



ENVIRONMENTAL SOCIAL & GOVERNANCE REPORT | 2021

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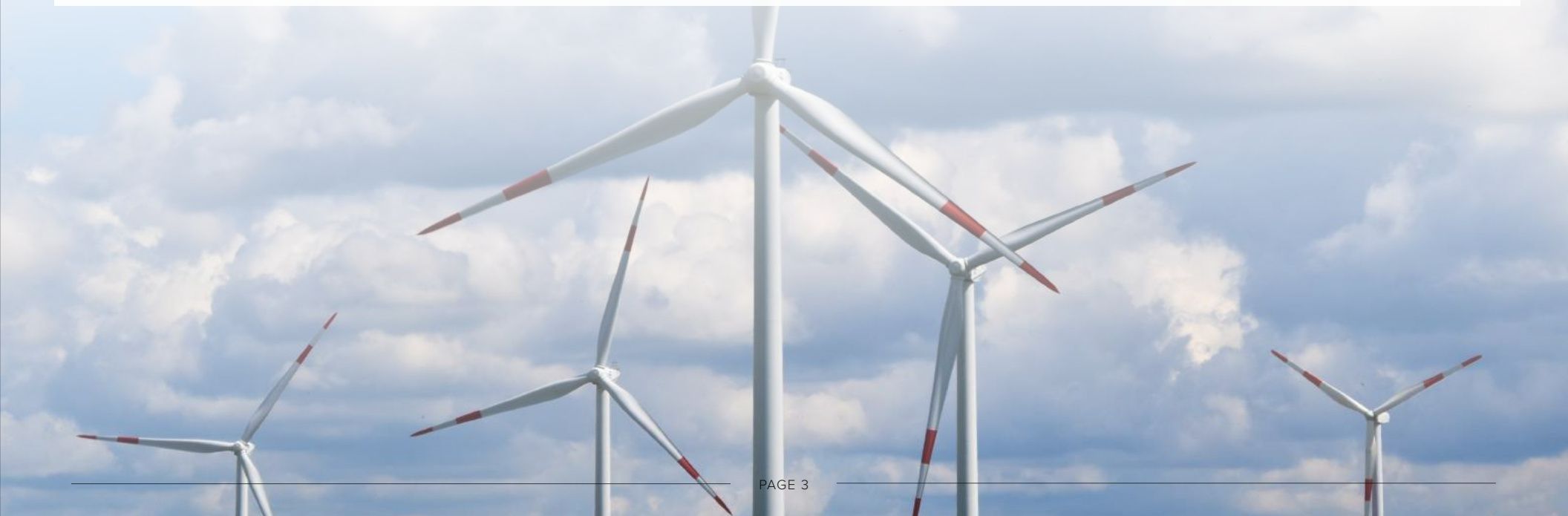
Reporting Framework

Killam's ESG report focuses on the 2021 reporting period. The report's ESG disclosures were prepared in accordance with the Global Reporting Initiative (GRI) Standards (core), the Sustainability Accounting Standards Board (SASB) standards, and the Task Force for Climate-related Financial Disclosure (TCFD) framework.

External Verification

Killam's greenhouse gas (GHG) emissions and associated energy data has been externally verified to a limited level of assurance by Green Check (Risk Check Inc.) using International Organization for Standardization (ISO) 14064-3:2019, the standard for GHG verification to a limited level of assurance. Verification activities applied in a limited level of assurance verification are less extensive in nature, timing and extent than an audit. The review found no material discrepancy, error or omission that would conclude that Killam's 2021 GHG emissions inventory and associated energy data are not fairly stated and prepared in all material respects in accordance with the standards and principles of the GHG Protocol.

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PHILIP FRASER
President and CEO

“

KILLAM IS COMMITTED TO MOVING FORWARD ON ITS ESG JOURNEY, AND AS YOU’LL READ IN THIS REPORT, OUR FOCUS IS MAKING A DIFFERENCE.

”

LETTER FROM OUR PRESIDENT AND CEO

Welcome to Killam Apartment REIT’s third annual Environmental, Social and Governance (ESG) Report. I am pleased to present our report, which details how we incorporate these principles into our operations and business strategy. Killam is committed to moving forward on its ESG journey, and as you’ll read in this report, our efforts are making a difference.

We set long-term ESG objectives in early 2021 and we are making progress on all these targets. Reducing greenhouse gas emissions is an important priority to us and our stakeholders. With this focus on reducing our carbon footprint, we invested \$8.2 million in energy efficiency initiatives in 2021 and realized a 2.1% reduction in our GHG emissions. This capital investment included solar photovoltaic (PV) installations, boiler and heat pump replacements, and electricity and water conservation projects. This investment also included geothermal heating and cooling installations at three of our development sites, placing Killam among the leaders of geothermal installations in Canada.

Our bi-annual diversity survey was conducted in 2021 in partnership with the Canadian Centre for Diversity and Inclusion. The survey results indicate notable increases in the representation of racialized and indigenous persons, persons with a disability and those who identify as LGBTQ2+. We continue to develop and foster a more diversified employee base across the company. We prioritized diversity and inclusion (D&I) training in 2021 and the whole Killam team embraced the opportunity, completing over 500 D&I training sessions. We also encourage our employees to spend more time volunteering in their communities. To help with this we increased paid annual volunteer days from one to three days.

Piloting building and healthy-living certifications was another focus last year. These certifications include BOMA Best, FitWel and the Certified Rental Building Program, and help ensure our buildings have industry leading operating and healthy living standards for our residents. We will build on the work done in 2021 and will continue to roll out certification programs across our portfolio.

Housing affordability remains a challenge in Canada, and is top of mind at Killam. With acquisitions in Calgary and Charlottetown this year, Killam increased its affordable housing suites by 14%, ending 2021 with approximately 850 subsidized affordable housing suites. This aligns with our longer-term target to increase Killam’s affordable units by 20% by 2025, from our base of 750 in 2020. In addition, we donate furnished suites to hospitals in our markets and contribute financially to a broad variety of community organizations.

Our Board of Trustees provides sound governance and oversees Killam’s ESG and climate-related initiatives and performance against our long-term ESG targets. We are committed to participating in the annual GRESB survey and are proud to share that our 2021 results earned us a green, two-star designation, with a 40% increase in our GRESB score in the past two years. We are also proud to have earned an A-rating on the GRESB public disclosure survey, outperforming our GRESB and global comparison groups average ratings.

LETTER FROM OUR PRESIDENT AND CEO (CONTINUED)

Climate-change risks and opportunities are becoming more prevalent to us and our stakeholders, and we continue to expand our climate-related disclosure under the Task Force on Climate-Related Financial Disclosure framework.

With ESG principles and sustainability practices integrated into our long-term business strategy, we seek opportunities to transition to the low-carbon economy of our future. Embedding climate change considerations within our business practices ensures that our growth is adaptable, as well as resource and climate efficient.

Concluding, I want to thank our Killam team of employees who continuously work to provide positive value creation to our residents, our communities and our investors.

Sincerely,



Philip Fraser, President and CEO

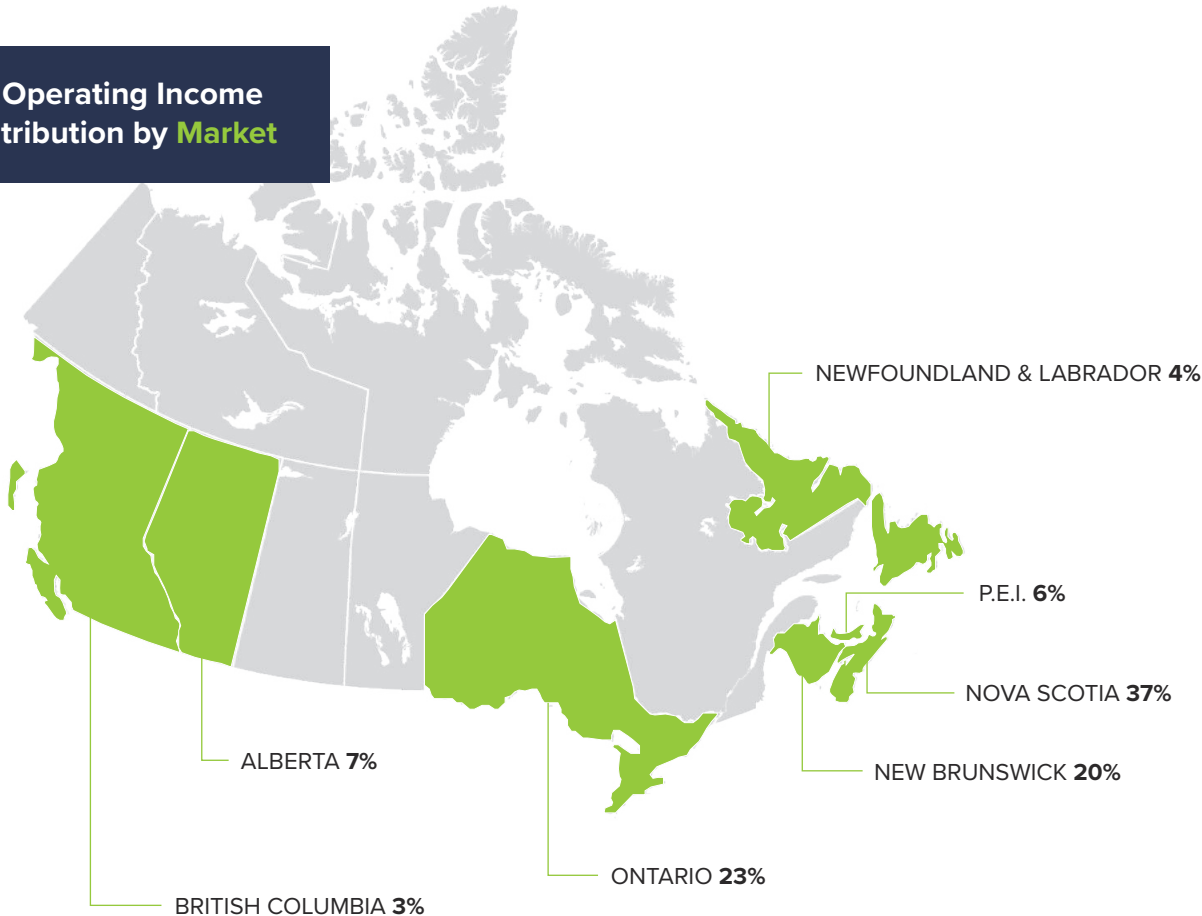


ABOUT KILLAM

[GRI 102-1, 102-2, 102-3, 102-4, 102-6, 102-7, 102-56]

Killam Apartment REIT (Killam, or the “Trust”), based in Halifax, Nova Scotia (NS), is one of Canada’s largest residential landlords, owning, operating, managing and developing a \$4.5 billion portfolio of apartments, manufactured home communities (MHCs) and commercial properties across seven provinces. Killam was founded in 2000 to create value through the consolidation of apartments in Atlantic Canada and MHCs across Canada. Killam entered the Ontario (ON) apartment market in 2010, the Alberta (AB) apartment market in 2014, and the British Columbia (BC) apartment market in 2020. Killam broke ground on its first development in 2010 and has completed thirteen projects to date, with a further six projects currently under construction.

Net Operating Income Contribution by Market



Killam’s strategy to drive value and profitability focuses on three key priorities:



Increase earnings from the existing portfolio;



Expand the portfolio & diversify geographically through accretive acquisitions, targeting new properties; and



Develop high-quality properties in Killam’s core market.

KILLAM'S ESG STRATEGY

At Killam, ESG is embedded throughout its corporate strategy; including the way it acquires, develops and operates its properties. Killam's business decisions acknowledge the importance of green initiatives and recognize the long-term value creation for its stakeholders. Killam's sustainability policy below formalizes this commitment.

