

Arbor Realty Trust

Corporate Responsibility and Impact Report

Published June 2026

Central Park, NY
0.7 miles from NYC Office





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Introduction

Letter from Our CEO and Lead Director

Dear Valued Stakeholders,

We are pleased to present the 2025 Corporate Responsibility Report for Arbor Realty Trust, Inc. (“Arbor”), highlighting our continued commitment to responsible business practices and the progress we have made against our Corporate Social Responsibility (CSR) priorities. Our approach is grounded in creating long-term shareholder value, meeting the evolving needs of our borrowers, fostering a strong and inclusive workplace, and minimizing our environmental impact.

Notable highlights in 2025:

- We expanded our GHG inventory to include scope 3 financed emissions in addition to scope 1 and 2, and are working towards limited assurance of our scope 1 and 2 emissions.
- In collaboration with stakeholders across the organization, we developed a climate disclosure readiness roadmap and conducted several workshops with stakeholders on climate risk and disclosure requirements.
- We underwent a detailed research process and selected a third-party climate risk scenario analysis provider to conduct a pilot in 2026 on select loans.
- Climate and CSR language were incorporated into proxy and financial filings, including aligning with TCFD in compliance with CA SB 261.
- Arbor, in partnership with Hunton Andrews Kurth LLP, launched the inaugural Project Destined Women in Real Estate Fellowship Program.
- We launched the second phase of our vendor management initiative, enabling compliance with revised counterparty requirements, as well as enhancing oversight, risk assessment, and operational efficiency in managing third-party relationships across the organization.

We aim to deepen and further embed our commitment to responsible corporate governance and sustainability, with an increased focus on identifying, assessing, and mitigating risk across our business. This includes integrating climate and broader CSR considerations into transactional analysis and asset management practices, enhancing our understanding and management of GHG emissions, and proactively addressing emerging regulatory and market risks. We are strengthening our governance framework to align with our CSR objectives, maintain accountability to our shareholders, advance programs and policies that support the growth and resilience of our employees, and continue building and sustaining strong relationships within the communities where we live and operate.

As we look towards the future, we are committed to ensuring that Arbor remains a responsible partner and service provider for years to come. We are incredibly proud of what we have accomplished as a company thus far. We also recognize that there is more work to be done. We are committed to listening, observing, engaging in meaningful dialogue about climate and CSR, and continuing to evolve in a way that best serves all who continue to support and trust Arbor.

Sincerely,



Ivan Kaufman

Chairman, CEO and President



William C. Green

Lead Director

About Arbor

For 30+ years, Arbor Realty Trust, Inc. (Arbor, NYSE: ABR), headquartered in Uniondale, NY, has been a premier provider of loan solutions for multifamily and commercial real estate clients. As a nationwide Real Estate Investment Trust (REIT) and direct lender, we help clients achieve their financial goals by focusing on long-term relationships. We conduct business not simply as another real estate lender, but as a partner.

Arbor employs 649 employees in 19 states, primarily in the Northeast Region. Our partners own and operate real estate across the country, ranging from multifamily housing to single-family rentals, seniors housing, and other diverse commercial real estate assets.

Arbor is a Top 10 Fannie Mae DUS® Loan Multifamily Lender by origination volume, a Freddie Mac Program Plus Seller/Servicer, an FHA Multifamily Accelerated Processing (MAP)/LEAN Lender, a HUD-Approved LIHTC Lender as well as a CMBS, Bridge and Mezzanine lender. With a current servicing portfolio of more than \$30 billion, Arbor is a primary commercial loan servicer and special servicer rated by Fitch Ratings and Standard & Poor's. We hold an Above Average rating from Standard & Poor's. Arbor is also on the Standard & Poor's Select Servicer List. In June 2023, Arbor was added to the S&P SmallCap 600® index.

Mission, Vision & Values

Mission

Dedicated to providing bespoke financing solutions for commercial and multifamily investment opportunities.

Vision

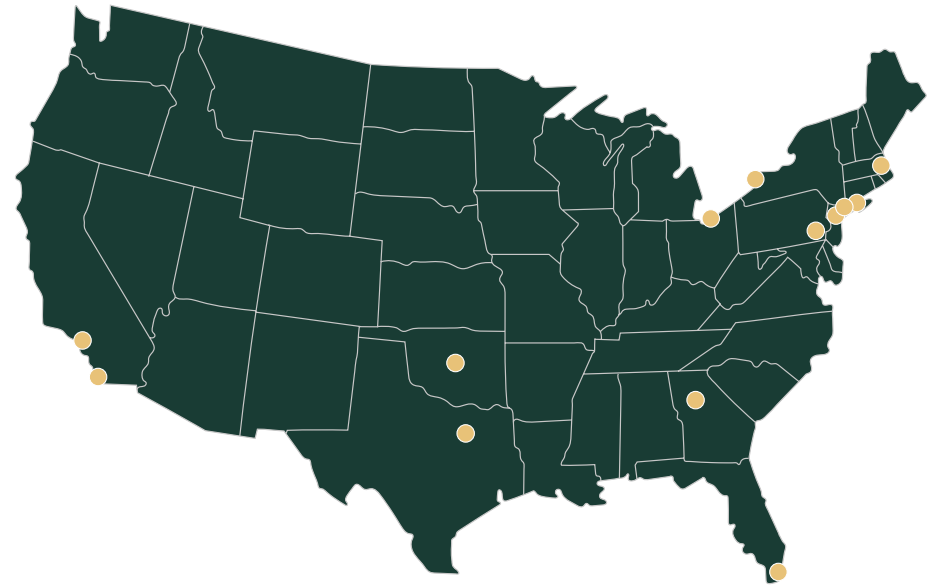
To be the best mortgage lender in the commercial and multifamily space by being a reliable financing source for clients; becoming a front-of-mind choice for all mortgage financing needs.

Values

Innovation, entrepreneurship, loyalty, quality, efficiency, and appreciation.

To learn more about Arbor's commitment to Corporate Responsibility and Impact, read the [Statement of Corporate Responsibility and Impact Principles](#).

Our Offices



Our offices serve our partners across the United States.

