

Environmental,  
Social &  
Governance Report  
Supplementary data  
**2020**







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# Company Profile

## GRI Standards Reference - Company Overview as at December 31, 2020

| Standard      | Indicator Description | Results  |
|---------------|-----------------------|--|
| 102-1         | Legal Name            | First Capital Real Estate Investment Trust   |
| 102-2 + 102-4 | Business              | Leading owner, operator, and developer of mixed-use real estate located in Canada's most densely populated cities.   |
| 102-3         | Headquarters          | 85 Hanna Avenue, Suite 400, Toronto, Ontario, Canada, M6K 3S3  |
| 102-5         | Ownership             | Publicly traded on the Toronto Stock Exchange (TSX: FCR.UN)  |
| 102-5         | Nature of Legal Form  | Real Estate Investment Trust   |
| 102-7         | Major Unitholder      | 11.2% RBC Global Asset Management, 4.8% Mawer Investment Management, 3.9% Mackenzie Financial Coporation   |
| 102-7         | Major Subsidiaries    | First Capital Asset Management LP, FCR Management Services LP, First Capital Holding Trust   |
| 102-6         | Customers             | Canada's leading grocery stores, pharmacies, liquor stores, banks, restaurants, cafes, fitness, medical, childcare facilities and other professional and personal services   |
| 102-4 + 102-7 | Markets               | Greater Vancouver Area, Calgary and Edmonton areas, Greater Toronto Area, including the Golden Horseshoe area and London, Ottawa and Gatineau region, Greater Montreal Area. |
| N/A           | GLA                   | 22.8 million ft <sup>2</sup>   |
| 102-7         | Number of Properties  | We own interests in properties across 150 neighbourhoods.  |





| Standard            | Indicator Description  | Results   |
|---------------------|--|---|
| 102-6               | Geographic Concentration by Market (based on IFRS Fair Values) | Greater Toronto Area (48%), Greater Montreal Area (12%), Greater Calgary Area (12%), Greater Vancouver Area (11%), Greater Edmonton Area (8%), Greater Ottawa Area (4%), Kitchener/Waterloo/Guelph (3%), Other (2%) |
| 102-7               | Net Operating Income   | \$399,032,000   |
| 102-7               | Enterprise Value   | \$7,804,754,000   |
| 102-7               | Net Debt to Total Assets                                       | 47.20%  |
| 417-1               | GLA certified to LEED  | 3,759,046 ft <sup>2</sup> (17%)   |
| 417-1               | GLA certified to BOMA BEST                                     | 18,082,232 ft <sup>2</sup> (79%)  |
| 303-1               | Water consumed   | 1,049,830 m <sup>3</sup> ✓  |
| 302-1               | Energy consumed  | 139,140 eMWh ✓  |
| 305-1, 305-2, 305-3 | GHG Emissions  | 22,370 tCO <sub>2</sub> e ✓   |
| 306-2               | Waste Generated  | 21,989 tonnes   |
| 306-2               | Waste Diversion Rate   | 45%   |
| 102-10              | Significant Changes during the Reporting Period                | N/A   |





Company Profile

Employees

Environment

Green Building

Data Assumptions &  
Methodologies

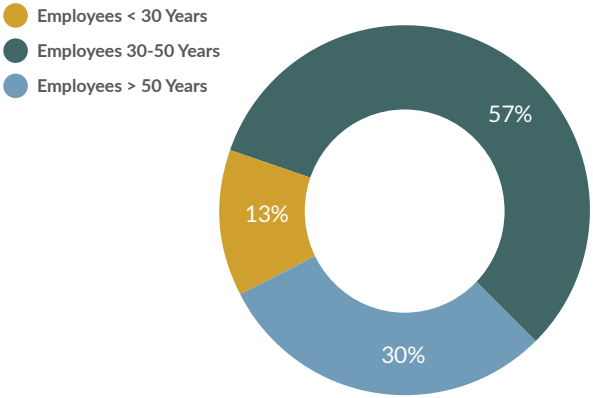
# Employees

## Entire Workforce

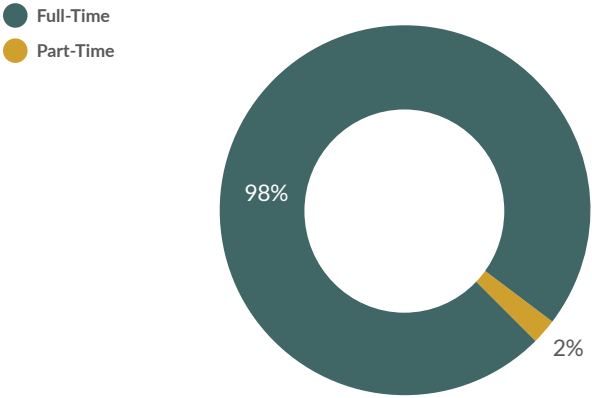
| Category                | 2016  |         |       | 2017  |         |       | 2018  |         |       | 2019  |         |       | 2020  |         |       | 2020 Versus 2019<br>Change (%) |         |       |
|-------------------------|-------|---------|-------|-------|---------|-------|-------|---------|-------|-------|---------|-------|-------|---------|-------|--------------------------------|---------|-------|
|                         | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males                          | Females | Total |
| Age                     |       |         |       |       |         |       |       |         |       |       |         |       |       |         |       |                                |         |       |
| Employees < 30 Years    | 22    | 28      | 50    | 18    | 27      | 45    | 20    | 32      | 52    | 28    | 35      | 63    | 20    | 27      | 47    | -29%                           | -23%    | -25%  |
| Employees 30-50 Years   | 73    | 117     | 190   | 78    | 122     | 200   | 77    | 121     | 198   | 73    | 132     | 205   | 80    | 127     | 207   | 10%                            | -4%     | 1%    |
| Employees > 50 Years    | 47    | 82      | 129   | 43    | 73      | 116   | 48    | 72      | 120   | 40    | 67      | 107   | 41    | 70      | 111   | 2%                             | 4%      | 4%    |
| Type of Employment      |       |         |       |       |         |       |       |         |       |       |         |       |       |         |       |                                |         |       |
| Full-Time               | 141   | 220     | 361   | 138   | 217     | 355   | 145   | 215     | 360   | 141   | 225     | 366   | 141   | 218     | 359   | 0%                             | -3%     | -2%   |
| Part-Time               | 1     | 7       | 8     | 1     | 5       | 6     | 0     | 10      | 10    | 0     | 9       | 9     | 0     | 6       | 6     | -                              | -33%    | -33%  |
| Geographic Region       |       |         |       |       |         |       |       |         |       |       |         |       |       |         |       |                                |         |       |
| Western                 | 28    | 44      | 72    | 30    | 37      | 67    | 29    | 39      | 68    | 25    | 40      | 65    | 22    | 37      | 59    | -12%                           | -8%     | -9%   |
| Central                 | 92    | 143     | 235   | 88    | 147     | 235   | 93    | 146     | 239   | 95    | 164     | 259   | 96    | 150     | 246   | 1%                             | -9%     | -5%   |
| Eastern                 | 22    | 40      | 62    | 21    | 38      | 59    | 23    | 40      | 63    | 21    | 30      | 51    | 23    | 37      | 60    | 10%                            | 23%     | 18%   |
| Employment Category     |       |         |       |       |         |       |       |         |       |       |         |       |       |         |       |                                |         |       |
| Senior Management       | 13    | 11      | 24    | 12    | 11      | 23    | 12    | 9       | 21    | 8     | 10      | 18    | 9     | 10      | 19    | 13%                            | 0%      | 6%    |
| Middle Management       | 56    | 60      | 116   | 51    | 61      | 112   | 56    | 62      | 118   | 58    | 64      | 122   | 57    | 66      | 123   | -2%                            | 3%      | 1%    |
| Professional/ Technical | 33    | 53      | 86    | 30    | 45      | 75    | 30    | 51      | 81    | 27    | 52      | 79    | 28    | 49      | 77    | 4%                             | -6%     | -3%   |
| Administrative          | 5     | 103     | 108   | 10    | 105     | 115   | 13    | 103     | 116   | 14    | 107     | 121   | 11    | 98      | 109   | -21%                           | -8%     | -10%  |
| Building Support        | 35    | 0       | 35    | 36    | 0       | 36    | 34    | 0       | 34    | 34    | 1       | 35    | 36    | 1       | 37    | 6%                             | 0%      | 6%    |
| Total                   | 142   | 227     | 369   | 139   | 222     | 361   | 145   | 225     | 370   | 141   | 234     | 375   | 141   | 224     | 365   | 0%                             | -4%     | -3%   |



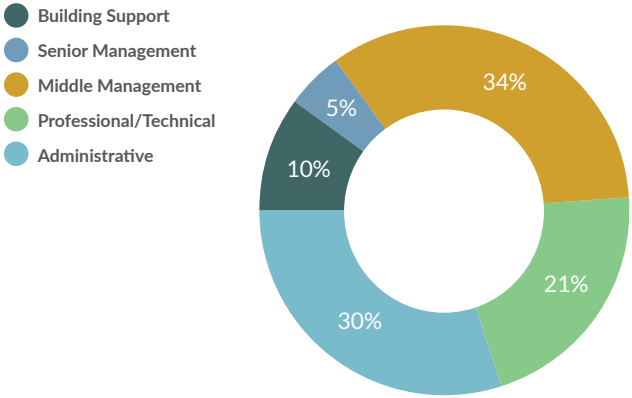
2020 Entire Workforce by Age



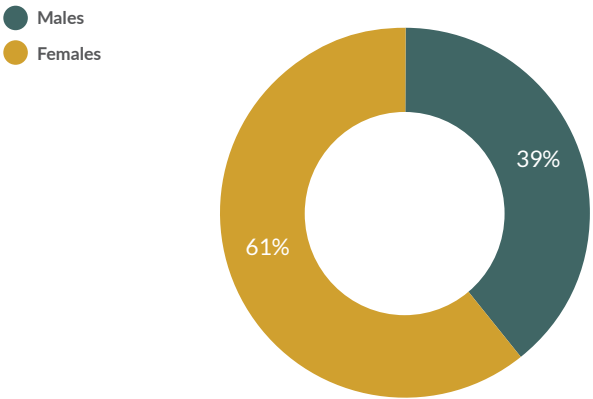
2020 Entire Workforce by  
Type of Employment



