2026

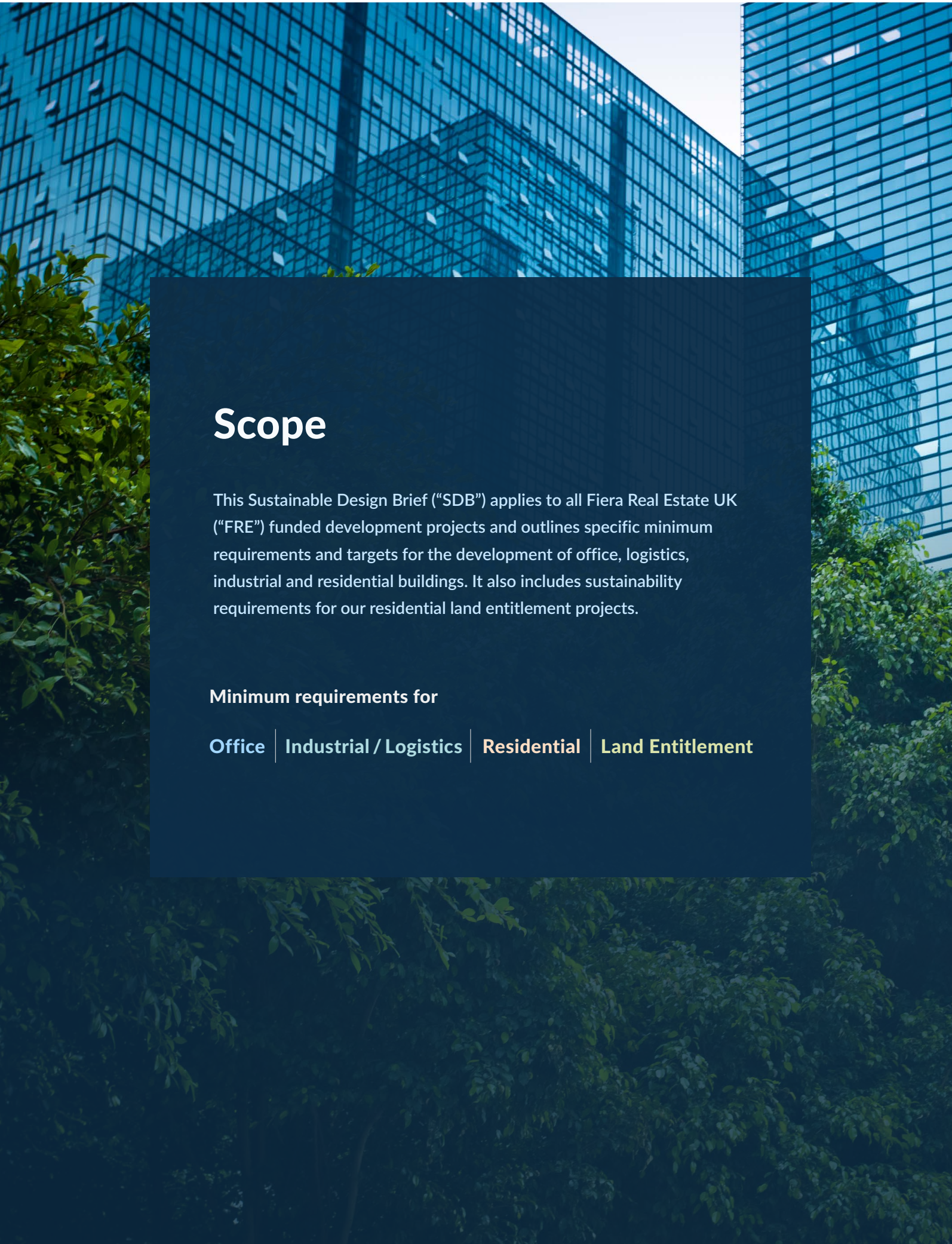
FIERA REAL ESTATE EUROPE
OCTOBER

Sustainable Design Brief

This is a marketing communication.



FIERA REAL ESTATE



Scope

This Sustainable Design Brief (“SDB”) applies to all Fiera Real Estate UK (“FRE”) funded development projects and outlines specific minimum requirements and targets for the development of office, logistics, industrial and residential buildings. It also includes sustainability requirements for our residential land entitlement projects.

