

ESG2023

ENVIRONMENTAL SOCIAL GOVERNANCE



EQUITON®





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FORWARD-LOOKING INFORMATION



Certain information in this communication contains “forward-looking information” within the meaning of applicable securities legislation. Forward-looking information may relate to future events and includes, but is not limited to, information regarding strategies to achieve objectives, beliefs, plans, estimates, projections, and intentions; and similar statements concerning anticipated future events, results, circumstances, performance or expectations and other statements that are not historical facts. These statements are based upon assumptions that Management believes are reasonable, but there can be no assurance that actual results will be consistent with these forward-looking statements. Forward-looking information involves numerous assumptions, known and unknown risks, and uncertainties that contribute to the possibility that the forward-looking statements will not occur and may cause actual results to differ materially from those anticipated in such forward-looking statements. These forward-looking statements are made as of the date of this communication and Equiton is not under any duty to update any of the forward-looking statements after the date of this communication other than as otherwise required by applicable legislation.





FROM OUR LEADERSHIP

The global viewpoint on climate change intensified in 2023 as the hottest year on record prompted nations to take stock of climate progress, underscoring the priority to assess, address, and adapt to associated risks. In this context, the real estate sector faces challenges and opportunities. As a key player in private real estate investment, ownership, and management, Equiton recognizes its distinctive role in shaping a sustainable future. Our commitment extends beyond mere property management and development; it encompasses a broader vision of positive impact on people and communities. We pledge to foster a more sustainable and resilient real estate business in collaboration with our Stakeholders.

Systematic performance benchmarking has become the cornerstone of our dedication to continuous improvement. In a pivotal moment for the firm, Equiton realized its commitment to robust Environmental, Social, and Governance (ESG) practices in 2023 when it marked its inaugural participation in the Global Real Estate Sustainability Benchmark (GRESB). This independent assessment afforded us invaluable insights into our strengths, areas of improvement, and standing within the industry and amongst our peers.

Furthermore, in 2023 Equiton pledged to achieve net-zero emissions by 2050. This ambition aligns with our broader environmental stewardship objectives and underscores our proactive approach to mitigating the impact of our operations on climate change and driving positive change within the real estate sector. As we navigate the evolving landscape of global environmental challenges, this commitment



Helen Hurlbut, CFO

Jason Roque, CEO

propels us toward a more resilient and responsible future.

Recognizing the impacts our business' activities have on the communities in which we operate, we continued to implement key social initiatives in 2023. The funds raised for various charities, including Food4Kids Halton, through our holiday fundraising initiative represent a tangible expression of our commitment to social responsibility. By actively contributing to multiple causes, we strive to enhance the well-being of the diverse communities we call home. In pursuit of operational excellence, we conducted thorough audits across our portfolio and rolled out training programs for site staff and Tenants in 2023, evaluating the optimal performance of our buildings and identifying opportunities to reduce energy, water, and waste. Equiton conducted Employee and Resident surveys to capture valuable insights and identify areas for improvement.

Acknowledging the power of diverse perspectives, we made significant strides in 2023 toward creating an inclusive workplace at Equiton. Introducing our Diversity, Equity, & Inclusion (DEI) policy marked a milestone, and we are actively integrating DEI considerations into our recruitment and hiring processes. We take pride in our team's progress in fostering a sense of belonging among our Employees. We proudly launched the Wellness Works program, an initiative designed to prioritize the overall well-being of our Employees. We understand that a healthy and content workforce enhances productivity and diminishes stress, making a substantial contribution to our company's prosperity.

Looking ahead, we are excited about the opportunities to grow our business further and create lasting value for Residents and Investors. Together, we remain committed to building a sustainable and impactful future.

*Jason Roque CEO and Founder,
Helen Hurlbut CFO and Co-Founder*



MISSION

Equiton believes in creating lasting value by investing in people and communities. We strive to deliver superior real estate investment solutions so our customers can build their wealth and financial security.

VISION

To be a leading force in making high-quality private real estate investing accessible to all Canadians while building lasting relationships with our Stakeholders.





CORE VALUES

INTEGRITY Rigorous adherence to a set of moral and ethical standards focused on respect, honesty and fairness.

ACCOUNTABILITY Individual responsibility for delivering on our commitments and being accountable for our decisions, actions and results.

EXPERTISE Offering the highest level of professional expertise, quality service and knowledgeable insights.

CUSTOMER FOCUSED We recognize our customers are the reason for our success and know by putting their needs first, we foster trusting, long-term relationships.

ENTREPRENEURIAL SPIRIT Focusing on a growth mindset, continuous improvement, embracing change, and recognizing that goals are achieved through dedication and hard work.



