

Environmental, Social, and Governance 2023 Report



About the Report

Reporting Framework

Killam's Environmental, Social, and Governance (ESG) Report focuses on the fiscal 2023 reporting period. The report's ESG disclosures were prepared in accordance with the Global Reporting Initiative (GRI) 2021 Universal Standards, the Sustainability Accounting Standards Board (SASB) standards, and the Task Force on Climate-Related Financial Disclosures (TCFD) framework.

External Assurance

Killam's environmental performance data (energy, greenhouse gas emissions, water, and waste) has been externally assured to a moderate level type 2 assurance by ISOS Group using AA1000 Assurance Standard v3. The review by ISOS Group found no material discrepancy, error, or omission that would conclude that Killam's 2023 environmental performance data is not fairly stated.

Join the Conversation

Any questions or comments about the content of this report can be directed to Killam's ESG Manager:

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For further information, please visit www.killamreit.com.

Cover Image: Luma, Ottawa, ON



LUMA OTTAWA, ON

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Letter to Our Stakeholders

[GRI 2-22]

On behalf of Killam Apartment REIT, I am pleased to share our sixth annual ESG Report. Since our inaugural ESG Report in 2018, we have witnessed substantial change in our industry, yet our mission to provide Canadians with clean, safe, and quality housing remains unchanged. Fundamental to our business strategy is the prioritization of sustainable practices, ensuring we consistently deliver long-term value to our stakeholders. In 2023, we continued to enhance our ESG initiatives, reaffirming our commitment to being a leader in the industry.

Environmental

In 2023, we invested \$8.8 million in energy-efficiency projects and made substantial strides in our decarbonization journey. Recognizing the pivotal role our residents play in our sustainability efforts, we enhanced resident education and participation through the implementation of a green lease. Moreover, we increased our focus on environmental and healthy living standards by expanding our partnership with the Certified Rental Building Program (CRBP). By certifying 14 additional properties, including the CRBP’s first properties in Nova Scotia, we are thrilled to have already surpassed our target of certifying 20% of our portfolio by 2025.

Social

Amid Canada’s rapid population growth and resulting housing crisis, our long-term partnerships with community and government organizations, combined with the density opportunities within our portfolio, position us as a crucial ally. In 2023, we responded to the nationwide need for affordable housing by contributing over \$2.5 million in affordability assistance. Concurrent

with population growth is the increasing diversity within the Canadian population. To foster inclusive environments within our properties, we provided over 900 hours of diversity and inclusion training to our employees in 2023. Moreover, we recognize our broader responsibility to the communities in which we operate, demonstrated by our contribution of over \$415K in community donations, and our encouragement of employees to utilize their three paid volunteer days.

“In 2023, we responded to the nationwide need for affordable housing by contributing over \$2.5 million in affordability assistance.”



Governance

In 2023, we strengthened our commitment to corporate citizenship by implementing a Human Rights Policy and introducing a Supplier Code of Conduct to uphold ethical business conduct throughout our supply chain. We also updated our Sustainability Policy, reinforcing our dedication to sustainable operations. Additionally, we completed our fifth annual GRESB submission, achieving our second consecutive 3-star rating as well as an A-rating on the GRESB Public Disclosure Assessment.⁽¹⁾ Furthermore, we integrated ESG targets into our executive compensation plans, broadening decision-making criteria for the benefit of all stakeholders.

Reflecting on the integration of ESG efforts throughout our business, we take pride in our accomplishments thus far. However, we recognize the ongoing need for further action to cultivate an inclusive and sustainable home for all – both within our properties and beyond. I extend my sincere gratitude to our dedicated Killam employees and all our stakeholders for your collective efforts in contributing to our shared vision of a sustainable future.

Sincerely,

Philip Fraser
President & Chief Executive Officer

(1) GRESB is a mission-driven and investor-led organization that provides actionable and transparent ESG data to financial markets.



2023 ESG Highlights

Environmental



Renewable Energy

Installed photovoltaic (PV) panels at 6 additional properties, bringing the total number of systems to 23



Green Lease

Implemented a sustainability lease addendum across all multi-unit residential properties



Building Certifications

Certified 14 additional properties under the CRBP, bringing the total number of certified properties to 33



Electric Vehicle Chargers

Installed 255 additional EV chargers across 35 buildings, bringing the total number of chargers to 401 across 57 buildings

Social



Affordability

Contributed \$2.5 million in affordability assistance



Giving

Donated \$415K to our communities



Diversity and Inclusion

Completed 910 hours of diversity and inclusion training



Stakeholder Satisfaction

Scored 87% on our annual Resident Satisfaction Survey and 81% on our annual Employee Engagement Survey

Governance



Executive Compensation

Introduced ESG targets into executive compensation plans



Disclosure

Achieved an A-rating on the GRESB Public Disclosure Survey and recognized on Sustainalytics' Regional Top-Rated Companies List



Cybersecurity

Implemented a new email security gateway to enhance the security of our IT environment



Supplier Engagement

Released our Supplier Code of Conduct and shared it with active vendors



Industry Affiliations and Partnerships

ESG Assessments



Benchmarking Programs



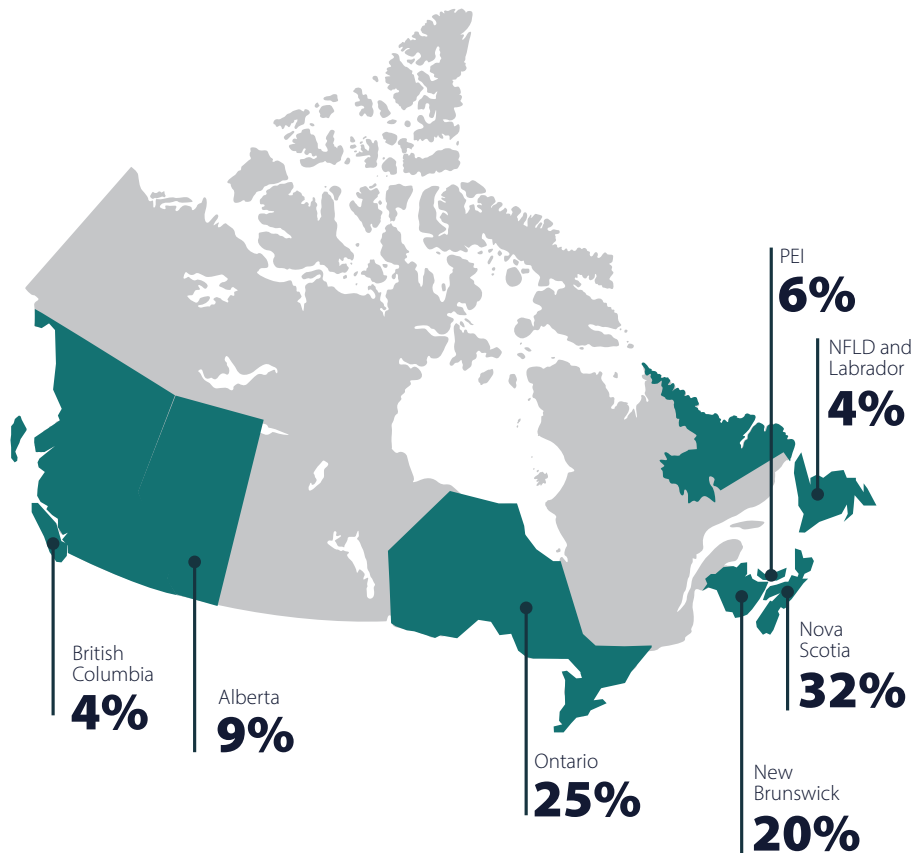
Sustainability Partners



About Killam

[GRI 2-1, GRI 2-6]

Net Operating Income by Province



Killam Apartment REIT (“Killam”), based in Halifax, Nova Scotia, is a Canadian multi-residential property owner, owning, operating, managing, and developing a \$5.2 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 Ontario (ON) in 2010, Alberta (AB) in 2014, and British Columbia (BC) in 2020. We broke ground on our first development in 2010 and have completed 18 projects to date, with another two projects located in Waterloo, ON, and Halifax, NS, currently under construction.

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

1

Increase earnings from the existing portfolio.

2

Expand the portfolio and diversify geographically through accretive acquisitions and dispositions, with an emphasis on acquiring newer properties.

3

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



Killam's ESG Strategy

[GRI 3-3 for GRI 201]

Sustainability Policy

Killam integrates and prioritizes sustainable practices through all areas of our corporate strategy, including the acquisition, development, and operation of our properties. Killam recognizes the significance of ESG initiatives and the long-term value they provide to our stakeholders.

Killam's ESG strategy is guided by our [Sustainability Policy](#), which was updated in 2023 to encompass the full scope of our ESG commitments. This policy was approved by the Board of Trustees and will be reviewed annually by Killam's Senior Management Team. Our ESG strategy is grounded in the following commitments:

Environmental: To promote better environmental health by focusing on projects that reduce our energy consumption, enhance our water and waste management practices, and lower our greenhouse gas (GHG) emissions.

Social: To prioritize resident satisfaction, employee engagement, and community well-being by supporting initiatives that create vibrant and inclusive environments, provide ongoing growth opportunities for our teams, and foster strong community connections.

Governance: To provide strong oversight of management activities that ensures ethical business conduct, effective risk management, and accurate disclosure of all material information to the public.



THE ALEXANDER HALIFAX.NS



Progress on Environmental Targets [TCFD 9, TCFD 11]

Focus Area	Target	Base Year	Target Year	Progress	Status
GHG Emissions	Reduce scope 1 and 2 GHG emissions by 15%. ⁽¹⁾	2020	2030		7.8%
Carbon Intensity	Reduce carbon intensity by 15%.	2020	2030		10.8%
Renewable Energy	Produce a minimum of 10% of operationally controlled electricity consumed by our portfolio through renewable energy sources.	2020	2025		5.2%
Building Certifications	Pursue green building health and operating certifications across a minimum of 20% of Killam's portfolio.	—	2025		28% ⁽²⁾
	Pursue green building health and operating certifications across a minimum of 50% of Killam's portfolio.	—	2025		28% ⁽²⁾
Energy-Efficiency Projects	Invest a minimum of \$50M in energy-efficiency projects.	2023	2030		\$8.8M
Net Zero Plan	Establish science-based GHG emissions reduction targets.	2023	2024	Killam has decided not to submit emission reduction targets to the Science-Based Targets initiative (SBTi) at this time. Instead, we are prioritizing understanding decarbonization requirements and developing a capital investment plan. Killam remains committed to informing stakeholders of our progress.	

Achieved **In Progress** **New**

(1) Based on a like-for-like portfolio.

(2) Calculated as the ratio of certified apartment units to our total apartment portfolio as of December 31, 2023.



Progress on Social Targets

Focus Area	Target	Base Year	Target Year	Progress	Status
Community Impact	Donate \$3M to our communities. ⁽¹⁾	2023	2030		\$415K
Employee Diversity	Increase the diversity of employees by 25%.	2020	2025		57% ⁽²⁾
	Maintain a score above 80% for diversity and inclusion-related questions on our annual Employee Engagement Survey.	Annually			84%
Resident Satisfaction	Maintain resident satisfaction score above 85% annually.	Annually			87%
Employee Satisfaction	Maintain employee satisfaction score above 80% annually.	Annually			81%

(1) Calculated as the sum of the market value of suite donations, employee volunteer hours, cash donations, and Trustee donations.

(2) Calculated as the relative increase in the percentage of employees identifying as racialized, persons with disabilities, or LGBTQ2+ from 2020 (23%) to 2023 (36%).

Progress on Governance Targets

Focus Area	Target	Base Year	Target Year	Progress	Status
GRESB	Continue to participate in the GRESB survey annually, targeting a minimum increase of 5% each year to reach a GRESB 4-star ranking.	2023	2025		3-star ranking
Executive Diversity	Maintain a minimum of 30% female representation on the Executive Team.	Annually			50%
Board Diversity	Maintain a minimum of 30% female representation on the Board of Trustees.	Annually			36%

Achieved **In Progress** **New**









United Nations Sustainable Development Goals (UN SDGs)

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. We have assessed these goals and aligned our corporate sustainability targets with the UN SDGs.

By aligning Killam's strategy with the UN SDGs, we believe we can contribute meaningfully to the global pursuit of sustainable development. Among the SDGs, Killam has identified six goals and associated targets where we believe we can have the greatest impact.



UN SDG	UN SDG Target	UN SDG Indicator	Killam's Alignment
	5.5 - Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life	5.5.2 - Proportion of women in managerial positions	As a recurring Women Lead Here award winner, our Equity, Diversity, and Inclusion Program ensures equal opportunity, recognition, respect, and well-being for all employees. More about our efforts can be found on page 42 .
	7.2 - By 2030, increase substantially the share of renewable energy in the global energy mix	7.2.1 - Renewable energy share in the total final energy consumption	We continue to improve energy-efficiency across our portfolio and are committed to increasing our use of renewable energy in both existing assets and new developments. We are committed to producing a minimum of 10% of operationally controlled electricity consumed by the portfolio through renewable energy sources by 2025 and to reducing our carbon intensity by 15% by 2030. More about our efforts can be found on pages 16-19 .
	7.3 - By 2030, double the global rate of improvement in energy-efficiency	7.3.1 - Energy intensity measured in terms of primary energy and GDP	
	8.5 - By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	8.5.1 - Average hourly earnings of female and male employees, by occupation, age, and persons with disabilities	Killam is an equal-opportunity employer and prioritizes the importance of equal pay for equal work. We are committed to building a more diverse workforce and continue to engage independent consultants to ensure we have the proper information available to track our progress. More about our efforts can be found on page 30 .
	11.1 - By 2030, ensure access for all to adequate, safe, and affordable housing and basic services and upgrade slums	11.1.1 - Proportion of urban population living in slums, informal settlements, or inadequate housing	We recognize the importance of providing safe and affordable housing in our communities. We are committed to increasing the number of units in our portfolio with a long-term affordability commitment. More about our efforts can be found on pages 38-39 .
	12.5 - By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse	12.5.1 - National recycling rate, tons of material recycled	We seek to continuously improve and enhance sustainability at our buildings, including reducing and diverting waste. In 2021, we began working with Recycle Track Systems (RTS) to improve our waste diversion rates from landfills. More about our efforts can be found on page 27 .
	13.1 - Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	13.1.2 - Proportion of local governments that adopt and implement local disaster risk reduction strategies in line with national disaster risk reduction strategies	To improve the resilience of our portfolio, we are updating and implementing sustainable policies, investing in technology, and switching to greener forms of energy, while relying on TCFD recommendations to assess and disclose climate-related risks and opportunities. We continue to set targets to reduce carbon emissions as well as build an action plan to achieve net-zero carbon in our portfolio. More about our efforts can be found on pages 23-24 .
	13.2 - Integrate climate change measures into national policies, strategies, and planning	13.2.2 - Total greenhouse gas emissions per year	We established a GHG emissions reduction target of 15% by 2030 as part of our long-term sustainability strategy. We strive to seek operational efficiencies to reduce resource consumption and dependence on fossil fuels, thereby reducing our carbon footprint. We are helping to combat global warming by changing the way we develop properties and operate our portfolio. More about our efforts can be found on pages 20-21 .

Stakeholder Engagement

[GRI 2-29]

Killam recognizes the importance of directly involving stakeholders in discussions about sustainability. To achieve this, we engage our stakeholders in the following ways:

Residents

In addition to daily interactions and responsive customer service, Killam engages an independent agency to survey our residents annually and uses this feedback to develop action plans based on residents' input. In 2023, Killam introduced specific ESG-related questions into this survey for the first time. The responses collected serve as valuable insights to guide ESG initiatives across our properties. Additionally, in 2023, Killam introduced a green lease designed to clearly outline ESG expectations at the beginning of the tenancy.

Employees

Killam's employees are essential to the execution of our ESG strategy. They are educated in ESG programming and participate in annual incentive plans that include ESG goals. Employee engagement and satisfaction are also important ways to measure our success, and Killam's Human Resources Team regularly surveys employees for feedback on a variety of topics, including compensation and benefits, career opportunities and advancement, diversity and inclusion, as well as safety and comfort in the workplace. Killam also provides employees the opportunity to give anonymous feedback through an annual survey conducted by an independent agency, the responses to which are used to guide employee programming.

Investors

The investment community is engaged in corporate responsibility as it relates to ESG, and Killam is committed to meeting evolving investor expectations. In addition to public reporting, 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 actively engages with the communities in which we operate, maintaining regular dialogue with local groups and all levels of government. These interactions cover a variety of topics, including community activities, housing affordability, development projects, and sustainability practices.



ESG Methodology

[GRI 3-1, TCFD 4]

By incorporating ESG into our overall business strategy, Killam strives to foster innovation, enhance operational performance, and optimize long-term value for all stakeholders.

Killam periodically undertakes a materiality process that involves a focused exercise aimed at updating and confirming the current ESG priorities of our stakeholders. The ensuing materiality assessment identifies ESG topics deemed most critical and relevant to Killam, our employees, our Trustees, and other external stakeholders. Once identified, a comprehensive evaluation of all material ESG topics is undertaken to identify opportunities for improvement in each area. We then focus on setting goals, allocating resources, managing performance, and reporting progress.

