## Contents

<table>
<thead>
<tr>
<th>Page</th>
<th>Section</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Our Foundation</td>
</tr>
<tr>
<td>3</td>
<td>Message from Our CEO</td>
</tr>
<tr>
<td>5</td>
<td>About Allied</td>
</tr>
<tr>
<td>8</td>
<td>Our Report</td>
</tr>
<tr>
<td>9</td>
<td>2021 Highlights</td>
</tr>
<tr>
<td>11</td>
<td>ESG Strategy</td>
</tr>
<tr>
<td>13</td>
<td>Environmental</td>
</tr>
<tr>
<td>15</td>
<td>Net Zero Carbon Plan</td>
</tr>
<tr>
<td>17</td>
<td>Energy Management &amp; GHG Emissions Reduction</td>
</tr>
<tr>
<td>19</td>
<td>Water Management</td>
</tr>
<tr>
<td>20</td>
<td>60 Adelaide Street East</td>
</tr>
<tr>
<td>21</td>
<td>Waste Management</td>
</tr>
<tr>
<td>23</td>
<td>Climate Change Adaptation</td>
</tr>
<tr>
<td>25</td>
<td>Sustainable Design Standards</td>
</tr>
<tr>
<td>27</td>
<td>Social</td>
</tr>
<tr>
<td>29</td>
<td>Employee Engagement</td>
</tr>
<tr>
<td>31</td>
<td>Equity, Diversity &amp; Inclusion (EDI)</td>
</tr>
<tr>
<td>35</td>
<td>Health, Wellbeing &amp; Safety</td>
</tr>
<tr>
<td>39</td>
<td>User Experience</td>
</tr>
<tr>
<td>41</td>
<td>Community Building</td>
</tr>
<tr>
<td>45</td>
<td>Governance</td>
</tr>
<tr>
<td>47</td>
<td>Governance Framework</td>
</tr>
<tr>
<td>49</td>
<td>Climate-Related Risk Management</td>
</tr>
<tr>
<td>50</td>
<td>Task Force on Climate-related Financial Disclosures</td>
</tr>
<tr>
<td>53</td>
<td>ESG Disclosure &amp; Transparency</td>
</tr>
<tr>
<td>54</td>
<td>United Nations Sustainable Development Goals</td>
</tr>
<tr>
<td>55</td>
<td>Appendix</td>
</tr>
<tr>
<td>57</td>
<td>Reporting Methodology &amp; Environmental Performance Data</td>
</tr>
<tr>
<td>59</td>
<td>Materiality Assessment</td>
</tr>
<tr>
<td>61</td>
<td>SASB Table</td>
</tr>
<tr>
<td>67</td>
<td>GRI Table</td>
</tr>
<tr>
<td>97</td>
<td>Statement of Verification</td>
</tr>
</tbody>
</table>
Our Foundation
Message from Our CEO

In 2019, Allied’s Board and Management committed to the public scrutiny of our ESG performance by submitting to GRESB and releasing an annual ESG Report. Building on our commitments, in 2021 we formalized our ESG Strategy, which set goals and targets for Allied’s ESG priorities. With our ESG Strategy in place, we are now positioned to develop our Net Zero Carbon (NZC) Plan, driven by members across the Allied team in partnership with industry experts. Over the next 12-18 months, the team will conduct an in-depth analysis to identify our reduction pathway and targets.

The global and local momentum advancing ESG aligns with our business evolution and the demands of our customers.

- We have observed that our users want to work in spaces that reflect their values. We see ourselves as a partner, not a landlord. We are committed to fostering long-standing and mutually beneficial relationships with our users to support them in their growth.

- We provide services as well as space. We intend to curate the experiential layer within our buildings and the surrounding area, with a view to enhancing connectivity among users and the surrounding community.

Allied’s Board and Management are committed to making our approach to ESG more manifest, deliberate and measurable. Four ESG Accountability Corporate Targets were introduced in 2021, which are directly linked to annual executive compensation. These targets illustrate our commitment to annual third-party assessments including GRESB, the Kincentric Employee Engagement Survey and Kingsley’s User Experience Survey as well as implementing the priorities in our Equity, Diversity and Inclusion (EDI) Roadmap.

Our ESG Strategy and team has positioned us for success. We are committed to undertake ESG initiatives in a manner that authentically reflects our values and the needs of our constituents.

Michael Emory
President & CEO
About Allied

Allied is a leading operator of distinctive urban workspace in Canada’s major cities and network-dense urban data centres (UDC) space in Toronto. Allied’s mission is to provide knowledge-based organizations with workspace and UDC space that is sustainable and conducive to human wellness, creativity, connectivity and diversity. Allied’s vision is to make a continuous contribution to cities and culture that elevates and inspires the humanity in all people.

VISION
To make a continuous contribution to cities and culture that elevates and inspires the humanity in all of us.

MISSION
To provide knowledge-based organizations with distinctive urban environments for human creativity and connectivity in a manner that is sustainable and conducive to human wellness and diversity.

CORE VALUES
RESPECT for everyone involved in our business, including employees, users, investors, trustees, partners and neighbours
TEAMWORK among the people who conduct our business on a daily basis
CREATIVITY in operating and building our business
FOCUS on clear operating parameters in conducting our business
ENTHUSIASM in operating and building our business
COMMUNITY BUILDING through ongoing betterment of the communities within which our business is conducted

VISION
To make a continuous contribution to cities and culture that elevates and inspires the humanity in all of us.

MISSION
To provide knowledge-based organizations with distinctive urban environments for human creativity and connectivity in a manner that is sustainable and conducive to human wellness and diversity.

CORE VALUES
RESPECT for everyone involved in our business, including employees, users, investors, trustees, partners and neighbours
TEAMWORK among the people who conduct our business on a daily basis
CREATIVITY in operating and building our business
FOCUS on clear operating parameters in conducting our business
ENTHUSIASM in operating and building our business
COMMUNITY BUILDING through ongoing betterment of the communities within which our business is conducted

GROSS LEASABLE AREA (GLA)
820K (sq. ft.)
15.4M (sq. ft.)

GROSS ASSET VALUE
$120M
$10.6B

MARKET CAPITALIZATION
$62M
$6.0B

Note: Our Edmonton portfolio is currently under development and therefore, excluded from the above reporting. Gross Floor Area (GFA) is used throughout the rest of the report.
Our Report

Allied’s 2021 ESG Report outlines our ESG Strategy and describes our 2021 ESG performance. Every year, we intend to increase our data coverage and enhance the disclosure of our ESG performance metrics. We recognize that our 2021 performance was impacted by lower occupancy rates due to the COVID-19 pandemic. The information in this report will focus on activities from 2021, provide data comparisons against our 2019 baseline, disclose progress against our 2024 reduction targets and describe notable achievements in 2022. See Appendix on page 57 for more detail on our reporting boundaries and methodology.

REPORTING FRAMEWORKS

We have prepared our 2021 ESG Report in accordance with the Global Reporting Initiative (GRI) 2021 Universal Standards, the Sustainability Accounting Standards Board (SASB) Real Estate Standard and for the first time, the United Nations Sustainable Development Goals (UN SDGs). We have also disclosed our climate-related risk management activities based on the recommendations from the Task Force on Climate-related Financial Disclosures (TCFD). See Appendix for Allied’s GRI and SASB disclosures and the Governance section for Allied’s TCFD and UN SDGs disclosures.

EXTERNAL ASSURANCE

As part of our commitment to providing consistent and accurate data, we submitted all 2021 energy, greenhouse gas (GHG) emissions, water and waste data included in this report for third-party verification. See Appendix on page 97 for our Statement of Verification.

Our approach to ESG is grounded in the vision, mission and values of our business, our day-to-day conduct and our operating focus.

ENVIRONMENTAL

Our impact on the natural world at both corporate and property levels.

SOCIAL

Our relationships with key stakeholders, including users, employees, suppliers and the communities in which we operate.

GOVERNANCE

Our internal policies, programs and processes that support the management of our business and the execution of ESG-related activities.

Our approach to ESG is grounded in the vision, mission and values of our business, our day-to-day conduct and our operating focus.

ENVIRONMENTAL

Our impact on the natural world at both corporate and property levels.

SOCIAL

Our relationships with key stakeholders, including users, employees, suppliers and the communities in which we operate.

GOVERNANCE

Our internal policies, programs and processes that support the management of our business and the execution of ESG-related activities.

Our approach to ESG is grounded in the vision, mission and values of our business, our day-to-day conduct and our operating focus.

ENVIRONMENTAL

Our impact on the natural world at both corporate and property levels.

SOCIAL

Our relationships with key stakeholders, including users, employees, suppliers and the communities in which we operate.

GOVERNANCE

Our internal policies, programs and processes that support the management of our business and the execution of ESG-related activities.
2021 Highlights

Outperformed Environmental Reduction Targets

Exceeded our 2024 reduction targets for Energy Use Intensity (EUI), Greenhouse Gas Intensity (GHGI) and Water Use Intensity (WUI). This achievement was driven by the implementation of numerous conservation initiatives as well as reduced occupancy in our buildings due to COVID-19.

Recognized as a Canadian “Best Employer”

Engaged Knicronic to conduct our second third-party employee engagement survey. Allied’s overall engagement score was 77%, placing us in Canada’s top quartile, higher than both the Canadian average of 68% and the Canadian real estate sector average of 70%. We commit to completing an employee engagement survey every year.

Issued $1.1 Billion of Green Bonds

Announced our Green Financing Framework under which Allied or any of our subsidiaries may issue green bonds, green loans or other instruments to finance or re-finance green projects. In February 2021, we issued our first green bond for $600 million and in August 2021, we issued our second green bond for $500 million. Both green bonds were over-subscribed.

Read more about Allied’s Green Financing Framework and Sustainalytics Second-Party Opinion.

Piloted HOME Initiative

Explored how we could leverage our properties to help address Toronto’s housing shortage. We identified several assets slated for development that could offer transitional housing for vulnerable populations. In September 2021, in partnership with WoodGreen Community Services, a local social service agency, we provided two tenants with housing and social supports.

Improved all User Experience Assessment Ratings

Completed our second annual third-party User Experience Assessment Survey. Results demonstrated considerable progress from 2020, with improved ratings in all areas surveyed. We strive for continuous improvement informed by direct feedback from our users and commit to completing this survey every year.

Initiated Allied’s Net Zero Carbon Plan

The Net Zero Carbon (NZC) Plan will identify a clear pathway for Allied to reach net zero in alignment with the Science Based Targets initiative’s (SBTi) Corporate Net Zero Standard v1.0. Guided by oversight from Allied’s ESG Committee, with support from industry experts and stewarded by a multi-disciplinary Net Zero Project Team, we have established an approach to complete our NZC Plan in the next 12-18 months. See page 15 for more details.

Issued $1.1 Billion of Green Bonds

Announced our Green Financing Framework under which Allied or any of our subsidiaries may issue green bonds, green loans or other instruments to finance or re-finance green projects. In February 2021, we issued our first green bond for $600 million and in August 2021, we issued our second green bond for $500 million. Both green bonds were over-subscribed.

Read more about Allied’s Green Financing Framework and Sustainalytics Second-Party Opinion.

Improved GRESB Score by 16 Points

We expanded our GRESB submission to include an evaluation of our development activities. We scored 80/100 for our standing investments, a 16-point improvement from 2020, and 75/100 for our development portfolio.

Issued $1.1 Billion of Green Bonds

Announced our Green Financing Framework under which Allied or any of our subsidiaries may issue green bonds, green loans or other instruments to finance or re-finance green projects. In February 2021, we issued our first green bond for $600 million and in August 2021, we issued our second green bond for $500 million. Both green bonds were over-subscribed.

Read more about Allied’s Green Financing Framework and Sustainalytics Second-Party Opinion.

2022 INITIATIVE

Piloted HOME Initiative

Explored how we could leverage our properties to help address Toronto’s housing shortage. We identified several assets slated for development that could offer transitional housing for vulnerable populations. In September 2021, in partnership with WoodGreen Community Services, a local social service agency, we provided two tenants with housing and social supports.

Improved all User Experience Assessment Ratings

Completed our second annual third-party User Experience Assessment Survey. Results demonstrated considerable progress from 2020, with improved ratings in all areas surveyed. We strive for continuous improvement informed by direct feedback from our users and commit to completing this survey every year.

Initiated Allied’s Net Zero Carbon Plan

The Net Zero Carbon (NZC) Plan will identify a clear pathway for Allied to reach net zero in alignment with the Science Based Targets initiative’s (SBTi) Corporate Net Zero Standard v1.0. Guided by oversight from Allied’s ESG Committee, with support from industry experts and stewarded by a multi-disciplinary Net Zero Project Team, we have established an approach to complete our NZC Plan in the next 12-18 months. See page 15 for more details.

Issued $1.1 Billion of Green Bonds

Announced our Green Financing Framework under which Allied or any of our subsidiaries may issue green bonds, green loans or other instruments to finance or re-finance green projects. In February 2021, we issued our first green bond for $600 million and in August 2021, we issued our second green bond for $500 million. Both green bonds were over-subscribed.

Read more about Allied’s Green Financing Framework and Sustainalytics Second-Party Opinion.

Improved GRESB Score by 16 Points

We expanded our GRESB submission to include an evaluation of our development activities. We scored 80/100 for our standing investments, a 16-point improvement from 2020, and 75/100 for our development portfolio.

Issued $1.1 Billion of Green Bonds

Announced our Green Financing Framework under which Allied or any of our subsidiaries may issue green bonds, green loans or other instruments to finance or re-finance green projects. In February 2021, we issued our first green bond for $600 million and in August 2021, we issued our second green bond for $500 million. Both green bonds were over-subscribed.

Read more about Allied’s Green Financing Framework and Sustainalytics Second-Party Opinion.

Improved GRESB Score by 16 Points

We expanded our GRESB submission to include an evaluation of our development activities. We scored 80/100 for our standing investments, a 16-point improvement from 2020, and 75/100 for our development portfolio.

Issued $1.1 Billion of Green Bonds

Announced our Green Financing Framework under which Allied or any of our subsidiaries may issue green bonds, green loans or other instruments to finance or re-finance green projects. In February 2021, we issued our first green bond for $600 million and in August 2021, we issued our second green bond for $500 million. Both green bonds were over-subscribed.

Read more about Allied’s Green Financing Framework and Sustainalytics Second-Party Opinion.

Improved GRESB Score by 16 Points

We expanded our GRESB submission to include an evaluation of our development activities. We scored 80/100 for our standing investments, a 16-point improvement from 2020, and 75/100 for our development portfolio.

Issued $1.1 Billion of Green Bonds

Announced our Green Financing Framework under which Allied or any of our subsidiaries may issue green bonds, green loans or other instruments to finance or re-finance green projects. In February 2021, we issued our first green bond for $600 million and in August 2021, we issued our second green bond for $500 million. Both green bonds were over-subscribed.

Read more about Allied’s Green Financing Framework and Sustainalytics Second-Party Opinion.

Improved GRESB Score by 16 Points

We expanded our GRESB submission to include an evaluation of our development activities. We scored 80/100 for our standing investments, a 16-point improvement from 2020, and 75/100 for our development portfolio.

Issued $1.1 Billion of Green Bonds

Announced our Green Financing Framework under which Allied or any of our subsidiaries may issue green bonds, green loans or other instruments to finance or re-finance green projects. In February 2021, we issued our first green bond for $600 million and in August 2021, we issued our second green bond for $500 million. Both green bonds were over-subscribed.

Read more about Allied’s Green Financing Framework and Sustainalytics Second-Party Opinion.

Improved GRESB Score by 16 Points

We expanded our GRESB submission to include an evaluation of our development activities. We scored 80/100 for our standing investments, a 16-point improvement from 2020, and 75/100 for our development portfolio.

Issued $1.1 Billion of Green Bonds

Announced our Green Financing Framework under which Allied or any of our subsidiaries may issue green bonds, green loans or other instruments to finance or re-finance green projects. In February 2021, we issued our first green bond for $600 million and in August 2021, we issued our second green bond for $500 million. Both green bonds were over-subscribed.

Read more about Allied’s Green Financing Framework and Sustainalytics Second-Party Opinion.

Improved GRESB Score by 16 Points

We expanded our GRESB submission to include an evaluation of our development activities. We scored 80/100 for our standing investments, a 16-point improvement from 2020, and 75/100 for our development portfolio.

Issued $1.1 Billion of Green Bonds

Announced our Green Financing Framework under which Allied or any of our subsidiaries may issue green bonds, green loans or other instruments to finance or re-finance green projects. In February 2021, we issued our first green bond for $600 million and in August 2021, we issued our second green bond for $500 million. Both green bonds were over-subscribed.

Read more about Allied’s Green Financing Framework and Sustainalytics Second-Party Opinion.

Improved GRESB Score by 16 Points

We expanded our GRESB submission to include an evaluation of our development activities. We scored 80/100 for our standing investments, a 16-point improvement from 2020, and 75/100 for our development portfolio.

Issued $1.1 Billion of Green Bonds

Announced our Green Financing Framework under which Allied or any of our subsidiaries may issue green bonds, green loans or other instruments to finance or re-finance green projects. In February 2021, we issued our first green bond for $600 million and in August 2021, we issued our second green bond for $500 million. Both green bonds were over-subscribed.

Read more about Allied’s Green Financing Framework and Sustainalytics Second-Party Opinion.

Improved GRESB Score by 16 Points

We expanded our GRESB submission to include an evaluation of our development activities. We scored 80/100 for our standing investments, a 16-point improvement from 2020, and 75/100 for our development portfolio.

Issued $1.1 Billion of Green Bonds

Announced our Green Financing Framework under which Allied or any of our subsidiaries may issue green bonds, green loans or other instruments to finance or re-finance green projects. In February 2021, we issued our first green bond for $600 million and in August 2021, we issued our second green bond for $500 million. Both green bonds were over-subscribed.

Read more about Allied’s Green Financing Framework and Sustainalytics Second-Party Opinion.

Improved GRESB Score by 16 Points

We expanded our GRESB submission to include an evaluation of our development activities. We scored 80/100 for our standing investments, a 16-point improvement from 2020, and 75/100 for our development portfolio.

Issued $1.1 Billion of Green Bonds

Announced our Green Financing Framework under which Allied or any of our subsidiaries may issue green bonds, green loans or other instruments to finance or re-finance green projects. In February 2021, we issued our first green bond for $600 million and in August 2021, we issued our second green bond for $500 million. Both green bonds were over-subscribed.

Read more about Allied’s Green Financing Framework and Sustainalytics Second-Party Opinion.

Improved GRESB Score by 16 Points

We expanded our GRESB submission to include an evaluation of our development activities. We scored 80/100 for our standing investments, a 16-point improvement from 2020, and 75/100 for our development portfolio.
ESG Strategy

We completed Allied’s inaugural ESG Strategy in 2021, which reflects the interests of our key stakeholders, defines goals and targets for our ESG priorities and provides a strong framework to support our evolving aspirations. Developing the Strategy encompassed three key actions:

1. Establishing an executive ESG Committee
2. Conducting a materiality assessment to identify the ESG-related priorities that are most significant to our business
3. Setting impactful and practical goals and targets

ESG COMMITTEE
In 2021, we established an executive ESG Committee comprised of eight senior team members. The Committee represents leaders from different areas of responsibility who offer expertise and disseminate information across the organization. The ESG Committee’s purpose is to assist Management and the Board in defining, designing, implementing, expanding and evaluating Allied’s ESG Strategy.

MATERIALITY ASSESSMENT
Allied’s first materiality assessment acted as an evidence-based approach to identify the ESG topics that are most significant to our stakeholders and our business. Details of the in-depth assessment can be found in the Appendix on page 59. The results of the assessment identified 10 ESG priority topics that form the foundation of our ESG Strategy.

While employee and user experience are not included on our prioritized list of ESG topics, we view these stakeholders as fundamental to our business and ESG performance. Further details on employee engagement and user experience can be found on pages 29 and 39 respectively.

GOALS & TARGETS
Goal and target setting is critical to improving our ESG performance. Our goals describe the overall ambition that we strive to achieve, and our targets are measurable, support a long-term vision and focus on near-term practicality. The goals and targets are outlined in their associated sections throughout the ESG Report. As our ESG program evolves, we continually review and may revise our goals to ensure they stay relevant.

With 2019 as our baseline year, we created reduction targets for energy and GHG emissions, water and waste consumption by 2024 across our target portfolio. In 2021, we outperformed our 2024 reduction targets across energy, GHG emissions and water. See Appendix page 57 for details on the scope and boundaries of our target portfolio.

ALLIED’S ESG PRIORITIES

ENVIROMENTAL
Energy management
GHG emissions reduction
Water management
Waste management
Climate change adaptation
Sustainable design standards

SOCIAL
Equity, diversity & inclusion
Health, wellbeing & safety

GOVERNANCE
Climate-related risk management
ESG disclosure & transparency

Our Process
We undertake the following process to advance our ESG Strategy and related initiatives across the business. We strive to identify interventions and pilot programs, gather lessons learned and scale accordingly to keep pace with evolving market demands and stakeholder expectations.

