

ROYOP

R

TOVNSHIP

building  
sustainable  
communities



# TABLE OF CONTENTS

.....

## 1

### A MESSAGE FROM OUR PRESIDENT & CEO

## 2

### ENVIRONMENTAL, SOCIAL, GOVERNANCE

*a force for good*

## 3

### BUILDING AND MANAGING SUSTAINABILITY

*it's in the details*

## 4

### BUILDING AND MANAGING SUSTAINABILITY

*our climate commitment*

## 5

### BUILDING UP OUR PEOPLE, RELATIONSHIPS & COMMUNITIES

*our social responsibility*

## 6

### MAINTAINING TRANSPARENCY, INTEGRITY & ACCOUNTABILITY

*strategic governance*

## 7

### AWARDS, ACCREDITATIONS & ASSOCIATIONS

*collective*

## A MESSAGE FROM OUR

## president &amp; ceo

**Jeremy Thal**

PRESIDENT & CEO  
Royop Development  
Corporation

At Royop, we believe good business means doing what's right - for our people, our clients, our partners, and our communities. As we grow, our values remain unchanged: we act with integrity, operate honestly, and create lasting value through responsible development and property management.

Our Environmental, Social, and Governance (ESG) program builds on these principles. It formalizes the standards that have long guided how we operate and positions us to be more deliberate and accountable in how we move forward as we grow.

The decisions we make today shape the communities we build tomorrow. That has been true for the past 60 years and continues to guide how we grow and manage our portfolio with discipline, care, and integrity.

This year marks the start of a new phase: a clear roadmap that aligns our long-term business objectives with our environmental, social, and governance responsibilities.

From reducing our carbon footprint and improving operational efficiency, to supporting our people and investing in our communities, each initiative contributes to a more resilient and sustainable future.

While our ESG roadmap is still in its infancy, our purpose for the last 60 years and counting remains clear: to build and manage spaces that stand the test of time. Places where people can live, work, and thrive. With the dedication of our team and the support of our partners, we're laying the foundation for meaningful, measurable change that will evolve with us in the years ahead.

Thank you for being part of our work to build a more sustainable future at Royop.

A handwritten signature in black ink that reads "Jeremy Thal". The script is fluid and cursive, with a large initial 'J'.



## ENVIRONMENT, SOCIAL, GOVERNANCE

# a force for good

At Royop, we believe doing good is more than just good business. It helps build better communities and a better world. That's why we approach every aspect of our business with integrity and accountability to our partners, tenants, and our planet. Royop's environmental, social, and governance considerations help us to realize our Vision:

**"to be the most creative, fair, organized, and professional commercial real estate company in the industry where investors want to invest in us, and tenants choose our properties".**

We know the decisions we make today will have a lasting impact on our environment.

Our mission is to foster a strong workplace culture that creates high-quality, energy-efficient spaces while minimizing environmental impacts.

Our team of Development and Construction experts are dedicated to the reduction of our carbon footprint by building for longevity, durability, and sustainability. In doing so, our local communities are protected from future impacts on the environment by building purposefully the first time.

Our Property and Asset Management team is committed to operational excellence and environmental sustainability at all our managed sites. We strive to reduce our environmental impact by investing in eco-friendly initiatives that support longevity in the communities in which we operate.

**\$1B**ASSETS UNDER  
MANAGEMENT**2.8M**SQ. FT. ASSETS  
IN PORTFOLIO**800<sup>+</sup>**

TENANTS

**2000<sup>+</sup>**RESIDENTIAL  
UNITS UNDER  
DEVELOPMENT**95<sup>+</sup>**

EMPLOYEES



**BUILDING & MANAGING FOR SUSTAINABILITY****it's in the details**

In partnering with like-minded employees, investors, vendors, and suppliers, our goal is to continue to lead our communities towards innovative sustainability practices.

**GREEN BUILDING MATERIALS**

We source eco-friendly, recyclable, and low-carbon materials for our projects.

**At least 20% of materials are sourced locally to reduce transportation impact.**

**RENEWABLE ENERGY INTEGRATION**

**We've been EV-ready since 2014.**

We are committed to continuing to support this initiative across multiple assets.

**WASTE REDUCTION & DIVERSION**

We partner with trade experts who use alternative technologies and re-use methods such as modular wood providers, recycled concrete, contaminated aggregate scrubbing, and paint reuse for parkades and supplementary areas.

We are committed to increasing waste diversion across our properties.

**SMART TECHNOLOGIES**

Streamlined project management software, financial forecasting systems, and 3D modelling, allows Royop to get it right the first time to reduce environmental, cost, and waste impact. Access to real time data and automation enhances our operative security and adaptability.

**WATER CONSERVATION**

Smart irrigation systems, rainwater harvesting (soil cell, storage tanks, etc.), and drought-resistant landscaping help minimize water use.

Surface drainage is designed to flow through landscaping, reducing dependency on municipal water supplies.

