



2022 ENVIRONMENTAL, SOCIAL, & GOVERNANCE REPORT



ABOUT THIS REPORT

Our mission is to provide a great home – for our residents, our team, and our investors. With integrity and serving others at our core, we strive to find creative and innovative ways to operate Centerspace with the highest Environmental, Social, and Governance principles in mind across the various aspects of our business.

Centerspace publishes an ESG report every year. This report covers the 2022 reporting period. The purpose of this report is to provide information related to Centerspace’s ESG activities, performance, and includes issues and material relevant to our business and stakeholders. This report is developed in reference to the 2021 GRI Standards. At this time, Centerspace does not externally assure the Annual ESG Report.



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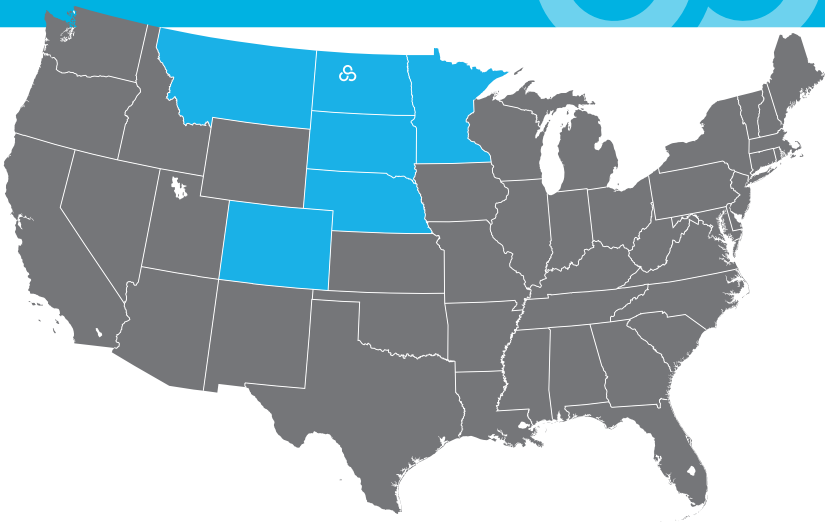
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ABOUT CENTERSPACE



Founded in 1970, Centerspace is a real estate company focused on the ownership, management, acquisition, and redevelopment of apartment communities located in select U.S. growth markets across the Midwest. From Denver, CO to Minneapolis, MN and states in between, Centerspace owned and operated 84 communities representing approximately 15,000 homes as of December 31, 2022. Centerspace is a publicly traded real estate investment trust (REIT) on the New York Stock Exchange (NYSE Symbol: “CSR”). Centerspace only has one investment fund at this time (see the latest [10K filing](#)).



Communities By State (as of 12/31/2022)

State	Communities	Homes
Minnesota	46	7,946
North Dakota	15	2,422
Colorado	7	2,104
Nebraska	6	1,370
Montana	5	748
South Dakota	5	474

84 TOTAL COMMUNITIES COMPRISING
15,064 APARTMENT HOMES

Team Members By State (as of 12/31/2022)

State	Team Members	Percentage
Minnesota	266	56.5%
North Dakota	96	20.4%
Colorado	45	9.6%
Nebraska	31	6.6%
Montana	16	3.4%
South Dakota	12	2.5%
Iowa	2	0.4%
New Jersey	1	0.2%
New York	1	0.2%
Wisconsin	1	0.2%

471 TOTAL TEAM MEMBERS
IN 10 STATES

VIEW ON SUSTAINABILITY

Centerspace is committed to Better Every Days by providing a great home for residents, team members, and investors. The way forward to make each day brighter is understanding our impact as a company and how to enhance the lives of those we touch. The company’s business is to build healthy, equitable, sustainable, and vibrant communities through actions that serve its residents and teams.

Centerspace looks to the future and embraces change, knowing that the opportunities that arise will help set the stage for long-term success in improving social and environmental impacts and the policies that guide the business. This commitment starts with the well-being of the residents, team members, and communities that it serves. Centerspace strives to monitor its use of natural resources and to enhance corporate stewardship, knowing continuous improvement is only possible when the company backs up its actions with robust and consistent measurements of progress. Finally, Centerspace aims to continue its long tradition of strong governance to do the right thing, make positive contributions and serve others with integrity.

LETTER FROM THE CEO



“ We are in a position where we can easily identify the investments that we need to make to enhance our commitment to ESG, and I am looking forward to our continued execution of these important initiatives. ”

Dear Stakeholders,

We are happy to present our fourth annual Environmental, Social, and Governance (ESG) Report. Our 2022 achievements continue to lay the groundwork for “Better Every Days” and demonstrated progress on our commitment to being a sustainable organization.

In 2022 we completed our first Global Real Estate Sustainability Benchmark (GRESB) submission and are excited to share the results and formal ESG targets. Additionally, we advanced initiatives in many key areas identified in our 2021 Materiality Assessment.

Environmental Achievements

- We established formal ESG targets and are publishing them for the first time.
- We completed our initial GRESB submission achieving a score of 55.

Social Achievements

- Named NAA's Leading Organization in Diversity, Equity, and Inclusion for inaugural award year of 2022.
- Published our Diversity and Inclusion Policy.
- Rolled out “Introduction to ESG” in our learning management system (LMS) as part of new team member onboarding.

- Completed our first resident engagement survey, in which the residents made it clear they want to connect more. We developed best practices for resident events to give residents greater opportunity to get to know each other and create a sense of community.
- Increased our SOCi property average reputation management score from 3.51 to 3.61 and developed a strong foundation for even more significant increases in 2023.
- Expanded our team with a Customer Experience Manager dedicated to enhancing our resident journey.
- Added “Riley”, our AI leasing assistant, to meet customer communication needs.
- Implemented a pilot of smart home technology at three assets.

Governance Achievements

- Anne Olson became CEO and joined our Board of Trustees; now our board gender diversity is 57% female.
- Published our responsible procurement guide and strategy.





“1” governance score from Institutional Shareholder Services (1 = Lowest Risk)



\$77,196 in charitable donations from company and team members

We are pleased with our initial GRESB score and have already started incorporating the feedback into the ESG program. We are in a position where we can easily identify the investments that we need to make to enhance our commitment to ESG, and I am looking forward to our continued execution of these important initiatives.

Thank you for your continued support of Centerspace.

Anne Olson

Anne Olson
President & CEO



COMMON TERMS & ACRONYMS

DE&I: Diversity, Equity, and Inclusion - commitment to an inclusive, equitable, and diverse organization

EMS: Environmental Management System - a framework that helps an organization achieve its environmental goals through consistent review, evaluation, and improvement of its environmental performance

ESG: Environmental, Social, & Governance - a holistic view on sustainability

GHG: Greenhouse Gas - gas that traps heat in the atmosphere such as carbon dioxide, methane, nitrous oxide, and fluorinated gas

GRESB: Formerly the Global Real Estate Sustainability Benchmark - an organization that issues standards for ESG performance

GRI: Global Reporting Initiative - independent, international organization that helps businesses and other organizations take responsibility for their impacts, by providing them with the global common language to communicate those impacts

NYSE: New York Stock Exchange - an American stock exchange in the Financial District of Lower Manhattan in New York City

ORA™: Online Reputation Assessment - score by J Turner Research to measure and benchmark a property's online reputation

SEC: Securities and Exchange Commission - the U.S. government agency in charge of the nation's securities industry including transactions and the activities of financial professionals



STAKEHOLDER ENGAGEMENT

At Centerspace we pride ourselves on consistent and transparent communication and engagement. This holds true with every stakeholder relationship. It is our goal to make interacting with Centerspace easy, efficient, and enjoyable. Stakeholder engagement is a key feedback mechanism that is used to identify issues, areas for improvement, and opportunities.

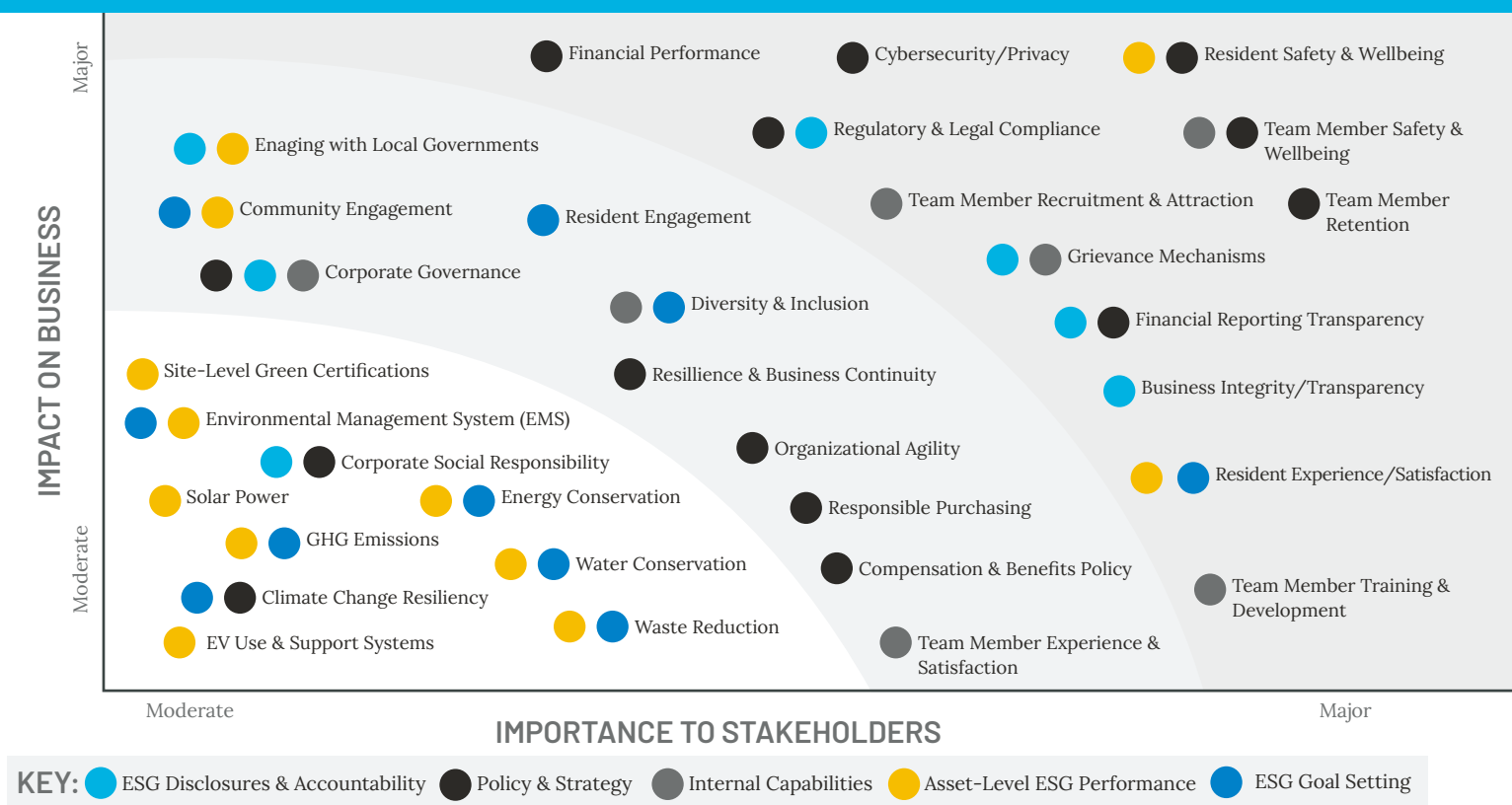
Stakeholder Group	Methods of Engagement	Frequency of Engagement	Engagement Content
INVESTORS AND SHAREHOLDERS	Shareholder discussions	Ongoing	Financial reporting Operations performance reporting ESG strategy Sharing news and updates Investor relations websites Investment activity and strategy Market updates
	Investor site tours	Ongoing	
	Investor presentations	Quarterly	
	Phone calls	Ongoing	
	Conferences	Ongoing	
	Press releases	Ongoing	
	Supplemental financial disclosures	Quarterly	
	Website and social media	Ongoing	
TEAM MEMBERS	Team member engagement survey	Annually	Overall satisfaction Performance achievements Financial and operational performance reporting DE&I Team building Transparent communication Tenure recognition
	Leadership conference and RISE awards	Annually	
	Town halls and regional connects	Quarterly	
	HOME - Intranet for company-wide news, information, feedback	Ongoing	
	Centerfocus - Teams channel	Ongoing	
	Committee engagement	Ongoing	
RESIDENTS	Resident events: on-site and virtual	Weekly/ Monthly/ Quarterly	Overall satisfaction Communication and support Community building
	Resident feedback campaign - ratings & reviews, surveys	Ongoing	
	Happy Birthday e-mail campaign	Ongoing	
	Move-in engagement activity	Ongoing	
	Resident portal - announcements, event invitations, service request updates, etc.	Ongoing	
VENDORS	Vendor portal	Ongoing	Relationship management and communication Invoicing and payables Sustainable/ethical practices Maintenance and operations functions including cleaning, physical and mechanical repairs, installation, construction, electrical, and plumbing
	Preferred partner satisfaction and site team support	Ongoing	
COMMUNITY	Centerspace Cares committee	Ongoing	Creating a sense of community Live out our core value of serving others Professional influence
	Team member paid volunteer time	Quarterly	
	Corporate and regional fundraisers	Ongoing	
	Civic and industry associations	Ongoing	

MATERIALITY ASSESSMENT

In 2020, Centerspace engaged a third-party consulting firm to conduct an ESG materiality assessment to identify topics and concerns that were most important to our stakeholders and most impactful to our business. The materiality assessment engaged our investors and team members through qualitative interviews and surveys. It analyzed peer reporting and relevant reporting frameworks to help shape our ESG roadmap strategy. 2022 saw continued progress in many key areas.

