



2019

Corporate Responsibility and Sustainability (CRS) Report

About This Report

Reporting Scope and Boundary

This report presents the material issues and impacts of our sustainability activities during the year ending December 31, 2019. Reports from previous years are available online: www.fcr.ca/sustainability.

Throughout this report, “FCR” or the “company” refers to First Capital REIT. All currency is in Canadian dollars unless otherwise noted. All restatements and significant changes from the previous report are described in the performance data footnotes.

Reporting Frameworks

FCR has used the Global Reporting Initiative (GRI) framework for corporate responsibility reporting since 2011. This report has been prepared in accordance with the GRI Standards: Core option. In addition to GRI, we continue to monitor international reporting trends, including the work of the Sustainability Accounting Standards Board (SASB).

External Assurance Reports

FCR has conducted assurance on selected sustainability performance indicators since 2010.

How To Reach Us

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CEO's Message

At First Capital, we have a long-standing history of sustainability. It is simply how we do business.

In 2019, more than ever before, it became evident that strong sustainability practices are of high importance to our stakeholders. We aspire to uphold our position as an industry leader in sustainability. We strive for performance excellence at our properties and new developments, creating thriving, healthy, sustainable urban neighbourhoods. And we foster a vibrant corporate culture that ensures equal opportunity and well-being for all employees. Through our actions we will continue to create long-term value for all of our stakeholders.

Some of our highlights from 2019 include:

Environment:

- 10% reduction in absolute greenhouse gas emissions (2015-2019)
- 175 BOMA BEST certifications, comprising 76% of our portfolio, by gross leasable area
- 4 new construction projects achieved LEED certification, bringing our total to over 3.7 million square feet LEED certified

Social:

- Recognized in December 2019 by the Globe and Mail as one of Greater Toronto's Top 100 Employers for 2020, acknowledging our best practices in the workplace

- Achieved strong gender diversity metrics across the organization, 63% of our Executive Leadership team and 53% of our Senior Leadership team is female

Governance:

- Our strength in ESG standards and disclosure was validated through numerous ratings, including achieving a 'AAA' rating, the highest possible, in the Morgan Stanley Capital International (MSCI) ESG Ratings assessment for the past three years

These are just a handful of examples that are the result of our entire FCR team being engaged in sustainability. We also recognize that there is more progress to be made. FCR's long-term focus means we cannot ignore significant longer-term global challenges such as climate change and diversity & inclusion. In 2020, we will sharpen our focus on ESG as we work across the company to establish a new 5-year Sustainability Roadmap. We already have additional initiatives that are underway and I look forward to updating you next year on FCR's progress.

Adam E. Paul
President & CEO





2019 Highlights & Accomplishments

Environment

10% decrease in GHG emissions since 2015

45% average waste diversion rate across the portfolio

76% of portfolio BOMA BEST certified, by GLA

3.7M square feet LEED certified

>160 electric vehicle charging stations

People

TOP 100 Greater Toronto's Top 100 Employers

63% of our Executive Leadership Team is female

79% employee engagement score in employee survey

\$106K in employee tuition reimbursements

Communities

27 public art installations across our portfolio

99% of portfolio within 5-minute walk of public transit

78 average Walk Score® for our portfolio = 'Very Walkable'

Our strength in ESG standards and disclosure is validated through numerous ratings, including achieving:

MSCI 'AAA' rating, the highest possible, in the Morgan Stanley Capital International (MSCI) ESG Ratings assessment for the past three years

ISS Awarded high ESG Quality Scores across all three categories by Institutional Shareholder Services (ISS) 2019; on a scale of 1–10 with 1 being the highest: Environmental : 2 / Social: 1 / Governance: 1

About First Capital

Our Business

First Capital Real Estate Investment Trust (FCR) with **\$10.2 billion** in assets, is one of Canada's leading developers, owners and operators of mixed-use urban real estate in assets located in Canada's most densely populated neighbourhoods.

Our Purpose

Creating thriving urban neighbourhoods that generate long-term value for businesses, residents, communities and our investors.

Our mixed-use developments and retail offerings are designed to provide vibrant places that meet the needs of everyday urban life – bringing together people, public spaces, retail shops and services, public art, and access to public transportation.

Our Operations



YYZ
TORONTO
HEADQUARTERS



FCR.UN
LISTED ON TSX



158
NEIGHBOURHOODS



23.5M
SQ. FT. OF GLA



4,206
TENANTS



373
EMPLOYEES



Creating Thriving Urban Neighbourhoods

Currently, over 90% of our revenues come from retail tenants who provide the essential products and services that consumers need every day, including grocery stores, pharmacies, liquor stores, banks, restaurants, cafés, fitness centres, medical services, childcare facilities and other professional and personal services. In each of our properties, we strive to assemble the right mix by fully integrating retail with other uses to best serve the local community and contribute to thriving urban neighbourhoods.

Super Urban Strategy

FCR targets specific super urban neighbourhoods within Canada's largest and fastest growing cities. These neighbourhoods are located in Toronto, Montreal, Calgary, Vancouver, Edmonton and Ottawa. We have achieved critical mass in each of our target markets, which helps generate economies of scale and operating synergies, as well as deep local knowledge of our properties, tenants, neighbourhoods and markets in which we operate.

We define a super urban property based on its proximity to transit, its WalkScore, and most importantly its population density and expect to continue to improve these metrics over time through our investment and disposition activity.

99% 

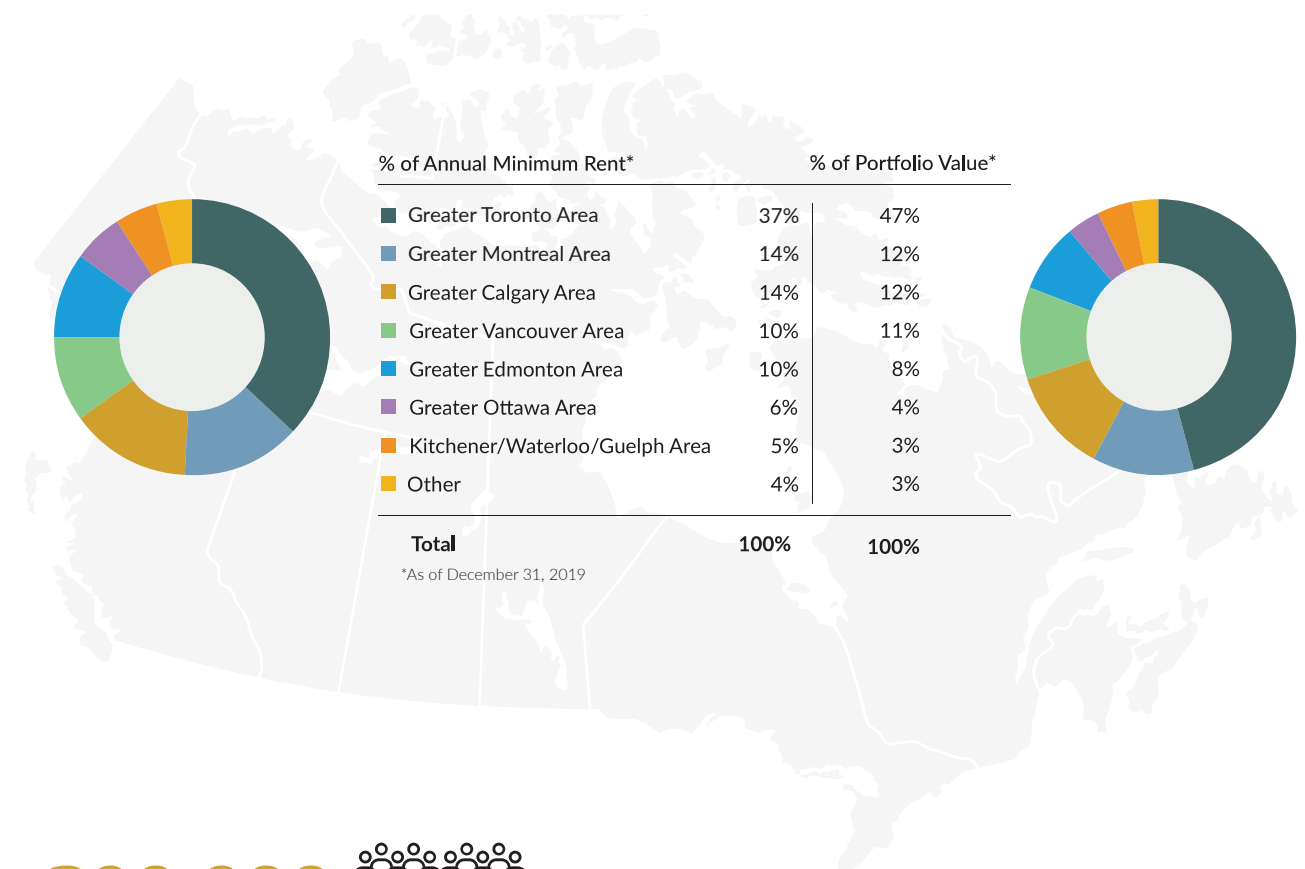
Currently, over 99% of our properties are located within a 5-minute walk to public transit.

