



minto
Apartment REIT

2020 ESG Report

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE

Minto Roehampton,
Toronto, Ontario
- First LEED Gold
certified residential
building in Canada

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SUPPLEMENTS

- [2020 ESG Performance, Initiatives, and Targets](#)
- [2020 GRI and SASB Content Indices](#)
- [Alignment with the United Nations Sustainable Development Goals \(SDGs\)](#)
- [2020 REIT ESG Report Methodology](#)



Introduction

About this report

2020 ESG highlights

A message from our CEO

About Minto Apartment REIT

Our ESG journey

PERSPECTIVES Ben Mullen,
Vice President, Asset Management

Defining our ESG strategy

ESG strategy

one80five, Ottawa, Ontario

About this report

WELCOME TO OUR INAUGURAL ESG REPORT

This first annual Minto Apartment Real Estate Investment Trust (REIT) Environmental, Social, and Governance (ESG) Report highlights the organizational initiatives that we have undertaken during the 2020 calendar year, including the development of a comprehensive ESG strategy. Our mission—to build better places to live—means that we strive to recognize and address the impact we have on our environment and the people in it. This report shares our progress toward this goal, including:

- Our governance structures, which incorporate the ESG dimensions that inform our business practices
- Our social impact, which involves fostering meaningful connections with the communities we serve and the employees that help us deliver on our mission
- Our environmental impact, which we aim to reduce by consuming fewer natural resources, minimizing waste, and lowering greenhouse gas emissions

REPORTING FRAMEWORK AND STANDARDS

Information in the report and supplements includes commitments and practices in place since the inception of the REIT, as well as details about this year's performance and commitments for the coming years.

This report and the supplements have been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option and using the Sustainability Accounting Standards Board (SASB) Real Estate Sustainability Accounting Standard. A supplemental document also identifies activities and commitments aligned with the United Nations Sustainable Development Goals (SDGs). The report has not been externally assured.



SUPPLEMENTS

- [2020 ESG Performance, Initiatives, and Targets](#)
- [2020 GRI and SASB Content Indices](#)
- [Alignment with the United Nations Sustainable Development Goals \(SDGs\)](#)
- [2020 REIT ESG Report Methodology](#)

FOR MORE INFORMATION

Visit www.mintoapartments.com/ESG

Email info@mintoapartmentreit.com



2020 ESG Highlights

Minto Apartment REIT has built on the strong history of Minto Group's decades' long experience and commitment to sustainability with the completion of an ESG strategy in 2020. Across all our operations and with our stakeholders from employees to residents and partners, we are implementing initiatives and setting targets to further our objectives and goals.



1st

INAUGURAL REPORT

This Report represents the first standalone ESG Report for the REIT



IDENTIFIED PRIORITIES

Completed ESG materiality assessment and gap analysis



18

COMPLETED STRATEGY

Approved 18 ESG initiatives under three strategic pillars



50%

PERFORMANCE ALIGNMENT

ESG drives 50% of annual incentive compensation



OUTPERFORMED

Performed better than ESG annual incentive targets



2021

GRESB ASSESSMENT

Participated in the 2021 GRESB assessment (assessed 2020 ESG performance)



NET-ZERO

COMPLETED DEEP RETROFIT STUDY

Completed a building deep retrofit study, a key step in our journey towards net-zero carbon buildings



8%

LOWER ENERGY CONSUMPTION

Reduced energy intensity by 8% in 2020



11%

DECREASED CARBON EMISSIONS

Reduced carbon intensity by 11% in 2020



4.45M

ENVIRONMENTAL CERTIFICATION

4.45 million square feet certified



Please visit mintoapartments.com/2020ESGmethodology for information on the methodology used in the development of this report.

A message from our CEO


BUILDING A BETTER TOMORROW, TODAY

I'm proud to share this inaugural Environmental, Social, and Governance (ESG) Report, highlighting our commitment to building a sustainable future.

Developed with input from our stakeholders and with oversight by our Board of Trustees, this Report highlights the integral part ESG plays in everything we do - from the way we treat our employees, residents, and tenants to doing the right thing for our communities, the environment, and the future of our business.

As a conscientious leader in our industry, ESG targets form 50% of our annual incentive plan ensuring clear alignment to deliver on our initiatives and targets and to fulfilling our promise of a better tomorrow for both people and the planet.

I'm excited for what's to come and the impact we can have as an ethically responsible industry leader.



MICHAEL WATERS
CEO, MINTO APARTMENT REIT



About Minto Apartment REIT

Data as of September 30, 2021

CANADA'S ONLY 100% URBAN RESIDENTIAL REIT

Minto Apartment REIT ("the REIT") is a real estate investment trust that owns and operates a portfolio of 29 high-quality, multi-residential rental properties in Toronto, Ottawa, Montreal, Calgary, and Edmonton. There are also three convertible development loans, two in Ottawa and one in the Greater Vancouver Area.

OBJECTIVES

- Provide Unitholders with the opportunity to invest in high quality income producing multi-residential rental properties strategically located across urban centres in Canada
- Enhance asset value and maximize long-term Unitholder value through value-enhancing capital investments and active asset and property management of the portfolio
- Provide Unitholders with predictable and sustainable cash distributions
- Expand the asset base across Canadian urban centres through acquisitions, intensification programs, and development

29

HIGH-QUALITY,
MULTI-RESIDENTIAL
RENTAL PROPERTIES

7,277

SUITES UNDER
MANAGEMENT

\$2.3B

TOTAL
ASSETS

INVESTMENTS IN ALL SIX OF CANADA'S MAJOR MARKETS



DRIVEN BY OUR MISSION

Building better places to live, work, and play, one home and one relationship at a time.

UNDERPINNED BY OUR VALUES

Steeped in our mission, our values – accomplishment, partnership, innovation, and courage – speak to why we exist and what we aspire to be.

Our ESG journey

BUILDING ON 65+ YEARS EXPERIENCE

Minto Group's longstanding commitments to sustainability provide a foundation of expertise that the REIT benefits from—and builds on. Longstanding investments in LEED certification, reduction in energy and water consumption, and employee learning, recognition and culture are important aspects of our history from the Minto Group. They provide a strong legacy that we are committed to continuing.



EARLY YEARS 1955 - 1999

2000 - 2005



Minto founders (left to right):
Irving, Lorry, Gilbert and Louis

- **1955** Minto is born! "Mercury Homes" builds and sells its first home in Ottawa
- **1960** One of the first builders in Ontario to introduce pre-fab framing – increasing quality, lowering home prices and reducing waste
- ▲ **1970** Established the Minto Foundation
- **1986** Minto breaks ground on its first foray into the Toronto market
- **1992** Innova House - one of nine homes selected nationwide to demonstrate new techniques in energy, water efficiency, and waste reduction



- **2000** Minto begins performing energy and water utility reduction retrofits
- ▲ **2004** Employee Volunteer Program introduced to encourage community involvement
- ▲ **2005** Employee Assistance Program (EAP) added to provide support for well-being
- **2005** Annual incentive plan and compensation structure implemented comprising a mix of financial, customer, environmental, and employee measures



Ontario
Home Builders'
Association



Minto Midtown, Ottawa, Ontario



Radiance at Minto Gardens, Toronto, Ontario



Net zero Inspiration Home

2007

2009 - 2011

2008

2006

Employee engagement measurement introduced

First high-rise residential condominium to be LEED certified in Canada - Radiance at Minto Gardens

- First to be named Green Builder of the Year by the Ontario Home Builders' Association
- Largest multi-residential building in North America to achieve LEED Gold certification - Minto Midtown