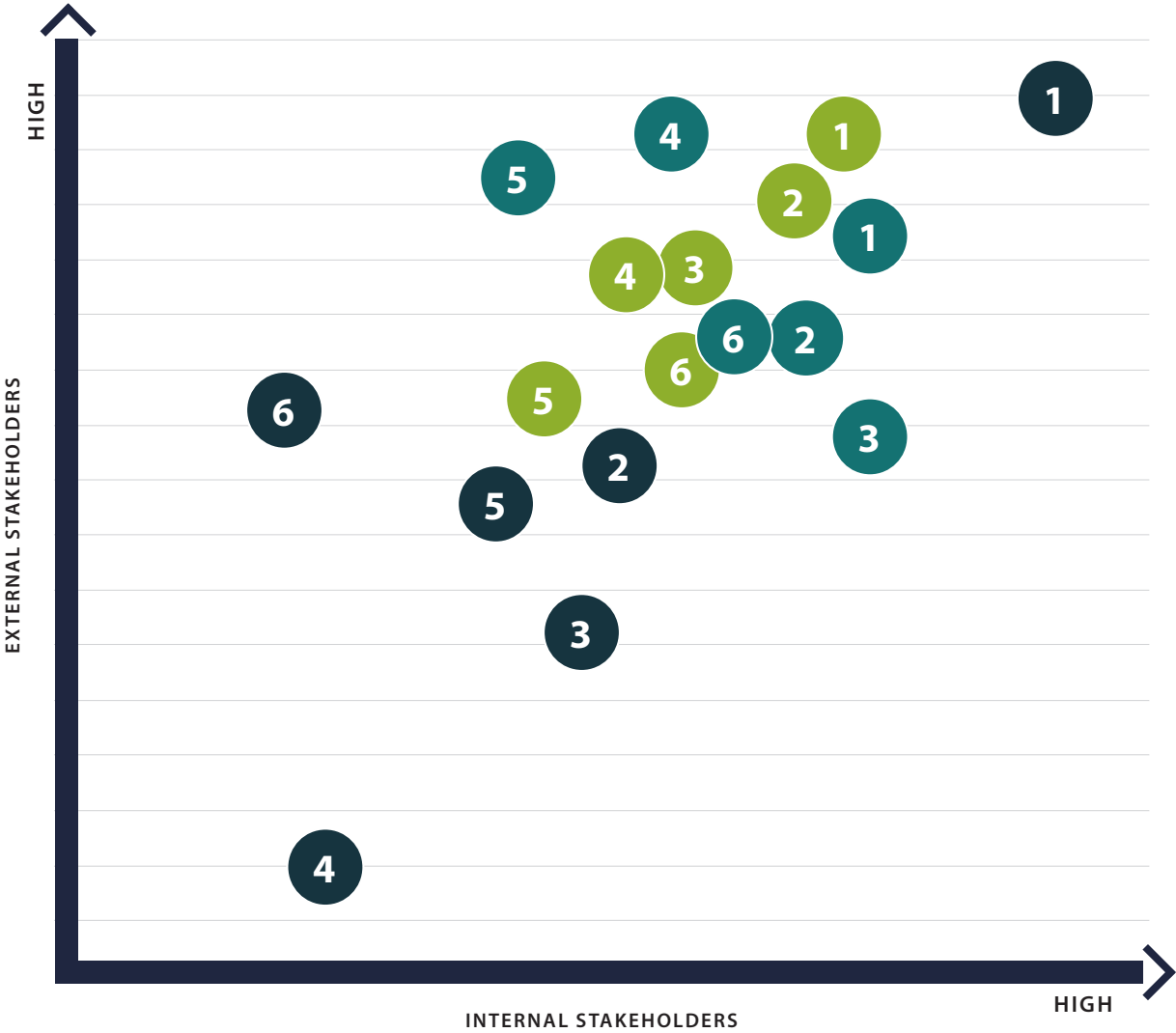
Killam's Corporate Sustainability Committee is comprised of a multidisciplinary group of executives and key employees. This Committee ensures the integration of ESG objectives into Killam's strategic goals and regularly reports progress against ESG targets to the Board's Governance and ESG Committee.

Killam recognizes that climate change presents physical and economic risks to the business and the communities in which we operate. Killam is actively exploring avenues to gain a deeper understanding of the risks and opportunities posed by climate change. Our objective is to effectively integrate these insights into our decision-making processes, thereby enhancing the resilience of our portfolio.

Materiality Assessment

[GRI 3-1, GRI 3-2, GRI 3-3]

Presented below is the upper-right quadrant of Killam’s materiality assessment matrix, highlighting the ESG factors deemed most important by our stakeholders. The subsequent sections of this report focus on our most material ESG topics.



Environment

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

Social

- 1 Health, Wellbeing, and Safety
- 2 Employee Engagement, Training, and Development
- 3 Resident Satisfaction
- 4 Diversity and Inclusion
- 5 Affordability
- 6 Community Impact

Governance

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





Commitment to
Environment

Energy Management

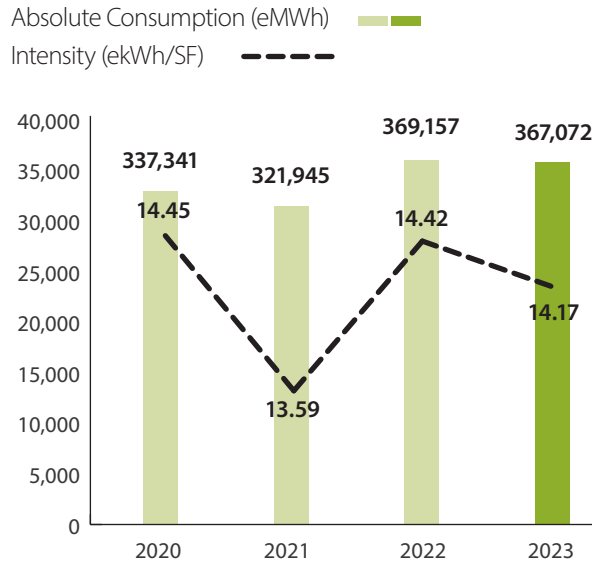
[GRI 3-3, GRI 3-3 for GRI 302, SASB IF-RE-130a.5, SASB IF-RE-410a.3]

Killam is committed to using resources in a responsible manner to preserve and protect the environment. Energy management is a key component of our strategy, with a focus on minimizing energy consumption throughout our portfolio and increasing the integration of renewable sources into our energy mix. We view effective energy management as a win-win, as it not only lowers operational expenses but also contributes to the reduction of GHG emissions.

Given that our portfolio encompasses nearly 19,000 apartment units and 6,000 manufactured home sites, energy consumption remains a significant aspect of our operations. In 2023, we reduced both our absolute energy consumption and energy intensity compared to 2022. Furthermore, our consumption from renewable sources improved by 12% compared to 2022.

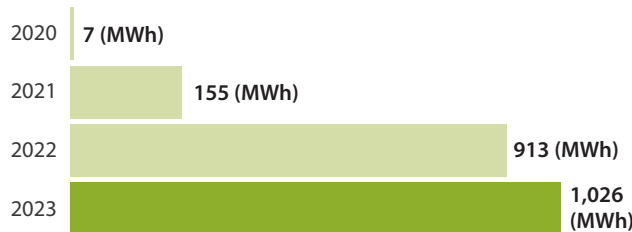
In 2023, Killam invested \$8.8 million in energy-related capital projects. These projects included the installation of solar PV panels, heat pumps, window replacements, and insulation upgrades. Looking ahead, we are committed to investing another \$6 million in 2024 to continue our progress towards a greener future.

2023 Energy Performance⁽¹⁾



(1) Based on 100% data coverage.

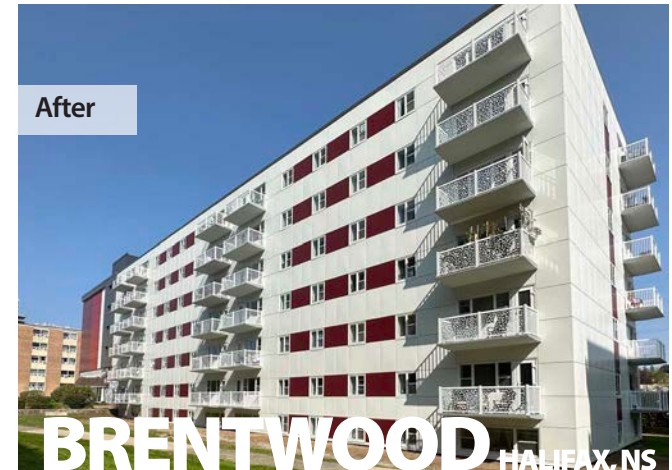
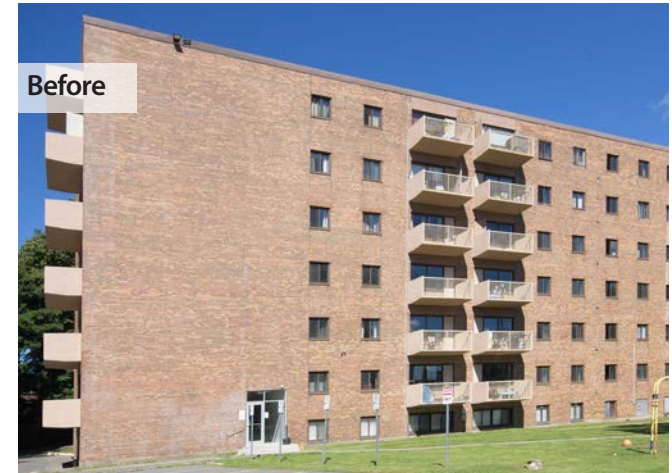
Consumption from Renewable Sources



Year-Over-Year Energy Consumption

	Total Portfolio			Same Property		
	2023	2022	% Change	2023	2022	% Change
Energy Consumption (eMWh)	367,072	369,157	(0.6%)	339,137	344,339	(1.5%)

\$8.8M invested in energy-efficiency projects



BRENTWOOD HALIFAX, NS



Energy Management

Energy Management Strategy

Killam's energy management strategy continually adapts to evolving market dynamics and emerging technologies. Investments in diverse energy solutions, coupled with strategic pilot programs, aim to enhance residents' quality of life while reducing energy consumption, emissions, and operational costs.

Developments [GRI 3-3]

For over a decade, Killam has integrated energy-efficient technologies into new buildings, employing both active strategies (e.g., geothermal systems and heat pumps) and passive strategies (e.g., efficient building envelopes and glazing). As part of our evolving development and construction practices, Killam conducts thorough airflow tests and employs rigorous independent commissioning to ensure adherence to our sustainability standards.

Operations

We refine our energy management strategy for each building through systematic data collection and benchmarking. To enhance our monitoring capabilities and enable remote control, we deploy building automation systems across our portfolio. We prioritize the implementation of these systems in larger and more complex buildings as well as those with the highest energy consumption to maximize the impact of our investment.

Along with our efforts to optimize building performance, Killam is actively pursuing a strategy of electrifying existing energy systems to mitigate scope 1 carbon emissions in our buildings. This shift allows us to fulfill the energy requirements of our buildings through a combination of on-site renewable energy and grid-supplied energy, which is becoming progressively less carbon intensive.

Acquisitions

Killam's acquisition and disposition program includes considerations to reduce the overall GHG emissions and energy consumption within our portfolio. The acquisition due diligence process includes a thorough property condition assessment to identify and target efficiency improvements. This proactive approach empowers Killam's team to quickly implement improvements once a building is acquired. This strategy involves identifying buildings where relatively inexpensive enhancements can yield significant savings.

In alignment with our commitment to sustainability, energy use and GHG emissions are also considered in Killam's disposition program, with a focus on reducing the carbon intensity of our portfolio.



Energy Management

Killam prioritizes the following key initiatives to drive our energy strategy and achieve our GHG emissions reduction goals:

Energy Systems and Performance

Killam employs a two-pronged approach to enhance building energy-efficiency. Firstly, we prioritize upgrading building envelopes, emphasizing insulation and airtightness. Buildings with aging cladding systems will undergo full recladding projects, involving the installation of modern materials to achieve up to a 40% reduction in energy consumption. Secondly, we focus on upgrading heating, ventilation, and air conditioning (HVAC) systems to optimize heating and cooling loads for increased efficiency.

Building Automation Systems (BAS)

Killam's operations team utilizes remote building automation access to troubleshoot and diagnose comfort complaints or energy conservation issues. BAS coverage expanded from 11 buildings in 2022 to 30 buildings in 2023. Killam is targeting the integration of 16 more buildings in 2024.

Submetering

In recent years, Killam has implemented electrical submetering in new developments and acquisitions, encouraging tenants to reduce consumption as they pay directly for electricity.

102 properties have a walk score over 70 (very walkable)

Submetering Performance

Percentage of residents that are separately metered or submetered for grid electricity consumption



Green Lease

To promote tenant education and encourage collaboration from the outset of the tenancy, Killam has introduced a sustainability addendum to renewals and new apartment leases. This addendum emphasizes Killam's commitment to promoting sustainability within our properties, while also outlining our expectation for residents to adopt efficiency-minded practices.

Renewable Energy

Killam is dedicated to incorporating geothermal systems and solar panels where feasible. Killam now has six properties with geothermal systems, reducing emissions by up to 25% compared to conventional heating and cooling systems. Killam also has 23 buildings with solar PV systems, which are expected to generate 2,395 megawatt hours (MWh) of renewable energy annually. Additionally, Killam's five properties with solar thermal systems collectively save approximately 1,800 gigajoules (GJ) of natural gas annually.

Sustainable Transportation

Aligned with future transportation needs, Killam prioritizes developments in urban cores and walkable sub-markets, exemplified by newly completed projects like Civic 66 in Kitchener and The Governor in Halifax. Killam is also focused on incorporating bicycle parking and EV charging stations at our properties. As of 2023, Killam has integrated 401 Level 2 EV charging stations across 57 buildings and is collaborating with Halifax-based non-profit EV4U on an EV ride-share pilot program.



Energy Management Case Study

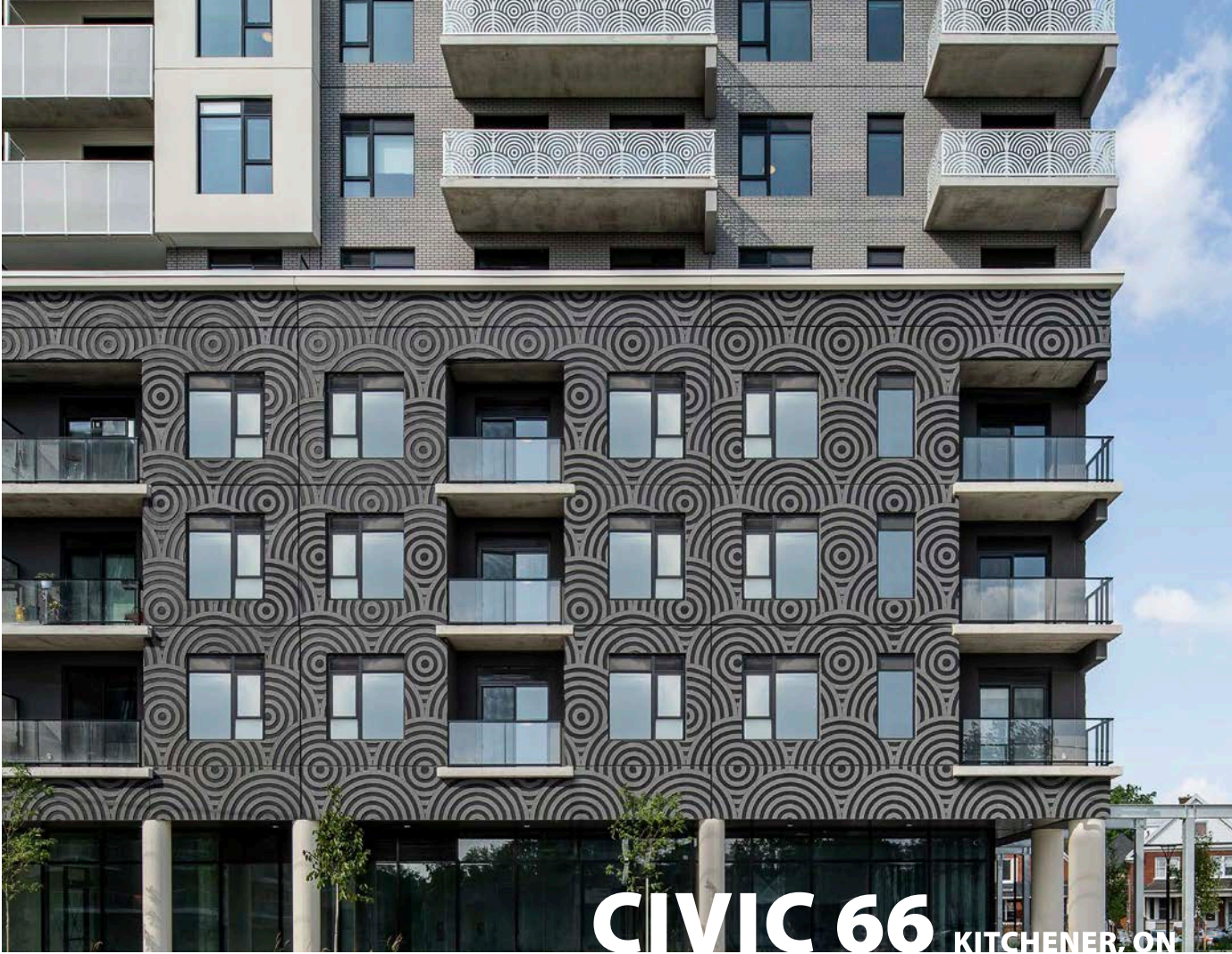
Civic 66

Kitchener, ON

169 Suites

Completed in Q2-2023

Civic 66, located in Kitchener, ON, contains 169 apartment units and 3,000 square feet of ground-floor commercial space. This property has incorporated advanced energy management techniques to minimize energy usage. By integrating solar PV panels, a geothermal system for heating and cooling, and air-to-water heat pumps for hot water generation, Civic 66 aims to achieve a 52% reduction in energy consumption and produce 67% fewer emissions compared to buildings heated with natural gas.