78 

Our portfolio has an average WalkScore of 78 which is considered "Very Walkable" where most errands can be accomplished on foot.

290,000 

Average population density within a five-kilometre radius of each of our properties, up 85,000 or 40% from December 2016 making us a leader in North America on this metric.



For additional data, view our supplementary Data Pack at fcr.ca/sustainability.

Our Approach

Our values and our corporate responsibility and sustainability program guide our actions.

Corporate Responsibility and Sustainability (“sustainability”) at FCR encompasses all aspects of our environmental, social and governance (ESG) practices. Sustainability has always been integral to the responsible management of every aspect of our business and the mitigation of various risks.

Our sustainability initiatives align with and support FCR’s purpose of creating thriving urban neighbourhoods that generate long-term value for businesses, residents, communities and our investors.

At First Capital, we aspire to uphold our position as an industry leader in sustainability. We strive for performance excellence at our properties and new developments, creating thriving, healthy, sustainable urban neighbourhoods. We foster a vibrant corporate culture that ensures equal opportunity and well-being for all employees. Through our actions we will continue to create long-term value for all of our stakeholders.

Artwork: Can
Artist: Michelle Cieoszczyk
85 Hanna Ave., Toronto



Value Creation Through a Sustainability Lens

Urban Investments

- Focus on existing urban markets rather than greenfield development
- Target locations with strong demographics and good public transit and pedestrian connectivity
- Conduct environmental assessments and remediate the land

Developments

- Create thriving neighbourhoods where people work, live and shop — every day.
- Increase urban density by constructing mixed-use real estate assets
- Verify performance through green building certifications

Smart Operations

- Operate efficiently to reduce resource use and GHG emissions, and improve waste diversion
- Track performance and measure against targets
- Engage tenants to create awareness and further improve the performance of our properties

We believe that progressive sustainability management results in improved risk management and leads to increased property values, better customer satisfaction, improved operational efficiencies and real cost savings. Evolving stakeholder expectations are driving the agenda to proactively future-proof our portfolio. Our strategy and initiatives also continue to evolve, as detailed in the following pages of this report.

We have pursued sustainability strategies & initiatives since 2010 and have been recognized through numerous ESG rankings as a leader in Canada for our comprehensive reporting. View our past reports at fcr.ca/sustainability.

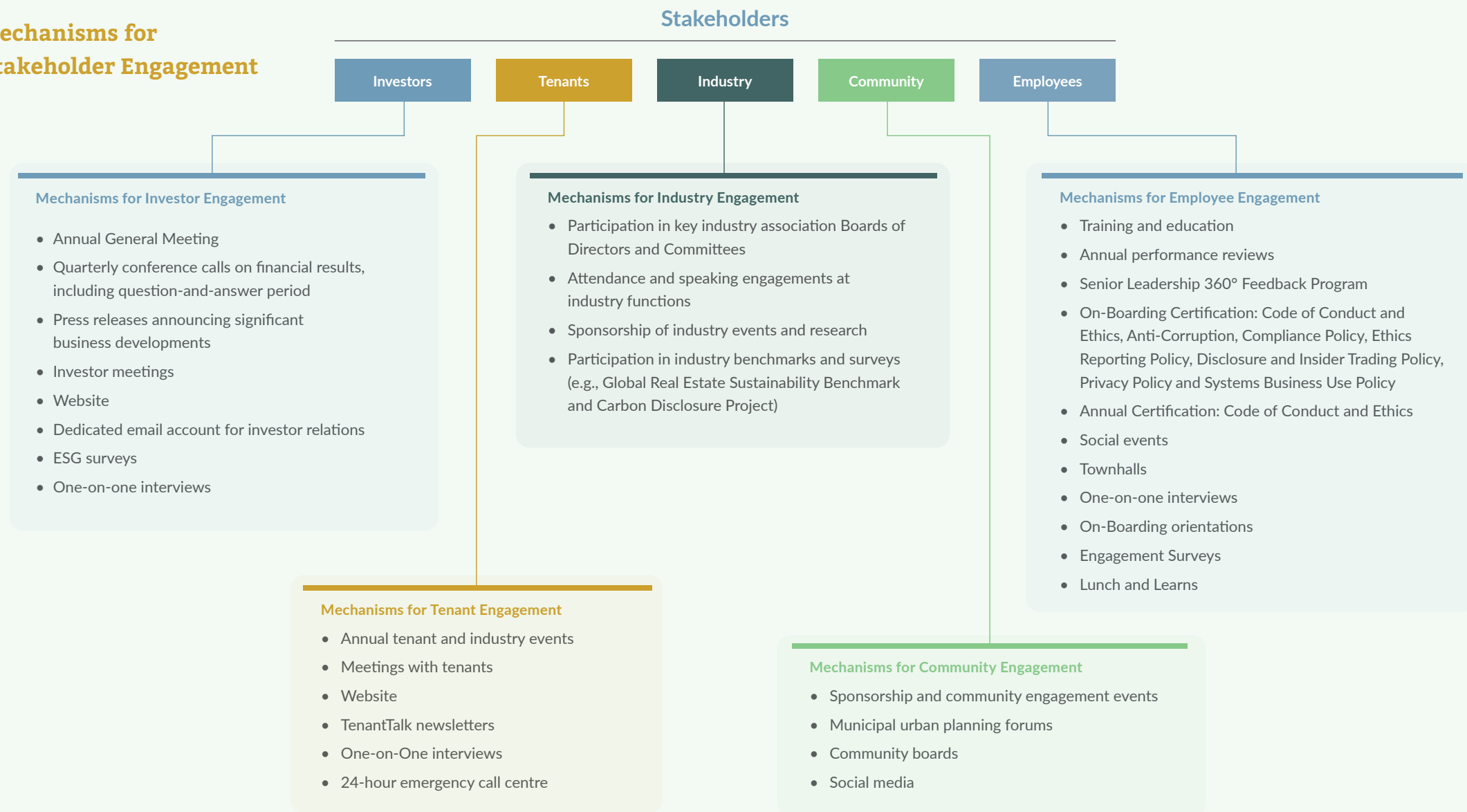
Working With Our Stakeholders

Stakeholder engagement and input is critical to the success of our company.

FCR understands that working closely with our stakeholders is foundational to our business. We have in place multiple two-way channels to effectively communicate with our stakeholders, including our investors, partners, tenants, employees and the public. This deepens our understanding of ESG topics most important to our stakeholders, offers diverse perspectives and helps inform future strategy. The chart on the following page summarizes our mechanisms for stakeholder engagement.



Mechanisms for Stakeholder Engagement



FCR is an active participant in the Canadian real estate business community. We are a member of the International Council of Shopping Centers (ICSC), the Real Property Association of Canada (REALPAC), Building Owners and Managers Association (BOMA) Canada, Commercial Real Estate Development Association (NAOIP), Canada Green Building Council (CaGBC) and Corporate Real Estate Women (CREW). Many employees are active members in these associations as well.

Our President & CEO serves on the Board of Directors of REALPAC. Our Senior Vice President Operations serves as the Past Chair of BOMA Toronto, a member of the National Advisory Council of BOMA Canada and the University of Guelph's Real Estate Program Advisory Board. Our Senior Vice President, Brand & Culture serves on the Board of Directors of the CaGBC. Our Vice President, Business Process & Risk Management is a member of the BOMA Canada Cyber Security Committee. Our Senior Director, Sustainability is a member of REALPAC's Environmental, Social & Governance Committee and BOMA Canada's Climate Resiliency Committee.

