



Skyline's Sustainability Plan Recognizing our Responsibility

2021: Setting a benchmark for Skyline & influencing positive change for our industry

If you do business with Skyline Group of Companies, or if you're a part of our team, you already know that we stand for more than just the corporate aspects of our companies. Each Skyline company ultimately exists to make a meaningful difference in the lives of our customers, our people, and the communities in which we do business.

We operate profitable and growing businesses in rental housing and development, commercial and retail real estate, clean energy, and alternative investments.

However, beyond the profit and growth, there are countless initiatives—big and small—involving **community giving, the environment**, and our **people and culture**. Together, these three factors encompass **sustainability**.

We always strive to go beyond the call of duty in our industry and factor sustainability into our business decisions. We have been "Recognizing Our Responsibility" since Skyline began.

2021 is the year we're officially setting our standards and benchmarks for sustainability. We'll be launching new initiatives and setting new goals. Most importantly, at year end, we'll be reporting on our success, so we can hit the ground running for 2022 and beyond.

No matter how you interact with Skyline, you can play an important role in helping us to influence and effect positive change. We hope you'll share in our enthusiasm to make 2021 our most successful year yet for sustainability.

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If you interact with Skyline, you are one of our Sustainability Partners.

Our sustainability partners are anyone who interacts with Skyline: our staff, our investors, our customers, our suppliers, and each of the communities in which we do business. It is essential for us to understand what is most important to these audiences: why they chose to rent/work/invest/build/partner with us. Achieving our sustainability goals is only possible with the support and partnership of all of our sustainability partners.

In 2021, we will engage each of our sustainability partners in our Sustainability Plan. We will solicit their feedback, collect their ideas, and compile this data to offer insight into where we currently stand in meeting our sustainability goals. We hope, collectively and collaboratively, we can work together to achieve results.



Tenants
Rent from us



Employees
Work with us



Investors
Invest with us



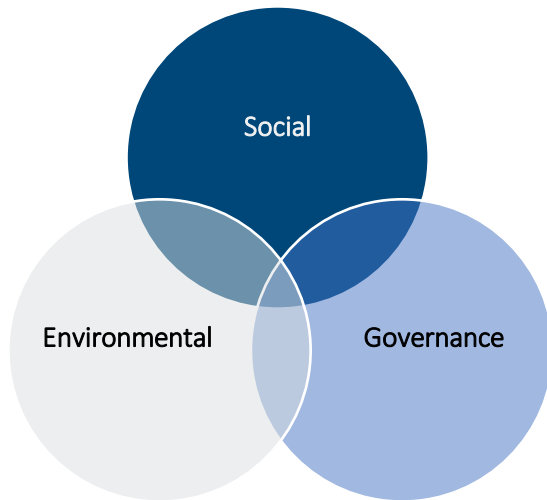
Communities
Grow stronger
with us



Suppliers
Build with us

Sustainability Commitments

Our focus is on three principal areas—Environment, Social, and Governance (ESG). In 2021, as we develop properties, manage buildings, deliver returns to investors, create great places to work, and strengthen communities, we are making the following commitments:



- To challenge the status quo by demonstrating our positive **impact**, both socially and environmentally.
- To ensure all decisions are made in alignment with our core values: **Professionalism, Respect, Integrity, Drive, and Efficiency (P.R.I.D.E.)** and that each of our policies and procedures reflects an inclusive culture.
- To **engage** our sustainability partners through open forums, encouraging them to bring ideas to the table, and influencing them to make decisions with social and environmental sustainability in mind.
- To give our stakeholders the confidence that their partnership is with a group of companies with strong ethics and inspire them to refer others to work with us, invest with us, live with us, and do business with us.

We have created key initiatives and goals for 2021 within each of our three Focus Areas. These will significantly contribute to Skyline's ongoing sustainability commitments and allow us to gather information throughout the year, to set as a standard, and inform even greater objectives for the following years.

Environmental

We will reduce our negative impact on the planet by creating efficiencies in our daily operations and influencing others to modify their behaviours to benefit the environment and effect change. We will challenge our suppliers to align themselves with similar goals and influence change in their industries. We strive to create a chain effect of responsible decision making. Our key initiatives are to reduce and divert waste, produce clean energy, finding and applying new and established sustainable technologies and goods.



