

ESG Report

2025



Salthill Capital Corporation
salthillcapital.com



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About This Report

This ESG report aims to showcase the initiatives we've started and advanced in 2025. We are committed to transparent and accurate disclosures. Our actions are rooted in our core values and beliefs, part of everything we do.

This report was produced by Salthill Capital with support from its third-party climate consultant, Mantle Climate. Mantle Climate mission is to accelerate the decarbonization of the built environment and support the creation of climate-resilient Communities, providing industry expertise around embodied carbon, Scope 3 emissions and ESG disclosure.

Reporting Boundaries

All of our properties, including those sold and acquired during the reporting period. Separate attention is given to Salthill Capital's Fund 5 properties

Reporting Period

This report encompasses the period between January 1, 2025 - December 31, 2025

Reporting Frameworks

We are committed to aligning our reporting and disclosure practices with leading ESG reporting frameworks, including the Task Force on Climate-related Financial Disclosures (TCFD), Sustainability Accounting Standards Board (SASB), and Global Reporting Initiative (GRI).

Data Considerations

Data is collected and managed at the property site level. Salthill is using the Brightly platform to collect energy, water, and waste data for its Fund 5 properties.



Message from the CEO



Cathal O'Connor

Principal, Chief Executive Officer

Dear Stakeholders,

I am pleased to share Salthill Capital's 2025 ESG Report, reflecting our unwavering commitment to environmental, social, and governance (ESG) principles which are core to our mission and values. In 2025, we made significant strides in enhancing our presence across Canada and improving stakeholder engagement including to our Investors, Clients, Team members, Tenants and Community partners.

We remain committed to sustainability and reducing our environmental impact while fostering inclusion. In 2025, we hosted health and wellness programs for our Team and Tenants, reinforcing our belief that thriving Communities start with people. Our governance practices continue to align with leading ESG frameworks, ensuring transparency and accountability across all operations.

We recognize the importance of continued learning and growth, both as an organization and as individuals. We are focused on connecting with Tenants for collaboration, leveraging insights to create shared value. Our Team's commitment drives progress. We understand that data is core to proper analysis and identifying opportunities. By embracing data-driven decision-making, we can innovate and deliver sustainable solutions that benefit all Stakeholders.

Looking ahead, we will build on these achievements by investing in innovative practices, listening to our Stakeholders by strengthening relationships. Our goal is clear: to create better, stronger engagements and sustainable Communities.

Thank you for your continued support.

Sincerely,
Cathal O'Connor

ESG Focus & Commitment



Vision

We strive to be among Environmental, Social, and Governance (“ESG”) leaders, with sustainable business strategies adding meaningful value to all Stakeholders and empowering Team members to act as positive agents for change within their respective Communities.

Mission

Our ESG mission aligns with our corporate mission and enhances our commitment to our Investors and all Stakeholders. We are committed to creating and adopting innovative ideas and business practices to improve our Communities, the Natural Environment, while enhancing Stakeholder experiences and operational efficiencies.

Focus

At Salthill, we are committed to operating and growing our business sustainability and are conscious of the impact we have on our Stakeholders. We work hard to reduce the environmental impact while simultaneously dedicating ourselves to our Stakeholders: Our Investors, Our Clients, Our People, Our Tenants and Community, and the Natural Environment.

Sustainable Development Goals

Salthill is proud to align its ESG strategy and goals to the United Nations Sustainable Development Goals (UN SDGs). Our commitment aligns with 10 SDGs where we believe we can make a significant impact. Our Team is continuously working towards each of these goals.

