



SUSTAINABILITY REPORT 2019

Environmental Social Governance



Sustainability Policies

Environmental, Social, Governance, Tenant Relations, Employee Relationship and interface with our Communities as a whole



BOMA Best Certified

6 properties BOMA Best Certified as of December 31, 2019



LEED Certified

10 properties LEED Certified as of December 31, 2019



Operational

EV charging stations, waste management, Recycling programs



47 % of our employees are female

Women to comprise 25% of our board members by the 2021





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Letter from the CEO – Thomas J. Hofstedter



We are proud to present H&R REIT's first Sustainability Report. Although this is H&R REIT's first formal report, sustainability has always been part of our culture in every facet of our business. From acquisition to operations and management of our properties throughout our entire office, retail, industrial and residential portfolios and management of our relationships, with employees, tenants and community, sustainability has been a fundamental part of our focus.

At H&R REIT we have always viewed sustainability as our responsibility to our unitholders in terms of transparency, employees in terms of communication, engagement, collaboration and opportunity, to our tenants to provide them with healthy and positive working environments and to the greatest extent, to our communities in which we do business. With today's current COVID-19 environment, having a strong, integrated and forward-thinking sustainability program is of utmost importance. We are proud to report that our sustainability team has allowed us to rise to the challenges presented by the pandemic with professionalism and confidence.

Starting with this 2019 report, we are determined to report to you how our commitment to sustainability is manifesting itself in our portfolio and resulting in lasting changes for our properties, staff, stakeholders and communities at large.

We thank you for reviewing H&R REIT's inaugural Sustainability Report and welcome your comments and feedback as we continue our ever-changing journey through sustainability.

A stylized, handwritten signature in black ink, consisting of a large, fluid 'H' followed by a horizontal line and a small flourish.

Thomas J. Hofstedter
President & Chief Executive Officer



Introduction

H&R REIT's Sustainability Report highlights ESG initiatives and accomplishments for the 2019 calendar year. It encompasses office, residential, retail, and industrial assets owned by H&R REIT during 2019, including those owned for a portion of the year.

For 2019, H&R REIT has opted to report using selected Standards with a Global Reporting Initiative (GRI)-referenced claim. In addition the report includes indicators from the standards for Sustainability Accounting Standards Board (SASB) Real Estate sub sector. Both frameworks provide us the capacity to benchmark our performance REIT-wide, ensuring transparency and continuous improvement year-over-year.

Please refer to hr-reit.com for relevant supplemental financial and governance related disclosures.

Data Boundaries

H&R REIT reports on utility use and resulting GHG emissions for natural gas combustion (Scope 1 emissions), base building electricity and district steam use (Scope 2 emissions), and water and tenant-paid electricity use, where available (Scope 3 emissions).

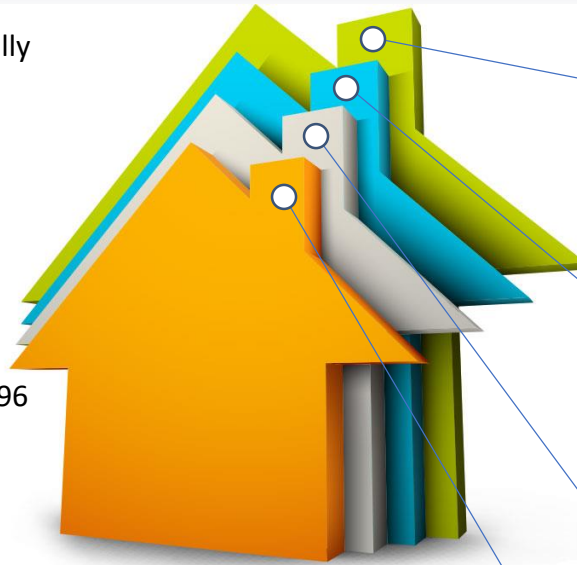
Utility use and emissions are reported based on H&R REIT's equity share (percentage ownership) of properties in their portfolio.

Data is compiled and reported via H&R REIT Utility Tracker, H&R REIT's cloud-based Energy Management Information System (EMIS).