GLOBAL COMMITMENT & INDUSTRY ASSOCIATIONS

We are actively engaged as signatories or participants in the following global ESG initiatives:

- Principles for Responsible Investment (PRI)
- GRESB

We belong to the following organizations:

- Building Industry and Land Development Association (BILD)
- Federation of Rental-housing Providers of Ontario (FRPO)
- Canadian Chamber of Commerce sponsoring the National Housing and Development Strategy Council



EQUITON'S JOURNEY



Equiton is founded
(3 Employees)

— **2015**



2016

— Launched the
Apartment Fund



AUM \$28.3M

— **2017**



2018

— Launched the **Income
and Development Fund**



AUM \$175.8M

— **2019**



2020

— 1036 Units
21 Properties



AUM \$583.8M

Became a signatory
of Principles for
Responsible Investment

— **2021**



2022

— AUM \$904.4M
Established an
ESG Committee



AUM \$1.03B
11,900+ Investors
190 Employees
2,752 Units
39 Properties

— **2023**

— Submission to
GRESB and PRI
Three properties
won the SatisFacts
2023 Resident
Satisfaction Award

CORPORATE PROFILE

Established in 2015, Equiton has become a leader in private equity investments. Our remarkable growth is the result of our leadership team's industry expertise and ability to generate long-term wealth through investments in multi-residential and income-producing properties. Finding the right opportunities involves time, experience, and discipline. Our strategy is always forward-looking, anticipating trends and adapting our approach to strengthen our market position. We focus on creating value through opportunities for improvement, optimization, and redevelopment and building the most robust portfolio possible for our Investors.

At Equiton, we strive to make private equity real estate investments more accessible to all Canadians, with the belief that everyone should have the opportunity to build wealth.

2023 MILESTONES

Equiton is proud to announce significant strides in our sustainability management and performance, marking a pivotal moment in our ongoing commitment to environmental responsibility and operational excellence. These advancements underscore our dedication to initiatives that drive positive change within our communities and beyond. From our goal of achieving net-zero emissions by 2050 to the implementation of comprehensive sustainability programs, Equiton is steadfast in our mission to create a more sustainable and equitable future. Our recent accomplishments, including the completion of a large-scale window rehabilitation project and the launch of innovative Resident and Employee wellness initiatives, reflect our proactive approach to addressing the evolving needs of our Stakeholders. As we continue to prioritize sustainability and inclusivity in all aspects of our operations, we remain dedicated to fostering a culture of innovation and collaboration that empowers individuals and drives meaningful impact.

- Committed to net-zero emissions by 2050
- Completed a comprehensive window rehabilitation project, involving the reconstruction of nearly 1,000 windows and patio doors
- Installed sub-metering for 396 suites
- Replaced boilers at four properties and rebuilt an additional three boilers at other locations
- Launched the Resident Guide to Sustainable Living
- Launched the Wellness Works Program, addressing diverse workforce needs, including mental, physical, financial, and environmental well-being
- Conducted 1,238 Resident satisfaction surveys at multiple touch points throughout their rental term to gather insights on how to continually improve our customer service strategy
- Won the 2023 SatisFacts Resident Satisfaction Award at three of our properties
- Provided staff with 1,473 hours of in-classroom training and 819 hours of online training, for a total of 2,292 hours
- Expanded Employee headcount by 44%
- Defined a new DEI Policy with formal commitment from all Employees

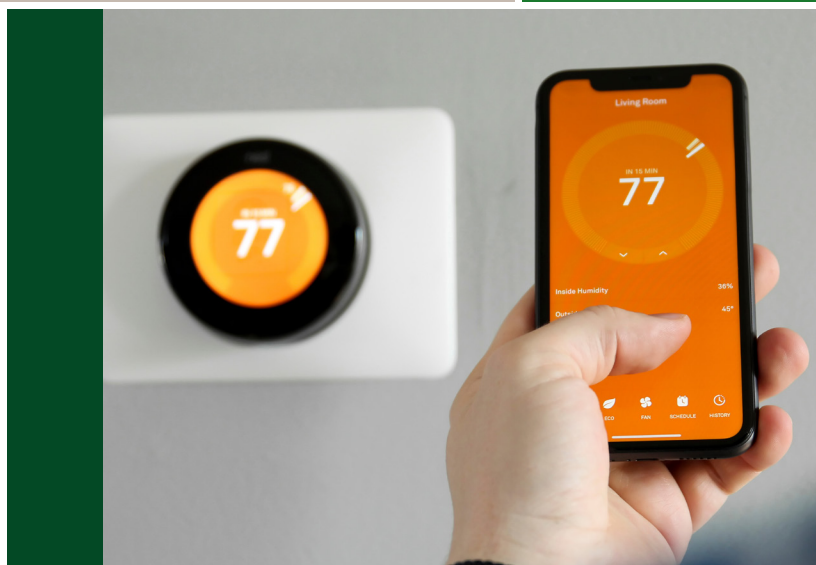




ESG OBJECTIVE

With a focus on sustainability, Equiton's ESG objective is integral to our investment strategies, from how we select and manage our properties to the results we deliver. Through this approach, we aim to design investment solutions that lead to lasting positive impacts that benefit our company while improving the environment and society's well-being.