- First LEED Gold certified residential building in Canada - Minto Roehampton
- Federation of Rental-housing Providers of Ontario (FRPO) Environmental Excellence Award for Minto Roehampton



Minto Roehampton, Toronto, Ontario

- 2009 First annual Environmental Report
- 2010 Code of Conduct introduced
- 2011 Minto implements International Financial Reporting Standards, the highest standard of transparent reporting and disclosure



2012 - 2015

- **2012** The first LEED Platinum Core and Shell office tower in Canada also named The National Outstanding Building of the Year (TOBY) by BOMA - 180 Kent in Ottawa
- **2015** Began participating in annual global real estate sustainability benchmarking assessment (GRESB)
- **2015** Comprehensive cybersecurity strategy developed and launched



2016 - 2019

- ▲ **2016** BRAVO! employee recognition program introduced
- **2018** Minto launches Minto Apartment REIT (MI.UN) on the Toronto Stock Exchange
- **2019** Named one of Canada's Greenest Employers for 2019 by Canada's Top 100 Employers project
- **2019** EnerQuality Award – Innovation High-Rise: Minto Yorkville Park for Large Building Air Tightness pilot project



2020

- FRPO MAC Awards Environmental Excellence
- ▲ LifeSpeak digital platform launches with expert advice on wellness
- ▲ Paid time-off during global pandemic supports those unable to work from home
- ▲ Flexible work arrangements introduced to enhance job satisfaction, productivity, and creativity
- Minto Apartment REIT completes ESG materiality assessment and launches formalized ESG strategy



ESG



Business Resilience



Community Impact



Environmental Impact



Ben Mullen

**Vice President
Asset Management**

INTEGRATING ESG CONSIDERATIONS INTO OUR ASSET LIFECYCLE

Through a materiality assessment, gap analysis, and updated ESG strategy in 2020, Minto Apartment REIT has embedded ESG considerations into our team's approach to portfolio analysis.

Building on the Minto Group's years of experience and commitment to sustainability, the REIT will increasingly incorporate ESG KPIs, minimum thresholds, and expanding programs into asset acquisitions, new development, capital investment, and asset dispositions.

Our new ESG initiatives include energy efficiency and emissions targets for new developments, portfolio assessment and mitigation planning for climate change risks, and health and well-being programming for both residents and employees. They will significantly

influence the long-term composition of the portfolio, delivering sustainable long-term value and financial returns.

Our team will continue to learn and implement new ideas to generate both immediate and long-term benefits, ranging from basic energy efficiency projects—such as lighting and boiler retrofits—to complex, multi-million dollar deep building retrofits. We look forward to sharing what we learn and fostering healthy communities, fulfilling our mission to build better places to live.

Moving ahead as a forward-thinking business

The REIT is proud of the existing commitments to ESG acquired through our long history with the Minto Group. As conscientious leaders, we also recognize the opportunity to take our actions further.

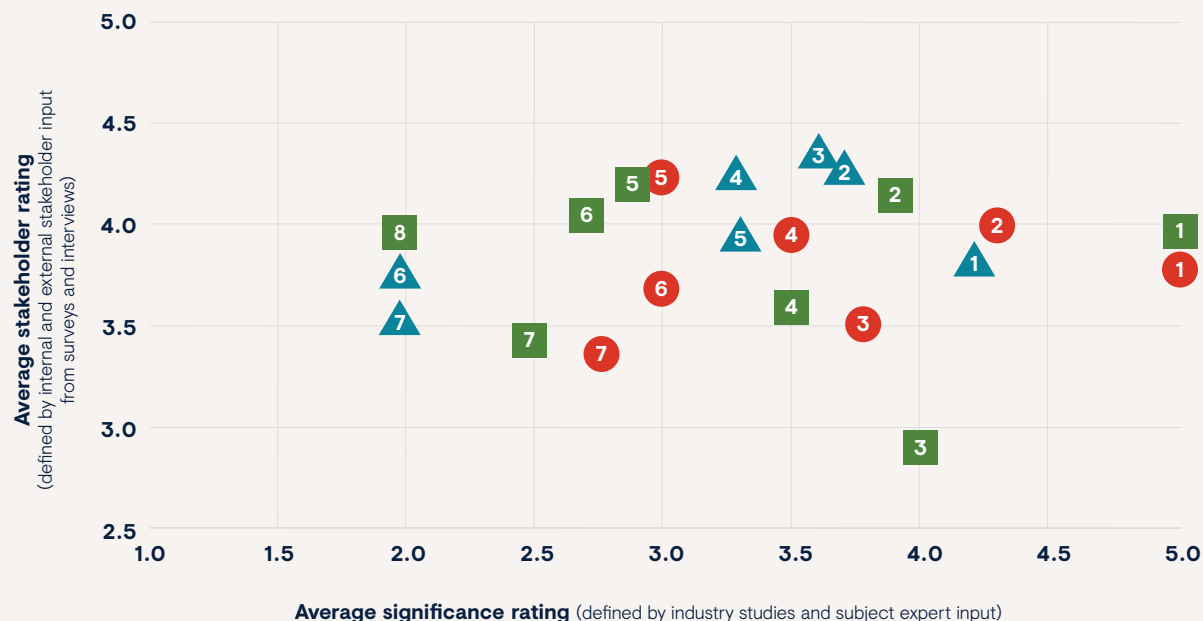
In 2020, we initiated a process to understand and address the issues that are most important to the REIT and our stakeholders through development of a formal ESG strategy. We surveyed over 1,300 people—including employees, tenants, and vendors – and interviewed Trustees, executives, investors, lenders, analysts, and municipal authorities to guide our prioritization of ESG topics.

Following the stakeholder engagement, we conducted a gap analysis to identify the opportunities that led directly to the development of the ESG strategy. Our final ESG strategy, shared on the following page, was approved by the Board of Trustees in December 2020.

LISTENING TO OUR STAKEHOLDERS

Using the Global Reporting Initiative guidelines, the materiality of ESG topics were scored based on both stakeholder responses regarding the importance of topics for the REIT and industry investigations from subject experts on the magnitude of impact of each topic.

A score of five indicates the topic is most important to the REIT and one is least important. Topics ranked highly by both stakeholders and experts are closer to the top right corner of the matrix.



BUSINESS RESILIENCE

- 1 Climate resilience
- 2 Risk management
- 3 Procurement
- 4 Cybersecurity
- 5 Ethics
- 6 Corporate governance
- 7 Policy participation

COMMUNITY IMPACT

- 1 Diversity & inclusion
- 2 Health & safety
- 3 Employee engagement
- 4 Resident well-being
- 5 Resident engagement
- 6 Community impact
- 7 Affordability

ENVIRONMENTAL IMPACT

- 1 GHG emissions
- 2 Water efficiency
- 3 Low carbon transportation
- 4 Renewable energy
- 5 Energy efficiency
- 6 Waste reduction
- 7 Certification
- 8 Environmental stewardship

ESG strategy

Our new ESG strategy builds on our existing commitments and will guide the evolution of ESG at the REIT over the next five years. It includes 18 initiatives under three strategic pillars with defined targets or milestones.



OUR COMMITMENTS

Safeguarding the future of our business is in our DNA. By investing in effective governance, ethical practices, and infrastructure, we ensure that our business remains strong and resilient.

OUR INITIATIVES*

- Assess the physical and transition risks of **climate change** for stabilized properties and new acquisitions
- Design new developments for **resilience** to extreme weather
- Update emergency response and business **continuity plans**
- Enhance ESG requirements in **procurement** to ensure a responsible process
- Embed ESG **innovation** into culture, product, and process across the organization
- Strengthen **cybersecurity** program through effective security management practices and controls



As an employer, homebuilder, and landlord, we understand the deep responsibility we have to the people whose lives we touch. We start with prioritizing and investing in the needs of our employees and communities and then work on building safe and vibrant places for them to live and work.