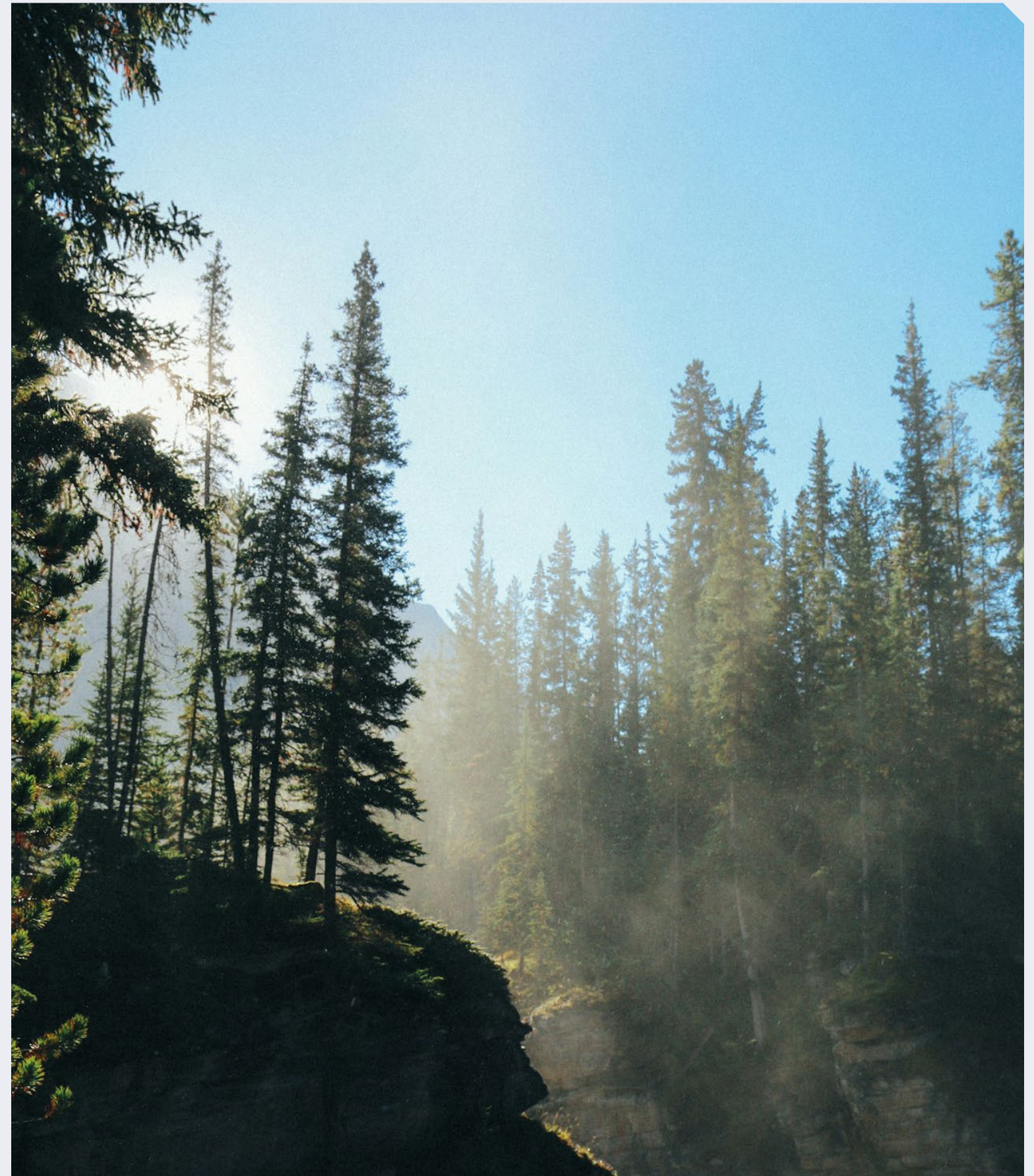


Environment

We care deeply about reducing our impact on the environment. As property owners and managers, we know that to make a real impact, we must collaborate with others. This is why we take our responsibility to work together with our Tenants and across the supply chain seriously for change.

Our environmental policy and three-year roadmap aims to tackle several environmental challenges, including resource efficiency, greenhouse gas emissions, renewable energy, climate resilience, and biodiversity. In 2024, we introduced several policies to align with our environmental objectives. This year, we continued to implement additional environmental policies around refrigerant management, waste reduction, indoor air quality and climate risk and resilience.

We know that the first step to reducing emissions is to better understand the status quo. Therefore, in 2025, we made significant progress on expanding data coverage of waste diversion, water, and energy at our properties. This year we implemented a systematic process to track energy, water and waste from our large anchor Tenants. Data collection is always a challenge for the retail sector where many utilities are paid directly by Tenants. Our goal is to improve data coverage and accuracy of utility bills by engaging directly with our Tenants and reporting on whole-building data. Although we did not have access to Tenant data prior to this year, in 2025, we collected data for 48% of the Tenant-managed spaces in our Fund 5 portfolio.