We are not only lowering operational costs but also contributing to climate resiliency. **Water use optimization has led to up to a 40% reduction in consumption across properties.**

**ENERGY EFFICIENT DESIGNS**

**Our buildings optimize natural light, ventilation, and energy-saving technologies, exceeding national energy code requirements by up to 26%.**

Our team is working toward LED retrofit opportunities and investing in mechanical upgrades for greater efficiency.

**SUSTAINABLE COMMUNITIES**

We design spaces that promote walkability, green transport, and vibrant community engagement, investing over **\$3M** in local art sculptures and installations.

Royop offers regenerative urban developments that blend nature with infrastructure to create harmony between people and the planet. **Every residential project incorporates non-toxic materials, VOC-free paints, natural light, quiet working, and outdoor activity areas.**



## BUILDING &amp; MANAGING FOR SUSTAINABILITY

## our climate commitment

0%

## NET ZERO PLEDGE

We are committed to Net Zero Calgary and Edmonton municipal goals, continuously striving for innovative solutions.



## DURABILITY &amp; RESILIENCE

Every project utilizes third-party envelope and roof engineers for testing assurance. We select materials designed for resistance to hail, solar gain, and condensation.



## ENERGY EFFICIENCY

Every Royop project has more insulation than required by code! We also use high-efficiency boilers, RTUs, Energy Star appliances, LED lighting, and occupancy sensors as standards.



## ENERGY SAVING STATS

Over the past 10 years, we've reduced energy consumption on new developments by up to 20% annually through energy-conscious design.



BUILDING UP OUR PEOPLE, RELATIONSHIPS &amp; COMMUNITIES

# our social responsibility

**OUR PEOPLE** are the foundation of who we are. Our team members are valued leaders within our industry whose contributions towards Royop's vision is celebrated daily. Royop aims to create meaningful career opportunities that foster diversity, equity, and inclusion. We attract and retain the industry's best talent by offering work-life balance, health & wellness, learning and development opportunities, and unique retention and engagement initiatives.

## DIVERSITY, EQUITY & INCLUSION:

- Equitable Hiring Practices & Training for all hiring managers
- Structured Performance Planning

## LEARNING & DEVELOPMENT:

- Robust Onboarding Program
- Royop's Mentorship Program
- Royop Education Reimbursement Program
- Annual Full Team Training Initiatives

## SAFETY, HEALTH & WELLNESS:

- A Safety-Centric Culture anchored by a Health & Safety Committee and Program
- Royop's Violence & Harassment Policy
- Maternity, Paternity and Parental Leave Top Ups
- Vision, Dental and Health Benefits
- Health & Wellness Spending Accounts
- RRSP Matching Programs

## WORK-LIFE BALANCE:

- Royop's Social Committee
- Adequate Time Off
- Employee Volunteer Day Off
- Early long weekends
- Extended Winter Holidays

## COMPENSATION & RECOGNITION:

- Quarterly Building Block Awards
- Royop's Professional Development Plan Program which consists of goal setting, mid-year and annual reviews
- Yearly compensation reviews
- Annual bonus potential

## LEARNING & DEVELOPMENT

In 2024, Royop invested over \$62,000 and in 2025 over \$60,000 in team learning and development initiatives, reinforcing our commitment to cultivating top industry talent.



## THE WYNNE THAL PANTRY

Corporate donations and sponsorships are just one of the many ways Royop gives back to our local communities.

The Wynne Thal Pantry holds a special place in our hearts, addressing essential needs and food security for vulnerable Calgarians.

In 2024, Royop contributed over \$49,000 in philanthropic donations and more than \$16,000 to support food distribution through the Wynne Thal Pantry. These efforts strengthen our community connections and reflect our ongoing commitment to making a meaningful difference. We are proud to support the Wynne Thal Pantry and other important causes, with plans to grow our impact in 2025 and beyond.



## MAINTAINING TRANSPARENCY, INTEGRITY &amp; ACCOUNTABILITY

# strategic governance

At Royop, we are steadfast in upholding best practices and ensuring full regulatory compliance with the standards set by key industry governing bodies. These include, but are not limited to, the Alberta Occupational Health and Safety Code, Alberta Labour Standards, the Alberta Human Rights Code, Alberta COR, RECA, CCA, International Council of Shopping Centres (ICSC), The Urban Land Institute, and the National Energy Code of Canada for Buildings.

Our dedicated accounting team adheres to the highest standards of integrity, maintaining honest and transparent practices. Robust internal controls and approval processes are in place to minimize risk and ensure accountability.

We prioritize open and consistent communication with our stakeholders, fostering transparency on critical issues through collaborative, solutions-focused engagement.

As part of our commitment to continuous improvement, we regularly evaluate our operational practices and integrate emerging technologies to enhance efficiency and uphold excellence in all that we do.



COLLECTIVE

# awards, accreditations & associations



WHERE  
THE FUTURE  
IS BUILT



**NAIOP**  
COMMERCIAL REAL ESTATE  
DEVELOPMENT ASSOCIATION  
CALGARY CHAPTER



**CPHR**  
Alberta

**BOMA**  
CALGARY



**WORK SAFE BC**