EVALUATE
- Scan market trends, best practices and current events
- Assess and benchmark baseline performance
- Understand the needs and desires of our stakeholders
- Identify ESG priorities where we can have the greatest impact on the issues that affect our business, stakeholders and communities

PLAN
- Establish goals, targets and metrics for our ESG priorities
- Develop plans, toolkits and resources needed for execution
- Monitor implementation and performance
- Record successes and areas of improvement

IMPLEMENT
- Educate and train employees to ensure successful implementation
- Revise processes and programs to improve ESG outcomes

REPORT
- Analyze performance and compare against benchmarks
- Communicate on an annual basis to maintain transparency and accountability
Environmental

We aim to protect the natural environment while reducing the environmental impact of our business activities.
Our Net Zero Project Team includes representation from across the business to ensure we establish an approach that is both achievable and adopted by the entire company. Over the next 12-18 months, the Team will be provided with in-depth learning opportunities to ensure they have a comprehensive understanding of net zero in the context of our business. The Team, alongside expert partners, will conduct an in-depth analysis to prepare our Net Zero Carbon Plan and associated reduction targets. We are aligned to the prevailing commitment of net zero by 2050. Our work will remain consistent with the global goal as we work to refine our milestones and measure progress over time.

Our Net Zero Carbon Plan is centered on four pillars: development and re-development projects, acquisition due diligence, operational assets and renewables and offsets. Each pillar has associated impact areas and project outcomes to drive GHG emissions reduction and overall performance. This approach ensures clarity and alignment to support future decision-making and forecasting. Some of the key deliverables include:

1. **DEVELOPMENT & RE-DEVELOPMENT PROJECTS**
   - Design standards with progressive performance targets or carbon budgets for all new development and re-development projects.

2. **ACQUISITION DUE DILIGENCE**
   - Net zero carbon acquisition checklist to evaluate the implications of transitioning new acquisitions to net zero as part of our due diligence process.

3. **OPERATIONAL ASSETS**
   - Net zero transition roadmap that identifies and evaluates the technical and economic viability of deep retrofits and fuel switching measures for our standing portfolio to achieve net zero carbon, supplemented by estimated capital cost requirements on representative buildings and implementation timelines.

4. **RENEWABLES & OFFSETS**
   - Renewable energy strategy to maximize the use of on-site renewable generation systems at new development projects and across our standing portfolio.
Energy Management & GHG Emissions Reduction

**GOALS**

- **Energy Management**
  Reduce the energy consumption at our properties by optimizing systems design and conservation practices.

- **GHG Emissions Reduction**
  Limit the direct and indirect greenhouse gas (GHG) emissions that we generate through our operations, developments and major re-developments to minimize the adverse environmental and human health impacts of global warming.

**TARGET PORTFOLIO**

We are committed to the continuous improvement of our environmental performance, and our approach to energy conservation and carbon reduction. Our 2024 energy and emissions reduction targets include average Energy Use Intensity (EUI) of 22.6 kWh/ft², average Greenhouse Gas Intensity (GHGI) of 2.33 kgCO₂e/ft² and cumulative 6.6% absolute emissions reduction across our target portfolio. Our 2021 energy and GHG emissions performance show a 25.4% and 12.4% reduction compared to our 2019 baseline, outperforming our 2024 targets by 6.9% and 6.0%, respectively. The absolute GHG emissions of our target portfolio went from 34,799 tonnes in 2019 to 30,467 tonnes in 2021. This achievement was driven by the implementation of a series of energy conservation initiatives as well as reduced occupancy in our buildings due to COVID-19.

**GHG Emissions Reduction**

Limit the direct and indirect greenhouse gas (GHG) emissions that we generate through our operations, developments and major re-developments to minimize the adverse environmental and human health impacts of global warming.

**BASELINE**

- **TARGET PORTFOLIO GHG EMISSIONS INTENSITY (GHGI)**
  - **TARGET 2021:** 2.18
  - **BASELINE 2019:** 2.49

- **TARGET PORTFOLIO ENERGY USE INTENSITY (EUI)**
  - **TARGET 2021:** 22.6
  - **BASELINE 2019:** 24.7

- **TARGET PORTFOLIO ABSOLUTE EMISSIONS**
  - **TARGET 2021:** 30,467 tonnes
  - **BASELINE 2019:** 34,799 tonnes

**DATA COVERAGE**

Performance data collection and benchmarking remain cornerstones of our Energy Management Framework. We are continuously expanding our automated utility data collection and benchmarking process. We increased our energy data coverage across our standing portfolio from 94% in 2019 to 95% in 2021, while continuing to increase our portfolio size. Currently, we have over 19 million sq. ft. benchmarked in ENERGY STAR Portfolio Manager, tracking our energy and GHG emissions performance. See Appendix for our standing portfolio’s 2021 energy consumption and GHG emissions performance.

**2021 INITIATIVES**

We updated our technical specifications for energy audits to ensure greater consistency and overall quality. We prioritized and accelerated the roll out of conservation measures that generate strong economic payback (five years or less), such as lighting retrofits, variable frequency drive (VFD) upgrades, demand control ventilation and control recommissioning. Some of our executed projects include:

- **Lighting retrofits:** covering over 2.4 million sq. ft. in 2021. Since 2019, we have performed 54 lighting retrofit projects covering over 5.7 million sq. ft.
- **Building analytics for continuous commissioning and performance optimization:** At Queen Richmond Centre West in Toronto, building analytics and a series of energy conservation measures led to a reduction in the building’s EUI from 29.2 kWh/ft² in 2019 to 17.2 kWh/ft² in 2021 achieving a 41% and 52% reduction in respective energy use and carbon production.
- **Air pollutant sensors installed in underground parking garages:** to reduce the operating hours of ventilation fans by over 50%.

**Next Steps**

- **$1 million invested in deploying VFD on air circulation pumps and fans as well as upgrading HVAC system controls.**
  
  We started reviewing deeper energy savings opportunities that build on the conservation projects completed to date. We approach these opportunities by looking at all capital renewal projects and evaluating advanced energy alternatives against traditional like-for-like capital replacement. This approach allows us to harness the benefits of capital replacement to enhance the economic payback of deep energy conservation measures.

- **Create an energy management plan for all operational assets and formalize a national energy management reporting protocol.**

**DEEP ENERGY CONSERVATION CAPITAL RENEWAL PROJECT**

Replacing end-of-life gas-fired rooftop units with electric heat pump technology

<table>
<thead>
<tr>
<th>DEEP ENERGY CONSERVATION</th>
<th>CAPITAL RENEWAL PROJECT</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>HEATING SYSTEM CARBON REDUCTION</strong></td>
<td>90%</td>
</tr>
<tr>
<td><strong>AVERAGE ANNUAL COST SAVINGS</strong></td>
<td>$7,500</td>
</tr>
<tr>
<td><strong>CAPITAL COST PREMIUM</strong></td>
<td>$16,000</td>
</tr>
<tr>
<td><strong>YEARS EXPECTED PAYBACK</strong></td>
<td>&lt;5 years</td>
</tr>
</tbody>
</table>

*Project was initiated in 2021 and expected to be completed in 2022.*

**4.** Continue to deploy energy conservation measures, including 32 LED lighting retrofit projects planned for 2022, covering over 3 million sq. ft.

**5.** Develop the Net Zero Carbon Plan for our standing portfolio, development and re-development projects.

**6.** Create an energy management plan for all operational assets and formalize a national energy management reporting protocol.
Water Management

**GOAL**

- Improve water use efficiency and reduce consumption across our portfolio.

**TARGET PORTFOLIO PERFORMANCE**

Allied’s water use reduction target is to achieve an average Water Use Intensity (WUI) of 59.1 L/ft² across our target portfolio by 2024. Our 2021 performance outperformed our 2024 reduction target by 35.7%. This achievement was driven by the implementation of a series of energy conservation initiatives as well as reduced occupancy in our buildings due to COVID-19. We are committed to continue implementing conservation initiatives at our properties and to report our progress.

**DATA COVERAGE**

In 2021, we increased our water data coverage to 83.3% from 61% in 2019. This is largely due to repairing and installing water meters at our Montréal properties where water meters were not required for billing purposes. We aim to continue increasing water data coverage to more accurately benchmark our performance and to prioritize audits and retrofits that maximize our impact and return on investment. See Appendix for our standing portfolio’s WUI and water consumption.

**2021 INITIATIVES**

In addition to regular water audits and conservation measures identified as part of our National Energy and Water Budget, we developed performance specifications for low-flow plumbing fixtures for all new landlord projects. The new performance specifications exceed the minimum requirements of LEED v4 BD+C Indoor Water Use.

<table>
<thead>
<tr>
<th>WATER MANAGEMENT</th>
<th>TARGET PORTFOLIO AVERAGE WATER USE INTENSITY (WUI)</th>
</tr>
</thead>
<tbody>
<tr>
<td>TARGET</td>
<td>59.1 L/ft²</td>
</tr>
<tr>
<td>2021</td>
<td>38</td>
</tr>
<tr>
<td>BASELINE</td>
<td>67</td>
</tr>
</tbody>
</table>

**Next Steps**

- Continue to install water meters to further increase data coverage across our standing portfolio.
- Survey our existing open-looped cooling towers to identify water conservation measures to reduce water consumption associated with water evaporation and blow down.
- Develop an internal water audit checklist and continue to perform building-level water audits across our standing portfolio.

**WATER CONSERVATION UPGRADES**

- New adiabatic fluid coolers that will significantly reduce water consumption compared to pre-existing open cooling towers.
- New water-efficient plumbing fixtures exceeding LEED v4 Indoor Water Use Reduction’s performance requirements.
- New building automation system for continuous commissioning and a demand response capability.

**ENERGY CONSERVATION UPGRADES**

- New heat recovery chiller plant to harness the heat generated by the data centres’ server and process load as a low-carbon heating source for space heating.
- New electric hot water boiler to complement a high-efficiency gas-fired boiler. The boilers will be staged to optimize energy cost based on grid electricity peak periods and demand response signals.
- Major upgrades to makeup air handling units with demand control ventilation, combined with rebalancing and recommissioning the entire variable air volume (VAV) systems to optimize energy consumption and ventilation air level.

60 Adelaide Street East, originally built in 1963, is an office building consisting of 112,500 sq. ft. of office space, 8,500 sq. ft. of data centre space and 5,400 sq. ft. of underground parking. Since 2020, the building has undergone a major re-development that includes a series of energy and water conservation measures while maintaining building occupancy.

**EXPECTED ANNUAL SAVINGS**

- 25% reduction in energy use
- 70% reduction in water consumption
- 90% reduction in GHG emissions

*Compared to our 2019 baseline.*
Waste Management

GOAL

Reduce the waste generated by our development and operating activities through responsible treatment, sorting, handling, storage and disposal.

TARGET PORTFOLIO PERFORMANCE

Allied’s waste diversion target is to achieve an average waste diversion rate of 64% across our target portfolio by 2024. In 2021, our waste diversion rate modestly improved to 47% from our 46% 2019 baseline. Our 2021 activities focused on improving our waste comprehension and identifying initiatives to reduce landfill waste generated by our users and development activities. We expect to reduce waste by increasing the number of waste audits at our existing buildings and by establishing construction waste management plans and targets for our development activities. We are in the process of finalizing our three-year waste management strategy with priority actions to achieve our 2024 waste diversion target.

2021 INITIATIVES

Waste audits provide us with site-specific insights to measure, manage and reduce waste. In 2021, we elevated our national waste audit program by increasing the number and coverage of waste audits conducted across our standing portfolio from 1.3 million sq. ft. in 2019 to almost 5.8 million sq. ft. in 2021. Additional initiatives to improve performance:

- Updated signage and building waste collection procedures to increase the capture rate of recyclable and organic materials.
- Expanded our hazardous and e-waste collection programs.
- Established a user engagement plan to encourage behavioural changes to reduce landfill waste.

USER ENGAGEMENT

We recognize that a building’s waste performance is dependent on the behaviour of its users. We intend to provide our users with training, resources and signage to support our collective waste diversion efforts. In 2021 and 2022, we partnered with a third-party waste management and diversion expert to conduct a series of education sessions for our users and building operators across the seven cities in which we operate. We learned that many of our users are eager to collaborate with us on waste reduction efforts. We will be updating our waste management and engagement approach to better support our users, suppliers and Allied team members to improve waste behaviours, increase our waste diversion rates and achieve our 2024 target.

DEVELOPMENT ACTIVITIES

The majority of our portfolio is comprised of adaptively-reused heritage buildings from the turn of the last century. Our construction practices reduce the amount of excavation, demolition and construction waste by preserving and re-purposing these buildings. We also prioritize the re-use of architectural building elements where possible, such as repurposing wood flooring as ceiling finishes, radiators and other vintage components as decorative features and factory-sash windows as partition walls. To ensure responsible waste diversion during our new developments and re-development projects, Allied includes specific requirements within our Owner’s Project Requirements (OPR) framework for waste diversion.

In 2021, the average waste diversion rate was 85% across our portfolio, up from 50% in 2019 across 3.3M sq. ft. In 2021, we are on track to continuously improve waste management practices.

Next Steps

- Continue to roll out our national waste audit program, with an aim to audit 50 buildings covering 56.8% of our portfolio’s GLA in 2022.
- Evaluate regulatory requirements and certification programs to continuously improve waste management practices.
- Update our waste signage program and provide technical trainings to our users and custodial team members to improve at-source waste diversion.
- Formalize our three-year waste management strategy by the end of 2022.
- Adopt a zero-waste design in the re-development of our Calgary office.

TARGET PORTFOLIO AVERAGE WASTE DIVERSION RATE

<table>
<thead>
<tr>
<th>TARGET</th>
<th>2021</th>
<th>BASELINE</th>
</tr>
</thead>
<tbody>
<tr>
<td>47</td>
<td>65</td>
<td>65</td>
</tr>
</tbody>
</table>

5.8M sq. ft. of waste audits in 2021 across our standing portfolio, up from 3.3M sq. ft. in 2019.

Queens Richmond Centre West, Toronto
Climate Change Adaptation

GOAL

Prioritize climate change adaptation in our approach to acquisitions, development and operations.

We are taking a proactive approach to evaluate, adapt and mitigate against the physical risks that climate change poses to our business, assets and operational activities. Building on our portfolio-wide climate risk assessment using Four Twenty Seven© (427) data, we are developing a comprehensive physical climate risk assessment framework as part of our Physical Climate Resilience Strategy for our assets. This tool will allow us to better assess and evaluate building-specific impacts due to climate change.

We are partnering with third-party subject matter experts to develop our physical climate risk assessment framework. The framework will be based on the established methodology under ISO 14091, ISO 31000 and the Public Infrastructure Engineering Vulnerability Committee (PIEVC) Protocol. This approach will allow us to calculate a more comprehensive climate-related risk rating across our standing portfolio. The risk rating will identify buildings that are considered the most vulnerable to climate-related risks and require in-depth assessment. These detailed assessments will help prioritize adaptation measures, as well as emergency response plans for our properties.

We recognize that climate risk evaluation is an emerging area of study, and iterations and refinement will be a critical part of our process. In addition to physical risks, we have begun identifying and addressing transitional risks and opportunities for our business. For more information and to review our inaugural TCFD Recommendations table, see page 50.

Next Steps

- Establish a preliminary climate risk assessment framework based on the established methodology under ISO 14091, ISO 31000 and PIEVC.
- Pilot physical climate risk assessments at our buildings to identify climate-related risks and impacts, as well as adaptation measures and emergency response plans.
- Develop a climate risk rating for all properties across our portfolio.
Sustainable Design Standards

GOAL
Align all new development and re-development projects with our Net Zero Carbon Plan.

From the beginning, Allied has focused on the adaptive re-use of older structures built over a century ago for light-industrial purposes. By recycling buildings rather than re-building them, we have minimized our impact on the environment. This approach has evolved over time to better serve knowledge-based organizations and contribute to neighbourhoods in a manner that is sensitive to the surrounding community.

Net zero carbon development requires a fundamental re-think of how we procure, design and build. To prepare our team and our partners, in 2021 we began to re-evaluate our entire development framework. Following a review of best practices and lessons learned, we initiated the formulation of a Sustainable Development Framework that integrates the priorities of our ESG Strategy, Net Zero Carbon Plan and Equity, Diversity and Inclusion (EDI) Roadmap. Once complete, the Framework will include:

- Owner’s Project Requirements (OPR), which outlines the minimum design requirements that all new developments and re-developments must achieve across energy, GHGs, water, waste, climate adaptation, health, wellbeing and safety and EDI.
- Progressive building performance targets and a governance approach that supports net zero carbon design and long-term value creation, aligned with our Net Zero Carbon Plan.
- A clear Standard Operating Procedure (SOP) for all future development projects to align with the Framework.

Continuous learning is fundamental to ongoing success. We are preparing to pilot a net zero carbon development to understand the technologies, partners and skills needed to scale and implement net zero developments across our portfolio. By evaluating our existing projects and learning from global leaders, we can identify and respond to the planning, economic and operational considerations for minimizing our carbon footprint on future projects.

NET ZERO CARBON PILOT PROJECTS
We have identified two expansion projects to serve as our net zero carbon development pilots:
1. 365 Railway Street in Vancouver
2. Le Nordelec in Montréal

Both projects offer an opportunity to evaluate the cost, operational challenges and opportunities for net zero development in different jurisdictional contexts. For each of the net zero pilots, we intend to focus on four key areas:
- Building life-cycle analysis
- Building systems performance
- Building materials selection
- Envelope performance

The planning activities underway for the net zero pilot projects have already influenced decisions on other projects at earlier stages of design. We aim to begin construction on at least one of the two pilot projects in late 2022 or early 2023. Our commitment to sustainable design is not only an ESG priority but also integral to providing knowledge-based organizations with workspace that is sustainable and conducive to human wellness, creativity and connectivity.

BUILDING CERTIFICATION COMMITTEE
Allied is in the process of evaluating third-party building certifications and ratings to establish a consistent approach across our portfolio and improve the performance of all buildings. Multi-disciplinary teams are evaluating the criteria and merit of each system, taking into consideration competitor offerings, leasing requirements, operating standards, ongoing costs and ESG objectives. We intend to establish a strategy for pursuing certification as well as maintaining compliance aligned to specific segments of the portfolio.

Next Steps
- Complete and fully implement the Sustainable Development Framework.
- Complete a net zero carbon pilot project by 2024.
- Leverage the learnings from the pilot projects and Sustainable Development Framework to support net zero carbon transition plans for our standing portfolio.
- Evaluate suppliers to identify those that are aligned with the ambitions of our Net Zero Carbon Plan and Sustainable Development Framework.
- Finalize building certification strategy.
Social

We aim to improve employee and user experience and support the communities where we operate.
Employee Engagement

TEAM BUILDING
Allied’s culture is defined by our core values, which impact how we interact with each other, our users, our communities and our stakeholders. By providing a workplace that is inspiring, motivating, inclusive and above all, respectful, we can better support our users and our communities. Interdepartmental and interregional coordination and accountability is a key pillar of our corporate goal setting each year. Whether through quarterly town halls, office gatherings or regional events, we believe strongly in facilitating activities and experiences that strengthen teamwork and camaraderie among peers. In 2021, we engaged Kincentric to evaluate employee engagement. Highlights include:

- **77%** OVERALL ENGAGEMENT SCORE, PLACING US IN CANADA’S TOP QUARTILE, NINE POINTS ABOVE THE AVERAGE CANADIAN EMPLOYER.
- **79%** FEEL THAT ALLIED INSPIRES THEM TO DO THEIR BEST WORK EVERY DAY.
- **83%** INDICATE THAT WHEN GIVEN THE OPPORTUNITY, THEY WOULD TELL OTHERS GREAT THINGS ABOUT WORKING HERE AND WOULD RECOMMEND ALLIED TO A FRIEND.

Our areas for improvement were focused on improving our processes to become more efficient and effective, empowering the team to utilize their skills to drive decision making and enhancing career development opportunities. We reviewed the results in detail and put forward corporate and departmental action plans to address improvement opportunities.

PROFESSIONAL DEVELOPMENT & TRAINING
Investing in Allied’s employees’ continuous learning and growth is important to us. We believe it is critical to equip our team members with the relevant knowledge and skills to ensure they are successful throughout their careers. In 2021, we built on a coaching-based approach for managers and created **Leadership at Allied**, a custom designed curriculum based on Allied’s core competencies and beliefs on leadership. The program will be delivered to all people managers in 2022. Our coaching-based philosophy encourages continuous feedback, provides an open forum for sharing ideas and enables greater autonomy over decisions.

In addition to coaching education, Allied provides other opportunities for training and development for all employees. Departments are encouraged to pursue programs that will elevate team members.

In 2021, we conducted a learning needs assessment across all departments and levels of the company to create our learning program, the **Allied Academy**. In addition, we designed a training curriculum of real estate fundamentals to increase company-wide knowledge of business basics. The curriculum will be delivered over the course of 2022 and is available to all employees. We also have mandatory cyber security training and ESG-related education.

