

2022 NORTHWEST HEALTHCARE PROPERTIES

# Sustainability Report

# Contents

## p3 Introduction

Letter From the CEO  
About Northwest  
Northwest Overview  
Vital Healthcare Property Trust

## p9 Sustainability Strategy

ESG Policy  
Sustainability Framework  
2022 Summary  
Ambitions

## p15 Our Initiatives

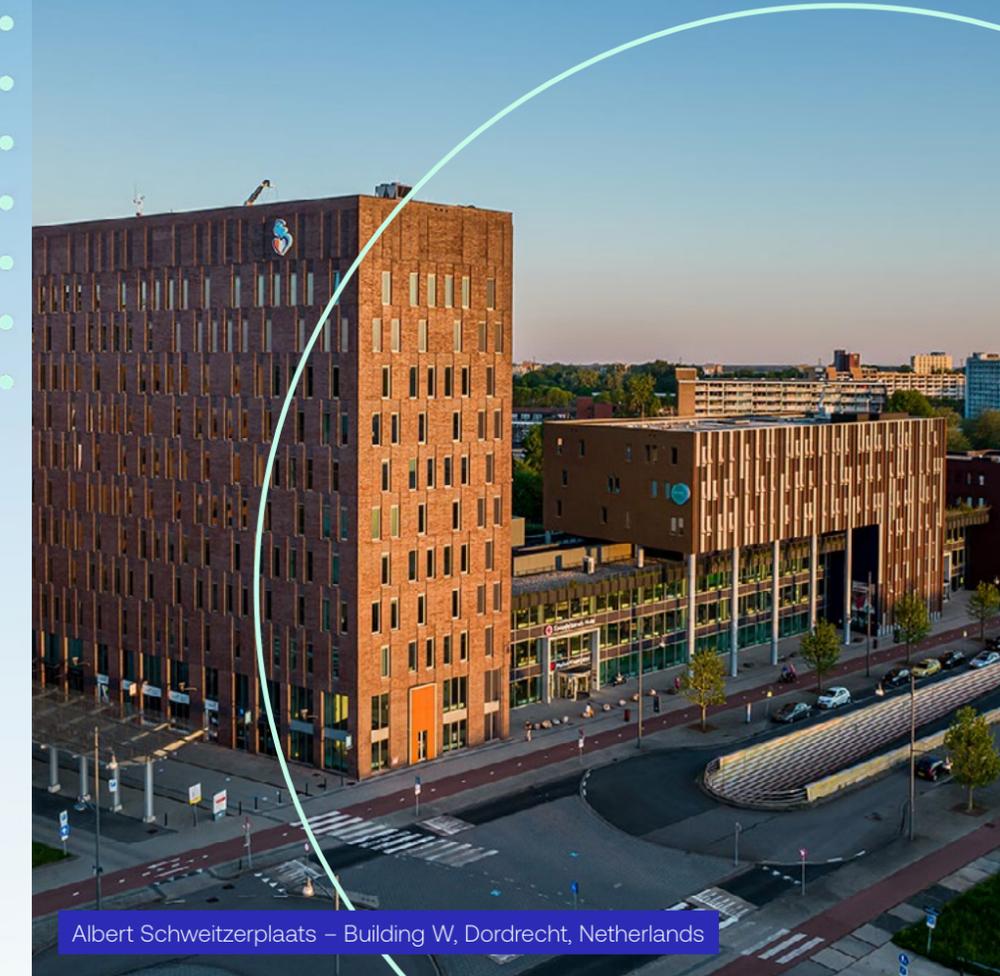
Thriving Partners  
Inclusive Company  
Strong Communities  
Healthy Planet  
Enablers

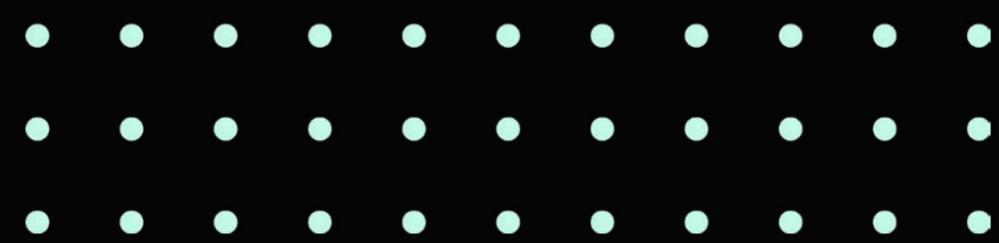
## p52 Appendices

### On the Cover

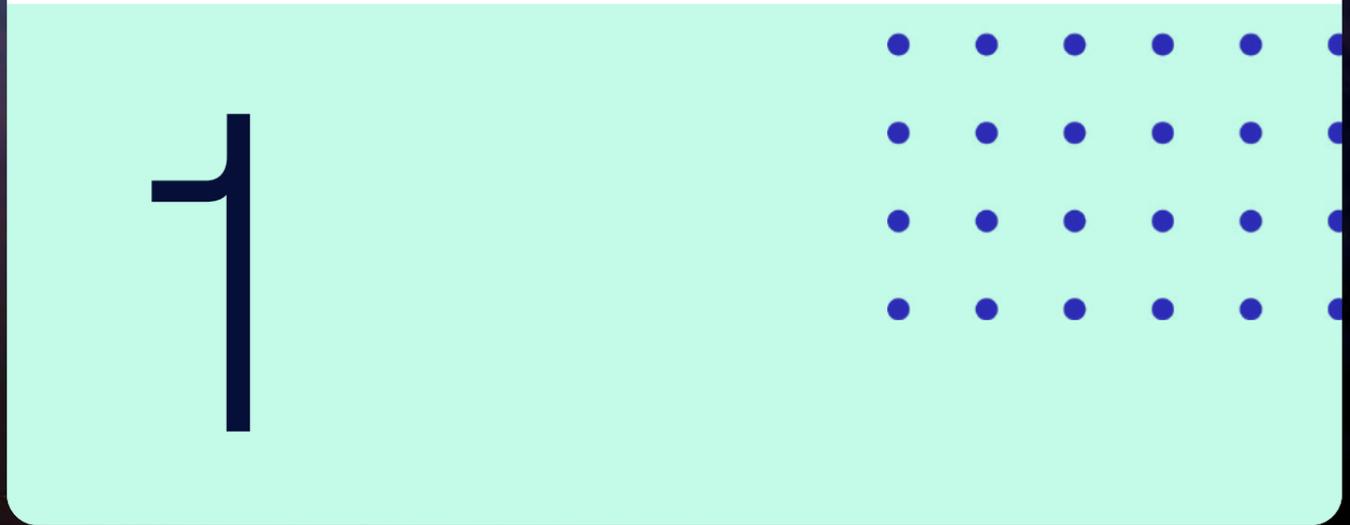
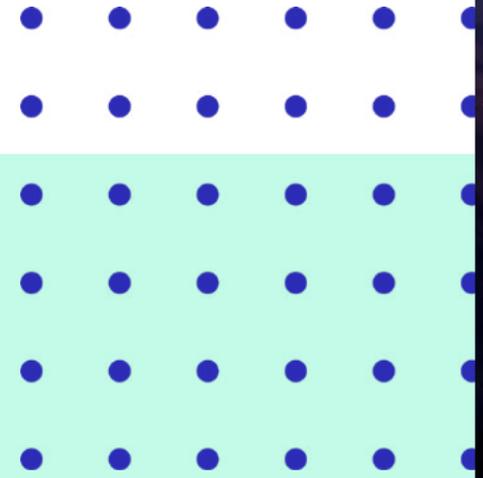
Wakefield Hospital, Wellington, New Zealand

Stage 1 of the Wakefield Hospital redevelopment recently won an Excellence Award at the New Zealand Property Council Industry Awards for innovations including earthquake resistance, efficiency features, and natural light.





# Introduction



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# Reflecting on a Year of Progress

Northwest Healthcare REIT made tangible progress in 2022 toward the goals we set last year, and I am very pleased to present our second annual Sustainability Report. Our achievements included:

- Updating our branding to better and more accurately reflect who we are and what we stand for
- Surveying our tenants and our employees globally on a wide range of issues, including their views on sustainability
- Researching and documenting our current energy usage at 97% of our landlord-controlled properties

As this report will show, there is much more going on. We remain focused on collecting data on energy type and usage, waste disposal, regulatory compliance, and other factors that will inform our long-term goals. We are training staff and preparing to implement pilot programs to stress-test our strategy. We are not just maintaining our momentum on sustainability; we are picking up speed.

This year's report also goes into more detail about Northwest employees and the work they have done in furtherance of our Environmental, Social, and Governance (ESG) efforts. Our

employees and management have always understood the need for sustainable business practices and have undertaken many initiatives on their own over the years. But, as we grew and acquired new properties in new regions, we recognized the need for a consolidated, codified plan for the entire company.

That realization led to a major rebranding—the long, thorough, and thoughtful process of defining what Northwest stands for as a company and how we want to show our face to the public, particularly our stakeholders. This report summarizes the rebranding process and how it helped us find our direction and craft our brand promise, in addition to creating a modern visual identity.

Another critical step was the completion of our first global, company-wide tenant and employee surveys. Naturally, when you ask people what they think of you, you must be prepared for the answers. We are up to the challenge, and in potential areas of improvement, we are working with our tenants to find an acceptable balance that meets the business needs of both sides.

Sustaining momentum doesn't just mean moving forward with new ideas, it also means not slipping backward in areas of prior progress. Sustainability remains a priority for

the full Board of Directors, which is responsible for overseeing our sustainability strategy and approach to ESG matters.

Planning and executing an all-encompassing sustainability strategy is hard work for a company that serves as many diverse markets as we do. It's when the whole massive undertaking begins to come together, and real progress is made, that we allow ourselves a moment to appreciate what we've done. Then it's back to work—work that will be the foundation of next year's report.

**PAUL DALLA LANA**  
Northwest Founder, Chairman, and Chief Executive Officer



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**We are not just maintaining our momentum on sustainability; we are picking up speed.**

# Who We Are

## Global Leader in Specialized Healthcare Real Estate

Founded in 2003 and publicly traded since 2010, Northwest Healthcare Properties REIT (TSX: NWH.UN) is a global real estate investor and asset manager focused on properties and partnerships at the intersection of healthcare, knowledge, and research. We're a real estate investment trust with more than \$10 billion of assets under management. We own and operate a portfolio of more than 230 high-quality properties with a focus on hospitals, clinics, and medical office buildings (MOBs) across Canada, the United States, Brazil, Germany, the Netherlands, the United Kingdom, Australia, and New Zealand.

### Connecting place and possibility in healthcare, education, and research,

Northwest's properties are where innovative solutions are created, refined, and delivered to the communities in which we operate.

Our leadership team promotes value-add partnerships and demonstrates execution excellence and deep expertise. With more than 300 professionals in eight countries, we bring a global view, local capabilities, and a long-term goal of serving as a real estate partner of choice for leading healthcare-oriented organizations.

Our sustainability strategy is grounded in the conviction that ESG topics are at the heart of the value we deliver to stakeholders.

Our sustainability commitments help us amplify our collective impact, empowering our partners, enabling the next generation of the workforce, and engaging in the sustainable evolution of healthcare.

We believe creating, renewing, and enhancing healthcare infrastructure sustainably positively contributes to standards of care and enables our tenant partners to deliver critical services where they're needed most.

Assets under management (AUM)

\$10.6B

Properties

233

Tenants

2,100+

Occupancy

97%

Total square feet

18.6M

Weighted Average Lease Expiry (WALE)

14 Years

Countries represented in Northwest's portfolio

8

Number of employees

300

All figures as of September 30, 2022

# Connecting Place and Possibility

Rebrand process yields compelling messaging and a bold look that reflect our commitment to innovation, excellence, and sustainability.

Since our founding in 2003, Northwest has been on a constant growth trajectory that has seen us surpass many milestones, from expanding globally to becoming publicly traded to merging our Canadian and international operations—all without deviating from foundational principles that have always included sustainability.

In two decades, Northwest—and the world around us—has changed dramatically. It was time for a rebranding that would give us a new look and a new way to talk about ourselves, and it needed to reflect our commitment to the health of the earth itself.

## Mission accomplished

After an extensive consultative process, involving a variety of internal and external stakeholders, in Q3 2022 we debuted our new branding, including new brand guidelines, a refreshed website, and a bold, modern logo that will help us stand out among our competitors.

We also crafted our brand promise, a short phrase that gets to the heart of everything we do and say: **Connecting Place and Possibility**

That promise means we will be dynamic stewards of our healthcare properties and that we will fulfill our promise by being willing, trustworthy, thoughtful, insightful, intentional, and inclusive. We will continue to embrace challenges, focus on the people that make us, never lose sight of the big picture, and incorporate diverse opinions within an inclusive environment.

This is not new to us—the principles we communicate to the world are the same ones we were founded on. What has changed is the broader recognition of sustainability principles and how important they are to our communities, our tenants, and our investors. We feel our new branding also incorporates those sustainability principles.

Before showing our best face to the world, we had a lot to do behind the scenes. We worked with expert advisors and solicited views from across the organization to develop the components of our brand, particularly the underlying values that translated into our corporate voice and character.



To highlight the characteristics that have carried us from our early years as an innovative upstart to our current position as a global leader, we set out four principles:

### Challenges Make Us

Our entrepreneurial mindset inspires us to go above and beyond and embrace new ways to deliver, instilling a gritty spirit in those who work with us, and for us, and a confidence in our results.

### People Move Us

We dedicate ourselves and our resources to fulfilling our promises, each and every time, offering our partners, internal and external, an unmatched mutuality and consistency in our collaborative relationships.

### We Embrace the Big Picture

We hold a deep understanding of, and passion for, healthcare real estate, bringing expertise and ideas to the future of the landscape and our leading role in shaping it.

### We Grow from Diversity

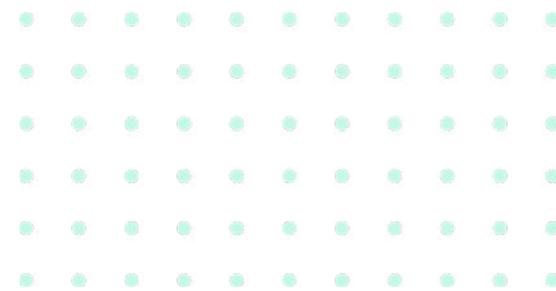
In achieving our vision of impacting healthcare real estate for the greater good, we believe a diversity of talent, backgrounds, and skills will lead us with purpose in our growth.

These values are a commitment we have made to ourselves, our investors, our tenant partners, and other stakeholders, a promise that we are and will remain dynamic stewards of the special places that make up our portfolio.

Once we established our core values, the next step in rebranding was to define our personality and our voice:

### BRAND PERSONALITY ATTRIBUTES

Open  
Active  
Insightful  
Bold  
Modern  
Forward



### BRAND VOICE

#### Willing

We don't back down from a challenge or the hard work needed to build an enduring global brand. To us, every "no" is a chance to reach a smarter "yes"—and that spirit is how we innovate.

#### Insightful

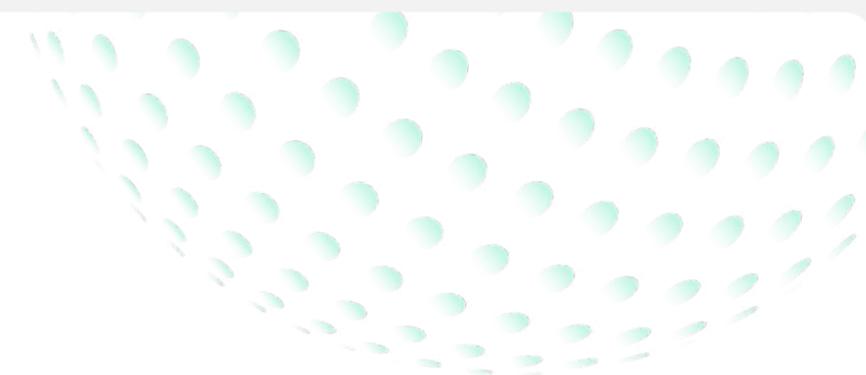
We take the time to understand living, breathing social infrastructure systems all around the world, because thoughtful attention to detail helps us understand what's around the corner, before others can see it.

#### Trustworthy and Thoughtful

These traits are the key to the enduring relationships—with employees, tenants, patients, and communities—that define who we are.

#### Intentional and Inclusive

We understand that fulfilling global ambitions requires diverse points of view from every region we operate in, because without them, there's no way to create the relationships that we depend on for success.



NORTHWEST HEALTHCARE PROPERTIES SPOTLIGHT

# Vital Healthcare Property Trust

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**Ehara tāku toa I te toa takitahi, engari he toa takitini.**

*My strength is not as an individual, but as a collective.*

—Whakataukī  
Māori proverb

In New Zealand, Northwest is represented by Vital Healthcare Property Trust, a strategic investment made in 2011 that now represents more than one-quarter of our assets under management.

Vital was a natural fit with Northwest for many reasons, including its experience in the healthcare REIT ecosystem. Vital and Northwest also share a deep commitment to a sustainable future and to environmental, social, and governance issues.

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As the third-largest listed property group, what Vital and its manager, Northwest, does and says carries significant weight in New Zealand," said Aaron Hockly, Vital Fund Manager. "The rising importance of ESG to investors, regulators, tenants, patients, financiers, and other stakeholders means we need to consider sustainability as part of everything we do. **Sustainability has quickly moved from being an optional add-on to core business.**"

One of the key advantages Vital brings to the partnership is its location. Because it is an island nation that must import much of its fossil fuel, New Zealand is much further along than many countries in areas like renewables and energy conservation, and numerous green initiatives have become law—for example, New Zealand

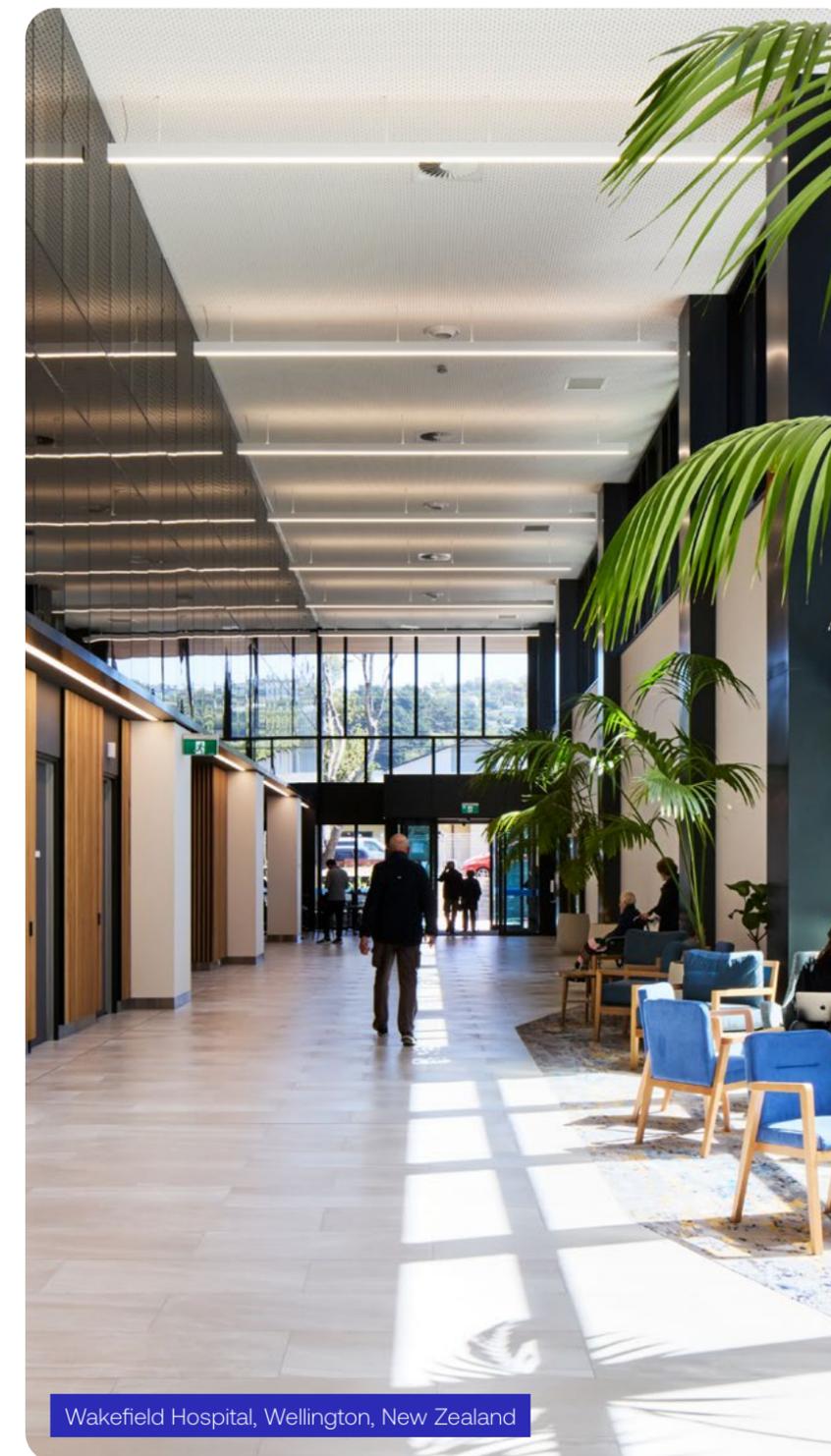
was the first country to mandate TCFD reporting for listed entities, and through the acceleration of these initiatives and regulations in New Zealand, Vital will be positioned to test management and delivery.