- Increase **employee ESG competency** by expanding training and communication and seeking relevant competencies in recruitment processes
- Address systemic inequities and promote **diversity and inclusion**
- Explore best practices for collection of employee **diversity data**
- Support resident **well-being** through core health and well-being features and procedures
- **Engage** residents through programs to build connections, drive change, and cultivate partnerships
- Strengthen **community impact** by defining the focus and future approach for community engagement, giving, and volunteering



As a resource-intensive industry, we know that every action we take impacts the environment. By minimizing waste, reducing water and energy consumption, lowering carbon emissions, and investing in renewable energy and innovation, we act as responsible stewards of the environment—working hard to meet the highest possible standards.

- Reduce **water and energy use** at stabilized properties
- Increase **energy efficiency** and reduce **carbon emissions** by setting targets for new development projects
 - Integrate **technology** into new and existing buildings to identify opportunities for improved performance and comfort
 - Measure and reduce **embodied carbon** in new developments
 - Expand installation of **renewable energy** technologies
 - Reduce **waste** and increase diversion through partnerships

* More details on our initiatives are available [here](#).



Business Resilience

Governance foundation

Board oversight

Board of Trustees

Protecting our critical systems and information

PERSPECTIVES *Anca Preda, Vice President, Information Technology*

Setting clear performance objectives

Benchmarking and sharing information

Industry leadership

CASE STUDY *Strengthening diversity, equity, and inclusivity*

Our team

Talent management and succession planning

A commitment to high standards

one8five, Ottawa, Ontario

Governance Foundation

We are only as good as the people who lead us and the structures that support us. We are proud of the comprehensive governance structures that we have established.

We maintain high standards of conduct to ensure that we demonstrate honesty and integrity, behave fairly and ethically, and hold ourselves accountable to our commitments. The REIT's policies are available on the [corporate governance page](#) of our website.

Board oversight

Our Board of Trustees oversees the governance practices, investment guidelines, and operating policies of the REIT. Its attributes and activities include:

- An independent Lead Trustee, distinct from the Board Chair
- Separation of the Board Chair and CEO roles
- Board committees composed entirely of independent trustees:
 - › Audit Committee
 - › Compensation, Governance and Nominating Committee
- Approval of the overall strategic plan, business plan, and budgets
- Oversight of financial reporting and internal controls, risk management, cybersecurity, succession planning, and ESG
- Setting CEO compensation and performance standards
- Processes for evaluating Board and Committee effectiveness
- A continuing education program for members of the Board

57%

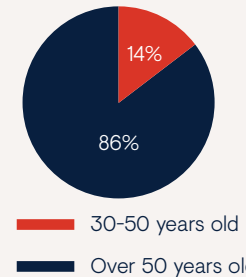
INDEPENDENT TRUSTEES

COMMITMENT TO DIVERSITY AND BREADTH OF EXPERIENCE

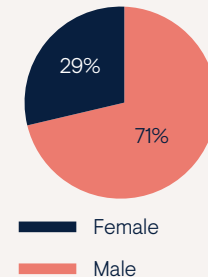
The REIT's Board is comprised of a majority of independent Trustees that provide strong oversight, accountability, and objectivity.

The combination and diversity of our Trustees' skills, experience, and gender provide important perspectives to Board deliberations.

Age group



Gender



TRUSTEE SKILLS MATRIX

	Roger Greenberg	Allan Kimberley	Heather Kirk	Jacqueline Moss	Simon Nyilassy	Philip Orsino	Michael Waters
Trustee experience	•	•	•	•	•	•	
Real estate acumen	•	•	•		•	•	•
Financial literacy	•	•	•	•	•	•	•
Corporate governance	•	•	•	•	•	•	
Risk management	•			•		•	
Audit	•	•	•		•	•	•
Executive leadership	•	•	•	•	•	•	•
Human resources				•			

Board of Trustees



ROGER GREENBERG, CM is the Chair of the Board of the Minto Group and Minto Apartment REIT. Mr. Greenberg joined the Minto Group full-time in 1985, became CEO in 1991, and turned over day-to-day operations of the company in 2013. Mr. Greenberg completed his Bachelor of Commerce degree at the University of Toronto and earned his Bachelor of Laws degree from Osgoode Hall Law School.



HEATHER KIRK is senior vice president and chief financial officer of Selection Group, a Montreal-based privately held real estate investor and developer. Before joining Selection Group, Ms. Kirk was executive vice president and chief financial officer of Cominar REIT, a TSX-listed entity, from 2018 to 2020. She has a long history as a REIT equity analyst and investment banker. Ms. Kirk serves as a member of the Audit Committee and the Compensation, Governance and Nominating Committees. Ms. Kirk received her Bachelor of Commerce from Concordia University and is a designated Chartered Financial Analyst®.



ALLAN KIMBERLEY is the Lead Trustee of Minto Apartment REIT. In 2014, Mr. Kimberley retired from his position as a vice chair and managing director of investment banking, real estate, at CIBC World Markets. Prior to joining CIBC world markets in 1996, he worked with another Canadian investment bank for 12 years. He serves as a member of the Audit Committee. Mr. Kimberley received his Bachelor of Commerce from McMaster University and his MBA from the University of Toronto.



JACQUELINE MOSS serves on the board and is the chair of the human resources committee of each of Investment Management Corporation Ontario and Ontario Health. She previously held various executive-level positions with the Canadian Imperial Bank of Commerce. She serves as the Chair of the Compensation, Governance and Nominating Committee. Ms. Moss received her Honours Bachelor of Arts degree from Queen's University and her Bachelor of Laws degree from Western University. She completed the Advanced Management Program at Harvard Business School and holds the ICD.D designation with the Institute of Corporate Directors.



SIMON NYILASSY is the Chair of the Audit Committee. Mr. Nyilassy is the founder and chief executive officer of Marigold & Associates Inc. Mr. Nyilassy has extensive experience as a real estate executive and leader with an in-depth understanding of the Canadian and U.S. capital and real estate markets. From 2011 until 2015, Mr. Nyilassy served as President and CEO of Regal Lifestyle Communities Inc. following four years as President and CEO of Calloway Real Estate Investment Trust (and trustee from 2003 to 2011), both TSX-listed. Mr. Nyilassy obtained an Honours Bachelor of Engineering Science degree from the University of Warwick and is a designated Chartered Professional Accountant.



MICHAEL WATERS serves a dual role as Chief Executive Officer of Minto Group and Minto Apartment REIT. Prior to joining Minto in 2007, he served in a variety of roles at Intrust Corporation, a large resort developer and operator with a presence across North America. Mr. Waters completed his Bachelor of Commerce degree at the University of British Columbia and an MBA from the Wharton School of the University of Pennsylvania. He was elected a Fellow of the Chartered Professional Accountants of British Columbia (FCPA, FCA) and holds the Chartered Financial Analyst® designation.



PHILIP S. ORSINO, CM is a Corporate Director and the former President and Chief Executive Officer of Jeld-Wen Inc. Mr. Orsino was appointed an Officer of the Order of Canada in 2004, and was the recipient of the 2003 Canada's Outstanding CEO of the Year Award. He holds a degree from Victoria College at the University of Toronto and was elected a Fellow of the Chartered Professional Accountants of Ontario (FCPA, FCA).