Killam has established ambitious but realistic ESG targets to work towards in the medium term. These goals aim to mitigate Killam's carbon footprint, maintain good corporate citizenship and create long-term value for stakeholders. Killam reviews these goals annually to confirm alignment with its materiality assessment (see page 13) and commits to annually report on its progress towards these targets (see pages 8-10).

ESG and climate-related issues continue to evolve quickly, and the need to continuously adapt is imperative. Killam is scoping out its long-term carbon emission targets and developing its plan to move to net-zero carbon emissions. Further details will be disclosed as technology and innovation evolve.



Killam works proactively and diligently to monitor and **REDUCE ITS ENVIRONMENTAL FOOTPRINT**, to ensure effective and ethical governance and to invest in ways that stimulate **SUSTAINABLE ECONOMIC GROWTH**.

SUSTAINABILITY POLICY

The policy is approved by the Board of Trustees and monitored by the Governance and ESG Committee. The following outlines Killam's commitment to ESG:

- Invest in technology and new initiatives to increase sustainability and lower its carbon footprint across the portfolio, with a focus on energy, water and waste consumption and management.
- Support and invest in its employees through training and development.
- Enhance diversity and inclusion policies and practices to continue to foster a safe, inclusive, and equitable workplace.
- Provide outstanding customer service and build an inclusive community at its properties.
- Support initiatives in the communities in which Killam operates, with an emphasis on affordable housing through community partnerships, subsidized rents and discounts.
- Establish and implement measurable governance policies and practices.
- Report annually on its ESG programs, highlighting new initiatives and Killam's performance against targets.
- Review its annual ESG benchmark ratings⁽¹⁾ and target areas for improvement each year.

(1) Currently the benchmark rating focus is GRESB



**Build
Community**



**Creative
Solutions**



**Do the
Right Thing**



**Curb
Appeal**



**Strong Customer
Relationships**

PROGRESS ON ESG TARGETS

[TCFD 9, TCFD 11]

ESG

Environmental



Social



Governance



LONG-TERM TARGETS

- Reduce GHG emissions by 15%⁽¹⁾ by 2030.
- Produce a minimum of 10% of electricity⁽²⁾ consumed by portfolio through renewable energy sources by 2025.
- Pursue green, building health and operating certifications across a minimum of 20% of Killam's portfolio by 2025.

(1) Scope 1 and 2 emissions from 2020 levels.

(2) Operational controlled electricity.

2021 PERFORMANCE

- Invested \$8.2M in energy efficiency projects.
- Reduced GHG emissions by 2.1% from 2020 levels.
- Completed nine solar photovoltaic installs, which will produce ~1,000 MWh of annual renewable energy for Killam.
- Achieved building certifications on eight properties (927 units), which is 5.1% of Killam's total portfolio.

2022 PLAN

- Commit to a minimum of \$8M in energy-efficiency projects.
- Complete 7 solar photovoltaic installs, which will produce ~500 MWh of annual renewable energy for Killam.
- Achieve building certifications for an additional 800-1,000 units.

2021 HIGHLIGHTS



Killam piloted BOMA Best, FitWel and the Certified Rental Building program certifications to help ensure its properties have the best operating and healthy living standards for its residents.



Killam is recognized as one of Canada's Greenest Employers (by Mediagroup Canada Inc.). This special designation recognizes the employers that lead the nation in creating a culture of environmental awareness in their organization.



Completed an independent review of its 2021 energy consumption and greenhouse gas inventory.

PROGRESS ON ESG TARGETS



LONG-TERM TARGETS

- Increase employee volunteer hours by 25%⁽¹⁾ by 2025.
- Increase the number of affordable housing units by 20%⁽¹⁾ by 2025.
- Maintain resident satisfaction score above 85% annually.

(1) From 2020 levels

(2) Due to COVID-19-related restrictions in 2020, Killam used the 2019 volunteer time as the baseline for this metric.

2021 PERFORMANCE

- Increased employee volunteer time by 20% from 2019⁽²⁾.
- Increased affordable housing units by 108 units, which was a 14% increase from the 750 units at the end of 2020.
- Achieved an 86% resident satisfaction score.

2022 PLAN

- Continue to promote the use of paid volunteer days and opportunities among all employees.
- Continue to seek opportunities to include affordable housing units when Killam acquires and develops properties.
- Address resident concerns to maintain and increase satisfaction.

2021 HIGHLIGHTS



Supported affordable housing with more than **850** subsidized units through community partnerships.



Achieved an **84%** employee satisfaction score.



Partnered with the Canadian Centre for Diversity and Inclusion to complete its bi-annual diversity survey and offer Killam's employees ongoing D&I training.

PROGRESS ON ESG TARGETS



LONG-TERM TARGETS

- Continue to participate in the GRESB survey annually, targeting a minimum increase of 5% each year to reach GRESB 4 star ranking by 2025, and continue to expand ESG disclosure.
- Increase the diversity of employees, including a 25% increased representation of employees who identify as racialized, as persons with disability, and as LGBTQ2+ by 2025.

2021 PERFORMANCE

- Improved GRESB score by 6% in 2021, in addition to 40% since initial participation.
- Reported under TCFD framework and aligned with SASB and GRI standards.
- Conducted its bi-annual diversity survey in partnership with the Canadian Centre for Diversity and Inclusion. The survey results indicate notable increases in the representation of racialized and indigenous persons, persons with a disability and those who identify as LGBTQ2+.

2022 PLAN

- Work towards a higher GRESB score, with building certification work, increased data, and continued focus on reduction of Killam’s carbon footprint.
- Diversity and Inclusion (D&I) Committee to review and enhance Killam’s current practices and policies.
- Further expand TCFD disclosure and monitor updates for best-in-class reporting disclosure.
- Develop action plans from the 2021 D&I survey to further its diversity goals throughout the company.

2021 HIGHLIGHTS



Conducted an extensive stakeholder engagement process to review its ESG materiality.



Aligned Killam’s strategy and targets with two additional UN Sustainable Development goals: Gender Equality and Climate Action.



Completed its third GRESB submission, achieving a green star rating and a 40% increase from its initial score in 2019. Killam also earned a GRESB Public Disclosure survey rating of “A”.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGs)



Aligning Killam's strategy with the United Nations Sustainable Development Goals

In September 2015, Canada and all other 192 United Nations Member States adopted the 2030 Agenda for Sustainable Development at the UN General Assembly.

This initiative is a global call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030. This 2030 Agenda is broken down into 17 global goals that countries, organizations, businesses and individuals alike are working towards. Killam has assessed these goals and aligned its corporate sustainability targets with the United Nations SDGs.

Killam believes it can make the most impact on the following goals and associated action items:



Killam's goal is to produce a minimum of 10% of electricity⁽¹⁾ through renewable energy sources by 2025. (2020-negligible).

Invest in geothermal heating and cooling systems in new developments.

ENSURE RELIABLE, SUSTAINABLE & MODERN ENERGY FOR ALL.



Increase the diversity of employees, including 25% increased representation of employees who identify as racialized, as persons with a disability, and as LGBTQ2+ by 2025.

PROMOTE INCLUSIVE & SUSTAINABLE ECONOMIC GROWTH, EMPLOYMENT & DECENT WORK FOR ALL.



Pursue building certifications across a minimum of 20% of Killam's portfolio by 2025.

Annually invest a minimum of \$8M+ in energy-efficient projects.

MAKE CITIES INCLUSIVE, SAFE, RESILIENT & SUSTAINABLE.



Annually monitor, analyze and verify water and energy consumption, along with targeted reductions in greenhouse gas emissions.

ENSURE SUSTAINABLE CONSUMPTION & PRODUCTION PATTERNS.



Killam is an equal opportunity employer that stimulates a diverse workforce, providing leadership positions to female employees.

ACHIEVE GENDER EQUALITY & EMPOWER ALL WOMEN & GIRLS.



Killam is committing to reduce its direct greenhouse gas emissions and promote a more sustainable way of living for its residents, minimizing indirect carbon impact.

TAKE URGENT ACTION TO COMBAT CLIMATE CHANGE & ITS IMPACT

(1) Operational controlled electricity.

ESG METHODOLOGY

[GRI 102-16, 102-19, 102-20, TCFD 4, TCFD 9, TCFD 11]

Incorporating ESG initiatives into Killam's overall business strategy helps drive innovation, augment its operating results, and maximize long-term value for all its stakeholders.

To ensure Killam is focused on the most significant ESG issues for its business, a materiality assessment identifies and prioritizes the ESG topics that are most significant to Killam, its employees and Trustees, and the external stakeholders, which include Killam's lenders, residents, investors and communities. The approach evaluates all material ESG topics and identifies opportunities for improvement in each area. This evaluation includes goal setting, resource allocation, performance management, and reporting to achieve improvements.

In late 2021, Killam conducted an extensive stakeholder engagement process to review its materiality matrix. It had been two years since its initial materiality assessment and Killam wanted to capture any emerging issues or changes in existing material topics that had occurred during this time. This process allowed engagement with and understanding of its stakeholders' current sustainability priorities. This reassessment showed that many of Killam's internal and external stakeholders are placing increasing importance on energy, water & waste management, greenhouse gas emissions, risk of climate change and diversity and inclusion.

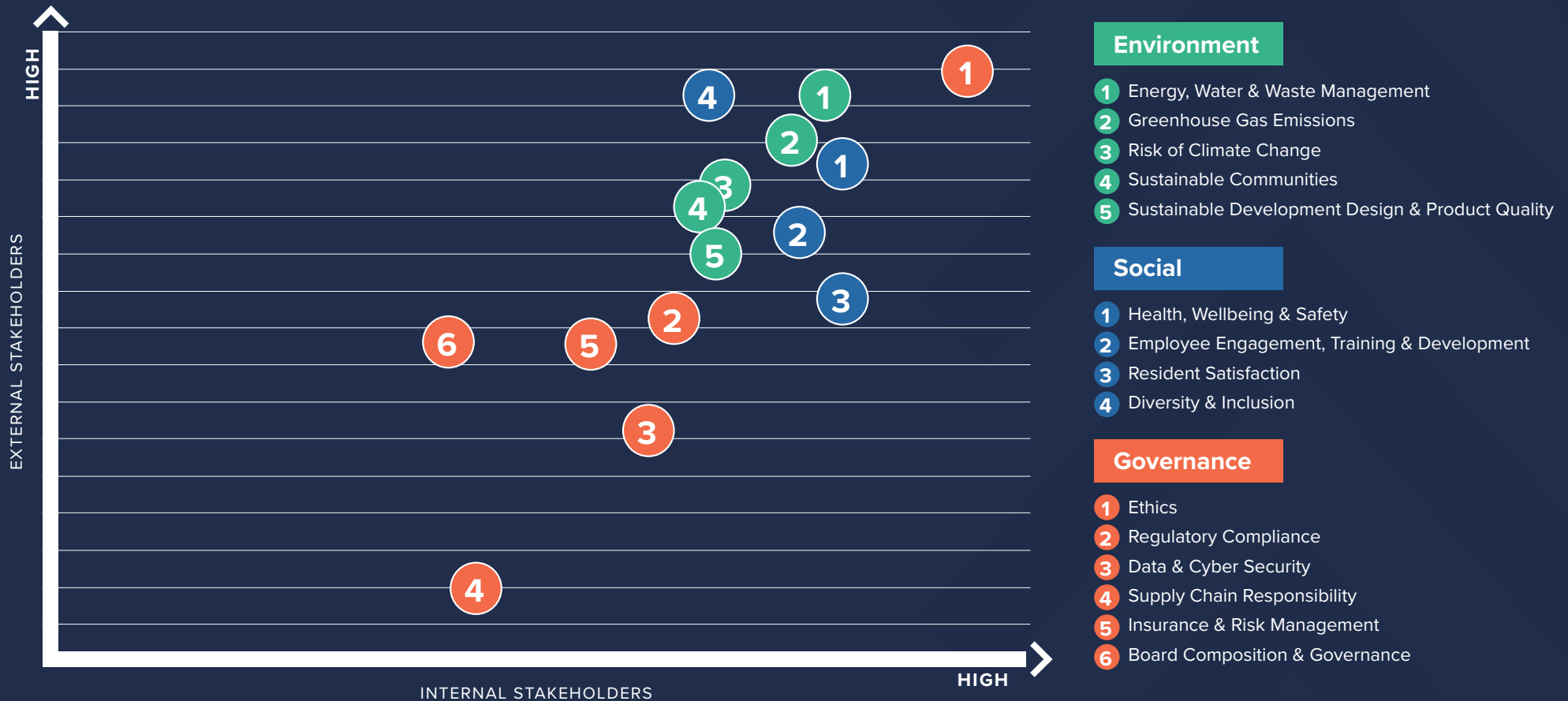
Killam's internal ESG Oversight Committee, consisting of the President and CEO and a select interdisciplinary group of senior management from across Killam, provides guidance and ensures the integration of ESG into its strategic objectives. This committee champions the ESG action items throughout the year and regularly reports progress against ESG targets to the Board's Governance and ESG Committee.



