

Committed to Responsible Growth



Inaugural ESG Report

 **BTB**

About this Report

BTB's 2023 ESG Report discloses information about our environmental, social and governance (ESG) management approach and performance for calendar year 2023. This inaugural report establishes our ambition, describes our approach to managing ESG across the business, highlights our accomplishments, and communicates our future plans.

The report covers our business operations and assets owned as of September 30, 2023. The data reported herein covers 100% of BTB's portfolio unless otherwise stated. We use the terms 'ESG' and 'sustainability' interchangeably throughout. Our clients refer to our tenants. All currency is in Canadian dollars (CAD) unless otherwise stated.

In line with our commitment to communicate transparently with our stakeholders, we plan to disclose information about our ESG program in a standalone ESG report annually going forward.

For more information on sustainability at BTB, please contact us at psoulie@btbreit.com or visit our website at btbreit.com.



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About BTB

BTB Real Estate Investment Trust (“BTB”) owns and manages a portfolio of real estate properties across Canada.

75
properties

\$1.2B
asset value

6.1M
square feet



BTB employees at our property at 9900 Irénée-Vachon, Mirabel leased by Lion Electric

We invest in industrial, off-downtown core office and necessity-based retail properties for the benefit of our investors. BTB’s investment strategy focuses on primary markets, our clients’ reputation, long-term vision and redevelopment opportunities. BTB is listed on the Toronto Stock Exchange (TSX).

Our mission

To provide environments that meet our clients’ needs and contribute to realizing their potential.

We do this through managing client relationships and delivering strong returns to our unitholders through stable monthly cash flows, secure returns and capital appreciation. For more information on BTB, please see our [2022 Annual Report](#).

Our values

Approachable.
Dynamic.
Authentic.
Open-minded.
Driven.

A Letter from our CEO, Michel Léonard

Our mission as an organization is to give innovative businesses a space to flourish. This means creating healthy, safe and inclusive environments for our clients and employees. Not only do we aspire to have a positive impact on the environment, people, and the communities where we operate, but we recognize we have a responsibility to do so.

2023 was a foundational year for BTB's ESG program. Building on our existing ESG practices, we took steps to integrate sustainability considerations into all aspects of how we manage our business. Our approach considers BTB's relative market size, the diversity of our asset classes, our unique value proposition, as well as our investor expectations and client needs. With this in mind, we are excited to present our inaugural ESG report and share our progress to date.

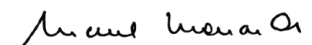
In 2023, we established ESG governance and accountability through the formalization of ESG oversight at the Board level, and through the establishment of an ESG Implementation Committee to execute our sustainability goals. To lay the foundations for sustainability integration at BTB, we also developed a roadmap to help guide ESG implementation across our business over the next three years.

From an environmental perspective, we achieved 8 BOMA BEST property recertifications, for a total of 15 BOMA BEST and 4 LEED certifications across our portfolio, and we installed 4 electric vehicle (EV) charging stations at our properties, for a total of 65 across our portfolio. We also began progress towards collecting and monitoring energy consumption across our portfolio. From a social perspective, we undertook both client and employee satisfaction surveys, to better understand their needs and perspectives when it comes to our sustainability practices. We reinforced our commitment to diversity, equity and inclusion (DEI) through publishing our corporate DEI policy. We are proud to report that 50% of our manager positions were held by women. Finally, we continued to demonstrate our commitment to good corporate governance as a public company. This was underscored in our dedication to ethical business conduct, strong cybersecurity and data protection practices, rigorous risk management and our commitment to transparency.

Over the course of the year, our ESG management helped BTB navigate emerging environmental and economic challenges. For example, climate change has presented increasing impacts on our operations. As we experience more frequent and severe weather events, particularly in our Ontario and Quebec regions, we will need to ensure our properties are resilient to storm damage and develop action plans to mitigate our exposure to climate-related risk. The business and our clients also had to navigate macroeconomic challenges, such as inflation and volatile interest rates leading to higher capital costs, mortgage rates and material costs. Despite these challenges, we are well-positioned to manage sustainability risks and to capitalize on emergent opportunities.

ESG is a fast-evolving space, and we are resolved to evolve with it. This means remaining informed of developments in existing – and the emergence of new – standards and frameworks that will inform how we set and achieve our objectives. We also understand the importance of measuring our performance. Data availability, accuracy and completeness plays a critical role in our ability to quantify our performance, manage ESG topics and set targets. As data quality and availability improve over time, we will reevaluate and update our approach as needed.