Greenhouse Gas Emissions

[GRI 3-3, GRI 3-3 for GRI 305, TCFD 5]

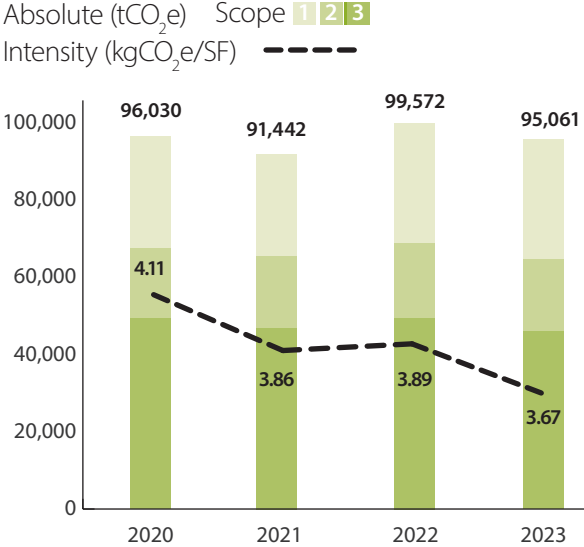
2023 GHG Emissions Performance

Killam is committed to supporting better environmental health, promoting long-term sustainability, and reducing our carbon footprint by establishing GHG emissions reduction targets and encouraging responsible resource use. To ensure accountability and to track progress, Killam conducts an annual GHG inventory that complies with The Greenhouse Gas Protocol.

Killam’s GHG emissions sources include electricity, natural gas, propane, oil, petrol, and steam.

Our GHG inventory accounts for scope 1, scope 2, and category 13 (downstream leased assets) scope 3 emissions. Scope 1 includes all direct emissions generated by Killam, including building and fleet vehicle fuel consumption. Employing the financial control approach to our GHG emissions calculations, scope 2 encompasses the steam and electricity paid for by Killam, and scope 3 includes the electricity paid for by our tenants. All other scope 1, 2, and 3 emission sources are excluded from Killam’s GHG inventory, such as refrigerant leakage, upstream and downstream activities associated with our business operations, new developments, and off-site waste management.

2023 GHG Performance⁽¹⁾



(1) Based on 100% data coverage.

In 2023, we reduced our total emissions by 4.5% and our GHG intensity by 5.7% compared to the previous year. These results signify progress towards our GHG emissions and intensity reduction targets. Moreover, our partnerships with electrical utilities nationwide facilitated improved data accuracy, particularly in capturing tenant electricity consumption. This collaborative effort has minimized our reliance on estimations in our calculations, reinforcing our commitment to accurate sustainability reporting practices.

10.8% reduction in GHG intensity from 2020 base year

Year-Over-Year GHG Emissions

	Total Portfolio			Same Property		
	2023	2022	% Change	2023	2022	% Change
GHG Emissions (tCO ₂ e)	95,061	99,572	(4.5%)	90,677	95,630	(5.2%)



Greenhouse Gas Emissions

[GRI 3-3, GRI 3-3 for GRI 305, TCFD 5]

Deep Retrofit Program

Killam's Deep Retrofit Program is strategically designed to reduce GHG emissions through a multi-faceted approach.

Firstly, improving the building envelope minimizes the energy required for heating and cooling functions, thereby decreasing reliance on carbon-intensive energy. This reduction in energy consumption directly translates to lower GHG emissions, particularly in buildings where fuel is consumed on-site or electricity is sourced from a carbon-intensive grid.

Secondly, the upgraded building envelope enables Killam to transition to more energy-efficient mechanical systems with improved controls. This helps ensure mechanical systems are sized for optimal efficiency.

Lastly, with an enhanced building envelope and upgraded mechanical system, the final phase involves transitioning the building to full electrification. This critical step is essential for reaching net-zero emissions, which will be achieved through continued investment in on-site renewable energy as well as the eventual transition of Canada's electrical grids to net-zero. It is imperative to sequence these steps accordingly, to ensure the continued comfort of residents while advancing toward our GHG emissions reduction goals.

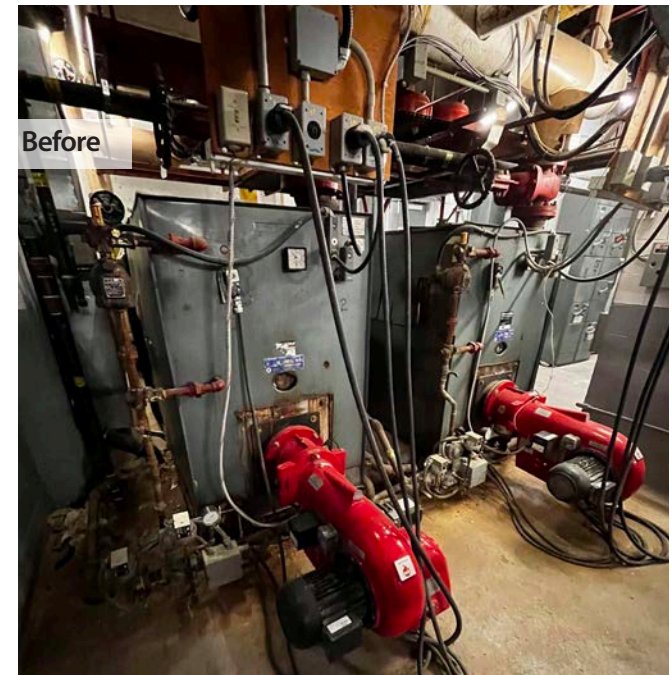
Path to Decarbonization

There has been a consistent effort to move towards full decarbonization of our assets. The initial step involved a thorough examination and quantification of emissions linked to each property within our portfolio.

In 2023, Killam underwent a systematic categorization process, classifying properties into distinct groups based on specific criteria. This categorization provides a broad understanding of the timeline and capital investment required for our decarbonization journey.

As we progress into 2024, Killam will thoroughly examine each property to determine the essential capital investments for decarbonization. To effectively allocate capital throughout the decarbonization process, this analysis considers short-, medium-, and long-term time horizons in conjunction with the timing of current mechanical systems reaching the end of their operational life.

Through the electrification of our buildings, investment in on-site renewable energy, and procurement of clean energy, we are committed to attaining net-zero operational carbon. Additionally, we acknowledge the significance of embodied carbon within the broader decarbonization framework and intend to address this aspect in our future endeavors.



DEMAND REDUCTION → EFFICIENCY → RENEWABLES



Climate Change

[GRI 3-3, GRI 201-2, SASB IF-RE-450a.2, TCFD 4, TCFD 5, TCFD 6, TCFD 7, TCFD 8]

We acknowledge that within the scope of our operations, we confront diverse operational risks, notably the repercussions of climate change on our physical assets. In a proactive stance toward risk mitigation and enhancing portfolio resilience, Killam consistently revises and enforces sustainable policies, allocates investment in green technology, and transitions to renewable energy sources whenever feasible. By leveraging relevant reporting frameworks, such as the TCFD recommendations, Killam systematically evaluates and discloses climate-related risks and opportunities, guiding well-informed internal decision-making.

Climate Risks and Opportunities

[TCFD 3]

	Short Term	Medium Term	Long Term
Physical Risks	<ul style="list-style-type: none"> • Direct damage to properties • Increased cost of property insurance • Costs associated with capital expenditure and infrastructure-related remediation projects 	<ul style="list-style-type: none"> • Increased capital expenditure requirements for building adaptation (e.g., architectural and mechanical improvements) • Costs associated with capital expenditure and infrastructure-related remediation projects • Costs associated with relocating critical building infrastructure to mitigate flood risk 	<ul style="list-style-type: none"> • Sea-level rise and extreme weather events could threaten the viability of properties or make property insurance unavailable in high-risk areas
Transition Risks	<ul style="list-style-type: none"> • Insurers requiring resilience measures • Enhanced emissions reporting requirement • Increased operational costs due to proactive mitigation measures • Carbon pricing increasing operational costs • Unpredictable policy changes across regions • Increased capital and development costs to meet decarbonization requirements • Increased electricity costs due to capital requirements from utility providers to increase grid capacity 	<ul style="list-style-type: none"> • Increased costs and/or potential fines due to non-compliance with regulatory requirements, including energy and carbon standards • Increased development and operational costs due to compliance with green building codes, including electrification of heating systems • Reduced access to capital due to failure to meet sustainability standards of investors (e.g., net-zero requirements) • Increased real estate taxes as a result of public projects to improve regional and neighbourhood-scale resilience 	<ul style="list-style-type: none"> • Significant variation of grid emission factors across provinces leading to varying operational costs
Opportunities	<ul style="list-style-type: none"> • Greater access to and/or lower cost of capital from stronger ESG disclosures • Reduced energy expenses through improved operational efficiency • Improved allocation of capital from integrating climate risk assessments into acquisition and development due diligence processes 	<ul style="list-style-type: none"> • Product differentiation and competitive advantage from energy and carbon reductions • Increased value of energy-efficient and climate-resilient properties • Increased demand for assets converted to, and certified as, net zero • Access to grants and funding for net-zero investments and green financing mechanisms • Enhanced risk management processes to mitigate climate-related impacts 	<ul style="list-style-type: none"> • Increased passive warming/cooling and other innovative design techniques • Certifications that demonstrate commitment to best-in-class health measures • Increased availability of skilled workers as urban population grows • Increased demand for housing as a result of climate-induced migration



Climate Change

Governance

[GRI 2-13, GRI 2-14, TCFD 1, TCFD 2]

Killam's Corporate Sustainability Committee, comprised of a multidisciplinary group of executives and key employees, meets quarterly to discuss various ESG topics, including:

- Climate-related resilience
- Environmental impact
- Emergency preparedness
- GHG emissions reduction targets
- ESG policies
- Climate risks and opportunities
- Deep Retrofit Program
- Energy-efficiency projects
- Alignment with climate reporting

Killam's Board of Trustees views ESG as a collective responsibility and integrates sustainability updates into every meeting agenda. At the corporate level, the Sustainability Committee oversees ESG strategy implementation, drawing expertise from all business lines and functional units. Killam's Climate Change Working Group, a sub-group of the Sustainability Committee, directs climate and portfolio resilience efforts, ensuring compliance with climate change reporting guidelines and frameworks. In 2023, ESG targets were integrated into executive compensation plans, further aligning senior-level decisions with the sustainability objectives of our stakeholders. Detailed insights into Killam's corporate governance practices can be found in Killam's Management Information Circular.

Strategy

Over the long term, we aim to transition our portfolio to achieve net-zero GHG emissions, addressing our contribution to climate change and mitigating transition risks. Recognizing the evolving technology landscape and the substantial investment required to achieve net zero, we are thoughtfully considering our approach while remaining committed to transparent disclosure on the progress of our decarbonization efforts.

In addition to formulating a strategy to mitigate transition risks, Killam is developing a long-term investment strategy to gain a deeper understanding of our exposure to physical risks at the asset level. This strategy aims to enhance the resilience of our portfolio by proactively addressing potential impacts from flooding, wildfires, and extreme weather events.



Climate Change

Risk Management

Acknowledging the importance of effectively managing climate-related risks, Killam has adopted a comprehensive strategy to mitigate both transition risks and physical risks. This strategy includes a range of approaches tailored to address climate-related risks, including:

- Investing annually in energy-efficiency projects to reduce energy consumption, GHG emissions, and water usage, with over \$49 million invested in green projects over the past seven years.
- Incorporating advanced green technology into new developments, including geothermal and solar PV systems as well as energy-efficient appliances.
- Undertaking building retrofits to transition Killam's portfolio to a net-zero future.
- Conducting climate risk assessments before initiating developments and integrating resilience strategies tailored to geographic and site-specific risks.
- Conducting climate risk assessments as part of our due diligence process for new acquisitions.

In our ongoing commitment to robust risk management, future strategies will involve the continual enhancement of our capabilities for risk assessment and measurement. This will be achieved through climate scenario analysis and further integrating climate risk considerations into Killam's policies and procedures, ensuring a comprehensive approach across all facets of our operations, acquisitions, and developments.

Metrics and Targets

[TCFD 9]

Killam diligently monitors key performance indicators, including scope 1, scope 2, and specific categories of scope 3 emissions. Our annual GHG inventory underscores our recognition of the important link between measurement and effective management.

In line with our commitment to effectively manage our GHG emissions, Killam established a target to reduce our scope 1 and scope 2 emissions by 15% by the year 2030, utilizing a like-for-like portfolio comparison against a 2020 baseline. This target enables us to assess our emissions performance independently of acquisitions, dispositions, and new developments. Furthermore, to ensure a thorough assessment of our carbon footprint when considering acquisitions, dispositions, and developments, we also established a target to reduce our carbon intensity by 15% within the same time frame.

We will continue to enhance our capacity to quantify exposure to physical risks, thereby enabling us to manage these risks more effectively.

Future Plans and Considerations

In alignment with TCFD guidance, Killam has developed the following plans to strengthen our management of climate risks and opportunities:

- Formalize the Board of Trustees' climate change oversight by implementing climate change risks and opportunities into areas that require board-level approval, including budgets, strategy, external reporting, and compensation.
- Incorporate additional environmental and climate-related risk analysis into our acquisition due diligence process, including further consideration of carbon intensity, physical risks, and emergency preparedness.
- Mitigate impacts of carbon pricing by continuing to reduce GHG emissions.
- Expand the scope of the development planning process to include the evaluation of materials' environmental impact.





Water Management

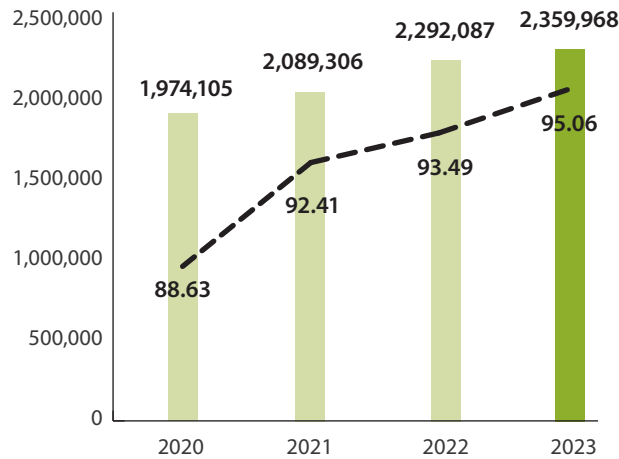
[GRI 3-3, GRI 3-3 for GRI 303, GRI 303-1, SASB IF-RE-140a.4, SASB IF-RE-410a.3]

Acknowledging water as a precious shared resource, Killam’s water management strategy is focused on reducing both interior and exterior water consumption. Given that our properties collectively consume over two million cubic metres of water annually, water conservation initiatives are important.

As our portfolio has expanded, there has been a corresponding increase in our absolute water consumption. Upon reviewing year-over-year trends in water intensity, we have observed a rise since 2020, which is likely attributable to the transition to hybrid work. While only 13.8% of our portfolio’s water consumption is situated in water-stressed regions, mitigating our overall water usage remains a key priority.

2023 Water Performance⁽¹⁾

Absolute Consumption (m³) 
Intensity (L/SF) 



(1) Based on approximately 96% data coverage each year.

Year-Over-Year Water Consumption

	Total Portfolio			Same Property		
	2023	2022	% Change	2023	2022	% Change
Water Consumption (m³)	2,359,968	2,292,087	3.0%	2,212,302	2,159,229	2.5%

Implementing effective water management practices fosters substantial cost savings and enhances operational efficiency. Below are the key components of Killam’s water management strategy:

Low-Flow Appliances

In 2015, Killam embarked on an initiative to reduce water consumption by installing efficient water fixtures, prioritizing high-consumption properties. Killam has historically observed reductions in consumption ranging from 20-35% as a result of these projects.