[Click for more information on the Board of Trustees.](#)



Protecting our critical systems and information

CYBERSECURITY AND DATA PROTECTION

The REIT has implemented processes, procedures, and controls to detect and mitigate cybersecurity risks. Implemented measures include:

- A standing management committee of business and IT leaders that guides program development and reports to the REIT Audit Committee
- Defined policies and processes
- Engagement of a third party security auditor for assessment and risk detection
- Regular system maturity assessments
- On-going cybersecurity training for all staff
- Information classification tools and processes to secure and control sensitive data



Kaleidoscope, Calgary, Alberta

PRIVACY

The REIT is committed to protecting the privacy and security of personal information under its control about its property tenants, prospective tenants, website visitors, and others whose personal information may be collected by Minto Apartment REIT.

In an effort to maintain appropriate standards of care in managing personal information, the REIT commits to the following ten principles, as outlined in the Canadian Standards Association's Model Code for the Protection of Personal Information (CAN/CSA-Q830-96) and that comply with provincial and federal legislation:

- Accountability
- Identifying Purposes
- Consent
- Limiting Collection
- Limiting Use, Disclosure, and Retention
- Accuracy
- Safeguards
- Openness
- Individual Access
- Challenging Compliance



Anca Preda

Vice President
Information Technology

TAKING A PROACTIVE APPROACH TO CYBERSECURITY

Research over the last 10 years demonstrates that 85% of observed security breaches have involved a human element. With this in mind, the Minto Apartment REIT cybersecurity strategy is primarily focused on employee education, while also ensuring that all our external partners are employing best practices to mitigate risk.

In today's connected digital ecosystems, cyberattacks have the potential to reach unprecedented scale. Growing ecosystem dependencies are now an integral part of our security posture and our approach in building partnerships. Cybersecurity is no longer an effort of individual companies; it involves strong collaboration with all ecosystem partners.

We take an integrated approach to evaluating and mitigating data risk for global applications, locally deployed systems, and any mobile devices used on our properties. Standard and consistent processes and policies provide the foundation upon which we incorporate and scale enhanced approaches to cybersecurity, ensuring alignment with industry best practices and ever-increasing transparency for all our Unitholders.



Performed better than
target on all ESG
objectives in our annual
incentive plan

Setting clear performance objectives

ESG is a strategic priority for the REIT. It is a key and integral part of our annual business planning process. ESG objectives form 50% of our annual incentive plan ensuring clear alignment to deliver on our initiatives and targets.

Benchmarking and sharing information

To support transparency, the REIT regularly records, analyzes, and communicates sustainability information to internal and external stakeholders. For the first time in 2021, we participated in the GRESB Real Estate Assessment, benchmarking the REIT's ESG performance for the 2020 reporting year.

Through our partnership with the Minto Group, we have also participated in the following:

- Canada Green Building Council's Disclosure Challenge (since its inaugural year in 2019)
- The City of Edmonton's Building Energy Benchmarking Program (in 2020 and 2021)



The York House, Edmonton, Alberta



Skyline, Ottawa, Ontario

Industry leadership

We take an active role in providing our perspective as asset and property managers to regulators and industry groups as they set a higher bar for sustainability in our industry through legal requirements and elective standards. With our Minto Group partners, we participate in and support the following groups and associations:

- Federation of Rental-housing Providers of Ontario
- Greater Toronto Apartment Association
- REALPAC
- Canada Green Building Council
- EnerQuality
- GRESB
- National Research Council
- Canadian Home Builders Association – Net Zero Energy Management Committee
- City of Ottawa – Energy Evolution
- City of Toronto – Tower Renewal Group
- City of Toronto – Green Will Initiative



Strengthening diversity, equity and, inclusivity

We foster inclusive communities that will thrive and grow, both within the REIT and beyond. Our long-held policies create a welcoming work environment that meaningfully reflects the diversity around us.

In 2020, to prioritize diversity and inclusion (D&I), we developed a multifaceted program to improve our practices. The program commitments include:

UNDERWAY: STRENGTHEN D&I INITIATIVES

- Discuss D&I initiatives as an integral part of CEO-hosted employee chats, taking feedback and exploring new approaches to creating a more inclusive culture
- Undertake an objective employee survey to gather input on building a more inclusive culture (Fall 2021)
- Following survey analysis, involve employees in developing a workplace diversity policy

NEXT STEPS: REDUCE THE BARRIERS TO DIVERSITY

- Update job descriptions to ensure that they acknowledge and confront unconscious bias using gender-neutral and inclusive language
- Expand recruitment channels, broaden networks, and establish partnerships to reach a more diverse pool of candidates
- Apply pre-screening and structured interviews to minimize inherent bias

LONG TERM

- Develop a sense of inclusion and belonging through the creation of Employee Resource Groups (ERGs)
- Add D&I as a measure in our annual incentive plan
- Expand training



Our Team

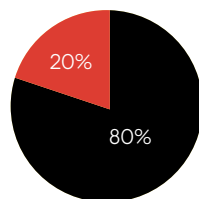
As of December 31, 2020, the REIT had 254 employees. Of those, 164 are solely employed by the REIT and 90 have dual employment contracts with Minto Group.

The REIT is supported by Minto Group through the services provided under an Administrative Support Agreement.

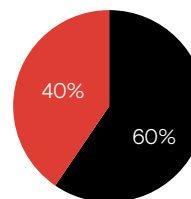


**EMPLOYEES COVERED BY
COLLECTIVE BARGAINING
AGREEMENTS**

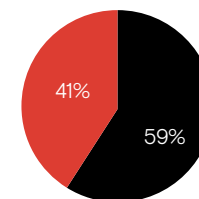
Named executive officers



Management team members

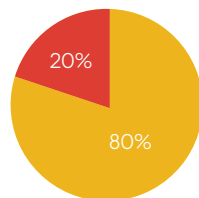


Individual contributors

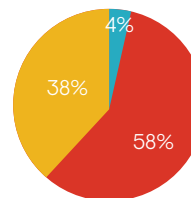


Female Male

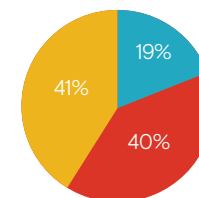
Named executive officers



Management team members



Individual contributors



Under 30 years old 30-50 years old Over 50 years old

TOTAL NUMBER OF EMPLOYEES BY CONTRACT

	Male	Female	Total
Permanent	141	95	236
Temporary	9	9	18
			254

	Ottawa	Toronto	Calgary	Edmonton	Montreal	Total
Permanent	108	63	15	5	45	236
Temporary	13	3	0	0	2	18
						254

TOTAL NUMBER OF EMPLOYEES BY EMPLOYMENT TYPE

	Male	Female	Total
Full-time	130	84	214
Part-time	20	20	40
			254

Talent management and succession planning

As we celebrate the experience and insight of our leadership team, we also recognize that change is inevitable—and that it requires careful planning. To ensure the availability of skilled, accomplished leaders to support us as we grow, we see the succession planning process as an ongoing strategy for limiting the risk of business disruption. It includes the following activities:

- Engaging with employees regarding their career goals, in both current and desired future roles
- Conducting regular and rigorous individual performance evaluations and management reviews of team talent
- Providing professional development to all staff, including formal training for both their current roles and future aspirations

- Identifying individuals who have the capability to progress and completing succession plans accordingly
- Completing long-term succession plans for all executive roles, including the CEO position
- Identifying potential talent gaps and addressing them in our hiring strategy

The most recent talent review was completed in December 2020 to evaluate employee performance potential and internal successors.