About H&R REIT

- H&R REIT (TSX: HR.UN) is one of Canada's largest fully internalized real estate investment trusts with total assets of approximately \$13.4 billion at March 31, 2020. H&R REIT has ownership interests in a North American portfolio of high quality office, retail, industrial and residential properties comprising over 40 million square feet.
- The foundation of our success since inception in 1996 has been a disciplined business strategy. We have strived to lease our properties to creditworthy tenants on a long-term basis, including contractual rent escalations, and match those leases with primarily long-term financing.
- H&R REIT has one of the longest and strongest performance track records among Canadian REITs.
- H&R REIT's units (HR.UN) have traded on the Toronto Stock Exchange since 1996.



H&R REIT

Total Assets
\$14.5 billion

Office⁽¹⁾

34 Properties

~11,871,000 Square Feet

Retail⁽¹⁾

(Primaris)

319 Properties

~13,983,000 Square Feet

Industrial⁽¹⁾

90 Properties

~9,712,000 Square Feet

Residential⁽¹⁾

(Lantower Residential)

23 Properties

8,207 Residential Rental Units



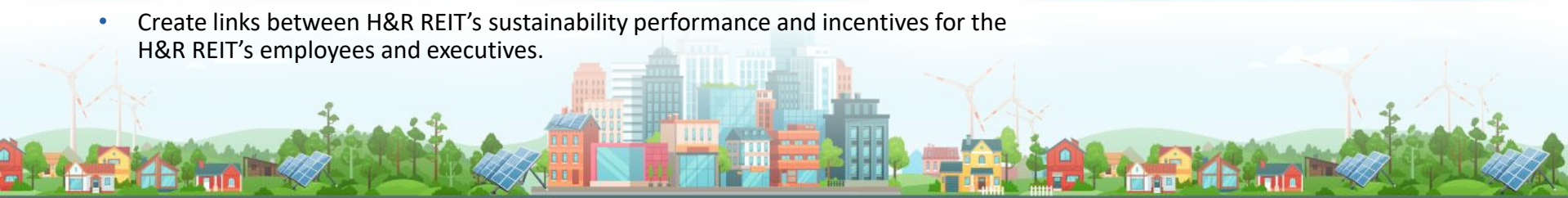
In 2019, H&R REIT formalized a Sustainability Policy in tandem with the executive and management teams that provide us with a framework to report, in a consistent and efficient manner, our commitment to drive performance and improvement.

The Sustainability Committee strives to:

- Support H&R REIT's sustainability commitments with specific policies and practices, both at the corporate and asset levels, embedded within key areas so that they become part of H&R REIT's "business as usual";
- Increase the coverage and scope of H&R REIT's monitoring and data collection to include more of H&R REIT's portfolio and more of the attributes relevant to sustainability;
- Increase the number of properties in H&R REIT's portfolio with green building certifications;
- Communicate our sustainability initiatives and targets to our stakeholders and showcase best practices we have instituted and be open about H&R REIT's successes and challenges, with a view to be a leader in the real estate industry;
- Manage the implementation and evolution of our policies and practices with oversight from our Sustainability Committee; and
- Create links between H&R REIT's sustainability performance and incentives for the H&R REIT's employees and executives.

"H&R REIT has for years driven value for their unitholders as an industry leader in energy efficiency at its properties. In 2019, H&R REIT implemented a Sustainability Policy, formalizing their commitments, and established a Sustainability Committee to support and drive action on those commitments. "

Jason Manikel, P.Eng., LEED AP - Energy Profiles Limited | EPL support H&R REIT with the development and management of their sustainability program



H&R REIT integrates sustainability priorities into decision making across all stages of an asset's lifecycle.

Strategic Planning

In line with our strategic planning processes, H&R REIT's executive team identifies and assesses material environmental, social and governance risks. Annually, the executive team reviews the key environmental, social and governance factors for the upcoming years.

Acquisitions

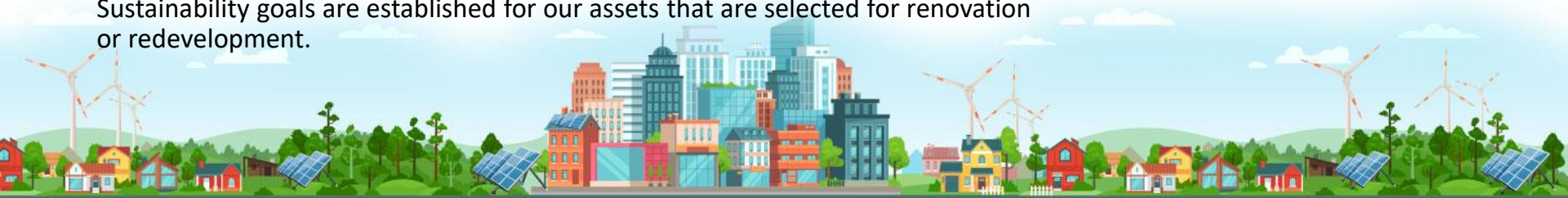
H&R REIT has well established governance structures such as the Management and Board Investment Committees to oversee and approve acquisitions as part of standard due diligence.