Our materiality matrix helps visualize the overall result and identifies the most material topics according to their relevance among our internal and external stakeholders.

MATERIALITY MATRIX



Following the materiality assessment process and framework alignment, there are five key material factors that broadly encompass Centerspace's current ESG needs and will serve as a focal point for planned activities. These topics form the basis of our three-year roadmap.

ESG disclosures & accountability - Increase transparency and understanding surrounding our ESG activities and progress. View risks throughout our portfolio and situate ourselves positively. Compare our progress and practices to peer companies.

Policy & strategy - Formalize our ESG activity into policy, starting with procurement, team member health & safety, diversity, equity, and inclusion, and overall ESG policy.

Internal capabilities - Improve internal capabilities around ESG program management, gain internal understanding and buy-in through training.

Asset-level - Improve our asset-level performance, beginning with tracking and analyzing environmental data.

ESG goal setting - Set measurable goals for the ESG program to remain effective.

OUR 2022 HIGHLIGHTS



38,330

total metric tons of carbon dioxide equivalent (MtCO₂e) created by Centerspace

65%

female Senior Leadership



1,676

paid volunteer hours used by team members



12.7%

of waste diverted from landfills through recycling efforts (0.4% increase from 2021)

Named Star Tribune Top Workplace



Named
Leading Organization in Diversity, Equity, and Inclusion

By the National Apartment Association (NAA) for inaugural award year



66.58 ORA™ Score

(up 1.8% from 2021 and higher than the national property average of 62.88)

\$77,196

donated to national, regional, and diversity-promoting charities



98.7%

of Centerspace communities have an above average livability score

Initial GRESB Submission

scored within 17% of the peer average

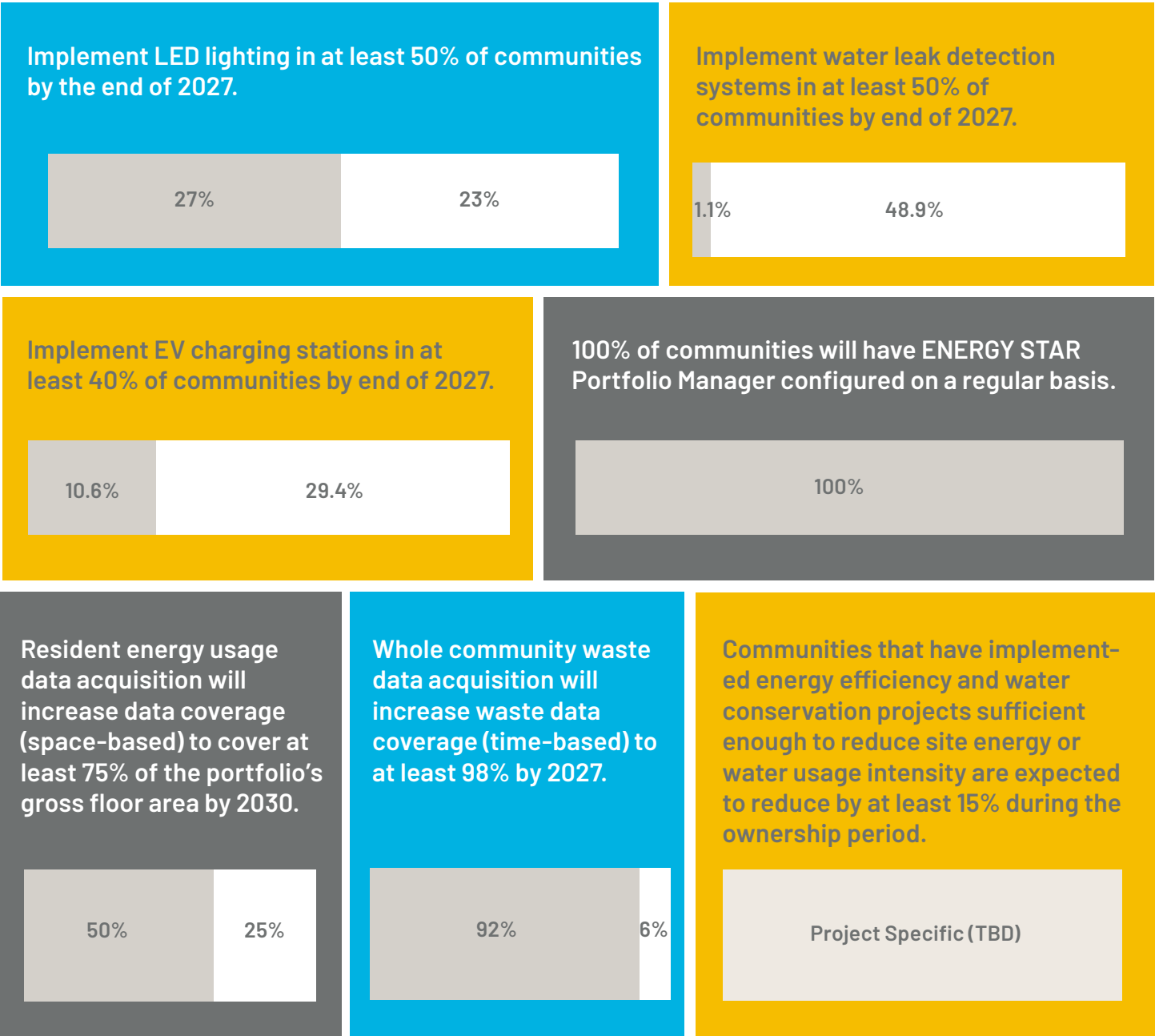
ENVIRONMENTAL

From effective data management and reporting to responsible procurement and sustainable renovations, we are committed to developing environmentally friendly communities.



ESG TARGETS

In 2022, Centerspace set formal ESG targets for the first time. These targets will guide our ESG strategy over the next five to eight years.



2022 Baseline Goal

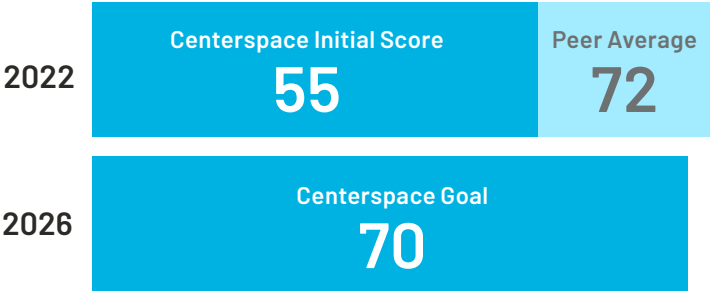
ESG GOALS & ACHIEVEMENTS

REPORTING AND DISCLOSURE We improved our ESG disclosure by developing an ESG report in reference to GRI's Standards and participating in our first annual GRESB submission, achieving an initial score of 55. 	ESG DATA After implementing an EMS, we used this data to set formal ESG targets for the next five to eight years. We initiated a green leasing strategy to improve data acquisition and enable the company to set science-based targets (SBTI) in the coming years. 	POLICY DEVELOPMENT We added to foundational ESG policies with development of a Procurement Policy, Sustainable Renovations Policy, and Pollution Prevention Protocol Policy. 
TEAM MEMBER HEALTH, SAFETY, AND WELLNESS We rolled out a revised version of our team member handbook and policy manual. The creation of the Centerfocus benefits engagement center gives team members a one-stop shop to engage and improve their financial, physical, mental, and social wellness. 	DIVERSITY, EQUITY, AND INCLUSION We expanded our Diversity, Equity, and Inclusion strategy by developing a DEI Policy, Committee Charter, and multi-year roadmap identifying key areas of measurement and their base-lines. The DEI Committee focused on enhancing recruitment of diverse talent and creating awareness among Centerspace leadership and team members. 	RESIDENTS We hired a Customer Experience Manager to improve our outreach to residents, including the addition of ESG in the Resident Handbook, the development of a Resident Engagement Plan, and the launch of our first Resident Engagement Survey. Centerspace communities now have a clear roadmap for engaging with residents along their journey living in a Centerspace apartment home. 
TRAINING & DEVELOPMENT In addition to expanding our online learning management system, GROW, we hosted our first in-person Leadership Conference for operational leaders with a focus on the customer experience. The conference featured keynote speakers, team member recognition, and panel discussions, including how ESG initiatives can be implemented at our apartment communities. 	COMMUNITY ENGAGEMENT The Centerspace Cares program identifies ways for Centerspace and our team to support the communities in which we live and work. We continued our national partnership with Habitat for Humanity, promoted DEI fundraising campaigns in honor of Juneteenth, and quadrupled our company paid volunteer hours from 2021. 	TECHNOLOGY CONSOLIDATION Centerspace's 3-year technology roadmap focuses on consolidating team member technology for easier access and use, as well as investing in modern technologies. This year, we launched an AI software to support leasing apartment homes and piloted smart home technologies at three communities. 

GRESB

In 2022, Centerspace participated in and provided reporting through the Global Real Estate Sustainability Benchmark (GRESB). We were proud to achieve a score of 55 for our first year of reporting, within 17% of the peer average. We aim to achieve 70 by 2026. In 2023, we reported whole building data for 16 additional properties, significantly increasing our data coverage.

** Centerspace's 2022 GRESB score is relative to 10 other multi-family residential peers that completed the GRESB assessment.*



GREENHOUSE GAS (GHG) EMISSIONS

**Absolute Scope 1 Emissions
(Natural Gas): 19,582 MtCO₂e**

**Absolute Scope 2 Emissions
(Electricity): 18,748 MtCO₂e**

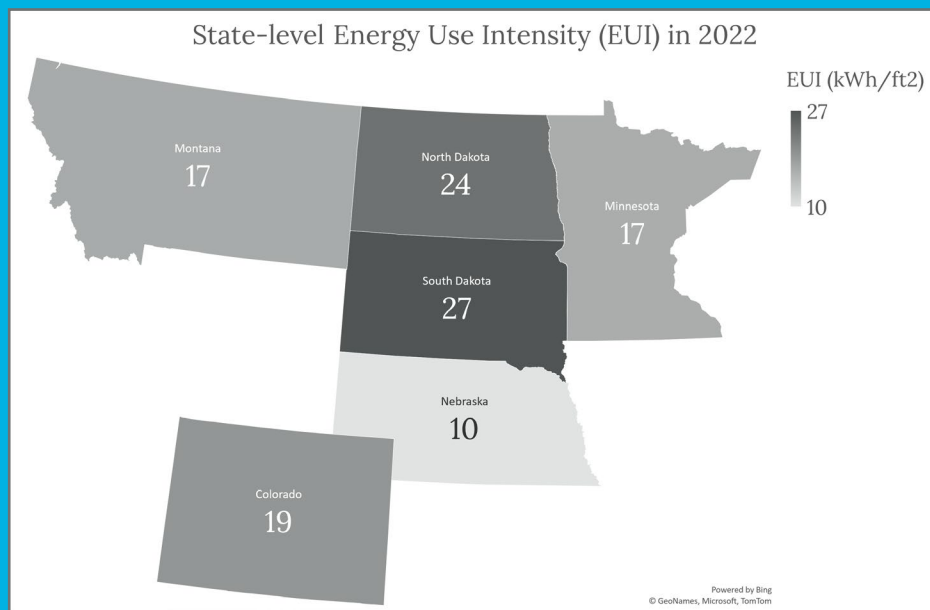
Total Energy Consumption Emissions: 38,330 MtCO₂e

** In 2021, Centerspace reported a total emissions of 22,700 mtCO₂e. This value was calculated using incorrect emissions factors. Emissions calculations are corrected this year. Emissions should have been reported as 26,738 mtCO₂e in 2021.*

As part of our participation in GRESB, Centerspace reported 2022 data on greenhouse gas (GHG) emissions, which was then used to calculate and report our emissions in this report. This ensures that the emissions data presented in the report is consistent with GRESB reporting boundaries.