Yorkville, Toronto, Ontario



The Laurier, Calgary, Alberta



A commitment to high standards

Building certifications provide independent, third-party verification that a set of operational or building standards has been met. They demonstrate commitment to sustainability and are an indicator of asset quality and performance.

Sixty-one percent of the REIT portfolio is registered under the Certified Rental Building Program*. This program, created by the Federation of Rental-Housing Providers of Ontario, certifies that buildings comply with environmental

standards of practice as well as standards for property management and building maintenance. Three buildings hold a second certification. Martin Grove and Roehampton are LEED Building Design and Construction Gold certified, and Minto one80five is LEED Building Operations and Maintenance Silver certified.



Martin Grove, Etobicoke, Ontario



Minto Roehampton, Toronto, Ontario

61%

OF THE PORTFOLIO
HAS A GREEN BUILDING
CERTIFICATION

4.45

MILLION SQUARE
FEET CERTIFIED

*This certification is only available in Ontario and British Columbia.



Community Impact

CASE STUDY *Helping our rental communities “LIVE better”*

Encouraging employees to learn and grow

Developing strong people managers

PERSPECTIVES *Jo-Ann Taylor, Vice President, Human Resources*

Protecting employee wellness, health, and safety

CASE STUDY *COVID-19: Putting people first in an unprecedented time*

Strengthening employee engagement and experiences

Fostering a culture of appreciation

Keeping employees motivated and engaged

Strengthening our communities

PERSPECTIVES *Paul Baron, Senior Vice President, Operations*

Yorkville, Toronto, Ontario

CASE STUDY

Helping our rental communities “LIVE better”

Minto's blog, *LIVE better*, helps people do just that. With our partners at Minto Group, we share valuable insights about living a healthier, happier life with our residents and the community at large. Our blog became an even more important resource in 2020, providing guidance on pandemic resources, social distancing, and other ways to keep the communities we serve informed and healthy. Some of our most popular articles in 2020 included:

- Fun, COVID-friendly winter activities
- Creative ways to celebrate your birthday while self-isolating
- Small space creative projects for kids
- Tips for keeping your home healthy this winter
- How to boost your mood while staying in
- How to sanitize your apartment properly
- Six ways to celebrate Earth Day with your kids at home

Since 2018, the blog has welcomed over 230,000 visits and 113,000 visitors—and, perhaps most importantly, created a meaningful way for us to share and connect online amidst the challenges and isolation of COVID-19.

225

ARTICLES
PUBLISHED

OVER
230

THOUSAND
VISITS

OVER
113

THOUSAND
VISITORS





Community Impact

Encouraging employees to learn and grow

We want our team members to thrive at work, and continuous learning is a critical aspect of that. To emphasize the importance of learning and growth at the REIT, career development is a key component of our performance management process. People managers work with their employees to match appropriate learning experiences with their personal career-oriented needs. The Minto Learning Centre provides best-in-class resources to support each employee's development across two main categories: foundational learning and professional growth.



175

EMPLOYEES TOOK

765

COURSES IN 2020
THROUGH THE MINTO
LEARNING CENTRE

Developing strong people managers

Helping our team develop their leadership skills is a key part of the REIT's growth and continuous improvement goals. The People Manager Certification program is designed to ensure that all people managers have the tools, resources, and knowledge they need in order to deliver on our main accountabilities. The certification program offers:

- A virtual platform that is accessible company-wide
- Condensed and targeted delivery of content, comprised of 2- to 3-hour sessions over the span of two weeks
- New topics in 2020, including:
 - › Vulnerability-based leadership
 - › Accountability
 - › Leading through ambiguity
 - › Leading remote teams





Jo-Ann Taylor

**Vice President
Human Resources**

PROTECTING AND ADVANCING EMPLOYEE WELL-BEING

At Minto Apartment REIT, we recognize the importance of supporting the mental well-being of our employees, both in times of crisis and in our everyday experiences. We also know that it can be difficult to separate work from other areas of life.

We provide employees and their families with resources like our LifeSpeak wellness platform, as well as telemedicine and counselling services within LifeWorks, our Employee and Family Assistance program. This helps each of us to be honest about our experiences and acknowledge that it's

okay not to be okay. A safe and comfortable forum for employees to learn and openly share is key in a human-centric workforce, now and in the future. It's this level of investment that keeps mental health at the forefront as we continue to build better places to live, work, and play—one home and one relationship at a time.



Protecting employee wellness, health, and safety

WELLNESS

We regularly seek feedback from our employees, and we update our benefits plan to better meet their needs. In 2020, changes to the plan included improvements in well-being and proactive healthcare through increased coverage for mental health and paramedical practitioners, drug coverage, vision care, and hearing aids.

The REIT also expanded our health and wellness program in 2020 with the launch of

LifeSpeak, a confidential digital platform that provides expert advice on topics centered around well-being. Through LifeSpeak, employees and their families can watch videos, read blog posts, listen to podcasts, and interact with world-renowned experts in real-time during monthly webinars.

The site also links to our employee and family assistance programs for those who would like to speak to a counselor.

LIFESPEAK

LifeSpeak provides 24/7 support to our employees and their families on topics including:

- Mental health issues and coping strategies
- Relationships
- Financial health
- Parenting
- Management skills
- COVID-19

H&S PERFORMANCE TARGET

The REIT's annual incentive plan includes an H&S metric, based on monthly H&S specialist and Joint Health and Safety Committee audit scores. The audits evaluate ongoing adherence to H&S compliance requirements and best practices. Bonuses are tied to performance against these targets.



HEALTH AND SAFETY

The REIT is committed to achieving health and safety (H&S) excellence for our team. To fulfill this commitment, the REIT, with its partner the Minto Group, maintains a Health and Safety Management System. That system requires all our jurisdictions to meet the same standards. Policies, strategies, standard operating procedures, internal controls, performance indicators, and targets, along with technical systems and tools, are developed centrally to help manage risk and improve H&S performance. We also require contractors to conform to equivalent H&S management standards and adopt policies of incident/accident prevention, including:

- Eliminating unsafe conditions
- Minimizing unsafe acts
- Providing competent supervision to ensure that workers use proper techniques and methods
- Correcting unsafe acts or conditions before an injury occurs
- Avoiding or minimizing the negative impacts of actions on the natural environment
- Ensuring compliance to regulatory and industry standards

We consistently improve our system through measures that include active coaching, formal training, program audits, workplace inspections, group and individual objectives, clear communication, and corrective action plans for identified hazards.

COVID-19: Putting people first in an unprecedented time

With the onset of COVID-19, the health and well-being of our residents, employees, partners, and wider communities remained our top priority. From the outset, we monitored the situation closely, following the guidelines issued by authorities and taking necessary actions to help prevent the spread of the illness—while continuing to meet the needs of those who rely on us.

Our wide-ranging response to this crisis evolved as local conditions and guidance changed. Here are a just a few examples of the many actions we took:

- Protected our staff and residents by introducing stringent health and safety protocols, and implementing new virtual processes, adopting staggered work schedules and remote work arrangements
- Provided support for employees who were unable to work with expanded paid leave
- Provided mental health resources for our employees and their families

- Supported transparency through regular updates on COVID-19, including health and safety procedures, workplace benefits, the importance of vaccinations and resource sharing via our website
- Supported our residents by pausing rent increases and offering a deferral program for those who were unable to pay their rent
- Enhanced safety for our residents by closing amenity spaces and implementing new safety protocols for common areas, and elevators
- Transitioned to a virtual leasing process to protect customers and staff

As the impacts of COVID-19 are still evolving, we continue to support each other, prioritize healthy communities, and adapt to the new realities as they arise.



