



**NOTICE OF ANNUAL MEETING OF UNITHOLDERS  
AND  
MANAGEMENT INFORMATION CIRCULAR**

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**ANNUAL MEETING OF UNITHOLDERS  
TO BE HELD ON JUNE 3, 2025**

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**APRIL 18, 2025**

April 18, 2025

Dear Unitholder:

On behalf of the board of trustees and management of PRO Real Estate Investment Trust (the “**REIT**”), we are pleased to invite you to our annual meeting of unitholders, which will be held in person on June 3, 2025 at 11:00 a.m. (Montréal time) at the Le Germain Hotel located at 2050 Mansfield Street, 3<sup>rd</sup> Floor, Montréal, Québec, H3A 1Y9.

The Notice of Annual Meeting of Unitholders and related materials are enclosed. The accompanying Management Information Circular describes the business to be conducted at the annual meeting and contains information on our governance practices and our approach to executive compensation. We hope that you take the time to review these meeting materials and that you exercise your vote. Whether or not you plan to attend the meeting, we encourage you to vote promptly, in advance of the meeting. In the Management Information Circular, you will find important information and detailed instructions about how to vote on the business to be conducted at the meeting.

The meeting is an opportunity to listen to and ask questions of the people who are responsible for the performance of the REIT.

We thank you for your continued support of the REIT and look forward to your attendance at this year’s meeting.

Yours truly,

/s/ Gordon G. Lawlor  
Trustee, President and Chief Executive Officer

## PRO REAL ESTATE INVESTMENT TRUST

### NOTICE OF ANNUAL MEETING OF UNITHOLDERS

**NOTICE IS HEREBY GIVEN** that an annual meeting (the “**Meeting**”) of holders of trust units and special voting units (collectively, the “**Unitholders**”) of PRO Real Estate Investment Trust (the “**REIT**”) will be held in person at 11:00 a.m. (Montréal time) on June 3, 2025 at the Le Germain Hotel located at 2050 Mansfield Street, 3<sup>rd</sup> Floor, Montréal, Québec, H3A 1Y9, for the following purposes:

- (a) to receive the audited consolidated financial statements of the REIT for the financial year ended December 31, 2024, together with the report of the auditor thereon;
- (b) to elect the trustees of the REIT for the ensuing year;
- (c) to appoint the auditor of the REIT for the ensuing year and to authorize the trustees of the REIT to fix the remuneration of such auditor; and
- (d) to transact such other business as may properly be brought before the Meeting.

This notice is accompanied by an information circular which provides additional information relating to the matters to be dealt with at the Meeting and forms part of this notice and a form of proxy. The record date for determination of those Unitholders entitled to receive notice of and vote at the Meeting is the close of business on April 14, 2025.

Registered Unitholders may attend the Meeting in person or may be represented by proxy. Registered Unitholders may vote by proxy by signing and returning the accompanying form of proxy for use at the Meeting or any adjournment or postponement thereof. To be effective, the enclosed form of proxy must be dated, signed and deposited with the REIT’s registrar and transfer agent, TSX Trust Company: (i) by mail using the enclosed return envelope or one addressed to TSX Trust Company, Attention: Proxy Department, 100 Adelaide Street West, Suite 301, Toronto, Ontario, M5H 4H1, (ii) by facsimile at (416) 595-9593, or (iii) through the internet at [www.voteproxyonline.com](http://www.voteproxyonline.com), in each case no later than: (a) 11:00 a.m. (Montréal time) on May 30, 2025, or (b) if the Meeting is adjourned or postponed, no later than forty-eight (48) hours (excluding Saturdays, Sundays and statutory holidays in Québec) before the beginning of any adjourned or postponed Meeting. The time limit for the deposit of proxies may be waived or extended by the Chair of the Meeting at his discretion without notice. To vote through the internet, you will require your 12-digit Control Number found on your form of proxy. For additional information regarding voting, appointing a proxyholder and attending and voting at the Meeting, see the instructions in the accompanying information circular.

If you are a non-registered Unitholder (for example, if you hold your units in an account with a securities broker, bank, dealer, trust company or other intermediary) and receive these materials from your intermediary or the REIT’s transfer agent, TSX Trust Company, please complete and return the voting instruction form or form of proxy provided to you by your intermediary or the REIT’s transfer agent in accordance with the instructions provided to you by such intermediary or the REIT’s transfer agent. Your nominee may have different and earlier deadlines.

Dated at Montréal, Québec, this 18<sup>th</sup> day of April, 2025.

**BY ORDER OF THE TRUSTEES OF  
PRO REAL ESTATE INVESTMENT TRUST**

**(signed) “Gordon G. Lawlor”**  
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President and Chief Executive Officer

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**PRO REAL ESTATE INVESTMENT TRUST**  
**MANAGEMENT INFORMATION CIRCULAR**

**GENERAL INFORMATION**

**Solicitation of Proxies**

This management information circular (the “Circular”) is furnished in connection with the solicitation of proxies by the trustees (each a “Trustee” and collectively, the “Trustees”, the “Board of Trustees” or the “Board”) and management of PRO Real Estate Investment Trust (the “REIT”) for use at the annual meeting (the “Meeting”) of the holders (the “Trust Unitholders”) of trust units (the “Trust Units”) of the REIT and holders (the “Special Voting Unitholders”) of special voting units (the “Special Voting Units”) of the REIT (Trust Units and Special Voting Units are collectively referred to as the “Units”, and Trust Unitholders and Special Voting Unitholders are collectively referred to as the “Unitholders”) on June 3, 2025 at 11:00 a.m. (Montréal time), and at any adjournment or postponement thereof, for the purposes set forth in the accompanying Notice of Meeting (the “Notice”). The Meeting will be held in person at the Le Germain Hotel located at 2050 Mansfield Street, 3<sup>rd</sup> Floor, Montréal, Québec, H3A 1Y9.

This solicitation will be made primarily by sending proxy materials to Unitholders by mail and, in relation to the delivery of this Circular, by posting this Circular on the REIT’s website at [www.proreit.com](http://www.proreit.com) and under the REIT’s SEDAR+ profile at [www.sedarplus.com](http://www.sedarplus.com) pursuant to the notice-and-access procedures under applicable Canadian securities laws. See “Notice and Access” below for further information. Proxies may also be solicited personally, by advertisement, by telephone, by trustees, officers or employees of the REIT or by any other means management may deem necessary. The cost of solicitation will be borne by the REIT and is expected to be nominal.

Unless otherwise specified, all information in this Circular is current as of April 18, 2025. All references to “\$” or dollars are to Canadian dollars.

**Record Date**

Each Unit you own as of the close of business on April 14, 2025 (the “Record Date”) entitles you to one vote on each of the matters to be acted upon at the Meeting, or any postponement or adjournment thereof, as explained below.

As of the Record Date, there were 60,634,909 Units issued and outstanding, which are comprised of 59,437,135 Trust Units and 1,197,774 Special Voting Units. As of the Record Date, the Trust Units represent an aggregate of 98.0% of the outstanding votes or Units, and the Special Voting Units represent an aggregate of 2.0% of the outstanding votes or Units.

Special Voting Units are used solely for providing voting rights to persons holding Class B limited partnership units (“Class B LP Units”) of PRO REIT Limited Partnership (“PROREIT LP”), a subsidiary of the REIT. Class B LP Units are exchangeable for Trust Units, and upon any such exchange, the accompanying Special Voting Units will be cancelled.

For a full description of the Units and Special Voting Units, please refer to the “Description of the Trust and Description of the Securities” section in the annual information form of the REIT for the year ended December 31, 2024 (the “2024 AIF”). For a full description of the Class B LP Units and PROREIT LP, please refer to the “Description of PROREIT LP” section in the 2024 AIF. The 2024 AIF is available under the REIT’s profile on SEDAR+ at [www.sedarplus.com](http://www.sedarplus.com) and, upon request, the REIT will promptly provide a copy of such document free of charge to any Trust Unitholder.

## Principal Holders of Units

To the knowledge of the REIT and the Trustees and executive officers of the REIT, no person or company beneficially owns, or controls or directs, directly or indirectly, 10% or more of the voting rights attached to the Units as of the Record Date or the date of this Circular, other than Collingwood Investments Incorporated which holds 11,939,807 Trust Units (or 12,119,107 Trust Units with parties related to it), representing approximately 19.7% (or 19.9% with a party related to it) of the voting rights attached to the Units as of the Record Date.

## Notice and Access

Issuers have the option of using the notice-and-access procedures adopted by the Canadian Securities Administrators (“**Notice and Access**”) for the delivery of management information circulars and proxy-related materials to their securityholders by providing their securityholders with notice of their availability and access to these documents online.

The REIT has adopted Notice and Access because it allows for the reduction of printed paper materials. Notice and Access is consistent with the REIT’s philosophy towards sustainable growth and will reduce costs associated with Unitholder meetings. Instead of mailing the Circular to Unitholders, the REIT has posted this Circular on its website at [www.proreit.com](http://www.proreit.com), on the website of its transfer agent at <https://docs.tsxtrust.com/2301>, and under the SEDAR+ profile of the REIT at [www.sedarplus.com](http://www.sedarplus.com). The REIT has sent a notice of availability of proxy materials for the Meeting and, as applicable, form(s) of proxy or a voting instruction form (collectively, the “**Notice Package**”), to all Unitholders informing them that this Circular is available online and explaining how this Circular may be accessed. In accordance with applicable securities laws, the REIT (i) set the Record Date at least 40 days before the Meeting and also (ii) filed a form of notification of the Record Date and the date of the Meeting on SEDAR+ at least 25 days before the Record Date.

The Notice Package is sent to registered Unitholders through the REIT’s transfer agent, TSX Trust Company.

There are two kinds of non-registered Unitholders – those who object to their name being made known to the issuer of securities which they own (called “**Objecting Beneficial Owners**”) and those who do not object (called “**Non-Objecting Beneficial Owners**”).

If you are a Non-Objecting Beneficial Owner, the REIT or its agent has sent the Notice Package directly to you, and your name and address and information about your holdings of securities have been obtained in accordance with applicable securities regulatory requirements from an intermediary holding on your behalf. By choosing to send these materials to you directly, the REIT (and not the intermediary holding on your behalf) has assumed responsibility for (i) delivering the Notice Package to you, and (ii) executing your proper voting instructions. Please return your voting instructions as specified in the request for voting instructions. If you are a non-registered Unitholder and have received from the REIT’s transfer agent, TSX Trust Company, a voting instruction form with a 12-digit Control Number, you are a Non-Objecting Beneficial Owner.