Equiton has seamlessly integrated environmentally responsible strategies and practices into our business operations and investment strategies. These operations entail optimizing energy usage in our buildings, offering water conservation and waste diversion resources to our Residents, developing community, and ensuring compliance with environmental reporting standards throughout our portfolio. Through these efforts, we aim to deliver strong results for Investors and contribute meaningfully to a more sustainable and equitable future.





ENVIRONMENTAL

We evaluate the environmental impact of our properties, which encompasses our carbon footprint, energy efficiency, water usage, waste management practices, and compliance with environmental regulations.



CASE STUDY

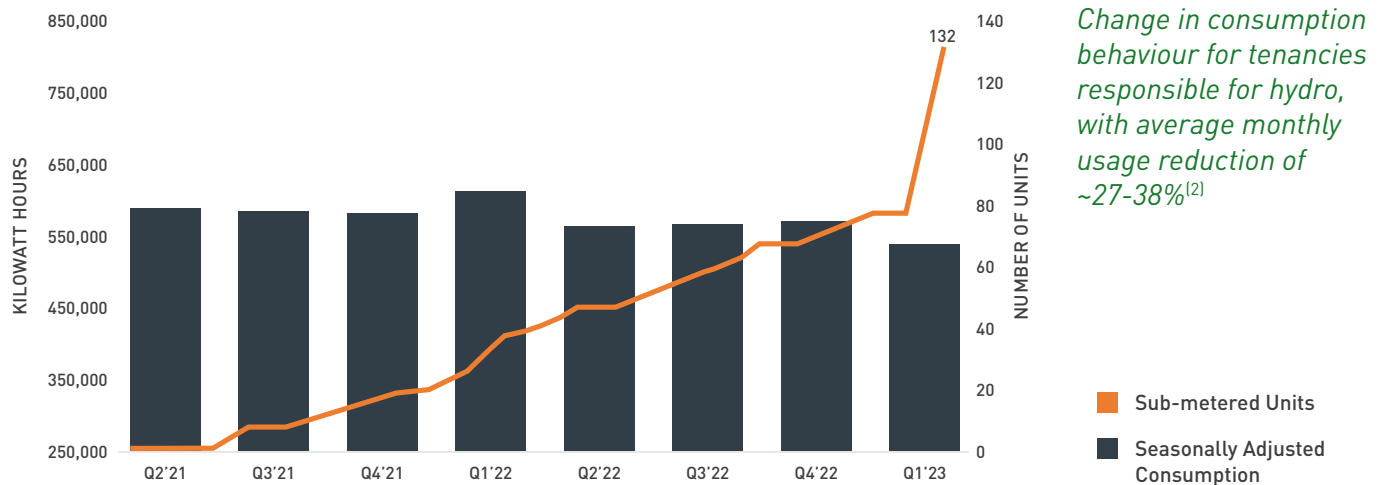
CONSERVATION IN ACTION 125 WELLINGTON ST. N., HAMILTON, ON

HYDRO CONSUMPTION

The property at 125 Wellington St. N., in Hamilton consists of 364 units and was acquired in March 2021. As part of its investment strategy, Management has implemented an energy conservation initiative through a hydro sub-metering program. This program allows the Residents to be individually billed for their electricity usage which provides them more control over their utility spending. A service provider installs sub-metering equipment on a property's bulk meter to track individual unit consumption and bills accordingly.

As at March 31, 2023, 132 units, or 37% of all units, have been incorporated into the hydro sub-metering program, with Residents responsible for their electrical usage. The program continues at the property with ongoing implementation on the remaining units upon turnover and is being rolled out throughout our portfolio.

SEASONALLY ADJUSTED HYDRO CONSUMPTION TREND⁽¹⁾



5.4%
or ~130K kWh

Overall year-over-year reduction
in annual hydro consumption

VALUE CREATION ANALYSIS

Annual Estimated Reduction in Hydro Expenses ⁽³⁾	\$36,350
Estimated Value Creation	\$855.3K
Capital Return on Investment (Asset Level)	5.3%

⁽¹⁾ Season adjustment based on 24-months of data from utility billings.

⁽²⁾ Per sub-meter provider monthly billings over 24-month period and adjusted for common area utilization of 40%-50%.

⁽³⁾ Annualized comparison of consumption in first and latest quarter of ownership, adjusting for seasonality and factoring in costing based on April 2023 billing from utility company.