Asset Management

By applying Sustainability and Environmental guidelines for Operations, our Property Operations and Asset Management departments integrate sustainability opportunities into their daily management and tracking processes.

Development

Sustainability goals are established for our assets that are selected for renovation or redevelopment.



This Sustainability Report is divided into 3 Sections:

Environmental

The Environmental section provides an overview and highlights of the environmental impact of our business activities as asset and property managers. For greater detail please refer to the Supplement found on our website.

Social Factors

The Social Factors section focuses on our personal interactions with our employees, tenants and customers in the communities in which we operate.

Governance

With a diverse and experienced Board of Trustees, high disclosure standards, and strong governance practices, we are committed to maintaining the highest ethical standards as one of Canada's leading real estate companies.





ENVIRONMENTAL



SUSTAINABILITY REPORT 2019

Environmental Social Governance

Green Buildings - Design, Procurement and Operations

Recognizing that buildings account for a significant component of energy consumption in the world, H&R REIT is committed to reducing energy usage and the overall environmental footprint of its portfolio.

10 of H&R REIT's properties have LEED Certification, some as part of the initial development of such properties and others through subsequent renovation projects undertaken by H&R REIT.

As of 2019, 6 H&R REIT properties have been certified under BOMA's Canadian Green Building System: BOMA BEST.

H&R REIT's sustainability committee continues to look for ways to certify more properties under green building rating systems.

33% of H&R REIT's portfolio has been certified, with 75% of the office component being certified.

In effort to decrease its footprint, Lantower Residential is rolling out "paperless" operations (leases, invoices, rent payments, DocuSign, etc.) across its multifamily portfolio.



LEED Certified

10 properties LEED Certified as of December 31, 2019



BOMA Best Certified

6 properties BOMA Best Certified as of December 31, 2019



Our Buildings - Certifications

LEED Certified: 10 properties (as of December 31, 2019)



145 Wellington Street West	Toronto	ON	Gold
320 Front Street West	Toronto	ON	Platinum
Corus - 25 Dockside Drive	Toronto	ON	Gold: Shell and Core
7900 Airport Road	Brampton	ON	Gold
Hess Tower - 1501 McKinney Street	Houston	TX	Platinum
ONE60 Elgin- 160 Elgin Street	Ottawa	ON	Gold
26 Wellington Street East	Toronto	ON	Platinum
Bell Campus Phase III - 5025 Creekbank Road	Mississauga	ON	Silver
2 Gotham Centre - 42-01 28th Street	Long Island City	NY	Gold: Shell and Core
Jackson Park - 28-16 Jackson Avenue	Long Island City	NY	Silver

BOMA BEST Certified: 6 properties (as of December 31, 2019)



Bell Campus Phase I - 5099 Creekbank Road	Mississauga	ON	Silver
Bell Campus Phase II - 5115 Creekbank Road	Mississauga	ON	Silver
Bell Campus Phase III - 5025 Creekbank Road	Mississauga	ON	Gold
Park Place - 501 1st Avenue South	Lethbridge	AB	Platinum
200 Bouchard Boulevard	Dorval	QC	Silver
100 Wynford Drive	Toronto	ON	Silver

Corus Quay was the first **LEED Gold** building on Toronto's waterfront, designed by Diamond Schmitt Architects. Corus Quay is home to one of Diamond Schmitt's '**Nedlaw Living Wall**' plant installations, a Canadian invention.

The 'Living Wall' is not only appealing to the senses but the 5-storey tall vertical tropical garden also acts as a biofilter, cleansing the indoor air of carbon monoxides, moulds, bacteria and volatile organic compounds. Other sustainable initiatives featured at Corus Quay are a green roof and a grey water recycling system for rainwater.