The REIT will not directly send the Notice Package to Objecting Beneficial Owners. Instead, the REIT will pay Broadridge Investor Communication Solutions (“**Broadridge**”), which acts on behalf of intermediaries, to forward the Notice Package to all Objecting Beneficial Owners. The REIT is paying for intermediaries to deliver to Objecting Beneficial Owners and Non-Objecting Beneficial Owners a notice of availability of the proxy materials for the Meeting and, as applicable, a form of proxy or a voting instruction form.

For the Meeting, the REIT is using Notice and Access for both registered and non-registered Unitholders. Neither registered nor non-registered Unitholders will receive a paper copy of this Circular unless they contact the REIT’s transfer agent, TSX Trust Company, after the Circular is posted, in which case the transfer agent will mail this Circular within three business days of any request provided the request is made prior to the Meeting. If you wish to receive a paper copy of the Circular or have questions about Notice and Access, please contact TSX Trust Company at 1-866-600-5869 or by email at [tsxtis@tmx.com](mailto:tsxtis@tmx.com). The transfer agent must receive your request by 5:00 p.m., Montréal time, on May 23, 2025 to ensure you will receive paper copies in advance of the deadline to submit your vote.

## Q & A on Voting

**Q: What am I voting on?**

A: Unitholders are voting on the election of the Board and the appointment of the auditor with auditor's remuneration to be fixed by the Board on the recommendation of the Audit Committee.

**Q: Who is entitled to vote?**

A: Unitholders as at the close of business on April 14, 2025, being the Record Date, are entitled to vote. Each Trust Unit and Special Voting Unit entitles the holder to one vote on the items of business identified above.

**Q: Am I a registered Unitholder or a non-registered Unitholder?**

A: You are a registered Unitholder if you hold Units registered in your name. You are a non-registered Unitholder if you hold Units that are registered in the name of an intermediary (such as a bank, trust company, securities dealer or broker, or director or administrator of a self-administered RRSP, RRIF, RESP, TFSA or similar plan) or a depository (such as CDS Clearing and Depository Services Inc.) of which the intermediary is a participant.

**Q: If I am a registered Unitholder, how do I vote?**

A: If you are a registered Unitholder, you may vote before or at the Meeting. All Unitholders are strongly encouraged to vote before the Meeting.

*Before the Meeting*, a registered Unitholder may vote by submitting a proxy in any of the ways set out below:

- **On the Internet:** A registered Unitholder can go to the website at [www.voteproxyonline.com](http://www.voteproxyonline.com) and follow the instructions on the screen. The Unitholder will need the 12-digit Control Number found on his, her or its proxy.
- **By Mail:** A registered Unitholder can complete the proxy as directed and return it to TSX Trust Company, in the envelope provided to you, by mail at 100 Adelaide Street West, Suite 301, Toronto, Ontario, M5H 4H1, Attention: Proxy Department.
- **By Facsimile:** A registered Unitholder can complete the proxy as directed and return it to TSX Trust Company by facsimile at 416-595-9593.

**Q: If I am a non-registered Unitholder, how do I vote?**

A: A non-registered Unitholder is a person whose Units are held in an account in the name of a nominee, including a bank, trust company or securities broker. See "Am I a registered Unitholder or a non-registered Unitholder?" above.

*Before the Meeting*, a non-registered Unitholder may vote in any of the ways set out below.

- **On the Internet:** A non-registered Unitholder can go to the website indicated on his, her or its voting instruction form and follow the instructions on the screen. The Unitholder will need the Control Number found on his, her or its voting instruction form. If the non-registered Unitholder is a Non-Objecting Beneficial Owner, the Unitholder will have a 12-digit control number on the voting instruction form and the website is [www.voteproxyonline.com](http://www.voteproxyonline.com). If the non-registered Unitholder is an Objecting Beneficial Owner, the Unitholder will generally have a 15-digit control number on the voting instruction form and the website is [www.proxyvote.com](http://www.proxyvote.com).

- **By Mail:** A non-registered Unitholder can complete the voting instruction form as directed and return it in the business reply envelope provided to the Unitholder by the applicable cut-off date and time.

*At the Meeting*, a non-registered Unitholder who wishes to vote at the Meeting in person must appoint themselves as proxyholder as described above on or before 11:00 a.m. (Montréal time) on May 30, 2025.

In order to attend and vote in person at the Meeting, a non-registered Unitholder should follow the instructions provided by their intermediaries or the agent of their intermediaries.

**Q: What if my Units are registered in more than one name or in the name of a company or other entity?**

A: If your Units are registered in more than one name, all registered persons must sign the form of proxy. If your Units are registered in a company's name or any name other than your own, you may be required to provide documents proving your authorization to sign the form of proxy for that company or name. For any questions about the proper supporting documents, contact TSX Trust Company before submitting your form of proxy.

**Q: Who is soliciting my proxy?**

A: **Proxies are being solicited by the Board and management of the REIT.** The associated costs will be borne by the REIT. The solicitation will be made primarily by sending proxy materials to Unitholders by mail and, in relation to the delivery of this Circular, by posting this Circular on our website at [www.proreit.com](http://www.proreit.com), on the website of our transfer agent at <https://docs.tsxtrust.com/2301>, and under the SEDAR+ profile of the REIT at [www.sedarplus.com](http://www.sedarplus.com) pursuant to Notice and Access. Proxies may also be solicited personally, by advertisement, by telephone, by trustees, officers or employees of the REIT or by any other means management may deem necessary.

**Q: How do I complete the voting instructions on my form of proxy?**

A: Signing a form of proxy gives authority to the individuals named in that form of proxy, being Gordon G. Lawlor or Alison Schafer, to vote your Units at the Meeting. **However, you have the right to appoint someone else to represent you at the Meeting (who need not be a Unitholder), but only if you provide that instruction on the applicable form(s) of proxy.** See the answer to the question "Can I appoint someone other than the person(s) designated by management of the REIT to vote my Units?" in this Circular.

If voting instructions are given on your form(s) of proxy or voting instruction form, then your proxyholder must vote or withhold your Units in accordance with those instructions. If no voting instructions are given, then your proxyholder may vote your Units as he or she sees fit. If you appoint the proxyholders named on the form(s) of proxy, who are representatives of the REIT, and do not specify how they should vote your Units, then your Units will be voted **FOR** each of the matters referred to in the form(s) of proxy.

Proxies returned by intermediaries as "non-votes" on behalf of Units held in the name of such intermediary, because the beneficial Unitholder has not provided voting instructions and the intermediary does not have the discretion to vote such Units, will be treated as present for purposes of determining a quorum but will not be counted as having been voted in respect of any such matter. As a result, such proxies will have no effect on the outcome of the vote.

**Q: Can I appoint someone other than the person(s) designated by management of the REIT to vote my Units?**

A: Yes. **A Unitholder can appoint a person (who need not be a Unitholder) to attend and act for him, her or it and on his, her or its behalf at the Meeting other than the persons designated in the form of proxy or voting instruction form.** A Unitholder may exercise such right by inserting the name in full of the desired person in the blank space provided in the form of proxy or the voting instruction form and date and submit the form. If you appoint a non-management proxyholder, please make sure they are aware of such appointment and ensure they will attend the Meeting in order for your vote to count.

**Q: When is the deadline for me to vote by proxy?**

A: Regardless of whether you submit your vote by mail, fax, internet or otherwise, you must submit your vote by no later than 11:00 a.m. (Montréal time) on May 30, 2025, which is two business days before the day of the Meeting (or no later than forty-eight (48) hours (excluding Saturdays, Sundays and statutory holidays in Québec) before the beginning of any adjourned or postponed Meeting, in the event of an adjournment or postponement of the Meeting). The Chair of the Meeting may waive, in his or her discretion, the time limit for the deposit of proxies by Unitholders if he or she deems it advisable to do so. If you are a non-registered Unitholder and received a voting instruction form from your intermediary, you will need to give your voting instructions to your intermediary, so you should allow sufficient time for your intermediary to receive them and submit them to the REIT's transfer agent. Each intermediary has its own deadline, so Unitholders will need to follow the instructions on the voting instruction form.

**Q: If I change my mind, can I revoke or change my vote after I have voted by proxy?**

A: Yes. If a registered Unitholder has submitted a proxy, such holder may revoke it (a) by instrument in writing executed by the Unitholder or such Unitholder's attorney authorized in writing or if the Unitholder is a corporation, under its corporate seal or by an officer or attorney thereof, duly authorized, indicating the capacity under which such officer or attorney is signing and deposit with TSX Trust Company, the transfer agent of the REIT, as described above not later than 11:00 a.m. (Montréal time) on May 30, 2025, which is the second last business day preceding the date of the Meeting at which the proxy is to be used, (b) by a duly executed and deposited proxy as provided herein bearing a later date or time than the date or time of the proxy being revoked, or (c) as permitted by law. Registered Unitholders may also attend and vote in person at the Meeting, and if they do so, any voting instructions they previously gave for their Units will be revoked.

**Only registered Unitholders have the right to revoke a proxy in the above manner. Non-registered Unitholders who wish to change their voting instructions must, in sufficient time in advance of the Meeting, contact their broker or agent (or, as applicable, the REIT's transfer agent, TSX Trust Company, if the non-registered Unitholder is a Non-Objecting Beneficial Owner) in order to revoke their voting instructions and/or provide new voting instructions.**

**Q: How will my Units be voted if I give my proxy?**

A: The persons named on a form of proxy must vote your Units for or against or withhold from voting, as applicable, in accordance with your directions and on any ballot that may be called for. If you do not specify how to vote on a particular matter, your proxyholder is entitled to vote as he or she sees fit. **In the absence of directions in a form of proxy, proxies received by management will be voted FOR all resolutions outlined in this Circular.** See "Business of the Meeting" for further information.

**Q: What if amendments are made to these matters or if other matters are brought before the Meeting?**

A: The persons named on a form of proxy will have discretionary authority with respect to amendments or variations to matters identified in the Notice and with respect to other matters which may properly come before the Meeting.

As of the date of this Circular, management of the REIT knows of no such amendment, variation or other matter expected to come before the Meeting. If any other matters properly come before the Meeting, the persons named on the form of proxy will vote on them in accordance with their best judgment.