CASE STUDY

GEOHERMAL HEATING AND COOLING

875 THE QUEENSWAY,
TORONTO, ON

In a potential partnership with a prominent leader in geothermal technology in North America, 875 The Queensway is a development project scheduled to be completed by Q3'26 and will be developed with sustainable energy solutions through the implementation of geothermal heating and cooling systems.

Energy Savings (60-80%): The geothermal system at 875 The Queensway is anticipated to achieve significant energy savings, ranging between 60 to 80%, surpassing conventional heating and cooling methods.

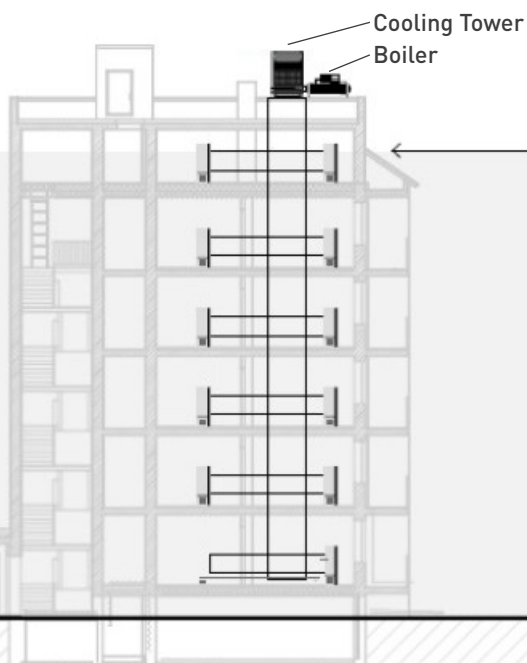
Water Savings: The adoption of geothermal technology will lead to the elimination of water consumption in the cooling tower, contributing to water conservation efforts.

CO2 Reduction: The transition from natural gas burning heating to a geothermal system will result in the elimination of associated CO2 emissions, aligning with sustainability goals and reducing the project's environmental footprint.

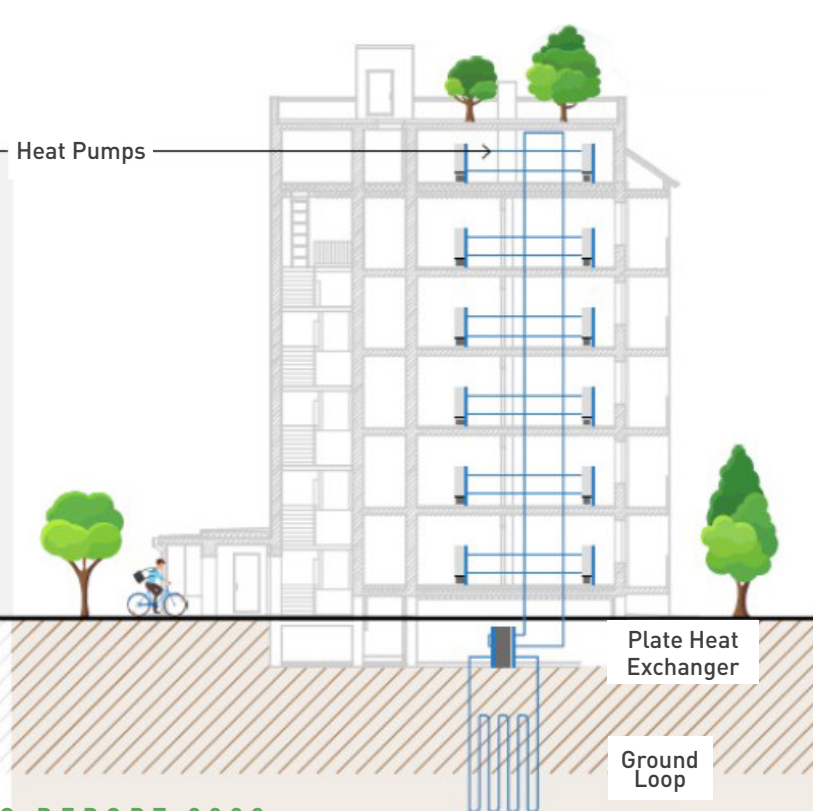
Carbon Offset: Equiton's projections suggest a substantial environmental impact, equivalent to planting 3,435 trees or removing 45 cars from the road, emphasizing the project's commitment to carbon neutrality and enhanced air quality.

This potential partnership will transform 875 The Queensway into a sustainable building. Implementing a geothermal system at 875 The Queensway will also provide significant operational, capital, and tax savings, aligning not only with our sustainability goals but also with prudent financial practice. This potential partnership offers a framework for the successful integration of geothermal solutions in enhancing operational efficiency while contributing to a greener, more sustainable future.