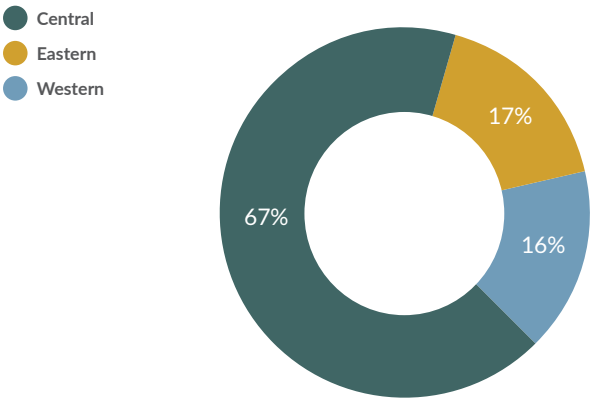
2020 Entire Workforce by  
Employment Category



2020 Entire Workforce by Gender

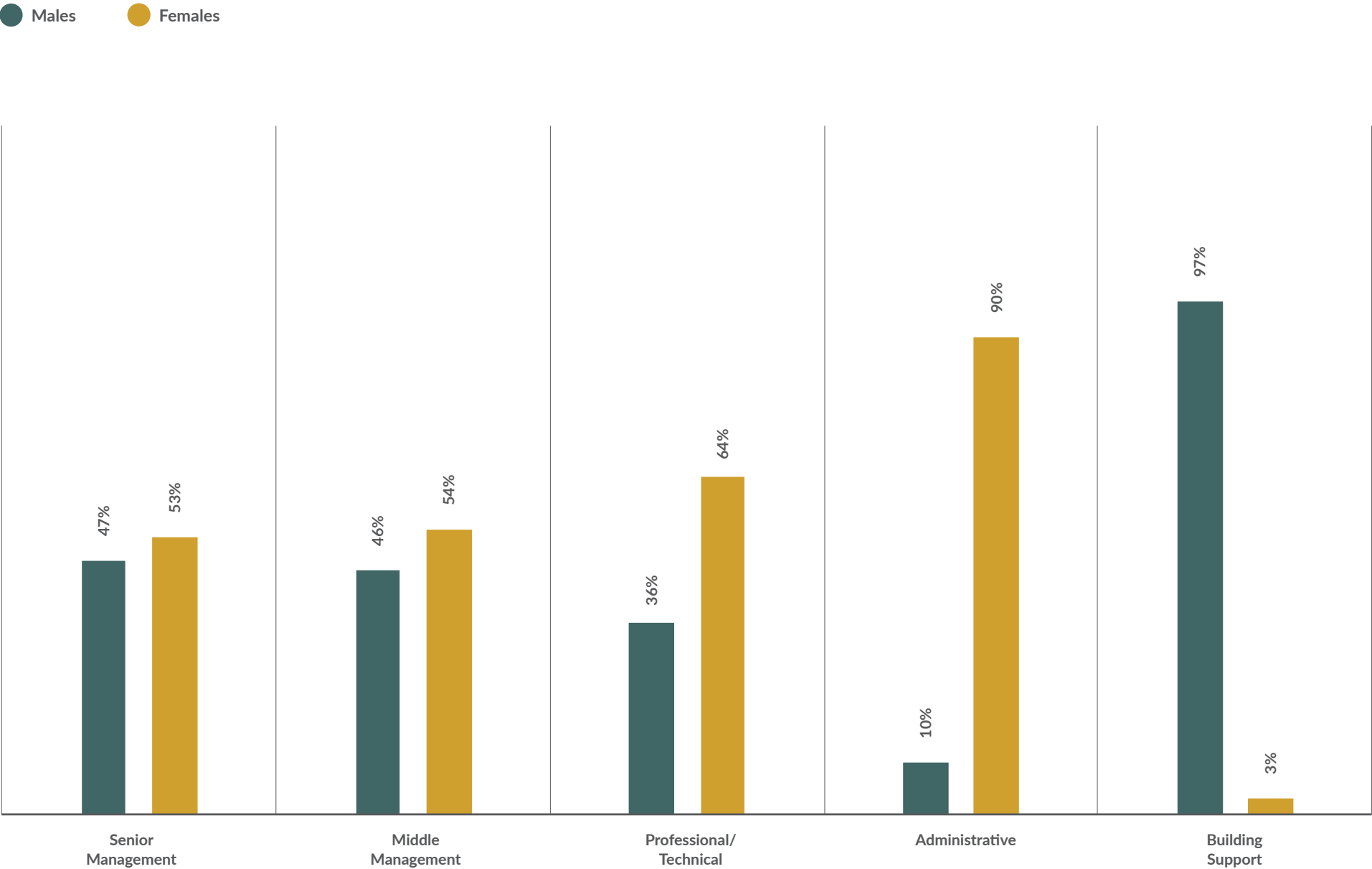


2020 Entire Workforce by Geographic Region





2020 Entire Workforce by Employment Category and Gender



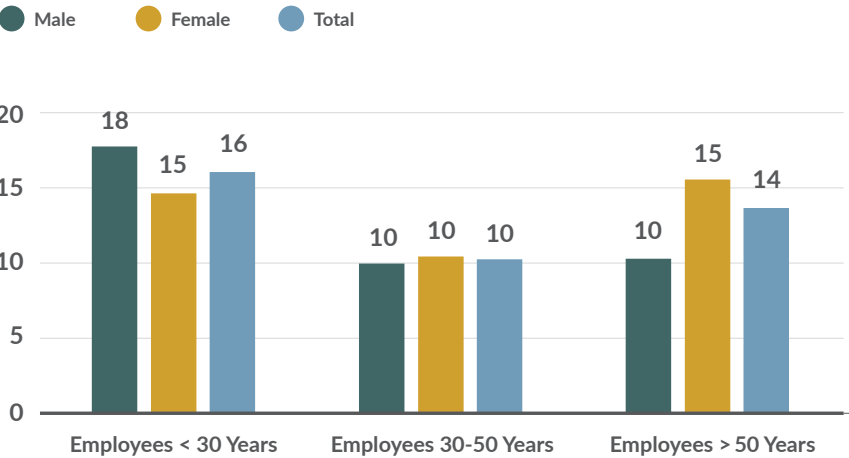


Permanent Workforce

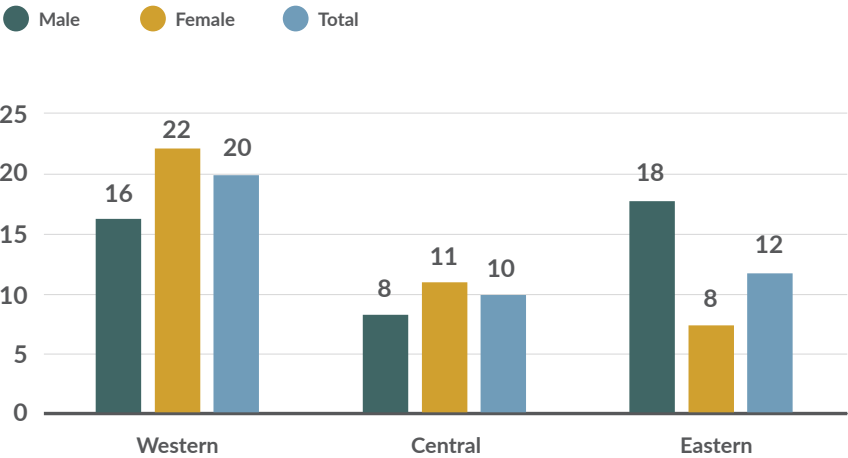
| Category                | 2016  |         |       | 2017  |         |       | 2018  |         |       | 2019  |         |       | 2020  |         |       | 2020 Versus 2019<br>Change (%) |         |       |
|-------------------------|-------|---------|-------|-------|---------|-------|-------|---------|-------|-------|---------|-------|-------|---------|-------|--------------------------------|---------|-------|
|                         | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males                          | Females | Total |
| Age                     |       |         |       |       |         |       |       |         |       |       |         |       |       |         |       |                                |         |       |
| Employees < 30 Years    | 21    | 24      | 45    | 17    | 24      | 41    | 20    | 28      | 48    | 26    | 34      | 60    | 20    | 24      | 44    | -23%                           | -29%    | -27%  |
| Employees 30-50 Years   | 70    | 111     | 181   | 76    | 121     | 197   | 74    | 120     | 194   | 73    | 130     | 203   | 78    | 124     | 202   | 7%                             | -5%     | 0%    |
| Employees > 50 Years    | 46    | 77      | 123   | 39    | 66      | 105   | 44    | 68      | 112   | 40    | 65      | 105   | 40    | 68      | 108   | 0%                             | 5%      | 3%    |
| Type of Employment      |       |         |       |       |         |       |       |         |       |       |         |       |       |         |       |                                |         |       |
| Full-Time               | 137   | 212     | 349   | 211   | 132     | 343   | 138   | 208     | 346   | 139   | 220     | 359   | 138   | 213     | 351   | -1%                            | -3%     | -2%   |
| Part-Time               | 0     | 0       | 0     | 0     | 0       | 0     | 0     | 8       | 8     | 0     | 9       | 9     | 0     | 3       | 3     | -                              | -67%    | -67%  |
| Geographic Region       |       |         |       |       |         |       |       |         |       |       |         |       |       |         |       |                                |         |       |
| Western                 | 28    | 34      | 62    | 29    | 31      | 60    | 29    | 35      | 64    | 23    | 39      | 62    | 21    | 35      | 56    | -9%                            | -10%    | -10%  |
| Central                 | 87    | 139     | 226   | 82    | 142     | 224   | 86    | 141     | 227   | 95    | 160     | 255   | 94    | 145     | 239   | -1%                            | -9%     | -6%   |
| Eastern                 | 22    | 39      | 61    | 21    | 38      | 59    | 23    | 40      | 63    | 21    | 30      | 51    | 23    | 36      | 59    | 10%                            | 20%     | 16%   |
| Employment Category     |       |         |       |       |         |       |       |         |       |       |         |       |       |         |       |                                |         |       |
| Senior Management       | 13    | 11      | 24    | 12    | 11      | 23    | 12    | 9       | 21    | 8     | 10      | 18    | 9     | 10      | 19    | 13%                            | 0%      | 6%    |
| Middle Management       | 55    | 60      | 115   | 51    | 60      | 111   | 55    | 61      | 116   | 58    | 63      | 121   | 56    | 65      | 121   | -3%                            | 3%      | 0%    |
| Professional/ Technical | 32    | 52      | 84    | 29    | 43      | 72    | 28    | 51      | 79    | 27    | 52      | 79    | 27    | 49      | 76    | 0%                             | -6%     | -4%   |
| Administrative          | 3     | 89      | 92    | 5     | 97      | 102   | 9     | 95      | 104   | 12    | 103     | 115   | 10    | 91      | 101   | -17%                           | -12%    | -12%  |
| Building Support        | 34    | 0       | 34    | 35    | 0       | 35    | 0     | 34      | 34    | 34    | 1       | 35    | 36    | 1       | 37    | 6%                             | 0%      | 6%    |
| Total                   | 127   | 220     | 347   | 137   | 212     | 349   | 132   | 211     | 343   | 139   | 229     | 368   | 138   | 216     | 354   | -1%                            | -6%     | -4%   |