Tenant Engagement

Our tenants play a big role in influencing the environmental impact of our properties. Our Tenant GreenTalk Newsletter promotes sustainability awareness and provides tenants with actionable tips and advice to encourage them to employ environmentally friendly practices within their day-to-day operations.



Materiality Assessment

We have defined our sustainability priorities in collaboration with our key stakeholders.

In 2018, FCR conducted a focused exercise aimed at updating and confirming which sustainability issues are most important to our stakeholders and to ensure that our reporting and initiatives align with their priorities. We conducted one-on-one interviews with 16 internal and external stakeholder groups representing employees, executive leaders, board members, tenants, investors and joint venture partners. Stakeholders were asked to rank the importance of 19 sustainability aspects, organized in the categories of Environment, Social and Governance. The results of this stakeholder engagement process were plotted on the 2018 FCR Sustainability Prioritization Matrix shown to the right.

When comparing against our results from our 2015 materiality assessment, the fundamental aspects that are required for good business consistently remained top priority, including governance aspects; environmental compliance; and health, safety and security. Several environmental and social aspects moved to the forefront, including energy, greenhouse gas emissions, employee engagement, thriving communities and sustainable design and development. Meanwhile, the assessment also revealed that other aspects are poised to gain importance in the future, for example, climate change risk has escalated in importance to our stakeholders since 2018.

We plan to update our materiality matrix every three years, with the next materiality assessment scheduled to take place in 2021.

2018 FCR Sustainability Prioritization Matrix



Environment

Energy & Greenhouse Gas Emissions

We strive for efficiency in how we operate our properties.

Energy, in the form of natural gas and electricity, is used to heat and cool our properties, ultimately resulting in greenhouse gas (GHG) emissions. Canada's built environment is a significant contributor to GHG emissions¹, with 17% of GHGs coming from residential, commercial and institutional buildings. To achieve the targets of the Pan-Canadian Framework on Clean Growth and Climate Change, which aims to reduce GHG emissions by 30% over 2005 levels, by 2030, Canada's commercial real estate industry will be expected to play a large role.

FCR recognizes the impact our properties have on the environment and is committed to monitoring and minimizing this impact, while at the same time reducing operating costs, engaging tenants, and managing market and regulatory risks such as future utility cost increases and mandatory energy reporting.

Because our portfolio is comprised primarily of open-air shopping centres, most of our energy consumption is attributed to powering exterior common areas and parking lot lighting. In most cases, tenants are separately metered for natural gas and electricity consumption and therefore, their energy use and associated GHG emissions are not included in this report.

¹Pan-Canadian Framework on Clean Growth and Climate Change. Canada's Plan to Address Climate Change and Grow the Economy. 2016. Available at: <https://www.canada.ca/en/services/environment/weather/climatechange/pan-canadian-framework/climate-change-plan.html>



To ensure we continue reducing impacts across our portfolio, energy and GHG targets are set and performance is linked to the accountability agreements of our national operations team including our Senior Vice President Operations and Vice President Operations, Senior Director Sustainability, Directors of Operations and Property Managers. Reductions are achieved through operational best practices and equipment upgrades. In 2016, FCR made a commitment to retrofit all our parking lot and exterior lighting to energy efficient light emitting diode (LED) lamps by 2020. By the end of 2019 we had completed over 80% of our portfolio, with the remainder scheduled for completion in 2020.

We report on the absolute energy consumption and GHG emissions of our portfolio using both a year-over-year comparison and a 5-year rolling baseline:

- 1% decrease in energy consumption, 2019 over 2018
- 1% increase in GHG emissions, 2019 over 2018
- 1% decrease in energy consumption over 5 years (2015-2019)
- 10% decrease in GHG emissions over 5 years (2015-2019)

Advanced Rooftop Unit Controls

In 2019, we installed an advanced monitoring and controls system for rooftop HVAC units called Catalyst on 60 HVAC units servicing common areas across eight properties in Ontario. Catalyst offers a comprehensive set of benefits including variable frequency drive, demand control ventilation and advanced economization that reduce energy costs, improve occupant comfort, and provide visibility and control into our HVAC assets. This project is expected to achieve annual savings of over 785,000 kWh and 556 metric tons of carbon dioxide, the equivalent of taking 118 passenger cars off the road each year.

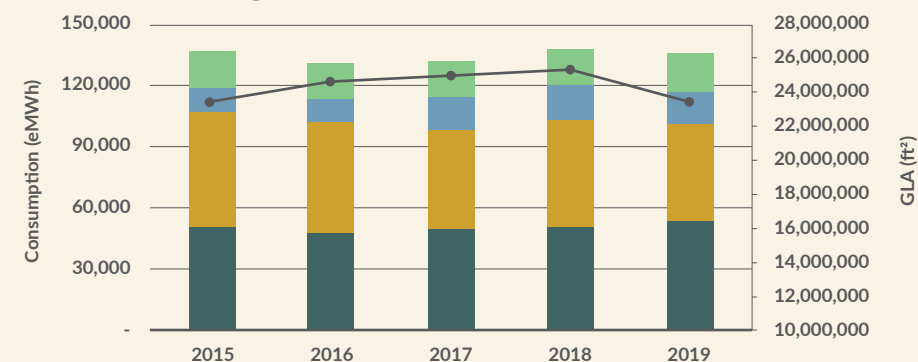
- Due to rising energy costs, our annual energy spend was up 5% in 2019 compared to 2015, despite a 1% reduction in consumption.

Our 5-year energy consumption and GHG emissions can be seen in the graphs to the right. The slight increase in GHG emissions in 2019 over 2018 is mainly attributed to a surge in natural gas used for heating our properties during the longer and colder than normal winter that we experienced across much of Canada.

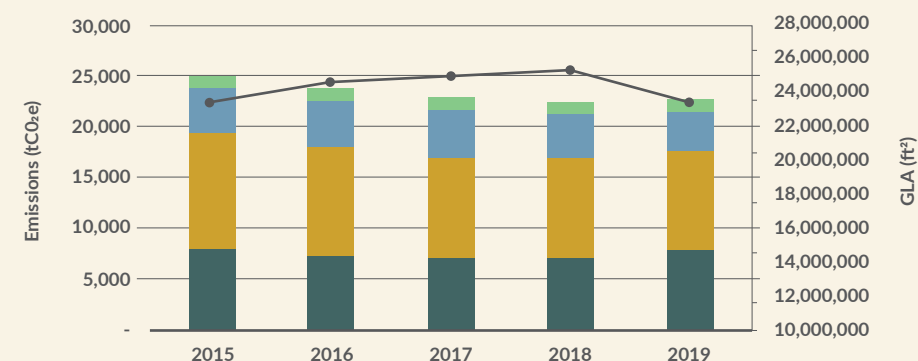
FCR has been tracking and reporting on energy reduction targets since 2013. In 2019, we realigned our performance focus to GHGs and set a 3-year target to reduce normalized carbon intensity (kg/ft²) by 9% by 2021, as measured from a base year of 2018. For comparability and to isolate improvements, we will report this target on a weather normalized, like-to-like portfolio.

In 2020, we will continue to drive reductions in GHG and energy use across our portfolio through a variety of initiatives, including the completion of our 5-year LED retrofit program and hiring a new support role of a national Energy Manager.

Energy Consumption by Asset Class



GHG Emissions by Asset Class



- Open-Air Shopping Centres
- Enclosed Shopping Centres
- Retail, High Street
- Office Buildings
- Reporting GLA (ft²)



Climate Change Risk & Adaptation

Resilient properties contribute to a resilient business.

Climate change poses both physical and economic risks to our company and the communities in which we operate. For example, our properties, customers and communities may become impacted by the increased frequency of severe weather events. We are committed to better understanding the risks of climate change across our portfolio and incorporating this into our business continuity planning and in turn, increasing the resiliency performance of our properties and communities. Improving resilience to extreme weather events is good long-term business management.

FCR's Senior Director, Sustainability is an active member of BOMA Canada's Climate Resilience Committee and has been working closely on the development of BOMA Canada's Resilience Briefs. FCR was integral to a world-leading research study to determine commercial buildings' "carrying capacity" – the ability of buildings to recover and resume normal operation following extreme events. The research was conducted by the University of Toronto Centre for Resilience of Critical Infrastructure in partnership with BOMA Toronto. The first part of the research informed the recently published BOMA

Toronto's Technical Guidance Notes on Resilience in the Commercial Real Estate Industry. The second part of this research is now underway and FCR continues to provide support and guidance.

