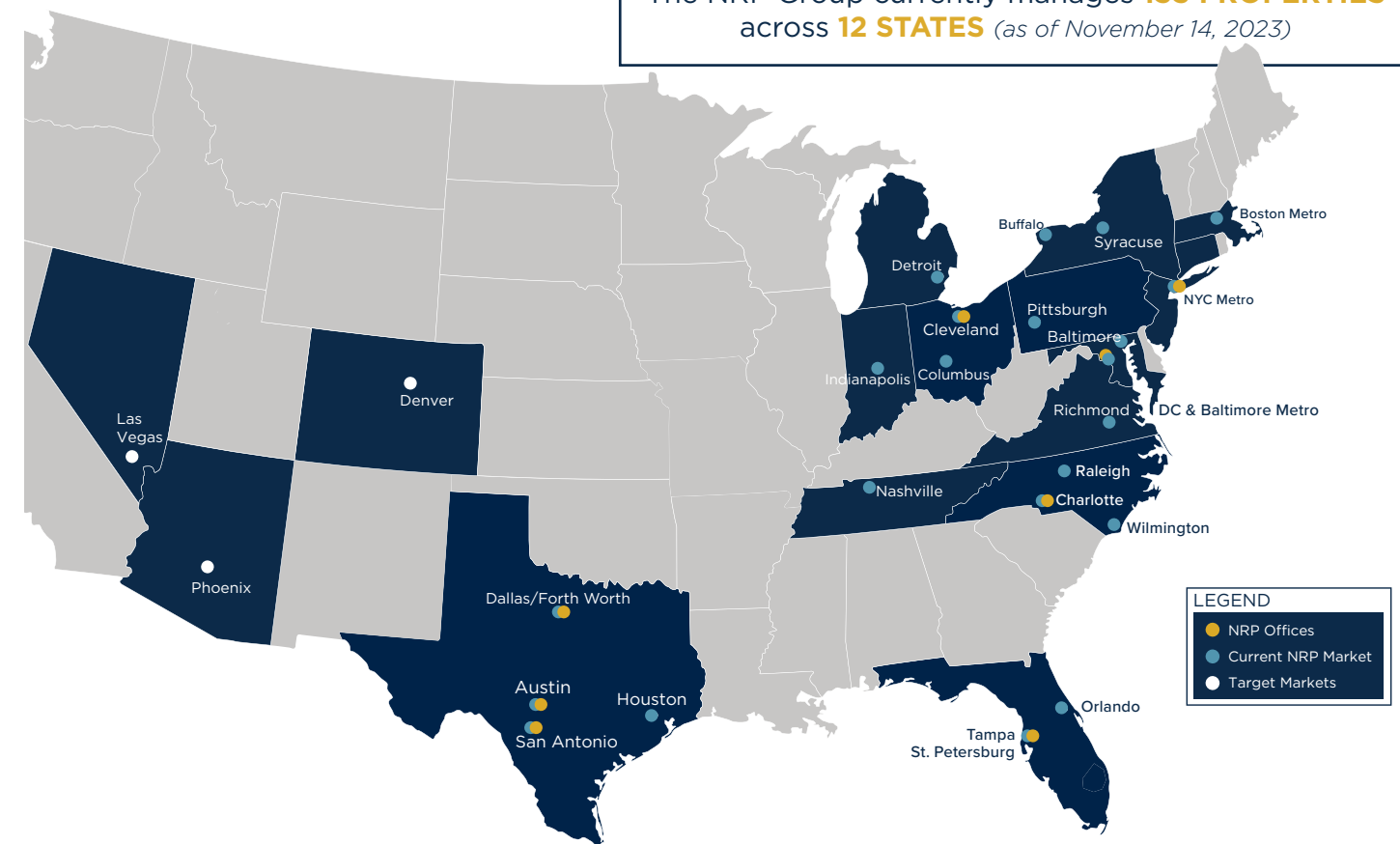
989 unit starts for third-party construction, which brings **total NRP construction starts** to **6,445**



Award-winning culture of Excellence, Integrity and A+ Talent

**Numbers encompass year-to-date through November 14, 2023, plus projected performance through end-of-year.*

The NRP Group currently manages **155 PROPERTIES** across **12 STATES** (as of November 14, 2023)



RECENT AWARDS & RECOGNITION

MULTIFAMILY PILLARS OF THE INDUSTRY AWARDS



NAHB DEVELOPMENT FIRM OF THE YEAR

The NRP Group was honored to be named the 2022 Development Firm of the Year by the National Association of Home Builders. This prestigious industry recognition is awarded to organizations dedicated to innovative development in the multifamily business. The commitment of NRP to fundamentally understand each market and to create beautifully designed developments that enhance the neighborhoods it serves is at our core. We are incredibly proud of our A+ team for their dedication to creating exceptional rental opportunities and leaving the world a better place.

NATIONAL MULTIFAMILY HOUSING COUNCIL 50

Ranked #9 Top Developer | Ranked #8 Top Builders

AFFORDABLE HOUSING FINANCE

Ranked #3

CLEVELAND PLAIN DEALER/CLEVELAND.COM

Top Workplaces: #7 Mid-size Employers in Northeast Ohio

SAN ANTONIO EXPRESS NEWS

Top Workplaces

AUSTIN BUSINESS JOURNAL

Top 50 Multifamily Developers Ranked #3

BEST AND BRIGHTEST COMPANIES TO WORK FOR 2023

TEXAS ASSOCIATION OF BUILDERS STAR AWARDS

Best Overall Community (up to 50 Acres) - The Martingale

ENGAGE! CLEVELAND GENERATION NEXT AWARDS

Program of the Year

MULTI-HOUSING NEWS EXCELLENCE AWARDS

J. David Heller, Executive of the Year

MULTI-HOUSING NEWS

#5 Top Multifamily Developers 2023



29 YEARS OF AFFORDABLE HOUSING

GROWTH WITH PURPOSE

For 29 years, NRP's mission has remained focused with each and every community we build: to create exceptional rental communities for individuals and families, regardless of income. We understand and firmly believe that a safe and secure environment contributes to a person's overall physical and mental well-being. The NRP Group is an innovative industry leader in strategic partnerships with municipalities, investors, hospitals, non-profits, and housing authorities to accelerate the development of quality, affordable rental communities.



NRP's commitment to affordable housing withstands all economic cycles. When gaps in capital stacks were at their most challenging, NRP gathered broad stakeholder coalitions to finance affordable housing deals. In 2022, Los Arcos at Vida in San Antonio was an excellent example with funding sources including: 4% housing tax credits from the state; private activity bonds issued by Opportunity Home San Antonio; City of San Antonio (COSA) 2022 Bond award funds; COSA HOME federal funds; COSA Neighborhood Stabilization Program (NSP) federal funds; and grant funds from the Bexar County Economic & Community Development American Rescue Plan Act. In 2023, NRP partnered with the Schertz Housing Authority to break ground on the first-ever affordable housing development in Schertz, Texas, financed with 4% housing tax credits allocated by the Texas Department of Housing and Community Affairs.



NRP has also pioneered two innovative affordable housing deal structures: the Public Housing Agencies/Public Facility Corporations (PFC) and Healthy Housing. NRP has repeatedly been the developer and builder-of-choice on projects owned by public housing authorities in which a municipal entity is formed that can reduce or eliminate the tax burden and make an otherwise infeasible project feasible.

The role of the PFC program is twofold: economic growth and affordability. PFCs are used to develop market rate quality housing to spur economic growth in neighborhoods where the economics make market rate development

impossible without the support of the program, and to simultaneously create long-term affordable housing – 50% of the units – for moderate income individuals and families (80% AMI, for example) as part of the market rate development efforts. The PFC program is successful at providing affordable housing inventory for moderate income essential workers – like teachers, firemen, police, nurses, and others – in high opportunity areas with high market rents.

In its signature Healthy Housing initiative, The NRP Group works with hospitals and non-profit partners who have come to understand that upstream investment and partnerships in housing can lead to better population health outcomes and significant long-term reductions in healthcare costs. By partnering with developers to leverage safe, high quality affordable housing, healthcare systems and nonprofit partners can address social determinants of health, including food and nutrition, workforce training, social services, and more.

