

# Environmental, Social, and Governance Report 2025



CANADIAN APARTMENT  
PROPERTIES • REIT

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Vancouver, BC

# About this Report

## Reporting Scope and Boundaries

This report outlines environmental, social, and governance (ESG) actions and performance for Canadian Apartment Properties Real Estate Investment Trust (CAPREIT) for the 2025 calendar year. It covers CAPREIT's Canadian business operations as at and for the year ended December 31, 2025, including residential suites and commercial/retail spaces, unless stated otherwise. The reporting scope excludes our European business and all currency is in Canadian dollars unless specified otherwise. Totals may not add up due to rounding.

## Reporting Frameworks, Standards, Review and Assurance

We engaged sustainability consultants Quinn+Partners to advise on material report content and alignment with leading ESG disclosure frameworks and standards, including the:

- Global Reporting Initiative (GRI)
- Sustainability Accounting Standards Board (SASB) Real Estate Standard
- Task Force on Climate-related Financial Disclosures (TCFD)

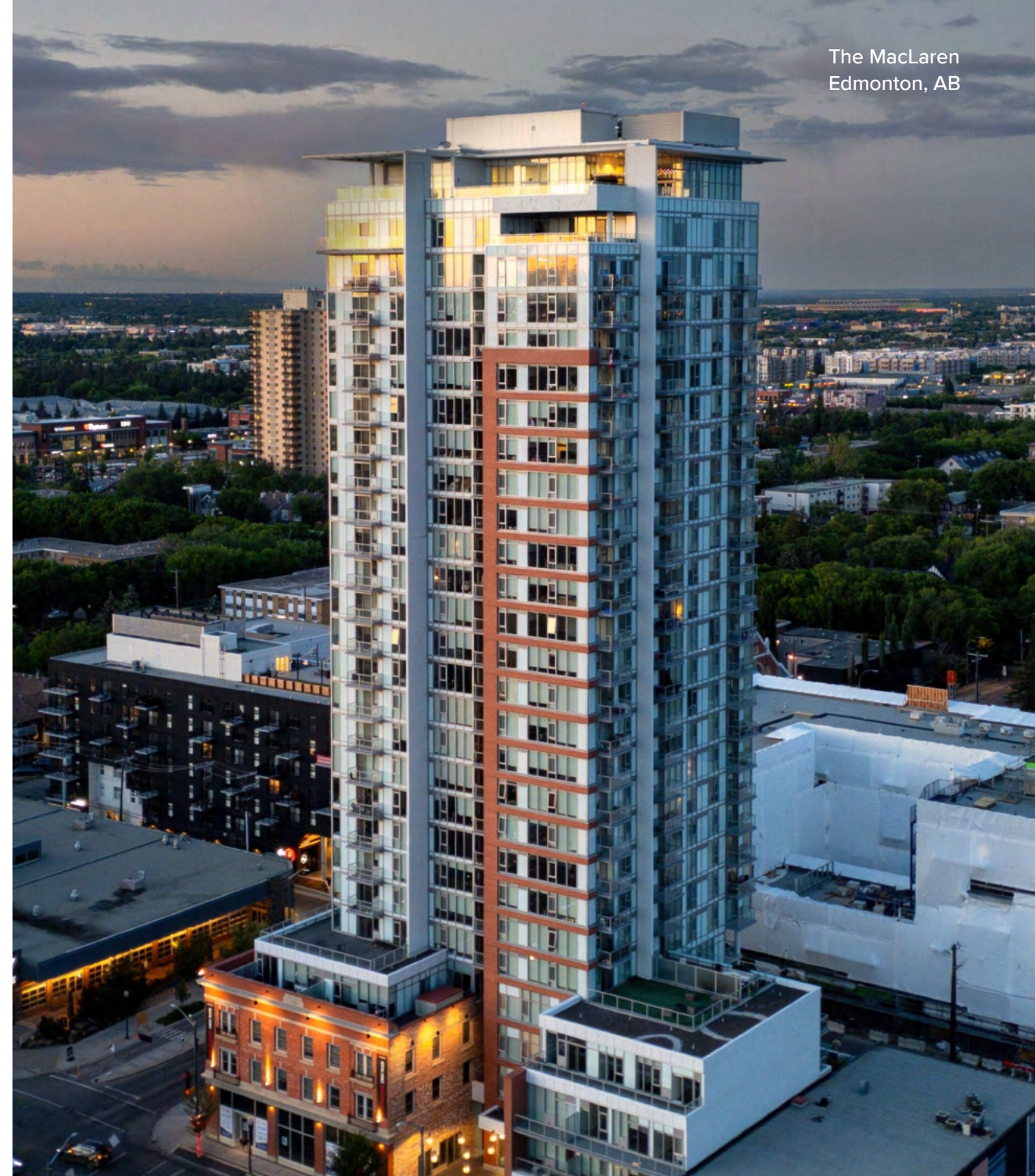
The Performance Scorecard cross-references information with the GRI and SASB and the relevant GRI, SASB and TCFD index tables are presented at the end of the report.

The Canadian Sustainability Disclosure Standards (CSDS), which incorporate and expand upon the recommendations of the TCFD, were released in December 2024. While these standards remain voluntary, and the Canadian Securities Administrators work on climate-related disclosure requirements for public issuers has been paused as of April 2025, we will continue to monitor regulatory developments and explore opportunities for alignment.

Ernst & Young LLP was engaged to provide a limited assurance conclusion over a selection of indicators for the year ended December 31, 2025. For details, please refer to the [Independent Limited Assurance Report](#).

## Contacts and Inquiries

Any questions or comments about this report can be directed to CAPREIT's ESG team at [esg@capreit.net](mailto:esg@capreit.net). For more information on CAPREIT's sustainability and ESG-related activities and accomplishments, and to view our past reports, visit our [ESG homepage](#).



# Message from Chair of the Board of Trustees, and President and CEO

## A Letter from Gina and Mark

We believe our greatest investment is in the quality of life of our residents. This belief is at the heart of our ESG strategy, as we implement initiatives that prioritize resident convenience and comfort, affordability, and environmental resilience, building communities that are strategic investments. These considerations have had a strong bearing as we continued reallocating capital away from assets which we consider to be non-core. While market conditions remain dynamic in the Canadian multi-residential sector, we have continued to work toward creating rental communities that create a positive and tangible impact for all Canadians. We are excited to share the meaningful progress we have achieved toward this end in 2025.

We remained committed to improving the energy-efficiency of our legacy assets, investing nearly \$30 million in 2025, including funding through the Canada Infrastructure Bank's Building Retrofits Initiative, which supports energy-efficiency projects that reduce GHG emissions at favourable interest rates. These projects demonstrate our ability to leverage climate-related opportunities to help drive improvement in our sustainability performance.

In 2025, we continued with our strategy of divesting assets that are identified as non-core, disposing approximately \$400 million in properties across Canada. We are pleased to share that our ESG principles continued to inform our dispositions strategy, with \$113 million in properties sold in 2025 to local non-profit

organizations and programs to promote affordable housing, including the City of Montréal's affordable housing initiative, which is dedicated to preserving long-term affordability. We would also like to highlight our sale of a property in North Vancouver to the Nch'kay Development Corporation, the economic development group of the Squamish Nation, for \$54 million. This not only strengthens the representation of First Nations in the Canadian housing sector but also promotes affordability, with over half the suites designated as such. We acquired 15 properties for about \$660 million in 2025, continuing our strategy of reallocating capital to assets that meet both our strategic criteria and our ESG strategy. Their prime locations offer multiple sustainable transportation options promoting resident convenience and comfort and their low capital investment requirements and high cash returns in excess of our portfolio average, demonstrate strong earnings growth. With these investments, we are on the path to creating a portfolio that not only delivers value to our investors but also advances our environmental and social goals.

In 2025, we revamped our ACES peer recognition program and our Service Awards to ensure employee recognition enables a culture of care, collaboration and excellence. Responding to insights from an employee survey conducted in 2025, we redesigned our employee benefits and compensation programs, including expanding mental health and paramedical coverage and maternity benefits. To foster a skilled and engaged workforce, we introduced a number of key initiatives such as refreshing our employee mentorship program, and introducing a new leasing training program that enables self-learning and provides ongoing performance support. We partnered with Concordia University's John Molson School of Business to refresh our Leadership Development Program to develop high-potential leaders across our organization. We believe these investments are essential to fostering a motivated, skilled, and engaged workforce that exemplifies our core competencies of responsiveness, collaboration, evidence-driven practice, and ambition.



## INTRODUCTION

In 2025, we initiated a physical climate-related risk scenario analysis to evaluate our exposure to physical climate hazards under both current-trajectory and higher-temperature scenarios across short-, medium-, and long-term horizons. This assessment, concluded in early 2026, will help us understand how physical climate risks may affect our financial and operational performance and guide our adaptation and resilience efforts. This assessment built on our double materiality assessment in 2024, helping us ensure our strategies align with the risks and opportunities that are key to our business.

We believe these exercises, undertaken with the active participation of trustees, management, and employees, will continue to support effective reporting and informed strategic decision-making at CAPREIT. Our initiatives to enhance resident experience and improve employee engagement, together with our strategic investments, reinforce our ability to deliver greater value for investors and a higher quality of life for residents. We remain grateful for your ongoing support as we continue with our efforts.



**Dr. Gina Parvaneh Cody**

Chair of the Board of Trustees



**Mark Kenney**

President and Chief Executive Officer

# Our Approach to ESG

CAPREIT’s ESG program is central to our mission to elevate the quality of life for residents and forms the foundation of our strategy to continually enhance the performance of our portfolio.

We integrate ESG practices across our operations to help build safe, resilient, and sustainable communities, which in turn deliver stable returns. We take a coordinated approach to managing ESG across the organization, involving leadership at all levels. We integrate ESG considerations into our investment, management, and operational processes, incorporating them as fundamental to our decision-making.

CAPREIT is working to integrate the results of its double materiality assessment into enterprise-wide processes so that considerations for managing material ESG topics become embedded in operations and long-term planning. Incorporating these considerations into risk management, strategic planning, and resource allocation will not only strengthen our ability to respond proactively to

sustainability challenges and opportunities, but also help protect and create long-term value for CAPREIT and its stakeholders.


Oversight of ESG integration is robust and multi-layered. The Board of Trustees (the Board) provides ongoing oversight of CAPREIT’s ESG policies and the management of climate-related risks and opportunities, reviewing the annual ESG Report and ensuring formal governance through its committees. Specific responsibilities for ESG execution are clearly allocated across key executives and business functions, fostering accountability throughout the organization. For more details on Board committee responsibilities, see the [Governance](#) section.

Altogether, these mechanisms ensure that ESG considerations are systematically embedded and monitored across CAPREIT’s operations, supporting our mission to elevate the quality of life for residents.


## Materiality Results Summary

In 2024, CAPREIT conducted a double materiality assessment, covering both financial and impact materiality. The ESG risks and opportunities that could reasonably be expected to affect CAPREIT’s prospects represent the subset of sustainability topics most material to our business. Identified from a broader universe of potential ESG issues, these topics retain the greatest potential to influence CAPREIT’s financial position, operational performance, and ability to create long-term value.

The financial impact concepts are those that stakeholders could reasonably be expected to affect CAPREIT’s prospects. The priority impact concepts are those through which stakeholders believe CAPREIT can create a positive impact on the environment and society.

 Physical Climate Resilience\*†

 Resident Experience\*†


 Data Privacy and Protection\*


 Greenhouse Gas (GHG) Emissions\*

 Affordable Housing\*

 Human Capital\*

 Community Impact†

 Diversity, Equity, and Inclusion (DEI)†

 Energy Management\*†

\*Financial materiality

†Impact materiality

# ESG Strategy: Governance

## Vision

Pursuing excellence in governance by embedding ESG within the core duties of the Board and executive team.

## Priority Areas

- **ESG Governance Systems and Processes:** Embedding ESG in risk management, planning, and reporting to drive value creation
- **Corporate Governance Practices:**
  - **Ethics and Conflicts of Interest:** Maintaining transparency and integrity through standards and policies
  - **Data Privacy and Protection:** Protecting resident and employee data and complying with privacy regulations
  - **ESG Risk Management:** Identifying and mitigating ESG risks across our operations
  - **ESG Integration in the Investment Process:** Evaluating investments against material ESG factors, including transition and physical climate risks, for long-term value creation

The Globe and Mail Board Games — In 2025, CAPREIT was ranked 12<sup>th</sup> overall with a score of 95/100

<sup>1</sup> BIPOC is defined as Black, Indigenous, and People of Colour.

56% of independent trustees self-identify as female

22% of independent trustees self-identify as BIPOC<sup>1</sup>

90% of our trustees are independent

# ESG Strategy: Social

## Vision

Providing safe, comfortable, and enjoyable homes that enhance residents' quality of life, while fostering a high-performance workplace that attracts top talent and supports employee growth and development.

## Priority Areas

- **Resident Experience:** Ensuring residents enjoy secure, welcoming homes with an emphasis on their comfort and overall satisfaction
- **Community Impact:** Supporting employee-driven causes and charitable initiatives that create a positive impact in the communities where CAPREIT operates
- **Affordable Housing:** Expanding access to quality housing at affordable pricing to support thriving communities
- **Human Capital:**
  - **Employee Engagement and Recognition:** Fostering a high-performance culture through appreciation and recognition
  - **Professional Development:** Supporting employees through mentorship, leadership programs, and training
  - **Employee Health and Wellness:** Offering benefits and programs that promote well-being and work-life balance
  - **Diversity, Equity and Inclusion:** Building an inclusive workplace through training, programs, and cultural initiatives
  - **Environmental Health and Safety:** Promoting a proactive culture of safety through protocols and training

Recognized as one of the Best Employers in Canada in 2025 by [Mercer](#)

\$500K+ donated to charities through CAPGiving

7.3/10 Resident Satisfaction Score

56% of employees are female

# ESG Strategy: Environmental

## Vision

Reducing our environmental impact, strengthening asset quality, and staying ahead of market and regulatory expectations through investing in operational efficiency.

## Priority Areas

- **Asset Management:**
  - **Energy Management:** Improving building energy-efficiency to reduce energy usage and costs
  - **Water and Waste Management:** Reducing water consumption and enhancing waste and recycling processes

# ESG Strategy: Climate

## Vision

Climate is a cross-cutting issue that presents both risks and opportunities and affects all aspects of our business.

## Priority Areas

- **Governance:** Climate oversight embedded in executive roles and Board responsibilities
- **Risk:** Managing climate risks through long-term planning, ESG property assessments, resiliency investments, and staff training for extreme weather events
- **Strategy:** Aligning operations with low-carbon economy expectations to strengthen assets and communities
- **Metrics and Targets:** Tracking energy and emissions to guide climate performance improvements

# \$30M

Nearly \$30 million invested in energy-saving, resiliency, and decarbonization initiatives

# 9%

reduction in per-suite energy use intensity compared to 2019



Conducted a physical climate-related risk scenario analysis assessment

# Awards and Memberships

## Mercer

The Best Employers in Canada Award recognizes organizations that demonstrate excellence in employee engagement, leadership, agility, and a strong people-focused culture, as measured through comprehensive employee feedback and benchmarking against peers nationwide. In 2025, CAPREIT was recognized for the first time in the Equity Real Estate, Real Estate Investment Trusts, REITs category.

- Best Employers in Canada – Powered by Mercer

## Canadian Occupational Safety

The Canada’s Safest Employers Award recognizes leadership in occupational health and safety (OHS), highlighting companies and individuals who have effectively implemented safety programs and initiatives to protect workers, foster a culture of safety, and reduce workplace incidents.

- Canada’s Safest Employer in Services Sector (Finalist)
- Canadian Occupational Safety 2025’s Top Safety Leaders Under 35 (Winner – Gaby Victoria)

**Mercer Best Employer**  
Canada 2025

## Occupational Health and Safety Canada

The OHS Canada Awards honour the outstanding achievements of Canadian OHS professionals who demonstrate a strong work ethic, exemplary leadership, and a commitment to health and safety. CAPREIT was honoured for:

- Psychologically Safe Workplace (Winner)

## Calgary Rental and Residential Association (CRRA)

The CRRA is committed to promoting and enhancing the residential rental industry by providing quality professional leadership. The CRRA Awards celebrate excellence in the residential rental housing industry at their annual conference and awards gala. CAPREIT was honoured to win in two categories:

- Property Manager of the Year (Winner – Curtis Melton)
- Resident Manager of the Year (Winner – Amanda Frost)



## Alberta Residential Landlord Association (ARLA)

The ARLA Awards celebrate the dedication and achievements of professionals and organizations committed to enhancing the quality and sustainability of rental housing in Alberta.

- Property Manager of the Year (Nominated)
- Senior Leadership of the Year (Nominated)

## Rental Housing Providers of Nova Scotia (RHPNS)

The RHPNS Innovation & Excellence Awards celebrate property owners and managers in Nova Scotia who demonstrate distinction across 11 categories. Recognizing the work of corporate programs and individual contributors, these awards highlight the best and brightest of Nova Scotian owners and managers who have made an impact on their communities. In 2025, CAPREIT honours include:

- Income Property Owner of the Year (Winner – CAPREIT)
- Resident Manager of the Year (Winner – Marzan Hoque)



## Federation of Rental-housing Providers of Ontario (FRPO)

FRPO is Ontario’s largest association representing owners, managers, builders, financiers, service providers, and suppliers of residential rental homes. As a member, we advocate for strong and stable rental housing, consumer choice, adequate government support for low-income households, and private-sector solutions to rental housing needs.

The FRPO’s Marketing, Achievement and Construction (MAC) Awards honour leaders of the apartment industry and their commitment to best-in-class rental accommodations. Through their dedicated teams and innovative spirit, MAC Award winners bring their newest project efforts and ideas to life. CAPREIT’s honours in 2025 include:

- Leasing Professional of the Year
- Property Manager of the Year (Finalist)
- Best Amenity Renovation – Nuovo Apartments (Finalist)
- Environmental Excellence Award (Finalist)
- Community Service Award (Finalist)



# Awards and Memberships Cont.

## BOMA Québec

BOMA Québec, the provincial association representing Québec’s commercial real estate sector and a member of the broader BOMA network, leads initiatives to improve energy performance and reduce GHG emissions across the province’s building portfolio. As part of its annual Rendez-Vous Défi Énergie 2025, BOMA Québec recognized our organization with the following awards:

- Energy Performance Improvement Award (Benny Crescent Apartments – Le Lafayette)
- Performance Award – GHG Reduction (Le 1350 Dufort Apartments)

## The Globe and Mail Board Games

The Globe and Mail undertakes a ranking of corporate governance practices at Canada’s largest companies, known as the Board Games. Publicly traded companies that comprise the S&P/TSX Composite Index are ranked annually, with the results and related articles posted in December each year.

In 2025, CAPREIT was ranked 12<sup>th</sup> overall with a score of 95/100.



## ForAffordable.ca

Through the Canadian Rental Housing Providers for Affordable Housing, we are working to partner with governments and civil society to develop policies around, and direct capital investments toward, the construction of more affordable and stable purpose-built rental properties across the country.

## Real Property Association of Canada (REALPAC)

REALPAC is a national industry association dedicated to enhancing the long-term vitality of Canada’s real property sector. REALPAC aims to promote growth and development in the Canadian real estate sector by connecting with senior executives, advocating for favourable business conditions, and offering education and resources.

## Rental Housing Canada (RHC)

RHC represents owners and managers of nearly one million private rental suites through 13 associations and direct memberships. Through our participation, we advocate for policies that support a healthy rental market while serving on a platform that promotes industry best practices and information sharing.