Energy Use Emissions Intensity by State

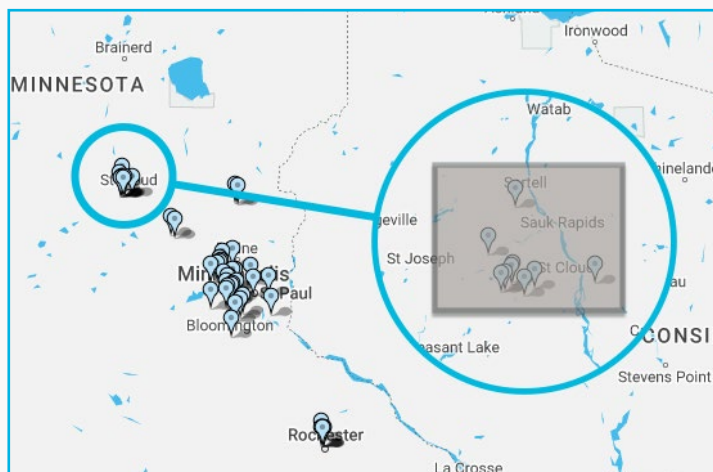
Centerspace currently utilizes emissions intensity as the primary metric to measure and report GHG emissions. Emissions intensity is calculated by dividing the mass of GHG emissions (kilograms) by the area (square feet). This approach enables Centerspace to compare emissions across various buildings and facilities, regardless of their size. By using square footage as a common denominator, we can compare GHG emissions from our portfolio across different states. The emissions intensity metric allows a fair assessment of the efficiency and sustainability of each state's properties relative to its size and energy consumption.



In 2022, communities located in Nebraska emitted less carbon dioxide equivalent per square foot than communities in other states.

If you froze the total energy emissions from 2022, as carbon dioxide equivalent, to make dry ice (solid CO₂), it would fill around 5.5 Big Ben clock towers.

To offset those emissions, you would need to let 70 square miles of established US forest grow for one year. That's large enough to wrap around all nine properties located in the St. Cloud area.



ENERGY EFFICIENCY

Our 2022 energy efficiency measures included:

- Installing energy saving products, such as ENERGY STAR appliances, LED light bulbs and retrofits, double pane windows, and more efficient HVAC equipment during renovations.
- Piloting smart home technology, including smart thermostats, at three of our communities (3.4% of our portfolio). We will continue to roll out this technology to at least 50% of Centerspace communities by the end of 2027.

9.7
MWh

energy used per apartment home at Centerspace (145,398 MWh total energy used by Centerspace)*

61.3%

of Centerspace communities have installed ENERGY STAR appliances

** Total energy usage includes 41,934 MWh from electricity and 103,464 MWh from natural gas.*

WATER CONSERVATION

In 2022, Centerspace's water conservation efforts included:

- Installing products that lower our water consumption such as low flow fixtures, native landscapes or xeriscapes, irrigations systems, and following local regulations related to stormwater and green roofs during renovations.
- Piloting smart home technology, including water leak detection sensors, at three of our communities (3.4% of our portfolio). We will continue to roll out this technology to at least 50% of Centerspace communities by the end of 2027.

129 m³

water used per apartment home at Centerspace (1,936,722 m³ total water used by Centerspace)

68%

of Centerspace communities have smart irrigation

RECYCLING & WASTE MANAGEMENT

Our 2022 waste management programs included:

- Partnering with WasteX to manage waste contracts, track waste data, monitor waste disposal, and ensure reduced recycling contamination to support waste diversion efforts.
- Outlining our hazardous materials and waste management efforts in our [Pollution Prevention Protocol](#).
- Developing tenant waste education materials to support efforts to increase our waste diversion rate.

13,992

total tonnes* of non-hazardous waste disposed by Centerspace in 2022

12.7%

of waste was diverted through recycling programs

** Tonnes are metric units of measurement. One tonne is equal to 1,000 kilograms.*

AIR QUALITY

Practices to enhance the air quality at our communities include:

- Using Low VOC flooring, paints, adhesives, and sealants during renovations.
- Implementing smoke-free lease requirements at 100% of our communities.
- Expanding remote work options for our Corporate Support Team, resulting in reduced auto emissions.

100%

of Centerspace communities are smoke-free

98.7%

of all paint purchased by Centerspace communities in 2022 was Low VOC

TRANSPORTATION

We invest in markets that make transportation easy and accessible. Within our portfolio we feature the following transportation amenities:

10.7%

of portfolio with electric vehicle charging stations (up 40.9% from 2021)

9.3%

of portfolio with bike repair shops (up 47.6% from 2021)

17.3%

of portfolio rated as a walker's paradise or very walkable (up 24.5% from 2021)

17.3%

of portfolio rated as a biker's paradise or very bikeable (up 13.9% from 2021)

6.7%

of portfolio with excellent transit (up 6.4% from 2021)

73.3%

of portfolio with public transportation within 1 mile (up 9.2% from 2021)

98.7%

of portfolio with an above average livability score*

**Livability scores are calculated by AARP's livability index.*

GREEN CERTIFICATIONS

Existing Certifications

Union Pointe - National Green Building Standard (NGBS) - Design & Construction / Silver

Green Building Certifications Strategy

In 2022, Centerspace committed to investing in additional green certifications for its communities in 2023. Increasing our portfolio coverage of green building certifications is considered during the acquisition process.

1.2%

of Centerspace's portfolio has received a green certification

RENOVATIONS & CONSTRUCTION

At Centerspace, we use our renovation program as an opportunity to implement and install eco-friendly products. Centerspace works to conserve water, reduce energy usage, and implement environmentally friendly alternatives when possible. In 2022, 946 apartment homes at 11 communities were renovated, incorporating many sustainable practices and social elements, including:

- Installation of 3,075 LED light bulbs, resulting in about 1,537.5 tons of CO₂ saved from entering the atmosphere through reduced electrical load for the lifetime of the bulbs.
- Installation of 643 ENERGY STAR refrigerators, resulting in 32,786.2 kWh or roughly 14.4 tons of CO₂ saved annually.
- Use of low VOC paint and adhesives for carpeting.
- Addition of artwork from [ArtLifting](#) in all renovation projects. ArtLifting is a social enterprise that champions artists impacted by homelessness or disabilities through the sale and celebration of their artwork. In displaying this art, Centerspace beautifies the space while making an impact on our community.
- Development of work from home spaces.



LUGANO AT CHERRY CREEK

- ENERGY STAR appliances
- Touchless faucets
- Coffee Maker - encouraging residents to bring their own cups
- Keg taps - used for residents events and available to residents for use
- Lugano signage timer - ensures lights are turned off
- Work from home collaboration areas
- Artlifting mural at Lugano - fifteen-foot by sixteen-foot custom chain-link* wall hanging designed by Stacey Williams described by ArtLifting as "a bold portrait artist as well as a proud air force veteran. Her paintings portray confidence and empowerment." The colors of this artwork set the palette for the entire renovation design.

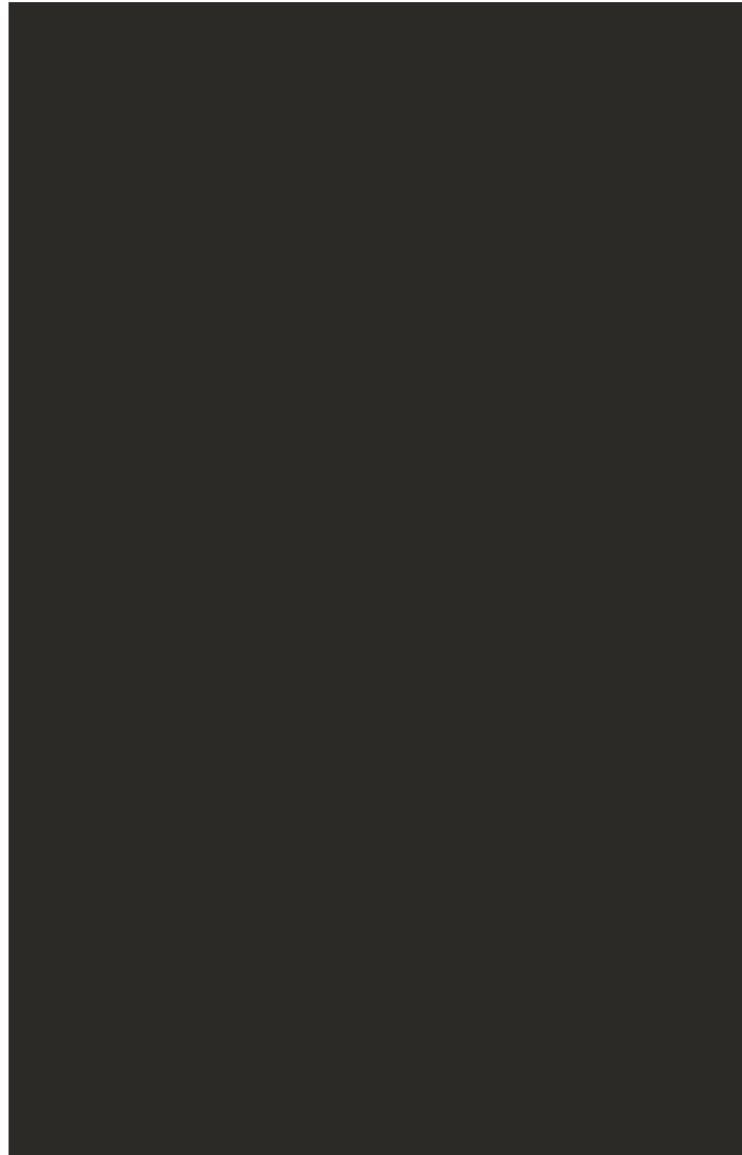
** Chain made with a minimum of 20% recycled aluminum*

LAKESIDE VILLAGE CLUBHOUSE

- ENERGY STAR appliances
- Touchless faucets
- Coffee maker - encouraging residents to bring their own cups
- Work from home collaboration areas
- State-of-the-art fitness center
- Luxer One package room
- Artlifting mural at Lakeside - The artist, Anne Dove, who lives with retinitis pigmentosa, a degenerative eye disease, describes the art piece: "Creating this way is how I know myself, how I make sense of the world, and how I communicate with people at a deep and satisfying level."



FEATURED COMMUNITIES



NOKO MINNEAPOLIS, MN

Near beautiful Lake Nokomis, NOKO is situated five miles from downtown Minneapolis. Offering 130 luxurious studio, one, and two-bedroom homes and 24,000 square feet of convenient grocery retail space.

Outdoor recreation is abundant, beaches, trails, and a golf course are right outside the front door. NOKO offers an amazing quality of life whether you are looking for all the Minneapolis Metro has to offer or a laid-back neighborhood vibe.

An all-season outdoor pool with sky lounge, fire bowl, and gourmet grilling stations maximize outdoor living year-round. NOKO also offers work from home spaces, conference room, coffee bar, Luxer One package system, a state-of-the-art fitness center, bike storage area and repair station, and pet spa.

Sleek modern finishes wrap each home, from the entrance foyer through the open layouts. Stainless-steel ENERGY STAR appliances, gas range, quartz countertops, and tile backsplash create a kitchen worth talking about. Residents live well at NOKO.



LYRA DENVER, CO

Located in Denver's coveted Centennial Neighborhood, Lyra provides a unique urban-suburban feel. Completed in 2022, this five-story mid-rise offers 215 premier studio, one, two, and three-bedroom homes.

Lyra's residents enjoy convenient shopping, dining, and entertainment immediately surrounding the community and minutes away, the Dry Creek Light Rail Station provides easy access to downtown Denver.

The lifestyle-oriented amenities offer work from home spaces, fitness center with group studio space, rooftop lounge with fireside seating, pool terrace, lawn games, roof deck kitchen, and bike, ski, and kayak storage.

Lyra's modern-luxe style extends into every home with floor to ceiling windows boasting stunning mountain views. A built-in desk and USB outlets make life and work a breeze. Oversized balconies or patios, dine-in gourmet islands or peninsulas, granite countertops and stainless-steel energy-efficient appliances with high-end gas ranges and smart refrigerators make entertaining easy.



ENVIRONMENTAL FEATURES



ENERGY EFFICIENCY

ENERGY STAR appliances	●	●
Low-E double pane windows	●	●
High efficiency LED lights	●	●
Programable thermostats	●	●
Reduced air infiltration	●	●
High efficiency water heaters and heat	●	●
ENERGY STAR bathroom exhaust fans	●	●
Gas aquatherm heating	●	

WATER EFFICIENCY

Green landscape design	●	●
Drought tolerant plants	●	●
High efficiency irrigation system	●	●
Low flow plumbing fixtures	●	●
ENERGY STAR dishwashers	●	●
Storm water management	●	●

INDOOR AIR QUALITY

Carbon monoxide detectors	●	●
Low VOC interior paint and finishes	●	●
Tight construction and duct systems	●	●
No smoking community	●	●
Fresh air ventilation systems	●	●
Individual split AC systems	●	●

RECYCLING & WASTE MANAGEMENT

Recycling receptacles located on site	●	●
Composting on site	●	

TRANSPORTATION

Electric car charging stations		●
Bike repair shops	●	●
Bike storage	●	●
Walk score	75	32
Bike score	85	37
Transit score	40	47
Livability score	64	53

SOCIAL

Our commitment to serving others extends to our team members, residents, and the communities we serve. It is our path forward to creating “Better Every Days.” Led by our mission, vision, and 6 keys, we actively seek feedback to ensure we are creating an environment where team members can bring their whole selves to work, develop professionally, lead meaningful change, and actively give back to their communities.



CENTERSPACE. CREATING BETTER EVERY DAYS.



DO THE RIGHT THING

Integrity, ethics, accountability
guide all of our decisions, with a
laser focus on delivering results.