MATERIALITY ASSESSMENT

[GRI 102-46, 102-47]

The following matrix shows the top right-hand quadrant of Killam's Materiality Assessment, which includes the ESG factors that are most important to Killam. This report focuses on the topics that are of the highest importance and most relevant to internal and external stakeholders.



Environment

- 1 Energy, Water & Waste Management
- 2 Greenhouse Gas Emissions
- 3 Risk of Climate Change
- 4 Sustainable Communities
- 5 Sustainable Development Design & Product Quality

Social

- 1 Health, Wellbeing & Safety
- 2 Employee Engagement, Training & Development
- 3 Resident Satisfaction
- 4 Diversity & Inclusion

Governance

- 1 Ethics
- 2 Regulatory Compliance
- 3 Data & Cyber Security
- 4 Supply Chain Responsibility
- 5 Insurance & Risk Management
- 6 Board Composition & Governance

COMMITMENT TO THE ENVIRONMENT

[GRI 103-1, 103-2, 103-3 for GRI 302]

At Killam, resources are used in a responsible manner to preserve and protect the environment. By reducing its use of natural resources and managing waste responsibly, Killam limits its environmental impact and lowers its operating costs. Working towards a better environment by taking sustainable actions is a responsibility Killam takes seriously.

Killam has a long history of investing in energy efficiencies. Starting in 2016, Killam commenced a five-year, \$25 million energy-efficiency program focused on reducing its GHG emissions, gaining operating efficiencies and lowering operating costs. In its journey, Killam's green project included the installation of PV solar panels, air-sealing apartment units, conversions from heating oil to cleaner natural gas, installation of low-flow toilets and LED lighting retrofits across the entire apartment portfolio. Killam is committed to continuing its annual investment in energy efficiencies with \$8.2 million in 2021 and another \$8 million planned for 2022.

ENERGY MANAGEMENT

[SASB IF-RE-130a.5, SASB IF-RE-410a.3]

Killam's energy management strategy continues to evolve with new solutions and the advancement of green technology. Killam extends its energy investments to include a wide range of projects, testing different ways to increase its residents' quality of living, reduce consumption and lower emissions. This energy management strategy is woven throughout Killam's business strategy:



Energy Management | Developments

More than \$350 million in new developments have been designed and built over the last 10 years using strategies aimed at improving performance across important metrics, including energy savings, water efficiency, the stewardship of resources and sensitivity to their environmental impact. Killam focuses its development activity in urban cores and in highly walkable suburban sub-markets. Technology and renewable resources are used whenever feasible with the intent to create green and sustainable homes for its residents. From LED lighting and motion-sensing technology, to geothermal heating and cooling, energy conservation and a low-carbon footprint are important components of Killam's development design.

Energy Management | Operations

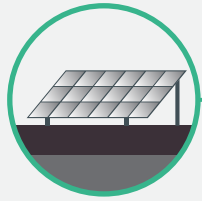
This includes sub-metering electricity, water and heat, reinsulating exterior walls and attics to reduce heat loss, installing boiler economizers to recover wasted exhaust heat, and switching heating fuel from oil to natural gas and propane. Solar photovoltaic installations continued to be rolled out across the portfolio. Killam oversees its energy management by including real-time peak demand monitoring at select properties and regular data analysis on energy and water consumption. Killam is exploring opportunities to convert fossil fuel based heating systems to electricity in the future.

Energy Management | Acquisitions

Killam aims to acquire newer, more energy-efficient buildings where possible. During the acquisition due diligence process, Management analyzes and considers the potential acquisition's features and ability to contribute to sustainability and the long-term value for its unitholders. Along with energy-efficient buildings, there is demand for upgraded units across the portfolio. Killam's extensive suite renovation program and common area upgrades allow it to improve energy efficiency and sustainability throughout the apartment portfolio, while delivering upgraded amenities to its residents.

Sustainable Communities

Killam works towards minimizing its impact on the environment by investing in sustainable solutions, renovations and technologies.



Renewable Energy

- » Six properties with geothermal heating and cooling systems
- » 1.1MW of installed solar photovoltaic systems across 11 properties
- » ~\$33 million invested in the past 6 years in energy efficiency projects

Natural Resources

- » 70% of properties have low-flow water fixtures
- » 70% of properties have waste reduction programs
- » 51% of properties have a composting program
- » 13,000 low-flow toilets saving 1.0 billion litres of water to-date.

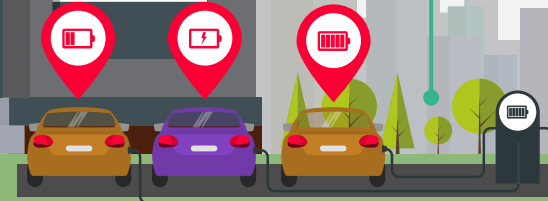


Building Certifications

- » Three healthy-living and green building certifications successfully piloted in 2021: BOMA Best, Certified Rental Building Program and FitWel certifications.

Sustainable Transport

- » 40 properties have a walk score over 70 (very walkable)
- » 55 average bike score
- » 48 average transit score
- » 11 properties with EV Charging Stations (with 50 additional properties in 2022).



In the past several years, Killam retrofitted its portfolio with LED lighting, which results in more than 5,000 MWh of electricity being saved annually. Killam and its residents benefit from improved lighting levels, lower costs and reduced maintenance.

COMMITMENT TO THE ENVIRONMENT

Geothermal Heating and Cooling

Killam is committed to installing geothermal heating and cooling systems with its new developments whenever feasible. To help reduce CO2 emissions and harness the power of the earth, these systems dissipate heat energy from the buildings in the hottest months while drawing heat energy from the ground in the winter months. It involves drilling a series of wells to capitalize on a relatively constant ground temperature that ranges from 7–11°C in its markets. These wells typically range from 200–600 feet, with an investment of approximately \$6,000 per suite and a payback period of 10-15 years, depending on the market and local utility rates.

In 2021, Killam had geothermal systems at three existing buildings and three developments under construction. Once completed, Killam will have six buildings and approximately 1,000 units using geothermal heating and cooling sources.



THE KEY

LOCATION	3610 Dixie Rd, Mississauga, ON
SIZE	12-Storey high-rise concrete building
TOTAL SUITES	128
PROJECT BUDGET	\$57.0M (\$445,000 per suite)
COMPLETED	April 2022

GEOTHERMAL HEATING AND COOLING DETAILS

- » 50 wells drilled to a depth of 600 feet or more to circulate a mixture of 75% water and 25% propylene glycol to and from the ground in a closed loop system.
- » Optimal window glazing and insulation, saving energy consumption.
- » Water and hydro are separately metered to each unit, typically resulting in a reduction in water consumption of 25% or more.

Properties with Geothermal Heating and Cooling Sources

Killam takes pride in its dedication to install geothermal heating and cooling systems in its new developments and continues to invest in the latest technology.



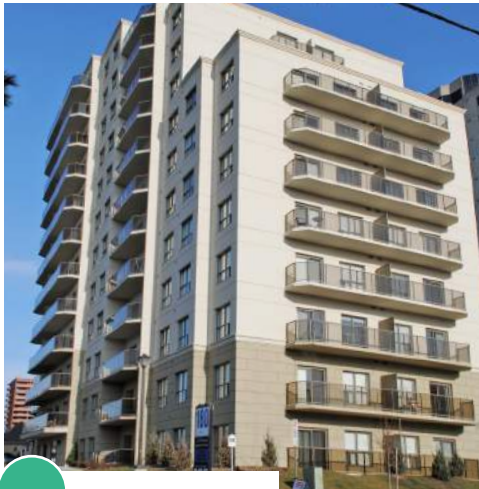
CIVIC 66

169-Unit Building
66 Weber St East, Kitchener, ON
To be completed in late 2022



FRONTIER

228-Unit Building
100 Frontier Path, Ottawa, ON



180 MILL

127-Unit Building
180 Mill Street, London, ON



88 SUNSET

162-Unit Building
88 Rue Sunset, Moncton, NB



LATITUDE

209-Unit Building
200 Frontier Path, Ottawa, ON

COMMITMENT TO THE ENVIRONMENT

Electric Vehicle Chargers and Sustainable Transportation

In 2021, Killam had 11 properties with 25 onsite electric vehicle (EV) charging stations. Killam plans to install more than 400 Level II EV stations across 50 properties in the next year and will continue to add EV charging stations at its properties in the coming years. As well, all new developments being built by Killam will incorporate EV chargers.

In addition to supporting the electrification of transportation, Killam is developing in urbanized environments that support direct access to public transportation. An example of this is the new Frontier and Latitude developments in Ottawa, which are adjacent to the city's newly expanded light-rail transit network.



Supporting the Future of Electric Vehicles

IN 2021, KILLAM PARTNERED WITH ENEL X AND NATURAL RESOURCES CANADA TO PROVIDE 438 LEVEL II EV CHARGERS TO OVER 50 OF ITS PROPERTIES.

Project finishing
Winter 2023

Up to **9.6kW**
of charging
capability

Universally **compatible**
SAE-J1772 charging
connector

Utilizes an
intuitive mobile
app for drivers

LEVEL II EV CHARGER FULLY
CHARGES AN AVERAGE EV IN

8 HOURS

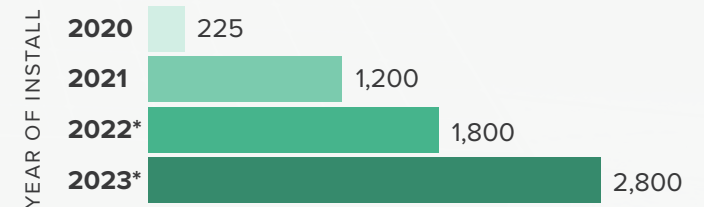


Solar Power

Since the beginning of 2020, Killam has installed PV solar panels at 11 of its properties in Halifax, Waterloo and Charlottetown, which are expected to generate 1,200 MWh of renewable energy annually. Killam expects to invest \$1.0 million in photovoltaic solar projects in 2022, which are estimated to produce another 550 MWh of electricity annually. As the cost of solar installs continue to decline, Killam expects to increase PV solar throughout its portfolio. Killam will also explore purchasing or developing off site renewable electricity if a property is not suitable for onsite solar or has limited roof areas to meet energy needs.

Killam also has solar domestic hot water heating systems at five properties. These systems collectively save approximately 1,800 gigajoules (GJ) of natural gas annually.