Next Steps
- Continue to conduct an annual third-party employee engagement survey. Our goal is to remain in the top quartile of all participating Canadian employers.
- Launch the Allied Academy and deliver content based on needs and priorities.
- Deliver Leadership at Allied, our custom leadership fundamentals curriculum, to all people leaders in 2022.
Equity, Diversity & Inclusion (EDI)

We aim to be stewards of change and promote equity, diversity and inclusion throughout our business. We strive to provide spaces where people of all lived experiences, incomes, races, abilities and other diverse backgrounds feel welcome and safe. 

An employee-led EDI Committee was created in 2019, representing a group of individuals from a variety of backgrounds, genders, religions, ethnicities, sexual orientations, ages, seniority levels and geographic regions. The purpose of the committee is to promote an inclusive culture where employees feel welcome to be themselves and are valued for their individuality and perspectives at all levels of the organization.

In 2020, we engaged a third party to conduct a company-wide audit of our business through an EDI lens. Building on the results, we established a three-year EDI Roadmap focused on the following objectives:

- Provide training and mentorship for employees to build awareness of EDI issues and other soft skills that support an equitable and inclusive team, while also building a pipeline of diverse talent to senior levels of the organization.
- Increase the use of diverse hiring practices to broaden our pool of prospective candidates and provide hiring managers with the tools to ensure fairness and objectivity during recruitment.
- Measure our EDI performance on an annual basis to track progress.
- Ensure all communications (e.g., website, flyers, reports) are aligned to prevailing accessibility requirements and visually representative of the diverse communities that we serve.
- Develop guidelines for inclusive building design that considers accessibility from a range of diverse perspectives, including gender, ability, race and life stage.
- Evaluate existing and prospective vendors and suppliers to ensure adoption of EDI practices and alignment to Allied’s commitments.
- Bolster our participation and engagement of communities by participating in local events and contributing consistently across regions.
- Celebrate, remember and learn about the history, culture and traditions of historically marginalized communities through events, campaigns and workshops.

In 2021, we engaged a third party to conduct a company-wide audit of our business through an EDI lens. Building on the results, we established a three-year EDI Roadmap focused on the following objectives:

- Provide training and mentorship for employees to build awareness of EDI issues and other soft skills that support an equitable and inclusive team, while also building a pipeline of diverse talent to senior levels of the organization.
- Increase the use of diverse hiring practices to broaden our pool of prospective candidates and provide hiring managers with the tools to ensure fairness and objectivity during recruitment.
- Measure our EDI performance on an annual basis to track progress.

In 2021, we engaged a third party to conduct a company-wide audit of our business through an EDI lens. Building on the results, we established a three-year EDI Roadmap focused on the following objectives:

- Provide training and mentorship for employees to build awareness of EDI issues and other soft skills that support an equitable and inclusive team, while also building a pipeline of diverse talent to senior levels of the organization.
- Increase the use of diverse hiring practices to broaden our pool of prospective candidates and provide hiring managers with the tools to ensure fairness and objectivity during recruitment.
- Measure our EDI performance on an annual basis to track progress.

GOAL

Cultivate an environment that advances equity, reflects diversity and demonstrates inclusivity for all stakeholders of our business.
Next Steps

» Establish inclusive building design guidelines for new and existing assets, informed by select building audits, prevailing research and expert guidance.
» Provide training and educational opportunities to employees and users on inclusive building design and operating practices.
» Integrate equity, diversity and inclusion criteria into our vendor evaluation scorecard.
» Continue to engage employees and users in events and workshops highlighting the history, culture and contributions of historically marginalized communities.

*Data collected from optional self-reported demographic survey. 92% of Allied employees responded to the demographic questions.
Health, Wellbeing & Safety

GOAL

Provide a leading health and safety program to ensure the wellbeing of Allied employees, suppliers, users and visitors.

We understand the importance of taking care of our employees’ health and wellbeing inside and outside the office. Through an online tool called LifeWorks, we provide all employees with useful resources for addressing health and wellbeing issues, such as financial planning, legal advice and childcare, as well as specialized counseling services; in addition to the healthcare and wellness coverage provided through the employee benefits program. We also support our employees’ retirement savings through a Registered Retirement Savings Plan that includes employer matching contributions, optional share purchase plans and access to financial planning.

Allied has developed emergency response plans for each asset and completed the first year of internal audits to ensure safe and healthy work environments for Allied staff and building users. Our regional Health and Safety Committees and Safety and Security Team assess our properties to ensure compliance with provincial requirements on an ongoing basis. Our Operations Team completes monthly inspections of each property to ensure that opportunities for improvement are identified and implemented.

2021 INITIATIVES

We developed and implemented Allied’s integrated risk management program based on the ISO 31000:2018 standard.

The development process included a thorough review of all health, safety and security risks that apply to our operations as well as existing mitigation measures and additional opportunities to enhance on-site safety and security of our employees, contractors and building users. Our comprehensive analysis was used to develop Allied’s multi-year Health, Safety and Security Strategy to ensure we provide a robust health, safety and security culture for all stakeholders. This program is being expanded in 2022 to capture asset-specific climate-related risk ratings identified by our physical climate risk assessment framework to maintain a comprehensive understanding of all risks and opportunities within our portfolio.

In 2021, we introduced a Site Acquisition Safety and Security Guideline to ensure new properties are in accordance with the Allied standard. This guideline and the associated inspections and assessments were used during the onboarding process of Gare Viger in Montréal and the Dominion Building in Vancouver.

INDOOR AIR QUALITY

Across our portfolio, we optimize ceiling height, natural light, ventilation and air filtration to support the comfort and health of our users and employees. We consider indoor air quality foundational to health and wellbeing. Environmental guidelines and operating standards are created in the early stages of design for all new developments with high-efficiency requirements that consider ventilation, air filtration, relative humidity, fresh air and temperature control. To ensure consistently high levels of air quality, we engage independent specialists to perform sampling in line with specific asset requirements.

We understand the importance of taking care of our employees’ health and wellbeing inside and outside the office. Through an online tool called LifeWorks, we provide all employees with useful resources for addressing health and wellbeing issues, such as financial planning, legal advice and childcare, as well as specialized counseling services; in addition to the healthcare and wellness coverage provided through the employee benefits program. We also support our employees’ retirement savings through a Registered Retirement Savings Plan that includes employer matching contributions, optional share purchase plans and access to financial planning.

Allied has developed emergency response plans for each asset and completed the first year of internal audits to ensure safe and healthy work environments for Allied staff and building users. Our regional Health and Safety Committees and Safety and Security Team assess our properties to ensure compliance with provincial requirements on an ongoing basis. Our Operations Team completes monthly inspections of each property to ensure that opportunities for improvement are identified and implemented.

2021 INITIATIVES

We developed and implemented Allied’s integrated risk management program based on the ISO 31000:2018 standard.

The development process included a thorough review of all health, safety and security risks that apply to our operations as well as existing mitigation measures and additional opportunities to enhance on-site safety and security of our employees, contractors and building users. Our comprehensive analysis was used to develop Allied’s multi-year Health, Safety and Security Strategy to ensure we provide a robust health, safety and security culture for all stakeholders. This program is being expanded in 2022 to capture asset-specific climate-related risk ratings identified by our physical climate risk assessment framework to maintain a comprehensive understanding of all risks and opportunities within our portfolio.

In 2021, we introduced a Site Acquisition Safety and Security Guideline to ensure new properties are in accordance with the Allied standard. This guideline and the associated inspections and assessments were used during the onboarding process of Gare Viger in Montréal and the Dominion Building in Vancouver.

INDOOR AIR QUALITY

Across our portfolio, we optimize ceiling height, natural light, ventilation and air filtration to support the comfort and health of our users and employees. We consider indoor air quality foundational to health and wellbeing. Environmental guidelines and operating standards are created in the early stages of design for all new developments with high-efficiency requirements that consider ventilation, air filtration, relative humidity, fresh air and temperature control. To ensure consistently high levels of air quality, we engage independent specialists to perform sampling in line with specific asset requirements.

Ongoing COVID-19 Response

Throughout the COVID-19 pandemic, the health and safety of our employees, users and communities have remained our top priority. At the onset of the pandemic, Allied swiftly adopted various policies, programs and building upgrades that focused on mitigating viral transmission, in compliance with national and regional mandates. Our key actions in response to the pandemic are included below.

• Established a Re-Opening Committee to review ongoing government policies, industry best practices and internal processes to prepare the Allied Corporate and Portfolio Re-Opening Plans. Our plans provided employees and users with an overview of Allied’s policies for a healthy and safe return to the workplace, as well as Standard Operating Procedures (SOPs) for all operational aspects supporting our workspace and UDC assets.

• Mandated site-specific protocols to reduce employee risk and keep all visitors, users and third-party service providers safe.

• Distributed wellness kits with masks, gloves, sanitizer and cleaning wipes to all employees.

• Introduced a voluntary COVID-19 rapid antigen screening program for employees and contractors entering our facilities across Canada. In 2021, we conducted over 10,000 screenings across the country.

• Ensured that no employees lost employment due to the disruption caused by COVID-19.

• Partnered with retail users to provide catered meals distributed safely at our offices for employees unable to work from home.
MOBILITY & ACTIVE TRANSPORTATION

We provide knowledge-based organizations with workplaces in well-connected urban environments. Operating in these areas has allowed us to offer our employees, users and visitors accessible destinations that are well-served by public transit, as well as pedestrian and cyclist-friendly infrastructure. In 2019, we started to monitor our properties’ Bike Scores, Transit Scores and Walk Scores across the cities where we operate and, in all cases, we exceed the city average in all three areas.*

BIKE SCORE

Bike Score measures whether an area is good for biking. For a given location, a Bike Score is calculated by measuring bike infrastructure (lanes, trails, etc.), hills, destinations, road connectivity and the number of bike commuters.

TRANSIT SCORE

Transit Score measures how well a location is served by public transit. Transit Score is based on data released in a standard format by public transit agencies.

WALK SCORE

Walk Score measures the walkability of any address. For each address, Walk Score analyzes hundreds of walking routes to nearby amenities. Points are awarded based on the distance to amenities in each category.

AVERAGE BIKE, TRANSIT AND WALK SCORES

<table>
<thead>
<tr>
<th>City</th>
<th>Allied</th>
<th>2021 City Avg.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>BIKE SCORE</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Toronto</td>
<td>89</td>
<td>61</td>
</tr>
<tr>
<td>Kitchener</td>
<td>86</td>
<td>55</td>
</tr>
<tr>
<td>Calgary</td>
<td>82</td>
<td>50</td>
</tr>
<tr>
<td>Vancouver</td>
<td>85</td>
<td>79</td>
</tr>
<tr>
<td>Edmonton</td>
<td>93</td>
<td>40</td>
</tr>
<tr>
<td>Montreal</td>
<td>92</td>
<td>73</td>
</tr>
<tr>
<td>Ottawa</td>
<td>69</td>
<td>64</td>
</tr>
<tr>
<td><strong>TRANSIT SCORE</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Toronto</td>
<td>99</td>
<td>78</td>
</tr>
<tr>
<td>Kitchener</td>
<td>62</td>
<td>47</td>
</tr>
<tr>
<td>Calgary</td>
<td>83</td>
<td>50</td>
</tr>
<tr>
<td>Vancouver</td>
<td>99</td>
<td>74</td>
</tr>
<tr>
<td>Edmonton</td>
<td>88</td>
<td>49</td>
</tr>
<tr>
<td>Montreal</td>
<td>79</td>
<td>67</td>
</tr>
<tr>
<td>Ottawa</td>
<td>93</td>
<td>50</td>
</tr>
<tr>
<td><strong>WALK SCORE</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Toronto</td>
<td>97</td>
<td>61</td>
</tr>
<tr>
<td>Kitchener</td>
<td>82</td>
<td>45</td>
</tr>
<tr>
<td>Calgary</td>
<td>95</td>
<td>39</td>
</tr>
<tr>
<td>Vancouver</td>
<td>95</td>
<td>80</td>
</tr>
<tr>
<td>Edmonton</td>
<td>96</td>
<td>40</td>
</tr>
<tr>
<td>Montreal</td>
<td>96</td>
<td>40</td>
</tr>
<tr>
<td>Ottawa</td>
<td>87</td>
<td>65</td>
</tr>
</tbody>
</table>

Source: walkscore.com

*The Allied scores in this chart are weighted by the square footage of the neighbourhoods where we operate.
User Experience

There is an undeniable connection between user experience and ESG. Achieving successful ESG performance is contingent upon the behaviours of our users. Our impact is greatly enhanced when we work together as partners to reduce on-site energy, water and waste consumption. Through the creation of our ESG Strategy, annual Kingsley User Experience Assessment Survey and ongoing user engagement, we’ve learned that the majority of our users are aligned with our ESG ambitions. Many are committed to evolving their businesses in a manner that generates positive impact for the economy, environment and people.

The Kingsley survey results, as outlined in the graph below, further demonstrate the alignment between our ESG priorities and those of our users. The items identified as “Important” and “Very Important” are consistent with our ESG Strategy.

### IMPORTANCE OF SUSTAINABILITY INITIATIVES TO OUR USERS

<table>
<thead>
<tr>
<th>Initiative</th>
<th>% of Users*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recycling &amp; Organics Program</td>
<td>56%</td>
</tr>
<tr>
<td>Energy Efficiency</td>
<td>41%</td>
</tr>
<tr>
<td>Water Efficiency</td>
<td>77%</td>
</tr>
<tr>
<td>Renewable Energy</td>
<td>41%</td>
</tr>
<tr>
<td>Emissions Reductions</td>
<td>58%</td>
</tr>
<tr>
<td>Sustainability Performance Reporting</td>
<td>68%</td>
</tr>
<tr>
<td>Green Building Certification</td>
<td>60%</td>
</tr>
</tbody>
</table>

*Users who checked Important or Very Important in survey responses.

Allied strives for continuous improvement that is informed by the direct feedback of our users. In 2020, we completed our inaugural third-party User Experience Assessment Survey with Kingsley. In November 2021, we completed our second survey, which demonstrated considerable progress over the prior year with improved ratings in all of the areas surveyed. We intend to conduct the survey every year.

### 2021 USER EXPERIENCE ASSESSMENT HIGHLIGHTS

- **100%** OF RATING AREAS IMPROVED FROM 2020
- **6.5%** INCREASE IN OVERALL SATISFACTION FROM 2020
- **46** PROPERTIES WON THE 2021 KINGSELY EXCELLENCE AWARD, UP FROM 26 IN 2020
- **EXCEEDED THE KINGSELY INDEX IN NET PROMOTER SCORE AND MANAGEMENT & BUILDING OPERATIONS OVERALL SATISFACTION**

We attribute our improvement to the learnings from the 2020 survey and the creation of Smart Plans to prioritize key actions that address user needs. As users return to the office, our focus on user experience is more significant than ever. We are currently evaluating and redesigning our User Experience Program to deepen our connection with our users and improve the overall satisfaction of their office environment and surrounding community. Our program includes several priorities, including ESG-related programming to inspire, inform and facilitate sustainable behaviours.

**Next Steps**

- Redesign our User Experience Program in collaboration with all departments to increase the impact of our initiatives.
- Increase ESG-related engagements with users.
- Develop a national building intelligence strategy to augment our operating platform and support user experience.

Since 2017, we have partnered with Montréal-based Alvéole and Hamilton-based Humble Bee to transform unused rooftop space into honeybee habitats. In 2021, we had 32 hives across our rooftops. We intend to continue offering workshops for users to meet the bees and learn about the importance of biodiversity.

We held virtual waste and recycling workshops, delivered in partnership with CD Sonter, for users across all cities.

In February 2022, we hosted two national Black History Month webinars with Professor Dean Delpeache and Maya Toussaint for users and Allied employees to learn about equity, diversity and inclusion, deepen our understanding of the barriers faced by members of the Black community and how to create a more equitable workplace.
We believe that real estate is a profoundly human business that needs to keep pace with demographic and technological change, as well as the ongoing evolution in human attitudes and experiences. It needs to be run with future generations in mind to foster human wellness, creativity, connectivity and diversity. Our community building activity is guided by four main principles.

1. **PRESERVE ARCHITECTURAL HISTORY**

Since the beginning, Allied has focused on the adaptive repurposing of light industrial buildings. The preservation and re-use of these buildings has helped to enhance the neighbourhood, while respecting the communities in which we operate.

We preserve historic assets by replacing aging infrastructure with modern and efficient building materials and technology in a manner that improves performance, while maintaining character and history. At 217 Richmond Street in Toronto, we restored the north and east façades to their original quality by removing parging, repointing and tinting the brick, and restoring cornice and other decorative features. We also reinstated the Gelber Brothers sign on the west façade to its original colour and spirit to celebrate the building’s history.

The Lougheed Block in Calgary, a designated heritage building, was once a preeminent space for office, retail and the arts. Due to the building’s heritage significance, Allied’s refurbishment goal was to bridge the city’s history with the future of office space. We focused on restoring key features, such as the sandstone and brick exterior, storefront windows and heritage lobby, while adding new features, such as a glazed elevator shaft, internal balconies, rooftop patio, gym, bike storage and changing facilities.

2. **CREATE DISTINCTIVE PLACES**

We prioritize creating distinctive experiences that provide value to our office users and visitors, while supporting local entrepreneurs and investing in public space. We often transform underutilized spaces for the benefit of our employees, users and the broader neighbourhood. As places of respite, activation or community gathering, we are working with our partners to create an “experiential layer” throughout many buildings across the country. In 2021, Allied partnered with MicroHabitat, an urban farming organization, to support local food systems by transforming our underutilized rooftops into productive urban gardens. MicroHabitat planted vegetables, herbs and edible flowers to create a resilient local food system that supports pollinators, while improving air quality and local biodiversity. From our rooftops at Queen Richmond Centre West and 555 Richmond Street West, MicroHabitat cultivated approximately 1,200 pounds of fresh produce, 2,000 edible plants and provided 120 meals to the Breakfast Club of Canada. The fresh produce was donated weekly to St. Felix’s Community Meals Program to support those in need.

3. **Lougheed Building, 604-1st Street SW, Calgary**

4. **555 Richmond Street West, Toronto**
2233 Columbia Street, Vancouver

Our Foundation Environmental Social Governance

**Allied commissioned this mural on 2233 Columbia Street in Vancouver as part of the 2021 Vancouver Mural Festival. The mural, *Dance as Though the Ancestors are Watching*, was created by local artist Sonny Assu (Ligwiłda’xw of the Kwakwaka’wakw Nations). Assu explores multiple mediums and materials to negotiate western and Kwakwaka’wakw principles of art-making. Often autobiographical, humorous, solemn and/or political, his diverse practice deals with the realities of being Indigenous in the colonial state of Canada.**

Photo credit: Sabrina Miso, Vancouver Mural Festival

### Next Steps

- Measure the economic, community and cultural impact of Allied’s arts and culture contributions.
- Identify and partner with local arts organizations to identify new opportunities for collaboration.
- Celebrate the rich history of our buildings by increasing documentation and storytelling of our notable historic and unique properties.
- Operate with Sensitivity

We see ourselves as integrated into the cities and neighbourhoods in which we operate. Our sensitivity ensures that we create buildings that are reflective and responsive of the community at large. In response to Canada’s growing housing crisis, we began to explore how we could leverage our properties to help address Toronto’s housing shortage. As part of the HOME Initiative, we identified several assets slated for development that could offer transitional housing for vulnerable populations in our community. In September 2021, in partnership with WoodGreen Community Services, a local social service agency, we were able to provide two families with housing and social supports. While residential properties occupy a very small portion of our portfolio, we intend to explore more opportunities for affordable housing within our standing portfolio and new development projects.

### INVEST IN ARTS & CULTURE

We believe that our neighbourhoods, buildings and users are best served if artists remain viable members of the community. We established the Make Room for the Arts program in 2012 to support the economic viability of local artists and increase the cultural and artistic vibrancy of the neighbourhoods where we operate. As part of this initiative, we offer discounted temporary and permanent spaces for artists, hire artists to integrate arts and culture into our buildings and partner with institutions that support artists and artist communities. In 2021, we established Allied’s Make Room for the Arts Committee to elevate our outreach and further develop our relationship with artists. From hoarding to interior design and signage, this Committee helps to formalize how we work with and select artist projects. Many Make Room for the Arts projects are featured in BLOCK, Allied’s semi-annual magazine that celebrates the intersection of beautiful spaces and creative ideas. Read more about the Make Room for the Arts program.
Governance

We aim to ensure our environmental and social governance infrastructure supports equitable, transparent and responsible business conduct.
Our Board and Management believe that sound governance practices are essential to achieving the best long-term interests of Allied and its constituents. The Governance, Compensation and Nomination Committee annually reviews existing board policies and committee mandates and current pronouncements on recommended best practices for corporate governance. Policies and practices adopted by Allied include:

- Amended Declaration of Trust based on model provisions prepared by the Canadian Coalition for Good Governance

Our ESG performance and related initiatives are a top priority. As such, we have created committees and management systems to ensure effective decision making and accountability of our ESG goals, targets and ambitions. In December 2021, the Board adopted an ESG Policy based on Allied’s goals set out in our ESG Strategy. Allied’s Board and Management are also committed to making our approach to ESG more manifest, deliberate and measurable. Corporate ESG Metrics were introduced in 2021, which are directly linked to annual executive compensation.