ONE TEAM

We have one mission, one vision,
one family, one team. Collaborate.
Empower. Communicate.



SERVE OTHERS

Respect everyone. Build trust.
Listen. Deliver outstanding
customer service. Develop
our communities.



EMBRACE CHANGE

Be flexible. Innovate the
future. Thrive. Encourage
and reward creativity.



DARE TO WIN

Be courageous. Seek continuous
improvement. Be bold.
Speak up. Exceed expectations.



TAKE ACTION

Lead the market. Be proactive.
Execute on the strategy.
Capitalize on opportunity.

MISSION:

To provide a great home — for our residents, our team members, and our investors.

VISION:

To be the premier provider of apartment homes in vibrant communities by focusing on integrity and serving others.

A GREAT PLACE TO WORK

Centerspace is committed to attracting, developing, retaining, and rewarding team members who achieve exceptional performance and financial results. We understand that extending a highly professional level of service to our residents starts with our team members, and that satisfied and engaged team members will positively impact the resident experience.

Our team thrives on participating in, receiving, and acting on feedback to make us better, and we actively solicit team member opinions. This includes an annual internal team member engagement survey, participation in external surveys such as the NAA / Swift Bunny DEI survey and Great Places to Work survey. We are transparent with our results and seek suggestions for improvement from key stakeholders.

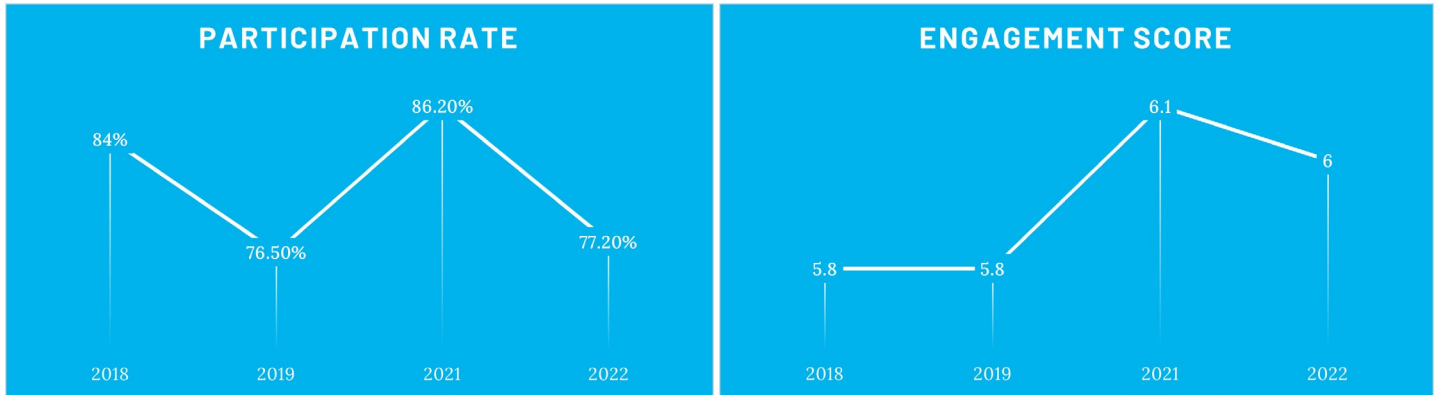


Top Workplace

Centerspace was once again recognized as a Top Workplace in 2022, placing in the top 200 companies recognized by the Star Tribune. This distinction is given to Minnesota-based employers who stand out with exceptional results on a team member survey which measures engagement and company culture. 70% of our Minnesota-based team members responded to the survey, providing valuable feedback on their experience at Centerspace. Team members cited open-mindedness, innovation, and care about concerns as our company strengths.

Team Member Engagement

Centerspace’s 2022 Engagement Survey saw an overall participation rate of 77.2% and an overall engagement rate of 6.0 on a 7-point scale. We are proud of our engagement scores and high participation rate, which indicate our team trusts us to hear and take action on their feedback. “My Team” and “Leadership and Vision” were our top-scoring metrics, supporting our belief that our team members and team leaders are some of our greatest strengths.



A GREAT PLACE TO WORK

Turnover and Tenure

Our annual turnover rate increased in 2022 primarily due to economic conditions, a tight labor market for our roles, and competition. Each of these circumstances contributed in various ways and situations, with wages identified as a primary factor in turnover. Throughout 2022, wages increased rapidly as the labor markets tightened. These realities are common to many organizations, and we became even more diligent in capturing the reasons for turnover and addressing our opportunities.

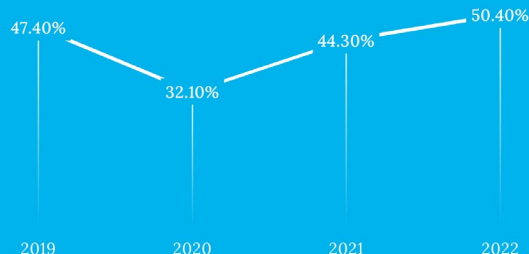
We trained leaders across the organization in selection best practices to align and strengthen this critical process and drive quality hiring. We continued to strengthen our onboarding program to engage our new team members and ensure a rapid rise in role proficiency and productivity. Evolving our tools and technology and creating a modern digital workplace through our 3-Year Technology Plan enhances our team members' work experience and efficiency. We continue to score well on our employee engagement survey which speaks favorably to our efforts to create community at Centerspace through our mission, vision, and values. Our team experienced higher than normal retirements in this past year. Turnover continues to be a key focus area and we are actively deploying strategies to retain our talent.



3.88 YEARS

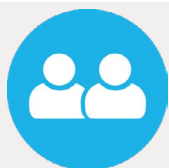
Years of Average Tenure
Down from 4.30 in 2021

TURNOVER RATE



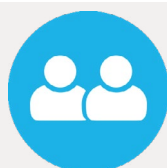
Referral Program

The Centerspace Team Member Referral Program has been our best source of new team members for several years. Team members are eligible to receive a cash incentive for referring a candidate that we hire, with the referral bonus being paid out over time to ensure strong retention. Team member referrals have consistently been skilled hires who enhance the Centerspace culture. Our markets are often in short supply of the talent we need to run our business and referrals are a key component to our hiring efforts while strengthening the engagement and loyalty of our existing staff.



81 TEAM MEMBERS

Hired via 2022 referral program
Representing 32.4% of total hires



\$72,860.57

Total referral program payments to
existing team members in 2022

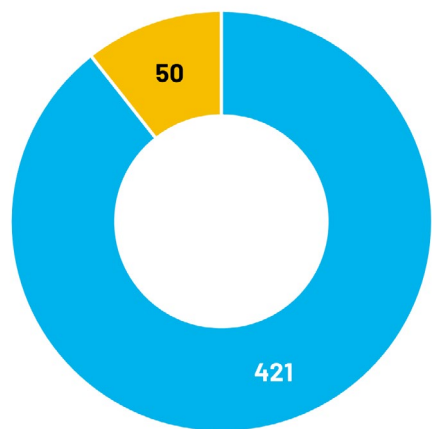
“ I love being able to meet new people every day and I really enjoy finding prospects their perfect home! I like everyone that I work with, it's like a family atmosphere here. I like learning new things and reaching my goals!”

- Emily, Centerspace Leasing Consultant ”

PEOPLE PERFORMANCE INDICATORS

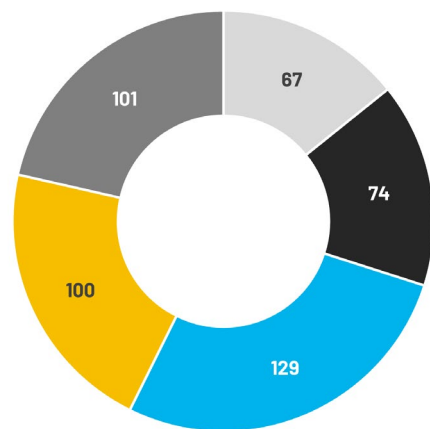
Centerspace conducts performance reviews on an annual cycle and invites team members to provide a self-assessment along with their manager’s assessment of their performance. This review process encourages discussion and ensures alignment between team member and manager regarding performance, goals, achievement, and planning for growth and development. Performance review ratings are a component in Centerspace’s merit increase program. Goal achievement and alignment with Centerspace’s company performance and 6 keys are factors when awarding annual bonuses for eligible positions.

NUMBER OF TEAM MEMBERS
BY HOURS WORKED



■ Full Time ■ Part Time

NUMBER OF TEAM MEMBERS
BY POSITION



■ Custodial (Porter) ■ Leasing
■ Maintenance (Service) ■ Residential Management
■ Support

Statistics as of 12/31/2022



DIVERSITY, EQUITY, & INCLUSION

Identifying and organizing initiatives around four key pillars provides the necessary framework for Centerspace's diversity, equity, and inclusion multi-year roadmap to ensure that all stakeholders - team members, investors, vendor partners, and the communities we serve - are appropriately represented. Each member of Centerspace's DE&I committee serves as a subcommittee member of one of the four pillars outlined below. This helps ensure that each pillar receives dedicated attention while allowing committee members to focus their efforts on the areas they are most passionate about. Our efforts were recognized and rewarded by the National Apartment Association in 2022 when Centerspace won NAA's prestigious Leading Organization in Diversity, Equity, and Inclusion award.



Education:

"We will implement a consistent, phased communications and training plan to help create greater awareness and develop greater skills."

Regular activities to support our DEI Education pillar:

- Conduct companywide annual training courses.
- Publish monthly newsletter articles with education and information on recognized holidays and events.
- Share DEI updates at monthly senior leadership meetings and annually to the Board of Trustees.
- Post on social media to educate our communities on our DEI efforts.

2022 Achievements in our DEI Education pillar:

- We developed a dedicated DEI resource page on the company intranet to provide on-demand access to important information and updates.
- We hosted a DEI education session at our first annual in-person leadership conference.



Workplace:

"Our workplace culture values the contributions of all associates."

Regular activities to support our DEI Workplace pillar:

- Regularly review and revise the team member handbook, policies, procedures, and job postings to ensure inclusivity.
- Seek feedback and monitor impact on DEI in our annual team member engagement survey and on our internal DEI Resource Page.
- Compare our racial, ethnic, and gender diversity to census data in the markets we serve.
- Set benchmarks and measure overall target performance against this data and report in our DEI Annual Report.

2022 Achievements in our DEI Workplace pillar:

- We developed baseline metrics in racial, ethnic, and gender diversity, identified key areas of measurement, and began reporting annually in our DEI Annual Report.
- Our talent acquisition team members earned Certified Diversity Recruiter certifications in late 2021, to inform 2022 recruiting and retention strategies.

DIVERSITY, EQUITY, & INCLUSION

Community:

"Our community outreach activities and charitable giving will support diverse organizations to help create Better Every Days for everyone. Our messaging will reflect our commitment to DE&I in our communities."

Regular activities to support our DEI Community pillar:

- Sponsor company level diversity events and fundraisers.
- Offer company holidays that promote diversity such as Martin Luther King, Jr. Day, Juneteenth, and a Diversity Day to be used upon team member discretion.
- Provide education on these holidays and afford team members the opportunity to recognize these important dates in a way of their choosing.

2022 Achievements in our DEI Community pillar:

- At a company level, we sponsored PRIDE events in multiple markets, a Juneteenth fundraising campaign, MS awareness walks, and other diversity-promoting events.

Partnerships:

"We will actively seek partnerships with companies and individuals with demonstrated commitment to diversity, equity, and inclusion."

Regular activities to support our DEI Partnerships pillar:

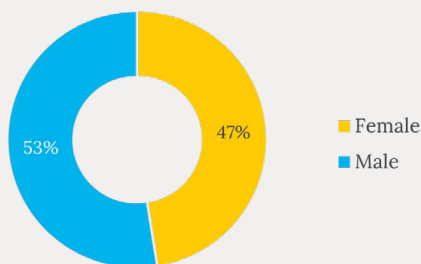
- Track the diversity of our vendor partners and monitor those that advance DEI in their own organizations.
- Select vendors in accordance with our Vendor Code of Conduct, Human Rights Statement, and other governing documents.

2022 Achievements in our DEI Partnerships pillar:

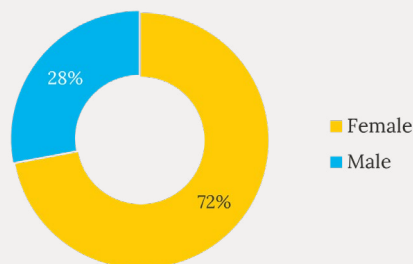
- We began tracking the diversity of our vendor partners through our vendor onboarding portal.