Environment Energy & GHG Emissions

In 2024, we began systematically tracking our managed utilities at Fund 5 properties, using the utilities tracking software platform Brightly, allowing us to better capture electricity, fuel, and water consumption. This year, we focused on improving the data coverage of our Tenant spaces, primarily focusing on our large anchor Tenants. In addition, we expanded our data collection efforts to include all our owned and managed properties as well as our head office location.

In 2026, we will continue to improve our data coverage for Tenant spaces, and will use our available data to set benchmarks and inform new efficiency measures and energy reduction targets.

Across our portfolio, we are constantly looking for ways to improve. We are installing EV chargers for our Tenants and Communities. We’re also performing energy audits on new acquisitions to better understand what new initiatives would be valuable.

Salthill believes that in order to progress toward our climate goals, we need the whole Team behind us. This is why we bring in experts to talk about important environmental topics, embodied carbon in construction and climate resilience with the Team. We also regularly solicit feedback from Tenants and Team on how we can improve.

Consumption Figures*		GHG Emissions*	
Natural Gas	1,808,248 m3	Scope 1	3,847 tCO2e
Electricity	11,578 mWh	Scope 2	4,604 tCO2e
Water	131,089 m3	<small>* Figures cover all landlord-managed spaces in Salthill-owned properties and Salthill's head office. Figures do not include tenant-managed spaces.</small>	

Three-Year Roadmap

	2025	2026	2027
Energy	Increase natural gas and electricity data coverage to all Tenant spaces (Fund 5 properties) Develop reduction targets for landlord-managed spaces at Fund 5 properties	Develop program/guide to assist Tenants with managing their energy, consumption Implement energy reduction plan	Continue implementing energy reduction plan
GHG Emissions	Create first operational GHG emissions inventory Develop GHG emissions reduction targets for landlord-managed spaces at Fund 5 properties	Complete company-wide GHG emissions inventory covering all assets under management. Develop whole-building emission reduction targets for Fund 5 properties	Develop company-wide GHG emissions reduction plan Implement Fund 5 emissions reduction plan

Case Study Fund 5 - BMO Sunfish

BMO is demonstrating its commitment to sustainability with the opening of its **first net-zero branch at Sunfish Shopping Centre**. Opening on June 24, 2024, the ~5,000-sf branch is designed using energy efficient construction methods and low carbon materials, including recyclable content, structural wood, and low-carbon concrete. Solar panels have also been implemented at the branch, ensuring that any energy consumed is offset by energy produced.

Energy Efficiency Highlights include:

Increased insulation

Airtight

Low-carbon building materials

Energy Recovery Ventilation (ERV)

Window positioning and sunshade canopies

Sustainable Certifications



Case Study Market Mall

Over the past decade, Salthill Capital has steadily transformed Market Mall into an efficient and sustainable property. Early efforts focused on energy efficiency, including building envelope and roof upgrades, and installing high-performance LEDs, modern mechanical systems, and smart building controls to fine-tune heating and cooling. These upgrades significantly reduced electricity consumption while creating a more comfortable environment for shoppers and tenants.

Water efficiency has also become a priority. Low-flow fixtures were installed throughout the mall, irrigation systems were redesigned to minimize waste, and drought-tolerant landscaping replaced water-intensive plantings.

Together, these improvements have lowered operating costs, extended the life of key infrastructure, and positioned Market Mall as a forward-thinking retail destination committed to long-term environmental stewardship.

Energy Efficiency Highlights include:

Major roof replacements

HVAC retrofits: Electric boilers, heat pumps, hybrid AHUs and RTUs

Smart building controls

Low-flow water fixtures

Drought-resistant landscaping

BOMA BEST Silver Certification



Environment Water & Waste

Water

Salthill aims to be a responsible steward of our shared water resources. As climate change makes our world a more volatile place, we need to work together to protect what we have. While often taken for granted, access to clean water is a right, but it's not guaranteed if we do nothing to protect it. We aim to do our part, starting with water audits to better understand how our buildings use water and where inefficiencies exist. These audits will inform efficiency improvements in 2025.

Waste

In 2025 we developed a waste diversion target across our Fund 5 properties, which was informed by two years of waste audits. Based on these results, we have set an ambitious but attainable target to achieve a 55% waste diversion rate across our Fund 5 properties by the year 2030.