We recognize that sustainability is a journey, and we will continue to identify opportunities to improve our performance and enhance our ambition. Looking ahead, we plan to further align our ESG focus areas with investor and industry expectations, enhance data tracking and measurement, set targets to improve BTB's performance across our focus areas, and establish initiatives that will embed ESG across our organization.



Michel Léonard, President & CEO



ESG Management

Over the past decade, BTB has undertaken sustainability projects with the goal of improving our environmental and social impact. We are taking steps to formalize our approach to ESG and better manage sustainability risks and opportunities across our business.

ESG Governance and Oversight

BTB's commitment to ESG is reinforced through our strong governance practices. Our Board not only approves BTB's ESG strategy but also diligently oversees the seamless implementation of our comprehensive ESG program. Regular updates are provided to the Board of Trustee's Audit and Governance Committees, who share accountability for our ESG program. In a pivotal move in 2023, the committees' mandates were purposefully updated and ESG oversight was added to their responsibilities, solidifying their role as key custodians of our sustainable practices and ensuring that our ESG efforts align with the most rigorous industry benchmarks.

Our Chief Executive Officer (CEO) and Chief Operating Officer (COO) are responsible for managing our ESG approach. In 2023, we established a cross-functional ESG Implementation Committee comprised of our:

- Michel Léonard, President, CEO & Trustee
- Mathieu Bolté, Executive Vice President, COO & CFO
- Bruno Meunier, Vice President of Operations
- Charles Dorais-Bédard, Senior Director of Finance
- Eleni Mentzelos, Director of Human Resources
- Jessica Desrosiers, Sustainable Development Advisor
- Philippine Soulié, Director of Communications and Investor Relations

The Committee is responsible for overseeing the implementation of our ESG strategy and roadmap.

Board oversight of our ESG mandate

Lucie Ducharme, President of the Human Resources and Governance Committee, and Luc Martin, President of the Audit Committee



ESG Implementation Committee



Management Approach

We strive to embed ESG across all aspects of our business, including property and asset management, investments and acquisitions, leasing, risk management, investor relations and human resources.

In 2023, we developed a three-year ESG roadmap to achieve four key objectives:

1

Formalize and integrate ESG practices across our business lines

2

Expand the scope of ESG measurement and action data to drive progress and manage risk

3

Advance initiatives that support reporting alignment with key standards, such as the Task Force on Climate-Related Financial Disclosures (TCFD), Sustainability Accounting Standards Board (SASB) and eventually, the International Sustainability Standards Board (ISSB)

4

Communicate practices to support stakeholder engagement and examine opportunities for collaboration

In 2023, our efforts focused on establishing our ESG program, formalizing oversight and accountability, and beginning to execute our roadmap initiatives.



2344 Alfred-Novel Boulevard, Saint-Laurent, QC

“Having recently joined the team, I am eager to implement significant change within BTB’s activities and procedures. This is a pivotal moment for our organization, as we build on the progress that we have made in the past several years.”

- Jessica Desrosiers, Sustainable Development Advisor

Stakeholder Engagement

BTB stakeholders include our employees, clients, investors, the real estate industry and the communities within which we operate. We engage our stakeholders regularly through various mechanisms:

Stakeholder group	Engagement mechanisms
Employees	Employee satisfaction surveys, social wellness, townhalls
Clients	Tenant satisfaction surveys, tenant sustainability guide, company website
Investors	Annual/quarterly reporting, annual general meeting (AGM), investor relations
Industry	Participation and membership in industry associations, partnerships
Community	Company website, social media

Outlook

Moving forward, we will work towards fully integrating ESG across our business lines. In 2024, we plan to publish BTB’s ESG Policy, which will govern how we manage and communicate our ESG objectives and lay out our vision, focus areas and commitments.

To impress the importance of sustainability as an underlying principle of how we do business, we plan to integrate ESG criteria into employee objectives and explore linking variable compensation to achieving those objectives.

In executing our roadmap, we will regularly communicate our progress to our stakeholders and engage them on our ESG program. We will continue to identify opportunities to engage our stakeholders to ensure alignment with their priorities.

