

Trez Capital Corporate Responsibility Policy (CRP)

January 2024

Our Firm Purpose, Mission, Vision & Values

Investing in today to build a better tomorrow.

PURPOSE

Our business is to contribute to our investors' financial success by providing a source of consistent and repeatable returns through opportunistic real estate investing.

MISSION

Our mission is to build a better future – with every relationship and through our entrepreneurial approach and innovative mindset, helping our investors and development partners achieve their financial goals.

We foster a dynamic and collaborative work environment to create opportunities for our employees, partners, and the communities we invest in to prosper.

VISION

Our vision is to be a leader in North American commercial real estate investment solutions and to continue to innovate for the benefit of our valued global investors.

VALUES

Our culture drives our success. Our values are the shared beliefs we bring to our professional and personal conduct every day. They are foundational to the strength of our business.

We build **Trust** through the integrity of our people, our reputation for transparency, and by doing what we say with a focus on rigour, results and risk management.

We gain **Respect** through the impact we create inside and outside the Firm, delivering exemplary stakeholder experiences. We build respect through a collaborative and diverse environment in which our employees can excel.

We pursue **Excellence** for our employees, investors, partners and borrowers. Everyone who works with us is accountable for our clients' success.

Our bold goals and winning outcomes result from our ability to create unique offerings based on our unwavering **Zest**, discipline and innovative entrepreneurialism.

For more than 25 years, we have been dedicated to building a better future, together.

Impact & Corporate Responsibility

OVERVIEW

Trez Capital (the “Firm”) is a diversified real estate investment manager and preeminent provider of private commercial real estate debt and equity financing and investment solutions across North America. We recognize that our business activities have wide-ranging environmental, social, and economic impacts. We are committed to responsible environmental stewardship and sustainability, conducting our business in a manner that is mindful of the environment, seeking best practices as they relate to social and corporate governance and supporting a comprehensive approach to sustainable practices.

As responsible corporate citizens, we have a duty to consider how our actions may affect the environment both directly in terms of our own operations and indirectly through our purchasing decisions, the products and services we offer to our clients, and the business opportunities we pursue.

SCOPE

The requirements of this policy apply to all locations in which Trez Capital operates and all employees of Trez Capital. Although this policy applies to all employees, the primary audience for this policy is the set of individuals responsible for its implementation, namely, the business leaders and group heads.

GENERAL COMMITMENTS

The Firm will:

- A.** pro-actively comply with applicable laws and regulations in Canada, the United States and all other countries in which we operate.
- B.** assess, manage and mitigate, where possible, the environmental impacts of our operations.
- C.** continually improve our performance internally on Environmental, Social and Governance (ESG) factors most relevant to our business and employees.
- D.** develop a Responsible Investment Policy to integrate material ESG considerations into our investment decisions, where appropriate.
- E.** communicate with our employees and other stakeholders on corporate metrics and best practices the Firm is pursuing; and
- F.** review and update this policy annually.

OUR ENVIRONMENTAL COMMITMENTS

Trez Capital is working to create a sustainable future for all, starting with the impact of the workspaces and buildings we occupy. Like many organizations, we are reflecting on the carbon intensity of our business and ways to reduce our greenhouse gas (GHG) activity as part of our regular operational expectations.

A. LEED Certification

At Trez Capital, we are committed to promoting sustainability and environmental responsibility in our own operations. We currently have 63% of our internal office space in North America in LEED Gold certified, or better, buildings. Our offices in Toronto, Miami and Vancouver are LEED Gold certified, with efforts to move our other office locations to LEED Gold-certified, or better, facilities over time. This will ensure we continually reduce our carbon footprint, helping to preserve the environment and communities in which we operate. As an organization that values green building practices, we are dedicated to maintaining and enhancing the environmental performance of our LEED-certified properties.

B. Waste Reduction in Operations

We are committed to minimizing waste generation and promoting recycling programs within all our office locations. We continuously encourage waste reuse, recycling, and disposal of waste through paperless transactions, telecommuting and energy management.

C. Responsible Sourcing

Trez Capital recognizes the importance of upholding strong relationships with suppliers that exhibit high ethical standards and reputation. Where possible, we will carry out procurement activities in a manner that supports ethical sourcing in the communities in which we operate.

OUR SOCIAL COMMITMENTS (“TREZ CARES”)

Consistent with our Mission of building thriving communities, we continue to weave social responsibility into the DNA of our business, encouraging our employees to get involved with our communities through the contribution of time and resources. With primary offices in Vancouver, Toronto, Dallas and New York City, we are dedicated to making an impact in the places we live and work. Trez Cares recognizes that good social citizenship starts with our example and actions.

We do this through:

A. Volunteering

The Firm provides paid time off to volunteer with organizations our employees are passionate about, especially those related to building thriving communities and supporting United Nations (UN) Sustainable Development Goal 11: Sustainable Cities and Communities.

B. Employee Matching

The Firm matches employee donations to eligible non-profit organizations.

C. Corporate Giving

The Firm provides direct support through corporate giving to benefit causes in the communities where we live and work.

REVIEW, COMMUNICATION AND APPROVAL

This policy is a foundational guide to demonstrate our corporate responsibility internally at Trez Capital. It will be reviewed and updated every year, at a minimum, to align with evolving best practices in ESG stewardship. It will be published on the Firm's corporate website, employee intranet, and all office locations and available to any interested stakeholder or party.

EDI Affirmation Statement

OVERVIEW

We are on a continual journey of aligning our values of trust and respect with our strategic priorities and workplace culture. We want to foster an environment of accessibility and innovation for all, furthering trust and accountability. Our success is a direct result of the exceptional individuals who make up the Trez Capital family, and we want all our employees to feel that they can show up to work authentically and thrive.

We acknowledge that Equity, Diversity and Inclusion (EDI) work is about making commitments to learning, unlearning, personal growth and taking action. We aim to recognize, respect and welcome the diversity of our clients to understand their needs and help them succeed. We believe that a diverse workforce and an inclusive workplace create opportunities for better collaboration, communication, accountability and will ensure ongoing excellence.

We recognize that this work is an ongoing journey. We will continue to find ways to foster a culture that values and celebrates every one of our employees and clients. We are taking action on internal policies to help align our aspirations with reality for our employees, both now and in the future.