

*2020-2021 Sustainability Report*

# Bold ideas for better communities



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For more information on Sustainability at Dream, please visit our website.

[www.dream.ca](http://www.dream.ca)

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# About this Report

## Reporting Boundaries

All information and performance data contained in this report reflects the period from January 1 to December 31, 2020, unless otherwise stated. All amounts are reported in Canadian dollars. In some places we may highlight a 2021 initiative and will provide more detailed information on these initiatives in next year’s sustainability report, to be released in 2022. Where there have been changes in measurement methods or restatements of information from the [2019 Sustainability Report](#) ↗, we have identified these in a footnote to describe the change.


Dream published its first Sustainability Report in 2015, and has subsequently disclosed sustainability information in the annual reports of its public entities since 2017. In 2019, we released a Sustainability Report focusing on the environmental, social and governance (ESG) performance and practices for the Dream group of companies as well as for each Dream entity. The 2019 Sustainability Report was released in November 2020. The 2020-2021 Sustainability Report presents Dream’s new ESG Framework and provides an update on Dream’s sustainability performance, practices and initiatives.

The content of this report was defined through engagement with Dream’s stakeholders, as well as by specific commercial real estate sustainability standards and Dream’s sustainability programs and initiatives. This report has been approved by the Chief Responsible Officer of Dream Unlimited Corp., and Chief Executive Officers of Dream Industrial REIT and Dream Office REIT as well as the Chief Financial Officers for each entity. In addition, it has been approved by the Chief Operating Officers of Dream Office REIT and Dream Industrial REIT.

The annual Sustainability Report is prefaced by the common Dream group section and then followed by individual sections for each entity. The following sections reflect the Dream group of companies and their common policies, strategies, performance and initiatives: Dream Overview, Sustainability Journey, ESG Framework, Stakeholder Engagement, Governance & Risk, and Social.

The remaining sections of the report reflect entity-specific practices and performance. The intended audiences of this report are tenants and residents, investors, research analysts, communities, employees, our partners, as well as municipalities and governments in locations where Dream operates.

## Report Verification

Environmental data disclosed by D.UN and MPCT.UN in this report has been independently verified by Quinn & Partners, who performed limited verification on selected GHG emissions, energy, water and waste data in accordance with ISO 14064-3. In this report, the  symbol indicates verified information. A copy of the verification statement can be found [here](#).↗

## Reporting Standards

This report has been prepared with references to the Global Reporting Initiative (GRI) Standards. It also includes indicators from the Sustainability Accounting Standards Board (SASB) Real Estate Standard and addresses the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). These standards are referenced in the reference tables starting at the end of this document.

The Dream group of companies, which is collectively referred to as "Dream", consist of the following:

- **Dream Unlimited Corp.** (TSX: DRM) ("DRM") or ("Dream Unlimited")
- **Dream Impact Trust** (TSX: MPCT.UN) ("MPCT.UN") or ("Dream Impact")
- **Dream Office REIT** (TSX:D.UN) ("D.UN") or ("Dream Office")
- **Dream Industrial REIT** (TSX:DIR.UN) ("DIR.UN") or ("Dream Industrial")

## Contact

For any questions or feedback regarding this report, please contact:

Sustainability & ESG at [sustainabilityandesg@dream.ca](mailto:sustainabilityandesg@dream.ca) ↗

The Dream group of companies consist of the following:

**Dream Unlimited Corp.**  
TSX: DRM

[2020 Annual Report](#) ↗  
[Website](#) ↗

**Dream Impact Trust**  
TSX: MPCT.UN

[2020 Annual Report](#) ↗  
[Website](#) ↗

**Dream Office REIT**  
TSX: D.UN

[2020 Annual Report](#) ↗  
[Website](#) ↗

**Dream Industrial REIT**  
TSX: DIR.UN

[2020 Annual Report](#) ↗  
[Website](#) ↗

\* Dream Impact Trust's legal name is Dream Impact Master GP Inc.





# Chief Responsible Officer's Message

At Dream, we have always embraced impact investing and sustainability. Our mission is to create positive environmental and social results, alongside strong financial returns.

We also know that good Environmental, Social and Governance practices are necessary to meet the needs of investors and manage risk in our business. We are building better communities because they are environmentally sustainable, inclusive and improve the lives of our tenants, communities, partners and employees, which is an integral part of who we are and how we do business.

In addition to being the right thing, sustainability is a part of our day-to-day business and we actively work to improve the places where we invest, develop and operate with the goal of leaving them better than we found them. Our successes can be seen in the revitalization of our communities such as Toronto's Distillery District, Zibi, West Don Lands and Brightwater. We have pursued social and environmental results with our tenants by offering green leases, creating walkable communities with parks and green spaces, and operating energy and water efficient buildings.

At Dream, we are using our core business to address broader social and environmental issues and we have been able to support Canada's commitment to affordable housing, climate change and social inclusion. We have set significant attainable and affordable housing targets in our development projects at Zibi, Canary District, and West Don Lands. We are making progress on Zibi's goal of being 100% powered by its innovative, zero carbon District Energy System by 2025. We continue to support and celebrate the Indigenous community through the Indigenous Hub project in Canary District and within the Zibi community. As community builders, we want to ensure a high quality of living, resource efficient assets, safe and well-paid jobs, and contribute to local supply chains and enterprises.

In 2020, Dream became a signatory to the International Finance Corporation's Operating Principles for Impact Management and over the past year we have worked diligently to develop our impact investing approach while also achieving market returns. We now have the tools to better measure and communicate our positive environmental and social results that we generate together with financial returns to our investors. We invest with intent and are focused on the future impacts we can create beyond the typical development projects. Our impact investing approach has shown us where we have the greatest opportunity to maximize our impact: Environmental Sustainability and Resilience, Affordable and Attainable Housing and Inclusive Communities.

The Dream group of companies, including Dream Unlimited, Dream Office REIT, Dream Industrial REIT and Dream Impact Trust, continue to demonstrate leadership in creating a better future world.

We are proud to announce that the Dream group of companies has set an ambitious and industry leading goal of net zero greenhouse gas emissions by 2035. As part of our Environmental Sustainability and Resilience impact vertical, we are applying our rigorous impact management system to hold ourselves accountable and strive for transparent, continued improvement. Over the next year, we will deliver a road-map that outlines how we will reach net zero by 2035. We also recently announced \$136.6 million in funding from the Canada Infrastructure Bank, which will significantly support our transition to net zero.

We have also committed to the Net Zero Asset Managers initiative, which sets targets of net zero greenhouse gas emissions by 2050; however, at Dream we are going to go further, faster. We are committing to net zero by 2035 because we need to take steps now, not later. Our teams are motivated and understand the sense of urgency to find solutions.

We are very proud to unveil a new Social Procurement Strategy that is one of the most ambitious in Canada. We seek to leverage the money we spend in developing and managing our real estate to create business opportunities and jobs for both equity-seeking groups and local or independent businesses. In the communities we build, we use our impact principles to build communities that are safe, diverse and attainable.

Our goal has always been to do great work. Our people feel empowered, fulfilled and are proud of our work. We have a strong track record of building great careers and we are very proud of the many alumni that have gone on to be leaders in the industry and continue to stay connected with Dream.

The events of the past years have impacted the world profoundly. Throughout this time, we have been focused on running a great business and having a positive impact on people's lives.

Sincerely,



**Michael Cooper**  
Chief Responsible Officer  
Dream Unlimited Corp.





# Head of Sustainability and ESG Letter

In our 2020-2021 Sustainability Report, Dream is proud to show that we’ve accomplished a lot and significantly advanced our impact, sustainability and ESG mandates.

Building on our well received 2019 Sustainability Report, we've advanced our practices to develop greater and more detailed data collection, best in class policies and standards, and more ambitious goals. We believe that a solid management approach to ESG is the foundation for good business practices and our impact investing platform.

In 2021, we formalized our ESG Framework to integrate ESG into our business and provide support for our mission to Build Better Communities – communities that are sustainable, inclusive and improve people’s lives. As you will see in this report, the ESG Framework sets the direction for all Dream entities to continue our leadership by identifying and elevating our key ESG priorities. It includes elements that are common to all entities, but is also customized to meet the ESG goals and needs of each individual entity.

Our ESG Framework centres around four core pillars which capture important value creation opportunities and responsible business practices:

- > Creating better places
- > Being future ready
- > Fostering strong relationships
- > Ensuring operational excellence

With our ESG Framework in place, we have guiding principles for our businesses and employees to focus our innovation and energy.

We are pleased to announce that Dream has set new, industry leading net zero greenhouse gas emission (“net zero”) goals for each Dream entity:

- > DRM, MPCT.UN and D.UN have committed to being net zero by 2035 for operations and new developments, including Scope 1, 2 and select Scope 3 emissions
- > DIR.UN has committed to being net zero by 2035 for operations including Scope 1 and 2 and Net Zero by 2050 for select Scope 3 emissions

Reaching net zero is not simple, and we understand that it goes beyond one commitment. To support our net zero commitments, we commit to increased measurement and verification of our greenhouse gas emissions, alignment with leading standards and organizations, increased transparency in our reporting, and increased partnership in working with our stakeholders in government, utilities, our supply chain, employees and our tenants. As part of our effort to be leaders in the transition to the low carbon future we will continually monitor and assess the applicability of renewable energy generation opportunities.

In addition, we have taken significant steps to show our commitment to transparency and accountability in our business. As such, Dream Unlimited, on behalf of the Dream group of companies, has joined the Net Zero Asset Managers (NZAM) initiative in November, which represents asset managers around the world aligned with net zero targets of 2050 or sooner. The initiative covers 220 signatories and US\$57.4 trillion AUM, of which Dream is one of the first Canadian companies to join.

Furthermore, Dream Unlimited, on behalf of the Dream group of companies, has signed onto the [United Nations’ Principles for Responsible Investment \(UN PRI\)](#) – an international network of investors working together to implement six key principles to ensure a sustainable global financial system. Each Dream entity has become an official supporter of the [Task Force on Climate-Related Financial Disclosures \(TCFD\)](#), chaired by Michael R. Bloomberg. Together with our net zero by 2035 commitment, our commitments to NZAM, UN PRI and TCFD contribute to our comprehensive and rigorous impact and ESG management system.

Over the next five years, our focus will be to take meaningful and thoughtful steps to reduce our greenhouse gas (GHG) emissions by setting interim reduction targets and focusing on measuring our Scope 3 emissions including emissions from downstream leased assets and business travel.

We hope you find this report informative, educational, and inspiring as we continue on our impact, sustainability and ESG evolution.

Sincerely,



**Lee Hodgkinson**  
Head of Sustainability & Technical Services  
Dream Unlimited Corp.



# Dream Overview

Dream is an asset manager, owner and developer of real estate. Founded in 1994 with a vision to revolutionize the way people live and work, Dream is one of Canada’s leading real estate companies, with over \$13 billion in assets under management amongst its four publicly listed entities, private funds and institutional partnerships.



Across the Dream group of companies we have:

\$13 billion

In assets under management\*

23,810

condominium and purpose-built rental units in the Dream group portfolio (including development pipeline)\*

39.8 million

sq.ft. of Industrial Gross Leasable Area (GLA) in DIR.UN\*

5.5 million

sq.ft. of office GLA in D.UN\*

476

total employees

11.7 million

sq.ft. of commercial / retail GLA across the Dream group portfolio\*

\*As of September 30, 2021.

At Dream, our employees are our most valuable asset and consist of the following:

47%

of employees are women

45%

of managers are women

30%

of executives are women

Number of Employees <sup>(1)(2)</sup>	Men	Women	Total
Permanent <sup>(3)</sup>	252	224	476
Contract	6	8	14
Full-time <sup>(4)</sup>	255	231	486
Part-time	3	1	4

(1) Includes only employees employed by Dream Asset Management Corporation, Dream Industrial Management Corp., Dream Office Management Corp. and Dream Industrial Europe Advisors Cooperative U.A. Does not include employees at Dream recreational properties, employees on unpaid leaves of absence (e.g., permanent disability, long-term disability, parental leave) or interns.

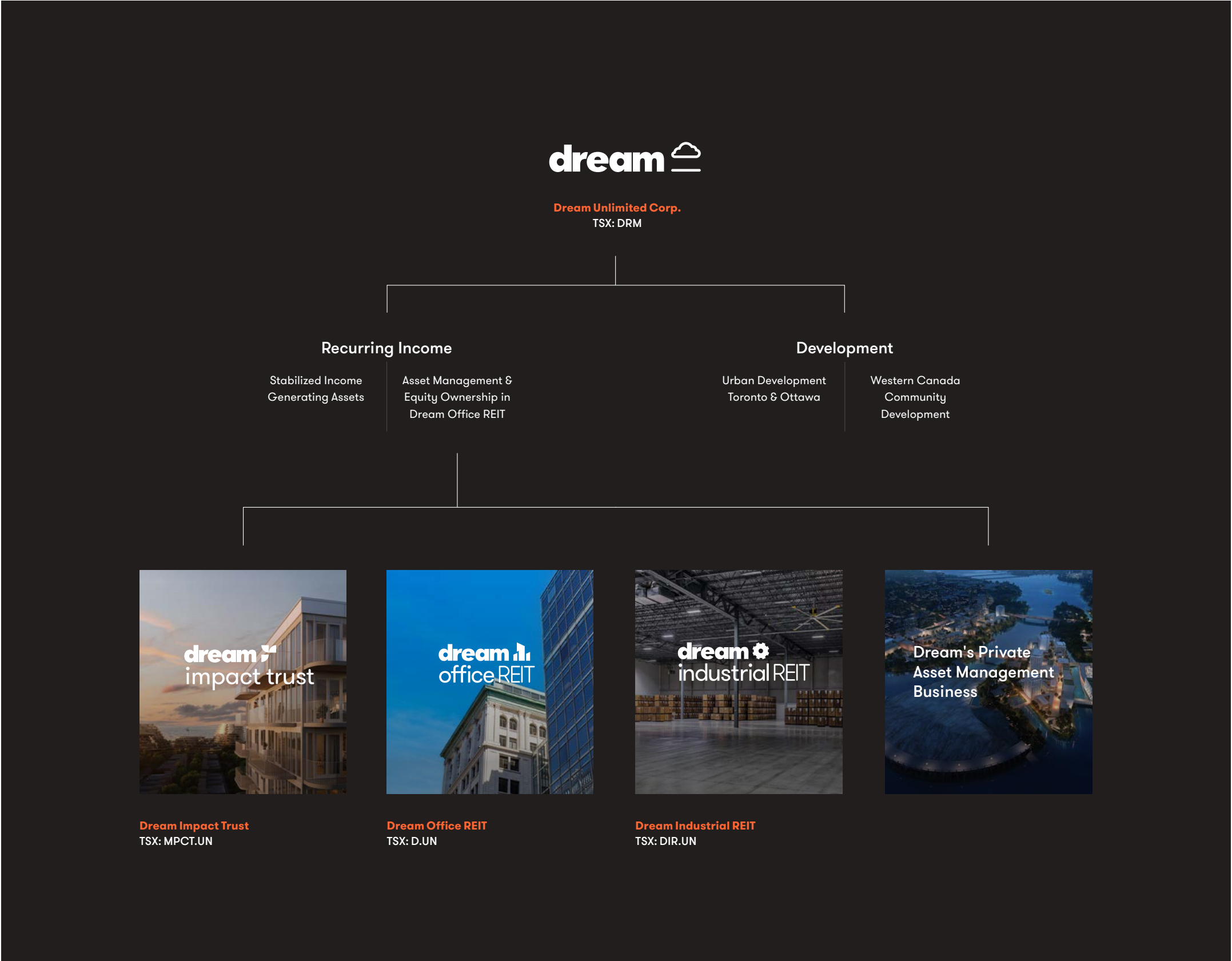
(2) Numbers represented as total headcount, not full-time equivalent.

(3) Includes permanent part-time employees.

(4) Includes all employees with a work schedule of 35 hours or greater per week.



# Dream Group of Companies



## Dream

Dream takes an innovative and bold approach to ESG and impact investing, continuously challenging ourselves and others to do more.

Headquartered in Toronto, Canada, Dream is responsible for some of Canada’s most iconic and transformational projects. We invest with purpose, embracing creativity, passion and innovation to deliver high returns, while doing good for the communities and the world around us.

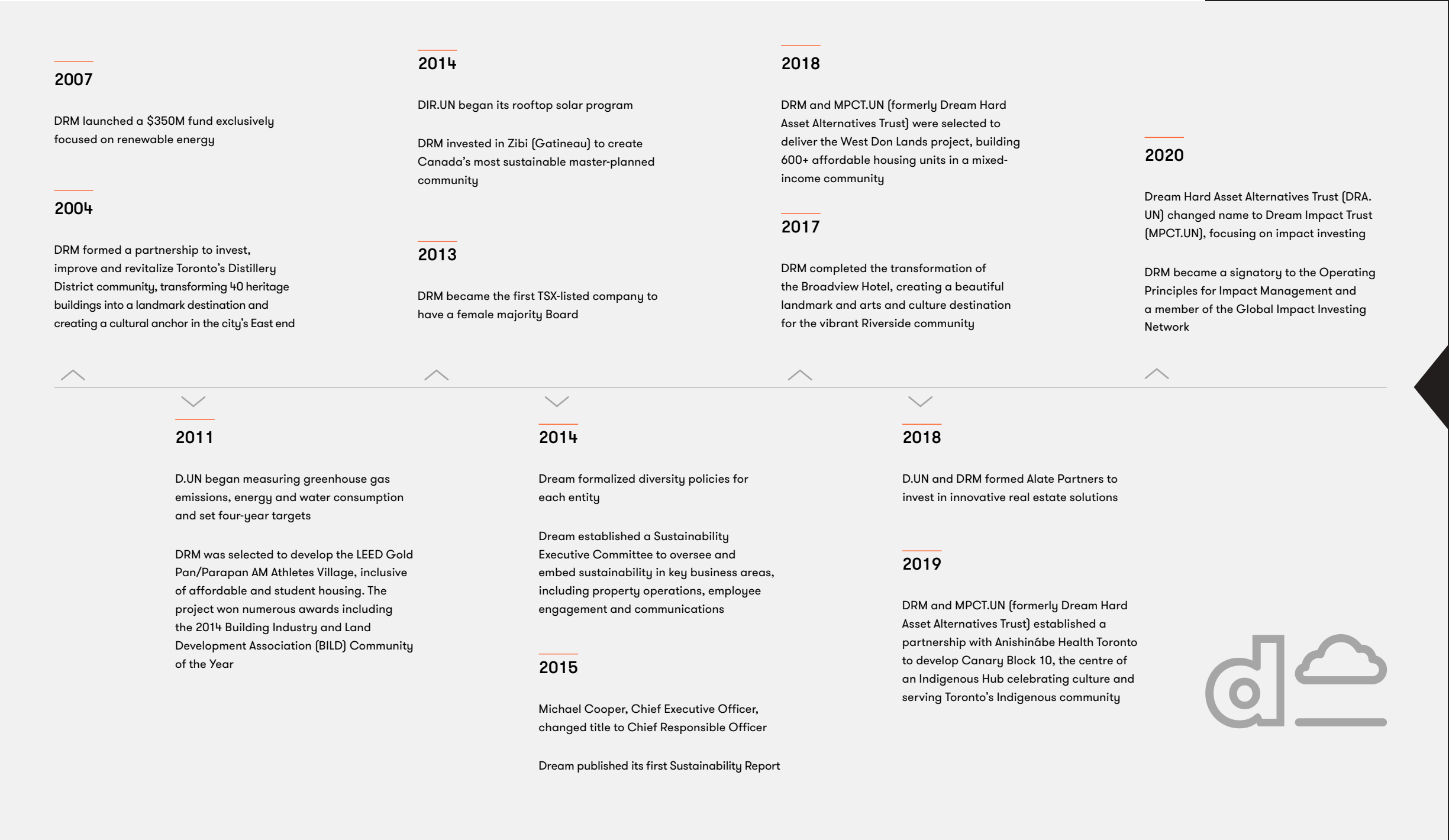
We proudly participate as members of several industry associations including:

- > Building Owners and Managers Association (BOMA) Canada
- > REALPAC
- > International Council of Shopping Centres (ICSC)
- > Building Industry and Land Development Association (BILD)
- > Commercial Real Estate Development Association (NAIOP)
- > Local Business Improvement Associations
- > Urban Land Institute (ULI)
- > Catalyst member of the Canadian Green Building Council (CaGBC)
- > European Public Real Estate Association (EPRA)
- > RECA – Real Estate Council of Alberta
- > SREC – Saskatchewan Real Estate Council
- > RECO – Real Estate Council of Ontario



# Sustainability Journey

Dream has integrated sustainability into the way we conduct business for over a decade. We are proud of our track record of environmental, social and governance initiatives, and look forward to sharing our progress with you on the journey ahead.



## 2021

- MPCT.UN published inaugural Impact Report and Disclosure Statement
- Dream developed ESG framework to drive and unite ESG initiatives across the entities
- D.UN and MPCT.UN participated in the Global Real Estate Sustainable Benchmark (GRESB) for the first time and achieved a score of 91 and 90 respectively
- Dream certified as a Great Place to Work ® which reflects its commitment to creating a positive work culture for all of its employees
- DRM and MPCT.UN released Impact Financing Framework to issue green, social or sustainability bonds, green loans and social loans, or other financial instruments to finance or re-finance eligible impact projects
- DIR.UN released Green Financing Framework in support of DIR.UN's green financing initiatives



## Introduction

# ESG Framework

For over two decades, we have been working to make our communities better while maximizing returns for our investors.