TEAM MEMBER DIVERSITY

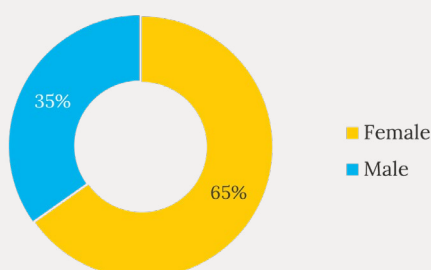
Gender Diversity: Team Members



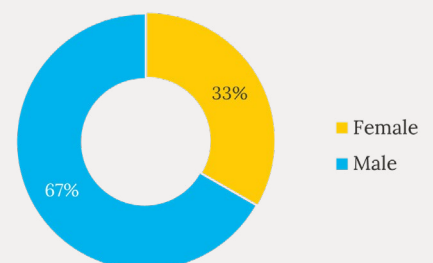
Gender Diversity: Managers



Gender Diversity: Senior Leadership



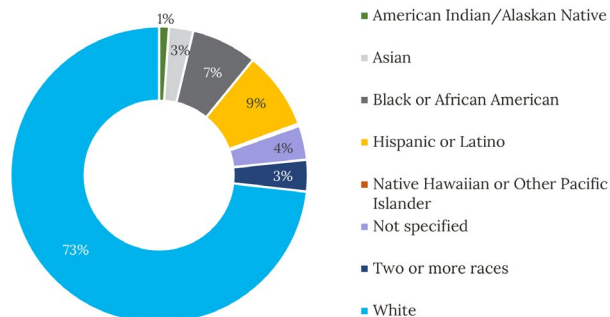
Gender Diversity: Executive Leadership



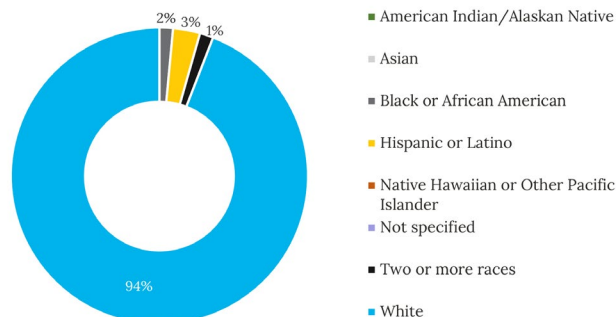
Statistics as of 12/31/2022

DIVERSITY, EQUITY, & INCLUSION

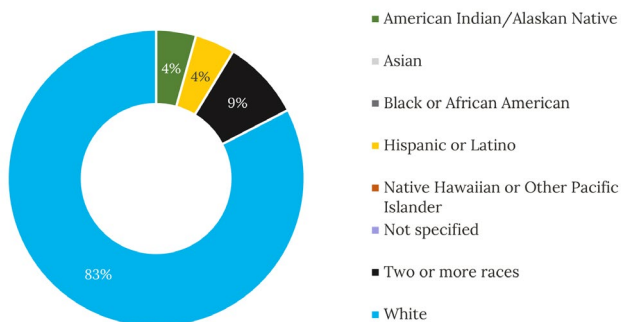
Ethnic Diversity: Team Members



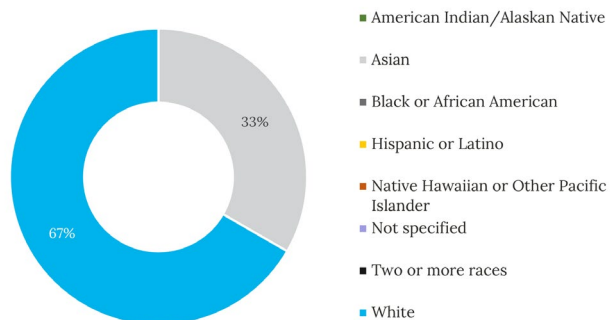
Ethnic Diversity: Managers



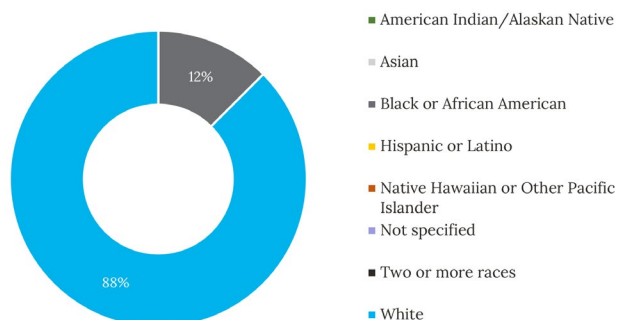
Ethnic Diversity: Senior Leadership



Ethnic Diversity: Executive Leadership



Ethnic Diversity: Board of Directors



Statistics as of 12/31/2022

TEAM MEMBER RECOGNITION

Centerspace's recognition is used to honor team members who deliver exceptional performance, modeling our 6 Keys in the workplace, and consistently exemplifying our mission of providing a great home.

In 2022, Centerspace presented the third annual RISE Awards, which celebrate Results, Innovation, Success and Excellence. The awards focus on recognizing significant achievements in 26 categories; 18 community team awards and eight individual team member awards. Recognition is based on metrics and nominations selected by a cross-functional committee. Our executive team selects a "Spirit Award" recipient from a select group of individuals. All recipients were honored at a live ceremony at our company leadership conference in addition to recognition during our first quarter Town Hall.

We recognize our team members quarterly during our Town Halls and Team Member Connects. We reward team members for regional contributions and those who are committed to Serving Others in the community. We recognize tenure and contributions with years of service awards as well as our internal movement and promotions. We continue to make it easy to provide recognition between team members with our Shout Outs, which tie team member contributions to our 6 Keys and are visible to the whole company.

ORGANIZATIONAL MEMBERSHIP

We support the communities where our team members and residents live and work through our participation in the following organizations. Many of our team members sit on speaker panels at these and other industry-related organizations.

MEMBER

- Lakeville Area Chamber of Commerce
- Denver Metro Chamber of Commerce
- Rochester Area Chamber of Commerce
- Grand Forks Chamber of Commerce
- Minot Chamber of Commerce
- Apartment Association of Metro Denver
- Apartment Association of Nebraska
- South Dakota Multi-Housing Association

- Minneapolis Downtown Council
- Twin Cities Diversity and Inclusion Council
- Urban Land Institute
- National Apartment Association
- National Multifamily Housing Council
- Society for Human Resources

MEMBER/BOARD MEMBER

- Minnesota Multi Housing Association
- Rochester Multi Housing Association
- Greater Grand Forks Apartment Association
- North Dakota Apartment Association



National Apartment Association's 20 in their Twenties celebrates the best and brightest in the rental housing industry. In 2022, Centerspace's very own Brett Frank, Community Manager of Dylan Apartments in Denver, CO, was selected to join this prestigious group!

COMPENSATION & BENEFITS

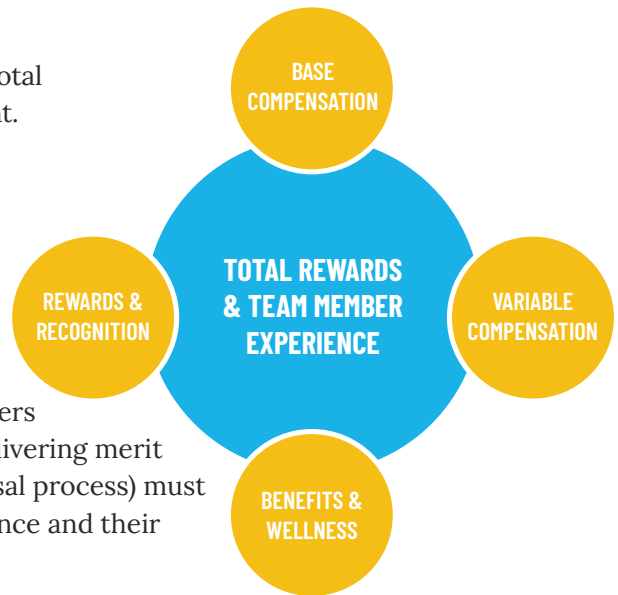
COMPENSATION

Centerspace offers a market-competitive and internally equitable total compensation package to attract, develop, and retain the best talent.

Our total compensation package includes:

- Base compensation
- Variable compensation
- Benefits and wellness
- Rewards and recognition

Centerspace's compensation philosophy is to pay our team members equitably and competitively. Performance is a key criterion for delivering merit increases and compensation awards. Pay for Performance (appraisal process) must demonstrate a clear connection between team member performance and their merit increase and/or current pay.



Pay for Performance

Our target total compensation includes base salary, annual incentive/bonus (if applicable), long-term incentives (if applicable), and variable pay, such as: commissions, renewal bonuses, and on-call pay. Established goals, performance, feedback, growth, and development are analyzed and those that perform at a higher level, providing greater value and impact, are allocated with a higher merit compared to others.

Yearly Market Pay Analysis

The market pay analysis is used to recommend adjustments based on market and internal equity. Market pricing is used to determine both the competitive external value and the appropriate internal grade level of each benchmark job. We compile and analyze market data for similar jobs at other companies using published, reputable third-party salary surveys. We average this data for each role and determine an overall market rate. An internal grade level is assigned using the midpoint of the grade closest to the overall market rate. An internal assessment occurs to ensure internal equity. Jobs unique to Centerspace are referred to as non-benchmark jobs. Market data for non-benchmark jobs are generally not available. Consequently, the grade level is determined based on an internal equity assessment of similar or comparable jobs. Geo tiers which reflect market specific pay practices are applied for respective markets where we employ team members.

Annually, each team member is provided a “Compensation Statement” which outlines all forms of compensation and highlights company performance results.

COMPENSATION & BENEFITS

BENEFITS

We offer a competitive benefits package that is reviewed annually and modified when appropriate.

Our 401(k)-plan participation rate in 2022 was 87% which is above the real estate benchmark of 74%. The average team member contribution is 6%. The Centerspace 401(k) lifetime income score was 85% while industry benchmark was 68%. Centerspace invests 8.5% which is 3.7 million dollars of 44.1 million dollars total compensation to providing high-quality health benefits, and our health benefit premiums are among the most competitive in our industry offering a variety of programs that are focused on the wellness of our team.

We regularly seek input from our team members regarding our benefit package and adjust to be competitive and create a distinction necessary for attracting and retaining our team. A few examples from 2022 include:

- Rebranding our “floating holiday” to a “diversity day” recognizing that we all have unique needs and allowing team members to use this day as they deem best.
- Introduction of an additional day off for the team member’s birthday.
- Addition of mental health and chemical dependency residential treatment, domestic partner benefits, gender identification service, gender confirming care, gene therapy treatment travel benefit, fertility treatment, and hearing disability services.

PAID LEAVE



- Paid time off
- 10 paid holidays (one is Diversity Day)
- Paid family leave (for birth/adoption)
- Purchased paid time
- Volunteer time
- Bereavement
- Time off to vote & volunteer at polls
- On-Site Teams Day – paid day off
- Team member appreciation – ½ day off

EMPLOYER PAID OR SUBSIDIZED INSURANCE

- Health insurance
- Dental insurance
- Health savings account
- Long term disability
- Short term disability
- Life insurance



FINANCIAL SUPPORT

- 401(k) retirement plan (5% match)
- Tuition reimbursement (all team members)
- Non-profit gift match program (all team members)
- 20% discount on Centerspace apartment rental



VOLUNTARY OPTIONS

Team Member Subsidized

- Vision insurance
- Critical illness & accident insurance
- Supplemental life insurance
- Flex savings account
- Dependent care account
- Stock purchase plan



WELLNESS OFFERINGS

- Employee assistance program
- Online cognitive behavioral health program
- Pre-diabetic and diabetic wellness support



HEALTH & SAFETY

Centerspace's resident and team member health, safety, and well-being is very important to the success of our operations at Centerspace. We prioritize mental health resources because research shows that mental health is the leading health care cost in the nation. Efforts to improve health, safety, and well-being included:

- Team member handbook revisions, which rolled out in early 2022.
- Resident handbook revisions and the release of the Resident Engagement plan.
- Mental health resources for team members, including confidential online or in-person programs on stress, anxiety, worry, depression, social anxiety, insomnia, and substance abuse.
- Wellness initiatives with a focus on competitions, incentives, educational webinars, and more.
- Monthly safety training videos to increase safety awareness among team members.
- Training on Workers' Compensation process for leaders to improve incident reporting.
- Facilitated LOA, FMLA, ADA, and WC leader mandatory training, equipping over 100 team leaders with simple but actionable information along with the "go-to" techniques to handle FMLA/ADA/Workers Compensation requests confidently and in compliance with the Department of Labor regulations.
- Continued implementation of a robust incident management program to report and prevent safety incidents.
- Usage of our Employee Assistance Program (EAP) increased in 2022 by 1.8% (from 2.69% in 2021 to 4.49% in 2022.)
- 467 total page views on our iNGAGED Benefits App that provides team members everything they need for their Health and Wellness benefit information at their fingertips.



In 2022, we developed our Centerfocus benefits engagement center in Microsoft Teams – a one-stop shop designed to encourage team members to initiate or expand healthier lifestyles, provide diverse wellness programs to support financial, physical, mental, and social wellness, and improve the quality of life for all team members.