# Who We Are

## How We Deliver Value

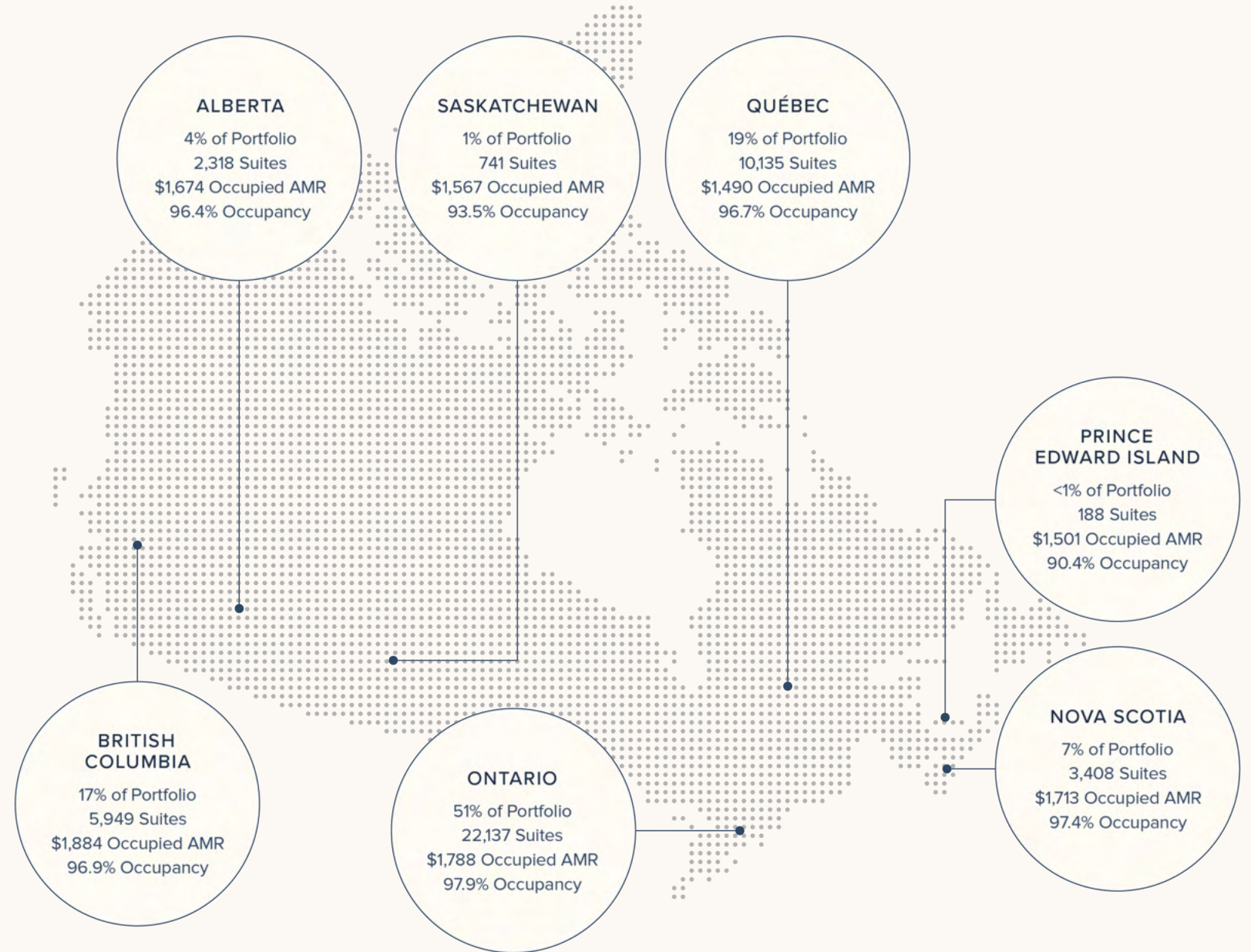
At the heart of our strategy is our belief that every Canadian deserves a high quality of life, and that starts at home. By elevating the quality of life for our residents through improvements in the resident experience and better operational performance of our properties, we believe we enhance value for our investors.

In 2025, we strengthened our portfolio by selling properties that are no longer aligned to our strategic criteria, and focused on acquiring prime-located, well-built buildings that offer higher returns and superior resident convenience. We also made significant strides in divesting from our non-strategic interests outside of Canada, while ensuring wherever possible that our investment decisions were aligned to our overall ESG strategy. In addition we remain committed to affordability, diligently pursuing multiple strategies, as outlined in our [Affordable Housing](#) section.

The state of the Canadian multi-residential market remains dynamic. However, we at CAPREIT remain committed to our vision to nurture and grow rental communities that create a positive tangible impact for Canadians. Our team is consistently striving to set new standards for our residents and generating higher returns for our Unitholders.

### As at December 31, 2025:

- About 45,000 homes were provided
- Achieved an occupancy rate of over 97%



\*Portfolio allocation by fair value and other metrics as at December 31, 2025.

# Governance

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# Governance Systems and Processes

CAPREIT’s business is built on a strong foundation of robust corporate governance practices, with a Board mandate and Board committee charters that focus on material governance issues and a comprehensive risk management system. ESG governance at CAPREIT involves the combined oversight of the Board, Board committees, executives with ESG responsibilities, a dedicated ESG team, as well as the integration of ESG risk management within our Enterprise Risk Management (ERM) Framework.

ESG governance systems and processes at CAPREIT are driven by factors such as:

- Management Accountability
- Board Composition
- Board Structure and Practices

## Management Accountability

The Board and senior management work closely to ensure our governance approach aligns with evolving industry trends, regulatory expectations, and best practices, while supporting our overall business strategy. In 2025, management further advanced the ESG strategy through projects such as ESG Board Education, the climate scenario analysis exercise, building on the ESG materiality assessment performed in 2024, and enhancing ESG reporting processes and controls.

At the executive level, CAPREIT’s Chief Financial Officer (CFO) is responsible for ESG oversight. The CFO has direct authority over ESG and oversees the internal ESG team, which is led by the Senior Vice President, Corporate Affairs. The ESG team supports the integration of CAPREIT’s ESG strategy into departmental action plans in order to satisfy stakeholder expectations and external reporting standards.

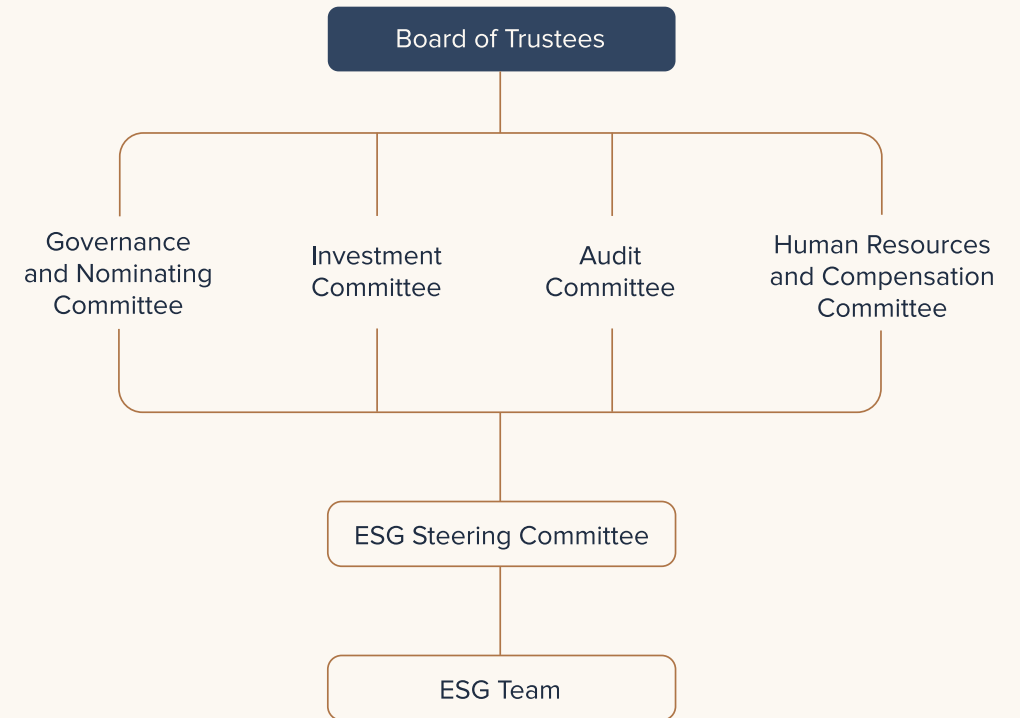
The ESG team is responsible for internal and external sustainability reporting, including participation in global ESG benchmarking such as the Global Real Estate Sustainability Benchmark (GRESB)<sup>2</sup> and the delivery of CAPREIT’s annual ESG Report.

The ESG Steering Committee, including senior leaders from Legal, Investor Relations, Resident Experience, Risk and Operations, facilitates communication between CAPREIT’s senior management team and the ESG team, and meets on a quarterly basis to discuss ESG priorities, strategy, and cross-functional support for other teams.

The ESG team regularly updates the Board and senior management team on ESG and climate-related matters through committee updates and ESG training.

In 2025, CAPREIT continued to ensure executive accountability for ESG by tying the achievement of ESG-related goals to compensation through incorporating ESG metrics into the executive Short-Term Incentive Plan.

## ESG Governance Structure



<sup>2</sup> GRESB, formerly known as the Global Real Estate Sustainability Benchmark, is an internationally recognized investor driven benchmark that assesses the environmental, social, and governance performance of real estate companies, funds, and assets.

## Board Composition

Our Board members bring a diverse mix of skills and experience, and have been highly engaged in developing CAPREIT’s ESG strategy and in defining ESG priorities.

CAPREIT remains committed to promoting diversity within the Board and senior management. Our [Diversity, Refreshment and Renewal Policy](#) mandates that at least 30% of trustees be women. The Trustee Skills Matrix is used to outline the competencies of current and proposed trustees, as assessed during the nomination and selection process and from time to time. ESG-related competencies within the matrix include expertise in energy management and climate-related risk, social responsibility and community engagement, human capital, and corporate governance.

In 2025, the Board participated in ESG training covering amendments to [Bill C-59](#), expert sessions on global ESG trends, and the overall ESG reporting landscape with emphasis on CSDS.

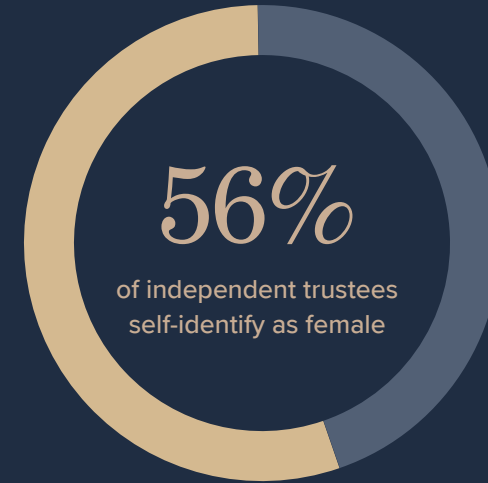
## Trustee Skills Matrix<sup>3</sup>

	Beausoleil	Cody	Kenney	Levasseur	Moore	Silver	Stoddart	Todres	Tremblay	Wesik
Executive Leadership and Management Experience	✓	✓	✓	✓	✓	✓		✓	✓	✓
Human Capital	✓	✓	✓		✓	✓	✓	✓	✓	
Oversight of Information and/or Cybersecurity				✓						
Government Relations			✓				✓	✓		
Energy Management and/or Climate-related Risk		✓						✓		
Social Responsibility and Community Engagement	✓	✓	✓				✓	✓		✓
Corporate Governance	✓			✓	✓		✓	✓	✓	

<sup>3</sup> The matrix includes selected skills related to CAPREIT’s ESG material topics and is based on who were trustees as of December 31, 2025. Check marks indicate expertise in that topic. Mark Kenney is a non-independent trustee.

# Board Profile

AS AT DECEMBER 31, 2025:



9

independent trustees

5

years average Board tenure

All trustees possess skills related to at least one of our [ESG material topics](#)

## Board Structure and Practices

The Board oversees and monitors CAPREIT's policies and practices related to its ESG program, including the management of climate-related risks and opportunities. The annual ESG Report is reviewed by the Board and, separately, by the Board committees, each from its respective perspective and in accordance with its specific ESG-related responsibilities.

### Governance and Nominating Committee

- Assesses and makes recommendations regarding the Board's level of ESG education and expertise
- Reviews CAPREIT's [Diversity, Refreshment and Renewal Policy](#) at least annually
- Takes into consideration the Diversity, Refreshment and Renewal Policy when establishing qualifications for potential trustees and officers

### Investment Committee

- Reviews proposed investments prior to approval or recommendation to the Board for alignment with CAPREIT's material ESG factors

### Audit Committee

- Ensures adequate procedures and controls are in place to review ESG metrics, key performance indicators, and other quantitative data incorporated into CAPREIT's public disclosures

### Human Resources and Compensation Committee




- Ensures human resources and planning policies and programs are consistent with CAPREIT's ESG strategy as it relates to human capital and corporate culture

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# Corporate Governance Practices

ESG-related issues that the Board monitors include:

-  Ethics and conflicts of interest
-  Procurement
-  Data privacy and protection

## Ethics and Conflicts of Interest

CAPREIT is committed to conducting business in a lawful, fair, and ethical manner and expects the same from our business partners. To ensure compliance with our commitment, we have introduced a comprehensive set of policies that define our corporate ethics and culture. At the heart of these policies is CAPREIT’s Code of Business Ethics and Conduct (the Code), which outlines the standards, expectations, principles, and values that apply to our employees, trustees, and vendors. The Governance and Nominating Committee and the Board review the Code annually to ensure it remains relevant and effective. Complementing this, our Ethical Reporting Policy provides trustees, officers, and employees with a clear process for reporting concerns related to financial misrepresentation, internal control violations, legal and policy compliance, safety and security issues, insider trading, and other unethical practices, including violations of the Code. The Code also provides for the anonymous reporting of complaints through a third party, Mitra tech (formerly ClearView Strategic Partners Inc.), on their interactive website, or through their telephone reporting line.

All employees director-level and above received compliance awareness and ethics training in 2025.



Market Laval, QC

## Data Privacy and Protection

Cybersecurity and data privacy are important functions at CAPREIT for the protection of sensitive information and for addressing reputational and financial risks. The Cybersecurity and Data Privacy team ensures compliance with developing regulations and builds trust among residents, employees, and the general public. CAPREIT is vulnerable to potential privacy breaches and cybersecurity threats when it collects personal and financial information from residents and employees. By managing these risks and reinforcing our resilience to data and privacy breaches, we protect against legal and financial consequences and satisfy stakeholder expectations.

CAPREIT is committed to maintaining the confidentiality, integrity, and availability of our data, as well as protecting sensitive information. We also strictly regulate the collection, use, and disclosure of personal information to what is necessary for our business operations.

### Data Privacy Office

Data privacy at CAPREIT is monitored by the Privacy Office, which operates under the Legal department to ensure compliance and accountability. To provide for transparency and oversight, the Privacy Office submits quarterly privacy reports to the Board. Our commitment to data privacy also extends throughout our supply chain, incorporating privacy and confidentiality provisions in contracts with third-party vendors to ensure they understand and acknowledge their data protection obligations. In response to stricter privacy legislation in Québec, along with our ongoing commitment to privacy, CAPREIT continues to conduct privacy impact assessments within the organization and the supply chain.

<sup>4</sup> CAPREIT tests its practices in the spirit of standards such as ISO27001 and CISv8.

<sup>5</sup> While AI enhances daily business operations, such as powering chatbots on our portal, this technology is not used to screen or select new residents.

<sup>6</sup> Cybersecurity breaches are deemed material if the impact of a cybersecurity incident exceeds the financial materiality thresholds applied in financial reporting and/or if a privacy breach is reported to the applicable Privacy Commissioner.

To safeguard resident privacy during suite turnover, CAPREIT created new guidelines for operations staff, updated notification procedures, and conducted additional training to ensure clarity regarding image capture, management, and handling. We also held a Privacy Week to enhance awareness, and highlight key learnings from trainings, for example about avoiding human error in privacy breaches.

### Cybersecurity

Cybersecurity management at CAPREIT is supervised by the Technology department, which reports to the CFO.

Our approach to cybersecurity is continuously evolving, focusing on the review and testing of our systems to ensure adherence to privacy legislation, regulatory standards, and emerging best practices. In this regard, CAPREIT maintains a Security Incident Response Plan and a broader Crisis Management Plan and undertakes independent audits, assessments, benchmarking, and testing of our cybersecurity practices against global standards<sup>4</sup> for ongoing progress.

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There were zero material security and privacy breaches in 2025.<sup>6</sup>

The Information Security Policy, Information Technology Policy, Privacy Policy, Data Governance Policy, and Artificial Intelligence (AI) Usage Policy are among the policies we have in place to guide our approach to data privacy.<sup>5</sup>



## Training

CAPREIT continued its collaboration with a third-party partner to develop employee training materials and curricula on data privacy and cybersecurity. Training covers a range of cybersecurity and data privacy topics, including information security, social engineering, phishing, and mobile device security, ensuring our employees are well informed to manage these critical risks.

## Governance

The Data Governance (DG) function was created to ensure that trusted, well-structured data is available and usable for decision-making, operational efficiency, and innovation.

Reporting into the Risk, Compliance and People function, the goal is to centralize and structure high-value asset and operational information, and establish data standards, ownership, and protections for data quality, privacy, and consistency. With these measures in place, CAPREIT will ensure that the visibility of data is event-specific and aligned with roles and responsibilities. The mandate also includes enabling safe, responsible, and efficient adoption of AI and emerging technology. The DG team supports all areas of the organization that rely on accurate, timely, and high-quality data. Given its role is to ensure that information flows seamlessly across systems, functions, and processes, the team helps turn raw data into a trusted, strategic asset.

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5,000+

hours of data privacy and cybersecurity training completed by employees

## Procurement

CAPREIT relies on third-party contractors and vendors to provide critical goods and services essential to our operations, including furnishings, fixtures, equipment, and property and corporate services. The team strategically assesses the market to secure the best value and cost savings, ensuring compliance and efficiency.

CAPREIT is committed to managing environmental and social risks in our supply chain through updated policies, surveys, processes, and active supply chain engagement. In addition, our Sourcing and Tendering team uses a cloud-based sourcing platform to improve efficiency and streamline the sourcing process for both internal teams and participating suppliers. We have received positive feedback from vendors on the platform and the sourcing process.

In 2025, the Procurement team initiated a series of measures aimed at enhancing process and cost efficiencies, improving cybersecurity performance, and strengthening risk management practices.

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In 2025, Procurement implemented a variety of strategies such as training, process standardization, tools and technology to optimize vendor performance.



# Risk Management

ESG risks are captured as a part of CAPREIT’s ERM Risk Register which ensures that we are proactively identifying, managing, and mitigating ESG-related risks. As part of the Risk Register, material ESG factors are tracked and reported alongside other business risks. In 2025, CAPREIT undertook a scenario analysis exercise focused on physical climate-related risk. The exercise identified physical climate hazards CAPREIT is exposed to and potential impacts on the portfolio, informing future operational decisions and resiliency investments.

In 2025, the ESG Data Universe, an internal inventory of ESG disclosure metrics, was refined through the application of a risk-scoring methodology to support data integrity, accuracy, and completeness.

## ERM Framework

CAPREIT’s ERM Framework strengthens how risks are identified, assessed, and managed across the organization. The framework provides an organized approach to understanding risk at the departmental levels by identifying the top risks facing our business. The framework integrates a risk rating system that categorizes each identified risk based on its residual risk ensuring that the most critical risks are prioritized and addressed effectively. In 2025, CAPREIT focused on risk socialization within the organization, raising awareness through educational initiatives with expanded training planned for 2026 to further build a stronger risk-aware culture. The team also initiated an update to the organization’s crisis management plans and began refreshing the Business Continuity Plan for rollout in 2026. The Internal Audit function at CAPREIT provides an additional layer of risk management by independently assessing the design and operating effectiveness of selected management controls and processes supporting ESG data and reporting.

## Board Education Program

CAPREIT’s Board Education Program incorporates risk management training to ensure that our Board remains knowledgeable about key governance, regulatory, and strategic matters. Under this program, Board members receive periodic presentations facilitated by department risk owners, providing thorough overviews of all identified risks. In 2025, these sessions discussed the evolving ESG and reporting landscape, as well as risks and updates related to leasing, resident experience, marketing and public relations, resident satisfaction controls and metrics, and cybersecurity.

Board members also participated in discussions led by industry experts on current capital market dynamics and AI. These education sessions support the Board’s ability to make informed decisions, enabling it to supervise CAPREIT’s strategic direction and risk management effectively.

## ESG Integration in the Investment Process

CAPREIT continues to integrate ESG considerations across investment processes to reduce costs and elevate resident satisfaction and comfort.

Our investment strategy focuses on the acquisition of newer properties with strong energy-efficiency features and prime locations within densely populated Canadian cities. Our acquisition due diligence process covers a range of ESG considerations, including flood risk, proximity to transit, land contamination, health and wellness amenities, affordability, and building certifications. As we aim to reinforce portfolio value while reducing risk, CAPREIT prioritizes acquiring properties containing sub-metered units, renewable energy features, and strong walking and public transit scores – the latter enabling residents to lower their carbon footprint while improving overall resident satisfaction. Our Investment Committee is briefed on the due diligence findings, including the checklist on ESG factors, during acquisition presentations.

### Board of Trustees

- The Board provides oversight and monitors the effectiveness of CAPREIT’s Risk and Compliance Programs

### President and CEO, and Executive Vice President (EVP), Risk, Compliance and People

- The CEO is the overall sponsor of CAPREIT’s Risk and Compliance Programs and, together with the EVP, Risk, Compliance and People, is responsible for fostering awareness of risk management and promoting a culture that values compliance and ethics
- The EVP, Risk, Compliance and People reports top risks and mitigating factors to the Board on a periodic basis

### Management Risk and Compliance Committee

- The Management Risk and Compliance Committee (MRCC) is an internal management committee comprised of members of senior management across the business, as well as members of the executive management team
- The role of the MRCC is to provide governance, stewardship, and oversight of the Risk and Compliance Programs

## Case Study: Prioritizing energy-efficiency, Affordability, and Proximity to Transit

In 2025, we continued using our ESG-focused due diligence checklist in our acquisition process including with respect to the acquisitions of the AVA in Montréal, 43Twenty in Vancouver, and Sterling Manor in Regina, exemplifying our strategy of prioritizing energy-efficiency, affordability, and proximity to transit.