Expected Annual Energy Production (MWh) Through Photovoltaic Solar Power



*Forecasted.



Quinpool Court | 2155 & 2225 Monastery Lane, Halifax, NS
94 kW array | 113,000 kWh annual production | 7.7% return on investment (ROI)



Harley | 10 Harley Street, Charlottetown, PE
65 kW array | 79,000 kWh annual production | 9.8% ROI



Shorefront | 31 Michael Thomas Way, Stratford, PE
100 kW array | 111,000 kWh annual production | 6.4% ROI

COMMITMENT TO THE ENVIRONMENT

CLIMATE CHANGE

[GRI 103-1, 103-2, 103-3 for GRI 302, GRI 201-2, SASB IF-RE-450a.2, TCFD 1, TCFD 2, TCFD 3, TCFD 4, TCFD 5, TCFD 6, TCFD 7, TCFD 8, TCFD 9, TCFD 11]

Killam recognizes it faces a variety of different environmental, social and governance risks with respect to climate change. To improve the resiliency of its portfolio, Killam is updating and implementing sustainable policies, investing in technology, and switching to greener forms of energy, while relying on Task Force for Climate-Related Financial Disclosures (TCFD) recommendations to assess and disclose climate-related risks and opportunities.

Historically, Killam has had minimal review of its climate-related risk. Its climate risk work was limited to analysis completed through its annual insurance renewal, assessing each individual asset based on location. Killam also considers physical climate change risk at the time of acquisition. In 2021, Killam began to further integrate climate-related risk and opportunities into its overall risk management strategy, by preparing a property-level analysis of physical climate risk exposure. Killam plans to expand this analysis in 2022, to include transitional risks and opportunities and to prioritize risks accordingly.

Governance

The Trust's ESG oversight committee, including the President and CEO, members of senior management and other key staff members across the organization's departments, meets bi-monthly to discuss environmental, social and governance-related topics, including climate-related resiliency, Killam's environmental impact, emergency preparedness, GHG emission targets, monitoring and reduction, sustainability policies, sea-level rise, flood risk, heat stress and extreme weather events. Killam's Vice President, Investor Relations and Sustainability, provides annual updates to the Board of Trustees on ESG targets, strategy and performance, including climate change. Currently, Killam's ESG oversight committee and C-suite have oversight responsibility for the Trust's climate change risks and business resiliency. In 2022, Killam plans to transition this responsibility to both the Board of Trustees and Governance & ESG Committee to better align with TCFD recommendations.

Strategy

In the long term, Killam plans to work towards operating its portfolio with net-zero carbon emissions to combat its impact on climate change, with the intention of maintaining transparent disclosure on the evolution of its long-term planning. Killam is in the process of developing a more robust long-term investment strategy for risk management planning with respect to flood risk, extreme weather and sea level rise, as well as other areas of environmental impact Killam can reduce or eliminate.



Risk Management

To date, Killam's climate-related risk strategies have included:

- » Annual long-term investments in energy efficiency projects to lower its energy, water and greenhouse gas footprint. The annual investment continues to increase, with more than \$33 million invested in green projects in the past six years.
- » Building new properties with advanced green technology available, including geothermal heating and cooling systems and energy efficient materials and appliances.
- » Conducting energy audits annually to identify opportunities to improve energy consumption and operations.
- » Piloting deep retrofit of older properties to fully understand the benefits, costs and sustainable methods to expand Killam's retrofit program.

Future risk management strategies will include assessing a broadening scope of climate-related risks and opportunities in all aspects of Killam's daily operations, acquisitions, and developments.

Metrics and Targets

Killam tracks key performance indicators related to transitional risk, such as Scope 1 and Scope 2, and select Scope 3 emissions. Reviewing and tracking physical risks at Killam's properties, such as proximity to sea-level, flood plain zones, and wildfire zones, has commenced.

Killam has already established reduction goals for both energy and GHG emissions and will work towards adjusting these targets and identifying goals for water and waste in the future.

Future Plans and Considerations

Throughout 2021, as a part of its physical climate risk analysis and TCFD guidance, Killam identified several climate change-related opportunities that it will work toward in the next two years, including:

- » Formalize Board of Trustees' climate change oversight by implementing climate change risk and opportunities into areas that require board-level approval, including acquisitions, budgets, strategy, external reporting, compensation, risk management and developments.
- » Incorporate additional environmental and climate-related risk analysis into acquisition due diligence process, including carbon intensity of the property, physical risk of climate change based on location and current condition of the property, and emergency preparedness.
- » Mitigate impacts of carbon pricing by continuing to reduce GHG emissions.
- » Incorporate additional climate-related analyses into the development planning process, including planned carbon intensity of the property during construction and upon completion, and environmental impact of construction and materials.



COMMITMENT TO THE ENVIRONMENT

WATER MANAGEMENT

[GRI 103-1, 103-2 and 103-2 for GRI 303, GRI 303-1, SASB IF-RE-140a.4, SASB IF-RE-410a.3]

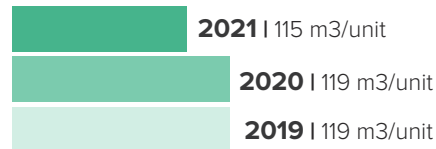
Killam's properties use more than two million cubic meters of water each year, and reducing water consumption across its portfolio is a priority. Aligning with the United Nations SDG 12: Responsible Consumption and Production, Killam implements water reduction solutions in both common areas and apartment units to help conservation efforts.

Killam's water management initiatives focus on reducing both interior and exterior water consumption by installing more efficient appliances and water fixtures, and by implementing environmentally friendly landscaping practices. Killam has completed the installation of low-flow toilets in more than 13,000 units in its portfolio. Since the program started in 2015, over 1 billion litres of water have been saved by Killam and its tenants.

As well, developments built since 2018, such as Saginaw Park, Frontier, Shorefront and Latitude, have submetering water usage and all current developments in progress are continuing with this initiative. This practice not only mitigates Killam's exposure to water costs, but historical usage data has proven that it encourages conservative water usage by residents.



Water Intensity (m³/suite)



RECYCLING AND WASTE MANAGEMENT

Killam seeks to continuously improve and enhance sustainability at its buildings, focusing on reducing and diverting waste. To achieve this, Killam has been investigating the waste management and diversion strategy at each apartment building and is finding practical solutions for different properties that make the highest impact in reducing its environmental footprint.

In 2021, Killam began working with Recycle Smart Solutions© at some of its properties to improve its waste diversion rate from landfills. This service notifies the buildings if there is a particular issue with contamination, allowing Killam to immediately address problems and find solutions.

Recycling, composting and waste management programs are available at the majority of Killam's properties, with a concentrated effort by employees and residents to reduce waste in landfills. Killam is working towards developing a food waste reduction strategy, implementing waste exchange opportunities at its buildings, and offering more compost and recycling programs, as well as drop-off locations to recycle hazardous waste materials such as batteries, propane tanks, electronics, and paint cans.



93% of Killam's property managers strongly support the visionary goal to work toward a circular economy and zero waste future.

GREENHOUSE GAS EMISSIONS

[GRI 103-1, 103-2 and 103-2 for GRI 302 and 305, TCFD 5]

Operating a multi-residential portfolio of approximately 19,000 apartment units and 6,000 MHCs across Canada requires a significant amount of energy, and consequently generates GHG emissions. These emissions contribute to the global climate crisis faced today, as well as the shifts in the world's climate and extreme weather conditions. The burning of fossil fuels like coal, oil, and natural gas for electricity, heat, and transportation is the primary source of human-generated emissions.

Killam has established GHG emissions reduction targets as part of its long-term sustainability strategy and strives to seek operational efficiencies to reduce resource consumption and dependence on fossil fuels, therefore reducing its carbon footprint. Killam is helping to combat global warming by changing the way it develops and operates its portfolio.

Killam complies its GHG Inventory annually in accordance with The Greenhouse Gas Protocol.

Killam engaged Green Check (Risk Check Inc.) to complete an independent verification review of its 2021 GHG inventory, in accordance with ISO 14064 - Part 3, for its energy and greenhouse gas data.

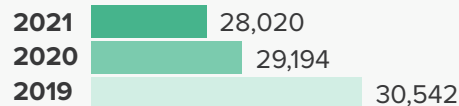
For the past four years, calculating the energy the portfolio consumes has been important to Killam. This data helps support the efficiency initiatives to better manage the properties, making them more resource-efficient. It aligns with the United Nations SDG 7: Affordable and Clean Energy.



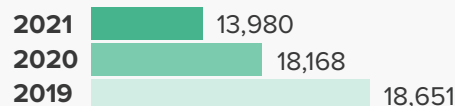
GHG Intensity (tCO2e/sf)



GHG Emissions (tCO2e) | Scope 1



GHG Emissions (tCO2e) | Scope 2



Killam's GHG emission sources include: electricity, natural gas, propane, oil, petrol and steam.

Note: Killam has committed to measuring scope 1 and 2 GHG emissions, in compliance with ISO 14064-1. Scope 1 includes all direct emissions generated and managed by Killam, including building fuel consumption and fleet-vehicles. Scope 2 includes indirect emissions, purchased steam and electricity paid for by Killam.

Killam's scope 1 and 2 GHG emissions exclude refrigerant leakage, upstream and downstream activities associated with its business operations, new developments and off-site waste management.

COMMITMENT TO SOCIAL

CULTURE

[GRI 102-16]

The foundation of Killam's culture is its five core values, which are an active part of everyday work and are embodied throughout the organization.

Killam's core values serve as important criteria in recruitment and selection, performance management, and employee recognition. Most importantly Killam's core values guide decision-making and actions in daily work. In the recruitment and selection process, there are specific questions and discussions used to assess individual alignment with Killam's values and culture. This alignment is incorporated in Killam's formal performance management process, where managers specifically review individual demonstration of the values.

Cultural alignment continues with employee events, typically held several times a year, where content is driven by and supports the core values. Employees are also recognized for demonstrating exceptional cultural alignment through a formal recognition program.

Killam's annual employee survey is another tool to review employee feedback and monitor engagement. Here are some pictures of Killam's employees and their comments about its culture⁽¹⁾:

(1) 2021 employee survey results



“ KILLAM IS FORWARD THINKING AND AHEAD OF TRENDS. THEY RESPECT THEIR EMPLOYEES AND LOOK AFTER CUSTOMERS BETTER THAN THE COMPETITORS. ”

KILLAM'S CORE VALUES

 **Build Community**

 **Do the Right Thing**

 **Curb Appeal**

 **Strong Customer Relationships**

 **Creative Solutions**

 **90%**

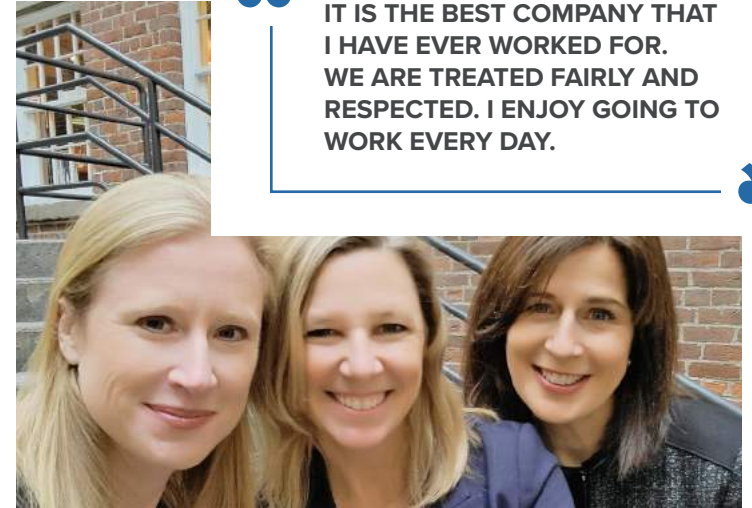
of employees would recommend working at Killam to a friend.