We aim to continue this work while increasing our focus on generating intentional and measurable environmental and social returns, aligning ourselves with applicable standards and in 2021, further integrating ESG throughout our business by implementing a formal ESG Framework.

We are excited to share our new ESG Framework, which identifies and elevates our ESG priorities and sets the direction for us to continue to be an ESG leader.

Developed with extensive input from key stakeholders, our ESG Framework considers the global macro trends that are influencing today's sustainability expectations and identifies the emerging and material sustainability topics that are ingrained in how we run our business internally and externally. **The ESG Framework is connected to Dream's purpose to Build Better Communities and aligns with our corporate values and strategy.**

The ESG Framework applies to each of our entities and is tailored to address the most material ESG topics within each. Throughout this report you'll find references to the ESG Framework, including at the start of each entity's section, that set out the most material sustainability topics for each entity and how we are responding based on the type of asset class and specific fund objectives.

## ESG Framework Pillars

### Best Places:

Creating better places and communities that make positive impacts on people's lives and the planet

### Future Ready:

Building and operating with the future in mind

### Strong Relationships:

Fostering inclusive relationships to create value for everyone in our community

### Operational Excellence:

Running a great company that focuses on purpose and profit

BP  
Best Places

### Dream's Values

Our values provide the foundation for our corporate culture and our investment philosophy – and align with our ESG Framework pillars.

- > Social Responsibility
- > Courageous Ideas
- > Meaningful Relationships
- > Fierce Diligence

FR  
Future Ready

SR  
Strong  
Relationships

OE  
Operational  
Excellence



## ESG Framework Pillars



### Best Places

Creating better places and communities that make positive impacts on people’s lives and the planet.

- > Certifications
- > Health, safety, and wellness
- > Amenities and inclusive atmosphere
- > Attainability and affordability
- > Connectivity

Dream Value: Social Responsibility



### Future Ready

Building and operating with the future in mind.

- > Climate change resilience
- > Carbon and resource efficiency
- > Innovation and technology adoption
- > Sustainable development
- > Sustainable redevelopment

Dream Value: Courageous Ideas



### Strong Relationships

Fostering inclusive relationships to create value for everyone in our community.

- > Tenant relationships
- > Government collaboration
- > Community / NGO partnerships
- > Indigenous engagement
- > Sustainable procurement

Dream Value: Meaningful Relationships



### Operational Excellence

Running a great company that focuses on purpose and profit.

- > Diversity, inclusion and advancement
- > Valuing employees,
- > ESG risk management
- > Corporate governance
- > ESG impact and management

Dream Value: Fierce Diligence



# United Nations Sustainable Development Goals

The Sustainable Development Goals, (SDG) also known as the Global Goals, were adopted by all United Nations Member States in 2015 as a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030.

There are 17 goals in total which provide a shared blueprint to achieve these goals. In our investment strategy we identify relevant SDGs and consider how our project may contribute to the achievement of these goals. In particular, Dream is dedicated to building safe, resilient, inclusive and sustainable cities – expressed by Goal 11.



**SUSTAINABLE DEVELOPMENT GOALS**  
Dream supports the Sustainable Development Goals



Canary District  
Toronto, Ontario



Introduction

# Stakeholder Engagement

Dream fosters strong, long-term relationships and maintains an open and ongoing dialogue with all our stakeholders.

Doing so creates satisfied tenants, happy employees, confident investors and enthusiastic partners. We make use of multiple engagement methods to continuously improve how we work together and create shared value in the communities where we operate. We continue to build on the feedback received from our stakeholders and use it to improve our business.

Stakeholder group	Employees <div>Frequency: Continuous</div>	Tenants <div>Frequency: Continuous</div>	Investors and analysts <div>Frequency: Continuous</div>	Municipal government partners and local communities <div>Frequency: Ad Hoc</div>
Topics engaged on	<div><div></div> COVID-19 response</div> <div><div></div> Health, safety and wellness initiatives</div> <div><div></div> Lunch and Learns</div> <div><div></div> Office services</div> <div><div></div> People &amp; Culture programs</div> <div><div></div> Social Committee activities</div> <div><div></div> Diversity, inclusion and advancement</div>	<div><div></div> Sustainability campaigns and events</div> <div><div></div> GHG data collection for areas outside of our operational control</div> <div><div></div> Wellness promotions</div> <div><div></div> COVID-19</div>	<div><div></div> Sustainability strategy and disclosure</div> <div><div></div> Impact investing</div> <div><div></div> Financial returns alongside measurable social and environmental benefits</div> <div><div></div> Industry initiatives</div> <div><div></div> Net zero targets</div>	<div><div></div> Housing affordability</div> <div><div></div> Indigenous engagement</div> <div><div></div> Social procurement</div> <div><div></div> Sustainability practices</div>
Engagement methods	<div><div></div> Annual performance reviews</div> <div><div></div> Semi-annual feedback check-ins</div> <div><div></div> Internal communications (intranet, emails)</div> <div><div></div> Bi-weekly business updates with Chief Responsible Officer</div> <div><div></div> One-on-one meetings</div> <div><div></div> Social media (LinkedIn, Glassdoor)</div> <div><div></div> Touchpoints and exit interviews</div> <div><div></div> Guest speakers</div> <div><div></div> Town halls</div> <div><div></div> Employee Surveys</div> <div><div></div> Weekly COVID-19 updates</div>	<div><div></div> Emails/communications</div> <div><div></div> Engagement surveys</div> <div><div></div> Media releases</div> <div><div></div> Monthly promotions</div> <div><div></div> One-on-one meetings with leasing and client services</div> <div><div></div> Tenant experience emails</div> <div><div></div> Tenant concierge service</div> <div><div></div> Website</div> <div><div></div> Quarterly newsletters</div>	<div>Investor relations activities including:</div> <div><div></div> Investor Days</div> <div><div></div> Investor presentations</div> <div><div></div> Meetings</div> <div><div></div> Annual General Meeting</div> <div><div></div> External conferences</div> <div><div></div> Press releases</div> <div><div></div> Quarterly and annual reports</div> <div><div></div> Website</div>	<div><div></div> Community meetings</div> <div><div></div> Emails and other communications</div> <div><div></div> Sustainability policies and standards</div> <div><div></div> Focus groups</div> <div><div></div> Market round- table discussions</div> <div><div></div> Media releases</div> <div><div></div> Websites (project specific and corporate) websites</div> <div><div></div> Quarterly and annual reports</div> <div><div></div> Relationship building</div>
What we heard	<div><div></div> Employees feel heard and supported</div> <div><div></div> Employees report that Dream is an inclusive place to work</div> <div><div></div> Dream employees feel that health and safety has been implemented well through the COVID-19 pandemic</div> <div><div></div> Employees feel there is an openness to new ideas</div> <div><div></div> Employees appreciate the fast-paced work culture and environment at Dream</div>	<div><div></div> Tenants report they are appreciative of efforts to promote wellness, as well as offer new programs and communication platforms</div> <div><div></div> Tenants are pleased with receiving regular COVID-19 updates and new safety protocols</div>	<div><div></div> Investors are interested in Dream's approach to managing sustainability, climate risk disclosure and participation in the GRESB real estate assessment and the United Nations Principles for Responsible Investment (UN PRI)</div>	<div><div></div> Design-related feedback</div> <div><div></div> Importance of public realm, parks, public spaces, amenities</div>
How we are responding	<div><div></div> Initiated discussions with employees and managers on topics of engagement</div> <div><div></div> Used feedback from employee survey to identify improvement opportunities and implement new initiatives to improve employee experience</div> <div><div></div> Refined our Whistleblower Policy</div> <div><div></div> Following up on diversity survey recommendations</div>	<div><div></div> Used feedback from our tenant satisfaction survey to identify improvement opportunities for property teams and develop action plans to implement new tenant engagement initiatives</div>	<div><div></div> Enhanced sustainability governance</div> <div><div></div> Set performance targets</div> <div><div></div> Assessed flood risk</div> <div><div></div> Aligning disclosures with leading ESG reporting standards</div>	<div><div></div> Enhanced communication including community feedback, ongoing dialogue, open soundings and weekly meetings</div> <div><div></div> Integrated design-related changes</div>





## Governance & Risk

Dream is committed to sound and effective corporate governance. Our goal is to not only meet the requirements established by regulators, but also to uphold excellent corporate governance principles and practices.





# Governance

Our governance approach includes nominating diverse, independent and experienced Board members to each of our public entities, as well as ensuring transparency in all aspects of our business.

Read more about our corporate governance practices in the Management Information Circulars for each entity and on our corporate websites.

### Board Oversight

For each Dream entity, a Board Committee is responsible for oversight of sustainability matters. We continue to embed sustainability in our Board mandates and integrate sustainability in each entity’s strategy, enterprise management systems, operations and most importantly, culture.

### Board Composition

Each Dream Board is comprised of highly experienced, dedicated and knowledgeable professionals who each have expertise in key areas of Dream’s businesses.

### How Our Framework Applies:

Governance topics that are a key priority for Dream are:




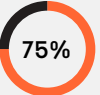














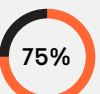

OE

Corporate governance

ESG risk management

ESG impact and management

The following sections in this charter will illustrate how we are addressing material governance topics for Dream and how ESG is integrated throughout our governance structures and risk management processes.

Board Composition	2019 <sup>(1)</sup>		2020 <sup>(2)</sup>	
	Independent	Women	Independent	Women
				
				
				
				

(1) As of November 2020.  
(2) As of December 2021.  
(3) Includes members of both the GP and Trust Boards.



#### Dream Unlimited Corp. - Read More ↗

- [Charters & Policies ↗](#)
- [Board Diversity Policy ↗](#)
- [Disclosure Policy ↗](#)
- [Code of Conduct ↗](#)
- [Whistleblower Policy ↗](#)
- [Majority Voting Policy ↗](#)
- [Diversity Inclusion & Advancement Commitment ↗](#)
- [Management Information Circular ↗](#)



#### Dream Impact Trust - Read More ↗

- [Charters & Policies ↗](#)
- [Board Diversity Policy ↗](#)
- [Disclosure Policy ↗](#)
- [Code of Conduct ↗](#)
- [Whistleblower Policy ↗](#)
- [Majority Voting Policy ↗](#)
- [Diversity Inclusion & Advancement Commitment ↗](#)
- [Management Information Circular ↗](#)



#### Dream Office REIT - Read More ↗

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- [Majority Voting Policy ↗](#)
- [Diversity Inclusion & Advancement Commitment ↗](#)
- [Management Information Circular ↗](#)



Board Diversity

We believe in diversity and value the benefits it can bring to our Boards.

Board diversity promotes the inclusion of different perspectives and ideas and ensures that Dream has the opportunity to benefit from all available talent. Having a diverse Board makes prudent business sense, helps maintain a competitive advantage and makes for better corporate governance.

We will periodically assess the skills, experience, knowledge and backgrounds of Directors and Trustees in light of the needs of the Board, including the extent to which the current composition of the Board reflects a diverse mix of skills, experience, knowledge and backgrounds, including an appropriate number of women Directors and Trustees. The Board targets a composition in which women comprise approximately 30% of Directors or Trustees.

In 2021, we approved Board Diversity Policies for each of our public entities.

Further Information

<b>Dream Unlimited Corp.</b> <a href="#">Website</a>	<a href="#">Charters &amp; Policies</a>
	<a href="#">Board Diversity Policy</a>
<b>Dream Impact Trust</b> <a href="#">Website</a>	<a href="#">Charters &amp; Policies</a>
	<a href="#">Board Diversity Policy</a>
<b>Dream Office REIT</b> <a href="#">Website</a>	<a href="#">Charters &amp; Policies</a>
	<a href="#">Board Diversity Policy</a>
<b>Dream Industrial REIT</b> <a href="#">Website</a>	<a href="#">Charters &amp; Policies</a>
	<a href="#">Board Diversity Policy</a>



Executive Oversight

The Chief Responsible Officer (CRO) of Dream Unlimited is the highest-level executive with oversight over ESG, including sustainability and climate change matters, at Dream. In addition, the Chief Financial Officer of each Dream entity together with the Chief Operating Officers for DIR.UN and D.UN provides leadership over the sustainability strategy and oversees the adoption of the ESG Framework for each Dream entity.

Sustainability at Dream is managed by the ESG Executive Committee, which is made up of members of the Executive Leadership team from each Dream entity as well as the Head of Sustainability & Technical Services and VP Strategic Finance. The ESG Executive Committee receives regular updates from the Sustainability & ESG team, Strategic Finance team, and the Sustainability Working Groups.



Dream Leadership Conference  
Collingwood, ON





## Profile: Sustainability Working Groups

When it comes to our people and the environment, we are committed to establishing and implementing strong sustainable practices. To make this an integral part of our culture, we give our employees opportunities to participate in our sustainability efforts through four employee-led working groups that champion different aspects of our sustainability efforts and lead the implementation of our activities.



Employees Teaching Sustainability  
30 Adelaide Street East, Toronto, ON

01

### Employee Engagement

The employee engagement group uses social activities, personal development programs, and inter-office competitions to raise awareness about Dream’s sustainability practices. The group designs activities to encourage employees to understand and support our commitments to sustainability. A key component of this group’s goals is to tie Dream to its purpose of Building Better Communities.

02

### Tenant Engagement

The tenant engagement group remains in frequent contact with tenants to keep them well informed of Dream’s sustainability efforts. The group evaluates tenant satisfaction with the services we provide and identifies improvement opportunities, designs activities to encourage tenants to be environmentally conscious and connects with tenant sustainability committees and internal green teams.

03

### Green Property Operations

This group is responsible for integrating environmental sustainability in Dream’s property operations, which includes overseeing energy, water, and waste management, procurement, leasing and marketing, and tenant engagement. The Green Property Operations group supports the development and rollout of policies, programs, guidelines and tools.

04

### Sustainability Reporting & Communications

This group works to continually embed sustainability into the Dream brand, so that everyone internally and externally knows about our commitment to sustainability. This entails preparing an external sustainability report, sharing information through newsletters and online, working on targeted sponsorships and promoting Dream’s efforts at conferences.



## Risk Management

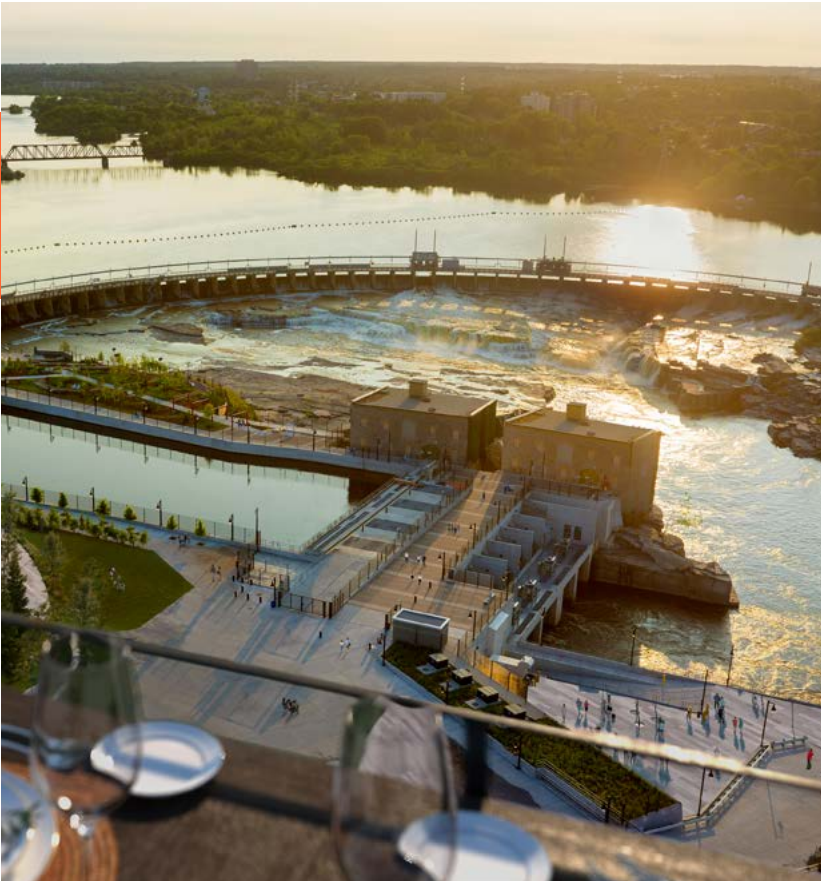
Enterprise Risk Management (ERM) at Dream is integrated with our risk management frameworks and is managed by our risk management group.

ERM is overseen by the Governance & Nominating Committee of the DRM Board. The Director of Risk and Insurance reports annually to the following Board committees at each entity: the Governance & Nominating Committee at DRM; the Governance, Compensation & Environmental Committee at MPCT.UN; the Compensation, Health and Environmental Committee at D.UN; and the Governance, Compensation & Environmental Committee at DIR.UN.

ERM at Dream is executed through procedures aimed at identifying, analyzing, responding to, managing and reporting on our exposure to risks. Through this process, risks are assessed based on their anticipated frequency, severity and likelihood, then either transferred, mitigated, or managed accordingly.

Risk management for acquisitions, investments and developments is overseen by the Chief Operating Officers and Chief Executive Officers at both D.UN and DIR.UN, respectively, together with the Chief Financial Officers. For DRM and MPCT.UN, this is overseen by the President of Asset Management and Chief Responsible Officer of DRM together with the Chief Financial Officers. At each entity, acquisitions and developments involve collaboration with numerous teams, including the Risk Management and Technical Services departments.

Risk management activities include evaluating opportunities using both an Impact Investment Criteria Checklist to assess environmental, social and governance risks and opportunities, as well as a Due Diligence Checklist involving a more comprehensive set of risks, tailored for each opportunity. In acquisitions, Due Diligence Checklists involve assessments of building systems to determine the business case and payback associated with capital improvements that are required to enhance resource efficiency and add value to the investment. This is in addition to environmental site assessments conducted by the Risk Management department and its environmental consultants to identify, quantify, and manage potential environmental risks.



**Zibi**  
Ottawa, ON / Gatineau, QC

For more information, please read our latest reports available on our website:

<b>Dream Unlimited Corp.</b> <a href="#">Website</a>	<a href="#">2020 Annual Report</a>
<b>Dream Impact Trust</b> <a href="#">Website</a>	<a href="#">2020 Annual Report</a>
<b>Dream Office REIT</b> <a href="#">Website</a>	<a href="#">2020 Annual Report</a>
<b>Dream Industrial REIT</b> <a href="#">Website</a>	<a href="#">2020 Annual Report</a>

## Climate Change Risks

Climate change continues to attract the focus of governments and the general public as an important threat, given that the emission of greenhouse gases and other activities continue to negatively impact the planet. Investors increasingly view climate change as a critical concern, while tenants and residents continue to demand low-carbon, resilient properties.

Dream is exposed to both the transition and physical risks of climate change. Transition risk is the risk that our properties will be subject to government regulations aimed at mitigating the impacts of climate change, such as greenhouse gas emissions reduction regulations, which could impose constraints on our operational flexibility or cause us to incur financial costs to comply with various reforms. Failure to adapt to climate change reforms could result in fines or adversely affect our reputation, operations or financial performance. Furthermore, our properties may be exposed to the impact of events caused by climate change, such as natural disasters and increasingly frequent and severe weather conditions; which we refer to as physical risks. Such events could interrupt our operations and activities, threaten our tenants, damage our properties and may potentially decrease our property values or require us to incur additional expenses, including increasing insurance costs against natural disasters and severe weather.

Transition and physical climate risks are part of Dream’s ERM and are currently managed through acquisition due diligence, building performance analyses, capital improvements, environmental, health and safety inspections and environmental audits in standing investments, as well as environmental health and safety inspections for new acquisitions. Our proactive energy management practices enable Dream to mitigate the adverse impacts of new regulation, including compliance costs. We also manage our risks by purchasing insurance policies to cover our assets in the event of property damage arising from climate-related events. We insure our assets to their 100% true replacement cost value, including coverage for 24 months of gross income. This mitigates Dream's exposure and ensures we are reasonably protected from potential losses.

## Energy and Water Management Risks

Dream is focused on managing and operating our buildings and acquisitions as efficiently as possible to mitigate risks associated with escalating utility costs, shifting regulations and tenant preferences. We manage energy and water risks by conducting energy and water audits, and implementing applicable efficiency measures to reduce our consumption.



Physical Climate Risks

We conduct analyses on an annual basis to identify physical climate risks in our portfolio and assess our level of resiliency. Climate resiliency describes our actions to prepare, adapt and endure the shocks and stressors we face related to climate change. The goal of climate resilience is to reduce the likelihood and impact of a catastrophic or disruptive event on our properties and in our communities.