These acquisitions, commanding strong features of environmental and social responsibility, from energy savings to affordable housing and transit access, demonstrate CAPREIT's commitment to sustainability. In addition, our ESG checklist in the acquisition process prepares us to address any regulatory changes and/or market risks. Embedding ESG in our investment process helps us to strengthen our reputation and align capital allocation decisions with stakeholder expectations for sustainability and community impact.



Sterling Manor  
Regina, SK



Market  
Laval, QC



Ava  
Montréal, QC



## AVA

### Acquisition Highlights

New property in Montréal designed and built to be highly energy efficient.

### Key Features

The building was modelled to use about 41% less energy than a National Energy Code of Canada 2017 reference building, demonstrating significantly improved performance. This was expected to be achieved through an enhanced building envelope that reduces heat loss through above code roof insulation. Efficient windows, high-efficiency lighting and heating systems, and advanced heating and cooling systems, are among other features that reduce emissions.

### Impact

AVA's superior energy performance is expected to reduce operating expenses and enhance net operating income.



## 43Twenty

### Acquisition Highlights

Mid-rise property in Vancouver with proximity to transit and with a suite of energy-efficiency attributes such as ENERGY STAR rated residential appliances, high-efficiency condensing boilers and air-to-air heat pumps with energy recovery ventilator.

### Key Features

Close to the SkyTrain, bus routes, bike paths, and multiple low carbon mobility options such as bike racks and EV charging infrastructure. Close proximity to public transit and bike routes help promote healthier lifestyles and the convenience maintains interest from prospective residents in the long-term. Landscaping and high-efficiency irrigation reduce water use and construction practices aimed to divert waste.

### Impact

We estimate that the energy-efficient features will reduce operating expenses, positively impacting net operating income. The sustainable mobility options are aligned with evolving resident preferences and promote sustainable living.



## Sterling Manor

### Acquisition Highlights

Property in Regina that demonstrates CAPREIT's commitment to housing affordability and community stability.

### Key Features

Sterling Manor's participation in rent subsidy programs and Canada Mortgage and Housing Corporation's (CMHC) financing programs provide low- and moderate-income households access to secure, quality housing. The 10-year affordability covenant also protects tenants from rent volatility.

### Impact

Reducing cost of capital, while the CMHC-insured loan structure provides CAPREIT with financing stability, with access to favourable terms and lower rates. The affordability covenant places the property in a prime position in a market with rising housing costs.

# Next Steps

## ESG Governance Systems and Processes

- Conduct annual review of governance policies, mandates, and charters

## ESG Risk Management

- Advance compliance and risk socialization programs
- Complete the refresh of the Business Continuity Plan

## ESG Integration in the Investment Process

- Remain committed to integrating ESG considerations when acquiring and disposing of properties

## Data Privacy and Cybersecurity

- Continue promotion of privacy culture and employee education in privacy/security developments
- Expand tools related to information retention, storage, privacy, and cybersecurity
- Introduce Sensitivity Labels, a feature of Microsoft 365, that classifies and protects internal content, to prevent unauthorized access, strengthening data privacy and security

## Procurement

- Continue tracking vendor compliance and performance through a third-party risk management platform and service to ensure compliance and mitigate risk exposure
- Initiate automation and standardization of compliance-based quotation requests to enhance cost efficiency
- Work with ERM to define Key Risk Indicators to strengthen overall vendor governance



# Social



# Resident Experience

In 2025, we further advanced our lifestyle-driven approach, placing resident experience, engagement, and community-building at the heart of our operations. By enhancing tailored amenities and programming, communication, and leasing initiatives, we are forging a stronger sense of belonging and aligning more closely with the evolving expectations of our residents.

We believe our greatest investment lies in the quality of life we provide to our residents. A positive resident experience – defined by safe, secure, and comfortable living, exceptional property management, responsive communication, and tailored activities – remains central to our success. Satisfied residents not only strengthen our communities but also contribute directly to higher retention, occupancy, and overall reputation.

## Social Programming

In 2025, we launched a social event survey to deepen our understanding of resident preferences, such as the number, frequency, and types of social events they value. The insights help inform how we shape and prioritize resident programming, helping ensure social offerings are varied, thoughtful, well-attended, and reflective of shared interests and celebrations.

Guided by these insights, we foster strong community connections through a variety of resident-focused initiatives, and we continuously refine our approach to meet the unique needs of our diverse communities. To maintain vibrant communities and encourage social connections, property managers host regular resident engagement events planned with consideration for demographics, seasonality, and resident interests. Programming spans a wide range of formats, from family-friendly, kid-focused activities and hands-on Do it Yourself or crafting days, to social gatherings such as summer barbecues, seasonal celebrations, as well as wellness-oriented offerings like yoga, tai chi, or other fitness classes. Together, these events are designed to bring residents together in inclusive and engaging ways to facilitate a sense of community.



Gardening Day Event  
at the Thomas  
Toronto, ON

## Enhanced Communication

In 2025, we also evolved the Community Conversations program. The program is designed to improve resident satisfaction through open dialogue and more personalized interactions with building operations teams and community residents. The initiative now incorporates town hall-style sessions co-led by operations and regional resident teams, providing updates on projects and events while creating a space for responsive issue resolution.

These forums enable us to proactively gather feedback, strengthen connections between residents and property management teams, and provide clear information to keep residents informed about key projects and community improvements.

Throughout the year, we launched several educational campaigns to promote resident safety and sustainability, including initiatives on e-bike safety, home safety resources, and tenant insurance awareness. For tenant insurance awareness, CAPREIT partnered with two providers to offer residents special discounts on insurance coverage when they participated in the programs.

We also enhanced our emergency communications to better support residents during extreme weather events. For example, during deep freezes, when pipes are at risk of bursting or power outages may occur, our teams proactively notify residents with practical steps and resources to help them stay safe and minimize disruption. In addition, our communication team is available 24 hours a day, seven days a week to help our Operations team in navigating emergencies, providing residents with timely communication.

Looking ahead, CAPREIT will develop resident education initiatives on data protection and cybersecurity. We plan to launch an awareness campaign through our Resident Portal to help residents understand how to safeguard their personal information and minimize the sharing of sensitive data. This initiative reinforces our commitment to protecting privacy beyond internal processes and across the broader communities we serve.

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Together, these efforts reflect our commitment to take a proactive approach to meeting the diverse needs of our residents.



Earth Day Clean Up Event  
Knightsbridge - Brampton, ON

## Voices of CAPREIT

Launched in 2024, the Voices of CAPREIT campaign celebrates the personal stories and experiences of our residents, employees, and vendors. By sharing these narratives, the campaign strengthens community spirit and fosters a shared sense of identity across our communities. One example is Lorne, a cherished long-term resident at The Thomas for over 10 years. His story reflects the care and attention we bring to our communities, highlighting well-maintained buildings, exceptional staff, and communication that continues to improve over time. Stories like Lorne’s help illustrate the meaningful connections and sense of belonging that make our communities feel like home. You can explore more resident stories by searching the hashtag #VoicesOfCAPREIT on our social media channels, such as LinkedIn.

## 2025 Resident Survey Results

81%

Happiness score<sup>7</sup>

7.3

Satisfaction score<sup>8</sup>

72%

plan to stay over the next year

7.8

Recommended score<sup>9</sup>

<sup>7</sup> Defined by residents’ satisfaction of CAPREIT with addressing of service tickets.  
<sup>8</sup> Overall resident satisfaction, as captured in the National Resident Survey.  
<sup>9</sup> Defined by residents’ willingness to recommend CAPREIT to friends or colleagues.

## Elevating the Leasing Journey

In 2025, we enhanced the leasing journey to ensure that prospective residents experience convenience, clarity, and engagement from their very first interaction. Leveraging digital tools, we streamlined processes and made it easier for prospective residents to connect with us. Our Leasing Lead Care Program, an outbound call initiative, proactively guides prospective residents and assists them in navigating the leasing process.

Our Mobile Leasing team, comprised of a national sales strategist and regional leasing managers, partners with on-site staff to coach teams, review leasing interactions, and uphold consistent service standards. This collaboration ensures that every prospective resident receives attentive, personalized support. Real-time performance dashboards enable us to monitor response times and identify opportunities for improvement, providing a responsive and transparent experience for residents.

The Resident Portal further enhances convenience by offering pre-authorized debit and credit card payments, exclusive third-party promotions, and early access for new residents to reserve amenities and prepare for move-in. Together, these initiatives demonstrate our commitment to a seamless, resident-centered experience from the moment someone considers joining our communities. They highlight our focus on resident experience, innovation, operational excellence, and data-driven decision-making.

Resident BBQ Event  
 The View  
 Edmonton, AB



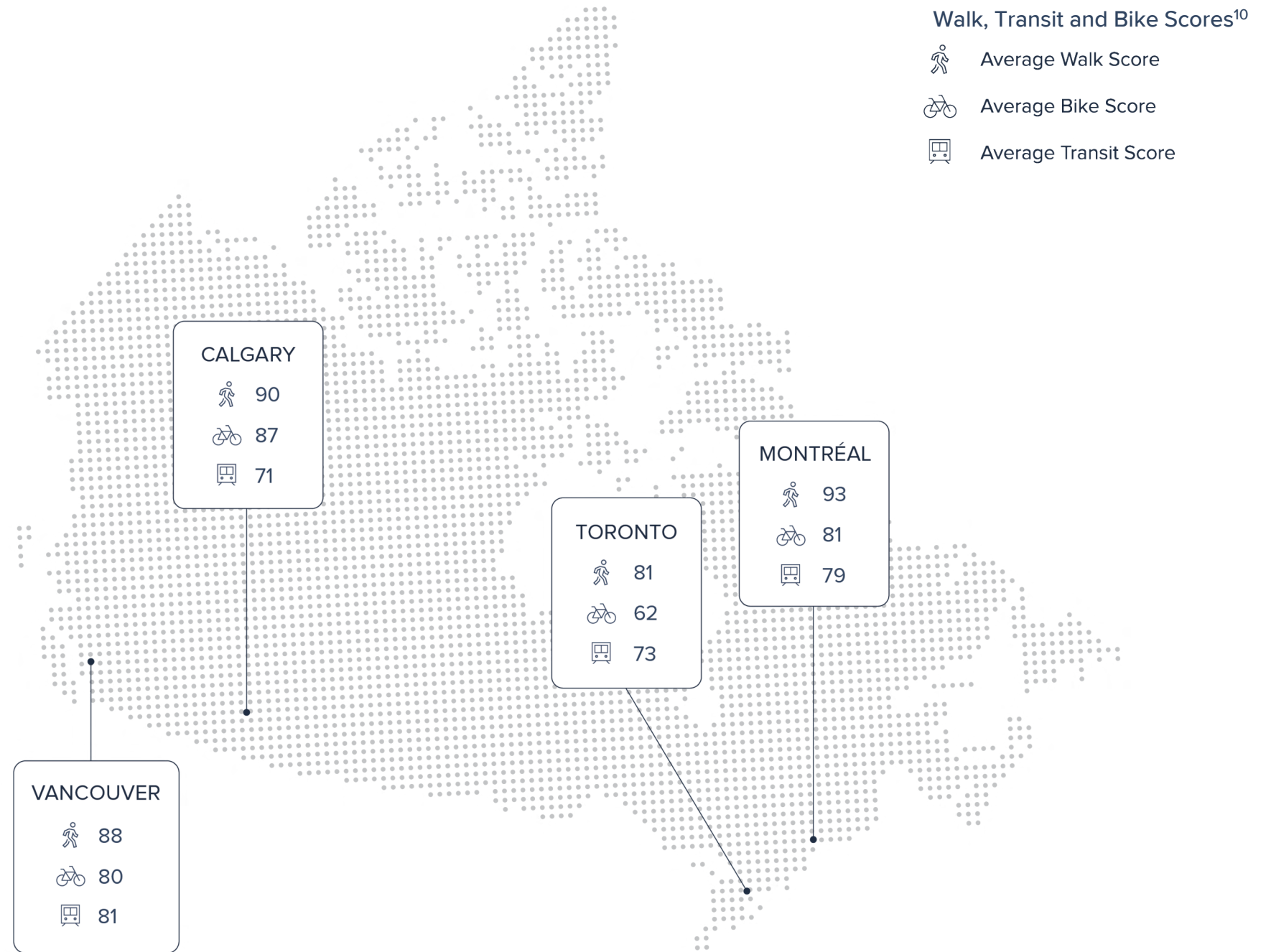
## Case Study: Walkability, Transit, and Sustainable Mobility

CAPREIT is focused on creating communities that support convenient, low-carbon living, in line with evolving resident expectations. Walkable and transit-oriented neighbourhoods, as well as features and amenities that make cycling, car-sharing, and EV charging convenient, are increasingly important to residents seeking affordability, well-being, and flexibility in how they move through their cities. These features also contribute to reduced emissions and stronger long-term asset values.

Across major urban markets including Vancouver, Calgary, Toronto, and Montréal, CAPREIT’s portfolio benefits from strong fundamentals for sustainable mobility. While certain locations in the portfolio, such as Saskatchewan and PEI, remain more car-dependent, this represents a key area for more intensive focus as transit and cycling infrastructure expands.

CAPREIT seeks to complement regional strengths while making targeted investments that enhance resident experience. For example, in 2025, CAPREIT continued its investment in EV infrastructure. These efforts support healthier and more sustainable lifestyles, while positioning CAPREIT for long-term economic resilience.

<sup>10</sup> The scores shown represent the average Walk, Bike, and Transit Scores across all CAPREIT properties within each city. Scores range from 0 to 100, with higher scores indicating greater accessibility and convenience for each mode of transportation (for example, scores of 90 or above indicate excellent accessibility, while scores below 50 indicate limited accessibility). For more information on the methodology, visit [walkscore](https://www.walkscore.com).



# Community Impact

## CAPGiving

In 2025, CAPREIT strengthened its commitment to community impact through CAPGiving, our platform for charitable giving and social engagement. CAPGiving connects employees, residents, and local organizations to support meaningful causes through fundraising, volunteering, and partnerships. The program fosters a sense of purpose and belonging, and strengthens both resident and employee experience. CAPGiving themes are guided by the causes employees care about most. Our social impact theme for 2024 – 2025, “Life Essentials,” focused on supporting access to housing, health and wellness, food security, clothing, and employment. These priorities reflect our belief that thriving communities begin with meeting fundamental human needs.

### Keys for Impact Campaign

Keys for Impact: Caring for Our Communities campaign is an annual initiative designed to create meaningful change through everyday actions. The program directs a portion of new rental revenue to charitable organizations that reflect our core values of inclusion, sustainability, and social responsibility.

**CAPGIVING**  
Bringing people together,  
building stronger communities.



**CAPGÉNÉROSITÉ**  
Rapprocher les gens,  
renforcer les communautés

For the campaign effective in the last quarter of 2025, every new lease generated a \$150 donation, enabling each new resident to play an active role in supporting our charitable giving initiatives and creating a positive tangible impact in the communities where we live and work. This effort led to over \$200,000 raised across our portfolio.

Building on this momentum, we also hosted our inaugural CAPGiving Golf Classic in 2025 at Eagles Nest Golf Club, Vaughan, Ontario, an event that brought together industry leaders for a day of connection and purpose. Thanks to the generosity of participants and CAPREIT’s own contribution, we raised approximately \$270,000, with net proceeds directed to charity partners that provide life essentials to those in need across Canada. Through these initiatives, CAPREIT enhances the quality of life for individuals in the communities that we serve.

In 2025:

\$500K+

donated to charities through CAPGiving

5,000lbs

of food donated by employees to food banks



## Supported Charities

Charities were selected through an organization-wide employee engagement initiative, ensuring that our employees had a voice in choosing the causes we support. We also expanded volunteer activities for staff across the country, working closely with our charity partners to make a meaningful impact in local communities.

REGION	CHARITY	FOCUS
National	Food Banks Canada	<ul style="list-style-type: none"> <li>Reducing food insecurity and supporting food bank networks across the country</li> </ul>
British Columbia	Habitat for Humanity Greater Vancouver	<ul style="list-style-type: none"> <li>Building affordable homes for low-income families</li> </ul>
Alberta	Brown Bagging for Calgary's Kids Leftovers Foundation	<ul style="list-style-type: none"> <li>Building affordable homes for low-income families</li> </ul>
Saskatchewan	REACH Regina	<ul style="list-style-type: none"> <li>Improving access to nutritious, affordable food through community programs</li> </ul>
Ontario	FoodShare Toronto Ronald McDonald House Charities Toronto	<ul style="list-style-type: none"> <li>Advancing food justice through education, urban agriculture, and food access programs</li> <li>Serving as a place to call home for families with seriously ill children undergoing treatment</li> </ul>
Québec	Dans la rue Le Chaînon	<ul style="list-style-type: none"> <li>Supporting youth experiencing homelessness</li> <li>Providing shelter and support services for women in vulnerable situations</li> </ul>
Nova Scotia	Hope Blooms Shelter Nova Scotia	<ul style="list-style-type: none"> <li>Empowering youth through community gardening, food production, and education</li> <li>Offering housing and support services for people experiencing homelessness</li> </ul>

## Basic Needs, Big Impact Campaign

In April 2025, CAPREIT partnered with Ronald McDonald House Charities (RMHC) to deliver Basic Needs, Big Impact, a community initiative supporting families with sick children staying at RMHC. Property teams across Canada assembled more than 450 care kits to help provide comfort and essential items during a difficult time.



# Affordable Housing

As one of the leading publicly listed providers of both quality rental housing and social housing in Canada, CAPREIT remains cognizant of the demand for affordable, accessible housing and is committed to contributing in the effort to address Canada’s housing crisis.

Our ESG principles continued to guide our portfolio repositioning, with \$113 million in properties transferred to local non-profit organizations and programs that support affordable housing, including the City of Montréal’s affordable housing initiative, which is dedicated to preserving the affordability of these homes indefinitely. Demonstrating our commitment to affordability, we were honoured to announce the sale of one of our North Vancouver properties to the Nch’kay Development Corporation, the economic development arm of the Squamish Nation, for \$54 million in September 2025. With more than half of its suites designated as affordable, this sale supports increased First Nations representation and leadership in Canada’s housing sector, reinforcing the values at the core of our ESG approach.

CAPREIT encourages the development of innovative solutions that address supply while preserving affordability. Our work with Canadian Rental Housing Providers for Affordable Housing focuses

on promoting policies and initiatives that ensure long-term affordability and accessible housing for all Canadians. [ForAffordable.ca](#) outlines the comprehensive proposals the group has shared with governments, including:

- Continue to advocate for more affordable housing for Canadians by aiding non-profit organizations, cooperatives, and community land trusts to acquire existing properties in a way that makes government affordable housing dollars go further
- Supporting Canadians by expanding the Canada Housing Benefit to help more families, as well as introducing an emergency support benefit to prevent homelessness

Other strategies we employ to preserve housing affordability and limit negative impacts on our residents include:

- Engaging with residents directly on payment plans and concessions to support housing stability
- Identifying infill opportunities and leveraging underutilized urban land to increase housing supply by advancing the development of new multi-residential accommodation
- Continuing to make suites available to social housing groups that provide providing subsidized community housing<sup>11</sup>



<sup>11</sup> Based on the Canada Mortgage and Housing Corporation (CMHC) affordability definition where housing is considered affordable if it costs less than 30% of a household’s pre-tax income in the particular area. CAPREIT adjusted 2023 CMHC median renter household pre-tax income data for Consumer Price Index inflation from 2023 to 2025. Details furnished in CAPREIT’s [ESG Reporting Methodology](#). Includes Canadian Residential only.

In 2025:

773

sold suites stayed with organizations focusing on affordable housing

1,775

suites rented through participation in programs providing subsidized apartments in partnership with community housing organizations

61%

suites that have affordable rents as at December 31, 2025 based on CMHC definition<sup>11</sup>

“We would like to extend our appreciation to the Canada Mortgage and Housing Corporation, and their establishment of constructive products such as the MLI Select Program, which make meaningful collaborations such as this possible. We would also like to thank the Minister of Housing, Infrastructure and Communities for backing these important initiatives. We’re thrilled to have the opportunity to not only advance CAPREIT’s strategy and simplify its balance sheet, but also transfer our properties to the hands of respected counterparties like Nch'k̓aý, who play a vital role in shaping and strengthening the future of housing in Canada.”

— MARK KENNEY, PRESIDENT AND CEO

From the left: Jennifer Podmore Russell, Chief Development Officer of the Nch'k̓aý Development Corporation; Mark Kenney, President and Chief Executive Officer of CAPREIT; Mindy Wight, Chief Executive Officer of the Nch'k̓aý Development Corporation



# Human Capital

At CAPREIT, we know that investing in our people and fostering a high-performance culture are critical to improving the quality of life for our residents and enhancing value for our investors. Our approach to employee engagement, recognition, and development ensures we have the right skill sets to stay agile, meet the diverse needs of our residents, and deliver tangible results by making insight-driven decisions. By supporting and empowering our staff, we ensure they have the tools, guidance, leadership, and opportunities needed to contribute to their long-term success and the success of CAPREIT.