### Allied’s 2021 Corporate Scorecard

<table>
<thead>
<tr>
<th>TARGET</th>
<th>RESULT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Improve overall GRESB score to 70</td>
<td>80%</td>
</tr>
<tr>
<td>Maintain above average employee engagement level of 75%</td>
<td>77%</td>
</tr>
<tr>
<td>Achieve improvement in user satisfaction compared to prior year</td>
<td>6.5%</td>
</tr>
<tr>
<td>Address priorities included in Allied’s Equity, Diversity and Inclusion (EDI) Roadmap</td>
<td>NET OUR TARGETS IN THE EDI ROADMAP</td>
</tr>
</tbody>
</table>

### ESG Governance

**Board of Trustees**
Reviews our governance practices regularly and is responsible for overseeing our ESG strategy and governance philosophy. Receives quarterly updates from Management on ESG and an annual presentation from the VP Corporate Planning & Sustainability.

**Board Governance, Compensation & Nomination Committee**
Develops and monitors Allied’s overall approach to matters of governance. Oversees and monitors ESG performance. Reviews Allied’s ESG Report, ESG Policy and other governance policies and practices and makes comprehensive recommendations to the Board annually.

**Executive ESG Committee**
Assists Management and the Board in defining, designing, implementing, expanding and evaluating Allied’s ESG Strategy. Meets at least quarterly to review all matters related to ESG initiatives, performance and reporting.

**Corporate Planning & Sustainability Team**
Responsible for establishing and reporting Allied’s ESG Strategy and supporting all teams to achieve our objectives.

**Energy Management Team**
Responsible for the environmental performance of each asset across the portfolio, including energy, GHG emissions, water and waste.

**Departments & Committees**
Support the execution of Allied’s ESG Strategy and related initiatives.
Climate change risk has been identified by the Board as an environmental risk to Allied’s business as the likelihood of natural disasters and severe weather increases due to rising global temperatures. To advance our climate-related risk evaluation and assessment practices, we recently began implementing the recommendations established by the Task Force on Climate-related Financial Disclosures (TCFD). The ESG Committee directed a cross-disciplinary group of executives with identifying the potential climate-related physical and transition risks and opportunities to Allied’s business and integrating these findings into our business planning and strategy.

In response, we hosted a series of workshops with third-party climate experts in early 2022 to identify the potential risks and opportunities associated with the impacts of climate change on our buildings to mitigate the potential impacts of climate change.

Integrate ESG-related risks, starting with transitional and physical climate risk, into our current risk management process and business functions.

GOAL

Integrate ESG-related risks, starting with transitional and physical climate risk, into our current risk management process and business functions.

Climate change risk has been identified by the Board as an environmental risk to Allied’s business as the likelihood of natural disasters and severe weather increases due to rising global temperatures. To advance our climate-related risk evaluation and assessment practices, we recently began implementing the recommendations established by the Task Force on Climate-related Financial Disclosures (TCFD). The ESG Committee directed a cross-disciplinary group of executives with identifying the potential climate-related physical and transition risks and opportunities to Allied’s business and integrating these findings into our business planning and strategy.

In response, we hosted a series of workshops with third-party climate experts in early 2022 to identify the potential risks and opportunities associated with the impacts of climate change on the Canadian real estate sector using two scenarios across the short (before 2030) and long-term (beyond 2030). This exercise helps us evaluate our preparedness for climate-related impacts and highlighted innovative opportunities to mitigate interruption to operational activities and build business resilience. For more information on the specific findings of our climate scenario planning workshops and how we plan to integrate the findings into our business, see Allied’s inaugural TCFD Recommendations disclosure table on the following pages.

Later this year, we plan to roll out Allied’s Physical Climate Resilience Strategy. The aim of this asset-level strategy is to better understand the physical climate-related risks to our portfolio and implement measures that enhance the resilience of our buildings to mitigate the potential impacts of climate change.

Resilience Strategy for Allied’s standing portfolio. This will include evaluating the specific physical climate-related risks of each building to identify, evaluate, prioritize and implement opportunities that enhance the resilience of our buildings and mitigate physical climate risk across our portfolio.

Allied understands the importance of achieving net zero by 2050 or earlier to mitigate the adverse impacts of climate change and reduce the business’ physical and transition risk exposure. We are in the process of developing a Net Zero Carbon Plan that will identify a pathway to achieve net zero carbon by 2050 or sooner. The plan and effective implementation will require significant changes in our approach to sustainable operations and decision-making across our portfolio. With oversight of the ESG Committee and stewardship by our multi-disciplinary Net Zero Project Team, we will explore possible pathways to net zero carbon and develop a plan informed by the internationally recognized Science Based Targets initiative (SBTi). The foundation of our net zero pathway is centered on four pillars related to our business activities: development and re-development projects, acquisition due diligence, operational assets and renewables and offsets. Our work will remain in line with the global goal of achieving net zero by 2050 as we work to refine our milestones and measurable progress over time.

Task Force on Climate-related Financial Disclosures (TCFD)

GOVERNANCE

The Board is responsible for overseeing Allied’s risk assessment process by identifying the principal risks to Allied’s business and ensuring that appropriate systems are in place to manage these risks, including environmental and social risks. The Board administers this oversight function directly, with support from its two standing committees, the Audit Committee and the Governance, Compensation and Nominating Committee, each of which addresses risks in their respective areas. Climate change risk has been identified by the Board as an environmental risk to Allied’s business since 2017, as the likelihood of natural disasters and severe weather increases due to rising global temperatures, and the shift to a low carbon economy will have associated policy, market and technological implications on real estate investment and management.

The Board is committed to continuously learn and refine how to evaluate risk and disclose Allied’s performance with respect to climate change. In 2021, the Trustees received a presentation by the Canada Climate Law Initiative on the key risks and opportunities presented by climate change, its potential impact on the real estate sector and the role of the Board in climate governance and managing climate risk. The Board and its committees actively engage with Management regarding the identification and management of the principal and emerging risks facing Allied.

In 2021, Allied established an executive ESG Committee comprised of eight senior leadership team members. Management, via the ESG Committee, is responsible for implementing, expanding and evaluating Allied’s ESG Strategy, which encompasses identifying risks and evaluating the actions to mitigate and address climate-related risks. The Committee meets at least quarterly to review all matters related to ESG, including climate risk. For more information on Allied’s ESG governance structure, see page 48.

RISK MANAGEMENT

Climate change has been identified as an environmental risk to Allied since 2017, and we intend to enhance both our transition and physical climate-related risk management processes. Transition risk is defined as financial or reputational risks stemming from policy, legal or technology market changes as the economy transitions to low carbon. Physical risk is defined as both acute risks from specific extreme weather events, such as hurricanes and flooding and as well as chronic risks from long-term shifts in climate patterns, such as sea level rise, droughts and heat stress.

Allied currently manages transition risk through acquisition due diligence, regulatory reviews, GHG emission reductions targets and monitoring and proactive management through our energy management function. We also use building certification minimum requirements, such as LEED Gold and ROMABest. We intend to enhance our risk management process by integrating key actions identified in our climate scenario workshops (see Strategy Section on page 51) across our core business functions.

In the workshops, we prioritized actions based on our perceived level of preparedness by focusing on those that will directly contribute to building business resilience.

Allied initially identified the physical risks to our assets at the beginning of 2021 with a Climate Risk Tool to assess our entire portfolio using 427 data across seven risk indicators: sea level rise, water stress, heat stress, hurricanes, wildfires, earthquakes and floods. Based on this assessment, assets were assigned a risk score for each category and ranked on a percentile from 1-to-100. Building on this exercise, we have initiated property-specific assessments to identify climate-related risks caused by extreme weather events using current and future scenarios to mitigate potential negative impacts. We are now in the midst of developing a Physical Climate Resilience Strategy for Allied’s standing portfolio. This will include evaluating the specific physical climate-related risks of each building to identify opportunities to implement climate-related risk reduction measures and evaluate, prioritize and implement opportunities that enhance the resilience of our buildings and mitigate physical climate risk across our portfolio.

Allied understands the importance of achieving net zero by 2050 or earlier to mitigate the adverse impacts of climate change and reduce the business’ physical and transition risk exposure. We are in the process of developing a Net Zero Carbon Plan that will identify a pathway to achieve net zero carbon by 2050 or sooner. The plan and effective implementation will require significant changes in our approach to sustainable operations and decision-making across our portfolio. With oversight of the ESG Committee and stewardship by our multi-disciplinary Net Zero Project Team, we will explore possible pathways to net zero carbon and develop a plan informed by the internationally recognized Science Based Targets initiative (SBTi). The foundation of our net zero pathway is centered on four pillars related to our business activities: development and re-development projects, acquisition due diligence, operational assets and renewables and offsets. Our work will remain in line with the global goal of achieving net zero by 2050 as we work to refine our milestones and measurable progress over time.
business resilience. We will integrate these priority actions into our core business functions to mitigate interruption to our operational activities in the face of climate change and report on our progress.

During the workshops, we discussed the possible impacts of these scenarios, our current preparedness, and identified priority actions that Allied can take to improve business planning and strategy. In early 2022, Allied hosted a series of workshops with third-party climate experts to identify the potential risks and opportunities associated with the impacts of climate change on the Canadian real estate sector.

We identified short-term as before 2030 and long-term as beyond 2030.

<p>| STRATEGY |</p>
<table>
<thead>
<tr>
<th>RISKS</th>
<th>OPPORTUNITIES</th>
</tr>
</thead>
<tbody>
<tr>
<td>SHORT-TERM (BEFORE 2030)</td>
<td>Long-term (beyond 2030)</td>
</tr>
<tr>
<td>• Increased insurance premiums</td>
<td>• Increase user awareness of building resilience program</td>
</tr>
<tr>
<td>• Increased overhead and storage for maintaining inventory</td>
<td>• Incorporate beyond-code resilience and emergency preparedness measures to mitigate physical risks</td>
</tr>
<tr>
<td>• Significant increase in operational costs and prolonged equipment downtime</td>
<td>• Expand resilience-focused services to users</td>
</tr>
<tr>
<td>• Increased cost and timeline disruptions for development</td>
<td>• Integrate climate risk into acquisition and due diligence process</td>
</tr>
<tr>
<td>• Increased planning and operational complexity due to varying requirements between provinces and municipalities</td>
<td>• Modify supply chain to focus on local suppliers</td>
</tr>
<tr>
<td>• Integrate the scenario analysis workshop findings into internal risk management practices</td>
<td>• Improve employee knowledge and capabilities related to emergency preparedness and resilience</td>
</tr>
</tbody>
</table>

### Scenario 1: Lower Than 2°C

The Paris Agreement-aligned scenario (lower than 2°C) was guided by EA SDS and IPCC Representative Concentration Pathway (RCP) 2.6, and assumed widespread global action on climate change. The most significant impacts on the Canadian real estate market is a significant supply chain disruptions due to extreme weather and geopolitical events, an increase in frequency and severity of extreme flooding and heat events across Canadian cities and an increase in insurance claims rates and premiums in insurable regions. In this scenario, the potential risks and opportunities identified by the working group were primarily associated with the physical impacts of climate change.

### Scenario 2: Approximately 4°C

The Failure to Act scenario (approximately 4°C) was guided by IPCC RCP 6.0 and 8.5, and assumed limited global action on climate change. In this scenario, the most severe climate-related impacts to the Canadian real estate market could include significant supply chain disruptions due to extreme weather and geopolitical events, an increase in frequency and severity of extreme flooding and heat events across Canadian cities and an increase in insurance claims rates and premiums in insurable regions. In this scenario, the potential risks and opportunities identified by the working group were primarily associated with the physical impacts of climate change.

### Financial Implications

- Cost reduction from upfront investment realized
- Increased insurance premiums
- Increased overhead and storage for maintaining inventory
- Significant increase in operational costs and prolonged equipment downtime
- Increased cost and timeline disruptions for development
- Increased planning and operational complexity due to varying requirements between provinces and municipalities
- Integrate the scenario analysis workshop findings into internal risk management practices

### Next Steps

- Integrate the scenario analysis workshop findings into internal processes related to investment decisions, development activity, and capital planning.
- Develop and implement Allied’s Physical Climate Resilience Strategy.
- Continue to report on our progress related to climate change, including integrated physical and financial risks into our risk management practices.

### Metrics and Targets

- Allied has established key intensity-based metrics for the environmental topics material to our business, including energy, GHG emissions, water, and waste.
- Disclosing metrics related to physical and transition climate risk, such as greenhouse gas intensity (GHG), energy use intensity (EUI), water use intensity (WUI), energy and water consumption allows Allied and our stakeholders to understand how our assets are performing and how we are managing climate-related risk.
- For physical risks, we use metrics including 427 risk scores and peer-reviewed environmental datasets from IPCC (Intergovernmental Panel on Climate Change), NASA (National Aeronautics and Space Administration) and NOAA (National Oceanic and Atmospheric Administration) to assess and monitor exposure to extreme climate events. To ensure high quality reporting and comparability for our stakeholders, we prepare our ESG Report, including metrics and targets, in alignment with the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB).

- In 2021, Allied established intensity-based 2024 reduction targets for energy, GHG emissions, water, and waste, with 2019 as our baseline year. The targets support Allied’s ability to manage our climate-related risks and opportunities. The targets will be enhanced over time, particularly as we implement our Net Zero Carbon Plan. Pages 17-21 disclose our performance against our reduction targets as well as our Scope 1 and 2 emissions, GHI, EUI, WUI and consumption metrics.

- As we develop our Net Zero Carbon Plan, we aim to begin building our ESG report in alignment with SBTi requirements.

- Allied understands the importance of meaningfully integrating our climate-related metrics and targets into our business strategy and operations. Consequently, Allied’s performance against GRESB, an internationally recognized benchmarking tool for the ESG performance of real estate companies, is directly linked to annual executive compensation. Allied aims to continuously evolve our strategy and risk management processes to better serve our business and stakeholders.
ESG Disclosure & Transparency

GOAL

Disclose and communicate our ESG performance in a manner that is accurate, accessible, comparable, consistent and reflects our achievements and opportunities for growth.

Disclosing ESG performance has become a more conscious and explicit part of business life, especially for public entities like Allied. This is encouraging, and it is incumbent upon us to submit to scrutiny in this regard, just as we submit to extensive financial and operational scrutiny.

Not only is Allied committed to third-party scrutiny, we are committed to continuously enhancing disclosure of our ESG performance. We prepared our 2021 ESG Report in accordance with Global Reporting Initiative (GRI) 2021 Universal Standards and the Sustainability Accounting Standards Board (SASB) Real Estate Standard for a second year. As of this year, our ESG Report includes our climate-related risk management activities based on the recommendations from the Task Force on Climate-related Financial Disclosures (TCFD) and the United Nations Sustainable Development Goals (UN SDGs).

Next Steps

- Submit annually to GRESB on both our standing portfolio and development activities.
- Continue to report in alignment with GRI, SASB and UN SDGs.
- Report our progress on the TCFD recommendations in our 2022 ESG Report.

United Nations Sustainable Development Goals (UN SDGs)

The UN created the SDGs to serve as guidance to achieve a more sustainable future for people and planet. As a public entity and global citizen, Allied supports the UN SDGs. Our ESG initiatives contribute to the following UN SDG goals and related targets.

<table>
<thead>
<tr>
<th>UN SDG</th>
<th>UN SDG TARGET</th>
<th>UN SDG INDICATOR</th>
<th>ALLIED'S ALIGNMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.8.1</td>
<td>Coverage of essential health services</td>
<td>Employee Engagement (page 29) and Health, Wellbeing and Safety (page 35)</td>
<td></td>
</tr>
<tr>
<td>3.9.1</td>
<td>Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.9.2</td>
<td>Strengthen the capacity of all countries, in particular developing countries, for early warning, risk reduction and management of national and global health risks</td>
<td>Ongoing COVID-19 Response (page 36)</td>
<td></td>
</tr>
<tr>
<td>5.1.1</td>
<td>Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex</td>
<td>Equity, Diversity &amp; Inclusion (page 31)</td>
<td></td>
</tr>
<tr>
<td>5.5.2</td>
<td>Proportion of women in managerial positions</td>
<td>Equity, Diversity &amp; Inclusion (page 31)</td>
<td></td>
</tr>
<tr>
<td>6.4.1</td>
<td>Change in water-use efficiency over time</td>
<td>Water Management (page 29)</td>
<td></td>
</tr>
<tr>
<td>7.3.1</td>
<td>Energy intensity measured in terms of energy efficiency</td>
<td>Net Zero Carbon Plan (page 15) and Energy Management &amp; GHG Emissions Reduction (page 17)</td>
<td></td>
</tr>
<tr>
<td>9.4.1</td>
<td>CO₂ emission per unit of value added</td>
<td>Net Zero Carbon Plan (page 15) and Energy Management &amp; GHG Emissions Reduction (page 17)</td>
<td></td>
</tr>
<tr>
<td>11.2.1</td>
<td>Proportion of population that has convenient access to public transport, by sex, age and persons with disabilities</td>
<td>Mobility &amp; Active Transportation (page 37)</td>
<td></td>
</tr>
<tr>
<td>11.4.1</td>
<td>Total per capita expenditure on the preservation, protection and conservation of all cultural and natural heritage, by source of funding (public, private), type of heritage (cultural, natural) and level of government (national, regional and local/municipal)</td>
<td>Community Building (page 42)</td>
<td></td>
</tr>
<tr>
<td>12.5.1</td>
<td>National recycling rate, tons of material recycled</td>
<td>Waste Management (page 21)</td>
<td></td>
</tr>
<tr>
<td>13.1.3</td>
<td>Proportion of local governments that adopt and implement local disaster risk reduction strategies in line with national disaster risk reduction</td>
<td>Climate Change Adaptation (page 23) and Climate-related Risk Management (page 49)</td>
<td></td>
</tr>
<tr>
<td>13.2.2</td>
<td>Total greenhouse gas emissions per year</td>
<td>Energy Management &amp; GHG Emissions Reduction (page 17)</td>
<td></td>
</tr>
</tbody>
</table>
Appendix

- Reporting Methodology & Environmental Performance Data
- Materiality Assessment
- SASB Table
- GRI Table
- Statement of Verification
PORTFOLIO DEFINED

• Allied uses three portfolio definitions in this report
  • Standing portfolio: This includes data for operational buildings owned by Allied in the reporting year including joint-venture properties where we own more than 25%. In 2021, this includes 179 buildings with a total Gross Floor Area (GFA) of 18,456,581 sq. ft. Properties excluded from standing portfolio definition include the following buildings where Allied is the occupant, the owner: 250 Front Street W. and buildings operated but not owned by Allied: 99 Yorkville Ave. New buildings acquired by Allied in 2022 are not included in our 2021 standing portfolio definition: this includes 1030 Sherbrooke Street West, 10-100 Yorkville Ave, 175 Bloor Street East, 525 University Ave, 119 W Georgia Street and 1560 Broadway. All properties under major renovation with partial occupancy and/or utility consumption are included within the standing portfolio; this includes: 40 Atlantic, Boardwalk and Revillon Building - 800 104 Street NW, Revillon Parkade - 10230 104 Street NW, 422-424 Wellington Street W. and Laughlin Building - 604 1st Street SW. For GFA and SASH, these properties are excluded or prorated based on the data of the major renovation, resulting in slightly different total consumption and data coverage numbers.
  • Like-for-like change: Like-for-like values reflect total consumption for operational buildings owned by Allied in both 2020 and 2021. Any buildings bought or sold within the reporting period are excluded from like-for-like values. Like-for-like values in this report only consider properties with the followingGRESB Assessment criteria:
    — Data availability range covers at least 355 days for both 2020 and 2021
    — Data coverage is positive
    — Data coverage for both 2020 and 2021 are within 1% of each other
    — Asset is fully operational for both 2020 and 2021
  • Target portfolio: Allied set inaugural targets for energy, GHG emissions, water and waste reduction in 2021. The target year is 2024 with results to be reported in 2025, and uses 2019 as the baseline year. For energy and carbon, this includes 112 properties totalizing 14,000 million sq. ft. or 76% of our standing portfolio. Water and waste data coverages are lower due to lack of access to data in 2020 when the target portfolio was established (see Water and Waste sections below). Included in our target portfolio are all operational buildings owned by Allied as at December 31, 2021, with some exclusions page 58.