CONVENTIONAL



GEOHERMAL





SOCIAL

We emphasize strong relationships with Employees, Investors, suppliers, and the wider community. This entails evaluating labour practices, diversity and inclusion efforts, Employee well-being initiatives, community engagement, and product safety measures.



PEOPLE AND CULTURE



The Benefits of Being Part of the Equiton Team

CULTURE

Equiton is proud of the respectful, diverse culture we have created and knows that the expertise of our talent is the engine that drives our business forward. We recognize that diversity of thought is a competitive advantage and investing in our people enables our company to reach new heights of performance and deliver stronger results for our customers.

EXPECTATIONS AND REWARDS

We have a high-performance culture with high expectations for every member of our team. Employees are expected to meaningfully contribute to multiple facets of the business. We are invested in our Employees' careers and provide the development necessary to ensure our people are set up for success. We understand that it is essential to reward results with timely recognition and competitive compensation packages.

EQUITON'S COMMITMENT TO DIVERSITY, EQUITY, INCLUSION, AND BELONGING (DEIB) IN THE WORKPLACE

Equiton is committed to protecting an accessible, equitable and respectful culture where all Employees are enabled to fully participate and contribute. We achieve this desired state through training programs, role-modeling expectations, and dealing with counter-culture behaviours in a timely manner.

Our DEIB interests are best served by focusing on:

- Diverse people representation across our talent pipelines that are reflective of the public we serve
- Leaders who are equipped to recognize and take action on the importance of inclusivity and belonging of all team members in order to gain the most benefit from collaboration, which enriches our strategic and decision-making ability

Tactically, Equiton creates a culturally competent workforce by:

- Providing annual, company-wide DEIB, anti-harassment, and unconscious bias training
- Ensuring leadership is specifically trained on avoiding unconscious bias in all talent-related decisions, such as hiring, promotion and performance evaluation
- Ensuring all Employees comply with our mandatory, annual policies acknowledgement program

EMPLOYEE PROGRAM AND BENEFITS

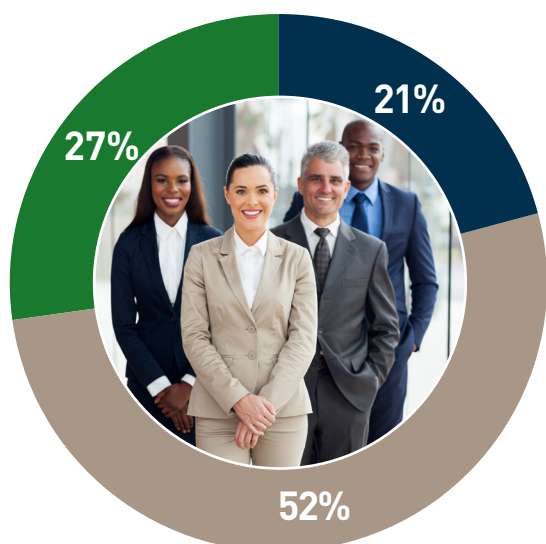
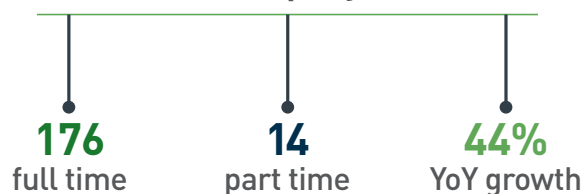
Equiton is dedicated to fostering a supportive and thriving workplace. We diligently review our Employee Benefits program to ensure its competitiveness and alignment with the evolving needs and priorities of our valued team members.

Our Benefits Program includes:

- Health, Vision, Dental and Life Insurance
- Employee and Family Assistance Program (EFAP)
- Group Registered Retirement Savings Plan (GRRSP)
- Travel Insurance
- Paid Time Off (including vacation, sick, and personal days)
- Bereavement, Emergency, Family Medical, and Parental Leave
- Performance-Based Bonuses

OUR TEAM

190 Employees



Age

● Under 30 ● 30-50 ● Over 50



Gender

● Male ● Female ● Prefer not to say

2023 EMPLOYEE SURVEY RESULTS

Equiton places a high value on the Employee engagement insights gained through our annual survey process. Leaders met with their teams to review departmental and corporate results, in an effort to create purposeful action plans for enhancing areas identified based on feedback from the engagement survey. Equiton is very pleased with our 2023 participation rates as well as our impressive overall engagement results – both of these metrics are exemplary scores relative to external benchmarks.

The survey covers topics such as confidence in leadership, customer focus, diversity and inclusion, growth and development, leadership effectiveness, teamwork, transparency, well-being, and workload.