Fund 5 Figures	
Water Consumption	66,400 m3
Waste Diversion Rate	36%

Three-Year Roadmap

2025	2026	2027
Increase utility data coverage of water and waste to all Tenant spaces (Fund 5 properties)	Develop program/guide to assist Tenants with managing their water and waste consumption	Continue implementing water and waste reduction plans
Develop reduction targets for landlord-managed spaces at Fund 5 properties	Implement water and waste reduction plans	

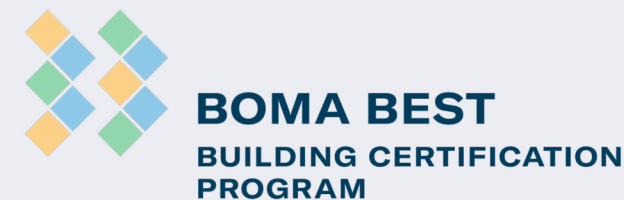
Environment Green Building Certifications

Salthill is committed to operating our buildings sustainably, by aligning our management practices with notable operational green building certifications such as LEED and BOMA BEST.

In 2025, we obtained BOMA Bronze Certification for the majority of our Fund 5 buildings, and submitted all remaining Fund 5 properties for BOMA BEST Bronze Certification. Additionally, we are recertifying our existing BOMA BEST properties, Market Mall and 18 King St E, with the target of obtaining BOMA BEST Silver.

21 BOMA Certified Properties

1 LEED Certified Property



The **BOMA BEST Sustainable Certification** is one of Canada's premier environmental assessments for existing buildings, focusing on operational sustainability. Managed by **BOMA Canada**, it evaluates buildings across key performance areas, including **energy use, water efficiency, waste management, greenhouse gas emissions, indoor air quality, and occupant well-being**.

To achieve certification, buildings must meet specific criteria, including compliance with **Baseline (Best) Practices**, which are minimum operational standards for environmental performance.

These practices include conducting energy and water assessments, implementing waste diversion programs, and maintaining high indoor air quality. Beyond the baseline, buildings earn points by demonstrating advanced sustainability measures, such as renewable energy integration, efficient lighting systems, and Tenant engagement programs.

Each application is verified by a third-party professional to ensure accuracy and alignment with BOMA BEST standards. This rigorous process helps buildings reduce environmental impact and enhance operational efficiency.

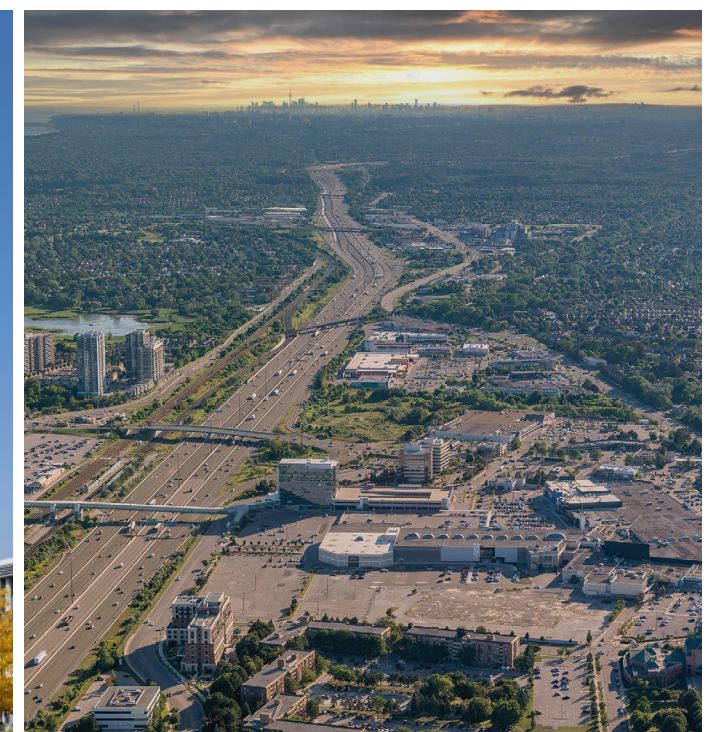
Case Study The Offices at Pickering City Centre



1340 Pickering Parkway is a prime example of Salthill's commitment to sustainability and excellence in property management. This 10-storey building, conveniently located beside the Shops at Pickering City Centre and linked to the Go Transit System, has earned the prestigious LEED Gold certification. This certification highlights the building's advanced energy amenities, including a low voltage lighting system, high-efficiency boilers, and a Building Automation System (BAS) that optimizes energy use.