Strengthening employee engagement and experiences

EMPLOYEE FEEDBACK

We know that hearing directly from our employees is a powerful way to increase team cohesion, retention, and overall well-being. To that end, we conduct confidential employee engagement surveys every 12 to 24 months.

We use the Gallup Poll® Q12 Employee Engagement Survey to assess engagement levels of our REIT employees. The survey provides a valuable tool for measuring the most important elements of employee engagement and identifying where our organization scores relative to others.

Our long-term goal is to achieve the top quartile of survey participants and be amongst the highest performing organizations.

We share survey results with individual departments, and we action plans at the departmental, and organization-wide levels to address areas for improvement. Initiatives include developing training programs where a need is identified and making improvements to the REIT's pension and benefits plans.



High Park Village Farmers Market, Toronto, Ontario





Fostering a culture of appreciation

Our employee recognition program—BRAVO!—is designed to recognize key contributions by employees that improve business success and exemplify our values. This program is open to all employees, enabling everyone to be both a nominator and recipient of recognition moments. Recognition makes us all feel valued, engaged, and appreciated for our contributions to making the REIT a great organization.

Every year, employees receiving the highest-level BRAVO! award are nominated for a company-wide award under each of our values: Achievement, Courage, Innovation, and Partnership.



The Laurier, Calgary, Alberta



Leslie York Mills, Toronto, Ontario

Keeping employees motivated and engaged

To ensure a positive work experience at the REIT, we aim to continuously improve the value we deliver to our employees. That value includes culture, benefits, training, and compensation. We consistently reduce voluntary attrition, which represents an unplanned loss of expertise and experience—as well as an increased expense to recruit, hire, and train new employees.

Our annual incentive plan includes a target for retention of key talent. We outperformed our 2020 target with a retention rate of 100 percent of our key talent pool. Recognizing that some amount of voluntary turnover is healthy, our long-term target annual voluntary attrition rate is ten percent; in this way, we balance the value of fresh talent with our overall aim of keeping our employees engaged and motivated within our organization.

Strengthening our communities



VOLUNTEERING

Whether through industry associations, educational institutions, sports leagues, or charitable organizations, we encourage employees to participate in volunteering by offering a half hour of time off for every hour of personal time spent in service to others.



RESIDENT EVENTS

To support the well-being of our residents, we organize events designed to bring people and our communities together that are relevant to the demographics and interests of our properties. Events include farmer's markets, contests, summer events and parties, sustainability training, and fitness programs. Due to the pandemic, most events were virtual in 2020.



PLEDGE MATCHING

To directly benefit local residents in our communities, we support employee-driven fundraising and events with pledge matching. In 2020, our matches included many "virtual" runs and walks that raised much-needed support for good causes.



RESIDENT ENGAGEMENT

The REIT regularly performs and analyzes resident satisfaction surveys to identify strengths and opportunities for improvement. We share survey results with staff; implementing action plans to address any service issues and provide excellent ongoing support.



Paul Baron

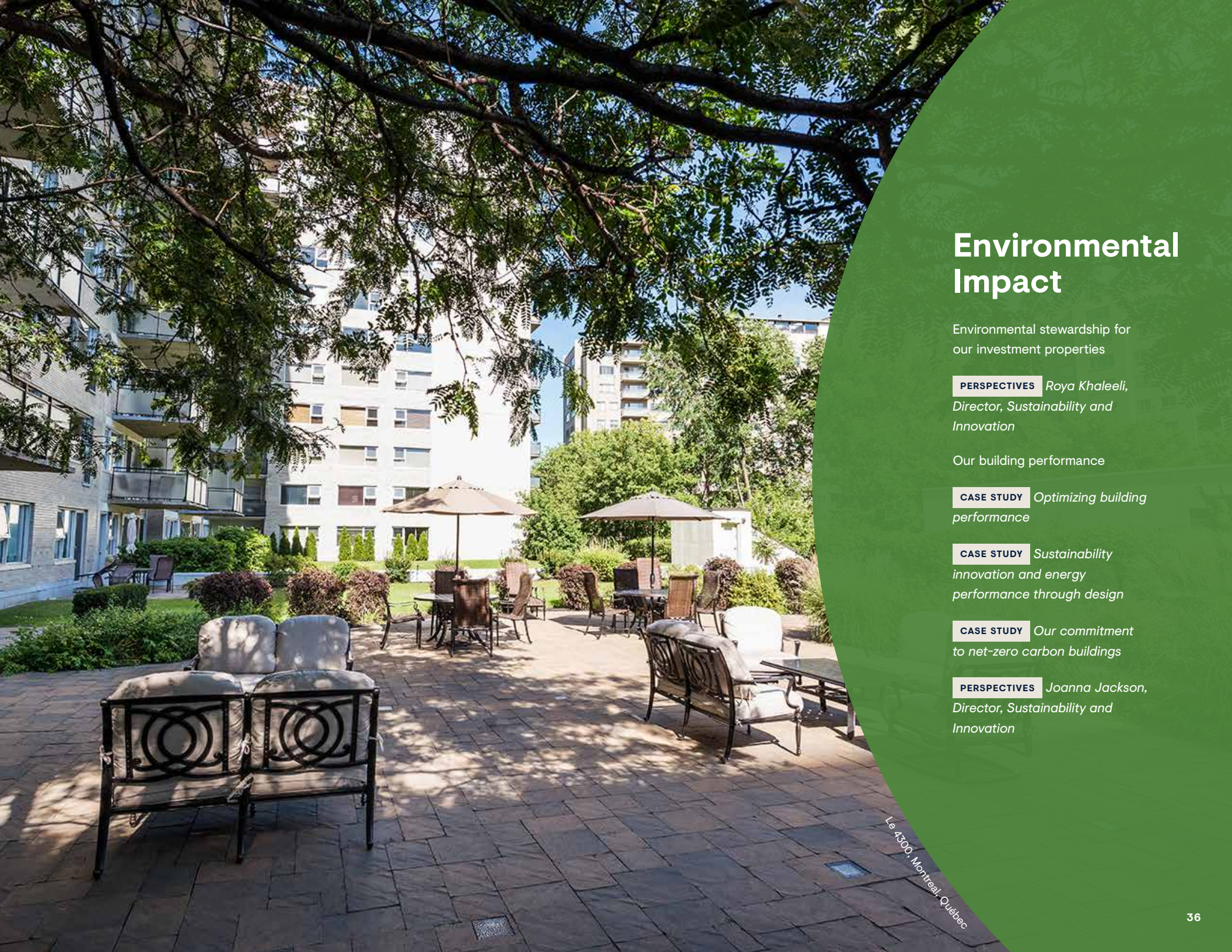
Senior Vice President Operations

DELIVERING A POSITIVE RESIDENT AND COMMUNITY EXPERIENCE

The operations team is dedicated to providing customer service that fosters a strong sense of belonging and community at each of our properties. In 2020, to ensure the health and safety of our team, prospects, and residents, we continued to advance our online leasing offerings—from virtual/video tour options to digital lease approval—in order to ensure safe interactions.

In addition to these services, our teams have always prioritized delivering a resident experience that encourages our communities to connect and give back. Through targeted initiatives relevant to each of the communities in which we operate, we helped to organize participation in giving campaigns such as the CTV Toy Mountain Campaign to benefit The Salvation Army in Ottawa and the Spring Hope Food Drive in Toronto.

Our teams also organize events that bring our residents together. Through events at each of our properties, held virtually as needed this year, we host events like local farmer's markets, halloween costume contests, summer BBQs, pet parties, outdoor fitness classes, ice cream trucks and popsicle days, environmental tips and sustainability training, and outdoor walking programs for some of our older residents. For residents of all ages and backgrounds, we strive to build a positive inclusive community that everyone will want to call home.