19.2%

of team members used our Learn to Live online mental health resource (higher than the 13% industry average)

61%

increase in attendance to Learn to Live's live wellness webinars over 2022

“ I love that Centerspace gives us this great program to have available for our mental health, shows they care about the Team Member's well-being. I love the fact the program is always there when you need it. ”

– Centerspace Team Member

HEALTH & SAFETY STATISTICS

Workstation and/or workplace checks	94%	Team members covered by fire safety and lighting system checks.*
Absentee rate	11.47%	Calculation divides the number of paid and unpaid hours recorded by paid and non-paid work hours available.*
Injury rate	6.64%	Calculation divides number of occupational accidents or diseases by total number of team members employed at Centespace.*
Lost day rate	0.15%	Calculation divides number of hours missed for occupation related injuries by total number of hours available.*

**Data is tracked in our HRIS software or by our worker's compensation insurance provider.*



TRAINING & DEVELOPMENT

At Centerspace, we pride ourselves on developing the skills and abilities of our team members from the day a new hire walks through our doors. Each new team member receives training and support from all company departments relevant to their position. We assist new hires in building connections and adopting company policies and goals. We support all team members with learning and development opportunities and are committed to building on our offers each year.

We provide resources for ongoing support to team members including:

- Resource Pages on our company intranet.
- Quick Reference Guides (QRGs) on our company support center.
- A monthly newsletter that communicates new initiatives.
- GROW, our Learning Management System (LMS), offers Onboarding training to new team members and continuous training to existing team members.
- Team building exercises based on our 6 keys at the quarterly companywide Town Hall.

IN THE FOURTH YEAR WITH

- More than **23,000** training courses were completed by team members (including live sessions, custom courses, and pre-built GROW courses).
- We have now built **113** custom courses: 70 instructor led courses (hosted live) and over 70 pre-recorded growth path courses.

2022 TRAINING HIGHLIGHTS

- We hired a training specialist to provide one-on-one support and training to site team members.
- We hosted monthly training sessions on important issues and updates to standard operating procedures.
- We implemented training for products and procedures to enhance the efficiency of operations.
- We launched a tuition reimbursement program that assists team members to pursue higher education and advance in their fields.
- We rolled out annual ESG training for all team members around Centerspace's ESG strategy and initiatives.



TRAINING & DEVELOPMENT

2022 LEADERSHIP CONFERENCE

The 2022 Annual Leadership Conference was our inaugural in-person conference to develop our operational leaders, with a focus on the customer experience. Attendees had the opportunity to hear from various support functions as key partners, attend panel discussions, hear from keynote speakers, meet peers from across the organization, learn from experts at the genius bar, and celebrate each other at the RISE Awards dinner where teams received awards for financial performance, outstanding service, and demonstration of our 6 Keys.

Site teams were surveyed after the conference and provided useful feedback for next year. Teams ranked their favorite sessions or parts of the conference. The top three receiving a 4.8/5 rating were Eric Harkens Keynote Speech: Great Leaders Make Sure Monday Morning Doesn't Suck, the RISE Awards dinner and ceremony, and DEI: Do I See Myself Working Here?

“

My favorite part was the diversity talk. I am passionate about the company culture being one that is inclusive, and it was great to see all of the work that has been done at Centerspace to move in that direction!

”

- Leadership Conference Attendee

ESG BREAKOUT SESSION

Centerspace's ESG committee hosted one of the panel discussions at the leadership conference to offer attendees the chance to expand their knowledge on what ESG means for Centerspace. Panel members shared their unique perspectives on ESG, how it impacts the entire company, and the important initiatives team members identified in the 2021 Materiality Assessment. The interactive panel solicited ideas from site team members during the session to promote buy-in and share ways team members can implement ESG initiatives in their communities.

“

It was great to listen to successful, motivated presenters, that focus on the customer experience and also develop and motivate teams. The conference allowed me to step away from the day to day and look at how I can be a better leader, provide a better customer experience, and just grow in my role.

”

- Leadership Conference Attendee



CUSTOMER EXPERIENCE

We made significant investments in enhancing the customer experience at Centerspace in 2022, beginning with the addition of a full-time Customer Experience Manager. This role is singularly focused on resident recruitment, engagement, retention, and satisfaction. Through creating a multi-faceted resident engagement plan, we have developed strategies and resources in resident communication, feedback, events, sales, and service training. Enhancing communication with our residents was a major focus in 2022. We launched our resident survey platform centered on three key touchpoints: the resident move-in experience, service requests, and an annual resident satisfaction survey. Engagement from our customers is helping us understand what is important to them so that we can better support our communities.

Our Resident Satisfaction Survey, launched in August of 2022, made it clear that our residents want to connect more. As a result, we formalized our standard operating procedure for resident events to give residents the opportunity to get to know each other and create a sense of community. Engagement will be tracked and reported quarterly.

Additionally, we invested in partnerships and strategies that allow us to capture and respond to ratings and reviews more effectively. Year over year we significantly improved our average review response time, nearly doubled our review volume, and increased our portfolio-wide average all-time score to 3.61/5 stars, up from 3.55/5 last year. Highlights from our ratings and review strategy are reported monthly in our team member newsletter, and we showcase our top performers achieving a 4.0 or greater star-rating with recognition in our 4.0 Club. We closed out 2022 with a J Turner Research ORA™ score of 66.58, up from 64.78 last year, and higher than the national property average of 62.62.

On the new customer front, we launched an Artificial Intelligence (AI) leasing solution to increase the quality and accessibility of our sales teams. “Riley,” our AI leasing assistant, allows our customers to text or email 24 hours a day, 365 days a year. Our onsite teams can spend more and better-quality time touring customers and supporting current residents as a result. “Riley” engaged with 64,572 unique prospects and saved leasing staff 21,375 hours of customer service. With over 19,000 appointments scheduled in 2022, the program has helped us go above and beyond for prospects.

Training was critical to improving our approach to the customer experience in 2022. We launched a new hire and continuing education sales program offering live-virtual, recorded micro-video, and written training materials to engage team members in a variety of ways and learning styles.

Listening to the feedback from our site teams and creating advocates for our customer service initiatives led us to develop a cross-functional team known as the Customer Experience Council. The purpose of this group is to collaborate, create, and support initiatives focused on the customer experience at Centerspace. We are proud of the work we have done and will continue to focus on our mission of providing great homes.



3.61

Average same-store review score as of 12/31/2022 - up from 3.51 on 12/31/2021



66.58 ORA SCORE

Up from 64.78 in 2021
Higher than the national property average of 62.88

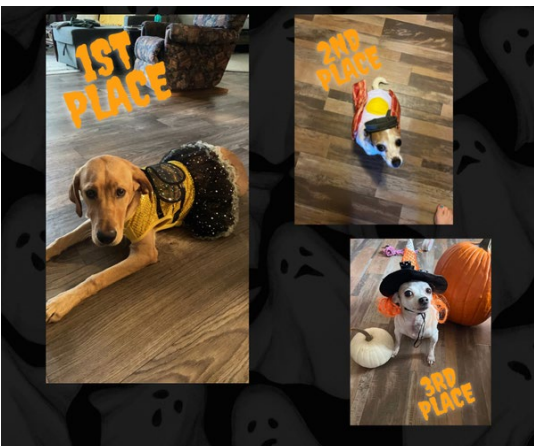
GREAT PLACE TO LIVE

Providing a “great place to live” means creating an environment where people can thrive and enjoy a high quality of life, in diverse and vibrant communities where they can connect with others and feel a sense of belonging. A lot goes into achieving our mission of providing a great home for our residents, our team, and our investors.

We keep lifestyle in mind at our communities, offering various amenity spaces for our residents to enjoy. From full resort style packages to relaxing green spaces, residents around the portfolio have access to amenities that are thoughtfully designed to enhance engagement and provide a community that they can proudly call home.

In 2022, we launched our Resident Engagement Resource Page and Resident Event Standard Operating Procedure, tools for our teams to budget and plan resident events. Between yoga classes, game nights, yappy hours, treasure hunts, and food trucks, 2022 was a great year for community events.

Select Centerspace communities have sustainability education programs, including Earth Day activities and information on how to reduce waste and recycle.



Top row (left to right): Dog giftwrapping at Arcata in Golden Valley, MN. Pi Day at Whispering Ridge in Omaha, NE. Recycling program at Park Place in Plymouth, MN. Bottom row (left to right): Pet costume contest at Cottonwood in Bismarck, ND. New resident happy hour at 71 France in Edina, MN. Food truck event at Parkhouse in Denver, CO.

CENTERSPACE CARES

Our [Centerspace Cares program](#) strives to find meaningful ways to serve others and invest in the communities that our team members and residents call home through financial contributions and paid volunteer time.

2022 CONTRIBUTIONS

NATIONAL CHARITIES	REGIONAL CHARITIES	FUNDRAISING EVENTS	ON BEHALF OF TEAM MEMBERS	TOTAL
\$35,000* +	\$25,266 +	\$10,815* +	\$6,115 =	\$77,196
* Donations to Habitat for Humanity		* \$6,185 donated from team members to Cristo Rey High School & The Center on Colfax		

Cristo Rey High School Minneapolis, MN



Total 2022 Team Member Donations	Centerspace Cares Match	Total to Cristo Rey
\$3,013	\$4,987	\$8,000

Cristo Rey has a mission to provide education and unlock the potential of students of any culture, faith, or creed, as well as transform our communities.

Rainbow Alley at The Center on Colfax Denver, CO



Total 2022 Team Member Donations	Centerspace Cares Match	Total to Rainbow Alley
\$3,172	\$4,828	\$8,000

Rainbow Alley at The Center on Colfax has a mission of ensuring that every member of the LGBTQ community has access to the programs and resources they need to live happy, healthy, and productive lives.

1,676 paid volunteer hours used by team members (quadruple the number of hours in 2021)



The Team Hope Fund was established in 2011 to voluntarily donate and support each other in the form of grants to team members who are the victims of prolonged sickness or other emergency hardship situations, including flood, fire, and other natural disaster events.

\$9,264

in grants issued from Team Hope to 11 team members in 2022.

\$14,619

dollars donated by team members to the Team Hope Fund.

GOVERNANCE

We are committed to corporate governance that fosters a safe and ethical environment for our residents, team members, and investors. Our corporate governance is based on our core value to do the right thing with integrity, ethics, and accountability guiding all of our decisions.



STRONG LEADERSHIP

Strong leadership is critical to retaining the trust of investors and to Centerspace's commitment to operate with the highest standards of integrity. Our Senior Management, which includes vice presidents and above, is 54% female, reflecting our dedication to diversity.

Centerspace is a publicly traded REIT on the New York Stock Exchange (NYSE). As a public company, Centerspace is dedicated to strong ethics led by a diverse leadership team. The Nominating and Governance Committee of the Board of Trustees meets at least three times a year and is responsible for a variety of duties including but not limited to making recommendations to the Board regarding the size, composition, and criteria for Board membership, evaluating continuing service of incumbent trustees and periodically reviewing independence standards. The Board of Trustees names and oversees the executive officers who are responsible for implementing company strategy and upholding the interests of company shareholders.

OUR BOARD OF TRUSTEES & EXECUTIVES¹

BOARD OF TRUSTEES



Jeffrey P. Caira



Emily Nagle Green



Linda J. Hall



Anne M. Olson



John A. Schissel, Chair



Rodney Jones-Tyson



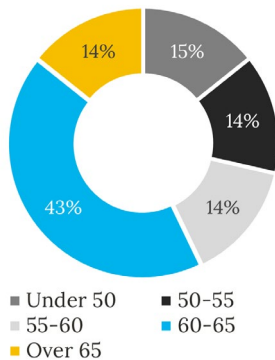
Mary J. Twinem

The company's [Declaration of Trust](#) (amended in May 2021) states that the Board of Trustees should have between five and 15 members. In 2022, Rodney Jones-Tyson joined as an Independent Trustee, meeting all necessary requirements. By early 2023, the Board decided not to continue with Michael T. Dance and Mr. Decker as trustees. Instead, Ms. Olson, after becoming the new President and CEO, was chosen as a trustee. This brought the Board's size down to seven members. Currently, the Board of Trustees is made up of John A. Schissel (who serves as the chair), Jeffrey P. Caira, Emily Nagle Green, Linda J. Hall, Rodney Jones-Tyson, Anne Olson, and Mary J. Twinem. They are all nominated to serve until the 2024 Annual Meeting of Shareholders.

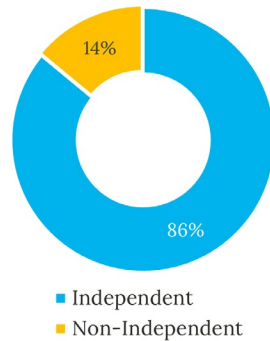
¹ Board of Trustees and executive management team reflect changes made in 2023.

STRONG LEADERSHIP

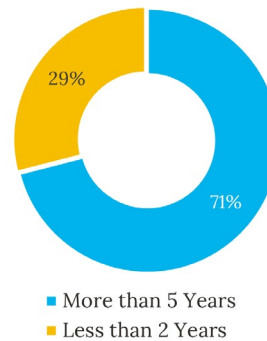
TRUSTEE AGE



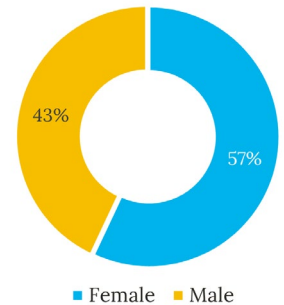
BOARD INDEPENDENCE



TRUSTEE TENURE



TRUSTEE GENDER



Board of Trustees statistics reflect changes made in 2023.