Submetering

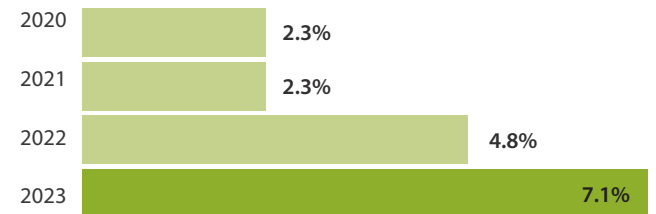
Killam has implemented a water submetering strategy across new developments and acquisitions. Transferring the responsibility of water consumption to tenants not only reduces Killam’s exposure to water costs but also promotes water conservation by approximately 25%. Additionally, this approach provides valuable insights into instances of excessive water usage, such as leaks.

Eco-Friendly Landscaping Practices

In addition to managing water consumption within our properties, we employ strategies to minimize water usage outdoors. Our landscaping approach involves selecting drought-resistant plant species, thereby reducing the need for supplementary watering. For instance, we have opted to use clover instead of grass at many of our properties, resulting in less frequent mowing and eliminating the need for supplementary watering or fertilizing.

Submetering Performance

Percentage of residents that are separately metered or submetered for water withdrawals



Water Management Case Study

Northfield Gardens, Heritage Place, Ridgeway and Somerset, and The Estates

Kitchener/Waterloo, ON

785 units

Acquired in Q2-2021

Killam acquired a portfolio consisting of four sites in 2021: Northfield Gardens, Heritage Place, Ridgeway and Somerset, and The Estates. Together, these properties encompass 785 apartment units across 11 buildings. Since this acquisition, all 785 units have been retrofitted with low-flow fixtures, resulting in an estimated water savings of 40,000 cubic metres (m³) annually.

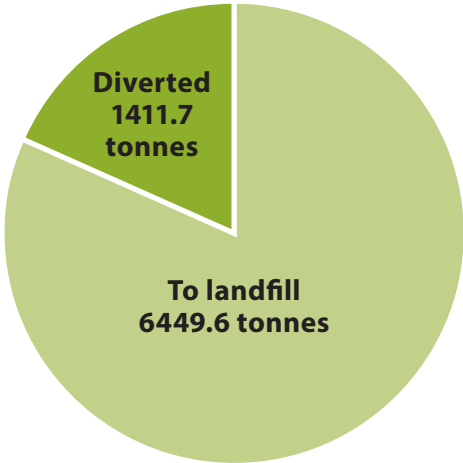


Waste Management

[GRI 3-3, GRI 3-3 for GRI 306, GRI 306-1, GRI 306-2, SASB IF-RE-410a.3]

We are dedicated to advancing sustainability efforts at our properties, including minimizing waste generation and managing disposal effectively. Our waste management efforts represent a distinct challenge, as we navigate the diverse regulations governing waste disposal across municipalities. In pursuit of greater transparency, we initiated the disclosure of our portfolio’s waste data in 2023. Looking ahead, we intend to collaborate closely with our waste haulers to expand our data coverage and identify additional partnership opportunities, both with haulers and tenants.

2023 Waste Performance⁽¹⁾



Total waste generated: 7,861.3 tonnes

(1) Based on 51.5% data coverage.

We implement the following strategies at our properties to effectively manage waste and minimize landfill disposal:

Strategic Partnerships

In 2023, we continued to expand our partnership with Recycle Track Systems (RTS), who is overseeing waste disposal services for over 50% of our properties. Leveraging RTS’s AI-powered smart bin sensors, we have implemented a proactive approach to tracking and optimizing pickups, ensuring bins are full when serviced. This not only minimizes hauling fees but also contributes to a reduction in truck exhaust emissions.

Waste Sorting Systems

Traditional garbage chutes on every floor offer residents a convenient means of waste disposal without needing to visit shared or outdoor garbage areas. While convenient, traditional chutes still require residents to make additional trips to a common area for recycling. The inconvenience of separate disposal locations often results in residents disposing of recycling in the standard chute, which is then directed to the landfill.

To address this, Killam has implemented tri-sorter chutes in new developments where warranted, allowing residents to separate waste into three streams (garbage, recycling, and organics) using a simple keypad. Once the resident selects the appropriate waste stream, the chute aligns with the corresponding disposal bin in the garbage room below, maintaining both convenience for residents and enhancing responsible waste management practices.



Resident Education

Killam’s waste management strategy prioritizes resident education and employs a proactive approach for effective waste sorting and disposal throughout the duration of tenancy. Introduced in 2023, Killam’s green lease sets forth clear expectations for waste separation from the outset of the tenancy. Upon moving in, residents receive comprehensive waste sorting guides included in their move-in packages. These guides are available in five languages to meet the diverse linguistic needs of our residents. Additionally, signage is prominently displayed in garbage rooms and near waste chutes to serve as a continual reminder to residents regarding proper waste disposal practices.





Commitment to
Social



BREWERY MARKET

HALIFAX.NS

Employees

[GRI 3-3 for GRI 401]

Killam's workplace culture is firmly rooted in our core values. These values permeate daily operations and shape employee programs from recruitment to recognition. More importantly, Killam's values impact our standards of performance, our commitment to residents, and our expectation of a respectful workplace.

Our Core Values



**Build
Community**



**Creative
Solutions**



**Do the
Right Thing**



**Strong Customer
Relationships**



**Curb
Appeal**



Employer Awards

Killam's culture has been recognized publicly by independent parties. Active participation in employer recognition programs provides external awareness and also allows for the celebration of those contributing to Killam's success.

Recent Employer Distinctions⁽¹⁾



(1) Distinctions achieved in 2024 are based on Killam's 2023 performance.



Employees

Diversity, Inclusion, Equity, and Accessibility

[GRI 3-3, GRI 3-3 for GRI 405]

Killam is committed to a respectful workplace and delivers comprehensive programs that support a diverse and inclusive workforce. Killam has been an employer partner of the Canadian Centre for Diversity and Inclusion since 2020, providing employees with access to expert advice through monthly newsletters and webinars. Diversity training and training focused on gender diversity and inclusion in the workplace are regularly offered at Killam, with over 900 training hours completed in 2023.

Killam’s recruitment practices include strategic efforts to improve access to talent and seek a diverse and representative workforce. Some of our partners include Phoenix Youth Programs, Immigrant Services Association of Nova Scotia (ISANS), YWCA, and Lake City Works.

Workplace inclusion remains important throughout employment. Killam’s formalized Diversity and Inclusion Policy guides an open culture of information sharing, allowing Killam to take advantage of the collective knowledge of our team.

In 2023, our Human Resources Team conducted our bi-annual Diversity and Inclusion Survey to gauge demographic representation, employee sentiment, and feelings of inclusion. We are pleased to note a 67% participation rate in this survey, which reflects a 15% increase in participation from our last Diversity and Inclusion Survey conducted in 2021. The insights gathered from this survey are actively shaping Killam’s diversity and inclusion initiatives, guided by input from both our employee-led Diversity and Inclusion Committee and the Human Resources Team.

Training and Development

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

Killam prioritizes ongoing education and development to enhance employee skills. Safety and job-specific training are provided upon hire, along with virtual orientation sessions led by Killam’s executive team. Ongoing opportunities include diversity, leadership, mental health, and industry-specific training, such as the Certified Property Manager Program and tuition reimbursements for higher education.

Killam’s training programs utilize both internal and external resources, with employee summits and conferences fostering idea-sharing and process improvement. Semi-annual mentorship events promote cross-functional exposure and career guidance, with over 475 mentorship meetings facilitated in 2023.

Killam’s success in providing career advancement opportunities is measured through our internal promotion rates, with 19 employees advancing to more senior positions in 2023. Killam also nurtures future leaders through the Killam Leads Program, a 12-month leadership development course.

“The inclusion and diversity within the organization makes Killam a good place to work. There is always opportunity for additional training and gaining new experiences.”

– Killam employee, Halifax, NS

Killam’s 2023 Annual Employee Engagement Survey, Results on Diversity and Inclusion Sentiment:

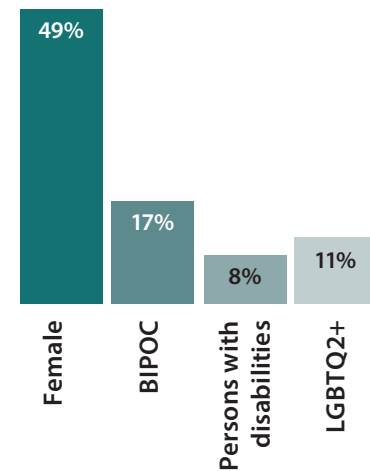
89% of employees believe Killam enables a culture of diversity

90% of employees feel Killam makes a strong effort to minimize discrimination

83% of employees feel recognized and valued as individuals

90% of employees feel their supervisor treats them with respect

2023 Employee Demographic Data



Employees

Rewards and Recognition

Killam understands the strong connection between rewards, recognition, and retaining top talent. Our Scorecard Program, an annual incentive plan, aligns individual measures with strategic goals, fostering a culture of contribution and success acknowledgment.

“Core Value Champions” are nominated by peers for embodying Killam’s core values, with quarterly winners selected by an interdepartmental committee. Winners receive an acknowledgment from our CEO, a financial reward, and organization-wide recognition through our employee newsletter.

Killam’s Years-of-Service Award Program recognizes and rewards employees for every five years of service. This program rewards loyal Killam employees with unit-based compensation for their valuable knowledge, experience, and commitment. By increasing employee unit holdings, Killam’s financial success is shared with this group. In 2023, 82 employees were recognized for long-term service through this program.

Compensation and Benefits

[GRI 401-2]

Killam is committed to delivering comprehensive employee benefits, competitive compensation, and strategic incentive plans. Quarterly measurement of targets directly linked to corporate goals ensures alignment between compensation and results, boosting employee commitment to the company’s success.

Property Managers and on-site employees receive regular feedback through quarterly scorecard reports, part of a comprehensive performance management

program that includes probationary, quarterly, and annual performance reviews. These reviews are facilitated through an interactive employee portal and in-person meetings, fostering career development and long-term goal discussions.

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

- Group Benefit Plans
- Employee and Family Assistance Program
- Paid Volunteer Time (3 days)
- Paid Time Off (Vacation and Personal)
- Paid Sick Leave
- Long-term Service Awards
- Tuition Reimbursement
- Killam Perks (Discount at Partners)
- Maternity Leave Top-up
- Annual Incentive Plan
- Employee Unit Purchase Plan
- Paid Professional Association Fees
- Referral Bonuses
- Short-term Disability Coverage
- Scholarships
- Wellness Programming



Employees

Health, Safety, and Wellbeing

[GRI 3-3]

A safe workplace is Killam's priority. Employees are provided with resources to ensure their workplaces, including all of Killam's properties, are assessed for hazards and that all reasonable measures are taken to ensure the safety of all. Killam's Occupational Health and Safety Program establishes and monitors policies for a safe working environment, utilizing safety committees and representatives in each region for increased awareness and issue resolution.

Killam supports physical wellness through annual fitness programs and events, while also providing comprehensive counseling services for mental, physical, and financial well-being through the Employee and Family Assistance Program. At Killam, we understand that fostering overall well-being and resilience is fundamental to achieving productivity and success.

*"This organization genuinely cares for its staff members' well-being. There's compassion when it's needed, praise when it's earned and flexibility that allows us to maintain a healthy work/life balance."
— Head Office Employee*

Employee Engagement

[GRI 3-3]

For over a decade, an independent party has conducted Killam's annual Employee Engagement Survey, providing valuable insights into employee satisfaction and engagement levels. This confidential survey consistently reflects high engagement levels across Killam teams and identifies areas for improvement. Feedback from the annual survey allows Killam to focus on areas in which employee programs can be introduced or enhanced, ensuring our team members are highly engaged, productive, and satisfied with their work.

In 2023, Killam's overall employee satisfaction score was 81%, surpassing our annual goal of 80% and exceeding the industry benchmark for multi-residential owners, as advised by our third-party survey provider.

Killam's 2023 Annual Employee Engagement Survey Results

87% of employees feel their job provides them with a sense of meaning and purpose

89% of employees are proud to work for Killam

86% of employees would recommend working at Killam to a friend

91% of employees are willing to give extra effort to help Killam succeed

93% of employees understand the importance of their role to the success of the organization

92% of employees feel safe in their work environment



Residents

[GRI 3-3]

At Killam, we work hard to ensure that all our residents love the place they call home, and we are proud to do our part to make our residents' lives a little brighter.

Resident Engagement

Killam is dedicated to delivering exceptional customer service and cultivating a strong sense of community at our properties. To gauge our success in meeting expectations and to identify areas for improvement, residents participate in an annual survey conducted by an independent provider. In 2023, Killam achieved an overall resident satisfaction rating of 87%, again surpassing our annual goal of 85%.

In 2023, Killam hosted many tenant events, fostering community connections through holiday celebrations, social gatherings, and even a centennial birthday party for a long-term resident in Halifax. These efforts were reflected in the survey results, indicating an improved sense of community compared to previous years.

Killam's 2023 Annual Resident Satisfaction Survey Results

87% Overall satisfaction

90% Satisfaction with current apartment

87% Would recommend Killam to family and friends

91% Satisfaction with maintenance staff professionalism

85% Satisfaction with on-site resident managers

We feel we have hit the jackpot by having such a wonderful, pleasant, caring team taking care of us and the building. They take pride in their work and it shows by how clean, neat, and tidy all areas of the building are as they most certainly go above and beyond... We truly believe it would be extremely hard to find another place with these high caliber employees. Their positive, friendly, and pleasant attitudes tend to pass onto others. We are happy and feel safe here due to their extra caring efforts.

– Resident at Emma Place, Moncton, NB



Resident Engagement Case Study

Glenforest and Plateau Apartments

Halifax, NS

Acquired in Q1-2003

231 units

Acquired in 2003, Killam's Glenforest and Plateau Apartments are among the longest-standing properties in our portfolio. Over time, a vibrant community has developed here, and it has become a prime example of community-oriented living. We not only bring residents together through events like the annual summer barbecue, but also connect them with valuable services in Halifax, including the United Way, ISANS, and the Halifax Public Library. In collaboration with the YWCA, our dedication to resident engagement extends further, providing educational programming for new Canadians at our on-site community centre.



Residents

Health, Safety, and Wellbeing

[GRI 3-3, GRI 3-3 for GRI 416]

Resident health and safety are at the forefront of Killam's operations. This is demonstrated by the provision of first aid, fire, and life safety training for on-site employees. Additionally, our dedication to safety is evident through the implementation of comprehensive fire plans and monthly safety inspections. In 2023, Killam also prioritized the well-being of our residents by delivering diversity and inclusion training for on-site staff. This initiative aims to foster an environment where residents can confidently express their authentic selves without fear of judgment.

Building Certifications

Ensuring our properties have the best operating and healthy living standards for Killam's residents is a priority. Building certifications are employed to evaluate these standards, providing residents with assurance that Killam is a housing provider committed to fairness and responsibility. As North America's first and only quality assurance assessment and certification program for the multi-residential housing industry, the CRBP is well-aligned with Killam's objectives. In 2023, we expanded our partnership with the CRBP by successfully certifying 14 additional properties and collaborating with the CRBP for its launch in Nova Scotia. As a result, 28% of Killam's apartment portfolio is now certified, exceeding our target of certifying 20% by 2025. Killam plans to extend its successful partnership with the CRBP into 2024, including collaboration on their expansion into New Brunswick. Additionally, we have set a more ambitious target to certify at least 50% of our apartment portfolio by 2025.



28% certified by a green building health and operating program



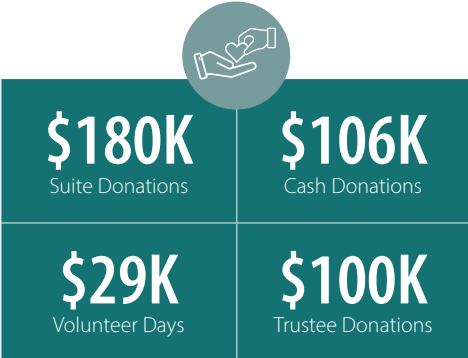
Community Impact

[GRI 3-3]

Giving

As an industry leader, Killam recognizes its responsibility to the community. Killam's giving strategy is centered on causes that support family and shelter, with each request reviewed through this lens by our experienced Community Investment Committee. Killam also believes in supporting organizations that our employees value. This results in widespread support for community centres, food banks, minor sports, and charitable events. We also encourage employees to use their three annual paid volunteer days to donate their time, effort, and skill to a charitable cause that is important to them.

Our suite donation program allocates 12 suites to various non-profit partners annually. In 2023, nine suites were offered to families supporting loved ones undergoing medical treatment, two suites were donated to support amateur athletes as they trained for competition, and a commercial unit was donated to a non-profit organization that provides vocational training and employment opportunities for adults with intellectual disabilities.



Organizations supported in 2023 include:



Historic Restoration

Killam has a deep commitment to preserving and restoring historic properties, recognizing their cultural and architectural significance.

In 2023, Killam's restoration efforts were recognized, winning Kitchener's Great Places Award for the preservation and restoration of 87 Scott Street.

Through investing in the restoration of historic properties, Killam ensures the preservation of these landmarks for future generations while also enhancing the vibrancy of the communities in which they are located.



