

# Sustainability Policy

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## Statement

At Killam we integrate and prioritize sustainable practices in all business areas. By integrating Environmental, Social, and Governance (“ESG”) initiatives into our business strategy, Killam aims to promote innovation, enhance operational performance, and maximize long-term value for all stakeholders.

The intention of this policy is to provide an overview of Killam’s ESG commitments. Additional information is available in the Sustainability section of our [website](#).

## Sustainability Commitments

The following outlines Killam’s commitment to sustainability:

### Environmental

- Invest in energy-efficiency programs aimed at reducing GHG emissions.
- Implement renewable energy projects to increase the proportion of the portfolio’s consumption of electricity from renewable energy sources.
- Conduct an annual GHG inventory in compliance with the Greenhouse Gas Protocol.
- Invest in water and waste management initiatives focused on reducing consumption.
- Pursue green building health and operating certifications.
- Include environmental considerations in our approach to acquisitions, developments, and operations.
- Evaluate climate-related risks and opportunities to inform decision-making.

### Social

- Provide a work environment that respects human rights and upholds the dignity of every individual.
- Enhance diversity and inclusion programs to foster a safe, inclusive, and equitable workplace.
- Ensure a safe and healthy work environment.
- Invest in professional development and monitor employee engagement.
- Foster a sense of community at our properties.
- Provide exemplary customer service and monitor resident satisfaction.
- Give back to the communities in which Killam operates through donations and volunteering.
- Support affordable housing initiatives through community and government partnerships.
- Encourage responsible and ethical business standards throughout our supply chain.

### Governance

- Establish and implement robust governance policies and practices.
- Report annually on our ESG programs, highlighting new initiatives and past performance.
- Review our annual ESG benchmark ratings and target areas for improvement every year.

Related governance policies include our [Board Diversity and Inclusion Policy](#), [Code of Conduct](#), [Disclosure Policy](#), [Insider Trading Policy](#), [Majority Voting Policy](#), and [Whistleblower Policy](#).

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## Reporting & Disclosure

Killam is dedicated to ensuring that our sustainability progress is reported accurately and is accessible to all stakeholders. In line with this commitment, Killam reports annually in accordance with internationally recognized sustainability frameworks. Killam also engages a third-party on an annual basis to provide assurance for our GHG, energy, water, and waste data.

## Program Governance and Compensation Alignment

Killam's Board of Trustees views ESG as a shared responsibility and engages with Management on the execution of our ESG strategy. Killam's Governance and ESG Committee is directly responsible for oversight of ESG matters at the board level.

Killam's Corporate Sustainability Committee includes the President and CEO and a select group of executives. This Committee champions ESG action items throughout the year and regularly reports progress against ESG targets to the Board's Governance and ESG Committee. Specific, annual ESG targets are included in all executive compensation plans.

## Implementation

Killam's Senior Management team will be responsible for implementing this policy.

- a) All employees will be provided with a copy of this policy within 30 days of its preparation, and all new employees will be provided with a copy within 30 days of their hire date.
- b) A copy of this policy will be provided to new trustees, officers, and director-level employees, who will be educated about its importance and will be required to sign a copy as evidence of their commitment to abide by the policy.
- c) This policy will be posted on Killam's website, and material changes will be communicated to all employees.
- d) This policy will be reviewed as needed (at least annually) to ensure compliance with changing regulatory requirements and recommendations will be made for any appropriate changes.

## Responsibility

Any questions or concerns relating to this policy can be directed to Killam's Senior Management Team, or to Human Resources.