In 2025, CAPREIT received its first Mercer Best Employer in Canada recognition in the Equity Real Estate, REITs category. See the [Awards and Memberships](#) section to read more about this accomplishment.

## Employee Engagement

In 2025, CAPREIT strengthened employee engagement by offering innovative programs and opening communication channels that foster connection, collaboration, and transparency. We launched Viva Engage, a dynamic platform where employees can interact on topics ranging from human resources updates and training to DEI initiatives. The platform supports real-time communication, inter-team collaboration, and accessible sharing of important organizational information, helping employees stay informed and connected.

We also introduced CAPREIT Insider, a quarterly newsletter highlighting organizational updates, achievements, and inspiring employee stories, helping staff stay connected across teams and regions.

The CEO Suggestion Box, as well as our “Ask Management Anything” campaigns, also provide transparent avenues for employees to share feedback and ideas directly with senior leadership. Other creative initiatives, such as Hot Seat Hustle: Investment Edition, enhanced the relatability of the Investment team, explained CAPREIT’s strategy, and heightened cross-team awareness.

## Employee Recognition

At CAPREIT, we believe that celebrating the contributions of our people is essential to fostering a culture of care, collaboration, and excellence.

In 2025, we revamped and relaunched our ACES peer-recognition program and Service Awards, to make recognition more meaningful, visible, and aligned with our organizational goals. Through these initiatives, and by actively collecting feedback from employees, we continue to strengthen engagement, reinforce our values, and celebrate the dedication of our teams.

## Employee Benefits and Compensation

In 2025, we made significant strides to strengthen our employee benefits and compensation programs. We benchmarked 258 roles to ensure compensation remains competitive across the organization. The benefits program was also redesigned to provide greater flexibility and support. Enhancements include expanded mental health and paramedical coverage, and maternity leave benefits. These modifications were informed by an employee survey conducted earlier in the year, ensuring that the redesign addresses the needs and priorities of our workforce.



## Professional Development

In 2025, we further strengthened our approach to employee development, ensuring our workforce remains skilled, engaged, and empowered. We introduced a new leasing training program that features a dedicated training platform equipped with videos to enable self-learning and provide ongoing support for leasing performance. We also updated our onboarding process to be more inclusive, engaging, and supportive. Key enhancements include updated content, more frequent check-ins, and the creation of an onboarding committee with representatives from multiple departments. The committee is tasked with continuously improving the onboarding journey and ensuring new employees feel connected, supported, and fully prepared to succeed at CAPREIT.

In partnership with Concordia University’s John Molson School of Business, we refreshed our Leadership Development Program to cultivate high-potential leaders across the organization. Our inaugural cohort included 15 Director and Senior Director-level employees. The year-long program is delivered through a combination of in-person and virtual learning, complemented by coaching and a capstone project to provide practical application of skills.

In 2025, CAPREIT’s refreshed employee mentorship program completed its first cycle, which included the participation of 33 mentor/mentee pairs.

88%

of employees have positive perceptions about the culture at CAPREIT<sup>12</sup>

17.6

Average employee training hours

<sup>12</sup> This percentage is derived from our Culture Index score, which encompasses responses to five statements including “I believe CAPREIT is committed to improving DEI”, “The DEI initiatives at CAPREIT have had a positive impact on our culture”, “I feel that events and activities at CAPREIT are relevant and engaging”, “I feel a sense of belonging at CAPREIT”, and “The employee experience at CAPREIT feels equitable across different teams and roles.”



Mentorship Program  
2025: Closing Ceremony



Leadership Development  
Conference 2025

# Diversity, Equity and Inclusion

In 2025, CAPREIT further advanced its commitment to fostering a diverse, equitable, and inclusive workplace. We recognize that meeting employees' expectations for inclusion is essential to attracting and retaining top talent, which is critical for cultivating our high-performance culture and enabling us to adapt to the diverse needs of our residents.

As we build on the three-year human resources strategy launched in 2024, we are developing a comprehensive DEI Framework. While this framework is still in progress, our focus throughout 2025 shifted toward educational and awareness initiatives that reinforce our dedication to diversity and inclusion.

Our Diversity & Belonging team, a volunteer group of employees representing multiple regions and departments, provides input, helps

plan initiatives, and actively participates in events such as Black History Month, International Women's Day, and Transgender Day of Visibility, ensuring that our DEI programming reflects the voices and lived experiences of our employees.

Throughout 2025, employees have also led and contributed to a range of cultural, inclusive, and wellness initiatives, including Pride Month, Asian Heritage Month, National Indigenous Peoples Day, and Men's Mental Health Awareness Day.

Supported by storytelling campaigns, shared cultural experiences, and employee-led panels, these programs have strengthened dialogue, celebration, and a sense of belonging across CAPREIT.

By embedding DEI into our culture and initiatives, we foster a workplace where employees feel recognized, respected, and empowered, promoting engagement, collaboration, and connection across the organization.

54%

of new hires in 2025 are under the age of 30

31%

of employees self-identify as BIPOC

46%

of new hires are female



CAPChat: Leading the Way – Women in Real Estate



CAPREIT Voices Honouring Asian Heritage Together

# Environmental, Health & Safety

The Environmental, Health & Safety (EH&S) team at CAPREIT seeks to ensure the health and safety of employees, vendors, and residents, aiming not only for compliance but to exceed standards and be an industry leader.

Cross-departmental collaboration is integral, and the EH&S team works with multiple departments at CAPREIT, such as Operations, Finance & Accounting, Risk & Insurance, and Technical Services, due to the far-reaching nature of environmental health and safety. The team integrates scientific and organizational rigour into their processes through research, professional development, and inter-departmental collaboration. In addition, the EH&S team works closely with the Operations team to ensure legislative requirements are adhered to during all phases of a project, as well as the Investments team regarding potential transactions. A key factor in the due diligence process for potential acquisitions is identifying potential environmental contamination risk at properties. EH&S carries out Phase 1 and Phase 2 Environmental Assessments to help identify potential risks, supporting both the Investments team’s decisions and CAPREIT’s overall risk management.

In 2025, we strengthened our nationwide training program by including de-escalation techniques and psychological safety awareness content. In addition, EH&S works collaboratively with the Operations team to assess risks and support ongoing improvements. Our annual survey results in 2025 indicated that harassment complaints were reported to a manager, HR, or through our

operations management software, OPS-in-a-BOX (OIAB), suggesting that employees are seeking help after an incident and feel comfortable reporting harassment.

In our assessment of the program, we observed:

- 97% of employees feel emotionally and physically supported at CAPREIT
- 67% of employees reported that they were satisfied with the resolution after they reported the harassment incident

The EH&S team will review the program every year and incorporate changes to manage observed risks and account for new legislative requirements.

The team compiles quarterly EH&S reports that are provided to leadership for their review. These quarterly reports track training completion, incident reporting rates, emerging trends and other information relevant to the safe and effective management of our portfolio. Expanding our training and awareness efforts, both through in-person workshops and on our online learning management system, has led to more intensive and thorough reporting of safety events. These efforts have enabled faster risk identification, effective incident resolution, and stronger legal protection for people and properties at CAPREIT.

Recognized for its advanced EH&S program and resources, CAPREIT is committed to continuously improving health and safety measures.

## 2025 EHS Performance Highlights

\$400K+

received in workers’ compensation rebates for continued excellence in health and safety performance and injury prevention



## Case Study: EMS Pilot Project Launch in Ontario

An environmental management system (EMS) is defined as a set of processes and practices that enable an organization to mitigate its negative environmental impacts and increase its operating efficiency.<sup>13</sup> Based on a plan-do-check-act (PDCA) cycle, the EMS provides a structured process for continuous improvement of environmental impact management.

Recognizing its value, CAPREIT launched an EMS pilot project in Ontario, covering approximately 100+ buildings. As an internationally recognized standard for EMS, ISO 14001 provides a framework for organizations to design and implement an EMS, and continually improve their environmental performance. Working toward alignment with ISO 14001, CAPREIT has set achievable environmental goals, focusing on reducing environmental risk and maintaining hazardous materials compliance, in consultation with relevant departments. This process included conducting a review of all the elements of CAPREIT's activities that interact with the environment that could cause a potential impact. Partnering with other teams across CAPREIT, EH&S's pilot project included recording these environmental impacts, noting areas of operational improvements, and implementing processes to address the impacts.

Going forward, we plan to expand the scope of the project both geographically and in terms of risks and goals addressed.



Nell's Place  
Vancouver, BC

<sup>13</sup> Environmental Management Systems | US EPA

# Next Steps

## Resident Experience

- Launch a program giving residents the ability to have their rent payments contribute to their credit score, or split rent payments into installments
- Introduce AI-enabled solutions with our leasing process to further enhance responsiveness with prospective residents
- Expand resident engagement opportunities within the CAPGiving program

## Human Capital

- Act on insights from compensation benchmarking to ensure competitive pay across all roles
- Further expand CAPREIT's existing pay-for-performance model

## DEI

- Continue to develop DEI framework and related Key Performance Indicators (KPIs)
- Create DEI training modules for mandatory organization-wide training

## Affordable Housing

- Continue to partner with non-profit organizations in the transfer of non-core properties and in preserving affordable housing
- Continue to evaluate the acquisition of strategically aligned properties with existing affordable suites

## EHS

- Continue the evolution of the EMS at CAPREIT
- Continue monitoring the impact of the workplace violence and harassment prevention program and develop supporting initiatives, where appropriate
- Support collaboration with the Developments team on EH&S assessment in due diligence for new property development projects

Ava  
Montréal, QC



# Environmental



# Asset Management

CAPREIT aims to nurture and grow rental communities that create a positive tangible impact for Canadians. We regularly invest in our buildings to improve operating efficiency and maintain high standards of service. With business success dependent on attracting residents and ensuring that their living conditions are safe, high quality, and comfortable, CAPREIT focuses on staying agile and adapting to meet the diverse needs of our residents.

In 2025, we invested nearly \$30 million in energy-saving, resiliency<sup>14</sup>, and decarbonization initiatives to strengthen the long-term performance and resilience of our portfolio while reducing operating costs.

## Adding Value to Our Portfolio

Our asset management approach revolves around our core belief that every Canadian deserves a high quality of life, and that this begins at home. Elevating the quality of life for our residents in turn enhances value for our investors. Energy-efficiency and water-efficiency, resiliency, as well as investments to reduce GHG emissions, are key factors in our capital allocation process. These measures not only enable us to improve the energy and water performance of our

properties, but also help us in developing a high-quality product that leads to long-term stable returns, while staying ahead of future regulatory requirements.

CAPREIT takes advantage of low-cost financing opportunities, such as the Canada Infrastructure Bank (CIB) Building Retrofits Initiative, to improve energy-efficiency, reduce GHG emissions, and augment the financial performance of our legacy assets. This approach enables us to achieve our sustainability goals while meeting investment objectives.

Our Asset Management team understands and captures the full value of our assets, identifies significant cost drivers, and transforms underutilized spaces into areas that add to resident quality of life while generating revenue for CAPREIT.

By tracking anomalies in high utility and operational expenditure costs, the team has been able to identify concerns with energy use that impact valuation and then work collaboratively with the relevant departments on mitigation strategies and projects.

The team identifies opportunities to re-envision underutilized spaces, such as creating additional storage lockers or building new rental suites. Demonstrating the financial benefits of the projects involves the calculation of cost savings and/or internal rate of return, as well as facilitating critical conversations to ensure that strategy is implemented.



<sup>14</sup> Resiliency refers to investments in back-up generators.

## Case Study: Investing in Canada's housing supply by re-envisioning excess and underutilized non-residential spaces

In 2025, CAPREIT announced two in-fill development projects on excess land in Mississauga, Ontario, expected to deliver approximately 120 new suites. In addition, we are converting certain underutilized non-residential spaces to create an additional estimated 50 suites in the Greater Vancouver Area and Greater Toronto Area (GTA). The conversion projects are expected to be completed between 2026 – 2028. Together, these projects will increase the family-friendly rental housing supply in Canada.

Strategically integrating government incentives, cost efficiencies, and synergies from existing assets, such as leveraging tax rebates, capitalizing on energy-efficient systems, and repurposing excess land and parking, has enabled CAPREIT to reduce development risks and make these projects financially compelling with attractive projected development yields.

From a social value perspective, the development projects address the supply of “missing middle” housing in the GTA. Furthermore, they possess sustainability features such as energy-efficient design to meet Ontario Building Code SB-12, fully electrified suites, and added bicycle spaces.

“I am very pleased CAPREIT will be building family-oriented, stacked townhomes for the rental market in our city.”

— CAROLYN PARRISH, MAYOR OF MISSISSAUGA

Conceptual Rendering



## Case Study: Transforming Grey Space into Green Impact

Food bank visits reached 2.17 million<sup>15</sup> in March 2025 across Canada, nearly double 2019 levels. CAPREIT’s residents are directly impacted, underscoring the need for innovative local solutions to rising food insecurity.

CAPREIT has partnered with Civic Greens Inc. (Civic Greens) to transform an unused space at 111 Davisville Avenue, Toronto, Ontario into a commercial indoor vertical farm, producing fresh, locally-grown greens year-round.

Civic Greens believes cities should play a role in producing the food they consume. By repurposing existing spaces into productive agricultural environments and shortening supply chains through locally-grown production, the need for new construction is reduced. Climate-resilient indoor farming and waste reduction are additional benefits.

Civic Greens also provides monthly produce donations enabled by CAPREIT’s CAPGiving program. From February 2025, the CAPGiving-Civic Greens project has donated enough lettuce for 20,000 people through various food banks across the GTA.

CAPREIT and Civic Greens are now co-developing programs such as subsidized produce and volunteering opportunities for residents. Additional locations to be launched are also under assessment. The partnership highlights CAPREIT’s commitment to efficient asset utilization while also driving sustainability and strengthening food access within its communities.

<sup>15</sup> <https://foodbankscanada.ca/hunger-in-canada/hungercount/>



## Our Approach:



### Optimizing Our Portfolio

- Prioritizing investments in energy-saving, resiliency, and decarbonization projects enabling us to reduce GHG emissions
- Focusing on acquiring recently constructed properties that offer higher energy performance, reduced emissions, and an improved quality of life through access to multiple mobility options (e.g. public transit, EVs, bike racks, etc.)



### Asset Management

- Increasing our investment in efficiency and resiliency upgrades. In the case of lighting systems, for example, we have installed LED alternatives, and integrated dimming capabilities and motion sensor technology where applicable. For water, we’ve implemented water monitoring projects and pilots
- Prioritizing investments in legacy systems approaching the end of their useful life to extend asset longevity and improve energy-efficiency
- Focusing on investment in deep retrofits, digitization, and water conservation upgrades
- Identifying and implementing opportunities to integrate renewable energy sources, such as solar panels or geothermal systems, where feasible



### Property Operations

- Implementing optimal approaches for energy and water conservation
- Expanding the Building Automation System (BAS) across properties in the portfolio
- Expanding in-suite sub-metering to improve visibility and management of unit level energy and water consumption
- Ongoing engagement with residents to improve our energy, water, and waste management performance through the Resident Sustainability Guide

# Energy Management

In 2025, we continued to align GHG reduction, resident well-being, and cost effectiveness by embedding energy-efficiency and emissions-reduction measures into our capital planning and building audit processes. Coupled with our BAS, we can track and reduce energy usage and lower our operating costs and GHG emissions. We also track projected savings through our utility database, which records consumption trends and supports our performance analysis efforts.

The energy consumption of our portfolio increased from 2024 to 2025, mainly due to harsher winter and summer seasons experienced across many provinces. To better understand the impacts of weather on consumption,

2025 weather data was applied to the 2024 models to calculate, in effect, what consumption in 2024 would have been had the properties experienced 2025 weather. Please refer to the associated graphs, on the right.

Our [Resident Sustainability Guide](#) aims to raise awareness of key sustainability issues that elevate residents' quality of life. This guide, now in its second year, offers practical tips for managing their sustainability impacts, including energy-efficiency, water and waste management, maintaining good air quality, and encouraging the use of more sustainable transportation options.

## In 2025:

9%

reduction in per-suite energy use intensity compared to 2019

2%

reduction in like-for-like, normalized energy use intensity relative to 2024

400+ MWh

of solar power generated across six different rooftop solar installations

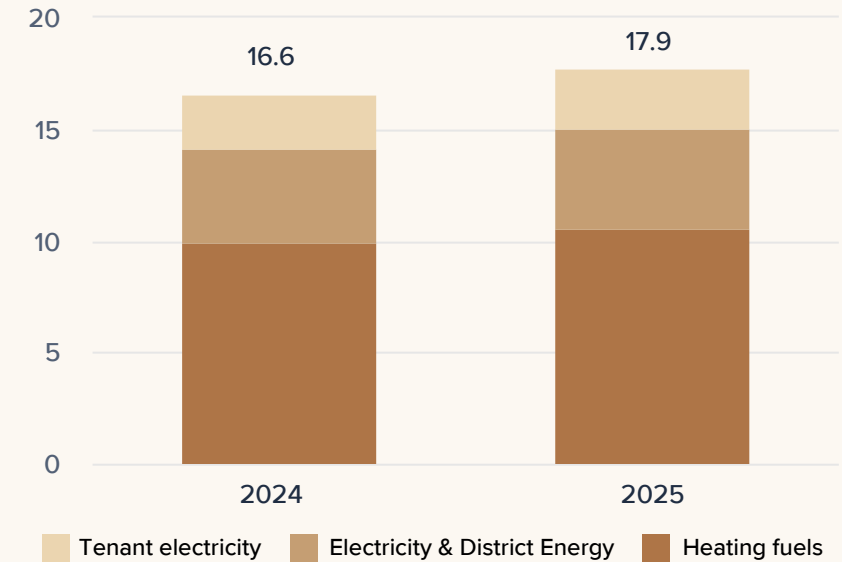
101

newly installed and acquired EV chargers through acquisitions in the reporting year

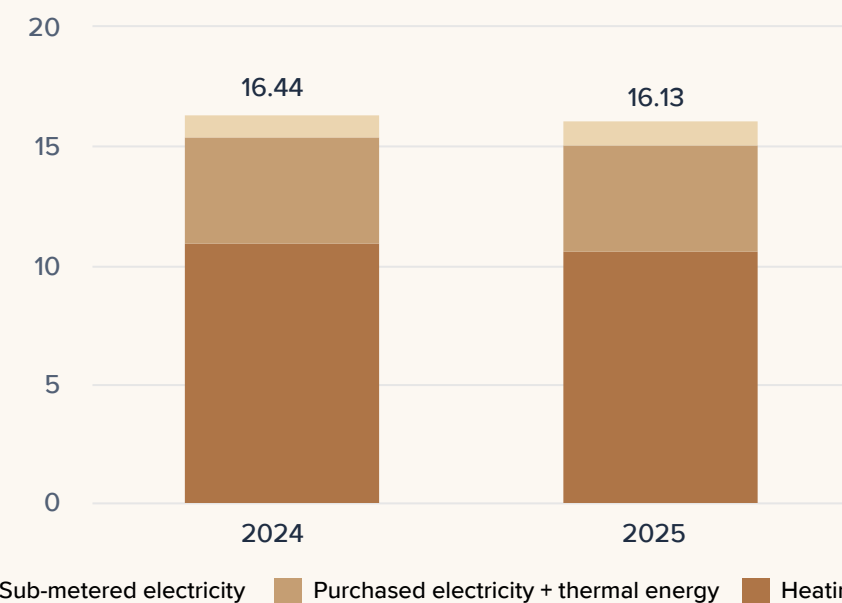
<sup>16</sup>The increase in energy consumption from 2024 to 2025 was mainly due to harsher winter and summer experienced across provinces. Calculated as total residential energy usage divided by the number of effective suites with available data.

<sup>17</sup>Adjusted historical years based on a weather based normalization methodology, as described in CAPREIT's [ESG Reporting Methodology](#).

Energy Use Intensity (eMWh/suite)<sup>16</sup>



Normalized Energy Use Intensity (eMWh/suite)<sup>17</sup>



## Case Study: Reducing emissions through advanced heating and ventilation technologies at 3440 rue Durocher, Montréal

### Project Highlights:

A major decarbonization initiative at 3440 rue Durocher, supported by CIB funding, focused on reducing emissions through advanced heating and ventilation technologies. Expected to be completed in 2026, the goal is to reduce reliance on fossil fuels and improve building energy performance.