LEED GOLD



Environment Climate Risk and Resilience

Climate Risk and Resilience

According to the Intergovernmental Panel on Climate Change, even if we limit warming to 1.5 degrees Celsius by 2050, the likelihood and intensity of extreme weather events will still increase. We recognize the importance, therefore, of understanding what risks our assets will face. In 2025, we performed physical climate risk assessments on our Fund 5 portfolio, which highlighted potential flooding and wildfire hazards.

Going forward, we will continue to perform climate risk assessments for all newly acquired Fund 5 properties and, where appropriate, develop comprehensive mitigation plans to address these risks.

Biodiversity

Biodiversity offers many services that are often taken for granted. From increasing resilience to general well-being, biodiversity is difficult to quantify, yet critical. Salthill tries to minimize, where possible, its impact on the local ecosystem.

We are working to develop a biodiversity strategy for increasing the amount of green space, vegetation, and wildlife on our properties.

Three-Year Roadmap

2025	2026	2027
Develop a company-wide climate transition risk mitigation strategy	Implement climate transition risk mitigation strategy	Re-assess climate transition risk management strategy and/or continue implementation
Develop physical climate risk mitigation strategies for Fund 5 properties	Implement mitigation measures for high-risk assets	Continue implementing mitigation measures for high-risk assets



Social

Inclusion & Diversity

- At Salthill, we remain steadfast in our commitment to build an inclusive workplace. To support this goal, we provide comprehensive Diversity, Equity, and Inclusion (DEI) training to all employees. Leveraging the advanced Citation platform, this training is fully integrated into our onboarding process, ensuring that every new Team member begins their journey equipped to contribute to a diverse and welcoming environment from day one.
- Our commitment is demonstrated through strong participation rates - 100% of our full-time and part-time employees have successfully completed DEI training. This milestone reflects our combined dedication to fostering a workplace where every individual feels respected and valued.
- Salthill actively encourages and supports employee involvement in organizations that promote diversity and inclusion.

Health & Wellness

- In May 2025, Salthill Team members engaged in a fitness-focused Team event at Pickleplex in Pickering, Ontario,
- In June 2025, Salthill team members participated in Health Month, which featured weekly wellness activities including soccer, volleyball, padel, and pickleball. Highlights included a Lunch & Learn with a nutritionist, a healthy breakfast, and a walk in partnership with Heart & Stroke.