Corporate synergies have also gotten a boost from Vital's membership in the Property Council of New Zealand and the New Zealand Green Building Council, relationships that yield valuable insights into real estate sustainability trends for both Vital and Northwest as a whole. In 2022, Vital's GRESB score was 80 and it achieved a 5-Star ESG rating, ranking it in the top quartile for listed healthcare entities.

## Vital Represents

**27%** of Northwest assets under management

**10%** of Northwest balance sheet assets



# Sustainability Strategy

2

# Environmental, Social, and Governance Policy

Northwest has developed and instituted an ESG policy aligned with its commitment to prioritizing ESG:

## Purpose

Northwest Healthcare Properties Real Estate Investment Trust (the “REIT”) is committed to making its approach to ESG policy more manifest, deliberate, and measurable. ESG is of paramount importance to the REIT and will help amplify the REIT’s collective impact by empowering the growing ambitions of the REIT’s partners, enabling the next generation of the workforce, and engaging in the sustainable evolution of healthcare.

## Responsibility and Monitoring

The Board of Trustees (the “Board”) is responsible for the REIT’s strategy and approach to ESG matters.

The REIT has created committees and management systems to support effective decision making and accountability of its ESG goals, targets, and ambitions. The execution and supporting processes shall be managed by the REIT’s Sustainability Committee,

comprising both corporate and regional employees. This committee reports to the Chief Administrative Officer, who in turn updates the REIT’s Global Leadership Team and Board regarding material sustainability issues, climate risks, and developments.

The Board shall review and approve the REIT’s ESG strategy annually and receive quarterly reports from management on the REIT’s progress on ESG initiatives.

## ESG Commitments

The REIT’s business activities impact a range of key stakeholders, including employees, investors, healthcare professionals, partners, and the communities where the REIT operates.

## Who We Serve

We have organized our approach into four strategic pillars: our tenants, our planet, our people, and our communities.





## Environmental

The REIT aims to protect the environment by reducing the environmental impact of its business activities. The REIT is committed to five environmental goals:

- **Green practices:** Create sustainable operations across the REIT’s portfolio and corporate offices by supporting renewable energy initiatives, reducing emissions and waste, and saving on energy costs
- **Data and technology:** Leverage IT assets to assess and understand the REIT’s environmental impact at its properties, corporate offices, and communities
- **Emission reduction:** Track and limit the direct and indirect greenhouse gas (GHG) emissions that the REIT generates through its operations, developments, and re-developments to minimize the adverse environmental and human health impacts of global warming
- **Impact mitigation:** Track, manage, and mitigate against the adverse impacts of climate change to the REIT’s assets
- **Built-in sustainability:** Build long-term value by integrating sustainable design requirements into all of the REIT’s development and redevelopment activities



## Social

The REIT aims to increase partner, employee, and tenant engagement and to support the communities where it operates. The REIT is committed to five social goals:

- **Inclusive culture:** Cultivate an environment that advances equity, reflects diversity, and demonstrates inclusivity for all REIT stakeholders
- **Employee well-being:** Build strong and trusted relationships with the REIT’s employees by, among other things, using data to inform policies and programs that improve the employee experience and offering advanced professional development opportunities
- **Better outcomes:** Enhance and create facilities for quality healthcare to help deliver positive patient outcomes
- **Impactful investments:** Continue to invest in academic research and charitable organizations and to support the REIT’s partners in pursuing healthcare innovations that have a meaningful and sustainable impact on communities
- **Stronger partnerships:** Communicate and engage with tenants and healthcare partners and offer expertise to help them implement sustainable solutions and further the tenant partnership experience



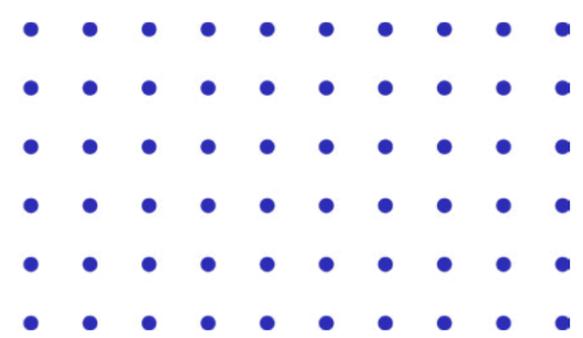
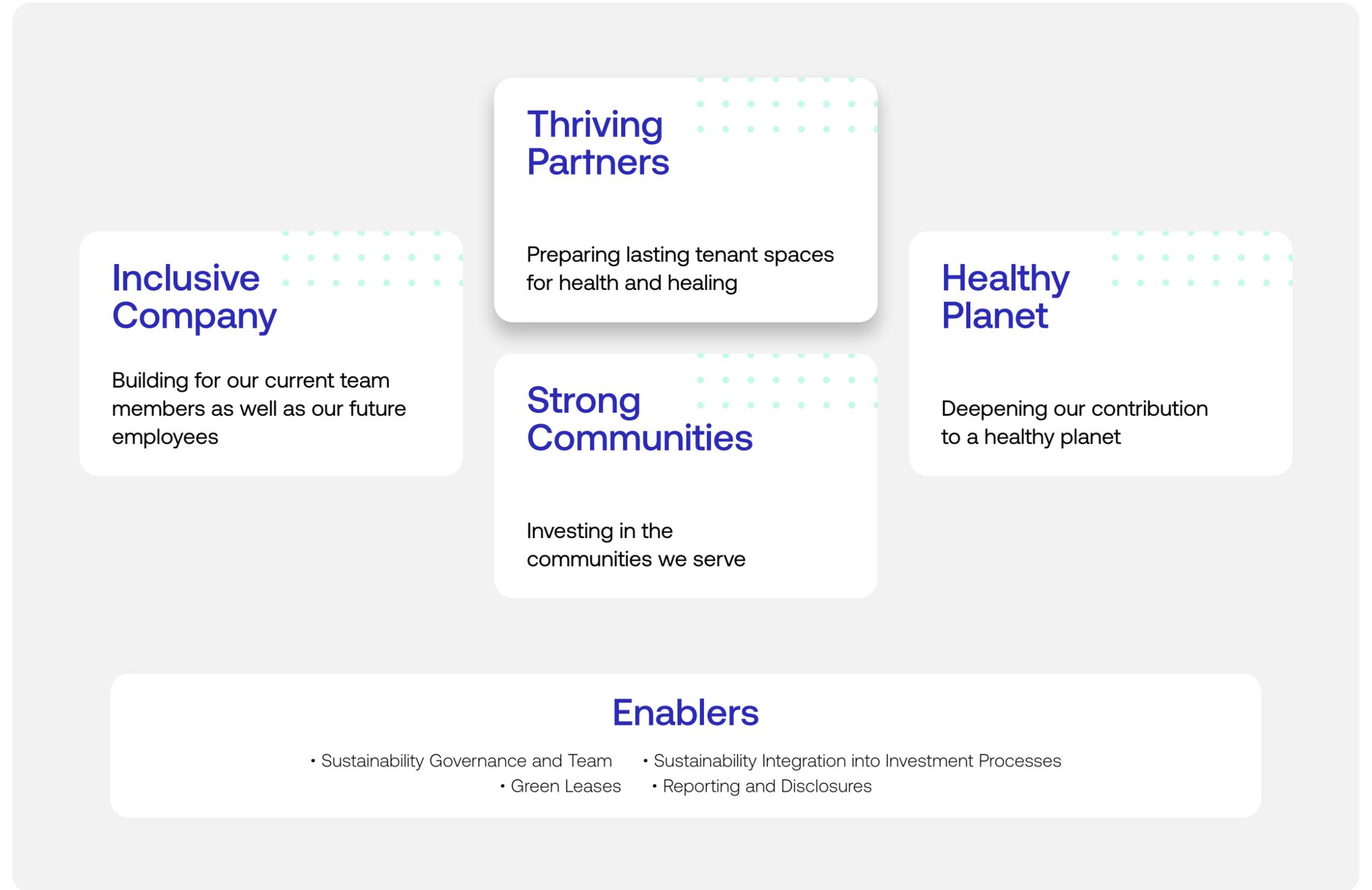
## Governance

The REIT aims to ensure that our ESG infrastructure supports equitable, transparent, and responsible conduct. The REIT is committed to two environmental and social governance goals:

- **Risk management:** Integrate ESG and climate-related risks into the REIT’s overall risk management process
- **Honest communication:** Disclose and communicate ESG goals and performance in a manner that is accurate and consistent and reflects the REIT’s achievements and opportunities for growth

# Sustainability Framework

Northwest cultivates healthy and sustainable places and amplifies the possibilities for our tenant partners, our company, the planet, and the communities in which we operate. Following a robust strategic approach, Northwest has organized efforts into a single framework that will guide our efforts and investments as we grow, evolve, and define our future.



# Baseline Data Positions Us for the Future

The formalization of Northwest’s sustainability program did, in the words of our CEO, “pick up speed” in 2022. Significant progress was made on a number of initiatives, on a wide variety of issues. There was, however, an underlying theme to the year, namely data. Specifically, baseline data we gathered from listening to our tenants and our employees through our global surveys, and from energy audits that allowed us to “listen” to our buildings as well.

Across our portfolio of more than 200 properties in eight countries we collected 77 percent of energy utility data. This consisted of a capture rate of 93 percent at our landlord-controlled properties and 66 percent at our tenant-controlled properties.

In addition to energy data, we also track water and waste. For water, our overall capture rate was 76 percent, with similar data capture rates as between landlord-controlled and tenant-controlled properties as compared to our experience with energy utility data. For waste, our capture rates were comparatively lower, totaling an overall capture rate of 46 percent. Improving this metric will be a focus in 2023.

Going forward, we are well-positioned to match this data collection result for 2022. This is important because we have selected 2022 as our baseline for our utility data, believing it to be a better starting point because the data will better reflect a stabilized environment at our properties globally, as opposed to the prior years which were so impacted by the Covid-19 pandemic.

We collected data from our tenants, having issued our first global tenant satisfaction survey. We are still digesting the results from Kingsley, the external survey manager, but are pleased to now have a baseline from which to measure our progress in the coming years and to have opened up another avenue for dialogue with our tenants.

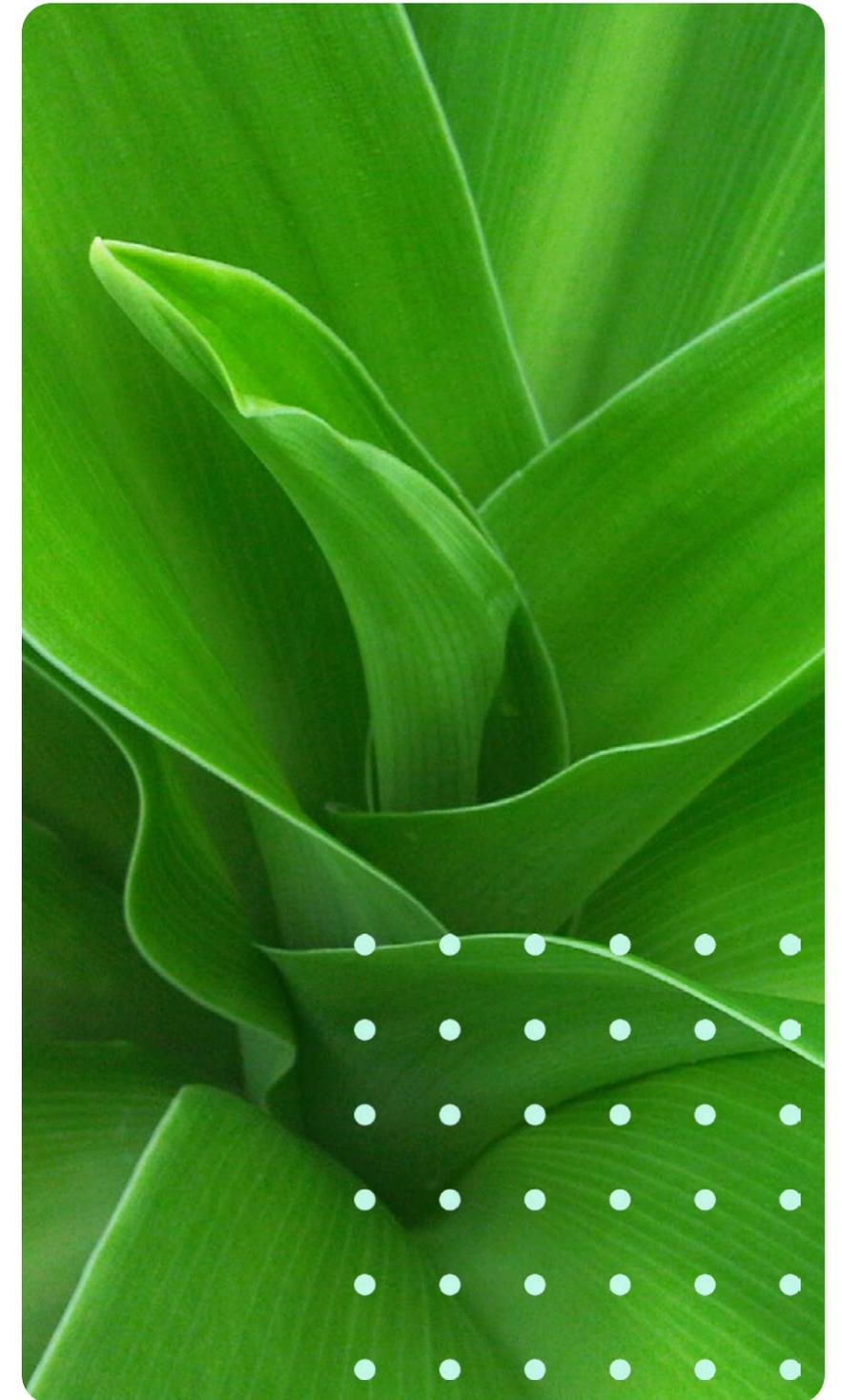
We are also collecting data from our employees. We engaged Peakon, a division of Workday, to deploy a comprehensive employee engagement survey to our ~300 employees globally. The survey’s results will be available in early 2023. As with the tenant survey, the results will inform much of next year’s focus as we build on strengths and areas for improvement identified by our co-workers.

Data was also a key component of the formal benchmarking that we participated in this year as we submitted findings to GRESB and, on behalf of Vital Healthcare Property Trust in the Australia and New Zealand markets, to CDP (formerly the Carbon Disclosure Project). We

were pleased with our first-year results from GRESB and results from CDP.

In addition to collecting and benchmarking our data, in 2022 we considered, analyzed, and reported on such data according to the formal frameworks of the Task Force on Carbon-based Financial Disclosure (TCFD) and the Sustainability Accounting Standards Board (SASB), as reflected in this report.

All of this progress, as well as all of the other achievements of the year, was possible because of the hard work and commitment of the entire organization to sustainability, guided by the core sustainability team and supported by senior management and our Board of Trustees.



## AMBITIONS

# Our 2023 Key Commitments and KPIs

As we progress in our sustainability journey, 2022 will be the baseline year from which we work to define a road map to becoming net zero by 2050, looking to achieve specific Key Performance Indicators (KPIs) in 2023 and to refine our current portfolio improvement targets (set out on page 54).

As we move through our sustainability program, these key commitments and KPIs will guide us and keep us accountable:

## Thriving Partners

### Formalize 'Places for Quality Care' Program

- Complete air quality testing at 100 percent of landlord-controlled portfolio
- Update disaster and recovery planning at properties and business units
- Deploy online tenant engagement portal to one additional region

### Enhance Tenant Satisfaction

- Analyze and follow up on tenant survey results and set and disclose 2024 targets
- Complete property-specific action plans to address survey results for 75% of properties

### Leverage Tenant Community Relations & Knowledge Sharing

- Host global and/or regional tenant engagement event(s)

## Inclusive Company

### Enhance Employee Satisfaction & Performance

- Create and disclose 2024 targets
- Put in place "focus area" improvement programs

### Deploy Sustainability Training

- Have a sustainability-engaged and trained workforce measured through global *Success in 60* events and the number of deployed and completed training modules

### Enhance Social Connections, Culture, & Mentorship

- Enhance employee engagement through actively connecting people globally through both formal and informal programs

### Evolve DE&I program

- Evolve defined diversity targets and action plans

### Launch Volunteerism Program

- Support employee participation, especially on community-based projects

## Healthy Planet

### Establish Building Utility Performance Metrics

- Efficiently collect, track, analyze, and report energy and utility data to meet and refine targets

### Formalize Energy Management Program

- Inform 2024 (and beyond) capital budgets with consistently evaluated programs to improve energy management

### Establish Environmental Building Certifications Program

- Evaluate development of global plan for pursuing certifications, including for tenant-controlled properties

### Establish Renewable Energy Strategy

- Evaluate status of multi-year renewable energy strategies for higher-priority properties

### Formalize Tenant Sustainability Strategy, Program, and Guide(s)

- Develop and implement global tenant sustainability guide, adapted regionally as needed

### Evolve Sustainable Development Strategy and Program

- Implement standard guide across each region

## Strong Communities

### Advance Research and Innovation

- Evaluate operational status of Foundation
- Fund \$1 million of research

### Establish Community Development Program

- Leverage organization's healthcare focus to execute community improvement program

## Enablers

### Further Formal Reporting and Risk Management Framework

- Submit to GRESB and the CDP (Vital only)