### Key Actions:

- Replaced ventilation equipment with new energy recovery ventilators to recover waste heat from building exhaust and use it to heat the corridors, eliminating the need for gas-fired corridor heating
- Added central heat pumps to decarbonize domestic hot water production
- Installed high-efficiency electric heaters in the garage

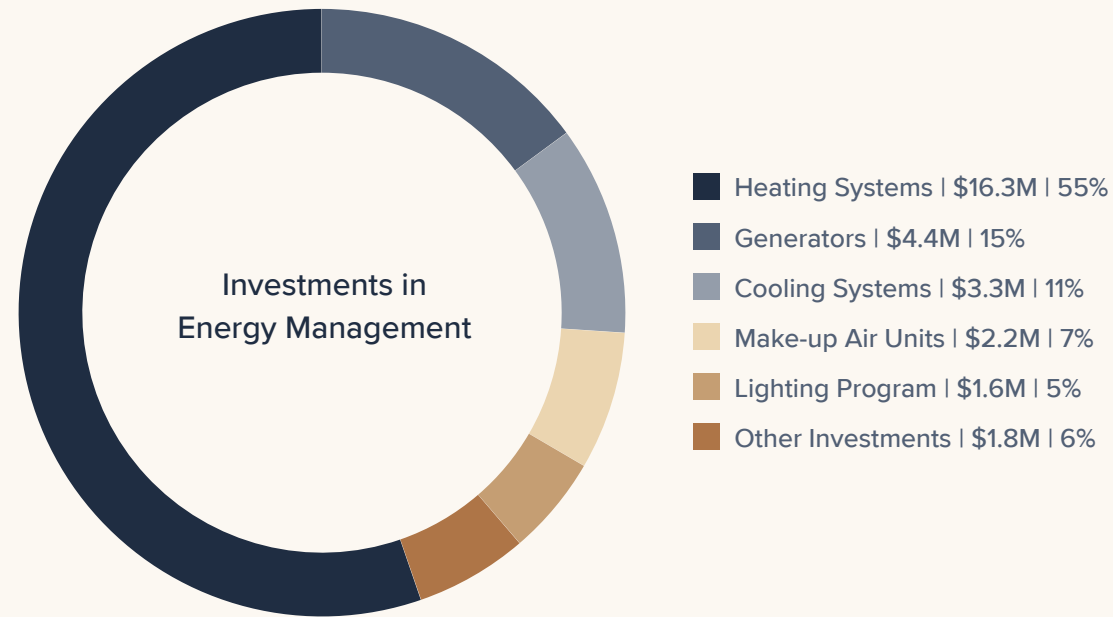
### Impact:

- Lower energy consumption and improved indoor air quality



## Capital Investments

In 2025, we invested nearly \$30 million in energy-saving, resiliency, and decarbonization initiatives, focusing on technology upgrades and equipment replacements to improve building performance and lower operating costs, enhancing the long-term value of our assets. We continued to prioritize energy retrofits such as boiler replacements, high-efficiency heat pumps, and heat recovery systems, targeting GHG reductions and meeting our targeted return-on-investment criteria. We also made progress in our expansion of EV charging infrastructure across our portfolio.



# Property Operations

## Case Study: Low-carbon energy solutions and efficient heating systems at 10250 and 10300 avenue de Bois-de-Boulogne, Montréal

### Project Highlights

A CIB-funded decarbonization project at the Bois-de-Boulogne properties in Montréal, designed to reduce emissions and boost system efficiency. Scheduled for completion in 2026, the project is a transition toward low-carbon energy solutions and optimized heating systems.

### Key Actions

- Installed three high-efficiency electric heat pumps for make-up air<sup>18</sup> heating and domestic hot water
- Implemented dual-energy capability (gas/electricity)
- Upgraded garage heating controls

### Impact

- Improved energy-efficiency and reduced operational emissions

<sup>18</sup> Make-up air heating is the process of warming the fresh outdoor air that replaces exhausted indoor air, ensuring ventilation without sacrificing comfort.



## Climate Readiness and Resilience

Guided by our mission to elevate residents' quality of life, CAPREIT implements various initiatives to strengthen property resilience and resident safety. For example, CAPREIT's BAS solution, launched in July 2020, enables property managers to eliminate delayed responses to weather temperature changes and make reductions in carbon emissions and energy costs.

## Electricity Sub-Metering

Approximately three-quarters of the total residential portfolio in Canada was charged for energy based on actual sub-metered electricity use as at December 31, 2025. At the suite turnover stage, electricity billing is transitioned to reflect individual sub-metered consumption. Sub-metering enables residents to better understand and manage their energy use.

## Water and Waste Management<sup>19</sup>

Water management was a core focus for CAPREIT in 2025, with several projects directed at water conservation and enhancing residents' awareness of their water usage implemented. In 2025, CAPREIT undertook a complete review of its waste management practices to ensure process and cost efficiencies. The new waste management program to be implemented in 2026 will further improve data collection and reporting, informing CAPREIT's sustainability and resident education initiatives regarding waste.

### Capital Investments

In 2025, we invested \$1.2 million in water-efficiency related capital improvements, emphasizing preventative maintenance, technology upgrades, and equipment replacements.

<sup>19</sup> The figure includes residential assets where waste data is collected by a third party waste services coordinator. Excludes waste collected by municipalities. The waste data is estimated as per contracted volumes, and not as per actual weights, which may be lower. Details are furnished in CAPREIT's ESG Reporting Methodology.

In 2025:

-2.5%

reduction in per-suite water use intensity relative to 2024

2.7

Electricity sub-metered suites coverage has grown by 2.7 times compared to 2019



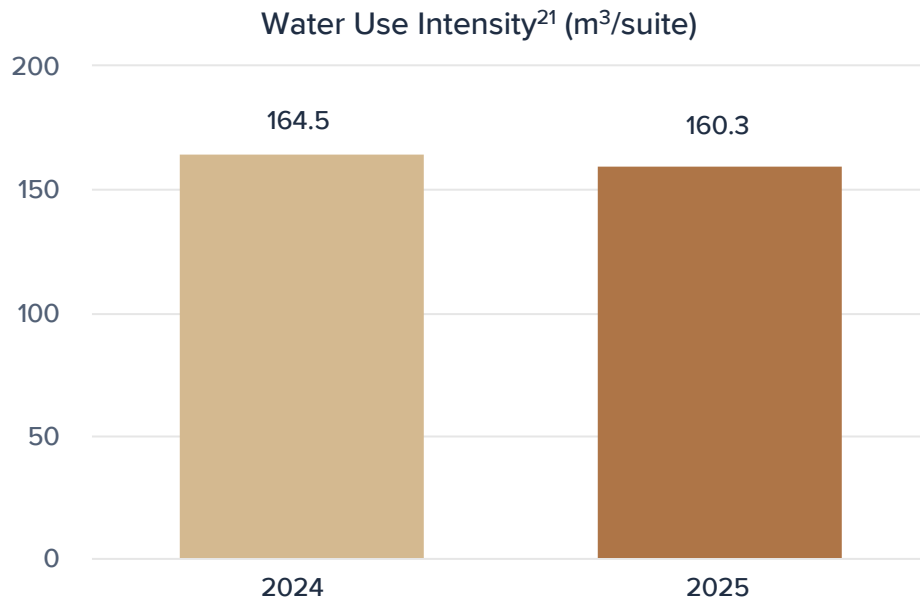
## ENVIRONMENTAL

### Water Sub-Metering

As at December 31, 2025, about 9% of CAPREIT's residential portfolio was sub-metered for in-suite water consumption across the Canadian portfolio, enabling residents to better understand and manage their water usage. CAPREIT also focuses on other efficiency measures, including plumbing fixture upgrades that minimize leaks and reduce resident inconvenience.

### Assessing Water Stress Risk

CAPREIT conducted a water stress analysis in 2024 to better understand and manage water-related risks across our portfolio and to achieve full alignment with the SASB Real Estate Sustainability Accounting Standard. The total number of individual suites in CAPREIT's residential portfolio located in regions with High or Extremely High Baseline Water Stress is based on data obtained from the [Aqueduct Water Risk Atlas](#). Going forward, we aim to integrate this data into our water consumption management initiatives and projects.



<sup>20</sup> Calculated as total residential water usage divided by the number of effective suites with available data. Effective suite count represents the prorated number of suites owned during the reporting year, adjusted for acquisitions and dispositions. Properties located in jurisdictions without metered billing, as well as tenant paid suites where no consumption data is available, are excluded.

## Case Study: Enhancing Water Consumption Efficiency Through Fixture Upgrades

Launched in February 2025, the Water Fixture Renewal program was initiated to proactively maintain and upgrade in-suite water fixtures. The primary goal is to prevent breakage and leakage, which can lead to water waste, higher maintenance costs, and resident inconvenience. By replacing aging components with high-efficiency alternatives, the program supports sustainability goals and operational efficiency. The program focused on the following fixture upgrades:

- Toilets: Flush valve float flapper assembly, fill valve seal, water level adjustment, bolt tightening
- Other fixtures: Shower heads, lavatory aerators, kitchen aerators replaced with high-efficiency models

CAPREIT rolled out the program in five provinces – Ontario, British Columbia, Alberta, Nova Scotia, and Saskatchewan. Implemented across approximately 16,900 suites, representing 99% of the program scope, the program provided an average 3% reduction in water consumption. We aim to complete the remaining suite upgrades and to continue monitoring water consumption to ensure sustained savings.



# Climate Action

The real estate sector finds itself under ever greater pressure from climate change, particularly as extreme weather events intensify across Canada, such as prolonged heat waves that strain building cooling systems, heavy rainfall leading to flooding in urban and coastal areas, and severe winter storms that disrupt operations and damage infrastructure.

At CAPREIT, we recognize that climate change is a cross-cutting issue that affects all aspects of our business and the communities where we operate. In 2025, we maintained our focus on enhancing resilience to physical climate risks, decarbonizing our portfolio, and improving operational readiness to respond to emerging climate challenges.

## Climate Governance

### Board Oversight

The Board oversees and monitors CAPREIT's management of climate-related risks and opportunities, and ensures alignment with CAPREIT's overall business strategy. Managing climate risks and opportunities helps CAPREIT preserve the quality of its buildings, provide

comfortable living environments for residents, and control operational costs. This approach is essential to providing high-quality homes and ensuring stable long-term returns. For instance, investing in energy-efficiency and resiliency projects allows residents to enjoy consistent temperature control and fewer disruptions from extreme weather, while CAPREIT benefits from reducing expenses and alleviating climate impact.

Through our ERM Framework, significant risks, including climate-related physical and transition risks, are reported to the Board on a periodic basis. Such risks include potential regulatory changes that may impact operations or compliance obligations, reputational risks arising from stakeholder expectations or public perception, as well as financial and market risks. For a comprehensive overview, please refer to the full list of climate-related risks provided in the table on the next page.

### Management Accountability

Our ESG team and MRCC are central to identifying and managing climate-related risks and opportunities. The ESG team, reporting to the CFO, leads the implementation of our climate transition strategy, monitors evolving regulatory requirements and industry trends, and

produces disclosures such as our annual ESG Report and global ESG benchmarking submissions, such as GRESB. In parallel, our Risk team leads our efforts to become more resilient to physical climate-related risks through implementing the ERM Framework.

### Climate Strategy

In 2025, we further advanced our commitment to a resilient and energy efficient portfolio, through our investment in energy-related initiatives such as our CIB projects and equipment upgrades that include heat recovery wheels, heat pumps, and cooling tower removals. This year, several initiatives originally planned for future years were accelerated to capture opportunities that made strategic, operational, and financial sense.

Further progress was also made in renewable energy and electrification. New solar projects are currently under design and awaiting approval, while two projects became operational and one is still under construction. We installed about 100 new EV chargers, with additional planned for 2026. In parallel, geothermal feasibility assessments are underway at three properties, reflecting CAPREIT's proactive identification of technologies that support long-term decarbonization, operational resilience, and managing operational costs.

Extreme weather events still pose some of the most significant risks facing our operations, bringing with them the need to ensure building resiliency and community safety, and mitigate future insurance cost premiums. Preventative maintenance, well-trained staff, and advanced automation systems are key to our resilience strategy. This year, CAPREIT expanded its building automation program to improve monitoring, efficiency, and response capabilities across the portfolio. The Risk team also introduced a new weather alert system that provides real-time notifications to corporate and site-level staff, while the Communications team launched complementary resident outreach campaigns to share weather updates, preparedness tips, and safety reminders. These actions collectively ensure that CAPREIT's communities are informed, prepared, and supported, strengthening our resilience in the face of a changing climate.

The table<sup>21</sup> on the following page summarizes climate-related risks and opportunities that could have material financial impact and other associated potential impacts on CAPREIT's business. These risks and opportunities have been identified through exercises such as physical climate-related risk scenario analysis, as well as through an ESG materiality assessment that incorporated both climate-related physical transition risks and opportunities.

<sup>21</sup> The tables on the following page expand on the climate risk disclosures presented in CAPREIT's 2025 Annual Report and 2025 Annual Information Form, providing additional details on climate-related opportunities and the results of the materiality assessment. Readers may refer to both documents for a comprehensive view of CAPREIT's climate-related risks and opportunities.

## Climate-related Risks

Category	Hazards	Potential Risks	Potential Financial Impacts
Physical – Acute	<ul style="list-style-type: none"> <li>• Extreme wind</li> <li>• Extreme precipitation</li> <li>• Riverine flood</li> <li>• Wildfire</li> </ul>	<ul style="list-style-type: none"> <li>• Loose object hazards</li> <li>• Damage to façade, roof, windows or doors, equipment, seals</li> <li>• Local power outages</li> <li>• Water ingress restricting building access and/or damaging equipment, building interiors, or structural elements</li> <li>• Health risks from poor indoor and outdoor air quality</li> <li>• Excess strain on HVAC systems</li> <li>• Property destruction</li> <li>• Water supply disruption</li> <li>• Operational disruption</li> </ul>	<ul style="list-style-type: none"> <li>• Reputational effects of poor resident experiences</li> <li>• Unforeseen expenses for envelope and equipment repairs, upgrades, and replacements</li> <li>• Lost rental revenue if residents are displaced</li> </ul>
Physical – Chronic	<ul style="list-style-type: none"> <li>• Extreme heat</li> <li>• Extreme cold</li> <li>• Coastal flooding</li> <li>• Drought</li> <li>• Freeze-thaw cycles</li> </ul>	<ul style="list-style-type: none"> <li>• Health risks to residents</li> <li>• Excess strain on HVAC systems</li> <li>• Higher cooling, energy, or water costs</li> <li>• Damage to façade, roof, windows or doors, equipment, seals, foundation</li> <li>• Local power outages</li> <li>• Burst pipes or watermains</li> <li>• Operational disruption</li> </ul>	<ul style="list-style-type: none"> <li>• Reputational effects of poor resident experiences</li> <li>• Increased expenses for envelope and equipment repairs, upgrades, and replacements</li> <li>• Increase in operational expenses</li> <li>• Lost rental revenue if residents are displaced</li> <li>• Reduced asset value</li> </ul>

## Climate-related Opportunities

Category	Opportunities	Impact
Physical – Climate Resilience	Bolster buildings’ resilience to the physical effects of climate change	<ul style="list-style-type: none"> <li>• Reduce capital expenditures</li> <li>• Improve resident safety, comfort, and satisfaction</li> <li>• Increase asset value</li> <li>• Enhance market appeal</li> </ul>
Transition – GHG Emissions	Improve emissions performance of buildings	<ul style="list-style-type: none"> <li>• Reduce operating expenditures</li> <li>• Increase asset value</li> <li>• Enhance market appeal</li> <li>• Comply with future regulations</li> </ul>

## Climate-related Risk Management

We continue to embed climate-related risk assessment across all aspects of our business, from property acquisition to capital planning and day-to-day operations. Our ESG due diligence checklist evaluates key factors such as flood exposure, building energy performance, and renewable energy potential, ensuring that climate considerations are integrated into every investment decision.

Our capital planning process helps us prioritize projects that deliver meaningful energy and GHG reductions while maintaining a focus on operational and financial performance. Although 2025 brought a colder winter and higher heating demand than in recent years, the efficiency upgrades implemented across our portfolio helped mitigate the bump-up in energy demand.

As in the past, part of CAPREIT’s approach to managing climate risk in property operations in 2025 involved conducting tabletop exercises to strengthen preparedness for extreme weather and natural disasters, including winter storms, floods, earthquakes, and wildfires. These regular simulations help ensure staff remain equipped to respond effectively, supporting a well-coordinated and timely response that minimizes disruption and enhances resilience across the portfolio.

In 2025, CAPREIT undertook a scenario analysis to assess its exposure to physical climate hazards including extreme heat, cyclones, floods, extreme cold, wildfires, freeze-thaw cycles, and drought, in both a scenario aligned with our current warming trajectory and a higher-temperature scenario, over a short (2030), medium (2040), and long (2050) time horizon. Concluded in the first quarter of 2026, the exercise involves assessing the different ways physical climate hazards could impact CAPREIT’s business, including the associated financial impacts, as well as helping us advance our internal coordination of resilience and adaptation efforts.

As part of this exercise, management will review the estimated financial impacts of physical climate risks. The findings of the scenario analysis may inform updates to CAPREIT’s comprehensive insurance program, which considers the impacts of weather-related events by providing coverage for property damage and business interruption.

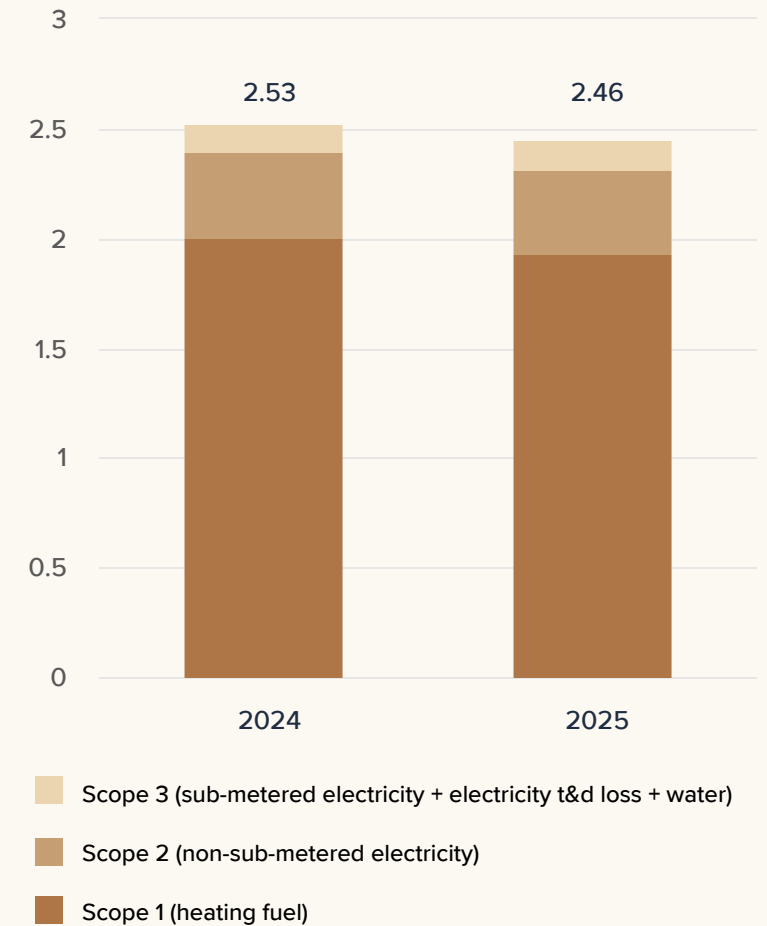
CAPREIT will continue refining our understanding of climate-related financial risks and the mitigation, adaptation, and resilience measures to be implemented in response. We will use the findings of our scenario analysis focused on physical climate-related risks to further support data-driven decision-making across risk management, capital planning, investments, acquisitions, and operations. These collaborative efforts are intended to enhance value creation and facilitate the effective execution of CAPREIT’s strategic objectives. CAPREIT is committed to periodically updating and advancing its approach to climate-related risk assessment, ensuring that its processes and insights remain current and responsive to evolving environmental and market conditions.

## Climate-related Metrics and Targets

Since 2019, we have provided annual ESG Reports that include Scope 1, 2, and selected Scope 3 emissions. In 2025, we continued to improve data quality, broaden our reporting coverage, and closely track our progress toward reducing emissions intensity.

While colder weather increased heating demand, we continue to expect measurable emissions reductions in 2026. These reductions are expected to result from ongoing energy-efficiency initiatives, including improved BAS optimization, energy-efficient equipment upgrades, and renewable energy installations completed in 2025.

Normalized GHG Emissions Intensity (tCO<sub>2</sub>e/suite)



## CAPREIT's Emissions Sources and Scopes<sup>22</sup>

This report refers to Scopes 1, 2, and 3 GHG emissions, which together make up our overall carbon footprint. We define these categories following the Greenhouse Gas Protocol (GHG Protocol) developed by the World Resources Institute and the World Business Council for Sustainable Development, recognized globally as the leading standard for GHG accounting.

### Scope 1 – Direct Emissions

Scope 1 emissions come directly from sources we control on our properties. This mainly includes fuel burned for heating and hot water. We exclude certain emissions, such as fugitive emissions<sup>23</sup> from refrigerant leaks or carbon dioxide from renewable natural gas, because they are considered either minimal or biogenic (naturally occurring).