Minimum requirements for

Office | **Industrial / Logistics** | **Residential** | **Land Entitlement**

Our Vision and Commitments

The foundation of our ESG strategy is based on the primary belief that the way in which we manage our funds should be resilient, accountable and engaged.

Our vision is to design buildings which support the transition to a low carbon economy, catalyse the circular economy, reverse biodiversity decline, meet local/place-based needs, improve air quality and maximise occupant wellbeing and productivity.

resilient

Incorporate **climate change mitigation and adaption** features into building design

Design buildings that are fit for the future and which support the **transition to a low carbon economy**

engaged

Create spaces which fairly **support and uplift** local communities, businesses and labour

Deliver safe, healthy buildings without incident and which are designed to maximise occupant **wellbeing and productivity**

accountable

Develop projects with **leading environmental certifications**

Select building materials with environmental attributes and with **responsible sourcing** certification

Design buildings to use less energy and to use resources more **efficiently**

Increase the amount of **renewable electricity** generated onsite and pioneer **low carbon technologies**

Protect, restore, conserve and enhance the **natural environment**



Minimum Requirements and Targets

The requirements and commitments laid out in our SDB support the Sustainable Development Goals ("SDG"s).

The following pages outline the minimum requirements and targets for developments depending on asset class.

These targets sit across the aforementioned 6 key themes. All of which help us ensure we contribute positively to healthy, equitable and vibrant cities and communities whilst supporting the transition to a low-carbon economy.

Energy

Carbon

Certification

Climate Resilience

Social

Nature



We have intentionally aligned our strategy to the following UN SDGs to help guide action towards a better and more sustainable future.



Office

Requirement	Minimum Requirement	Target
Energy		
Fossil Fuel Free	Requirement	Requirement
Energy Usage Intensity ("EUI")[1] (kWh/m2GIA/yr)	150	See targets below
Energy Usage Intensity Target by PC date	N/A	Per year: 88 (2026), 85 (2027), 82 (2028), 79 (2029), 76 (2030)
Carbon		
Measure and reduce Whole Life Carbon	RICS methodology	RICS methodology
Embodied Carbon Intensity ($kgCO_2e$/m2GIA) (RICS modules A1-A5)	1000	See targets below
Embodied Carbon Intensity Target by PC date (assuming shell and core)	N/A	Per year: 495 (2026), 470 (2027), 440 (2028), 415 (2029), 385 (2030)
Certifications		
BREEAM	Excellent	Outstanding
HQM	N/A	N/A
WELL	N/A	Preconditions
EPC	B	A
Climate Resilience		
Climate X	Analysis conducted	Risk rating A
Mitigation and Adaption	Mitigation and adaption measures incorporated	Mitigation and adaption measures incorporated
Social		
Considerate Constructors Scheme ("CCS")	37 points	40 points
Real Living Wage	Written Contractor commitment	Accredited Contractor
Track and Report DEI metrics of labour	% Ethnicity, % Gender, % local labour used, # apprenticeships and jobs created	% Ethnicity, % Gender, % local labour used, # apprenticeships and jobs created
Local Needs Assessment	N/A	Assessment completed
Nature		
Site Selection	Previously undeveloped Greenbelt land excluded / allocated in existing or emerging local plan	Previously undeveloped Greenbelt land excluded / allocated in existing or emerging local plan
Biodiversity Net Gain	Meet LPA requirements	Exceed LPA requirements
Urban Green Factor (for urban sites)	N/A	0.3
Reduce Water Consumption	25% reduction (under BREEAM Wat 01)	50% reduction (under BREEAM Wat 01)