### Establish GHG Emissions Program, Including Tracking

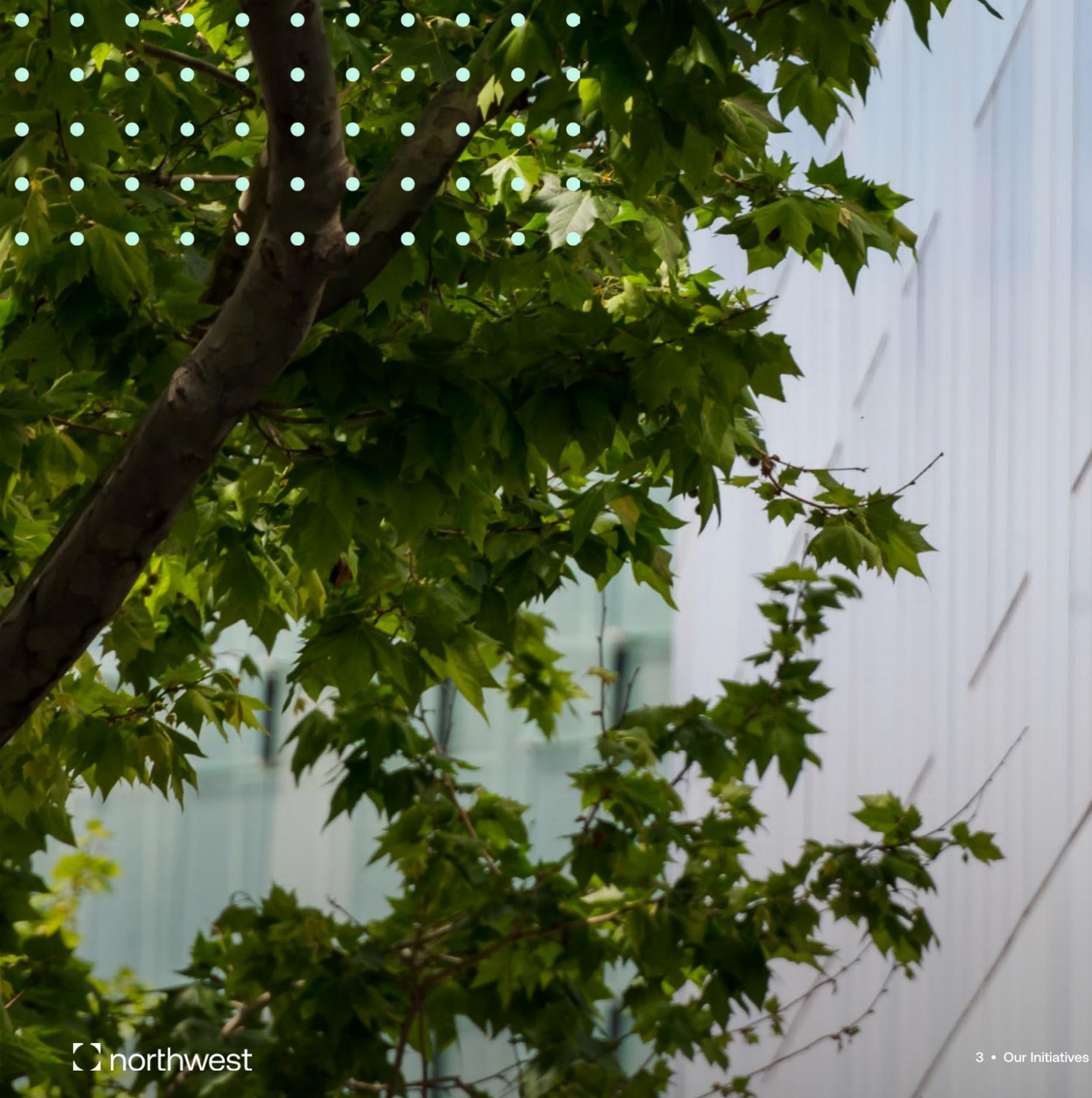
- Measure progress toward setting 2030 reduction targets for scope 1 and 2 emissions
- Formalize collection of scope 3 data

### Integrate Sustainability into Investment Processes

- Ensure potential acquisitions/developments subject to sustainability due diligence

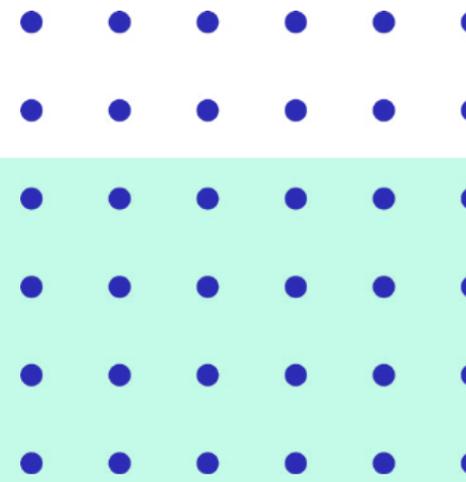
### Implement 'Green' Leases

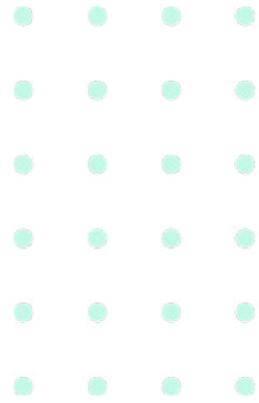
- Percentage of new leases incorporating sustainability clauses
- Number of conversion opportunities identified/completed



# Our Initiatives

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# Thriving Partners

# Global Tenant Survey

**As a REIT focused on healthcare, tenant satisfaction is critical to us.** When we meet our tenants' needs, they can meet the needs of their patients and communities. Throughout our history, we have engaged our tenants through surveys, one-on-one meetings, and tenant advisory committees at select properties. In 2022, we conducted our first tenant survey on a global scale. The survey, conducted by Kingsley Associates, asked tenants to assess our performance in numerous areas. The survey will allow us to set a baseline against which we can judge our progress toward future actions prioritized by the survey's results. Kingsley was chosen for its ability to benchmark against a peer group Index dedicated to healthcare landlords, albeit less global than hoped.

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We want to provide buildings that are healthy and safe and provide a good environment for all of the stakeholders who use them—doctors, patients, healthcare workers, and visitors...it's part of quality care.

—Tracy Hume, Director of Sustainability for Canada and the United States and global lead for the survey initiative

The survey was sent to all of our tenants: hospital operators, MOBs, and research facilities. Each market contains certain tenant types, with MOBs making up the Canadian portfolio while also being present in Australia, New Zealand, Germany, the Netherlands, and the United States of America, all of which have portfolios of both MOBs and hospitals. Portfolios in Brazil and the United Kingdom consist exclusively of hospital properties.

With respect to sustainability specifically, the survey asked tenants at both hospitals and MOBs to rate the current state of their property, management's sustainability initiatives, and how important such initiatives are to the tenant. Of note, our tenant partners' interest in sustainability exceeded the Kingsley Index, which bodes well for future alignment with Northwest's ambitions.

Operational control of our hospital properties, including the cost of modifications, is typically retained by the tenant. As part of the survey we asked those tenants about the existing funding structures and potential opportunities for delivering sustainability related modifications.

"Hospital tenants show different stages of progress," Ms. Hume said.

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Some tenants are very engaged and have already set their own ESG goals, and we mostly work with them to ensure alignment on regulatory compliance. For groups that are just getting started, Northwest works on education about initiatives like energy management and recycling.

—Tracy Hume

Based on the number of respondents, the response rate to our first formal global survey was 36 percent (35 percent for MOBs and 56 percent for hospitals/healthcare centres). When measured against tenant area and tenant revenue, the response rate were 48 percent and 61 percent, respectively. Our results, which were generally lower than the Kingsley Index, provided areas for future focus as well as areas of strength from which to further enhance our tenant satisfaction ambitions.

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**Regular visits for overseeing properties' physical condition. Good relationship with tenant administrative teams.**

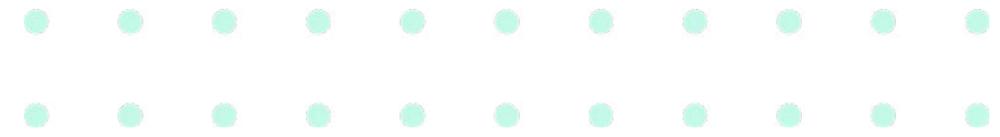
—Survey response from Rede D'Or, Brazil, commenting on landlord strengths



Tenant appreciation lunch, Rockyview General Hospital, Calgary, Alberta



121 EV chargers to be deployed across Canada



### THRIVING PARTNERS GOAL

## Other Actions Aligning with Enhancing Tenant Satisfaction

### 2022 Action Plan

- Set targets, action plans, and disclosure protocols to enhance tenant satisfaction

### Outcomes

**In-person tenant appreciation lunches** returned across Canada for the first time since the Covid-19 pandemic struck, bringing back a popular summer tradition with enthusiastic participation from tenants. Together with Tenant Advisory Committee meetings typically held twice a year at most properties in select markets, these interactions provide a chance to engage tenants, at many levels, and receive input and feedback.

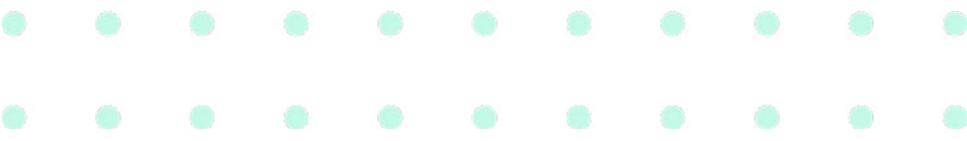
In Germany, our tenant lunches coincide with inspections of the properties. The lunches give our tenants the opportunity to provide

feedback and suggestions on how to improve landlord-tenant relationships.

### EV Chargers

In Canada, we submitted an application to Natural Resources Canada (NRCan) for **121 EV chargers** to be deployed across Canada, with 50 percent of the costs reimbursed, up to \$5,000/charger. Adding these chargers is not only convenient for tenants but encourages zero-emission electric vehicles. Results to be issued in Q4 2022, per NRCan.

In Berlin we **added 10 new EV chargers** in 2022 at Northwest assets around the city. In 2023 the plan is to use the results of energy audits and BREEAM-In-Use certification to determine where to install more. As an example, our Fulda property alone will invest €20,000.



### THRIVING PARTNERS GOAL

# Formalize 'Places for Quality Care' Program

#### 2022 Action Plan

- Expand NWHP care
- Conduct air quality testing over 50% of landlord-controlled portfolio
- Pursue building certifications where viable

#### Outcomes

We succeeded in **conducting high-level indoor air quality (IAQ) testing** in the majority of our landlord-controlled properties globally as part of our ASHREA Level II energy audit exercise. The results from this high-level IAQ testing will help us determine whether further testing is required.

In Germany a basic air quality testing is done annually for all medical buildings. Every three years a formal inspection and a certificate has to be issued by the Technical Inspection Association (TÜF).

We also **launched the training program for NWHP care**, Northwest's branding for its in-house tenant service program. Training our employees, as well as those employees of third-party service providers that interact with our tenants, ensures we provide an end-to-end service experience that meets and exceeds stakeholders expectations. All of our Canadian team members will be trained by year's end on the program's four key values of courteousness, attentiveness, responsiveness, and empathy.



THRIVING PARTNERS GOAL

# Enhance Tenant Community Relations & Knowledge Sharing

## 2022 Action Plan

- Enhance tenant engagement events, with a focus on sustainability

## Outcomes

In the Australia and New Zealand region, **we established an Environmental Working Group** for facilities and property managers of our landlord-controlled assets. The working group meets quarterly to share knowledge and discuss ways to meet our goals of reducing energy, water, gas, and waste, and how to understand energy audits. The group hosts guest speakers and is currently undertaking a series of webinars that provide training and an overview on topics including carbon, GHG emissions, understanding and developing strategies for ESG, health and well-being, and more.

Our Brazil team **began sustainability discussions** with our tenants Rede D’Or and Hospital Sabará. We discovered that tenants have strong sustainability programs and are willing to

incorporate us into their social and environmental activities, and they are now evaluating which of their existing ESG initiatives could be jointly developed with Northwest. We will continue to foster these relationships in 2023 and beyond, and also to find other partnerships that work to improve sustainability for both our organizations and the planet.

**Battery and electronics recycling** was implemented at buildings across Canada, allowing tenants to drop off e-waste for recycling, facilitated by Northwest. In addition, the Western Canada and Ontario regions ran a two-month battery recycling campaign that was open to tenants and promoted at appreciation events.

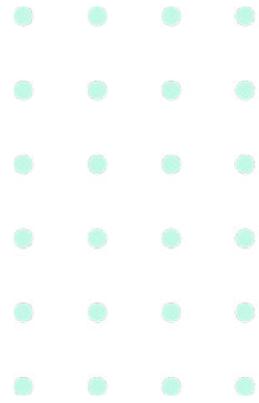


At Hys Centre, a team from the West Region worked to increase engagement through a friendly **tenant planting competition**, with tenants showcasing their green thumbs and creativity by creating one-of-a-kind planters to beautify the patio area in an environmentally friendly way.

A local Ontario team and tenants worked together to **plant 160 trees** as part of the One Million Trees Mississauga event, which was launched to help conserve and enhance the city’s open spaces and forested areas for future generations to enjoy. In addition, the Ontario property management teams **distributed seedlings** to tenants on Earth Day and hosted events to discuss ways to care for outdoor

spaces at our buildings, including litter pick-ups and tree and flower plantings.

In the UK, **Northwest supported James' Place**, an organization working to prevent suicide in men. In 2021 more than 5,800 people died of suicide in England and Wales and two-thirds were men. James' Place provides safe spaces where men feel seen, valued, and respected, as well as intensive therapeutic interventions for immediate crises and long-term treatment.



# Inclusive Company



INCLUSIVE COMPANY SPOTLIGHT

# Enhance Social Connections, Culture, and Mentorships

The key goal of enhancing social connections, culture, and mentorship required a bit of extra creativity in the midst of a pandemic that completely transformed the way we work and interact with each other.

## 2022 Action Plan

– Enhance employee engagement

**Teamwork is essential to our mission**, and to succeed we must have excellent in-house relationships based on understanding and mutual respect for the value each of us brings to the company.

## Coffee Chats

Our Toronto Corporate Office instituted “Coffee Chats” in late 2021, a voluntary program that randomly matches and then empowers employees to set up a time to meet and get to know each other. Meetings can be in person, by phone or by video chat. Coffee is optional. A similar program had been implemented across Australia and New Zealand the previous year.

“The purpose was to close the gap between employees who work in the same office yet do not cross paths via workflow,” said Richelle

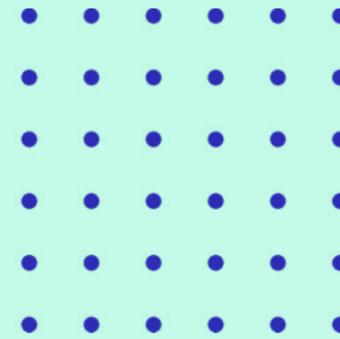
Plantinga, Executive Assistant and Office Manager, who also cited remote work and the need to expose new employees to Northwest culture as impetus for the “get to know your colleagues” program.

”

I heard from many participants how much they enjoyed their chat and either getting to know a new colleague or getting to know an existing one better.

—Richelle Plantinga

The scheme was renewed for 2022 at the Toronto Corporate Office, with plans to expand the program to other office locations, and potentially across office locations to promote global connectivity, in 2023.



## Future Property Professional Earns Scholarship

Mason Szucs receives the 2023 Keystone Vital Healthcare Property Trust Scholarship from Vital Fund Manager Aaron Hockly.

The scholarships have been providing support for young people from circumstantially and financially challenging backgrounds in their pursuit of tertiary education in the property sector.

Vital will provide support to Mason with his studies both financially and by providing sector



introductions, industry connectivity, career guidance, and practical work experience.

Mason, who is studying for joint bachelors degrees in Property and Commerce at The University of Auckland, said, “This scholarship allows me to gain experience that can only come from immersion within the industry in addition to helping me to build my network, something which I feel is crucial in such a people-oriented industry.”



#### INCLUSIVE COMPANY GOAL

## Enhance Employee Satisfaction and Performance

### 2022 Action Plan

- Deploy employee engagement survey to establish Net Promoter Score (NPS) baseline
- Set NPS targets for 2023 and beyond
- Use survey results to identify and take action on key challenges and build on positives

### Outcomes

Peakon, through Workday, was contracted to **create, deliver, and analyze a company-wide employee engagement survey** that was launched on December 1, 2022.

LinkedIn Learning, an online platform with access to more than 20,000 courses in multiple languages, was implemented this year as a **REIT-wide learning and development tool for employees**. Courses are offered in levels from beginner to expert, and they can be consumed remotely on any device. Thus far, **94 percent of employees** at Northwest have activated licenses, and the platform has been used to deliver sustainability training, as well as the World Mental Health Challenge.



**INCLUSIVE COMPANY OUTCOMES**

# Mental Health Day

Northwest launched a global, three-week “Health is Wealth” Mental Wellness Challenge during October in recognition of World Mental Health Day on October 10. The challenge focused on building individual resilience and living well, and included a 5-minute daily learning challenge. A charitable **donation of \$12,800** was made to World Federation of Mental Health to acknowledge the 128 employees who completed every stage of

the challenge. The idea was to take a more mindful, deliberate approach to well-being, because health isn’t only about the body; it includes your emotional, social, financial, and spiritual well-being.

Also for World Mental Health Day, Northwest **provided lunch and dinner** to all Epworth mental health staff and doctors in Melbourne, Australia, in recognition of the life-changing care they provide to their communities.



# International Women’s Day

In March, Northwest recognized and celebrated all women on International Women’s Day. In furtherance of our efforts to achieve a **diverse, equitable, and inclusive work culture**, our global Women in Real Estate (WIRE) committee, in conjunction with our Global Leadership Team and Board, is working toward participation and leadership for women in all areas of work and life at Northwest.

Northwest also **donated \$11,700** to Women Without Borders on behalf of 117 female employees at Northwest.

[#BreakTheBias](#) [#IWD2022](#)

INCLUSIVE COMPANY GOAL

# Deploy Sustainability Training

## 2022 Action Plan

- Hold global ESG/Sustainability *Success in 60* events
- Deploy mandatory company-wide ESG training
- Deploy role-based specialized ESG training

## Outcomes

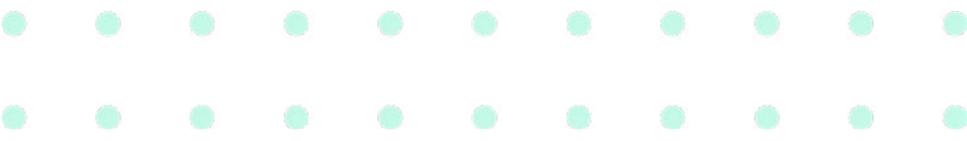
**Global Success in 60 session held on Earth Day** (April 22) with David Miller, a former mayor of Toronto and Director of International Diplomacy at the C40 Climate Leadership Group, the leading global network of cities committed to addressing climate change. Miller advocates for the creation of sustainable urban economies and green jobs, making him an ideal speaker on the subject of sustainability in a REIT. A second **Success in 60** was held to acknowledge World Human Rights Day in December. The speaker was Sheila Watt-Cloutier, a speaker and author who, it has been reported, has been nominated for the Nobel Peace Prize for her advocacy work on the impact of global climate change on human rights, especially in the Arctic.

**Mandatory REIT-wide sustainability training** for staff and managers has been completed by more than 90 percent of employees, and new employees are completing the training as part of onboarding.

The Australian and New Zealand offices converged for a **three-day all-staff conference** with a future focus and sustainability theme. It was an opportunity for the offices to connect face-to-face, which the pandemic has made challenging. The June conference featured thought-provoking addresses from both internal and external speakers, plus team-building activities aligned with Northwest's commitment to personal relationships among our team members.

In Germany, we are **working with the Berlin University of Applied Sciences' "Green Engineering" program**, helping students see how sustainability works at an operating company





**INCLUSIVE COMPANY GOAL**

# Launch Volunteerism Program

**2022 Action Plan**

- Publish volunteering policy
- Track utilization

**Outcomes**

**The Women in Real Estate** (WIRE) Committee proposed a volunteer policy that was adopted company-wide in June 2022, and we will begin tracking usage within Workday in 2023.

To facilitate volunteerism, Northwest offers all full-time employees two paid days off to assist with community and charitable efforts.

Part-time employees are allotted one paid day off to volunteer.

**Volunteerism programs are already underway throughout Northwest, including:**

- In conjunction with Habitat for Humanity, the Auckland office will help **repair and renovate a local community home** to align with the Healthy Homes Standard, with the aim of keeping children out of hospitals and keeping the community safe and healthy. The local Habitat for Humanity office is near the Ormiston Hospital, a Vital asset.
- In Ontario, Canada, a team volunteered to **plant trees** as part of the “One Million Trees Mississauga” event, and the Ontario property management teams distributed seedlings to tenants and helped spruce up exterior spaces at a number of properties.



Seedling Giveaway, various locations, Ontario, Canada



One Million Trees event, Mississauga (Toronto), Ontario, Canada

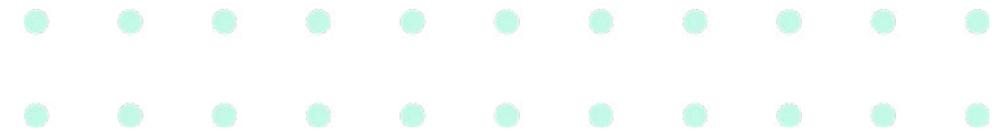
## Volunteer Policy

*Northwest recognizes it is our responsibility as a good corporate citizen to help strengthen the communities in which we live and work. We encourage our employees to become involved in their communities, lending their voluntary support to programs that enrich the quality of life and opportunities for all citizens. Northwest will devote time and energy to programs, associations, and organizations whose goals it considers relevant to the mission of the company and may require volunteer efforts.*

*We are committed to improving the quality of life for our employees and their families as well as for the local community and society*

*at large. We anticipate that this policy will further develop through dialogue with our employees and other stakeholders. This policy is intended to promote activities that support environmental, social, and ethical considerations.*

*As an organization, we consider the interests of society by taking into consideration the impact of our activities on customers, suppliers, shareholders, employees, and the environment. We undertake this direction as a natural extension of our healthy workplace initiatives.*



#### INCLUSIVE COMPANY GOAL

## Enhance DE&I Program

### 2022 Action Plan

- Assess baseline DE&I representation
- Identify DE&I priorities
- Expand WIRE
- Expand recruiting policy & approach, with 90% target & focus on senior roles

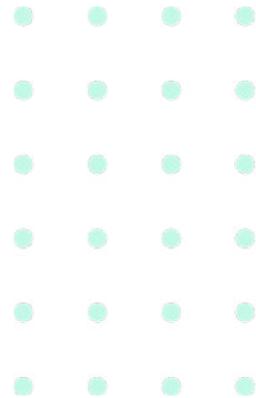
### Outcomes

In 2021, the WIRE Committee populated from across our organization researched and proposed a parental leave top-up program for Canada, Australia, and New Zealand, where government programs fall short of those in our other operating regions. The policy provides supplemental **financial support to all employees**, regardless of gender, at the

birth or adoption of their child. The idea is to promote employees' mental and physical health, as well as create an equitable workplace, by alleviating some of the financial stress of caring for a newborn.