### Scope 2 – Indirect Emissions

Scope 2 emissions are indirect emissions generated during the production of purchased energy consumed at our properties, including electricity and thermal energy supplied through district energy systems. Although these emissions do not occur at our properties, they are produced at external facilities during the generation of the energy we purchase and use.

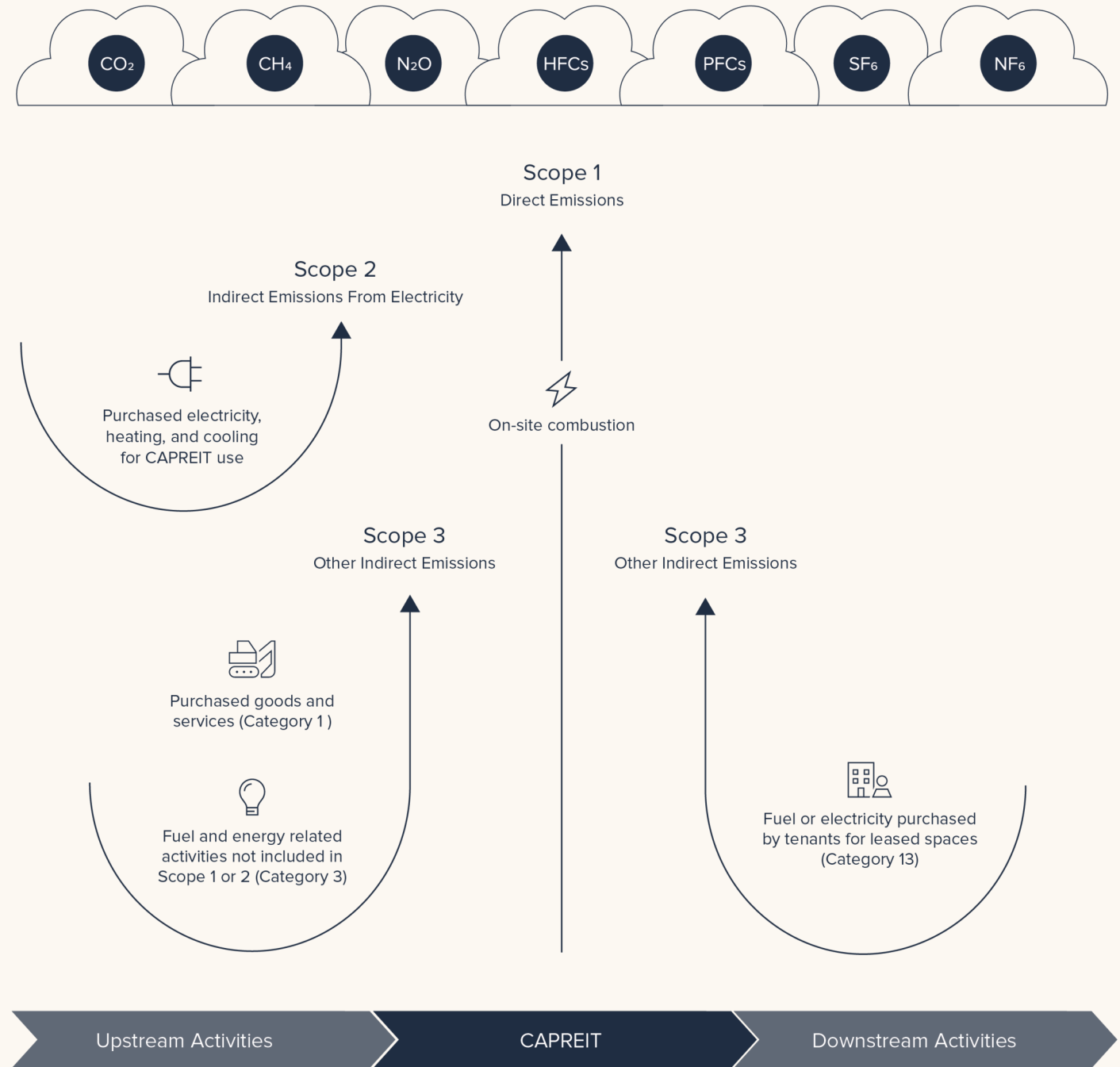
### Scope 3 – Other Indirect Emissions

Scope 3 emissions are also indirect but come from activities outside our direct control. For CAPREIT, this includes:

- Category 1 (purchased goods and services): Emissions associated with water withdrawn only, including the collection, treatment, and delivery of water. It excludes all other purchased goods and services.
- Category 3 (fuel and energy related activities): Represents emissions only associated with transmission and distribution losses for electricity consumed. It excludes emissions from upstream activities related to purchased fuel, purchased electricity, and electricity generation sold to end users.
- Category 13 (downstream leased assets): Emissions from electricity consumed by residents in their leased spaces, which we track through sub-metered readings. It excludes natural gas consumption when the tenant has operational control.

By measuring emissions across these three scopes, we can better understand our overall environmental impact and identify opportunities to reduce our carbon footprint.

<sup>22</sup> The figure on the right illustrates CAPREIT's largest GHG emissions categories and is not intended to be exhaustive.  
<sup>23</sup> Fugitive refrigerant emissions are not disclosed, as chiller specification and refrigerant data is not readily available.



# Next Steps

## Climate Action

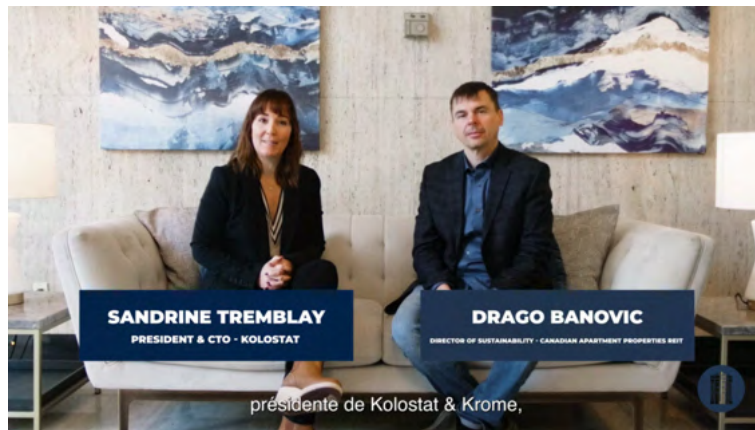
- Continue to align our approach to managing financially material climate risks and opportunities with our overall business strategy

## Asset Management

- Increase investment and implementation of energy-efficiency projects, including those funded through the CIB Building Retrofits Initiative, such as deep energy retrofits and geothermal installations

## Property Operations

- Expand the use and optimization of BAS across the entire portfolio to improve resident comfort, and quality of life and reduce operational costs



[Watch Video: Build a Sustainable Future with CAPREIT](#)



# Reporting Scope

CAPREIT is committed to continuously improving our ESG reporting by reviewing and updating our disclosure methodology and internal validation processes. The data presented in the annual ESG Report has been collected and analyzed using internal platforms, practices, and third-party checks where applicable, which will continue to evolve as we strengthen the processes related to our reported data.

## CAPREIT's ESG Performance Scorecard

Unless otherwise stated:

Data reflects CAPREIT's Canadian operations for the year ended December 31, 2025. Social performance accounts for all Canadian employees, including those supporting our residential suites, MHC sites (the remainder of which were sold in 2025), and commercial/retail lease personnel. Environmental performance incorporates CAPREIT's Canadian residential, MHC sites (the remainder of which were sold in 2025), and commercial/retail portfolio where we hold operational control, including oversight of energy, GHG emissions, water, and waste. In addition, the following reporting boundaries and portfolio exclusions are applied to performance metrics, unless stated otherwise:

- Acquisitions from Q4 2025
- Any portion of the property – in whole or in part – that is under renovation or major redevelopment

- Water consumption for properties in Québec where water use is not separately tracked and paid but is included in property taxes
- Sites owned and managed by European Residential Real Estate Investment Trust (ERES), which comprised approximately 2% of CAPREIT's suites, in which CAPREIT held an approximate 65% interest as at December 31, 2025

Environmental data including energy, GHG emissions and water consumption have not been restated for the historical years 2024 and 2019, unless otherwise stated. Further details on exclusions, and restatements are provided in CAPREIT's [ESG Reporting Methodology](#).

Total Canadian portfolio consumption includes the commercial portfolio, which represents approximately 1% of total energy consumption and GHG emissions, respectively, and about 0.5% of total water consumption.

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards and includes a [GRI Content Index](#). In addition to GRI, the information and metrics disclosed in the report align with the Sustainability Accounting Standards Board (SASB) Real Estate Standard (see [SASB Index](#)) and the TCFD Recommendations (see [TCFD Index](#)).

Percentages are rounded to the nearest whole number where applicable. Values marked as Not Available (N/A) were not tracked for the given reporting year. Totals may not add up due to rounding.



Shaded cells identify third party limited assurance for the current year and previous year data.

	2025	2024	2019	GRI	SASB
<b>Portfolio Profile</b>					
Residential Suites (Number)	44,876	45,154	43,401	2-6	IF-RE-000.A
Residential Occupancy Rate (%)	97.3 %	97.5 %	99.0 %		IF-RE-000.D
Total Energy-saving, Resiliency and Water Initiatives (\$ Thousands)	\$ 30,754	\$ 14,983	\$ 15,132	201-2	
Total Life and Safety Initiatives (\$ Thousands)	\$ 3,709	\$ 3,705	\$ 1,058		
Total Energy-saving and Resiliency Initiatives –% of Property Capital Investments	15.6 %	8.7 %	N/A	201-2	
<b>Environmental Performance<sup>1</sup></b>					
<b>ENERGY</b>					
Direct Energy Consumption (eMWh) <sup>2</sup>	474,249	453,120	519,615		IF-RE-130a.2
Indirect Energy Consumption (eMWh) <sup>3</sup>	202,716	197,609	212,696		IF-RE-130a.2
Total Energy Consumption within the Organization (eMWh) <sup>4</sup>	676,965	650,729	732,311	302-1	IF-RE-130a.2
Tenant Energy Consumption (eMWh) <sup>5</sup>	119,805	111,199	97,908	302-2	IF-RE-130a.2
Total Energy Consumption (eMWh) <sup>6</sup>	796,770	761,928	830,219		
Total Energy Consumption - Change Compared to 2024 (%)	4.6 %	N/A	N/A		IF-RE-130a.2
Total Residential Energy Intensity (eMWh/Suite) <sup>7</sup>	17.9	16.6	19.6	302-3	
Total Energy Intensity (eMWh/Suite) – Change Compared to 2024 (%)	7.5 %	N/A	N/A		
Energy Consumption – Non-renewable Sources (eMWh)	596,790	568,233	651,760	302-1	IF-RE-130a.2
Energy Consumption – Grid Electricity Generated using Renewable Sources (eMWh)	199,980	193,695	178,459	302-1	IF-RE-130a.2
Percentage of Energy Consumed from Grid Electricity (%)	40.5 %	40.5 %	37.4 %		IF-RE-130a.2
Energy Consumption – Renewable Sources (eMWh) <sup>8</sup>	774	667	171	302-1	IF-RE-130a.2
Percentage of Suites that are sub-metered for Electricity (%) <sup>9</sup>	74.0 %	73.2 %	28.0 %		IF-RE-410a.2

<sup>1</sup> Reported utility data represents CAPREIT’s portfolio’s energy consumption, GHG emissions and water consumption in 2025 vs historical years as per the GHG Protocol - A Corporate Accounting and Reporting Standard, Revised Edition (World Resources Institute, 2004). No restatements to the base year or prior year are made for structural changes, methodology changes, or errors, during the reporting period for Energy and Water. Base year and comparative periods are restated for Emissions when the quantitative change observed is greater than 5% to total GHG emissions. For details, refer to CAPREIT’s [ESG Reporting Methodology](#).

<sup>2</sup> Direct energy consumption aligns with Scope 1 activities, including natural gas, oil, and propane.

<sup>3</sup> Indirect energy consumption is from purchased electricity and thermal energy.

<sup>4</sup> Total energy consumption within the organization is the sum of direct energy consumption and indirect energy consumption.

<sup>5</sup> Tenant energy consumption is from purchased electricity where sub-metered data is available. Where sub-metered data was not available for multi-residential properties, consumption is estimated based on the number of suites (see CAPREIT’s [ESG Reporting Methodology](#)). Includes energy consumption from downstream leased assets only. Excludes all other upstream and downstream categories of energy consumption outside of the organization.

<sup>6</sup> Total energy consumption is the sum of direct energy consumption, indirect energy consumption and tenant energy consumption.

<sup>7</sup> Calculated as total residential energy consumption divided by effective suite count. Effective suite count, represents the prorated number of suites owned during the reporting year, adjusted for acquisitions and dispositions.

<sup>8</sup> Includes on site solar generation at applicable CAPREIT properties and 335 eMWh of RNG procured under RNG contracts.

<sup>9</sup> The reported figure encompasses suites equipped with activated sub-metering infrastructure and individually metered units directly managed by utility companies. For both categories, utility expenses are borne by residents.

Shaded cells identify third party limited assurance for the current year and previous year data.

	2025	2024	2019	GRI	SASB
<b>Environmental Performance (Continued)</b>					
<b>GREENHOUSE GAS (“GHG”) EMISSIONS</b>					
Scope 1 GHG Emissions – Absolute (tCO <sub>2</sub> e) <sup>10</sup>	86,152	84,942	97,372	305-1	
Scope 2 GHG Emissions – Absolute (tCO <sub>2</sub> e) <sup>11</sup>	18,799	19,434	20,676	305-2	
Scope 3 GHG Emissions – Absolute (Category 1) (tCO <sub>2</sub> e) <sup>12</sup>	827	1,207	1,208	305-3	
Scope 3 GHG Emissions – Absolute (Category 3) (tCO <sub>2</sub> e) <sup>13</sup>	1,225	1,204	1,392	305-3	
Scope 3 GHG Emissions – Absolute (Category 13) (tCO <sub>2</sub> e) <sup>14</sup>	12,968	11,165	10,574	305-3	
Total GHG Emissions – (tCO <sub>2</sub> e) <sup>15</sup>	119,971	117,953	131,222		
GHG Emissions – Change Compared to 2024 (%)	1.7 %	N/A	N/A		
Residential GHG Emission Intensity (tCO <sub>2</sub> e/Suite) <sup>16</sup>	2.68	2.56	3.08	305-4	
Residential GHG Emission Intensity – Change Compared to 2024 (%)	4.9 %	N/A	N/A	305-4	
Total Scope 1 + Scope 2 GHG Emissions – Absolute (tCO <sub>2</sub> e)	104,951	104,376	118,048	305-1, 305-2	
Total Scope 3 GHG Emissions – Absolute (tCO <sub>2</sub> e)	15,019	13,576	13,174	305-3	
Scope 1 GHG Emissions – Absolute Biogenic (CO <sub>2</sub> Tonnes) <sup>17</sup>	62	57	32	305-1	

<sup>10</sup> Scope 1 represents emissions associated with the combustion of heating fuels. Fugitive emissions from refrigerants have been excluded.

<sup>11</sup> Scope 2 represents emissions associated with non-sub-metered electricity and thermal energy, measured using the location-based approach. This includes suites where the utility cost is borne by CAPREIT as a fixed part of the rent.

<sup>12</sup> Scope 3 Category 1 (purchased goods and services) represents emissions associated with water withdrawn only, including the collection, treatment, and delivery of the water. It excludes all other purchased goods and services.

<sup>13</sup> Scope 3 Category 3 (fuel and energy related activities not included in Scope 1 or 2) represents only emissions associated with transmission and distribution losses for electricity consumed. It excludes emissions from upstream activities related to purchased fuel, purchased electricity, and electricity generation sold to end users.

<sup>14</sup> Scope 3, Category 13 emissions for downstream leased assets include tenant-controlled electricity consumption data from sub-metering, where available. For residential properties where tenants have operational control over utilities but sub-metering data is unavailable, emissions are estimated. It excludes natural gas consumption when the tenant has operational control. For details, refer to CAPREIT’s [ESG Reporting Methodology](#).

<sup>15</sup> Biogenic CO<sub>2</sub> emissions from RNG are not included in total emissions figure.

<sup>16</sup> Calculated as total residential emissions generated divided by effective suite count. Effective suite count represents the prorated number of suites owned during the reporting year, adjusted for acquisitions and dispositions.

<sup>17</sup> Biogenic CO<sub>2</sub> has been removed from Scope 1 emissions as it is a result of the combustion of RNG. Methane (CH<sub>4</sub>) and nitrous oxide (N<sub>2</sub>O) generated from combustion of RNG are reported as Scope 1 emissions.

Shaded cells identify third party limited assurance for the current year and previous year data.

	2025	2024	2019	GRI	SASB
<b>Environmental Performance (Continued)</b>					
<b>WATER</b>					
Water Consumption – Absolute (m3)	5,329,643	6,411,920	6,146,556	303-5	IF-RE-140a.2
Water Consumption – Change Compared to 2024 (%) <sup>18</sup>	-16.9 %	N/A	N/A		
Residential Water Withdrawn – Intensity (m <sup>3</sup> /Suite) <sup>19</sup>	160.3	164.5	159.13		
Water Withdrawal Intensity (m <sup>3</sup> /Suite) – Change Compared to 2024 (%)	-2.5 %	N/A	N/A		
Suites that are sub-metered for Water (%) <sup>20</sup>	9 %	7 %	2 %		IF-RE-410a.2
Residential Suites Located in High/Extremely High baseline water stress zones (Number) <sup>21, 22</sup>	22,524	22,892	N/A		IF-RE-140a.1
Water withdrawn in regions with High or Extremely High Baseline Water Stress (%) <sup>23</sup>	75 %	77 %	N/A		IF-RE-140a.2
<b>WASTE<sup>24</sup></b>					
Waste Data Coverage (% Suites) <sup>25</sup>	44 %	33 %	32 %		
Waste Generated (Tonnes)	12,551	18,900	16,751	306-3	
Waste to Landfill (Tonnes)	9,951	15,158	14,390	306-5	
Waste Diverted (Tonnes)	2,600	3,741	2,361	306-4	
Waste Diversion Rate (%)	21 %	20 %	14 %		
Waste Diverted – Change Compared to 2024 (%)	-30.5 %	N/A	N/A		

<sup>18</sup> The decrease in water consumption is primarily due to the disposition of the MHC portfolio in December 2024, which represented about 20% of the effective suite count prior to disposition. For a like-for-like comparison of the residential portfolio, total water consumption in 2025 decreased by approximately 1.9 % compared to 2024.

<sup>19</sup> Calculated as total residential water usage divided by the number of effective suites with available data. Effective suite count represents the prorated number of suites owned during the reporting year, adjusted for acquisitions and dispositions. Properties located in jurisdictions without metered billing, as well as tenant paid suites where no consumption data is available, are excluded.

<sup>20</sup> Represents suites where sub-metering infrastructure has been installed and activated.

<sup>21</sup> The total number of individual suites in CAPREIT’s residential portfolio located in regions with High or Extremely High Baseline Water Stress is based on data obtained from the Aqueduct Water Risk Atlas, as per SASB’s IF-RE-140a.1.

<sup>22</sup> Baseline water stress, as defined by Aqueduct 4.0, measures the ratio of total water demand to available renewable surface and groundwater supplies, factoring in upstream usage and dams. Higher values indicate greater competition among users. CAPREIT has adopted this definition to assess water stress within its portfolio.

<sup>23</sup> The percentage of water withdrawn in regions with High or Extremely High Baseline Water Stress is calculated by dividing the total volume of water withdrawn in such regions by the total water withdrawn across CAPREIT’s residential portfolio. This calculation is based on assessments conducted using the Aqueduct Water Risk Atlas, as per SASB’s IF-RE-140a.1.

<sup>24</sup> The data includes residential assets where waste data is collected by a third party waste services coordinator and excludes waste collected by municipalities. Waste data is estimated based on contracted volumes rather than actual weights, which may be lower. It may also account for waste generated from properties disposed of during the year. Further details are furnished in CAPREIT’s [ESG Reporting Methodology](#) Report. The decrease in waste generation is primarily due to the disposition of the MHC portfolio in December 2024, which represented about 20% of the effective suite count prior to disposition.

<sup>25</sup> The percentage of CAPREIT’s portfolio, based on total number of suites, contracted by a third party waste services coordinator with complete waste collection data coverage.

Shaded cells identify third party limited assurance for the current year and previous year data.