DATA MANAGEMENT

Energy

• Energy performance is tracked using ENERGY STAR® Portfolio Manager

• Energy data coverage was 85% across our standing portfolio in 2020 and 85% in 2021

• Energy Use Intensity is calculated by dividing the consumption from all operational buildings owned by Allied as at December 31, 2021 by the total square footage (GFA) of the same list of buildings

GHG emissions

• GHG emissions data coverage was 94% across our standing portfolio in 2020 and 95% in 2021

• GHG data is calculated in metric tons of CO2 equivalent (tCO2e) by our data partner. Measured based on energy consumption and Scope 1 and 2 emissions are calculated based on natural gas consumption of our directly managed floor space

• Scope 1 emissions are calculated based on the electricity and district energy consumption of our directly managed floor space

• Measuring the large variation in our Scope 1 emissions is part of our Scope 3 emissions and are not included in this report

• We include: Scope 1 and Scope 2 emissions in our reduction targets as these represent emissions that we have the greatest control over

• GHG intensity is calculated by dividing the emissions from all operational buildings owned by Allied as at December 31, 2021 by the total square footage (GFA) of the same list of buildings

Water

• Water consumption is tracked using ENERGY STAR® Portfolio Manager

• Water data coverage was 75% across our standing portfolio in 2020 and 83.3% in 2021

• Water Use Intensity is calculated by dividing the consumption from all operational buildings owned by Allied as at December 31, 2021 by the total square footage (GFA) of the same list of buildings

• Some assets located within the City of Montréal do not have building level water meters installed on site, limiting our water data coverage. Where sites have water meters installed, manual meter readings are recorded monthly by our Operations team

Waste

• Total waste collected is the weight in metric tonnes of hazardous and non-hazardous waste either sent to landfill or recycled, composted or donated.

• Hazardous waste includes printer/toner cartridges, batteries, electronic waste and fluorescent lamps

• Waste diversion rate is calculated by dividing the weight of our diverted waste (i.e. recycled/composted/donated) by the total weight of all waste from all operational buildings owned by Allied as at December 31, 2021

• Waste data coverage was 80% across our standing portfolio in 2020 and 82% in 2021

• Some of Allied’s assets do not have any associated waste data because the waste is managed by a single tenant. for example: 1) residential dwellings, 2) restaurants and bars and 3) some office spaces. In these instances, the tenant is responsible for waste management and Allied does not track waste quantities. In other instances without data, the property does not generate waste, such as parking lots and parking structures. Some assets located within the City of Montréal have their waste collected by local municipality that does not provide waste hauling and diversion data, limiting our waste data coverage
Materiality Assessment

Allied’s first materiality assessment acted as an evidence-based approach to identify the ESG topics that are most significant to our stakeholders and our business. For our assessment, we defined impact as both actual and potential impacts from the development and operation of our buildings. This includes impacts directly related to our buildings, such as environmental resource consumption, emissions, occupant health and wellbeing and connectivity to the community. It also includes our impacts as an organization, such as how we treat our employees, contribute to communities, disclose our performance and manage risks to our company, employees and users. To ensure alignment with GRI, the assessment included the following activities:

- A thorough desktop review of:
  - Relevant legislation and policy where Allied owns and operates buildings
  - Eight global ESG reporting and disclosure frameworks
  - 10 leading peers to understand the prevailing focus and prioritization of ESG topics within the commercial real estate sector
- One-on-one interviews with seven members of the Allied leadership team, including the CEO, CFO, COO, EVP Development, EVP Special Operations, EVP General Counsel and Corporate Secretary and a Board Member.
- An employee-wide survey to understand our team’s ESG priorities. The survey achieved a 64% response rate.
- In-depth interviews with 12 external stakeholders representing different aspects of our business, including users, community partners, municipal government, investors, suppliers and joint-venture partners across the cities where we operate.

Applying the data and insights collected, we scored 26 relevant ESG topics on a scale of one-to-five based on their importance to our stakeholders and our potential to have an impact. The results, as shown in Allied’s Materiality Matrix, outline the 10 highest scoring topics, which were approved by Allied’s ESG Committee as the foundation of our ESG Strategy.

**ALLIED’S MATERIALITY MATRIX**

![Materiality Matrix Diagram](image-url)
<table>
<thead>
<tr>
<th>SASB CODE</th>
<th>ENERGY MANAGEMENT</th>
<th>ACCOUNTING METRICS</th>
<th>UNIT OF MEASUREMENT</th>
<th>TOTAL</th>
<th>OFFICE</th>
<th>MIXED USE (OFFICE/RETAIL)</th>
<th>RETAIL (BARS/RESTAURANTS)</th>
<th>RETAIL (HIGH STREET)</th>
<th>MIXED USE (OTHER)</th>
<th>EDUCATION</th>
<th>TECHNOLOGY (DATA CENTRE)</th>
<th>LODGING, LEISURE, RECREATION</th>
<th>RESIDENTIAL</th>
<th>PARKING</th>
</tr>
</thead>
<tbody>
<tr>
<td>IF-RE-130A.1</td>
<td>Percentage of eligible portfolio that has obtained IF-RE-130A.4</td>
<td>%</td>
<td>by floor area (ft²)</td>
<td>95.02%</td>
<td>96.23%</td>
<td>83.00%</td>
<td>73.25%</td>
<td>41.99%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>16.82%</td>
<td></td>
</tr>
<tr>
<td>IF-RE-130A.2</td>
<td>Percentage of total energy that is grid electricity, by property sub-sector</td>
<td>%</td>
<td></td>
<td>61.4%</td>
<td>62.8%</td>
<td>42.7%</td>
<td>42.6%</td>
<td>48.1%</td>
<td>74.1%</td>
<td>62.6%</td>
<td>57.8%</td>
<td>48.8%</td>
<td>31.0%</td>
<td>100.0%</td>
</tr>
<tr>
<td>IF-RE-130A.3</td>
<td>Like-for-like change in energy consumption of portfolio area with data coverage, by property sub-sector</td>
<td>%</td>
<td></td>
<td>-0.29%</td>
<td>-2.52%</td>
<td>-0.02%</td>
<td>38.75%</td>
<td>11.13%</td>
<td>6.39%</td>
<td>0.97%</td>
<td>-</td>
<td>4.68%</td>
<td>13.49%</td>
<td></td>
</tr>
<tr>
<td>IF-RE-130A.4</td>
<td>Percentage of eligible portfolio that has obtained an energy rating, by property sub-sector</td>
<td>%</td>
<td>by floor area (ft²)</td>
<td>65.09%</td>
<td>72.81%</td>
<td>40.36%</td>
<td>41.99%</td>
<td>72.10%</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>IF-RE-130A.5</td>
<td>Percentage of eligible portfolio that is certified to ENERGY STAR, by property sub-sector</td>
<td>%</td>
<td>by floor area (ft²)</td>
<td>16.23%</td>
<td>14.86%</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td></td>
</tr>
</tbody>
</table>

Allied’s overarching aim for energy management is to reduce the energy consumption in our properties by optimizing systems design and conservation practices. To accelerate our environmental action, Allied is developing a Net Zero Carbon Plan that will identify pathways to achieve net zero carbon by 2050 or sooner. The plan and effective implementation will require significant changes in our approach to sustainable asset management and decision-making across our portfolio. Allied is taking a multi-disciplinary approach to explore possible pathways to net zero carbon. We will develop this plan with reference to established internationally recognized frameworks, such as the Science Based Targets initiative (SBTi).

Property Investment Analysis: We consider a building’s energy performance from acquisition. In addition to in-person tours and environmental audits, our team reviews capital budgets to determine opportunities for upgrades that will reduce energy consumption and demand. If the acquired building has an energy or sustainability certification or rating, all supporting documentation and/or standard operating procedures are maintained to ensure we inherit and where possible enhance the building’s performance requirements. We have an established, multi-disciplinary approach for onboarding acquired buildings. Energy management is an integral part of this process to ensure the building’s utility performance is benchmarked in ENERGY STAR Portfolio Manager and where applicable, performance audits (energy, water, waste) are executed by the Energy Management Team and relevant third parties. This information helps us identify energy conservation opportunities and create execution plans. Once an acquisition is complete, Allied holds multi-disciplinary asset management workshops to develop a holistic long-term vision as well as targets and strategies for the building(s). The Energy Management Team is actively involved in the workshops and setting building-specific environmental performance targets in alignment with our ESG Strategy.

New Development & Re-development: To ensure our development process aligns with our ESG Strategy, in 2021 our team re-evaluated the environmental design standards of our Owner’s Project Requirements (OPRs) for all new developments and re-developments. Allied’s OPR defines project objectives and criteria to inform design, sets guidelines for consultants and joint venture partners and outlines how we will evaluate ESG performance. With the updated OPR in place, we have started to focus on carbon reduction. Over the next few years, we will be creating a Sustainable Development Framework, as part of Allied’s Net Zero Carbon Plan, that will guide our new developments and re-developments.

Enabling our Energy Management Team within our National Operations department oversees the environmental (energy, GHG emissions, water and waste) performance of our standing portfolio. The Team serves as internal subject matter experts and is responsible for creating and executing strategic plans that elevate the environmental performance of our standing portfolio. Our Energy Management Framework follows the standard “Plan, Do, Check, Act” process and consists of six key functions: Utility (energy, GHG emissions, water and waste), Management, Performance Benchmarking, Regulatory Compliance, Utility Procurement Management, Building Climate Resiliency and Certifications and User Engagement. Using a 2019 baseline year, in 2021 we established our inaugural five-year operational targets of 22.6 kWh/ft² in Energy Use Intensity (EUI), 59.1 L/ft² in Water Use Intensity (WUI) and 2.33 kg/ft² in GHG Intensity (GHGI) by 2024.

We collaborate with top-tier, third-party consultants to help us optimize our energy consumption by ensuring that our energy assessments of our portfolio, in line with ASHRAE Level II requirements. In 2021, we established a national strategy for executing energy, water and waste audits to improve consistency, quality and collaboration to ultimately develop innovative and building-specific solutions. Allied’s energy audit specifications set the technical requirements for consultants when conducting on-site audits and drafting final reports. The specifications include references to relevant codes and standards, technical calculation requirements and standard forms and templates to control quality and consistency of the studies that are performed.

Allied’s overarching aim for energy management is to reduce the energy consumption in our properties by optimizing systems design and conservation practices. To accelerate our environmental action, Allied is developing a Net Zero Carbon Plan that will identify pathways to achieve net zero carbon by 2050 or sooner. The plan and effective implementation will require significant changes in our approach to sustainable asset management and decision-making across our portfolio. Allied is taking a multi-disciplinary approach to explore possible pathways to net zero carbon. We will develop this plan with reference to established internationally recognized frameworks, such as the Science Based Targets initiative (SBTi).
### Allied’s Water Management

Allied’s portfolio is concentrated in major urban centres in Canada. As such, Allied’s primary water source is from municipal water supplies and public utilities. Primary water consumption across the portfolio includes potable water consumption, plumbing use or specific business purposes and consumption attributed to HVAC performance, maintenance and cleaning.

Although water-stress levels are considered low across most of our portfolio, Allied recognizes that the availability of global fresh water continues to be an increasing concern. We aim to improve water efficiency and support conservation efforts to mitigate any negative impacts of our operations on water resources. We use ENERGY STAR Portfolio Manager to track our water consumption across our portfolio. In Quebec, not all buildings are invoiced for their water consumption and therefore, where utility meters are installed, our Technical Services Team performs manual water meter readings to track usage. We strive to maintain excellence in utility data benchmarking by aligning ourselves with industry best practice and by submitting annually to GRESB. We ensure quality and accuracy by submitting to third-party data verification prior to public release of any performance information.

Using 2019 as our baseline, we set a 2024 Water Use Intensity (WUI) target of 59.1 L/ft² for our target portfolio. In 2021, we established a national strategy for executing energy, water and waste audits to improve consistency, quality and collaboration to ultimately develop innovative building-specific solutions. We have established a consolidated, master tracker with a series of key decision factors to transparently map out the building auditing schedule over the next five years. Allied’s energy and water audit specifications set out the technical requirements for project consultants when conducting on-site audits and drafting final reports. The specifications include references to relevant codes and standards, technical calculation requirements and standard forms and templates to control quality and consistency of the studies that are performed. These technical assessments are the basis of identifying the water retrofit projects funded through our National Energy and Water Budget. The greatest opportunity to increase water efficiency across our portfolio is by prioritizing upgrades to our plumbing fixtures and HVAC systems. In 2021, we completed restroom renovations at 13 properties, which includes replacing existing plumbing fixtures with water-efficient low-flow fixtures.

### Water Management Response

<table>
<thead>
<tr>
<th>SASB Code</th>
<th>Accounting Metrics</th>
<th>Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>IF-RE-140a.1</td>
<td>Water withdrawal data coverage as a percentage of (1) total floor area by property sub-sector</td>
<td>Allied’s portfolio is concentrated in major urban centres in Canada. As such, Allied’s primary water source is from municipal water supplies and public utilities. Primary water consumption across the portfolio includes potable water consumption, plumbing use or specific business purposes and consumption attributed to HVAC performance, maintenance and cleaning. Although water-stress levels are considered low across most of our portfolio, Allied recognizes that the availability of global fresh water continues to be an increasing concern. We aim to improve water efficiency and support conservation efforts to mitigate any negative impacts of our operations on water resources. We use ENERGY STAR Portfolio Manager to track our water consumption across our portfolio. In Quebec, not all buildings are invoiced for their water consumption and therefore, where utility meters are installed, our Technical Services Team performs manual water meter readings to track usage. We strive to maintain excellence in utility data benchmarking by aligning ourselves with industry best practice and by submitting annually to GRESB. We ensure quality and accuracy by submitting to third-party data verification prior to public release of any performance information. Using 2019 as our baseline, we set a 2024 Water Use Intensity (WUI) target of 59.1 L/ft² for our target portfolio. In 2021, we established a national strategy for executing energy, water and waste audits to improve consistency, quality and collaboration to ultimately develop innovative building-specific solutions. We have established a consolidated, master tracker with a series of key decision factors to transparently map out the building auditing schedule over the next five years. Allied’s energy and water audit specifications set out the technical requirements for project consultants when conducting on-site audits and drafting final reports. The specifications include references to relevant codes and standards, technical calculation requirements and standard forms and templates to control quality and consistency of the studies that are performed. These technical assessments are the basis of identifying the water retrofit projects funded through our National Energy and Water Budget. The greatest opportunity to increase water efficiency across our portfolio is by prioritizing upgrades to our plumbing fixtures and HVAC systems. In 2021, we completed restroom renovations at 13 properties, which includes replacing existing plumbing fixtures with water-efficient low-flow fixtures.</td>
</tr>
<tr>
<td>IF-RE-140a.2</td>
<td>Water withdrawn by portfolio area with data coverage, by property sub-sector</td>
<td>636.48 m³ 496.54 m³ 75.00 m³ 10.66 m³ 0.01 m³ 31.93 m³ 3.01 m³ 6.67 m³ 9.42 m³ 3.25 m³</td>
</tr>
<tr>
<td>IF-RE-140a.3</td>
<td>Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property sub-sector</td>
<td>% -9.19% -12.69% 8.36% 30.87% -17.71% 52.67% -37.54% 29.20% -33.63%</td>
</tr>
</tbody>
</table>
**MANAGEMENT OF TENANT SUSTAINABILITY IMPACTS**

<table>
<thead>
<tr>
<th>SASB CODE</th>
<th>ACCOUNTING METRICS</th>
<th>UNIT OF MEASUREMENT</th>
<th>RESPONSE</th>
</tr>
</thead>
<tbody>
<tr>
<td>IF-RE-410a.1</td>
<td>(1) Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements and (2) associated leased floor area by property sub-sector</td>
<td>% by floor area (ft²)</td>
<td>White includes cost recovery clauses in all new standard leases turned over in 2018, we do not currently track the floor area associated with these clauses. In 2022, we began an initiative to review all of our leases and abstract relevant cost recovery clauses in order to calculate the associated leased area by property sub-sector.</td>
</tr>
<tr>
<td>IF-RE-410a.2</td>
<td>Percentage of tenants that are separately metered or sub-metered for (1) grid electricity consumption and (2) water withdrawals, by property sub-sector</td>
<td>% by floor area (ft²)</td>
<td>At our buildings, we typically have two scenarios for sub-metering: (1) Buildings with multi-utility meters, some of which Allied is the account holder and for the others, users are the account holder and pay their bills directly. We typically do not receive data for user-held accounts, unless provided by the user or Allied’s request. (2) Allied is the sole account holder for all utilities. At some of these properties we have installed third party sub-metering systems to meter user sub-usage. For newly developed buildings and buildings undergoing re-development, Allied incorporates CARMA energy sub-metering systems to more accurately monitor user energy consumption levels and allocate utility cost. As at December 31, 2021, we have 17 buildings with CARMA energy sub-metering system covering 5,323,456 sq ft of gross building areas.</td>
</tr>
<tr>
<td>IF-RE-410a.3</td>
<td>Discussion of approach to measuring, incentivizing and improving sustainability impacts of tenants</td>
<td></td>
<td>Creating meaningful user experience is critical to our business success. By collaborating and communicating regularly with our users we can have a much greater impact on the environmental performance of our properties. We believe it is essential to engage users as partners to reduce energy, water and waste consumption and support resource conservation. We engage our users through ESG education and operational protocols to reduce environmental impacts throughout our buildings. Allied provides employees with toolkits to promote environmental behaviours at our buildings. Toolkits include information on green cleaning, pest control and implementing multi-stream waste bins, to support both Allied and building users’ sustainability ambitions. Since 2017, we have implemented waste management initiatives and training programs for our users, suppliers and internal team members to improve waste behaviours and increase the diversion rate of recycling, organics, e-waste and hazardous waste. In 2021 and 2022, we held virtual Waste and Recycling Workshops for our users across all cities where we operate with a total of 307 attendees. While the COVID-19 pandemic brought new challenges and opportunities, in 2021 we were able to engage with our users remotely. Regular correspondence included information on our COVID-19 health and wellbeing protocols. To ensure continuous improvement of our users’ experience at our buildings, we engage Kingsley, a third-party organization, to distribute our annual User Experience Assessment Survey. Within this survey, we asked sustainability-related questions, such as the importance of sustainability initiatives to the organization and level of satisfaction with their properties’ sustainable building commitments. We completed our second annual Kingsley survey in November 2021 and are committed to completing an annual survey to assess our performance. Allied intends to use this information to support our users in the achievement of their sustainability goals. Our standard lease agreement from 2018 onward includes a cost recovery clause for resource efficiency-related capital improvements, encouraging user energy conservation. Allied also collects information from users for mandatory energy rating schemes, such as ENERGY STAR Portfolio Manager profiles.</td>
</tr>
</tbody>
</table>

**CLIMATE CHANGE**

<table>
<thead>
<tr>
<th>SASB CODE</th>
<th>ACCOUNTING METRICS</th>
<th>UNIT OF MEASUREMENT</th>
<th>RESPONSE</th>
</tr>
</thead>
<tbody>
<tr>
<td>IF-RE-450a.1</td>
<td>Area of properties located in 100-year flood zones, by property sub-sector</td>
<td>% by floor area (ft²)</td>
<td>Climate change poses physical and transitional risks to Allied’s business as an owner and operator of properties across Canada. To mitigate the adverse impacts of climate change, we strive to build business resilience by incorporating climate-related considerations into key activities and long-term business planning. In 2021, Allied initiated a high-level climate resilience assessment across our portfolio. We analyzed 427 Climate Risk data on seven risk indicators: sea level rise, water stress, heat stress, hurricanes, earthquakes and floods. 427 provided a risk rating for this standard set of risk indicators based on third-party climate data. This data helped reveal a regional view of climate risk across our portfolio. We have begun additional, site-specific physical climate risks assessments at our properties to identify risks from extreme weather events using current and future scenarios to identify measures to mitigate potential impacts from extreme weather events. Going forward, we intend to develop a Physical Climate Resilience Strategy for Allied’s standing portfolio. Key actions will include developing a robust methodology and evaluating the specific physical climate risks of each building to identify, evaluate, prioritize and implement opportunities that enhance the capacity of our buildings to mitigate the effects of climate change. To advance knowledge of climate-related governance and increase engagement among our Trustees, we partnered with the Canada Climate Law Initiative as specialists in climate risk to deliver an education session to Allied’s Board in December 2021. To align with best practice reporting of climate-related risks and opportunities, we report in alignment with the Task Force on Climate-Related Financial Disclosures (TCFD) and its recommended disclosures for governance, strategy, risk management and metrics and targets. In 2022 we partnered with third-party climate resilience experts to host workshops with an internal cross-disciplinary senior leadership working group. Workshop activities include assessing climate-related risks and opportunities to our organization’s business activities under different climate-related scenarios. We plan to integrate workshop outcomes into our long-term strategy, risk management and business process planning to better manage risk and efficiently allocate capital.</td>
</tr>
<tr>
<td>IF-RE-450a.2</td>
<td>Description of climate change risk exposure analysis, degree of systematic portfolio exposure and strategies for mitigating risks</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
GRI: Content Index

ii. Statement of Use  
Allied Properties REIT has reported in accordance with the GRI Standards for the period January 1, 2021 - December 31, 2021.

iii. Title of GRI 1 used  
GRI 1: Foundation 2021

iv. GRI Sector Standards(s) that apply to the organization(s)  
Not applicable - the real estate sector guidance not released at time of publication.