COMMITTEES

Audit Committee

The purpose of the Audit Committee is to assist the Board of Trustees (“Board”) of Centerspace (the “Company”) in its oversight of (1) the integrity of the Company’s financial statements, (2) the Company’s compliance with legal and regulatory financial reporting requirements, (3) the independent auditor’s qualifications and independence, and (4) the performance of the Company’s internal audit function and independent auditors; and to prepare the Audit Committee report to shareholders that Securities and Exchange Commission (“SEC”) rules require be included in the Company’s annual proxy statement. In so doing, it is the responsibility of the Audit Committee to facilitate open communications among the

trustees, the independent auditors, the Company’s internal audit department and the financial management of the Company. It is the expectation of the Audit Committee that the financial management will fulfill its responsibility of bringing any significant items to the attention of the Audit Committee.

	Audit Committee	Compensation Committee	Nominating and Corporate Governance Committee
Jeffrey P. Caira	Member		Member
Emily K. Nagle Green	Member		Member
Linda J. Hall		Member	Member
Anne M. Olson			
Rodney Jones-Tyson		Member	
John A. Schissel	Chair of the Board		
Mary J. Twinem	Member	Member	
Member = Chair of the Board Member = Committee Chair Member = Member			

STRONG LEADERSHIP

Compensation Committee

The purpose of the Compensation Committee (the “Committee”) is to carry out the responsibilities of the Board of Trustees (“Board”) of Centerspace (the “Company”) relating to officer compensation, the evaluation process for the Chief Executive Officer and other executive officers, management succession, executive benefit plans, and compensation disclosure with respect to the Company, and preparing the Compensation Committee report to shareholders for inclusion in the Company’s annual proxy statement. The executive officers of the Company shall be those persons designated “officers” by the Board for purposes of Section 16 of the Securities Exchange Act of 1934 and the rules thereunder.

Nominating and Corporate Governance Committee

The purpose of the Nominating and Governance Committee appointed by the Board of Trustees (“Board”) of Centerspace (the “Company”) is to take a leadership role in shaping the corporate governance of the Company, and in particular to: (a) identify, evaluate and recommend individuals qualified to become members of the Board, consistent with criteria recommended by the Committee and approved by the Board; (b) develop and recommend to the Board a set of corporate governance guidelines applicable to the Company; (c) oversee the evaluation of the Board and oversee corporate social responsibility initiatives. The Nominating and Governance Committee oversees ESG at Centerspace via its ESG Committee Charter.

EXECUTIVE MANAGEMENT TEAM¹



ANNE OLSON
PRESIDENT AND
CHIEF EXECUTIVE OFFICER

Anne Olson was appointed President and Chief Executive Officer in March 2023. She joined Centerspace in April 2017 and had served as the company’s Chief Operating Officer since June 2018 where she led the operations, asset management, technology, legal, and internal audit functions. Since joining Centerspace, Ms. Olson has overseen more than \$800 million of dispositions and the expansion of Centerspace’s market presence in Denver, Colorado. Prior to joining Centerspace, Ms. Olson had been in the private practice of law, most recently as a Partner in Dorsey & Whitney LLP’s Real Estate Practice Group, where she focused on development and investment real estate for publicly traded and publicly registered REITs, including Centerspace, as well as private equity funds and national developers and owners. Prior to 2011, Ms. Olson served as Director of Investment Operations and in-house counsel for Welsh Companies, LLC and its affiliates, including providing leadership in the growth of its asset portfolio and development of a successful capital markets strategy. Ms. Olson holds a B.A. in English from Drake University and earned her J.D. with highest honors from Drake University Law School. Ms. Olson serves as a Trustee for CareTrust REIT (NYSE: CTRE) and is an active member of Urban Land Institute and National Multifamily Housing Council (NMHC), including membership on NMHC’s Innovation Committee.



BHAIRAV PATEL
EXECUTIVE VICE PRESIDENT
AND CHIEF FINANCIAL OFFICER

Bhairav Patel joined Centerspace as Executive Vice President in November 2021 and was appointed Chief Financial Officer in January 2022. Mr. Patel is a seasoned real estate finance and investment executive with more than 15 years of finance and accounting experience. He previously served as Executive Vice President of Finance and Accounting for New Senior Investment Group Inc. (“New Senior”). Mr. Patel joined New Senior in January 2019 upon the internalization of the company’s management function and was later appointed its Interim Chief Financial Officer in October 2019, a position in which he served until New Senior was acquired in September 2021 by Ventas. During his tenure at New Senior, he was responsible for overseeing the company’s accounting, finance, treasury and tax functions. Prior to New Senior, he served as Managing Director in Fortress Investment Group’s (“Fortress”) private equity group beginning in March 2016, when he was appointed as the Chief Accounting Officer for New Senior, which was externally managed by Fortress at the time. He received a Bachelor’s degree and a Master’s degree in Commerce from the University of Mumbai (India) and is a Certified Public Accountant (inactive).

¹ Board of Trustees and executive management team reflect changes made in 2023. 41

GOVERNANCE & ETHICS

Circular Communication



Susan Picotte
Senior Vice President
Asset Management and
Operations Support



Julie Letner
Senior Vice President
Talent and Culture

The ESG Committee is a subcommittee of the Nominating and Governance Committee of the Board of Trustees. Our Senior Vice President of Asset Management and Operations Support, Susan Picotte, is the Chairperson of the ESG Committee and senior decision-maker accountable for ESG-related issues. Susan attends the monthly ESG Committee meetings in which the committee monitors annual ESG goal and objective progress via its ESG Goals Tracker. The ESG Goals Tracker is developed annually upon review of the ESG roadmap and includes measurements, timelines, and assigned committee members for each objective. The committee records its discussions and updates in meeting minutes. Quarterly, Susan presents an update to the Nominating & Governance Committee of the Board of Trustees on ESG progress. This presentation includes updated progress on the company's five-year ESG strategy metrics, annual ESG goals, and key ESG achievements from the previous quarter. Susan makes a similar presentation to the whole Board of Trustees annually, reporting on key achievements from the previous year and metric score updates.

The most senior owner of Diversity, Equity, and Inclusion (DEI) issues is Julie Letner, Centerspace's Senior Vice President of Talent and Culture. Julie participates in monthly meetings as a member of the company's DEI steering committee and cross-departmental DEI committee. Our DEI steering committee meets quarterly with our executive team and is apprised of and involved in decision-making and implementation of all company DEI issues, including DEI opportunities, priorities for the year, survey communication for team members, annual reporting, community support and involvement, events, and targeted education. The DEI steering committee is comprised of Julie Letner, SVP of Talent and Culture, Kelly Weber, VP of Marketing and Communications, and Camron Shelton, Senior Regional Director of Operations.

Centerspace established the ESG committee in 2019 to improve focus on operating in an environmentally responsible manner while continuing its mission to provide great homes for our residents, team, and investors. Throughout the year, the Company provides training opportunities to learn about its various ESG initiatives including ESG training which is a required component of its annual compliance training for all team members. A variety of communications are sent to all team members with information on ESG initiatives and a link to the annual ESG report once published.

Executive Compensation

The Board believes that the Company's compensation program for executive officers should:

- attract and retain highly qualified executives.
- motivate these executives to improve the Company's financial position and increase shareholder value on an annual and long-term basis.

GOVERNANCE & ETHICS

- target “total compensation” reflective of the Company’s relative size compared to peers.
- promote management accountability for financial and operational performance.
- provide a total compensation pay mix that includes base salary, and both cash and equity incentive components.
- promote teamwork and cooperation throughout the Company and within the management group.

The Compensation Committee applied this philosophy in establishing each of the elements of the executive compensation program for 2022. The Compensation Committee’s goal was to align executive compensation with measurable performance and to compare executive compensation with peers and industry-specific market data, to design an executive compensation program that would attract and retain talented executives, provide incentives to executives to achieve certain performance targets, and link executive compensation to shareholder results by rewarding competitive and superior performance.

The Compensation Committee meets in executive session without management present to discuss various compensation matters, including the compensation of the Chief Executive Officer. In addition, the Compensation Committee annually reviews all elements of executive compensation and benefit programs for reasonableness and cost-effectiveness.

The Compensation Committee engaged Meridian Compensation Partners, LLC (“Meridian”) as an independent consultant to advise the Compensation Committee on executive compensation matters during 2022. Meridian performed no other services for the Company during 2022. Meridian also advised the Company on executive compensation matters in 2021 and in prior years. In August 2021, Meridian assisted in developing an appropriate peer group and conducted an analysis and peer comparison of total compensation for executives. Meridian was engaged directly by the Compensation Committee, although it periodically interacted with management to gather relevant data. Since the time of its engagement, the Compensation Committee annually assesses Meridian’s independence in accordance with the listing standards of the NYSE. Based on information from Meridian and the confirmation of each of the trustees and executive officers that no business or personal relationships with Meridian exist, the Compensation Committee concluded that Meridian was independent from the Company and that Meridian’s work did not raise any conflicts of interest.

For the year ended December 31, 2022, the total compensation of the employee who represents the Company’s median compensated employee (other than the CEO) was \$54,048 and the total compensation of the CEO was \$2,012,036.

POLICIES & PRACTICES

Governance Best Practices

Centerspace values integrity and upholds the highest level of ethical governance practices. Our policies ensure strong ethics in the following areas:

Corporate Policy

Centerspace’s commitment to strong business ethics are solidified in the [Code of Conduct](#) and [Code of Ethics for Senior Financial Officers](#). These documents were approved by the Board of Trustees and are reviewed annually and updated as needed. These policies set forth the expected honesty and ethical behavior the Board of Trustees and Senior Officers must follow, as well as outlining financial records, periodic reporting, compliance with applicable laws, rules, and regulations. As an extension of these codes of conduct, Centerspace issued a [Human Rights Statement](#) in 2021 and employs a Vendor Code of Conduct for ensuring internal standards and values are reflected in our vendors. These policies can be found publicly on our [ESG website](#). All team members sign the Code of Conduct during their onboarding with the company. Similarly, vendors sign the vendor Code of Conduct when they sign a Master Service Agreement with the company. Overall, company ethics and values are established by the CEO with the support of Executive Leadership and approved by the Board of Trustees.

GOVERNANCE & ETHICS

ESG Governance

Centerspace's Nominating and Governance Committee is responsible for the company-wide integration of ESG efforts. In 2019, it established an ESG Committee whose purpose, as outlined in its [charter](#), is to support the Company's ongoing commitment to environmental sustainability, health and safety, corporate social responsibility, and corporate governance. The ESG committee is a cross-departmental committee that assists in setting, implementing, and monitoring ESG strategy and initiatives in accordance with the company's ESG Corporate Policy. The Chairperson of the ESG Committee reports its progress to the Nominating and Governance Committee quarterly and the Board of Trustees annually. The ESG Committee conducted a materiality assessment in 2021, engaging team members from all levels of the company and investors in determining its ESG efforts over the coming years.

Conflicts of Interest

Centerspace's Code of Conduct directly discusses conflicts of interest. The team member Policy Manual contains a Conflicts of Interest Policy. Team members have an obligation to conduct business within the guidelines that prohibit actual or potential conflicts of interest. Team members and trustees are expected to disclose to the company any situations that may involve conflicts of interest affecting them personally, affecting other team members, or affecting those with whom Centerspace does business.

Communication of Critical Concerns and Grievance Mechanisms

In accordance with the Sarbanes-Oxley Act of 2002 and NYSE, Centerspace's Board of Trustees established a [Whistleblower Policy](#) as administered by Internal Audit under the oversight of the Board's Audit Committee for the receipt, retention, and treatment of complaints received by the company and the confidential, anonymous submission of concerns by stakeholders of the Company. Any stakeholders may submit concerns via a third-party "whistleblower hotline" or in writing in a sealed envelope to Internal Audit. Centerspace investigates each matter reported and takes corrective and disciplinary actions if appropriate. The committee uses reasonable efforts to protect the confidentiality and anonymity of the complainant and retains records of complaints for a period of seven years. Centerspace does not permit retaliation of any kind against any stakeholder for complaints. The whistleblower policy is reviewed annually and updated as needed.

Centerspace reports potential liabilities, including lawsuits related to fair housing, human resources, general liability, and harassment, to an external auditing company quarterly. The company seeks outside counsel to resolve liabilities. Worker's compensation claims are reported to a direct supervisor within 24 hours of the injury. This report is sent to the talent and culture department, which submits claims to external claim filing companies, for investigation, resolution, and annual audit. Property health and safety incidents are reported to Centerspace's insurance company for investigation and resolved by outside counsel when needed. Two critical concerns were reported in 2022.

Responsible Business Conduct

The Board of Trustees is responsible for reviewing company policies annually and the executive team is responsible for implementing these policies throughout the company. All company policies are reviewed by outside counsel every other year. Financial conduct is audited internally at the end of every fiscal year and on an interim basis throughout the year. Centerspace uses Grant Thornton to conduct an annual external financial and business audit. The Audit Committee is informed of any material exceptions found by internal or external auditors. The committee reviews them and reports any significant exceptions in the SEC filings.