Partnering with Enwave –Enwave operates a Heating and Cooling plant in the Building that supplies all the heating and cooling to the Building and surrounding properties. The plant has the potential to be a hub for district energy loop serving Toronto's Eastern Bayfront district.



H&R REIT's renovation project to ONE60 Elgin contributed to ONE60 Elgin's receipt of several awards, certifications and reductions in utility usage. ONE60 Elgin is the first Large Building in Canada to get the Gold certification with the new Version 4 of LEED and nominated for the CaGBC Ontario Green Building Excellence and Leadership Award- Existing Buildings category for Canada.

Other Highlights:

- New front façade was built incorporating bird frit, making it the first truly bird friendly building in Ottawa
- 45% waste diversion rate and 45% reduction in water usage
- Combined facility maintenance/renovation diversion rate of 94%
- 69% reduction in lighting associated mercury
- 85% environmentally preferable janitorial products
- An Energy Star rating of 85
- 4 EV Charging Stations and 150 bicycle spots



“H&R REIT consistently redefines industry standards and often takes the road less travelled in their ongoing effort to become more sustainable. It is clear that being green is at the forefront of decision-making, and that is a breath of fresh air.”

Chris Yates, C.E.T., LEED® AP is principal, sustainability specialist and Lydia Nazeer, B.Eng., is the building science consultant at Morrison Hershfield.



Park Place Shopping Centre in Lethbridge, Alberta achieved **BOMA BEST – Platinum** for 10 consecutive years.

The Park Place team were the recipients of the **Certificate of Excellence** and **The Outstanding Building of the Year (TOBY)**, at both regional and national levels BOMA Canada 2018, culminating to **The International Outstanding Building of the Year Award** (BOMA International) in 2019. Within the commercial real estate industry, the **TOBY** is one of the most prestigious and comprehensive programs of its kind.

The program rewards excellence in building standards, community impact, tenant relations, energy conservation, environmental, regulatory and sustainability, emergency preparedness/security standards and training of building personnel.



Park Place is also home to a sustainable rooftop vegetable garden. The garden is made from shipping skids, fertilized from organics from food court vendors, watered from harvested rainwater, and 80 lbs+ of vegetables is donated annually to Lethbridge Foodbanks.

The rooftop rain barrels capture an estimated 700 gallons per year. The garden has also resulted in approximately \$7,000 per year in organics diversions from food court vendors.



The Creekbank Campus consists of multiple buildings tied together on 26 acres in a park-like setting. The Mississauga Transit Creekside Rapid Transit Station is tied directly to the property thru an indoor pedestrian bridge.

The site features 10 MW of low emissions power generation, as well as state of the art lighting and building automation systems. The Creekbank Campus features a 5-acre Green Roof, that includes naturalized walking paths, butterfly gardens, a bee hive, and outdoor seating areas. The Campus is home to a 2-acre Storm Water Management Pond. The pond attracts many species of wildlife, while filtering all storm water drainage from surface parking areas, parking garages and roof tops throughout the site, before flowing into the Etobicoke Creek.

Other highlights include three 60' 'Living Walls' that provide oxygen enriched air to the main atrium area, 30 EV charging stations, and 70 indoor bicycle spaces.



The Phase III property is LEED Silver and the balance of the Campus is BOMA BEST Silver and Gold certified. Creekbank Campus is the first property of its kind to attain Platinum status in Sustainability by the Recycling Council of Ontario.

The Creekbank Campus was one of the first commercial sites in Canada to implement day time cleaning, allowing for significant energy savings on lighting. The site uses Eco Certified Cleaning Products exclusively, and provides cleaning staff with monthly training green cleaning and best practices.

These Campus participates in the ICI (Industrial Conservation Incentive) program which de-loads the provincial electricity grid so that the electricity generators do not have to run or build more generating stations thereby reducing emissions on a provincial scale.



River Landing | 1400 NW North River Dr., Miami, FL

River Landing is H&R REIT's multi-use residential, retail and office project being developed on the Miami River. Within the Mid River District of Miami, the strong selection of outdoor concepts and spaces are intended to promote a pedestrian culture along the riverfront.

Highlights of the sustainability aspects of this development project are:

Scheduled to receive **LEED Silver** Designation

2,000 linear ft of pedestrian River Walk and Riverfront dining

Riverwalk Park - Pioneering Culture as Mid River's Community Green Space (designed by Savino Miller Landscape Architects)

River Landing is expected to inject the area with culture through concerts, performances, markets, fitness and yoga classes, family workshops, dog friendly activities and other community initiatives



Shoreline Gateway is the first LEED-ND (Neighborhood Design) project in the City of Long Beach.