As NRP continues to grow and enter new markets, the team will lean on industry knowledge and past successes with the grit and determination to be at the forefront of the next evolution of affordable housing. We will continue to be resilient and approach all challenges with optimism and help our partners overcome obstacles together.



RESIDENT SERVICES

The NRP Group is constantly seeking innovative opportunities to serve our residents and help them thrive beyond the four walls of their homes. We are extremely proud of our partnerships with anchor institutions and organizations like Community Housing Resource Partners, Enhanced Resident Services & Consulting, Community Development for All People, University Settlement, MetroHealth, and University Hospitals. These entities help provide resident services like financial literacy, English as a Second Language assistance, job readiness, nutrition and wellness information, healthcare screenings, and more.

RESIDENT SERVICES DRIVING IMPACT: ESUSU PROGRAM

In May, NRP partnered with Freddie Mac to enroll in Esusu, a program designed for residents at affordable communities to establish and improve their credit scores and increase financial inclusion. Since 2021, the program has helped establish over 27,000 new credit scores for residents and helped address financial barriers for working individuals and families.

Through the Esusu programs at NRP properties, residents have seen significant improvement to their credit. Since the program launched:



GROWING TOGETHER – NRP'S COMMUNITY GARDENS

An important part of the mission of The NRP Group is to leave the world better than we found it by creating new ways to enhance the lives of residents. In San Antonio, Texas, and Greenbelt, Maryland, the teams at The Scott at Medio Creek, Frontera Crossing, and Motiva are growing together by planting and maintaining onsite community gardens.

The community gardens in San Antonio began with a partnership with Texas Green Bee, an eco-friendly garden solutions company founded by Houston native Lauren Lear in 2020. Inspired by her family's farm-to-table lifestyle and commitment to understanding where her food comes from, Lear harnessed her passion and knowledge to bring urban homesteads to San Antonio after spending two decades in the hospitality industry. At both San Antonio developments, the presence of families with children attending the Southwest Independent School District is prominent. Knowing there would be many children growing up in these communities, the development team and NRP's partners in District 4 and Opportunity Home San



MOTIVA, GREENBELT, MARYLAND

Antonio prioritized the creation of a centrally located garden for residents to plant and maintain together.

Featuring a wide variety of fruits, vegetables, plants, flowers, a compost, and a greenhouse, residents are equipped with all the tools needed to tend the garden. Lear offers demonstrations and lessons so everyone can understand not only what to do, but why it is important.

“It’s important to teach children, especially at the elementary level, about healthy eating. Being able to reconnect the kids to where their food comes from is of high importance to the mission of Texas Green Bee,” said Lear.

At Motiva in Greenbelt, Maryland, the community garden is a fundamental part of the resident experience. The garden is managed by a formal committee led by a president who works closely with the community manager on any requests or updates, along with more than 20 residents who participate in the committee.

“The Motiva Community garden has truly been a success. The committee has sectioned off each plot to evenly distribute to each member. The group has worked together to grow flowers, herbs, fruits, and vegetables,” said Brittany Taylor, community manager at Motiva.

Saturday mornings are reserved for a “farmers market” where the garden committee shares the fruits of their labor with the entire community. They host garden parties and communicate updates in group messages. “We are fortunate to have amazing residents who are very invested in the garden and enjoy working together to create a great amenity for the entire community,” Taylor said.



THE SCOTT AT MEDIO CREEK, SAN ANTONIO, TEXAS



FRONTERA CROSSING, SAN ANTONIO, TEXAS

HEALTHY HOUSING

THE DAVIS

The NRP Group is a pioneer in creating partnerships with healthcare providers and nonprofits to dramatically expand the impact of affordable housing. Healthcare systems and nonprofits are increasingly looking to develop affordable housing as a baseline platform for improving additional social determinants of health (SDOH) such as food and nutrition, workforce training, social services, and more. These institutions and social service providers have begun to embrace the proven efficacy of healing the patient by healing the neighborhood in which they live.

The Davis is a 52-unit affordable housing community located in the Glenville neighborhood of Cleveland developed in partnership with University Hospitals (UH), one of the nation’s leading health care systems. All apartment homes at The Davis serve residents earning 30-60% of the Area Median Income and feature amenities such as a business center, fitness center, and community room.

With headquarters located just one mile from The Davis, UH collaborates with NRP to offer health and wellness programming that is open to the broader community. In addition, NRP created a 2,800-square-foot community outreach center where UH provides preventive healthcare and SDOH services like healthy cooking demonstrations, a food pantry, programs for pregnant women and young mothers, activities to fight senior citizen isolation, telehealth access, and workforce and financial literacy training. The goal of both NRP and UH is to actively engage with local Cleveland neighborhoods by reaching beyond their walls to address key SDOH in dis-invested communities.

The positive reception and sheer need for developments like The Davis is evident in the demand. The community is 100% leased by primarily Glenville residents and continues to bring significant benefits to the neighborhood.



RESIDENT PROFILES



Jessica Sanchez
SUNDALE FLATS

Raising four children in a difficult economic environment comes with unique challenges and obstacles, including finding an affordable and safe place to live and raise a family. Jessica Sanchez, a single mother who lives with her children at Sundale Flats, says the community is a blessing.

“This has made it possible for me to give my children a good home and I could not be happier. We feel safe, we feel welcomed, and, most importantly, we feel at home,” Sanchez said.

After her positive experience with the Sundale staff and enjoying her spacious and clean unit, Sanchez recommended that her sister and children also move to the community. The sisters are now both Sundale residents and their children love spending time together in their homes and on the playground.

“It’s a blessing for me and I say that my children can now breathe, have space and be happy. As long as my children have that, it makes my heart melt,” Sanchez added.



Terry Gomez
FRONTERA CROSSING

Terry Gomez had never felt entirely at home at previous apartment communities she lived in across the city. As a local caregiver and single mother, Gomez wanted to find a place close to both her employer and Southwest Legacy High School where her son attends.

Finding a new home was no small feat, but Gomez knew from the moment she met with the team at Frontera Crossing, she wanted to live there. “When you walk into Frontera Crossing, they open their doors to you. I’m truly comfortable, and I always see maintenance walking around working on the community,” Gomez said. “I feel safe here.”

Gomez describes her son as being proud to live in such a beautiful community, and often has friends visit who leave wondering how their families can move to Frontera Crossing.



Kristi Small
THE STARLING

Searching for a home that was both high quality and affordable, Kristi Small fell in love with the staff and amenities at The Starling. “It’s so hard to narrow down what I love about The Starling, but it all comes back to the staff – they are so very friendly and incredibly helpful. Everyone in the office has gone above and beyond for me whenever I have a question or request,” Small said.

Originally from Mineola, Texas, east of Princeton, Small moved to the area for her career as a dyslexia therapist at Princeton Independent School District. She appreciates the opportunity to live near her school and engage in the community where she works while enjoying the luxurious amenities offered at The Starling.

“If I could describe my experience at The Starling in just one word, it would be delightful,” Small said.



Sharena Zayed
5115 AT THE RISING

Sharena Zayed is a lifelong Cleveland resident who saw strong potential in her East Side neighborhood, Slavic Village. Hit especially hard by the 2008 financial crisis, the Broadway-Slavic community had not seen a new multifamily development in years. As an advocate for the neighborhood, Zayed was dedicated to living and working in the area, encouraging others to do the same. She believes that residents who are empowered by the neighborhood can help revive it.

Zayed works closely with University Settlement, a local nonprofit committed to serving the neighborhood, located within the 5115 at The Rising community. As a long-term area resident, Zayed knows how to best serve other residents and the community as a whole.

“I am overjoyed that this is just the beginning of new investment and development on the East Side. Slavic Village is on the rise because the community believes it can and we know it will,” Zayed said.