Industrial / Logistics

Requirement	Minimum Requirement	Target
Energy		
Fossil Fuel Free	Requirement (case-by-case exceptions)	Requirement (case-by-case exceptions)
Energy Usage Intensity ("EUI")* (kWh/m2GIA/yr)	160	See targets below
Energy Usage Intensity Target by PC date, Unconditioned	N/A	Per year: 39 (2026), 38 (2027), 37 (2028), 36 (2029), 35 (2030)
Energy Usage Intensity Target by PC date, Conditioned	N/A	Per year: 88 (2026), 85 (2027), 82 (2028), 79 (2029), 76 (2030)
Carbon		
Measure and reduce Whole Life Carbon	RICS methodology	RICS methodology
Embodied Carbon Intensity ($kgCO_2e$/m2GIA) (RICS modules A1-A5)	1000	See targets below
Embodied Carbon Intensity Target by PC date	N/A	Per year: 605 (2026), 570 (2027), 540 (2028), 510 (2029), 475 (2030)
Certifications		
BREEAM	Excellent	Outstanding
HQM	N/A	N/A
WELL	N/A	Preconditions
EPC	A	A+
Climate Resilience		
Climate X	Analysis conducted	Risk rating A
Mitigation and Adaption	Mitigation and adaption measures incorporated	Mitigation and adaption measures incorporated
Social		
Considerate Constructors Scheme ("CCS")	37 points	40 points
Real Living Wage	Written Contractor commitment	Accredited Contractor
Track and Report DEI metrics of labour	% Ethnicity, % Gender, % local labour used, # apprenticeships and jobs created	% Ethnicity, % Gender, % local labour used, # apprenticeships and jobs created
Local Needs Assessment	N/A	Assessment completed
Nature		
Site Selection	Previously undeveloped Greenbelt land excluded / allocated in existing or emerging local plan	Previously undeveloped Greenbelt land excluded / allocated in existing or emerging local plan
Biodiversity Net Gain	Meet LPA requirements	Exceed LPA requirements
Urban Green Factor (for urban sites)	N/A	0.3
Reduce Water Consumption	25% reduction (under BREEAM Wat 01)	50% reduction (under BREEAM Wat 01)

Residential

Requirement	Minimum Requirement	Target
Energy		
Fossil Fuel Free	Requirement	Requirement
Energy Usage Intensity ("EUI")* (kWh/m2GIA/yr)	70	See targets below
Single-Family Housing	N/A	Per year: 50 (2026), 49 (2027), 48 (2028), 48 (2029), 47 (2030)
Multi-Family Housing	N/A	Per year: 50 (2026), 50 (2027), 49 (2028), 49 (2029), 48 (2030)
Carbon		
Measure and reduce Whole Life Carbon	RICS methodology	RICS methodology
Embodied Carbon Intensity ($kgCO_2e$/m2GIA) (RICS modules A1-A5)	600	See targets below
Single Family Housing	N/A	Per year: 400 (2026), 375 (2027), 345 (2028), 320 (2029), 290. (2030)
Multi-Family Housing	N/A	Per year: 525 (2026), 490 (2027), 450 (2028), 420 (2029), 380 (2030)
Certifications		
BREEAM	N/A	N/A
HQM	Level 3	Level 4
WELL	N/A	Preconditions
EPC	B	A
Climate Resilience		
Climate X	Analysis conducted	Risk rating A
Mitigation and Adaption	Mitigation and adaption measures incorporated	Mitigation and adaption measures incorporated
Social		
Considerate Constructors Scheme ("CCS")	37 points	40 points
Real Living Wage	Written Contractor commitment	Accredited Contractor
Track and Report DEI metrics of labour	% Ethnicity, % Gender, % local labour used, # apprenticeships and jobs created	% Ethnicity, % Gender, % local labour used, # apprenticeships and jobs created
Local Needs Assessment	N/A	Assessment completed
Nature		
Site Selection	Previously undeveloped Greenbelt land excluded / allocated in existing or emerging local plan	Previously undeveloped Greenbelt land excluded / allocated in existing or emerging local plan
Biodiversity Net Gain	Meet LPA requirements	Exceed LPA requirements
Urban Green Factor (for urban sites)	N/A	0.3
Reduce Water Consumption	110 l/p/d	90 l/p/d

Land Entitlement

Requirement	Minimum Requirement	Target
Energy		
Fossil Fuel Free	N/A	N/A
Energy Usage Intensity (“EUI”) (kWh/m2GIA/yr)	N/A	N/A
Carbon		
Measure and reduce Whole Life Carbon	N/A	N/A
Embodied Carbon Intensity ($kgCO_2e$/m2GIA) (RICS modules A1-A5)	N/A	N/A
Certifications		
BREEAM	N/A	N/A
HQM	N/A	N/A
WELL	N/A	N/A
EPC	N/A	N/A
Climate Resilience		
Climate X	Analysis conducted	Risk rating A
Mitigation and Adaption	N/A	N/A
Social		
Considerate Constructors Scheme (“CCS”)	N/A	N/A
Real Living Wage	N/A	N/A
Report Diversity, Equity and Inclusion ("DEI") metrics of labour	N/A	N/A
Local Needs Assessment	N/A	N/A
Nature		
Site Selection	Exclude greenbelt land that hasn’t been previously developed or allocated in an existing or emerging local plan	Exclude greenbelt land that hasn’t been previously developed or allocated in an existing or emerging local plan
Biodiversity Net Gain	N/A	N/A
Urban Green Factor (for urban sites)	N/A	N/A
Reduce Water Consumption	N/A	N/A