**Q: What is quorum for the Meeting?**

A: Pursuant to the Declaration of Trust of the REIT, the quorum necessary for any meeting of Unitholders is two or more individuals present being Unitholders or representing Unitholders by proxy who hold in the aggregate not less than 10% of the votes attached to all Units.

**Q: How many votes are required to pass?**

A: All matters that are scheduled to be voted upon at the Meeting are passed by simple majority; this means that, if more than half of the votes that are cast are in favour, then the resolution passes.

**Q: Who counts the votes?**

A: The REIT's transfer agent, TSX Trust Company, counts and tabulates the proxies.

**Q: If I need to contact the REIT's transfer agent, how do I reach it?**

A: For general Unitholder enquiries, you can contact the REIT's transfer agent, TSX Trust Company, by mail at 100 Adelaide Street West, Suite 301, Toronto, Ontario, M5H 4H1 or by telephone, toll-free in North America, at 1-866-600-5869, or by fax at (416) 595-9593, or by email at [tsxtis@tmx.com](mailto:tsxtis@tmx.com).

## **BUSINESS OF THE MEETING**

### **Purpose of the Meeting**

The REIT will address three items at the Meeting:

1. receiving the audited consolidated financial statements of the REIT for the financial year ended December 31, 2024, together with the report of the auditor thereon;
2. electing trustees for the ensuing year; and
3. appointing the auditor of the REIT for the ensuing year and to authorize the trustees of the REIT to fix the remuneration of such auditor.

The REIT will also consider other business that may properly come before the Meeting. As of the date of this Circular, management of the REIT is not aware of any changes to these items and does not expect any other items to be brought forward at the Meeting. If there are changes or new items, you or your proxyholder can vote your Units on these items as you, he or she sees fit.

## Receiving the Financial Statements

The audited consolidated financial statements of the REIT for the financial year ended December 31, 2024, together with the report of the auditor thereon, will be presented at the Meeting. The financial statements, together with the management's discussion and analysis thereon, are also available under the REIT's profile on SEDAR+ at [www.sedarplus.com](http://www.sedarplus.com) and on the REIT's website at [www.proreit.com](http://www.proreit.com).

## Election of Trustees

### *General*

The Declaration of Trust provides for the Board of Trustees to consist of a minimum of three and a maximum of 12 trustees and requires that a majority of Trustees be resident Canadians. The Board of Trustees currently has eight Trustees, and it is proposed that nine Trustees be elected at the Meeting. Of the nine nominee Trustees, seven (78%) are independent. Eight of the nine nominees are currently Trustees of the REIT.

The Board of Trustees has adopted a policy that entitles each Unitholder to vote for each Trustee nominee on an individual basis. The Board of Trustees has also adopted a policy stipulating that, if the total number of votes cast in favour of the election of a Trustee nominee at a Unitholders' meeting represents less than a majority of the total votes for and withheld for that Trustee, the nominee will submit his or her resignation immediately after the Meeting for the Board's consideration. The Board will have 90 days to consider accepting or rejecting the resignation. The Board, however, will accept the resignation absent exceptional circumstances. The Board's decision to accept or reject the resignation offer will be disclosed to the public. The policy does not apply in circumstances involving contested Trustee elections.

The Declaration of Trust includes certain advance notice provisions which are intended to (i) facilitate orderly and efficient annual general or, where the need arises, special meetings of Unitholders, (ii) ensure that all Unitholders receive adequate notice of Trustee nominations and sufficient information with respect to all nominees, and (iii) allow Unitholders to register an informed vote.

The Board **UNANIMOUSLY** recommends that Unitholders vote **IN FAVOUR** of each of the nine proposed nominees. **Unless a Unitholder directs that his or her Units are to be withheld from voting in the election of one or more Trustees, the persons named in the form(s) of proxy intend to cast the votes to which the Units represented by such proxy are entitled IN FAVOUR of the election of the proposed nominees whose names are set forth below.**

We believe that all of the proposed nominees will be able to serve as Trustees. However, if a proposed nominee is unable to serve as a Trustee for any reason prior to the Meeting, the persons named in the form(s) of proxy may vote for the election of another proposed nominee in their discretion. Each Trustee will hold office until the next annual meeting of Unitholders or until a successor is elected.

### *Nominees to be Elected*

The following tables and notes thereto set out certain information as at April 14, 2025 (unless otherwise indicated) with respect to the persons being nominated at the Meeting for election as Trustees.

<p><b>James W. Beckerleg</b> Montréal, Québec, Canada</p> <p>Trustee Since: March 11, 2013</p> <p>Non-Independent</p> <p>2024 Voting Results: 99.05% in Favour</p>	<p><b>Board/Committee Membership</b></p> <p>Board of Trustees (Chair) Investment Committee (Chair)</p>					
	<p><b>Principal Occupation</b></p> <p>Chair of the Board</p>					
	<p>Until his retirement on April 1, 2023, James W. Beckerleg was the President and Chief Executive Officer of the REIT. From May 2010 until March 2012, James W. Beckerleg was the President and Chief Executive Officer of CANMARC Real Estate Investment Trust (“CANMARC”). Since 1995, Mr. Beckerleg has been President of Belwest Capital Management Corp., a private consulting firm which provided consulting and management services in the area of strategic advice and planning, corporate finance, mergers and acquisitions to various clients, including but not limited to, Homburg Canada Inc., a private international real estate management company. From 2005 to 2009, Mr. Beckerleg also served as Executive Vice-President, Québec Region for Homburg Canada Inc. Mr. Beckerleg has many years of experience in corporate finance, mergers and acquisitions and has served as an executive and director of several public companies, including CANMARC and several other companies in the real estate sector. Until the internalization of the REIT’s asset management function in 2019, Mr. Beckerleg was also a principal of the REIT’s external manager, Labec Realty Advisors Inc. He has a B.Sc. (Mathematics) from McGill University (Montréal, Québec) and an MBA from Concordia University (Montréal, Québec).</p>					
	<p><b>Current Public Board Memberships (other than the REIT)</b></p> <p>None</p>					
<p>Securities Held or Controlled as of the Record Date</p>	Trust Units	Class B LP Units	Deferred Units	Restricted Units	Total Trust Units and Equivalents	Total Market Value
	35,266	100,746	27,013	0	163,025	\$787,411 <sup>(1)</sup>
	<p><b>Have Unit Ownership Guidelines Been Met: Yes</b></p>					

<p><b>Vincent Chiara</b> Montréal, Québec, Canada</p> <p>Trustee Since: June 9, 2015</p> <p>Independent</p> <p>2024 Voting Results: 98.83% in Favour</p>	<p><b>Board/Committee Membership</b></p> <p>Board of Trustees Investment Committee</p>					
	<p><b>Principal Occupation</b></p> <p>President of Groupe Mach Inc.</p>					
	<p>Vincent Chiara, president and sole owner of Groupe Mach Inc. (“Mach”), began his career in 1984 as a lawyer specializing in real estate transactions and corporate litigation. In 1999 he ceased practicing law and focused on real estate acquisitions and property development through Mach, a private holding company. Mach and its affiliates hold significant investments representing more than 45 million square feet of office, retail and industrial buildings located in greater Montréal, the greater Québec city, Toronto, Ottawa and Halifax, including the Place Victoria, the CIBC Tower, the Sun Life Building, the Quartier des Lumières and the University Complex. Mach also renovated over two million square feet of obsolete office space in the Montréal region. In addition to its portfolio, Mach owns 20 million square feet of land for development and approximately 6,000 apartments in greater Montréal and in greater Québec city area.</p>					
	<p><b>Current Public Board Memberships (other than the REIT)</b></p> <p>None</p>					
<p>Securities Held or Controlled as of the Record Date</p>	Trust Units	Class B LP Units	Deferred Units	Restricted Units	Total Trust Units and Equivalents	Total Market Value
	3,623	331,716	84,115	0	419,454	\$2,025,963 <sup>(1)</sup>
	<p><b>Have Unit Ownership Guidelines Been Met: Yes</b></p>					

<p><b>Martin Coté, ICD.D</b> Montréal, Québec, Canada</p> <p>Trustee Since: June 9, 2015</p> <p>Independent</p> <p>2024 Voting Results: 98.74% in Favour</p>	<p><b>Board/Committee Membership</b> Board of Trustees (Independent Lead) Audit Committee Investment Committee Governance, Nominating and Compensation Committee (the “GNC Committee”)</p>					
	<p><b>Principal Occupation</b> Founder and managing member of Bluenose AC Investments Inc.</p>					
	<p>Martin Coté is a founder and managing member of Bluenose AC Investments Inc., an investment vehicle formed in 2013 to invest in real estate in Canada and the United States. Mr. Coté brings over 20 years of real estate experience across all real estate asset classes in Canada, Europe and the United States. Bluenose AC Investments Inc. is also the exclusive investment manager and partner to BXR Group, a private equity fund based out of Europe, for Canadian real estate investments. Prior to founding Bluenose AC Investments Inc., Mr. Coté spent five years in the Czech Republic working for RPG Real Estate, a division of BXR Group. During that time, he oversaw the management and development of a 12,000 acre land portfolio as well as investments in Tower Group A.S., a Danish listed company that owned 10,000 apartments in Germany. He also served as CEO of Tower Group A.S. and managed the group’s U.S. investment strategy. Mr. Coté holds an MBA from the Richard Ivey School of Business and a Bachelor’s degree from HEC in Montréal. Mr. Coté completed the ICD-Rotman Directors Education Program (DEP) and received his ICD.D designation in 2025.</p>					
	<p><b>Current Public Board Memberships (other than the REIT)</b> None</p>					
<p>Securities Held or Controlled as of the Record Date</p>	Trust Units	Class B LP Units	Deferred Units	Restricted Units	Total Trust Units and Equivalents	Total Market Value
	49,026	0	94,486	0	143,512	\$693,163 <sup>(1)</sup>
<p><b>Have Unit Ownership Guidelines Been Met: Yes</b></p>						

