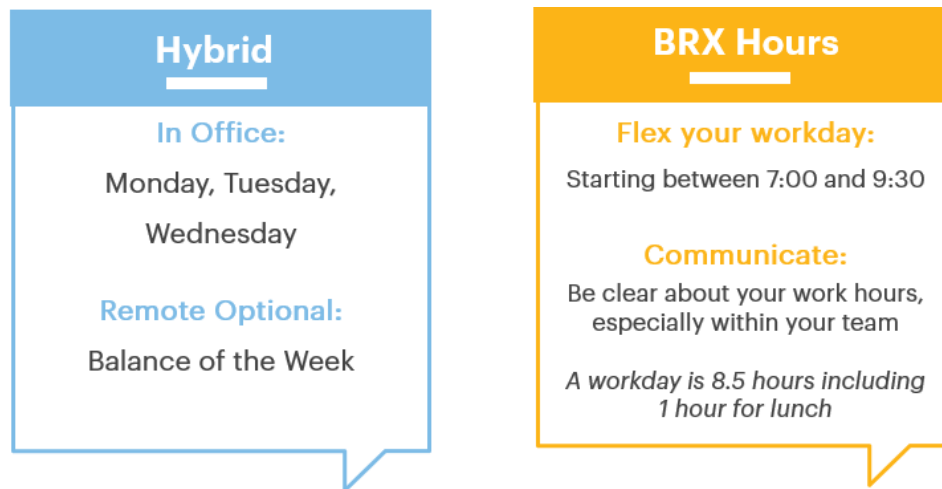


Rhythm of the Week



- > All offices open 5 days for those who want to use them
- > For those times we are needed in the office, we expect folks to be flexible even on remote days

Our Guiding Purpose for How We Work

To be better as a Company through:

- > Team engagement and focus on well-being
- > Company goals, continued individual growth and advancement, connectivity within and across departments
- > Attraction and training of talent, especially new-to-workforce talent

Our success will require leadership and flexibility by each of us

Some best practices to optimize flexible hybrid

- > Use Mondays for in-person sub-group meetings/catch ups, agenda setting
- > Rebalance Zoom and Teams meetings to favor Remote Optional days
- > Respect boundaries by limiting non-urgent, off-hours communications
- > Schedule lunches to connect within and across teams
- > Utilize In Office days for formal/informal mentorship/training/check-ins/talent development
- > Utilize increased flexibility to spend more time at our shopping centers
- > Be intentional about quiet time to enhance heads down work/productivity
- > Be intentional about how you use the time you would have been commuting: for family, health and/or additional work when needed