Historic Restoration Case Study

Benjamin Wier House

Halifax, NS

4,000 SF Office Space

Acquired in Q2-2017

Constructed in 1864, Benjamin Wier House holds a significant place in downtown Halifax's history, having served as the residence of the prominent political figure after whom it was named. Valued as one of Nova Scotia's rare examples of Rococo Italianate architecture, Killam is dedicated to preserving its original character. In 2023, faced with the task of revitalizing the building's deteriorating elements, such as the eroded sandstone carvings and cracking stucco finish, Killam undertook an extensive restoration project. As a heritage building, we aimed to preserve its authenticity by retaining existing elements. We replaced only essential parts, such as aging wooden windows and interior trim, with custom versions matching the original design. Deteriorated carvings were replicated from better-preserved ones on-site. Additionally, sandstone for these elements was sourced from the original quarry and hand-carved at a local workshop. The outcome is a beautifully restored historic property for all to appreciate.



Affordability

[GRI 3-3]

Killam delivers affordable, safe, clean, and high-quality housing to our residents across Canada. Through collaborative efforts with community and government organizations, we offer subsidized units throughout our portfolio, ensuring accessibility for a diverse range of individuals. At the end of 2023, 64% of Killam’s apartment portfolio rented for less than \$1,500 per month, with 50% meeting the Canadian Mortgage and Housing Corporation (CMHC) definition of affordability.⁽¹⁾ In addition to maintaining affordable apartment units in urban centres, Killam’s reach extends to rural areas, with over 5,900 manufactured homes serving as an affordable option in these communities.

\$2.5M in affordability assistance in 2023

(1) CMHC’s MLI Select Program defines affordability as monthly rents of less than 30% of “median renter income”. The most recent median renter income provided by CMHC is from 2019, so we expect that a greater proportion of Killam’s portfolio would qualify as affordable if more recent median renter income data was available.

Over the past decade, Killam has been actively involved in supportive housing programs, receiving national recognition as a leader in this area. As part of our affordable housing strategy, Killam has over 950 units nationwide with a long-term affordability commitment and contributed over \$2.5 million in affordability assistance in 2023. Our long-term strategic partnerships with many of Canada’s non-profit housing agencies position us as a crucial ally in addressing the country’s housing crisis. We are steadfast in our resolve to be part of the solution, leveraging our strategic alliances to create positive and lasting impacts on affordable housing in Canada.

Our commitment extends further through our Tenant Relief Program. This program supports our residents who are facing challenging times, such as experiencing health concerns or loss of work. Property Managers suggest potential recipients, and qualifying residents are granted rent relief spanning from one to six months.

Killam Apartment REIT has been a tremendous partner of YWCA Halifax, supporting our housing programs for women experiencing homelessness, our employment programs for women moving out of poverty, our newcomer programs for women recently arrived to Canada, as well as our organization more broadly as a donor and contributor. As our Housing Manager once said, ‘It’s like Killam staff are a part of our housing team.’
– Miia Suokonautio, Executive Director, YWCA Halifax

950 units with long-term affordability commitments



Affordability Case Study

Nolan Hill Phase I

Calgary, AB

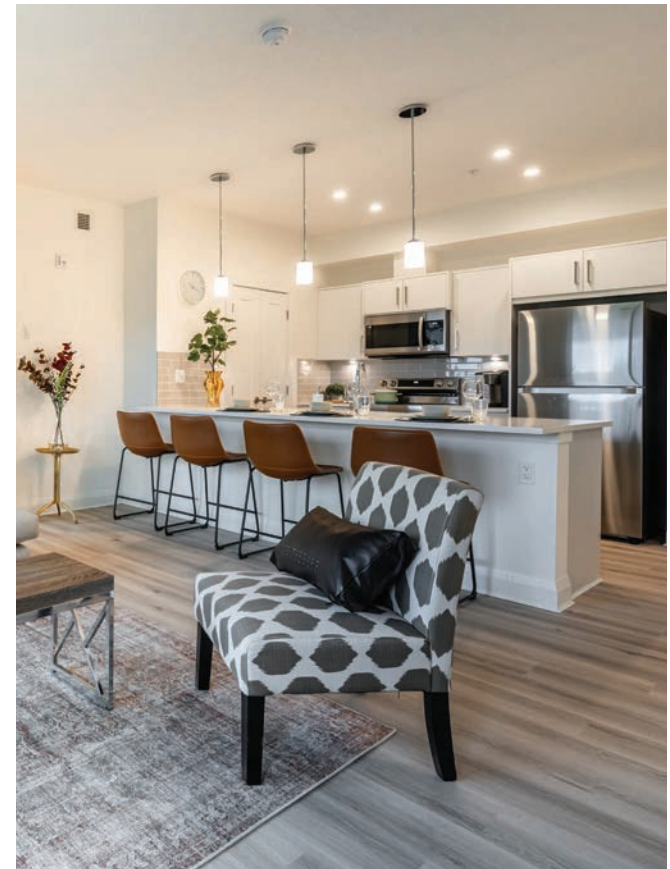
233 units

Acquired Q1-2021

Phase I of Killam's Nolan Hill development, completed in 2021, serves as a notable illustration of how we leverage our development expertise to establish affordable housing solutions. For this project, Killam allocated 78 units with rents at 70% of market rate and utilized preferred construction financing offered by CMHC's Affordable Housing Flexibilities Program.

Highlights:

- ✔ 78 of 233 units rented at 70% of market rent as defined by CMHC
- ✔ Affordable housing units distributed across three buildings
- ✔ Ongoing collaboration with four supportive housing agencies





Commitment to
Governance

THE GOVERNOR HALIFAX, NS

Board Composition

[GRI 2-9, GRI 2-13, GRI 2-14, GRI 3-3, TCFD 1]

At Killam, we firmly believe that effective corporate governance is essential to the ongoing success of our organization. Our Trustees are deeply committed to upholding sound governance practices that align with the best interests of Killam and our unitholders, thereby promoting effective decision-making.

The Board carries out its responsibilities with the support of several board committees, including the Governance and ESG Committee. This committee is responsible for overseeing Killam’s ESG strategy and engages with senior management on its execution. ESG updates are also included at each quarterly board meeting in recognition of the importance of ESG matters.

The Corporate Sustainability Committee at Killam, comprised of a multidisciplinary group of executives and key employees, is responsible for implementing Killam’s ESG strategy. This committee convenes quarterly to review and ensure the progress of our ESG strategy.

Our Management Information Circular provides an overview of Killam’s corporate governance structure, policies and practices, and it describes the core principles that guide our approach to governance. All board mandates were reviewed, updated, and approved by the Board of Trustees in early 2023.

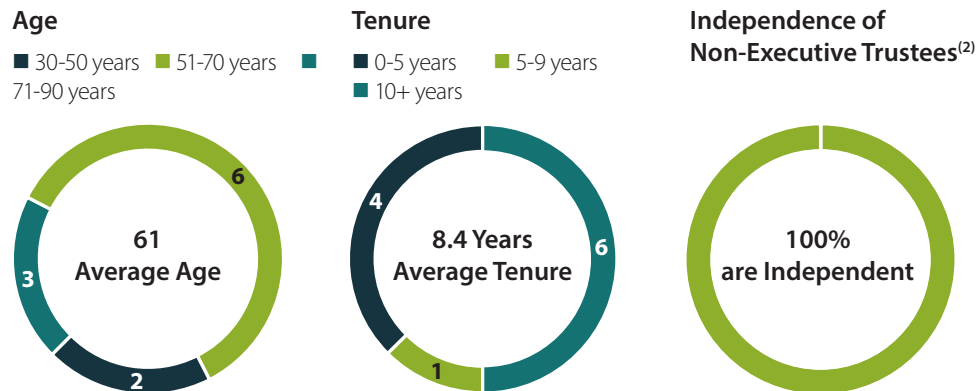


Independence

Killam’s Declaration of Trust requires a majority of the Trustees to be independent. As of the end of 2023, nine out of 11 Trustees were independent.

All non-executive nominated Trustees are independent, and all three board committees are made up of independent Trustees. Killam believes that separating the position of Chair of the Board and the position of CEO is key to effectively providing independent oversight. It is the Board’s policy that non-management Trustees hold regularly scheduled meetings without the attendance of Management (in-camera meetings). Time is specifically reserved for in-camera meetings at the beginning or end of all board meetings.

Killam’s Board Composition as of December 31, 2023⁽¹⁾



(1) Includes Robert Kay, who retired from Killam’s Board at the close of Killam’s 2024 Annual General Meeting, as well as Andrée Savoie and Shant Poladian, who were appointed to Killam’s Board effective July 4, 2023.

(2) For non-executive Trustees only. The two executive Trustees are the founders of Killam and have served on the Board since 2000.



Diversity and Inclusion

[GRI 3-3, GRI 3-3 for GRI 405]

Killam recognizes the value that diversity brings to the Board of Trustees and Killam’s executive, including improved decision-making, good governance, and strong corporate performance. We encourage our team members to reach their full potential and utilize their unique skills and abilities, thus maximizing the overall efficiency of our organization.

Killam’s Board approved a formal Board Diversity and Inclusion Policy in February 2023, which targets a minimum of 30% female Trustees and a commitment to ensuring racial, ethnic, or visible minority diversity on the Board by 2025-26. In alignment with Killam’s Board Diversity and Inclusion Policy and our commitment to a balanced and diverse board, the Board made advancements towards its diversity and inclusion targets through improved representation of diverse talent. In 2023, Killam increased female representation on the Board from 33% in 2022 to 36% in 2023 and increased visible minority representation from 0% in 2022 to 9% in 2023. The Board Diversity and Inclusion Policy will be reviewed annually by the Governance and ESG Committee to ensure compliance with any regulatory requirements, to assess the effectiveness of the policy, and to make recommendations to the Board for any appropriate changes.

The Board also considers diversity in the selection of executives. Killam has a strong track record of promoting and hiring women for executive positions and is committed to maintaining a high level of representation. Presently, half of Killam’s leadership team is female, underscoring the organization’s commitment to gender balance and surpassing our 30% target for female representation in executive roles.

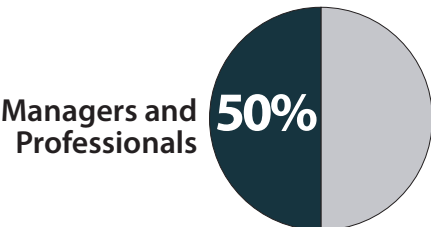
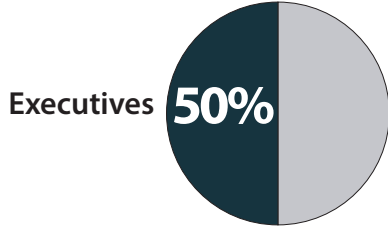
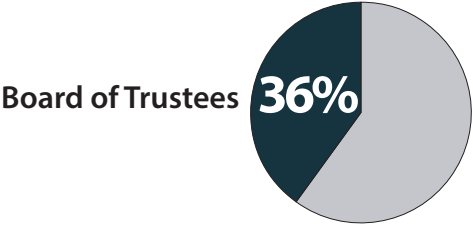


FEMALE LEADERSHIP

WOMEN LEAD HERE 2024, REPORT ON BUSINESS⁽¹⁾

Killam’s Gender Diversity

Percentage of Female Representation



(1) Distinction achieved in 2024 is based on Killam’s 2023 performance.

(2) 1% of Killam employees identify as non-binary.



Ethics

[GRI 3-3]

We are committed to strong corporate citizenship and uphold a high standard of integrity in our business conduct. We have developed a comprehensive set of policies that govern our corporate ethics and contribute to shaping our organizational culture.

- Killam's [Code of Conduct](#), updated in January 2023, establishes a framework of guidelines and principles to oversee and foster ethical behaviour across all business activities. In 2023, we did not experience any material breaches in our Code of Conduct.
- Killam's [Whistleblower Policy](#), updated in January 2023, offers a formal, anonymous, and confidential avenue for individuals to report potential issues or grievances without fear of retribution. Reports are submitted through Killam's whistleblower web submission portal and subsequently investigated by Killam's Compliance Officer. Designated by the Board, Killam's Compliance Officer serves as the investigator for incidents and oversees reporting to the Audit Committee regarding such matters. No significant incidents were reported in 2023.
- In 2023, we established a [Human Rights Policy](#) to formalize our commitment to respecting human rights in our relationships with all stakeholders, including our employees, suppliers, and residents.

Other key governance policies are available on our [website](#).

Supply Chain Responsibility

[GRI 2-6, GRI 3-3]

As an owner, operator, and developer of real estate, we have a responsibility to work closely with our suppliers to achieve our sustainability goals. This includes skilled tradespeople for maintenance and renovations as well as suppliers of building materials, cleaning products, and office supplies. In 2023, we created a [Supplier Code of Conduct](#) to formalize our commitment to maintaining responsible business practices throughout our supply chain. This code outlines the following expectations:

- Compliance with laws and human rights
- Safe and healthy work environments
- Integrity and ethical conduct
- Fair business dealings
- Environmental responsibility
- Contribution to communities

All active suppliers have been requested to review our Supplier Code of Conduct. Additionally, Killam implements a mandatory checklist that contractors must sign before starting work. This checklist includes evidence of workers' compensation and liability insurance, disclosure of health and safety infractions or fines, documentation of safety training, and confirmation of adherence to Killam's Sustainability Policy and Supplier Code of Conduct.

I very much appreciate Killam's commitment to maintaining responsible and ethical business conduct throughout your supply chain which is so crucial. I am also so truly thankful for your business, as well as the opportunity and honor of working with the most wonderful amazing people. My relationship with your employees is so valued and I can't thank Killam enough for having such incredible people working for them!
– Heather D. Peebles, RGP Promotions Limited



Risk Management

[GRI 3-3]

Killam prioritizes risk management to ensure the safety of residents and staff. A cornerstone of Killam's risk management approach is our culture of reporting, facilitated by a cloud-based risk management program. This reporting mechanism enables swift responses to risk events and provides valuable data for future mitigation efforts. Regular training prepares staff for emergencies, while weekly and monthly property inspections by Killam's Property Management Team identify and address risks.



80 flood kits distributed to properties nationwide

On a quarterly basis, Killam's Risk Management Committee, including senior representatives from all departments, reviews initiatives to improve the safety and security of Killam's portfolio. Initiatives implemented in 2023 include enhanced process and automation to track snow and ice clearing activities, as well as the introduction of red tagging for life safety systems. This serves as a visible indicator when systems are offline for maintenance, ensuring their prompt reinstatement following necessary upkeep.

Killam's proactive approach to risk management extends to mitigating the risks posed by climate change. We have a program to identify properties at higher risk of extreme weather events and rising sea levels, and invest in enhancements to improve their resilience. These investments not only improve the properties' defences against climate-related risks but also enhance their overall efficiency.



7 insurer inspections completed

Cybersecurity

[GRI 3-3]

At Killam, we are committed to protecting the security of our information systems and data against unauthorized access, use, and disclosure. We take a comprehensive approach to cybersecurity, leveraging industry best practices, security tools, and processes to strengthen our IT environment.

Our cybersecurity program includes the implementation of policies and procedures, security awareness training, risk assessments, vulnerability testing, and incident response planning. Additionally, we employ numerous controls to safeguard our sensitive information, such as encryption, user authentication, and secure data transfer protocols. We continuously strengthen our security measures, actively monitoring for any signs of suspicious activity and maintaining constant system updates.

In 2023, we updated our email security solution to better combat advanced phishing attacks. This move aligns with our commitment to robust cybersecurity and reinforces our ESG goals by securing sensitive data and maintaining stakeholder trust.



Appendices



Abbreviations

BAS	Building automation system
CMHC	Canadian Mortgage and Housing Corporation
CRBP	Certified Rental Building Program
ESG	Environmental, social, and governance
EV	Electric vehicles
GHG	Greenhouse gas
GRI	Global Reporting Initiative
HVAC	Heating, ventilation, and air conditioning
ISANS	Immigrant Services Association of Nova Scotia
MHC	Manufactured home community
PV	Photovoltaic
RTS	Recycle Track Systems
SASB	Sustainability Accounting Standards Board
TCFD	Task Force on Climate-Related Financial Disclosures
UN SDGs	United Nations Sustainable Development Goals

Units of Measurement

GJ	Gigajoule
kgCO₂e	Kilogram of carbon dioxide equivalent
ekWh	Equivalent kilowatt-hour
L	Litre
m³	Cubic metre
eMWh	Equivalent megawatt-hour
SF	Square foot
tCO₂e	Tonne of carbon dioxide equivalent



Killam's ESG Performance Data

For the year ended December 31,

Portfolio	2023	2022	2021	2020	Indicator
Apartments					
Number of apartment properties	220	231	221	206	IF-RE-000.A
Number of apartment units	18,835	19,527	18,685	17,048	IF-RE-000.A
Leasable floor area (SF) ⁽¹⁾	17,246,915	17,022,097	15,574,053	15,265,970	IF-RE-000.B
Gross floor area (SF) ⁽¹⁾	19,420,321	19,130,745	17,310,666	16,967,962	
Number of indirectly managed assets	-	-	-	1	IF-RE-000.C
Occupancy rate ⁽²⁾	97.4%	97.3% ⁽³⁾	96.6%	96.5%	IF-RE-000.D
Manufactured Home Communities					
Number of manufactured home communities	40	40	39	39	IF-RE-000.A
Number of manufactured home sites	5,975	5,975	5,875	5,875	IF-RE-000.A
Acres of land ⁽¹⁾	1,758	1,758	1,730	1,730	IF-RE-000.B
Gross floor area (SF) ⁽⁴⁾	5,520,900	5,520,900	5,428,500	5,428,500	
Number of indirectly managed assets	-	-	-	-	IF-RE-000.C
Occupancy rate	98.3%	98.4%	98.3%	97.8%	IF-RE-000.D
Commercial					
Number of commercial properties	9	9	8	8	IF-RE-000.A
Leasable floor area (SF) ⁽¹⁾	873,144	852,586	857,386	854,303	IF-RE-000.B
Gross floor area (SF) ⁽¹⁾	963,807	942,484	948,151	943,988	
Number of indirectly managed assets	-	-	-	1	IF-RE-000.C
Occupancy rate	95.1%	93.0%	90.6%	91.0%	IF-RE-000.D

(1) To align with best practices in environmental accounting, Killam adjusted its floor area figures from 2020 to 2022. These adjustments account for percentage ownership and pro-rate the floor area based on whether properties were acquired or divested during the reporting period. These refinements are essential to ensure Killam's environmental intensity metrics are reported accurately.