Social Tenants & Communities Engagement



Tenant Engagement

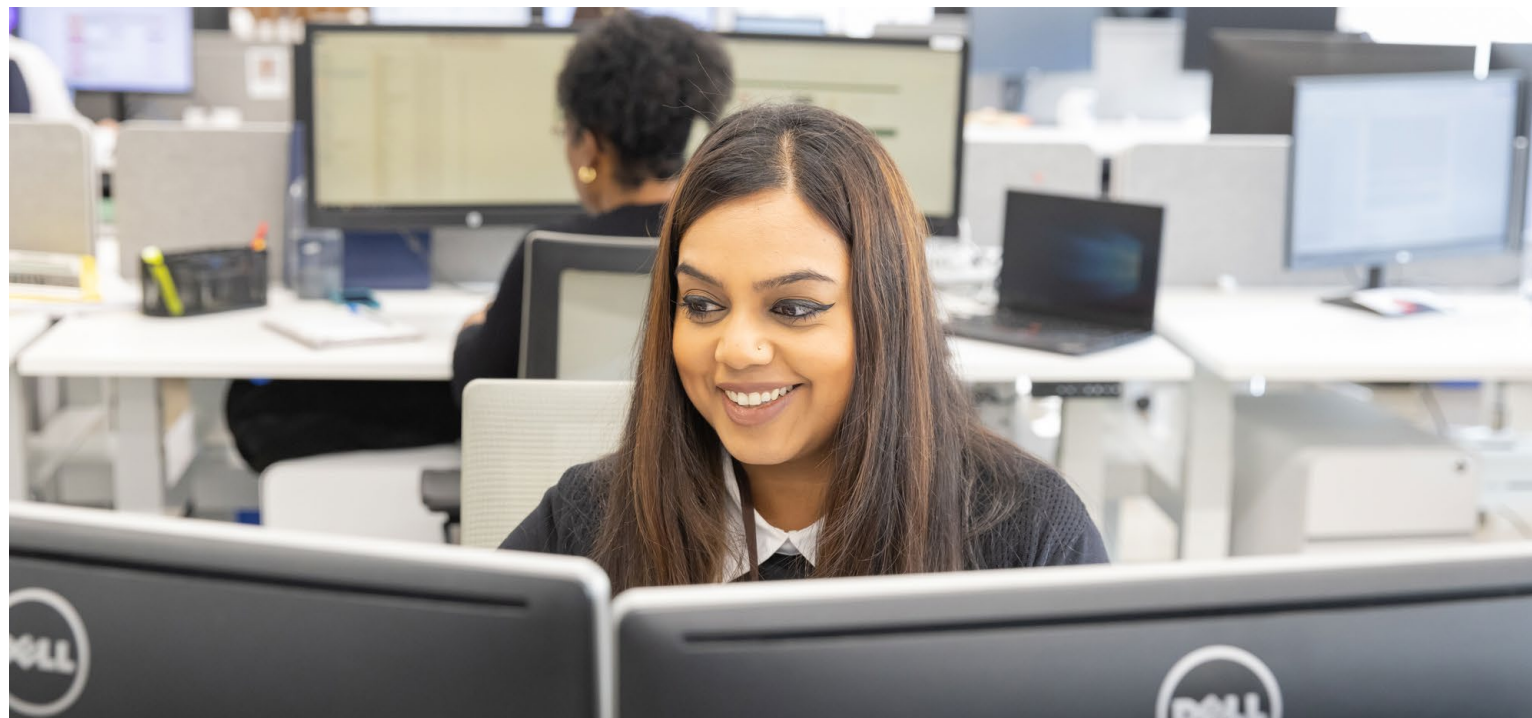
- In 2025, our Teams met with 91% of all Tenants to discuss their business, satisfaction, and ESG.
- Being approachable, available, and providing excellent customer service builds strong relationships and a sense of community at our centres. Our goal is to create a workplace environment that enhances a Tenant's business, energizes its employees, and welcomes the community.
- These meetings provide the opportunity to address Tenant and Community concerns, allowing our Teams to adapt to ever-changing markets, Communities, and Tenant priorities. They remind us of the impact we have and inspire us to always give our best to the Communities we operate from.
- Salthill distributed a tailored survey to all properties within our portfolio, focusing on property management services and their effectiveness. The feedback we receive enables us to ensure we are exceeding Tenant satisfaction, enhancing our operating systems, and serves as a valuable tool for continuous year-over-year improvement.



Community Engagement

- Salthill-managed properties offer a Community Spaces program in which local and community groups can utilize common area spaces within our centres for non-profit initiatives and events. We have seen upwards of 800 bookings across the portfolio in 2025.
- Select enclosed shopping centres within the Salthill portfolio have a dedicated community room, The Spot, which is offered to community groups for meetings, private events, public events, and other non-profit initiatives.
- Corporately, Salthill has donated to several charitable organizations, including the ICSC Foundation, Covenant House, Heart & Stroke Foundation, Make A Wish Foundation, etc.
- In September 2025, Salthill Team members were granted volunteer time during working hours to support charitable organizations of their choice. This initiative resulted in a collective contribution of over 250 hours across the organization.

Social Employee Engagement



At Salthill, we prioritize the well-being of our employees through a variety of health and wellness programs:

- Health and Wellness Programs available through our group benefit provider.
- Employer and Family Assistance Program through Telus Health, offering a wide range of health and wellness programs to employees and their families.
- Annual Wellness Benefit for full-time employees.
- Corporate Discount on memberships at fitness facilities nationwide.
- Paid Personal Days for full-time employees.
- Paid Sick Days for full-time employees, which can be used for their own health needs or to care for a family member.
- Extensive Benefit Plan including coverage for LTD, STD, dental, vision, chiropractic, naturopathic, massage, osteopath, and physiotherapy services, to name a few.
- Team-based Events throughout the year, such as the Sick Kids Volleyball tournament and Ride for Heart.

In November 2025, Salthill concluded its annual Employee Engagement Survey, which was open to all employees and achieved a 93% participation rate. The survey covered eight key categories and included open-ended questions to capture meaningful feedback. Results were highly favorable, reflecting strong employee satisfaction and engagement across the organization. These insights will help guide our ongoing efforts to enhance the employee experience and maintain a positive, inclusive workplace culture.