Key Themes

Energy

- Fossil Fuel Free
- Energy Usage Intensity

Carbon

- Measure and reduce WLC
- Embodied Carbon Intensity

Certification

- EPC A
- BREEAM Excellent
- WELL Standard preconditions

Climate Resilience

- Climate X Risk Assessment
- Mitigation and Adaption measures

Social

- Considerate Constructors Scheme
- Real Living Wage
- Report DEI metrics

Nature

- Exclude greenbelt land
- Biodiversity Net Gain
- Reduce water consumption

Guidance

Energy

RENEWABLE ENERGY (EUI TARGETS ARE PRIOR TO RENEWABLE PROVISION)

- Maximise on-site renewable energy provision i.e. PV systems.
- Ensure roof structures are designed to support full PV systems for future addition

EFFICIENCY MEASURES

- Operational energy modelling to be completed over and above EPC certifications (TM54 analysis)
- Commissioning plans to be implemented
- Passive design measures including best-practice U-values for glazing and insulation
- LED lighting
- High-efficiency equipment
- Zoning of systems and occupant controls
- Review of heating and cooling set points with adaptive comfort in mind (recommend 20-26 ^{0}C for heating and cooling respectively)
- Sub-metering with smart meters linked to BMS systems

FOSSIL FUELS

- Limitations within specific use-classes (i.e. Food and beverage, some manufacturing processes, and industrial activities) may require gas supply to site. If this is felt to be absolutely necessary, this will be reviewed on a case-by-case basis to ensure. It is expected that all developments will prioritise fossil fuel free design, and a detailed feasibility review of alternative options will need to be presented prior to any exceptions being granted.
- This exception provision will be reviewed regularly in line with industry best practice and, when appropriate, will be removed.

Carbon

MATERIAL SOURCING AND SUSTAINABLE PROCUREMENT

- Locally extracted or recovered materials
- Low embodied carbon
- Prioritise materials with Environmental Product Declarations (“EPD”s)
- Prioritise rapidly renewable materials and recycled content materials
- All wood-based materials and products to be Forest Stewardship Council (“FSC”) Certified

NET ZERO CARBON CONSTRUCTION

- Reduce embodied carbon intensity of development as much as is feasible throughout design and construction
- Target offsetting the residual carbon. All offsetting to be conducted in line with FRE’s Offsetting Policy.

Certification

- WELL standard preconditions to be incorporated into the design and construction of the developments to maximise health and wellbeing

Climate Resilience

RESILIENCE AND ADAPTATION MEASURES

- Energy usage intensity target to be met, with a net zero carbon in operation plan for the climate transition.
- Site selection in flood zones 1 and 2 (or where flood defences are in place to reduce the risk to equivalent status)
- Physical climate risks to be assessed using Climate X tool to highlight physical risks and severities. Mitigation

measures, such as flood defences, to be incorporated into the design.

- Flood risk assessments to assess future climate impacts from storms and flooding

Social

BUILDING SAFETY

- Promote continuous improvements in safety performance,
- Provide on-site health and safety professionals and medical personnel
- Provide adequate personal protective equipment for all users and visitors to the construction site
- Promote design for safety
- Report injury rates, fatalities, near misses, and sick days lost.

HEALTH AND WELLBEING

- Maximum Building Research Establishment Environmental Assessment Methodology ("BREEAM") Health and Wellbeing credits to be targeted
- Alternative to WELL standard can be FitWell certification
- Maximise, either through certification and/or WELL preconditions, or through design measures:
  - Acoustic comfort, active design features, biophilic design, daylight, ergonomic workplaces, humidity, illumination, inclusive design, natural ventilation, water quality, security etc.

INDOOR AIR QUALITY

- Materials with low-emitting volatile organic compounds ("VOC") content

THERMAL COMFORT

- Conduct Overheating risk assessments (CIBSE TM59) with current and future weather files to mitigate overheating risks under future climate scenarios.
- Incorporate passive design measures such as external shading elements, and optimised glazing sizing and orientation to mitigate risks

LOCATION AND TRANSPORTATION

- Selection of sites within 750m of a public transport node
- 1 in 5 parking bays to have EV charging. Each residential building with an associated parking bay to have one EV charge point.

