

BGO'S JOURNEY TOWARDS TRUTH AND RECONCILIATION

BGO is committed to creating and fostering an inclusive and respectful environment, one that not only supports the diversity of its employees but also reflects our clients, investors, and the communities in which we develop, manage, and invest.

We will continue to actively listen, nurture, and strengthen our relationships with Indigenous employees, communities, and clients. We are taking steps towards reconciliation based on the framework outlined in the **Call to Action #92** by the Truth and Reconciliation Commission of Canada.

Our initiatives in Canada align with three performance pillars that will advance our efforts towards reconciliation: 1) Leadership Commitments, 2) Indigenous Representation, Education and Awareness, and 3) Indigenous Communities.

We recognize that there is much work ahead, and we are dedicated to the journey.

Leadership Commitments

- We are in the process of performing due diligence in partnering with associations that can help advance economic inclusion for Indigenous Communities.
- We are establishing a dedicated Indigenous Relations Committee in partnership with our Equity, Diversity, and Inclusion (EDI) team. This committee of leaders and Indigenous employees will act as a steering group, providing governance and oversight of the firm's Indigenous initiatives to ensure alignment with the Call to Action #92.

Indigenous Representation, Education, and Awareness

We are leveraging opportunities to increase our Indigenous employee representation and to ensure that there are equitable development opportunities for Indigenous employees. We have also taken steps towards enhancing learning opportunities within our employee base on reconciliation and Indigenous cultural awareness.

Our preliminary actions include:

- Annual \$5,000 scholarship donation to Ozija Thiha Education Trust, an independent trust established by Bearspaw Chief and Council to provide funding for programs at grade and post-secondary levels to students.
- Annual \$5,000 scholarship donation to Onion Lake Education Trust Fund, a trust established by Onion Lake Chief and Council to assist and encourage post-secondary students through scholarships and awards.



- A \$250,000 scholarship donation over 10 years to support Black, Indigenous, and female students to study and pursue a career in the commercial real estate industry. This scholarship also includes the consideration for a paid, 1-year internship at BGO following graduation.
- A \$2,500 scholarship at the University of British Columbia for First Nations, Inuit, and Métis Bachelor of Commerce students.
- Inaugural Canadian partnership between BGO and Project Destined in 2022. Project Destined provides underrepresented communities with top-notch training, education and mentoring that provides meaningful opportunities for diverse student populations to successfully gain a foothold in the real estate industry. Paid internships, funded through partnerships at firms like BGO, provide emerging talent with an early glimpse into a world of possibilities.
- Continued firm-wide development and education opportunities, including providing Indigenous Cultural Awareness to employees to foster a more inclusive workplace. Our internal employee network, led by our EDI & Talent Development team, hosts Indigenous education and awareness events for employees, which includes recognition for National Indigenous Peoples Day (June 21), National Indigenous History Month, and National Day of Truth and Reconciliation (September 30). Additional Indigenous educational resources are accessible on our virtual peer learning platform.
- Tenant awareness campaigns on Indigenous reconciliation and awareness days throughout 400+ office, industrial, retail, and residential buildings managed by BGO across Canada.



We are committed to continually measuring and reassessing our Indigenous representation, educational support, partnerships, and employee training experience.

Indigenous Communities

Supporting Indigenous communities in Canada is part of BGO's journey towards reconciliation. Through BGO Inspired, our corporate philanthropy program that connects the spirit of generosity of our employees to the communities in which they work and live, we recently delivered the following initiative:

- BGO established a partnership with Kids Help Phone from 2022 - 2023, totalling over \$225,000 in support of expanding the number of languages available to children from diverse and underserved communities. Through our donations, we helped to enable Indigenous youth to speak with professional counsellors by phone in Plains Cree, or Ojibwe through an interpreter, and can request to text with First Nations, Inuit, or Métis crisis responders. Drawing on our expansive, Canada-wide commercial real estate portfolio, BGO used digital screens, signage spaces, and well-placed QR codes throughout our properties to help raise awareness of Kid Help Phone's phone, text and online resources and give more young people's feelings a place to go.

BGO Canada acknowledges that significant work remains as part of our journey towards reconciliation. We will work to evolve our initiatives each year, explore new ones, and strengthen our relationships with Indigenous communities to support inclusion and equity across BGO and Canada.