### Other highlights included:

- Approved and published our updated, REIT-wide Diversity Policy
- Included select baseline DE&I representation in midyear review dashboards presented to senior leadership
- Incorporated DE&I candidate targets (formal or informal) into recruitment processes



# Strong Communities

STRONG COMMUNITIES SPOTLIGHT

# Walk, Run, and Ride Against Cancer

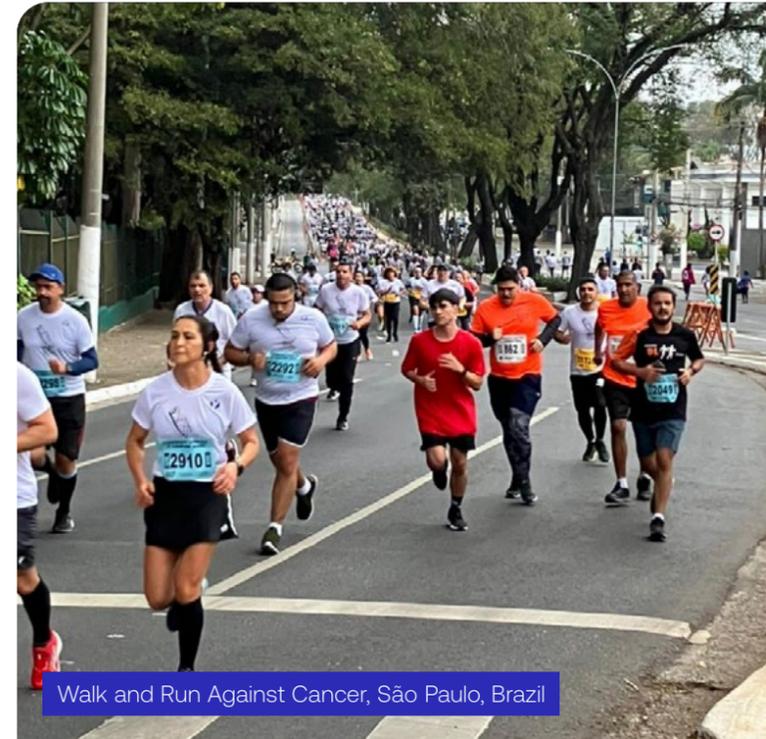
As part of our commitment to helping build strong communities, we look beyond our property boundaries and find ways to promote the health of everyone who lives and works in close proximity to our facilities. These are our neighbours.

In São Paulo, Brazil, we embraced our inner athletes to take part in the Corrida e Caminhada contra o Câncer—Walk and Run Against Cancer. The funds raised at the August 7 event were donated to São Paulo-based Instituto Doutor Arnaldo, the first Brazilian institution for the study and treatment of cancer.

Cancer is the second-leading cause of death in Brazil, and more than 20 percent of Brazilians on average will develop cancer before age 75. Cancer is most treatable when found in its early stages, which is why the Brazil team focused their marketing campaign for the event around ways to prevent cancer and how to recognize the disease in its early stages.

In June, Northwest staffers in Canada also took part in a cancer fundraiser, the Princess Margaret Ride to Conquer Cancer, a strenuous one- or two-day bicycle ride of up to 200 kilometers, from Toronto to Hamilton, then to Niagara. This was the 10th year of Northwest supporting this event and we have raised more than \$550,000 in that time.

In Germany, Northwest fielded two teams of runners from across Europe in the Berlin public water company's 20th annual relay race, which took place in the middle of Tiergarten, next to the Reichstag (Parliament) and Kanzleramt (House of the German Chancellor). Runners and non-runners alike also enjoyed a lovely evening of refreshments.



Walk and Run Against Cancer, São Paulo, Brazil



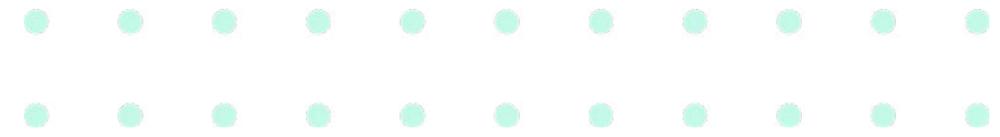
Berlin public water company's 20th annual relay race



Princess Margaret Ride to Conquer Cancer, Toronto, Canada



Princess Margaret Ride to Conquer Cancer, Toronto, Canada



## Other progress toward our Strong Communities goals in 2022 included

### **Ukraine Relief**

Our European team donated €15,000 for organizations to aid Ukrainian refugees through three charities: Humanistischer Verband Deutschlands, Ukraine Hilfe Berlin, and LeaveNoOneBehind. Our Corporate Canada team also made a contribution to the Canadian Red Cross fund for the Ukrainian crisis.

### **Annual Holiday Fundraisers**

For 13 years, Northwest's corporate office team has supported two annual fundraising events. Through Holiday Helpers' Adopt-a-Family program the team has raised funds and collected items to assist a disadvantaged family with essentials as well as holiday items. We are proud to report that every year we fulfill each family's wishes, and then some.

In conjunction with this initiative, the team also raises funds for local Toronto-area hospitals, typically for presents to provide children experiencing overnight hospital stays during the holidays. This year's recipient hospital was SickKids.

### **Flood Relief**

Through a combination of employee contributions and company matching, Northwest donated A\$10,000 to help areas devastated by historic flooding in the Australian states of Queensland and New South Wales. To maximize donations, we partnered with St. Vincent's Health Australia and Vinnies Australia, which pledged to dollar match any contributions made by their staff or the public via the St. Vincent's Health Australia Flood Appeal.

**STRONG COMMUNITIES GOAL**

# Advance Research and Innovation

## 2022 Action Plan

- Establish Northwest Foundation
- Execute \$5M contribution to the University of Toronto

## Outcomes

In late 2021 the Northwest Foundation was officially established as our charitable arm, and in 2022 we fulfilled our first-year commitment of \$1 million to the University of Toronto's Dalla Lana School of Public Health (DLSPH) to fund research in conjunction with other higher-education institutions.

The DLSPH has entered into an initial partnership with the University of Melbourne. Next up, the new network aims to expand to partnerships with top-tier institutions of higher educational in the United States, the United Kingdom, Germany, and Brazil. Under DLSPH's leadership, this network will facilitate cross-jurisdictional cooperation to benefit health systems and patients worldwide.

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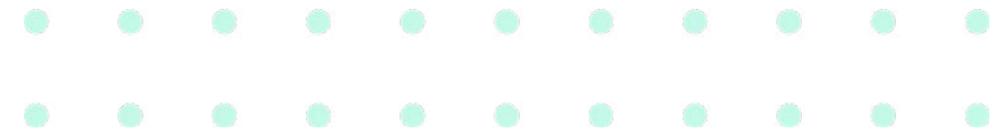
Northwest's generosity will allow DLSPH to recruit an endowed Chair in Comparative Health Policy and Systems to lead the Northwest International Policy Network in building an advanced research, education, and knowledge translation platform with global academic partners.

—Adalsteinn Brown, Dean & Professor at the University of Toronto, Dalla Lana School of Public Health





Pre-development Smoking Ceremony, Campbelltown (Sydney), Australia



### STRONG COMMUNITIES GOAL

# Establish Community Development Program

## 2022 Action Plan

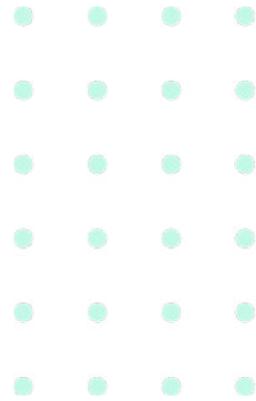
- Define ambition for potential implementation in 2023/2024

## Outcomes

Many of the localities where we operate are in the midst of a reckoning concerning the historical mistreatment of Indigenous peoples. In support of these goals, we have established a Reconciliation Working Group in Australia and New Zealand to promote cultural awareness. We see this as an opportunity to align our community development initiatives with Indigenous health and education priorities, and we expect to have recommendations and workstreams in the near future. In the interim,

we have been working with expert internal advisors to develop a **Reconciliation Action Plan (RAP)**, a four-stage, multi-year process, and we will be formalizing our Reflect RAP in Q1 2023. The formal document will be endorsed by Reconciliation Australia and our executive leadership team.

In Canada, to commemorate the National Day for Truth and Reconciliation, Northwest **made a monetary donation to Anduhyaun Inc**, a Toronto-based organization that strives to support Indigenous women and children in their efforts to maintain their cultural identity, self-esteem, and economic, physical, and spiritual well-being.



# Healthy Planet

HEALTHY PLANET SPOTLIGHT

# Establish Environmental Building Certifications Program

## 2022 Action Plan

- Develop global plan for pursuing certifications, including tenant-controlled opportunities
- Define renewable energy ambition & identify opportunities

## Outcomes

Environmental certifications continue to evolve and expand to meet the demands of the industry, and best practices are being standardized for sustainability initiatives globally. At Northwest, we have been in the process of evaluating sustainability rating systems to determine which we will adopt.

In Australia and New Zealand, we have committed to Green Star certifications issued by the Australian Green Building Council, and in North America we will pursue Energy Star

standards issued by the U.S. Environmental Protection Agency. For our European assets we are pursuing BREEAM-In-Use certification, part of the Building Research Establishment Environmental Assessment Method, which is for buildings more than two years old.

These certifications require rigorous standards, but the framework they provide ensures a commitment from all project stakeholders to deliver (and prove they have delivered) buildings that are designed and constructed to meet best practice benchmarks for sustainability and efficiency, including greenhouse gas emissions.

Not only are these certifications in line with our corporate values, buildings certified by Green Star, Energy Star, and BREEAM-In-Use offer operational benefits, including lower energy costs resulting from gains in efficiency.



## First 6-Star Green Star Buildings Medical Office Building to Open in South Australia

Vital and Northwest were proud to mark the commencement of stage 2 construction on the A\$165 million Playford Health Hub in Adelaide, South Australia. Stage 2 of the three-stage healthcare precinct will be a A\$51 million state-of-the-art specialist medical centre. The development will be South Australia's first 6-star Green Star registered medical office building, and when complete will be powered by 100% renewable energy.



Macarthur Health Precinct, Campbelltown, New South Wales, Australia

## First "Green Star Communities" Registered Health Precinct

Macarthur Health Precinct in Campbelltown, New South Wales, has been registered with GBCA's Green Star Communities v1.1 tool and is targeting a 5-Star Green Star Communities rating from the Green Building Council of Australia.

### HEALTHY PLANET CASE STUDY

# Macarthur Health Precinct, Campbelltown, New South Wales

In Australia, Northwest has partnered with the City Council and GenesisCare to purchase the rights to develop a 2.8-hectare (7-acre) site near Campbelltown Hospital. Construction has commenced on the first stage, which includes a state-of-the-art Comprehensive Cancer Centre (CCC) and a wellness centre. The health precinct is the first in Australia to have registered with Green Star Communities, and we are targeting a 5-star rating.

For stages 2 and 3, we envision developing one of the most comprehensive health and education precincts in New South Wales, with top-tier private operators working alongside each other to deliver large-format specialized services such as cancer treatment, mental health services, diagnostics, surgery, and primary and allied care. The facilities would be supported by tertiary research institutions with deep connection to industry.

Design and construction are aligned with rigorous precinct-level Green Star design standards. When complete, some of the project's features and benefits will include:

- Cultural heritage implemented into design, plus engagement with the local community that includes more jobs, better healthcare infrastructure, and the opportunity to live a more active lifestyle
- Stormwater detention infrastructure to be implemented that will allow rainwater capture and reuse, reducing clean water usage
- Site will be 100 percent electric, with demand reduced by 25 percent
- Green construction includes reduction in concrete, steel, asphalt, timber, and PVC

HEALTHY PLANET CASE STUDY

# Demmeringstraße 47, Leipzig, Germany

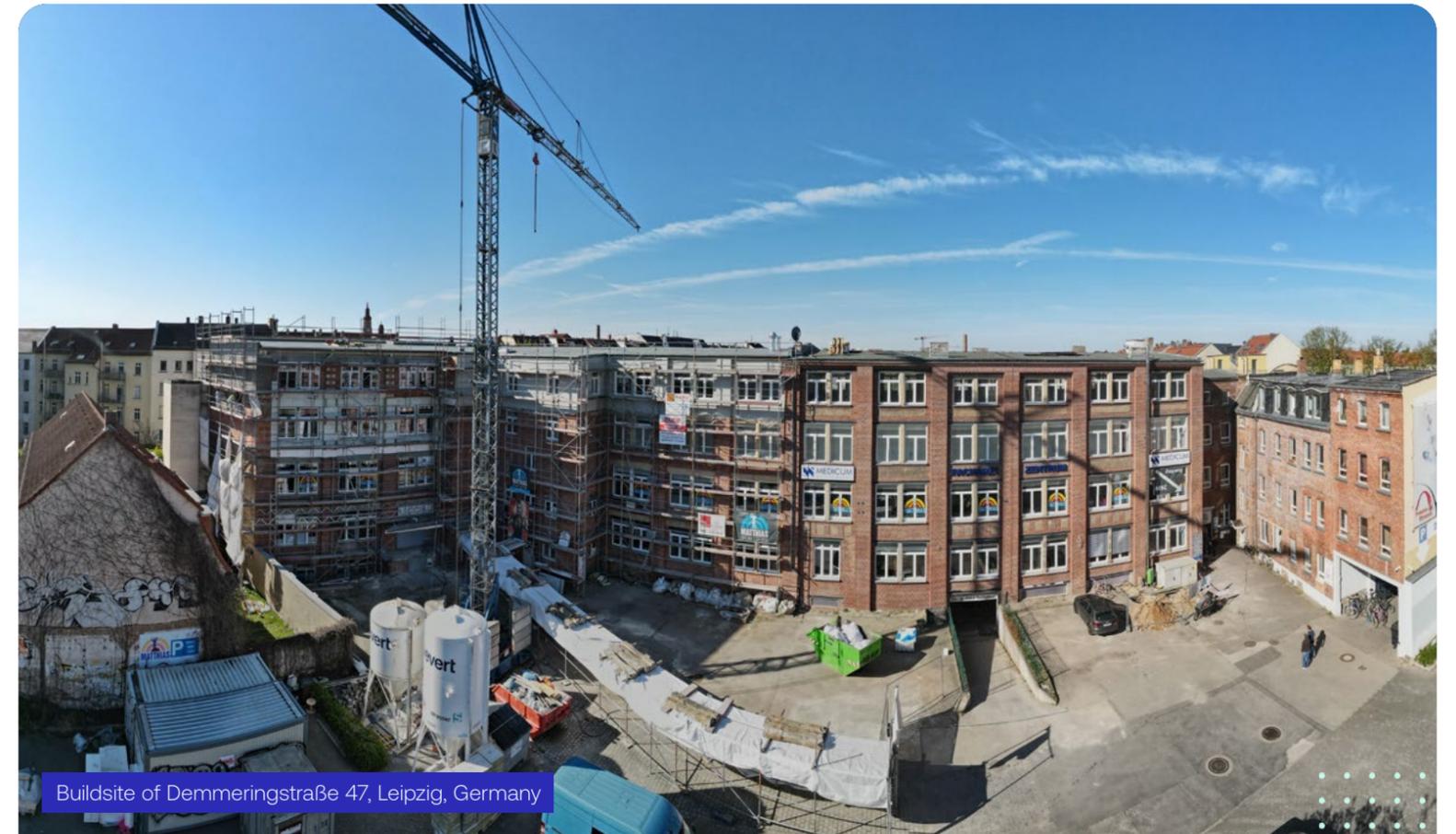
The Demmeringstraße/Merseburger Straße area in Leipzig has been under redevelopment since 2019 and will be finished by 2023. An entire new floor has been added and the total lettable area has more than tripled.

The first floor of the historic industrial building—part of a chocolate factory (“Schokoladenwerke”) built around 1900—was converted into a fitness studio at the turn of the millennium. New additions to be used for medical purposes are being constructed in two phases during redevelopment, while the fitness studio remains in operation.

In the first phase, areas were expanded for St. Georg municipal hospital. The basement, ground floor, and second floor will host a psychiatric day clinic as well as prevention-focused addiction and drug counseling for young people and adults. Other areas could be rented to an orthopedic practice.

In the second construction phase, the new building areas on the second and third floors are to be expanded into offices for doctors and therapists.

The building is slated to undergo a BREEAM-In-Use certification pre-check, during which a future BREEAM-In-Use score will be estimated. The check will include eight environmental categories: Health and well-being, energy, transport, water, resources, resilience, land use and ecology, and pollution. The pre-check will not only examine the qualities of the building itself but also how it connects with its surroundings and how this impacts its function.



Buildsite of Demmeringstraße 47, Leipzig, Germany

## Additional Building Features

- Increase in lettable area from ~1,145 square meters to ~3,800
- Two new elevators
- Barrier-free toilet facilities on the upper floors
- Underground auto and bicycle parking
- Significantly lower energy use per square meter



Jerry Coughlan Health & Wellness Ambulatory Care Centre, Pickering, Ontario, Canada

The four-storey facility, with a capital value of \$24 million (CAD) will be ready for occupancy when interior construction is completed in 2023.

#### HEALTHY PLANET CASE STUDY

# Jerry Coughlan Health & Wellness Ambulatory Care Centre, Pickering, Ontario, Canada

In spring 2022, Northwest completed base construction of the Jerry Coughlan Health & Wellness Centre, an innovative ambulatory care facility located in the heart of the rapidly developing Seaton Lands area of North Pickering.

The building is being constructed to LEED Silver Building Design and Construction standards, requiring negotiations with Lakeridge Health, which leased the 2.3-acre land to Northwest for 75 years and will in return lease ~50 percent of the completed building from Northwest.

This project was innovative on several fronts and included challenges with zoning, limitations on land use due to water lines crossing the property, and specific design requirements dictated by a local landownership group. The process yielded solutions that can be carried forward to other projects, with lessons including:

- Negotiating a related-premises lease for space with a hospital in a greenfield project
- Understanding the base building specifications a hospital needs to offer ambulatory care in a non-hospital medical office building
- Working with and aligning a decision-making process with the hospital and its various stakeholders, including local environmental advocates
- Designing a building that fosters collaboration between the hospital and non-hospital services

The four-storey facility, with a capital value of \$24 million (CAD) will be ready for occupancy when interior construction is completed in 2023.



WasteMaster residue which is converted into energy

”

**WasteMaster diverted 100% of our organic food waste from landfill; the valuable residue created 2,610 kWh of green energy, creating enough electricity to power 191 homes for a day.**

—Simon Mikedis, Group Sustainability Manager, Epworth HealthCare

Our tenant partners at Epworth HealthCare, the largest not-for-profit private hospital group in Victoria, Australia, are dedicated to managing and improving their environmental performance through their direct and indirect emissions imprints. To reduce the impact of food waste at Epworth Richmond, a WasteMaster food waste to green energy converter was installed in 2020 as part of a three-year trial.

The WasteMaster converts food waste collected from the hospital kitchen into a pathogen-free, odourless residue which has a high calorific/energy value, resulting in a valuable fuel product. The residue is then sent for processing to the Yarra Valley

Water Anaerobic Digester in Wollert, north of Melbourne. The risks of harmful bacteria such as E. coli, Salmonella, or Listeria are removed during the conversion process, and there is no requirement for microbes, bacteria, or water to be used during the process. There are also added benefits of a reduction in waste disposal and removal costs. More than 20 tonnes of food waste were converted to green energy during the first 12 months of the trial.