- Uniondale, NY
(Headquarters)
- Atlanta, GA
- Boston, MA
- Cleveland, OH
- Conshohocken, PA
- Dallas, TX
- Edmond, OK
- Englewood Cliffs, NJ
- Miami, FL
- Newport Beach, CA
- New York, NY
- San Diego, CA
- Tonawanda, NY
(Servicing Operations)

* as of December 31, 2025

Recognition



DUS® Multifamily Lender
19th Year in a Row



Small Loan Lender,
8th Year in a Row



Small Balance
Loan Lender



Servicer Awards
Excellence in Collaboration



Top Lender of Workforce
Housing Rent Preservation



Student Housing
Loan Lender



Multifamily Lender by
Initial Endorsements



Multifamily Lender by
Firm Commitments

Long Island Women in Philanthropy Honoree



Leah Fisher



Ivan Kaufman



About This Report

Arbor's 2025 Corporate Responsibility and Impact Report contains disclosure of sustainability and corporate responsibility practices, policies, and metrics relevant to Arbor's business. This document covers corporate responsibility disclosures for Arbor from January 1, 2025, through December 31, 2025, unless otherwise noted, and references the Global Reporting Initiative (GRI) G2021 Guidelines. This report will be updated annually. For more information, please contact Leah Fisher at lfisher@arbor.com.

Certain items in this document may constitute forward-looking statements within the meaning of the "safe harbor" provisions of the Private Securities Litigation Reform Act of 1995, including information about possible, anticipated or assumed future results of our business, our financial condition, liquidity, results of operations, plans and objectives. We use words such as "anticipate," "expect," "believe," "intend," "should," "could," "will," "may" and similar expressions to identify forward-looking statements, although not all forward-looking statements include these words.

Forward-looking statements are based on certain assumptions, discuss future expectations, describe future plans and strategies, contain projections of results of operations or of financial condition or state other forward-looking information.

These statements are based on management's current expectations and beliefs and are subject to a number of trends and uncertainties that could cause actual results to differ materially from those described in the forward-looking statements. Arbor Realty Trust, Inc. ("Arbor") can give no assurance that expectations will be attained.

Factors that could cause actual results to differ materially from Arbor's expectations include, but are not limited to, changes in economic conditions generally and the real estate markets, continued ability to source new investments, changes in interest rates and/or credit spreads, and other risks detailed in Arbor's Annual Report on Form 10-K for the year ended December 31, 2025 and other reports filed with the SEC. Such forward-looking statements speak only as of the date of this document's publication. Arbor expressly disclaims any obligation or undertaking to release publicly any updates or revisions to any forward-looking statements contained herein to reflect any change in Arbor's expectations with regard thereto or change in events, conditions, or circumstances on which any such statement is based.



Corporate and Social Responsibility



Governance

Arbor’s history as a premier provider of commercial and multifamily loans is in part possible thanks to our commitment to clear and strong corporate governance. This commitment now extends to our governance of corporate responsibility and climate-related matters, including our processes for measuring, disclosing, and reporting corporate responsibility, climate, and impact metrics. In 2021, we took our first steps towards defining the governance of Corporate Responsibility at Arbor, from our Board of Directors to our senior management. We continue to expand the responsibilities across the firm, creating a foundation for collaboration across departments.

Our Board of Directors

The Board of Directors’ (Board) goals are to build long-term value for Arbor’s shareholders and to assure the vitality of the firm for our customers, employees and the other individuals and organizations that depend on our firm. To achieve these goals, the Board will periodically monitor and provide feedback on both the performance of Arbor as it relates to goals, strategy and competitors, and the performance of the Chief Executive Officer and other officers.



Our Board oversees Arbor at the highest level, ensuring that Arbor continues to provide the highest quality service to our borrowers, work environment for our employees, and long-term value to our shareholders. The Board of Directors is comprised of nine directors, including Arbor’s CEO Ivan Kaufman as the Chairman, and William Green as Lead Director. All Directors except for Messrs. Kaufman and Natalone qualify as Independent Directors.

The Board has four committees: the Audit Committee, the Corporate Governance Committee, the Compensation Committee, and the Special Financing Committee, all of which are comprised solely of Independent Directors. The Corporate Governance Committee is responsible for assisting in the identification, recruitment, and interviewing of potential board candidates, as well as ensuring the orientation and continuing education of directors.

For more detailed information about our board makeup, committees, nomination and compensation, and corporate governance, please refer to our [most recent reporting](#).

For more information about our board goals, qualifications, continuing education, and evaluation, please refer to our [Corporate Governance Guidelines](#).

Board Diversity

We wholeheartedly believe that a Board with diversity of thought and experience is critical to the performance of our business, the experience of our employees and customers, and the state of our communities. Our Board make up is as follows:

- Gender Diversity: 22% Female Board Composition
- Ethnic Diversity: 11%
- Average Tenure: 10.5 years
- Average Age: 62.9 years

Responsible Governance

Arbor is committed to responsible corporate governance and has implemented structures and procedures to govern the Corporate Responsibility program and climate-related strategy, including assigning responsibility to the Board and leadership to oversee the program and embed corporate responsibility and impact principles into Arbor's practices and policies.

Board Oversight

The Board is kept apprised of corporate responsibility and climate-related initiatives and progress. However, the primary responsibility for driving the day-to-day corporate responsibility and climate strategy resides with the Corporate Governance Committee. The Board Corporate Governance Committee is responsible for monitoring and advising on Arbor's commitment, as defined in its charter, and includes discussion of corporate responsibility, climate, and impact topics at nearly every meeting of the Committee. This includes oversight of Arbor's corporate responsibility, climate, and impact reporting and disclosures, policies, and practices. The Committee discusses these matters with Arbor's management as appropriate. The Chairman of the Corporate Governance Committee provides regular updates to the Board.

Management Oversight

In 2021, Arbor established our Corporate Responsibility Taskforce to lead the development and implementation of the corporate responsibility, climate, and impact strategy with oversight from the Board. In 2022, the taskforce expanded to include additional employees, including senior management, across various areas of the business. The Taskforce is headed by the MD, Special Projects, Governance and Risk.