Using third-party climate data, we assess the physical climate risk at each property across each of our entities, DRM, MPCT.UN, D.UN and DIR.UN, against the following hazards:

- >

Flooding
- >

Wildfire
- >

Windstorm
- >

Tornado
- >

Hailstorm
- >

Lightning
- >

Earthquake

We are committed to improving the resilience of our properties against the effects of physical climate risks. Using this analysis, we will identify specific regions and properties with increased climate risk and identify opportunities to improve resilience through ongoing capital and operations investments.

In addition, we have performed a flood and catastrophic loss risk assessment to determine which properties in our portfolio are at risk of losses from 50, 100, 200 and 500-year floods.



Number of At-Risk Assets from Flooding<sup>(1)</sup>

	50-year flood	Floor area <sup>(2)</sup> (sq. ft.)	100-year flood	Floor area <sup>(2)</sup> (sq. ft.)	200-year flood	Floor area <sup>(2)</sup> (sq. ft.)	500-year flood	Floor area <sup>(2)</sup> (sq. ft.)
DRM <sup>(3)</sup>	3	4,000,000	1	400,000	-	-	1	37,000
MPCT.UN <sup>(4)</sup>	-	-	1	61,000	-	-	-	-
D.UN	-	-	1	78,000	-	-	1	228,000
DIR.UN	1	86,000	13	1,900,000	17	2,400,000	14	2,600,000

(1) Assets that may be classified under more than one category by default are not duplicated in the figures in the other time categories. Changes from 2020 are the result of acquisitions or dispositions of assets since the previous reporting year. As of September 30, 2021.  
(2) Floor area square footage is based on Gross Leasable Area (GLA).  
(3) Includes Dream Unlimited's Canadian Income Properties, Arapahoe Basin, Willows in Saskatoon and Zibi at 100% of GLA as of September 30, 2021.  
(4) MPCT.UN assets managed by D.UN were included in this assessment at 100% of GLA.



Zibi  
Ottawa, ON / Gatineau, QC



Cyber Risk

Dream is committed to cyber security and privacy through a combination of regular security awareness activities and use of next-generation protection technologies.

Our cloud strategy involves an in-depth design around user access rights which supports our data governance initiatives. We perform regular assurance activities, which include internal and third-party vulnerability scanning and assessments in order to manage exposure and risk.

Our cyber security team monitors threats and attacks and has implemented preventative measures to ensure that all systems and employees are protected. We have a robust set of processes and procedures for incident management and resolution, supported by a cycle of continuous improvement. In addition, we have a mandatory cyber-awareness training program for all employees which ensures that they can detect and report malicious behaviour.

Based on the results, we are actively exploring developing site-specific plans, such as water damage mitigation plans and emergency plans for industrial properties at risk of windstorms. For example, our Zibi development, which is in a 50-year flood plain, has been designed to withstand 1,000-year flood risk. Going forward, our goal is to integrate standardized policies and procedures to further mitigate against physical climate risks across our portfolio. We believe this will also lead to lower insurance premiums and avoidance of stranded assets.



Business Ethics

As one of Canada’s leading real estate organizations, Dream is committed to maintaining the highest standards as it relates to Board governance and ethical business conduct.

We are steadfast in our commitment to maintaining the highest business and personal ethical standards by dealing openly and honestly with each other and with our Directors, Trustees, investors, tenants and suppliers. We are also acutely aware of the laws and regulations that govern our conduct at work, in the marketplace and in our communities.



Dream University Learning Session  
30 Adelaide Street East, Toronto, ON



The various policies governing business ethics and norms of behaviour at the Dream group of companies are developed by respective entity Boards. Compliance with these policies is the responsibility of all employees.

Each Dream entity has a Code of Conduct which is reviewed annually. The Codes are our statement of the values and principles that guide us in our day-to-day business activities. The keystones of our Codes are: integrity, respect, fairness, accountability and transparency. The Codes support our commitment to operate our businesses at the highest level of legal, moral and ethical standards and they provide the overriding principles for all of our policies and our approach to business. Each entity’s Code of Conduct applies to all members of the organization, including Directors, Trustees, Officers and employees.

These Codes have guidelines for expected behaviours and practices in day-to-day business activities, and direct employees to report conflicts of interest to a manager. Conflicts of interests related to Directors, Trustees and Officers are disclosed in our Annual Information Forms, while related party transactions are disclosed in each entity’s financial statements.

<b>Dream Unlimited Corp.</b> <a href="#">Website</a>	<a href="#">Annual Information Form</a>
	<a href="#">Code of Conduct</a>
	<a href="#">DIA Code of Conduct</a>
<b>Dream Impact Trust</b> <a href="#">Website</a>	<a href="#">Annual Information Form</a>
	<a href="#">Code of Conduct</a>
	<a href="#">DIA Code of Conduct</a>
<b>Dream Office REIT</b> <a href="#">Website</a>	<a href="#">Annual Information Form</a>
	<a href="#">Code of Conduct</a>
	<a href="#">DIA Code of Conduct</a>
<b>Dream Industrial REIT</b> <a href="#">Website</a>	<a href="#">Annual Information Form</a>
	<a href="#">Code of Conduct</a>
	<a href="#">DIA Code of Conduct</a>





## Social

At Dream, our people set us apart. We take great pride in our workforce and know that investing in them creates long-term value for our company.





# How Our ESG Framework Applies

Our goal is to be an inclusive employer that fosters a workplace where diversity is recognized as our strength and all employees enjoy equal opportunities to unlock their potential and grow their careers.

The approximately 500 employees across our entities come from a variety of backgrounds and places, bringing valuable skills and perspectives to our team. Together, we are united by our company values and common purpose of Building Better Communities. We believe that employees should have better lives because they work at Dream - both professionally and personally through the impact they have on the communities we are developing and through the knowledge that they are contributing to a better and more sustainable future.

Material social topics that are key priorities for Dream are:

SR

OE

Community and NGO Partnerships

Diversity, inclusion, and advancement

Valuing employees

The following sections in this chapter will illustrate how we are addressing material social topics for Dream and provide examples of how our business contributes positively to social outcomes.



Valuing Employees



Community and NGO Partnerships



Diversity, Inclusion, and Advancement

“Throughout the COVID-19 pandemic, Dream has remained committed to flexibility, support, transparency and most importantly, the well-being of our employees, their families and our communities in general. Over the past year and a half, we developed our Better Together Plans, our response to dealing with the pandemic and how we plan to safely welcome back employees, tenants and guests. Through continued communication, we provided the information our employees needed to stay informed and supported while adhering to the best health and safety practices and standards.”



**Gordon Wadley**  
Chief Operating Officer, Dream Office REIT  
Lead of Dream’s Pandemic Response Team



# Employee Development & Engagement

We are focused on developing leaders throughout Dream by prioritizing internal hires and providing opportunities for personal and professional growth.

## Our Approach

Employee development and engagement is managed by Dream’s People & Culture team, which serves all Dream entities. Our approach is guided by employee opinions to understand what makes working at Dream enjoyable and how best to improve their experience.

Our People & Culture team works together with our Health & Safety team and Diversity, Inclusion and Advancement Committee to enhance engagement and employee development, as well as further embed wellness, diversity, inclusion, and advancement across all areas of the Dream employee experience. Employee development and engagement is governed by the Organization Design and Culture Committee of the DRM Board.

## Key Accomplishments

- **86%** response rate achieved in our 2021 employee engagement survey
- Certified as a **Great Place to Work®** in 2021
- Named one of **Canada’s Best Employers for Recent Graduates** in 2021 by The Career Directory
- Recognized as one of the **Best Workplaces for Giving Back** in 2021 by Great Place to Work
- **24 virtual events** were held to engage employees throughout the pandemic
- **5 Dream employees** were awarded with Ethos Awards for living Dream values
- **\$13,400** donated to local foodbanks in lieu of holding annual holiday party as part of our Home for the Holidays employee initiative



### Dream Group of Companies - Employee Summary

	2019			2020		
Employee <sup>(1)(2)</sup>	Total	Men	Women	Total	Men	Women
Permanent <sup>(3)</sup>	470	251	219	476	252	224
Contract	24	11	13	14	6	8
Full-time <sup>(4)</sup>	488	259	229	486	255	231
Part-time	6	3	3	4	3	1

(1) Includes only employees employed by Dream Asset Management Corporation, Dream Industrial Management Corp. and Dream Office Management Corp and Dream Advisors. Does not include employees at Dream recreational properties, employees on unpaid leaves of absence (e.g., permanent disability, long-term disability, parental leave) or interns.  
(2) Numbers represented as total headcount, not full-time equivalent.  
(3) Includes permanent part-time employees.  
(4) Includes all employees with a work schedule of 35 hours or greater per week.

### Dream Group of Companies – New Hires and Turnover Rates

In 2020, Dream hired a total of 68 new full-time employees and had an overall voluntary turnover rate of 7%. The decrease in turnover rate from 2019 can be attributed to uncertainty caused by COVID-19, Dream’s commitment to no layoffs and a bonus payment to all employees earning under \$100,000 annually at the beginning of COVID-19.

	Total	Men	Women	Age >30	Age 30-50	Age 50+	Central Canada	Western Canada	United States	Europe
New Hires <sup>(1)</sup>										
2019	97	50	47	44	41	12	80	16	-	1
2020	68	41	27	19	40	9	55	9	-	4
Voluntary Turnover Rate <sup>(1) (2)</sup>										
2019	16%	7%	9%	5%	9%	2%	12%	4%	-	-
2020	7%	4%	3%	2%	3%	2%	6%	1%	-	-

(1) Includes only employees employed by Dream Asset Management Corporation, Dream Industrial Management Corp. and Dream Office Management Corp and Dream Advisors. Does not include employees at Dream recreational properties, employees on unpaid leaves of absence (e.g., permanent disability, long-term disability, parental leave) or interns.  
(2) Turnover is calculated as a percentage of average employee headcount for 2020.



# Employee Development

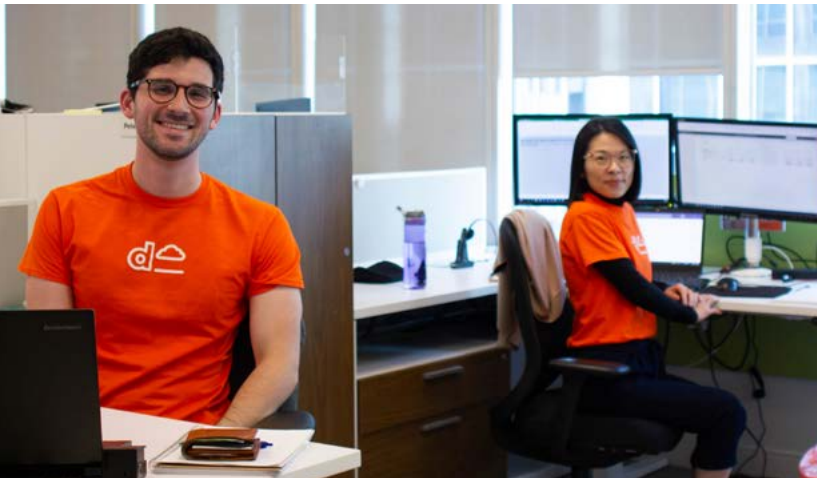
At Dream we strongly believe in developing future talent, which is why we have a strong internship program where we welcome a broad range of students from different backgrounds to experience our corporate environment and provide them an opportunity to learn practical skills relevant to their field of study.

We hire students from different universities and colleges and are always proud to rehire past interns in full-time roles post-graduation. In addition to this, we are a Chartered Professional Accountant (CPA) accredited organization which allows our employees to receive the accredited hours they require to obtain their CPA designation. Dream also has a 360 Rotational Analyst Program to develop up-and-coming talent by awarding them full time employment upon graduation after spending a summer term with Dream.

## Dream Group of Companies - Employee Training and Development

	2019	2020
Tuition	\$72,229	\$73,273
Professional fees	\$440,989	\$351,982

In 2021, Dream was recognized by The Career Directory as one of Canada’s Best Employers for Recent Graduates



## Employee Engagement Survey

In 2021, we conducted an employee engagement survey to better understand employee satisfaction across a variety of topics. The survey was deployed by Great Place to Work Canada®, as part of our certification process to be recognized as a Great Place to Work®, and achieved an 86% completion rate. The Great Place to Work® certification is based upon the following factors:

- The level of trust that employees have in leadership
- The level of pride employees have in their jobs
- The extent to which employees get along with colleagues

The survey results provided our People & Culture team with meaningful insights regarding employees’ satisfaction with our benefit program and leadership’s communication throughout the pandemic. For example:

- > **84%** of respondents agreed that “the organization’s current health benefits program (Medical, Dental, Employee Assistance Program, Telemedicine, Health Spending Accounts, League etc.) meets or exceeds my needs”
- > **97%** of respondents agreed that “Leadership has been keeping us informed of the emergency measures’ impact on the business during the COVID-19 pandemic”
- > **96%** of respondents agreed that “Leadership has kept me well-informed of measures being taken by the organization to protect employees during the COVID-19 pandemic”

## Employee Benefits

Dream’s benefits for full time employees and their dependents are effective starting day one of employment and boast a wide variety of competitive perks including a parental leave top-up program, annual bonuses, and retirement savings programs. Our People & Culture team are proactive about evolving our benefits program to prioritize employee health and wellbeing with flexible options to suit a variety of preferences. See below for more highlights of our employee benefits.

### Health and Wellness:

- > Employee Assistance Program
- > Telemedicine services
- > Virtual counselling
- > League platform:
  - Benefits concierge
  - Health programs and challenges
  - Wellness marketplace and discounts
  - Health and lifestyle spending accounts

### Learning and Development:

- > Up to \$2,500 tuition reimbursement
- > Up to \$500 reimbursement for textbooks per year
- > Reimbursement of professional membership or designation fees
- > Reimbursement for job-related training, seminars, or conferences

### Engagement:

- > Ethos employee award program for living Dream values
- > Half-day Fridays before summer long weekends
- > Bi-monthly virtual events, contests and activities, in lieu of in-person events due to COVID-19
- > Donations, and volunteer work that impact our communities





Case Study

## Dream 360 Program

Dream 360 is a rotation program that allows soon-to-be graduates to gain experience in various departments of a diverse real estate business. Successful applicants join us as summer analysts following their third year of post-secondary studies before joining Dream on a full-time basis upon completion of their fourth and final year of school. Program participants get to experience various groups within Dream including Investments, Development Finance, Asset Management, Financial Planning & Analysis, Strategic Finance and Portfolio Management. Each rotation is approximately one year long, and after two rotations analysts join one group in a permanent role. This competitive program allows participating analysts the flexibility to shape their experience at Dream, working with us to develop and identify their interests.



Valuing employees

Case Study

## Dream Exchange / Ten Thousand Coffees

In June 2021, Dream implemented a new mentorship program, prompted by employee feedback gathered through our diversity survey. Employees shared with us that they wanted more opportunities to connect with colleagues, as well as gain a stronger understanding of different parts of the company. In response, the People & Culture team partnered with Ten Thousand Coffees to launch Dream Exchange – a platform that employees can use to help expand their internal networks. The tool offers Dream staff the option to set up one-on-one connections based on professional topics of interest, as well as participate in small-group Q&A discussions with leadership.



Valuing employees



## Forward-looking Plans

Dream will continue to support employees during the COVID-19 pandemic and provide a safe return to the office. In addition, we are using the results of the employee engagement survey and focusing on the following new initiatives to enhance the Dream experience:

### Not Myself Today

Not Myself Today is a new initiative Dream is preparing to roll out to invest in the mental health of our workforce. This initiative will complement our existing mental health benefits and programs such as our virtual counselling offering and mental health focused lunch and learns. Not Myself Today provides participating companies with tools and resources to build greater awareness and understanding of mental health, reduce stigma, and foster a supportive culture. The program offers support and expert resources developed by the Canadian Mental Health Association and will provide our People & Culture team with best-practice tools to engage, evaluate and educate the organization to strengthen our approach to mental health.

### Dream Exchange / Ten Thousand Coffees

In early 2022, our People & Culture team is planning to expand our Dream Exchange platform to include a ‘genius bar’ expert speaker series. This initiative will support employee engagement and development by providing opportunities for in-house subject matter experts to deliver custom presentations to an audience of interested colleagues and allow for all employees to benefit from the wealth of skill and knowledge that exists at Dream.



Social

## Diversity, Inclusion & Advancement

At Dream we value Diversity, Inclusion and Advancement (DIA) for our workforce and communities. We believe in making our work environment and the communities in which we operate a space for all individuals to be their most authentic selves. This is best reflected through engagement in our four pillars: Listen, Learn, Action and Accountability.



### Listen

We hear the stories of our employees and stakeholders to understand the pulse around diversity, inclusion, advancement, and equity at Dream.



### Learn

We believe in constantly educating ourselves on best practices and ways to make our workforce and communities more inclusive.



### Action

Not only do we say we want to accomplish things, we take actionable measures to ensure we are following through on our obligations.



### Accountability

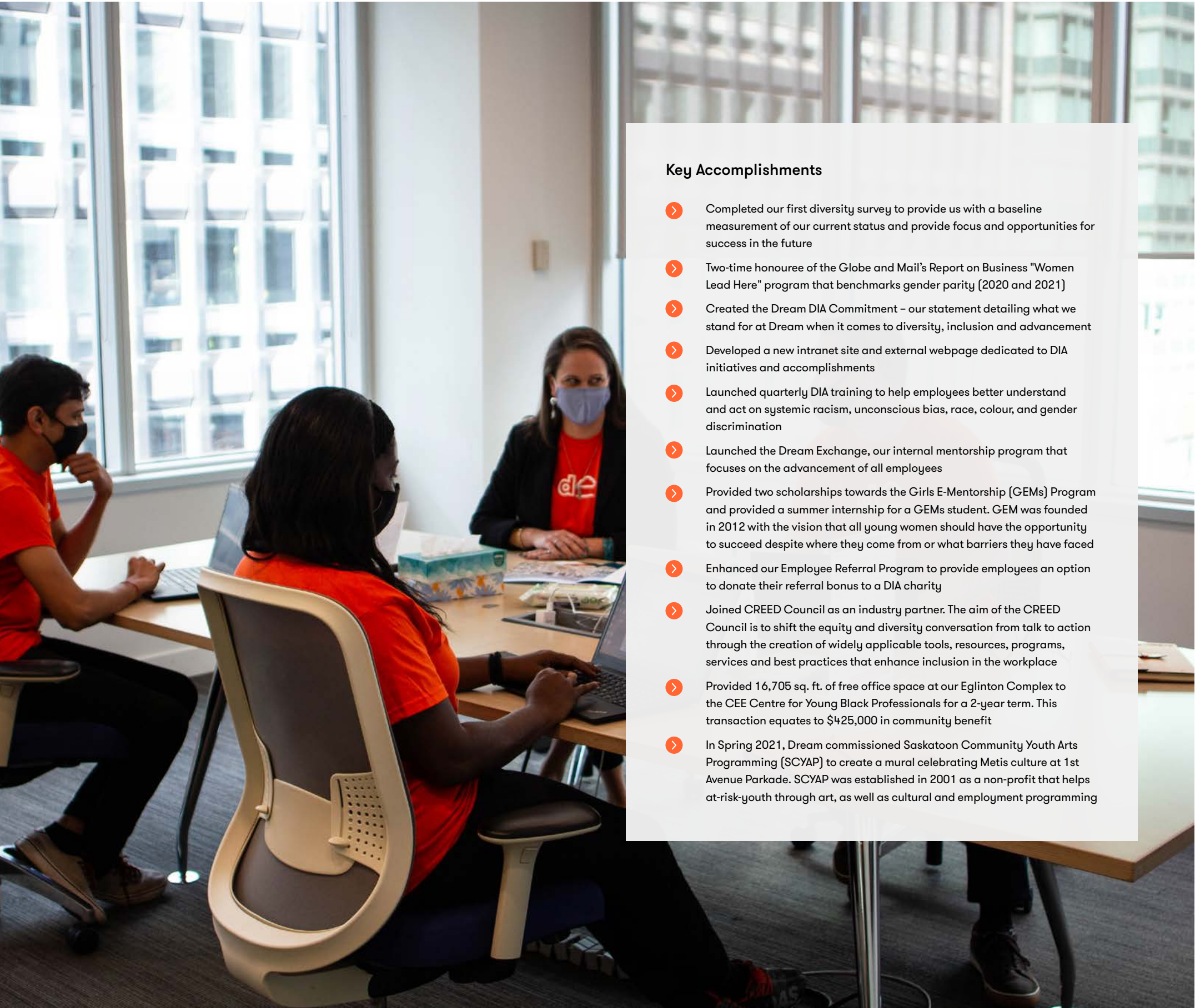
We hold ourselves responsible by measuring and monitoring our goals and progress with data and analysis.



# Approach

Diversity, Inclusion and Advancement (DIA) at Dream is managed by the DIA Committee. The Committee membership includes employees of all levels, including C-suite, Directors, Managers, as well as our President and Chief Responsible Officer.

The DIA Committee is chaired by the Chief Operating Officer of Dream Office REIT and Dream Unlimited’s Director of Technology Operations. The Committee’s mandate is to learn, listen and develop best practices to enhance diversity and inclusion at Dream, as well as build accountability for advancing DIA across the business.