<p><b>Shenoor Jadavji</b> Vancouver, British Columbia, Canada</p> <p>Trustee Since: September 30, 2014</p> <p>Independent</p> <p>2024 Voting Results: 97.96% in Favour</p>	<p><b>Board/Committee Membership</b> Board of Trustees Investment Committee GNC Committee</p>					
	<p><b>Principal Occupation</b> President and Chief Executive Officer of Lotus Capital Corp.</p>					
	<p>Founder of Lotus Capital (“Lotus”), Ms. Jadavji is responsible for the strategic direction of the firm including capital sourcing and structuring value aligned joint venture investments. She brings over 30 years of experience in real estate transactions totaling more than \$2.5 billion across all real estate classes in major and secondary Canadian markets, as well as select US markets. Since 2012, Lotus has been involved in the acquisition, development, reposition and disposition of 6 million square feet of commercial assets. Outside of her leadership role at Lotus, Ms. Jadavji is an active and committed member of the community and has served on numerous boards. She is currently serving on the Multi Generational Housing Advisory Board for the Ismaili Community which delivers affordable housing rental and owning options. She also spearheads an advisory committee for the Aga Khan University (“AKU”) focused on developing income producing properties on AKU lands in Sub Saharan Africa and Pakistan.</p>					
	<p><b>Current Public Board Memberships (other than the REIT)</b> None</p>					
<p>Securities Held or Controlled as of the Record Date</p>	Trust Units	Class B LP Units	Deferred Units	Restricted Units	Total Trust Units and Equivalents	Total Market Value
	401,958 <sup>(2)</sup>	0	86,573	0	488,531 <sup>(2)</sup>	\$2,359,605 <sup>(1)</sup>
<p><b>Have Unit Ownership Guidelines Been Met: Yes</b></p>						

<p><b>Gordon G. Lawlor</b> Halifax, Nova Scotia, Canada</p> <p>Trustee Since: April 1, 2023</p> <p>Non-Independent</p> <p>2024 Voting Results: 99.40% in Favour</p>	<b>Board/Committee Membership</b>					
	Board of Trustees Investment Committee					
	<b>Principal Occupation</b>					
	President and Chief Executive Officer of the REIT					
<p>Gordon G. Lawlor became President and Chief Executive Officer of the REIT on April 1, 2023, and was until then its Executive Vice President, Chief Financial Officer and Secretary, since co-founding the REIT in 2013. From May 2010 until March 2012, Gordon G. Lawlor was the Executive Vice President, Chief Financial Officer and Secretary of CANMARC. From 2005 to 2010, Mr. Lawlor held senior management positions, including that of Chief Financial Officer, with a private international real estate management company. After graduating from Saint Mary's University (Halifax, Nova Scotia) in 1988 with a Bachelor of Science (Mathematics), he began working with a chartered accounting firm, receiving his Chartered Accountant designation in 1994. Prior to CANMARC and the other real estate management company, Mr. Lawlor spent seven years at Emera Inc., a publicly traded utility company where he served in a number of senior management positions, including Director of Finance.</p>						
<b>Current Public Board Memberships (other than the REIT)</b>						
None						
Securities Held or Controlled as of the Record Date	Trust Units	Class B LP Units	Deferred Units	Restricted Units	Total Trust Units and Equivalents	Total Market Value
	462,588	67,164	436,627	84,898	1,051,277	\$5,077,668 <sup>(1)</sup>
	<b>Have Unit Ownership Guidelines Been Met: Yes</b>					

<p><b>Kenrick McKinnon</b> Toronto, Ontario, Canada</p> <p>Trustee Nominee</p> <p>Independent</p>	<b>Board/Committee Membership</b>					
	Not applicable.					
	<b>Principal Occupation</b>					
	Senior Managing Director, Institutional Mortgage Capital					
<p>Kenrick (Ken) McKinnon is currently a Senior Managing Director and Equity Partner at Institutional Mortgage Capital (“IMC”), where he leads the firm’s capital raising efforts and manages key client relationships. He also serves as a member of IMC’s Investment Committee. Prior to joining IMC, Ken spent over 23 years with TD Bank Group, including 18 years within the Real Estate Corporate and Investment Banking team. From 2014 to 2023, he served as Head of Real Estate Corporate Banking at TD Securities, where he led a team covering all sectors of the real estate market across Canada and the U.S. Under his leadership, the team developed strong relationships with a broad range of public and private real estate owners and operators throughout North America. Ken currently serves on the Board of Fred Victor, a social service charitable organization, and is Chair of its Affordable Housing Committee. He holds the CFA designation and earned an Honours Bachelor of Commerce and a Bachelor of Arts in Economics from the University of Windsor.</p>						
<b>Current Public Board Memberships (other than the REIT)</b>						
None						
Securities Held or Controlled as of the Record Date	Trust Units	Class B LP Units	Deferred Units	Restricted Units	Total Trust Units and Equivalents	Total Market Value
	0	0	0	0	0	\$0 <sup>(1)</sup>
	<b>Have Unit Ownership Guidelines Been Met: Not applicable.</b>					

<p><b>Christine Pound, ICD.D</b> Halifax, Nova Scotia, Canada</p> <p>Trustee Since: February 22, 2022</p> <p>Independent</p> <p>2024 Voting Results: 98.69% in Favour</p>	<b>Board/Committee Membership</b>					
	Board of Trustees GNC Committee (Chair)					
	<b>Principal Occupation</b>					
	Partner at legal firm Stewart McKelvey					
<p>Christine Pound is a partner at the law firm of Stewart McKelvey in Halifax, Nova Scotia, with 20 years experience practicing primarily in the areas of mergers and acquisitions, banking and finance, corporate governance and commercial law. She advises both private and public companies from a broad range of industries. Ms. Pound has received repeated recognition by Lexpert, Best Lawyers, Acritas and Chambers and Partners. She is honorary consul for Iceland in Nova Scotia, a former Governor of Acadia University, a former member of the Stewart McKelvey partnership board, a lecturer on Business Associations Law at the Schulich School of Law, Dalhousie University and also serves on various not-for-profit boards. She holds a BSc in Biology with Psychology from Acadia University and an LLB from Dalhousie University. Ms. Pound completed the Institute of Corporate Directors Education Program at ICD-Rotman and received her ICD.D designation in 2019.</p>						
<b>Current Public Board Memberships (other than the REIT)</b>						
None						
Securities Held or Controlled as of the Record Date	Trust Units	Class B LP Units	Deferred Units	Restricted Units	Total Trust Units and Equivalents	Total Market Value
	1,215	0	29,216	0	30,431	\$146,982 <sup>(1)</sup>
	<b>Have Unit Ownership Guidelines Been Met:</b> Yes (On Track to Meet the Requirement)					

<p><b>Deborah Shaffner</b> Wolfville, Nova Scotia, Canada</p> <p>Trustee Since: June 6, 2023</p> <p>Independent</p> <p>2024 Voting Results: 99.43% in Favour</p>	<b>Board/Committee Membership</b>					
	Board of Trustees Audit Committee (Chair)					
	<b>Principal Occupation</b>					
	Corporate Director					
<p>Over a 24 year period, from 1997 to 2021, Deborah Shaffner was a senior member of the management team of Eastlink, Canada's largest privately held telecommunications company, progressing from Chief Financial Officer to President and Chief Operating Officer in 2009, and then to Chief Executive Officer in 2018. Throughout her time with Eastlink, Ms. Shaffner contributed to and oversaw rapid organizational growth, the integration of strategic acquisitions, and the launch of new services in a fiercely competitive, rapidly changing industry with intense regulatory requirements. Ms. Shaffner has experience in mergers and acquisitions, change management, operational excellence, talent development and succession planning. Prior to joining Eastlink, Ms. Shaffner had over 10-years experience in senior financial management roles with manufacturing processing companies. She is currently serving as a trustee of the River Philip Foundation. Ms. Shaffner has a B.Sc. from McGill University, an MBA from Dalhousie University, and is a Fellow of the Chartered Professional Accountants of Nova Scotia.</p>						
<b>Current Public Board Memberships (other than the REIT)</b>						
None						
Securities Held or Controlled as of the Record Date	Trust Units	Class B LP Units	Deferred Units	Restricted Units	Total Trust Units and Equivalents	Total Market Value
	0	0	18,693	0	18,693	\$90,287 <sup>(1)</sup>
	<b>Have Unit Ownership Guidelines Been Met:</b> Yes (On Track to Meet the Requirement)					

<p><b>Ronald E. Smith, FCPA, FCA, ICD.D</b> Yarmouth, Nova Scotia, Canada</p> <p>Trustee Since: March 11, 2013</p> <p>Independent</p> <p>2024 Voting Results: 98.70% in Favour</p>	<p><b>Board/Committee Membership</b></p> <p>Board of Trustees GNC Committee Audit Committee</p>					
	<p><b>Principal Occupation</b></p> <p>Corporate Director</p>					
	<p>Ronald E. Smith is a corporate director and highly experienced Board Member with an extensive background in finance, human resources and management consulting across a wide spectrum of industries and enterprises. He is the former Chair of the Nova Scotia Public Service Superannuation Fund and serves on the Board of the Ombudsman for Banking Services and Investments (OSBI) and Covalon Technologies Ltd., a TSX Venture Exchange listed entity. For 10 years, from 2002 to 2012, he was a member of the Canada Pension Plan Investment Board. Over the last 30 years, he has served on boards and audit committees of seven Canadian public companies and was a member of the Advisory Board of Southwest Properties Ltd. He has also served on various not-for-profit boards and committees. From 2000 to 2004, he was Chief Financial Officer of Emera Inc., a publicly-traded energy company. From 1987 to 1999, he was Chief Financial Officer of Maritime Telegraph and Telephone Company Limited (“MTT”), a predecessor of Bell Aliant Inc. Prior to MTT, he had a 16 year career at Ernst &amp; Young including as a Partner in financial recovery and insolvency consulting in real estate, construction, financial services, and a variety of other industries. He is a member of the Institute of Corporate Directors and is a Fellow of the Institute of Chartered Accountants of Nova Scotia.</p>					
	<p><b>Current Public Board Memberships (other than the REIT)</b></p> <p>Covalon Technologies Ltd (TSXV: COV.V)</p>					
<p>Securities Held or Controlled as of the Record Date</p>	Trust Units	Class B LP Units	Deferred Units	Restricted Units	Total Trust Units and Equivalents	Total Market Value
	52,666	0	120,915	0	173,581	\$838,396 <sup>(1)</sup>
	<p><b>Have Unit Ownership Guidelines Been Met: Yes</b></p>					

Notes:

- Under the REIT’s Unit Ownership Guidelines, non-employee Trustees and employee Trustees are respectively required to own Trust Units, Class B LP Units, deferred units (the “**Deferred Units**”) or restricted units (the “**Restricted Units**”) having an aggregate value of at least three times the amount of their annual retainer and two times their base salary, respectively, in both cases over a five-year period. See “Trustee Compensation - Trustee Unit Ownership Guidelines and Anti-Hedging Requirements” and “Executive Compensation - Executive Unit Ownership Guidelines and Anti-Hedging Requirements”. Achievement of the Unit Ownership Guidelines is calculated using the greater of book value or market value, where market value is calculated based on the last closing price of the Trust Units on the Toronto Stock Exchange (“**TSX**”) at the time of calculation. The total market value presented in this table is calculated based on the closing price of the Trust Units of \$4.83 on April 14, 2025. The total market value presented may be less than the book value.
- Includes 401,958 Trust Units beneficially owned by Lotus Crux Acquisition LP, a limited partnership of which the general partner is indirectly controlled by Shenoor Jadavji.