Arbor engaged Stok, a sustainability consultant, to support the development and implementation of the Corporate Responsibility strategy. Periodically, Stok hosts trainings for the Taskforce and key stakeholders to build capacity around corporate responsibility market updates and trends, climate disclosure regulations, and Greenhouse Gas (GHG) accounting.

Responsibility Policies

Arbor's executive management team is responsible for promoting our Corporate Responsibility Principles and for ensuring corporate strategies are developed and implemented in a manner consistent with corporate responsibility and climate goals, objectives, and initiatives.

Our employees are responsible for complying with these policies, and compliance is overseen by our senior management team and Board of Directors. These policies are reviewed at least annually by the appropriate Arbor personnel and updated as needed.

- Our lending function and the management responsible for that function will oversee the integration of Corporate Responsibility Principles into the loan origination processes and will be responsible for ensuring responsible investment practices across all lending platforms and product offerings.
- Our dedicated Corporate Responsibility Taskforce will work cross-functionally with relevant internal and external stakeholders to ensure alignment with the Corporate Responsibility Policy.
- The Corporate Governance Committee of the Board of Directors, the General Counsel, and the Office of the Corporate Secretary provide oversight to corporate responsibility- and climate-related policy creation and relevant disclosures.
- Arbor's Board of Directors will from time to time consider corporate responsibility and climate-related topics for discussion and appropriate prioritization.
- The Finance and Legal teams will engage from time to time with outside legal and other advisors to remain current of all corporate responsibility applicable rules, regulations and reporting obligations.

Arbor has adopted a Corporate Responsibility Policy as well as other corporate responsibility-related policies that govern our commitment to responsible business and provide employees and partners with clear guidelines. The Policy provides a framework for Arbor to identify and

establish corporate responsibility and impact goals, objectives, and initiatives across our entire business operation. Additional related policies have been adopted that support this document and the overall program. These policies can be found on the [Our Responsibility webpage](#).

Our employees are responsible for complying with these policies, and compliance is overseen by our senior management team and Board of Directors. These policies are reviewed at least annually by the appropriate Arbor personnel and updated as needed

Risk Management

Ethics & Compliance

At Arbor, our goal is not just to comply with the laws and regulations that apply to our business; we also strive to abide by the highest principles of business ethics. This commitment to operating ethically and with integrity is represented through our policies that govern the behavior of our employees, officers, directors, and vendors.

- Code of Business Conduct and Ethics
- Code of Ethics for Chief Executive and Senior Financial Officers
- Vendor Code of Conduct
- Human Rights Policy
- Anti-Bribery Policy
- Whistleblower Policy

Arbor maintains a Corporate Governance Hotline at which employees, vendors, or other stakeholders can anonymously report any concerns related to ethics and compliance. Employees may also submit concerns and complaints in writing to the Chairperson of the Audit Committee.

Training and Education

Every officer and employee receives mandatory compliance training when they are onboarded at Arbor and on an annual basis thereafter.

The training covers the following topics, among others:

- Fair lending
- Conflicts of interest
- Business gifts and entertainment
- Bribery and kickbacks
- AML and fraud
- Related-person transactions
- Information security and confidentiality
- Workplace conduct
- Human and labor rights
- Insider trading

In addition, all officers and employees receive regular third-party training on cybersecurity, and officers and employees also receive regular third-party training on anti-harassment.

Whistleblower Activity

Policy and Reporting Mechanisms

Arbor maintains a Code of Conduct and related policies that encourage employees and stakeholders to report concerns regarding unethical behavior, legal violations, or misconduct. Reporting channels include confidential and, where permitted by law, anonymous mechanisms.

Activity and Outcomes

In 2025, Arbor received no whistleblower complaints. As such, there were no investigations, substantiated claims, or corrective actions required under the whistleblower program.



Commitment

Arbor remains committed to fostering a culture of integrity and transparency, ensuring that all concerns can be raised without fear of retaliation and are addressed promptly and appropriately.

Whistleblower Activity

Approach to Public Policy Engagement

Arbor does not engage in direct lobbying activities. However, it does maintain a political action committee, ARTPAC, which is funded by voluntary employee contributions and may periodically support candidates or committees in accordance with applicable laws and regulations.

Trade Association Memberships

Arbor maintains membership in the Commercial Real Estate Finance Council (CREFC) and the National Association of Real Estate Investment Trusts (Nareit), industry trade associations that represent participants in the commercial real estate finance and REIT sectors. Through these memberships, Arbor participates in industry dialogue and stays informed on regulatory, legislative, and policy developments affecting the commercial real estate and real estate investment trust industries.

Activity and Expenditures

In 2025, Arbor conducted no direct lobbying activities and incurred no lobbying-related expenditures. Any policy engagement is limited to participation in industry forums and discussions facilitated by trade associations such as CREFC and Nareit.

Governance and Oversight

Arbor monitors its involvement in trade associations to ensure alignment with its values and applicable laws and regulations.

Business Risk Mitigation

Arbor has crafted a governance structure that reflects our commitment to cybersecurity and protecting sensitive data. Our experienced and knowledgeable technology team, led by a Chief Technology Officer with years of experience in the financial services space, utilizes top-tier products, services, and vendors to create a cybersecurity framework that offers high-quality protection. The Chief Technology Officer shares progress and efforts with Executive Management and the Board of Directors to keep them well informed, especially in the event of situations requiring a response. We have also procured the requisite insurance to best mitigate against potential losses.

Arbor is aware that cybersecurity threats, including data breaches and malicious attacks, are becoming a more prevalent force for disruption in the corporate environment. Cybersecurity incidents, in addition to growing in number, are also becoming more sophisticated and continue to evolve in tandem with an ever-changing technological landscape.

As a commercial mortgage lender, Arbor must collect data, inclusive of personally identifiable information (PII), as part of its standard business operations. With the understanding that this data is highly sensitive and, by its very nature, dynamic, Arbor recognizes the need to protect it at every level, while existing static on servers, in use in systems, or in transit during correspondence. Safeguarding all of Arbor's data, and in particular PII, is paramount, and maintaining data integrity, privacy, and accuracy is at the core of Arbor's cybersecurity efforts.

Arbor is committed to continuously revisiting our cybersecurity framework as the technological environment changes and new information becomes available. We believe that a technologically secure environment is one that is safe, efficient, and productive.