(2) Occupancy as a percentage of residential rent is calculated as vacancy (in dollars) divided by gross potential residential rent (in dollars) for the period.

(3) To ensure consistent measurement methodology year-over-year, Killam adjusted its 2022 apartment occupancy rate to reflect total occupancy rather than the previously reported same property occupancy.

(4) Calculated as the number of manufactured home sites multiplied by 924 SF.



Killam's ESG Performance Data

For the year ended December 31,

Environmental Performance	2023	2022	2021	2020	Indicator
Energy					
Energy consumption data coverage as a percentage of total floor area	100%	100%	100%	100%	IF-RE-130a.1
Consumption from non-renewable resources (eMWh)	366,046	368,244	321,790	337,334	IF-RE-130a.2 and GRI 302-1
Grid electricity consumption (MWh)	198,228	201,292	179,429	183,863	IF-RE-130a.2 and GRI 302-1
Natural gas, oil, propane, petrol and steam consumption (eMWh)	167,818	166,952	142,361	153,471	IF-RE-130a.2 and GRI 302-1
Consumption from renewable sources (MWh) ⁽¹⁾	1,026	913	155	7	IF-RE-130a.2 and GRI 302-1
Total energy consumption (eMWh)⁽²⁾	367,072	369,157	321,945	337,341	IF-RE-130a.2 and GRI 302-1
Percentage of energy consumed from grid electricity ⁽³⁾	54.0%	54.5%	55.7%	54.5%	IF-RE-130a.2
Percentage of energy consumed from renewable sources ⁽⁴⁾	0.280%	0.247%	0.048%	0.002%	IF-RE-130a.2
Like-for-like percentage change in energy consumption	(1.5%)	1.7%	(5.6%)	(1.0%)	IF-RE-130a.3
Percentage of tenants that are separately metered or submetered for grid electricity consumption ⁽⁵⁾	89.7%	89.5%	86.4%	85.9%	IF-RE-410a.2
Energy intensity ratio (ekWh/SF) ⁽⁶⁾	14.17	14.42	13.59	14.45	GRI 302-3
Greenhouse Gas Emissions					
Gross direct (scope 1) GHG emissions (tCO ₂ e) ⁽⁷⁾	30,683	30,690	26,120	28,627	GRI 305-1 and TCFD 10
Gross direct (scope 2) GHG emissions (tCO ₂ e) ⁽⁷⁾	18,547	19,534	18,479	18,073	GRI 305-2 and TCFD 10
Gross direct (scope 3) GHG emissions (tCO ₂ e) ⁽⁷⁾	45,831	49,348	46,843	49,330	TCFD 10
GHG intensity ratio (kgCO ₂ e/SF) ⁽⁸⁾	3.67	3.89	3.86	4.11	GRI 305-4

(1) Killam's renewable energy consumption comprises solely the energy consumed from its on-site solar PV systems. This calculation does not account for energy consumption from Killam's solar thermal or geothermal systems.

(2) In adherence to best practices in environmental data accounting, Killam adjusted its energy consumption figures from 2020 to 2022, factoring in proportional ownership in joint ventures.

(3) Calculated as the percentage of purchased grid electricity consumption divided by total energy consumption.

(4) Calculated as the percentage of renewable energy consumption divided by total energy consumption.

(5) Calculated as the ratio of separately metered or submetered apartment units to Killam's total number of apartment units.

(6) Killam adjusted its energy intensity ratio figures from 2020 to 2022 to include MHCs. This adjustment reflects Killam's commitment to presenting a more precise depiction of its overall portfolio energy intensity.

(7) In adherence to best practices in environmental data accounting, Killam adjusted its GHG emission figures from 2020 to 2022, factoring in proportional ownership in joint ventures.

(8) Killam adjusted its GHG intensity ratio figures from 2020 to 2022 to include MHCs. This adjustment reflects Killam's commitment to presenting a more precise depiction of its overall portfolio GHG intensity.



Killam's ESG Performance Data

For the year ended December 31,

Environmental Performance	2023	2022	2021	2020	Indicator
Water					
Water withdrawal data coverage as a percentage of total floor area ⁽¹⁾	95.9%	95.8%	95.5%	95.4%	IF-RE-140a.1
Water withdrawal data coverage as a percentage of floor area in regions with high or extremely high baseline water stress	100%	100%	100%	100%	IF-RE-140a.1
Total water withdrawn (m ³) ⁽²⁾	2,359,968	2,292,087	2,089,306	1,974,105	IF-RE-140a.2 and GRI 303-5
Percentage of total water withdrawn in regions with high or extremely high baseline water stress	13.8%	15.7%	13.1%	10.4%	IF-RE-140a.2
Like-for-like percentage change in water withdrawn for portfolio area with data coverage	2.5%	(1.4%)	0.6%	3.5%	IF-RE-140a.3
Percentage of tenants that are separately metered or submetered for water withdrawal	7.1%	4.8%	2.3%	2.3%	IF-RE-410a.2
Water intensity (L/SF) ⁽³⁾	95.06	93.49	92.41	88.63	
Waste					
Waste data coverage as a percentage of total floor area	51.5%				
Waste to landfill (tonnes)	6,449.6				GRI 306-5
Waste diverted (tonnes)	1,411.7		See note 4		GRI 306-4
Total waste generated (tonnes)	7,861.3				GRI 306-3
Waste diversion rate	18.0%				

(1) Calculated as Killam's total gross floor area subtracting its gross floor area of its Newfoundland portfolio, as water consumption data is unavailable for properties in Newfoundland.

(2) In adherence to best practices in environmental data accounting, Killam adjusted its water consumption figures from 2020 to 2022, factoring in proportional ownership in joint ventures.

(3) Killam adjusted its water intensity ratio figures from 2020 to 2022 to include MHCs. This adjustment reflects Killam's commitment to presenting a more precise depiction of its overall portfolio water intensity. As water consumption data is not available in Newfoundland, Killam's Newfoundland portfolio was excluded from this calculation.

(4) Killam commenced reporting waste data in 2023. No data disclosure is available for previous years.



Killam's ESG Performance Data

For the year ended December 31,

Social Performance	2023	2022	2021	2020	Indicator
Gender Representation					
Board of Directors					GRI 2-7 and 405-1
Female	36%	33%	30%	30%	
Male	64%	67%	70%	70%	
Senior Management ⁽¹⁾					
Female	50%	50%	55%	55%	
Male	50%	50%	45%	45%	
Overall Employees					
Female	49%	48%	50%	48%	
Male	50%	50%	48%	51%	
Non-binary ⁽²⁾	1%	2%	2%	1%	
Permanent Employees					
Female	327 (49%)	335 (48%)	330 (50%)	292 (48%)	
Male	335 (50%)	346 (50%)	313 (48%)	313 (51%)	
Non-binary	8 (1%)	11 (2%)	13 (2%)	6 (1%)	
Temporary Employees					
Female	9 (43%)	11 (48%)	10 (40%)	24 (56%)	
Male	12 (57%)	12 (52%)	15 (60%)	19 (44%)	
Non-binary	-%	-%	-%	-%	
Full-time Employees					
Female	278 (49%)	276 (48%)	270 (50%)	228 (48%)	
Male	284 (50%)	291 (50%)	261 (49%)	239 (51%)	
Non-binary	7 (1%)	10 (2%)	8 (1%)	6 (1%)	
Part-time Employees					
Female	49 (49%)	60 (52%)	71 (50%)	88 (49%)	
Male	51 (50%)	55 (47%)	66 (46%)	93 (51%)	
Non-binary	1 (1%)	1 (1%)	5 (4%)	-%	



Killam's ESG Performance Data

For the year ended December 31,

Social Performance	2023	2022	2021	2020	Indicator
Diversity Representation⁽³⁾					
Self-identified BIPOC	17%	16%	16%	11%	GRI 405-1
Persons with a disability	8%	9%	9%	6%	
LGBTQ2+	11%	9%	9%	6%	
Age Representation					
Senior Management					GRI 405-1
Under 30 years old	-%	-%	-%	-%	
30-50 years old	30%	30%	45%	50%	
Over 50	70%	70%	55%	50%	
Overall Employees					
Under 30 years old	12%	12%	13%	13%	
30-50 years old	33%	31%	30%	36%	
Over 50	55%	57%	57%	51%	

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

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

(3) Killam's bi-annual Employee Diversity Survey was last completed in 2023.



Killam's ESG Performance Data

For the year ended December 31,

Social Performance	2023	2022	2021	2020	Indicator
Employee Hires					
Total Employee Hires					GRI 401-1
As a percentage of total employees	21%	24%	26%	19%	
Number of people	143	165	177	121	
Employee hires by age group					
Under 30 years old	39 (27%)	36 (22%)	30 (17%)	33 (25%)	
30-50 years old	62 (43%)	65 (39%)	69 (39%)	53 (40%)	
Over 50	42 (29%)	64 (39%)	78 (44%)	46 (35%)	
Employee hires by gender					
Female	67 (47%)	75 (45%)	87 (49%)	64 (48%)	
Male	68 (48%)	82 (50%)	88 (50%)	67 (51%)	
Non-binary	8 (6%)	8 (5%)	2 (1%)	1 (1%)	
Employee Turnover					
Total Employee Turnover					GRI 401-1
As a percentage of total employees	27%	20%	30%	22%	
Number of people	182	151	201	145	
Employee turnover by age group					
Under 30 years old	43 (24%)	30 (20%)	28 (14%)	27 (19%)	
30-50 years old	65 (36%)	65 (43%)	89 (44%)	59 (41%)	
Over 50	74 (41%)	56 (37%)	84 (42%)	59 (40%)	
Employee turnover by gender					
Female	89 (49%)	77 (51%)	97 (48%)	73 (50%)	
Male	88 (48%)	68 (45%)	101 (50%)	71 (49%)	
Non-binary	5 (3%)	6 (4%)	3 (2%)	1 (1%)	



Killam's ESG Performance Data

For the year ended December 31,

Social Performance	2023	2022	2021	2020	Indicator
Gender Pay Ratio (Base Salary Female/Male) (%)					
All Employees (%)	91%	91%	92%	See note 2	GRI 405-2
Administrative Employees (%)	103%	107%	110%		
Leasing Employees (%)	93%	104%	97%		
Maintenance Employees (%)	91%	91%	98%		
Manager and Senior Manager Employees (%)	92%	91%	89%		
Executive Employees (%) ⁽¹⁾	76%	82%	70%		
Professional Employees (%)	88%	104%	80%		
Property-level Employees (%)	106%	75%	102%		
Employee Training⁽³⁾					
Average hours of training by gender					GRI 404-1
Female	8	4	5	4	
Male	8	4	5	4	
Non-binary	2	4	5	6	
Average hours					
Senior Management	4	7	6	8	
Resident Managers	8	5	5	4	
Maintenance Staff	8	5	3	5	
Other	8	4	4	3	
Average hours of training per employee	8	5	5	4	

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

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

(3) Average training hours are calculated using the total employee count and reflect only the training hours tracked through our Human Resource Information System (HRIS). Hence, they do not provide a fulsome view of all learning and development activities at Killam.



Killam's ESG Performance Data

For the year ended December 31,

Social Performance	2023	2022	2021	2020	Indicator
Performance Reviews					
Employees receiving regular performance reviews by gender					GRI 404-3
Female	90%	92%	90%	90%	
Male	93%	93%	91%	90%	
Non-binary	100%	100%	100%	100%	
Employees receiving regular performance reviews by employee category					
Senior Management	95%	100%	82%	11%	
Resident Managers	93%	92%	96%	94%	
Maintenance Staff	98%	89%	92%	88%	
All Other Employees	88%	92%	90%	85%	
Overall Employees	92%	92%	96%	88%	
Resident Health, Safety, and Satisfaction					
Resident satisfaction score (%)	87%	87%	87%	87%	
Portfolio assets for which health and safety impacts are assessed for improvement	100%	100%	100%	100%	GRI 416-1



Killam's ESG Performance Data

For the year ended December 31,

Social Performance	2023	2022	2021	2020	Indicator
Employees by Region					
Full-Time Employees					GRI 2-7
Halifax	216	226	206	209	
Moncton	64	64	58	49	
Fredericton	49	48	43	34	
Saint John	28	36	33	34	
Ottawa	33	32	22	25	
Southwest Ontario	82	71	71	52	
Prince Edward Island	30	33	28	26	
Newfoundland	28	26	25	22	
Alberta	29	32	24	22	
British Columbia	10	9	5	2	
Part-Time/Temporary Employees					
Halifax	38	38	54	62	
Moncton	27	29	32	33	
Fredericton	9	8	10	16	
Saint John	7	6	7	7	
Ottawa	5	6	5	6	
Southwest Ontario	9	13	15	14	
Prince Edward Island	19	28	32	27	
Newfoundland	6	6	6	10	
Alberta	1	2	3	2	
British Columbia	1	2	2	2	
Total	691	715	681	654	



Killam's ESG Performance Data

For the year ended December 31,

Governance Performance	2023	2022	2021	2020	Indicator
Board Governance					
Board oversight on ESG Strategy	Yes	Yes	Yes	Yes	GRI 2-9
Executive-level responsibility on ESG strategy and performance					
President and Chief Executive Officer	Yes	Yes	Yes	Yes	GRI 2-13
Chief Financial Officer	Yes	Yes	Yes	Yes	GRI 2-13
Reporting level of executives for ESG strategy and performance	Board of Trustees	Board of Trustees	Board of Trustees	Board of Trustees	GRI 2-13
Board Composition					
Independent non-executive Trustees	100%	100%	100%	90%	GRI 2-9
Non-independent non-executive Trustees	0%	0%	0%	10%	GRI 2-9
Self-identified female/male	36% / 64%	33% / 67%	30% / 70%	30% / 70%	GRI 2-9 and 405-1



GRI 1: Foundation 2021

Disclosures	Description	Response
Content Index		
	ii. Statement of Use	Killam Apartment REIT has reported in accordance with the GRI Standards for the period January 1, 2023 - December 31, 2023.
	iii. Title of the GRI used	GRI 1: Foundation 2021.
	iv. GRI Sector Standards(s) that apply to the organizations sector(s)	Not applicable - the real estate sector guidance was not released at the time of publication.

GRI 2: General Disclosures

Disclosures	Description	Response
The Organization and its Reporting Practices		
2-1	a. Legal name of the organization	Killam Apartment REIT (Killam)
	b. 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.sedarplus.ca .
	c. Location of headquarters	3700 Kempt Rd., Suite 100 Halifax, Nova Scotia, B3K 4X8
	d. Location of operations	Killam's operations are within Canada. For details on Killam's specific operating regions, see page 6 .
2-2	a. List of all its entities included in its sustainability reporting	Killam Apartment REIT and its principal subsidiaries as listed on page 4 of Killam's Annual Information Form .
	b. If the organization has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting	Sustainability reporting is consistent with financial reporting unless otherwise noted.
	c. If the organization consists of multiple entities, explain the approach used for consolidating the information, including: <ul style="list-style-type: none"> i. whether the approach involves adjustments to information for minority interests ii. how the approach takes into account mergers, acquisitions, and disposal of entities or parts of entities iii. whether and how the approach differs across the disclosures in this Standard and across material topics 	The consolidated financial statements comprise the assets and liabilities of all subsidiaries and the results of all subsidiaries for the financial year. Killam and its subsidiaries are collectively referred to as "Killam" in these consolidated financial statements. Noncontrolling interest represents the portion of profit or loss and net assets not held by Killam and is presented separately in the consolidated statements of income and comprehensive income and within equity in the consolidated statements of financial position, distinct from unitholders' equity. Subsidiaries are entities controlled by Killam. The financial statements of subsidiaries are included in the consolidated financial statements from the date that control commences until the date that control ceases. The accounting policies of subsidiaries have been changed when necessary to align them with the policies adopted by Killam.



