

Rise

BY BOZZUTO

# FY2023 Rise Report



RESILIENCE. GRATITUDE. COMMUNITY.

# The Continued Rise of Social Impact at Bozzuto

Communities rise to support their members. People rise to meet challenges. Companies rise for their associates and to create positive value in the world. Rise by Bozzuto was created for these reasons. Rise brings together our

stakeholders around a consistent Corporate Social Responsibility (CSR) strategy that is unmatched in the real estate industry.

This year marked the third year of Rise by Bozzuto and the third year of creating positive change in the world. While there are endless volunteer outings and philanthropic opportunities, Bozzuto focuses on three guiding pillars to make the most meaningful impact: Homelessness & Housing, Youth Development and Social & Environmental Impact. These pillars encompass not only our core values, but the issues that our associates are truly passionate about and have a personal desire

to support.

We have a commitment to be transparent about our CSR strategy and inspire our associates to come together with a shared purpose. Rise by Bozzuto continues to grow and embrace initiatives that contribute to the triple bottom line such as sustainability, employee engagement, diversity, equity, and inclusion (DEI) and corporate charitable giving. Read more about our accomplishments, awards, and social impact strategy in this report.

“Communities rise to support their members.”

## Our Guiding Pillars

The three pillars of Rise by Bozzuto serve as clearly identified, focused giving parameters for our sponsorships, employee match campaigns, and corporate donations.





# Leading the Industry

### TOBY BOZZUTO: BOYS AND GIRLS CLUB AWARD

President and CEO Toby Bozzuto was honored by the Boys and Girls Clubs of Greater Washington at its 18th annual Youth and Real Estate Event in November 2022. He received the Martin K. Alloy Excellence Award, which honors an individual's excellence in their commitment to youth development.



### INAUGURAL RISE INITIATIVE WINNER

Cultivating a culture of kindness and equity is an important aspect of Bozzuto's values. Our efforts to foster inclusivity for our associates led Bozzuto to be recognized in April 2022 as a **Rise Honoree for Bisnow's Inaugural Rise Initiative**. This accolade recognizes companies in the commercial real estate industry that are advancing diversity, equity, and inclusion programs in the workplace.



### MFE COMMUNITY SERVICE AWARD

In 2021, Rise by Bozzuto received the Multifamily Executive (MFE) Community Service Award. Bozzuto was one of 13 grand winners chosen out of 300 entries. The MFE Awards demonstrate how Bozzuto continues to leave a worthwhile impact in our communities.



# Rise Highlights

The past year marked an impactful time for Rise and set the bar high for the years ahead. We introduced exciting new partnerships and continued to nurture strong existing ones across our expanding footprint.

## Supporting Ukraine with World Central Kitchen

This campaign raised funds that provided thousands of fresh meals to Ukrainian families and refugees. More than 900 associates and residents came together to raise more than \$98,000, including a \$25,000 match from the Bozzuto Charitable Fund.



## Social & Environmental Impact: Earth Day Volunteer Outing

To celebrate Earth Day, 106 associates from seven of our markets volunteered to get outdoors and clean up their neighborhoods. Tasks included tree planting, urban garden projects, beach and park cleanups, and bench painting at the National Mall.

## Summer Interns Give Back

Across eight markets, 60 Bozzuto interns came together to volunteer for a variety of organizations, including A Wider Circle, Campaign Against Hunger, the Boys and Girls Club, the Greater Chicago Food Depository, and The Greater Boston Food Bank.



INITIATIVES

Youth Development: BYOB School Supply Drive

Bozzuto hosted a “Build Your Own Backpack” (BYOB) School Supply Drive with The United Way and Boys & Girls Clubs of America. Communities across our company collected supplies that filled nearly 2,000 backpacks for students. More than 180 sites held a backpack school supply drive for their residents. This was one of the most successful companywide initiatives ever.



Homelessness & Housing: FriendsGiving Back Campaign

Partnering with 14 organizations on a local level, Bozzuto associates and residents participated in a donation drive to help combat poverty. Overall, the campaign impacted more than 23,000 lives with 100+ construction items collected and 27,878 meals donated.

722 HOURS VOLUNTEERED

99 CAUSES SUPPORTED

357 VOLUNTEERS

40% PARTICIPATION UP FROM LAST YEAR

264+ DONORS



## COMMUNITY CHAMPIONS



“Every act of kindness, big or small, focused on a pressing need adds up to big change.”

JULIE SMITH, CAO

With the support of our Community Champions, Rise has reached new heights. These remarkable leaders are associates from across the company who launch initiatives in their markets for their fellow team members, residents, and partners. Our champions are empowered to build and maintain relationships to bring Rise initiatives and goals to fruition.

Each champion is applauded for their hard work, but one individual stood out and was recognized at the Bozzuto Management

Awards in October 2022. Assistant Property Manager Pea Medina won the Rise for Social Impact award.

Pea represents our New England region and organizes countless drives and volunteer events, always inspiring those around her to make a difference. Over the year, she successfully coordinated an Earth Day outing with 20 volunteers, a “12 days of holiday fun” contest and a school supply drive in support of the Boys & Girls Clubs of Greater New Haven.

- Community Champions added 16 new members, totaling **66** associates from every division of the company.
- **50** local communities represented across our Bozzuto footprint.

# Amplifying Voices through ERGs

Through Bozzuto's Employee Resource Group (ERG) program, associates can connect over shared experiences, network, volunteer, and educate themselves while cultivating community. Bozzuto continued to foster a sense of belonging among our associates by hosting an ERG Open House and launching our eighth ERG: Parents and Caregivers Together (PACT). The

mission of PACT is to champion work life balance and to make a positive impact on the community.

As Bozzuto shifted to hybrid work, our ERGs were able to design and execute both virtual and in-person events. With the ability to have virtual and in-person events, the ERGs were able to increase participation and create a wide range of programming

such as panel discussions, happy hours, educational webinars, and volunteer engagements.

Looking ahead our goal is to expand the reach of ERGs into each market by creating local chapters. We intend to achieve this goal through a focus on allyship and intersectionality within our associates and ERG programming.

**629** NEW SIGN-UPS

**8** EMPLOYEE RESOURCE GROUPS



## The Future of Rise

Our inaugural ERG Rise Leadership Summit took place in College Park, Maryland in March 2023. The summit celebrated the amazing accomplishments and initiatives that took place over the past years and served as a catalyst for growth as we look ahead at the future of Rise and ERGs. Attendees included senior leaders, Community Champions, and ERG leaders from across the company.

Rise provides our 3,000+ associates and more than 100,000 residents across 19 states with a platform that fosters a fulfilling and collective impact. As Bozzuto's footprint continues to expand into new markets, Rise by Bozzuto, our Community Champion program, and ERGs will follow suit. We are excited and feel encouraged to continue this growth to make an even larger impact in our communities and our world.

**“It is incumbent upon all of us to leverage our collective success to make a significant difference in our communities”**

**TOBY BOZZUTO, PRESIDENT & CEO**