Climate Related Impacts and Disclosure

Arbor's business strategy recognizes both the risks and opportunities associated with climate change across the short, medium, and long term. Arbor is exposed to both transitional and physical climate risks. Transitional risks include evolving regulatory requirements, such as anticipated federal climate disclosure rules and California's SB 253 and SB 261, as well as the potential for stricter building performance standards at the state level. These shifts could impact borrower creditworthiness, property valuations, and market access. Changes in tenant expectations and increasing investor demand for sustainable portfolios may also influence Arbor's competitive positioning.

Physical risks, including extreme weather events like hurricanes, floods, and wildfires, also present potential threats to the real estate collateral that underpins Arbor's loans. Many of these underlying real estate assets are located in regions vulnerable to climate-related weather impacts, which may lead to the possibility of value erosion, increased insurance costs, and/or business interruption for borrowers. While Arbor has not yet conducted a comprehensive climate scenario analysis, we acknowledge the necessity of assessing the resilience of our loan portfolio to climate-driven events. Arbor has retained a sustainability consulting partner to help the company start evaluating our exposure to these risks and model future climate-related scenarios aligned with global warming pathways. This includes developing a more granular understanding of long-term physical and transitional risk exposure.

At the same time, Arbor recognizes that the transition to a low-carbon economy presents strategic opportunities. Through our longstanding lending partnerships with Fannie Mae, Freddie Mac, and HUD, Arbor provides financing for green-certified and energy-efficient properties. These green lending programs, which offer longer loan terms and preferential rates, not only support environmental goals but also help meet growing market demand for sustainable housing, aligned with Arbor's business

model. For example, Arbor recently closed a \$34 million green refinance loan for a multifamily property in Houston, demonstrating our ability to align business growth with environmental goals.

To support our transition efforts for long-term climate resilience, Arbor has also begun to incorporate corporate responsibility considerations and sustainability factors into our underwriting practices, exploring how borrower sustainability performance can strengthen long-term credit quality.

Arbor continues to assess our current processes for measuring, disclosing, and reporting sustainability and climate metrics. In preparation for compliance with state GHG emissions reporting regulations, such as legislation in California, Illinois, New York, Minnesota, and Washington, Arbor conducted a Scope 1 and 2 GHG Inventory in 2024 and expanded to Scope 3 in 2025. Furthermore, we continue to evaluate potential climate-related risks and opportunities and maintain the firm's ability to stay resilient and profitable in the future. Arbor is currently undergoing a pilot with a third-party to identify physical climate risks and conduct scenario-analysis.

Arbor has taken initial steps to assess operational sustainability, including audits of office energy use, water consumption, and waste generation. These data points provide a foundation for identifying environmental performance trends and informing climate-related operational decisions.

As climate risks are increasingly being viewed through a financial lens, Arbor's risk management team is actively exploring how physical climate events could impact loan servicing, repayment risk, and collateral valuation. These assessments help Arbor understand where climate considerations should be embedded in underwriting criteria, property-level due diligence, and post-loan monitoring processes.

Although Arbor is still developing a formal, quantified methodology for integrating climate risk into all lending and investment decisions, our governance structures and internal coordination demonstrate early-stage alignment with SB 261's mandate to disclose how climate risks are managed.

TCFD Section	Description
<p>Governance</p> <ul style="list-style-type: none"> a. Board oversight of climate-related risks and opportunities b. Management’s role in assessing and managing climate-related risks 	<p>See Governance Section in Report</p>
<p>Strategy</p> <ul style="list-style-type: none"> a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. b. Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning. c. Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario. 	<p>See Climate Related Impacts and Disclosure Section</p>
<p>Risk Management</p> <ul style="list-style-type: none"> a. Describe the organization’s processes for identifying and assessing climate-related risks. b. Describe the organization’s processes for managing climate-related risks. c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management. 	<p>See Climate Related Impacts and Disclosure Section</p>



Environmental

Environmental stewardship has been a part of Arbor’s culture since our inception. It’s in our name, it’s in our history, and it’s in how we approach the future of Arbor. Arbor is committed to responsible environmental management of our business and operations. We strive to improve upon and find ways in which we can minimize negative environmental impacts from our business and maximize the positive benefits of our practices and partnerships.

Green Financing

For more than two decades, our business model has focused on affordable housing lending, a key component of improving Americans’ quality of life and strengthening their communities. We recognize our responsibility to incentivize our lenders to pursue greener opportunities when possible. Arbor’s Fannie Mae Green Rewards program unlocks preferred pricing and additional loan proceeds, and creates a “triple bottom line” by supporting increased cash flows, better quality housing, and reduced energy and water usage and costs. Incentives to our borrowing partners for choosing loans through this program include terms such as:

- *Property analyses and audits to identify how property improvements can save energy and/or water*
- *Reimbursements*
- *Lower interest rates*
- *Increased loan proceeds*

For more information about the benefits of our Green Financing options, please visit the [Green Financing](#) page on Arbor’s website.

Environmental Partnerships

The word Arbor in Latin means tree. Environmental stewardship, and specifically reforestation, has been at the core of Arbor’s roots as a company, dating back to Arbor National Mortgage in the 1990s. At the time, Arbor provided each homeowner with a tree to celebrate their loan closing; the company was responsible for closing the mortgage loans on 1 in 8 homes in the tri-state area. Many of these trees are still thriving today.

Arbor has continued its commitment to domestic and international tree planting through supporting two highly successful reforestation efforts. Instead of providing a tree to each home loan borrower, Arbor plants a tree on behalf of our customers for each loan closed. This initiative provides a valuable opportunity to connect with our clients while actively contributing to a critically important environmental cause aimed at mitigating the effects of climate change. To date, in recognition of closed transactions and our commitment to these critical organizations, Arbor has financed the planting of over 21,650 trees throughout our history.






Sustainable Office Operations

We recognize that there is an environmental impact to the offices we work and operate in, which is why we prioritize green-certified spaces for offices as feasible. Our Uniondale, New York, Boston, and Dallas offices are all [LEED-certified](#) and our Miami office is [National Green Building Standard \(NGBS\) certified](#).

We know that there are meaningful steps that we can continue to take to improve the efficiency and reduce the environmental impact of our offices.