PROPERTY MANAGEMENT SPOTLIGHT

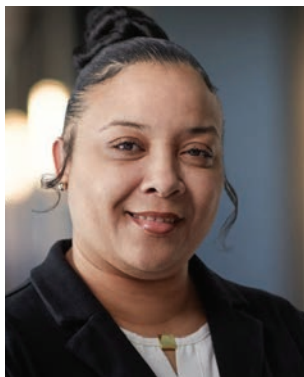


Preeti Gates
Community Manager
Tiffin Pointe I & II

Preeti Gates has worked in affordable housing property management for over 10 years. She joined The NRP Group in 2021, leading the team at Tiffin Pointe I & II. Consistently exceeding her goals, Gates goes above and beyond to support not only her own site and team, but other NRP communities as well.

"I am lucky to have a great team at Tiffin Pointe. The thing I enjoy most about my team is how we make it a priority to motivate each other every day. Understanding that each person at the site and their work is just as important as any other is our motto at Tiffin," Gates said.

Regional Vice President Miki Welker describes Gates as exemplifying what teamwork means. "Preeti works hard, and as a leader, genuinely takes the time to spend with her team and laugh together. She and the team run a two-phase project, and Tiffin Pointe I has had its best year since 2018."



Monica Gray
Community Manager
The Beckett

Monica Gray has managed three properties with NRP since she joined the company, won the 2023 ICC Lease Up of the Year, and currently is the manager of The Beckett

in Austin, Texas. A graduate of the AIM leadership program for Community Managers, Gray has proven to be an asset to the property management team. She works through the everyday challenges at her own community while still making time to assist other properties.

"Monica is a very hard worker and team player. She not only demonstrates each of our core values, but her team follows her exemplary lead. Her team dynamic is unlike any I've ever seen," said Crystal Moya, Regional Vice President.



Tara Wilson
Community Manager
Thornbury Pointe

Joining the team at Thornbury Pointe in 2022, Tara Wilson has been dedicated to making the community an amazing place for residents to live since day one. She enjoys creating opportunities for connection and strives to ensure Thornbury is operating at its highest potential. She goes above and beyond for her residents – celebrating holidays, making all food for events from scratch, personally ensuring qualifying Thornbury residents are signed up for Section 8 benefits, and more.

"I absolutely love coming to work every day. I have fallen in love with the day-to-day routines and experiences working with seniors," said Wilson said. "I like that they have a sense of pride living at Thornbury, and I am honored to make an impact in their lives." Wilson's dedication and leadership was recognized in 2022 when Thornbury Pointe was named the Best Tax Credit Affordable Housing Community at the Indiana Apartment Association awards.

"Tara is always pushing to be 100% occupied, supports her residents, and works to make financial gains for the company. She is dedicated and hardworking in all that she does," said Miki Welker, Regional Vice President



Shenee Adair
Community Manager
The Nightingale

Shenee Adair first joined The NRP Group in 2017 as the receptionist in the San Antonio corporate office. She transitioned to the compliance department after six months and was promoted to compliance

analyst. In May 2022, she joined The Nightingale team as the Community Manager.

"The most rewarding part about my job is making a positive impact in my community. I enjoy meeting my residents and making a long-lasting relationship with them in my role as community manager," Adair said. "The positive feedback from my residents gives me a sense of fulfillment, driving me to excel in my community and within NRP."

Adair enjoys working alongside her talented and motivated teammates and is dedicated to advancing the NRP mission. "Shenee is an individual who lives by our core values and has found success in all her roles. She is always willing to help, is pleasant and fun to work with, and represents NRP very well," said Crystal Moya, Regional Vice President.

COMMUNITY MANAGERS OF THE YEAR

A big congratulations to Toshi D. Hines, CAM, NALP, Senior Community Manager of The Markson and Nick Cobb, Community Manager of Beech Grove Station, for being honored as the ICC23 Community Managers of the Year. These talented employees have gone above and beyond to deliver an excellent experience for their residents and teammates.

Nick Cobb

Community Manager, Beech Grove Station

"From the moment you walk in the door at Beech Grove Station, you can tell Nick takes such pride and ownership in his property. Nick is always reaching out to find extra responsibilities and tasks to help his team. He takes on the challenges and follows through, giving it his all. He is a true A+ Player – fun, respectful, and a true example of our core values," said Brittany Baum Alnatsheh, Regional Property Manager

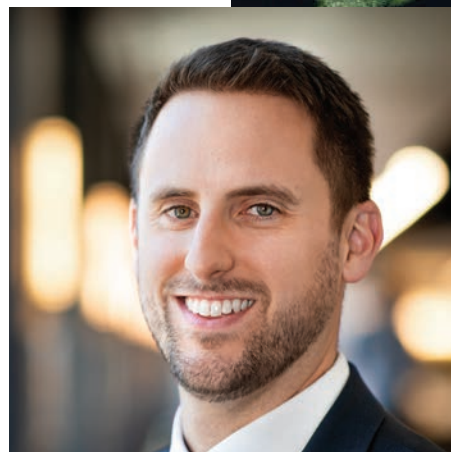


Toshi Hines

Senior Community Manager, The Markson Austin

"Toshi has been instrumental in our organization. She is dialed in with her team, prospects, residents and every component that makes a new community successful. There is no mountain too high or trail that is too long. Toshi is a true trailblazer and one to watch!" said Jim McDonald, Regional Vice President of Property Management.

NRP IMPACT & SUSTAINABILITY



Bryan Glosik
NRP Impact Chair
Director of Energy
and Water

Corporate Responsibility Mission Statement

At NRP, our desire from the beginning was to do our part to leave the world better than we found it by providing safe, high quality, and thoughtfully designed communities that residents are proud to call home. As part of our mission to help make the world a better place, we believe that adopting an corporate responsibility framework and mindset will lead to a stronger and more sustainable NRP. We are committed to analyzing, monitoring, improving, and communicating all aspects of our corporate responsibility performance indicators and have established two umbrella activation teams to pursue these goals: 1) Diversity, Equity and Inclusion (DEI) Committee; and 2) Environmental Impact Committee (EIC).

NRP IMPACT COMMITMENT

At The NRP Group, we believe that it is critically important to protect and preserve the environment. To achieve this goal, we are continuing our efforts to improve environmental sustainability in all of our communities at all lifecycle stages beginning with development and continuing all the way through management and operations. Since our initial report, we have continued to make steady progress on all of our sustainability activities, including the following programs and initiatives:

2023 Operating KPIs (Includes Pipeline)

4,184 units

have a designated green building certification and **10,837 are planned for certification** in construction and development projects.



384 units

are Enterprise Green Community (EGC) certified, and **224 units are planned for EGC certification**.

1,499 units

are LEED certified and **832 units are planned for LEED certification**.

990 units

are National Green Building Standards (NGBS) certified, and **8,563 units are planned for NGBS certification**.

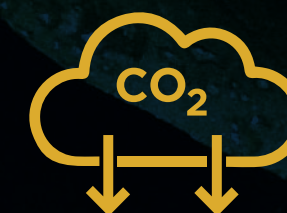
479 units

are designated under a different Green Building certification not listed, and **1,218 units are planned for Green Building certification**.

New affordable developments are to be designed as solar ready and evaluated for solar photovoltaic (PV) system installation.

NRP has plans for an additional **1,475 kW in renewable energy investment** in solar panels, which will **prevent 17 million pounds of CO₂ over 25 years** – equivalent to 21,692,000 gallons of gasoline being used.

1,200+ metric tons of CO₂ emissions avoided annually.



18,053,500 gallons of water saved.

Our first operating PV system located at The Halden, a 408 kW solar system, has 76.86 MWh since starting operations in May 2023, which is the equivalent of saving **63,504.6 lbs** of CO₂ emissions.

33% of NRP properties

in construction, stabilized, or development (47 of 142) have a green building certification.



NRP IMPACT DASHBOARD

In order to facilitate improved environmental performance across our operating communities, the NRP Environmental Impact Committee (EIC) built a dashboard to track and communicate how a property is performing. The dashboard tracks individual property and portfolio performance around key metrics like water and energy use cost, greenhouse gas emissions, and other factors that drive environmental impact. In the first year of implementation, NRP's Environmental Impact professionals were able to pinpoint properties and regions that presented opportunities to improve on their water and energy metrics. By tracking their status on the Sustainability Dashboard, this team created and implemented a plan with clear KPIs and used the dashboard to monitor progress over time.