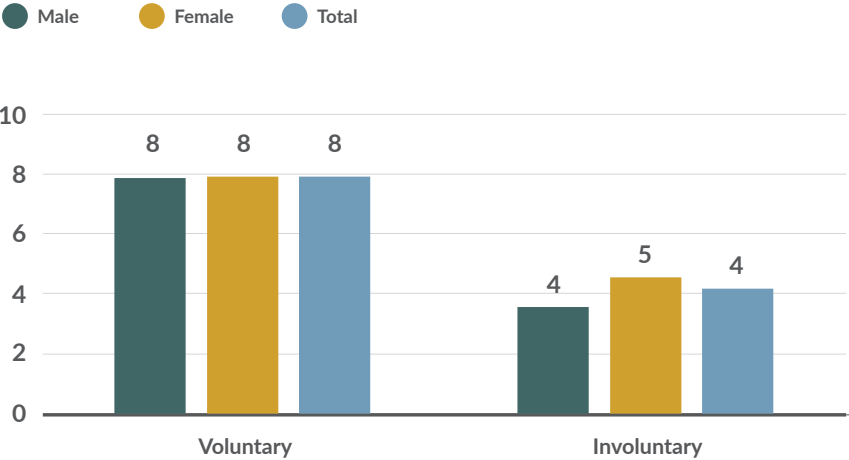
2020 Turnover Rates of Permanent  
Employees by Age (%)



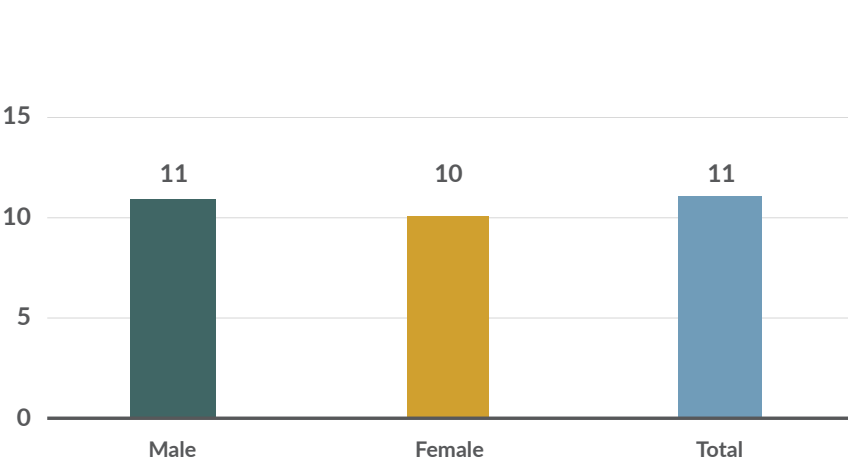
2020 Turnover Rates of Permanent  
Employees by Geographic Region (%)