Working with our property insurance providers, we have identified properties located in a flood zone and have developed property specific flood plans. We have also been integrating storm water management measures and making improvements to our tenant emergency response communications.

We recognize that adopting the recommendations of the Financial Stability Board's (FSB) Task Force on Climate-related Financial Disclosures (TCFD) is best practice in climate governance and risk management, and we are committed to defining how best to apply them to our business and across our portfolio. In spring 2020, we will complete an assessment of physical climate risks within our portfolio using third party science-driven risk analytics. Upon completion of the risk assessment, we plan to develop resilience guidance for our properties that are identified as medium to high risk.

Water

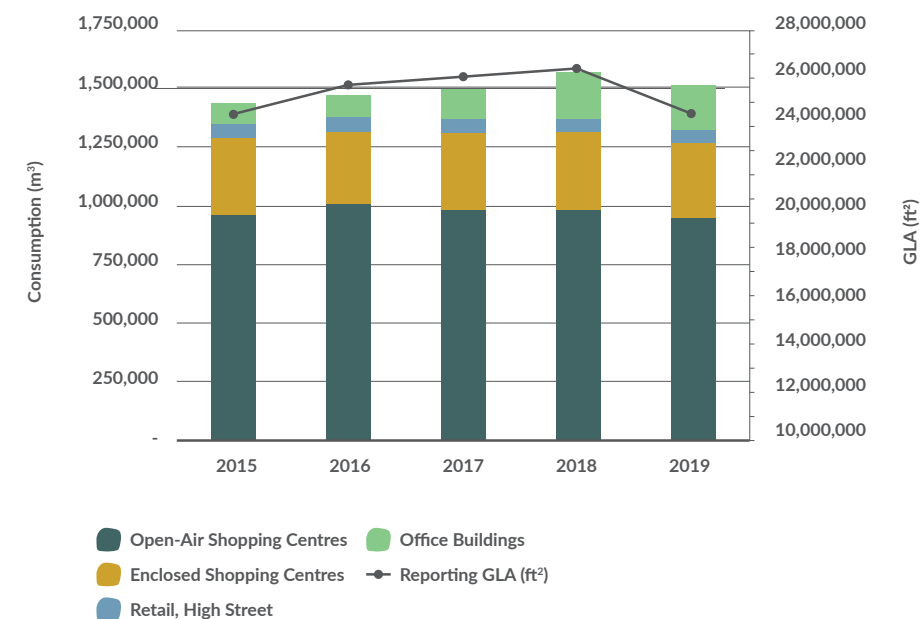
We strive for responsible water management.

The availability of fresh water supplies continues to be an increasing concern. In Canada, water conservation efforts are becoming more important as climate change begins to impact regional supplies and the cost of water continues to rise in many municipalities. Our properties primarily use water to supply drinking water, support maintenance and cleaning activities, supply landscape irrigation, and provide sewage conveyance. At many properties, there is one water meter installed by the utility and tenants are not separately metered. As a result, the water consumption and costs associated with many of our tenants' business operations are included in this report, meaning usage can be impacted by changes in property occupancy levels and tenant uses (e.g., fitness

clubs and restaurants use a lot more water than some other tenant types). In Quebec, water consumption is not metered and therefore water consumption and costs for our Quebec properties are not included in this report.

FCR continues to implement water conservation measures across our portfolio such as efficient washroom fixtures and sensed irrigation systems, as well as improving tenant awareness around the importance of water conservation. Despite these efforts, water consumption in our portfolio has increased by 5% since 2015, largely due to changes in tenancy type and use. Our annual water spend in 2019 was up 19% since 2015.

Water Consumption by Asset Class



Waste

We are working to improve waste management across our portfolio.

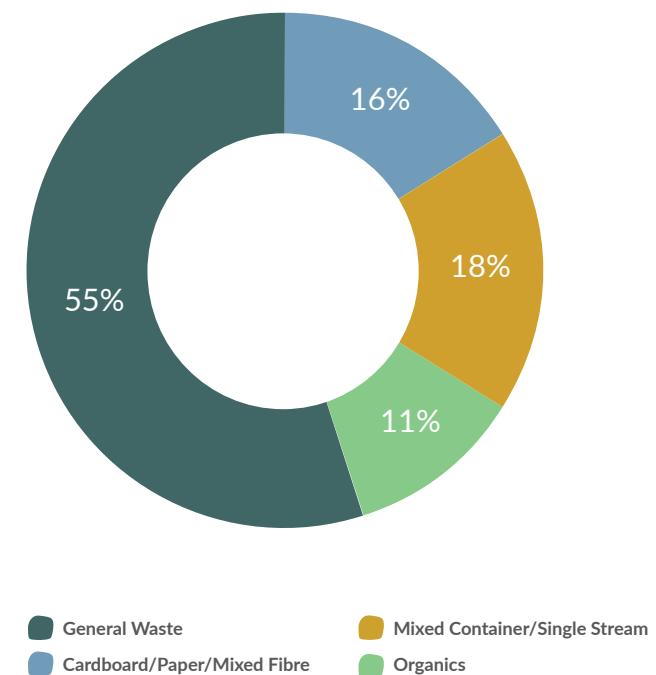
Minimizing waste output across our portfolio is important to reduce our contribution to global GHG emissions, pollution and environmental degradation, while also saving on waste management costs.

FCR does not currently have a national, comprehensive, recycling & waste program at our properties due to varying local market conditions and the use of regionally based waste management companies. In recent years, we have been striving to improve the efficiency and reduce the costs related to our existing waste and recycling programs. To improve and provide consistency to our waste reporting and monitoring, we have been expanding our relationship with a third-party waste consultant with a focus to maximize cost reduction, increase waste diversion and streamline data collection. In 2019, our waste diversion reporting includes data

for 74% of our portfolio, or 17.2 million square feet of GLA, up from 72% in 2018. Our waste diversion rate for properties that report on waste is 45%, up from 42% in 2018. \$5.1 million was spent on recycling and waste disposal across our entire portfolio.

In 2020, we will continue to enhance our focus on tenant education around waste and recycling and continue to perform third-party waste audits. We also plan to further expand our relationship with our third-party waste consultant into Quebec to achieve national program scope and develop waste diversion targets to implement in 2021.

2019 Waste Profile of Non-Hazardous Waste



10%

decrease in GHG
emissions since 2015

45%

average waste
diversion rate

For additional data, view our supplementary
Data Pack at fcr.ca/sustainability.

Sustainable Development

Developing sustainable, thriving urban neighbourhoods.

Across the country, urban development is occurring at a rapid pace and has a direct impact on the environment and surrounding community. Developers have a responsibility to consider how they can reduce their impact on the environment and create places that are liveable, comfortable, safe, and productive.

Sustainable design & development aligns with FCR's purpose of developing thriving urban neighbourhoods where the public can easily access daily necessities. Our development and redevelopment activities are focused primarily on well-located properties in dense urban neighbourhoods where land use intensification is a priority. Our development activities are focused on expanding our super urban neighbourhood portfolio, including a balanced, strategy of mixed-use density comprised of retail, office and residential.


Urban development in pedestrian-based, high-density communities can have positive social, economic and environmental impacts such as more engaged and connected communities, less economic burden on municipalities to deliver services such as utilities and public transit, and the avoidance of consuming prime agricultural or forested land. By remediating contaminated urban lands, the environment is improved, land values are increased and the potential for abandoned neighbourhoods or districts is reduced.


Accessibility to public transit is inherently important to our strategy and during the acquisition and development process we evaluate potential sites for transit access and future planned transit expansion. Currently over 99% of our properties are within a 5-minute walk to public transit. We also work closely with local governments to put plans in place to improve public transit and create new transit hubs to support our urban development projects.


By ensuring our tenants and their employees and customers have convenient access to public transit, we can decrease dependence on vehicle use, reducing traffic congestion, air pollution and GHG emissions.

In 2006, FCR was an early adopter in its commitment to sustainability by constructing projects to Leadership in Energy and Environmental Design ("LEED") standards². With the evolution of our development activity towards urban, mixed-use communities, we recognized the need to formalize a more holistic approach to sustainable development beyond our commitment to LEED certification. In late 2019, we established a Sustainable Development Working Group made up of representatives of our Development, Construction and Sustainability teams. The Working Group is tasked with developing an enhanced sustainability strategy to guide our planning and best practices on future developments.