 **91%**

of employees believe Killam leaders care about their employees' wellbeing.

 **90%**

of employees feel their supervisor treats them fairly.



“ IT IS THE BEST COMPANY THAT I HAVE EVER WORKED FOR. WE ARE TREATED FAIRLY AND RESPECTED. I ENJOY GOING TO WORK EVERY DAY. ”



Killam is proud to be recognized as one of Canada's greenest employers. This special designation recognizes the employers that lead the nation in creating a culture of environmental awareness in their organizations.

Killam's exceptional culture has been recognized publicly. Killam was named one of Canada's Most Admired Corporate Cultures, earning this distinction for a second three-year period, as well as being honoured with the Company Culture Award of Excellence by the Federation of Residential Housing Providers of Ontario. Other recent employer distinctions include:



COMMITMENT TO SOCIAL

COVID-19

Killam is firmly committed to the health and safety of its employees, residents, and communities as it continues to navigate COVID-19. Provincial and regional Public Health guidelines continue to be followed to ensure the safe operation of its properties.

90% of employees feel safety is a top priority at Killam.

Support for Employees

- » COVID-19 section added to the employee portal to ensure employees are up to date with safety protocols and measures.
- » Increased compensation provided to public-facing employees, initially as a bonus then as permanent compensation.
- » Operations adjusted to limit risk, additional PPE provided, and enhanced specific safety protocols applied for those unable to work remotely.
- » Enhanced leave policy introduced to ensure employees who are ill, required to self-isolate, or have other COVID-19-related challenges have access to paid leave.
- » Regular testing encouraged at the corporate office.

SAFE WORK ENVIRONMENT

A safe workplace, where everything is done to limit the risk of injury, violence, harassment or illness at work, is Killam's first priority. Killam is committed to providing employees with the resources to ensure that their workplaces, including all Killam properties, are properly assessed for hazards and that all reasonable measures are taken to ensure the safety of individuals at its sites.

Killam's Occupational Health & Safety (OH&S) program ensures OH&S policies and guidelines are in place and monitored to ensure a safe working environment. Joint OH&S committees and representatives are integral to Killam's OH&S program and meet regularly in each of Killam's operating provinces. Their function brings greater awareness to health and safety issues, provides a way for concerns to be shared and resolved, and increases communication and the overall education of Killam's safety practices.



Killam has always had workplace safety
for its employees at top of mind.



COMMITMENT TO SOCIAL

EMPLOYEES

[GRI 102-8, GRI 103-1, 103-2, 103-3 for GRI 401, 404 and 405]

Killam's employees are integral to its success and are supported, through a variety of programs, to do their best work.

Diversity and Inclusion

In 2020, Killam joined the Canadian Centre for Diversity & Inclusion (CCDI) as an employer partner to assist in its pursuit of a robust diversity and inclusion (D&I) program and to continue to grow this partnership. This partnership provides employees with access to expert advice, including a monthly newsletter, a knowledge repository, and monthly webinars. Employees across the organization are encouraged to participate in diversity training, resulting in the completion of 585 unique learning sessions in 2021.

Killam's recruitment process includes electronic postings on a variety of platforms, word-of-mouth referrals, attending community job fairs, and seeking creative solutions to recruit in rural or underrepresented communities. Killam's Management engages with the community and not-for-profit organizations to both increase the candidate pool and to help seek a diverse and representative group.

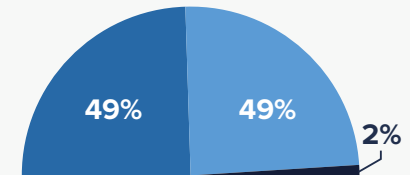
Workplace inclusion remains important throughout employment. Killam's position on D&I is formalized through its D&I policy, and ongoing training ensures continuous learning and awareness. An open culture that encourages the sharing of information allows Killam to take full advantage of the collective knowledge of its team.

In 2021, Killam's employee Diversity and Inclusion team met regularly. This team participates in regular professional development, identifies opportunities for employee learning and growth, and reviews policy and procedure. Through inclusion, it aims to support Killam's efforts to increase both the diversity of its workforce and the strength of its culture.

2021 Employee Demographics

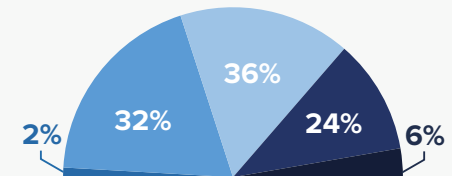
Gender
Self-Identification

FEMALE
MALE
NON-BINARY



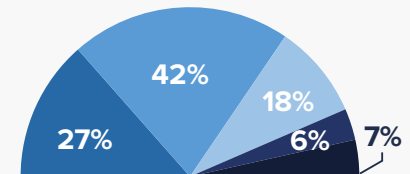
Generational
Makeup

SILENT GENERATION
BABY BOOMERS
GENERATION X
GENERATION Y/MELENNIALS
GENERATION Z



Employee
Makeup

<1 YEAR
1<5 YEARS
5<10 YEARS
10<15 YEARS
15+ YEARS



Training and Development

[GRI 103-1, 103-2, 103-3 for GRI 404, GRI 404-2]

Killam's commitment to ongoing education, training, and development increases employee skills, the quality of work produced, and the personal connection to Killam. Employees are provided with safety, job-specific and other required training upon hire. Ongoing opportunities are provided in the areas of diversity, leadership, and enhanced safety and wellness training. Industry-specific training, such as the Certified Property Manager program and a tuition reimbursement program, are also available. Training is provided through a mix of external and internal resources. Employee summits, internal conferences and training sessions allow for sharing and storytelling. Many employees work alone or in very small groups daily, so these gatherings provide an important opportunity that may not otherwise be available due to the nature of their work. The need to be flexible with training and development has been highlighted in 2021. Killam has leveraged technology to bring people "together" despite not being able to meet in person during the pandemic.

Killam's success in providing career advancement opportunities is measured through internal promotion rates, recorded and reported internally on a monthly basis. In 2021, Killam saw more than 25 permanent employees progress into more senior positions.

Rewards and Recognition

Killam understands the strong connection between rewards, recognition, and retaining top talent and is focused on this in several ways. The Scorecard program is Killam's annual incentive plan for all employees. Scorecard measures at all levels of the organization support Killam's strategic goals.

"Core Value Champions" are nominated for exemplifying Killam's Core Values. Most recently, these stories have focused on kindness and caring during the pandemic. These stories are celebrated with all staff through Killam's employee newsletter. All nominees receive a signed card from Killam's President and CEO, and winners receive a framed certificate and gift card.

Ongoing education and training, as mentioned in the previous section, is yet another way Killam rewards and recognizes its employees.

Informally, employees receive gift cards, personal correspondence, and acknowledgment from their supervisors, rewarding them for a job well done. Typically, annual employee events such as summer BBQs and holiday celebrations have shown appreciation for Killam's teams. However, the global pandemic has highlighted the importance of flexibility, and Killam has adjusted its recognition plan to include rewarding front-line employees with increased pay during the pandemic and beyond.

In 2021, Killam retroactively introduced the Years-of-Service Award Program, recognizing and rewarding employees for each five years of service. This program recognizes loyal Killam employees and celebrates their milestones with a unit-based compensation award. The knowledge, experience, and commitment of long-service employees is invaluable to the ongoing success of Killam and by increasing employee unit holdings, Killam's financial success is shared with this group of employees.



COMMITMENT TO SOCIAL

Compensation and Performance Management

Killam is committed to delivering employee benefits and competitive compensation, including strategic incentive plans. Killam employees are measured quarterly on targets that are tied directly to corporate goals, ensuring compensation and results are clearly linked. This practice increases the commitment of Killam's employees to its success in meeting its strategic targets.

Quarterly scorecard reports for Property Managers and on-site employees are part of the regular performance management feedback program. The program includes probationary, quarterly and annual reviews, all offered through a user-friendly interactive employee portal and in-person meetings. Performance management includes career development and long-term goal discussions.



Employee Benefits

The performance and compensation plans are reviewed annually to ensure they align with market influences and internal requirements. Components of Killam's compensation and benefits package include:

- » Group Benefit Plans
- » Employee & Family Assistance Program
- » Paid Volunteer Time (3 days)
- » Paid Time Off (Vacation & Personal)
- » Paid Sick Leave (14 days)
- » Long-term Service Awards
- » Annual Incentive Plan
- » Employee Unit Purchase Plan
- » Paid Professional Association Fees
- » Referral Bonuses
- » Short-term Disability Coverage
- » Scholarships
- » Tuition Reimbursement
- » Discount on Killam Apartment Rents
- » Killam Perks (Discount at Partners)
- » Parental Leave Pay

“

KILLAM HAS MADE IT FEEL LIKE HOME. I AM SUPPORTED BY MY COLLEAGUES AND ENCOURAGED BY MY MANAGER TO GROW AND DEVELOP MY SKILLS. IT IS A GREAT FEELING TO WORK FOR A COMPANY WHO SUPPORTS YOU, AND MAKES YOU FEEL LIKE YOU MATTER! I WOULD HIGHLY RECOMMEND KILLAM AS A PLACE TO WORK, TO STRANGERS, FRIENDS AND FAMILY!

”

Employee Engagement

Killam's annual engagement survey is completed by an independent third party, and has provided insight into employee satisfaction and engagement levels for more than 10 years. This confidential survey has confirmed high levels of engagement across Killam teams, and provides regular insight into areas where further engagement can be fostered. Killam employees have shared consistently high feedback in the areas of leadership and planning, corporate culture, and work environment.

Feedback from the annual survey provides opportunities to focus on areas where employee programs can be introduced or enhanced, ensuring that our team is highly engaged, productive, and satisfied with their work.



88%

very satisfied with Killam as an employer⁽¹⁾



90%

of employees are proud to work for Killam⁽¹⁾



91%

of employees are willing to give extra effort to help Killam succeed⁽¹⁾



91%

employees like the work they do⁽¹⁾

(1) 2021 Employee Survey Results.

COMMITMENT TO SOCIAL

RESIDENTS

[GRI 103-1, 103-2, 103-3 for GRI 416]

Killam aims to provide outstanding customer service and foster a sense of community at its properties. Residents are surveyed annually to measure Killam's success in meeting expectations and to identify areas for improvement. In 2021, Killam received a satisfaction rating of 87%. Killam's satisfaction rating has been greater than 86% for the nine years Killam has commissioned this survey. The independent agency that manages the survey advises Killam that ratings above 80% are considered very strong for the industry.

Providing exceptional service to prospective tenants and residents is key to ensuring Killam is their sustainable choice of residence, today and tomorrow. In 2021, Killam continued to protect and support its residents during the pandemic, adhering to public health guidelines in each of its regions. Providing an online experience, with a mix of virtual and in-person showings, allowed leasing to continue seamlessly. Killam's resident portal and associated mobile app, corporate website, and online pre-authorized payments (PAP) proved valuable in ensuring social distancing with residents while interacting with Killam. Mask requirements remained in common areas at its properties throughout 2021, with increased cleaning frequency of all high-touch areas.

Creating a sense of community is a priority at Killam. Its team provided creative solutions to ensure properties maintained a sense of community while adhering to public health guidelines. In-person events were replaced with contact-free engagements, such as door hangers, drive-by events, coloring contests, and gift basket draws.

Resident wellness and safety are at the forefront of Killam's operations. This is demonstrated through first-aid, fire and life safety training for on-site staff. Comprehensive fire plans and monthly safety inspections further support this commitment.