GRI 2: General Disclosures

Disclosures	Description	Response
The Organization and its Reporting Practices		
2-3	a. Reporting period, and frequency of sustainability reporting	January 1, 2023 to December 31, 2023, annual reporting
	b. Reporting period for financial reporting; if it does not align with sustainability reporting, explain why	The financial reporting period is the calendar year (January 1 to December 31 of each year). This aligns with the sustainability reporting period.
	c. Publication date of the report	June 12, 2024
	d. Specify the contact point for questions regarding reported information	Mairi McKinnon, ESG Manager mmckinnon@killamreit.com
2-4	a. report restatements of information made from previous reporting periods and explain: i. the reasons for the restatements; ii. the effect of the restatements	Information regarding restatements made concerning Killam's portfolio and environmental performance can be found in the footnotes on pages 47-49 .
2-5	a. describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved	Killam's Management was responsible for preparing Killam's 2023 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 2023 environmental performance data (energy, greenhouse gas emissions, water, and waste) was independently assured by ISOS Group.
	b. if the organization's sustainability reporting has been externally assured: i. provide a link or reference to the external assurance report(s) or assurance statement(s); ii. describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; iii. describe the relationship between the organization and the assurance provider	i. Reference to Killam's external assurance statement from ISOS Group is included on page 2 . ii. Killam's 2023 environmental performance data (energy use, greenhouse gas emissions, water use, and waste generation) was independently assured by ISOS Group to a Type 2 moderate-level assurance using AA1000 Assurance Standards v3. iii. ISOS Group is a third-party consultancy and is not involved in the collection of data.



GRI 2: General Disclosures

Disclosures	Description	Response
Activities and Workers		
2-6	a. report the sector(s) in which it is active	Real estate
	b. describe its value chain, including: i. the organization's activities, products, services, and markets served ii. the organization's supply chain iii. the entities downstream from the organization and their activities	i. Killam is a Canadian multi-residential property owner, owning, operating, managing, and developing a \$5.2 billion portfolio of apartments, MHCs, and commercial properties across seven provinces. ii. Supply Chain Responsibility, page 43 iii. About Killam, page 6
	c. report other relevant business relationships	Killam has interest in properties and land for future development that are subject to joint control and are joint operations.
	d. describe significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period	Killam acquired 3 properties in 2023, totalling \$69.3 million. Killam sold 14 properties in 2023, totalling \$168.7 million. Killam completed 2 development properties in 2023, totalling \$94.1 million. Our core operational and development activities did not change in 2023.

A. Total number of employees by gender and region:

	Female	Male	Not Specified	Total
Alberta	19	11	0	30
British Columbia	6	4	1	11
Fredericton	27	31	0	58
Halifax	129	123	2	254
Moncton	42	48	1	91
Newfoundland	14	19	1	34
Ottawa	16	22	1	38
PEI	20	29	0	49
Saint John	19	16	0	35
Southwest Ontario	44	44	3	91
Total	336	347	8	691



GRI 2: General Disclosures

Disclosures Description

Response

Activities and Workers

2-7

b. report the total number of:
 i. permanent employees, and a breakdown by gender and by region;
 ii. temporary employees, and a breakdown by gender and by region;
 iii. non-guaranteed hours employees, and a breakdown by gender and by region;
 iv. full-time employees, and a breakdown by gender and by region;
 v. part-time employees, and a breakdown by gender and by region;

Part Time	Female	Male	Not Specified	Total
Alberta	0	0	0	0
British Columbia	1	0	0	1
Fredericton	4	3	0	7
Halifax	16	11	0	27
Moncton	10	15	1	26
Newfoundland	4	2	0	6
Ottawa	1	4	0	5
PEI	8	11	0	19
Saint John	3	2	0	5
Southwest Ontario	2	3	0	5
Total	49	51	1	101

Full Time	Female	Male	Not Specified	Total
Alberta	18	11	0	29
British Columbia	5	4	1	10
Fredericton	23	26	0	49
Halifax	108	106	2	216
Moncton	31	33	0	64
Newfoundland	10	17	1	28
Ottawa	15	18	0	33
PEI	12	18	0	30
Saint John	15	13	0	28
Southwest Ontario	41	38	3	82
Total	278	284	7	569

Temporary Employees	Female	Male	Not Specified	Total
Alberta	1	0	0	1
British Columbia	0	0	0	0
Fredericton	0	2	0	2
Halifax	5	6	0	11
Moncton	1	0	0	1
Newfoundland	0	0	0	0
Ottawa	0	0	0	0
PEI	0	0	0	0
Saint John	1	1	0	2
Southwest Ontario	1	3	0	4
Total	9	12	0	21



GRI 2: General Disclosures

Disclosures	Description	Response
Activities and Workers		
2-7	c. describe the methodologies and assumptions used to compile the data, including whether the numbers are reported: in head count, full-time equivalent (FTE), or using another methodology at the end of the reporting period, as an average across the reporting period, or using another methodology	All employees are reported in headcount at the end of the reporting period.
	d. report contextual information necessary to understand the data reported under 2-7-a and 2-7-b	This data was compiled using a headcount report from our payroll and HR software ADP.
	e. describe significant fluctuations in the number of employees during the reporting period and between reporting periods	Temporary employee numbers increase slightly in the summer as we welcome seasonal workers at our seasonal resorts and summer grounds workers at our apartments. These contracts typically run from May to August.
2-8	a. report the total number of workers who are not employees and whose work is controlled by the organization and describe: i. the most common types of worker and their contractual relationship with the organization ii. the type of work they perform	Killam has less than 10 workers at any time who are not employees. Such workers are typically engaged for short-term hiring needs.
	b. describe the methodologies and assumptions used to compile the data, including whether the number of workers who are not employees is reported: i. in head count, FTE, or using another methodology ii. at the end of the reporting period, as an average across the reporting period, or using another methodology	Data was collected through collaboration with Killam's HR department. The number of workers is reported in full-time equivalent (40 hours per week). Due to the nature and turnover of short-term contracts, we excluded any contractors who were not employed on an ongoing basis throughout 2023 (e.g., plumbers if there is a flood at a building).
	c. describe significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods	None.



GRI 2: General Disclosures

Disclosures	Description	Response
Governance		
	a. describe its governance structure, including committees of the highest governance body	Board Composition, page 41 , and Killam's ESG Performance Data, page 56 . Please also refer to Killam's 2024 Management Information Circular , Governance Practices on page 55, and Committees on page 74.
	b. list the committees of the highest governance body that are responsible for decision-making on and overseeing the management of the organization's impacts on the economy, environment, and people	Board Composition, page 41 . Please also refer to Killam's 2024 Management Information Circular , Governance Practices on page 55, and Committees on page 74.
2-9	c. describe the composition of the highest governance body and its committees by: i. executive and non-executive members ii. independence iii. tenure of members on the governance body iv. number of other significant positions and commitments held by each member, and the nature of the commitments v. gender vi. under-represented social groups vii. competencies relevant to the impacts of the organization viii. stakeholder representation	Board Composition, page 41 , and Killam's ESG Performance Data, page 56 . Please also refer to Killam's 2024 Management Information Circular , Governance Practices on page 55, and Committees on page 74.
	a. describe the nomination and selection processes for the highest governance body and its committees	Please refer to Killam's 2024 Management Information Circular , Nomination of Trustees on pages 60-61, and Trustee Tenure and Board Renewal on page 62.
2-10	b. describe the criteria used for nominating and selecting highest governance body members, including whether and how the following are taken into consideration: i. views of stakeholders (including shareholders) ii. diversity iii. independence iv. competencies relevant to the impacts of the organization	Please refer to Killam's 2024 Management Information Circular , Nomination of Trustees on pages 60-61.



GRI 2: General Disclosures

Disclosures	Description	Response
Governance		
2-11	a. report whether the chair of the highest governance body is also a senior executive in the organization	Killam has an independent and non-executive Chair of the Board. Killam believes that separating the position of Chair of the Board and the position of President and CEO is key to effectively providing independent board oversight.
	b. if the chair is also a senior executive, explain their function within the organization's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated	Not applicable.
2-12	a. describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development	Please refer to Killam's 2024 Management Information Circular , Board of Trustees' Mandate on page 56.
	b. describe the role of the highest governance body in overseeing the organization's due diligence and other processes to identify and manage the organization's impacts on the economy, environment, and people, including: i. whether and how the highest governance body engages with stakeholders to support these processes ii. how the highest governance body considers the outcomes of these processes	Please refer to Killam's 2024 Management Information Circular , Position Descriptions on page 57, and Killam's Commitment to ESG on page 69.
	c. describe the role of the highest governance body in reviewing the effectiveness of the organization's processes as described in 2-12-b, and report the frequency of this review	



GRI 2: General Disclosures

Disclosures	Description	Response
Governance		
2-13	<p>a. describe how the highest governance body delegates responsibility for managing the organization’s impacts on the economy, environment, and people, including:</p> <p>i. whether it has appointed any senior executives with responsibility for the management of impacts</p> <p>ii. whether it has delegated responsibility for the management of impacts to other employees</p> <hr/> <p>b. describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization’s impacts on the economy, environment, and people</p>	<p>Governance, page 23, and Board Composition, page 41.</p> <p>Please also refer to Killam’s 2024 Management Information Circular, Killam’s Commitment to ESG on page 69.</p>
2-14	<p>a. report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization’s material topics, and if so, describe the process for reviewing and approving the information</p> <hr/> <p>b. if the highest governance body is not responsible for reviewing and approving the reported information, including the organization’s material topics, explain the reason for this</p>	
2-15	<p>a. describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated</p> <hr/> <p>b. report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to:</p> <p>i. cross-board membership</p> <p>ii. cross-shareholding with suppliers and other stakeholders</p> <p>iii. existence of controlling shareholders</p> <p>iv. related parties, their relationships, transactions, and outstanding balances</p>	<p>Please refer to Killam’s 2024 Management Information Circular, Ethical Business Conduct on pages 65-68.</p> <p>i. Cross-board membership is reported to unitholders annually in Killam’s Management Information Circular.</p> <p>ii. There is no cross-shareholding to report.</p> <p>iii. The existence of controlling unitholders, if any, is reported to unitholders no less than annually in Killam’s Management Information Circular.</p> <p>iv. Material related party transactions, including outstanding balances, are reported to unitholders in the notes to the financial statements for each quarterly and annual period.</p>



GRI 2: General Disclosures

Disclosures	Description	Response
Governance		
2-16	<p>a. describe whether and how critical concerns are communicated to the highest governance body</p> <hr/> <p>b. report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period</p>	<p>Unitholders, employees, and other interested parties may communicate directly with the Board through the Chair of the Board of Trustees by mail, as instructed annually in Killam's Management Information Circular. Senior executives provide, at a minimum, quarterly updates to the Board on any concerns that are elevated from our employees. Additionally, through Killam's Whistleblower Program, persons can complete a confidential online form, accessible on our corporate website, to report any harmful activity that they may have witnessed.</p> <hr/> <p>There were no critical concerns communicated to the Board during the reporting period.</p>
2-17	<p>a. report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development</p>	<p>Please refer to Killam's 2024 Management Information Circular, Continuing Education on pages 63-64, and Killam's Commitment to ESG on page 69.</p>
2-18	<p>a. describe the processes for evaluating the performance of the highest governance body in overseeing the management of the organization's impacts on the economy, environment, and people</p> <hr/> <p>b. report whether the evaluations are independent or not, and the frequency of the evaluations</p> <hr/> <p>c. describe actions taken in response to the evaluations, including changes to the composition of the highest governance body and organizational practices</p>	<p>The Board is responsible for monitoring Killam's ESG strategy and evaluates the overall ESG performance of our organization through third-party assessments and frameworks that evaluate Killam's impacts on the economy, environment, and/or people. The Board reviews the assessment scores from Glass Lewis, ISS, Board Games, GRESB, our Resident Satisfaction Survey, and Employee Engagement Survey, at least annually.</p> <p>In consultation with Senior Management of Killam, the Chair of the Governance and ESG Committee developed an annual assessment questionnaire for completion by the Trustees to assist in reviewing performance of the Trustees against their mandate and other criteria. All mandates were updated and approved to reaffirm the responsibilities of the Board and each of the committees. Additionally, educational sessions are held annually with the Board members regarding Killam, the real estate industry, and relevant ESG topics.</p>
2-19	<p>a. describe the remuneration policies for members of the highest governance body and senior executives, including:</p> <ul style="list-style-type: none"> i. fixed pay and variable pay ii. sign-on bonuses or recruitment incentive payments iii. termination payments iv. clawbacks v. retirement benefits <hr/> <p>b. describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization's impacts on the economy, environment, and people</p>	<p>Please refer to Killam's 2024 Management Information Circular, Trustee Compensation on pages 24-26, Executive Compensation Philosophy and Strategy on page 28, and Elements of Executive Compensation Program on pages 29-31.</p>



GRI 2: General Disclosures

Disclosures	Description	Response
Governance		
2-20	<p>a. describe the process for designing its remuneration policies and for determining remuneration, including:</p> <p>i. whether independent highest governance body members or an independent remuneration committee oversees the process for determining remuneration</p> <p>ii. how the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration</p> <p>iii. whether remuneration consultants are involved in determining remuneration and, if so, whether they are independent of the organization, its highest governance body and senior executives</p>	<p>Please refer to Killam's 2024 Management Information Circular, Trustee Compensation on pages 24-26, and Section IV. Compensation Discussion and Analysis on pages 28-54.</p>
	<p>b. report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable</p>	<p>Killam issues a press release and discloses the voting results of the Say-on-Pay resolution, and any unitholder proposals, if applicable, as a part of its report on voting results for each annual meeting of unitholders. Killam also discloses the results of the Say-on-Pay resolution in the Management Information Circular for the following year's annual meeting of unitholders. At the 2023 annual meeting of unitholders, 92.51% of the proxies received voted "For" the Say-on-Pay resolution.</p>
2-21	<p>a. report the ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual)</p>	<p>Ratio is 16:1</p> <ul style="list-style-type: none"> • Total compensation for the highest-paid employee (CEO): \$710,000 • Median total compensation (excluding the CEO): \$45,011
	<p>b. report the ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual)</p>	<p>Ratio is 0.58:1</p> <ul style="list-style-type: none"> • CEO annual compensation increased by 2.9% in 2023 • Median total compensation (excluding the CEO) increased by 5.0% in 2023
	<p>c. report contextual information necessary to understand the data and how the data has been compiled</p>	<p>Total compensation contemplates base salary only. It does not account for variable compensation.</p>



GRI 2: General Disclosures

Disclosures	Description	Response
Strategy, Policies, and Practices		
2-22	a. report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development	Letter to Our Stakeholders, page 3 .
2-23	a. describe its policy commitments for responsible business conduct, including: <ul style="list-style-type: none"> i. the authoritative intergovernmental instruments that the commitments reference ii. whether the commitments stipulate conducting due diligence iii. whether the commitments stipulate applying the precautionary principle iv. whether the commitments stipulate respecting human rights 	<p>Please refer to Killam's Code of Conduct, which can be found on our corporate website.</p> <p>Killam's commitment to maintaining responsible and ethical business conduct extends throughout our supply chain. Please refer to Killam's Supplier Code of Conduct, which can be found on our corporate website.</p> <p>Killam does not currently use the precautionary principle to protect against environmental degradation. The SASB and TCFD indexes below reference further discussions on Killam's climate change risk management practices.</p>
	b. describe its specific policy commitment to respect human rights, including: <ul style="list-style-type: none"> i. the internationally recognized human rights that the commitment covers ii. the categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment 	Please refer to Killam's Human Rights Policy , which can be found on our corporate website.