3.8M 
sq.ft. LEED certified

76% 
portfolio BOMA BEST
certified, by GLA

>99% 
of portfolio within 5-minute
walk to public transit

78 
average Walk Score® for our
portfolio = 'Very Walkable'

²Subject to tenant acceptance.



Sustainability Vision at 2150 Lake Shore Boulevard West

In 2016, FCR acquired the site at 2150 Lake Shore Boulevard West in Toronto, formerly known as Mr. Christie. It is a 28-acre property that will be redeveloped to create a thriving, connected mixed-use community, a place that considers present and future community needs, including the potential for a new transit hub.

Using the UN Sustainable Development Goals as our guide, the Sustainability Vision for this large-scale development will set a benchmark for sustainability and climate change resilience that will inspire masterplans in Canada and around the world. The sustainability measures embedded in the masterplan design will minimize the development's environmental impact, encourage biodiversity, enhance the well-being of residents, and contribute to the creation of a sense of place, and of a community connected to the local area.

Learn more at 2150lakeshore.com.



People & Culture

Customer Satisfaction

Superior service to all of our stakeholders.


Satisfied stakeholders, specifically our tenants and their customers, are the foundation of our business. Strong customer satisfaction improves our reputation and contributes to financial growth. This is achieved through our commitment to provide superior service and optimal property management in a consistent quality manner for all FCR properties.

As stakeholder expectations continue to evolve, we also strive to evolve. One area of focus is tenant communications and ensuring our ability to stay connected. In 2017 we launched an online property management software called Building Engines which has allowed us to improve service delivery and communications with our tenants. The Broadcast Messaging Module of Building Engines provides our operations teams with an easy and effective communication tool that allows them to stay in touch with their tenants. Messages can be delivered using both email or text messaging for any number of circumstances. It may be a simple

reminder about the upcoming time change, a notification about a planned power shutdown or a building inspection at a property or communication and updates on emergency matters as they unfold.

Tenant satisfaction does not stop at property management. Tenants often interact with multiple FCR team members from various departments, including construction, leasing, sustainability, legal and others. Therefore, creating an exceptional and consistent tenant experience is an important shared responsibility for all FCR team members.

FCR's priority is to engage in direct interactions with all tenants to ensure satisfaction. Although we have not yet conducted a formal tenant satisfaction survey, we recognize the value of implementing one in the coming years as a beneficial tool to benchmark the overall satisfaction of our tenants and identify helpful feedback to improve our practices.

97.6% 
record occupancy level
achieved in 2019

Artwork: Treed
Artist: James C. Smith
Rutherford Marketplace, Maple





Employee Engagement

Our employees are at the core of our success.

Our people are our strength. Our corporate culture reflects our shared commitment to building community and excellence in everything we do. FCR is committed to ensuring that we have the right people in the right positions to profitably and efficiently manage our properties, reinvest in our people and drive financial performance. Investing in our people and providing them with the right tools and resources contributes to healthy employee retention and productivity.

We believe that engaged employees are productive employees. We strive to deliver a rewarding, stimulating and fun place to work, where individuals are treated with respect and dignity. FCR provides employees with competitive remuneration, generous benefits, training, educational opportunities and career advancement. We provide a comprehensive benefits package to full-time employees, including a wellness subsidy.

FCR regularly conducts a comprehensive employee engagement survey. In 2018, we had a very strong response rate of 90% (as provided by our third-party firm TalentMap, the benchmark average is 80%) and

scored an overall engagement score of 79% (as provided by TalentMap, the average is 72%).

Managers are required to conduct annual formal performance reviews of their employees and ensure that expectations are understood and performance is acknowledged and rewarded. All permanent, full-time employees participate in the Performance Review and Year-End Compensation review process which includes the creation of a Development Plan for the coming year.

In addition to mandatory annual training on sexual harassment, discrimination, cyber-security and health & safety, FCR offers training focused on building the skills and capabilities of employees. We offer several in-house training programs including annual mandatory training for all people managers and Microsoft Office skills training. In 2019, we continued our annual mandatory training for all People Managers across Canada which included a full day session titled *The Five Behaviours of Personal Development*. This session teaches individuals to be better teammates with the goal to completely redefine and align teamwork and collaboration.

In October 2019, all senior members of Development and Construction teams attended a full-day sustainability workshop titled Planning for the Future, which consisted of high-level presentations by external subject matter experts on several of the most relevant topics in the industry today, including zero carbon and climate change resilience strategies.

FCR encourages employees to develop and advance in their careers. Employees are encouraged to take professional development courses and seminars. We offer a competitive employee tuition reimbursement plan to full-time permanent employees. Employees can receive up to \$3,500 annually towards tuition reimbursement provided the subject of study is relevant to his or her current role or will develop new skills of mutual benefit to FCR and the individual. In 2019, we reimbursed \$106,195 in tuition fees to our employees.

By the end of 2020, we plan to create a training program to assist new and developing managers with learning key concepts and applying practical skills or tools for communicating, leading change, coaching and inspiring that will enable them to build a high-performing team of engaged employees.



FCR's 2019 Greenest Employee Challenge

In October 2019, using a mobile app called Shine, we challenged employees to take action to reduce their environmental impact in their everyday life. The app provided ideas and inspiration to go green, and allowed employees to log actions, share photos and get social with comments. Eighty-six (86) employees took part in the Challenge and logged a total of 5,600 actions over 3 weeks. At the end of the Challenge, one employee from each region was named FCR's 2019 Greenest Employee.

Greater Toronto's Top 100 Employers

In December 2019, FCR was recognized by The Globe and Mail as one of Greater Toronto's Top 100 Employers for 2020. The list is a benchmark published annually by The Globe and Mail that recognizes employers for best practices in the workplace. Organizations are evaluated based on leadership in the areas of employee culture, benefits, communications, training and community involvement. FCR was the only publicly traded commercial real estate company to receive this distinction in the 2020 list.

79% 
employee engagement score
in 2018 employee survey

\$106K 
in employee tuition
reimbursements in 2019

Diversity & Inclusion

Diversity is important in creating and maintaining an effective team.

FCR is committed to an inclusive and diverse workplace. As a national company, we recognize the importance and value of a workforce that is inclusive and reflects the diverse communities in which we operate. Not only does diversity enable us to deliver a superior experience to our clients and stakeholders, but it may also lead to a competitive advantage as diverse perspectives contribute to our decision-making process.

Our commitment to diversity and inclusion is inspiring for current employees and is attractive to prospective employees as they see themselves reflected in the workforce. Integrity and a high standard of ethics

are fundamental to FCR's beliefs and all employees are required to respect the rights and dignity of all individuals, as it is outlined in our Code of Conduct and Ethics.

Our Board Diversity Policy ensures a balance of skills, experience and diversity of perspectives appropriate to FCR. The promotion of a diverse Board makes prudent business sense as it facilitates the inclusion of different perspectives and ideas leading to enhanced decision-making, improved oversight and better corporate governance. It also ensures that FCR has the opportunity to benefit from all available talent.



We are proud of the gender diversity that we have achieved across our company.

63%

of our executive leadership team is female

54%

of people managers are women

53%

of our senior leadership team is female

61%

of our employees are women

Thriving Neighbourhoods

We're at the heart of where people work, live and shop — every day.

As one of Canada's largest owners, developers and operators of mixed-use real estate we have a direct impact on the current and future prosperity of the neighbourhoods in which we operate; not just economic prosperity, but social and environmental as well.

We believe that by investing in urban mixed-use projects, we help neighbourhoods flourish. We foster vibrant, thriving communities in how we develop and manage our properties by:

- Maintaining the highest standards,
- Emphasizing customer experience,
- Integrating and connecting retailers within communities, and
- Carefully selecting specific complementary tenant offerings at each of our properties to best serve the needs of the local community.

For the last twelve years, we have been supporting artists and investing in the communities we serve. We host public art competitions and partner with renowned art institutions across the country. These memorable public art pieces spark conversation and become a gathering place for the people in our communities. In addition to supporting art education and local artists,

these art installations add aesthetic appeal and enhance the experience of visitors to our properties. At present, FCR has 27 art installations located in public common areas of select properties. Through collaborations with Ontario College of Art and Design University (OCAD), Emily Carr University of Art and Design and Concordia University, FCR has sponsored several competitions giving students and emerging artists an opportunity to showcase their talent.