2020 Turnover Rates of Permanent  
Employees by Type of Separation (%)

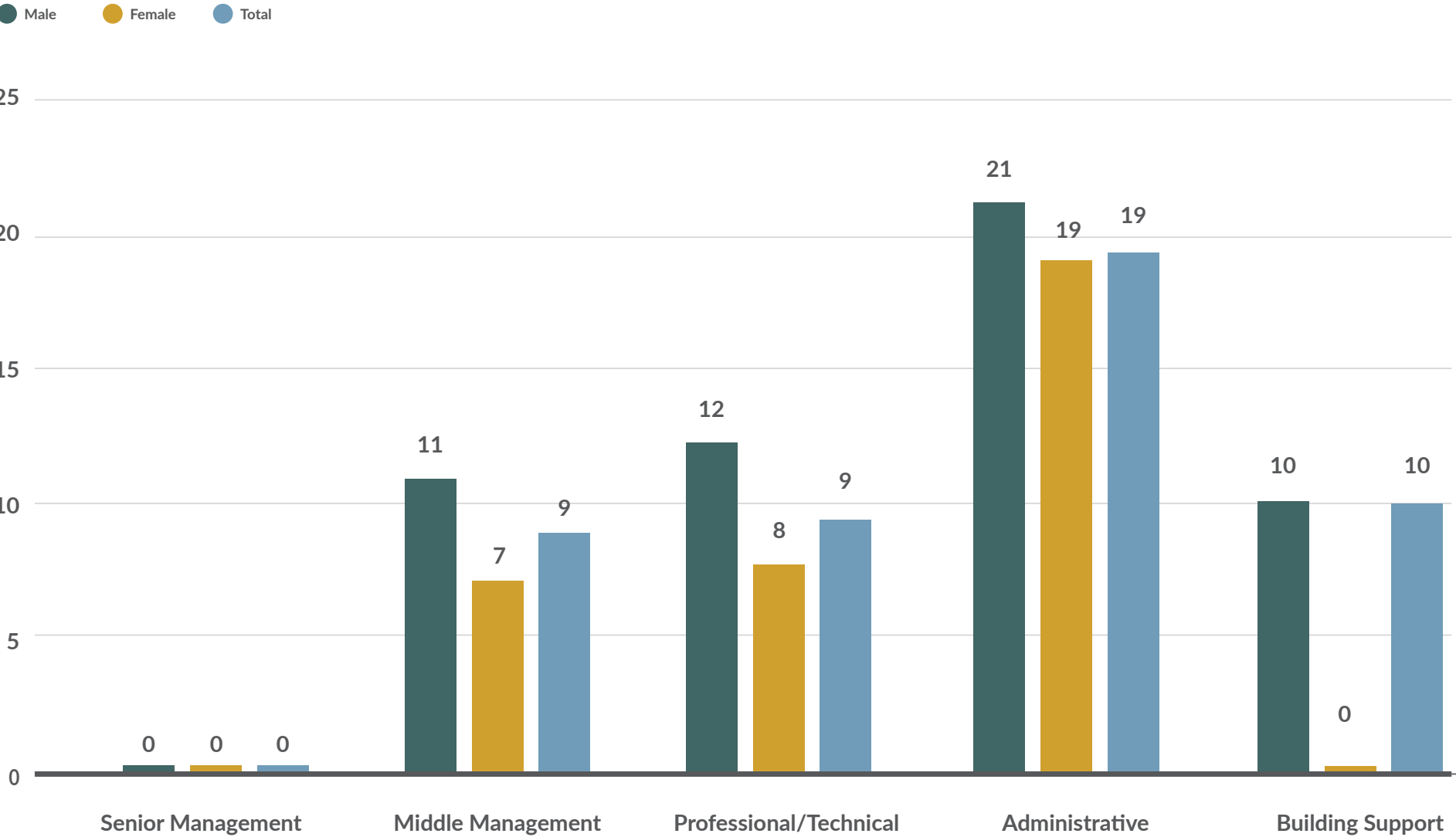


2020 Turnover Rates of Full-Time  
Employees (%)





2020 Turnover Rates of Permanent Employees by Employment Category and Gender





New Employees Joining

M = Male F = Female

| Category               | 2016 |    |       | 2017 |    |       | 2018 |    |       | 2019 |    |       | 2020 |    |       | 2020 Versus 2019 Change (%) |       |       |
|------------------------|------|----|-------|------|----|-------|------|----|-------|------|----|-------|------|----|-------|-----------------------------|-------|-------|
|                        | M    | F  | Total | M    | F  | Total | M    | F  | Total | M    | F  | Total | M    | F  | Total | M                           | F     | Total |
| Age                    |      |    |       |      |    |       |      |    |       |      |    |       |      |    |       |                             |       |       |
| Employees < 30 Years   | 10   | 13 | 23    | 8    | 12 | 20    | 8    | 19 | 27    | 15   | 10 | 25    | 8    | 7  | 15    | -47%                        | -30%  | -40%  |
| Employees 30-50 Years  | 19   | 27 | 46    | 25   | 31 | 56    | 11   | 33 | 44    | 10   | 21 | 31    | 10   | 17 | 27    | 0%                          | -19%  | -13%  |
| Employees > 50 Years   | 6    | 3  | 9     | 6    | 7  | 13    | 4    | 8  | 12    | 4    | 10 | 14    | 3    | 10 | 13    | -25%                        | 0%    | -7%   |
| Type of Contract       |      |    |       |      |    |       |      |    |       |      |    |       |      |    |       |                             |       |       |
| Permanent Contract     | 30   | 35 | 65    | 33   | 42 | 75    | 21   | 53 | 74    | 27   | 38 | 65    | 21   | 32 | 53    | -22%                        | -16%  | -18%  |
| Casual Contract        | 5    | 8  | 13    | 6    | 8  | 14    | 2    | 7  | 9     | 2    | 3  | 5     | 0    | 2  | 2     | -100%                       | -33%  | -60%  |
| Type of Employment     |      |    |       |      |    |       |      |    |       |      |    |       |      |    |       |                             |       |       |
| Full-Time              | 34   | 42 | 76    | 38   | 48 | 86    | 23   | 57 | 80    | 29   | 40 | 69    | 21   | 34 | 55    | -28%                        | -15%  | -20%  |
| Part-Time              | 1    | 1  | 2     | 1    | 2  | 3     | 0    | 3  | 3     | 0    | 1  | 1     | 0    | 0  | 0     | -                           | -100% | -100% |
| Geographic Region      |      |    |       |      |    |       |      |    |       |      |    |       |      |    |       |                             |       |       |
| Western                | 4    | 12 | 16    | 10   | 11 | 21    | 4    | 15 | 19    | 7    | 5  | 12    | 3    | 5  | 8     | -57%                        | 0%    | -33%  |
| Central                | 30   | 26 | 56    | 26   | 32 | 58    | 16   | 41 | 57    | 19   | 33 | 52    | 15   | 26 | 41    | -21%                        | -21%  | -21%  |
| Eastern                | 1    | 5  | 6     | 3    | 7  | 10    | 3    | 4  | 7     | 3    | 3  | 6     | 3    | 3  | 6     | 0%                          | 0%    | 0%    |
| Employment Category    |      |    |       |      |    |       |      |    |       |      |    |       |      |    |       |                             |       |       |
| Senior Management      | 4    | 0  | 4     | 1    | 1  | 2     | 0    | 0  | 0     | 0    | 1  | 1     | 0    | 1  | 1     |                             |       |       |
| Middle Management      | 3    | 12 | 15    | 9    | 16 | 25    | 5    | 11 | 16    | 5    | 7  | 12    | 5    | 4  | 9     | 0%                          | -43%  | -25%  |
| Professional/Technical | 8    | 7  | 15    | 10   | 9  | 19    | 8    | 17 | 25    | 9    | 10 | 19    | 7    | 9  | 16    | -22%                        | -10%  | -16%  |
| Administrative         | 4    | 33 | 37    | 9    | 24 | 33    | 4    | 32 | 36    | 7    | 22 | 29    | 3    | 19 | 22    | -57%                        | -14%  | -24%  |
| Building Support       | 7    | 0  | 7     | 10   | 0  | 10    | 6    | 0  | 6     | 8    | 1  | 9     | 6    | 1  | 7     | -25%                        | 0%    | -22%  |
| Total                  | 23   | 47 | 70    | 26   | 52 | 78    | 39   | 50 | 89    | 29   | 41 | 70    | 21   | 34 | 55    | -28%                        | -17%  | -21%  |



New Hire Rate (%)

| Category               | 2020  |         |       |
|------------------------|-------|---------|-------|
|                        | Males | Females | Total |
| Age                    |       |         |       |
| Employees < 30 Years   | 40    | 26      | 32    |
| Employees 30-50 Years  | 13    | 13      | 13    |
| Employees > 50 Years   | 7     | 14      | 12    |
| Type of Contract       |       |         |       |
| Permanent Contract     | 15    | 15      | 15    |
| Casual Contract        | 0     | 25      | 18    |
| Type of Employment     |       |         |       |
| Full-Time              | 15    | 16      | 15    |
| Part-Time              | 0     | 0       | 0     |
| Geographic Region      |       |         |       |
| Western                | 14    | 14      | 14    |
| Central                | 16    | 17      | 17    |
| Eastern                | 13    | 8       | 10    |
| Employment Category    |       |         |       |
| Senior Management      | 0     | 10      | 5     |
| Middle Management      | 9     | 6       | 7     |
| Professional/Technical | 25    | 18      | 21    |
| Administrative         | 27    | 19      | 20    |
| Building Support       | 17    | 100     | 19    |
| Total                  | 15    | 15      | 15    |

Permanent Employees Leaving the Company

| Category               | 2020  |         |       |
|------------------------|-------|---------|-------|
|                        | Males | Females | Total |
| Age                    |       |         |       |
| Employees < 30 years   | 5     | 5       | 10    |
| Employees 30-50 years  | 9     | 15      | 24    |
| Employees > 50 years   | 5     | 13      | 18    |
| Type of Employment     |       |         |       |
| Full-Time              | 19    | 26      | 45    |
| Part-Time              | 0     | 7       | 7     |
| Geographic Region      |       |         |       |
| Western                | 5     | 11      | 16    |
| Central                | 9     | 19      | 28    |
| Eastern                | 5     | 3       | 8     |
| Employment Category    |       |         |       |
| Senior Management      | 0     | 0       | 0     |
| Middle Management      | 7     | 5       | 12    |
| Professional/Technical | 4     | 4       | 8     |
| Administrative         | 4     | 24      | 28    |
| Building Support       | 4     | 0       | 4     |
| By Type of Separation  |       |         |       |
| Voluntary              | 13    | 21      | 34    |
| Involuntary            | 6     | 12      | 18    |
| Total                  | 19    | 33      | 52    |

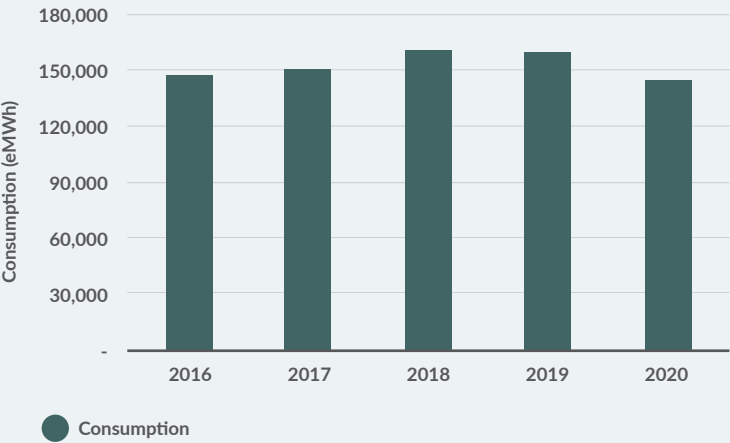


# Environment

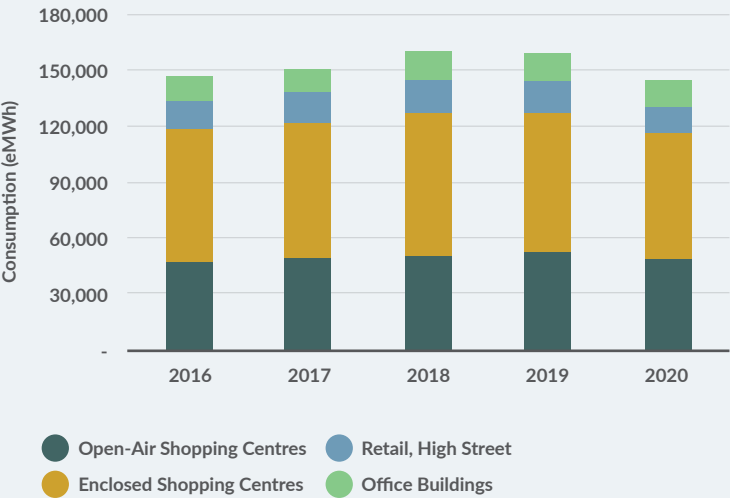
## Energy Consumption ✓

| Asset Class               | 2016<br>(eMWh) | 2017<br>(eMWh) | 2018<br>(eMWh) | 2019<br>(eMWh) | 2020<br>(eMWh) | 2020 Versus<br>2019 Change (%) |
|---------------------------|----------------|----------------|----------------|----------------|----------------|--------------------------------|
| Open-Air Shopping Centres |                |                |                |                |                |                                |
| Natural Gas               | 8,250          | 10,450         | 12,540         | 15,800         | 15,740         | 0%                             |
| Electricity               | 37,780         | 37,570         | 37,310         | 36,320         | 32,800         | -10%                           |
| Total for Asset Class     | 46,030         | 48,020         | 49,850         | 52,120         | 48,530         | -7%                            |
| Enclosed Shopping Centres |                |                |                |                |                |                                |
| Natural Gas               | 24,720         | 25,920         | 28,300         | 27,580         | 23,400         | -15%                           |
| Electricity               | 42,700         | 42,520         | 44,590         | 42,430         | 39,200         | -8%                            |
| Total for Asset Class     | 67,420         | 68,450         | 72,890         | 70,010         | 62,590         | -11%                           |
| Office Buildings          |                |                |                |                |                |                                |
| Natural Gas               | 5,490          | 6,320          | 5,890          | 5,620          | 4,800          | -15%                           |
| Electricity               | 9,210          | 8,520          | 9,670          | 10,130         | 9,030          | -11%                           |
| Total for Asset Class     | 14,700         | 14,850         | 15,550         | 15,750         | 13,830         | -12%                           |
| Retail, High Street       |                |                |                |                |                |                                |
| Natural Gas               | 6,460          | 8,260          | 8,720          | 8,320          | 7,060          | -15%                           |
| Electricity               | 7,980          | 8,400          | 8,380          | 8,060          | 7,120          | -12%                           |
| Total for Asset Class     | 14,430         | 16,650         | 17,100         | 16,390         | 14,180         | -13%                           |
| Entire Portfolio          |                |                |                |                |                |                                |
| Natural Gas               | 44,910         | 50,960         | 55,440         | 57,330         | 51,000         | -11%                           |
| Electricity               | 97,670         | 97,010         | 99,950         | 96,940         | 88,140         | -9%                            |
| Total for Asset Class     | 142,580        | 147,970        | 155,390        | 154,270        | 139,140        | -10%                           |