Environment

8

LED lighting retrofits completed this year

14

rooftop Alvéole beehives installed

42%

of our portfolio certified BOMA BEST or LEED*

Commenced water meter implementation strategy

65

total EV charging stations installed

Explored portfolio energy data collection systems

Social

50%

of managers are women

Completed employee engagement survey

\$30k+

in charitable and community support

Conducted client satisfaction survey, which included ESG-related questions

280

volunteer hours

Governance

Formalized ESG oversight at the Board level

Developed our ESG roadmap, to strengthen program over the next 3 years

Established a multi-disciplinary ESG Committee

Conducted ESG training to build organizational capacity and knowledge

Highlights

BTB implemented several sustainability initiatives in 2023 and made progress on our ESG performance.

*Excluding industrial and single-tenant buildings.

Aerial view of 979 & 1031 Bank Street, located in the Glebe neighborhood of Ottawa, Ontario. 979 Bank is a Gold LEED certified building.



ESG Roadmap

Explore our achievements to date, our objectives for 2024, and our long-term commitments for 2025 and beyond in our ESG roadmap towards sustainability and responsible growth.



Environment

- 42% of our portfolio certified BOMA BEST or LEED*
- 14 rooftop beehives installed and maintained with Alvéole
- Conducted climate risk assessment
- Began collecting energy usage data
- More than 10 roofs replaced by white roofs
- More than 15 HVAC replaced with more efficient machines

Social

- Donated annually to several foundations
- Implemented employee recognition program
- Completed employee satisfaction survey
- Completed tenant satisfaction surveys

Governance

- Established ESG committee
- Implemented new policies, including our DEI policy
- Determined focus areas and KPIs

To date



2024

Environment

- Complete energy data collecting for our office and commercial properties
- Quantify GHG emissions for our office and commercial properties
- Increase our BOMA BEST and LEED certifications to 68% of our portfolio*
- Create action plan for properties identified in climate risk assessment

Social

- Strengthen our client relations through events, workshops, and a client newsletter
- Organize quarterly ESG-related internal events (ex: volunteering, tree-planting)
- Increase our involvement in charitable foundations
- Increase ESG awareness and best practices in employees by providing ESG and DEI training for employees
- Include ESG in employee objectives

Governance

- Publish inaugural ESG report
- Monitor ESG reporting trends
- Strengthen ESG reporting
- Implement an internal ESG policy
- Improve our environmental clauses in our procurement policy
- Integrate ESG into due diligence

Environment

- Plan a decarbonation strategy
- Implement energy-saving projects
- Integrate green lease clauses
- Certify entire portfolio BOMA BEST or LEED*

Social

- Formalize a health and wellness program for employees
- Offer incentives for active and public transportation for employees

Governance

- Obtain GRESB assessment
- Maintain our policies and procedures up to date

2025+



*Excluding industrial and single-tenant buildings.

Environment



BTB aims to continuously improve our environmental performance, without compromising the effectiveness of the quality of service offered to our clients. Our environmental focus areas include energy, water and waste, climate change, green building certifications and biodiversity.

Energy

We are committed to reducing energy consumption and improving energy efficiency across our properties. Building electricity and natural gas consumption are our largest contributors to greenhouse gas (GHG) emissions, as well as one of our largest expenses.

We deploy several energy conservation initiatives in partnership with our clients to reduce operational costs and GHG emissions. Some examples include:

- LED lighting retrofits – improves the energy efficiency of property lighting
- White roof installations – reflects sunlight and cools the air around buildings
- Motion sensors – reduces energy consumption when spaces are not in use
- Smart building technologies – optimizes energy use and supports demand side management

In 2023, we completed eight energy conservation initiatives, covering approximately 10% of our properties. We also began collecting energy use data across our portfolio to better measure the impact of these initiatives.

Our Alvéole rooftop beehive at our Montréal headquarters, 1411 Crescent Street



EV charging stations installed in 2023
2611 Queensview Drive, Ottawa, ON

Climate Change

Climate change, caused by the release of excess GHG emissions into the atmosphere, is progressing at an alarming rate. According to the Intergovernmental Panel on Climate Change (IPCC), these emissions are the result of human activity, such as burning fossil fuels to produce energy, heavy industry and the degradation of natural habitats that historically store large amounts of carbon. Impacts from climate change are already being felt across the globe, such as through extreme weather events including heat waves, heavy rainfall, drought and sea level rise, among others. BTB, along with the rest of the economy, will need to adapt to the physical impacts of climate change on our business, as well as transition our business to align with a low-carbon economy.

BTB's operations are increasingly affected by the impacts of climate change. This presents challenges for our business, in the form of property damage caused by more frequent and severe storms. We are taking action to identify, assess and manage climate-related risks across our portfolio, and mitigate climate impacts as part of our ESG program. To do this, we are considering physical climate risks in the acquisition of new assets and working on developing a disaster recovery plan for our existing assets. We are also working with our insurance providers to complete an in-depth review of our portfolio's performance so we can identify opportunities to improve our climate resilience.

