



TRISTAN CAPITAL PARTNERS ESG POLICY

DECEMBER 2019

INTRODUCTION

Tristan Capital Partners (“Tristan”) is an independent London-headquartered real estate investment management boutique, regarded as one of the leaders in the European marketplace. Our track record includes a 20-year European investment history that spans ten funds and encompasses both value-added / opportunistic and core-plus strategies.

We are proud of our reputation as an exceptional risk manager, and we believe that our intense focus on the risk / return trade-off is responsible for the firm’s superior track record of performance across several market cycles to date. ESG is an important part of our risk management investment approach.

Tristan’s Environmental, Social, and Governance (ESG) Policy sets out our vision and the commitments that support our core firm objective: to protect value and identify opportunities to drive additional value for our investors by integrating ESG considerations into every stage of our investment process.

OUR VISION IS TO PROTECT VALUE AND IDENTIFY OPPORTUNITIES TO DRIVE ADDITIONAL VALUE FOR OUR INVESTORS BY INTEGRATING ESG INTO EVERY STAGE OF OUR INVESTMENT PROCESS

Our ESG strategy addresses the environmental, socio-economic and governance risks and opportunities associated with our core activities in the acquisition, development, ownership and management of property assets.

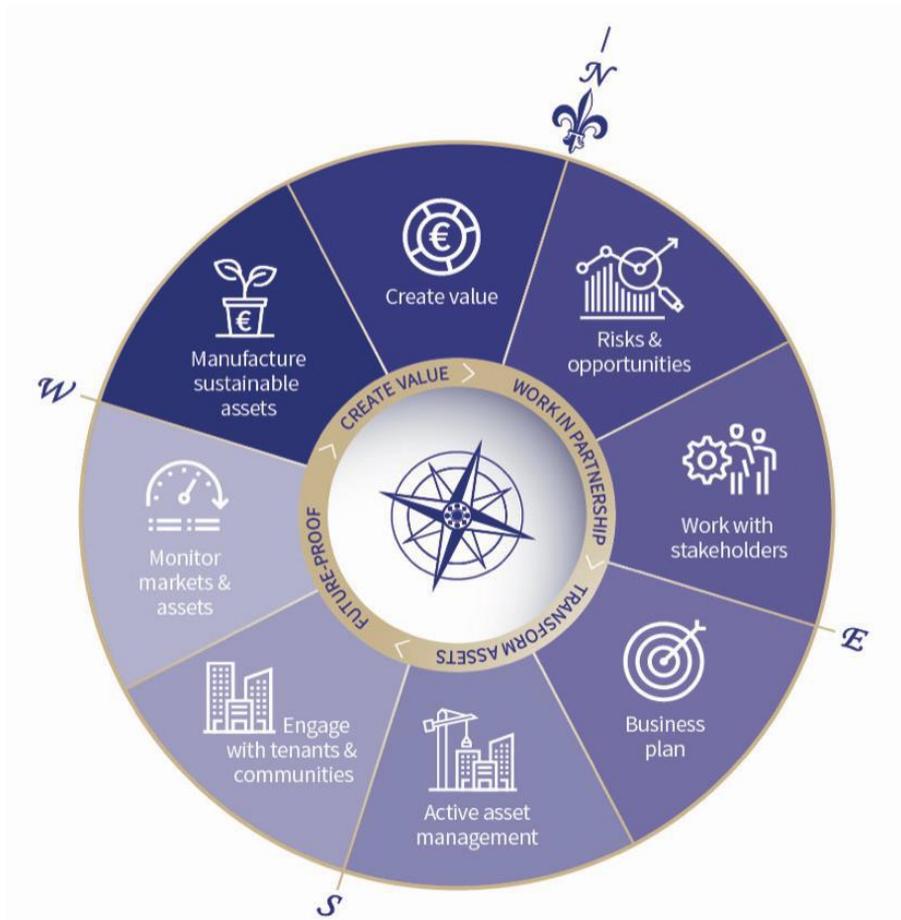
STRATEGIC ESG FRAMEWORK

Tristan carried out a robust review of the market context, legislative drivers, investor expectations and management team’s perspectives in order to identify the ESG issues that are most material to the firm. The outcomes of this review enabled Tristan to tailor its ESG strategy to effectively manage its material risks and opportunities within a framework and a set of commitments.

Our vision

Our vision is to embed the robust management of our material ESG issues within our business activities and decision-making. This will enable us to meet our core financial objectives whilst maximising the socio-economic and environmental performance of our assets with cost efficiency. We regularly review ESG issues in the context of our investment activities and update our programme of activities accordingly.