## Energy Consumption



## Energy Consumption by Asset Class





Energy Costs

| Asset Class               | 2016<br>(\$ Thousands) | 2017<br>(\$ Thousands) | 2018<br>(\$ Thousands) | 2019<br>(\$ Thousands) | 2020<br>(\$ Thousands) | 2020 Versus<br>2019 Change (%) |
|---------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|--------------------------------|
| Open-Air Shopping Centres |                        |                        |                        |                        |                        |                                |
| Natural Gas               | 270                    | 350                    | 380                    | 420                    | 520                    | 26%                            |
| Electricity               | 4,540                  | 4,280                  | 4,170                  | 4,130                  | 4,100                  | -1%                            |
| Total for Asset Class     | 4,810                  | 4,620                  | 4,560                  | 4,550                  | 4,620                  | 2%                             |
| Enclosed Shopping Centres |                        |                        |                        |                        |                        |                                |
| Natural Gas               | 480                    | 630                    | 660                    | 600                    | 540                    | -10%                           |
| Electricity               | 5,250                  | 4,870                  | 4,450                  | 4,230                  | 5,260                  | 24%                            |
| Total for Asset Class     | 5,730                  | 5,500                  | 5,120                  | 4,830                  | 5,800                  | 20%                            |
| Office Buildings          |                        |                        |                        |                        |                        |                                |
| Natural Gas               | 140                    | 160                    | 150                    | 140                    | 150                    | 6%                             |
| Electricity               | 1,530                  | 1,370                  | 1,400                  | 1,500                  | 1,560                  | 4%                             |
| Total for Asset Class     | 1,670                  | 1,530                  | 1,550                  | 1,650                  | 1,710                  | 4%                             |
| Retail, High Street       |                        |                        |                        |                        |                        |                                |
| Natural Gas               | 110                    | 150                    | 160                    | 160                    | 170                    | 10%                            |
| Electricity               | 530                    | 810                    | 870                    | 910                    | 890                    | -3%                            |
| Total for Asset Class     | 640                    | 960                    | 1,030                  | 1,070                  | 1,060                  | -1%                            |
| Entire Portfolio          |                        |                        |                        |                        |                        |                                |
| Natural Gas               | 1,000                  | 1,290                  | 1,360                  | 1,320                  | 1,390                  | 5%                             |
| Electricity               | 11,850                 | 11,330                 | 10,890                 | 10,780                 | 11,810                 | 10%                            |
| Total for Asset Class     | 12,850                 | 12,610                 | 12,260                 | 12,100                 | 13,200                 | 9%                             |





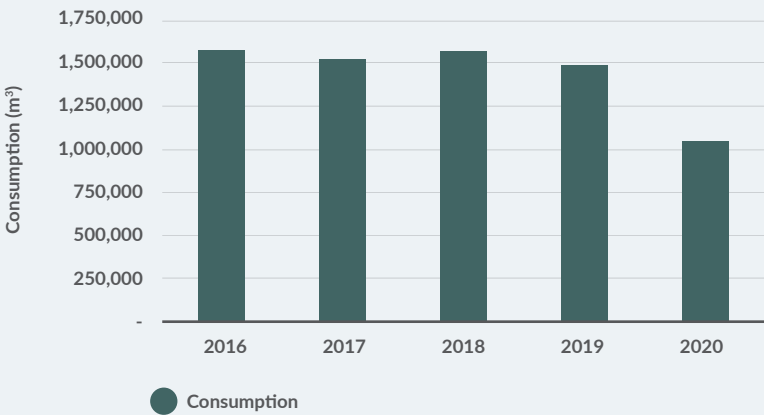
Water Consumption (m³) ✓

| Asset Class               | 2016 (m³) | 2017 (m³) | 2018 (m³) | 2019 (m³) | 2020 (m³) | 2020 Versus 2019 Change (%) |
|---------------------------|-----------|-----------|-----------|-----------|-----------|-----------------------------|
| Open-Air Shopping Centres | 952,240   | 925,550   | 935,990   | 902,070   | 707,420   | -22%                        |
| Enclosed Shopping Centres | 507,380   | 491,400   | 512,620   | 467,070   | 283,840   | -39%                        |
| Office Buildings          | 49,480    | 37,770    | 47,470    | 46,240    | 22,270    | -52%                        |
| Retail, High Street       | 55,190    | 54,580    | 58,200    | 60,170    | 36,310    | -40%                        |
| Entire Portfolio          | 1,564,290 | 1,509,300 | 1,554,280 | 1,475,560 | 1,049,830 | -29%                        |

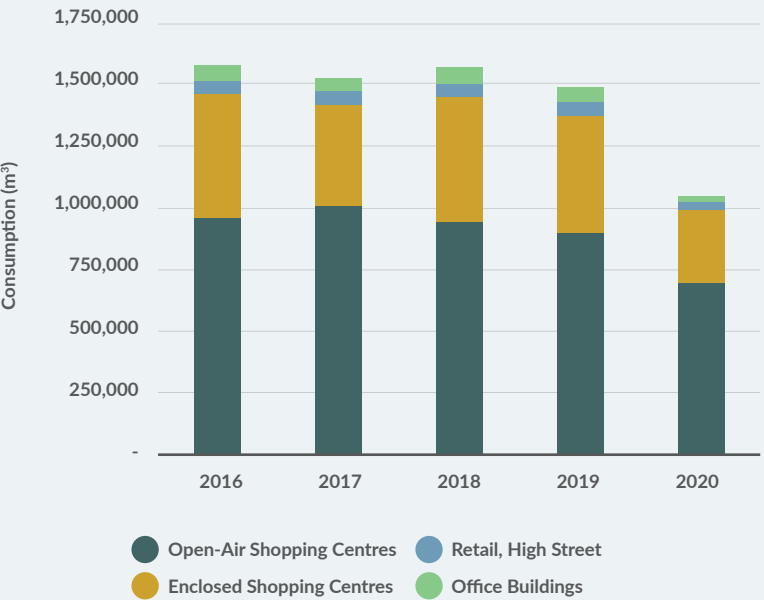
Water Cost

| Asset Class               | 2016 (\$) | 2017 (\$) | 2018 (\$) | 2019 (\$) | 2020 (\$) | 2020 Versus 2019 Change (%) |
|---------------------------|-----------|-----------|-----------|-----------|-----------|-----------------------------|
| Open-Air Shopping Centres | 3,078,670 | 3,203,120 | 3,430,400 | 3,124,500 | 2,558,800 | -18%                        |
| Enclosed Shopping Centres | 1,621,860 | 1,572,300 | 1,603,360 | 1,305,610 | 1,192,530 | -9%                         |
| Office Buildings          | 163,640   | 128,240   | 174,230   | 163,540   | 129,610   | -21%                        |
| Retail, High Street       | 159,060   | 170,320   | 198,990   | 190,620   | 151,500   | -21%                        |
| Entire Portfolio          | 5,023,230 | 5,073,980 | 5,406,990 | 4,784,270 | 4,032,440 | -16%                        |