In addition to managing and mitigating our own climate risk exposure, there are opportunities for us to support the transition to a low-carbon economy. For example, we are working with our clients to install hybrid electric vehicle (EV) charging stations in our indoor and outdoor parking spaces. To date, we have deployed 65 EV charging stations at 21 of our properties. We plan to grow this number in 2024.

Green Building Certifications

Green building certifications allow us to establish a consistent, high standard of environmental performance across our portfolio. In 2023, we undertook 8 BOMA BEST property recertifications. The BOMA BEST certification demonstrates strong practices with regards to energy, water, waste and air quality management. Currently, 42%* of BTB's portfolio is certified BOMA BEST and LEED and we are targeting 100%* by 2025. Our Vice President of Operations is the president of the BOMA Technical Committee, which supports the refinement of the standard over time.

Water and Waste

Consuming less water and managing waste will improve our environmental performance and operating costs, as well as those of our clients. To drive better data analysis and decision-making, we are in the process of installing water meters at all our assets. To date, we have covered 90% of our portfolio.

When it comes to waste management, we support our clients to reduce the volume of waste created and increase waste diversion from landfills and incineration. We also encourage composting at our properties. BTB is in the process of implementing composting projects at some of our buildings, with plans to expand the program to more properties over the next year. As part of BOMA BEST certification, we have also carried out several waste audits in our buildings, highlighting the diversion and capture rates as well as our waste enhancements.

*Excluding industrial and single-tenant buildings.



LED lighting retrofit in 2022
2250 Alfred-Nobel, St-Laurent, QC

Biodiversity

The protection of local biodiversity and natural habitat is an important part of our environmental commitments. We continue to seek opportunities to reduce biodiversity loss and protect natural habitat through urban beekeeping and urban farming programs.

Urban beekeeping supports the protection of bees, which are critical for maintaining healthy food systems. BTB has partnered with Alvéole, an urban beekeeper that helps organizations with beehive installations, education and community engagement. We currently have 14 rooftop beehives installed at our properties, which produced 182 kg of honey in 2023.

10%

of our properties went through energy conservation initiatives in 2023

4

LEED certified properties

90%

of our properties have water meters installed

Outlook

We will continue to drive progress across our environmental focus areas. Over the next few years, we will work to improve energy, water and waste data collection to support informed decision-making on efficiency deployment across the portfolio. Establishing robust environmental data tracking will allow us to set targets to drive our progress, improve performance over time and report transparently to our stakeholders. We plan to collect portfolio-wide waste data to help us monitor and set targets to improve our performance over time.

This includes plans to establish a zero-waste objective and investigate opportunities to further divert waste towards alternative applications, such as the use of waste as fuel in the production of concrete. We will begin to calculate our GHG emissions, to understand and reduce our exposure to climate-related risks.

Going forward, we plan to conduct climate change risk assessments at the asset and portfolio-level, and fully integrate climate risks into our enterprise risk management practices.

Social

People and their stories are at the heart of our success. We are committed to creating safe and inclusive environments for our clients, employees and the communities within which we operate. Our social focus areas include client engagement; employee engagement and development; diversity, equity and inclusion; and community engagement.

Client Engagement

The core of BTB's mission is to ensure client satisfaction. We understand that our success as a real estate company results from our ability to attract new and retain existing clients. BTB contributes to client success through offering businesses and their communities an environment where they can prosper.

To understand our clients' needs and support our objective of high client satisfaction and continuous improvement, we conduct an annual client satisfaction survey. In 2023, we sent the survey to our entire client base, and we are proud to report that 96% of the respondents said they were satisfied with their tenant experience. Additionally, our survey included questions related to ESG. For example, we ask our clients how important it is that their property managers propose environmental and social initiatives, and which

initiatives they consider a priority. In 2023, 91% of our clients consider it important for BTB to implement environmental initiatives, such as LED lighting upgrades and EV charging station and bike rack installations. Furthermore, 68% consider it important for BTB to implement social initiatives, such as sending newsletters to foster community and hosting local events and charitable fundraisers. As we review the results from our survey, we are investigating actions BTB can take to respond to client needs.

We aim to support our clients' as they seek to improve their environmental performance and implement sustainability initiatives at our properties. To do so, we have developed a [Sustainability Guide](#), which outlines various measures our clients can implement to improve performance across transportation, procurement practices, indoor air quality, energy use, water use and waste management. We update the Guide annually to ensure it reflects the best available advice for our clients.