CASE STUDY: The Terrace at Walnut Creek, Austin, Texas

The environmental monitoring dashboards track energy and water usage at all NRP properties. When the measurements are out of range compared to the prior year and to a benchmarking year, the team shifts into problem-solving mode to uncover any underlying issues. At The Terrace at Walnut Creek in Austin, the water usage was unusually high, and the investigation revealed that the water meter transmitters were not functioning properly. By replacing these measurement tools, NRP was able to pinpoint which units had toilets that were running constantly and send the maintenance team to fix them. With environmental monitoring, NRP is able to proactively fix running toilets and inefficient appliances in individual units before a resident would notice something is wrong. In the first year after these repairs, The Terrace at Walnut Creek saw a 13.8% reduction in water usage, which equals 2,163,100 gallons saved.



CASE STUDY: Sterlingshire, Dallas, Texas

Sterlingshire was labeled an underperforming site on the environmental monitoring dashboard for water usage. In the beginning of the year, water usage was unusually high, so the property team enacted a plan to reduce it. With support from the site and facilities team, the property fixed broken toilet fixtures throughout the year and reduced water usage by 84% year to date, saving over 8.4 million gallons since January. At these levels, the property expects to become an improving site on the dashboard as it continues to use a normal range of water compared to its use over the last year.



PEOPLE & CULTURE



At NRP, we are committed to diversity, equity, and inclusion (DE&I) in the workplace because we believe a wider range of viewpoints leads to a more robust and compelling company culture, better decision-making, and better business results. We work hard to create a diverse working environment where team members feel respected, valued, and encouraged to bring their unique perspectives to work every single day. We value diversity of viewpoints, life experience, race, ethnicity, sexual orientation, gender, and age, and we work to ensure that all team members have equal opportunities to grow and thrive.

NRP WORKFORCE STRATEGY

A THREE PILLAR APPROACH TO DEI

We are committed to pursuing diversity, equity, and inclusion with the same passion and discipline we bring to our core business because welcoming diverse voices is key to our long-term success. We have deployed a three-pillar approach to enhance our diversity, equity, and inclusion efforts to maintain or improve representation, engagement, and retention of a diverse talent pool. Sub-teams for each pillar have been established to identify and implement actions across the organization.



Talent Acquisition & Development

Establish a strategy for the acquisition and development of diverse talent driving dual accountability with leaders and HR partners.

Accomplishments:

- Recruitment Marketing approaches to attract diverse talent
- Employer Branded pages on LinkedIn, Glassdoor, and Indeed
- Early Talent Recruiting
- Partnership with Women in Construction
- ERG Engagement in recruiting process; for example, working with PRIDE to post corporate positions on the Plexus LGBTQ+ Chamber of Commerce job board
- Process to evaluate departmental diversity when a new job requisition is opened
- Increased 2023 Construction and Property Management Intern Diversity:
 - 75% Male
 - 25% Female
 - 44% White
 - 56% Non-White
- Partnership with YouthBuild: hired five YouthBuild Apprentices in Austin, San Antonio, Charlotte, and New York. Hired two apprentices to full time NRP roles.



Education, Awareness & Engagement

Drive ongoing awareness and build IQ through creating opportunities for dialogue, experience sharing, and training.

Accomplishments:

- Annual DEI Survey sets agenda for education topics and theme
 - 2023 theme: “Children and Youth”
- Annual calendar of Employee Resource Group (ERG) programs
- Unconscious bias and employee wellness training modules deployed to leaders and managers
- On-demand learning library accessible to all employees through Workday platform (24 on DEI topics, 12 on mental health topics)
- Three-pillar employee wellness initiative to promote physical, mental, and financial health



Leader Accountability & Communication

Set Expectations For Managers And Establish A Routine For Measuring, Monitoring, And Communicating Progress.

Accomplishments:

- High-level oversight and leadership to coordinate DEI initiatives and communications and maintain alignment with NRP core values
- Governance of ERG activities
- Utilizing the “DEI scorecard” to assess metrics around NRP’S progress with DEI initiatives year to year
- Leader accountability through education and training including new unconscious bias training
- Inclusive practices when making critical decisions related to hiring, developing, and promoting team members



CASE STUDIES: PILLARS IN ACTION

DEI Survey: Employee Voices Call for Continued Wellness Support

Each year, the Diversity, Equity, and Inclusion (DEI) Committee in partnership with the Employee Resource Groups (ERGs) survey all NRP employees about programming from the past year and what they would like to see in the coming year. This survey also gives employees the opportunity to vote on the overarching theme they would like to see addressed. For many years, mental health and employee wellness have emerged as a theme that respondents would like to see addressed in programming and institutional support.

NRP's first initiatives to support employee mental health began with the ERGs. These groups have arranged for speakers and compiled resources to observe Mental Health Awareness Month in May and Suicide Prevention

Month in September every year since 2019. Mental health advocacy is now a cornerstone of the ERG work regardless of annual theme. During September 2023, the ERGs hosted Dr. Miriam Mandel to speak on "The Teenage Brain Revealed" in recognition of Suicide Prevention Month. The event was well attended, and one participant shared, "I appreciate that as a company we are not afraid to talk about the hard stuff."

As mental health and employee wellness continue to be an area of interest, NRP identified three key areas for institutional support: financial wellness, health and physical wellness, and mental wellness.

THE TEENAGE BRAIN REVEALED

WITH DR. MIRIAM MANDEL

THURSDAY, SEPTEMBER 14

11:30 AM CST/12:30 PM EST

During "The Teenage Brain Revealed", Dr. Miriam Mandel will debunk common myths, and explain how the neuroscience impacts behaviors and mental health in adolescents.



the
NRP
group

In the area of financial wellness, NRP offers a series of "Flourish" workshops for employees to learn about personal finance and take control of their financial lives through informational seminars, individual consultations with retirement benefits providers, and written resources for financial planning. NRP offers all employees a 401(k) retirement plan with competitive matching as part of the standard benefits package, as well as an Employee Assistance Program (EAP) that includes financial planning services.



FLOURISH

With regard to health and physical wellness, NRP offers multiple options for medical, dental, vision, and other health insurance, as well as HSA plans with employer matching and FSA plans. The plan participants can access discounts on gym memberships, and NRP covers short-term disability insurance for all employees, which allows them to take up to 12 weeks off with pay when they are going through injuries or medical

treatments. NRP also offers paid maternity and parental leave.

To address mental wellness, NRP has been enhancing its benefits package. The EAP covers mental health counseling and referrals, and in September 2023 all employees were able to access an enhanced mental health benefit called Spring Health at no additional cost. Through Spring Health, everyone has proactive access to personalized services like a Care Navigator, three free therapy sessions, a diverse network of therapists, an on-demand library of self-guided wellness exercises, 24/7 crisis support, and more.

Employee wellness is a prime example of putting NRP's DEI Pillars to work. What began as a result of an employee survey has grown into company-wide initiatives and benefits that are accessible to everyone.


**financial
wellness**


**health &
physical
wellness**


**mental
wellness**

**NRP
employee
wellness**

THE DEI SCORECARD

The DEI Scorecard was developed as a tool for Leader Accountability so NRP could understand the company’s diversity profile benchmarked against internal DEI goals benchmarked against internal DEI goals and objectives. It was implemented to measure, monitor, and communicate progress with metrics such as representation, hiring, and retention of women and minorities both overall and at senior levels. As a result of regularly monitoring these metrics, NRP has been able to pinpoint areas of success and opportunity.

Example 1: Evaluating the Data

Examining the overall data across the entire company, NRP is doing a effective job recruiting diverse talent. However, different subsets of the data indicate opportunities where we could do more with specific divisions of the company. As a result, the scorecard has informed and empowered the leaders of those areas to be intentional with hiring and promotion decisions.

Example 2: Hiring

The scorecard data has reinforced the need to maintain focus on hiring diverse talent to sustain the high number of minorities and women brought into NRP. Approximately half of new hires are minorities or women. In 2023, the Property Management and Construction interns were 56% people of color. The efforts are working, so NRP’s talent acquisition team is maintaining and increasing those strategic efforts.