Environmental Impact

Environmental stewardship for our investment properties

PERSPECTIVES Roya Khaleeli,
Director, Sustainability and
Innovation

Our building performance

CASE STUDY Optimizing building
performance

CASE STUDY Sustainability
innovation and energy
performance through design

CASE STUDY Our commitment
to net-zero carbon buildings

PERSPECTIVES Joanna Jackson,
Director, Sustainability and
Innovation

Le 4300, Montreal, Québec



Environmental Impact

Environmental stewardship for our investment properties



As conscientious leaders in a resource-intensive industry, the REIT is committed to reducing energy and water consumption and carbon emissions. We have comprehensive systems in place to manage the environmental impacts of our investment properties. We complete technical building assessments for approximately one third of our existing income property portfolio each year, identifying new ways to support our conservation goals.

We benchmark our buildings against a geographical peer group, revealing potential opportunities to improve performance. We also identify and implement capital projects and process improvements to reduce our environmental impact on an ongoing basis. Site staff receive training and troubleshooting tips to help them

manage utility consumption and we continue to increase the number of tenants submetered for utilities.

Additionally, we continually review utility data to identify properties with increasing resource usage. Real-time water consumption monitoring, now available at the majority of REIT mid- and high-rise properties, helps us identify both significant leaks and gradual trends. This allows us to address problems in real-time. We carefully evaluate electrical, natural gas, and water consumption to identify performance issues and opportunities.

As part of a long-term commitment to year-over-year energy and water savings, the REIT is constantly looking for new technologies and systems that could reduce the environmental footprint of our buildings. When new

technologies pass a preliminary feasibility analysis, we install them in one or more buildings as a pilot project. Pilot projects allow the REIT to verify utility savings, learn how the technology interacts with existing infrastructure, and determine what other buildings may be suitable for a large-scale rollout.

ENERGY AND WATER EFFICIENCY REDUCTION TARGETS

As part of the new ESG strategy, the REIT has set a target to reduce portfolio energy use by 10% and water use by 5% by 2025.





Roya Khaleeli

Director, Sustainability and Innovation

BUILDING BETTER, MORE SUSTAINABLE PLACES

Our promise to build better, more sustainable places is integrated into our overall product development process. With that in mind, we continue to ensure that our buildings use less energy over time—and, as a result, reduce their associated greenhouse gas emissions.

We apply an energy hierarchy for effective design: first, reducing energy demand through the envelope (glazing ratio and efficiency, insulation, air tightness); then, responding to demand efficiently (mechanical and electrical systems); and finally, considering renewable energy technologies (solar

photovoltaic cells, geexchange).

Innovation also plays a key role in improving our buildings. We have the unique benefit of being able to leverage the relationship between our new construction and property management practices to effectively pilot new technologies and processes, helping us continually learn and improve.

Our building performance

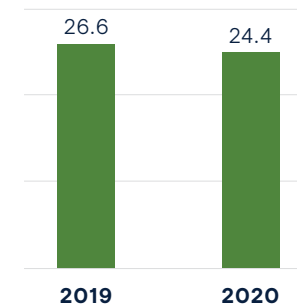
REDUCING ENERGY INTENSITY

Our portfolio's energy consumption includes natural gas and electricity from local electricity grids for resident use and building operations.

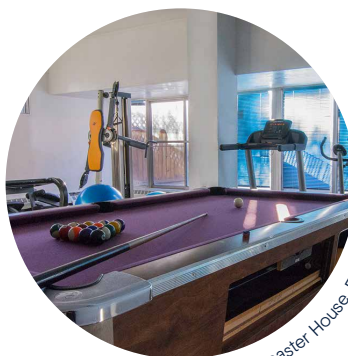
Portfolio energy intensity, measured in equivalent kilowatt-hours consumed per square foot (ekWh/sq. ft.), decreased dramatically in 2020. This is largely due to decreased natural gas consumption at our properties. Boiler replacement projects and optimizing

equipment operation, through online automation systems, resulted in a 12% decrease in natural gas consumption. Electricity consumption was relatively stable year-over-year; our LED lighting retrofits, new lighting controls, and installation of variable frequency drives meaningfully offset any increases resulting from COVID-19 stay-at-home orders.

Energy intensity
(ekWh/sq. ft.)



The Quarters, Calgary, Alberta



Lancaster House, Edmonton, Alberta



Parkwood Hills, Ottawa, Ontario



Please visit mintoapartments.com/2020ESGmethodology for information on the methodology used in the development of this report.

Optimizing building performance

Although new technology and equipment retrofits allow us to reduce our buildings' utility consumption, it is equally important to operate our equipment as efficiently as possible. Two years ago, we began upgrading our building automation systems (BAS) to online systems, enabling us to monitor our heating, ventilation, and air conditioning (HVAC) equipment remotely. We also optimized the sequences and schedules controlling the equipment. Although it is uncommon in our industry, we took the extra step of hiring a BAS specialist to oversee these important initiatives through our Minto Group partner. As a result, we are able to:

- Identify the optimal BAS settings for each building, replacing generic set points
- Confirm that our systems are reacting appropriately to changing outdoor air temperatures, optimizing utility usage during the fall and spring transition periods
- Quickly commission new equipment and allow for ongoing monitoring, ensuring that we are able to achieve the expected utility savings
- Receive alarms and alerts when equipment fails or system set points are not achieved, so that we can initiate repairs faster and minimize impact on our residents

This optimization is partially responsible for the eight percent decrease in our 2020 energy intensity.

We are also investigating how we can continue to optimize building performance, either through additional data points (such as in-suite temperatures) or monitoring real-time energy consumption. Additionally, we are piloting BAS artificial intelligence (AI) systems, which “learn” how the building operates—for example, how long it takes the building to warm up on cold days. The AI system then uses weather forecast data, the actual temperature in the suites, and its knowledge of how the building operates to minimize energy consumption of the mechanical equipment while maintaining comfortable conditions.

While equipment upgrades continue to be a high priority across the REIT's portfolio, ensuring that the utility savings are optimized and maintained on a long-term basis is key to achieving our energy and water reduction targets.



Sustainability innovation and energy performance through design

We are always interested in new ways to bring innovation into the REIT's sustainability practices. One of the ways we do so for our development projects is through the Savings by Design (SbD) program. Developed by Enbridge Gas Inc., the SbD program encourages builders to improve energy and environmental performance in new construction projects. The program is delivered by Sustainable Buildings Canada. It includes a planning session and a full-day design workshop focused on a specific project.

The main objective of the workshop is to examine alternative designs and technologies that can achieve a projected annual energy performance that is at least 15% better than the Ontario Building Code.

The facilitated workshop provides an open, multi-disciplinary forum for exploring sustainability innovation and testing energy efficiency concepts using energy performance simulation modelling. Participants include project team members, SbD program staff, and industry experts.

Participation in the SbD program gives us insight into the design and details of the following:

- Building envelope
- Mechanical systems
- Indoor air quality
- Health and wellness
- Stormwater management
- Renewable energy technologies
- Net-zero carbon

In 2020, we engaged the SbD program for our intensification project at High Park Village, the proposed development that will add more than 650 new rental homes to the existing 750-suite apartment community in the City of Toronto.