Governance

Salthill is committed to operating our business and our properties with honesty and integrity by applying the highest standards of business conduct. We strive to not only meet regulatory requirements but to be proactive and stay ahead of disruption by upholding excellent corporate governance practices.

As our physical and business climate evolves, we are continuously reviewing our existing policies and adapting new policies, processes and systems to mitigate against business risks.

Three-Year Roadmap

2025	2026	2027
Incorporate Global Report Initiative (GRI) standards into annual sustainability reporting	Align sustainability reporting with Canadian Sustainability Standards Board (CSSB) Framework	Align sustainability reporting with Taskforce on Nature-related Financial Disclosures (TNFD) reporting standards
Develop a company-wide climate transition risk mitigation strategy	Implement climate transition risk mitigation strategy	Re-assess climate transition risk management strategy and/or continue implementation
Develop physical climate risk mitigation strategies for Fund 5 properties	Implement mitigation measures for high-risk assets	Continue implementing mitigation measures for high-risk assets



Governance Corporate Governance

Ethics and Integrity

We strive to be among Environmental, Social and Governance (ESG) leaders, with sustainable business strategy adding meaningful value to all Stakeholders, and empowering employees to act as a positive agent for change within their respective Communities.

Data Privacy and Cyber Security

At Salthill, we prioritize Data Privacy and Cyber Security as fundamental components of our operations. We are committed to safeguarding the sensitive information of our Stakeholders through robust security measures and protocols. To ensure our Team is well-equipped to handle these responsibilities, we provide regular training sessions. These training programs are designed to keep our employees informed about the latest threats and best practices, reinforcing our dedication to maintaining a secure and trustworthy environment for our clients and partners.

Whistleblower Policy

The Whistleblower Policy encourages Salthill People to raise concerns about inappropriate conduct, ensuring high standards of business and personal ethics. It promotes open communication with ownership, allowing for the reporting of violations without fear of retaliation. This policy supports Salthill's commitment to ethical practices and compliance with laws and regulations. In 2025, there were no incidents reported.

ESG reporting and disclosure

In order to align with industry standard reporting, Salthill's reports make use of frameworks including Sustainability Accounting Standards Board (SASB), Task Force for Climate-related Disclosures (TCFD), and the Global Reporting Initiative (GRI). We aim to align closer with these reporting frameworks in future reports, and are actively monitoring ESG reporting and disclosure developments in Canada to ensure that we meet all reporting requirements.

Governance Risk Management & Responsible Procurement

Risk Management

Salthill is engaged in several environmental, social and governance initiatives. To ensure that nothing gets missed, we hold monthly ESG committee meetings with our sustainability consultants Mantle Climate, to discuss ESG considerations.

Given its importance to current and future operations in 2025, we completed a company-wide transition risk assessment to understand the biggest risks to our business operations from the following perspectives: Policy and Regulation, Market Risk, Reputational Risk, and Technology Risk. The information gathered from this assessment will be used to inform future decision-making, and form the basis for our Climate Risk and Resilience Policy, which we will use to guide our climate mitigation and adaptation strategy.

Sustainable Procurement

Salthill is committed to sustainable procurement practices that minimize environmental, social, and economic impacts across the entire life cycle of goods and services. In 2024, we introduced a sustainable procurement policy to guide our purchasing decisions. We continued to emphasize waste reduction, responsible material selection, and supporting local Communities.

All employees must use the Sustainable Procurement Toolkit for contracts and purchases over \$50,000, which integrates life-cycle costing, waste reduction, and social equity into procurement decisions. Salthill will prioritize products and services that:

- Use recycled, renewable, or low-impact materials.
- Support reuse and recycling.
- Minimize waste and environmental harm during production, use, and disposal.
- Incorporate take-back or closed-loop systems.



Salthill Capital Specific Reporting for Fund 5

Fund 5 is Salthill Capital's GRESB ESG-focused offering, providing Investors with an opportunity to invest in sustainably managed properties. These properties include retail centres in British Columbia, Alberta, Ontario, and Quebec.

To ensure that our Fund 5 properties operate sustainably, we place a strong emphasis on improving our energy and water efficiency, reducing our carbon footprint, and implementing best practices in waste management.