Employee Engagement and Development

Employees are at the heart of our business, and we have a responsibility to ensure they are supported throughout their careers at BTB. To understand the needs of our employees, and to identify opportunities to further meet those needs, BTB conducted an employee satisfaction survey through a third-party organization. BTB's overall satisfaction rate is at 81%. In general, the results of the employee survey are positive, positioning BTB in the average of companies in the Professional Services and Real Estate industry. BTB employees have expressed significant satisfaction with their relationships with their managers and feel involved. We also consider how advancing our ESG program will contribute to attracting and recruiting new talent.

In 2023, we conducted ESG training to build organizational capacity and knowledge around sustainability integration and best practices in real estate. The training was made available to executives and employees for whom sustainability is part of their roles and responsibilities. We also provide training related to social aspects of ESG to all employees, such as mental health training. Furthermore, we have a manager leadership coaching program to equip our managers with the leadership skills needed to support their teams and contribute to their career advancement at BTB. The program helps build strong relationships between employees and their supervisors. In 2023, 43% of our managers received leadership coaching as part of the program.



Employee planting workshop and lunch, Montréal office, July 2023



Honey extraction workshop with Alvéole, Montréal office, August 2023



BTB's Social Committee

To demonstrate how we value the hard work and dedication of our employees, we implemented an Employee Recognition Program in 2023. The Program allows employees at any level to nominate one another to recognize and reward excellent work. There are three categories of recognition, including an electronic thank you, a one-time award, and an award for outstanding achievement. Since the program launched in June of 2023, 22 employees received monetary awards through the program. For every dollar spent through the program, a portion is sent to the One Drop Foundation, focused on ensuring sustainable access to safe water, sanitation and hygiene for communities facing extreme barriers. Since the implementation of the program, 70 days of water have been donated to people in need, which includes contributions made from our employee birthday gifts, another aspect of the program.

At BTB, ensuring employee health, safety and wellness is important to us. We offer benefits and assistance programs to all permanent employees, including healthcare, dental, long-term disability, life and travel insurance. In November 2023, we changed our health benefits provider. Our new plan improves our healthcare coverage and provides short-term disability for employees, as well as long-term disability coverage for maintenance staff, among other added benefits. The new health benefits include TELUS Health, a program to help employees and their families cope with stress, anxiety and manage overall health. The program also offers counselling to improve wellbeing in all aspects related to work and life. Furthermore, we encourage employee wellness through flexible work arrangements and paid time off. To support overall wellness and mental health, we offer

96%

Tenant satisfaction rate

81%

Overall employee satisfaction rate

summer hours in which all employees finish work on Fridays at 1 p.m. from June 1 to August 31. We also offer three extra holidays throughout the year, in addition to statutory and provincial holidays.

Our employees also have the opportunity to participate in our Employee Unit Purchase Plan, which allows BTB employees to purchase units of BTB, increasing their ownership in the Trust. The purpose of the Plan is to promote greater alignment of employee interests with that of our Unitholders. For each two (2) units purchased by an employee, BTB issues one (1) unit of BTB, with all transaction fees fully assumed by BTB pursuant to a limit of 7% of the base salary of an employee and 10% of the base salary of a manager. In 2023, a total of 11,635 units were issued under the Plan.

Our social committee organizes social events for the BTB team to build internal relationships, promote team building and encourage a positive and collaborative work environment. These events include team lunches, celebratory occasions, and educational experiences, often organized in partnership with local artists and businesses. The focus of these events is on fostering team spirit, increasing employee engagement, driving teamwork and promoting inclusion across BTB.

Diversity, Equity and Inclusion

BTB is committed to creating an environment that encourages diversity, equity, inclusion (DEI) and a sense of belonging in the workplace. We are incorporating DEI practices in our employee recruitment, retention, development and advancement programs. We celebrate and welcome the diversity of all employees, stakeholders and suppliers. Our DEI Policy describes commitments and plans in all aspects of diversity, equity and inclusion at BTB.

In 2023, 50% of BTB managers were women. We will maintain a minimum of 50% women in management roles going forward. Furthermore, 33% of our Board of Trustees are women.



BTB Cycling Crew at the Charles-Bruneau Foundation's Tour CIBC, July 2023

Community Engagement

A core tenet of our mission is putting people first. This includes making sure we have a positive impact on the communities in which we operate and serve. It is important to us that we give back to these communities with our time and through philanthropy.