GRI 2: General Disclosures 2021

2 - 1  
a. Legal name of the organization  
Allied Properties Real Estate Investment Trust

b. Ownership and legal form  
Allied Properties REIT, widely held and publicly traded on the Toronto Stock Exchange (XTSE: AP.UN)

c. Location of headquarters  
134 Peter Street, Suite 1700 Toronto, Ontario M5V 2H2

d. Location of operations  
Canada

2 - 2  
a. List all its entities included in its sustainability reporting  
Allied Real Estate Investment Trust

b. If the organization has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting  
Sustainability reporting is consistent with financial reporting unless otherwise noted. See Reporting Methodology on page 57 for further details.

c. If the organization consists of multiple entities, explain the approach used for consolidating the information, including:  
As disclosed in Note 2(C) of Allied’s 2021 Financial Statements (https://alliedreit.com/wp-content/uploads/2022/02/Allied-REIT-Q4-2021-Annual-Report-FINAL.pdf): The consolidated financial statements comprise the financial statements of Allied and its subsidiaries. Subsidiaries are all entities over which Allied has control, where control is defined as the power to direct the relevant activities of an entity so as to obtain benefit from its activities. Control exists when a parent company is exposed to, or has rights to, variable returns from the subsidiaries and has the ability to affect those returns through its power. Subsidiaries are consolidated from the date control is transferred to Allied, and are de-consolidated from the date control ceases. Intercompany transactions between subsidiaries are eliminated on consolidation. Accounting policies of subsidiaries have been changed where necessary to ensure consistency with the policies adopted by Allied. All subsidiaries have a reporting date of December 31.

d. If the organization has audited consolidated financial statements or financial information filed on public record, explain the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting  
Sustainability reporting is consistent with financial reporting unless otherwise noted. See Reporting Methodology on page 57 for further details.

2 - 3  
a. Specify the reporting period for, and the frequency of, its sustainability reporting  
January 1, 2021 - December 31, 2021, annual reporting

b. Specify the reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this  
The financial reporting period is the calendar year (January 1 to December 31 of each year). This aligns with the sustainability reporting period.

c. Report the publication date of the report or reported information  
Monday, June 27, 2022

d. Specify the contact point for questions about the report or reported information  
Jo Flatt, VP Corporate Planning & Sustainability, jflatt@alliedreit.com

2 - 4  
a. Report restatements of information made from previous reporting periods and explain:  
The indirect emissions from the district energy system at 151 Front Street is now calculated using the emissions factor provided by the local district energy utility. This change resulted in a drop of our portfolio emissions when compared to the default emission factor from Measurabl, our data software system. Our 2020 Scope 2 emissions figure is corrected from 22,872 tCO2e to 20,106 tCO2e. The same methodology is used for our 2021 Scope 2 emissions number.
a. describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved

We seek to provide assurance on our reported information by having our energy, GHG, water and waste data verified annually to support accurate sustainability reporting. This is coordinated and overseen by our Vice President, Corporate Planning & Sustainability and Director, Energy Management. Externally verified data is shared with the ESG Committee and the Board via the ESG Report and related presentations.

b. if the organization's sustainability reporting has been externally assured:

i. provide a link or reference to the external assurance report(s) or assurance statement(s)

The 2021 energy, GHG, water and waste data included in this report has been externally verified by Quinn & Partners using ISO 140-64-3:2019 (Page 97 in the ESG Report). Quinn & Partners is a third-party consultancy and is not involved in the collection of data.

ii. describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process

iii. describe the relationship between the organization and the assurance provider

ACTIVITIES AND WORKERS

a. report the sector(s) in which it is active

Real estate

b. describe its value chain, including:

i. the organization’s activities, products, services, and markets served

ii. the organization’s supply chain

iii. the entities downstream from the organization and their activities

i. Allied’s primary business activities include operating, developing and re-developing distinctive urban workspace in Canada’s major cities and network-dense UDC space in Toronto. Our primary property types are office, data centres and retail with geographic locations in Vancouver, Calgary, Edmonton, Toronto, Kitchener, Ottawa and Montréal. Our mission is to provide knowledge-based organizations with workspace and UDC space that is sustainable and conducive to human wellness, creativity, connectivity and diversity. Knowledge-based organizations generate approximately 40% of Canada’s economic output, owning and occupying over 27% of all business establishments and employing about a third of the Canadian workforce. Knowledge-based organizations, our users, into the following groups:

• Business services and professional
• Educational and institutional
• Financial services
• Government
• Life sciences
• Media and entertainment
• Telecommunications and information technology

ii. Allied engages primarily with suppliers that help us develop, manage and maintain our properties effectively. These include but are not limited to architects, engineers, general contractors, contractors in major service categories (i.e., HVAC, Security, Cleaning, etc.). Our suppliers range in location but tend to be concentrated in our primary geographic regions (Vancouver, Edmonton, Calgary, Toronto, Kitchener, Ottawa and Montréal). For development and major refurbishment projects, we aim to engage suppliers local to the project location where possible. We broadly categorize knowledge-based organizations, our users, into the following groups:

• Business services and professional
• Educational and institutional
• Financial services
• Government
• Life sciences
• Media and entertainment
• Telecommunications and information technology


c. report other relevant business relationships

Our joint-venture partners in 2021 included RioCan Real Estate Investment Trust, Telus, Westbank and Perimeter Development Corporation.

d. describe significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period.

• Acquisitions & Dispositions: Allied acquired 10 properties in 2021, and acquired the remaining 50% interest in four other properties in 2021, all totaling $344.6 million. Allied also completed the acquisition of the Union air rights in 2021 for $14.8 million. During the year ended December 31, 2021, Allied disposed of three phases of The Well air rights for total proceeds of $71.6 million. Please refer to Note 4 in the annual 2021 Financial Statements.

• Our core operational and development activities did not change in 2021.
### ACTIVITIES AND WORKERS

**2 - 7**

**a. report the total number of employees, and a breakdown of this total by gender and by region:**

<table>
<thead>
<tr>
<th>Location</th>
<th>Total:</th>
<th>Female:</th>
<th>Male:</th>
<th>Grand Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Calgary</td>
<td>21</td>
<td>11</td>
<td>10</td>
<td>31</td>
</tr>
<tr>
<td>Kitchener</td>
<td>4</td>
<td>3</td>
<td>1</td>
<td>8</td>
</tr>
<tr>
<td>Montreal</td>
<td>38</td>
<td>22</td>
<td>16</td>
<td>54</td>
</tr>
<tr>
<td>Ottawa</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Toronto</td>
<td>90</td>
<td>55</td>
<td>35</td>
<td>125</td>
</tr>
<tr>
<td>Vancouver</td>
<td>4</td>
<td>2</td>
<td>2</td>
<td>8</td>
</tr>
</tbody>
</table>

Employee data report pulled from ADP.

**b. report the total number of:**

- i. permanent employees, and a breakdown by gender and by region;
- ii. temporary employees, and a breakdown by gender and by region;
- iii. non-guaranteed hours employees, and a breakdown by gender and by region;
- iv. full-time employees, and a breakdown by gender and by region;
- v. part-time employees, and a breakdown by gender and by region;

<table>
<thead>
<tr>
<th>Gender</th>
<th>Consultant</th>
<th>Contract Full-Time</th>
<th>Contract Part-Time</th>
<th>Full-Time</th>
<th>Full-Time 32 Hours</th>
<th>Intern</th>
<th>Grand Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>1</td>
<td>7</td>
<td>1</td>
<td>144</td>
<td>1</td>
<td>1</td>
<td>154</td>
</tr>
<tr>
<td>Male</td>
<td>1</td>
<td>4</td>
<td>2</td>
<td>192</td>
<td>1</td>
<td>1</td>
<td>198</td>
</tr>
<tr>
<td>Total</td>
<td>2</td>
<td>11</td>
<td>3</td>
<td>336</td>
<td>2</td>
<td>2</td>
<td>352</td>
</tr>
</tbody>
</table>

**c. describe the methodologies and assumptions used to compile the data, including whether the numbers are reported:**

- i. in head count, full-time equivalent (FTE), or using another methodology
- ii. at the end of the reporting period, as an average across the reporting period, or using another methodology

All employees are reported in headcount. We have one employee who is full-time, 32 hours per week (.80 headcount) and we have two employees part-time (.5 headcount).

**d. report contextual information necessary to understand the data reported under 2-7-a and 2-7-b**

This data was compiled using a headcount report from our payroll and HR software ADP.

**e. describe significant fluctuations in the number of employees during the reporting period and between reporting periods.**

None.

### 2 - 8

**a. report the total number of workers who are not employees and whose work is controlled by the organization and describe:**

- i. the most common types of worker and their contractual relationship with the organization
- ii. the type of work they perform

<table>
<thead>
<tr>
<th>Location</th>
<th>Approximate Number of Workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Montréal &amp; Ottawa</td>
<td>125</td>
</tr>
<tr>
<td>Calgary &amp; Edmonton</td>
<td>50</td>
</tr>
<tr>
<td>Toronto &amp; Kitchener</td>
<td>125</td>
</tr>
<tr>
<td>Vancouver</td>
<td>30</td>
</tr>
</tbody>
</table>

- a) The most common type of contractual workers that Allied employs are security guards, janitorial service providers and parking operators. Security guards are employed at our buildings 24/7 to provide services, such as patrols, asset protection and access control. Our janitorial contractors provide cleaning services at our buildings and parking operators assist Allied in managing and patrolling our parking lots.

**b. describe the methodologies and assumptions used to compile the data, including whether the number of workers who are not employees is reported:**

- i. in head count, full-time equivalent (FTE), or using another methodology
- ii. at the end of the reporting period, as an average across the reporting period, or using another methodology

Data was collected through close collaboration with Allied's Portfolio Operations Team across our seven cities (Vancouver, Calgary, Edmonton, Toronto, Kitchener, Ottawa and Montréal). The number of workers is reported in full-time equivalent (40 hrs per week). Due to the nature and turnover of short-term contracts, we excluded any contractors that were not employed on an ongoing basis throughout 2021 (i.e., plumbers if there is a flood at a building).

**c. describe significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods.**

None.
The Board of Trustees is Allied's highest governance body, composed of 10 Trustees as at December 31, 2021. Trustees for 2022 were Kay Brekken, Gerald Connor, Lois Cormack, Gordon Cunningham, Michael Emory, James Griffiths, Margaret Nelligan, Stephen Sender, Peter Sharpe and Jennifer Tory.

<table>
<thead>
<tr>
<th>PROPOSED TRUSTEE</th>
<th>PROPOSED TRUSTEE</th>
<th>PROPOSED TRUSTEE</th>
<th>PROPOSED TRUSTEE</th>
<th>PROPOSED TRUSTEE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kay Brekken</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>Gerald R. Connor</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>Lois Cormack</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>Gordon R. Cunningham</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>Michael R. Emory</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>James Griffiths</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>Margaret T. Nelligan</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>Stephen L. Sender</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>Peter Sharpe</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>Jennifer Tory</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
</tr>
</tbody>
</table>

vii. Trustees are not selected to represent specific stakeholder groups. See disclosure 2-10 for more information on Trustee selection.

The Board of Trustees has two standing committees, the Audit Committee and the Governance, Compensation and Nomination Committee. The Audit Committee members for 2022 were Kay Brekken, Gerald Connor, Lois Cormack, James Griffiths and Stephen Sender.

<table>
<thead>
<tr>
<th>PROPOSED TRUSTEE</th>
<th>PROPOSED TRUSTEE</th>
<th>PROPOSED TRUSTEE</th>
<th>PROPOSED TRUSTEE</th>
<th>PROPOSED TRUSTEE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kay Brekken</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>Gerald R. Connor</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>Lois Cormack</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>Gordon R. Cunningham</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>Michael R. Emory</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>James Griffiths</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>Margaret T. Nelligan</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>Stephen L. Sender</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>Peter Sharpe</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>Jennifer Tory</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
</tr>
</tbody>
</table>

vii. Trustees are not selected to represent specific stakeholder groups. See disclosure 2-10 for more information on Trustee selection.

### Governance Structure

- **Pages 47-49 in report (Governance section) and https://www.alliedreit.com/company/esg/**
- **Page 48 in report (Governance section) and https://www.alliedreit.com/company/esg/**

#### Committee Responsibilities

- List the committees of the highest governance body that are responsible for decision-making on and overseeing the management of the organization’s impacts on the economy, environment, and people.

---

**Table:**

<table>
<thead>
<tr>
<th>室外年份</th>
<th>室内年份</th>
<th>室外年份</th>
<th>室外年份</th>
<th>室外年份</th>
<th>室外年份</th>
<th>室外年份</th>
<th>室外年份</th>
<th>室外年份</th>
</tr>
</thead>
<tbody>
<tr>
<td>室外年份</td>
<td>室内年份</td>
<td>室外年份</td>
<td>室外年份</td>
<td>室外年份</td>
<td>室外年份</td>
<td>室外年份</td>
<td>室外年份</td>
<td>室外年份</td>
</tr>
</tbody>
</table>
### Governance

<table>
<thead>
<tr>
<th>PROPOSED TRUSTEE</th>
<th>AUDIT/ ACCOUNTING</th>
<th>BUSINESS LEADERSHIP</th>
<th>CAPITAL MARKETS</th>
<th>COMPENSATION/ HUMAN RESOURCES</th>
<th>GOVERNANCE/ CORPORATE RESPONSIBILITY</th>
<th>LEGAL</th>
<th>REAL ESTATE</th>
<th>RISK MANAGEMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kay Brekken</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td></td>
</tr>
<tr>
<td>Lois Cormack</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td></td>
</tr>
<tr>
<td>Gordon Cunningham</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td></td>
</tr>
<tr>
<td>Peter Sharpe</td>
<td></td>
<td>x</td>
<td></td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td></td>
</tr>
<tr>
<td>Jennifer Tory</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### DISCLOSURES

- c. describe the composition of the highest governance body and its committees by:
  - i. executive and non-executive members
  - ii. independence
  - iii. tenure of members on the governance body
  - iv. number of other significant positions and commitments held by each member, and the nature of the commitments
  - v. gender
  - vi. under-represented social groups
  - vii. competencies relevant to the impacts of the organization
  - viii. stakeholder representation

The Governance, Compensation and Nomination Committee members for 2021 were Kay Brekken, Lois Cormack, Gordon Cunningham, Peter Shape and Jennifer Tory.

- i. Non-executive: 100% / Executive: 0%
- ii. Independent: 100% / Non-independent: 0%
- iii. Kay Brekken: <1 year; Lois Cormack: 3 years; Gordon Cunningham: 19 years; Peter Shape: 9 years; Jennifer Tory: 1 year
- iv. Kay Brekken: None
- v. Lois Cormack: CEO of Spring Living Retirement Communities; Director of Medical Facilities Corporation
- vi. Gordon Cunningham: None
- vii. Peter Sharpe: Director of Postmedia Network Canada Corp. and Morguard Corporation
- viii. Jennifer Tory: Director of BCE Inc.

- b. describe the criteria used for nominating and selecting highest governance body members, including whether and how the following are taken into consideration:
  - i. views of stakeholders (including shareholders)
  - ii. diversity
  - iii. independence
  - iv. competencies relevant to the impacts of the organization

The Board seeks trustees who represent a mix of backgrounds and experiences that will enhance the ability of the Board to guide the long-term strategy and ongoing business operations of Allied, and has adopted a policy with respect to trustee qualifications. Unitholders may propose nominees for election as a Trustee in accordance with the Declaration of Trust. Unitholders elected at an annual meeting will be elected for terms expiring at the next annual meeting and will be eligible for re-election. A Trustee elected to fill a vacancy will be elected for the remaining term of the Trustee he or she is succeeding. Unitholder proposals for the nomination of Trustees may be made in accordance with the Declaration of Trust of Allied. In 2021, the Governance, Compensation and Nomination Committee engaged external recruitment consultants to assist in the identification and recruitment of potential candidates for election as an independent trustee.

- a. describe the nomination and selection processes for the highest governance body and its committees

The Governance, Compensation and Nomination Committee is responsible for identifying suitable candidates to be recommended for election to the board of Trustees by Unitholders. The Trustees are to be elected by resolution passed by a majority of the votes cast at a meeting of the Unitholders. Trustees elected at an annual meeting will be elected for terms expiring at the next annual meeting and will be eligible for re-election. A Trustee elected to fill a vacancy will be elected for the remaining term of the Trustee he or she is succeeding. Unitholder proposals for the nomination of Trustees may be made in accordance with the Declaration of Trust of Allied. In 2021, the Governance, Compensation and Nomination Committee engaged external recruitment consultants to assist in the identification and recruitment of potential candidates for election as an independent trustee.

- a. report whether the chair of the highest governance body is also a senior executive in the organization

No

- b. if the chair is also a senior executive, explain their function within the organization’s management, and how conflicts of interest are prevented and mitigated.

Not applicable
<table>
<thead>
<tr>
<th>DISCLOSURES</th>
<th>DESCRIPTION</th>
<th>RESPONSE</th>
</tr>
</thead>
<tbody>
<tr>
<td>GOVERNANCE</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2 - 12</td>
<td>a. describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization’s purpose, value or mission statements, strategies, policies, and goals related to sustainable development.</td>
<td>The Board is responsible for overseeing Allied’s business and affairs as set out in the Declaration of Trust. The Trustees have adopted a Trustees’ Mandate, a copy of which may be found as Schedule “D” in Allied’s Management Information Circular (<a href="https://alliedreit.com/wp-content/uploads/2022/04/2022AlliedMIC.pdf">https://alliedreit.com/wp-content/uploads/2022/04/2022AlliedMIC.pdf</a>). The Trustees’ Mandate was expanded in December 2021 to include the responsibility to monitor Allied’s ESG Strategy and to include information security risks in its risk assessment responsibilities.</td>
</tr>
<tr>
<td></td>
<td>b. describe the role of the highest governance body in overseeing the organization’s due diligence and other processes to identify and manage the organization’s impacts on the economy, environment, and people, including: i. whether and how the highest governance body engages with stakeholders to support these processes; ii. how the highest governance body considers the outcomes of these processes;</td>
<td>See page 47 for a description of the Board’s process for delegating responsibility for managing Allied’s impacts on the economy, environment and people.</td>
</tr>
<tr>
<td></td>
<td>c. describe the role of the highest governance body in reviewing the effectiveness of the organization’s processes as described in 2-12-b, and report the frequency of this review.</td>
<td>On a quarterly basis, Management via the ESG Committee, makes a presentation to the Board regarding Allied’s ESG strategy, initiatives and reporting. Allied’s ESG Report is reviewed by the Board annually. For more information on Allied’s ESG Governance Structure, see page 48.</td>
</tr>
<tr>
<td>2 - 13</td>
<td>a. describe how the highest governance body delegates responsibility for managing the organization’s impacts on the economy, environment, and people, including: i. whether it has appointed any senior executives with responsibility for the management of impacts; ii. whether it has delegated responsibility for the management of impacts to other employees; b. describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization’s impacts on the economy, environment, and people.</td>
<td>Allied’s Board of Trustees reviews our governance practices regularly and is responsible for overseeing our ESG Strategy and governance philosophy, including Allied’s material topics. The Board receives quarterly updates from Management on ESG and an annual presentation from the VP, Corporate Planning &amp; Sustainability. Allied’s ESG Report is reviewed by the Board annually. For more information, see page 48.</td>
</tr>
<tr>
<td>2 - 14</td>
<td>a. report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization’s material topics, and if so, describe the process for reviewing and approving the information.</td>
<td>Not applicable</td>
</tr>
<tr>
<td></td>
<td>b. if the highest governance body is not responsible for reviewing and approving the reported information, including the organization’s material topics, explain the reason for this.</td>
<td>Not applicable</td>
</tr>
<tr>
<td>2 - 15</td>
<td>a. describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated.</td>
<td>The Trustees have adopted a Code of Business Conduct (the “Code”) applicable to all employees, officers and Trustees of Allied which addresses conflicts of interest, among other things. The Board of Trustees monitors compliance with the Code and Management provides an annual report to the Board regarding issues, if any, arising under the Code. Trustees and senior officers are required to complete a conflict of interest questionnaire annually and all employees officers and Trustees are required to report any conflicts of interest arising in connection with their activities for Allied and any violations or suspected violations of the Code. The Governance, Compensation and Nominations Committee reviews the adequacy of the Code on an annual basis. The Trustees are required to review and approve all material-related party transactions in accordance with the processes and protocols developed by the Governance, Compensation and Nominations Committee. Under the protocol for related party transactions adopted by the Trustees, all Trustees, officers and employees of Allied are required to notify the General Counsel, the CEO or the Chair of Allied regarding any related party transaction of which they become aware. The Board of Trustees reviews all related party transactions, regardless of their value, no less than quarterly. Any related party transaction that has a value that will or may be expected to exceed CAD$100,000 in any fiscal year shall require the approval or disapproval of the Trustees (or the Independent Trustees or a committee thereof, as applicable), subject to certain limited exceptions. Allied’s Code of Business Conduct can be found on our website at: <a href="https://alliedreit.com/wp-content/uploads/2023/06/Code-of-Business-Conduct-v3.pdf">https://alliedreit.com/wp-content/uploads/2023/06/Code-of-Business-Conduct-v3.pdf</a></td>
</tr>
<tr>
<td></td>
<td>report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to: i. cross-board membership; ii. cross-shareholding with suppliers and other stakeholders; iii. existence of controlling shareholders; iv. related parties, their relationships, transactions, and outstanding balances.</td>
<td>The Table is not applicable.</td>
</tr>
</tbody>
</table>
iv. clawbacks 