**Trustee Ownership**

As at the Record Date, the nine proposed nominees collectively, directly or indirectly, own or control approximately 2.5% of the issued and outstanding Units.

**Additional Information**

To the knowledge of the REIT, no proposed Trustee is, as at the date of this Circular, or was within 10 years before the date of this Circular, a trustee, a director, chief executive officer or chief financial officer of any company (including the REIT), that: (a) was subject to a cease trade order, an order similar to a cease trade order, or an order that denied such company access to any exemption under securities legislation (each an “**Order**”) that was issued while the proposed Trustee was acting in the capacity as trustee, director, chief executive officer or chief financial officer, or (b) was subject to an Order that was issued after the proposed Trustee ceased to be a trustee, director, chief executive officer or chief financial officer and which resulted from an event that occurred while that person was acting in the capacity as trustee, director, chief executive officer or chief financial officer.

To the knowledge of the REIT, no proposed Trustee, (a) is, as at the date of this Circular, or has been within the 10 years before the date of this Circular, a trustee, director or executive officer of any company (including the REIT) that, while that person was acting in that capacity, or within a year of that person ceasing to act in that capacity, became bankrupt, made a proposal under any legislation relating to bankruptcy or insolvency or was subject to or instituted any proceedings, arrangement or compromise with creditors or had a receiver, receiver manager or trustee appointed to hold its assets; or (b) has, within the 10 years before the date of this Circular, become bankrupt, made a proposal under any legislation relating to bankruptcy or insolvency, or become subject to or instituted any proceedings, arrangement or compromise with creditors, or had a receiver, receiver manager or trustee appointed to hold its assets.

To the knowledge of the REIT, no proposed Trustee has been subject to any penalties or sanctions imposed by a court relating to securities legislation or by a securities regulatory authority or has entered into a settlement agreement with a securities regulatory authority, or has been subject to any other penalties or sanctions imposed by a court or regulatory body that would likely be considered important to a reasonable investor in deciding whether to vote for a proposed Trustee.

### ***Meeting Attendance***

The table below lists the number of meetings held by the Board, the audit committee (the “**Audit Committee**”) and the governance, nominating and compensation committee (the “**GNC Committee**”) in 2024 and the attendance by each of the Trustees.

<b>Trustee</b>	<b>Board</b>	<b>Audit Committee</b>	<b>Governance, Nominating and Compensation Committee</b>	<b>Total (%)</b>
James W. Beckerleg	7/7	n/a	n/a	100%
Vincent Chiara	5/7 <sup>(1)</sup>	n/a	n/a	71.4%
Martin Coté	7/7	4/4	6/7	94.4%
Shenoor Jadavji	7/7	n/a	7/7	100%
Gordon G. Lawlor	7/7	n/a	n/a	100%
Christine Pound	7/7	n/a	7/7	100%
Deborah Shaffner	6/7	4/4	n/a	90.9%
Ronald E. Smith	6/7	4/4	7/7	94.4%

Notes:

(1) The Chair of the Board was aware of Mr. Chiara’s planned absence from these two meetings in advance and was satisfied with the reasons provided by Mr. Chiara, particularly in light of his strong historic attendance record (100% in each of 2022 and 2023).

### **Appointment of Auditor**

The auditor of the REIT is MNP LLP, located in Montréal, Québec. MNP LLP was initially appointed as auditor of the REIT on January 30, 2013. Unitholders are being asked to approve the appointment of MNP LLP as the auditor of the REIT and its subsidiaries for the ensuing year and to authorize the Trustees to fix the remuneration of the auditor.

The Board **UNANIMOUSLY** recommends that Unitholders vote **IN FAVOUR** of the appointment of MNP LLP as the auditor of the REIT and its subsidiaries for the ensuing year and to authorize the Trustees to fix the remuneration of the auditor.

Unless otherwise instructed, the persons named in the form(s) of proxy intend to cast the votes, to which the Units represented by such proxy are entitled, IN FAVOUR of the appointment of MNP LLP as the auditor of the REIT and its subsidiaries for the ensuing year and to authorize the Trustees to fix the remuneration of the auditor.

The following table shows fees paid to MNP LLP in Canadian dollars in the past two fiscal years for various services provided to the REIT:

	Year ended December 31, 2024	Year ended December 31, 2023 <sup>(1)</sup>
<b>Audit fees<sup>(2)</sup></b>		
Audit fees .....	\$ 243,425	\$ 240,750
Review of interim financial statements .....	\$ 167,776	\$ 148,730
<b>Audit-related fees<sup>(3)</sup></b>		
Prospectus related fees .....	\$ -	\$ 38,031
<b>Tax fees<sup>(4)</sup></b>		
Tax preparation and compliance .....	\$ 229,297	\$ 188,608
<b>SUBTOTAL .....</b>	<b>\$ 640,498</b>	<b>\$ 616,119</b>
<b>All other fees<sup>(5)</sup></b>		
Other <sup>(6)</sup> .....	\$ 56,848	\$ 102,574
<b>TOTAL .....</b>	<b>\$ 697,346</b>	<b>\$ 718,693</b>

Notes:

- (1) The 2023 auditor's fees have been updated from those disclosed in the 2023 management information circular of the REIT for final invoices subsequently received relating to the 2023 fiscal year.
- (2) "Audit fees" include the aggregate professional fees paid to the external auditor for the audit of the annual consolidated financial statements and other regulatory audits and filings. These include fees for the review of interim financial statements and management's discussion and analysis, and the translation of financials statements and management's discussion and analysis for the applicable periods.
- (3) "Audit-related fees" include the aggregate fees paid to the external auditor for services related to the audit services, including namely services provided in connection with the REIT's prospectus offerings during the applicable year, including the comforting procedures of the REIT's management's discussion and analysis for the applicable periods.
- (4) "Tax fees" include the aggregate fees paid to the external auditor for tax compliance, tax preparation services, and other tax advisory services.
- (5) "All other fees" include the aggregate fees paid to the external auditor for all other services other than those presented in the categories of audit fees, audit-related fees and tax fees.
- (6) "Other" includes the review of the financial statements of PROREIT LP, and (i) in 2023, digital strategy and cyber security monitoring, and (ii) in 2024 cyber security monitoring.

## Interest of Certain Persons in Matters to be Acted Upon

Except as otherwise disclosed, no other person or company who is, or at any time since January 1, 2024, was, a Trustee or executive officer of the REIT, a proposed nominee for election as a Trustee of the REIT, or an associate or affiliate of any such Trustee, executive officer or proposed nominee, has any material interest, direct or indirect, by way of beneficial ownership or otherwise, in matters to be acted upon at the Meeting other than the election of the Trustees or the appointment of the auditor.

## EXECUTIVE COMPENSATION

### Compensation Discussion and Analysis

#### Introduction

The GNC Committee and the Board are committed to ensuring that the REIT's compensation philosophy, plans and programs are appropriate, support the REIT's ability to achieve its strategic objectives and are effective in

attracting, retaining and motivating a skilled team of executives to maximize Unitholder value. The REIT is committed to ensuring that its approach to compensation is explained fully and clearly. The Executive Compensation section in this Circular provides details of the REIT's compensation plans and the processes and decisions that underlie them.

The following Compensation Discussion and Analysis describes the REIT's compensation philosophy, policies and programs. It also describes the approach taken by the GNC Committee and the Board with respect to compensation in 2024.

### ***Named Executive Officers***

The following Compensation Discussion and Analysis is intended to provide Unitholders with a description of the processes and decisions involved in the design, oversight and payout of the REIT's compensation programs for its executive officers who are "named executive officers" under applicable securities laws. The REIT had three executive officers in 2024, all of whom are "named executive officers" (such individuals, collectively, the "**Named Executive Officers**" or "**NEOs**"), respectively Gordon G. Lawlor, the President and Chief Executive Officer of the REIT, Alison Schafer, the Chief Financial Officer and Secretary of the REIT, and Chris Andrea, the Senior Vice President, Property Management of the REIT.

### ***Compensation Governance***

#### ***Role of the GNC Committee in Executive Compensation***

Decisions regarding the cash compensation received by the Named Executive Officers, as well as decisions regarding the granting of Deferred Units or Restricted Units under the REIT's amended and restated long term incentive plan (the "**LTIP**"), are the responsibility of the Board based on the recommendations of the GNC Committee.

The GNC Committee's approach to compensation is based on the Board's desire to build and retain a skilled leadership team that acts in the best interests of the REIT and maximizes Unitholder value. The GNC Committee, together with the Board, carefully considers both qualitative and quantitative measures in the compensation decisions it makes. The GNC Committee annually reviews and recommends to the Board the REIT's compensation philosophy and design of its executive compensation programs, including evaluating individual executive compensation for the REIT's Named Executive Officers (for example, annual base salary and short and long-term incentive plan designs). The goal is to create compensation practices that attract, develop and retain outstanding talent in a manner that, while not exposing the REIT to undue risk, motivates the REIT's management to create long-term sustainable value. See "Governance Practices - Committees of the Board - Governance, Nominating and Compensation Committee".

#### ***Role of Management in Compensation Decisions***

The President and Chief Executive Officer participates in the compensation design process, evaluates the performance of members of management and make recommendations to the GNC Committee with respect to the compensation of Named Executive Officers and the specific business goals to be used as performance targets for the various incentive programs. The views of the President and Chief Executive Officer are valued because of his ongoing involvement in the affairs of the REIT. As a result, he is in the best position to effectively assess the performance of the other Named Executive Officer and how his efforts have contributed to the achievement of the REIT's strategic objectives and operational targets. The President and Chief Executive Officer also makes recommendations to the GNC Committee with respect to his compensation.