A WasteMaster is now being installed at Epworth Geelong, with the future goal to install the system across all Epworth sites where possible.

### HEALTHY PLANET GOAL

# Formalize Energy Management Program

## 2022 Action Plan

- Energy audits at 100% of landlord-controlled portfolio

## Outcomes

Our global energy management initiative aims to determine how Northwest properties use energy, which potential renovations and retrofits there are, how much energy would be saved through these, which investments they would require to implement and realize, how much this would reduce operational costs, and, finally, how much greenhouse gas (GHG) would be mitigated.

Energy use in our properties is our key environmental impact, locally through emissions to air, soil, and water, but also globally through GHG emissions.

The short-term objective was to conduct energy audits using the international ASHRAE level 2 standard at all landlord-controlled properties outside of Europe by the end of 2022. That was achieved except for a small number of audits that extended into early 2023. In Europe, the assets are being certified according to BREEAM-In-Use standards, which can lengthen the process. After the audits are completed, we will have detailed knowledge of where and how much energy we are using. We will also have asset-specific road maps of potential actions, which is very important in light of the 2024 capital recommendation.

Detailed knowledge of our energy use will also help guide the formation of a strategy for how we will meet short- and long-term GHG emissions targets such as net zero by 2050.

HEALTHY PLANET GOAL

# Establish Building Utility Performance Metrics

## 2022 Action Plan

- Achieve 100% energy data collection from landlord-controlled properties
- Engage tenants for their data
- Implement in-region environmental data reporting training

## Overview

Through a dedicated working group, Northwest has reported on more than 200 properties across the Americas, Asia-Pacific, and Europe. The team reviews asset data to accurately report on and allocate different types of utility meters, identify data gaps, and ensure timely data upload.

With an initial goal of 100 percent energy data collection from landlord-controlled properties, we were able to collect 93 percent of our total

energy data from landlord-controlled properties. Utility tracking at tenant-controlled properties is constantly improving, and Northwest will continue to work with tenant partners to increase environmental data sharing.

In support of these data capture goals, the Building Utility and Performance Metrics working group introduced in-region training on environmental data tracking. This will bolster organizational competency with our central data repository and increase regional capacity to perform environmental data tracking and upload. The working group will continue to hold regional training sessions with property managers and technical managers across our global operations in order to perfect our environmental data tracking.



Grace Hospital, Tauranga, New Zealand



## HEALTHY PLANET GOAL

# Establish Building Utility Performance Metrics (Cont.)

### Outcomes

#### Australia and New Zealand

- All landlord-controlled properties in Australia and New Zealand have had energy audits completed, with further audits to be undertaken across the region's portfolio in 2023. These audits provide us with a complete understanding of meters and emissions sources across each of the assets, allowing us to formalize road maps to carbon reductions through life cycle assessments for existing plant equipment, facilities upgrades, and other capital improvements.
- Australian Red Cross Blood Service (ARCBS) has undertaken a full Level II energy audit and technical assessment and now has a clear and defined pathway to carbon neutrality.

#### Brazil

- Utility data has been collected from 100 percent of tenant-controlled properties in the Brazil portfolio, a reflection of our excellent tenant relationships.
- Rede D'Or, our largest tenant in Brazil, has **committed to using up to 99 percent renewable energy** in all of its hospital operations through 2023.

#### Canada

- Utility data collected for nearly 100 percent of properties with a 92 percent energy data capture.
- Most landlord-controlled properties have undergone ASHREA Level II energy audits, which formalize road maps to improved operations and energy savings and reductions.

#### Europe

- Utility data collected for close to 100 percent of properties with a 98 percent energy data capture.
- Landlord-controlled properties are undergoing a combination of ASHRAE Level II energy audits and BREEAM In-Use certifications.



Pre-development Smoking Ceremony, Playford Health Hub, Adelaide, Australia



SSP Stationspark, Sliedrecht, The Netherlands



Tennyson Centre, Adelaide, Australia

## HEALTHY PLANET GOALS

# Establish Sustainable Development Strategy and Program

### 2022 Action Plan

- Develop global sustainable development template, adapted regionally as needed

### Outcome

Northwest has adopted and rolled out **Ecologically Sustainable Development (ESD) guidelines** to be used across our projects, and carbon-reduction initiatives are now in progress

across our registered developments as part of our Green Star certifications in the ANZ region. The guidelines are currently being globalized to respond to and align with regional certifications, and these guidelines will be continually reviewed and refined to ensure they remain aligned with market expectations and ambition for sector leadership in the future.

# Formalize Tenant Sustainability Guides

### 2022 Action Plan

- Develop global tenant sustainability guide, adapted regionally as needed

### Outcome

Baseline tenant sustainability requirements have been identified and are being adopted in leasing and design fit-out guidelines globally for activation.

# Sustainable Development Guidelines

The following provides a summary of the key sustainability priorities and initiatives in Northwest's Ecologically Sustainable Development guidelines. Taken together, these guidelines are aspirational and, as such, are applicable to varying degrees across our continuum of projects, reflecting the specifics of the project as well as local market conditions and practices.



## Net Zero Emission Buildings

In line with our commitment to net zero, all projects are required to plan for net zero emissions by incorporating renewable energy, maximizing energy efficiency and water conservation, transitioning from natural gas, reducing waste to landfill, and supporting sustainable forms of transport.



## Renewable Energy Powered, All-Electric Buildings

All major projects are intended to use **100 percent** electricity from renewable sources for base building services. This includes a minimum **15 percent** onsite renewables coupled with a **100 percent** accredited renewable energy contract, and we're working with our tenants towards all energy being sourced from renewables.



## Climate Resilience

With climate change-related impacts a key risk to both the built environment and the people using our facilities, we are ensuring climate change adaptation is incorporated into the design and operation of facilities. All projects are required to undertake a climate change risk assessment and develop design responses to increase climate resilience.



## Low Embodied Emissions

Embodied carbon emissions associated with building materials are a significant driver of increasing greenhouse gas (GHG) emissions and are a priority for all projects. A minimum **20 percent** reduction in embodied emissions is targeted, increasing gradually to **40 percent by 2026** to ensure we continue to demonstrate leadership as our operational emissions reduce.

HEALTHY PLANET GOALS

## Energy Efficiency

Efficient use of power is a key priority in support of the transition to **100 percent** renewable-powered buildings, with high-performance physical plants, equipment, and services integrated into all projects. A **10 percent** improvement above minimum code compliance is our target, with guidelines increasing to **20 percent from 2024** and **30 percent from 2026**.

## Water Efficiency

Water conservation is a priority, with all projects targeted to reduce potable water consumption by at least **15 percent** compared to the average consumption intensity of similar asset types. Alternative water supplies such as rainwater or recycled shall be used where available.

## Waste to Landfill

With methane emissions from landfills a significant source of GHG emissions, we're aiming to divert more than **90 percent** of our construction and demolition waste from landfill on all major projects. All projects are also required to include operational waste separation, with landfill, recycling, and organic waste streams provided as a minimum, aiming for an **80 percent** landfill diversion.

## Sustainable Transport

Active and sustainable forms of transportation are supported to reduce staff and visitor vehicle emissions, with facilities such as showers, lockers, and bicycle storage provided and electric vehicle charging infrastructure mandated.

## Certification

To ensure projects achieve verifiable outcomes, a minimum Green Star rating of 5 (out of 6) is being targeted on all major ANZ building projects, while North American projects will use Energy Star ratings, and Europe is using BREEAM-In-Use standards. Additional certifications considered include WELL, LEED, and NABERS, along with carbon neutrality.

## Sustainable Design

The ESD guidelines will continually be reviewed to drive performance and demonstrate leadership, with many recent projects exceeding the main sustainability targets by embedding sustainability into the design from the outset.

HEALTHY PLANET GOAL

# Establish Renewable Energy Strategy

## 2022 Action Plan

- Define renewable energy ambition
- Identify actionable renewable energy conversions

## Outcomes

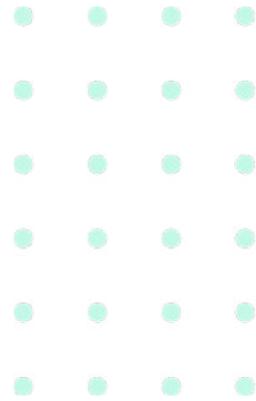
Continuing the progress achieved in 2021, in 2022 new solar renewable energy installations were completed at four locations across Australia and New Zealand, resulting in 1,250,379kWh of renewable energy being produced in those two countries.

In 2022, we completed a study of the electrical grid mix in each of our markets to determine the percentage of renewable energy available in each local grid. Together with the energy audits that were undertaken at our landlord-controlled properties, this information

will help inform the continued evolution of our renewable energy strategy. For example, in Germany, solar energy generated by our assets in summer is added to the grid. Through net metering, utility companies keep track of how much power has been added and will credit that power back to the solar generator in winter months, when electricity prices are at their highest, or sold back to tenants, helping them on their pathway to a renewable energy future.

As part of our commitment to renewable energy, we have completed or initiated a number of solar projects in Australia and New Zealand including:

Property	Output	Status
St John of God	100kW	Commissioning initiated November 2022
Frankston Hospital	100kW	Installed and running
Mons Road Medical Centre	80kW	Installed and running
Mt Eliza	100kW	Installed and running
Epping	500kW	Installed and running



# Enablers

ENABLERS SPOTLIGHT

# Environmental Management System (EMS)

An EMS is a framework that is designed to help an organization address its environmental goals and regulatory requirements in a formal and organized manner. Following a robust strategic approach, Northwest has organized efforts into a single Sustainability Governance Structure that will guide our efforts and investments as we grow, evolve, and define our future. To support this vision, we have introduced a publicly available Environmental Management System (EMS) in line with ISO 14001 and the Plan-Do-Check-Act (PDCA) Model.

An EMS is what an organization makes it.

Our EMS overviews:

- Organizational Structure
- Environmental Objectives
- Materiality Assessment
- Physical Risk Assessment
- Environmental Data Tracking
- Industry Engagement
- Emergency Preparedness
- Communication and Awareness
- Initiative Tracking
- Stakeholder Feedback
- Our Central Data Repository

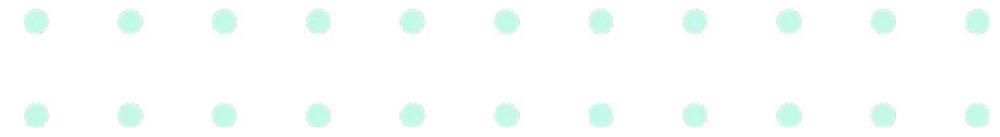
Our formal Sustainability Program is relatively young, and as we mature, we may identify aspects that can be improved.

To ensure the constant improvement of our EMS and management processes, Northwest will introduce an internal sustainability auditing procedure in the coming years.

On an annual basis, our GSC will conduct a review of the current EMS in order to continually improve and formalize organizational management processes. This review process is intended to ensure the enduring effectiveness of our EMS, and ensure all relevant processes are captured within it. In 2023, we will have our EMS externally verified.

Our full EMS is publicly available on our [website](#).





#### ENABLERS GOAL

## Integrate Sustainability into Investment Processes Rating

#### 2022 Action Plan

- Ensure consistent integration of sustainability dimensions into standard due diligence processes across all regions

#### Outcomes

All regional due diligence processes for prospective acquisitions and development opportunities **incorporate sustainability reviews** against a variety of sustainability risks and opportunities, including net zero readiness status as well as physical climate risks, with the REIT's corporate investment team responsible for ensuring a consistent approach.

The sustainability focus of due diligence is to receive relevant environmental data from the prospective vendor and assess the property against physical climate risks and its ability to withstand climate change. This latter focus is aligned with the organization's ongoing review of its existing portfolio against physical climate change risks in accordance with TCFD.

ENABLERS SPOTLIGHT

# Task Force on Climate-Related Financial Disclosures

Natural disasters and severe weather conditions attributed to climate change have prompted us to identify climate change as an environmental risk that could impact our real estate portfolio. To advance our climate-related risk management practices, we recently began implementing the recommendations established by the Task Force on Climate-Related Financial Disclosures (TCFD). As defined by the TCFD framework, risks associated with climate change include:

• **Physical Risks**

- Acute Risks (e.g., adverse weather events)
- Chronic Risks (e.g., extreme heat stress or sea level rise)

• **Transition Risks**

- Policy and Legal
- Technology
- Market
- Reputation

As we continue to formalize our approach to addressing climate change-related risks to our business, we have started to review physical risk to our properties based on their specific uses and locations. This has provided a summary of our highest exposures in terms of both acute and chronic risks, and this

information is now under review by executives and business function leaders across various disciplines and geographies to further assess the risks and enact mitigation programs. At the same time, we are reviewing transition risks associated with our business. Northwest is now looking to account for these risks and opportunities in our business planning, from strategy to execution.

For more information on this program and how we plan to integrate the findings into our business, see Northwest's TCFD disclosure recommendations table on [page 54](#).



Artist's impression of a proposed development in Gold Coast, Queensland, Australia



## ENABLERS GOAL

# Advance Formal Reporting and Risk Management Framework

### 2022 Action Plan

- Submit to GRESB
- Submit to CDP (Vital only)
- Align with TCFD and SASB frameworks for 2022 report

### Outcomes

Northwest made its first reportable submission to GRESB in 2022. Our score of 62 was, we're told, a good first-year result. One key to obtaining a reasonable baseline score was embedding the formality of annual independent scrutiny to our sustainability program. Such an assessment not only identifies our strengths, but also the opportunities for improvement in our ESG strategy, practices, and disclosure.

We were proud to have achieved, or to be within striking distance of, the benchmark scores of our peer group in terms of the social, governance, and management components of the survey. Our near-term focus is to improve our environmental performance scores while maintaining a level of results consistent with the specialized nature of our healthcare portfolio.

In ANZ, Vital achieved a 5-Star ESG rating through GRESB, ranked in the top quartile (globally) for listed healthcare entities.

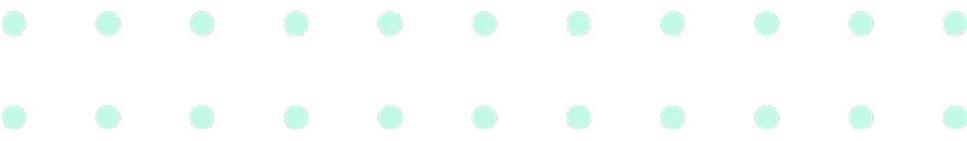
Vital also achieved a B- (Management score) through CDP—a disclosure framework considered the gold-standard to review and manage a company's environmental footprint.

This report incorporates our first formal TCFD disclosure, including publication of our Environmental Management System (EMS). The EMS is subject to annual review for improvements.

Advisor retained for 2022 TCFD reporting will assess our portfolio against physical climate risks.

We are members of Green Building Councils in Australia and New Zealand and participate in Sustainability Leader Round Tables, are members of the Property Councils of New Zealand and Australia, and have undertaken a CREEM tool pilot assessment across a number of our assets to identify carbon reduction opportunities.

An Operational Risk Committee was formed in ANZ and includes climate-related reporting.



## ENABLERS GOALS

# Establish GHG Emissions Program

### 2022 Action Plan

- Update net zero ambition and establish tracking framework

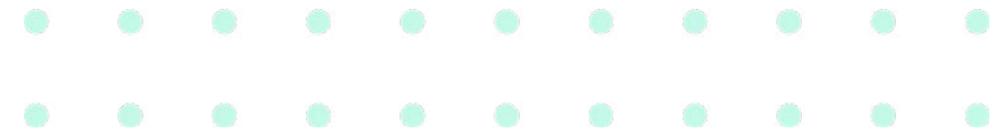
### Outcomes

We are continuing to collect data with the intention of setting 2030 interim reduction targets in 2023, in line with our net zero 2050 commitment.

Greenhouse gas emissions (GHG) are our biggest global impact on the environment, so tracking and mitigating these emissions is a top priority. The first step is to create a baseline of emissions, which we achieved in 2022 for scopes 1 and 2 and will achieve in 2023 for scope 3. Once the baselines are established we can use the data collected from our utilities and energy audits to create asset-specific road maps and an overarching strategy to meet our target of becoming net zero by 2050.

Scopes 1 and 2 include emissions directly from our assets and from purchased energy. Scope 3 includes emissions in the value chain and from our tenant-controlled assets. Because reduction of energy use and GHG emissions are key to our long-term plans, those elements will be key considerations as we grow the company and acquire new assets. We are also considering joining global initiatives such as the Science Based Targets Initiative and the CDP.





## ENABLERS GOALS

# Implement Green Leases

### 2022 Action Plan

- Update standard lease agreements
- Amend existing leases where feasible

### Outcomes

We have committed to embedding a green clause within all new leases that ensures we will be able to measure the environmental impact of our buildings and tenants. We also advise tenants on how to take a more sustainable approach to their operations and in the initial fit-out of the premises.

### Northwest operates with two primary types of leases:

- **Single-tenant** leases applicable for hospital, large clinic, or aged care operators. These leases are typically not ‘standard form’ leases, reflecting the bespoke nature of many of the arrangements as between tenant and landlord, including the approach to sustainability, which is, as a result, handled on a case by case basis.

- **Multi-tenant** standard form leases utilized in medical office buildings (and select life science and non-medical multi-tenanted buildings). To varying degrees, each operating region within Northwest has adopted green lease clauses in its standard form documentation, reflecting market practices.

**In Europe** new leases are updated with sustainability clauses requiring tenants to share utility data and to follow EU legal requirements. In 2027, properties in the Netherlands and the UK must meet an EPC energy performance rating of at least C, and by 2030 they must meet a rating of B.

# Appendices

4

APPENDIX 1 - MATERIALITY REPORT

# Amplifying What Matters Most

During the course of 2021, Northwest established a sustainability committee to lead the development of our organizational sustainability strategy. This process started with a materiality assessment that allowed us to explore and define the topics most relevant to Northwest and our stakeholders.

## Our Process

### Define

We began with a comprehensive list of 28 topics informed by the specifics of our business, peer benchmarks, financial data, and industry standards such as the Global Real Estate Sustainability Benchmark (GRESB) and the Sustainability Accounting Standards Board (SASB).

### Engage

We surveyed 38 leaders, as well as all eight members of the Northwest Board of Trustees. In addition, we facilitated 20 interviews with Northwest leaders and key external stakeholders to inform materiality opportunities and risks.

### Assets

With a narrowed list, we defined and prioritized the sustainability topics most material for the organization, factoring in perspectives from our internal and external stakeholders and considerations from peers, standard setters, and society at large.

### Material Topics

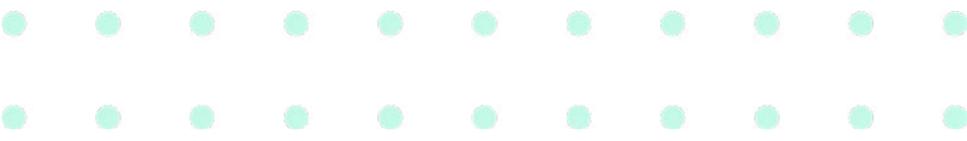
According to the Global Reporting Initiative (GRI), material topics have a direct or indirect impact on an organization's ability to create, preserve, or erode economic, environmental, and social value for itself, its stakeholders, and society at large.

From this analysis, 10 core topics emerged as most material, forming the basis of Northwest's sustainability strategy.

Materiality to Stakeholders



Materiality to Northwest



APPENDIX 2

# Task Force on Climate-Related Financial Disclosures

## Governance

At Northwest, the Board of Trustees has overall oversight of sustainability. The Board is advised by our Global Leadership Team (GLT), which oversees our Global Sustainability Committee (GSC). The GSC is an eight-person team with day-to-day responsibility for our sustainability program, with representatives from each operational region (Asia-Pacific, Europe, and the Americas). Seven team members are fully dedicated to sustainability, while the others contribute to sustainability but also have other responsibilities.

From time to time the GSC also invites participation from sustainability appointees from other functional areas of the business (e.g., human resources, corporate finance,

and corporate investments) to further inform strategy and planning while also ensuring flow of information across the organization. Within each of our operating regions, various members of local property teams also execute sustainability initiatives. The GSC is responsible for advising the GLT, which in turn informs the Board, on the management of climate-related risks and opportunities and for overseeing execution of programs and projects.