EQUITON CAPITAL & PARTNERS

95% RESPONSE RATE

87% Overall Engagement Score

92% Confidence in Leadership
Trust Senior Leaders for business success

84% Transparency
Belief that Senior Leaders communicate in an honest and timely manner

EQUITON LIVING

75% RESPONSE RATE

71% Overall Engagement Score

80% Confidence in Leadership
Trust Senior Leaders for business success

75% Contributions & Rewards
Employee's overall sense of value and contributions



WELLNESS WORKS

We proudly launched the **Wellness Works Employee program** in 2023, reflecting our commitment to prioritizing the holistic well-being of our talent in recognition of the strong relationship between a healthy, contented workforce and productivity



Nutrition



Cardiovascular
Disease



Anxiety &
Mental Health



Sleep



Mindfulness
& Meditation



Financial
Well-being

WELLNESS SURVEY RESULTS

As part of Wellness Works, we conducted a comprehensive wellness survey with an impressive 85% participation rate. The valuable insights gathered from this survey were leveraged to tailor Equiton's Wellness Works program to the unique needs of our diverse workforce. The survey provided insights into areas of interest for Employees, allowing us to tailor the program to address what was deemed most valuable based on their feedback. The survey results indicated that 75% of our Employees perceive employee wellness as "very important" or "extremely important," underscoring the importance of our collective commitment to fostering a healthy workplace.

Survey findings identified six key areas of interest for wellness education. Based on these core themes, we launched a series of expert-led learning sessions that provided practical strategies for improving health and well-being.

The Understanding Anxiety and Depression session aimed to increase awareness of mental health challenges, emphasizing the importance of recognizing symptoms and providing a framework for managing anxiety and depression effectively. Employees learned about the meaning of diversity, the workplace benefits of acceptance and inclusion, and strategies for fostering a cohesive and respectful workplace during the Creating a Positive

Culture of Acceptance and Inclusion session. Recognizing the significance of maintaining healthy eating habits, the Healthy Eating on the Go session offered practical tips and tricks to optimize nutrition for improved energy and performance. Finally, the Mindfulness and Reducing the Effects of Stress session discussed the importance of mindfulness in decreasing stress and enhancing resilience.

In each session, Employees gained strategies to easily integrate their learnings into everyday life at work and home. Through an investment in effective initiatives like Wellness Works, Equiton hopes to be a force for supporting both the professional growth and personal well-being of our teams.



CASE STUDY

MAKING A DIFFERENCE TOGETHER

In December, Equiton held a holiday celebration that went beyond traditional festivities. The aim of the event was twofold: A meaningful opportunity to celebrate with our team, as well as raise awareness and funds for a local charity in support of under-privileged families.



Fostering a Festive Atmosphere: The holiday spirit was clearly evident at the celebration, creating an atmosphere filled with warmth, camaraderie, and generosity. Our Employees enjoyed the opportunity to socialize outside of the office and partake in the giving spirit of the season. A pivotal element of the celebration was our fundraiser raffle, offering attendees not only the prospect of winning exceptional prizes generously donated by our partners but more importantly, the chance to contribute to a greater cause: Food4Kids Halton. Collectively, our Employees raised an impressive \$4,730 during the event.

Doubling the Impact: Equiton doubled the impact by matching all donations, raising the total contribution to \$9,460. This meaningful donation will help ensure that children in our community have access to healthy food, not just during the festive season but throughout the year.



Equiton Employees handing over the cheque to Food4Kids Halton.

A DEMONSTRATION OF CORPORATE RESPONSIBILITY

The success of our fundraiser is an illustration of Equiton's Core Values in action – Equiton's intrinsic corporate moral and ethical responsibility to support our greater community elevated our holiday celebration as we united for a good cause and achieved social impact beyond business pursuits.



2023 RESIDENT SATISFACTION SURVEY RESULTS

5,467

Surveys sent out

1,238

Responses received

We are excited to share the outcome of the 2023 Resident Satisfaction Survey, offering invaluable insights into the experiences and sentiments of our Residents over the past year. This survey serves as an indispensable instrument for comprehending both the strengths of our community and areas where enhancements can be implemented.

Would you recommend
building to a friend?
75% Pre-Renewal





CASE STUDY

POSITIVE IMPACTS OF COMMUNITY BUILDING 200 EDGAR LN., SHERWOOD PARK, AB

Equiton's socially focused initiatives are centred on promoting positive interactions and experiences that help create happier, healthier, and safer places to live. To better serve our Residents we employ Resident Managers on-site under Equiton Living, our in-house property management arm. They provide an immediate point of contact for everyday Resident interactions and encourage a sense of community. We also deploy Resident Satisfaction Surveys at key touchpoints in a Resident's term and act on the findings. Moreover, we strive to be proactive in our efforts to improve the lives of our Residents, which guides our approach to property improvements, customer service, and community programming.