Energy and Water Management

We continuously look for ways to reduce energy use at our offices. Across our workspaces, Arbor has installed the following equipment to improve our energy management:

-  **Low-flow water systems**
-  **LED lighting**
-  **Daylight and occupancy sensors**
-  **Hands-free faucets**
-  **ENERGY STAR appliances**

We also have set all existing office equipment to energy reduction modes, including computer and copier equipment, allowing for “rest” during non-peak hours.

Waste Management

We prioritize recycling at our offices wherever available. This includes the recycling of paper, other office supplies, and electronics, including providing employees with the opportunity to bring their e-waste from home into the office for proper recycling. In our headquarters, we contracted a third-party service to offer recycling in our offices since the building does not offer it regularly. Non-hazardous waste is handled in compliance with all local regulations. Due to the nature of our business, Arbor does not produce, manage, or dispose of any hazardous waste.

Carbon Footprint

Many of the practices we already have in place support the reduction of our carbon footprint, such as the aforementioned energy management initiatives, which reduce our Scope 2 emissions. We also have a telecommuting policy that allows our employees to work from home utilizing video conferencing for calls, e-signatures for electronic invoices and statements, and digital-only subscriptions. Employees also have access to our Qualified Transportation Expense Program (QTE), which allows employees to open and contribute to a pre-tax account for eligible transportation funds, including public transportation. These options incentivize reduced use of fossil-fuel based transportation, therefore lowering our carbon footprint.

Social

Arbor has a long history of supporting people and communities, especially through our significant work in the affordable housing space. We believe in focusing our efforts on where we can make the biggest impact, whether that's through sponsoring volunteering events in local communities or through supporting initiatives that help to build an inclusive culture for our employees.

Our Employees

Our people are at the core of who we are and how we define ourselves. We could not provide the quality service to our borrowers or value to our shareholders that we do without our thoughtful, talented employees. Many of our people have been with Arbor for decades, and our goal is to continue to provide a workplace where people can show up as themselves, grow and develop in their career, and feel valued for the work that they do.

Read Arbor's Human Rights Policy to learn more about our commitment to our employees, vendors, partners, and neighbors.

Arbor is incredibly proud of the impact we make in our communities. Arbor's team members show up with joy and excitement to volunteer with and donate to local charities and participate in inclusive industry groups. We are grateful to share our resources, time, and expertise with others.

Daniella Muller

EVP, Human Resources and Associate General Counsel
Arbor Realty Trust

Employee Benefits, Health & Well-being

To retain and attract top talent, we provide a holistic benefits package that recognizes our employees as individuals, supports their families, and incentivizes their health and well-being. Components of our comprehensive and competitive benefits include:

- Medical Benefits
- Dental Benefits
- Vision Benefits
- Optional Life and Optional AD&D
- NYS Paid Family Leave
- Generous PTO
- Employee Assistance Program (EAP)
- 401k with 25% match

Employees are invited to participate in our Difference Card benefits program which helps employees save money on out-of-pocket costs. Difference Card pays most, if not all, of the portion of the copays, deductibles, and coinsurance for medical expenses when going to an in-network provider. Employees enjoy even lower copays with Difference Card for doctor office visits when they are wellness participants.

In addition, employees can earn points for participating in healthy programs and activities, such as having their annual physical exam or attending a virtual health education seminar. Employees also have access to a variety of extra resources to support their health through United Healthcare.

Employee Learning and Development

Arbor conducts mandatory quarterly, annual, and regular training courses to ensure all of our people are current with industry and company requirements. We also offer employees a chance to connect, learn, and develop through regular lunch and learns. In 2025, the lunch and learn topics included the following: anti-fraud, agency loan screening, servicing operations, and treasury.

Employee Engagement

We recognize that engaged employees are happier, more productive employees. Arbor's Corporate Responsibility Committee has created a social subcommittee that works cross-departmentally and cross-functionally to determine engagements that will best serve individual office spaces, as well as Arbor as a whole. The subcommittee has been tasked with liaising with employees at every level at Arbor to identify worthwhile opportunities to promote feelings of inclusivity and togetherness, including monitoring employee satisfaction and engagement. We also conduct an annual employee engagement survey to gather critical feedback that drives our engagement program.

Arbor Green

Our inaugural Arbor Green Campaign kicked off in April 2023 and builds upon and furthers Arbor's existing efforts and commitments to the environment and our communities. The campaign focuses on the week between Earth Day and Arbor Day, which is an important day to us as it shares our namesake. The Arbor Green Campaign includes a combination of internal and external activities designed to grow employee engagement, inclusion, and philanthropy through education and volunteer events.

Arbor's Green Week campaign continues to grow in size and financial impact on organizations focused on environmental stewardship. Green Week holds special significance for our teams across the country because we prioritize tree plantings and supporting environmental organizations in the communities where we live and work so that our employees, their friends and families, and our neighbors can benefit from green spaces and healthy communities.

Although the trees we plant today won't be big enough to provide shade and shelter at first, Arbor is proud to invest in the future and, true to our roots, develop long-term financial and community partnerships.

Spotlight: Arbor Celebrates Environmental Roots with Long Island and Buffalo Tree Plantings

Arbor continued its long-standing commitment to environmental stewardship with tree plantings led by its Long Island and Buffalo teams. These efforts build on Arbor's more than 30-year legacy, bringing the total number of trees planted and pledged to over 21,650. The initiative was part of Arbor's third annual Green Week campaign.

As part of the celebration, Arbor once again sponsored the Arbor Day Festival at Planting Fields Arboretum in Oyster Bay, New York. The event brought together employees, families, and community members for a weekend of activities, including sapling giveaways, live music, and nature crafts. During the festival, Arbor team members planted a southern magnolia tree, contributing to the preservation and beauty of the arboretum, a cherished green space near Arbor's Uniondale headquarters. The festival also highlighted the broader environmental benefits of trees, from improving air quality to enhancing biodiversity and reducing soil erosion.