## Management’s Role

The REIT’s Chief Administrative Officer (CAO), who is also the interim Global Head of Sustainability, leads and manages the GSC. As a standing member of the GLT, the CAO regularly updates and collaborates with the GLT regarding sustainability strategies and material issues, including those pertaining to climate risk. The CAO is further informed on various functional areas of the business through cross-functional working groups established to manage and execute sustainability projects. Each group is led by a member of the GSC.

In addition, corporate departments such as IT and HR report to the CAO, further facilitating the regular flow of information and oversight capacity. Through biweekly “all staff”

update calls, the CAO provides updates on sustainability topics, including climate risk, to keep all business units informed about ongoing projects and to keep sustainability top of mind throughout Northwest.

The GSC interfaces with the property management teams for the collection of sustainability data from each property. This data is leveraged in a collaborative effort with the technical operations teams to plan property-level capital projects such as building envelope upgrades, interior renovations, equipment maintenance, and projects such as the provision of on-site renewable energy or the conversion to LED lighting.





APPENDIX 2

## Strategy

For Northwest, climate change poses both risks and opportunities. Because of a projected rise in global temperatures, Northwest recognizes that the likelihood of climate-related impacts to our business is increasing across the short, medium, and long term.

Key physical risks related to climate change include extreme variability in weather patterns, increased severity of weather events, increased flooding potential, and the impact of rising sea levels, all of which carry the potential of property damage or loss. An inherent strategy for mitigating the impact of climate risk is to have a geographically diversified portfolio. With properties in eight countries around the globe, we have achieved this, lessening the risk that a regional climate-related disaster could cause larger damage to the portfolio as a whole. In addition to the mitigation provided by geographic diversification, we also consider the physical climate-related risks at each property as part of our risk assessment strategy. More information on physical climate risk can be found on [page 58-59](#).

Property acquisition and development are material components of our business, and we incorporate climate risk management in the due diligence phases. Together with ongoing risk management for operating properties, this

ensures that we are managing climate risk throughout the full life cycle of a property.

Northwest also considers various transitional risks associated with climate change. These include macroeconomic risks such as increasing energy costs, legislation, and policy risks such as carbon taxes, as well as reputational risk linked to evolving customer (e.g., tenant) and investor preference for doing business with organizations that are deemed more sustainable than others.

Northwest mitigates transitional risks in a number of ways. We look to conserve energy through efficiency retrofits, operating changes, and collaboration with our tenant partners, who often control the operations of the property. In terms of policy risk, we annually review policy and legislative requirements for the portfolio, not only ensuring compliance locally but considering the application of policy lessons learned in one jurisdiction to the remainder of the portfolio. We consider sustainability to

be an opportunity as much as a risk in terms of reputation, as we shift to more sustainable buildings that promote occupant health and well-being. Northwest believes that sustainable healthcare facilities will become more attractive to existing and potential healthcare tenants, their employees, and their clients.

Our strategy takes into consideration different climate-related scenarios, including a 2°C or lower scenario and a business-as-usual model (RCP 8.5) which assumes global temperatures will rise by more than 4°C. We analyze both scenarios over three different time horizons:

- **Short:** Present to 2030
- **Medium:** 2031 to 2040
- **Long:** 2041 to 2050

## APPENDIX 2

# Risk Management

Our risk management program includes consideration of physical and transition risks, including both climate change mitigation (resource efficiency and emissions reduction) and adaptation (including integration of climate resilience into our investment decision-making). Partially because of this work, Northwest maintains a diversified real estate portfolio assessed, on average globally, as low risk in terms of physical climate risk.

In 2021, we began modeling our physical climate risk at the portfolio level, using climate risk software that measures property exposure in seven areas: flooding, both fluvial and coastal, extreme heat, extreme cold, water stress, tropical cyclones, and wildfires. These seven risks are assessed across three climate scenarios and three time horizons. Additional details can be found in the Climate Risk Overview located on [pages 58-59](#).

The climate risk profile of each individual property is largely dependent on the property's unique attributes and its physical location, as well as local regulatory requirements. Therefore,

in order to best position our properties for potential climate risks we are now formalizing climate risk assessments at each property.

### In 2023, Northwest will:

- Further improve the climate risk assessment as part of our ongoing asset management of each property;
- Ensure disaster recovery plans are updated at each property and for each business unit; and
- Ensure that our insurance policies provide the most cost-effective coverage against climate-related events, though our goal is to proactively prevent property damage and loss before climate-related events occur.

### Metrics and Targets

The key climate-risk-related metrics we track and report on include water stress, fluvial and coastal flooding, extreme heat, extreme

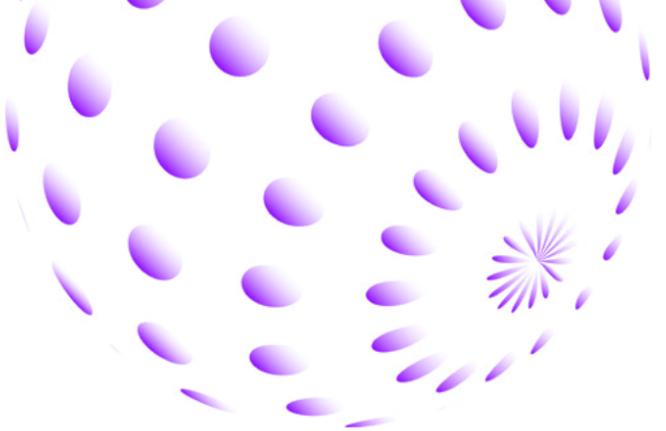
cold, tropical cyclones, wildfires, and GHG emissions. Using our central data repository, we analyze environmental data in a variety of ways, including through property classification (e.g., by location, tenant type, use, age, or size). Metrics we track include energy and water usage, waste generation, both absolute and intensity metrics, as well as year-over-year change and physical climate risk scores for each property, which help inform our priority properties. Northwest will continue to review and proactively execute risk mitigation action plans on the 30 percent of properties with “High Risk” climate risk scores for one or more of the seven tracking measurements.

We follow the GHG Protocol to develop our Scope 1 and 2 emissions inventories. We report on Scope 3 emissions associated with downstream (i.e., leased) assets, a material category for Northwest as a building owner. In future years, we will work toward including additional Scope 3 categories in our reporting

Northwest is committed to achieving net zero by 2050. We recently completed

energy audits for almost all properties for which the landlord has operational control and will use this information to inform strategies to mitigate climate-related risks. Once complete, we will update our targets, but in the interim, Northwest has introduced the following portfolio improvement targets to reduce GHG emissions:

- **Energy consumption:** 2 percent annual intensity reduction target for properties within operational control
- **Water consumption:** 1 percent annual intensity reduction target for properties within operational control
- **Waste diverted from landfill:** Achieve annual waste diversion rate of 20 percent
- **GHG emissions:** Reduce by 80 percent by 2050 from 2022 baseline
- **Data Coverage:** Increase overall energy data coverage to 80 percent



## APPENDIX 2

# Climate Risk Overview

We have assessed the exposure to climate-related physical risks for each of our properties as either Low, Medium, or High. Prioritizing high-risk properties, we have implemented or are implementing strategies to mitigate the identified risks. As we mitigate risk on our properties, we also achieve benefits for our tenants as well as the surrounding communities.

Specific mitigation measures have been contemplated for each physical risk category (as evidenced in the table below). In addition, the following climate mitigation measures are applicable to all landlord-controlled properties, including:

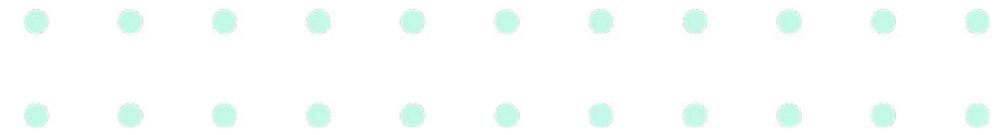
- Energy assessments, using the ASHRAE Level II energy audit standard;
- Updated Emergency Response Plans (ERPs), including for emergency scenarios resulting from climate change, such as extreme weather events;
- Updated emergency and life safety protocols; and
- Insurance coverage reviews.

Northwest manages transition risk through ongoing regulatory reviews in each jurisdiction in which we operate.

See [page 58](#) for additional information.

Risk categories are based on Standard and Poor's Climate Risk Tool.  
Based on portfolio data as of December 31, 2021

# Climate Risk Overview

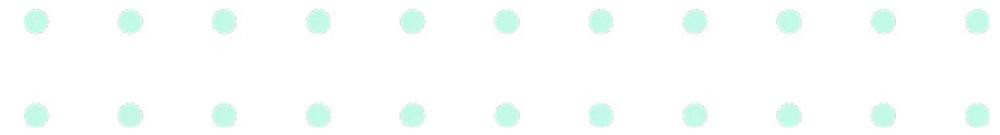


Chronic

Physical Climate Risk	Time Horizon	Potential Business Impacts	Risk Exposure <small>Percentages based on Gross Floor Area of portfolio</small>		Potential Mitigation Strategies
<b>Coastal Flooding and Sea Level Rise:</b> Risk related to the expected local area flooded and depth of flooding by sealevel rise that year	Long	Rising sea levels could lead to storm surge and other potential impacts for low-lying coastal properties. This risk is exacerbated by increases in frequency and intensity of storms and extreme weather events. Northwest has identified risks leading to property damage, loss of property value, increased insurance premiums, and pose a threat to business and healthcare operations.	High	3%	<ul style="list-style-type: none"> <li>Incorporation of temporary flood barriers into building design and operation</li> <li>Ensuring on-site supply of, and staff training on, critical flood-fighting equipment and supplies (e.g., sandbags, sump pumps, portable</li> <li>Ensuring on-site back-up generator can power critical equipment (e.g., at least one elevator, sump pumps, HVAC, and life safety equipment)</li> <li>Incorporating minimizing of water infiltration into building design</li> <li>Minimization of use of below-grade space for critical functions for building or tenant(s)</li> </ul>
<b>Extreme Heat and Heat Stress:</b> Risks related to the number of days with higher-than-average temperatures	Short	Increases in extreme heat intensity and duration pose a risk to both human and asset capital. Increased temperatures may also lead to increased operating costs, notably for energy consumption and for labour costs for capex work given reduced construction season and/or productivity. Heat stress on local power grids may also lead to unscheduled power interruptions.	Medium	0%	
			Low	1%	
			None	96%	
<b>Extreme Cold:</b> Risks related to the number of days with lower-than-average temperatures	Short	Increases in extreme cold intensity and duration pose a risk to both human and asset capital. Decreased temperatures may also lead to increased operating costs and energy consumption.	High	1%	<ul style="list-style-type: none"> <li>Increasing of building's cooling capacity</li> <li>Increasing of building's back-up power / generator capabilities</li> <li>Enhancement of building's energy conservation, including education and training for building staff and tenants</li> <li>Incorporating minimizing exterior air into building design (e.g., double entry doors, revolving doors)</li> </ul>
			Medium	3%	
			Low	46%	
			None	50%	
<b>Water Stress:</b> Risks related to when expected demand for water exceeds the local supply of usable water	Medium	A decrease in available water supply could lead to supply interruptions, posing a threat to the operations of the property and its tenants, especially healthcare tenants. Restricted supply could also lead to higher costs	High	0%	<ul style="list-style-type: none"> <li>Increasing of building insulation, both building envelope and pipes</li> <li>Increasing of back-up power / generator capabilities</li> <li>Incorporation of minimizing exterior air infiltration into building design (e.g., double entry doors, revolving doors)</li> </ul>
			Medium	5%	
			Low	32%	
			None	63%	
<b>Water Stress:</b> Risks related to when expected demand for water exceeds the local supply of usable water	Medium	A decrease in available water supply could lead to supply interruptions, posing a threat to the operations of the property and its tenants, especially healthcare tenants. Restricted supply could also lead to higher costs	High	44%	<ul style="list-style-type: none"> <li>Implementation of water-saving measures including, efficient plumbing/ fixtures, "smart" watering technologies</li> <li>Increasing water conservation education and training for building staff and tenants</li> <li>Introduction or expansion of on-site water storage</li> </ul>
			Medium	9%	
			Low	18%	
			None	29%	

Scenario: Representative Concentration Pathway (RCP) 8.5 using a 2050 time horizon projection  
 Time Horizon: **Short:** Present–2030 **Medium:** 2031–2040 **Long:** 2041–2050  
 Risk Level: **None:** 0%–25% **Low:** 26%–50% **Medium:** 51%–75% **High:** 76%–100%

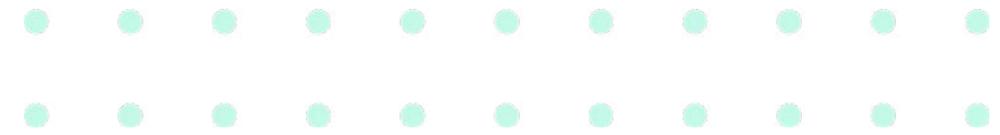
# Climate Risk Overview (Cont.)



	Physical Climate Risk	Time Horizon	Potential Business Impacts	Risk Exposure <small>Percentages based on Gross Floor Area of portfolio</small>		Potential Mitigation Strategies
Acute	<b>Wildfire:</b> Risks related to the share of an area's vegetation at risk of burning per climate models	Short	Increases in fire potential pose a risk to both human and asset capital. Impacts on air quality may affect human health as well as business and healthcare operations. Northwest has also identified risks in property damage, increased insurance premiums, higher operating costs, and stress on ecosystem services.	High	6%	<ul style="list-style-type: none"> <li>Ensuring landscaping is carefully planned and maintained</li> <li>Regular inspecting of building envelope to ensure no combustible materials are present (e.g., gutters)</li> <li>Ensuring all building envelope openings are designed and maintained to combat air and heat infiltration</li> <li>Consideration of a secondary water supply, such as fire pump &amp; tank, on site</li> </ul>
	<b>Tropical Cyclone:</b> Risks related to the expected number and strength of hurricanes based on historical data	Short	Increases in frequency and intensity of storms and extreme weather events may lead to unforeseen property damage, loss of property value, increased insurance premiums, and pose a threat to business and healthcare operations.	High	0%	
	<b>Fluvial Flood:</b> Risks related to river, lake, or stream overflows	Medium	Change in rainfall conditions leading to increased frequency and severity of flooding could lead to property damage, loss of property value, and pose a threat to business and healthcare operations.	High	1%	
				Medium	0%	<ul style="list-style-type: none"> <li>Prioritizing roof maintenance, including pre-emptive repairs</li> <li>Utilization of highest quality windows and doors</li> <li>Ensuring on-site back-up generator can power critical equipment (e.g., at least one elevator, sump pumps, HVAC, and life safety equipment)</li> <li>Incorporating minimizing of water infiltration into building design</li> <li>Minimization of use of below-grade space for critical functions for building or tenant(s)</li> </ul>
				Low	0%	<ul style="list-style-type: none"> <li>Ensuring on-site supply of, and staff training on, critical flood-fighting equipment and supplies (e.g., sandbags, sump pumps, portable</li> <li>Ensuring on-site back-up generator can power critical equipment (e.g., at least one elevator, sump pumps, HVAC, and life safety equipment)</li> <li>Incorporating minimizing of water infiltration into building design</li> <li>Minimization of use of below-grade space for critical functions for building or tenant(s)</li> </ul>
				None	97%	

Scenario: Representative Concentration Pathway (RCP) 8.5 using a 2050 time horizon projection  
 Time Horizon: **Short:** Present–2030 **Medium:** 2031–2040 **Long:** 2041–2050  
 Risk Level: **None:** 0%–25% **Low:** 26%–50% **Medium:** 51%–75% **High:** 76%–100%

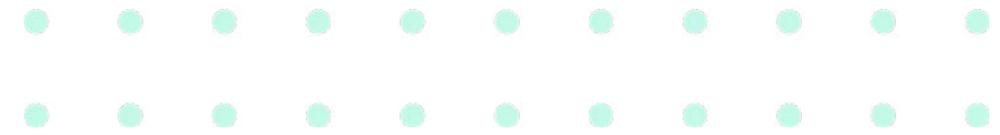
# Reformatted Transitional Climate Risks



	Physical Climate Risk	Time Horizon	Potential Business Impacts	Risk Exposure Percentages based on Gross Floor Area of portfolio	Potential Mitigation Strategies
<b>Technology</b>	<p><b>Transition Cost:</b> Risks related to the capital cost of transitioning to more sustainable technology and operations.</p>	Short	Our asset mix mainly consists of medical office buildings (MOBs) and hospitals. Northwest has operational control of MOBs. Most, but not all, MOB leases permit the landlord to recover the costs of sustainability-related capital upgrades and, subject to materiality for their business, most healthcare operators should be able to afford such costs. Our hospital properties are controlled by our tenant partners who may not be willing or able to absorb the costs of transitioning to lower- carbon technologies, which could impair property value.	Medium	<ul style="list-style-type: none"> <li>Continually assessing the condition of our portfolio to compete and thrive, while also meeting environmental objectives</li> <li>Ensuring asset management plans for each property and consolidating them into a viable portfolio strategy to achieve known and anticipated sustainability objectives</li> <li>Strengthening tenant relationships to align on sustainability goals and manage transition costs</li> <li>Continuing to partner with strong, leading healthcare operators who are best positioned to absorb transition costs</li> </ul>
<b>Policy &amp; Legal</b>	<p><b>Changes in Regulations Developments:</b> Risks related to new standards and minimum performance requirements at current and future developments.</p>	Short	Changes in regulations and laws may expose Northwest to more stringent standards and higher capital costs to meet these standards. Developments associated with higher efficiency requirements may incur higher costs, cause delays, or make projects unfeasible.	Medium	<ul style="list-style-type: none"> <li>Strengthening tenant partnerships to ensure alignment on sustainability goals for new projects.</li> <li>Restricting the building of new projects to only strong, financially healthy tenants</li> <li>Consistently researching and monitoring development standards and performance requirements to ensure projects meet or exceed standards</li> </ul>
	<p><b>Changes in Regulations - Existing Buildings:</b> Risks related to new standards, minimum performance requirements, and reporting measures at existing buildings.</p>	Short	Changes in regulations and laws may expose Northwest to more stringent standards and higher capital costs to meet these standards. Regulations and monitoring may result in environmental liabilities at existing buildings. Increasing regulations for our tenants may also result in economic hardship for them.	Medium	<ul style="list-style-type: none"> <li>Consistently improving our properties to ensure that they comply with or exceed operational climate-related standards</li> <li>Rigorously assessing property performance and consistently evaluating environmental performance against minimum requirements when considering hold versus sell</li> </ul>
<b>Market</b>	<p><b>Enabling Quality Care:</b> Risks related to the growing market demand for sustainability measures in leasing and renewal decisions.</p>	Medium	Northwest could face a decrease in leasing and renewal demand, and thus revenue, if we cannot meet current or future tenant demands for sustainability features.	Medium	<ul style="list-style-type: none"> <li>Ensuring ongoing dialogue with key tenant partners to ensure alignment on sustainability issues</li> <li>Monitoring of sustainability metrics required to be industry leader and reporting of same to tenant community</li> </ul>

# Northwest SASB Disclosures

## Activity Metrics



Code	Description	Response
IF-RE-000.A	Number of assets, by property subsector	Healthcare Center: 85 Medical Office: 114 Laboratory/Life Sciences: 4 Senior Homes: 8
IF-RE-000.B	Leasable floor area, by property subsector	Healthcare Center: 890,204 m2 Medical Office: 599,255 m2 Laboratory/Life Sciences: 31,085 m2 Senior Homes: 31,853 m2
IF-RE-000.C	Percentage of indirectly managed assets, by property subsector	Healthcare Center: 93% Medical Office: 16% Laboratory/Life Sciences: 100% Senior Homes: 100%
IF-RE-000.D	Average occupancy rate, by property subsector 2020	Healthcare Center: 97% Medical Office: 91% Laboratory/Life Sciences: 100% Senior Homes: 100%
IF-RE-000.D	Average occupancy rate, by property subsector 2021	Healthcare Center: 96% Medical Office: 91% Laboratory/Life Sciences: 100% Senior Homes: 100%

# Northwest SASB Disclosures

## Energy

Code	Description	Response
IF-RE-130a.1	Energy consumption data coverage as a percentage of total floor area, by property subsector	Healthcare Center: 71% Medical Office: 96% Laboratory/Life Sciences: 56% Senior Homes: 100%  Original utility data coverage listed for property subsectors. Estimation was used to calculate the total energy consumed and like-for-like values listed for the other disclosures.
IF-RE-130a.2	Total energy consumed by portfolio - 2020	407,579 MWh
IF-RE-130a.2	Total energy consumed by portfolio -2021	398,508 MWh
IF-RE-130a.3	Like-for-like percentage change in energy consumption for the portfolio	-0.5%
IF-RE-130a.3	Data Coverage for Like-for-like percentage change in energy consumption for the portfolio	81%
IF-RE-130a.4	Percentage of eligible portfolio that has an energy rating	40%
IF-RE-130a.5	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	Over the years, we've intentionally moved toward more sustainable operations by supporting renewable energy, reducing emissions, and saving on energy costs for both our properties and select corporate offices. In 2022, we performed energy audits at 100% of landlord controlled properties, which will inform priority retro-fit opportunities. In conjunction, Northwest has developed sustainable development guides across our global portfolio, adapted based on regional context. Through continuous tenant partnership, feedback, and refinement of these guidelines, we will develop best practices for sustainable operations and renovations available for all of our partners globally in 2023. Additionally, Northwest has incorporated sustainability dimensions into our corporate due diligence process, and in 2022 introduced an Environmental Management System (EMS) to formalize our operations.