## Key Accomplishments

- Completed our first diversity survey to provide us with a baseline measurement of our current status and provide focus and opportunities for success in the future
- Two-time honouree of the Globe and Mail’s Report on Business "Women Lead Here" program that benchmarks gender parity (2020 and 2021)
- Created the Dream DIA Commitment – our statement detailing what we stand for at Dream when it comes to diversity, inclusion and advancement
- Developed a new intranet site and external webpage dedicated to DIA initiatives and accomplishments
- Launched quarterly DIA training to help employees better understand and act on systemic racism, unconscious bias, race, colour, and gender discrimination
- Launched the Dream Exchange, our internal mentorship program that focuses on the advancement of all employees
- Provided two scholarships towards the Girls E-Mentorship (GEMs) Program and provided a summer internship for a GEMs student. GEM was founded in 2012 with the vision that all young women should have the opportunity to succeed despite where they come from or what barriers they have faced
- Enhanced our Employee Referral Program to provide employees an option to donate their referral bonus to a DIA charity
- Joined CREED Council as an industry partner. The aim of the CREED Council is to shift the equity and diversity conversation from talk to action through the creation of widely applicable tools, resources, programs, services and best practices that enhance inclusion in the workplace
- Provided 16,705 sq. ft. of free office space at our Eglinton Complex to the CEE Centre for Young Black Professionals for a 2-year term. This transaction equates to \$425,000 in community benefit
- In Spring 2021, Dream commissioned Saskatoon Community Youth Arts Programming (SCYAP) to create a mural celebrating Metis culture at 1st Avenue Parkade. SCYAP was established in 2001 as a non-profit that helps at-risk-youth through art, as well as cultural and employment programming



We are committed to reviewing our practices and ensuring there are no gaps in how we operate. To do this effectively, we have focused on our four employee-led workstreams that aim to foster a more inclusive culture:



Community

The community workstream works towards giving back, promoting inclusivity and providing support to community-based organizations that are focused on under-served communities. We believe that it is fundamentally important to give back and support these communities.



Recruitment

Our recruitment workstream focuses on continuing to hire diverse talent while removing unconscious bias during the hiring process. We also target a larger network by supporting community-based organizations to create pipelines to recruit, attract, expose and mentor underrepresented communities.



Advancement

Our advancement workstream works towards growing and developing our internal talent at all levels within Dream. In addition, we work externally to provide support and resources toward growth and access to employment opportunities.


















DREAM Difference

Our DREAM Difference workstream focuses on opportunities to leverage our networks, partners and contractors in order to provide opportunities to those in the BIPOC Community. We also have a unique opportunity to pay it forward by supporting not-for-profit groups via providing accommodations and/or mitigating the cost of their rent.

Performance

We measure our progress on diversity, inclusion and advancement in many ways. Most recently, in our 2021 employee engagement survey, our employees voluntarily self-disclosed diversity information which will act as our benchmark data. Through our activities, initiatives and programs we will strive to create an even more diverse workforce.

Dream Group of Companies - Gender Breakdown of Dream Employees and Governance Bodies:	2019 <sup>(1)</sup>		2020 <sup>(2)</sup>			
		Women	Men		Women	Men
Employees <sup>(3)</sup>		47%	53%		47%	53%
Managers		45%	55%		45%	55%
Executive Team		31%	69%		30%	70%
DRM - Board of Directors		50%	50%		50%	50%
MPCT.UN - GP & Trust Boards <sup>(4)</sup>		43%	57%		60%	40%
D.UN - Board of Trustees		43%	57%		50%	50%
DIR.UN - Board of Trustees		25%	75%		25%	75%

(1) As of November 2020.  
(2) As of December 2021.  
(3) Includes employees at all levels.  
(4) Includes members of both the GP and Trust Boards.



Diversity Survey

In 2020, we completed a milestone accomplishment: our first diversity survey. The insights gained from the survey will be used as a baseline to help measure the success of future DIA initiatives. The survey results show that a vast majority of Dream employees strongly agree that diversity and equity are essential for business success. We are encouraged by our results as we believe we are setting a high bar at the start of this journey. Our DIA Committee is looking forward to continuing to build on this accomplishment.

Dream Group of Companies – Additional Diversity Metrics\*

35%

aged under 35

51%

between the ages of 35-54

14%

over the age of 55

29%

of employees identify as visible minorities

5%

of employees identify as having a disability

3%

of employees identify as LGBTQ+

2%

of employees identify as Indigenous

\* Based on 86% of employees responding to survey.  
\* Data as of June 2021.



Lunch & Learn Series

We believe that education is a key factor for us to understand our differences and commonalities. Enhanced education helps foster an environment that is open, inclusive and unbiased, which is why we offer workshops and training for our employees to share and learn from each other. In 2020, we completed the planning for the launch of our 2021 Lunch & Learn Series which will cover a wide variety of social topics.



Pride Lunch and Learn Webex



Indigenous Education Lunch & Learn Webex

Forward-looking Plans

Formalized Recruiting Framework

We believe in embracing diverse backgrounds, experiences, talents, and perspectives and that we are stronger when we create equitable opportunities for growth and advancement. To improve our diversity and inclusion practices in recruiting, Dream is working to create an inclusive hiring guide and provide anti-bias training and educational resources for managers. We are also working to enhance the accessibility of our hiring process, and are reviewing our external marketing with the aim to broaden and diversify our typical recruitment strategies.

Voluntary Demographic Census

In the coming year, we are planning a voluntary demographic census. The census will allow employees to anonymously self-identify their race, ethnicity, disability status, sexual orientation and gender. This data will allow our People & Culture team to better tailor employee programs, as well as support our DIA Committee in understanding the makeup of our employee population. This data will be leveraged to guide organizational DIA efforts and address systemic inequities.

Employee Resource Groups

Dream’s People & Culture team is working on launching Employee Resource Groups (ERGs), a new initiative to build community among employees and provide greater opportunities for organic learning experiences that contribute to both personal and professional development. ERGs may be convened around employee identity or experience such as female professionals, people of colour, young professionals, or new hires. ERGs can serve to benefit employees by creating opportunities to form supportive professional relationships outside of their teams or department.



# Health and Safety

Health and safety at Dream is collectively overseen by the Head of People & Culture and the VP of Property Management.

Day-to-day management of Health and safety is the responsibility of our Health and Safety Coordinator who is responsible for monitoring and tracking health and safety incidents, training requirements and implementing corporate and property level preventative measures. All levels of management work in consultation and cooperation with employees, Joint Health and Safety Committees, contractors and visitors to ensure that the requirements of Dream’s Health and Safety Policy, the Occupational Health and Safety Act, and other applicable legislation are met.

All managers and supervisors are responsible and accountable for the health and safety of the individuals and workplaces under their oversight. They are expected to advise employees of the existence of potential or actual workplace hazards and ensure that employees work safely in accordance with the Occupational Health and Safety Act and its regulations, as well as all applicable Dream policies and procedures.

Joint Health and Safety Committees and representatives are required to do regular inspections at various frequencies depending on what province they are located in. Our Health and Safety department receives a copy of each inspection and may direct concerns to supervisors, schedule follow-up inspections, or investigate any instances of non-compliance. We provide health and safety training for all employees, specific to their roles and job requirements.

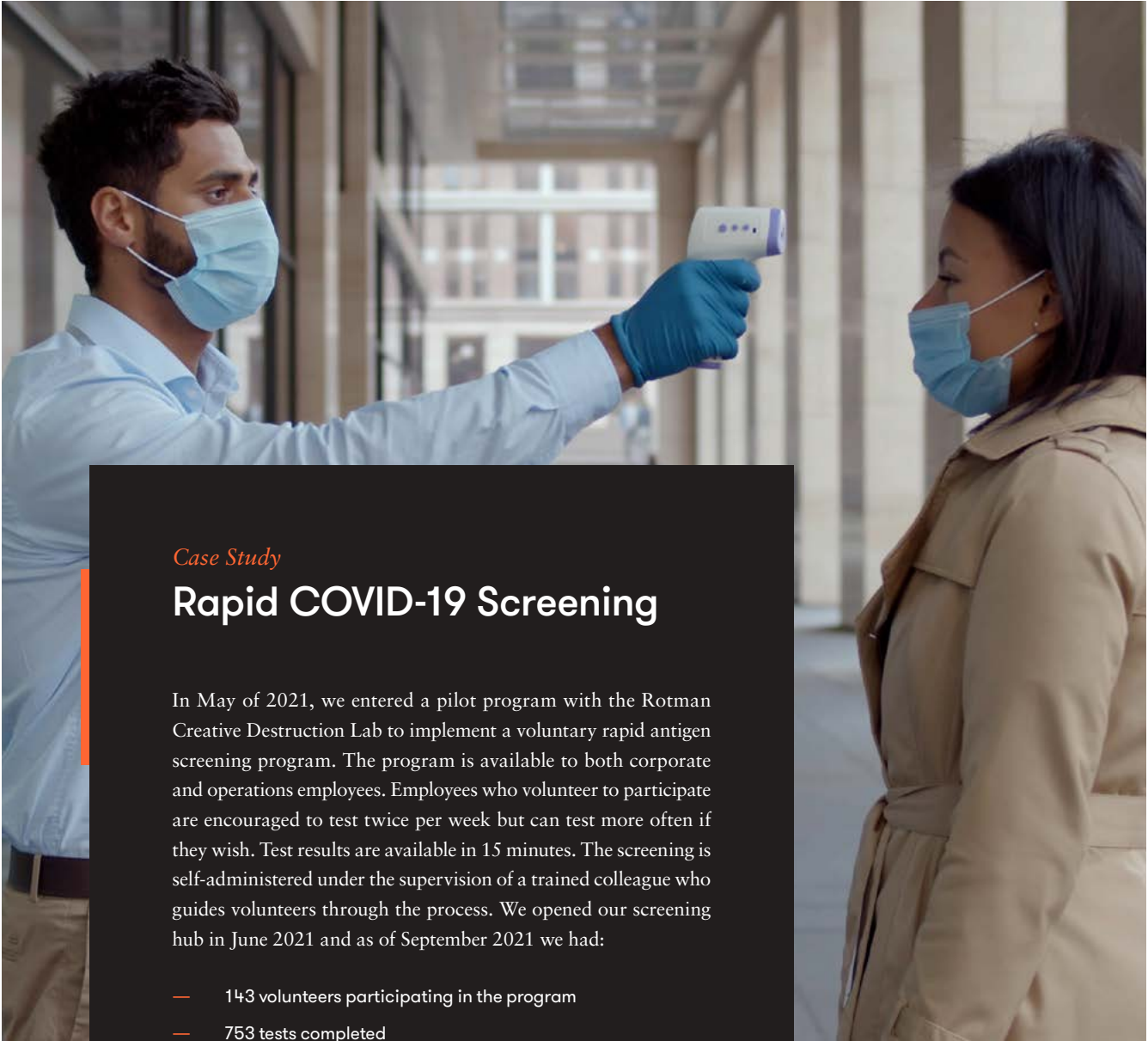


### Key Accomplishments

- Began updating National Corporate Health and Safety Program to ensure consistency throughout all divisions
- Created mandatory health and safety courses to be completed by all new Dream employees
- Updated tracking system to record all incidents, accidents, and inspection reports to continuously improve hazard assessment
- **90%** of respondents in employee engagement survey reported that “Our organization has been providing adequate support for me to feel physically and emotionally safe during the COVID-19 crisis”

Performance	2019		2020	
	Lost-time injuries	Near misses	Lost-time injuries	Near misses
Men	1	-	1	-
Women	-	-	-	-
Central Canada	1	-	-	-
Western Canada	-	-	1	-
Injury type(s)	Saw dust in eye	N/A	Slip / trip	-
Lost days	2	N/A	10	-





Case Study

# Rapid COVID-19 Screening

In May of 2021, we entered a pilot program with the Rotman Creative Destruction Lab to implement a voluntary rapid antigen screening program. The program is available to both corporate and operations employees. Employees who volunteer to participate are encouraged to test twice per week but can test more often if they wish. Test results are available in 15 minutes. The screening is self-administered under the supervision of a trained colleague who guides volunteers through the process. We opened our screening hub in June 2021 and as of September 2021 we had:

- 143 volunteers participating in the program
- 753 tests completed

Testing of operations employees who work on-site helps to keep our tenants safe. Read more about measures we are taking to ensure tenants can return to work safely in our [Return to Operations plans](#)



Valuing employees

## RiskCheck Health and Safety Services

Dream employs RiskCheck, Canada’s leading environmental health and safety risk management company, to perform annual inspections for our buildings in Ontario and quarterly checks across all of our buildings in Canada. RiskCheck’s services provide assurance that Dream complies with regional regulations related to all aspects of health and safety. RiskCheck also supports Dream’s Health & Safety teams in delivering, designing and implementing internal training and risk management programs to mitigate any risks identified in annual inspections.

Case Study

# HIVE App

HIVE is an app that allows us to help ensure the return to our corporate offices is done safely, while assisting employees with the transition to hybrid-work. The app houses our daily check-in health questionnaire, where staff are prompted to self-assess for symptoms of COVID-19. HIVE also enables easy contact-tracing, should we need to do so. Other features include helping to facilitate desk and space bookings, as well as allowing our teams to monitor office density. As of the publication of this report, we are trending at 90% reminder-less check-ins.

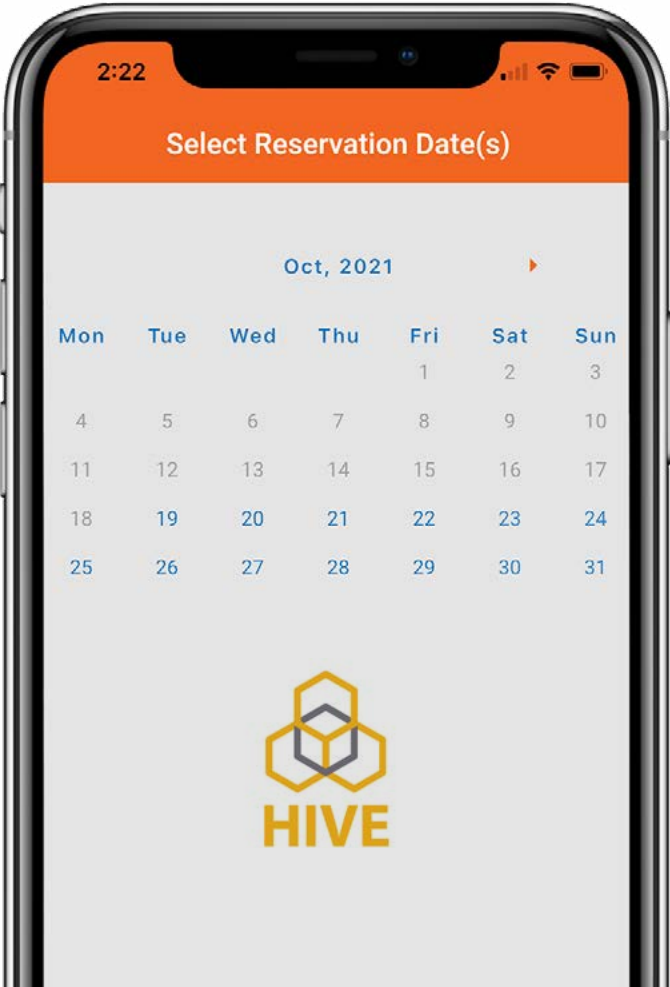


Valuing employees

## Forward-looking Plans

Our Health & Safety team’s goals and objectives are to develop and implement a robust, standardized, and comprehensive Health and Safety program across Dream that meets and exceeds industry standards. To achieve this, we are working on:

- Achieving 100% completion for health and safety training for operations employees and new employees
- Launching an internal health and safety platform to share health and safety policies, forms and other health and safety topics in a convenient and central location for all employees
- Conducting an annual review of our health and safety policies and procedures





# Volunteering & Giving

We complement our community development projects with volunteering that supports vital social services and serves our communities’ most vulnerable populations.

Dream also encourages all employees to live our values by becoming involved with causes they care about. Employees are then evaluated on how well they lived the company’s values as part of the annual review process. Dream prioritizes charitable organizations both locally and nationally that support youth in sport, women in shelters, women’s health, youth services and homeless and marginalized communities. Each Dream entity also supports additional initiatives of their choosing.

Through our business and volunteering and giving initiatives, we are focused on improving the local economy and social fabric by supporting and partnering with local businesses and charities, contributing to community well-being and engaging citizens and our employees.



“ Social good is in our DNA. That’s why making an impact is one of our core company values. We seek to create positive social and environment change by running fundraisers, organizing campaigns or volunteering in the community. ”



Cynthia Barria  
Manager, Office Services



## Our Approach

Regardless of position, tenure or title, we encourage every employee to do great things both inside and outside of the office. We recognize that some employees are active participants in their communities and want to help them give back.

### We offer employees:

- **One paid volunteering day** per year through our relationships with charitable organizations
- **\$500 annually** through our employee donation program whereby we contribute to charitable organizations that employees are actively involved with
- **\$1,000** awarded to five recipients to contribute to a cause they believe in through our annual ETHOS awards peer nomination program
- The option to donate all or part of their referral bonus to a charitable organization



In 2020, our local and National charitable partners include:



The Shoebox Project ↗

The Shoebox Project for Women collects and distributes gift-filled shoe-boxes to women impacted by homelessness in communities across Canada and the United States. Each thoughtfully created and decorated Shoebox is filled with items valued at \$50 that can enhance self-esteem and reduce feelings of isolation for women in need.



Tropicana Community Services ↗

Tropicana Community Services offers a culturally aware and supportive program to those in need, with a predominant focus on the Caribbean, Black and African communities of Toronto.



Minwaashin Lodge ↗

Minwaashin Lodge provides a range of programs and services to First Nations, Inuit and Métis women and children (regardless of status) who are survivors of domestic and other forms of violence.



Rainbow Railroad ↗

Rainbow Railroad helps LGBTQ+ people escape state-sponsored violence. Since 2006, Rainbow Railroad has helped more than 800 persecuted LGBTQ+ people from 38 countries travel to safety.



In 2021, Dream was named a 2021 Best Workplaces™ for Giving Back by Great Places to Work®

*Case Study*

## Collect, Communicate and Share

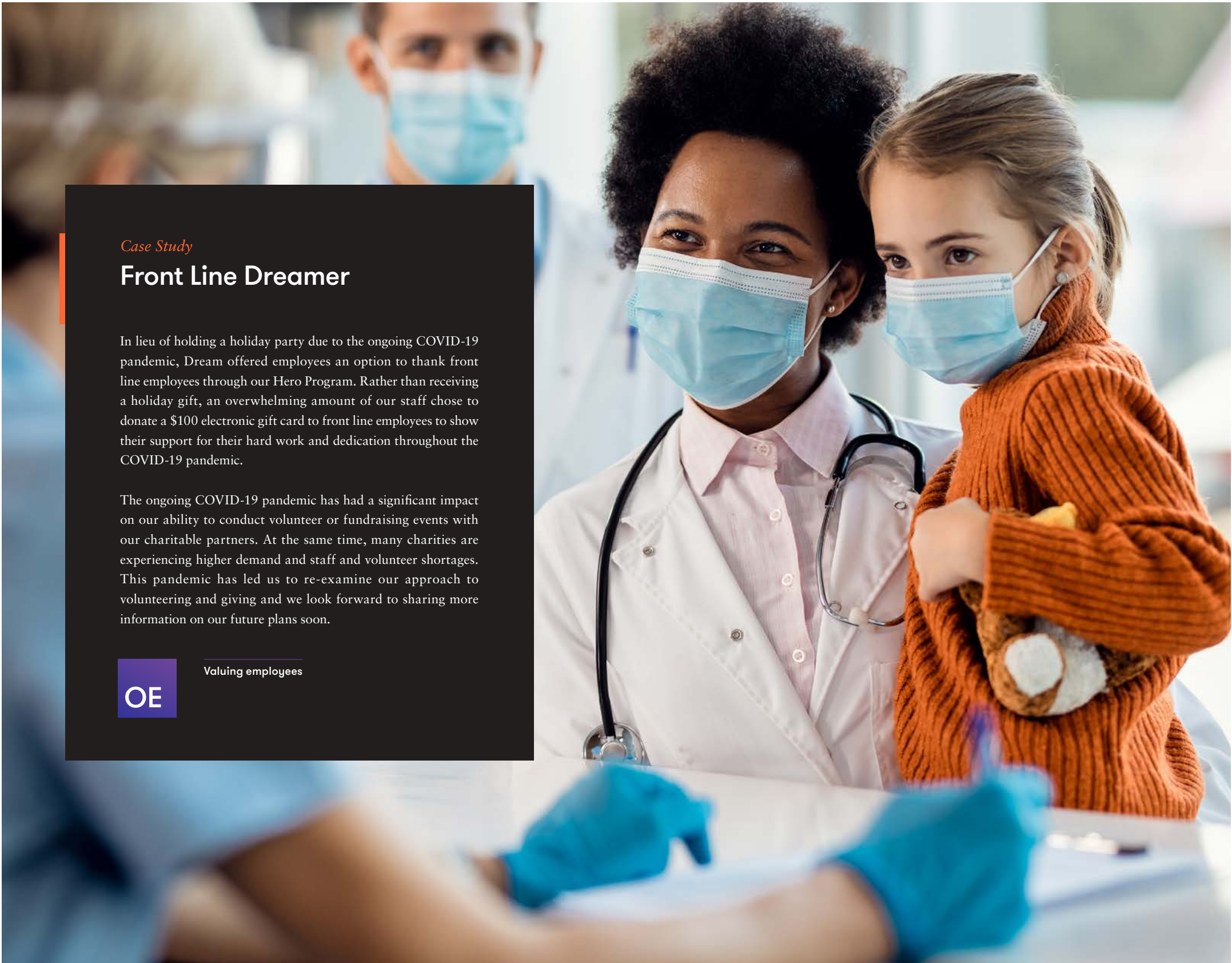
We are proud of the work we do and the difference we can make in people’s lives. In 2020, we adopted an innovative approach to profile and support all the great community initiatives and programs we include in our annual sustainability report by developing the Collect, Communicate and Share program. As part of this program, we have committed to donate \$1.00 per download of our sustainability report up to a maximum of \$10,000 per year to support our charitable partners.