Example 3: Diversity in the Pipeline for Senior Roles

The scorecard highlighted the opportunity to continue to grow and develop a diverse pipeline of talent to be ready to fill more senior roles. Intentional conversations are incorporated into the annual talent planning process, which is led by NRP’s Talent Manager. Topics include awareness of metrics, highlighting areas of strength and opportunity, targeted conversations about women and minorities on the team to understand potential, and creating development plans for high performers.

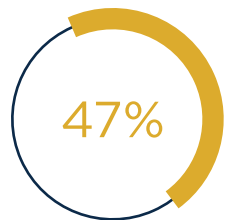
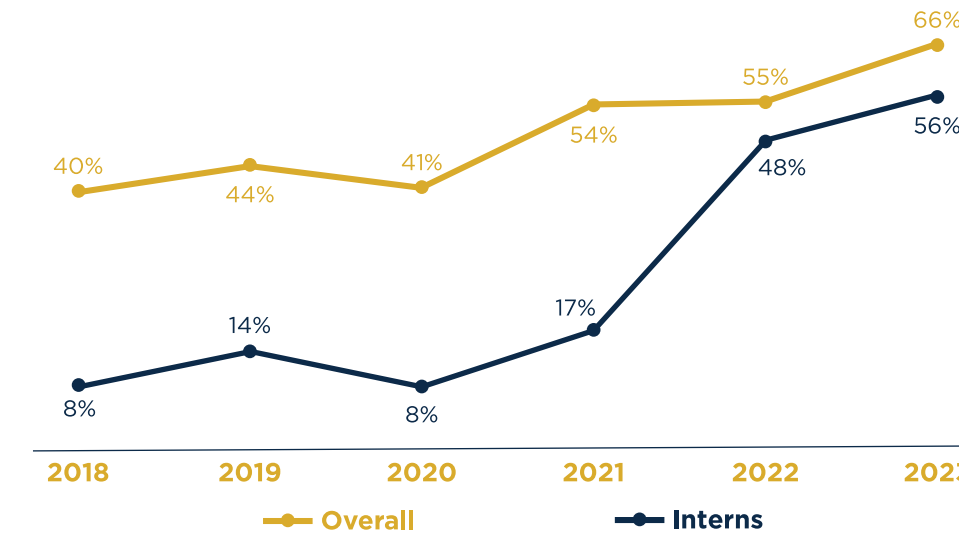


TRACKING DIVERSITY

At NRP, we are committed to diversity and inclusiveness because we recognize that different backgrounds provide different perspectives that strengthen our business outcomes. We have made steady progress over the past few years, and we are committed to committed to sustaining our efforts in this area.

We value diversity of viewpoints, life experiences, race, ethnicity, sexual orientation, gender, and age, and we work to ensure that all team members are on equal footing. Our goal is to foster an environment that is inclusive and one where all team members feel respected and valued.

MINORITY HIRES BY YEAR



Overall Diversity of our Executive/Senior Leadership
(combined female and minority representation)

FEMALE AND MINORITY REPRESENTATION



SUPPLIER DIVERSITY

At NRP, our mission is to create exceptional multifamily rental communities for individuals and families, regardless of income. To further that mission, NRP Construction looks for every opportunity to uplift and improve the economic health of the communities we build—both directly and indirectly—by promoting the inclusion of diverse vendors and suppliers in the design and development of each building project.

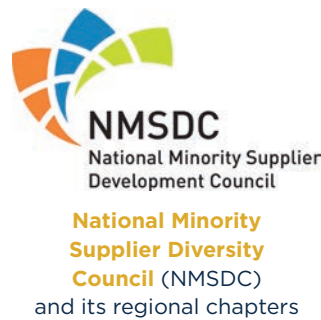


*Building partnerships
focused on inclusion*

NRP Construction has developed supplier diversity initiatives designed to support the development of qualified minority- and women-owned businesses that align with NRP's core values and our commitment to supplier diversity and inclusion. These initiatives focus on the following objectives:

- Increasing the inclusion and participation of minority- and women-owned businesses across our portfolio
- Setting, tracking, and achieving inclusion goals in each of the regions in which we operate
- Assisting otherwise qualified vendors and suppliers in obtaining their certifications
- Participating in supplier diversity events, trade shows, and conferences that provide opportunities to engage, identify, and build relationships with diverse businesses

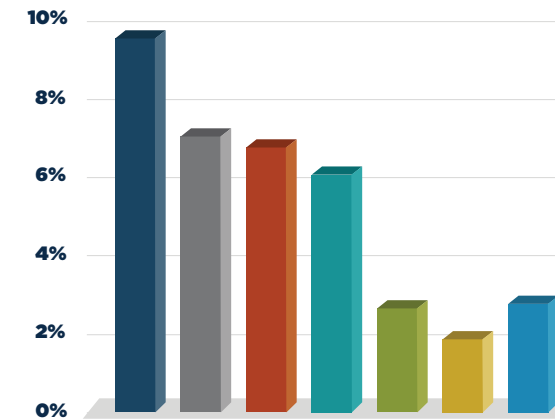
Although certification is not a prerequisite to conduct business with NRP Construction, it is recommended with a particular emphasis on businesses that are MBE/WBE certified. NRP Construction accepts the following certifications, among others:



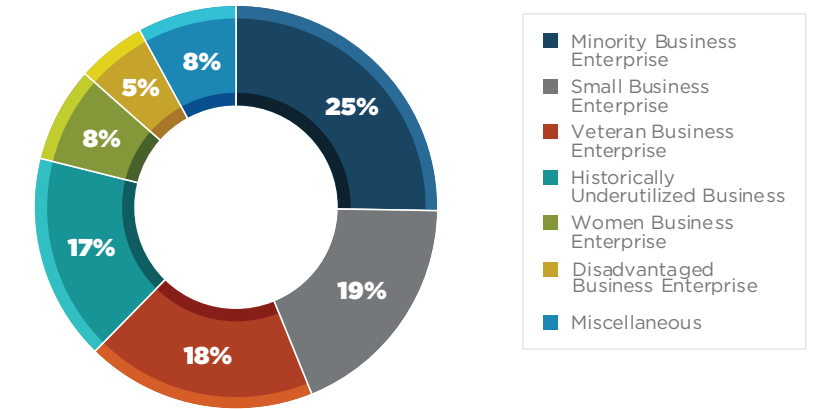
By including more diverse suppliers in each stage of our project development, NRP will be able to not only continue delivering best-in-class multifamily housing, but also create significant community and economic impact in the process.

NRP has developed a database that tracks how much we are spending with diverse suppliers across our construction regions. Since we began measuring this data in 2018, we have found that we work with more certified diverse suppliers each year. The following charts show the growth of our diverse supplier network over time and the certifications our diverse suppliers hold.