As an entity with a social conscience, we are also committed to giving back by encouraging our employees to volunteer in the communities in which we operate, through participation in charitable initiatives that support vulnerable parts of the population, and to promote environmental improvements that help neighbourhoods thrive. In addition to company-run volunteer and fundraising initiatives, beginning in 2020, all full-time employees will receive one paid day off each year to volunteer for a charity of their choice.

27

public art installations across
our portfolio



Artwork: One & All
Artist: David C. Salazar
Halton Hills Village



FCR Foundation

FCR and its employees have a long history of participating in initiatives to give back to the local communities in which FCR operates. However, an overarching company program did not exist to bring these initiatives together under one banner. In 2019, we began to explore initiatives focused on the potential impact that FCR could have on our communities if we combined our efforts and did this on a larger scale. A taskforce was established, made up of cross-functional employees from each region, to brainstorm ideas about how this could work for us. From this, came the idea to create the FCR Foundation which will be an employee-led, registered charity under the Not-for-Profit Corporations Act.

The mandate of the FCR Foundation is to support charitable initiatives that help neighbourhoods thrive by making an impact at the local level. The FCR Foundation will be managed by an employee committee that will facilitate fundraising efforts, contributions by employees (matched by the company), as well as determine how funds will be allocated. The FCR Foundation is an opportunity for FCR's employees to work together as One Team with One Purpose, to engage in a common goal of promoting positive changes in our communities.

Artwork: Second Self
Artist: Meryl McMaster
85 Hanna Avenue, Toronto

Health, Safety & Security

We're committed to promoting a safe and healthy workplace for all employees, contractors, tenants and visitors.

Health and safety is a critical facet of the real estate and construction business. Employees conducting their work in office environments have a much lower risk of injury compared to construction activities. Typically, FCR hires third-party general contractors to construct new developments or major renovations because these parties have the expertise and knowledge to execute this work and manage the associated health and safety risks. Similarly, we hire third-party contractors and suppliers to provide property management services (e.g., building maintenance, snow removal and landscaping).

Health and safety general awareness training and specific compliance training is mandatory for all employees. All new employees receive this training during their first week of employment as part of our onboarding program. FCR has established joint health and safety representatives and committees nationally. These representatives conduct monthly workplace inspections and meet on a quarterly basis.

In 2019, all operations staff nationally were required to attend a full-day, in-person health and safety training session administered by a third-party consulting firm.

The training focused on building employee awareness and ensuring that our operations staff understand their rights and responsibilities with respect to health and safety. Topics included identifying unsafe working conditions, understanding work safety procedures, working at heights, contractor management/supervision and proactively reporting incidents.

Regarding the health and safety of contractors and suppliers, third-party service agreements include standard terms to ensure that the provincially legislated roles and responsibilities of constructor, prime contractor and principal contractor are clearly defined to minimize FCR's liability. Furthermore, we maintain a third-party contractor accreditation program to annually verify contractors' compliance with health and safety legislation.

Our Supplier Code of Conduct and Ethics (the "FCR Supplier Code") holds all suppliers and contractors accountable to maintaining a safe, healthy and secure work environment. If there is an actual or suspected violation of the FCR Supplier Code, suppliers are encouraged to report it to our confidential, third-party, FCR ethics hotline.

During 2019, there were no fatalities as a result of our Company activities. In 2019, there was 1 Workers' Compensation claim that resulted in lost time of 0 days.

Tenant and customer safety is of utmost importance. Our patio bollard "safe space" program identifies common area and tenant patio locations where there is potential risk to public safety due to the proximity to vehicular traffic areas. Once identified, vehicle impact barriers, also known as bollards, are installed to prevent vehicle/pedestrian impact incidents from happening. This has also been incorporated in FCR's design standards.

Another area where we can influence the safety and security of our properties is through well-lit parking lots and exterior common areas. We conduct routine night inspections at all of our properties to ensure adequate amounts of lighting are maintained for added safety and security.



Good Business

Ethics & Integrity

Ethical business is a part of our culture.

Beliefs, Values and our Codes of Conduct and Ethics collectively define and capture the culture and expectations of FCR. They are foundational for establishing a strong, focused company.

Beliefs

Integrity and a high standard of ethics are fundamental to FCR's beliefs. FCR is committed to doing what is right and deterring wrongdoing. In dealing with tenants, vendors, suppliers and fellow employees, we require that employees:

- Conduct themselves in a forthright and honest manner.
- Are fair and considerate in all their dealings.
- Maintain professional behaviour in all their relationships.
- Make only commitments they can keep and keep them.
- Respect the rights and dignity of all individuals.
- Obey the law.





Values

Our values reflect FCR’s evolving culture and align with our purpose to own, operate and develop high quality, urban properties that are shopping destinations for everyday life.



FCR Values Recognition Awards Program

FCR’s Values Recognition Awards Program recognizes employees for demonstrating and embracing FCR’s Values. Nominations are put forth by fellow employees, reviewed by a selection committee and an award winner is announced twice annually. Award winners receive recognition at our Town Halls and on our internal intranet FCR HUB and are awarded \$2,000 in FCR units.

Code of Conduct And Ethics

FCR has clearly defined its expectations of employees, officers and trustees in its Code of Conduct and Ethics, Anti-Corruption Compliance Policy, Ethics Reporting Policy, and Disclosure and Insider Trading Policy. Employees, officers and trustees are required to acknowledge having read these documents and agree to comply with these policies upon joining the organization and annually thereafter.

We have adopted a Supplier Code of Conduct and Ethics (the “Supplier Code”) which was designed to ensure that third-party suppliers have a clear understanding of how FCR expects to conduct our business with suppliers.

Whistleblower Mechanism

Every trustee, officer and employee has an ongoing responsibility to report any activity of which he or she may have knowledge relating to the integrity of our financial reporting or which might otherwise be sensitive in preserving the reputation of FCR. Our Ethics Reporting Policy defines these expectations. Any non-compliance incidents with FCR’s policy documents are handled in accordance with the directives identified in the policies.

FCR also retains ClearView Connects™, an independent provider of specialized ethics reporting services. It provides our employees and third-party suppliers with an independent and anonymous method for reporting any concerns regarding unethical behaviour or actual/perceived breaches with FCR’s Code of Conduct or Supplier Code. The Audit Committee receives a report outlining any complaints on a quarterly basis.



Governance

Sound corporate governance practices are the essential foundation to the well-being of FCR.

At FCR we have established the following goals to ensure sound corporate governance:

- 1) Have a strong governance framework in place that:
 - reflects our values,
 - ensures that effective corporate governance practices are followed, and
 - ensures that the Board functions independently of management.
- 2) Strive to be a governance leader by making it a priority to:
 - continuously adopt new and improved governance practices, and
 - follow recommendations as governance standards evolve.
- 3) Monitor our progress:
 - by reviewing our governance scores from the ISS, the Globe and Mail Board Games and other similar rankings.

Board Governance

FCR and our Board of Trustees (the “Board”) believe that sound corporate governance practices are the essential foundation to the well-being of FCR and the promotion and protection of our stakeholders’ interests. FCR is led by the President and CEO and overseen by the Board. As at December 31, 2019, the Board was comprised of nine trustees, seven of whom, including the Chair, were “independent” as defined by the National Instrument 52-110.

The Board carries out its responsibilities directly through the Audit Committee, the Compensation Committee, the Corporate Governance Committee, the Investment Committee and such other committees as it may establish from time to time. For more information on the Board Committees, you can view the Committee Charters at fcr.ca/investors/governance.

Sustainability Governance

FCR’s sustainability governance structure includes high level oversight by the Board of Trustees and direct oversight by members of the Executive Leadership

Team and dedicated full-time employees. In 2019, we established an Environmental Social and Governance (ESG) Taskforce to enable a more structured and engaged approach towards integrating sustainability practices and initiatives across the organization.

Governance of sustainability occurs at the Board level. The Board receives updates and presentations on sustainability matters as required and reviews FCR’s Risk Management Dashboard quarterly, which, for example, identifies climate change risk and includes risk mitigation activities.