GRI 2: General Disclosures

Disclosures	Description	Response
Strategy, Policies, and Practices		
2-23	c. provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this	<p>Killam’s Code of Conduct can be found on our corporate website.</p> <p>Killam’s Supplier Code of Conduct can be found on our corporate website.</p> <p>Killam’s Human Rights Policy can be found on our corporate website.</p>
	d. report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level	The Board of Trustees, which is the most senior level of the organization, has approved Killam’s Code of Conduct, Supplier Code of Conduct, and Human Rights Policy.
	e. report the extent to which the policy commitments apply to the organization’s activities and to its business relationships	All of Killam’s business activities are guided by our Code of Conduct and Human Rights Policy. Killam’s Supplier Code of Conduct applies to any organization that supplies goods and/or services to Killam in any capacity.
	f. describe how the policy commitments are communicated to workers, business partners, and other relevant parties	<p>All employees must review and certify compliance with our Code of Conduct within 30 days of hire.</p> <p>All employees must review and certify compliance with our Human Rights Policy within 30 days of hire.</p> <p>All of Killam’s active vendors have been asked to review our Supplier Code of Conduct. Additionally, any new contractor wishing to do business with Killam must formally acknowledge they have read and understood Killam’s Supplier Code of Conduct before commencing work with Killam.</p>



GRI 2: General Disclosures

Disclosures	Description	Response
Strategy, Policies, and Practices		
2-24	<p>a. describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including:</p> <ul style="list-style-type: none"> i. how it allocates responsibility to implement the commitments across different levels within the organization ii. how it integrates the commitments into organizational strategies, operational policies, and operational procedures iii. how it implements its commitments with and through its business relationships iv. training that the organization provides on implementing the commitments 	<p>The Code of Conduct is embedded within our hiring process, and all employees must review and certify compliance with it within 30 days of hire. All policies developed are anchored in our Code of Conduct.</p> <p>Killam's Human Rights Policy is applied to our operations, the operations of our service providers and others with whom we do business. All employees must review and certify compliance with our Human Rights Policy within 30 days of hire. An important component of Killam's Human Rights Policy is our commitment to provide a supportive and safe workplace for all employees. To help integrate this commitment, Killam offers ongoing diversity, mental health, as well as safety and wellness training courses to all employees.</p> <p>The expectations outlined in our Supplier Code of Conduct must be met by all suppliers, vendors, contractors, and subcontractors wishing to do business with Killam. All of Killam's active vendors have been asked to review our Supplier Code of Conduct. Additionally, any new contractor wishing to do business with Killam must formally acknowledge they have read and understood Killam's Supplier Code of Conduct before commencing work with Killam. Killam maintains the right to monitor a supplier's compliance with our Supplier Code of Conduct on an ongoing basis. Any material non-compliance may result in Killam suspending or terminating its relationship with the supplier.</p>
2-25	<p>a. describe its commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to</p> <hr/> <p>b. describe its approach to identify and address grievances, including the grievance mechanisms that the organization has established or participates in</p> <hr/> <p>c. describe other processes by which the organization provides for or cooperates in the remediation of negative impacts that it identifies it has caused or contributed to</p> <hr/> <p>d. describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms</p> <hr/> <p>e. describe how the organization tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback</p>	<p>Killam does not have a formal organizational remediation process, but we are committed to properly remedying negative impacts that our business operations may cause or contribute to in accordance with the laws of Canada and the provinces in which we operate.</p>



GRI 2: General Disclosures

Disclosures	Description	Response
Strategy, Policies, and Practices		
2-26	a. describe the mechanisms for individuals to: i. seek advice on implementing the organization's policies and practices for responsible business conduct ii. raise concerns about the organization's business conduct	Killam has a formal Whistleblower Policy in place, accessible on our corporate website; Killam also has an open-door culture and encourages employees to raise any concerns with Management. Killam's leadership team is dedicated to frequent site visits to prioritize face-to-face interactions and actively encourages the discussion of any site-specific concerns during these visits.
2-27	a. report the total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by: i. instances for which fines were incurred ii. instances for which non-monetary sanctions were incurred <hr/> b. report the total number and the monetary value of fines for instances of noncompliance with laws and regulations that were paid during the reporting period, and a breakdown of this total by: i. fines for instances of non-compliance with laws and regulations that occurred in the current reporting period ii. fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods <hr/> c. describe the significant instances of non-compliance <hr/> d. describe how it has determined significant instances of non-compliance	No fines for instances of non-compliance with laws and regulations were noted in the current or previous reporting periods.



GRI 2: General Disclosures

Disclosures	Description	Response
Strategy, Policies, and Practices		
2-28	a. report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role	<p>Canadian Camping and RV Council (CCRVC)</p> <p>Canadian Federation of Apartment Associations (CFAA)</p> <p>Eastern Ontario Landlord Organization (EOLO)</p> <p>Federation of Rental-housing Providers of Ontario (FRPO)</p> <p>Greater Toronto Apartment Association (GTAA)</p> <p>Investment Property Owners Association of Nova Scotia (IPOANS)</p> <p>London Property Management Association (LPMA)</p> <p>Manufactured Housing Association of Atlantic Canada (MHAAC)</p> <p>New Brunswick Apartment Owners Association (NBAOA)</p> <p>New Brunswick Campground Owners Association (NBCOA)</p> <p>Ontario Private Campground Association (OPCA)</p> <p>Real Property Association of Canada (REALPAC)</p> <p>Residential Rental Association of Prince Edward Island (RRAP)</p> <p>Waterloo Region Home Builders' Association (WRHBA)</p>
Stakeholder Engagement		
2-29	<p>a. describe its approach to engaging with stakeholders, including:</p> <p>i. the categories of stakeholders it engages with, and how they are identified</p> <p>ii. the purpose of the stakeholder engagement</p> <p>iii. how the organization seeks to ensure meaningful engagement with stakeholders</p>	Stakeholder Engagement, page 12 .
2-30	a. report the percentage of total employees covered by collective bargaining agreements	Non-unionized; 0%
	b. for employees not covered by collective bargaining agreements, report whether the organization determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organizations	Not applicable



GRI 3: Material Topics

Disclosures	Description	Response
Strategy, Policies, and Practices		
3-1	<p>a. describe the process it has followed to determine its material topics, including:</p> <ul style="list-style-type: none"> i. how it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships, ii. how it has prioritized the impacts for reporting based on their significance <hr/> <p>b. specify the stakeholders and experts whose views have informed the process of determining its material topics</p>	<p>ESG Methodology, page 13, and Materiality Assessment, page 14.</p>
3-2	<p>a. list its material topics</p> <hr/> <p>b. report changes to the list of material topics compared to the previous reporting period</p>	<p>Killam’s material topics addressed in this report include: Energy Management; Greenhouse Gas Emissions; Risk of Climate Change; Water Management; Waste Management; Sustainable Development Design and Product Quality; Health, Wellbeing, and Safety; Employee Engagement; Training and Development; Resident Satisfaction; Diversity and Inclusion; Affordability; Community Impact; Ethics; Regulatory Compliance; Data and Cybersecurity; Supply Chain Responsibility; Insurance and Risk Management; Board Composition and Governance.</p> <p>Please also refer to Materiality Assessment, page 14.</p> <hr/> <p>No changes were made to the list of material topics compared to the previous reporting period.</p>



GRI 3: Material Topics

Disclosures	Description	Response
Strategy, Policies, and Practices		
3-3	<p>a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights</p> <hr/> <p>b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships</p> <hr/> <p>c. describe its policies or commitments regarding the material topic</p> <hr/> <p>d. describe actions taken to manage the topic and related impacts, including:</p> <ul style="list-style-type: none"> i. actions to prevent or mitigate potential negative impacts ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation iii. actions to manage actual and potential positive impacts <hr/> <p>e. report the following information about tracking the effectiveness of the actions taken:</p> <ul style="list-style-type: none"> i. processes used to track the effectiveness of the actions ii. goals, targets, and indicators used to evaluate progress iii. the effectiveness of the actions, including progress toward the goals and targets iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures <hr/> <p>f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e)</p>	<p>Energy Management, pages 16-19. Greenhouse Gas Emissions, pages 20-21. Risk of Climate Change, pages 22-24. Water Management, pages 25-26. Waste Management, page 27. Sustainable Development Design and Product Quality, page 17. Health, Wellbeing, and Safety, page 32 and page 35. Employee Engagement, Training, and Development, page 30 and page 32. Resident Satisfaction, pages 33-35. Diversity and Inclusion, page 30 and page 42. Affordability, pages 38-39. Community Impact, pages 36-37. Ethics, page 43. Regulatory Compliance, page 43. Data and Cybersecurity, page 44. Supply Chain Responsibility, page 43. Insurance and Risk Management, page 44. Board Composition and Governance, page 41.</p>



Global Reporting Initiative Content Index

GRI 300-400: Topic Disclosures

Indicator	Description	Explanation / Section
201: Economic Performance 2016		
3-3	Management of material topics	Killam's ESG Strategy, page 7 .
201-1	Direct economic value generated and distributed	Please refer to Killam's 2023 Annual Report: Financial and Operational Highlights on page 28, and Distribution Reinvestment Plan and Net Distributions Paid on page 69 .
201-2	Financial implications and other risks and opportunities due to climate change	Climate Risks and Opportunities, page 22 .
302: Energy 2016		
3-3	Management of material topics	Energy Management, pages 16-19 .
302-1	Energy consumption within the organization	Killam's ESG Performance Data, page 48 .
302-3	Energy intensity	Killam's ESG Performance Data, page 48 .
303: Water and Effluents 2018		
3-3	Management of material topics	Water Management, pages 25-26 .
303-1	Interactions with water as a shared resource	Water Management, pages 25-26 .
303-5	Water consumption	Killam's ESG Performance Data, page 49 .
305: Emissions 2016		
3-3	Management of material topics	Greenhouse Gas Emissions, pages 20-21 .
305-1	Direct (scope 1) GHG emissions	Killam's ESG Performance Data, page 48 .
305-2	Energy indirect (scope 2) GHG emissions	Killam's ESG Performance Data, page 48 .
305-4	GHG emissions intensity	Killam's ESG Performance Data, page 48 .



Global Reporting Initiative Content Index

GRI 300-400: Topic Disclosures

Indicator	Description	Explanation / Section
306: Waste 2020		
3-3	Management of material topics	Waste Management, page 27 .
306-1	Waste generation and significant waste-related impacts	Waste Management, page 27 .
306-2	Management of significant waste-related impacts	Waste Management, page 27 .
306-3	Waste generated	Killam's ESG Performance Data, page 49 .
306-4	Waste diverted from disposal	Killam's ESG Performance Data, page 49 .
306-5	Waste directed to disposal	Killam's ESG Performance Data, page 49 .
401: Employment 2016		
3-3	Management of material topics	Employees, pages 29-32 .
401-1	New employee hire and employee turnover	Killam's ESG Performance Data, page 52 .
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Compensation and Benefits, page 31 .
404: Training and Education 2016		
3-3	Management of material topics	Training and Development, page 30 .
404-1	Average hours of training per year per employee	Killam's ESG Performance Data, page 53 .
404-2	Programs for upgrading employee skills and transition assistance programs	Training and Development, page 30 .
404-3	Percentage of employees receiving regular performance and career development reviews	Killam's ESG Performance Data, page 54 .
405: Diversity and Equal Opportunity 2016		
3-3	Management of material topics	Diversity, Inclusion, Equity, and Accessibility, page 30 , and Diversity and Inclusion, page 42 .
405-1	Diversity of governance bodies and employees	Killam's ESG Performance Data, page 56 .
405-2	Ratio of basic salary and remuneration of women to men	Killam's ESG Performance Data, page 53 .
416: Resident Health and Safety 2016		
3-3	Management of material topics	Health, Safety, and Wellbeing, page 35 .
416-1	Assessment of health and safety impacts of product and service categories	Killam's ESG Performance Data, page 54 .



SASB Index

Indicator	Description	Explanation / Section
Energy Management		
IF-RE-130a.1	Energy consumption data coverage as a percentage of total floor area, by property sector	Killam's ESG Performance Data, page 48 .
IF-RE-130a.2	(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity and (3) percentage renewable, by property sector	Killam's ESG Performance Data, page 48 .
IF-RE-130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property sector	Killam's ESG Performance Data, page 48 .
IF-RE-130a.4	Percentage of eligible portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR, by property sector	38% 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, pages 16-19 .
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 sector	Killam's ESG Performance Data, page 49 .
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 sector	Killam's ESG Performance Data, page 49 .
IF-RE-140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property sector	Killam's ESG Performance Data, page 49 .
IF-RE-140a.4	Description of water management risks and discussion of strategies and practices to mitigate those risks	Water Management, pages 25-26 .



SASB Index

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 sector	52% of Killam's new commercial leases contain a cost recovery clause for resource efficiency-related capital improvements, representing 81,705 ft ² . 0% of Killam's new residential leases contain a cost recovery clause for resource 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 sector	Killam's ESG Performance Data, pages 48-49 .
IF-RE-410a.3	Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants	Energy Management, pages 16-19 . Water Management, pages 25-26 . Waste Management, page 27 .
Climate Change Adaptation		
IF-RE-450a.1	Area of properties located in 100-year flood zones, by property sector	Killam does not currently 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, pages 22-24 .
Activity Metrics		
IF-RE-000.A	Number of assets, by property sector	Killam's ESG Performance Data, page 47 .
IF-RE-000.B	Leasable floor area, by property sector	Killam's ESG Performance Data, page 47 .
IF-RE-000.C	Percentage of indirectly managed assets, by property sector	Killam's ESG Performance Data, page 47 .
IF-RE-000.D	Average occupancy rate, by property sector	Killam's ESG Performance Data, page 47 .



TCFD Index

Indicator	Description	Explanation / Section
Governance		
1	Describe the Board's oversight of climate-related risks and opportunities.	Governance, page 23 , and Board Composition, page 41 .
2	Describe Management's role in assessing and managing climate-related risks and opportunities.	Governance, page 23 .
Strategy		
3	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Climate Risks and Opportunities, page 22 .
4	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	ESG Methodology, page 13 , and Climate Change, pages 22-24 .
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, pages 20-21, and Climate Change, pages 22-24, for more information.
Risk Management		
6	Describe the organization's processes for identifying and assessing climate-related risks.	Climate Change, pages 22-24 .
7	Describe the organization's processes for managing climate-related risks.	Climate Change, pages 22-24 .
8	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Climate Change, pages 22-24 .
Metrics and Targets		
9	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Progress on Environmental Targets, page 8 , and Metrics and Targets, page 24 .
10	Disclose scope 1, scope 2, and, if appropriate, scope 3 GHG emissions and the related risks.	Killam's ESG Performance Data, page 48 .
11	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Progress on Environmental Targets, page 8 .



Forward-Looking Statements Advisory

Certain statements contained in this ESG Report may contain forward-looking statements and forward-looking information (collectively, “forward-looking statements”), including within the meaning of applicable securities law. In some cases, forward-looking statements can be identified by the use of words such as “may”, “will”, “should”, “expect”, “plan”, “anticipate”, “believe”, “estimate”, “potential”, “continue”, “target”, “commit”, “priority”, “remain”, “strategy”, “future” or the negative of these terms or other comparable terminology, and by discussions of strategies that involve risks and uncertainties.

Such forward-looking statements contained in this ESG Report may include, among other things, statements regarding Killam’s ability to provide Canadians with clean, safe, and quality housing; Killam’s strategy and priorities; Killam’s commitment to incorporating ESG principles into its core operations and strategy to promote innovation, operational performance and long-term value; Killam’s ability to better serve its stakeholders and the planet; the level and transparency of Killam’s ESG reporting; Killam’s ESG priorities, commitments and targets and the strategies and milestones for achieving them; the prioritization and development of diversity of Killam employees and other employee initiatives; focusing on housing supply and affordability; Killam’s strategy to drive value and profitability; Killam’s five core values; Killam’s establishment of science-based GHG emissions reduction targets; Killam’s alignment with the UN SDGs; Killam’s specific ESG targets, goals and commitments and the timing thereof, including, among others, certifying 50% of Killam’s portfolio by 2025, 15% scope 1 and scope 2 GHG emissions and carbon intensity reductions by 2030, minimum investments in ESG projects, and producing 10% of electricity consumed by Killam’s portfolio from renewable energy sources by 2025; the development of future ESG targets; the anticipated energy production capacity from solar PV arrays at Killam’s properties; Killam’s path to decarbonization; renovations and retrofits to Killam’s properties; Killam’s Deep Retrofit Program and the phases and timing thereof; short-, medium-, and long-term climate-related risks, targets and opportunities; maintenance and operating costs; the impact of efficiency and ESG initiatives on Killam’s operating costs; Killam’s diversity and inclusion targets and goals; the impact of ESG commitments, on Killam’s reputation with stakeholders; Killam’s diversity and inclusion initiatives and policies; Killam’s charitable and social impact initiatives including donations, affordability assistance, long-term affordability commitments, and employee volunteering; investments in ESG initiatives and their impacts on Killam’s energy consumption, costs, and carbon footprint; the increase of data collection and technology to monitor building emissions and energy consumption across Killam’s portfolio; Killam’s supply chain responsibility and sourcing policies; the installation of EV charging stations across Killam’s portfolio; and reducing Killam’s impact on the environment.

Readers should be aware that these forward-looking statements are subject to known and unknown risks, uncertainties, and other factors that could cause actual results to differ materially from those anticipated or implied, or those suggested by any forward-looking statements, including: the effects and duration of local, international or global events; national and regional economic conditions (including interest rates and inflation); risks inherent in the real estate industry; risks relating to investment in development projects; environmental and climate-related risks; risk of changes in governmental laws and regulations; the availability of capital to fund further investments in Killam’s business and other factors described under the “Risk Factors” section in Killam’s current Annual Information Form and in documents Killam files with securities regulatory authorities from time to time. Given these uncertainties, readers are cautioned not to place undue reliance on any forward-looking statements contained in this ESG Report.

By their nature, forward-looking statements involve numerous assumptions, inherent risks and uncertainties, both general and specific, that contribute to the possibility that the predictions, forecasts, projections and various future events contained therein may not occur. Although Management believes that the expectations reflected in the forward-looking statements are reasonable, there can be no assurance that future results, levels of activity, performance, or achievements will occur as anticipated.

While Killam anticipates that subsequent events and developments may cause Killam’s view to change, Killam does not intend to update or revise any forward-looking statement, whether as a result of new information, future events, circumstances, or such other factors that affect this information, except as required by applicable law. The forward-looking statements in this document are provided for the limited purpose of enabling current and potential investors to evaluate an investment in Killam. Readers are cautioned that such statements may not be appropriate and should not be used for any other purpose.





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