

ALLIED

# Environmental, Social and Governance Policy

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# Environmental, Social and Governance Policy

## Purpose

Allied Properties Real Estate Investment Trust (“Allied”) is committed to making its inherent approach to environmental, social and governance (“ESG”) more manifest, deliberate and measurable. ESG is of paramount importance to Allied and is reflected in our mission as a foundation of our approach:

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

## Responsibility and Accountability

The Board of Trustees (the “Board”) is responsible for overseeing Allied’s ESG Strategy and ESG initiatives, including the integration of sustainability into Allied’s overall business strategy and the development of Allied’s Net Zero Carbon Plan. The Board is responsible for Allied’s risk assessment process by identifying the principal risks of Allied’s business and ensuring that appropriate systems are in place to manage these risks, including ESG and climate change risks. .

The Governance, Compensation and Nomination Committee (the “Committee”) of the Board is responsible for the overall approach and monitoring of ESG. The Committee will review this Policy and make recommendations to the Board annually.

Allied has created committees and management systems to ensure effective decision making and accountability of its ESG goals, targets and ambitions. The execution and supporting processes are managed by the relevant business functions within Allied and overseen by the Executive ESG Committee. To meet its key commitments, Allied intends to review its goals and targets, which are reported both internally and externally, along with its environmental performance data annually. Selected key environmental performance data is independently verified.

## ESG Commitments

Allied’s business activities impact a range of key stakeholders which include employees, users, investors, partners and the local communities where we operate our buildings. Allied recognises its responsibility to all key stakeholders and for this reason, it considers the environmental sustainability of its buildings and business both now and in the future.

### *Environmental*

Allied aims to protect the natural environment in a manner that reduces the environmental impact of its business activities. Allied is committed to six environmental goals.

- Reduce the energy consumption at our properties by optimizing systems design and conservation practices
- 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

- Prioritize climate change adaptation in our approach to acquisitions, development and operations
- Improve water use efficiency and reduce consumption across our portfolio
- Reduce the waste generated by our development and operating activities through responsible treatment, sorting, handling, storage and disposal
- Align all ground-up development and re-development projects with our Net Zero Carbon Plan

#### *Social*

Allied aims to improve employee and user experience and support the communities where we operate. Allied is committed to two social goals.

- Cultivate an environment that advances equity, reflects diversity and demonstrates inclusivity for all stakeholders of our business
- Provide a leading health and safety program to ensure the wellbeing of Allied employees, suppliers, users and visitors

#### *Environmental and Social Governance*

Allied aims to ensure our environmental and social governance infrastructure supports equitable, transparent and responsible business conduct. The Board has identified climate change risk as an environmental risk to Allied's business as the likelihood of natural disasters and severe weather increases due to rising global temperatures. Allied is committed to two environmental and social governance goals.

- Integrate ESG-related risks, starting with transitional and physical climate risk, into our current risk management process and business functions
- Disclose and communicate our ESG performance in a manner that is accurate, accessible, comparable, consistent and reflects our achievements and opportunities for growth