The project, scheduled to receive a LEED Silver Designation, exhibits the qualities of a sustainable living environment offering fresh air intake, low-VOC materials, recycled content, and other elements to enhance the living experience.

Walk Score of 92.

Energy Star appliances.

Located in the East Village Arts District – a hip, urban and rapidly changing neighborhood with all of the elements for accelerated growth, including excellent walkability to the beach, the metro, a Vons grocery store, and major public and private developments.



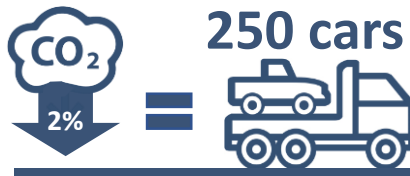
Climate Change and Carbon Emissions

H&R REIT has tracked and reported on utility use and emissions for the majority of H&R REIT office properties since 2013. H&R REIT reported to the Carbon Disclosure Project (CDP) in 2018 and 2019, reflecting 2017 and 2018 performance, respectively.

In 2018 H&R REIT scored better than all but two of 11 Canadian REITs in 2019 CDP Reporting. To further illustrate our progress, H&R REIT achieved a 6.1% reduction in Scope 2 (indirect – electricity and district steam) emissions and a 2.2% year-over-year reduction in combined Scope 1 (direct – natural gas combustion) and Scope 2 (indirect – electricity and district steam) emissions (2018 vs. 2017).

In 2020, H&R REIT has expanded our reporting boundary to report utility consumption and emissions wherever H&R REIT has control over utility use and/or is able to access utility data. The result is an increase in data coverage from 22% of 2018 usage (CDP 2019 Reporting) to 62% of 2019 usage (CDP 2020 Reporting).

H&R REIT's like-for-like Greenhouse Gas (GHG) market-based emissions decreased by 2% in 2019 compared to 2018; equivalent to taking 250 passenger vehicles off the road².



CDP Highlights



2.2%

Reduction in Scope 1 and Scope 2 emissions in 2018 vs. 2017 (CDP 2019 Reporting).

² Greenhouse Gas Emissions from a Typical Passenger Vehicle (United States Environmental Protection Agency, 2018)



"Having collected and reported investor grade utility and emissions data since 2013, H&R REIT drives ever-improving energy, water and GHG emissions performance at their properties."

Neal Bach, President, Energy Profiles Limited / EPL manages H&R REIT Utility Tracker, H&R REIT's cloud-based Energy & Sustainability Performance Management System.

H&R REIT's like-for-like electricity use decreased by 4% in 2019 compared to 2018; this reduction is equivalent to the electricity use of 800 single-family homes in Ontario⁷.



⁷ OEB Report: Defining Ontario's Typical Electricity Customer (Ontario Energy Board, 2018)

H&R REIT's like-for-like water use decreased by 5.6% in 2019 compared to 2018; equivalent to the annual household water use of 229 people⁸.



⁸ How much water do I use at home each day? (U.S. Geological Survey)



Electronic Recycling Program



E-waste only occupies **1%** of our landfills, yet accounts for **65%** of the harm done to the environment.



50 million tonnes of e-waste is produced globally per year.

= 425 CN towers

- As part of H&R REIT's commitment to recycling, ElectroBac bins for e-waste have been placed at various properties.
- Certified by the Recycler's Qualification Office (RQO)
 - All e-waste materials collected are processed in Canada
- Each ElectroBac smartbin is an EPRA-certified depot point for e-waste recycling
- Certified by ComplyWorks (health & safety)



Electronic Recycling Program

Location	Amount recovered (lbs)	Number of items collected
320 Front Street West	140	813
25 Sheppard Avenue West	80	464
145 Wellington Street West	12	71
ONE60 Elgin - 160 Elgin Street	62	357
Bell Campus Phase I – 5099 Creekbank Road	153	888
Bell Campus Phase II – 5115 Creekbank Road	84	486
Bell Campus Phase III – 5025 Creekbank Road	92	536
TOTAL	623	3615

Data provided by ALLGREEN RECYCLING CARBON FOOTPRINT CALCULATOR

The e-waste recovered from H&R REIT Electrobacs are equivalent to:



