

CONCERT® PROPERTIES

Reconciliation Action Plan



Acknowledgments

The Eagle Panel artwork depicted on the cover is proudly displayed in our Vancouver head office. This magnificent piece was created by artist Morris (Moy) Sutherland (Nuu-chah-nulth) from Ahousaht and Tla-o-qui-aht First Nations on the west coast of Vancouver Island.

Concert Properties' two main offices are located in Vancouver and Toronto. In Vancouver, we acknowledge that our office is on the unceded traditional territories of the ɣʷməθkʷəy̓əm (Musqueam), Skwx wú7mesh (Squamish) and səliłwətał (Tsleil-Waututh) Nations. In Toronto, our office is located within the traditional territory of many nations including the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee and the Wendat Peoples. We also acknowledge that Toronto is covered by Treaty 13 with the Mississaugas of the Credit.

Pillars and focus areas

At Concert Properties, we remain steadfast in our dedication to honouring Indigenous voices, cultures and histories. Inherent in our organization’s Social Purpose—to create inclusive, resilient and sustainable communities—is the need to advance reconciliation. Our Reconciliation Action Plan is built on five key pillars, each designed to foster meaningful progress and collaboration, covering our most impactful areas of influence. The pillars are ordered to be cumulative, each building on the foundational outcomes of the previous.

- 1. Truth before reconciliation
- 2. Embed reconciliation internally
- 3. Deepen our tribute to the land and Indigenous histories
- 4. Build relationships
- 5. Partner for impact



“Return of the War Party” in Songhees Village and Fort Victoria, 1847

Accountability model

Each pillar has an assigned Executive Sponsor, demonstrating how our reconciliation priorities are embedded across the organization. Our President & CEO provides oversight and support to Executive Sponsors, focusing on relationship building and partnership pillars. The ESG Committee—of which our entire executive team is part—will track progress throughout the year, and we will report on annual updates publicly in our ESG Report.



1

Truth before reconciliation

OBJECTIVE

Deepen and promote understanding of our shared histories with Indigenous groups and inspire meaningful action

Executive Sponsor: Aran Clarke, Interim Chief Administration Officer



St. Paul's Residential School in North Vancouver operated from 1899 to 1959

KEY ACTIONS

Indigenous mapping of portfolio

Identify the Indigenous lands on which our properties are built or operate. Compile and publicly share a resource about the land, its cultural significance and our shared histories with Indigenous people. [Read here.](#)

Employee engagement and education

Continue, strengthen and formalize our existing initiatives to engage employees in reconciliation. Create a structured approach to track participation and deepen employee engagement in year-round Indigenous learning opportunities and annual recognition of the National Day for Truth and Reconciliation.



Concert Properties employees honouring the National Day for Truth and Reconciliation

2

Embed reconciliation internally

OBJECTIVE

Integrate the principles of reconciliation into our policies, processes and practices to end the colonial legacies that prevent meaningful inclusion.

Executive Sponsor: Aran Clarke, Interim Chief Administration Officer

KEY ACTIONS

Policies and processes

Implement expert review recommendations by assessing existing policies, identifying gaps and updating where needed to strengthen reconciliation efforts within our operations.

Recruitment and hiring

Strengthen Indigenous inclusion in hiring and career development by enhancing outreach, increasing representation and fostering a workplace culture where Indigenous employees feel valued and supported. This work connects directly with our updated Diversity, Equity and Inclusion framework, launched in April 2025.

Corporate giving

Create a strategically-aligned impact giving approach, with one of the focus areas being long-term, measurable investments in charitable organizations benefitting Indigenous groups.

Employee onboarding

Incorporate the Reconciliation Action Plan and Indigenous Mapping Guide into the onboarding process to ensure new employees can actively participate in our reconciliation journey.

Board engagement and education

Explore opportunities for deeper engagement with our Board of Directors, including sharing completed projects and facilitating in-depth learning.

3

Deepen our tribute to the land and Indigenous histories

OBJECTIVE

Acknowledge and celebrate the diverse cultures, traditions and histories of Indigenous Peoples where we build, own and operate our properties

Executive Sponsors: Kerri Jackson, Senior Vice President, Property Management (existing properties) & Craig Watters, Chief Development Officer (new properties)

KEY ACTIONS

Indigenous artwork

Acknowledge Indigenous histories of our properties through public art and other meaningful additions to our managed and newly built spaces, where they create impact and hold significance.

Tenant engagement

Embed authentic Indigenous content into tenant events. This includes prioritizing Indigenous owned businesses, recognizing significant dates such as the National Day for Truth and Reconciliation and creating meaningful opportunities for tenant engagement with Indigenous perspectives.

Indigenous procurement

Incorporate support of Indigenous-owned businesses, as part of a wider sustainable procurement program.



“We Acknowledge” was commissioned for Concert Properties and Jawl Properties’ Capital Park community in Victoria – unveiled in 2019. It integrates statements of welcome in Lekwungen, the traditional language of the Songhees First Nation.



4

Build relationships

OBJECTIVE

Build relationships with Indigenous groups based on mutual respect and guided by the principle of self-determination

Executive Sponsors: Craig Watters, Chief Development Officer, Lindsay Brand, Chief Investment Officer & Arif Rahemtulla, Chief Construction Officer

KEY ACTIONS

Participation in key events

Engage in Indigenous-led conferences, cultural gatherings and business forums to foster authentic relationships and demonstrate long-term commitment.

Outreach and relationship-building

Establish and maintain meaningful connections with Indigenous communities near where we build, own and operate.

Engagement on new development

Incorporate Indigenous perspectives and find ways to honour Indigenous history through early engagement.

5

Partner for impact

OBJECTIVE

Develop mutually beneficial partnerships with Indigenous groups, leveraging our business model towards achieving meaningful and lasting reconciliation impact

Executive Sponsors: Craig Watters, Chief Development Officer, Lindsay Brand, Chief Investment Officer & Arif Rahemtulla, Chief Construction Officer

KEY ACTIONS

Explore partnership models

Assess opportunities for meaningful collaboration and partnership, such as joint ventures, mentorship and training support, Indigenous investment partnerships or impact funds.



Our annual corporate charity golf tournament has raised over \$5 million to date for post-secondary trades training programs in BC and Ontario that help provide careers for people like Jonathan Su. Jonathan’s interest in trades first piqued in middle school during wood shop and it quickly became a passion he was determined to pursue. He enrolled in the Trades for Success program at Victoria’s Camosun College, which offers students an intensive, three-month exploration of potential careers in the industry.

“This program is a huge help for a lot of kids that I know,” says Su. “It saves a lot of Indigenous youth from a lot of struggles and opens doors that wouldn’t have otherwise been open and provides practical skills youth like me need to help overcome challenges. It’s about investing in future generations and helping build a better future for the planet and society.”

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