	2025	2024	2019	GRI	SASB
<b>Social Performance</b>					
<b>EMPLOYMENT HEADCOUNT</b>					
Total Employees (Number)	856	857	1,009	2-7	
Permanent Employees (%)	97 %	97 %	98 %	2-7	
Temporary Employees (%)	3 %	3 %	2 %	2-7	
Full-time Employees (%)	97 %	97 %	88 %	2-7	
Part-time Employees (%)	3 %	3 %	12 %	2-7	
<b>EMPLOYMENT AGE DIVERSITY</b>					
All Employees – Under 30 (%)	23 %	19 %	18 %	405-1	
All Employees – Between 30 and 50 (%)	50 %	54 %	49 %	405-1	
All Employees – Over 50 (%)	27 %	27 %	33 %	405-1	
<b>EMPLOYEE DIVERSITY</b>					
All Employees (% Female)	56 %	57 %	51 %	405-1	
Permanent Employees (% Female)	56 %	56 %	51 %	2-7	
Temporary Employees (% Female)	57 %	63 %	60 %	2-7	
Full-time Employees (% Female)	56 %	57 %	52 %	2-7	
Executive Employees (% Female)	20 %	20 %	33 %	405-1	
Self-Identified BIPOC – Senior Executive Management (%)	47 %	47 %	N/A	405-1	
Self-Identified Female – Senior Executive Management (%)	40 %	33 %	N/A	405-1	
Self-Identified BIPOC – All Employees (%)	31 %	20 %	N/A	405-1	
Self-Identified Persons with a Disability – All Employees (%)	2 %	2 %	N/A	405-1	
Self-Identified LGBTQ2+ – All Employees (%)	9 %	4 %	N/A	405-1	
Self-Identified Aboriginal/Indigenous – All Employees (%)	1 %	1 %	N/A	405-1	
<b>RECRUITMENT GENDER DIVERSITY</b>					
All New Recruits (Number)	235	264	353	401-1	
All New Recruits (% Female)	46 %	48 %	52 %	401-1	
<b>OVERALL EMPLOYEE TURNOVER</b>					
Turnover Rate – Overall (%)	27 %	39 %	22 %	401-1	
Voluntary Turnover Rate for All Employees (%)	60 %	49 %	N/A		
Involuntary Turnover Rate for All Employees (%)	40 %	51 %	N/A		
Involuntary Turnover Rate for All Employees – Disposition (%)	4 %	29 %	N/A		

Shaded cells identify third party limited assurance for the current year and previous year data.

	2025	2024	2019	GRI	SASB
<b>Social Performance</b>					
<b>PAY RATIO (BASE SALARY WOMEN/MEN) (%)</b>					
All Employees – Pay Ratio (%)	86 %	83 %	97 %	405-2	
Head Office Employees (%)	89 %	94 %	97 %	405-2	
Regional Employees (%)	102 %	111 %	103 %	405-2	
Site/Crew Employees (%)	99 %	99 %	110 %	405-2	
Manager and Senior Manager Employees (%)	83 %	91 %	96 %	405-2	
Executive Employees (%)	61 %	59 %	93 %	405-2	
<b>EMPLOYEE ENGAGEMENT SURVEY<sup>26</sup></b>					
Response Rate (%)	92 %	93 %	91 %		
Engagement Score (%)	80 %	67 %	82 %		
Satisfaction with CAPREIT's Approach to Diversity and Inclusion (%)	88 %	83 %	N/A		
Employee Net Promoter Score (eNPS)	49	23	47		
<b>EMPLOYEE TRAINING</b>					
Total Employee Training (Hours)	17,816	18,474	N/A	404-1	
Employee Training (Hours/Employee)	17.6	21.7	N/A	404-1	
<b>PERFORMANCE REVIEWS</b>					
All Employees (%)	85 %	100 %	99 %	404-3	
Female Employees (%)	85 %	100 %	95 %	404-3	
Male Employees (%)	85 %	100 %	97 %	404-3	
<b>EMPLOYEE BENEFITS</b>					
Enrolment in Employee Savings Plan (% of Eligible Employees)	37 %	42 %	35 %	201-1	
<b>RESIDENT EXPERIENCE<sup>27</sup></b>					
Resident Satisfaction Survey – Response Rate (%)	24 %	26 %	16 %		
Resident Satisfaction Survey – Overall Satisfaction (Score out of 10)	7.3	7.0	7.0		

<sup>26</sup> The survey was distributed to 100% of the employees who were eligible to participate at the time of survey launch.

<sup>27</sup> Based on the annual resident satisfaction survey distributed to all residents registered on our resident portal.

Shaded cells identify third party limited assurance for the current year and previous year data.

	2025	2024	2019	GRI	SASB
<b>Social Performance</b>					
<b>AFFORDABLE HOUSING</b>					
Affordable Suites (Number) <sup>28</sup>	27,348	29,582	N/A		
Subsidized Community Housing provided in Partnerships with Community or Social Housing Groups (Number of Suites)	1,775	1,924	N/A		
<b>COMMUNITY GIVING</b>					
Community Donations (\$ Thousands) <sup>29</sup>	\$ 501	\$ 279	\$ 79	201-1	
Investment in Employee External Training (\$ Thousands) <sup>30</sup>	\$ 306	\$ 292	\$ 242	404-2	
<b>OCCUPATIONAL HEALTH &amp; SAFETY</b>					
Employee Work-related Accident Rate per 200,000 Working Hours <sup>31, 32</sup>	0.7	1.3	1.8	403-9	
Total Recordable Work-related Injury/Incident Rate (per 200,000 Working Hours) <sup>33</sup>	1.1	3.9	N/A	403-9	
Absentee Rate (%) <sup>33</sup>	5.3 %	5.2 %	N/A		
Hours Worked (Number)	1,680,646	1,677,364	1,804,388		
Work-related Employee and Contractor Fatalities (Number) <sup>34</sup>	0	0	0	403-9	
Phase 1 Environmental Assessment – Existing Buildings (Number)	91	49	117	413-1	
Phase 2 Environmental Assessment – Existing Buildings (Number)	6	10	4	413-1	

<sup>28</sup>Based on the Canada Mortgage and Housing Corporation (CMHC) affordability definition where housing is considered affordable if it costs less than 30% of a household’s pre-tax income in the particular area. CAPREIT adjusted 2023 CMHC median renter household pre-tax income data for Consumer Price Index inflation from 2023 to 2025. Details furnished in the CAPREIT’s [ESG Reporting Methodology](#). Includes Canadian Residential only. Methodology updated in 2025, and previous years’ numbers have been restated accordingly.

<sup>29</sup>The figures reflect donations tracked at the corporate level, and exclude site level events, and employee donations.

<sup>30</sup>Includes professional association reimbursements and tuition reimbursements for employees.

<sup>31</sup>Data for employee-related incidents only. Contractor data excluded due to limited availability.

<sup>32</sup>Based on workplace injuries reported to workers’ compensation boards. Same as injury rate and/or lost time incident rate.

<sup>33</sup>Methodology updated in 2025, and previous year’s data updated accordingly.

<sup>34</sup>Based on work-related fatalities reported to workers’ compensation boards.

Shaded cells identify third party limited assurance for the current year and previous year data.

	2025	2024	2019	GRI	SASB
<b>Governance Performance</b>					
<b>BOARD COMPOSITION</b>					
Total Trustees (Number)	10	10	7	2-9	
Independent Trustees (%)	90 %	90 %	86 %	2-9	
Non-Independent Trustees (%)	10 %	10 %	14 %	2-9	
Chair and CEO are separate	Yes	Yes	Yes	2-11	
Average Board Tenure (Years)	5	6	6	2-9	
Self-identified Female Trustees (%)	50 %	40 %	43 %	2-9	
Self-identified Female Independent Trustees (%)	56 %	44 %	50 %	2-9	
Self-identified BIPOC Trustees (%)	20 %	20 %	29 %	2-9	
Self-identified BIPOC Independent Trustees (%)	22 %	22 %	33 %	2-9	
Average Age of Trustees	66	66	60	2-9	
<b>FINES/SANCTIONS</b>					
Total Amount of Fines, Penalties and Settlements Paid (\$) <sup>35</sup>	\$ 0	\$ 0	\$ 0	2-27	
<b>CYBERSECURITY AND DATA PRIVACY</b>					
Total Hours of Data Privacy and Cybersecurity Training	5,210	5,542	N/A	404-1	
Number of Material Cybersecurity & Privacy Breaches <sup>36</sup>	0	0	N/A	418-1	
<b>CLIMATE PERFORMANCE</b>					
Residential Suites Located in 100-Year Flood Zones (Number) <sup>37</sup>	2,506	2,450	N/A		IF-RE-450a.1

<sup>35</sup> CAPREIT considers the significance of fines in the same manner as financial materiality, thus the reporting threshold used in financial reporting has been applied here. CAPREIT considers non-monetary sanctions to be significant if they could be reasonably expected to impact the decisions of the users of the ESG Report. Values exclude incidents that are recurring and are part of ordinary business operations.

<sup>36</sup> Cybersecurity breaches are deemed material if the impact of a cybersecurity incident exceeds the financial materiality thresholds applied in financial reporting and/or if a privacy breach is reported to the applicable Privacy Commissioner.

<sup>37</sup> The total number of individual suites in CAPREIT’s residential portfolio located in 100-year flood zones is based on data obtained from a natural hazards toolkit shared by CAPREIT’s property insurer.

## SASB Index

The Sustainability Accounting Standards Board (SASB) publishes industry-specific Sustainability Accounting Standards, intended to help companies disclose financially material, decision-useful ESG information in a cost-effective and comparable way. We have reported metrics from the SASB Standards applicable to our business: Real Estate Standard. Any omissions or deviations from the Standard are explained.

ESG Topic	SASB Code	Accounting Metric	Unit	Disclosure/Location
Activity Metrics	IF-RE-000.A	Number of assets, by property sector	Number	<a href="#">Who We Are</a>
	IF-RE-000.B	Leasable floor area, by property sector	Square feet (ft <sup>2</sup> )	Number of suites (units) disclosed on the <a href="#">ESG Performance Scorecard</a>
	IF-RE-000.C	Percentage of indirectly managed assets, by property sector	Percentage (%) by floor area	CAPREIT does not manage assets indirectly
	IF-RE-000.D	Average occupancy rate, by property sector	Percentage (%)	<a href="#">Who We Are</a>
Energy Management	IF-RE-130a.1	Energy consumption data coverage as a percentage of total floor area, by property sector	Percentage (%) by floor area	Not disclosed. CAPREIT is assessing the most appropriate calculation methodology due to data management limitations. While CAPREIT discloses portfolio-wide energy and water consumption and GHG emissions, certain data points include estimates, primarily where tenant consumption data is unavailable and for landlord common areas with missing utility billing for specific periods.
	IF-RE-130a.2	Total energy consumed by portfolio area with data coverage by property sector	Gigajoules (GJ), percentage (%)	<a href="#">Energy Management ESG Performance Scorecard</a>
	IF-RE-130a.2	Percentage of energy consumed from grid electricity, by property sector	Gigajoules (GJ), percentage (%)	<a href="#">ESG Performance Scorecard</a>
	IF-RE-130a.2	Percentage of energy consumed from renewable energy, by property sector	Gigajoules (GJ), percentage (%)	<a href="#">ESG Performance Scorecard</a>
	IF-RE-130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property sector	Percentage (%)	<a href="#">Energy Management</a>
	IF-RE-130a.4	Percentage of eligible portfolio that has an energy rating, by property sector	Percentage (%) by floor area	About 57% of floor area has an energy rating. Includes ENERGY STAR Portfolio Manager reporting through mandatory provincial/city benchmarking requirements such as Ontario/Toronto EWRB. Floor area is estimated.
	IF-RE-130a.4	Percentage of eligible portfolio that is certified to ENERGY STAR, by property sector	Percentage (%) by floor area	About 7% of floor area is certified to ENERGY STAR. Includes BOMA BEST and FRPO's CRBP certifications. Floor area is estimated.
	IF-RE-130a.5	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	Discussion and Analysis	<a href="#">Energy Management</a>

ESG Topic	SASB Code	Accounting Metric	Unit	Disclosure/location
Water Management	IF-RE-140a.1	Water withdrawal data coverage as a percentage of total floor area by property sector	Percentage (%) by floor area	Not disclosed. CAPREIT is assessing the most appropriate calculation methodology due to data management limitations. While CAPREIT discloses portfolio-wide energy and water consumption and GHG emissions, certain data points include estimates, primarily where tenant consumption data is unavailable and for landlord common areas with missing utility billing for specific periods.
	IF-RE-140a.1	Water withdrawal data coverage as a percentage of floor area in regions with High or Extremely High Baseline Water Stress, by property sector	Percentage (%) by floor area	<a href="#">ESG Performance Scorecard</a>
	IF-RE-140a.2	Total water withdrawn by portfolio area with data coverage	Thousand cubic meters (m <sup>3</sup> ), percentage (%)	<a href="#">Water and Waste Management ESG Performance Scorecard</a>
	IF-RE-140a.2	Total water withdrawn by percentage in regions with High or Extremely High Baseline Water Stress, by property sector	Thousand cubic meters (m <sup>3</sup> ), percentage (%)	<a href="#">ESG Performance Scorecard</a>
	IF-RE-140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property sector	Percentage (%)	<a href="#">ESG Performance Scorecard</a>
	IF-RE-140a.4	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	<a href="#">Water and Waste Management</a>
Management of Tenant Sustainability Impacts	IF-RE-410a.1	Percentage of new leases that contain a cost recovery clause for resource efficiency related capital improvements, by property sector	Percentage (%) by floor area, square feet (ft <sup>2</sup> )	None of CAPRIET's lease contracts with residents include a cost recovery clause.
	IF-RE-410a.1	Associated leased floor area, in square feet and by property sector that is associated with new leases containing a cost recovery clause for resource efficiency-related capital improvements	Percentage (%) by floor area, square feet (ft <sup>2</sup> )	None of CAPRIET's lease contracts with residents include a cost recovery clause.
	IF-RE-410a.2	Percentage of tenants that are separately metered or sub-metered for grid electricity consumption, by property sector	Percentage (%) by floor area	<a href="#">ESG Performance Scorecard</a>
	IF-RE-410a.2	Percentage of tenants that are separately metered or sub-metered for water withdrawals, by property sector	Percentage (%) by floor area	<a href="#">ESG Performance Scorecard</a>
	IF-RE-410a.3	Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants	Discussion and Analysis	<a href="#">Electricity Sub-metering</a> <a href="#">Energy Management</a> <a href="#">Water and Waste Management</a>
Climate Change Adaptation	IF-RE-450a.1	Area of properties located in 100-year flood zones, by property sector	Square feet (ft <sup>2</sup> )	Number of suites (units) disclosed on the <a href="#">ESG Performance Scorecard</a>
	IF-RE-450a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	Discussion and Analysis	<a href="#">Climate Action</a>

## TCFD Index

Category	Recommendation	Recommended Disclosures	Reference
Governance	Disclose the organization’s governance around climate-related risks and opportunities.	(a) Describe the Board’s oversight of climate-related risks and opportunities. (b) Describe management’s role in assessing and managing climate-related risks and opportunities.	<a href="#">Climate Governance</a>
Strategy	Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning where such information is material.	(a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. (b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning. (c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	<a href="#">Climate Strategy</a> <a href="#">Climate Strategy</a> <a href="#">Climate-related Risk Management</a>
Risk Management	Disclose how the organization identifies, assesses, and manages climate-related risks.	(a) Describe the organization’s processes for identifying and assessing climate-related risks. (b) Describe the organization’s processes for managing climate-related risks. (c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	<a href="#">Climate-related Risk Management</a>
Metrics & Targets	Disclose the metrics and targets used to assess and manage climate-related risks and opportunities where such information is material.	(a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. (b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risk. (c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<a href="#">Climate-related Metrics and Targets</a> <a href="#">ESG Performance Scorecard</a> CAPREIT is currently evaluating options for GHG reduction.

# GRI Index

Statement Of Use	Canadian Apartment Properties Real Estate Investment Trust (“CAPREIT”) has reported the information cited in this GRI content index for the period from January 1, 2025, to December 31, 2025, with reference to the GRI Standards.
GRI 1 USED	GRI 1: FOUNDATION 2021

GRI Standard	Disclosure	Disclosure Location or Response
GENERAL DISCLOSURES		

GRI 2: General Disclosures 2021	2-1 Organizational details	Please refer to the <a href="#">Who We Are</a> section of our 2025 ESG report.																																															
	2-2 Entities included in the organization’s sustainability report	Organizational boundaries define the approach to determining ownership or control over the energy and emissions reported for the property portfolio. CAPREIT applies the operational control approach for the purposes of emissions reporting, defined as follows in the GHG Protocol: A company has operational control over an operation if the former or one of its subsidiaries has the full authority to introduce and implement its operating policies at the operation. Under the operational control approach, a company accounts for 100% of emissions from operations over which it or one of its subsidiaries has operational control.  Please refer to the <a href="#">About this Report</a> section of our 2025 ESG report and our <a href="#">ESG Reporting Methodology</a> .																																															
	2-3 Reporting period, frequency, and contact point	Please refer to the <a href="#">About this Report</a> section of our 2025 ESG report.																																															
	2-4 Restatements of information	Please refer to the <a href="#">ESG Performance Scorecard</a> of our 2025 ESG report, and our <a href="#">ESG Reporting Methodology</a> . Any necessary restatements will be explained in the footnotes.																																															
	2-5 External assurance	Please refer to the <a href="#">About this Report</a> section of our 2025 ESG report. Our energy, GHG, water, and waste data have been compiled by third parties, and Quinn+Partners reviewed our overall approach to discussing climate-related risks and opportunities. Ernst & Young LLP was engaged to provide a limited assurance conclusion over select indicators for the year ended December 31, 2025. Refer to the <a href="#">Assurance Report</a> .																																															
	2-6 Activities, value chain and other business relationship	Please see the <a href="#">Procurement</a> section of our 2025 ESG Report. CAPREIT’s supply chain includes over 1,200 vendor partners plus even more supply chain partners that support the improvement of our operational performance and our day-to-day business activities. Typically, they provide utility, construction, professional and property services. Additionally, CAPREIT purchases products for property and office use, ranging from mechanical equipment for our managed sites to office paper.																																															
	2-7 Employees	Our ESG Performance Scorecard shows Social Performance. The gender diversity and regional breakdown below represents employees associated with our Canadian portfolio as of December 31, 2025.																																															
	2-8 Workers who are not employees	<table border="1"> <thead> <tr> <th rowspan="2">Gender Diversity by Type of Employment and Employment Category</th> <th colspan="2">2025</th> <th colspan="2">2024</th> <th colspan="2">2019</th> </tr> <tr> <th>FEMALES (%)</th> <th>TOTAL</th> <th>FEMALES (%)</th> <th>TOTAL</th> <th>FEMALES (%)</th> <th>TOTAL</th> </tr> </thead> <tbody> <tr> <td>Permanent</td> <td>56 %</td> <td>828</td> <td>56 %</td> <td>830</td> <td>51 %</td> <td>989</td> </tr> <tr> <td>Temporary</td> <td>57 %</td> <td>28</td> <td>63 %</td> <td>27</td> <td>60 %</td> <td>20</td> </tr> <tr> <td>Full Time</td> <td>56 %</td> <td>832</td> <td>57 %</td> <td>833</td> <td>52 %</td> <td>888</td> </tr> <tr> <td>Part Time</td> <td>54 %</td> <td>24</td> <td>54 %</td> <td>24</td> <td>38 %</td> <td>121</td> </tr> <tr> <td><b>TOTAL WORKFORCE</b></td> <td></td> <td><b>856</b></td> <td></td> <td><b>857</b></td> <td></td> <td><b>1,009</b></td> </tr> </tbody> </table>	Gender Diversity by Type of Employment and Employment Category	2025		2024		2019		FEMALES (%)	TOTAL	FEMALES (%)	TOTAL	FEMALES (%)	TOTAL	Permanent	56 %	828	56 %	830	51 %	989	Temporary	57 %	28	63 %	27	60 %	20	Full Time	56 %	832	57 %	833	52 %	888	Part Time	54 %	24	54 %	24	38 %	121	<b>TOTAL WORKFORCE</b>		<b>856</b>		<b>857</b>	
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GRI Standard	Disclosure	Disclosure Location or Response									
GENERAL DISCLOSURES											
		Regional Breakdown by Type of Employment <sup>1</sup>	2025			2024			2019		
			Western Canada	Eastern Canada	Ontario	Western Canada	Eastern Canada	Ontario	Western Canada	Eastern Canada	Ontario
GRI 2: General Disclosures 2021	2-7 Employees	Permanent	125	226	477	123	220	487	120	258	611
	2-8 Workers who are not employees	Temporary	8	3	17	2	5	20	4	6	10
		Full Time	128	221	483	121	217	495	107	244	541
		Part Time	5	8	11	4	8	12	17	20	80
	2-9 Governance structure and composition	For details on our governance structure and how ESG decision-making is integrated, please refer to the <a href="#">Governance Systems and Processes</a> section. Refer to the <a href="#">2025 Management Information Circular</a> or our <a href="#">investor website</a> for more details on our Board committee structures and charters. The <a href="#">2025 Annual Information Form</a> clearly defines the responsibilities of the Board Committees and delegates the oversight of ESG-related matters to these committees, as appropriate.									
	2-10 Nomination and selection of the highest governance body	Please refer to our <a href="#">Diversity Refreshment and Renewal Policy</a> . The <a href="#">2025 Management Information Circular</a> and the <a href="#">2025 Annual Information Form</a> also lay out the processes followed for nomination to the highest governing body.									
	2-11 Chair of the highest governance body	Please refer to our <a href="#">investor website</a> , the <a href="#">2025 Management Information Circular</a> and the <a href="#">2025 Annual Information Form</a> .									
	2-12 Role of the highest governance body in overseeing the management of impacts	The Board of Trustees oversees and monitors CAPREIT's policies and practices related to its ESG strategy, including management of climate-related risks and opportunities, and alignment of the ESG strategy with CAPREIT's overall business strategy. Please refer to the <a href="#">Governance Systems and Processes</a> section of our 2025 ESG report. In addition, refer to the <a href="#">Board Mandate</a> on our <a href="#">investor website</a> and the <a href="#">2025 Annual Information Form</a> .									
	2-13 Delegation of responsibility for managing impacts	Please refer to the <a href="#">Governance Systems and Processes</a> section of our 2025 ESG report.									
	2-14 Role of the highest governance body in sustainability reporting	Please refer to the <a href="#">Governance Systems and Processes</a> section of our 2025 ESG report. The Audit Committee is responsible for reviewing the metrics, key performance indicators, and other quantitative data included in CAPREIT's ESG reporting. For more information, please refer to the <a href="#">Audit Committee Charter</a> and the <a href="#">2025 Annual Information Form</a> .									
	2-15 Conflicts of interest	Please refer to our <a href="#">investor website</a> , the <a href="#">2025 Management Information Circular</a> and the <a href="#">2025 Annual Information Form</a> .									
	2-16 Communication of critical concerns										
	2-17 Collective knowledge of the highest governance body	Please refer to the <a href="#">2025 Management Information Circular</a> and the <a href="#">2025 Annual Information Form</a> .									
	2-18 Evaluation of the performance of the highest governance body	Please refer to the <a href="#">Board Mandate</a> on our <a href="#">investor website</a> , the <a href="#">2025 Management Information Circular</a> , and the <a href="#">2025 Annual Information Form</a> .									
	2-19 Remuneration policies	Please refer to our <a href="#">investor website</a> , the <a href="#">2025 Management Information Circular</a> , and the <a href="#">2025 Annual Information Form</a> .									
2-20 Process to determine remuneration											
2-22 Statement on sustainable development strategy	Please refer to the <a href="#">Message from Chair of the Board of Trustees, and President and CEO</a> section of our 2025 ESG report.										