POLLUTION PREVENTION

- Minimise light and noise pollution
- Minimise impact on local air quality during construction (WELL Air Quality Standard precondition, or Construction Dust and Air Quality guidance)

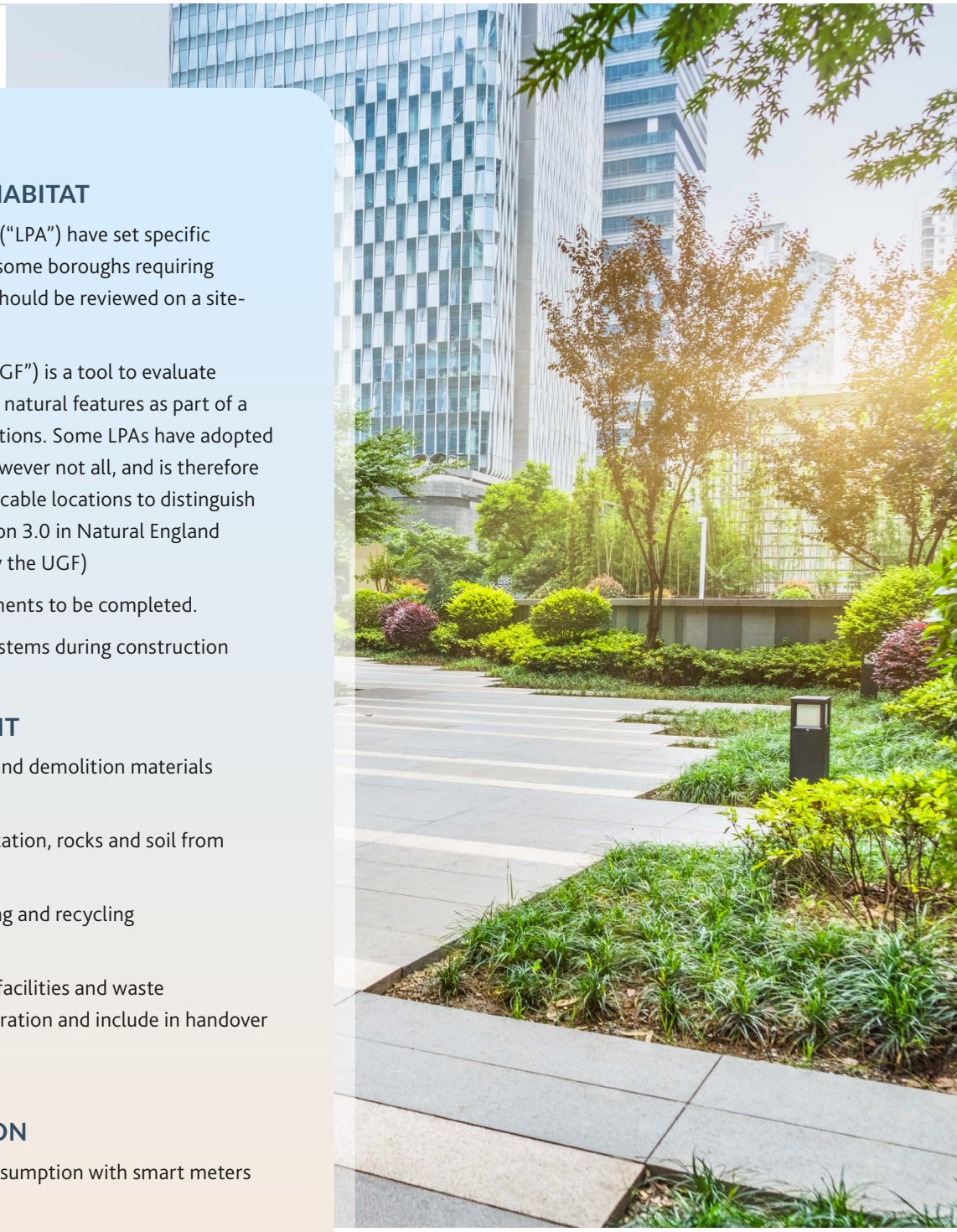
COMMUNITY ENGAGEMENT, IMPACT & MONITORING

- Promote community health and well-being
- Support employment creation in local communities
- Enhance public spaces through the development
- Look to provide education programs with local schools
- Support local charities and community groups to help tackle local needs
- Report on quantity of affordable housing provided (where applicable), local income generated, local job creation, local residents' wellbeing, walkability score

Nature

SITE SELECTION

- Connection with multi-modal transit networks
- Within existing developed areas and brown field sites
- Protect, restore and conserve natural environments and systems: aquatic ecosystems, high quality farmland, floodplain functions, habitats for native, threatened and endangered species, historical and heritage sites.