Executive compensation is subject to clawbacks whereby the Board of Trustees may require reimbursement of annual incentive bonus and equity-based compensation by the executives in certain circumstances, which differs from other employees. Agreements with the CFO and COO provide for termination payments in the event of the termination of employment without just cause within 18 months of a change of control of Allied.

v. Allied provides up to 5% of a senior executive’s base salary for registered savings programs.
a. describe its policy commitments for responsible business conduct, including:  
   i. the authoritative intergovernmental instruments that the commitments reference  
   ii. whether the commitments stipulate conducting due diligence  
   iii. whether the commitments stipulate applying the precautionary principle  
   iv. whether the commitments stipulate respecting human rights

b. describe its specific policy commitment to respect human rights, including:  
   i. the internationally recognized human rights that the commitment covers  
   ii. the categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment  
   iii. the internationally recognized human rights that the commitment covers  
   iv. whether the commitments stipulate respecting human rights  

c. report contextual information necessary to understand the data and how the data has been compiled

d. provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this

e. report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable

f. describe how the policy commitments are communicated to workers, business partners, and other relevant parties

ii. Stakeholders:

a. report the results of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual)  

   i. Ratio is 50:1  
   ii. Median Total Compensation: $242,776

b. report the results of the annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual)  

   i. Ratio is 6:1  
   ii. Median % increase: 6.4%

c. describe the results of the Say-on-Pay resolution in the management information circular for the following year's annual meeting of Unitholders. At the 2021 annual meeting of Unitholders, 84.77% of the proxies received voted “FOR” the Say-on-Pay resolution.

ii. Governance:

a. report the process for designing its remuneration policies and for determining remuneration, including:  
   i. whether independent governance body members or an independent remuneration committee oversees the process for determining remuneration  
   ii. how the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration  
   iii. whether remuneration consultants are involved in determining remuneration and, if so, whether they are independent of the organization, its highest governance body and senior executives  

b. report the extent to which the policy commitments apply to the organization's highest-paid individuals  

c. report contextual information necessary to understand the data and how the data has been compiled

d. provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this

iii. Management:

a. describe the process for designing its remuneration policies and for determining remuneration, including:  
   i. whether independent governance body members or an independent remuneration committee oversees the process for determining remuneration  
   ii. how the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration  
   iii. whether remuneration consultants are involved in determining remuneration and, if so, whether they are independent of the organization, its highest governance body and senior executives  

b. report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable

f. describe how the policy commitments are communicated to workers, business partners, and other relevant parties

ii. Stakeholders:

a. report the results of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual)  

   i. Ratio is 50:1  
   ii. Median Total Compensation: $242,776

b. report the results of the annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual)  

   i. Ratio is 6:1  
   ii. Median % increase: 6.4%

c. describe the results of the Say-on-Pay resolution in the management information circular for the following year's annual meeting of Unitholders. At the 2021 annual meeting of Unitholders, 84.77% of the proxies received voted “FOR” the Say-on-Pay resolution.

2.22 Letter from CEO on page 3

2.23

a. The Trustees have adopted a Code of Business Conduct (the “Code”) applicable to all employees, officers and Trustees of Allied which addresses, among other things, health and safety, privacy, conflicts of interest and following the law, including environmental, employment, safety and anti-corruption laws, and prohibits the payment of bribes.

b. Yes. The Code provides that managers must be diligent in looking for indications that unethical or illegal conduct has occurred. Anyone having a concern about unethical or illegal activities is expected to inform their manager and take appropriate and consistent action.


2.24

Allied is committed to meet or exceed respect to human rights under applicable Canadian Law including The Canadian Human Rights Act, The Canada Labour Code and The Fair Wages and Hours of Labour Act. Allied is also committed to meet or exceed human rights laws within the jurisdictional areas where we own and operate buildings, including the BC Human Rights Code, Alberta Human Rights Act, Ontario Human Rights Code and Quebec’s Charter of Human Rights and Freedoms.

Allied is committed to meet or exceed respect to human rights under applicable Canadian Law including The Canadian Human Rights Act, The Canada Labour Code and The Fair Wages and Hours of Labour Act. Allied is also committed to meet or exceed human rights laws within the jurisdictional areas where we own and operate buildings, including the BC Human Rights Code, Alberta Human Rights Act, Ontario Human Rights Code and Quebec’s Charter of Human Rights and Freedoms.

Allied is committed to meet or exceed respect to human rights under applicable Canadian Law including The Canadian Human Rights Act, The Canada Labour Code and The Fair Wages and Hours of Labour Act. Allied is also committed to meet or exceed human rights laws within the jurisdictional areas where we own and operate buildings, including the BC Human Rights Code, Alberta Human Rights Act, Ontario Human Rights Code and Quebec’s Charter of Human Rights and Freedoms.
## 2 - 24
**a.** describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including:

i. how it allocates responsibility to implement the commitments across different levels within the organization

ii. how it integrates the commitments into organizational strategies, operational policies, and operational procedures

iii. how it implements its commitments with and through its business relationships

iv. training that the organization provides on implementing the commitments

---

The Code of Conduct is embedded within our hiring process and employees certify compliance with it annually. All policies developed are anchored in our Code of Business Conduct.

## 2 - 25
**a.** describe its commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to

---

Allied does not have a formal organizational remediation process, but we are committed to properly remedy negative impacts that our business operations may cause or contribute to in accordance with the laws of Canada and the provinces in which we operate.

## 2 - 26
**a.** describe the mechanisms for individuals to:

i. seek advice on implementing the organization’s policies and practices for responsible business conduct

ii. raise concerns about the organization’s business conduct

---

- Allied also has an open-door culture and encourages employees to raise any concerns through Management. Allied’s leadership team is committed to attending regular site visits to ensure face time and urge any site-specific concerns to be raised during these visits.

## 2 - 27
**a.** report the total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by:

i. instances for which fines were incurred

ii. instances for which non-monetary sanctions were incurred

---

No fines for instances of non-compliance with laws and regulations noted in the current or previous reporting periods.

## 2 - 28
**a.** report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role.

---

Allied is an active partner in industry associations including BOMA, ULI, NAIOP and CREW.
Stakeholder engagement is fundamental to our approach to ESG and business philosophy. We actively engage our key stakeholders to ensure satisfaction and to support our financial and ESG performance objectives.

**Investor Engagement**
- Regular investor presentations and one-on-one meetings
- Annual General Meeting
- Quarterly earnings calls including Q&A with CEO, CFO, COO and EVP, Development
- Press releases announcing significant business developments
- TCFD, GRI, SASB and UN SDG-aligned disclosures for cross-industry comparison

**User Engagement**
- **User Engagement Program** led by our Portfolio Operations Team since 2015
- Annual third-party user satisfaction assessment
- Regular meetings with users to maintain ongoing communication and feedback
- Hosting user appreciation events, such as summer BBQs, holiday breakfasts or educational events including composting or beehive workshops. 25-50% of our tenants attended events focused on increasing ESG awareness

**Employee Engagement**
- Annual third-party employee engagement survey
- Training and educational opportunities, including the development and roll-out of the Allied Academy
- Annual performance reviews
- On-boarding orientation
- Intranet site for internal communications
- Whistleblower hotline
- Internal committees, such as the Equity, Diversity and Inclusion Committee and the Make Room for the Arts Committee
- Regular town hall meetings and e-mail communications from the CEO

**Community Engagement**
- **Make Room for the Arts** program and Allied Music Centre
- Sponsorship and in-kind support for regional community events
- Interaction with communities throughout the development process e.g., town hall meetings
- Strategic partnerships with charities, NGOs and community partners for specific projects

**GRI Table**

<table>
<thead>
<tr>
<th>DISCLOSURES</th>
<th>DESCRIPTION</th>
<th>RESPONSE</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>STRAIGHTY, POLICIES AND PRACTICES</strong></td>
<td>Stakeholder engagement is fundamental to our approach to ESG and business philosophy. We actively engage our key stakeholders to ensure satisfaction and to support our financial and ESG performance objectives.</td>
<td></td>
</tr>
</tbody>
</table>
| 2 - 29 | a. describe its approach to engaging with stakeholders, including:  
  i. the categories of stakeholders it engages with, and how they are identified  
  ii. the purpose of the stakeholder engagement  
  iii. how the organization seeks to ensure meaningful engagement with stakeholders | **Investor Engagement**
  - Regular investor presentations and one-on-one meetings  
  - Annual General Meeting  
  - Quarterly earnings calls including Q&A with CEO, CFO, COO and EVP Development  
  - Press releases announcing significant business developments  
  - TCFD, GRI, SASB and UN SDG-aligned disclosures for cross-industry comparison **User Engagement**
  - **User Engagement Program** led by our Portfolio Operations Team since 2015  
  - Annual third-party user satisfaction assessment  
  - Regular meetings with users to maintain ongoing communication and feedback  
  - Hosting user appreciation events, such as summer BBQs, holiday breakfasts or educational events including composting or beehive workshops. 25-50% of our tenants attended events focused on increasing ESG awareness **Employee Engagement**
  - Annual third-party employee engagement survey  
  - Training and educational opportunities, including the development and roll-out of the Allied Academy  
  - Annual performance reviews  
  - On-boarding orientation  
  - Intranet site for internal communications  
  - Whistleblower hotline  
  - Internal committees, such as the Equity, Diversity and Inclusion Committee and the Make Room for the Arts Committee  
  - Regular town hall meetings and e-mail communications from the CEO **Community Engagement**
  - **Make Room for the Arts** program and Allied Music Centre  
  - Sponsorship and in-kind support for regional community events  
  - Interaction with communities throughout the development process e.g., town hall meetings  
  - Strategic partnerships with charities, NGOs and community partners for specific projects |
| 2 - 30 | a. report the percentage of total employees covered by collective bargaining agreements | 0% of employees covered by collective bargaining agreements. |
|  | b. for employees not covered by collective bargaining agreements, report whether the organization determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organizations | **Employee Engagement**
  - Annual third-party employee engagement survey  
  - Training and educational opportunities, including the development and roll-out of the Allied Academy  
  - Annual performance reviews  
  - On-boarding orientation  
  - Intranet site for internal communications  
  - Whistleblower hotline  
  - Internal committees, such as the Equity, Diversity and Inclusion Committee and the Make Room for the Arts Committee  
  - Regular town hall meetings and e-mail communications from the CEO **Community Engagement**
  - **Make Room for the Arts** program and Allied Music Centre  
  - Sponsorship and in-kind support for regional community events  
  - Interaction with communities throughout the development process e.g., town hall meetings  
  - Strategic partnerships with charities, NGOs and community partners for specific projects |
|  | b. for employees not covered by collective bargaining agreements, report whether the organization determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organizations. | Not applicable |
### GRI 3: Material Topics 2021

#### DISCLOSURES
- **3.1** a. describe the process it has followed to determine its material topics, including:
  - i. how it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; across its activities and business relationships
  - ii. how it has prioritized the impacts for reporting based on their significance for the organization’s operational policies and procedures

- **3.2** a. list its material topics

- **3.3** a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; through its activities or as a result of its business relationships

#### DESCRIPTION
The ESG topics listed on page 11 are deemed material as identified by our evidence-based materiality assessment and extensive stakeholder engagement process, which is described on page 59 of this report. Materiality was determined by evaluating the significance of Allied’s impact on that topic as well as the perceived importance of the topic to stakeholders. When we refer to the significance of Allied’s impact, this means our ability to have a significant economic, environmental and/or human impact, both positive and negative. The significance of our impact was determined by in-depth reviews of relevant industry standards, legislation where we own and operate buildings and international disclosure frameworks. Perceived importance was determined based on stakeholder feedback from an employee-wide survey (64% response rate), one-on-one interviews with seven members of the Allied leadership team and in-depth interviews with 12 external stakeholders.

Ten topics were deemed material to Allied; we refer to these as our priority ESG topics. The impact of Allied’s business activities for each priority topic form the basis of our ESG Strategy and annual ESG reporting. Economic, environmental and human impacts, both positive and negative, are integrated within the disclosures for our priority topics. Specific and measurable environmental impacts are explicitly disclosed within the Energy & GHG Emissions, Water and Waste Management sections pages 17, 19 and 21 respectively. Human impacts are taken into account within the Equity, Diversity & Inclusion and Health, Wellbeing & Safety sections of this report pages 31 and 35 respectively.

- One-on-one interviews with seven members of the Allied leadership team, including the CED, CFO, COO, EVP Development, EVP Special Operations, SVP General Counsel and Corporate Secretary and a Board Member.
- An employee-wide survey to understand Allied’s ESG priorities. The survey achieved a 64% response rate.
- In-depth interviews with 12 external stakeholders representing different aspects of our business, including users, community partners, municipal government, investors, suppliers and joint-venture partners across the regions where we operate.

#### RESPONSE

| 2. GHG emissions reduction (GRI 305: Emission) | page 17 in ESG Report |
| 5. Sustainable design standards |
| 6. Climate change adaptation |
| 9. Climate-related risk management |
| 10. ESG disclosure & transparency |

For more information on our impact, see page 59.
302: Energy 2016

302-1: Energy consumption within the organization

a. Total fuel from non-renewable sources (in joules or multiples):
   • 2020: 116,627 MWh or 419,857 GJ (Converted using Measurabl’s conversion factor of 0.27777778)
   • 2021: 122,739 MWh or 441,860 GJ (Converted using Measurabl’s conversion factor of 0.27777778)
   • Fuel type used: Natural gas

b. Total fuel consumption within the organization from renewable sources:
   • 2021: 0 MWh

c. Total electricity and district (which include heating, cooling, steam consumption) in watt hours or multiples:
   • 2020 Electric: 297,863 MWh
   • 2021 Electric: 297,735 MWh
   • 2020 District: 63,309 MWh
   • 2021 District: 64,236 MWh

d. Total electricity sold:
   • 2021: 91 MWh

e. Total energy consumption for organization:
   • 2020: 477,661 MWh
   • 2021: 484,730 MWh

f. Numbers represent absolute consumption (total for all sites in reporting year) directly taken from Measurabl’s 2021 GRESB Report Data Summary, where emission factors are based on 2022 Canadian National Inventory Report (NIR), with the exception of emissions from district energy systems where emission factors are available from local utilities and used in lieu of default emission factors from Measurabl.

• In 2021, Allied’s energy data coverage is 95%.

g. Numbers converted where required using Measurabl’s conversion factors.

302-3: Energy Intensity

a. Energy intensity ratio for the organization using absolute energy:
   • 2020: 27 kWh/ft² (represents 94% of portfolio coverage)
   • 2021: 28 kWh/ft² (represents 96.56% of portfolio coverage)

b. Organization-specific metric chosen to calculate the above ratio: Total portfolio floor area: 17,840,036 ft²

c. Types of energy included in the intensity ratio: electricity, natural gas, district hot water, district chilled water, district steam.

d. The ratio only uses energy consumption within the organization.

303: Water & Effluents 2018

303-5: Water consumption

a. Total water consumption:
   • 2020: 635,403 m³
   • 2021: 636,482 m³

b. Total water consumption from all areas with water stress:
   • 2021: 66,487 m³

c. Not applicable, water storage has not been identified as having a significant water-related impact.

d. All water is from municipal water supply. No estimations or assumptions are used.

305: Emissions 2016

305-1: Direct (Scope 1) GHG emissions

a. Gross Scope 1 GHG Emissions:
   • 2020: 19,587 tCO2e
   • 2021: 20,157 tCO2e

b. Gases included in calculation: Carbon Dioxide (CO₂), Nitrous Oxide (N₂O) and methane (CH₄). Scope 1 emissions include emissions attributable to burning of natural gas.

c. Not applicable - our energy supply does not include combustion of organic material

d. Allied’s base year is 2019. Total scope 1 emissions in 2019 was 20,526 tCO2e.

e. Allied utilizes Measurabl, which uses emission factors from 2022 Canadian National Inventory Report (NIR). Measurabl uses industry standard emission factors across fuels and global regions, and these emission factors include lifecycle emissions from energy generation.

f. Consolidation approach as defined in Allied’s reporting boundary.

g. See (e.), Allied utilizes Measurabl. No estimations or assumptions used.
GRI Table

**DISCLOSURES** | **DESCRIPTION** | **RESPONSE**
---|---|---
**ENVIRONMENTAL** | 305: Emissions 2016 |
305-2: Energy indirect (Scope 2) GHG emissions | a. Gross Scope 2 GHG emissions: | • 2020: 20,126 tCO₂e |
| | • 2021: 18,597 tCO₂e | *both 2020 and 2021 emission factors include using local district energy emission factors from local district energy utility providers, where available.
| b. Not applicable as Allied does not consume gross market-based energy. |
| c. Gases included in calculation: Carbon Dioxide (CO₂), Nitrous Oxide (N₂O) and Methane (CH₄). Scope 2 emissions include emissions attributable to consumption of electricity and district energy.
| d. Allied's base year is 2019. Total scope 2 emissions in 2019 was 21,672 MTCO₂e.
| e. Allied utilizes Measurabl, which uses emission factors from 2022 Canadian National Inventory Report (NIR). Measurabl uses industry standard emission factors across fuels and global regions, and these emission factors include lifecycle emissions from energy generation.
| f. Consolidation approach as defined in Allied's reporting boundary.
| g. See (e.), Allied utilizes Measurabl. No other estimations or assumptions are used, with the exception of emissions from distinct energy systems where emissions factors are available from local utilities and used in lieu of default emission factors from Measurabl.
| 305-4: GHG emissions intensity | a. GHG emissions intensity: | • 2020: 2.55 kgCO₂/ft² |
| | • 2021: 2.56 kgCO₂/ft² |
| b. Organization-specific metric used to calculate the ratio: 17,857,133 ft² (Total portfolio floor area)
| c. Type of GHG emissions included in the ratio: Scope 1 and Scope 2
| d. Gases included in calculation: CO₂, CH₄, N₂O
| 306: Waste 2020 |
306-1: Waste generation and significant waste-related impacts | Refer to page 21 in this ESG Report. | Detailed description of the type of waste generated through operations:
| Total waste collected is the weight in metric tons of waste sent to landfill or recycled. Recycled waste varies by site and can include compost, beverage containers, cardboard, mixed paper, secure paper shredding, pallets, tires/oils/grease, plastics, furniture and building materials such as wood, steel, carpet, glass, concrete. Hazardous waste excludes printer/toner cartridges, batteries, electronic waste, fluorescent lamps. Several of Allied's assets do not have any associated waste data because the waste is picked up by the local municipality and it does not provide waste data, or the waste is managed by a single tenant, for example, residential dwellings, restaurants and bars and some office spaces. In these instances, the tenant is responsible for waste management and Allied does not track waste quantities. In other instances without data, the property does not generate waste, such as parking lots and parking structures. In 2021, waste data coverage was 83% across the portfolio.
| In accordance with our User Construction Manual, the below outlines our policy on construction waste management practices:
| **a.** Reduce the materials brought to the site to the minimum required to complete the work and to the minimum required to package and transport the material.
| **b.** Re-use material where appropriate on renovations or changes to existing work.
| **c.** Recycle material by separation of recyclable material and diverting it to an appropriate recycling facility.
| **e.** Tenant's contractors shall provide confirmation of proper disposal of construction waste in keeping with local regulations and guidelines. Allied's waste hauling practices must comply with all local regulatory requirements and performance standards. Allied conducts e-waste take back programs at some of our properties where electronic waste is recycled and diverted from landfill. Larger properties have an area to store collection until it's ready to be disposed. Allied's current providers, Aevitas, Quantum Recycling and Bulb Eater, are available at our larger properties, which allows us to properly dispose of e-waste and hazardous materials from landfill. We also receive building-level diversion reports from our waste haulers that feed into benchmarking and tracking waste data. Allied also leads educational campaigns for employees and our users. In 2019, we overlaid our waste management program into Intusoft multi-stream mixed recycling and conducted multiple training sessions with our tenants.
| **c.** Allied's waste hauling practices must comply with local, municipal, regional, provincial and federal by-laws, statutes, rules, regulations, standards and other enactments to the performance of the services. All contractor personnel must comply with the rules and regulations applicable to each property. Allied also imposes specific requirements within our waste and recycling contracts to ensure the waste haulers manage waste adequately, responsibly and in a first-class manner. Examples of such requirements include but are not limited to:
| • The contractor must represent and properly dispose of all waste and recycling streams generated at each property to eliminate cross contamination or adverse environmental impact.
| • The contractor must colour code waste and recycling bins/baskets by stream: waste (black), paper/cardboard (grey), organics (green), cans/glass/plastic (blue). This allows us and third-party janitorial vendors to easily distinguish the different types of waste and sort them into different categories.
| • The contractor must provide a monthly diversion report in Excel format to Allied noting the breakdown of all waste and recycling streams generated at each property. A separate report must be generated for each property to benchmark, track and improve our recycling practices to divert waste away from landfill.
| • Waste haulers must provide waste diversion reports for each property on a monthly basis, summarizing waste stream results for the current month and the same month from previous years. This data is compiled and recorded within ENERGY STAR Portfolio Manager (a centralized database for energy, water and waste data) on behalf of Allied by a third-party waste consultant. To ensure accurate waste data was collected, Allied conducts third-party data verification. Since Allied began reporting its ESG performance, no material discrepancies, errors or omissions were noted. We are currently developing and implementing additional strategies and resources to achieve our 2024 waste diversion target of 64%.
| 306-2: Management of significant waste-related impacts
| a. The majority of our portfolio is comprised of adaptively re-used heritage buildings from the turn of the last century. Inherently, our construction practices conserve excavation, demolition and construction waste by preserving and re-purposing these historical structures. We preserve these assets without compromise to character by upholding high design standards and replacing infrastructure with modern and efficient technology.
| In accordance with our User Construction Manual, the below outlines our policy on construction waste management practices:
| ** Construction and demolition work should be planned and managed in accordance with the Building's Construction Waste Policy and should incorporate the following practices:**
| a) **Reduce** the materials brought to the site to the minimum required to complete the work and to the minimum required to package and transport the material.
| b) Re-use material where appropriate on renovations or changes to existing work.
| c) Recycle material by separation of recyclable material and diverting it to an appropriate recycling facility.
| e) Tenant’s contractors shall provide confirmation of proper disposal of construction waste in keeping with local regulations and guidelines. Allied’s waste hauling practices must comply with all local regulatory requirements and performance standards. Allied conducts e-waste take back programs at some of our properties where electronic waste is recycled and diverted from landfill. Larger properties have an area to store collection until it’s ready to be disposed. Allied’s current providers, Aevitas, Quantum Recycling and Bulb Eater, are available at our larger properties, which allows us to properly dispose of e-waste and hazardous materials from landfill. We also receive building-level diversion reports from our waste haulers that feed into benchmarking and tracking waste data. Allied also leads educational campaigns for employees and our users. In 2019, we overlaid our waste management program into Intusoft multi-stream mixed recycling and conducted multiple training sessions with our tenants.
| c. Allied’s contracted waste haulers must comply with local, municipal, regional, provincial and federal by-laws, statutes, rules, regulations, standards and other enactments to the performance of the services. All contractor personnel must comply with the rules and regulations applicable to each property. Allied also imposes specific requirements within our waste and recycling contracts to ensure the waste haulers manage waste adequately, responsibly and in a first-class manner. Examples of such requirements include but are not limited to:
| • The contractor must collect and properly dispose of all waste and recycling streams generated at each property to eliminate cross contamination or adverse environmental impact.
| • The contractor must colour code waste and recycling bins/baskets by stream: waste (black), paper/cardboard (grey), organics (green), cans/glass/plastic (blue). This allows us and third-party janitorial vendors to easily distinguish the different types of waste and sort them into different categories.
| • The contractor must provide a monthly diversion report in Excel format to Allied noting the breakdown of all waste and recycling streams generated at each property. A separate report must be generated for each property to benchmark, track and improve our recycling practices to divert waste away from landfill.
| • Waste haulers must provide waste diversion reports for each property on a monthly basis, summarizing waste stream results for the current month and the same month from previous years. This data is compiled and recorded within ENERGY STAR Portfolio Manager (a centralized database for energy, water and waste data) on behalf of Allied by a third-party waste consultant. To ensure accurate waste data was collected, Allied conducts third-party data verification. Since Allied began reporting its ESG performance, no material discrepancies, errors or omissions were noted. We are currently developing and implementing additional strategies and resources to achieve our 2024 waste diversion target of 64%.
306: Waste generated