SR

Community / NGO partnerships

Key Accomplishments	
<div>\$800,000+</div> <div>donated to charities by Dream group of companies</div>	<div>\$10,000</div> <div>donated from 2019 Sustainability Report downloads through our Collect, Communicate and Share program</div>
<div>\$13,400</div> <div>donated to local food-banks in lieu of holiday party as part of our Home for the Holidays employee initiative</div>	<div>\$2,500</div> <div>donated to seven charities that provide assistance to under-served communities in lieu of tenant gifts during the 2020 holiday season</div>





Case Study

Front Line Dreamer

In lieu of holding a holiday party due to the ongoing COVID-19 pandemic, Dream offered employees an option to thank front line employees through our Hero Program. Rather than receiving a holiday gift, an overwhelming amount of our staff chose to donate a \$100 electronic gift card to front line employees to show their support for their hard work and dedication throughout the COVID-19 pandemic.

The ongoing COVID-19 pandemic has had a significant impact on our ability to conduct volunteer or fundraising events with our charitable partners. At the same time, many charities are experiencing higher demand and staff and volunteer shortages. This pandemic has led us to re-examine our approach to volunteering and giving and we look forward to sharing more information on our future plans soon.



Valuing employees

Forward-looking Plans

Dream is proud to have been able to continue to provide charitable support to our communities during the COVID-19 pandemic.

We continue to develop and implement initiatives to provide Dream employees different ways of giving back to their communities with time, money or items. We look forward to resuming higher levels of in-person volunteering and on-site fundraising events to help support post-pandemic recovery efforts in our communities.

In addition, we are developing community art programs in collaboration with local artists at properties as a way to inspire and bring communities together.



Dream Group of Companies

# Dream Industrial REIT

Dream Industrial REIT (TSX: DIR.UN) owns, manages, and operates a global portfolio of well-located, diversified distribution, urban logistics and light industrial properties across Canada, Europe and the U.S. We have access to highly experienced, local investments and asset management platforms that have a proven track record of creating long-term value. Our strategy is to invest in high-quality assets and markets that provide growing cash flow and net asset value over the long-term to our unitholders.

\$5.3 billion

total assets<sup>(1)</sup>

39.8 million

sq. ft. of leasable floor area<sup>(1)</sup>

98%

in-place and committed occupancy<sup>(1)</sup>

221

assets<sup>(1)</sup>

8

offices globally<sup>(1)</sup>

78

employees<sup>(1)</sup>

(1) All figures as of September 30, 2021.





# 2020 Highlights



Our sustainability strategy enables us to establish meaningful and realistic benchmarks, measure our progress and integrate our environmental and social obligations into the ways we manage our business and create value.

## Environmental

1.2 Million

sq. ft. LED lighting upgrades<sup>(2)</sup>

17 MW

of potential installed solar capacity from 30+ renewable energy projects assessed for feasibility

2.36 Million

sq. ft. of green building certifications underway for 10 properties (including properties under development)<sup>(3)</sup>

## Green Financing

framework established to integrate sustainable finance in our capital strategy

\$400 Million

inaugural green bond issued<sup>(1)</sup>

40 Assets

with energy ratings of EPC B or higher totaling 5.2 million sq. ft.

1.4 Million

sq. ft. of buildings with green certifications including LEED, BREEAM and DGNB added to the portfolio

3 MW

of installed solar capacity added at 9 properties

## Social

Improved

accessibility through ramp installations and washroom upgrades at 5 buildings representing 190,000 sq. ft.<sup>(1)</sup>

Centralized

technology platform for marketing, leasing and asset management to improve tenant relationship management

63%

of employees are women<sup>(4)</sup>

61%

of managers are women<sup>(4)</sup>

Tenant Survey

to determine satisfaction levels and measure interest in sustainable initiatives<sup>(1)</sup>

Protected Employees

by ensuring rigorous health and safety measures were taken to during the COVID-19 pandemic

96%

employee response rate for employee engagement satisfaction survey

\$34,296

paid out towards employee tuition and professional fees in 2020<sup>(4)</sup>

## Governance

\$573 Million

available liquidity as of December 31, 2020, from deleveraging effort and proactive financing strategies

Top 3

2021 GRESB rank for Public Disclosure among North America industrial group<sup>(1)</sup>

Improved

financial resiliency by increased scale of portfolio to \$3.2 billion in 2020, further diversified portfolio and tenant mix, and achieved an investment grade credit rating significantly improving our access to capital



Top 25%

ESG Risk Rating. This represents a low risk<sup>(5)</sup>

Developed ESG Framework

outlining key milestones and operational initiatives with executive compensation linked to ESG metrics and deliverables

100%

of properties assessed for climate change risk<sup>(1)</sup>

(1) Occurred as of September 30, 2021.  
(2) Between January 1, 2020 and September 30, 2021.  
(3) Existing and forecasted building areas as of September 30, 2021.  
(4) Includes only employees dedicated to Dream Industrial REIT activities and excludes employees on unpaid leaves of absence (e.g., permanent disability, long-term disability, parental leave) and interns.  
(5) Based on 1,054 real estate companies rated by Sustainalytics globally. As of December, 2021.  
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# ESG Scorecard



Goals

- Allocate at least **\$650M** to eligible green projects by 2025 (as per Green Financing Framework)
- Upgrade an additional **5M sq. ft.** of portfolio to LED lighting by 2025 vs 2020 baseline
- Pursue green building certifications for an additional **2.7 million sq ft.** (includes LEED, BOMA or DGNB) by 2025 vs 2020 baseline
- Determine feasibility for **17 MW** of solar photovoltaic installed capacity by 2025
- Obtain green building certification (LEED, BOMA or DGNB) on **100%** of our new developments starting in 2022
- Develop and implement sustainable roofing policy in 2022
- Measure and disclose all energy, water and waste data for all operational buildings within defined boundary by 2025

6 Mesonweg,  
Utrecht, NL

## ESG Scorecard

Indicator	2019 <sup>(1)</sup>	2020 <sup>(1)</sup>	
Energy			
Cumulative percentage of total floor area with energy consumption data coverage <sup>(3)</sup>	NA <sup>(2)</sup>	28%	
Cumulative percentage of eligible portfolio that has an energy rating <sup>(4)</sup>	NA <sup>(2)</sup>	25%	
Annual mWh of renewable energy produced <sup>(5)</sup>	2,507	2,975 <sup>(6)</sup>	
GHG Emissions			
Cumulative percentage of total floor area with GHG data coverage <sup>(3)</sup>	NA <sup>(2)</sup>	28%	
Water			
Annual water savings from climate-controlled irrigation (litres) <sup>(7)</sup>	15,667,000	13,331,000	
Cumulative percentage of total floor area with water consumption data coverage <sup>(8)</sup>	NA <sup>(2)</sup>	42%	2021 Year-to-date Progress <sup>(1)</sup>
Building Lighting Upgrades			
Cumulative total floor area with lighting upgrades (sq. ft.) <sup>(9)</sup>	10.8M <sup>(13)</sup>	11.4M	14.1M <sup>(10)</sup>
Green Building			
Percentage of portfolio GLA with green building classification <sup>(11)</sup>	2%	10%	17% <sup>(10)</sup>
Renewable Energy			
Cumulative on-site solar PV system capacity (kW) <sup>(5)</sup>	2,433	2,817 <sup>(6)</sup>	5,795
Cumulative percentage of total floor area with on-site renewable energy generation <sup>(5)(12)</sup>	3.7%	4.2%	5.9% <sup>(10)</sup>

(1) There has been a significant change in portfolio size in 2019, 2020 and 2021. The change is the result of acquisitions and dispositions of assets in the portfolio. Each year's energy, GHG, water, building lighting upgrades, building classification and renewable energy data is based on the relevant properties owned for the full calendar year in that year.

(2) Metric was not calculated in 2019.

(3) Represents percentage of total GLA under EWRB regulation and GLA representing 100% floor area of properties where DIR.UN has operational control over energy consumption including outdoor lighting and common areas.

(4) Energy ratings include GLA representing 100% of floor area of properties with Energy Star Portfolio Manager scores and Energy Performance Certificates (EPC) ratings

(5) Includes capacity from roof-top solar PV that is leased to third parties.

(6) Includes estimations from engineering calculations for some solar panel systems where production data was not provided.

(7) Data is based on 42 sites in Calgary.

(8) Represents percentage of total GLA under EWRB regulation, GLA representing 100% floor area of properties where DIR.UN has operational control over water and some estimated water consumption from properties in Quebec.

(9) Includes T5 upgrades that were completed prior to 2019. Upgrades in 2020 and beyond are LED.

(10) As of 30 September 2021 and includes portfolio under U.S. Fund at 24.5% owned share.

(11) Green building classifications include LEED (Silver, Gold or Platinum), DGNB (Silver, Gold or Platinum), BREEAM (Very Good, Excellent or Outstanding), BOMA BEST (Silver, Gold or Platinum), Green Globes (Two, Three, Four), Toronto Green Standards (Tier 2,3,4), EPC (level A or B).

(12) Represents total GLA of buildings with rooftop solar system.

(13) In 2019 Sustainability Report, we reported 11.3M sq ft with lighting upgrades; this value included 2020 Year-To-Date values and prior years.



# How Our ESG Framework Applies to DIR.UN

The following sections in this chapter will illustrate how we are addressing material ESG topics for DIR.UN and provide examples of how our industrial business contributes positively to social and environmental outcomes.

## ESG topics that are a key priority for DIR.UN:

- Certifications
- Amenities and atmosphere
- Climate change and resilience
- Carbon and resource efficiency
- ESG impact and management
- Valuing employees
- Tenant relationships



DIR.UN has committed to be net zero by 2035 for operations including Scope 1 and 2 emissions and net zero by 2050 for select Scope 3 emissions

# Key Accomplishments

Within the real estate industry there is general agreement that in order for countries to meet the Paris Agreement all buildings will need to emit net zero GHG emissions by 2050. Leadership is needed to show the industry how this will be achieved sooner rather than later. In 2021, we launched our Net Zero Steering Committee and announced our net zero goals for each Dream entity.

Dream’s overarching commitment to Building Better Communities requires us to address climate change. Beyond the ESG and impact metrics and targets built into each of our projects, we are committed to an overall net zero approach, a thoughtful and specific approach to reducing carbon emissions in line with international standards and commitments. We look forward to sharing our net zero strategy in 2022, which will include best-in-class methodologies, science based interim targets, road-maps and reporting requirements.

In 2021, DIR.UN will be supporting three voluntary international initiatives to demonstrate commitment to climate action and responsible investing:

## NET ZERO ASSET MANAGERS INITIATIVE

As part of the Dream group of companies’ commitment<sup>1</sup>, DIR.UN, is supporting the [Net Zero Asset Managers \(NZAM\) Initiative](#), which is a group of international asset managers committed to supporting the goal of net zero greenhouse gas emissions by 2050 or sooner, in line with global efforts to limit warming to 1.5 degrees Celsius.

## UN PRI

As part of the Dream group of companies’ commitment<sup>1</sup>, DIR.UN is supporting the [United Nations Principles for Responsible Investment \(UN PRI\)](#), which includes a group of more than 4,300 investment managers and asset owners from nearly 90 countries committed to developing a more sustainable global financial system.

## TCFD

DIR.UN became an official supporter of the [Task Force on Climate-related Financial Disclosures \(TCFD\)](#), which provides guidance and recommendations to help companies provide better climate disclosures to support capital allocation. More than 2,300 companies support the TCFD and Dream is one of the first Canadian public real estate companies to become an official supporter.

(1) While DRM is the official signatory, DIR.UN will be an active participant and included in the boundary for reporting to the NZAM initiative and UN PRI as part of the Dream group of companies’ commitment.





Dream Industrial REIT

## Our ESG Approach

DIR.UN aspires to be a market leader in sustainability.

We have a responsibility to manage and mitigate our overall impact on the environment. We recognize that sustainability and impact investing is fundamental to how we do business and is a key driver of creating long-term value for its stakeholders.

Our approach to sustainability includes increasing energy efficiency throughout our portfolio, engaging tenants, lowering operational costs and incorporating energy management initiatives into our capital expenditures.

At the property level, DIR.UN promotes energy efficiency amongst its tenants through education and awareness including coordination of energy audits with recommendations to reduce consumption and costs. As part of the asset management and investment processes, DIR.UN actively seeks to incorporate energy management initiatives into its capital plans. Sustainability initiatives that reduce resource intensity or increase building efficiency help to reduce costs for tenants and help make our buildings more leasable.

In 2020, we have taken action on many of our 2019 forward-looking priorities as described in the following sections. In 2021, we furthered our commitment to sustainability by developing an ESG action plan and road-map to enhance our ESG approach and take meaningful steps towards implementing sustainability initiatives across the business.



Hecto 1-3,  
Zevenaar, Netherlands





Policy Development

In 2021, we partnered with a third-party consultant to develop an enhanced suite of sustainability policies governing our management of capital investments, biodiversity, green building certifications, waste, sustainable procurement, and new developments. Numerous sessions were conducted to incorporate feedback from internal stakeholder teams including property management, leasing and investments.

Our updated energy conservation policy recognizes that energy consumption is an important part of lessening climate change as it outlines practices to reduce emissions and our carbon footprint.

Our new green building certification policy will enable DIR.UN to implement management practices to prioritize building efficiency, as it outlines practices to decrease operational costs, increase asset value, and ensure productivity, comfort, health, and wellbeing for occupants.

DIR.UN understands its part in minimizing the negative impact of its buildings on the environment. Our environmental policy is focused on providing holistic training to intensify in-house knowledge, and deliver the practical guidance and technical specifications necessary to identify, implement and measure sustainable improvements to our portfolio.

These new policies will serve to broaden and formalize our commitment to advancing sustainability at DIR.UN and complement our existing sustainability policies for property operations including our Tenant Sustainability Handbook, Guide to Sustainable Building Operations, and Sustainable Procurement Policy for operations staff. Providing excellent communication and guidance to tenants and operations staff is important to ensuring operational practices are aligned with our sustainability priorities and goals. Implementation of our new policies is planned for 2022.

Data Collection

Over the last year, we have employed multiple strategies to improve data coverage in our portfolio. These strategies include setting data collection requirements for our renewable energy initiatives in Alberta and Europe, setting a target for collecting data from areas under Dream’s operational control and single-tenant buildings, initiating a tenant outreach strategy to expand opportunities to improve data collection and tracking, as well as hiring a consultant to engage tenants on data collection. Ontario’s mandatory Energy and Water Reporting and Benchmarking (EWRB) program is an additional tool that has helped to bolster our data collection efforts for our properties in Ontario. Using these tactics, we improved data coverage by 28% from 2019 to 2020.

We are working on several initiatives to make further improvements in our data coverage including tenant education and awareness and partnering with industry leading consulting firms.

In 2021, we conducted a tenant survey to benchmark tenant sustainability priorities and goals, identify priority initiatives and assets for sustainability investments, and provide insight into opportunities to broker new sustainability-related partnerships. The majority of the respondents indicated an interest in sustainable initiatives and we will be holding feedback sessions with tenant sustainability teams to review results, develop action plans and discuss the importance of integrating energy, water and emission data collection to inform the process.



# Environmental

## GHG, Energy & Water Management:

DIR.UN is actively focused on managing the carbon footprint of our buildings and pursuing energy efficiency in our assets wherever possible.

Our strategy is built on two key pillars – [data collection and portfolio optimization](#).

**Data Collection** - We are developing a robust system to efficiently collect and track energy usage and emissions data across our global portfolio. Our primary focus will be to collect, report and establish targets on emissions for which we have operational control, including company facilities and vehicles and utilities that we pay for and manage directly, such as multi-tenant exterior lighting and house meters. We will continue to focus on improving the coverage and quality of data as we collect it, which will include utility bill reviews with data analytics and the potential implementation of real-time data monitoring. In addition, we will work with our tenants to understand their energy usage and provide support to identify trends, demand spikes and efficiency challenges. By working with our tenants to understand their emissions, we will also gain valuable information to guide our strategy to improve sustainability across our portfolio.

**Portfolio Optimization** - DIR.UN has been developing a GHG emissions methodology to target and measure reductions wherever feasible across our global portfolio. We are utilizing several levers such as improving sustainable measures across our portfolio through energy efficient lighting, better roofing, sustainable landscaping and investments in clean power. We also strive to minimize our use of potable water and decrease water consumption where possible through irrigation monitoring and water fixture upgrades. In addition, DIR.UN continues to allocate capital towards sustainable buildings that are certified green through standards such as LEED, BREEAM, DGNB, BOMA BEST and Green Globes. We plan to further sustainable capital allocation through the usage of low carbon material in the construction of our rapidly expanding development pipeline. We have provided further details on each of these initiatives in this section.

300 Orenda Road  
Brampton, ON



## Green Lease Strategy

In 2021, DIR.UN upgraded our standard lease to a green lease based on Green Lease Leader Guidelines and will be adopting a green lease as a standard going forward.

Notable clauses within our green lease include commitments to tenant energy disclosures, green construction practices, the purchase of on-site renewable energy (if available), and tenant energy efficiency engagement and training. In addition, cost recovery clauses for energy efficient upgrades will allow DIR.UN to recoup and amortize capital costs for upgrades that will contribute to emissions reductions. Our tenant welcome package is also being updated to provide tenants with a sustainability contact at Dream Industrial, and will incorporate policies and guidance on biodiversity, sustainable design and operations, waste management, sustainable procurement, and green cleaning.



## Green Financing

DIR.UN continues to allocate significant capital towards sustainable initiatives within its existing portfolio as well as towards new investment opportunities.

To efficiently facilitate this endeavor, DIR.UN has established a Green Financing Framework, which allows it to raise capital in support of its sustainable investment strategy. Under the Framework, DIR.UN, or any of its subsidiaries, may issue green bonds, green loans or other financial instruments to finance or re-finance eligible green projects that are aligned to the United Nations Sustainable Development Goals and encompass the following categories:

- >

Green buildings
- >

Energy efficiency
- >

Renewable energy
- >

Sustainable water and wastewater management
- >

Clean transportation
- >

Biodiversity and conservation
- >

Pollution prevention and control
- >

Adaptability and resilience to climate change

The Framework has been reviewed by DNV, a global leader in pioneering green, social, and sustainable financial frameworks. In addition, DIR.UN has established a Green Financing Committee which will be responsible for evaluating and approving eligible projects for green financing, in accordance with the evaluation criteria set out in the Green Financing Framework. The Green Financing Committee is a cross-departmental committee co-chaired by the COO and CFO and made up of senior executives representing the following relevant departments at DIR.UN: Finance, Sustainability and Portfolio Management. The Committee meets at least once annually to review and approve eligible projects and existing allocation of proceeds.

More Information  
[Dream Industrial REIT Green Financing Framework](#)



In order to allow its various stakeholders to assess its progress on its green financing program, DIR.UN will provide annual updates in accordance with the Green Financing Framework. Updates will also be available on its website until the net proceeds of any green financing are fully allocated to eligible green projects.

In 2021, DIR.UN issued a \$400 million inaugural Green Bond and is well underway in allocating the proceeds towards its sustainable investment plans. To date, DIR.UN has financed, refinanced, or completed over \$288 million of eligible green projects.

The table below summarizes the allocation of the proceeds that have been completed to date:

Green Projects Completed		
	Green-certified Buildings and EPC Labelled Buildings <sup>(1)(2)</sup>	LED Upgrades
Canada	\$40M	\$1.3M
Europe	\$247M	-
Total	\$287M	\$1.3M

(1) As of September 30, 2021.  
(2) In compliance with the Green Bond Framework.

We have identified a further \$240M of eligible green projects that are currently underway including green building certifications in our existing portfolio and investments in clean power. These eligible projects could be applied to future green bond issuances, including our second green bond for \$250M which is expected to close in early December 2021. We expect that these projects will be completed by early to mid-2022 and more eligible projects will be initiated as we expand our portfolio of green-certified buildings and commence more renewable energy installations.

Green Projects Currently Underway:

Green Projects Underway		
	Green-certified Buildings <sup>(1)(2)</sup>	Investments in Clean Power
Canada	\$138M	\$2.3M
Europe	\$96M	\$2.5M
Total	\$234M	\$4.8M

(1) As of September 30, 2021.  
(2) Excludes green certifications underway for new developments and expansions.