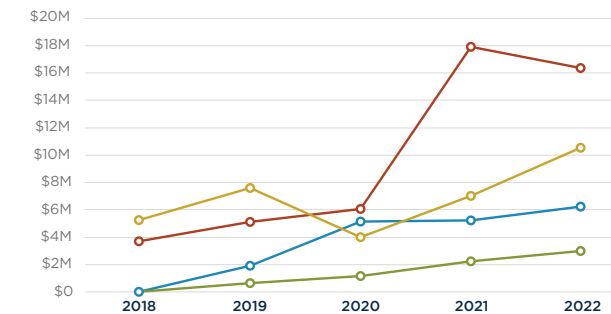
PERCENTAGE OF TOTAL INVOICES BY CERTIFICATION TYPE



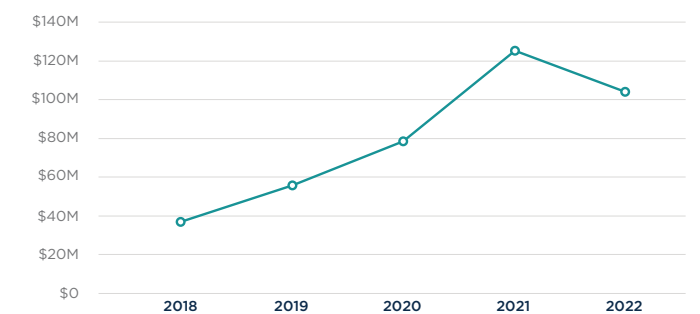
PERCENTAGE OF CERTIFICATION TYPE FROM ALL CERTIFIED DIVERSE SUPPLIERS



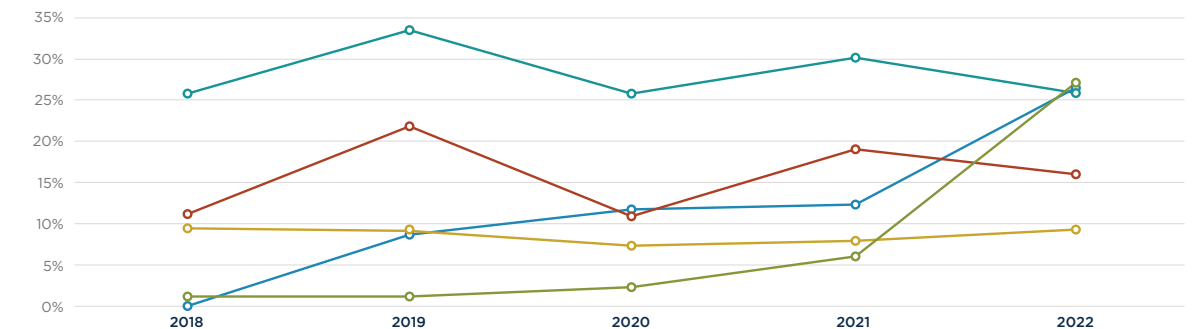
DOLLAR VALUE INVOICED BY CERTIFIED DIVERSE SUPPLIERS:



DOLLAR VALUE INVOICED BY CERTIFIED DIVERSE SUPPLIERS:



CERTIFIED DIVERSE SUPPLIER INVOICING AS A PERCENTAGE BY REGION



NEW INITIATIVES IN 2023:

- Creating a training module and video for NRP Construction staff
- Launching a registration portal on nrpgroup.com for diverse suppliers and subcontractors to join our database to be considered for future jobs
- Ongoing advocacy with local government officials in the markets where we build

LEADERSHIP DEVELOPMENT PROGRAMS

At The NRP Group, investing in the development and growth of our rising A+ players is a top priority. In Property Management, we offer a range of leadership development programs to recognize, engage, and retain high-potential employees at various stages of their careers. At all levels of leadership development, our major goals and aspirations include:

- **Invest & Grow:** Invest in high-potential A+ talent and provide a transformative experience for participants
- **Expand Personal Tool Kit:** Equip A+ talent with the tools to continually develop and improve their impact and results
- **DEI:** Deliver on our commitment to diversity, equity and inclusion by continuing to develop and grow our diverse talent at NRP
- **Internal Networking:** Build cross-organizational partnerships and provide opportunities to deepen networks

NRP Management's newest leadership program is Ascent, an enrichment program designed to

further develop our District Managers, Regional Property Managers, and Senior Regional Property Managers. Beginning in January 2023, all NRP team members in these roles were automatically enrolled in the program. Monthly professional development sessions throughout the year were designed to enhance cohort members' skills in leadership, coaching and feedback, employee wellness, financials, and budgeting, while also deepening the connections among cohort members across NRP's national footprint. Through the end of 2023, these managers participated in a virtual rotation program to dive deep into aspects of NRP's business starting with development to increase their understanding of the business as a whole and their role in shaping NRP's future success. Each cohort member will receive a 360 assessment that will shape a personalized professional development plan. Ascent will continue with quarterly sessions focused on industry trends, leadership development and business needs.

Ascent fills a professional development gap that is found industry-wide. Participating in this program provides an opportunity for leaders to hone their management skills and enhance their individual contributor skills to best serve their employees, residents and communities.

"I loved the lessons and the thoughtful conversations. Participating in Ascent re-energized me throughout the year. The curriculum has helped me understand my teams' thought processes and better meet their needs in my role as a Senior Regional Property Manager. Our Senior Regional Property Manager team has grown closer and collaborates more. For example, after working more with a colleague in Ascent, I knew I could bring her to my region to help me train my teams in marketing and social reputation."



ELEVATE
STRIVE
AIM
Achievement In Motion
ASCENT

PROPERTY MANAGEMENT CAREER DEVELOPMENT PROGRAMS

Summer Internship Program: Property Management Site Interns

Elevate: 10-12 Leasing Specialists enroll in a 9-month enrichment program as a talent pathway to Community Assistant Manager

Strive: 10-12 Community Assistant Managers enroll in a yearlong enrichment program as a talent pathway to Community Manager

MIT (Manager in Training): 3-5 college graduates in Property Management/Real Estate enroll in this 6-month accelerated program to prepare them for the role of Community Assistant Manager or Community Manager

AIM (Achievement in Motion): 10-12 Community Managers enroll in an 18-month enrichment program as a talent pathway to Senior Community Manager; expanded from 12 to 18 months in 2023 with the addition of a comprehensive case study project, personalized career planning and 360 reviews

DMIT (District Manager in Training): An enrichment program to develop Senior Community Managers into District or Regional Managers

Ascent: All District Managers, Regional Property Managers, and Senior Regional Property Managers engage in ongoing professional development to support their current roles and overall career development

THE NEXT GENERATION OF LEADERS

The NRP Group believes that part of being a good corporate citizen is investing in the education of our future leaders to ensure the ongoing vitality of our industry. With this goal in mind, NRP is involved in several programs that serve college students and young professionals.



Cleveland State University

In 2019, The NRP Group made a historic gift to Cleveland State University (CSU) to expand education and research in real estate and property management. The university began offering these courses and degree programs in the Fall 2022 semester, and in Summer 2023, the first student graduated from the program. In the 2023-2024 school year, Cleveland State University is offering a Bachelor of Business Administration with a concentration in Property Management, a Property Management Minor, and a Real Estate and Property Management Certificate. Courses

include Real Estate Principles and Practices, Introduction to Property Management, Real Estate Leasing and Marketing, and more. In the Spring 2023 semester, NRP Field and Corporate Marketing leadership participated in a capstone class using an NRP property as the students' final project. In the Fall 2023 semester, three NRP employees will guest lecture in these courses, deepening the connection between industry and academia. As of the Fall 2023 semester, there are eight students majoring in Property Management, 17 pursuing the minor, 34 enrolled in the certificate program, and 120 enrolled across all property management courses for the semester.



University of Michigan

Partnering with the University of Michigan's Ross School of Business, The NRP Group is an active sponsor of the Living Business Leadership Experience (LBLE) course, part of the Ross Experiences in Action-Based Learning (REAL) portfolio. The Fall 2023 semester is being led by NRP Developers and Michigan alumni Nick Walsh and Max Whipple. They have tasked the students with analyzing how to use government incentive programs to improve the environmental sustainability of new developments. NRP will use the project findings as part of its overall effort to develop sustainable affordable housing across the country.

The LBLE course is a vehicle of mutual benefit: NRP gains a tangible output from the student project and the students learn about the affordable housing industry while gaining real-world experience before they graduate. The student body in this course comes from diverse areas of study, from undergraduate and masters-level business students to psychology majors and data science



masters students. This challenges the NRP developers as industry insiders to explain the ins and outs of the business to people with limited exposure to the way the affordable housing business works. In the case of this semester's instructors, the developers are now teaching content they had to learn when they first started at NRP.

The NRP developers who teach this course have come full circle from students to multifamily and affordable housing leaders. Three of NRP's current Vice Presidents of Development were once Michigan students who took the LBLE course and/or were college interns. They now manage development in unique geographic regions and have an increasing presence in local, state, and national advocacy for affordable housing policy.

ADDITIONAL UNIVERSITY INVOLVEMENT

This year, NRP has had the honor of sitting on the boards of both Virginia Tech and Ball State University. NRP is proud to offer industry expertise to assist these academic institutions in preparing students to enter the workforce. As members of these university communities, NRP leaders are guest speakers with student groups like the Real Estate Club and attend career preparation events like Ball State's "Face to Face" pitch day and internship recruitment event.