306-3: Waste generated

a. Total waste generated:
   - Hazardous: 2020: 601 t; 2021: 211
   - Non-Hazardous: 2020: 4,274 t; 2021: 3,856 t
   Breakdown by Disposal Route:
     - Landfill: 2020: 2,333 t; 2021: 2,061 t
     - Composted: 2020: 356 t; 2021: 389 t
   - Recycled: 2020: 1,641 t; 2021: 1,428 t
b. Waste haulers provide Allied with monthly diversion reports for our records. The data is compiled and recorded in ENERGY STAR Portfolio Manager (a centralized database for energy, water and waste data) on behalf of Allied by a third-party waste consultant.

403: Occupational Health & Safety

403-1: Occupational health and safety management system

Allied has an occupational health and safety management system that meets or exceeds provincial and federal occupational health and safety requirements including policy, roles and responsibilities; hazard recognition, reporting and assessment; health and safety committees; workplace inspections; training; injury and incident investigations. The components of the health and safety management system comply with the Occupational Health and Safety Act, Quebec’s Act Respecting Occupational Health and Safety, Alberta’s Occupational Health and Safety Regulation. This occupational health and safety management system applies to all of Allied’s employees, contractors and visitors across all sites owned and managed by Allied.

Allied has specific occupational health and safety policies and programs to support the identification, assessment and resolution of workplace hazards. These policies and programs include training all Allied staff, contractors and stakeholders on reporting workplace hazards using the hazard reporting form and building incident reports. Allied also trains and certifies members of the Allied Health and Safety Committee on their legislated roles and responsibilities. These reports are reviewed by Allied supervisors and management to identify root causes of the hazards, and to identify corrective actions and trends across the organization. In 2021, Allied developed and implemented a formal risk management program based on the ISO 31000:2018 risk management framework. Through this program, Allied has identified all occupational health, safety and security risks as they apply to our employees, contractors and the users of our properties. In 2022, this program will be expanded to further capture all environmental and climate-related risks as they pertain to our operations.

In 2021, Allied implemented a process to uncover all health, safety and security hazards for new acquisitions to ensure that properties brought under Allied management meet or have plans to meet the organization’s standards as they relate to employee, contractor and user health and safety.

Allied’s Hazard Reporting Policy and Health and Safety Policy state that it is the responsibility of all employees, contractors and visitors to report workplace hazards to the organization. Management is committed to formally responding to all hazard reports, observations and recommendations in no more than 21-days. Employees are encouraged to report hazardous workplace situations and are encouraged to do so in order to continuously improve the organization’s health and safety program. Those reporting workplace hazards are protected from reprisals by the organization for utilizing their fundamental labour rights.

If an employee or contractor is confronted with a workplace hazard, they must report it to a supervisor and in the event that the hazard cannot be resolved internally, they may contact a senior Allied executive or a representative of the Allied Health and Safety Committee and senior management as appropriate. In the event that an agreement to resolve the hazard cannot be reached internally, a member of the senior management team will contact the local provincial labour ministry to have an inspector attend the workplace and provide support in resolving the concern. Allied’s Refusal to Work Policy that is consistent with federal and provincial legislation ensuring the rights of all workers to refuse unsafe work. Allied ensures all work refusals are investigated by the employee’s manager, a worker representative of the Allied Health and Safety Committee and senior management as appropriate. Allied maintains the ability to complete workplace ergonomic assessments and since the start of the COVID-19 pandemic, each building has been equipped with signage and hand sanitation stations. Personnel have been provided with training on hand hygiene practices and equipped with enhanced filtration, medical grade masks and personal hand sanitizer. In 2021, Allied started a voluntary COVID-19 rapid testing program to allow employees and third-party service providers in Allied buildings to screen for COVID-19 prior to coming to work. This program has allowed Allied to successfully maintain operations and prevent the spread of the virus in the workplace.

403-2: Hazard identification, risk assessment, and incident investigation

Allied maintains first aid stations that meet or exceed provincial requirements in all buildings under our management, and has Allied personnel trained in first aid. Requisite level assessments are completed where there is a potential for noise levels to exceed provincial requirements to ensure adequate protection for Allied workers and contractors. Allied maintains the ability to complete workplace ergonomic assessments and since the start of the COVID-19 pandemic, each building has been equipped with signage and hand sanitation stations. Personnel have been provided with training on hand hygiene practices and equipped with enhanced filtration, medical grade masks and personal hand sanitizer. In 2021, Allied started a voluntary COVID-19 rapid testing program to allow employees and third-party service providers in Allied buildings to screen for COVID-19 prior to coming to work. This program has allowed Allied to successfully maintain operations and prevent the spread of the virus in the workplace.

403-3: Occupational health services

Allied maintains first aid stations that meet or exceed provincial requirements in all buildings under our management, and has Allied personnel trained in first aid. Requisite level assessments are completed where there is a potential for noise levels to exceed provincial requirements to ensure adequate protection for Allied workers and contractors. Allied maintains the ability to complete workplace ergonomic assessments and since the start of the COVID-19 pandemic, each building has been equipped with signage and hand sanitation stations. Personnel have been provided with training on hand hygiene practices and equipped with enhanced filtration, medical grade masks and personal hand sanitizer. In 2021, Allied started a voluntary COVID-19 rapid testing program to allow employees and third-party service providers in Allied buildings to screen for COVID-19 prior to coming to work. This program has allowed Allied to successfully maintain operations and prevent the spread of the virus in the workplace.

403-4: Worker participation, consultative, and communication on occupational health and safety

Allied has formal joint management worker health and safety committees to provide employees with direct means of participation in Allied’s health and safety programs across the country. The committees are comprised of at least four members representing management and workers, and are chaired jointly by worker and management representatives. Our committees are empowered to identify risks and hazards, to develop solutions and to make recommendations to senior management for final decision. The committees actively participate in the review and identification of workplace health and safety training, incident investigations and occupational health testing within our buildings and workplaces. The committees, like all employees, are protected from reprisals for reporting and communicating workplace risks and hazards as per Allied’s policy. Each committee meets a minimum of once every three months, but has instated a continuous improvement program to increase this frequency to monthly.

403-5: Worker training on occupational health and safety

Occupational Health and Safety training is offered to Allied employees through two primary channels - online, which we utilize for annual and new hire compliance training, and in-person by a qualified third-party trainer for hazard-specific or hands-on training. All training provided to Allied personnel is offered during standard working hours and requires the individuals to complete a competency test to ensure they have gained the required knowledge to be effective. All new hires are required to complete Occupational Health and Safety online training and the Operations Team is required to complete the training annually.

403-6: Worker health and safety committees

Allied provides health and safety committees that meet regularly to identify and prioritize hazards, carry out risk assessments, recommend control measures and monitor the effectiveness of controls. The committees are comprised of at least four members representing management and workers and are chaired jointly by worker and management representatives. Allied’s committees, like all employees, are protected from reprisals for reporting and communicating workplace risks and hazards as per Allied’s policy. Each committee meets a minimum of once every three months, but has instated a continuous improvement program to increase this frequency to monthly.

403-7: Workplace inspections

Allied maintains the ability to complete workplace ergonomic assessments and since the start of the COVID-19 pandemic, each building has been equipped with signage and hand sanitation stations. Personnel have been provided with training on hand hygiene practices and equipped with enhanced filtration, medical grade masks and personal hand sanitizer. In 2021, Allied started a voluntary COVID-19 rapid testing program to allow employees and third-party service providers in Allied buildings to screen for COVID-19 prior to coming to work. This program has allowed Allied to successfully maintain operations and prevent the spread of the virus in the workplace.

A workplace health management system was implemented in 2018 where workplace safety committees are comprised of at least four members representing management and workers and are chaired jointly by worker and management representatives. Allied’s workplace health management system is comprised of four main components: health and safety committees; workplace inspections; training; injury and incident investigations. The components of the health and safety management system comply with the Occupational Health and Safety Act, Quebec’s Act Respecting Occupational Health and Safety, Alberta’s Occupational Health and Safety Regulation. This occupational health and safety management system applies to all of Allied’s employees, contractors and visitors across all sites owned and managed by Allied.

Allied’s workplace health management system includes fifteen components, including culture and leadership, workplace inspections, health and safety committees and training. The components of the workplace health management system are designed to continuously improve the organization’s health and safety program. Allied maintains the ability to complete workplace ergonomic assessments and since the start of the COVID-19 pandemic, each building has been equipped with signage and hand sanitation stations. Personnel have been provided with training on hand hygiene practices and equipped with enhanced filtration, medical grade masks and personal hand sanitizer. In 2021, Allied started a voluntary COVID-19 rapid testing program to allow employees and third-party service providers in Allied buildings to screen for COVID-19 prior to coming to work. This program has allowed Allied to successfully maintain operations and prevent the spread of the virus in the workplace.

403-8: Worker participation in health and safety committees

Allied provides health and safety committees that meet regularly to identify and prioritize hazards, carry out risk assessments, recommend control measures and monitor the effectiveness of controls. The committees are comprised of at least four members representing management and workers and are chaired jointly by worker and management representatives. Allied’s committees, like all employees, are protected from reprisals for reporting and communicating workplace risks and hazards as per Allied’s policy. Each committee meets a minimum of once every three months, but has instated a continuous improvement program to increase this frequency to monthly.
### Social Disclosure

#### 403: Occupational Health & Safety 2018

**403-6: Promotion of worker health**
- **a.** Allied uses accredited third parties to provide occupational health services to its employees. Our Employee Assistance Program (EAP), LifeWorks, provides health and wellness resources and confidential support and is accessible at all times. Where Allied is informed of confidential health information regarding an employee, this information is held within the Talent Team to ensure that all private material is kept strictly confidential. Any employee can access the EAP 24 hours a day, seven days a week by phone, e-mail, or chat. A mobile phone application is available by our service provider so that employees can conveniently and privately access the EAP and support when needed.
- **b.** Allied offers an option for Wellness Spending Account reimbursement of fitness and/or wellness-related expenses to promote health and provides up to four education sessions per year on a variety of health and wellness topics, including mental health and financial items. Allied also provides six personal days to each employee annually to allow them to have time away from work for medical, vision, dental, or other personal appointments to support their health and wellbeing.

#### 403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

Allied has a contractor management and permit to work program that is used to ensure that work being performed by third parties meets Allied's minimum requirements and expectations as it relates to that organization’s workers' health and safety. For contractor management, the guidelines are provided to third-party service providers during the contracting process. Permits are required by Allied when high hazard work is being performed. Allied must also provide authorization prior to commencement, especially during construction projects. To ensure the health and safety of building users, Allied completes frequent inspections of common areas to ensure they are free of hazards and that all systems associated with occupant health and wellness are functioning as intended. In 2021, Allied started to complete building audits to review the level of conformance with Allied policies and procedures conducted by our service providers. Where opportunities for improvement exist, we complete root cause analysis to ensure appropriate corrective and preventative actions are identified. As outlined above, Allied also initiated a COVID-19 rapid testing program. All employees, including third-party service providers, such as our janitorial and security partners, participate. The testing helps to ensure that positive COVID-19 cases are identified prior to entering the workplace to maintain a safe and healthy environment for all employees and users.

### Diversity & Equal Opportunity Disclosure

#### 405-1: Diversity of governance bodies and employees

- **a.** Executives and Vice Presidents
  - i. 31% F / 69% M
  - ii. 56% 30-50 / 44% over 50
  - iii. No other indicator
- **b.** All employees
  - i. 44% F / 56% M
  - ii. 19% under 30 / 55% 30-50 / 26% over 50
  - iii. No other indicator

### GRI 406: Non-Discrimination Disclosure

#### 406-1: Incidents of discrimination and corrective actions taken

No incidents of discrimination.
Statement of Verification

Independent Limited Verification Report for Allied Properties REIT

Allied Properties REIT (Allied) engaged Quinn & Partners to verify its energy, water, waste and greenhouse gas (GHG) emissions statements for the reporting year from January 1, 2021 to December 31, 2021 as presented in Allied’s Environmental, Social and Governance Report and 2022 GRESB Real Estate Assessment response.

QUINN & PARTNERS RESPONSIBILITIES

Quinn & Partners conducted a verification of Allied’s 2021 energy, water, waste and GHG emissions statements to a limited level of assurance in accordance with ISO 14064-3:2019. The verification ensures that the inventory conforms to the requirements and principles of the GHG Protocol Corporate Accounting and Reporting Standard and aligned with ISO 14064-1:2018. Verification activities were conducted with appropriate impartiality, using an evidence-based approach, ethical conduct, fair presentation, conservativeness and due professional care.

ALLIED’S RESPONSIBILITIES

Allied prepared its 2021 energy, water, waste and GHG emissions statements and was responsible for confirming that the results fairly presented the performance of its real estate portfolio. This responsibility included maintaining data management systems to ensure its statements fairly reflect its operations and are free from material misstatement. Allied’s statements are voluntary — there is no mandatory requirement for disclosing this information.

SCOPE OF ENGAGEMENT

Quinn & Partners provided verification to a limited level of assurance. Based on Quinn & Partners’ verification activities and findings, we found no material discrepancy, error or omission that would lead us to conclude that Allied’s 2021 energy, water, waste and GHG emissions statements are not fairly stated and prepared in all material respects in accordance with the standards and principles of the GHG Protocol. The quantitative materiality threshold was 5% for each statement. The investigation included the following metrics:

**GHG EMISSIONS**
- Direct GHG emissions (Scope 1) — stationary combustion
- Electricity indirect GHG emissions (Scope 2) — purchased electricity and steam
- Other indirect GHG emissions (Scope 3) — energy use in tenant areas when available

**ENERGY, WATER AND WASTE**
- Total energy, electricity, stationary combustion fuels and district energy
- Total purchased water consumption
- Total waste generation, when available

CRITERIA

The objective of the verification was to reach a conclusion about the accuracy of the GHG statement and its conformity with the GHG Protocol and aligned with ISO 14064-1:2018 and industry best practices for the quantification and reporting of energy, water and waste data. To do so, we followed the verification criteria provided by ISO 14064-3:2019.

**WORK PERFORMED**

The verification team employed methods to verify Allied’s statements, including desktop review, analysis, sampling, recalculation, tracing and cross-checking with the quantification team. Sufficient evidence was collected to support the verification statements and ensure that the inventory methods, systems, calculations and results conform to the verification requirements. The principles of GHG accounting in ISO 14064-1:2018 and the GHG Protocol were used to guide the verification process:

- **Relevance:** Does the inventory contain the information that users—both internal and external to the company—need for their decision-making?
- **Completeness:** Has Allied accounted for all relevant sources within the inventory boundary and time period?
- **Consistency:** Do the methods and systems used to aggregate emission sources ensure that results are consistent and comparable over time?
- **Accuracy:** Was the quantification process conducted in a manner that is likely to identify and minimize areas of uncertainty? Has Allied reduced bias and uncertainties as far as is practical?
- **Transparency:** Has Allied prepared its statements in a coherent manner, and disclosed relevant methods and assumptions?

**LIMITATIONS OF OUR WORK PERFORMED**

Quinn & Partners understands that voluntary disclosures of sustainability data by nature are subject to uncertainty, including scientific and estimation uncertainty, that lead to inherent limitations in the accuracy of the information reported. The verification team recognizes these inherent limitations and implements quality-checking processes to reduce the impact they may have on the accuracy of the resulting statements.

**OUR CONCLUSIONS**

Quinn & Partners conducted a verification of Allied’s 2021 energy, water, waste and GHG emissions statements for the reporting year from January 1, 2021 to December 31, 2021 to a limited level of assurance. The verification proceedings were conducted to reflect actual reported performance data for the portfolio, wherever property-level data was provided. It does not include unreported or estimated data for missing data or properties. Based on the verification activities above, we found no material discrepancy, error or omission that would lead us to conclude the environmental performance statements are not fairly stated and prepared in all material respects in accordance with the standards and principles of The GHG Protocol and aligned with ISO 14064-1:2018.

**ATTESTATION**

_. BRENDA ROBBINS_ 
VERIFIER
QUINN & PARTNERS INC.
JUNE 10, 2022

_. DANIEL PASS, GHG-IQ_ 
LEAD VERIFIER
QUINN & PARTNERS INC.
JUNE 10, 2022

_. LUKE WESTFALL, P.ENG_ 
INDEPENDENT REVIEWER
QUINN & PARTNERS INC.
JUNE 10, 2022

**CLIENT’S ATTESTATION**

_. EDMUND WONG_ 
ALLIED’S REPRESENTATIVE

JUNE 10, 2022

4. Tenant areas, water use and waste generation in operations correspond to Category 3, Category 12 and Category 5 of the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard
“We build and operate commercial real estate to save the global environment, not to destroy it.

We build and operate to foster human wellness, not to undermine it.

We build and operate to promote diversity, not to impose uniformity.

We build and operate to facilitate creativity, not to encourage conformity.

We build and operate as city builders, which in a way embraces everything else.”

MICHAEL EMORY