# Northwest SASB Disclosures

## Water

Code	Description	Response
IF-RE-140a.1	Water withdrawal data coverage as a percentage of total floor area	100%
IF-RE-140a.2	Total water withdrawn by portfolio area - 2020	2,029,391 m3
IF-RE-140a.2	Total water withdrawn by portfolio area - 2021	2,177,027 m3
IF-RE-140a.3	Like-for-like percentage change in water consumption for the portfolio	11%
IF-RE-140a.3	Data Coverage for Like-for-like percentage change in water consumption for the portfolio	81%
IF-RE-140a.4	Description of water management risks and discussion of strategies and practices to mitigate those risks	Water conservation is a priority, with all projects required to reduce potable water consumption by at least 15 percent compared to a baseline building. Alternative water supplies such as rainwater or recycled water shall be used where available. Our strategies for the management of Water Stress are mentioned in our TCFD disclosure on <a href="#">page 54</a>

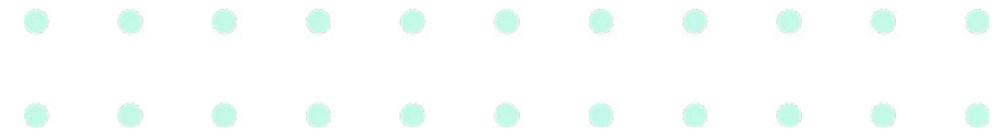
# Northwest SASB Disclosures

## Management of Tenant Sustainability Impacts

Code	Description	Response
IF-RE-410a.1	(1) Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements and (2) associated leased floor area, by property subsector	At Northwest, we include cost recovery clauses in our standard lease agreements across global operations. However, we do not currently track the associated floor area. Through our Global Sustainability Committee, we have established a dedicated working group which focuses on introducing and tracking green lease clauses. Going forward we will look to improve tracking measures.
IF-RE-410a.2	Percentage of tenants that are separately metered or submetered for (1) grid electricity consumption and (2) water withdrawals, by property subsector	<p>Our metering structures are often tied to the nature of the tenancy at each asset. At our healthcare centres, a single tenant typically maintains operational control of the property. Alternatively, at our medical office buildings NothWests typically retains operational control. In these cases, we employ either a single meter structure serving the entire site, or a base building meter with sub metered tenants. Through our trusted and collaborative partnerships, we are dedicated to strengthening tenant relationships and environmental data sharing to develop a complete picture of our performance efficiencies and meter structures.</p> <p>In 2022, we performed energy audits across our global portfolio in order to inform our meter structures and utility tracking going forward.</p>
IF-RE-410a.3	Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants	<p>Supporting our healthcare partners is at the core of what we do and essential to our mutual success. With tenants at the heart of our business, we strive to support them in delivering on their healthcare mission.</p> <p>As a leader in global healthcare real estate, Northwest supports our tenants by collaborating with them on ways to reduce the environmental impact of their operations, and continues to pilot and test innovative ideas at the intersection of healthcare and sustainability. We track and share utility data from participating tenants in our central data repository, and are dedicated to strengthening environmental data sharing with tenants. We utilize a number of tenant engagement mechanisms to strengthen our tenant relationships and to improve our facilities. These include, but are not limited to, tenant advisory boards, tenant newsletters, strategic tenant alliances, regionally-specific sustainable development guides, and more. To further incentivize participation to our tenants, we are launching a series of initiatives to connect our tenants and promote knowledge sharing across the industry, leveraging our unique position at the intersection of healthcare and sustainability. Enabling our partners to serve their patients and other building visitors in an optimized environment is essential to who we are.</p> <p>In 2022, we conducted a tenant satisfaction survey across all regions, and in 2023 we will continue to formalize our procedures for responding to sustainability needs through frequent and transparent tenant engagement activities.</p>

# Northwest SASB Disclosures

## Climate Change Adaptation



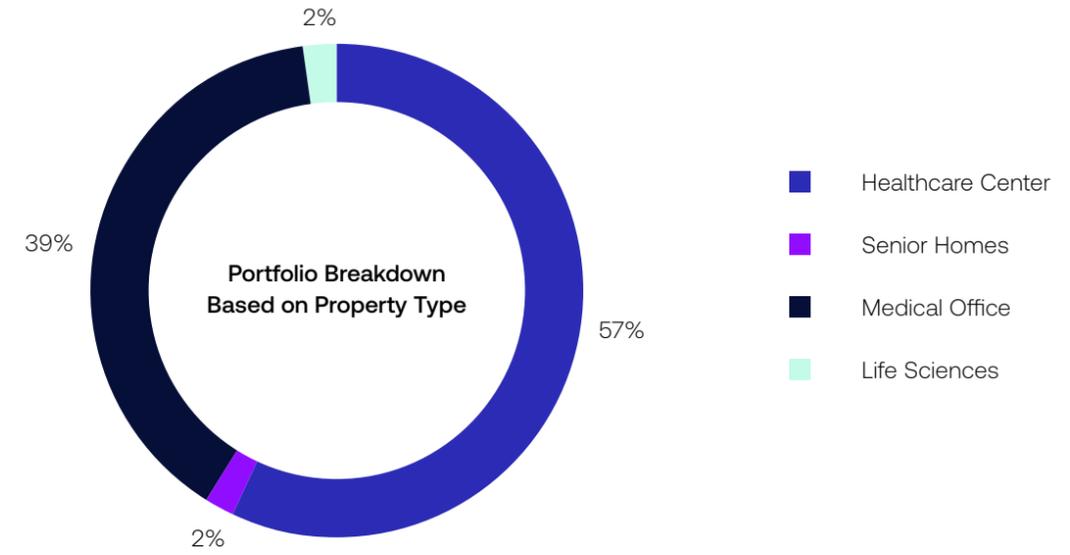
Code	Description	Response
IF-RE-450a.1	Area of properties located in 100-year flood zones, by property subsector	Healthcare Center: 25% Medical Office: 14% Laboratory/Life Sciences: 0% Senior Homes: 13%
IF-RE-450a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	Please see our TCFD disclosure

APPENDIX 4

# Portfolio Overview

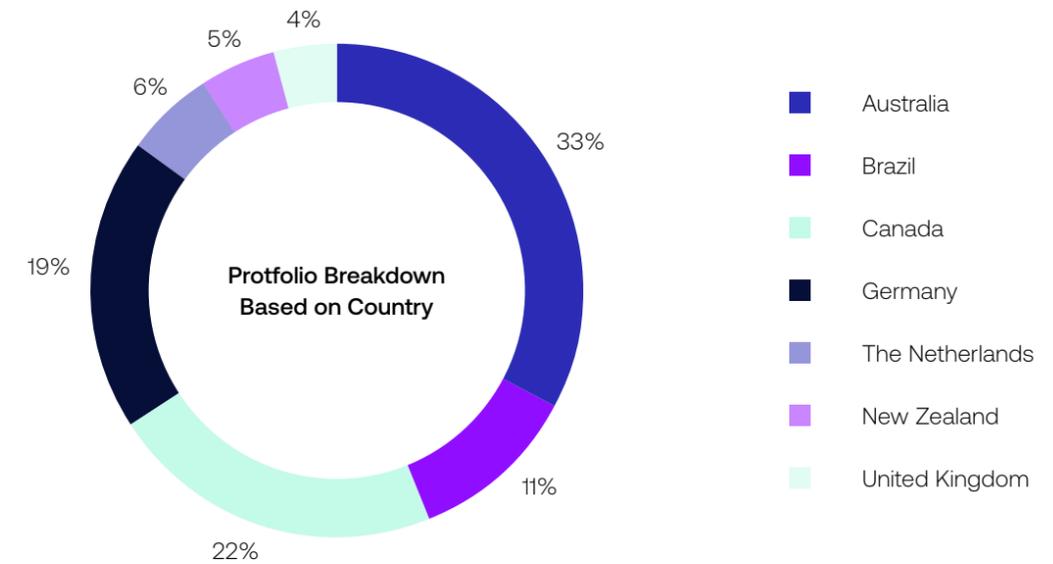
## Portfolio Breakdown by Property Type

Property Type	Number of Buildings	Gross Floor Area (GFA) (sq m)
Healthcare Center	85	890,204
Senior Homes	8	31,853
Medical Office	114	599,255
Life Sciences	4	31,085
<b>Total</b>	<b>211</b>	<b>1,552,397</b>



## Portfolio Breakdown by Geography

Country	Number of Buildings	Gross Floor Area (GFA) (sq m)
Australia	63	510,385
Brazil	8	174,689
Canada	66	342,328
Germany	36	292,297
The Netherlands	13	97,731
New Zealand	11	77,821
United Kingdom	14	57,147
<b>Total</b>	<b>211</b>	<b>1,552,397</b>



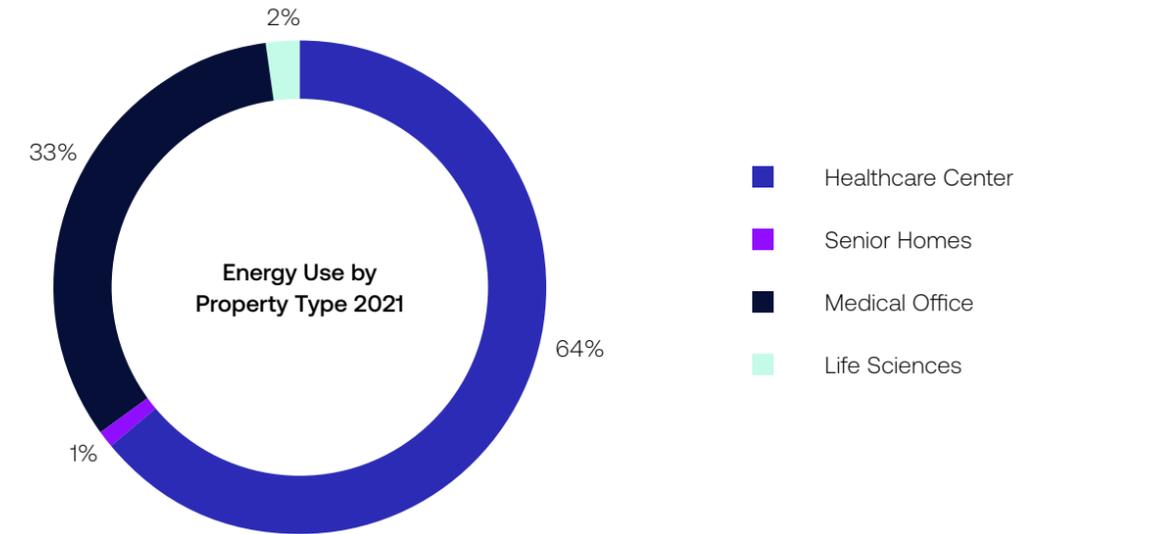
Data Based on EOY 2021  
Data is representative of 100% ownership of all properties

APPENDIX 4

# Energy

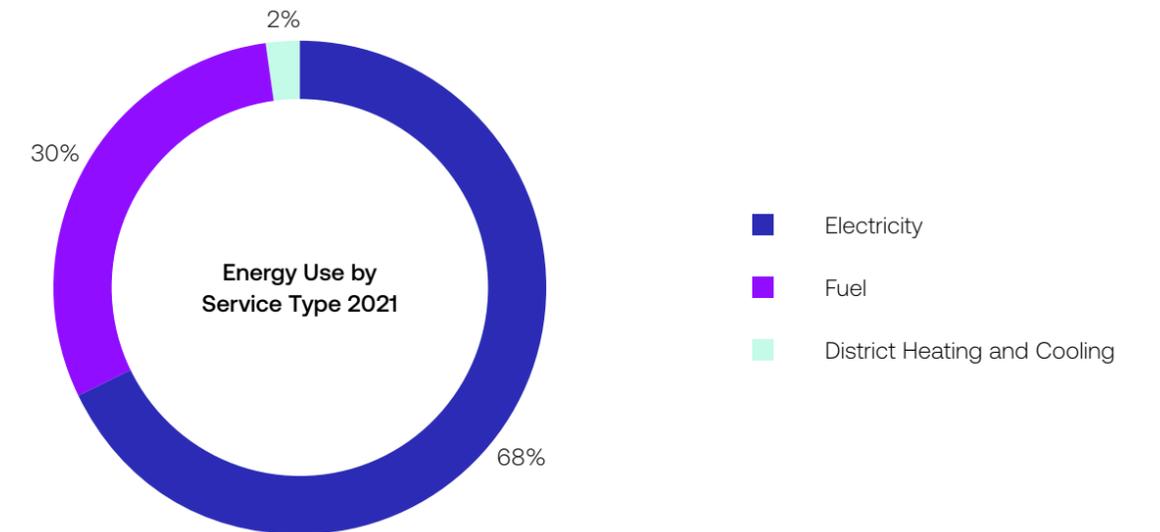
## Energy Use by Property Type

Property Type	2020 (MWh)	2021 (MWh)
Healthcare Center	254,842	253,640
Senior Homes	3,453	4,277
Medical Office	143,240	133,354
Life Sciences	6,044	7,236
<b>Total</b>	<b>407,579</b>	<b>398,508</b>



## Energy Use by Service Type

Service Type	2020 (MWh)	2021 (MWh)
Electricity	289,942	268,656
LNG	109,839	120,513
District Heating and Cooling	7,798	9,339
<b>Total</b>	<b>407,579</b>	<b>398,508</b>



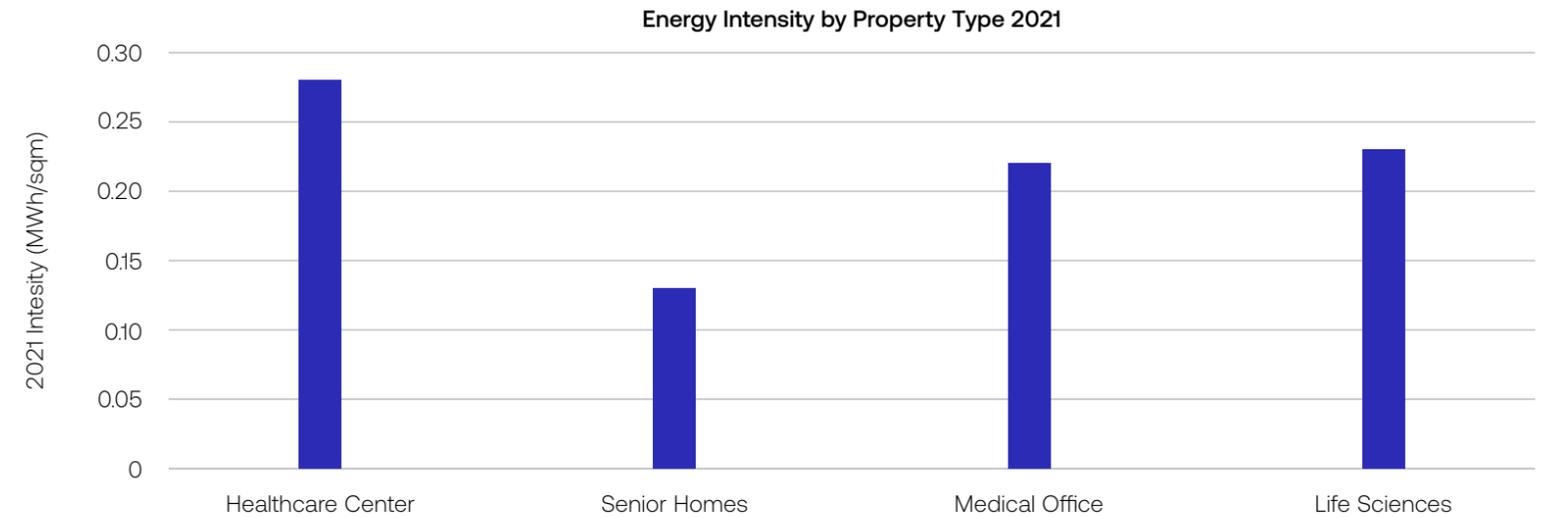
Note: 20% of the 2020 data and 18% of the 2021 data listed above was estimated. The estimation methodology involved extrapolation where partial data was available, and the use of square footage based intensity estimates where no data was available. The intensity estimates were only applied to electricity based on the assumption that all properties have electricity as a utility.

APPENDIX 4

# Energy (Cont.)

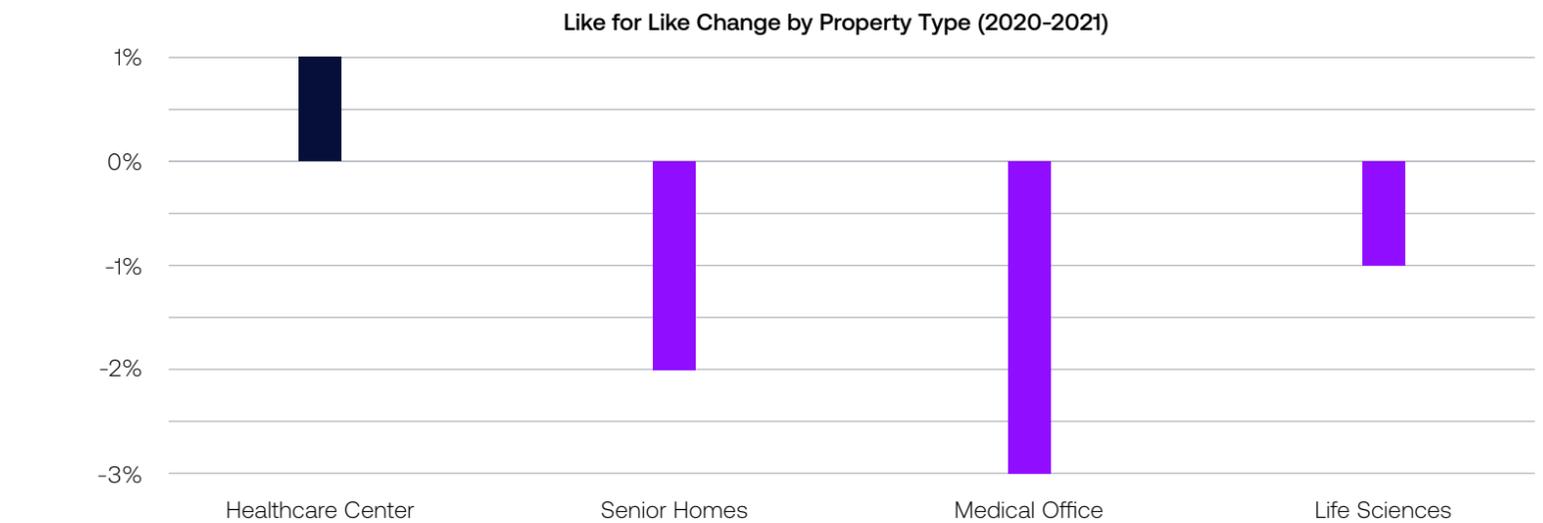
## Energy Intensity by Property Type

Property Type	2020 Intensity (MWh/sqm)	2021 Intensity (MWh/sqm)	Intensity Change %
Healthcare Center	0.29	0.28	0%
Senior Homes	0.11	0.13	24%
Medical Office	0.24	0.22	-7%
Life Sciences	0.19	0.23	20%
<b>Total</b>	0.263	0.257	-2%



## Like for Like Energy Use by Property Type

Property Type	%
Healthcare Center	1%
Senior Homes	-2%
Medical Office	-3%
Life Sciences	N/A
<b>Total</b>	-1%



Note: 20% of the 2020 data and 18% of the 2021 data listed above was estimated. The estimation methodology involved extrapolation where partial data was available, and the use of square footage based intensity estimates where no data was available. The intensity estimates were only applied to electricity based on the assumption that all properties have electricity as a utility.