At BTB, we encourage our employees to take part in volunteering activities, donating their time to various organizations and contributing to a participatory economy. In 2023, our employees took part in 280 hours of volunteer activities supporting local and community-based organizations working on critical issues such as healthcare, children's health, cancer research, poverty, and youth protection, among others.

In 2023, we supported the following organizations with over \$30,000 in charitable donations:

- Fondation des jeunes de la DPJ
- Sclérodémie Québec
- Fondation cancer du sein du Québec
- Fondation Charles-Bruneau
- Movember Canada

Outlook

Looking ahead, we will focus our efforts on improving our social measurement and reporting and building out our internal ESG capabilities. We will work to measure and monitor indicators associated with employee health, safety and wellness, so that we can track improvement over time. In line with our commitment to foster an environment that encourages strong DEI practices, we plan to enhance our DEI initiatives (e.g., training) and identify and track additional diversity related KPIs. We will also continue to drive positive environmental and social impact in our communities through volunteer initiatives and charitable donations.

We continue to advance ESG capacity and capabilities across the business, with plans to introduce annual ESG-related training programs for all employees. With an ever-growing focus on ESG as a component of decent jobs, and our desire to remain a competitive employer, we will integrate ESG into our recruitment communications and hiring practices.

Governance

Transparent, accountable and effective corporate governance is central to the success of our business. As a public company, we recognize our responsibility to align our operations with market sustainability standards and communicate our impact to our stakeholders.

Board oversight of our ESG mandate

Lucie Ducharme (right), President of the Human Resources and Governance Committee, and Luc Martin (below), President of the Audit Committee



5

new policies implemented this year



33%

of our Board of Trustees are women

We have several policies that govern how we approach ESG management at BTB, including our:

- Code of Ethics
- Employee Handbook
- Whistleblower Protection Policy
- Workplace Harassment Policy
- Diversity, Equity and Inclusion Policy
- Information Security and Data Protection IT Policy
- Procurement Policy
- Personal Information Protection Policy

In 2023, we formalized ESG governance and accountability by adding ESG oversight roles and responsibilities to our Board of Trustees' Audit and Governance Committee mandates, as well as through the establishment of our cross-functional ESG Implementation Committee.

Ethics and Compliance

BTB expects all employees, executives and trustees to abide by our standards of conduct and ethical business practices. These standards and practices are outlined in BTB's Code of Ethics, which guides our policies with respect to conflict of interest, bribery and corruption, data protection, confidentiality, cybersecurity and whistleblower protection. Our Code of Ethics is based on the principles of responsibility, professionalism, respect and integrity.

Cybersecurity and Data Protection

We are committed to maintaining effective cybersecurity, data protection and information privacy. We use our internal Information Security and Data Protection IT Policy to ensure rigorous and consistent cybersecurity and data protection practices across the business. We also conduct frequent cybersecurity awareness and threat detection training.

Risk Management

BTB manages risk in all aspects of our business, including in property and asset management and investment decision-making. We adhere to the standard enterprise risk management practices for public companies, which are overseen by our Human Resources & Governance Committee and our Audit Committee. These committees review updates to our risk management practices on a quarterly basis to ensure proper alignment with our strategic goals.

Currently, we monitor enterprise risk through internal reviews. For example, we conduct a monthly management review of our portfolio to assess risk at the property level, as well as monthly legal reviews to assess any pending litigations. We also monitor risk through our external audit process. Our auditor's ESG representatives keep us apprised of trends and regulations relevant to BTB. We also partner with our insurance providers to monitor cybersecurity, directors and officers (D&O), physical property and climate-related risks.

Outlook

Over the next few years, we would like to enhance our governance practices to further embed ESG into our corporate strategy and approach to risk management. We will work to adopt an enterprise-wide ESG Policy, enhance ESG elements in our existing Procurement Policy, and advance compliance and cybersecurity monitoring, as well as performance data tracking.

Furthermore, we plan to integrate ESG risks into our enterprise risk management system, with a focus on climate-related risks to our properties and business prospects. Once identified and assessed, we can evaluate at-risk assets and develop a plan to mitigate those risks. We also plan to include ESG topics and considerations in our internal regulatory scans to ensure compliance with emerging sustainability standards and regulation.

BTB is committed to implementing meaningful change across our activities.

To report on our advancements in the upcoming six months, a follow-up to this inaugural report will be published in the summer of 2024. Following that, BTB will publish annual ESG reports each summer.