The evaluations of executives are based on the achievement of objectives and targets related to both the REIT and the individual. The results of these evaluations are presented to the GNC Committee. The Chief Financial Officer assists the President and Chief Executive Officer in developing and presenting management's recommendations and supporting materials to the GNC Committee regarding the design of the incentive plans.

### ***Executive Compensation Philosophy, Competitive Benchmarking and Risk***

#### ***Executive Compensation Philosophy***

The objective of the REIT's executive compensation program is to attract, motivate and retain an outstanding leadership team and to align rewards with business results and individual performance. The REIT's approach is to

encourage management to make decisions and take actions that will create long-term sustainable growth resulting in long-term unitholder value. The executive compensation philosophy is based on the following overarching principles: (i) compensation programs are designed to be aligned with the REIT's strategy and to reward strategic and operating performance, (ii) compensation programs are designed to assist in attracting and retaining the leadership required to drive exceptional performance, and (iii) compensation programs are designed to foster long-term value creation with an emphasis on long-term stability while optimizing Unitholder value and expanding the balance sheet in a manner to improve REIT performance metrics over time. The REIT's executive compensation program seeks to achieve a balance between immediate, short-term and long-term incentives.

#### *Relationship of Executive Compensation to Risk*

The REIT has designed its executive compensation programs to provide an appropriate balance of risk and reward in relation to its overall business strategy. The REIT also has in place several policies and practices applicable to its Named Executive Officers, which are designed to mitigate risk. These policies and practices include: (i) incentive plans which have been designed to focus on the long-term, (ii) guidelines for Named Executive Officers that require a minimum level of Trust Unit ownership, and (iii) a prohibition against the hedging of changes in the value of the REIT's securities. For more information see "Executive Compensation - Executive Unit Ownership Guidelines and Anti-Hedging Requirements".

In addition, the REIT's executive compensation plans and programs incorporate safeguards that are intended to mitigate risk. These risk mitigation practices include, but are not limited to, the following:

- ensuring compensation plans, programs and policies for Named Executive Officers are aligned to the achievement of the REIT's strategic objectives;
- ensuring both short-term and long-term incentive plans incorporate capped or maximum payout levels;
- conducting market compensation reviews from time to time to ensure the compensation plans continue to be competitive and appropriate; and
- requiring the review and approval by the GNC Committee of all short-term incentive plan adjudication items.

The GNC Committee reviews each incentive compensation plan and has the discretion to recommend to the Board adjustments to individual incentive awards, as appropriate.

#### *Elements of Compensation*

The REIT has adopted a balanced approach to compensation which incorporates immediate, short-term and longer-term incentives. The primary elements of the REIT's executive compensation are: (a) base salary, (b) annual cash incentive bonuses, and (c) long-term equity incentives granted under the REIT's LTIP. Other personal benefits are not significant elements of their compensation.

The REIT intends to keep its compensation program simple to communicate and administer by focusing on these elements. The REIT also feels each of these elements assists in achieving one or more of its compensation objectives and serves the interests of Unitholders by ensuring that compensation addresses both short-term and longer-term interests of Unitholders.

The specific practices regarding each element of the compensation program are described in the following sections.

#### *Base Salaries*

Base salaries are initially determined at the time of entering into employment agreements based on an assessment of each particular Named Executive Officer's past performance and contribution to the REIT's success. The base salaries established under the current employment agreements of the Named Executive Officer were determined by taking into consideration a variety of factors, including the scope and responsibility of each Named Executive Officer, their contribution to the REIT's success, and a general benchmarking exercise.

Base salaries paid to the Named Executive Officers are reviewed at least annually by the GNC Committee to ensure salaries are in alignment within the market competitive range and to ensure they remain appropriate in light of the following factors: (i) the Named Executive Officer’s level of responsibility, (ii) the Named Executive Officer’s experience, expertise, performance and potential, (iii) competitive factors, and (iv) total compensation for each Named Executive Officer.

As appropriate, the GNC Committee also considers the REIT’s risk profile, such as the volatility of the industry sector, diversity of Unitholder ownership, or other factors, in determining the overall salary positioning. Where salary adjustments are considered, the GNC Committee recommends to the Board the annual salary changes for the Named Executive Officers.

In 2024, the annualized base salary of (i) Gordon G. Lawlor was \$495,000, (ii) Alison Schafer was \$283,250, and (iii) Chris Andrea was \$252,500.

*Annual Cash Incentive Bonus*

Each year, the Named Executive Officers are entitled to earn annual cash incentive bonuses, the amounts of which are determined based upon an assessment of both individual and REIT performance objectives. The objective of the annual cash incentive bonus is to motivate and reward Named Executive Officers to achieve the REIT’s annual business objectives. Each year, the GNC Committee reviews and recommends to the Board the terms, conditions and objectives that apply to the annual bonus.

The target annual bonus of Mr. Lawlor in 2024 was 82.5% of his base salary. Subject to the GNC Committee and the Board of Trustee’s assessment of his performance, the potential annual bonus for 2024 could range anywhere from 0% to 110% of his base salary. The determination of Mr. Lawlor’s annual cash bonus was based on the following guiding principles and was at the discretion of the REIT:

Unsatisfactory performance evaluation	0% of Base Salary
Satisfactory (threshold) performance evaluation	55% of Base Salary
Superior (target) performance evaluation	82.5% of Base Salary
Exceptional (maximum) performance evaluation	110% of Base Salary

The target annual bonus of Ms. Schafer and Mr. Andrea in 2024 was 40% of their respective base salary. Subject to the GNC Committee and the Board of Trustee’s assessment of their performance, the potential annual bonus for 2024 could range anywhere from 0% to 60% of their respective base salary. The determination of Ms. Schafer’s and Mr. Andrea’s respective annual cash bonus was based on the following guiding principles and was at the discretion of the REIT:

Unsatisfactory performance evaluation	0% of Base Salary
Satisfactory (threshold) performance evaluation	30% of Base Salary
Superior (target) performance evaluation	40% of Base Salary
Exceptional (maximum) performance evaluation	60% of Base Salary

### *Long-Term Equity Incentives*

Long-term incentive plans are considered an important part of the REIT's total compensation strategy and are intended to ensure unitholder alignment, retention and focus on longer-term corporate goals. Equity-based incentive payments are made under the REIT's established LTIP. The Board, acting on the recommendation of the GNC Committee, may designate individuals eligible to receive awards of Restricted Units and Deferred Units under the REIT's LTIP. See "Executive Compensation - Incentive Plan Awards - Long Term Incentive Plan".

The LTIP is intended to align the interests of the eligible Named Executive Officers more closely with the interests of the Unitholders, as Restricted Units and Deferred Units are tied to the REIT's financial and unit trading performance and vest or accrue over a number of years. Each year, the Named Executive Officers are entitled to receive awards under the LTIP, the amounts of which are determined based upon an assessment of both individual and REIT performance objectives. Each year, the GNC Committee reviews and recommends to the Board the terms, conditions and objectives that apply to the annual awards under the LTIP.

In 2024, the award under the LTIP for each Named Executive Officer consisted of 75% Restricted Units, and 25% Deferred Units. Such allocation is subject to change in future years.

The annual objectives applicable to Mr. Lawlor for 2024 were agreed upon between Mr. Lawlor and the REIT. For 2024, the target annual bonus for Mr. Lawlor under the LTIP was 112.5% of his base salary. Subject to the Board's assessment of Mr. Lawlor's performance, the potential annual LTIP award for 2024 could range anywhere from 0% to 150% of base salary. The determination of the Named Executive Officers' LTIP award was based on the following guiding principles and was at the discretion of the REIT:

Unsatisfactory performance evaluation	0% of Base Salary
Satisfactory (threshold) performance evaluation	75% of Base Salary
Superior (target) performance evaluation	112.5% of Base Salary
Exceptional (maximum) performance evaluation	150% of Base Salary

For 2024, the target annual bonus for Ms. Schafer and Mr. Andrea under the LTIP was 25% of their respective base salary. Subject to the Board's assessment of Ms. Schafer's and Mr. Andrea's performance, the potential annual LTIP award for 2024 could range anywhere from 0% to 40% of base salary. The determination of Ms. Schafer's and Mr. Andrea's LTIP award was based on the following guiding principles and was at the discretion of the REIT:

Unsatisfactory performance evaluation	0% of Base Salary
Satisfactory (threshold) performance evaluation	15% of Base Salary
Superior (target) performance evaluation	25% of Base Salary
Exceptional (maximum) performance evaluation	40% of Base Salary

In accordance with Canadian securities legislation, the value of equity-based awards is reported in the year they are awarded to the Named Executive Officers. Awards in respect of 2023 performance were approved in 2024, following the assessment of 2023 individual and corporate performance by the GNC Committee and the Board. As those awards were granted after the end of 2023, the value of such awards is reflected in the “Summary Compensation Table” below as 2024 compensation. Awards in respect of 2024 performance were approved in 2025, following the assessment of 2024 individual and corporate performance by the GNC Committee and the Board. As those awards were granted after the end of 2024, the value of such awards is not reflected in the “Summary Compensation Table” below and will be reflected in the 2026 proxy circular as 2025 compensation.

### ***2024 Performance and Compensation Outcomes***

#### *General*

For 2024, the corporate component of the annual incentive cash bonus was comprised of key indicators of short-term performance, financial management goals and other corporate goals, representing 70% of the President and Chief Executive Officer’s incentive bonus and 60% of each of the other active NEO’s annual incentive bonus. The individual component of the NEO’s annual incentive cash bonus was assessed based on achievements against their respective individual performance goals, representing 30% of the President and Chief Executive Officer’s incentive bonus and 60% of each of the other active NEO’s annual incentive bonus.

The REIT’s corporate and individual goals were set in early 2024. At the end of the year when performance is reviewed and the final performance factor for the corporate component is determined, the GNC Committee considers the impact of: (i) unanticipated events that occurred after the performance targets for the year were set, (ii) events that unfolded on a different timeframe from the original planning assumptions when the targets were set, and (iii) changes to the REIT’s strategic and business plans in response to changes in business context over the course of the year. Based on these considerations, the GNC Committee may make adjustments to the final evaluation of performance, in its judgment. It does this in order to encourage target-setting with a high degree of rigour, and behaviour with a high degree of integrity in terms of taking the right actions for the business. Judgment may affect the final performance factor in either direction (upward or downward).