BIODIVERSITY AND HABITAT

- Local Planning Authorities ("LPA") have set specific targets around BNG, with some boroughs requiring >10%. LPA requirements should be reviewed on a site-by-site basis.
- Urban Greening Factor ("UGF") is a tool to evaluate the quality and quantity of natural features as part of a development in urban locations. Some LPAs have adopted this as part of planning, however not all, and is therefore a voluntary target for applicable locations to distinguish as best practice. (See section 3.0 in Natural England guidance for when to apply the UGF)
- Environmental site assessments to be completed.
- Protect habitats and ecosystems during construction

WASTE MANAGEMENT

- Diversion of construction and demolition materials from landfill
- Diversion of reusable vegetation, rocks and soil from disposal
- Prioritise recovering, reusing and recycling building materials
- Provide waster separation facilities and waste management plans for operation and include in handover at practical completion

WATER CONSUMPTION

- Sub-metering of water consumption with smart meters linked to BMS
- Specify high efficiency/dry fixtures
- Review opportunities for water recycling such as grey and rainwater harvesting
- Incorporate leak detection systems to automatically detect leaks and shut off supply
- Reduce external water consumption through suitable landscaping e.g. drought resistant planting
- Incorporate SuDS to retain surface water and reduce need for irrigation

Data Collection

Data analytics and Sustainability combine as powerful allies in our risk assessment and performance management processes.

A comprehensive list of sustainability data is collected on each development project. The data is submitted directly into our enterprise-wide cloud database where it is connected with operational, financial and strategic data points.

Our dedicated ESG resource and Value-Add Team use these analytics and visualisation tools to monitor our environmental and social impact, assess our progress against targets and KPIs, identify opportunities, manage risk and inform decision-making. All construction precedent documents have been updated so that there is a contractual obligation on professional teams to capture prescribed data lists in order for us to better understand our impact and to measure our performance against our targets and commitments.

Sustainability Data Collection

Operating Partner Network

ESG Development Data Tracker

Project level sustainability data is submitted directly to Fiera Real Estate UK

Fiera Real Estate UK Dashboard

- **Energy**
- **Carbon**
- **Certification**
- **Nature**
- **Social**
- **Climate Resilience**

Reporting	Performance Measurement	Target Setting	Identify Opportunities	Risk Management
Investor Board Development partners	GRESB PRI	Establish baselines and set reduction and net zero carbon targets	Improve building efficiency Tenant collaboration	ESG Resilience Scorecard in our Asset Risk Model



Roles and Responsibilities

Our SDB is incorporated into the project from the outset.

FRE's Head of Investment Management, UK Sustainable Investing Strategy Lead, and Operating Partner Network review the project alongside the Sustainable Design Brief to set the overall targets and minimum requirements. The Development Manager appointed to the project, along with the support from the Sustainability Consultant, is then responsible for ensuring that the ESG requirements are met. The Development Investment Team and UK Sustainable Investing lead are responsible for ensuring that ESG project data is inputted within our central database.

Reviews and Revisions

This policy was last updated in **October 2026** and is a working draft to allow us to trial and test our new sustainability requirements and targets with our development partners.

Going forward, the Head of Investment Management and UK Sustainable Investing Lead will annually review the content of this document against investor expectations and regulatory changes to ensure we are continually meeting our sustainability vision and commitments.

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Contact



Josephine Benthall

Associate Director, Sustainable Investing, UK Private Markets

Josephine.Benthall@fierarealestate.com
07918 213362

Fiera Real Estate

property@fierarealestate.com
fierarealestate.co.uk/sustainable-investing

LONDON
Queensberry House, 3rd floor
3 Old Burlington Street
London, W1S 3AE,
United Kingdom

020 7409 5500

FIERA REAL ESTATE