NRP INTERNSHIP PROGRAM

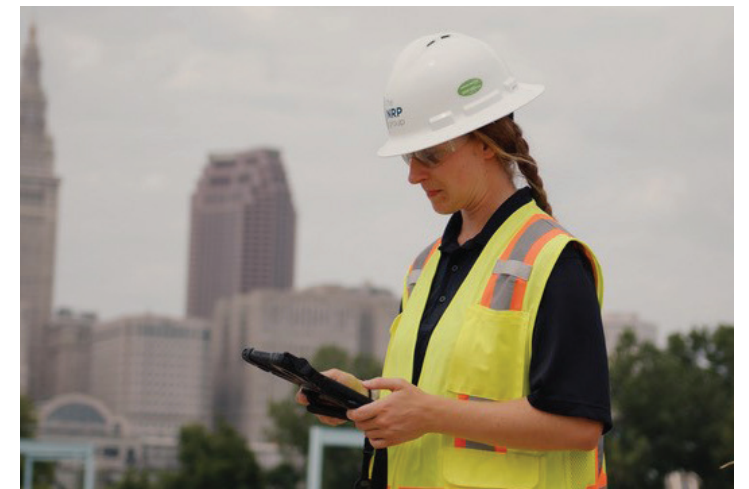
Summer Internship Program

In summer 2023, The NRP Group welcomed 16 interns to work in the property management and construction departments. The goal of the internship program is to create an impactful experience to develop the careers of young professionals and build lasting connections. This 10-week paid internship is

designed to provide interns the opportunity to contribute to valuable projects and gain real-world experiences to enhance their coursework and future careers. Following successful completion of the program, interns can pursue a career within The NRP Group after graduation or return for an additional summer internship. This year, 13 interns were offered the opportunity to have a full-time or additional internship role in 2024.

Our interns represent a diverse mix of students from universities across the country including:

- Cleveland State University
- Virginia Tech
- Kent State University
- Texas A&M University
- The University of Texas at San Antonio
- Ohio Northern University
- University of Central Florida



Morgan Fischer, Construction Field Engineer Intern from Kent State University, said of her internship experience: "I'm seeing so many things I've read about in textbooks come to life in the field and it's all making a lot more sense with this internship experience to bring it to life."



YouthBuild Construction Apprenticeship Program

The NRP Group has created an apprenticeship program in collaboration with YouthBuild, a nonprofit that seeks to form partnerships primarily with construction vendors to work with opportunity youth to build the skill sets and mindsets that lead to lifelong learning, livelihood, and leadership.

The NRP Group had five participants in 2023, offering opportunities to apprentices in each active NRP market including Texas, North Carolina, and New York. This program is open to people 18 years old or older with a high school diploma or GED interested in pursuing a career in construction.

YouthBuild projects consist of two distinct phases. In the first six months, the YouthBuild Apprentice works with the Project Superintendent to learn the basics of a construction project from start to finish. Participants also engage in an NRP Learning and Development series covering a broad range of topics including goal setting, accountability, computer skills, public speaking, and self-management. In the second six months, Apprentices learn more about document support and project administration. They also continue to engage in the NRP Learning and Development Series, including sessions focused on a growth mindset, emotional intelligence, communication styles, and email etiquette.

Following completion of both Apprenticeship phases, participants have the opportunity to join NRP full-time as a Field Engineer, directly responsible for all document control on assigned construction projects.

Osmar Avila is currently a Field Engineer in San Antonio who joined NRP through his YouthBuild Apprenticeship. His school counselor recommended he join the YouthBuild program for vocational training in construction, and he trained in framing, electrician work, and Occupational Safety and Health Administration requirements. The most valuable lesson he learned in YouthBuild was that “every tool has a purpose,” which has shaped his perspective on learning the role of each trade on a construction site.



His apprenticeship began at NRP on construction sites that were nearing completion, so his first lessons were in how to properly prepare the building for turnover to the property management team. He is now working on the Southton Apartments, which is a project where he joined the team as the foundation was being constructed. Avila appreciates the mentorship, both formal and informal, that he has received from his NRP managers and colleagues. They encouraged him when the learning curve was challenging, and they empowered him to speak with the subcontractors as the person in charge. Avila shared that his personal motto is to “step forward into growth” and his journey from YouthBuild Apprentice to Field Engineer has been emblematic of his learning path at NRP.

NATIONAL & INDUSTRY LEADERSHIP

The NRP Group believes that one component of corporate citizenship is participation in industry organizations. NRP is proud to support the high-level contributions of its employees as they volunteer in key leadership positions across the industry.



George Currall

Principal, Chief Financial Officer

ORGANIZATION(S)

Urban Land Institute - Silver Council



Debra Guerrero

Senior Vice President of Strategic Partnerships & Government Affairs

ORGANIZATION(S)

National Association of Home Builders (NAHB) - Affordable Housing Group

Affordable Housing Tax Credit Coalition (AHTCC) - Housing Advisory Group



Jason Arechiga

Senior Vice President of Development

ORGANIZATION(S)

Texas Affiliation of Affordable Housing Providers - Board Member



Crystal Moya

Regional Vice President

ORGANIZATION(S)

Texas Apartment Association (TAA) - Vice President at Large

San Antonio Apartment Association (SAAA) - Director of Board of Directors



Michael Manfred

Vice President of Field Marketing

ORGANIZATION(S)

National Multifamily Housing Council - Marketing Leaders Committee



Nick Walsh

Vice President of Development

ORGANIZATION(S)

Texas Affiliation of Affordable Housing Providers - Board Member



Tiffany Montgomery

Director of Leadership Development & University Relations

ORGANIZATION(S)

Cleveland State University Center for Property Management - NRP Liaison

DEI & ERG LEADERSHIP

The DEI Committee provides leadership, structure, and organization to the many social initiatives in the NRP Impact corporate responsibility program. The leadership of the DEI Committee and subcommittees is composed of diverse and vibrant leaders throughout the organization.

DEI SUBCOMMITTEE LEADERSHIP



Tiffany Montgomery
Chair, DEI Committee
Co-Chair, WIN Employee Resource Group
Director of Leadership Development & University Relations



Olivia Palcisko
Co-Chair, PRIDE Employee Resource Group
Talent Acquisition Partner



Jennifer Baus
Founder and Co-Chair, WIN Employee Resource Group
Principal, Executive Vice President, Design & Entitlements



Mary Aguilar Cortez
Co-Chair, PRIDE Employee Resource Group
Property Management National Trainer



Shanice Settle
Founder and Co-Chair, Cultures Connected Employee Resource Group
Director of Content & Communications



Walter Songer
Co-Chair, PRIDE Employee Resource Group
Senior Property Management National Trainer



CeAra Styles
Co-Chair, Cultures Connected Employee Resource Group
Senior Accounting Manager



Nick Cobb
Co-Chair, PRIDE Employee Resource Group
Community Manager

EMPLOYEE RESOURCE GROUPS MISSION

The Employee Resource Groups (ERGs) are the activation forces for creating vibrant programming and initiatives throughout The NRP Group. Under the umbrella of the DEI Committee, these groups turn goals and strategies into real-life programming and outreach. Each ERG has a unique mission that shapes its strategies and tactics on the ground.

Cultures Connected

The mission of Cultures Connected is to elevate, support, and create equitable opportunities for multicultural communities at NRP and beyond through educational programming and advocacy.

PRIDE at NRP

The PRIDE at NRP Affinity Group strives to enrich the professional livelihood of its LGBTQ+ and allied employees through education, outreach, and advocacy. We strongly believe that celebrating this community elevates our culture for all parties, empowering tangible growth and pride in our work.

WIN: Women's Inclusion Network

WIN's mission is to hire, develop, and promote women at NRP through education, awareness, and programming. Our committee also works to advance visibility, equality, and women's initiatives within the communities NRP serves.

NRP Cares

The mission of NRPCares is to increase awareness, provide education, and coordinate programming to foster overall community involvement and to improve the health and wellness of team members, residents, and other stakeholders throughout the extended NRP family.

Every year, the DEI Committee selects an annual theme based on the results of the previous year's annual DEI survey. The 2023 theme was Children and Youth, which was incorporated into the DEI Committee's programming throughout the year.