274
Mature trees saved



4,554
Litres of oil saved



10,272
Recycled plastic bottles





SOCIAL



SUSTAINABILITY REPORT 2019

Environmental **Social** Governance

Tenants have become much more attentive to energy performance and the carbon footprint of the properties they occupy. This recognition, together with the recognition that resource consumption, waste generation and other sustainability issues to a large extent result from tenants activities, has led to the implementation of many projects in partnership with our tenants to maintain higher-quality, energy efficient buildings. Examples of these efforts include:

- At the Bow – all T8 lighting fixtures in the 6 level parkade were replaced with LED lighting fixtures to reduce the annual electrical consumption by 820,000 kWh
- Telus Burnaby achieved Energy Star of 100% in 2019, confirming excellent energy consumption
- At TC Energy Tower:
 - The main building shower facility hot water tanks were retrofitted from electrically powered tanks to natural gas
 - All stairwell, parkade and lobby lighting was replaced with LED lighting
 - A small condenser boiler was added to the mechanical plant to heat the building during shoulder seasons instead of using the large boiler systems
 - The original chiller plant was replaced with new magnetic bearing chillers
- In our Residential division, J Turner Research and Reputation.com was engaged to monitor resident satisfaction to ensure resident well-being and high-levels of customer service and Health & Fitness class programming (i.e. yoga and other fitness) are offered free of charge to residents



Employee Engagement and Development

- At H&R REIT, we believe that satisfied employees will be more efficient and energetic in their work and become strong leaders both at work and in our communities. H&R REIT recognizes that we are only as strong as the people who work with us. With more than 750 employees in over 6 Provinces and 4 States, it is fundamental that our culture and values are well described and easily integrated.
- As such, we focus on helping our staff advance and achieve both their career and other lifetime goals. Each year we engage with every employee to discuss their goals and where we can facilitate those initiatives. Job placements are first offered to staff internally to allow movement and growth within the organization, thereby enabling our staff to learn and acquire new skills and achieve personal development. We have assisted employees with time off and flex hours where they have outside interests and goals, including training for and competing in the Olympic games and provide leave of absence to do a tour of duty in Afghanistan. We also have programs to encourage volunteer hours/ continuing education/ physical fitness.
- We are pleased to advise that our residential division, Lantower Residential, is “Best Place to Work” certified.



H&R REIT values the health, well-being and safety of our employees. To that effect, we (have) provide(d) the following perquisites:

- Extended health and dental coverage
- Employee assistance programs
- Travel and life insurance coverage
- Accommodations for leaves of absences
- Health and well-being seminars
- Professional fees paid
- Contributing to relevant professional development courses
- Events to foster team building
- Flex hours
- Computer laptops, as required
- Safety equipment and apparel
- Accommodations for religious holidays
- First Aid Training, WHMIS Training, Health and Safety Committees
- Building Operators receive additional training including Scissor Lift Training, Working at Heights/Fall Arrest Training, Confined Space Training
- Head office gym



Making the World a Better Place One Beehive at a Time

The importance of bees goes well beyond consuming the delicious honey they produce. A great number of plants we need for food rely on pollination by bees. Bees are essential for stable, healthy food supplies of almonds, apples, broccoli and cherries to name just a few. Bees as pollinators are also vital to creating and maintaining the habitats and ecosystems that many animals rely on for food and shelter.

Due to the growing public and political concern at bee decline around the world, H&R REIT decided to take action by partnering with a Canadian beekeeping company. With the full support and engagement of all our tenants, beehives were installed on the roof tops of two of our Downtown Toronto office towers, Creekbank Campus and ONE60 Elgin.

Our beekeepers inspect the hives regularly to ensure the bees are healthy. At the end of each beekeeping season, they remove 75% of the honey, leaving 25% for the bees to feed off of during the winter months. The honey that is removed is jarred and then sold to our tenants and other building partners, such as contractors and suppliers, with all proceeds going to a local children's charity.

It is a sweet win for all !



2020 Honourees – Women Lead Here

H&R REIT is proud to have been recognized by “Women Lead Here” highlighting the emphasis H&R REIT places in diversity and inclusion. H&R REIT was in the top 4 of the 500 largest publicly traded companies in Canada with respect to the percentage of women in executive roles, clearly leading the way towards executive gender equity.