Water Consumption



Water Consumption by Asset Class





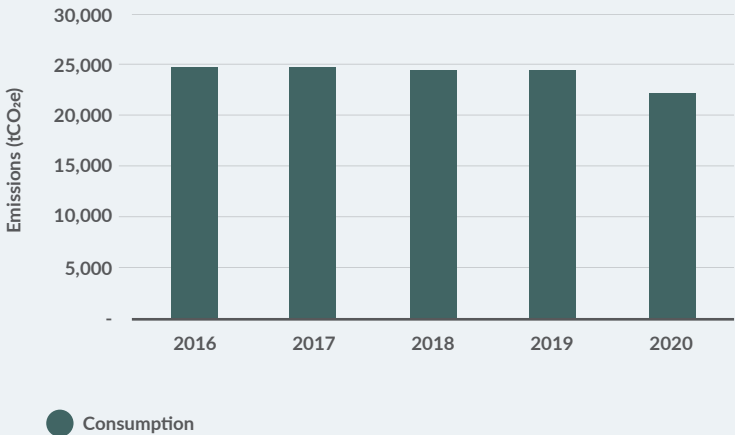
## GHG Emissions

| Asset Class               | 2016 (tCO <sub>2</sub> e) | 2017 (tCO <sub>2</sub> e) | 2018 (tCO <sub>2</sub> e) | 2019 (tCO <sub>2</sub> e) | 2020 (tCO <sub>2</sub> e) | 2020 Versus 2019 Change (%) |
|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|-----------------------------|
| Open-Air Shopping Centres |                           |                           |                           |                           |                           |                             |
| Scope 1 - Natural Gas     | 1,530                     | 1,940                     | 2,330                     | 2,940                     | 2,930                     | 0%                          |
| Scope 2 - Electricity     | 5,580                     | 5,060                     | 4,440                     | 4,430                     | 4,060                     | -8%                         |
| Scope 3 - Water           | 110                       | 100                       | 90                        | 80                        | 70                        | -17%                        |
| Total for Asset Class     | 7,220                     | 7,100                     | 6,850                     | 7,450                     | 7,060                     | -5%                         |
| Enclosed Shopping Centres |                           |                           |                           |                           |                           |                             |
| Scope 1 - Natural Gas     | 4,590                     | 4,810                     | 5,250                     | 5,120                     | 4,350                     | -15%                        |
| Scope 2 - Electricity     | 7,240                     | 6,970                     | 6,680                     | 6,450                     | 6,260                     | -3%                         |
| Scope 3 - Water           | 50                        | 40                        | 40                        | 30                        | 30                        | -14%                        |
| Total for Asset Class     | 11,880                    | 11,830                    | 11,960                    | 11,600                    | 10,630                    | -8%                         |
| Office Buildings          |                           |                           |                           |                           |                           |                             |
| Scope 1 - Natural Gas     | 1,010                     | 1,160                     | 1,080                     | 1,030                     | 880                       | -15%                        |
| Scope 2 - Electricity     | 340                       | 160                       | 270                       | 290                       | 260                       | -11%                        |
| Scope 3 - Water           | 0                         | 0                         | 0                         | 0                         | 0                         | -52%                        |
| Total for Asset Class     | 1,350                     | 1,320                     | 1,360                     | 1,320                     | 1,140                     | -14%                        |
| Retail, High Street       |                           |                           |                           |                           |                           |                             |
| Scope 1 - Natural Gas     | 1,210                     | 1,550                     | 1,640                     | 1,560                     | 1,320                     | -15%                        |
| Scope 2 - Electricity     | 3,140                     | 3,080                     | 2,650                     | 2,540                     | 2,200                     | -13%                        |
| Scope 3 - Water           | 20                        | 10                        | 10                        | 10                        | 10                        | -52%                        |
| Total for Asset Class     | 4,370                     | 4,650                     | 4,300                     | 4,110                     | 3,530                     | -14%                        |
| Entire Portfolio          |                           |                           |                           |                           |                           |                             |
| Scope 1 - Natural Gas     | 8,340                     | 9,460                     | 10,290                    | 10,650                    | 9,480                     | -11%                        |
| Scope 2 - Electricity     | 16,300                    | 15,280                    | 14,030                    | 13,700                    | 12,780                    | -7%                         |
| Scope 3 - Water           | 180                       | 160                       | 140                       | 130                       | 110                       | -20%                        |
| Total for Asset Class     | 24,820                    | 24,900                    | 24,460                    | 24,490                    | 22,370                    | -9%                         |

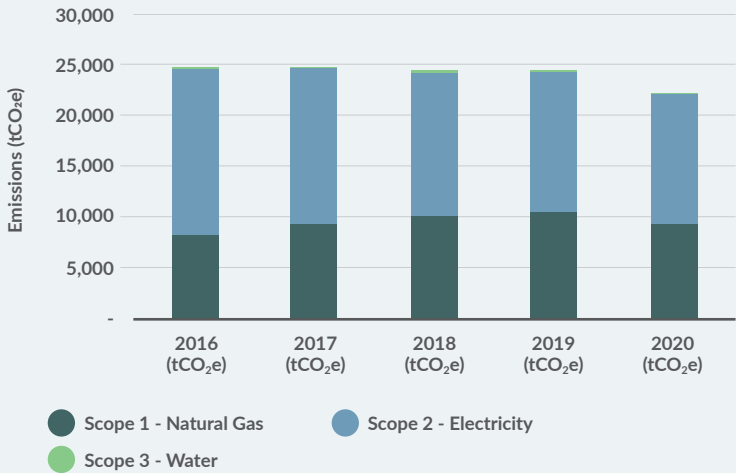




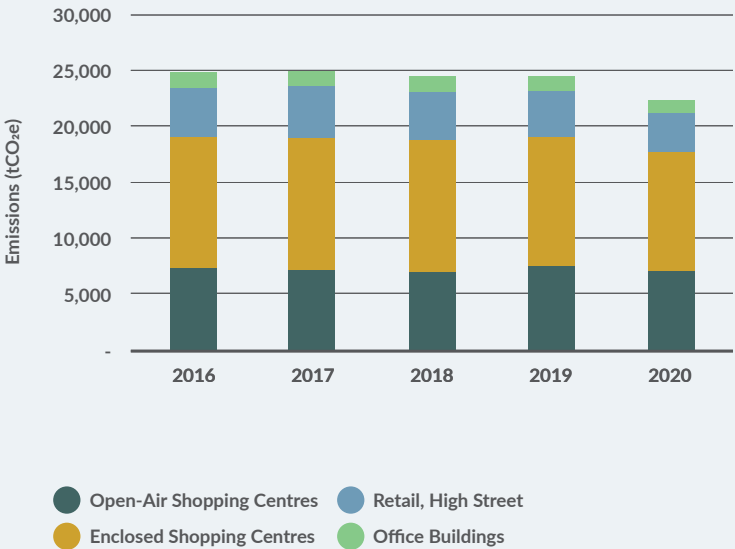
GHG Emissions



GHG Emissions by Scope



GHG Emissions by Asset Class





Quantity of Non-Hazardous Waste Generated

|                                   | 2017<br>(tonnes) <sup>1</sup> | 2018<br>(tonnes) <sup>2</sup> | 2019<br>(tonnes) <sup>3</sup> | 2020<br>(tonnes) <sup>4</sup> | 2020 Versus<br>2019 Change (%) |
|-----------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|--------------------------------|
| Cardboard/Paper/<br>Mixed Fibre   | 2,528                         | 3,620                         | 4,182                         | 4,702                         | 11%                            |
| Mixed Container/<br>Single Stream | 3,785                         | 4,131                         | 3,663                         | 2,889                         | -27%                           |
| Organics                          | 2,289                         | 3,781                         | 2,572                         | 2,356                         | -9%                            |
| General Waste                     | 13,104                        | 16,171                        | 12,857                        | 12,042                        | -7%                            |
| Total                             | 21,706                        | 27,703                        | 23,276                        | 21,989                        | -6%                            |

Method of Disposal

|           | 2017<br>(tonnes) <sup>1</sup> | 2018<br>(tonnes) <sup>2</sup> | 2019<br>(tonnes) <sup>3</sup> | 2020<br>(tonnes) <sup>4</sup> | 2020 Versus<br>2019 Change (%) |
|-----------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|--------------------------------|
| Compost   | 2,289                         | 3,781                         | 2,572                         | 2,356                         | -9%                            |
| Recycling | 6,313                         | 7,752                         | 7,846                         | 7,591                         | -3%                            |
| Landfill  | 13,104                        | 16,171                        | 12,857                        | 12,042                        | -7%                            |
| Total     | 21,706                        | 27,703                        | 23,276                        | 21,989                        | -6%                            |

<sup>1</sup> Data represented waste generated in 14.9 million square feet (61%) of the portfolio. Municipal services provide waste and recycling services at 1.1 million square feet of the portfolio.

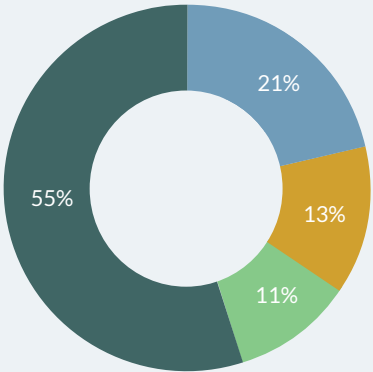
<sup>2</sup> Data represented waste generated in 17.6 million square feet (72%) of the portfolio. Municipal services provide waste and recycling services at 1.1 million square feet of the portfolio.

<sup>3</sup> Data represented waste generated in 17.2 million square feet (74%) of the portfolio. Municipal services provide waste and recycling services at 229,000 square feet of the portfolio.

<sup>4</sup> Data represented waste generated in 20.5 million square feet (90%) of the portfolio. Municipal services provide waste and recycling services at 229,000 square feet of the portfolio.

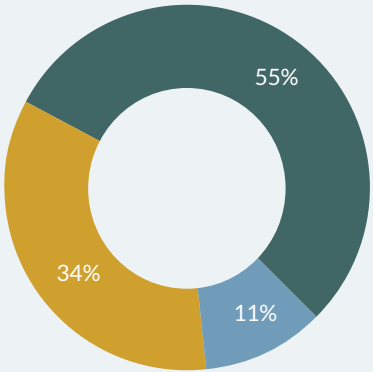
2020 Waste Profile of  
Non-Hazardous Waste

- General Waste
- Cardboard/Paper/Mixed Fibre
- Mixed Container/Single Stream
- Organics



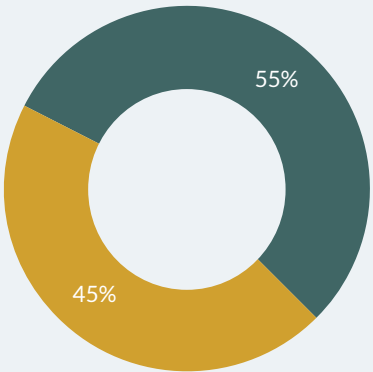
2020 Disposal Profile of  
Non-Hazardous Waste