Data Based on EOY 2021

Note: The Like for Like change was calculated based on estimated data. The subset of properties selected for the Like for Like analysis comprised 81% of the portfolio (by area).

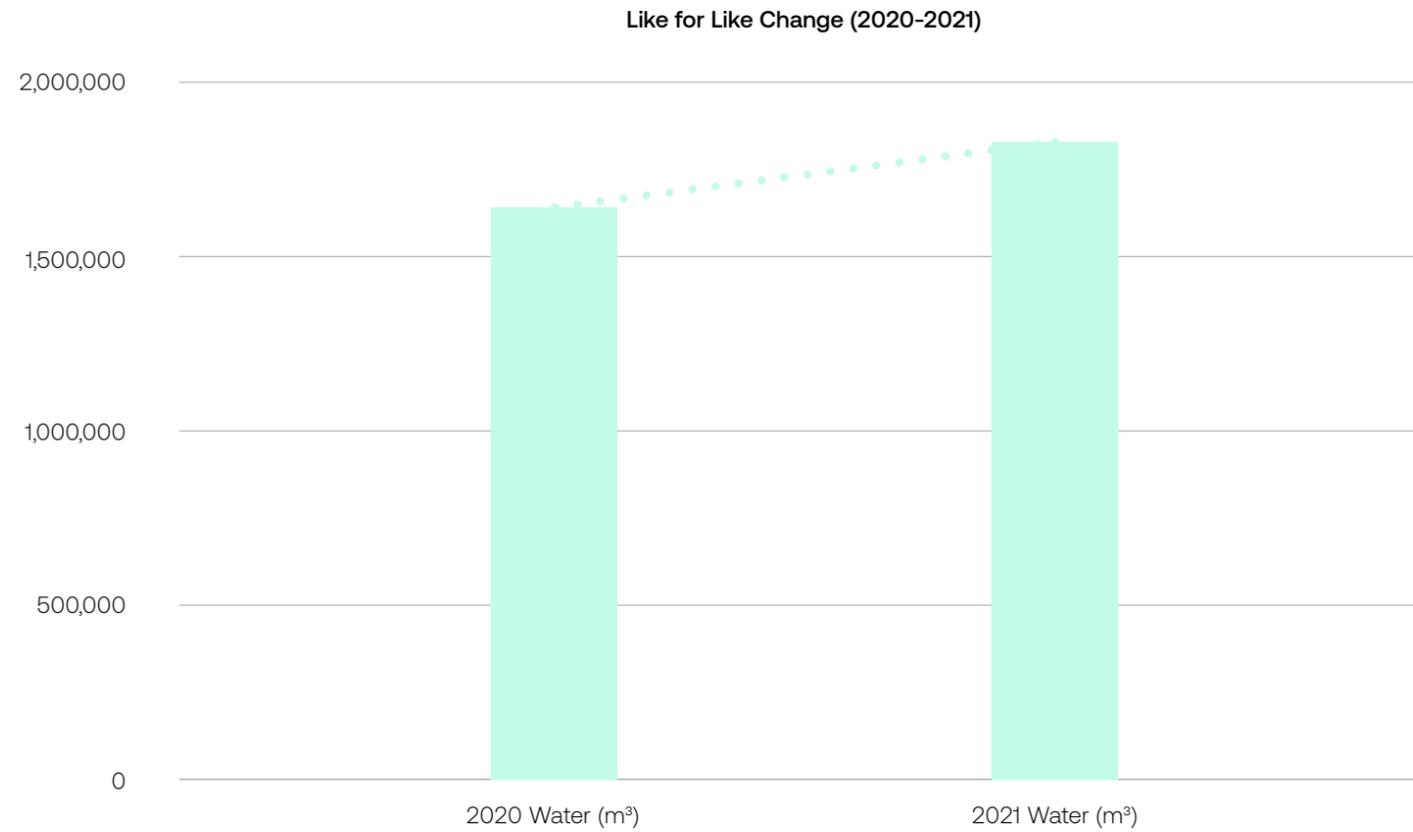
# Water

## Water Use for the Portfolio

	2020 Water (m <sup>3</sup> )	2021 Water (m <sup>3</sup> )
<b>Water Usage (m<sup>3</sup>)</b>	2,029,391	2,177,027

## Like for Like Water Use for the Portfolio

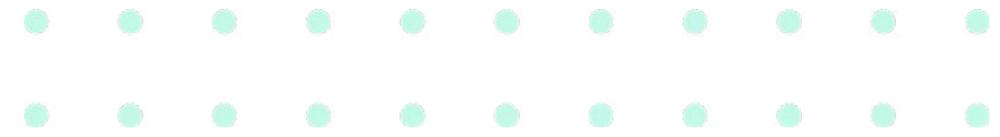
	2020 Water (m <sup>3</sup> )	2021 Water (m <sup>3</sup> )	% Change
	1,640,681	1,828,090	11%



Note: 24% of the 2020 data and 20% of the 2021 data listed above was estimated. The estimation methodology involved extrapolation at the portfolio level. The assumption for extrapolation is that all properties have water as a utility.

Note: The Like for Like change was calculated based on estimated data. The subset of properties selected for the like for like analysis comprised 81% of the portfolio (by area).

# Waste

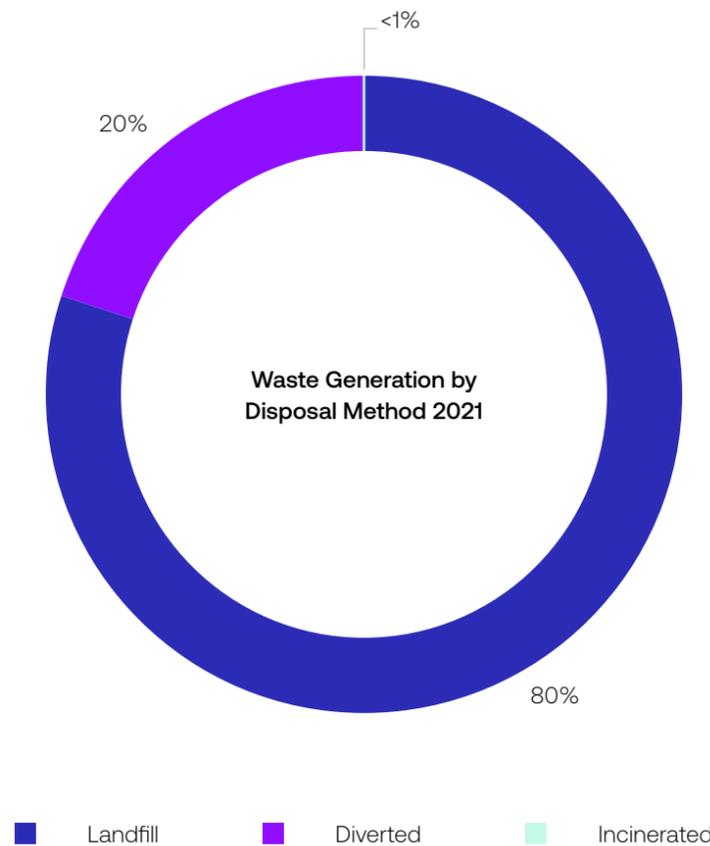


## Waste Generation by Disposal Method

Disposal Method	2020 (MT*)	2021 (MT)
Landfill	8,998	10,820
Diverted	2,066	2,676
Incinerated	41	53

## Waste Diversion Rates

Diversion Rate	2020 (%)	2021 (%)
	19%	20%



Note: The data listed above does not involve any estimation. The data listed above covers 44% and 45% of data in 2020 and 2021 respectively (by area).

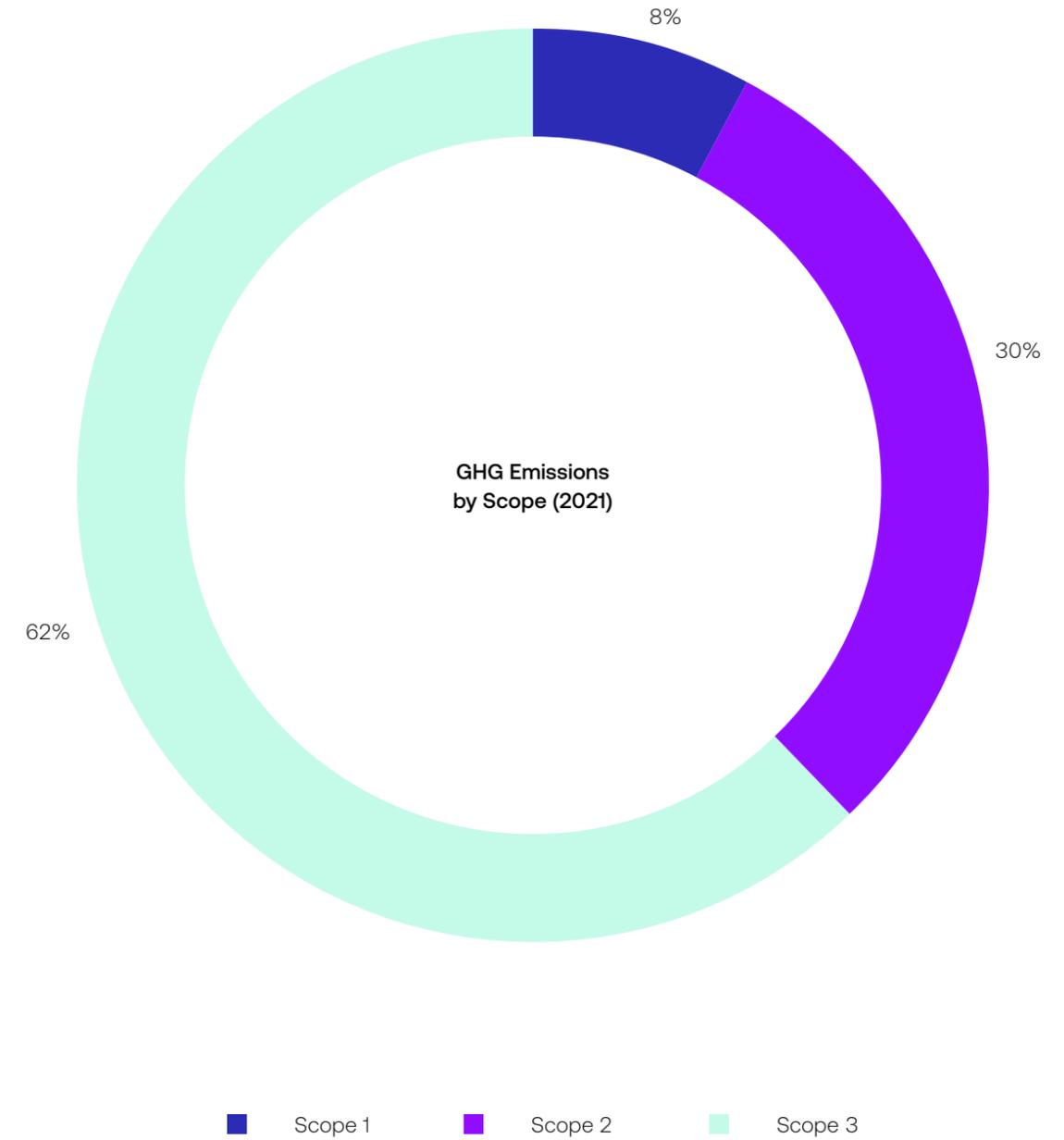
\*Metric tonne

APPENDIX 4

# GHG Emissions

## GHG Emissions by Scope

GHG Emissions by Scope	2020 (MTCO <sub>2</sub> e)	2021 (MTCO <sub>2</sub> e)
Scope 1	9,879	9,713
Scope 2	39,065	37,582
Scope 3	77,809	77,911



Note: The data listed above does not involve any estimation. The data listed above covers 80% and 82% of data in 2020 and 2021 respectively (by area).

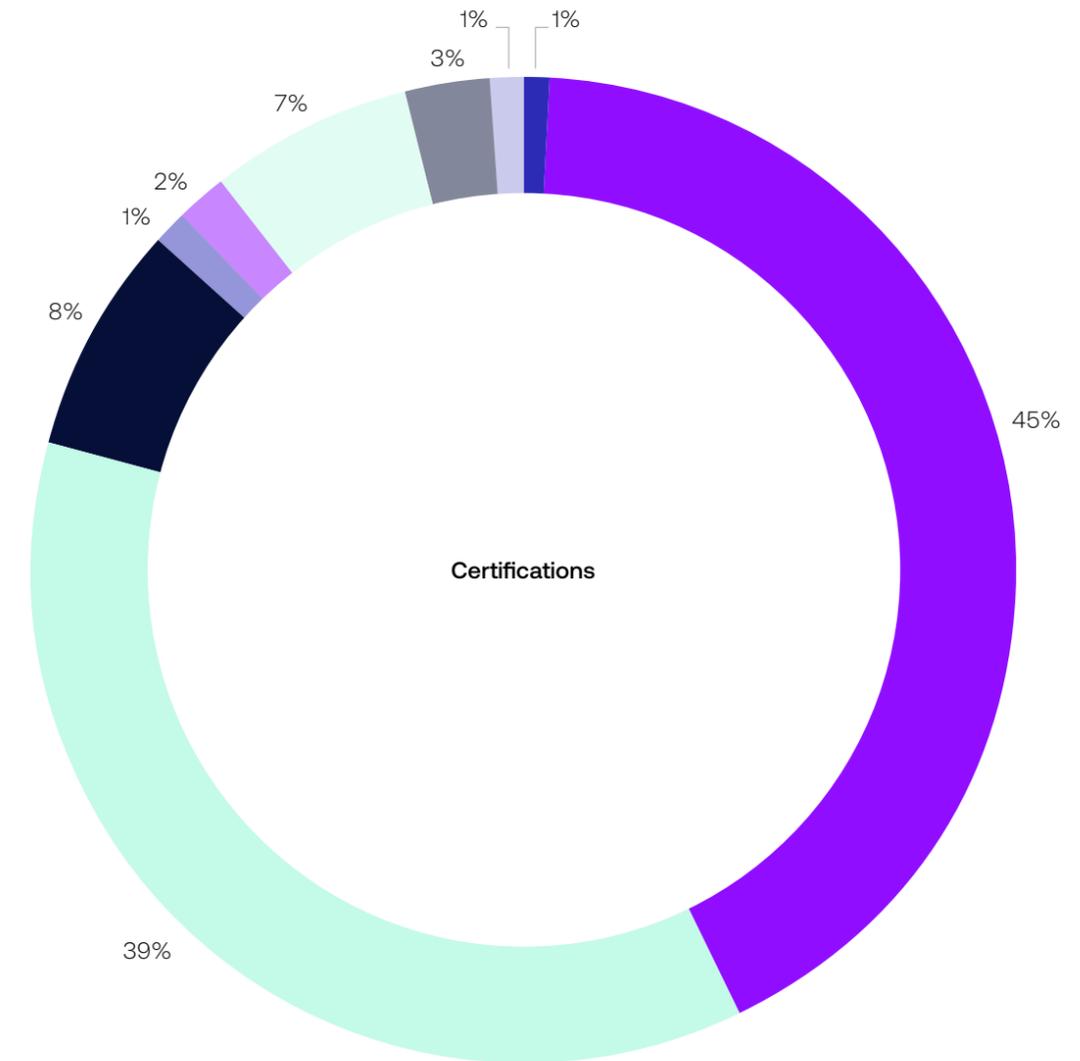
APPENDIX 4

# Certifications

## Building Certifications by Type

Certification Type	Number of Certifications
BOMA/BEST   Silver	1
Green Star/Performance   1 Star	45*
WiredScore/WiredScore - Operational   Certified	39
WiredScore/WiredScore - Operational   Silver	8
LEED/Interior Design and Construction (ID+C)   Certified	1
Green Star Buildings   Registered projects	2
Green Star Design & As Built   Registered projects	7
Green Star Communities   Registered Projects	3
BREEAM   Certified	1

\*Under assessment

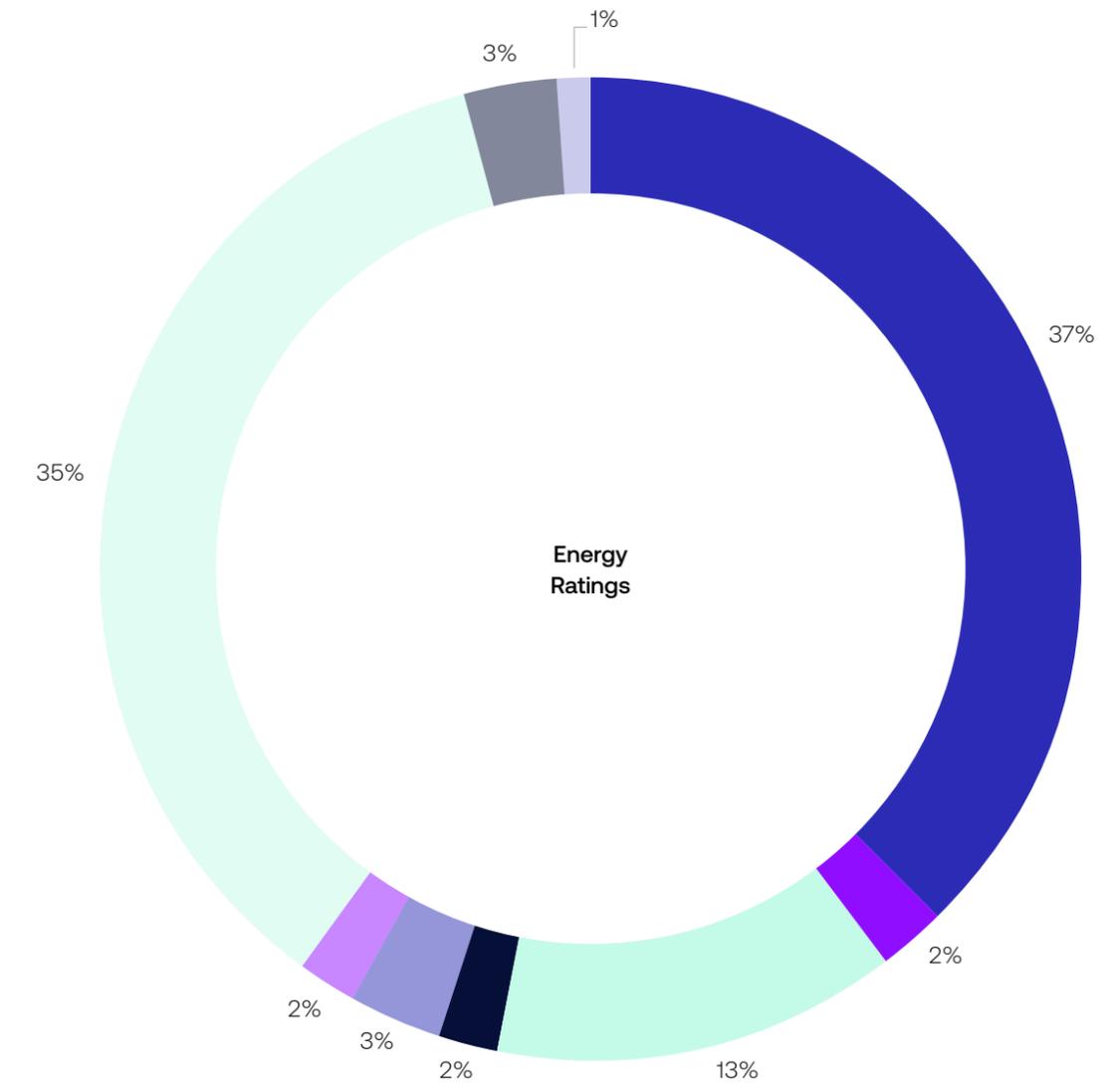


APPENDIX 4

# Certifications (Cont.)

## Building Energy Ratings by Type

Rating Type	Number of Ratings
Energy Star Portfolio Manager	37
EU EPC - A3	2
EU EPC - B1	13
EU EPC - B2	2
EU EPC - B3	3
EU EPC - C1	2
EU EPC - C3	35
EU EPC - D1	3
EU EPC - D2	1



Note: 40% of the portfolio (by area) has an energy rating