Skyline's environmental goals for year-end 2021 (and in most cases, continuing/ongoing) include:

- Evaluating all current waste collection practices to ensure they offer an ethical and optimal partnership that helps us strive toward our environmental stewardship by diverting as much from landfill as possible. Ultimately we want to give our tenants every opportunity possible to make the right choices when it comes to waste.
- Implementing e-waste and composting throughout our REITs
- Investing in multiple technologies, including an online tenant portal, Human Resources Information System (HRIS), and Learning Management System (LMS) in order to reduce paper usage among other objectives.
- Increasing investor use of online mySkylineWealth portal to 75% adoption rate of paperless statements by year-end 2021
- Evaluating our current internal practices and working with our contractors to ensure building materials, upon turnover, are ethically recycled or reused
- Repairing or recycling all Skyline issued electronic hardware, devices, and consumables in a secure and sustainable manner, aiming ultimately for a circular economy model.
- Installing EV charging stations wherever the need is recognized, and, at a minimum, within each new development.
- Developing at least 26 additional community gardens at our residential buildings across the country
- Expanding Skyline's Honey Bee Initiative with the installation of additional hives

Social

We are committed to enriching each of the communities in which we operate. We strive to be leaders in the community by investing in, and partnering with, community service providers, and charitable organizations. We influence broad audiences and create ethical investments. We are dedicated to making a difference in our employees' lives and striving to be an employer of choice in Canada. We envision a culture where our people are enthusiastic ambassadors of our Sustainability Plan. Our key initiatives are to invest in community partnerships across Canada, create a culture of diversity and inclusion, foster an environment that supports and encourages volunteerism, wellness, safety, and giving.

Skyline's social goals for year-end 2021 (and in most cases, continuing/ongoing) include:

- Becoming an active participant of 15 additional Chambers of Commerce across Canada, working with these organizations to identify charitable partners and worthy causes in those areas
- Augmenting current training available related to diversity and inclusion for staff at all levels while evaluating and reviewing all existing policies to ensure they align with inclusive practices
- Reaching 100% usage of Skyline's Volunteer Day by creating awareness through regular communication and connecting our Skyliners with communities in need of assistance

Governance

With every interaction, our workforce embodies the Skyline "P.R.I.D.E." values with an emphasis on integrity. The interests of our company's many stakeholders are at the forefront of each decision we make. Our Skyline team brings passion, energy, determination, unique viewpoints, and experiences to their roles. We have a dynamic Board of Trustees for each of Skyline's investment funds; each Board adheres to a robust set



of corporate governance principles. We strive to hire staff who will adhere to our governance framework and share the same core beliefs. We practice responsible corporate governance through:

- Upholding a code of conduct for employees and tenants that inspires doing the right thing even when it's not the easy thing
- Practising supportive policies, including flexible work hours; Maternity Leave top-up program; zero-tolerance policy for discrimination and harassment; accommodations for disabilities and religious needs
- Surveying stakeholders
- Vetting our vendors for corporate responsibility, documented sustainability plans, and annual reporting on efforts
- Ensuring all of Skyline's policies and procedures are created, implemented, and reviewed in collaboration with the Sustainability Plan.

Skyline's governance goals for year-end 2021 (and in most cases, continuing/ongoing) include:

- Establishing Skyline's ESG taskforce, which will meet quarterly to review and report on our sustainability goals
- Implementing data collection across the group of companies to subsequently publish Skyline's inaugural Sustainability Report
- Working toward being recognized with an external rating
- Creating three new employee training programs focused on each of the pillars of the Sustainability plan

We believe that innovation can contribute greatly to an organization's success, and we are always looking for ways to do things more efficiently and more effectively. We view our sustainability plan as a call to action.

What success looks like

Skyline understands the need to effect change, measure it, and spread the message about it. We believe that purposeful sustainability achievements lead to engaged employees, satisfied customers, resource efficiency, proactive risk management, and cost savings. We strive to be your number one choice for a place to do business, a place to call home, and a place to invest.