- Landfill
- Compost
- Recycling



2020 Diversion Rate of  
Non-Hazardous Waste

- Sent to Landfill
- Diverted from Landfill



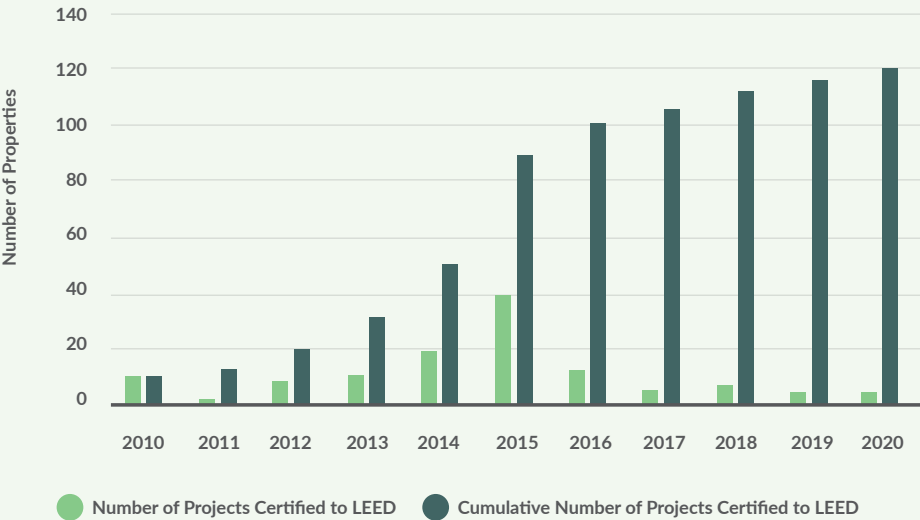


# Green Building

## LEED Certifications Obtained in 2020

| Project Name                             | Property                    | Location     | Level of Certification | GLA Certified (ft²) |
|--|-----------------------------|--------------|------------------------|---------------------|
| Mount Royal West - Retail Floors         | Mount Royal West            | Calgary, AB  | Silver                 | 100,589             |
| Cliffcrest Plaza CRU-A (LCBO Cliffcrest) | Cliffcrest Plaza            | Toronto, ON  | Gold                   | 7,987               |
| Carrefour du Plateau - Bâtiment 16       | Carrefour du Plateau Grives | Gatineau, QC | Silver                 | 5,500               |
| Lakeview Plaza Pad                       | Lakeview Plaza              | Calgary, AB  | Certified              | 4,962               |

Number of Projects Certified to LEED<sup>1</sup>



<sup>1</sup> Number of certifications presented includes adjustments for disposition of previously certified properties.

GLA (ft²) Certified to LEED<sup>1</sup>



<sup>1</sup> GLA presented includes adjustments for disposition of previously certified properties.

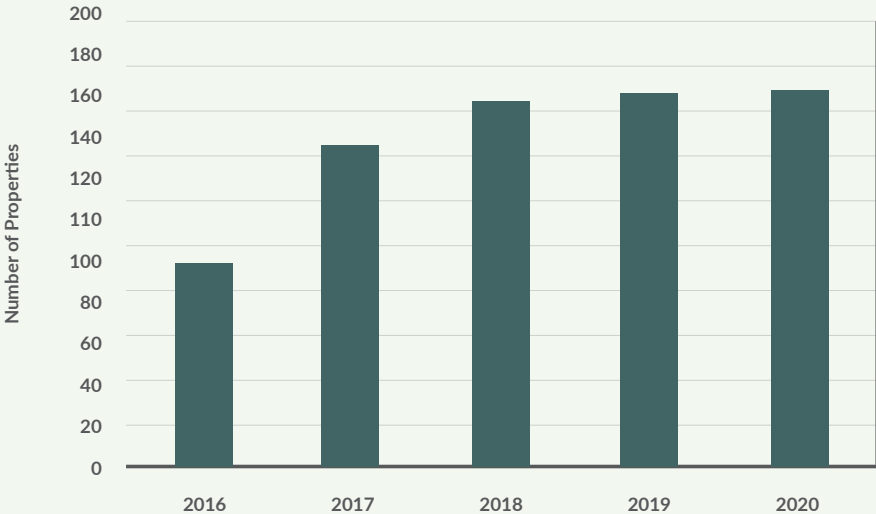


BOMA BEST Certifications Obtained in 2020

| Property                               | Location           | Level of Certification |
|--|--------------------|------------------------|
| Fairview Mall - Main Building          | St. Catharines, ON | Silver                 |
| 3080 Yonge Street                      | Toronto, ON        | Certified              |
| Les Galeries de Lanaudiere (Lachenaie) | Lachenaie, QC      | Certified              |

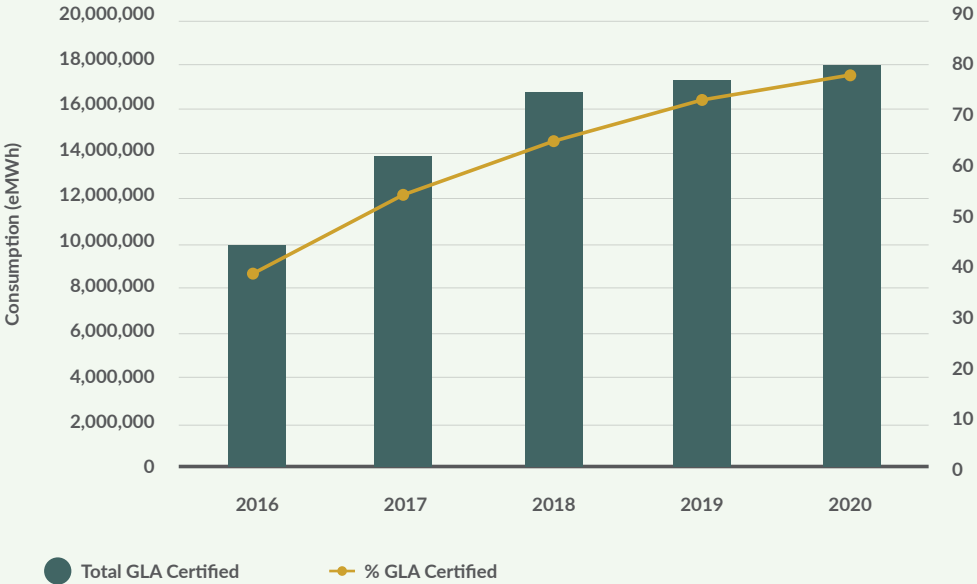


Number of Properties Certified to BOMA Best<sup>1,2</sup>



<sup>1</sup> Certifications as of the end of each calendar year.  
<sup>2</sup> Number of properties certified to BOMA BEST includes adjustments for expired certifications and disposition of previously certified properties.

GLA (ft<sup>2</sup>) Certified to BOMA BEST<sup>1,2</sup>



<sup>1</sup> Certifications as of the end of each calendar year.  
<sup>2</sup> GLA presented includes adjustments for expired certifications and disposition of previously certified properties.



# Data Assumptions and Methodologies

## All

Numbers may not add up due to rounding. 2016, 2017, 2018, 2019, and 2020 values were rounded for comparability.

## Employee Statistics

The reporting period covers January 1, 2020 to December 31, 2020.

Administrative is an employment category comprising employees who provide administrative support to management and includes executive assistants, property administrators and accounts payable clerks.

Building support is an employment category comprising employees who provide maintenance support at the property level and includes maintenance coordinators and operations supervisors.

Middle management is an employment category comprising business unit managers responsible for implementing the executive leadership and senior management team's business plan and includes leasing directors, controllers and property managers.

Professional/technical is an employment category comprising employees specialized in their field of expertise and includes financial analysts, property accountants, legal staff and construction and project managers.

Senior management is an employment category comprising the President and CEO, EVP and CFO, EVP and COO, SVPs, VPs, and General Counsel. They are responsible for achieving the Company's annual business plan.

External contractors were excluded from employee statistics.

### To calculate employee turnover rates:

Total number of employees who left the Company

Total number of permanent employees in the Company (active and terminated as of December 31, 2020)

### To calculate new hire rates:

Total number of new employees who joined the Company (active employees as of December 31, 2020)

Total number of employees in the Company (as of December 31, 2020)

Calculating the new hire rate is based on new employees who joined in 2020 and are still actively employed at December 31, 2020. For example, a company has 100 employees at the end of the year. It has hired 25 new employees during 2019. However, there are only 20 new employees still actively employed at the end of the year. The new hire rate would be  $20/100 = 20\%$

## Water

The reporting period covers January 1, 2020 to December 31, 2020 for the portfolio as of December 31, 2020. Water invoices based on metered consumption were used to report on water consumption and costs.

## Inclusions

1. The report includes water use from our entire portfolio except properties in the Province of Quebec.
2. Yorkville Village is included in the 2020 CRS report, in previous years this property had been excluded due to lack of sub-meter data to exclude a residential portion of the property.

## Exclusions

1. The report excludes water use in properties located in the Province of Quebec. Typically, water consumption is not metered in the Province of Quebec, and water costs are included in the municipal property tax assessment.
2. Water consumption in tenant spaces where the tenants pay the water bills directly to utility companies is excluded from this report.
3. Water consumption in vacant spaces is excluded from this report. Water consumption in these spaces is not tracked by the Company's third-party vendor who tracks and reports on water consumption and costs. Taking into account



the materiality of water consumption in vacant premises, this data is not included in the report.

4. The report excludes water use in properties lacking 12 consecutive months of utility data.

## Energy

The reporting period covers January 1, 2020 to December 31, 2020 for the portfolio as of December 31, 2020. Electricity and natural gas invoices based on metered consumption were used to report on energy consumption and costs.

Natural gas was converted to kWh using a conversion factor of 10.33 ekWh/m<sup>3</sup> as reported by Natural Resources Canada energy conversion factors.

### Inclusions

1. Energy consumption (i.e., heating and cooling, lighting, power) for common areas and FCR offices is included in the report.
2. Yorkville Village is included in the 2020 CRS report, in previous years this property had been excluded due to lack of sub-meter data to exclude a residential portion of the property.