2021 Resident Survey Results

87%
satisfied with Killam as a Landlord

89%
satisfied with current apartment overall

92%
are pleased with their on-site resident manager

83%
of residents are pleased with the value of their money

90%
are satisfied with the professionalism of Killam's maintenance staff

COMMUNITY IMPACT

As a leading organization with an exceptional culture, Killam has a responsibility to maximize the social impact alongside earnings by supporting the community.

As part of Killam's effort to build community, its experienced community investment committee oversees a budget of approximately \$300,000 of community giving each year. The committee is focused on making the workplace a caring environment, and it encourages, celebrates and shares the individual community giving projects of Killam's employees, in addition to corporate giving.

Killam's giving strategy is centered on charities and causes that support family and shelter. It also has allocations for employee-led giving, Killam family scholarships, and tenant relief. Killam understands affordability concerns and is part of the solution by providing more than 850 subsidized affordable housing units. For many years, Killam has donated furnished suites to hospitals across its markets, with 12 units currently available to families in need. Contributions are made to a variety of community organizations, influenced by their alignment with its community investment strategy. Killam strongly believes in supporting charitable causes that its employees value.

Killam delivers affordable, safe, clean and high-quality housing to its residents across Canada. Along with partnering with community and government organizations to provide subsidized units to residents, Killam offers units in each of its markets that remain affordable. 35% of Killam's portfolio rents for less than \$1,000 per month. As well, Killam's overall average rent is \$1.44 per square foot across its markets, and its average rent in each market is well below the 30% threshold⁽¹⁾ of median household income for that specific market.

Killam employees are active community members and are provided with paid volunteer time each year. Employees give back to their communities by volunteering with numerous organizations, such as Ronald McDonald House, the Canadian Mental Health Association, Brunswick Street Mission, minor hockey associations, Phoenix Youth Program and YWCA, to name a few.

(1) 30% of the median household income is the affordability threshold per the Canadian Mortgage and Housing Corporation.

SUPPLY CHAIN RESPONSIBILITY

[GRI 102-9]

As an owner, operator and developer of real estate, Killam has a responsibility to work closely with its suppliers to achieve its sustainability goals. Killam's major suppliers and service providers include skilled tradespersons for maintenance and major renovations in its buildings, and suppliers for building materials, cleaning and office supplies. Killam fosters relationships with suppliers and service providers that commit to green environmental policies, as well as those that have a history of strong ethical and social practices.

Killam operates within responsible business conduct and has a mandatory checklist that is signed by suppliers prior to commencing work. This checklist includes proof of both workers compensation and liability insurance, disclosure of any health and safety infractions or fines, documentation of proper safety training, and evidence that the supplier will adhere to Killam's sustainability policy. This ensures business is conducted ethically in accordance with Killam's policies, and reduces third-party risk.



COMMITMENT TO GOVERNANCE

BOARD COMPOSITION

[GRI 102-18]

Killam believes that effective corporate governance is critical to its continued and long-term success and helps maximize unitholder value. The Trustees strongly believe their commitment to sound governance practices is in the best interest of the Trust and its unitholders and contributes to effective and efficient decision-making. Each Trustee of the Board brings their unique background, experience and skill set, including expertise in corporate governance.

The Board carries out its responsibilities with the support of several Board committees. The Governance and ESG Committee is responsible for the oversight of Killam's ESG mandate and initiatives. For more information on Killam's Board Committees, visit: killamreit.com/corporate-governance.

INDEPENDENCE

In 2021, Killam's Board of Trustees was comprised of ten trustees, eight of whom are considered to be independent. Killam believes that separating the position of Chair of the Board and the position of the CEO is key to effectively providing independent oversight and holding senior management accountable to the Board for the Trust's operations. Killam has an independent, non-executive Chair of the Board, and all Board committee members are independent. It is the Board's policy for non-management Trustees to hold regularly scheduled meetings without the attendance of Management of the Trust (in-camera meetings). Time is specifically reserved for in-camera meetings at the beginning or end of the Board, Audit, Compensation and Governance & ESG Committee meetings.

ETHICS

[GRI 102-16, 102-17]

Killam is a good corporate citizen and maintains a high standard of integrity in conducting business. Killam's Code of Business Conduct and Ethics (the Code) establishes a framework of guidelines and principles to oversee and foster ethical behaviour in all business activities. The principles in the Code are intended to:

- » Establish ethical and fair practice in all business relationships, dealing and activities.
- » Ensure compliance with all laws, regulations and Killam policies.
- » Facilitate a safe working environment with respect for people and a commitment to diversity, equal opportunity and freedom from exposure to improper conduct and discrimination.
- » Maintain professional integrity in all business dealings.
- » Protect Killam's assets, ensuring only proper use for Killam's benefit.
- » Safeguard the use of confidential information and maintain proper reporting procedures.
- » Provide additional, practical insight into applying Killam's Core Values, specifically Do the Right Thing, to Killam's everyday operations.

Killam has a Whistleblower program to encourage individuals and businesses to report any harmful activity without fear of retribution. The Whistleblower program underscores Killam's commitment to operating at the highest standards of accountability and transparency. Through Killam's corporate website, individuals can complete a confidential form to report any harmful activity that they may have witnessed. The report itself and any subsequent dialogue are anonymous if the individual chooses. Reports are sent directly to the Chair of the Audit Committee and appropriate action is taken. No significant incidents were reported in 2021.

DIVERSITY AND INCLUSION

[GRI 103-1, 103-2, 103-3 for GRI 405]

Killam is committed to providing a supportive and inclusive workplace for all employees. Employees are encouraged to develop their full potential and use their unique talents, maximizing the efficiency of the team. Killam recognizes the benefits which arise from employee diversity, including a strengthened corporate culture, improved employee retention, access to different perspectives and ideas and the benefit of all available talent. Killam is an equal opportunity employer. All decisions regarding recruitment, hiring, promotion, compensation, employee development and all other terms and conditions of employment are made without regard to race, nationality or ethnic origin, colour, religion, age, sex, sexual orientation, gender orientation, marital status, civil status, physical or mental disability or any other protected ground, as set out in Killam's Code of Business Conduct and Ethics and applicable human rights legislation. Killam's commitment to a diverse and inclusive workplace is apparent in the following initiatives, policies and practices:

- » Killam has both employee and Board of Trustees diversity policies to promote inclusiveness, diversity and leadership opportunities.
- » Three of ten Board positions and six of eleven senior management positions are occupied by females.
- » Killam has committed to ensuring ethnic, racial or visible minority representation on its Board by 2025-26.
- » Killam's commitment to diversity is evident in its employee policies, handbooks, documents and employee portal. More importantly, respect and fair treatment are an essential part of the culture.
- » Respectful workplace training is provided to employees on a regular basis.
- » Killam has partnered with the Canadian Centre for Diversity & Inclusion (CCDI) to assist in delivering a strong D&I program.
- » Any discriminatory practices or behaviors in the workplace are not tolerated and are addressed immediately.



COMMITMENT TO GOVERNANCE

RISK MANAGEMENT & CYBER SECURITY

Killam's risk management program ensures Management assesses the Trust's largest risks as well as stays informed on emerging issues. The safety of Killam's residents and staff is a top priority. Response to the COVID-19 pandemic was a priority in 2021, and Killam closely followed provincial health safety guidelines during the year to keep employees, residents, partners and its communities safe.

On a quarterly basis, Killam's Risk Management Committee, including senior representatives from all departments, addresses initiatives to improve the safety and security of Killam's portfolio. Initiatives implemented in 2021 included enhanced risk tracking and reporting through a cloud-based risk management software solution, process improvements for managing and monitoring contractor insurance certificates and building safety inspections, and the expanded delivery of flood loss kits. The flood loss kits are an in-house initiative rolled out in 2020 and include supplies to reduce the damage from water claims. These kits have proven incredibly effective at reducing damage following a water event and are being distributed to more properties across the portfolio every year. In addition, weekly and monthly property inspections by Killam's property management team identify and address risk mitigation.

Cyber security is a risk facing all organizations and one Killam takes seriously. The protection of Killam's data is the foundation of its cyber security program and ensures that all resident and proprietary data remain safe and secure. Killam works to reduce its cyber threat exposure and continues to enhance its cyber capabilities. In the past three years, Killam has migrated all data to cloud-based solutions with high-quality partners, invested in advanced cyber risk detection systems, increased its firewalls to include building systems and rolled out two-factor authentication across the organization. Looking forward, Killam is investing in vulnerability assessment and penetration testing in 2022.

Educating employees in cyber security is a key priority that, when coupled with robust cyber security systems, provides maximum protection. As well, Killam has deployed software that simulates phishing emails. Mandatory training is required if employees fail the random simulations. At Killam, advanced email security servers lever artificial intelligence and machine learning algorithms as a front-line defense for email security. Killam continues to develop cyber defense through ongoing investment in cyber technologies and driving the education and awareness of employees.



STAKEHOLDER ENGAGEMENT

[GRI 102-40, 102-42, 102-43]

Killam is committed to engaging with all its stakeholders on ESG and climate-related issues. Killam engages with its stakeholders in the following ways:



Residents

Killam uses a third-party supplier to survey its residents annually and uses this feedback to action and focus on areas of importance.



Employees

Killam uses a third-party supplier to survey its employees annually for feedback on a variety of topics, including compensations and benefits, career opportunities and advancement, diversity and inclusion, as well as safety and comfort in their workplace. This feedback is used to find areas of opportunity to drive employee programming.



Investors

Killam regularly meets with investors at conferences, private meetings and on property tours to discuss a variety of topics, including operations, strategy, corporate governance and sustainability.



Communities

Killam is an active participant in the communities in which it operates and regularly engages in dialogue with local groups on community activities. Killam also receives feedback on its development projects.

Further Information

For further information about Killam's sustainability program and performance, please refer to Killam's website at killamreit.com/esg. For governance-related disclosures, please refer to Killam's website at killamreit.com/corporate-governance, and Killam's Management Information Circular and Annual Information Form is available on sedar.com.



**IF YOU HAVE QUESTIONS
ABOUT THIS REPORT, PLEASE EMAIL:**

Nancy Alexander at nalexander@killamreit.com.

KILLAM'S ESG PERFORMANCE DATA

For the year ended December 31,

PORTFOLIO	2021	2020	2019	Indicator
Apartments				
Number of apartment properties	221	206	199	IF-RE-000.A
Number of apartment units	18,685	17,048	16,325	IF-RE-000.A
Leasable floor area (SF)	18,937,922	17,595,296	16,995,617	IF-RE-000.B
Number of indirectly managed assets	-	1	-	IF-RE-000.C
Occupancy rate	96.6%	96.5%	97.0%	IF-RE-000.D
Manufactured Home Communities				
Number of MHC properties	39	39	38	IF-RE-000.A
Number of MHC sites	5,875	5,875	5,786	IF-RE-000.A
Acres of land	1,707	1,707	1,643	IF-RE-000.B
Number of indirectly managed assets	-	-	-	IF-RE-000.C
Occupancy rate	98.3%	97.8%	97.8%	IF-RE-000.D
Commercial				
Number of commercial properties	8	8	7	IF-RE-000.A
Leasable floor area (SF)	941,372	749,661	771,715	IF-RE-000.B
Number of indirectly managed assets	-	1	2	IF-RE-000.C
Occupancy rate	90.6%	91.0%	89.6%	IF-RE-000.D