Renewable Energy

We are continually exploring opportunities to invest in clean power in our Canadian and European portfolios. Capital investments in solar panels provide DIR.UN with an opportunity to significantly reduce GHG emissions while creating a financially viable revenue stream. It also offers an element of cost certainty to our tenants in an unpredictable energy market. Including existing panels, we are targeting to install over 50,000 solar panels across 3.5 million sq. ft., representing over 10% of our total portfolio as of September 30, 2021.

In Western Canada, we are working with the Energy Savings for Business subsidy from Emissions Reduction Alberta to install up to 6,300 roof-top solar panels on several buildings in our portfolio. We are also progressing on a feasibility assessment of the installation of up to 31,700 solar panels in the Netherlands, pursuant to the subsidy that was granted by the Dutch government in 2020. Additional solar projects are being assessed and we will continue to seek opportunities to expand the scale of our renewable energy projects in Europe.



Eiffelstrasse 4  
Herbrechtingen, Germany



5380 Timberlea Boulevard  
Mississauga, ON

LED

Lighting is one of the most significant and consistent sources of energy consumption and utility costs in our portfolio. LED (light emitting diodes) lights require substantially less energy, have a longer lifespan, produce less heat and provide more illumination than conventional lighting such as incandescent bulbs. DIR.UN is focused on transitioning our interior and exterior lighting to LEDs. We continue to optimize opportunities to upgrade lighting when tenants renew or when space is returned to us.

In addition, we have commenced an outreach program to increase tenant awareness of the environmental and financial benefits of LED technology and provide them with an opportunity to upgrade lighting during their lease term. Our 2021 tenant survey identified that more than 80% of the respondents are interested in pursuing LED retrofits on their premises, which demonstrates that our LED outreach program has been very well received. DIR.UN is committed to improving energy efficiency through lighting retrofit projects.

Solar Panels - Estimated System Capacity (kW)

	Existing (as of Q3 2021) <sup>(1)</sup> Capacity (kW)	Under development Capacity (kW)	Planning <sup>(2)</sup> Capacity (kW)	Total Capacity (kW)
Canada	3,102	1,668	1,189	5,959
Europe	2,693	2,401	11,905	16,999
Total Capacity (kW)	5,795	4,069	13,094	22,958

(1) Existing in Canada and Europe includes solar capacity that is leased to third parties.  
(2) Projects identified under planning are in feasibility assessment phase as of Sept 30, 2021; not all projects may proceed due to feasibility.

In 2021 we established a target to upgrade one million sq. ft. of GLA to LED in the year. We are tracking to meet our 2021 target, a total of 705,000 sq. ft. of GLA was upgraded to LED lighting during the first three quarters of 2021.

LED Upgrades

	2019	2020 <sup>(2)</sup>	2021 YTD
LED Upgrades (in sq ft) <sup>(1)</sup>	631,259	556,000	704,738
LED Upgrades (in \$) <sup>(1)</sup>	643,885	604,000	683,614

(1) The above indicators exclude LED retrofits for external areas of the building.  
(2) Note: Upgrades completed in 2020 were lower than average due to adherence to COVID-19 public health restrictions during lockdown periods.



# Sustainable Roofing

Sustainable roofs can both save energy consumption and produce renewable energy.

Energy savings can be achieved using properly insulated roofing systems, while white roofs save energy during the air-conditioning season by reflecting sunlight and reducing heat absorption. In addition, white roofs help mitigate heat-island effects in urban areas, reducing air pollution and global warming.

DIR.UN has integrated sustainable attributes into our standard specifications for roof repairs and replacements and is committed to identifying opportunities to improve insulation and utilize light reflecting materials in our roofing projects. Prior to commencing any major roof work, we evaluate if a building is a potential candidate for rooftop renewable energy and will adapt the roof specifications to ensure the roof is solar ready.

We intend to launch a broader roofing upgrade program in our portfolio and will be targeting to install insulated roofing systems with sustainable attributes covering over 2 million sq. ft. over the near to medium term.

Portfolio Area with Cool Roofing (in sq. ft.)	
2019	6.1M
2020	6.8M
2021 YTD	11.2M <sup>(1)</sup>

(1) Includes US portfolio at 100%.

## Case Study

## Green Roofs

Our 182,000 square foot building in Offenau, Germany has an extensive green roof, which is covered with a layer of low-profile, self sustaining plants with no artificial irrigation. The roof construction consists of metal decking and is covered with insulation and synthetic roofing membrane. The main roof parts are intensive green roofs with integrated roof light domes. Rainwater is discharged via irrigation. The addition of this green roof to our portfolio will provide our property management teams with valuable and transferable insight into the structure and performance of green roofs that can be considered for applications elsewhere in our portfolio in the future.



Carbon and resource efficiency

Climate change resilience



## Waste Reduction

DIR.UN aims to reduce the ecological footprint of its portfolio wherever feasible and actively contribute to the long-term sustainability for all our projects by taking an integrative approach. We actively seek opportunities to integrate aspects of circularity into our renovation and construction projects. In Calgary, we secured 14,000 sq. ft. of slightly used carpet that was being disposed of from a downtown office tower and installed the carpet in a show suite and several smaller tenant spaces. Our contractors in Quebec track the recycling of demolished construction materials on mid to large size projects.








## Sustainable Buildings

Green building certifications help us incorporate a range of sustainability features into our properties and provide tenants and investors with credible proof points of ESG features of buildings.

As part of our ESG action plan, we are currently evaluating the scope of work required to obtain certification on an initial set of seven buildings in Canada and Europe. We are also incorporating green certification criteria into our development strategy and are targeting LEED certification on two building expansions that are currently under construction in Canada. We are also targeting DGNB Gold on a project that is in the planning stages in Radeberg, Germany.

In addition, we are actively expanding our portfolio of green certified buildings through our investment pipeline in Canada and Europe. In 2020, we acquired over 2 million sq. ft. of buildings with an Energy Performance Certificate (EPC) rating of B or higher. In 2021, we have acquired over 3 million sq. ft. of buildings with an EPC rating of B or higher, including one building that is certified BREEAM Excellent, two buildings that are certified BREEAM Very Good and one building that is certified DGNB Gold. We also acquired a building that is certified LEED Gold.

Certification and Energy Ratings Chart:<sup>(1)</sup>

Certification and Energy Ratings	 LEED	 BREEAM	 BOMA BEST	 DGNB	 EPC B and above
Certified buildings (in sq. ft.)	244,805	690,487	351,306	269,161	5,190,774
In progress including developments underway (in sq. ft.)	1,629,778	486,830	-	569,478	-
Total GLA (in sq. ft.)	1,874,583	1,177,317	351,306	838,639	5,190,774

<sup>(1)</sup> Based on assets in portfolio as of September 30, 2021. Some properties may have more than one green building certification or classification. Developments underway include building expansions and new developments which are either under construction or in advanced planning.

The LEED® certification trademark is owned by the U.S. Green Building Council and is used with permission. BREEAM is a registered trademark of BRE (the Building Research Establishment Ltd. Community Trade Mark E5778551). The BREEAM marks, logos and symbols are the Copyright of BRE and are reproduced by permission.

### Case Study

## Green Building Certifications in Development

DIR.UN is pursuing the development of a 241,544 sq. ft. logistic center in Radeberg, Germany, intensifying excess land in our portfolio. German Sustainable Building Council (DGNB) Gold certification will be pursued and the building total performance score is projected between 65% and 85%. The building roof is being designed with the intent to install solar panels in the future. DIR.UN is planning an initial installation of two EV charging stations with the capacity to add more stations based on tenant demand. Biodiversity has been given special consideration for this project as the existing brownfield site is being redeveloped without affecting the surrounding area.



Carbon and resource efficiency

Certifications

Connectivity



Radeberg  
Germany, EU

### Case Study

## Pursuing Green Building Certifications



DIR.UN partnered with a tenant in 2021 to conduct a feasibility assessment to obtain LEED O&M Silver on a 30,000 sq. ft. building in Calgary. The feasibility assessment was successful and the certification process will be completed in early 2022. The building is outperforming buildings of similar size and occupancy, both locally and globally in water use. The certification will expand our portfolio of green certified buildings, and aligns with our tenant's sustainability goals and commitments.



Certifications





## Sustainable Development:

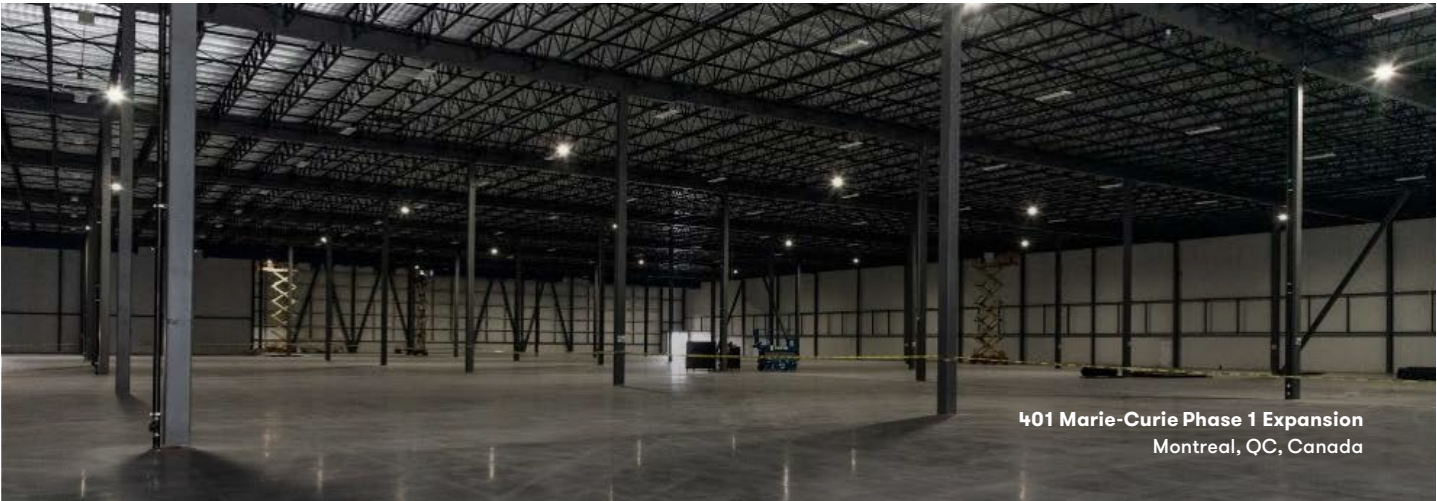
Dream Industrial has an active development program. Our development strategy has three key components:

- 1. New development
- 2. Intensification of excess land on our income-producing properties
- 3. Redevelopment of existing properties

Our near-term development program is comprised of 10 intensification, new development and redevelopment projects across North America and Europe with a target GLA of approximately 3.7 million sq. ft. For additional details on our development projects, please refer to Dream Industrial REIT MD&A.

Our buildings are the largest contributor to our environmental footprint. In addition to building best-in-class, modern logistics premises that meet the requirements of our occupiers, we are pursuing industry leading building technologies with the objective to maximize the energy efficiency of our portfolio and minimize the environmental footprint from the construction process and the operation of the building following completion.

[DIR.UN Q3 Report](#)



Our approach to sustainability in our development program includes:

- **Green Certifications** – our goal is to obtain green building certification on 100% of our new developments.
- **Building Design** – we are pursuing modern building design elements in our development projects including:
  - High efficiency wall and roofing insulation
  - White, cool roofing surfaces
  - Roofs structurally ready for installation of solar panels\*
  - Enhanced natural light in the warehouse through additional glazing or skylights
  - High efficiency HVAC units
  - LED lighting with sensor motion control
  - High efficiency docks seals or vertical dock levelers
- **Circularity of Building Materials** – we are actively pursuing opportunities to enhance circularity and recycling of materials on our redevelopment projects.
- **Sustainable Procurement** – DIR.UN intends to expand its Sustainable Procurement Policy to include our development and construction projects
- **Carbon Footprint** – we are in the process of investigating strategies and technologies to pursue carbon-neutral construction in the near future.

\* Targeting solar ready roofs for larger projects that pass the initial economic feasibility for solar installation

The table below summarizes the sustainable attributes of some of our near-term development projects that are in the advanced stages of planning and building design:



401 Marie-Curie Boulevard  
Montreal, QC, Canada



100 East Beaver Creek  
Richmond Hill, ON, Canada



Abbotside Drive  
Caledon, ON, Canada



Radeberg, Germany

Projects	401 Marie-Curie Boulevard	100 East Beaver Creek	Abbotside Drive	Radeberg
Project type	Intensification / expansion	Intensification / expansion	New Development	Intensification/ expansion
Construction volume	230,000 sq. ft.	44,000 sq. ft.	152,000 sq. ft.	241,000 sq. ft.
Target green building certification	LEED Silver	LEED Certified or Silver	LEED Certified or Silver	DGNB Gold
High efficiency wall and roofing insulation	✓	✓	✓	✓
Cool/white roofs	✓	✓	✓	✓
Solar ready roofs	n/a	n/a	✓	✓
High efficiency HVAC	✓	✓	✓	✓
LED lighting	✓	✓	✓	✓
Enhanced natural light	✓	✓	✓	✓
High efficiency dock seals	✓	✓	✓	✓

Our goal is to obtain green building certification on 100% of our new developments.



Physical Climate Risks

We conduct analysis on an annual basis to identify physical climate risks in our portfolio across each of our entities and assess the level of resiliency. Climate resiliency describes the actions to prepare, adapt and endure the shocks and stressors we face related to climate change. The goal of climate resilience is to reduce the likelihood and impact of a catastrophic or disruptive event on our properties and in our communities.

Using third-party climate data, we assessed the physical climate risk at each property in DIR.UN’s portfolio against the following hazards:

- >

Flooding
- >

Earthquake
- >

Wildfire
- >

Windstorm
- >

Tornado
- >

Hailstorm
- >

Lightning

We are committed to improving the resilience of our properties from the effects of physical climate risks. Using this analysis, we will be able to identify specific regions and properties with increased climate risk and identify opportunities to improve resilience through ongoing capital and operations investments.

As part of the physical climate risk analysis, we have updated the flood risk and catastrophic loss risk assessment in 2021 to identify properties in our portfolio that are at risk of losses from 50, 100, 200 and 500-year floods. Our next step in this process is to develop a plan to increase resilience to flooding and water damage and ensure there are supporting emergency management and business continuity procedures in place.

Number of At-Risk Assets from Flooding<sup>(1)</sup>

DIR.UN	50-year flood	Floor area (sq. ft.) <sup>(2)</sup>	100-year flood	Floor area (sq. ft.) <sup>(2)</sup>
	1	86,000	13	1,900,000
	200-year flood	Floor area (sq. ft.) <sup>(2)</sup>	500-year flood	Floor area (sq. ft.) <sup>(2)</sup>
	17	2,400,000	14	2,600,000

(1) Assets that may be classified under more than one category by default are not duplicated in the figures in the other time categories. Changes from 2020 are the result of acquisitions or dispositions of assets since the previous reporting year.  
(2) Floor area square footage is based on Gross Leasable Area (GLA). As at September 30, 2021.

Case Study  
Responding to COVID-19

DIR.UN responded to the impact of the pandemic on our tenants through a comprehensive outreach program. Our teams connected directly with 100% of our tenants within the first 60 days of the lockdown. We proactively offered a rent deferral program to tenants in need of financial assistance, to support the continuity of their business operations in uncertain times. In addition, we provided extensive support to our tenants in the filing of their CECRA applications, to ensure they met application deadlines and submitted all required documentation.

SR

OE

ESG risk management

Tenant relationships



Case Study  
Climate Controlled Water Management

We use climate-controlled irrigation at 42 of our sites in Calgary. The system uses real-time weather data from specialized water management weather stations to automatically adjust watering based on the best horticultural practices. Water schedules are programmed to meet specific landscape needs and detailed site assessments. The system also monitors seasonal performance to analyze opportunities for efficiencies. In 2020, we conserved 13,331,000 litres of water, equivalent to five Olympic sized swimming pools.

FR

Carbon and resource efficiency





Case Study

# LEED Certification Existing + Expansion

Construction is currently underway to build a 44,000 sq.ft. expansion to the existing facility located at 100 East Beaver Creek Road in Richmond Hill, with an initial target of LEED Core & Shell certification for the expansion area. The design of the building expansion contemplates each of the eight LEED categories to maximize energy performance, minimize the carbon footprint and contribute to a healthy indoor environment for the occupants. In a parallel process, DIR.UN has also initiated LEED for

Operations and Maintenance certification of the existing 110,000 sq.ft. building. At the completion of both certifications, and once the appropriate commissioning is complete, DIR.UN plans to align and advance LEED status by re-certifying the entire building to achieve LEED Silver accreditation. Our phased approach to LEED certification creates an opportunity to optimize building performance in our existing portfolio while executing our strategy to design and build sustainable developments.

BP

Certifications



Case Study

# Alveole Beehive

In 2020, DIR.UN partnered with Alveole to install a beehive at Glenmore Park in Calgary. The hive contains approximately 50,000 bees during peak season in July and early August. Alveole visits the hive every 3 weeks to monitor health and productivity and perform maintenance. Annually, each hive produces approximately 100 jars of delicious honey that we share with our tenants.

Our beehive is a unique tenant engagement tool that helps to promote positive attitudes toward protecting biodiversity in our local ecosystem.

SR

Tenant relationships

Case Study

# EV Charging Stations

Impact 83, a 158,000 sq.ft. property just outside the town of Duiven, Netherlands currently has 42 EV charging stations installed that are used by our tenant's employees. The building also has an EPC label of 'A' that highlights the energy efficiency of the building. Our portfolio currently includes a total of eleven buildings with over 50 charging stations for electric vehicles. In 2021 DIR.UN used our tenant outreach program to assess if tenants would like to have access to EV charging stations in our buildings, and 65% of respondents expressed interest. Going forward, we will be expanding the number of charging stations with a program that will align with our tenants' requirements.

BP

FR

SR

Carbon and resource efficiency

Strong relationships

Certifications





Case Study

Sustainable Attributes in New Acquisitions

Sustainability plays a significant role in our capital allocation decisions including our acquisition, development, and capital expenditure programs. In 2021, we acquired assets with a broad range of sustainable attributes including 182,000 sq.ft. of green roofs with self-sustaining plants, 16 properties with bicycle storage, 11 buildings with EV charging stations, 10 properties with solar panels comprising over 3 MW of capacity, 2 properties that utilize land for grazing, and a property with a beehive.

When we evaluate potential acquisitions our due diligence process identifies a building’s sustainable attributes including EV charging stations, solar rooftop PV systems, bike storage, type of roof (white and green roofs), green building certifications, physical climate risk assessment and energy performance ratings (such as EPC and ESPM). We are continually updating our due diligence policy to stay current with technological advances in sustainability and regulatory requirements to ensure that we identify all existing sustainable attributes as well as opportunities to improve sustainability in the future.

OE

- ESG and impact management
- ESG risk management



6 Rue de Poitou,  
Bretigny sur Orge, FR

Lipariweg 6  
Amsterdam, NL

6 Rue de Poitou,  
Bretigny sur Orge, FR

Parc des Béliers  
Brebieres, FR

Newtonstraat 35  
Heerhugowaard, NL

Case Study

Renewable Energy in Alberta

In 2020, DIR.UN commissioned feasibility assessments on over 10 properties in Alberta to assess the viability of installing rooftop solar PV systems. We are partnering with our tenants to provide them with the opportunity to purchase zero-emission energy to power their operations. We have commenced two of the projects in 2021, and the remaining projects are in the final phase of review, with a total potential system capacity of 2.9 MW.



Tenant relationships

Carbon and resource efficiency






# Social

DIR.UN’s success as an organization comes from our strong and diverse workforce.

Over the past year, we have developed many initiatives and programs to support our employees during this challenging time. We are committed to promoting the highest standards of social responsibility throughout our organization and aim to improve the lives of everyone who works at Dream.

Our people come from a wide range of backgrounds and places, bringing many valuable skills and perspectives to our team. The people we hire all have one thing in common: they share our company values and contribute to our company culture.



As of December 31, 2020, the average length of service for DIR.UN employees is 4.7 years.\*

## Gender Breakdown\*

### Employees

- 38% Women
- 62% Men



### Managers

- 61% Women
- 39% Men



### Executive Team\*\*

- 34%\* Women
- 66%\* Men



\*\* Includes employees at all levels.  
\*\* Executives of Dream Industrial are employees of Dream Asset Management Corporation however the CFO of DIR.UN is a woman, while the CEO and COO are men.

## DIR.UN - Employee Summary

Employee <sup>(1),(2)</sup>	Total	Men	Women	Central Canada	Western Canada	Europe
Permanent <sup>(3)</sup>	78	30	48	53	25	0
Contract	2	0	2	2	0	0
Full-time <sup>(4)</sup>	80	30	50	55	25	0
Part-time	0	0	0	0	0	0

(1) Includes only employees 100% dedicated to Dream Industrial REIT and excludes employees on unpaid leaves of absence (e.g., permanent disability, long-term disability, parental leave) and interns.  
(2) Numbers represented as total headcount, not full time equivalent.  
(3) Includes permanent part-time employees.  
(4) Includes all employees with a work schedule of 35 hours or greater per week.