33% of our Tier 2 Executives and 40% of our Tier 3 Executives are women. Overall 47% of our North American workforce are women. As well, as of our 2021 Annual General Meeting (AGM), 25% of our Board of Trustees will be women.

H&R REIT also recognizes that to be successful in a multi-cultural world, we must embrace and adopt diversity outside of gender, including disability, age, ethnicity, business experience, sexual orientation and the like. We work to bring all these influences into our environment and help each achieve their goals and aspirations.



H&R REIT's enclosed shopping centres in Canada, (managed by their wholly owned division, Primaris), are strategically located in major secondary cities and are the core of their communities. Some examples of recent community partnerships include:

- **Orchard Park Mall in Kelowna, British Columbia** hosts an annual golf tournament in support of the local chapter of the **Canadian Mental Health Association (CMHA)**. Through this tournament, they have raised more than **\$450,000 over 5 years**, which helped fund a new kitchen for the CMHA Wellness Centre as well as a "Discovery College".
- **Place du Royaume in Chicoutimi, Quebec** administers a foundation that provides **bursaries from \$1,000 to \$5,000** to aspiring students from the community to attend the **University of Quebec**. For the last 30 years, the foundation has provided over **\$880,000** in assistance.
- **Stone Road Mall in Guelph, Ontario** provided the vacant Sears location free of charge to **The Foundation of Guelph General Hospital's** annual "Black Tie Bingo" fundraiser. What made this so special was that the event was in jeopardy of being cancelled when their regular venue experienced major water damage less than 3 months prior to the event. The event was a huge success, raising over **\$270,000** for The Foundation.



Community Partnerships

In addition, H&R REIT is proud to support the efforts of our residential division, Lantower Living to Giving program. Lantower's corporate and on-site staff participate in charity initiative and programs through its charity arm, Living to Giving. Recipients/partners include:

- Habitat for Humanity,
- Save the Children,
- North Texas Food Bank,
- Lide Hooe Elementary School,
- Family Gateway, Semillitas and others.





GOVERNANCE



SUSTAINABILITY REPORT 2019

Environmental **Social** Governance

As one of Canada's largest Real Estate Investment Trusts, H&R REIT is committed to sound corporate governance principles. To that end, H&R REIT has established policies governing the tenure and constitution of our Board of Trustees which will enhance the diversity and reduce risk for our organization. Management and the Board will review H&R REIT's corporate governance practices regularly to ensure that they align with best practice and provide strong transparency to our unitholders.

Highlights:

- The tenure for all new trustees is limited to 10 years
- Trustees who have served longer than 10 years have to resign by 2021 AGM
- Two new Trustees to be elected at 2020 AGM – Ms. Brenna Haysom and Mr. Marvin Rubner
- With the addition of Brenna Haysom, women will represent close to 25% of our Board
- Independent Board Chairperson
- Say on Pay vote (92% support for 2018) strongly supports executive compensation
- Minimum unit ownership for Trustees, CEO and CFO
- Clawback policy applicable to all incentive compensation



Whistleblower Policy

To ensure a culture that holds business and personal ethics to the highest standards, H&R REIT has established and maintained a Whistleblower Program that allows officers and employees to bring forward, on a confidential and anonymous basis, any concerns regarding the Trust's internal controls and legal and regulatory compliance.

Code of Business Conduct and Ethics

H&R REIT prides itself on its commitment to a culture of honesty, integrity and accountability and strives to operate in accordance with the highest ethical standards and applicable laws and regulations. H&R REIT created a Code of Business Conduct and Ethics that outlines the ethical principles that should guide all employees of H&R REIT in their daily work.

All employees must attest that they agree to comply with these requirements annually. We ensure that we receive 100% response rate.



Message from our Sustainability Committee

For years our team here at H&R REIT, from property operating staff to executives, has embedded sustainability practices within key areas so that they become part of H&R REIT's "business as usual". 2019 marked our commitment with the formal implementation of our Sustainability Policy and Sustainability Committee. Through the hard work and initiative of not only our Sustainability Committee, but all employees and partners, sustainability considerations have been systemically embed within H&R's decision making and performance evaluation.

We are proud to share with you our inaugural Sustainability Report. We will use this report as our foundation as we journey through, with our employees, tenants, unit holders and community at large, the ever changing landscape and challenges we face.



Michael J. Boyes

Vice President of Sustainability & Special Projects





Growing in sustainability



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