#### *2024 Annual Cash Incentive Bonus*

For 2024, short-term incentive compensation was determined for the NEOs on the basis of the following:

Gordon G. Lawlor

Corporate Performance							
Measure	Weight	Corporate Measure Weighting	2024 Performance Goals			Actual	Result
			Satisfactory (Threshold) (55% of Base Salary)	Superior (Target) (82.5% of Base Salary)	Exceptional (Maximum) (110% of Base Salary)		
Modified AFFO per Unit <sup>(1)</sup>	70%	25%	\$0.4308	\$0.4451	\$0.4612	\$0.4513	Exceeded Superior
Same Property NOI <sup>(2)</sup> Growth		10%	1.50%	3.00%	4.50%	7.7%	Exceeded Exceptional
Modified Cash NOI <sup>(3)</sup>		25%	\$56,387,000	\$56,937,000	\$57,696,000	\$55,912,000	Below Satisfactory
Adjusted Debt to Annualized Adjusted EBITDA Ratio <sup>(4)</sup>		20%	9.5x	9.3x	9.1x	9.2x	Exceeded Superior
Asset Sale Target <sup>(5)</sup>		10%	\$40,000,000	\$60,000,000	\$85,000,000	\$71,200,000	Exceeded Superior
Acquisition Target <sup>(6)</sup>		10%	\$10,000,000	\$20,000,000	\$60,000,000	\$32,600,000	Exceeded Superior
<b>Corporate Target</b>					<b>Achieved Corporate Target: 50.6/70 (72.3%)</b>		
<b>Individual Performance Measure</b>							
Execution of Strategy and Other Individual Defined Performance Goals	30%	see below					
<b>Individual Target</b>					<b>Achieved Individual Target: 25.9/30 (86.3%)</b>		
<b>Total Target</b>	<b>100%</b>	<b>Achieved Bonus of 93.0% of Target (representing 76.5% of Base Salary)</b>					

Notes:

- Modified AFFO per Unit is a non-IFRS ratio and is calculated by the REIT by using Modified AFFO (a non-IFRS financial measure) divided by the total of the number of basic Trust Units added to the number of basic Class B LP Units. Modified AFFO is a non-IFRS measure and is calculated by the REIT from AFFO (a non-IFRS financial measure) by excluding the impact of any unbudgeted acquisitions in the performance period, as well as including the estimated maintenance capital expenditures. Modified AFFO per Unit, Modified AFFO and AFFO are not standardized measures defined by IFRS and may not be comparable to similar measures reported by other issuers. Modified AFFO per Unit is an internal measure of operating performance used by the GNC Committee and the Board to measure organizational performance against pre-set targets. For a description of AFFO, a reconciliation to net income (the most directly comparable financial measure disclosed in the primary financial statements of the REIT), a description of how the REIT uses this measure and an explanation of how this measure provides useful information to investors, refer to the “Non-IFRS Financial Measures” and “Part V – Summary of Annual Results” sections in the 2024 Annual MD&A (as defined herein), available on the REIT’s SEDAR+ profile at www.sedarplus.ca, which are incorporated by reference herein. For a reconciliation of Modified AFFO to net income and comprehensive income, see [Appendix “B”](#).
- Year-over-year growth of Same Property NOI. Same Property NOI is not a standardized measure defined by IFRS and may not be comparable to similar measures reported by other issuers. For a description of Same Property NOI, a reconciliation to net operating income (the most directly comparable financial measure disclosed in the primary financial statements of the REIT), a description of how the REIT uses this measure and an explanation of how this measure provides useful information to investors, refer to the “Non-IFRS Financial Measures” and “Part III – Results of Operations – Overall Analysis – Same Property NOI Analysis” sections in the 2024 Annual MD&A, which are incorporated by reference herein.
- Modified Cash NOI is not a standardized measure defined by IFRS and may not be comparable to similar measures reported by other issuers. The REIT calculates Modified Cash NOI as net operating income excluding straight line rent, net property management fees, and any unbudgeted acquisitions in the performance period. Modified Cash NOI is an internal measure of operating performance used by the GNC Committee and the Board to measure organizational performance against pre-set targets. For a reconciliation of Modified AFFO to net operating income, see [Appendix “B”](#).
- Adjusted Debt to Annualized Adjusted EBITDA Ratio is not a standardized measure defined by IFRS and may not be comparable to similar measures reported by other issuers. For a description of Adjusted Debt to Annualized Adjusted EBITDA Ratio, its calculation, a description of how the REIT uses this measure and an explanation of how this measure provides useful information to investors, refer to the “Non-IFRS Financial Measures” and “Part V - Summary of Annual Results” sections in the 2024 Annual MD&A, which are incorporated by reference herein.
- Sale of properties in 2024.
- Acquisition of properties in 2024.

In assessing the individual performance of Mr. Lawlor, the GNC Committee considered his performance in relation to defined individual performance goals established for 2024, including with respect to leadership, strategy and capital allocation matters, investor relations, human resources and ESG matters.

On the basis of the above corporate and individual performance metrics, Mr. Lawlor was awarded a cash bonus of \$378,537, representing 93.0% of his overall target short-term incentive compensation in 2024, and 76.5% of his 2024 annualized base salary.

Alison Schafer

Corporate Performance							
Measure	Weight	Corporate Measure Weighting	2024 Performance Goals			Actual	Result
			Satisfactory (Threshold) (30% of Base Salary)	Superior (Target) (40% of Base Salary)	Exceptional (Maximum) (60% of Base Salary)		
Modified AFFO per Unit <sup>(1)</sup>	60%	25%	\$0.4308	\$0.4451	\$0.4612	\$0.4513	Exceeded Superior
Same Property NOI <sup>(2)</sup> Growth		10%	1.50%	3.00%	4.50%	7.7%	Exceeded Exceptional
Modified Cash NOI <sup>(3)</sup>		25%	\$56,387,000	\$56,937,000	\$57,696,000	\$55,912,000	Below Satisfactory <sup>(7)</sup>
Adjusted Debt to Annualized Adjusted EBITDA Ratio <sup>(4)</sup>		20%	9.5x	9.3x	9.1x	9.2x	Exceeded Superior
Asset Sale Target <sup>(5)</sup>		10%	\$40,000,000	\$60,000,000	\$85,000,000	\$71,200,000	Exceeded Superior
Acquisition Target <sup>(6)</sup>		10%	\$10,000,000	\$20,000,000	\$60,000,000	\$32,600,000	Exceeded Superior
<b>Corporate Target</b>					<b>Achieved Corporate Target: 27.0/60 (45.0%)<sup>(7)</sup></b>		
Individual Performance Measure							
Execution of Strategy and Other Individual Defined Performance Goals	40%	see below					
<b>Individual Target</b>					<b>Achieved Individual Target: 17.8/40 (44.50%)</b>		
<b>Total Target</b>	<b>100%</b>	<b>Achieved Bonus of 112.0% of Target (representing 44.8% of Base Salary)</b>					

Notes:

- (1) See note (1) in the table above under “- Gordon G. Lawlor” regarding Modified AFFO per Unit.
- (2) See note (2) in the table above under “- Gordon G. Lawlor” regarding Same Property NOI Growth.
- (3) See note (3) in the table above under “- Gordon G. Lawlor” regarding Modified Cash NOI.
- (4) See note (4) in the table above under “- Gordon G. Lawlor” regarding Adjusted Debt to Annualized Adjusted EBITDA Ratio.
- (5) See note (5) in the table above under “- Gordon G. Lawlor” regarding Asset Sale Target.
- (6) See note (6) in the table above under “- Gordon G. Lawlor” regarding Acquisition Target.
- (7) After considering the overall performance of Ms. Schafer in 2024, the GNC Committee used its discretion to approve a Satisfactory result on Modified Cash NOI.

In assessing the individual performance of Ms. Schafer, the GNC Committee considered her performance in relation to defined individual performance goals established for 2024, including with respect to strategy, planning, execution and leadership.

On the basis of the above corporate and individual performance metrics, Ms. Schafer was awarded a cash bonus of \$126,925, representing 112.0% of her overall target short-term incentive compensation in 2024, and 44.8% of her 2024 annualized base salary.

Chris Andrea

Corporate Performance							
Measure	Weight	Corporate Measure Weighting	2024 Performance Goals			Actual	Result
			Satisfactory (Threshold) (30% of Base Salary)	Superior (Target) (40% of Base Salary)	Exceptional (Maximum) (60% of Base Salary)		
Modified AFFO per Unit <sup>(1)</sup>	60%	25%	\$0.4308	\$0.4451	\$0.4612	\$0.4513	Exceeded Superior
Same Property NOI <sup>(2)</sup> Growth		10%	1.50%	3.00%	4.50%	7.7%	Exceeded Exceptional
Modified Cash NOI <sup>(3)</sup>		25%	\$56,387,000	\$56,937,000	\$57,696,000	\$55,912,000	Below Satisfactory <sup>(7)</sup>
Adjusted Debt to Annualized Adjusted EBITDA Ratio <sup>(4)</sup>		20%	9.5x	9.3x	9.1x	9.2x	Exceeded Superior
Asset Sale Target <sup>(5)</sup>		10%	\$40,000,000	\$60,000,000	\$85,000,000	\$71,200,000	Exceeded Superior
Acquisition Target <sup>(6)</sup>		10%	\$10,000,000	\$20,000,000	\$60,000,000	\$32,600,000	Exceeded Superior
<b>Corporate Target</b>					<b>Achieved Corporate Target: 27.0/60 (45.0%)</b>		
<b>Individual Performance Measure</b>							
Execution of Strategy and Other Individual Defined Performance Goals	40%	see below					
<b>Individual Target</b>					<b>Achieved Individual Target: 18.6/40 (46.50%)</b>		
<b>Total Target</b>	<b>100%</b>	<b>Achieved Bonus of 114.0% of Target (representing 45.6% of Base Salary)</b>					

Notes:

- (1) See note (1) in the table above under “- Gordon G. Lawlor” regarding Modified AFFO per Unit.
- (2) See note (2) in the table above under “- Gordon G. Lawlor” regarding Same Property NOI Growth.
- (3) See note (3) in the table above under “- Gordon G. Lawlor” regarding Modified Cash NOI.
- (4) See note (4) in the table above under “- Gordon G. Lawlor” regarding Adjusted Debt to Annualized Adjusted EBITDA Ratio.
- (5) See note (5) in the table above under “- Gordon G. Lawlor” regarding Asset Sale Target.
- (6) See note (6) in the table above under “- Gordon G. Lawlor” regarding Acquisition Target.
- (7) After considering the overall performance of Mr. Andrea in 2024, the GNC Committee used its discretion to approve a Satisfactory result on Modified Cash NOI.