Recognizing and addressing mental health concerns is an essential aspect of NRP's commitment to ensuring the success and well-being of our employees. This year, NRP's DEI Committee hosted a series of programs centered on mental wellness. In May, NRP hosted a panel of physicians from premier hospital systems for "Trauma Across the Lifecycle." During the program, panelists shared the latest research, trends and resources related to trauma. In September, NRP invited Dr. Miriam Mandel to host "The Teenage Brain Revealed" a conversation about how neuroscience impacts behaviors and mental health in adolescents.

CULTURES CONNECTED

The mission of Cultures Connected is to elevate, support, and create equitable opportunities for personal and professional advancement for multicultural communities at NRP and beyond through educational programming and advocacy. This year, Cultures Connected hosted a variety of programs to provide opportunities for team members to learn and connect.



BLACK HISTORY MONTH

In honor of Black History Month, Cultures Connected hosted a discussion called “Becoming an Impact Maker” with author and executive Andrea Walton. During the conversation, Walton talked about her journey of overcoming the challenges of her life experiences and childhood. She also shared insight into how team members at NRP can leverage their personal experiences to impact their spheres of influence.

JUNETEENTH

Cultures Connected recognizes Juneteenth as a time to reflect on freedom and our ongoing pursuit of greater equity, equality, and inclusion. To highlight the holiday, Cultures Connected hosted a networking event to discuss programming and planning.

HISPANIC HERITAGE MONTH

For Hispanic Heritage Month, Cultures Connected invited author and business owner Lorenzo Gomez III to speak about his book, “The Cilantro Diaries,” which tells the story of his rise from a grocery store stockroom to the boardrooms of two private companies, without a college degree. In 2021, the book was honored by the International Latino Book Awards.



PRIDE AT NRP



In 2023, the PRIDE at NRP employee resource group (ERG) focused on two major initiatives: Pride Month in June and National Coming Out Day in October. Each year for Pride Month, PRIDE and WIN partner to host a Curiosity Conversation. This year’s speaker was Carey Gibbons, Queer Youth Outreach and Engagement Manager from the Northeast Ohio Coalition for the Homeless. More than 60 attendees joined this event from all departments of NRP, including property site teams and executives. Gibbons’ presentation prompted attendees to think more about homelessness, specifically how it effects LGBTQ+ youth and how NRP’s affordable properties can assist in housing those most in need. During Pride Month, NRP held a “Color Day” where employees were encouraged to wear bright colors to work and take pictures to share their pride across the NRP community.

For National Coming Out Day in October, PRIDE at NRP facilitated a safe space for an anonymous Q&A about coming out. NRP employees were invited to anonymously submit questions about LGBTQ+ life and the process of coming out for members of the PRIDE Committee to answer and share with the entire NRP community. This approach to recognizing a major milestone in LGBTQ+ colleagues’ lives empowered members of the PRIDE ERG to share their stories in an authentic and celebratory way while also educating peers who have had different life experiences.



COLOR DAY 2023



WOMEN'S INCLUSION NETWORK (WIN)



WIN PAVE

Promotion, Action, Visibility, Equality

One of the subcommittees of the Women's Inclusion Network (WIN) is focused on promotion, action, visibility, and equality (PAVE). For 2023, the PAVE subcommittee concentrated its efforts on proposing policies that make NRP a great place for women to work. The committee went through a benchmarking exercise, researching criteria for what makes a workplace good for women. The team used data from surveys, awards, and business/industry publications and compared these criteria to NRP's current policies and practices. After cross-referencing research findings with the annual NRP survey, the PAVE subcommittee identified "career development opportunities for women" as the first priority to address. PAVE is now defining programming and policy ideas to propose to NRP leadership for review and implementation in 2024.

WIN CPR TRAINING

Each year, the Women's Inclusion Network organizes an event and fundraiser as part of the American Heart Association's "Go Red for Women" initiative. Cardiovascular disease is the #1 killer of women, and symptoms of cardiovascular disease present differently between men and women. Following the annual National Wear Red Day, WIN partnered with University Hospitals and the American Heart Association to host CPR training at the NRP office in Cleveland. Twenty-one NRP employees became certified in CPR. As part of the training, participants covered topics including emergency evacuation routes, AED locations, and first aid supplies like bleeding control kits. Through innovative partnerships, commitment to education, and a desire for action, WIN has empowered NRP employees to expand their knowledge and skills around cardiovascular health and safety.



Career development benchmarks for women in the workplace include:

- Equitable leadership opportunities (quality and quantity) with the funding, support, and team size to be successful.
- Resources for learning and development to prepare for promotions.
- Clear pathways for career growth.
- Long-term action plans supported by executive leadership to develop high-potential women.

NRP CARES

MISSION

Cultivating a sense of community is a core value at The NRP Group. We believe communities are shaped by open communication between residents and our property and support staff, and productive relationships with the surrounding neighborhood. We actively seek opportunities in our own backyards and across the country to help individuals and families in need. The mission of NRPCares is to increase awareness, provide education, and coordinate programming to improve health and wellness for employees, residents, and other stakeholders throughout the extended NRP family.



2023 INITIATIVES:

Business Volunteers Unlimited

The NRP Group with the help of the Women's Inclusion Network (WIN) established a membership with Business Volunteers Unlimited (BVU), a Northeast Ohio organization whose mission is "to engage, connect, and strengthen businesses, nonprofits, and the community" through volunteerism. BVU offers nonprofit board matching and training, skills-based volunteering, and direct service volunteering. NRP employees can attend BVU networking events, and BVU helps NRP coordinate with nonprofits for corporate volunteerism. The first year of this membership resulted in a highly rewarding NRP Impact Day, and we look forward to continuing this partnership.

NRP Impact Day

On September 27, 2023, NRP held its second annual NRP Impact Day, a day of corporate volunteerism at two Cleveland nonprofit organizations that serve children and youth. NRP's WIN Committee was instrumental in spearheading, launching, and facilitating this important day of employee volunteerism in partnership with BVU, our logistics partner for identifying and coordinating with the volunteer sites. Forty NRP team members volunteered to prepare donated books for the largest Dolly Parton's Imagination Library partner in the country, the The Literacy Cooperative in Cleveland. Additionally, volunteers partnered with the Cuyahoga County West chapter of Sleep in Heavenly Peace to build beds for children who do not have their own. It was a rewarding day for all who participated.



CORPORATE GIVING

The NRP Group has been making charitable contributions since its founding in 1994, and as part of the NRP Impact program, we have become even more intentional about the process. Here are the broad categories of giving and examples of organizations supported in 2023.

OBJECTIVE	DESCRIPTION	EXAMPLES
Education Initiatives	Educational organizations that directly or indirectly support the advancement of the housing industry.	CCSU Foundation Positive Education Program Seeds of Literacy The Music Settlement Alamo Colleges Foundation SAISD Foundation Johnny Hernandez Grant Foundation Rey Feo Consejo Educational Foundation The University of Texas at San Antonio
NRP Team Member and Partner Causes	Charitable causes in which NRP employees and partners have demonstrated personal commitment through volunteerism and board involvement.	Community Housing Resource YWCA Greater Cleveland Great Lakes Theater Greater Cleveland Partnership Human Rights Campaign Neighborhood Family Practice Neighbors Together Selfhelp Community Services Aluminum Cans for Burned Children
HQ Corporate Citizenship	Large long-standing non-profit organizations that are making meaningful impacts in the city of Cleveland and Northeast Ohio, and their related diversity and inclusion initiatives.	Engage! Cleveland Playhouse Square Foundation UJA Federation Jewish Federation
NRP Communities	Neighborhood and community causes in markets where NRP is active in development, construction and/or management.	Assembly for the Arts Brooks Gives Back Cesar Chavez Legacy Classical Music Institute Lo Bello Women’s Association Mission Heritage Partners Opportunity Home San Antonio S.M.A.R.T. San Antonio Equity Alliance
Healthcare & Healthy Housing	Hospitals and healthcare organizations that can help advance NRP’s healthcare and housing initiatives.	Chapters Health Foundation Cleveland Clinic Foundation JDRF Diabetes Foundation MetroHealth Foundation University Hospitals
DEI	Organizations that can help advance NRP’s diversity and inclusion initiatives.	The Diversity Center of NE Ohio