Meanwhile, in Buffalo, Arbor employees returned to Tifft Nature Preserve for their fifth volunteer outing since 2022. During this visit, the team planted 86 trees including basswood, pussywillow, and chokecherry, and installed protective shelters to support their growth. This ongoing partnership has resulted in hundreds of trees being planted throughout the preserve, demonstrating Arbor’s continued investment in local ecosystems and its dedication to creating a lasting environmental impact.

Spotlight: Tonawanda Office

Our Tonawanda office, located near Buffalo, NY, has a robust employee and community engagement program. This program supports the well-being of our employees through thoughtful programming that is planned and executed by the Tonawanda Employee Engagement Committee and Wellness Committee. The Committees host walking challenges, Snack and Learns, and other quarterly events to support employees’ mental and physical health and build a culture of engagement. Employees also participate in volunteering events such as ConnectLife Blood Drive, WNY Heroes Winter Coat Drive, 2 Pack A Backpack School Supply Drive, FeedMore WNY Spread the Love Drive, and Tifft Nature Preserve Arbor Day.



Through these events, our employees support a wide range of community members including veterans, school children and families, and even local animal shelters. We are proud to see how deeply our employees care about each other and their communities, and we continue to create opportunities to implement similar employee engagement programs at other offices

Inclusion and Belonging

At Arbor, we understand that a diverse and inclusive workforce creates a better environment for our employees and provides us with a better business perspective. That is why we are committed to Diversity, Equity, and Inclusion (DEI) initiatives. We consider all qualified applicants for job openings and promotions without regard to race, color, religion, gender, sexual orientation, gender identity, national origin or ancestry, age, disability, service in the armed forces, or any other characteristic that does not bear on the ability of employees to do their jobs well.

We require all employees and leadership to take annual DEI training. This training includes information such as:

- Definitions of inclusion
- Creating an inclusive workplace
- Understanding micro behaviors and aggressions
- Identifying unconscious bias

We also require annual training on discrimination, sexual harassment, and retaliation to provide our employees with what they need to create a safe and inclusive work environment and to be able to speak up and report any potential incident with full Arbor support.

Inclusive Industry Groups

We encourage our employees to support and engage with industry-focused organizations and committees that develop and implement inclusion and belonging initiatives within our space. This includes:

- Commercial Real Estate Women Network (CREW)
- CRE Finance Council (CREFC)
- CREFC Women’s Network
- NYC Real Estate Pride Council
- Girl Gang CRE

As an example, Arbor sponsored the NYU Stern Real Estate Pride Roundtable in April. We also sponsored the Ali Forney Center’s “A Place at the Table” Gala in May. The Ali Forney Center is a New York City-based organization that supports the LGBTQIA+ community, specifically homeless gay and trans youth.

DEI Internship Recruiting Partnership

Arbor continues to strengthen its commitment to diversity, equity, and inclusion (DEI) through strategic partnerships that expand access to careers in commercial real estate (CRE). By collaborating with organizations such as Project Destined and Future Housing Leaders (FHL), the firm supports the recruitment, development, and retention of diverse talent. These partnerships create pathways for students from underrepresented backgrounds to gain industry exposure, build technical and leadership skills, and access meaningful internship and mentorship opportunities.



Project Destined remains a cornerstone of Arbor’s DEI talent pipeline. The program equips minority college students with hands-on experience in real estate and finance while fostering long-term professional growth. Arbor deepened this partnership by launching the Arbor Scholarship Award in 2024, recognizing high-potential students with financial support and executive mentorship. Arbor has also contributed to the program through employee engagement, with team members serving as mentors and helping guide participants’ career development. To date, Arbor has successfully hired program alumni, reinforcing the initiative’s impact on building a more inclusive workforce.

In 2025, Arbor expanded its involvement with Project Destined through two flagship programs designed to cultivate well-rounded early-career professionals. The inaugural Women in Real Estate Fellowship, developed in partnership with Hunton Andrews Kurth LLP, focused on empowering women, many of whom are first-generation college students, through skill-building, mentorship, and networking opportunities. Complementing this effort, the CRE Finance Bridge Program provided students with in-depth exposure to Arbor’s business lines, including lending, asset management, and capital markets. Together, these programs engaged more than 50 students nationwide, combining virtual learning with in-person networking and offering academic stipends to support participants’ educational journeys.

Across these initiatives, Arbor is fostering a strong culture of mentorship while broadening awareness of career pathways in CRE. By connecting students with industry leaders, emphasizing both technical expertise and essential soft skills, and creating opportunities for real-world engagement, the firm is helping to prepare the next generation of diverse talent. These efforts reflect Arbor’s long-term commitment to inclusive growth, workforce development, and the continued advancement of equity within the real estate finance industry.

Spotlight: Ascend Mentorship Program

In 2025, Arbor conceptualized and prepared to launch ASCEND, a program designed to support early-career employees through mentorship, education, leadership engagement, and career development opportunities, strengthening internal talent pipelines and improving long-term employee retention.

Our Promise

Change starts with a promise. A promise to be mindful not only of our actions but also of the methods we use and to constantly strive for improvement. A promise to embrace the diversity of our employees, partners, and neighbors, fostering an environment of mutual learning and growth. A promise to champion positive change, inspiring those around us to follow suit. We have taken our commitments a step further, joining forces with many of our industry peers to sign the following pledges. For with a united voice, our message will resonate far and wide.

ADL Workplace Pledge to Fight Antisemitism

Arbor answers the call from the Anti-Defamation League (ADL) and has joined over 100 global organizations in a stand against antisemitism. By taking the Workplace Pledge to Fight Antisemitism, organizations agree to actively prevent antisemitism in their workplaces, including addressing antisemitism in diversity, inclusion, and belonging programs, supporting Jewish employees through Employee Resource Groups or other means, providing religious accommodations for employees, and speaking out against antisemitism. Visit this page to learn more about the Workplace Pledge to Fight Antisemitism and get involved.

HRC Count Us In Pledge

Arbor's values of diversity, inclusion, and belonging are longstanding. They have guided our business decisions and fueled our success. Joining the Human Rights Campaign (HRC) in their Count Us In pledge is another demonstration of those values. We stand united with over 150 leading

businesses in support of LGBTQ+ equality, banding together to end all discriminatory attacks on the LGBTQ+ community.

Visit this page to learn more about the [Count Us In pledge](#), and get involved in the cause.