Beyond building thriving communities that we are proud to be a part of, Equiton finds that community-building has had material impacts on key financial measures. For example, satisfied Residents are significantly more likely to renew leases and recommend Equiton to their friends, positively impacting financial and non-financial results.

In alignment with Equiton's proactive approach to community wellness, we have launched pilot safety and well-being initiatives at Emerald Hills Landing, a senior lifestyle community located in Sherwood Park, Alberta.



Community emergency training: Equiton invited Strathcona County Community Safety & Preparedness Coordinator Laura Hender to share her insights about emergency preparedness. The event was actively promoted to Residents, which resulted in a significant turnout. Residents were invited to bring their questions and received a meaningful understanding of community safety practices.

Residents learned about inclusive evacuation planning, practical tips for fire prevention, and protocols for safely responding to an emergency, contributing to a reduced risk of injury and property damage. Equiton looks forward to replicating this event's success at other properties.

Apartment Life program: Equiton also launched the Apartment Life program at select properties in our portfolio. Focused on increasing Resident engagement and encouraging health and well-being, this ongoing initiative was carefully designed to decrease social isolation and nurture friendships among Residents. Based on the success of similar programs in the past, Equiton believes this deliberate approach will result in elevated Resident retention rates in addition to bringing social benefits to our communities.



DEFINING OUR CORE VALUES



Equiton's Core Values are our behavioural norms of operation and help keep our organization on the path to ESG success. These guideposts shape the way we work together, aligning our organizational culture with sustainable practices, social responsibility, transparent governance and fostering a workplace environment that prioritizes ethical decision-making and long-term value creation.

For these reasons, in 2023, Equiton chose to dedicate time to further refine and articulate our Core Values, ensuring they are clearly understood and can be effectively integrated into the daily practices of our Employees across all areas.

INTEGRITY

ACCOUNTABILITY

EXPERTISE

CUSTOMER FOCUSED

ENTREPRENEURIAL SPIRIT

In 2023, we held interdepartmental focus groups to solicit feedback on what our Core Values look like in action for our Individual Contributor, People Manager, and Executive level. Employees were asked key questions to help solicit feedback and their responses formed the basis for our Core Value Guiding Principles document which is used for regular coaching and performance conversations to support ongoing growth and development.

Throughout the sessions, Employees were asked to workshop on five pertinent themes:

- How does the embodiment of this Core Value manifest in my day-to-day work activities?
- What positive impacts does upholding this Core Value have on our business and its Stakeholders?
- How do I personally benefit when my colleagues uphold this Core Value?
- What criteria can be used to evaluate adherence to this Core Value?
- In what ways does this Core Value inform my decision-making processes?

In conclusion, the exploration of these five themes has provided Employees with valuable insights into the practical application and significance of the Core Value within their roles, fostering a deeper understanding and commitment to its integration into everyday operations.





GOVERNANCE

For Equiton, governance involves establishing effective systems and structures to oversee day-to-day operations. This includes maintaining robust corporate governance practices, ensuring fair executive compensation, fostering a diverse and qualified board composition, promoting transparency throughout the organization, and upholding ethical business standards. Equiton prioritizes strong governance to uphold trust with Stakeholders and safeguard long-term sustainability and success.



GOVERNANCE



Jason Roque
(Trustee, CEO)

Helen Hurlbut
(Trustee, CFO)

David Hamilton
(Trustee)

Bill Zigomanis
(Trustee)

Scot Caithness
(Trustee)

William Woods
(Trustee)

Aida Tammer
(Trustee)

Robert Mongeau
(Trustee)

Equiton's unwavering approach to governance is fundamental to sound decision-making, risk management, and transparency across all operations. By upholding the highest of standards, we instill trust among Investors, Residents, and other Stakeholders. Our framework meticulously considers industry best practices and often exceeds regulatory requirements, ensuring that Equiton operates with integrity, accountability, and a steadfast commitment to creating lasting value for its diverse Stakeholders.

Our open Funds are governed by majority-independent Boards of Trustees responsible for the rigorous oversight of Fund activities. The Equiton Residential Income Fund Trust (Apartment Fund) Board of Trustees comprises David Hamilton, Scot Caithness, and Aida Tammer. Trustees Bill Zigomanis, William Woods, and Robert Mongeau oversee the Equiton Real Estate Income and Development Fund Trust (Income and Development Fund). Jason Roque and Helen Hurlbut from the Equiton leadership team serve as Trustees for both Funds, contributing to the cohesive governance framework across these investment vehicles.