## New Hires and Turnover Rates\*

	Total	Men	Women	Age Under 30	Age 30-50	Age 50+	Central Canada	Western Canada	United States	Europe
New Hires <sup>(1)</sup>	11	7	4	3	7	1	8	3	-	-
Voluntary Turnover Rate <sup>(2)</sup>	9 %	5%	4%	3%	3%	3%	8%	1%	-	-

(1) Includes only employees dedicated to Dream Industrial REIT and excludes employees on unpaid leaves of absence (e.g., permanent disability, long-term disability, parental leave and interns).  
(2) Turnover is calculated as a percentage of average employee headcount for 2020.



## Employee Engagement Survey

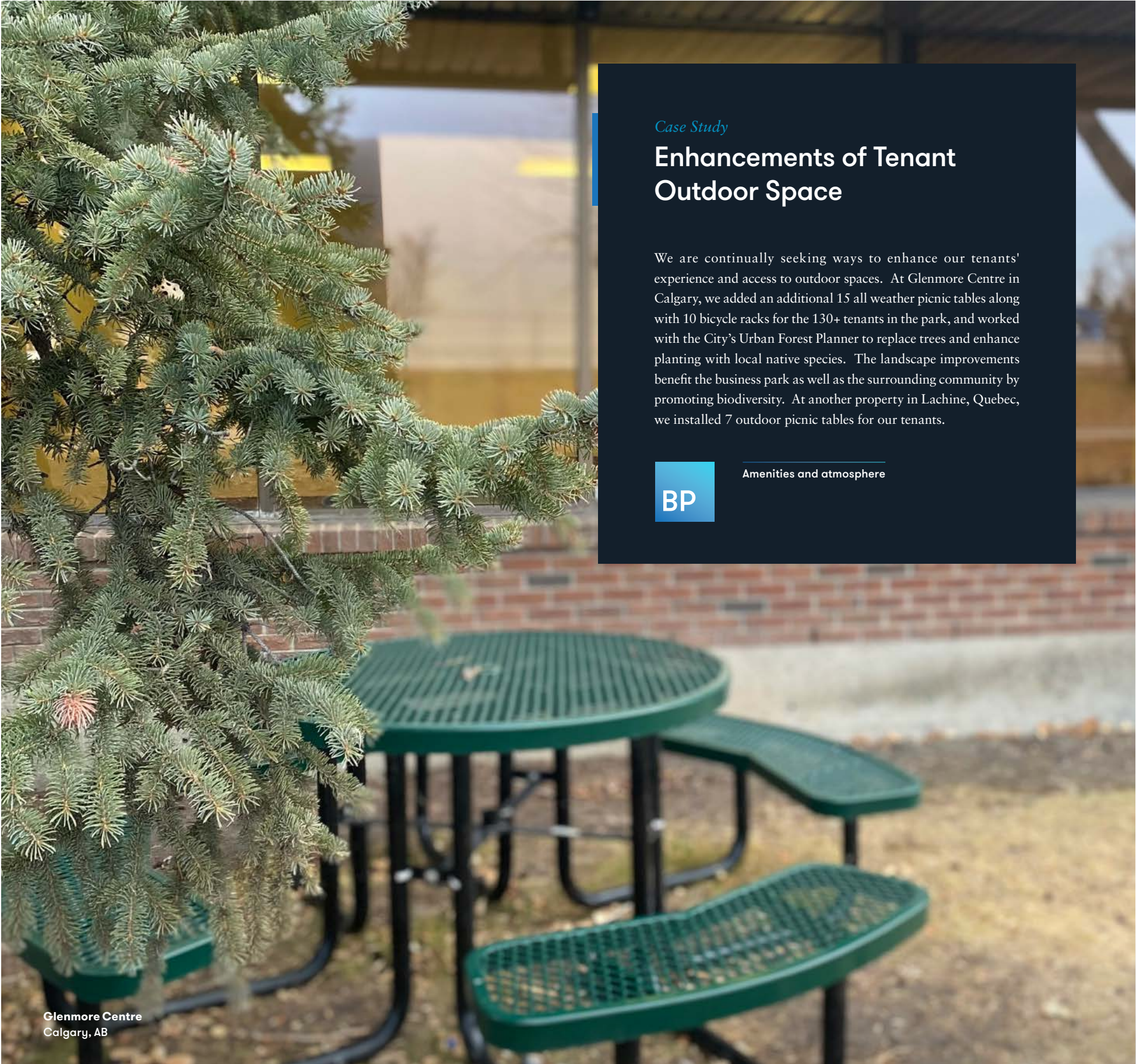
In 2021, as part of an initiative pursued by the entire Dream Group of Companies, we conducted an employee engagement survey to better understand employee satisfaction across a variety of topics.

The survey was deployed by Great Place to Work® Canada, as part of our certification process to be recognized as a Great Place to Work®, and we achieved an 86% participation rate. The Great Place to Work® certification is based upon the following factors:

- The level of trust that employees have in leadership
- The level of pride employees have in their jobs
- The extent to which employees get along with colleagues

The survey results provided our People & Culture team with meaningful insights regarding employees’ satisfaction with our benefit program and leadership’s communication throughout the pandemic. For example:

- > **84%** of respondents agreed that “the organization’s current health benefits program (Medical, Dental, Employee Assistance Plan, Telemedicine, Health Spending Accounts, League etc.) meets or exceeds my needs”
- > **97%** of respondents agreed that “Leadership has been keeping us informed of the emergency measures’ impact on the business during the COVID-19 pandemic”
- > **96%** of respondents agreed that “Leadership has kept me well-informed of measures being taken by the organization to protect employees during the COVID-19 pandemic”



Case Study

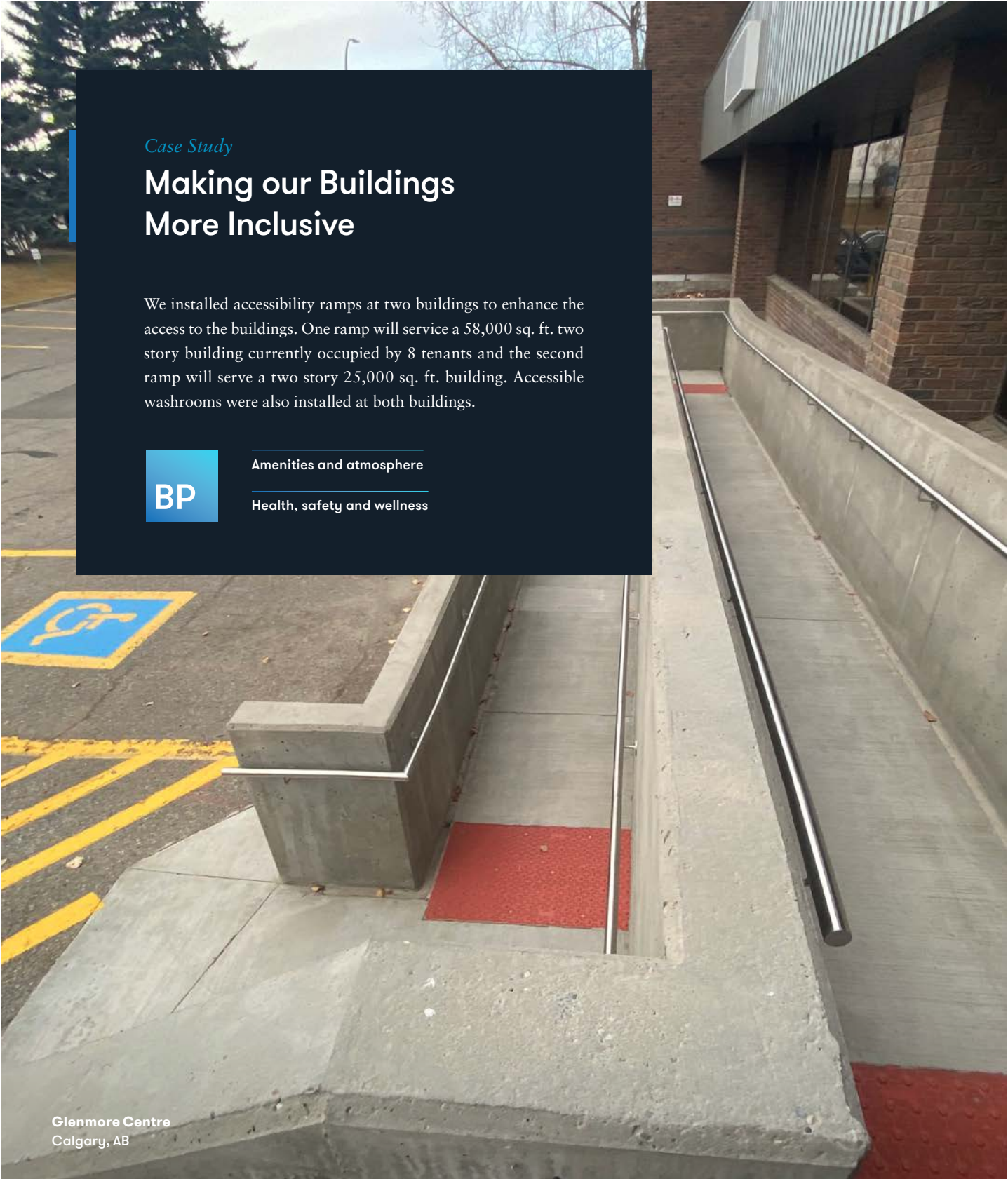
### Enhancements of Tenant Outdoor Space

We are continually seeking ways to enhance our tenants' experience and access to outdoor spaces. At Glenmore Centre in Calgary, we added an additional 15 all weather picnic tables along with 10 bicycle racks for the 130+ tenants in the park, and worked with the City’s Urban Forest Planner to replace trees and enhance planting with local native species. The landscape improvements benefit the business park as well as the surrounding community by promoting biodiversity. At another property in Lachine, Quebec, we installed 7 outdoor picnic tables for our tenants.

BP Amenities and atmosphere

Glenmore Centre  
Calgary, AB





## Tenant Engagement Survey

DIR.UN conducted a tenant engagement and satisfaction survey in 2021 to benchmark and enhance tenant satisfaction.

Sustainability-related questions have been incorporated into the survey to help us to better understand tenant sustainability preferences, identify priority assets for sustainability investments, such as rooftop solar and EV charging stations, and provide insight into opportunities to broker new sustainability-related partnerships. As part of this process, we are holding feedback sessions with tenant sustainability teams to discuss results and develop action plans.

### Of the respondents:

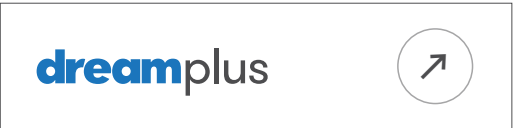
- **71%** have shown interest in using renewable energy for their energy requirements. Dream Industrial's progress in roof top solar projects and continuous research and analyses on other sources of renewable energy will address the interest of our tenants in getting access to cleaner forms of energy.
- **80%** are interested in pursuing LED retrofits in their premises, which will inform our LED retrofit planning.
- **64%** of respondents have expressed interest in green building certifications, which we will align with our green certification program for our portfolio.
- **55%** are interested in installing EV charging stations at their buildings.

The insights gathered from the survey will inform DIR.UN's ESG strategy and create opportunities to align tenant requirements with improved operational efficiencies. Going forward, DIR.UN will continue to conduct annual tenant surveys and will incorporate the results into our sustainability and portfolio management practices.



### Tenant Service

Our management team and staff are committed to providing customer service excellence and continually improving the quality of our services through efficient property management, value-added services for our tenants and capital improvements to our assets. Our top priority is providing a physical environment that contributes to the well-being of our tenants and the success of their business. An important part of our success is our vertically integrated property management operations, which includes tenant services and property operations, lease administration accounting and reporting, and in-house construction management and leasing capabilities. We also provide tenants with a web-enabled response system, dreamplus, that puts them in control of their needs with the ability to submit and monitor service requests online. Updates that we issued to our tenants during the pandemic were communicated through dreamplus.



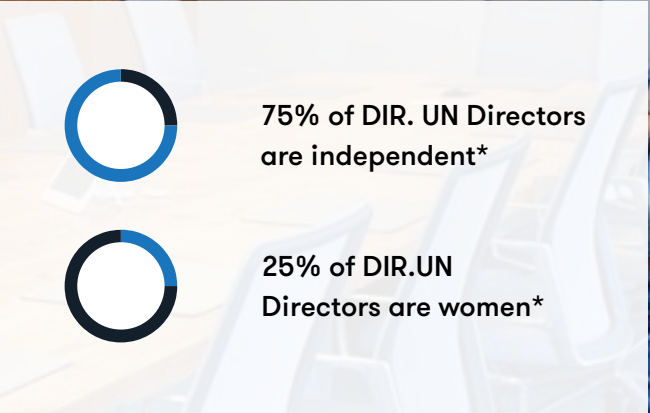


# Governance

As part of the ESG Framework, DIR.UN links ESG performance to executive and employee goals and compensation.

Sustainability at DIR.UN is managed by the following:


Role	Responsibility
Governance, Compensation and Environmental Committee	Provide oversight of sustainability at the Board level
ESG Executive Committee	Adopt ESG Framework for each Dream entity Communicate sustainability strategy and commitment across company and key external stakeholders Delegate implementation to each entity’s sustainability and ESG team Report to the Governance, Compensation & Environmental Committee
Green Finance Committee	A cross-departmental committee co-chaired by the COO and CFO and made up of senior executives representing the following departments at DIR: Finance, Sustainability and Portfolio Management Established to provide oversight of DIR.UN's Green Bond Framework and to identify sustainable financing options
Sustainability and ESG Team	Oversee and manage portfolio sustainability initiatives including building certifications, energy, water and waste management and monitoring, as well as strategic initiatives Meet quarterly with the Sustainability Executive Committee
Sustainability Working Groups	Responsible for advancing sustainability initiatives and activities at company and property level Includes four working groups covering the following focus areas: Green Property Operations, Employee Engagement, Tenant Engagement, Reporting and Communications Includes representatives from central functions, regions and properties Report monthly to the Sustainability and ESG team




75% of DIR. UN Directors are independent\*

25% of DIR.UN Directors are women\*


### Governance, Compensation and Environmental Committee Members



**Ben Mulroney**  
Chair



**J. Michael Knowlton**  
Member



**Vicky Schiff**  
Member

\* as of December, 2021.



## Financial Risk and Resilience

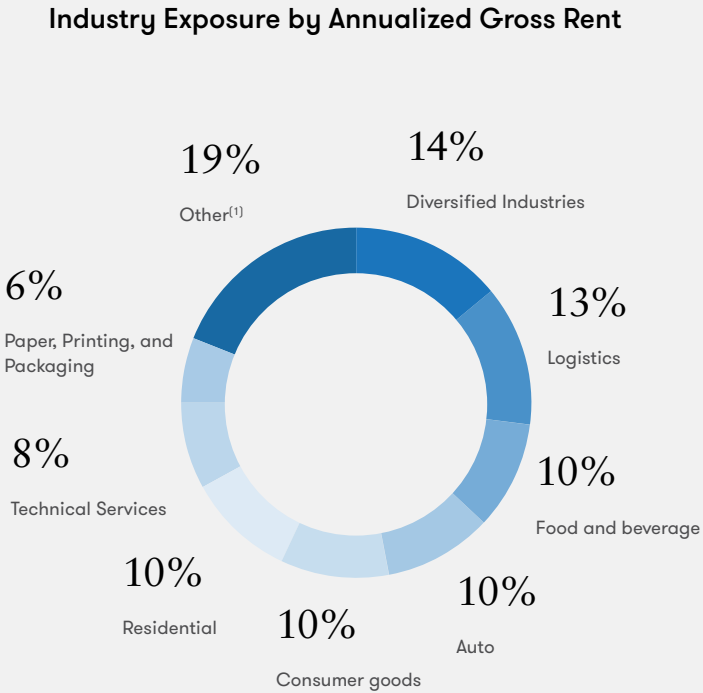
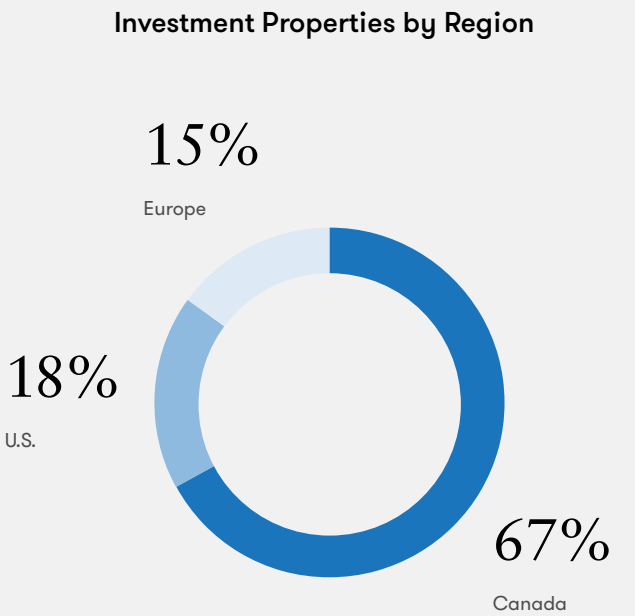
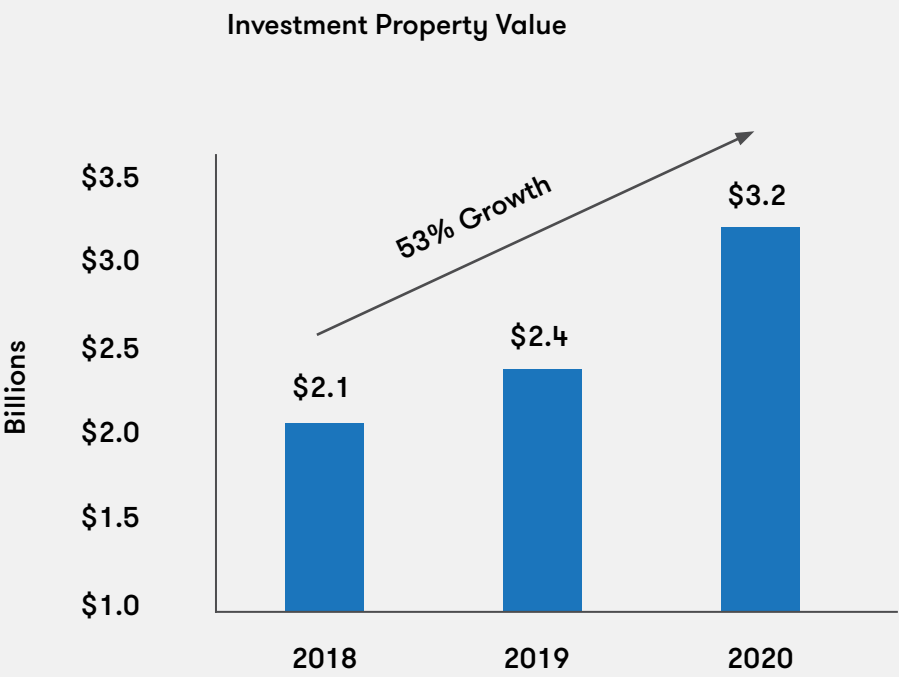
We significantly improved the strength of our balance sheet and our financial resiliency in 2020.

We increased the scale of our portfolio in 2020 to **\$3.2 billion**, and further diversified our portfolio and tenant mix.

We increased our unencumbered asset pool from \$100 million or 3.3% of total assets at the end of 2019 to **\$1.4 billion** or **41%** of assets at the end of 2020.

In 2020, DIR.UN achieved an investment grade credit rating significantly improving our access to capital.

As of December 31, 2020, our available liquidity amounted to **\$573 million** as a result of our deleveraging efforts as well as our proactive financing strategies. We have a comprehensive insurance program benchmarked regularly against peers and other public entities of our size and scale.



(1) Comprising of 15 sectors each representing 5% or less.



# Operational Risk and Resilience

We advanced our assessment of the physical climate risk in our portfolio, including an update of the flood risk analysis and catastrophic loss risk assessment which was discussed earlier in this section.

We have implemented policies and Board oversight to ensure we operate in a reputable, fair, ethical and inclusive manner. Policies include our Corporate Code of Conduct, Diversity & Inclusion and Advancement Commitment, along with regular training and lunch & learn sessions for all employees.

We have a robust Disaster Recovery Plan which is reviewed and updated regularly to ensure that our systems can be recovered and our employees can work remotely in the event of a disaster.

## Cyber Security

Dream is committed to cyber security and privacy through a combination of regular security awareness activities and use of next-generation protection technologies. Our cloud strategy involves an in-depth design around user access rights which supports our data governance initiatives. We perform regular assurance activities, which include internal and third-party vulnerability scanning and assessments, in order to manage exposure and risk.

Our cyber security team monitors threats and attacks and has implemented preventative measures to ensure that all systems and employees are protected. We have a robust set of processes and procedures for incident management and resolution, supported by a cycle of continuous improvement. In addition, we have a mandatory cyber-awareness training program for all employees which ensures that they can detect and report malicious behaviour.



## Profile: Sustainability Working Groups

Across the Dream group of companies, we are committed to establishing and implementing sustainable practices.

It is a valued part of our culture and work for our staff to be involved in our sustainability efforts. To achieve our goals, we support four employee-led working groups that each lead the implementation of our activities and champion aspects of our sustainability efforts.