ENVIRONMENTAL PERFORMANCE	2021	2020	2019	<i>Indicator</i>
Energy				
Energy consumption data coverage as a percentage of total floor area, by property subsector	100%	100%	100%	<i>IF-RE-130a.1</i>
Consumption from non-renewable resources (MWh)				
Energy consumption	185,125	188,818	174,316	<i>IF-RE-130a.2 and GRI 302-1</i>
Natural gas, oil, propane, petrol and steam consumption	145,824	156,555	162,761	<i>IF-RE-130a.2 and GRI 302-1</i>
Total	330,949	345,373	337,077	<i>IF-RE-130a.2 and GRI 302-1</i>
Total energy generated from renewable consumption (MWh)	1,330	7	-	<i>IF-RE-130a.2</i>
Percentage grid electricity	99.947%	99.998%	100.0%	<i>IF-RE-130a.2</i>
Percentage renewable	0.403%	0.002%	-%	<i>IF-RE-130a.2</i>
Like-for-like percentage change in energy consumption	(5.6)%	(1.0)%	2.4%	<i>IF-RE-130a.3</i>
Percentage of tenants that are separately metered or submetered for grid electricity consumption	86.4%	85.9%	85.3%	<i>IF-RE-410a.2</i>
Greenhouse Gas Emissions				
Gross direct (Scope 1) GHG emissions (tCO ₂ e)	28,020	29,194	30,542	<i>GRI-305-1 and TCFD 10</i>
Gross direct (Scope 2) GHG emissions (tCO ₂ e)	13,980	18,168	18,651	<i>GRI-305-2 and TCFD 10</i>
Gross direct (Scope 3) GHG emissions (tCO ₂ e)	52,709	49,370	48,135	<i>TCFD 10</i>
GHG intensity ratio (tCO ₂ e/sf)	3.92	4.29	4.55	<i>GRI-302-3 and 305-4</i>
Water				
Water withdrawal data coverage as a percentage of total floor area	95.5%	95.2%	94.9%	<i>IF-RE-140a.1</i>
Water withdrawal data coverage as a percentage of floor area in regions with High or Extremely High Baseline Water Stress	100%	100%	100%	<i>IF-RE-140a.1</i>
Total water withdrawn (m ³)	2,139,573	2,031,768	1,942,232	<i>GRI 303-5 and IF-RE-140a.2</i>
Percentage of total water withdrawn in regions with High or Extremely High Baseline Water Stress	13.1%	10.4%	7.8%	<i>IF-RE-140a.2</i>
Like-for-like percentage change in water withdrawn for portfolio area with data coverage	0.6%	3.5%	-1.3%	<i>IF-RE-140a.3</i>
Percentage of tenants that are separately metered or submetered for water withdrawal	2.3%	2.3%	2.5%	<i>IF-RE-410a.2</i>

KILLAM'S ESG PERFORMANCE DATA

For the year ended December 31,

SOCIAL PERFORMANCE	2021	2020	2019	Indicator
Gender Representation				
Board of Directors				<i>GRI 102-8 and 405-1</i>
Female	30%	30%	20%	
Male	70%	70%	80%	
Senior Management ⁽¹⁾				
Female	55%	55%	55%	
Male	45%	45%	45%	
Overall Employees ⁽²⁾				
Female	50%	48%	49%	
Male	48%	51%	51%	
Non-binary ⁽³⁾	2%	1%	-1%	
Permanent Employees				
Female	330 (50%)	292 (48%)	306 (49%)	
Male	313 (48%)	313 (51%)	317 (51%)	
Non-binary	13 (2%)	6 (1%)	-	
Temporary Employees				
Female	10 (40%)	24 (56%)	11 (28%)	
Male	15 (60%)	19 (44%)	28 (72%)	
Non-binary	- (0%)	-	-	
Full-time Employees				
Female	270 (50%)	228 (48%)	244 (49%)	
Male	261 (49%)	239 (51%)	251 (51%)	
Non-binary	8 (1%)	6 (1%)	-	
Part-time Employees				
Female	71 (50%)	88 (49%)	73 (44%)	
Male	66 (46%)	93 (51%)	94 (56%)	
Non-binary	5 (4%)	-	-	

SOCIAL PERFORMANCE	2021	2020	2019	<i>Indicator</i>
Diversity Representation⁽⁴⁾				
Self-identified BIPOC	16%	11%	11%	<i>GRI 405-1</i>
Persons with a disability	9%	6%	6%	
LGBTQ2+	9%	6%	6%	
Age Representation				
Senior Management				<i>GRI 405-1</i>
Under 30 years old	-%	-%	-%	
30-50 years old	45%	50%	45%	
Over 50	55%	50%	55%	
Overall Employees ⁽²⁾				
Under 30 years old	13%	13%	10%	
30-50 years old	30%	36%	38%	
Over 50	57%	51%	52%	

(1) Includes Killam's C-suite, Executive Vice President, Senior Vice Presidents' and Vice Presidents'.

(2) Total employee count as at December 31 (2021 - 681; 2020 - 654; 2019 - 662).

(3) Non-binary includes employees who do not identify as male or female.

(4) Killam completes an employee diversity survey bi-annually, which was last completed in 2021.

KILLAM'S ESG PERFORMANCE DATA

For the year ended December 31,

SOCIAL PERFORMANCE	2021	2020	2019	<i>Indicator</i>
Employee Hires				
Total Employee Hires				<i>GRI 401-1</i>
As a percentage of total employees	26%	19%	24%	
Number of people	177	121	161	
Employee hires by age group				
Under 30 years old	30 (17%)	33 (25%)	37 (19%)	
30-50 years old	69 (39%)	53 (40%)	78 (40%)	
Over 50	78 (44%)	46 (35%)	80 (41%)	
Employee hires by gender				
Female	87 (49%)	64 (48%)	92 (47%)	
Male	88 (50%)	67 (51%)	96 (49%)	
Non-binary ⁽¹⁾	2 (1%)	1 (1%)	7 (4%)	
Employee Turnover				
Total Employee Turnover				<i>GRI 401-1</i>
As a percentage of total employees	30%	22%	23%	
Number of people	201	145	154	
Employee turnover by age group				
Under 30 years old	28 (14%)	27 (19%)	31 (20%)	
30-50 years old	89 (44%)	59 (41%)	63 (41%)	
Over 50	84 (42%)	59 (40%)	60 (39%)	
Employee turnover by gender				
Female	97 (48%)	73 (50%)	78 (51%)	
Male	101 (50%)	71 (49%)	75 (49%)	
Non-binary	3 (2%)	1 (1%)	1 (1%)	

SOCIAL PERFORMANCE	2021	2020	2019	<i>Indicator</i>
Gender Pay Ratio (Base Salary Female/Male) (%)				
All Employees (%)	92%			<i>GRI 405-1</i>
Administrative Employees (%)	110%			
Leasing Employees (%)	97%			
Maintenance Employees (%)	98%	See note 4		
Manager and Senior Manager Employees (%)	89%			
Executive Employees (%) ⁽³⁾	70%			
Professional Employees (%)	80%			
Property-level Employees (%)	102%			
Employee Training				
Average hours of training by gender ⁽²⁾				<i>GRI 404-1</i>
Female	5	4	5	
Male	5	4	6	
Non-binary	5	6	18	
Average hours of training by employee category				
Senior Management ⁽³⁾	6	8	1	
Resident Managers	5	4	6	
Maintenance Staff	3	5	9	
Other	4	3	3	
Average hours of training per employee	5	4	5	
Performance Reviews				
Employee's receiving regular performance reviews				<i>GRI 404-3</i>
Female Employees	90%	90%	95%	
Male Employees	91%	90%	96%	
Non-binary Employees	100%	100%	100%	
Senior Management	82%	11%	100%	
Resident Managers	96%	94%	97%	
Maintenance staff	92%	88%	100%	
All Other Employees	90%	85%	91%	
Overall Employees	96%	88%	95%	

(1) Non-binary includes employees who do not identify as male or female.

(2) Average training hours are calculated using the total employee count.

(3) Includes Killam's C-suite, Executive Vice President, Senior Vice Presidents' and Vice Presidents'.

(4) Killam commenced disclosing Gender Pay Ratio in 2021. No disclosure available for 2019 and 2020.

KILLAM'S ESG PERFORMANCE DATA

For the year ended December 31,

SOCIAL PERFORMANCE	2021	2020	2019	<i>Indicator</i>
Resident Health, Safety and Satisfaction				
Resident satisfaction score (%)	87%	87%	88%	
Portfolio assets for which health and safety impacts are assessed for improvement	100%	100%	100%	<i>GRI 416-1</i>
Employees by Region⁽¹⁾				
Full Time Employees				<i>GRI 102-8</i>
Halifax	206	209	224	
Moncton	58	49	47	
Fredericton	43	34	42	
Saint John	33	34	35	
Ottawa	22	25	26	
Southwest Ontario	71	52	54	
Prince Edward Island	28	26	25	
Newfoundland	25	22	25	
Alberta	24	22	17	
BC	5	2	-	
Part Time/Temporary Employees				
Halifax	54	62	68	
Moncton	32	33	27	
Fredericton	10	16	14	
Saint John	7	7	7	
Ottawa	5	6	3	
Southwest Ontario	15	14	13	
Prince Edward Island	32	27	22	
Newfoundland	6	10	12	
Alberta	3	2	1	
BC	2	2	-	
Total	681	654	662	

GOVERNANCE PERFROMANCE	2021	2020	2019	<i>Indicator</i>
Board Governance				
Board oversight on ESG Strategy	Yes	Yes	Yes	<i>GRI 102-18</i>
Executive level responsibility on ESG strategy and performance				
President and Chief Executive Officer	Yes	Yes	Yes	<i>GRI 102-20</i>
Chief Financial Officer	Yes	Yes	Yes	<i>GRI 102-20</i>
Reporting level of Executives for ESG strategy and performance	Board of Trustees	Board of Trustees	Board of Trustees	<i>GRI 102-20</i>
Board Composition				
Independent Non-executive Trustees	100%	90%	80%	<i>GRI 102-22</i>
Non-Independent Non-executive Trustees	0%	10%	20%	<i>GRI 102-22</i>
Self-identified female/male	30% / 70%	30% / 70%	20% / 80%	<i>GRI 102-22</i>

(1) Total employee count as at December 31 (2021 - 681; 2020 - 654; 2019 - 662).

GLOBAL REPORTING INITIATIVE CONTENT INDEX

Indicator	Description	Explanation/Section
Organizational Profile		
102-1	The name of the organization	Killam Apartment REIT (Killam)
102-2	Activities, brands, products and services	Killam is a growth-oriented Canadian real estate investment trust owning, operating and developing apartments and manufactured home communities. Killam owns a \$4.5 billion real estate portfolio, located in Atlantic Canada, Ontario, Alberta and British Columbia.
102-3	Location of headquarters	Killam's corporate head office is located in Halifax, Nova Scotia, with property management offices in all our major regions.
102-4	Location of operations	Killam's operations are within Canada, for details on Killam's specific operating regions see About Killam and Killam's Strategy pg. 6-7.
102-5	Ownership and legal form	Killam is an open-ended real estate investment trust ("REIT") formed under the laws of the Province of Ontario pursuant to an amended and restated declaration of trust dated November 27, 2015 (the "Declaration of Trust"). The Declaration of Trust is available on SEDAR at www.sedar.com .
102-6	Markets served	About Killam and Killam's Strategy pg. 6-7.
102-7	Scale of the organization	As of December 31, 2021, Killam had approximately \$4.5 billion in portfolio assets and approximately 700 employees across seven provinces within Canada. About Killam and Killam's Strategy, pg. 6-7 and Employees, pg. 28.
102-8	Information of employees and other workers	Employees, pg. 28; ESG Data Table pg. 40-45.
102-9	Supply chain	Supply Chain Responsibility, pg. 33.
102-10	Significant changes to the organization and its supply chain	Killam did not undergo any significant changes to the organization or its supply chain in 2021.
102-11	Precautionary principle or approach	Killam does not currently use the Precautionary Principal to protect against environmental degradation. The SASB and TCFD indexes included references further discussions on Killam's climate change risk management practices.
102-12	External initiatives	United Nations Sustainable Development Goals ("SDGs") pg. 11.