OUR VISION & STRATEGIC PILLARS





ESG COMMITMENTS

I. Working in partnership

- Our core values of performance, teamwork, partnership, trust and integrity support our philosophy of embedding high standards of ESG practices throughout our operations.
- We commit to engaging with our stakeholders – in particular operating partners, tenants, employees and the communities we operate in – on ESG issues, using their insights to help us improve performance and meet their evolving needs.
- We commit to communicating our ESG performance transparently to our investors and tenants and to engaging actively with industry initiatives.

II. Transforming our assets

- In both the value-added / opportunistic and core plus funds, Tristan's investment strategy is focused on acquiring assets where capital values can be enhanced under our ownership. In this context, we will seek to optimise returns by improving the overall sustainability performance of our assets whilst balancing these with our financial objectives.
- We focus on guaranteeing compliance with current and upcoming regulations, managing costs, identifying and reducing obsolescence risk and enhancing asset appeal to occupiers.
- We seek to transform the performance of our assets across our funds over time on issues that are material to value creation and therefore aligned with our investors' objectives.
- We seek to adopt a high level of environmental and social sustainability standards on all new development and refurbishment projects and work with Operating Partners to set regional specific targets.
- The sustainability issues of most significance to our asset management and development activities are:
 - Tenant attraction, retention and engagement
 - Energy efficiency and renewable energy generation
 - Carbon emissions
 - Sustainable building standards/certifications
 - Waste
 - Water
 - Sustainable procurement
 - Transport connectivity and accessibility
 - Health and wellbeing
 - Climate change risks, both physical and economic
- Tristan continually assesses new or emerging ESG trends that may begin to have a material impact on our activities. This helps us to future-proof our investments.
- We regularly train our employees on ESG-related trends and updates to ensure the latest information is considered in our approach to integrating ESG into investment and asset management activities.



III. Future-proofing our investments

- We aim to avoid surprises, ensuring that we make investment decisions based on future-focused due diligence performed during our acquisition process. This is backed up by high quality research on the full range of issues we deem material to asset value and returns.
- We seek to mitigate our risk exposure and maximise opportunities to add value to our investment portfolios, while enhancing the environmental and socio-economic performance of our assets and portfolios.

The ESG issues of most significance to our investment activities are:

- Energy efficiency and renewable energy generation
- Carbon emissions
- Climate change risks, both physical and economic
- Sustainable building standards / certifications
- Transport connectivity and accessibility
- Tenant attraction, retention and engagement

ESG GOVERNANCE

ESG matters are co-ordinated by Tristan's ESG Manager and Head of the ESG Committee, who reports directly to the Senior Partners.

The ESG Manager coordinates the work of Tristan's ESG Committee, which involves employee representation from all business areas and various levels of seniority. The committee meets monthly and takes responsibility for monitoring performance, setting annual targets and overseeing the effective implementation of the ESG roadmap. Tristan also works closely with and is supported by industry leading external advisors on ESG.

Beyond this group, Tristan engages with wider stakeholders including employees, operating partners, property managers and tenants as appropriate to cooperate in the successful delivery of our ESG strategy.

DISCLOSURE AND REPORTING

The creation of robust systems to record and analyse the environmental performance of our assets is a fundamental part of our ESG strategy. We use an environmental data management platform to help us assess and report key environmental performance and risks. We seek ways to expand our data analysis going forward to include emerging or significant ESG trends, such as climate risk analysis and other long-term trends. Tracking performance against the full scope of our material issues within investment, development standards and asset management activities will enable us to adopt full risk management and business plans to improve the sustainability performance of our assets. Tracking performance also enables us to share the results of our work with tenants, service providers and investors.

We commit to reporting on our sustainability performance at least monthly internally, and at least quarterly to investors. In addition, Tristan will consider publishing the results of its activities to business partners, investors and tenants through various media, including external benchmarks such as the annual Global Real Estate Sustainability Benchmark (GRESB).



CORPORATE SUSTAINABILITY COMMITMENT

In addition to our ESG strategy, Tristan maintains an internal policy of promoting and positively managing environmental and social issues within its own offices, encompassing the following aspects:

- Workplace energy efficiency
- Minimisation of business travel
- Encouraging the use of public transport
- Responsible printing and use of recycled paper
- Promoting recycling and re-use
- Procurement decision-making that considers environmental and socio-economic aspects
- Employee wellbeing and mental health programmes
- Philanthropy activities