Our Communities

At Arbor, we aim to have a direct impact on the local communities where we live and work. This means prioritizing volunteerism, philanthropy, and partnerships near our offices. We believe this is not only the way to best support our communities, but also the best way to foster employee culture as well. Our employees care about the people around them.

Arbor Philanthropy and Partnerships

Arbor is focused on supporting the communities at our office locations in a variety of ways through the facilitation and support of our employee volunteering, as well as financial support. This can take the form of several different types of events and initiatives, such as:

- Food banks
- Clothing drives
- Hospitals and medical research
- Community-based organizations focused on the welfare of families and children

We have developed a volunteer calendar on our intranet page that presents both company-sponsored as well as local volunteer events for our employees. We are proud of the Arbor culture of volunteerism as well as the success of these specific programs.



Spotlight: Smile Farms Invitational Golf Outing

In May, Arbor participated in the 11th Annual Smile Farms Golf Outing, benefiting a Long Island-based nonprofit dedicated to advancing employment and training opportunities for individuals with developmental disabilities. Arbor’s involvement reflects its broader mission to empower individuals, both within and beyond the organization, to reach their full potential.

The event brought together 51 foursomes across three premier Long Island golf courses, with Arbor employees joining peers and community partners in support of the cause. Participants gained a firsthand understanding of the organization’s impact through personal stories shared during the outing, reinforcing the importance of inclusive workforce initiatives. Proceeds from the outing directly support Smile Farms’ year-round programming providing job training and employment opportunities for people with disabilities. Since its founding in 2015, the organization has expanded significantly from a single campus serving 30 individuals to a network of 14 campuses supporting more than 600 participants across New York. This growth underscores the tangible impact of sustained corporate and community support.

Rooted in its Long Island heritage, Arbor is proud to partner with organizations like Smile Farms that share its commitment to inclusion and community development. By investing in programs that empower individuals with disabilities to build skills, contribute to their communities, and achieve greater independence, Arbor is helping to foster a more equitable and supportive society.

Spotlight: Family and Children’s Association Back-to-School Event

In 2025, Arbor became a Family & Children’s Association (FCA) Noble Neighbor, a program launched by FCA to enable partners to make a single annual gift that supports their year-round initiatives, events, and programs. This is separate and distinct from our participation in other FCA programs.

In August, several Long Island and New York City team members rolled up their sleeves to help local families start the school year on a high note. For the third year, our company sponsored the Long Island-based FCA

annual Back-to-School Drive with Nixon Peabody. Arbor was honored to have returned to be a part of this special day at FCA’s Hempstead location, where hundreds of children and their parents picked up free school supplies for the start of the academic year. Arbor joined 18 local law firms from the Long Island Chapter of the Association of Legal Administrators and other organizations in donating thousands of school essentials, including backpacks, lunch boxes, and calculators, which are unaffordable to many local parents. Our team also provided reusable water bottles with stickers and markers that the children decorated after receiving their supplies. The 2025 drive was FCA’s largest in terms of total number of clients served, attesting to many families’ needs and Arbor’s commitment to serving our clients and communities. FCA is a nonprofit organization dedicated to supporting the region’s most vulnerable populations by providing services, such as for children’s mental health and wellness, as well as residential care. It is one of Long Island’s largest human services agencies, serving more than 30,000 Long Islanders each year. For 140 years, the organization has worked to protect and strengthen vulnerable children, seniors, families, and communities.



Arbor furthered our commitment to FCA later in the year, organizing a Holiday Drive benefiting FCA’s Nassau Haven Youth Shelter. Employees visited the shelter to pack and distribute anxiety bags that are given to youth upon arrival at the shelter to help them feel welcome. As part of the drive,

Arbor also ran a virtual donation site, asking our employees, clients, partners, and community members to contribute and support FCA’s mission. Yielding more than \$20,000 in online donations, both FCA and Arbor were overwhelmed by and grateful for the generosity of those who wanted to support the drive to help FCA continue its important work.

Spotlight: Habitat for Humanity

This fall, teams across the country partnered with Habitat for Humanity chapters in Miami and Boston, contributing time and expertise to initiatives that directly address housing needs in the communities in which our employees live and work.

In Miami, Arbor employees volunteered with Habitat for Humanity of Greater Miami as part of the A Brush with Kindness program, which provides critical home improvement services for eligible homeowners. Through painting and landscaping work, the team helped revitalize a local residence while participating in the organization’s Swing & Build initiative, an event combining volunteer service with fundraising to support affordable housing in Miami-Dade County. The experience reinforced Arbor’s culture of teamwork and purpose-driven engagement, connecting employees more deeply to the communities they serve.



In Boston, Arbor colleagues supported Habitat for Humanity Greater Boston on a transformative housing development project designed to expand access to affordable homeownership. The initiative includes rehabilitating a historic property and constructing a new residence, ultimately creating housing for four families at affordability levels aligned with 30% of the area median income. During their volunteer day, Arbor employees contributed to construction efforts, including foundation waterproofing, while working alongside future homeowners who are actively building equity through required service hours.

Through these partnerships, Arbor not only helps address the affordable housing gap but also fosters a strong culture of community involvement and social responsibility among its workforce. By collaborating with organizations like Habitat for Humanity, Arbor continues to align its business purpose with meaningful community impact, supporting pathways to safe, stable, and affordable housing.

Affordable Housing

Arbor has a long and rich history of supporting and financing affordable housing options for lower income persons and communities. For more than two decades, Arbor has funded affordable loans across a variety of lending platforms and programs, including long-term Fannie Mae and U.S. Department of Housing and Urban Development (HUD) financing solutions. Our participation in these market segments is best evidenced by the business we closed through our agency lending partnerships.

In 2025, our Federal Housing Finance Agency (FHFA)-defined mission-driven funding was 71.27% of our Fannie Mae and Freddie Mac combined volume, down from 82.95% in 2024. We remain a leader compared to our peers and all other agency lenders in this regard. In addition to our mission-driven business, we also support affordable housing by lending on multifamily

assets available to renters with very low incomes, defined as units lent to renters with incomes lower than 50% of the area median income (AMI). In 2025, 15.66% of the units we financed through Fannie Mae and Freddie Mac fit that criterion, up from 14.65% in 2024.