01

### Employee Engagement

By hosting social activities, organizing personal development programs and arranging inter-office competitions, the Employee Engagement works group works to raise awareness of sustainability practices throughout the Dream group of companies. The group encourages employees to understand and support commitments to sustainability, and measures progress, objectives, and activity effectiveness.

03

### Green Property Operations

The DIR.UN Green Property Operations group is responsible for integrating environmental sustainability in property operations. With input from across the regions we operate in, the working group supports the development and rollout of policy, programs, guidelines and tools to manage projects for energy, water, and waste management, procurement, leasing and marketing, and tenant engagement.

02

### Tenant Engagement

Through the leadership provided by our Tenant Engagement team, DIR works with tenants to share what Dream is doing to improve sustainability within our assets. The team supports tenants’ efforts to increase sustainability by working with sustainability committees and/or internal green committees to ensure that their sustainability efforts are supported. The group hosts activities to encourage tenants to be environmentally conscious, identify areas where efforts need further support and works to ensure high levels of satisfaction with the services provided.

04

### Sustainability Reporting & Communications

Reporting and communicating our sustainability commitments, both internally and externally, are imperative to ensuring our success in reaching our Dream group of companies’ sustainability goals. This entails sharing information through newsletters, promoting DIR.UN’s efforts at conferences, increasing data and disclosure on DIR.UN’s website and publishing an annual external sustainability report.



Fact Box



United Nations Principles for Responsible Investment

The United Nations Principles for Responsible Investment (UN PRI) is the world’s leading responsible investor collaboration. It supports its signatories to incorporate environmental, social and governance (ESG) factors into their investment and ownership decisions. Signatories commit to follow UN PRI’s six principles and report annually on their progress through the UN PRI Reporting Framework. DRM, with support from DIR.UN, became a signatory to the UN PRI in 2021 and will report on our responsible investment activities starting in 2023.



Taskforce for Climate-related Financial Disclosures

In 2017, the Financial Stability Board established the Taskforce on Climate-related Financial Disclosures (TCFD) to provide guidance and recommendations on climate-related risk and opportunity disclosures. The TCFD recommendations are structured around four core reporting areas: governance, strategy, risk management and metrics and targets. More than 2,300 organizations support the TCFD. DRM, with support from DIR.UN, became an official supporter in 2021.



Net Zero Asset Manager

The Net Zero Asset Managers (NZAM) initiative is an alliance of global asset managers committing to supporting the goal of net zero greenhouse gas emissions by 2050 or sooner, in line with the global efforts to limit warming to 1.5 degrees Celsius. The initiative has 128 signatories and \$43 trillion in assets under management. DRM, with support from DIR.UN, joined the NZAM initiative in 2021 and there are currently less than 10 Canadian signatories.





# Forward-looking Plans

DIR.UN will continue to focus on executing its ESG action plan and road-map. Our key priorities include:

## GRESB 2022

In 2022, we will evaluate our readiness to participate in the GRESB Real Estate Assessment by conducting a comprehensive GRESB diagnostic and opportunity assessment.

## LED Retrofit Projects

DIR.UN is committed to improving energy efficiency through lighting retrofit projects. In 2021, we established a target to upgrade one million sq. ft. of GLA to LED in the year. We are on track to meet and exceed our target. We will continue to measure and disclose annual LED targets for our portfolio and optimize opportunities to work with our tenants to upgrade lighting.

## Developments and Refurbishments

One of DIR.UN’s top forward-looking priorities is to incorporate sustainability more deeply into development processes. As DIR. UN’s development pipeline grows, the organization is entering the planning phase on several new developments. Numerous re-development projects are also planned or underway. We will evaluate feasibility of green building certification for every development with the goal to obtain sustainability credentials for the vast majority of the projects. Our new sustainability policy for developments and refurbishments will guide this work.

## Data Collection and Analytics

Improving data collection will continue to be a top priority for DIR.UN. In the coming year, we will continue to expand our data coverage, as well as invest in increasing our analytical capabilities to facilitate the establishment of sustainability KPIs and emissions targets. In addition, we will expand and refine the scope of sustainability metrics that are gathered during due diligence. This will help us to identify sustainable attributes that create opportunities to pursue green certification post-acquisition.

## Green Property Operations

DIR.UN will continue to integrate sustainability into our capital program. Our commitment to sustainable capital investments will focus on lighting upgrades, more efficient roofs and sustainable landscaping practices at our building sites. We will also pursue more green building certifications in the current portfolio including BREEAM, DGNB, BOMA and LEED certifications. We are currently evaluating demand for EV charging stations and will put a program in place in 2022. DIR.UN will continue to work with our tenants and key stakeholders to identify and initiate additional sustainable projects through our green property operations program.

## Capital Investments in Clean Power

Following the installation of solar panel projects in Canada and the Netherlands in 2021, DIR.UN will continue to explore renewable energy opportunities and government incentives to increase our portfolio of renewable energy.

## Policy Execution

In 2021, DIR.UN will implement the policies that have been drafted governing our management of capital investments, biodiversity, green building certifications, waste, sustainable procurement, and new developments. These policies will be incorporated into our Tenant Sustainability Handbook, Guide to Sustainable Building Operations, and Sustainable Procurement Policy to ensure that day-to-day operational practices are aligned with our commitment to sustainability.

## Green Financing

Financing proceeds of the \$400 million inaugural Green Bond and future green bonds will be allocated, in accordance with the Green Financing Framework, to projects which may include green buildings, energy efficiency, renewable energy, sustainable water and waste-water management. Our capital strategy will continue to incorporate green financing opportunities when assessing future debt requirements.



Stevinlann 4  
Ede, Netherlands

As One of the Dream Group of Companies, DIR.UN is Committed to:

## Communicating our Plan to Reach Net Zero by 2035

DIR.UN has committed to net zero GHG emissions by 2035\* – fifteen years ahead of the Paris Agreement. Over the next year we will communicate a thoughtful and specific strategy on how we will achieve this overarching goal with a detailed plan and annual milestones to reducing our Scope 1, Scope 2, and select Scope 3 emissions.

## Beginning to Fulfill NZAM Commitments

In 2021, DIR.UN, as part of the Dream group of companies’ commitment, committed to the [Net Zero Asset Managers](#) Initiative. DIR.UN has set net zero targets and in 2022, DIR.UN will be setting interim targets for 2030.

## Evaluating UN PRI Readiness

DIR.UN, as part of the Dream group of companies’ commitment, committed to the UN PRI in 2021. In 2022, we will prepare for participating in the UN PRI Reporting and Assessment Framework, starting in 2023.

## Increasing Alignment with the TCFD Recommendations

In 2021, DIR.UN became an official supporter of the TCFD recommendations. We support the development of consistent climate disclosures and will develop a plan for DIR.UN to systematically assess climate change risk, in line with TCFD recommendations.

\* DIR.UN commitments include net zero by 2035 for operations including Scope 1 and Scope 2 emissions and net zero by 2050 for select Scope 3 emissions.



# Supplemental ESG Disclosure

Entity	Category	Topic	Content	
Dream Group of Companies	Governance	Business ethics	Board Diversity Policy	<a href="#">DRM Board Diversity Policy ↗</a> <a href="#">MPCT.UN Board Diversity Policy ↗</a> <a href="#">D.UN Board Diversity Policy ↗</a> <a href="#">DIR Board Diversity Policy ↗</a>
			Bribery & Corruption Policy and Programs	<a href="#">DRM Disclosure Policy ↗</a> <a href="#">MPCT.UN Disclosure Policy ↗</a>
			Code of Conduct	<a href="#">DRM Code of Conduct ↗</a> <a href="#">MPCT.UN Code of Conduct ↗</a> <a href="#">D.UN Code of Conduct ↗</a> <a href="#">DIR Code of Conduct ↗</a>
			Disclosure Policy	<a href="#">DRM Disclosure Policy ↗</a> <a href="#">MPCT.UN Disclosure Policy ↗</a> <a href="#">D.UN Disclosure Policy ↗</a> <a href="#">DIR Disclosure Policy ↗</a>
			Diversity, Inclusion & Advancement Commitment	<a href="#">DRM Diversity Inclusion &amp; Advancement Commitment ↗</a> <a href="#">MPCT.UN Diversity Inclusion &amp; Advancement Commitment ↗</a> <a href="#">D.UN Diversity Inclusion &amp; Advancement Commitment ↗</a> <a href="#">DIR Diversity Inclusion &amp; Advancement Commitment ↗</a>
			Charters and policies link	<a href="#">DRM Charters &amp; Policies ↗</a> <a href="#">MPCT.UN Charters &amp; Policies ↗</a> <a href="#">D.UN Charters &amp; Policies ↗</a> <a href="#">DIR Charters &amp; Policies ↗</a>
			Majority Voting Policy	<a href="#">DRM Majority Voting Policy ↗</a> <a href="#">MPCT.UN Majority Voting Policy ↗</a> <a href="#">D.UN Majority Voting Policy ↗</a> <a href="#">DIR Majority Voting Policy ↗</a>
			Whistleblower Policy	<a href="#">DRM Whistleblower Policy ↗</a> <a href="#">MPCT.UN Whistleblower Policy ↗</a> <a href="#">D.UN Whistleblower Policy ↗</a> <a href="#">DIR Whistleblower Policy ↗</a>
	Social	Alternative transportation		Dream’s corporate head office is in the heart of downtown Toronto, within a five-minute walking distance from both King and Queen subway stations. The office is also within a 15-minute walk to Union Station, connecting employees to commuter trains, VIA rail and the Union-Pearson Express. Transportation supports provided to employees include onsite bike racks, reimbursement for public transit passes (only for director-level employees and above, as well as onsite EV charging stations).
		Employee development	Information on programs supporting degree programs and certifications for all employees	Dream supports the achievement of degree programs and certifications for all employees through providing time off and financial support. We provide up to \$2,500 for tuition reimbursement and \$500 for textbooks per calendar year, as well as reimbursement for professional designation fees. Dream is also a CPA Ontario Training Employer that allow students in the CPA program to satisfy all their CPA Practical Experience Requirements while working here. <a href="#">DRM Management Information Circular ↗</a> <a href="#">MPCT.UN Management Information Circular ↗</a> <a href="#">D.UN Management Information Circular ↗</a> <a href="#">DIR Management Information Circular ↗</a>
		Health and safety	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Dream encourages all employees to promote health, safety and wellbeing in the workplace. We all must comply with laws, as written and for their intended purpose. Employees are first introduced to the Health, Safety and Wellbeing Policy and Workplace Violence, Discrimination and Harassment policy during their orientation. During orientation, employees are also instructed on how to comply with all government and legal requirements and industry standards in all jurisdictions where we operate. Dream offers many other policies that are available to employees at all times and are reviewed with each employee annually. Consistent monitoring of our Health and Safety program ensures the internal responsibility system is in practice. Incidents and accidents are tracked and analyzed using multiple data inputs. Health and safety metrics are reviewed and compared to industry standards and benchmarks. Our results are then analyzed, and an action plan is developed to mitigate the most common incidents. Joint Health and Safety Committees/Health and Safety Representatives review incident reports as well as establish and promote a safe work culture by holding regular meetings at all offices where they are required.
			Policy commitment to ensure product and service safety	Management’s commitment to ongoing hazard assessment is promoted through workplace inspections, incident investigation and corrective actions. All incident reports are reported through the Incident/Injury Report Form available on the company website. During the reporting stage, the supervisor, in coordination with the Health and Safety Coordinator, will assess the scene, determine the root cause and provide any corrective actions that are needed. Management has taken on the responsibility to review all incident reports and review all Health and Safety Committee inspections and minutes.
		Local spend & taxes	As real estate owners, managers and developers, we understand the importance of taxes in creating value and contributing to the Canadian economy. Dream entities are subject to a range of federal, provincial and municipal taxes, fees, charges and levies. Below we summarize the collective amounts paid in the normal course of operations.	
			Type	2020 Dream Entities Economic Contributions through Taxes
			2020 income taxes	\$91,286,000
			2020 property related taxes (Taxes paid on leased and owned property, school taxes, provincial/municipal land transfer tax or property registration taxes paid on the purchase of real property)	\$7,437,000
			2020 Development and other charges (Development charges/fees paid, building permits, levies and the cost of municipal services installed)	\$65,423,000
			2020 People taxes (Various payroll taxes including government pension, employment insurance, government health costs and workers’ compensation)	\$2,734,000
		Tenant surveys	conduct tenant/resident satisfaction surveys	To ensure tenant / resident satisfaction, Dream regularly conducts surveys. Questions include sustainability content, response rate and scores are tracked.



Entity	Category	Topic	Content		
Dream Industrial REIT	Governance	Whistleblower program	Number of whistleblower reports received in 2020	1	
			Types of misconduct reported in 2020	Non-financial related complaint against employee not adhering to company policy	
			Measures taken in 2020 to address misconduct	1) Discussed and reviewed company policy with employee; 2) enhanced company policy; 3) reiterated and reminded employees at impacted office of company policy	
Dream Impact	Environment	Energy consumption by source (ekWh) GRI 302-1	Metric	Units	20192020
			Total fuel consumption	ekWh	7,789,1205,521,262
				GJ	28,04119,877
			Total electricity consumption	ekWh	14,666,31113,729,834
				GJ	52,79949,427
			Total fuel consumption	ekWh	61,594,05151,134,567
				GJ	221,738184,084
Dream Office REIT	Environment	Energy consumption by source (ekWh) GRI 302-1 SASB IF-RE-130a.2	Total electricity consumption	ekWh	94,702,46778,445,128
				GJ	340,929282,402
			Total steam consumption	ekWh	14,121,11511,719,263
				GJ	50,83642,189
			Total fuel consumption	ekWh	61,594,05151,134,567
				GJ	221,738184,084



# Forward Looking Information

## Non-IFRS Measures

Dream's consolidated financial statements are prepared in accordance with International Financial Reporting Standards ("IFRS"). In this Sustainability Report, as a complement to results provided in accordance with IFRS, Dream discloses and discusses certain non-IFRS financial measures, including: assets under management, unencumbered assets, and available liquidity, as well as other measures discussed elsewhere in this Sustainability Report. These non-IFRS measures are not defined by IFRS, do not have a standardized meaning and may not be comparable with similar measures presented by other issuers. Dream has presented such non-IFRS measures as Management believes they are relevant measures of our underlying operating performance and debt management. Non-IFRS measures should not be considered as alternatives to comparable metrics determined in accordance with IFRS as indicators of Dream's performance, liquidity, cash flow and profitability. For a full description of these measures and, where applicable, a reconciliation to the most directly comparable measure calculated in accordance with IFRS, please refer to the "Non-IFRS Measures" section in Dream Unlimited's MD&A for the three and nine months ended September 30, 2021, "Non-IFRS Measures and Other Disclosures" section in Dream Impact's MD&A for the three and nine months ended September 30, 2021, "Non-GAAP Measures" section in Dream Office's MD&A for the three and nine months ended September 30, 2021, and "Non-GAAP Measures and Other Disclosures" section in Dream Industrial's MD&A for the three and nine months ended September 30, 2021.

## Forward-Looking Information

Certain information in this Sustainability Report may constitute "forward-looking information" within the meaning of applicable securities legislation. Such statements include, but are not limited to, statements with respect to certain objectives of Dream Unlimited, Dream Office, Dream Industrial and Dream Impact (collectively, "Dream" or the "Dream Entities") and strategies to achieve such objectives; statements relating to the sustainability goals of each of the Dream Entities, including their target to achieve net zero greenhouse gas emissions by 2035 and continuing to publish their annual sustainability report and other publications in respect of sustainability matters; the various degrees involvement of the Dream Entities with initiatives related to environmental, social and governance ("ESG") matters, including the United Nations' PRI Reporting and Assessment Framework, the Taskforce on Climate-related Financial Disclosures, the Impact Management Project, the Global Impact Investing Network, the Net Zero Asset Managers Initiative, and the Operating Principles for Impact Management; expectations regarding portfolio occupancy, units under development, and the development pipeline of the Dream Entities; and statements relating to ESG initiatives, metrics and targets for each of the Dream Entities. Such statements also include, (i) with respect to Dream Unlimited, benchmarking energy use at all facilities, reducing energy and water consumption, and identifying opportunities for employees in all Dream Entities to contribute to sustainability; its intention to conduct regular tenant surveys and track and report responses; increasing its use of green and impact leases, linking ESG performance to executive goals and compensation, and enhancing the impact framework of Dream Impact; achieving carbon neutrality for Arapahoe Basin by 2025; increasing its focus on impact investing; and implementing its social procurement program; (ii) with respect to Dream Impact, the continuous enhancement of its impact management system; the expansion of its green leases program into impact leases, which are expected to be implemented in 2022; the implementation of its social procurement strategy, with progress reports to begin in 2022; its goal of achieving certain 2025 environmental targets (including 10% total reduction of energy consumption, 10% total reduction of emissions and 10% total reduction in water consumption); expectations regarding the implementation of the ZCU District Energy System at Zibi and its generation of zero carbon heating and cooling, as well as it becoming the first thermal system in North America to use post-industrial energy recovery in a master-planned community; expectations regarding the development, sustainability and affordability of West Don Lands; and Dream Impact's plan to continue implementing tenant education measures regarding energy conservation; (iii) with respect to Dream Office, its focus on tracking and measuring progress for green lease adoption; its goal of achieving certain 2025 environmental targets (including 10% total reduction of energy consumption, 10% total reduction of emissions and 10% total reduction in water consumption; achieving green building certifications for 100% of its portfolio); its intention to improve its GRESB score through certain measures; its goal of reducing energy use, water use and greenhouse gas (GHG) emissions, including by implementing enhanced technology, monitoring, measurement and verification of data solutions; its expectation to continue conducting and disclosing results of tenant satisfaction surveys, and enhance Dream Office's Tenant Sustainability Handbook; and its intention to review outputs from its 2021 physical climate change analysis and develop plans to implement mitigation measures within its portfolio; (iv) with respect to Dream Industrial, its intention to increase the environmental efficiency of its portfolio through operating initiatives, tenant engagement, and by improving data collection and analytical capabilities; its plan of further incorporating sustainability into development processes, including green building certifications, and to implement sustainable upgrades and retrofits in properties, including lighting and roofing retrofits and EV charging stations; its intention to implement sustainability policies and its plans to further pursue sustainable financing options, including green bonds, and investments in clean power; its intention to conduct a diagnostic and opportunity assessment to evaluate readiness to participate in the GRESB Real Estate Assessment; and its goal of developing a plan to increase property resilience to flooding and water damage, including ensuring that emergency management and business continuity procedures are in place. Forward-looking information generally can be identified by words such as "outlook", "objective", "may", "will", "would", "expect", "intend", "estimate", "anticipate", "believe", "should", "could", "likely", "seek", "strive", "plan", "target", "project", "forecast", "budget" or "continue" or similar expressions suggesting future outcomes or events. Forward-looking information is based on a number of assumptions and is subject to a number of risks and uncertainties, many of which are beyond the Dream Entities' respective control, which could cause actual results to differ materially from those disclosed in or implied by such forward-looking information. The assumptions, which may prove to be incorrect, include, but are not limited to, assumptions with respect to each of our markets, including that the general economy remains stable; the gradual recovery and growth of the general economy continues over the remainder of 2021 and into 2022; that no unforeseen changes in the legislative and operating framework for our business will occur; that we will meet our future objectives, priorities and growth targets; that we receive the licenses, permits or approvals necessary in connection with our projects; that we will have access to adequate capital to fund our future projects, plans and any potential acquisitions; that we are able to identify high quality investment opportunities and find suitable partners with which to enter into joint ventures or partnerships; that we do not incur any material environmental liabilities; that interest rates remain stable; there will not be a material change in foreign exchange rates; conditions within the real estate market remain consistent; and competition for and availability of acquisitions remains consistent with the current climate.

Although the forward-looking statements contained in this Sustainability Report are based on what the Dream Entities believe are reasonable assumptions, there can be no assurance that actual results will be consistent with these forward-looking statements. Factors or risks that could cause actual results to differ materially from those set forth in the forward-looking statements and information include, but are not limited to, the risk of adverse global market, economic and political conditions and health crises; risks inherent in the real estate industry; risks relating to investment in development projects; impact investing strategy risk; risks relating to geographic concentration; risks inherent in investments in real estate, mortgages and other loans and development and investment holdings; credit risk and counterparty risk; competition risks; environmental and climate change risks; risks relating to access to capital; interest rate risk; the risk of changes in governmental laws and regulations; tax risks; foreign exchange risk; acquisitions risk; and leasing risks.

All forward-looking information in this Sustainability Report speaks as of December, 2021. The Dream Entities do not undertake to update any obligation to update any such forward-looking information, whether as a result of new information, future events or otherwise, except as required by applicable law. Additional information about these assumptions and risks and uncertainties is contained in the Dream group of companies' filings with securities regulators, including their latest annual information forms and MD&As. These filings are also available at Dream Unlimited's, Dream Office's, Dream Industrial's and Dream Impact Trust's websites at [www.dream.ca](http://www.dream.ca), [www.dreamofficereit.ca](http://www.dreamofficereit.ca), [www.dreamindustrialreit.ca](http://www.dreamindustrialreit.ca), and [www.dreamimpacttrust.ca](http://www.dreamimpacttrust.ca)