

ESG POLICY

This Policy has been updated as of March 2022.

1. Introduction

The long-term and physical nature of alternative assets, specifically real estate and infrastructure, highlights the importance of environmental, social and governance (“ESG”) factors. Slate Asset Management’s (“Slate”) objective of creating long term value for its investors and partners is intrinsic to the goal of creating places where people and tenants thrive while enhancing communities and building environmental resiliency. Slate believes that integrating ESG factors in its investment process better manages investment, operational and reputational risks and provides the potential to discover opportunities.

This document (the “Policy”) outlines how Slate factors sustainability risk and opportunity considerations into its investment decision-making, investment ownership period and in Slate’s operations.

2. Vision

Slate aspires to lead the sustainability agenda by embedding industry leading ESG strategies and practices in its investments and operations. By holding itself to the highest standards of ownership, accountability and responsibility, Slate believes this approach enhances value for its investors and partners, reduces environmental impact, provides meaningful spaces for tenants and communities, and creates a superior culture and work environment for its team members.

3. Scope

The Policy applies to Slate’s global operations and investment activities including Slate employees, business partners and service providers who are expected to adhere to the Policy.

4. Governance

- a) The Management Committee, which is made up of Slate’s Partners, has oversight over the implementation of the Policy.
- b) The ESG Committee reports to the Management Committee and is responsible for developing and reviewing Slate’s ESG strategies and initiatives and ensuring a consistent approach to the Policy.
- c) Slate’s Partners and senior leadership team members are responsible for implementing the Policy as it relates to their individual areas of operation and control. Specifically, respective Portfolio Managers are responsible for Policy implementation throughout the holding period of an investment.
- d) Slate employees are responsible for implementing Policy practices and action plans as they relate to their individual areas of operation and control.

- e) The Slate Management Committee, ESG Committee and all Slate employees are supported by the Managing Director, Global Head of ESG. The Managing Director, Global Head of ESG is responsible for implementing and advancing ESG practices and thought leadership across Slate and its investment activities in line with this Policy.

5. ESG Linked Remuneration

Alignment with the integration of ESG practices across Slate' business lines and corporate operations is linked to individual annual performance, appraisals and remuneration and extends to all Slate Partners, senior leadership team members and employees.

6. ESG integration

Slate's approach to integrating ESG factors in investments and operations is based on Slate's core values of trust, collaboration, excellence, entrepreneurial spirit, and ingenuity, and applies to all activities across the investment cycle. This approach is founded in the belief that good governance brings value for all of Slate's stakeholders.

Slate uses its team's collective expertise combined with regional and national regulations, industry best practice and leading standards to inform its approach, including:

- Sustainable Finance Disclosure Regulations and EU Taxonomy
- Global Real Estate Sustainability Benchmark ("GRESB")
- United Nations-supported Principles for Responsible Investment (PRI)
- Task Force for Climate Related Financial Disclosures ("TCFD")
- Sustainability Accounting Standards Board (SASB) Standards
- OECD Guidelines for Multinational Enterprises
- UN Principles on Business and Human Rights.

Slate is committed to integrating ESG factors into its investment process across every business line, by identifying and managing issues that are material to each investment during its lifecycle. The consideration of ESG factors is the responsibility of all teams across all business lines.

7. Material ESG factors

The following is a list of the ESG factors Slate believes to be the most material to its business lines and the approach to address each factor. For each factor Slate will endeavour to implement best practice industry standards and guidelines.

a) Climate Change

Slate recognises that climate change is one of the most pressing challenges facing the world today. As a real asset and infrastructure investor, owner, developer, and operator, Slate has a role in delivering the change needed to reduce carbon emissions in the real estate and alternative asset sector. Slate believes that managing

climate change risks and opportunities brings key benefits which include reducing regulatory and reputational risk, sharing costs and savings with tenants, reducing risk of stranded assets and enhanced asset value and desirability.