For more information about our Affordable Housing loan options, please visit the [Affordable Housing page](#) on the Arbor website.

Mortgage Bankers Association Home for All Pledge

Arbor is a signatory of the Mortgage Bankers Association's (MBA) Home for All Pledge, which represents the industry's long-term commitment to a sustained and holistic approach to address racial inequities. By signing this pledge, Arbor has agreed to be a champion in addressing the barriers to sustainable housing for people and communities of color. The Home for All Pledge is built on four main pillars:

1. Promote and support public policies and industry practices that advance minority homeownership and affordable rental housing
 2. Support market-based solutions through MBA's place-based CONVERGENCE programs
 3. Champion diversity and inclusion in our workplaces and our industry
 4. Support inclusion in single-family and/or multifamily housing with similar actions that are not listed under the above three commitments
- Arbor is committed to supporting MBA in its efforts to ensure fair, equitable, and responsible lending and affordable rental housing for minorities through advocacy, partnerships, and connections within the industry.



Reporting and Disclosure

GRI Index

GRI is an independent, international organization that helps businesses and other organizations take responsibility for their impacts by providing them with a global, common language to communicate those impacts. GRI's voluntary standards are the world's most widely used standards for sustainability reporting demonstrating transparency and consistency in reporting. Arbor's Corporate Responsibility Report references the Global Reporting Initiative's G2021 Guidelines. Indicators referenced throughout this report are listed in the following table.

Institutional Shareholder Services (ISS)

ISS ESG is the responsible investment arm of Institutional Shareholder Services Inc., the world's leading provider of environmental, social, and governance solutions for asset owners, asset managers, hedge funds, and asset servicing providers. Arbor utilizes ISS's framework and categories to assess material topics for shareholders and the market and incorporates these categories into our strategy. More information on Arbor's alignment with ISS can be found on our [website](#).

GRI Indicator	GRI Disclosure Title	Report Reference
The Organization and Its Reporting Practices		
2-1	Organization Details	About Arbor
2-3	Reporting Period, Frequency, and Contact Point	About This Report Reporting and Disclosure
Activities and Work force		
2-6	Activities, Value Chain, and Other Business Relationships	About Arbor
Governance		
2-9	Governance Structure and Composition	Governance Our Board of Directors Responsible Governance
2-10	Nomination and Selection of the Highest Governance Body	Our Board of Directors
2-11	Chair of the Highest Governance Body	Our Board of Directors
2-12	Role of Highest Governance Body in Overseeing the Management of Impacts	Governance Our Board of Directors Responsible Governance Risk Management
2-13	Delegation of Responsibility for Managing Impacts	Governance Responsible Governance Risk Management

2-14	Role of the Highest Governance Body in Sustainability Reporting	Letter from our CEO Governance Our Board of Directors Responsible Governance
Strategy, Policies, and Practices		
2-22	Statement on Sustainable Development Strategy	Letter from our CEO Responsible Governance Sustainable Office Operations
2-23	Policy Commitments	Letter from our CEO Responsible Governance Risk Management Environmental
Social		
2-24	Embedding Policy Commitments	Letter from our CEO Responsible Governance Risk Management Environmental Social
2-26	Mechanisms for Seeking Advice and Raising Concerns	Risk Management
2-27	Compliance with Laws and Regulations	Risk Management Environmental Sustainable Office Operations
2-28	Member of Associations	Letter from our CEO About Arbor Green Financing Environmental Partnerships Inclusion and Belonging Our Communities Affordable Housing
2-29	Approach to Stakeholder Engagement	Letter from our CEO Our Employees Our Communities Institutional Shareholder Services (ISS)

Taskforce for Climate-related Financial Disclosure (TCFD)

TCFD provides a framework for companies to disclose climate-related financial risks and opportunities. It was established by the Financial Stability Board (FSB) to improve and increase the reporting of climate-related financial information. The TCFD framework is structured around four core areas: governance, strategy, risk management, and metrics and targets.

Arbor is in the process of building out our climate risk strategy and programs. The report below details our progress to date as we work towards full alignment with TCFD.

TCFD Section	Description
Governance <ul style="list-style-type: none"> a. Board oversight of climate-related risks and opportunities b. Management's role in assessing and managing climate-related risks 	See Governance Section in Report
Strategy <ul style="list-style-type: none"> a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning. c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario. 	See Climate Related Impacts and Disclosure Section
Risk Management <ul style="list-style-type: none"> a. Describe the organization's processes for identifying and assessing climate-related risks. b. Describe the organization's processes for managing climate-related risks. c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management. 	See Climate Related Impacts and Disclosure Section

Metrics and Targets

- a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.
- b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.
- c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

As part of our commitment to corporate responsibility and climate transparency, Arbor monitors and reports on select environmental metrics with a goal to expand our metrics tracking in the future. Our corporate offices are outfitted with high-efficiency lighting systems, low-flow water fixtures, ENERGY STAR appliances, and other green building features. Several facilities are certified under LEED or NGBS. Arbor also operates internal waste management programs, including e-waste recycling and double-sided printing initiatives, and has supported tree planting efforts, resulting in over 11,000 trees planted across the U.S. and more than 2,000 trees planted internationally since 2021.

Within our financed portfolio, Arbor discloses notable green lending activity, including loans issued through energy-efficiency, green-certified programs, and reporting through Agency Product (e.g., Freddie Mac, Fannie Mae). However, Arbor has not yet disclosed Scope 1 or Scope 2 greenhouse gas emissions, nor has it published any reduction targets at this time. Arbor is currently working with a sustainability consultant to develop our 2025 greenhouse gas inventory, prepare for Scope 1 and 2 emissions assurance, and to prepare to assess climate-related risks, aligning with emerging investor expectations and the disclosure provisions outlined in CA SB 219 (SB 253 and SB 261). Through this process, Arbor is evaluating our exposure to transition and physical climate risks to strengthen our readiness for future regulatory and voluntary disclosures. In parallel, Arbor is exploring how to quantify and report “financed emissions”, the indirect emissions associated with our lending portfolio, which are increasingly important for assessing climate-related financial exposure, particularly for financial institutions.