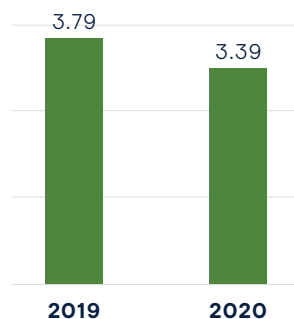
High Park Village, Toronto, Ontario

Our building performance

REDUCING CARBON INTENSITY

Carbon intensity, measured in kilograms of carbon dioxide equivalents emitted per square foot (kg CO₂e/sq. ft.) through electricity and natural gas consumption, decreased in 2020. This was primarily due to natural gas savings. In addition to the decrease in energy consumption, natural gas has a higher carbon emission factor than electricity, which further reduces the portfolio's carbon intensity. In 2020, the REIT took advantage of utility incentives and replaced old boilers nearing the end of their expected life with condensing, high-efficiency boilers. We will continue planned boiler replacements in 2021 increasing the efficiency of our heating plants and ensuring thermal comfort for our residents.

Carbon intensity
(kg CO₂e/sq. ft.)

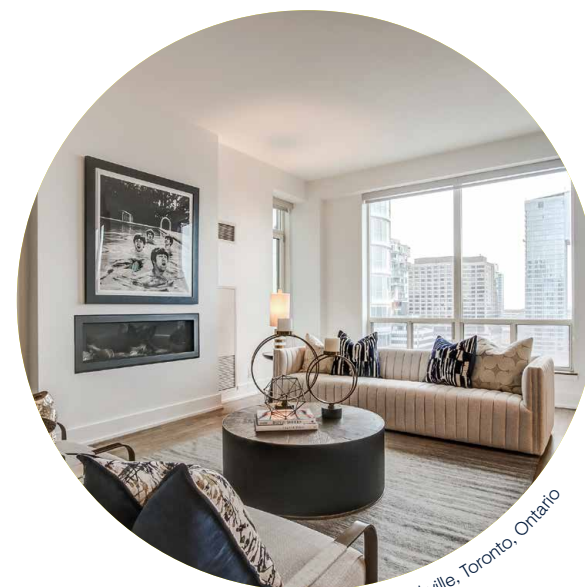


Skyline, Ottawa, Ontario



\$1.1M

**TOTAL INVESTMENT
IN HIGH EFFICIENCY
BOILERS AND BUILDING
AUTOMATION SYSTEMS
IN 2019-2020**



Yorkville, Toronto, Ontario



Please visit mintoapartments.com/2020ESGmethodology for information on the methodology used in the development of this report.

Our commitment to net-zero carbon buildings

In keeping with Canada's commitment to reduce our greenhouse gas emissions as part of the Paris Agreement and the long-term Net-Zero Emissions Accountability Act by 2050, we have begun our own journey toward net-zero carbon buildings. Because homes and buildings account for 13% of Canada's carbon emissions, improving the performance of buildings is a key focus for municipal, provincial, and federal governments.

The REIT invests in electricity and natural gas reduction measures at our buildings. Achieving net-zero carbon emissions will require significant retrofits and upgrades. Simply switching to more efficient lighting fixtures, or replacing a mid-efficiency boiler with a high-efficiency unit, will not reduce the building's energy intensity enough to achieve zero-carbon goals. Zero-carbon buildings require retrofits to the building envelope, replacement of the suite mechanical system, and switching the building's heating system from natural gas to electricity or a hybrid system.

To start our journey toward net-zero carbon buildings, we engaged RDH Building Science, one of Canada's leading consultants in the field. RDH reviewed Castlevue (a 26 storey, 241 suite high-rise concrete building constructed in Ottawa in 1973) and prepared a "roadmap" on deep retrofits—the necessary changes to the building envelope, mechanical, and electrical systems. This roadmap has allowed the REIT to identify the optimal time frame and sequence of work. For example:

- Building envelope upgrades, required to reduce energy consumption in older "leaky" buildings, should be completed in conjunction with a window replacement project to optimize performance and minimize construction cost
- Building envelope upgrades should be completed prior to, or in conjunction with, the mechanical plant upgrades to minimize the required heating capacity and equipment size
- Once the building envelope is upgraded and made airtight, the mechanical system must be modified to deliver ventilation directly to each suite (not the corridor) to ensure adequate indoor air quality within the suites and control moisture

COMMITMENTS FOR THE FUTURE

The results of this study have led to the following commitments:

- Selection of our Castlevue community as a pilot project for a deep retrofit over the next three to five years:
 - › An investment of approximately \$19 million for window replacements, envelope overcladding, a suite HVAC replacement and ventilation upgrade
 - › Setting a minimum target of a 50% decrease in energy consumption and a 40% reduction in carbon emissions
- Deep retrofits at all our properties by 2050 leveraging the lessons learned in the pilot program



Castlevue, Ottawa, Ontario



Joanna Jackson

P.Eng, LEED AP BD+C
Director, Sustainability and Innovation

ADDRESSING THE IMPACT OF CLIMATE CHANGE

At Minto Apartment REIT, we're working to reduce annual energy consumption by 2% across our entire portfolio. Since we recognize the large role that existing buildings play in greenhouse gas (GHG) emissions, we know that meaningful steps towards minimizing the impact of climate change requires specifically targeting GHG reductions. We are proud to be an original participant in the Canada Green Building Council's Disclosure Challenge program, and we have recently joined the City of Toronto's

Green Will Initiative to bring our Toronto portfolio to Net Zero Carbon by 2050. Through our work with industry groups, ongoing pilot projects to decarbonize our buildings, and continuing to focus on optimizing operational efficiency, we are dedicated to improving our existing buildings and working towards large reductions in GHG emissions.

Our building performance

STRIVING TO REDUCE WATER INTENSITY

Our properties consume water from local municipal drinking water systems for resident use and building operations, including building equipment and appliances, cleaning, and irrigation.

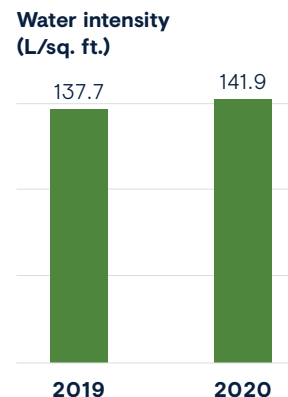
Our efforts to reduce water consumption include installation of three-litre toilets, low-flow faucets and showerheads, toilet renewal projects to return older toilets to peak efficiency, and the use of ENERGY STAR® appliances. We have also installed “smart” controllers at properties with irrigation systems, which allow the optimization of irrigation schedules based on local rainfall and temperature data.

We use water sensors, which provide minute-by-minute consumption data, to support our conservation efforts. The real-time data allows for detailed investigation of building water use,

including identification of buildings with a high number of leaking fixtures or irrigation systems that are not operating properly, and helps us take the necessary steps to correct the problem.

Despite these measures, water intensity (measured in litres consumed per square foot, L/sq. ft.) increased in 2020, due to residents’ increased time at home and a hot, dry summer that resulted in higher-than-normal consumption for irrigation. Our projects helped to mitigate the rise in usage; however, the savings could not offset the increase in annual consumption.

In 2021, the REIT will continue to repair and replace toilets that are old and leak-prone. We are also piloting a new showerhead that we expect to conserve both energy and water.



Castleview, Ottawa, Ontario



Supplements

- [2020 ESG Performance, Initiatives, and Targets](#)
- [2020 GRI and SASB Content Indices](#)
- [Alignment with the United Nations Sustainable Development Goals \(SDGs\)](#)
- [2020 REIT ESG Report Methodology](#)

FOR MORE INFORMATION

Visit www.mintoapartments.com/ESG

Email info@mintoapartmentreit.com



Laurier, Calgary, Alberta



Tanglewood, Ottawa, Ontario



Hi Level Place, Edmonton, Alberta



High Park Village,
Toronto, Ontario