GRI

Indicator	Description	Explanation/Section
Organizational Profile		
102-13	Membership of associations	Building Owners and Managers Association (BOMA) Calgary Residential Rental Association (CRRA) Canadian Camping and RV Council (CCRVC) Canadian Federation Apartment Association (CFAA) Eastern Ontario Landlord Organization (EOLO) Federation of Rental Housing Providers in Ontario (FRPO) Greater Toronto Apartment Association (GTAA) International Council of Shopping Centres (ICSC) Investment Property Owners Association of Nova Scotia (IPOANS) Landlord BC London Property Management Association (LPMA) Manufactured Home Association of Atlantic Canada (MHAAC) New Brunswick Campground Association (NBCOA) New Brunswick Apartment Owners Association (NBAOA) Ontario Private Campground Association (OPCA) Ontario Recreational Vehicle Dealers Association (ORVDA) Real Property Association of Canada (REALPAC) Residential Rental Apartment Prince Edward Island (RRAP) Waterloo Region Home Builders Association (WRHBA)
Strategy		
102-14	Statement from senior decision-maker	Letter from the President & CEO, pg. 4.
Ethics and Integrity		
102-16	Values, principals, standards, and norms of behaviour	ESG Strategy, pg. 7 & ESG Methodology, pg. 12 Social - Culture, pg. 24 Ethics, pg. 34
102-17	Mechanisms for advice and concerns about ethics	Ethics, pg. 34

GLOBAL REPORTING INITIATIVE CONTENT INDEX

Indicator	Description	Explanation/Section
Governance		
102-18	Governance structure	Governance, pg. 34. Please also refer to Killam's 2022 Management Information Circular, Governance Practices pg. 51.
102-19	Delegating authority	ESG Methodology, pg. 12, Social, pg. 24, Ethics, pg. 34. Please also refer to Killam's 2022 Management Information Circular for additional governance information.
102-20	Executive-level responsibility for economic, environment and social topics	ESG Methodology, pg. 12. Killam's President & Chief Executive Officer, Executive Vice President and Chief Financial Officer all have individual performance targets linked to compensation to enhance Killam's ESG Program. Killam has a Vice President of Investor Relations and Sustainability who champions Killam's ESG initiatives along with the executive team members. In 2021, Killam executives only partially met their target to expand Killam's ESG program, with a 4 point or 6% improvement in Killam's 2021 GRESB submission over its 2020 submission. The President & CEO reports into the Board of Trustee's Governance and ESG Committee who oversee Killam's ESG practices and initiatives.
102-22	Composition of the highest governance body and its committees	ESG Data table, pg. 40-45. Please also refer to Killam's 2022 Management Information Circular, Governance Practices pg. 51 and Committees, pg. 64.
Stakeholder Engagement		
102-40	List of stakeholder groups	Stakeholder Engagement, pg. 37
102-41	Collective bargaining agreements	Non-unionized; 0%
102-42	Identifying and selecting stakeholders	Stakeholder Engagement, pg. 37
102-43	Approach to stakeholder engagement	Stakeholder Engagement, pg. 37
102-44	Key topics and concerns raised	Nothing material to note.

GRI

Indicator	Description	Explanation/Section
Reporting Practice		
102-45	Entities included in the consolidated financial statements	Killam Apartment REIT and its principal subsidiaries as listed in Killam's Annual Information Form on sedar.com
102-46	Defining report content and topic boundaries	Materiality Assessment, pg. 13
102-47	List of material topics	Killam's material topics addressed in this report include Board Composition and Governance, Regulatory Compliance, Data and Cyber Security, Ethics, Health Wellbeing and Safety, Employee Engagement, Training and Development, Greenhouse Gas Emissions, Resident Satisfaction, Sustainable Development Design and Product Quality, Energy, Water and Waste Management, Insurance and Risk Management, Diversity and Inclusion, Risk of Climate Change, Sustainable Communities and Supply Chain Responsibility. Please also refer to Materiality Assessment, pg. 13
102-48	Restatements of information	No material restatements.
102-49	Changes in reporting	Not material changes.
102-50	Reporting period	All information in the report covers the year ended December 31, 2021, unless otherwise stated.
102-51	Date of most recent report	Killam's 2021 ESG Report provides comparable information to 2020 and 2019, and was prepared in accordance with GRI Core Standards, SASB and TCFD.
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Nancy Alexander, Vice President of Investor Relations & Sustainability. nalexander@killamreit.com
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core Option
102-55	GRI content index	GRI Content Index, pg. 46-51.
102-56	External assurance	Killam's management was responsible for preparing Killam's 2021 ESG Report, and for maintaining effective internal control over the data and information disclosed. Various internal reviews were undertaken to ensure the accuracy and completeness of the information and data disclosed in this report. Killam's 2021 GHG Inventory was independently verified by Green Check (Risk Check Inc.)

GLOBAL REPORTING INITIATIVE CONTENT INDEX

Indicator	Description	Explanation/Section
Management Approach		
103-1	Explanation of the material topic and its boundary	2021 Annual Report, Strategy pg. 4
103-2	The management approach and its components	2021 Annual Report, Strategy pg. 4
103-3	Evaluation of the management approach	2021 Annual Report, Performance Summary & Strategy Targets, pg. 12-13
Economic Performance		
201-1	Direct economic value generated and distributed	2021 Annual Report - Financial and Operational Highlights, pg. 31 and Distribution Reinvestment Plan and Net Distributions Paid, pg. 69
201-2	Financial Implications and other risks and opportunities due to climate change	Climate Change, pg. 20
Energy		
103-1	Explanation of the material topic and its boundary	Commitment to the Environment, pg. 14 and Greenhouse Gas Emissions, pg. 23
103-2	The management approach and its components	Commitment to the Environment, pg. 14 and Greenhouse Gas Emissions, pg. 23
103-3	Evaluation of the management approach	Commitment to the Environment, pg. 14 and Greenhouse Gas Emissions, pg. 23
302-1	Energy Consumption within the organization	ESG Data table, pg. 39
302-3	Energy Intensity	ESG Data table, pg. 39
Water and effluents		
103-1	Explanation of the material topic and its boundary	Water Management, pg. 22
103-2	The management approach and its components	Water Management, pg. 22
103-3	Evaluation of the management approach	Water Management, pg. 22
303-1	Interactions with water as a shared resource	Water Management, pg. 22
303-5	Water Consumption	ESG Data table, pg. 39

GRI

Indicator	Description	Explanation/Section
Emissions		
103-1	Explanation of the material topic and its boundary	Greenhouse Gas Emissions, pg. 23, Commitment to Environment Overview, pg. 14.
103-2	The management approach and its components	Greenhouse Gas Emissions, pg. 23, Commitment to Environment Overview, pg. 14.
103-3	Evaluation of the management approach	Greenhouse Gas Emissions, pg. 23, Commitment to Environment Overview, pg. 14.
305-1	Direct (Scope 1) GHG emissions	ESG Data table, pg. 39
305-2	Energy indirect (Scope 2) GHG emissions	ESG Data table, pg. 39
305-4	GHG emissions intensity	ESG Data table, pg. 39
Employment		
103-1	Explanation of the material topic and its boundary	Employees, pg. 28
103-2	The management approach and its components	Employees, pg. 28
103-3	Evaluation of the management approach	Employees, pg. 28
401-1	New employee hire and employee turnover	ESG Data table, pg. 42
Training and Education		
103-1	Explanation of the material topic and its boundary	Training and Development, pg. 29
103-2	The management approach and its components	Training and Development, pg. 29
103-3	Evaluation of the management approach	Training and Development, pg. 29
404-1	Average hours of training per year per employee	ESG Data table, pg. 43
404-2	Programs for upgrading employee skills and transition assistance programs	Training and Development, pg. 29
404-3	Percentage of employees receiving regular performance and career development reviews	ESG Data table, pg. 43
Diversity and Equal Opportunity		
103-1	Explanation of the material topic and its boundary	Diversity and Inclusion, pg. 28 and 35
103-2	The management approach and its components	Diversity and Inclusion, pg. 28 and 35
103-3	Evaluation of the management approach	Diversity and Inclusion, pg. 28 and 35
405-1	Diversity of governance bodies and employees	ESG Data table, pg. 40-41
Resident Health and Safety		
103-1	Explanation of the material topic and its boundary	Residents, pg. 32
103-2	The management approach and its components	Residents, pg. 32
103-3	Evaluation of the management approach	Residents, pg. 32
416-1	Assessment of health and safety impacts of product and service categories	ESG Data table, pg. 44

Indicator	Description	Explanation/Section
Energy Management		
IF-RE-130a.1	Energy consumption data coverage as a percentage of total floor area, by property subsector	ESG Data table, pg. 39
IF-RE-130a.2	(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity, and (3) percentage renewable, by property subsector	ESG Data table, pg. 39
IF-RE-130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	ESG Data table, pg. 39
IF-RE-130a.4	Percentage of eligible portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR, by property subsector	0.4% of Killam's portfolio has an energy rating, and 0% is certified to Energy Star.
IF-RE-130a.5	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	Energy Management, pg. 14
Water Management		
IF-RE-140a.1	Water withdrawal data coverage as a percentage of (1) total floor area and (2) floor area in regions with High or Extremely High Baseline Water Stress, by property subsector	ESG Data table, pg. 39
IF-RE-140a.2	(1) Total water withdrawn by portfolio area with data coverage and (2) percentage in regions with High or Extremely High Baseline Water Stress, by property subsector	ESG Data table, pg. 39
IF-RE-140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector	ESG Data table, pg. 39
IF-RE-140a.4	Description of water management risks and discussion of strategies and practices to mitigate those risks	Water Management, pg. 22

SASB

Indicator	Description	Explanation/Section
Management of Tenant Sustainability Impacts		
IF-RE-410a.1	(1) Percentage of new leases that contain a cost recovery clause for resource efficiency related capital improvements and (2) associated leased floor area, by property subsector	0% of Killam’s new leases contain a cost recovery clause for efficiency related capital improvements.
IF-RE-410a.2	Percentage of tenants that are separately metered or submetered for (1) grid electricity consumption and (2) water withdrawals, by property subsector	ESG Data table, pg. 39
IF-RE-410a.3	Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants	Energy Management, pg. 14 and Water & Waste Management, pg. 22, Sustainable Communities, pg. 15
Climate Change Adaptation		
IF-RE-450a.1	Area of properties located in 100-year flood zones, by property subsector	Killam does currently not disclose this data.
IF-RE-450a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	Climate Change, pg. 20
Activity Metrics		
IF-RE-000.A	Number of assets, by property subsector	Refer to pg. 38 for number of assets, by property subsector.
IF-RE-000.B	Leasable floor area, by property subsector	Refer to pg. 38 for leaseable floor area, by property subsector.
IF-RE-000.C	Percentage of indirectly managed assets, by property subsector	Refer to pg. 38 for percentage of indirectly managed assets, by property subsector.
IF-RE-000.D	Average occupancy rate, by property subsector	Refer to pg. 38 for average occupancy rate, by property subsector.

Indicator	Description	Explanation/Section
Governance		
1	Describe the board's oversight of climate-related risks and opportunities.	Climate Change, pg. 20
2	Describe management's role in assessing and managing climate-related risks and opportunities.	Climate Change, pg. 20
Strategy		
3	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Climate Change, pg. 20
4	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	ESG Methodology, pg. 12 and Climate Change, pg. 20
5	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Killam is actively working towards reducing GHG emissions and is establishing a long-term plan to move to net-zero carbon emissions. Refer to Greenhouse Gas Emissions, pg. 23 and Climate Change, pg. 20 for more information.
Risk Management		
6	Describe the organization's processes for identifying and assessing climate-related risks.	Climate Change, pg. 20
7	Describe the organization's processes for managing climate-related risks.	Climate Change, pg. 20
8	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Climate Change, pg. 20

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