Commitment:

- Identify and evaluate transition and physical climate change risks and opportunities in investment decisions and underwriting,
- Improve climate resilience of assets to extreme weather events,
- Incorporate climate change and greenhouse gas reduction considerations into risk management and asset management activities,
- Monitor greenhouse gas emissions of property investments by measuring direct greenhouse gas emissions (scope 1)¹, purchased energy-related emissions (scope 2)² and engaging with tenants to track other indirect (scope 3)³ greenhouse gas emissions,
- Evaluate and reduce greenhouse gas emissions compared to industry benchmarks,
- Evaluate climate change related opportunities and risk mitigation with property managers, tenants, development teams and borrowers. Opportunities may include operation of assets to reduce greenhouse gas emissions, installation of low-emitting technologies in development design and retrofits, and energy efficiency improvements in lending business plans, and
- Incorporate requirements in property manager agreements and tenant leases including energy efficiency cost sharing, performance data sharing and climate change preparedness policy and procedures.

b) Resource Efficiency

Slate believes that by consistently managing environmental impacts and achieving efficiency gains there is an opportunity to own efficient and resilient buildings that serve our tenants, local communities, and the environment.

Commitment:

- Evaluate energy and water consumption pre-investment by reviewing historical data, where available, and overall performance indicators including third-party certifications and ratings,
- Monitor and reduce energy, water consumption and waste to landfill of our direct investments and developments,
- Evaluate opportunities to enhance biodiversity and habitats at properties and in developments,
- Drive environmental leadership and innovation by seeking new technologies and partnerships that will benefit buildings, tenants, and communities,
- Pursue green building certifications, where appropriate, in direct property and development investments,
- Consider sustainable and green lending principles as favourable in lending investments, and

¹ Scope 1 emissions: Direct emissions from activities of an organisation or under their control. For example, emissions directly from burning gas in a boiler at an asset.

² Scope 2 emissions: Indirect emissions from sources owned or controlled by an organisation. For example, the electricity purchased for an asset.

³ Scope 3 emissions: All other indirect emissions from activities of the organisation, occurring from sources not owned or controlled by the organisation. For example, procured from goods, services and tenants.

- Facilitate collaborative approaches to enhance resource efficiency and where possible incorporate green leases into tenancy agreements

c) Social Impact

Fostering strong relationships and collaboration with tenants and stakeholders supports the creation of resilient, safe, and sustainable communities.

Commitment:

- Support investments that provide access to enhanced quality of life and community revitalization through the repositioning of deteriorating assets and redevelopments and in-fill developments of unused or underused spaces to elevate the physical infrastructure, culture, reputation, and aesthetic of neighbourhoods,
- Support and promote local skills, job creation and opportunities,
- Engage with tenants, communities, and other stakeholders including indigenous peoples to evaluate activities and investments that support healthier, safer, and more resilient communities,
- Support growth of local and regional businesses by promoting local and diverse supply chains,
- Protect the health, safety, and wellbeing of stakeholders in the development and operation of investments by ensuring Slate, its partners, property managers, development teams, service providers or others acting on its behalf have appropriate policies, systems or measures in place that comply with local health and safety laws and regulation, at minimum, and
- Review health, safety and wellbeing aspects of investments and lending and consider the benefit or impact to tenants, the community, and other stakeholders, including building wellbeing design features and amenities.

d) Ethical Business Conduct

Good governance drives everything that Slate does. Integrity, accountability, and trust are at the core of Slate's culture. Slate believes that integrating ESG practices into its management practices, processes and systems is key to the long-term success of its business and is aligned with its commitment to good business conduct and ethics.

Commitment:

- Ensure Slate's investment process and activities are conducted with the highest level of integrity,
- Have controls and maintain a culture that strives to prevent fraud, bribery, anti-competitive behaviour, money laundering, terrorist financing, while protecting human rights and prohibiting child labour,
- Review and screen Slate's investors, property managers, development teams, service providers, tenants, borrowers, and investments for any related flags, fines, or penalties, and
- Evaluate ESG performance of securities in investment management decisions.

8. Implementation of ESG practices

Slate's goal is to continuously improve the amount and detail of data it monitors to inform its ESG factor implementation, target setting and performance. This way, Slate can identify and target opportunities to advance the adoption of innovative ESG best practices across its business lines.

a) Direct Investments

Slate will identify and incorporate material ESG factors relevant to transactions⁴ into its investment analysis and pre-investment due diligence to inform the investment decision. Slate will conduct initial screenings of investments to identify material ESG risks that may preclude an investment from consideration.

b) Asset and Property Management

Slate integrates the management of ESG risks and opportunities into its asset management activities. Material ESG factors identified are used to help inform asset and property management and support the on-going planning, operation and monitoring of assets. This varies by asset class and portfolio and involves collecting ESG property data including:

- Climate physical risk
- Energy and water efficiency
- Waste to landfill
- Greenhouse gas emissions
- Tenant and community engagement
- Number of green leases
- Number of green building certifications