Consumption Figures*

Natural Gas	364,280 m3
Electricity	5,120 mWh
Water	97,279 m3

GHG Emissions*

Scope 1	718 tCO2e
Scope 2	2,183 tCO2e

* Figures include all landlord-managed spaces in the Fund 5 portfolio. Tenant-managed spaces are not included.

2025 Highlights

- Significant progress on expanding Tenant utility data coverage, focusing on large anchor Tenants.
- Continued submission to the GRESB Benchmarking. Assessment – 15 point improvement year-over-year
- Generated long-term performance targets for portfolio data coverage and building certifications
- Completed physical climate risk assessments for all properties
- Added 4 more buildings to bring the portfolio to 16.
- Completed waste audits for all properties
- Submitted BOMA BEST Bronze Certifications for all properties.

2026 Goals and Targets

- Work towards achieving 50% data coverage by 2032.
- Explore opportunities to implement energy, water and waste efficiency
- Explore opportunities for renewable energy generation, and EV charging stations.
- Develop climate strategy aligned with TCFD
- Develop an operational plan and budget for reducing climate risk exposure (GHG emissions, physical climate risk)
- Continue to complete technical building assessments and audits at select properties

Final Message

Our Experience Is Your Advantage

As we look to the future, Salthill will deliver on our ESG commitment to all our Stakeholders. We are excited to continue driving progress locally, regionally, and nationally, supporting our Communities and developing assets in innovative and sustainable ways. At Salthill, we continue to seek a deeper understanding of our impact as key members of our Communities. We continue to invest, listen, and learn with a commitment to creating better and stronger neighbourhoods and relationships.

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Environment Three-Year Roadmap

	2025	2026	2027
Resource efficiency (Energy, Water, Waste)	<p>Increase utility data coverage of energy, water, and waste to all Tenant spaces (Fund 5 properties)</p> <p>Develop reduction targets for landlord-managed spaces at Fund 5 properties</p>	<p>Develop program/guide to assist Tenants with managing their energy, water, and waste consumption</p> <p>Implement reduction plans for energy, water, and waste</p>	<p>Continue implementing reduction plans for energy, water, and waste</p>
GHG Emissions	<p>Create first operational GHG emissions inventory</p> <p>Develop GHG emissions reduction targets for landlord-managed spaces at Fund 5 properties</p>	<p>Complete company-wide GHG emissions inventory covering all assets under management.</p> <p>Develop whole-building emission reduction targets for Fund 5 properties</p>	<p>Develop company-wide GHG emissions reduction plan</p> <p>Implement Fund 5 emissions reduction plan</p>
Building Certifications	<p>Continue to obtain BOMA BEST certifications for all new Fund 5 properties</p>	<p>Obtain or maintain BOMA BEST status for all Fund 5 properties</p>	<p>Obtain or maintain BOMA BEST status for all Fund 5 properties</p>
Climate Risk and Resilience	<p>Develop a company-wide climate transition risk mitigation strategy</p> <p>Develop physical climate risk mitigation strategies for Fund 5 properties</p>	<p>Implement climate transition risk mitigation strategy</p> <p>Implement mitigation measures for high-risk assets</p>	<p>Re-assess climate transition risk management strategy and/or continue implementation</p> <p>Continue implementing mitigation measures for high-risk assets</p>
Biodiversity and Green Space	<p>Assess existing levels of biodiversity and green space at Fund 5 properties</p>	<p>Develop biodiversity and green space management plan for Fund 5 properties</p>	<p>Implement strategies to improve biodiversity and green space at Fund 5 properties</p>

Appendix A: GRI

GRI Standard & Disclosure	Disclosure Title	Location in Report
GRI 2: General Disclosures	2-1 Organizational details	About This Report
	2-3 Reporting period	About This Report
	2-5 External assurance	Governance Section
GRI 3: Material Topics	3-1 Material topics	ESG Focus & Commitment
	3-3 Management approach	Environment/Social/Governance sections
GRI 200: Economic	201-1 Direct economic value generated	Economic Performance
	201-2 Climate-related risks	Climate Risk & Resilience
GRI 300: Environmental	302-1 Energy consumption	Energy & Emissions
	303-3 Water withdrawal	Water Section
	305-1 GHG emissions	Energy & Emissions
	306-3 Waste	Waste Section
GRI 400: Social	404-1 Training hours	Employees Section
	405-1 Diversity	Governance Section
	413-1 Local community engagement	Tenants & Communities