The Senior Vice President (SVP), Operations is the highest-level management position responsible for environmental sustainability at FCR. The SVP, Operations is a member of the Executive Leadership Team and reports directly to the President & Chief Executive Officer (CEO). The role oversees all FCR’s property operations nationally, as well as our environmental and sustainability programs. Social sustainability aspects are the responsibility of the Senior Vice President, Brand and Culture, who also reports directly to the President & CEO.

Since 2010, FCR has maintained a full-time senior leadership position responsible for the oversight of its sustainability program. The Senior Director, Sustainability reports to the SVP, Operations. This leadership role is responsible for directing sustainability reporting initiatives and driving continuous ESG engagement and improvement at FCR.

We understand that it is important to assign accountability and oversight to how sustainability practices are managed across our company. Our Sustainability Policy is a guiding document which describes our sustainability governance and operational structure, vision, goals, objectives, principles and practices.

Looking ahead to 2020, the ESG Taskforce will be responsible for developing a new 5-year ESG Roadmap for FCR. We will also strive to increase the sustainability related information in our annual reports and continue to conduct annual presentations to the Board of Directors.

*View our Sustainability Policy
at fcr.ca/sustainability*



RISK MANAGEMENT

We employ robust risk management processes.

FCR has a structured risk assessment process to identify and manage risks. We identify and prioritize risks based on the likelihood of an event happening and economic impacts resulting from this event. Risks are classified as strategic, financial, operational or regulatory. A Risk Dashboard is used to compile the top risks of the organization.

FCR undertakes a review and re-prioritization of risks based on its annual assessment process. On a quarterly basis, we reassess risks for trends and receive updates on risk mitigation activities undertaken during the previous quarter. The Executive Leadership Team updates the Risk Dashboard and provides it to the Audit Committee and the Board quarterly.

To discourage management from taking excessive or inappropriate risk, several measures within FCR's compensation structure have been implemented.

For example:

- The risk oversight function involves the Board and its committees;
- A substantial portion of the senior executive officers' compensation is "at-risk" with variable vesting periods which serves to align their interests with those of shareholders as a substantial portion of their compensation is directly affected by FCR's performance over time;
- Short-term and long-term incentive awards are based on a mix of corporate, business unit and individual performance measures;
- The President & Chief Executive Officer and his/her direct reports are subject to share ownership requirements;
- A formal compensation "claw back" policy applicable to senior executive officers;
- A formal anti-hedging policy; and
- Shareholders receive a vote on FCR's executive compensation practices, known as "Say-on-Pay".

Risk Mitigation of Contaminated Lands

FCR's philosophy of risk mitigation applies to the acquisition and management of land. Comprehensive environmental assessments are conducted to evaluate possible environmental contamination prior to acquiring a property. If contamination is identified, we liaise with the vendor to remediate the site prior to acquisition or to develop a remediation plan.

Further, we require comprehensive environmental liability insurance on all of our properties and new acquisitions. This approach minimizes potential financial liability if historical contamination is discovered on a property after acquisition (e.g., soil contamination underneath an existing building) or if off-site contamination migrates onto a property.

Our Senior Director, Environmental Programs and General Counsel tracks and reports on remediation activities quarterly to the Audit Committee.

Appendices

Statement of Assurance

Independent Limited Level Assurance Report

To the Board of Directors and Management of First Capital REIT (“FCR”)

Our Responsibilities

Our limited level assurance engagement has been planned and performed in accordance with the International Standard on Assurance Engagements 3000 (ISAE 3000), Assurance Engagements other than Audits or Reviews of Historical Financial Information, and with the International Standard on Assurance Engagements 3410 (ISAE 3410), Assurance Engagements on Greenhouse Gas Statements published by the International Auditing and Assurance Standards Board.

Scope of Our Engagement

As agreed with management, we have carried out a limited assurance engagement in relation to select performance indicators as reported in FCR’s 2019 Sustainability Report (the “Report”) for the years ended 31 December 2015 – 31 December 2019, including the following performance indicators:

Energy

- 302-1 – Energy consumption within the organization
- 302-4 – Reduction of energy consumption (absolute consumption only using a year-over-year comparison and a 5-year rolling baseline)

Water

- 303-5 – Water consumption within the organization

Greenhouse Gas (GHG) Emissions

- 305-1 – Direct GHG emissions (Scope 1)
- 305-2 – Energy indirect GHG emissions (Scope 2)
- 305-5 – Reduction of GHG emissions (absolute emissions only using a year-over-year comparison and a 5-year rolling baseline)

Subject Matter and Criteria

The subject matter consists of FCR’s environmental performance indicators as defined by management and the Global Reporting Initiative (GRI) Guidelines. The criteria used to evaluate the subject matter consisted of the relevant guidance contained within the GRI Guidelines.

FCR Management Responsibilities

The Report was prepared by the management of FCR, who are responsible for the collection and preparation of the subject matter and the selection of criteria used in determining that the information is appropriate for the purpose of disclosure in the Report. In addition, management is responsible for maintaining adequate records and internal controls that are designed to support the reporting process. There are currently no legislative or regulatory requirements requiring FCR to prepare, publish or have verified a corporate responsibility report.

Level of Assurance

Our procedures were designed to obtain a limited level of assurance on which to base our conclusions. The procedures conducted do not provide all the evidence that would be required in a reasonable assurance engagement and, accordingly, we do not express a reasonable level of assurance. While we considered the effectiveness of management’s internal controls when determining the nature and extent of our procedures, our assurance engagements were not designed to provide assurance on internal controls and, accordingly, we express no conclusions thereon.

Work Performed

In order for us to express a conclusion in relation to the above subject matters, we have considered the following questions:

Completeness

- Has FCR fairly presented the subject matter with respect to the organizational and operational boundaries and time period defined in the Report?
- Has FCR accurately collated corporate data relating to the subject matter from all material entities in its defined boundary?
- Has FCR collated corporate data relating to the subject matter from all relevant operations level data?

Accuracy

- Is the subject matter accurate and sufficiently detailed for stakeholders to assess FCR's performance?

The procedures we undertook to form our conclusions included, but were not limited to:

- Interviewing selected personnel to understand the key corporate responsibility issues related to the data and processes for the collection and accurate reporting of the subject matter.
- Where relevant, performing walkthroughs of systems and processes for data aggregation and reporting.

- Inquiring of management regarding key assumptions and the evidence to support the assumptions.
- Validating the accuracy of calculations performed, on a sample basis, primarily through inquiry and analytical procedures.
- Performing analytical review over the indicators, for example year-over-year analysis to confirm appropriateness of fluctuations; understand business trends and develop expectations accordingly.
- Validating that data and statements had been correctly transcribed from corporate systems and/or supporting evidence into the Report through observation.

Limitations of Our Work Performed

Our procedures did not include providing conclusions in relation to:

- The completeness or accuracy of data sets or information relating to areas other than the subject matters.
- The completeness or accuracy of performance data for buildings excluded from FCR's analysis.
- Information reported by FCR other than in its Report, such as information contained on its website.
- Management's forward-looking statements.

- The Report being in accordance with requirements of the GRI Guidelines other than those contained within the scope of our work, as set out above.

Additionally, environmental and energy-use data are subject to inherent limitations given the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

Our Conclusions

Subject to the limitations of our scope noted above, and based on our work as described in this report, we conclude that nothing has come to our attention that causes us to believe that the subject matter is not, in all material respects, fairly presented in accordance with the GRI Guidelines.

Ernst & Young LLP

June 24, 2020
Toronto, Canada



GRI Standards Reference For Defining Report Content and Quality

Defining Report Content

Stakeholder Inclusiveness	The section entitled Our Approach describes our processes for stakeholder engagement.
Sustainability Context	For each material aspect identified, the context and approach are described.
Materiality	The subsection entitled Materiality Assessment describes the process used to identify material aspects of the Company's operations.
Completeness	The report covers products, services and activities where First Capital REIT has operational control.

Defining Report Quality

Accuracy	The Company aims to prepare an accurate report. The process involves systems to collect data, review data and approve the final report. Refer to Appendix 1 - Data Assumptions and Methodologies in our supplementary Data Pack for information on how data was compiled.
Balance	The Company discloses negative and positive information in the report.
Clarity	The Company aims to deliver an easy-to-read, clear, concise report that can be accessed online. Its efforts include providing a list of definitions and acronyms, avoiding jargon, describing data assumptions and methodologies, and providing graphics that are clear and not misleading.