Equiton's effective Risk Management principles prioritize robust control mechanisms, fostering ownership and accountability, and maintaining vigilant risk management practices. This entails implementing safeguards to identify, assess, and mitigate potential threats to the organization's objectives and operations. Through proactive risk mitigation, a culture of shared responsibility, and strong leadership oversight, Equiton safeguards operations, protects Stakeholder interests, and upholds its commitment to excellence and integrity.

POLICIES ON GOVERNANCE

The following is not an exhaustive list of all Equiton policies.

- Accessible Services & Accessibility Policies and Plan
- Code of Conduct
- Conflict of Interest
- Cybersecurity
- Diversity, Equity, Inclusion, and Belonging in the Workplace
- Employee Engagement
- Equal Employment, Harassment & Discrimination, and Violence in the Workplace
- Fraud, Bribery, and Corruption
- Human Rights
- Insider Trading
- Learning and Development
- Occupational Health and Safety and Program
- Privacy
- Procurement
- Right to Disconnect



OUR TARGETS AND PERFORMANCE

Embarking on our journey into 2024, we have outlined a set of commitments aimed at fortifying our corporate values and advancing our sustainability efforts. These encompass a range of initiatives, including Employee engagement surveys, comprehensive sustainability training, enhanced well-being programs for our Residents, and the establishment of targets for key environmental metrics.

	TARGET
Develop Resident Guide to Sustainable Living	COMPLETED 2023
Perform annual Resident satisfaction surveys and promote ongoing enhancement at the asset level	COMPLETED 2023 AND ONGOING
Conduct annual Employee surveys	COMPLETED 2023 AND ONGOING
We aim to achieve a reduction of water use by 2% year-over-year across portfolio	2024 IN PROGRESS
We aim to achieve a reduction of energy consumption by 2% year-over-year across portfolio	2024 IN PROGRESS
Launched due - diligence checklist for residential and commercial properties	2022 AND ONGOING
Roll out sustainability training company-wide	2024
Broaden health and well-being programs for our Residents	2024
Develop a strategy to increase social impact across portfolio	2023 IN PROGRESS
Achieve net-zero carbon emissions across portfolio	2050 IN PROGRESS



KEY PERFORMANCE INDICATORS 2022 vs. 2023

In 2023, we persisted in strengthening our systems and refining our processes to serve as the bedrock for our sustainability performance management:

- 1.** Leveraged our first GRESB submission to identify areas for management and performance enhancement.
- 2.** Assessed and uploaded past environmental consumption data for trend analysis purposes.
- 3.** Set targets for energy and water consumption, as well as greenhouse gas emissions.

Our first-year results chart a promising trajectory, with upgrades implemented throughout the year already contributing to an overall reduction in same-store utilities consumption. Energy consumption decreased by 6%, bolstered by energy sub-metering and the installation of energy-efficient lighting in common areas and turnover suites. Overall gas consumption decreased 2%, with the greatest reductions in usage observed at properties where upgrades such as major boiler work/replacements and window restorations were completed. The properties at 383 Wellington and 787 Vaughan lowered water usage by 51% and 48%, respectively, and were among the third of the portfolio's properties that received water-saving upgrades or systems replacements. We expect to observe further reductions in utilities consumption as the benefits of these upgrades materialize over the next full year.

	2022	2023	2022 SAME STORE	2023 SAME STORE	
Number of Buildings	26	28	20	20	
Number of Doors	2,551	2,730	1,783	1,792	
Energy Consumption Kilowatt Hours (kWH)	10,273,287.36	12,846,266.45	8,771,201	8,256,658	6% reduction
Water Consumption Cubic Meters (M3)	321,990.97	422,992.62	287,120	285,177	1% reduction
Natural Gas Cubic Meters (M3)	2,164,888.03	2,652,580.05	1,861,355	1,830,967	2% reduction

Notes:

Data coverage accounts for whole-building data, including consumption across common areas and Tenant spaces.



We acknowledge the ongoing opportunity to enhance data coverage and accuracy within our portfolio, affirming our commitment to continuous improvement. We are committed to this and our overall goal to improve the energy efficiency of the buildings included in our portfolio.

THE JOURNEY CONTINUES

Journeying into 2024, our dedication to sustainability remains unwavering. Embedded within our core strategies is a resolute commitment to effect enduring change and realize our long-term objectives. We continue to work with the understanding that the effects of our investments transcend the boundaries of our organization, impacting the environment and Canadian society at large.

With a focus on sustainability firmly entrenched within our principles, and a willingness to learn and improve, we are committed to our pledge to ensure that every investment we undertake is financially viable and socially and environmentally responsible. Our dedication is a promise to deliver value and cultivate a brighter future for our Employees, Residents, Investors, and Stakeholders alike.

We are proud of the milestones we have achieved. Confident in our trajectory, we anticipate significant strides toward achieving our sustainability objectives and reducing our environmental footprint in the years to come.