### Exclusions

1. Energy consumption in tenant premises which are sub-metered or pay the energy bills directly to utility companies (e.g., energy consumption by tenants in open-air shopping centres) is excluded from this report.
2. Energy consumption in vacant premises which are sub-metered is excluded from this report. Energy consumption in these vacant premises is not tracked by the Company's third-party vendor

who tracks and reports on energy consumption and costs. Taking into account the materiality of energy consumption in vacant premises, this data is not included in the report.

3. The report excludes energy use in properties lacking 12 consecutive months of utility data.

## GHG Emissions

The reporting period covers January 1, 2020 to December 31, 2020 for the portfolio as of December 31, 2020. To ensure consistency and comparability of data from year to year, FCR recalculated emissions from its base year and every reporting year thereafter to account for portfolio changes.

### Inclusions

1. Scope 1 and 2 emissions were included.
2. Scope 3 emissions associated with water treatment and distribution and wastewater collection and treatment were included.
3. Carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide gases (N<sub>2</sub>O) were used to calculate CO<sub>2</sub>e.
4. Global Warming Potential (GWP) as reported by the Intergovernmental Panel on Climate Change (IPCC)'s Fourth Assessment Report was used to calculate CO<sub>2</sub>e:
  - Carbon dioxide – 1 GWP,
  - Methane – 25 GWP,
  - Nitrous oxide – 298 GWP.
  - <https://www.canada.ca/en/environment-climate-change/services/climate-change/greenhouse-gas-emissions/quantification-guidance/global-warming-potentials.html>

Electricity and natural gas invoices based on metered consumption were used to report on energy consumption and resulting GHG emissions.

Energy consumption (i.e., heating and cooling, lighting, power) for common areas and FCR offices is included in the report.

Water invoices based on metered consumption were used to report on water consumption and resulting GHG emissions.

The report includes water use from our entire portfolio except properties in the Province of Quebec.

Yorkville Village is included in the 2020 CRS report, in previous years this property had been excluded due to lack of sub-meter data to exclude a residential portion of the property.

### Exclusions

1. Energy and water consumption in tenant spaces where the tenants are sub-metered or pay the energy bills directly to utility companies (e.g., energy consumption by tenants in open-air shopping centres) is excluded from this report.
2. Energy and water consumption in vacant premises which are sub-metered is excluded from this report. Energy and water consumption in these vacant premises is not tracked by the Company's third-party vendor who tracks and reports on energy and water consumption and costs. Taking into account the materiality of energy and water consumption in vacant premises, this data is not included in the report.
3. The report excludes water use in properties



located in the Province of Quebec. Typically, water consumption is not metered in the Province of Quebec, and water costs are included in the municipal property tax assessment. Scope 3 emissions not associated with water treatment and distribution and wastewater collection and treatment (e.g., GHG emissions from business travel by employees, employee commuting, production of materials purchased and waste disposal/recycling initiatives) were excluded.

#### To calculate GHG emissions from natural gas consumption:

Natural gas consumption (m<sup>3</sup>) x emission factor (tCO<sub>2</sub>e/m<sup>3</sup>) = tCO<sub>2</sub>e

Source of 2015 natural gas emission factors: Environment Canada, Greenhouse Gas Division, National Inventory Report 1990-2015: Greenhouse Gas Sources and Sinks in Canada Part 2: Greenhouse Gas Sources and Sinks in Canada (Ottawa, Environment Canada). 2017, (<https://www.canada.ca/en/environment-climate-change/services/climate-change/greenhouse-gas-emissions/inventory.html>), p. 234

Source of 2016 natural gas emission factors: Environment Canada. Greenhouse Gas Division, National Inventory Report 1990-2016: Greenhouse Gas Sources and Sinks in Canada Part 2: Greenhouse Gas Sources and Sinks in Canada (Ottawa, Environment Canada). 2018, (<https://www.canada.ca/en/environment-climate-change/services/climate-change/greenhouse-gas-emissions/inventory.html>), p. 210

Source of 2017 natural gas emission factors: Environment Canada. National Inventory Report 1990-2017: Greenhouse Gas Sources and Sinks in Canada Part 2: Greenhouse Gas Sources and Sinks in Canada (Ottawa, Environment Canada). 2019, (<https://www.canada.ca/en/environment-climate-change/services/climate-change/greenhouse-gas-emissions/inventory.html>), p. 220

Source of 2018 natural gas emission factors: Environment Canada. National Inventory Report 1990-2018: Greenhouse Gas Sources and Sinks in Canada Part 2. Greenhouse Gas Sources and Sinks in Canada (Ottawa, Environment Canada). 2019 (<https://www.canada.ca/en/environment-climate-change/services/climate-change/greenhouse-gas-emissions/inventory.html>), p. 213

Source of 2019 natural gas emission factors: Environment Canada. National Inventory Report 1990-2018: Greenhouse Gas Sources and Sinks in Canada Part 2. Greenhouse Gas Sources and Sinks in Canada (Ottawa, Environment Canada). 2019 (<https://www.canada.ca/en/environment-climate-change/services/climate-change/greenhouse-gas-emissions/inventory.html>), p. 213

Source of 2020 natural gas emission factors: Environment Canada. National Inventory Report 1990-2019: Greenhouse Gas Sources and Sinks in Canada Part 2. Greenhouse Gas Sources and Sinks in Canada (Ottawa, Environment Canada). 2019 (<https://www.canada.ca/en/environment-climate-change/services/climate-change/greenhouse-gas-emissions/inventory.html>), p. 211

#### To calculate GHG emissions from electricity consumption:

Electricity consumption (kWh) x emission factor (tCO<sub>2</sub>e/kWh) = tCO<sub>2</sub>e

Source of electricity emission factors: Environment Canada. National Inventory Report 1990-2019: Greenhouse Gas Sources and Sinks in Canada Part 3. (<https://www.canada.ca/en/environment-climate-change/services/climate-change/greenhouse-gas-emissions/inventory.html>), 65-70

#### To calculate GHG emissions from water treatment and distribution and wastewater collection and treatment:

Water consumption (m<sup>3</sup>) x electricity required to transport a cubic metre of water (kWh) x emission factor (tCO<sub>2</sub>e/kWh) = tCO<sub>2</sub>e

Source of emission factors for water transportation: Maas, Carol, Greenhouse Gas and Energy Co-Benefits of Water Conservation. POLIS Project on Ecological Governance, University of Victoria, November 2008.

Source of electricity emission factors: Environment Canada. National Inventory Report 1990-2019: Greenhouse Gas Sources and Sinks in Canada Part 3. (<https://www.canada.ca/en/environment-climate-change/services/climate-change/greenhouse-gas-emissions/inventory.html>), 65-70

#### Assumptions

1. All buildings existed in the Company's portfolio as of December 31, 2020 unless explicitly noted as an acquisition, a new build or a demolition.



2. An acquisition is defined as an existing property purchased since January 1, 2016. All buildings identified as an acquisition were included in the inventory. Consumption and emissions were estimated back to January 1, 2016 where possible, using the earliest available data.
3. A new build is defined as new construction on vacant land. All buildings constructed since January 1, 2016 or subsequently acquired by the Company were included in the inventory from the date when the building became operational under FCR Management Services.
4. A demolition is defined as a building that was fully demolished since January 1, 2016 and not replaced or re-built. All buildings demolished since January 1, 2016 were included in the inventory until the date when the building was no longer under the operational control of FCR Management Services.
5. Buildings fitting any of the following criteria were omitted from the inventory:
  - The property was classified as residential,
  - The property was classified as land only,
  - The property was part of a mixed-use facility and consumption data could not be separated,
  - The property or utility account was lacking 12 consecutive months of utility data, or
  - The property was not under the operational control of FCR Management Services.
6. Data for the 2016-2019 consumption period was extracted from the utility database on March 15, 2020. Any data not in the database at these dates was either not included in the report or estimated

based on the data estimation methodology identified below.

7. Data for the 2020 consumption period was extracted from the utility database on March 31, 2021. Any data not in the database at these dates was either not included in the report or estimated based on the data estimation methodology identified below.
8. Data extracted from the Company's third-party vendor was assumed to be actual meter readings with no estimation unless otherwise noted.

### Data Estimations

For a property or utility account whose consumption data was not available, consumption was estimated using one of two methodologies:

1. For accounts with less than 12 months of missing data:

Missing data was estimated by calculating the average consumption of the missing months of data of the year and applying the average to the missing months of data. For example, if a property was missing electricity consumption for November and December 2020, data from January to October 2020 would be averaged. This monthly average electricity consumption would then be applied to November and December 2020.

2. For accounts with more than 12 months of missing data:

Missing data was estimated by using the previous year's data so that annual energy & carbon savings were null. For example, if a property was missing

electricity consumption data from January to December 2016, electricity consumption from January to December 2017 was used. This is so that water, energy, and carbon increase/decrease are null but water, energy, and carbon consumption was attributed for.

## Waste

The reporting period covers January 1, 2020 to December 31, 2020 for the portfolio as of December 31, 2020.

### Inclusions

The report includes waste generated from 20.5 million square feet (90%) of the portfolio. The properties contributing waste data were located in British Columbia, Alberta, Ontario and Quebec.

It accounts for tenant waste where First Capital REIT is responsible for the waste management.

### Exclusions

The report excludes waste generated from development, redevelopment, construction or remediation activities. Waste disposal costs are costs for the disposal and recycling of waste generated in the operation of our properties. It excludes waste costs resulting from development, redevelopment, construction or remediation activities.

## BUILDINGS

The reporting period covers from January 1, 2020 to December 31, 2020.