Where tenants control property uses and "own" the data, Slate will endeavor to work with tenants and property managers to increase data availability and monitoring capabilities by implementing asset level plans such as data requests, data sharing clauses in leases and sub-metering solutions. Slate's goal is to realise and share ESG related opportunities with tenants through engagement to improve and assess ESG performance across portfolios, against industry benchmarks and to internal targets.

c) Development and Refurbishment

Slate strives to achieve high ESG standards and meet our ESG commitments for new developments or refurbishment projects. Slate's objective is to minimise negative environmental impacts and maximise social impacts. Slate seeks to adopt environmental technologies to maximise the creation of positive environmental, social, and economic opportunities for our stakeholders including tenants and local communities.

d) Tenant Screening

⁴ Includes Slate Real Estate Capital lending transactions and Slate Securities investment decisions.

Slate will undertake tenant screening for new primary lease agreements to identify occupiers who may be undertaking activities that may raise material ESG risks and do not align with Slate's policies.

Material ESG risks and opportunities identified during the pre-investment due diligence and tenant screening process are reported to the Investment Committee to help inform investment decisions. Such matters are included as a standing item for Investment Committee meetings.

e) Exclusions

Slate focuses on making investments that are compelling and attractive and which create and capitalise on unique opportunities. Slate prefers to engage with counterparties and investee companies and use Slate's approach to ESG integration to assess material ESG factors and risks to inform investment decisions. Any investment involving Slate in or associating Slate with organizations involved in activities contrary to our standards for ethical business conduct and governance warrants exclusion, including fraud, bribery, anti-competitive behaviour, human rights violations, child labour, money laundering and terrorist financing.

f) Governance and Stewardship

Slate believes strong governance and stewardship is a necessary component to actioning its ESG investment approach and vision. Slate exercises this by using its influence through constructive dialogue, collaboration, voting⁵ and action with internal and external stakeholders and across its investments to address material ESG factors that minimize risk, enhance investment return, and foster positive outcomes for the environment and society.

g) Engagement

Engagement with key stakeholders occurs across all of Slate's investment, management, development, and lending activities. From the very early stages of an acquisition or a transaction, engagement provides an opportunity to gather information that supports the decision-making process. Slate engages with sellers, brokers, borrowers, management teams, tenants, property managers, development teams and other partners to screen for unethical business conduct, collect information, discuss material ESG factors and encourage good ESG governance. Slate engages with local communities to identify areas of potential concern, better understand local needs and perspectives to enable it to develop action plans that deliver positive social and environmental impact.

Within direct property investments, Slate works closely with property managers to advance ESG performance at the property level. To ensure alignment of expectations, Slate seeks to incorporate ESG requirements into property manager agreements, set ESG-related performance metrics, and actively work to increase the number of agreements where these occur. Slate also seeks to work with tenants through green lease clauses to drive performance, including cost-sharing to implement energy, waste and water efficiency projects and sharing of ESG data.

⁵ as relates to Slate Securities

Regular touchpoints with stakeholders are used to address ESG concerns, including project manager reviews, development team project check-ins and meetings with borrowers and issuers' management. Meetings with investors are also used to understand and align ESG expectations.

9. Corporate Operations

In addition to our investment activities, Slate is committed to integrating ESG throughout our own corporate operations by focusing on factors that are important to its employees and communities.

We commit to:

- Invest in the health, safety, and wellbeing of our employees through competitive salaries and compensation structures, flexible work schedules and leading health benefits packages, parental leave and vacation policies,
- Engage employees to support growth, professional development, and mentorship,
- Foster a diverse and inclusive work environment in which all individuals are treated fairly and respectfully, valued for their strengths, have equal access to opportunities and resources and can contribute fully to Slate's success,
- Monitor employee engagement and satisfaction through annual surveys and implement change to address insights where possible,
- Contribute to local communities through donations, volunteer services and support for charitable organizations, and
- Measure operational greenhouse gas emissions from Slate's corporate offices and business travel.

10. Reporting

Slate adheres to mandatory regional ESG disclosure requirements, financial authority guidance and local reporting requirements. To ensure access to material information, we commit to annual investor reporting on ESG performance.

Public disclosure to all stakeholders will be assessed on an ongoing basis and reported through Slate's website and Slate Asset Management Environment, Social and Governance Report.

11. Review

The Managing Director, Global Head of ESG reviews and suggests revisions to the Policy annually, in line with changing ESG priorities and advancements. All policy changes are approved by the Slate Partners.