Centerspace began participating in the GRESB disclosure framework for the year 2021 and plans to submit annually. Feedback received from each annual GRESB submission will be reviewed, areas of improvement identified, and projects implemented to incorporate improvements before the following year's submission. Corporate leadership reviews all forms of ESG reporting before submission or publication, including this report.

GOVERNANCE & ETHICS

Insider Training

Centerspace maintains an [Insider Trading Policy](#) that establishes parameters and prohibitions with respect to trading of Centerspace stock by its trustees, officers, team members, and certain consultants and contractors. This policy is approved by the Board of Trustees, reviewed annually, and updated as needed.

Training on Ethics

Each team member must complete annual compliance training that covers business ethics, fair housing, diversity, equity, and inclusion, drug-free workplace, and anti-harassment.

Climate-Related Risk Management

Centerspace is making investments to increase climate resilience, which ultimately protects the value of assets for investors and the community. Our investments aim to avert the possible transitional and physical effects of climate change on our business. We have identified the below transitional and physical risks:

Transitional	Physical
Enhanced emissions-reporting obligations	Precipitation stress
Substitution of existing products and services with lower emissions options	Wind
Unsuccessful investment in new technologies	Hail
Costs to transition to lower emissions technology	Droughts
Changing customer behavior	Extreme weather – cold stress
Uncertainty in market signals	River flood
Shifts in consumer preferences	Increased capital costs
Costs to adopt/deploy new practices and processes	Increased insurance premiums and reduced insurance availability
Abrupt and unexpected shifts in energy costs	

Our ESG roadmap was created to begin planning for the effects of climate change on the business. We currently mitigate risks via our EMS and ENERGY STAR Portfolio Manager, which helps us comply with local benchmarking regulations and monitor and manage usage spikes, reforecasting the budget when needed. Our incident management program captures the extent of damage to our properties, repairs physical assets using weather resilient materials where possible, lowers capital costs by identifying and fixing issues earlier, and helps us determine the best insurance coverage for our assets. We work annually with our insurance broker to determine the lowest cost insurance and budget for higher deductibles and aggregate costs. When investing in new technologies or facing increased costs in raw materials, we use cost-benefit analyses and comparison matrices to make the best decisions. We use Yardi RentCafe CRM to communicate with customers and assess shifting preferences. We conduct physical condition assessments when acquiring new properties and annually on our assets and prioritize capital expenditures projects that mitigate climate risk. We comply with all local regulations for xeriscaping in areas where drought is a risk.

Our current ESG roadmap includes developing risk management policies that incorporate climate resilience, conducting a gap analysis to determine how to reduce GHG emissions in future reporting and participating in a formal risk assessment to further enhance our climate risk mitigation efforts.

CYBERSECURITY

Centerspace's approach to strong cyber security remains constant: to create a stable environment that supports all operations. The requirements also remain the same: collaboration with executives and senior leadership to identify areas of high cybersecurity risk and develop a comprehensive and coordinated approach to implement best practices. Our cybersecurity policies and procedures ensure we continue to operate within the highest standards.

We have resources dedicated to the training of our team members against cyberattacks. We conduct random testing designed to maintain awareness at all levels of cybersecurity.

We partner with industry leaders to maintain the highest level of defense available in the market. Our systems are tested annually by multiple outside sources, and we update our systems based on these external recommendations.

In 2022, we added External Security Services to monitor all endpoints as a measure to advance our cybersecurity.

Other recent cybersecurity activities and results, include:

- Regular penetration testing of systems.
- Monthly phishing tests of all team members – reduced phishing violations by almost 50%.
- Diligently updating all services and patching servers and endpoints as needed.
- Annual cybersecurity training for all team members.
- Interactive learning security platforms with live simulation.



RESPONSIBLE PROCUREMENT

We recognize our responsibility to minimize negative impacts on human health and the environment by encouraging the reduction of goods consumption within our communities and by sourcing ethical goods. We also understand that the types of products we buy have social, human health, environmental, and economic impacts and that we should make procurement decisions that embody the company's commitment to sustainability.

Centerspace engaged with approximately 1,050 vendors during 2022. Our engagement with vendors that cover maintenance, repair, restoration, utilities, insurance, and taxes have an effect on the resident experience. Our [Human Rights Statement](#), [Master Services Agreement](#), and [Contractor Code of Conduct](#) guide this engagement.

Our ESG partnership initiatives in 2022 included:

Completion of the ESG Procurement Policy

Centerspace completed a sustainable [Procurement Policy](#) in 2022 which outlines that all Centerspace team members will purchase products or services in a manner that protects human health and the environment, is fiscally responsible, and promotes social equity, disadvantaged business opportunities, and other economic benefits to the community. After a full year in Yardi, Centerspace was able to capture vendor spend data to inform decisions on who we partner with in the future. The procurement policy applies to all departments and team members, vendors, contractors, and grantees for all products and services provided to Centerspace.

Implementation of Vendor Business Class in Yardi MarketPlace

The Centerspace procurement team implemented a new required data field in Yardi MarketPlace at the time of vendor onboarding to capture disadvantaged business partners. The Yardi MarketPlace module is a common online platform for ordering all maintenance, repair, and operations related supplies used onsite. This new visibility to vendor partner attributes will be used to strategize spend on an ongoing basis.

Partnership with WasteX

WasteX provides monthly reporting on recycling contamination and subsequent mitigation management. This data is reviewed monthly and action is taken directly with Centerspace site teams to reduce and eliminate contamination issues. As a result of this partnership, we set yearly benchmarks for our waste diversion rate with a focus on resident waste education.



GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

Statement of use	Centerspace has reported the information cited in this GRI content index for the period January 1, 2022– December 31, 2022 with reference to the GRI Standards.
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Disclosure	Description	Location
2-1 Organizational details	Centerspace is a publicly traded REIT that operates across the northern United States. Corporate headquarters are located in Minot, North Dakota.	Page 3 under “About Centerspace”
2-2 Entities included in the organization’s sustainability reporting	See our latest 10K filing .	Page 3 under “About Centerspace”
2-3 Reporting period, frequency and contact point	Centerspace publishes an annual ESG report. This report covers January 1, 2022–December 31, 2022. Any questions or comments can be directed to Susan Picotte (ESG@centerspacehomes.com), the SVP of Asset Management.	Page 2 under “About this Report”
2-4 Restatements of information	The 2021 ESG Report incorrectly reported the total energy use emissions as 22,700. The value was incorrect because location-based emissions factors used to calculate emissions per region were not correct. The 2021 emissions should have been reported as 26,738 mtCO ₂ e. The total energy emissions reported for 2022 are correct.	Page 13 under “Greenhouse Gas (GHG) Emissions”
2-5 External assurance	This report is not externally assured.	Page 2 under “About this Report”
2-6 Activities, value chain and other business relationships	Most of the annual expenditures by Centerspace are allocated to asset-level projects, encompassing maintenance, repairs, operations, construction, as well as mitigation and restoration initiatives. Additional significant spending categories comprise recurring expenses like utilities, insurance, and taxes.	Page 3 under “About Centerspace” & Page 47 under “Responsible Procurement”
2-7 Employees	Centerspace employee demographics can be found throughout this report. Additional demographic information can also be found in Centerspace’s Annual DEI Report .	Page 3 under “Team Members By State”, Page 24 under “People Performance Indicators”, Page 26 under “Team Member Diversity”, & Page 27 under “Diversity, Equity, & Inclusion”
2-8 Workers who are not employees	Centerspace worked with approximately 1,050 vendors in 2022. All vendor categories can be found in Exhibit A of the MSA .	Page 7 under “Vendors” & Page 47 under “Responsible Procurement”
2-9 Governance structure and composition	More information about company executives can be found in the 2023 Proxy Statement .	Page 39 under “Board of Trustees” & Page 40 under “Strong Leadership” and “Committees”
2-10 Nomination and selection of the highest governance body	Centerspace solicits feedback from stakeholders at varying intervals, which impacts the selection of members in governance committees. More information about how members are selected and criteria used to select them can be found in the 2023 Proxy Statement .	Pages 39 under “Strong Leadership” & Page 41 under “Nominating and Governance Committee”

GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

Disclosure	Description	Location
2-11 Chair of the highest governance body	John A. Schissel sits atop the highest governance body within Centerspace. See the Corporate Governance section of the 2023 Proxy Statement for more information.	Pages 39 under “Board of Trustees” & Page 40 under “Committees”
2-12 Role of the highest governance body in overseeing the management of impacts	Centerspace corporate leadership is responsible for reviewing, modifying, and approving company-wide policies, codes, and rules. More information can be found in the 2023 Proxy Statement .	Page 44 under “Responsible Business Conduct”
2-13 Delegation of responsibility for managing impacts	More information about who owns each piece of governance can be found in the 2023 Proxy Statement .	Page 40 under “Committees”, Page 41 under “Strong Leadership”, & Page 42 under “Circular Communication”
2-14 Role of the highest governance body in sustainability reporting	Centerspace corporate leadership reviews all ESG reporting before any reports are finalized. More information can be found in the 2023 Proxy Statement .	Page 44 under “Responsible Business Conduct”
2-15 Conflicts of interest	Centerspace has several layers of protection in regard to conflicts of interest, which is described in detail in the Centerspace Code of Conduct and the 2023 Proxy Statement .	Page 43 under “Governance & Ethics” & Page 44 under “Conflicts of Interest”
2-16 Communication of critical concerns	See the Complaint Procedure section of the 2023 Proxy Statement .	Page 44 under “Communication of Critical Concerns and Grievance Mechanisms”
2-17 Collective knowledge of the highest governance body	See the Nominating and Governance Committee section of the 2023 Proxy Statement .	Page 42 under “Circular Communication” & Page 44 under “ESG Governance”
2-18 Evaluation of the performance of the highest governance body	See the 2023 Proxy Statement for more information about how corporate leadership is evaluated.	Page 41 under “Compensation Committee”
2-19 Remuneration policies	The annual performance review process begins in Q4 of each year and concludes in Q1 of the next year. Remuneration is tied to goal achievement and subjective ratings. Compensation processes are discussed throughout the 2023 Proxy Statement .	Page 29 under “Compensation” & Page 30 under “Benefits”
2-20 Process to determine remuneration	Centerspace solicits feedback from stakeholders at varying intervals, which impacts the selection of members in governance committees. More information about how members are selected and criteria used to select them can be found in the 2023 Proxy Statement .	Page 29 under “Pay for Performance” and “Yearly Market Pay Analysis”
2-21 Annual total compensation	See the CEO Pay Ratio section in the 2023 Proxy Statement .	Pages 42 – 43 under “Executive Compensation”
2-22 Statement on sustainable development strategy	Anne Olson provides a statement in this report about the importance of sustainable development for the 2022 reporting year.	Pages 4 – 5 under “Letter from the CEO”

GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

Disclosure	Description	Location
2-23 Policy commitments	ESG policy commitments are listed in this report and publicly available on the Centerspace corporate website. More information on company policies can be found in the Corporate Governance section of the 2023 Proxy Statement .	Page 43 under “Policies & Practices” & Pages 44 – 45 under “Ethics”
2-24 Embedding policy commitments	Centerspace’s Nominating and Governance Committee is primarily responsible for the company-wide integration of ESG efforts, including policies. More information on the integration of ESG in company policies can be found in the Corporate Governance section of the 2023 Proxy Statement .	Page 44 under “ESG Governance” & Page 45 under “Training on Ethics”
2-25 Processes to remediate negative impacts	Efforts undertaken by Centerspace to remediate negative impacts to various groups of stakeholders are described throughout this report. More information on how negative impacts are mitigated are described in the 2023 Proxy Statement .	Page 7 under “Stakeholder Engagement” & Page 44 under “Communication of Critical Concerns and Grievance Mechanisms”
2-26 Mechanisms for seeking advice and raising concerns	Centerspace has a whistleblower hotline that is accessible to any individual that wants to raise concerns about business conduct. More information can be found in the Complaint Procedure section of the 2023 Proxy Statement .	Page 7 under “Stakeholder Engagement”, Page 8 under “Materiality Assessment”, & Page 44 under “Communication of Critical Concerns and Grievance Mechanisms”
2-27 Compliance with laws and regulations	Centerspace complies with all federal and local laws and seeks outside counsel when necessary. In 2021, there were no significant instances of non-compliance. More information can be found in the latest 10K filing .	Page 43 under “Corporate Policy”
2-28 Membership associations	Centerspace has strategic involvement in communities that ties Centerspace’s mission into the local community.	Page 28 under “Organizational Membership”
2-29 Approach to stakeholder engagement	Centerspace completed a materiality assessment in 2020 to identify issues stakeholders care about the most. Most stakeholders are engaged on an ongoing basis, though there are some contacted on a routine, planned basis.	Page 7 under “Stakeholder Engagement” & Page 8 under “Materiality Assessment”
2-30 Collective bargaining agreements	No employees are covered by collective bargaining agreements.	N/A

THANK YOU

Thank you for your interest in Centerspace's ESG Report. We invite feedback on our report and recommendations for future ESG initiatives. Please send feedback to ESG@centerspacehomes.com.



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