Defining Report Quality

Comparability	The CRS report compares 2019 data to previous years' data.
Reliability	The Company established processes to collect and report on sustainability indicators. The process involved assigning separate data owners and reviewers to each sustainability indicator. The SVP, Operations and the Chief Financial Officer read the entire report before issuance. Furthermore, the Company sought the services of Ernst & Young LLP to prove "limited assurance" on the following seven GRI indicators:
	For 2019 data:
	302-1: Energy consumption within the organization.
	302-4: Reduction of energy consumption
	303-5: Water consumption within the organization.
	For the years 2015, 2016, 2017, 2018 and 2019 data:
	305-1: Direct greenhouse gas (GHG) emissions (Scope 1)
	305-2: Indirect greenhouse gas (GHG) emissions (Scope 2)
	305-5: Reduction of GHG emissions.
Timeliness	The Company's 2019 CRS Report was issued within six months of the end of the reporting period.



GRI Content Index In Accordance With Core Disclosure

General Standard Disclosures		Main report	Data Pack	External Assurance	Notes - Clarifications/Omissions
General Disclosures					
102-1	Name of the organization		p. 1-2	No	
102-2	Activities, brands, products and services		p. 1-2	No	
102-3	Location of Headquarters		p. 1-2	No	
102-4	Location of Operations		p. 1-2	No	
102-5	Ownership and legal form		p. 1-2	No	
102-6	Markets served		p. 1-2	No	



General Standard Disclosures		Main report	Data Pack	External Assurance	Notes - Clarifications/Omissions
102-7	Scale of the organization		p. 1-2	No	
	Total number of employees		p. 1-2	No	
	Total number of operations		p. 1-2	No	
	Net sales or net revenues		p. 1-2	No	
	Total capitalization broken down into debt and equity		p. 1-2	No	
	Quantity of product and services provided		p. 1-2	No	
102-8	Information on employees and other workers		p. 3	No	
	Total number of employees by employment contract by gender		p. 3	No	
	Total number of employees by employment contract by region		p. 3	No	
	Total number of employees by employment type and gender		p. 3	No	
	Whether a significant portion of the organization's activities are performed by workers who are not employees		p. 3	No	
102-9	Supply Chain			No	N/A



General Standard Disclosures		Main report	Data Pack	External Assurance	Notes - Clarifications/Omissions
102-10	Significant changes to the organization, including size, structure, ownership, and supply chain		p. 3	No	
102-11	Application of precautionary principle	p. 24		No	
102-12	External initiatives	p. 16	p. 16-17	No	
102-13	Membership of associations	p. 7		No	
102-14	Statement from the most senior decision maker	p. 1		No	
102-15	Key impacts, risks and opportunities	p. 1-30		No	Throughout the report, the Company describes key impacts, risks and opportunities
Identified Material Aspects and Boundaries					
102-45	Entities included in the consolidated financial statements		p. 1		First Capital REIT and First Capital Holdings Trust
102-46	Defining report content and topic boundaries	p. 10		No	
	Explain how the organization has implemented the reporting principles for defining report content	p. 10, 33		No	
102-47	List of material topics	p. 10		No	Refer to Specific Standard Disclosures



General Standard Disclosures		Main report	Data Pack	External Assurance	Notes - Clarifications/Omissions
103-1	Explanation of the material topic and its boundary	p. 10		No	
102-48	Report any restatements and effect on restatements			No	
102-49	Report significant changes in topics and boundaries			No	N/A
Stakeholder Engagement					
102-40	List of stakeholder groups	p. 8		No	
102-41	Percentage of employees covered by collective bargaining agreements			No	Zero percent of employees are covered by collective bargaining agreements
102-42	Identifying and selecting stakeholders	p. 8		No	
102-43	Approach to stakeholder engagement	p. 8		No	
102-44	Key topics and concerns raised by stakeholders			No	Topics concerning development and redevelopment activities raised during formal public consultations are available from municipalities where these activities were proposed or occurred



General Standard Disclosures		Main report	Data Pack	External Assurance	Notes - Clarifications/Omissions
Report Profile					
102-50	Reporting period	Inside Cover		No	
102-51	Date of most recent previous report	Inside Cover		No	
102-52	Reporting Cycle	Inside Cover		No	
102-53	Contact Point	Inside Cover		No	
102-54	Claims of reporting in accordance with the GRI Standards	p. 32		No	
102-55	GRI Content Index	p. 32		No	



General Standard Disclosures		Main report	Data Pack	External Assurance	Notes - Clarifications/Omissions
102-56	External assurance	p. 30		No	
	External Assurance - policy			No	The Company has assured water, energy and GHG emissions in this and previous CRS reports
	Relationship between organization and assurance partners			No	Ernst and Young LLP, an independent chartered accounting firm, provided assurance on specific subject matters of this report
	Role of senior executives in assurance			No	The Audit Committee Chair and EVP and CFO of the Company executed the assurance contract with Ernst and Young LLP
Governance					
102-18	Governance structure of organization, including committees of the highest governance body. Committees responsible for decision-making on economic, environmental and social impacts.	p. 28		No	
Ethics and Integrity					
102-16	Describe the organization's values, principles, standards and norms of behaviour such as codes of conducts and ethics.	p. 27		No	



Specific Standard Disclosures		Main report	Data Pack	External Assurance	Notes - Clarifications/Omissions
Society					
205	Anti-Corruption	p. 27, 28		No	
Environmental					
302	Energy	p. 11, 12	p. 10, 11	Yes	
303	Water	p. 14	p. 12	Yes	
305	Emissions	p. 11, 12	p. 13-14	Yes	
306	Effluents & Waste	p. 15	p. 15	No	
307	Environmental Compliance	p. 30		No	
Labor Practices and Decent Work					
401	Employment	p. 19, 20	p. 3-9	No	
403	Occupational Health & Safety	p. 24		No	
404	Training and Education	p. 19, 20		No	



SASB Index

SASB Disclosures		Main report	Data Pack	External Assurance	Notes – Clarification/Omissions
IF-RE-000.A	Number of assets	p. 3			Data not separated by subsector
IF-RE-000.B	Leasable floor area	p. 3			Data not separated by subsector
IF-RE-000.D	Average occupancy rate	p. 18			Data not separated by subsector
IF-RE-130a.2	Total energy consumption		p. 10		
IF-RE-130a.5	Description of energy management	p. 11-12			
IF-RE-140a.2	Total water consumption		p. 12		
IF-RE-140a.4	Description of water management	p. 14			
IF-RE-410a.3	Description on managing tenant sustainability impacts	p. 8-9			
IF-RE-450a.2	Description of climate change risk exposure and mitigation	p. 13			

Glossary

BOMA BEST: Building Owners and Managers Association Building Environmental Standards. This Canadian certification program evaluates existing properties based on energy, water, waste, greenhouse gas emissions, indoor environment and environmental management systems.

CDP: Carbon Disclosure Project. A not-for-profit charity running the global disclosure system for investors, companies, cities, states and regions to manage their environmental impacts.

Greenhouse gas (GHG) emissions: Gases that trap heat in the atmosphere, raising the average temperature of the planet. Produced as a result of fossil fuel combustion and industrial, agricultural and waste management processes, they are measured in tonnes of carbon dioxide equivalent (tCO₂e), hence they are also known as carbon emissions.

GRESB: Global Real Estate Sustainability Benchmark. This institutional investor sponsored survey is the global standard for assessing the sustainability performance of real estate companies and funds.

GRI: Global Reporting Initiative. This international, multi-stakeholder organization helps businesses, governments and other organizations understand and communicate their impacts on a range of sustainability issues.

LEED: Leadership in Energy and Environmental Design. This internationally-recognized, third party certification system reviews a building's site, water-and-energy efficiency, waste management, material selection and indoor air quality.

Scope 1 emissions: Direct greenhouse gas emissions resulting from on-site fuel combustion sources that are owned or controlled by the Company (e.g., emissions from burning natural gas for heat at a property).

Scope 2 emissions: Indirect greenhouse gas emissions resulting from the generation of purchased electricity consumed by the Company. Scope 2 emissions are generated at the facility where the electricity is generated.

Scope 3 emissions: All other indirect greenhouse gas emissions as a result of activities undertaken by the Company, but are generated from sources not owned or controlled by the Company. (e.g., transmission of water, business travel, employee commuter travel, use of goods and services purchased).

Waste diversion: The percentage of waste diverted away from landfill disposal through recycling, composting or other means.