<sup>1</sup>Western Canada comprises of Alberta, British Columbia and Saskatchewan. Eastern Canada comprises of Quebec, and Atlantic Canada.

GRI Standard	Disclosure	Disclosure Location or Response
<b>GENERAL DISCLOSURES</b>		
GRI 2: General Disclosures 2021	2-23 Policy commitments	CAPREIT’s commitment to maintain responsible and ethical business conduct is embedded in our activities and across our supply chain. Please refer to our <a href="#">Code of Conduct</a> , and <a href="#">Vendor Code of Conduct</a> . CAPREIT does not formally apply the precautionary principle to decision-making across all our activities. However, the principle continues to influence the decisions we make and the actions we take. Where the environmental or social impacts of an action are unclear, CAPREIT adopts a precautionary approach until the risks and opportunities have been properly assessed. Please refer to the <a href="#">SASB</a> and <a href="#">TCFD</a> content indices for further information on CAPREIT’s climate change risk management approach and practices.
	2-24 Embedding policy commitments	Please refer to individual policies available on our <a href="#">investor website</a> .
	2-26 Mechanisms for seeking advice and raising concerns	Please refer to our <a href="#">investor website</a> for the details on our <a href="#">Code of Conduct</a> , and <a href="#">Ethical Reporting Policy</a> .
	2-27 Compliance with laws and regulations	There were no fines, penalties, and settlements paid by CAPREIT for the reporting period, outside the normal course of operations.
	2-28 Membership associations	Please refer to the <a href="#">Awards and Memberships</a> section of our 2025 ESG report.
	2-29 Approach to stakeholder engagement	<p>Our identified stakeholder groups are in alignment with GRESB’s expectations for a real estate organization. CAPREIT’s key stakeholder groups are identified as follows:</p> <ul style="list-style-type: none"> <li>a. Employees: CAPREIT employs a diverse workforce across Canada and is committed to delivering programs and engagement.</li> <li>b. Residents: CAPREIT, as Canada’s largest multi-family residential REIT, is committed to delivering programs and engagement that enhance resident experience.</li> <li>c. Investors: CAPREIT, as a publicly traded investment trust, upholds a fiduciary responsibility to our Unitholders through strong governance and long-term value creation.</li> <li>d. Communities: Principally located in or near major urban centres across Canada, CAPREIT engages the surrounding communities in decisions that will affect them.</li> <li>e. Supply Chain Partners: Our service providers and suppliers help us develop and manage our buildings for use by our residents and our staff.</li> <li>f. Industry Partners: Industry associations and professional development groups bring us together with peers, provide training and education, help us speak with one voice to government, and provide standards and guidance for our sector.</li> </ul> <p>For details regarding our approach to stakeholder engagement, please refer to the following sections of our 2025 ESG report as well as other engagements as shown on right:</p>

- Residents:
  - a. Resident Experience
- Employees:
  - a. Employee Engagement and Recognition
  - b. Professional Development
  - c. Environmental Health & Safety
  - d. Monthly engagement activities/events
  - e. Internal intranet that allows employees, departments and executives to communicate and connect across the organization
- Investors:
  - a. Annual General Meeting
  - b. Company website
  - c. Dedicated email account for investor relations
  - d. Press releases
  - e. Quarterly conference calls
  - f. Building tours with investors
  - g. One-on-one meetings with institutional investors
- Community:
  - a. Resident Experience
  - b. Community Impact
- Supply Chain Partners:
  - a. Procurement

GRI Standard	Disclosure	Disclosure Location or Response
<b>MATERIAL TOPICS</b>		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	CAPREIT identified relevant material topics through a materiality assessment that was conducted in 2024. Please refer to the <a href="#">Materiality Results Summary</a> in our 2025 ESG Report.
	3-2 List of material topics	CAPREIT has identified material factors that are important to our business as they are important to our diverse stakeholder groups. Please refer to the <a href="#">Materiality Results Summary</a> in our 2025 ESG Report.
<b>ECONOMIC PERFORMANCE</b>		
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	CAPREIT has reported the total Community Donations and the Percentage of Eligible Employees enrolled in Employee Savings Plan in our <a href="#">ESG Performance Scorecard</a> . For the Distribution Reinvestment Plan and Net Distributions paid, please refer to CAPREIT's <a href="#">2025 Annual Report</a> , pg 64.
	201-2 Financial implications and other risks and opportunities due to climate change	CAPREIT identified risks and opportunities that can have potential financial implications through an <a href="#">ESG materiality assessment</a> that incorporated both climate-related physical transition risks and opportunities in 2024 and a <a href="#">physical climate-related risk scenario analysis exercise</a> conducted in 2025.
<b>PHYSICAL CLIMATE RESILIENCE</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Please refer to the <a href="#">Climate Strategy</a> section in our 2025 ESG report. Our <a href="#">ESG Performance Scorecard</a> shows relevant metrics.
<b>RESIDENT EXPERIENCE</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Please refer to the <a href="#">Resident Experience</a> section in our 2025 ESG report. Our <a href="#">ESG Performance Scorecard</a> shows relevant metrics.
<b>AFFORDABLE HOUSING</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Please refer to the <a href="#">Affordable Housing</a> section in our 2025 ESG report. Our <a href="#">ESG Performance Scorecard</a> shows relevant metrics.
<b>ENERGY</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Please refer to the <a href="#">Energy Management</a> section of our 2025 ESG report.
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Please refer to the <a href="#">Energy Management</a> section of our 2025 ESG report. Our <a href="#">ESG Performance Scorecard</a> shows energy consumption trends over time, with absolute and intensity metrics.
	302-2 Energy consumption outside of the organization	Please refer to the <a href="#">Energy Management</a> section of our 2025 ESG report. Our <a href="#">ESG Performance Scorecard</a> shows energy consumption trends over time, with absolute and intensity metrics.
	302-3 Energy intensity	Please refer to the <a href="#">Energy Management</a> section of our 2025 ESG report. Our <a href="#">ESG Performance Scorecard</a> shows energy consumption trends over time, with absolute and intensity metrics.

GRI Standard	Disclosure	Disclosure Location or Response
<b>WATER AND EFFLUENTS</b>		
GRI 303: Water and Effluents 2018	303-5 Water consumption	Please refer to the <a href="#">Water and Waste Management</a> section of our 2025 ESG report. Our <a href="#">ESG Performance Scorecard</a> shows water consumption trends over time, with absolute and intensity metrics.
<b>EMISSIONS</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Please refer to the <a href="#">Climate Action</a> section of our 2025 ESG report.
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Please refer to the <a href="#">Climate Action</a> section of our 2025 ESG report. Our <a href="#">ESG Performance Scorecard</a> shows GHG emissions trends over time, with absolute and intensity metrics.
	305-2 Energy indirect (Scope 2) GHG emissions	
	305-3 Other indirect (Scope 3) GHG emissions	
	305-4 GHG emissions intensity	
<b>WASTE</b>		
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	Please refer to the <a href="#">Water and Waste Management</a> section of our 2025 ESG report.
	306-3 Waste generated	Our <a href="#">ESG Performance Scorecard</a> shows waste metrics.
	306-4 Waste diverted from disposal	
	306-5 Waste directed to disposal	Our <a href="#">ESG Performance Scorecard</a> shows waste metrics. Please refer to the <a href="#">Water and Waste Management</a> section of our 2025 ESG report.

GRI Standard	Disclosure	Disclose Location or Response																																																				
<b>EMPLOYMENT</b>																																																						
GRI 3: Material Topics 2021	3-3 Management of material topics	Please refer to the <a href="#">Human Capital</a> section of our 2025 ESG report.																																																				
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GRI 401: Employment 2016	401-1 New employee hires and employee turnover																																																					
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>CAPREIT’s basic benefits plan for full-time employees includes:</p> <ul style="list-style-type: none"> <li>• Life Insurance and Accidental Death and Dismemberment</li> <li>• Optional Life Insurance</li> <li>• Optional Critical Illness Insurance</li> <li>• Short-Term Disability and Long-Term Disability Insurance</li> </ul> <p>Healthcare Coverage, including:</p> <ul style="list-style-type: none"> <li>• Prescription Drug Care</li> <li>• Paramedical Practitioner</li> <li>• Vision Care</li> <li>• Emergency Out-of-Country Coverage</li> <li>• Global Medical Assistance Program</li> <li>• Employee &amp; Family Assistance Program</li> <li>• Dental Care</li> <li>• Health Care Spending Account (HCSA) and Wellness Spending Account (WSA)</li> </ul> <p>As well as our regular employee benefits, in 2025 we offered a competitive benefits package that included:</p> <ul style="list-style-type: none"> <li>• Wellness spending account</li> <li>• Wellness plan</li> <li>• Education and professional membership reimbursement</li> <li>• Perks through vendor partner discount</li> <li>• Recognition programs</li> <li>• Referral program</li> <li>• Savings program</li> <li>• Employee unit purchase plan</li> <li>• Flexible benefits plan, with a healthcare spending account</li> <li>• Talent development program</li> <li>• Referral bonuses</li> <li>• Summer hours</li> </ul> <p>Please refer to the <a href="#">Human Capital</a> section of our 2025 ESG report. Our <a href="#">ESG Performance Scorecard</a> shows employee benefits metrics.</p>																																																				

GRI Standard	Disclosure	Disclosure Location or Response
<b>OCCUPATIONAL HEALTH AND SAFETY</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Please refer to the <a href="#">Environmental Health &amp; Safety</a> section of our 2025 ESG report.
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational health and safety management system: Our operations management software, OIAB, enables the centralized submission and access of property-level information and documentation—making it easy to track and manage incidents at the building level. The system is connected with the processes of all supporting departments, including Environmental Health & Safety (EHS) and Risk, Insurance, and Compliance.  Please refer to the <a href="#">Environmental Health &amp; Safety</a> section of our 2025 ESG report.
	403-2 Hazard identification, risk assessment, and incident investigation	Please refer to the <a href="#">Environmental Health &amp; Safety</a> section of our 2025 ESG report.
	403-4 Worker participation, consultation, and communication on occupational health and safety	
	403-5 Worker training on occupational health and safety	Please refer to the <a href="#">Environmental Health &amp; Safety</a> section of our 2025 ESG report. Our <a href="#">ESG Performance Scorecard</a> shows occupational health and safety metrics.
	403-6 Promotion of worker health	Please refer to the <a href="#">Professional Development</a> section of our 2025 ESG report. Our <a href="#">ESG Performance Scorecard</a> shows employee benefits.
	403-9 Work-related injuries	In 2025, there were no workplace fatalities. Please refer to the <a href="#">Environmental Health &amp; Safety</a> section of our 2025 ESG report. Our <a href="#">ESG Performance Scorecard</a> shows occupational health and safety metrics.
	403-10 Work-related ill health	Please refer to the <a href="#">Environmental Health &amp; Safety</a> section of our 2025 ESG report.
	<b>TRAINING AND EDUCATION</b>	
GRI 3: Material Topics 2021	3-3 Management of material topics	Please refer to the <a href="#">Professional Development</a> section of our 2025 ESG report.
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	In 2025, we provided 17.6 hours of training/per employee. Please refer to the <a href="#">Professional Development</a> section of our 2025 ESG report. Our <a href="#">ESG Performance Scorecard</a> shows employee training metrics.
	404-2 Programs for upgrading employee skills and transition assistance programs	Please refer to the <a href="#">Professional Development</a> section of our 2025 ESG report. Our <a href="#">ESG Performance Scorecard</a> shows employee training metrics.
	404-3 Percentage of employees receiving regular performance and career development reviews	Our <a href="#">ESG Performance Scorecard</a> shows employee training metrics.
<b>DIVERSITY AND EQUAL OPPORTUNITY</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Please refer to the <a href="#">Diversity, Equity, and Inclusion</a> section of our 2025 ESG report.
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Our <a href="#">ESG Performance Scorecard</a> shows employee and governance body diversity metrics.
	405-2 Ratio of basic salary and remuneration of women to men	In 2025, the ratio of basic salary of women to men was 86%. Refer to our <a href="#">ESG Performance Scorecard</a> for further details.

GRI Standard	Disclosure	Disclosure Location or Response
<b>NON- DISCRIMINATION</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Caring about our employees means providing annual training on unconscious bias and workplace harassment prevention. We also hold cross-cultural competence development sessions, tailored exclusively for our senior leadership team. It helps them assess how they collectively engage with cultural differences with each other and with diverse stakeholders. We continue to uphold our commitment to a work environment that is free from all forms of discrimination and harassment through mandatory all-employee training on our Anti-Discrimination and Anti-Harassment policies once per year. Please refer to our <a href="#">investor website</a> for details on our <a href="#">Code of Conduct</a> .
<b>LOCAL COMMUNITIES</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Please refer to the <a href="#">Community Impact</a> section of our 2025 ESG report.
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Please refer to the <a href="#">ESG Performance Scorecard</a> of our 2025 ESG report.
<b>CUSTOMER PRIVACY</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Please refer to the <a href="#">Data Privacy and Protection</a> section of our 2025 ESG report.
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Please refer to the <a href="#">Data Privacy and Protection</a> section of our 2025 ESG report. Our <a href="#">ESG Performance Scorecard</a> shows cybersecurity, privacy, and data retention metrics. CAPREIT does not report substantiated complaints but does report number of breaches and management approach. More information on how CAPREIT manages the risks related to data privacy and cybersecurity is included in the <a href="#">2025 Management Information Circular</a> and the <a href="#">2025 Annual Information Form</a> .

# Assurance Report





## Independent practitioner's assurance report

### To the Management of Canadian Apartment Properties REIT

#### Scope

We have been engaged by Canadian Apartment Properties Real Estate Investment Trust ("CAPREIT") to perform a 'limited assurance engagement', as defined by Canadian Standards on Assurance Engagements, hereafter referred to as the engagement, to report on CAPREIT's select performance indicators as detailed in the accompanying schedule (the "Subject Matter") for the year ended December 31, 2025, contained in CAPREIT's 2025 Environmental, Social and Governance Report (the "Report").

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

#### Criteria applied by CAPREIT

In preparing the Subject Matter, CAPREIT applied the relevant standards contained within the Global Reporting Initiative ("GRI") Sustainability Reporting Standards (the "Criteria"), as detailed in the accompanying schedule.

#### CAPREIT's responsibilities

CAPREIT's management is responsible for selecting the Criteria, and for presenting the Subject Matter in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the subject matter, such that it is free from material misstatement, whether due to fraud or error.

#### EY's responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the Canadian Standard on Assurance Engagements ("CSAE") 3000, Attestation Engagements Other Than Audits or Reviews of Historical Financial Information ("CSAE 3000") and CSAE, Assurance Engagements on Greenhouse Gas Statements ("CSAE 3410"). These standards require that we plan and perform our engagement to obtain limited assurance about whether, in all material respects, the Subject Matter is presented in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.



We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

#### Our Independence and Quality Management

We have complied with the relevant rules of professional conduct / code of ethics applicable to the practice of public accounting and related to assurance engagements, issued by various professional accounting bodies, which are founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies Canadian Standard on Quality Management 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements, which requires us to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

#### Description of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making inquiries, primarily of persons responsible for preparing the Subject Matter and related information and applying analytical and other appropriate procedures.

#### Our procedures included:

- ▶ Conducting interviews with personnel to understand the process for collecting, collating and reporting the Subject Matter;
- ▶ Undertaking analytical procedures, making inquiries with relevant personnel, comparing data to underlying source information on a limited a sample basis, and reperformance of select calculations; and
- ▶ Checking presentation and disclosure of the Subject Matter in the Report.



We also performed such other procedures as we considered necessary in the circumstances.

#### Inherent limitations

Non-financial information, such as the Subject Matter, is subject to more inherent limitations than financial information, given the more qualitative characteristics of the Subject Matter and the methods used for determining such information. The absence of a significant body of established practice on which to draw allows for the selection of different but acceptable evaluation techniques which can result in materially different evaluation and can impact comparability between entities and over time.

The Greenhouse Gas (“GHG”) quantification process is subject to scientific uncertainty, which arises because of incomplete scientific knowledge about the measurement of GHGs. Additionally, GHG procedures are subject to estimation (or measurement) uncertainty resulting from the measurement and calculation processes used to quantify emissions within the bounds of existing scientific knowledge.

#### Conclusion

Based on our procedures and the evidence obtained, nothing has come to our attention that causes us to believe that the Subject Matter for the year ended December 31, 2025, is not prepared, in all material respects, in accordance with the Criteria.

Chartered Professional Accountants  
Licensed Public Accountants

April 30, 2026  
Toronto, Canada

#### Schedule

Our limited assurance engagement was performed on the following Subject Matter for the year ended December 31, 2025:

Subject Matter	Criteria <sup>1</sup>	Unit	Reported Value
Total Energy Consumption within the Organization	GRI 302-1	eMWh	676,965
Energy Consumption - Renewable Sources	GRI 302-1	eMWh	774
Tenant Energy Consumption	GRI 302-2 <sup>2</sup>	eMWh	119,805
Scope 1 GHG Emissions – Absolute	GRI 305-1 <sup>3</sup>	tCO <sub>2</sub> e	86,152
Scope 1 GHG Emissions – Absolute Biogenic	GRI 305-1	tCO <sub>2</sub>	62
Scope 2 GHG Emissions – Absolute	GRI 305-2	tCO <sub>2</sub> e	18,799
Scope 3 GHG Emissions – Absolute (Category 1)	GRI 305-3 <sup>4</sup>	tCO <sub>2</sub> e	827
Scope 3 GHG Emissions – Absolute (Category 3)	GRI 305-3 <sup>5</sup>	tCO <sub>2</sub> e	1,225
Scope 3 GHG Emissions – Absolute (Category 13)	GRI 305-3 <sup>6</sup>	tCO <sub>2</sub> e	12,968
Water Consumption – Absolute	GRI 303-5	m <sup>3</sup>	5,329,643

<sup>1</sup> Significant contextual information necessary to understand how the data has been compiled, including boundaries and exclusions, have been disclosed in the Report and the 2025 Environment, Social and Governance (ESG) Reporting Methodology (the “ESG Methodology”).

<sup>2</sup> As disclosed in the Report and the ESG Methodology, Tenant Energy Consumption is related to tenant-controlled electricity consumption only and excludes all other upstream and downstream categories of energy consumption outside of the organization.

<sup>3</sup> As disclosed in the Report, fugitive emissions from refrigerants are excluded.

<sup>4</sup> As disclosed in the Report, Scope 3 Category 1 represents only emissions associated with water withdrawn and excludes all other purchased goods and services.

<sup>5</sup> As disclosed in the Report, Scope 3 Category 3 represents emissions associated with transmission and distribution losses from purchased electricity and excludes upstream emissions of purchased fuel and upstream emissions of purchased electricity.

<sup>6</sup> As disclosed in the Report, Scope 3 Category 13 emissions for downstream leased assets include tenant-controlled electricity consumption and exclude emissions from any tenant-controlled natural gas consumption.

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