In assessing the individual performance of Mr. Andrea, the GNC Committee considered his performance in relation to defined individual performance goals established for 2024, including with respect to strategy, planning, execution and leadership.

On the basis of the above corporate and individual performance metrics, Mr. Andrea was awarded a cash bonus of \$117,345, representing 114.0% of his overall target short-term incentive compensation in 2024, and 45.6% of his 2024 annualized base salary.

2024 LTIP Awards

For 2024, the LTIP awards were determined based on the following measures:

Long-Term Incentive Compensation Measures	Weighting
Total Return Relative to the S&P/TSX Capped REIT Index	25.0%
Total Return Relative to Peer Group <sup>(1)</sup>	25.0%
Board Discretion	50.0%

Notes:

- (1) Peer group included three industrial real estate investment trusts (Dream Industrial Real Estate Investment Trust, Granite Real Estate Investment Trust and Nexus Industrial REIT), three diversified real estate investment trusts (BTB Real Estate Investment Trust, H&R Real Estate Investment Trust and Morguard Real Estate Investment Trust), and one retail real estate investment trust (Plaza Retail REIT). The REIT used this subset of the Canadian Real Estate Peer Group to assess its relative total return performance, as their business operations or size were more similar to the REIT than the broader peer groups.

The Total Return Relative to the S&P/TSX Capped REIT Index target was calculated as follows:

Total Return Relative to the S&P/TSX Capped REIT Index			
G. Lawlor		Alison Schafer and Chris Andrea	
Percentile	Rating	Percentile	Rating
< 25th	Satisfactory (75%)	< 25th	Satisfactory (15%)
≥ 25 <sup>th</sup> and < = 75th	Superior (112.5%)	≥ 25 <sup>th</sup> and < = 75th	Superior (25%)
> 75th	Exceptional (150%)	> 75th	Exceptional (40%)
<b>2024 Performance</b>	<b>Exceptional (150%)</b>	<b>2024 Performance</b>	<b>Exceptional (40%)</b>

The Total Return Relative to Peer Group target was calculated as follows:

Total Return Relative to Peer Group			
G. Lawlor		Alison Schafer and Chris Andrea	
Percentile	Rating	Percentile	Rating
< 25 <sup>th</sup>	Satisfactory (75%)	< 25th	Satisfactory (15%)
≥ 25 <sup>th</sup> and < = 75th	Superior (112.5%)	≥ 25 <sup>th</sup> and < = 75th	Superior (25%)
> 75 <sup>th</sup>	Exceptional (150%)	> 75th	Exceptional (40%)
<b>2024 Performance</b>	<b>Exceptional (150%)</b>	<b>2024 Performance</b>	<b>Exceptional (40%)</b>

Applying the above framework for 2024, LTIP compensation in respect of 2024 was determined for each NEO by the GNC Committee and the Board on the basis of the following:

Executive Officer	Result of Total Return Relative to the S&P/TSX Capped REIT Index (Weighting: 25%)	Result of Total Return Relative to Peer Group (Weighting: 25%)	Board Discretion (Weighting: 50%)	Award Value	Award as a % of Target	Award as a % of Base Salary
Gordon G. Lawlor	Exceptional (150%)	Exceptional (150%)	Satisfactory / Superior (90%)	\$594,000	107.0%	120.0%
Alison Schafer	Exceptional (40%)	Exceptional (40%)	Superior (25%)	\$92,138	130.0%	32.5%
Chris Andrea	Exceptional (40%)	Exceptional (40%)	Superior (25%)	\$83,688	130.0%	32.5%

The LTIP awards in respect of 2024 performance were approved in 2025, following the assessment of 2024 individual and corporate performance by the GNC Committee and the Board. As those awards were approved in 2025, the value of such awards is not reflected in the Summary Compensation Table and will be reflected in the 2026 proxy circular as 2025 compensation.

## Executive Unit Ownership Guidelines and Anti-Hedging Requirements

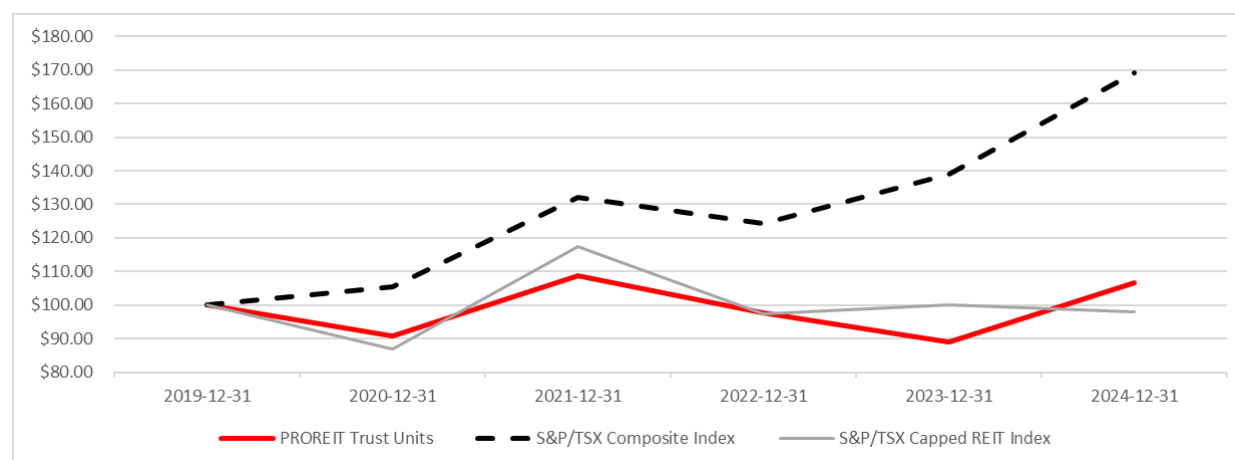
The REIT's Unit Ownership Guidelines set out minimum levels of investment in the REIT. The Unit Ownership Guidelines are designed to align the interests of Named Executive Officers with the interests of Unitholders, to demonstrate that Named Executive Officers are financially committed to the REIT through personal ownership in the REIT and to promote the REIT's commitment to sound corporate governance.

Each Named Executive Officer is expected to accumulate, at minimum, an amount that is equal to a multiple of two times his or her annual base salary, in Trust Units, Deferred Units, Restricted Units or Class B LP Units within five years of his or her appointment. All Named Executive Officers currently meet or are on track to meet this requirement. Achievement of the Unit Ownership Guidelines is calculated using the greater of book value or market value, where market value is calculated based on the last closing price of the Trust Units on the TSX at the time of calculation.

The REIT's Unit Ownership Guidelines also provide that Named Executive Officers are prohibited from purchasing financial instruments, including prepaid variable forward contracts, equity swaps, collars, or units of exchange funds, that are designed to hedge or offset a decrease in the market value of Trust Units or other securities of the REIT and its subsidiaries, including Deferred Units, Restricted Units and Class B LP Units, held directly or indirectly by the applicable Trustee.

## Performance Graph

The following graph compares the cumulative Unitholder return of a \$100 investment in Trust Units of the REIT over the five most recently completed financial years, with a cumulative total Unitholder return on the S&P/TSX Composite Total Return Index and the S&P/TSX Capped REIT Index for the same period assuming reinvestment of all distributions.



	December 31, 2019	December 31, 2020	December 31, 2021	December 31, 2022	December 31, 2023	December 31, 2024
1. Trust Units	\$100.00	\$90.72	\$108.80	\$97.65	\$89.08	\$106.57
2. S&P/TSX Composite Index	\$100.00	\$105.60	\$132.10	\$124.38	\$138.99	\$169.09
3. S&P/TSX Capped REIT Index	\$100.00	\$86.92	\$117.44	\$97.45	\$100.01	\$98.00

The trend shown in the graph and the performance of the price of the Trust Units over the years are factors taken into consideration with respect to the compensation of the Named Executive Officers. For example, the Trust Units' price performance may impact the amount of bonus paid to the Named Executive Officers. The price performance of the Trust Units also directly impacts the value of Deferred Units and Restricted Units awarded as compensation. However, compensation for the Named Executive Officers is also based on the achievement of

corporate and individual goals and, as a result, the executive compensation may not compare directly to the trend shown in the graph above.

### Summary Compensation Table

The following table sets forth the compensation for the fiscal years ended December 31, 2024, 2023 and 2022 earned by NEOs for services rendered to the REIT.

NEO Name and Principal Position	Year	Salary	Non-Equity Incentive Plan Compensation (Bonus)	Unit-Based Awards <sup>(1)</sup> (Long-Term Incentive Plan)	Pension Value	All Other Compensation <sup>(2)</sup>	Total Compensation
		(\$)	(\$)	(\$)	(\$)	(\$)	(\$)
Gordon G. Lawlor <sup>(3)</sup>	2024	495,000	378,537	807,368	nil	nil	1,680,905
	2023	482,702	450,000	805,099	nil	nil	1,737,801
	2022	447,416	457,003	754,841	nil	nil	1,659,260
Alison Schafer <sup>(4)</sup>	2024	280,870	126,925	128,679	nil	nil	536,474
	2023	260,577	134,062	124,207	nil	nil	518,846
Chris Andrea <sup>(5)</sup>	2024	250,624	117,345	104,467	nil	nil	472,436
	2023	242,500	121,875	97,649	nil	nil	462,024

Notes:

- Represents Deferred Units and Restricted Units granted to Named Executive Officers under the REIT's LTIP. The value in this column is calculated by multiplying the number of Deferred Units and Restricted Units granted by the fair value of the underlying Trust Units on the grant date, as determined by the Board. The value of the Deferred Units and Restricted Units awarded to the Named Executive Officers by the Board in 2024, 2023 and 2022 is as follows: (A) Gordon G. Lawlor: (i) 2024: \$5.33 x 104,478, (ii) 2023: \$5.82 x 101,128, and (iii) 2022: \$7.24 x 78,073; (B) Alison Schafer (i) 2024: \$5.33 x 18,057, (ii) 2023: \$5.82 x 17,179; and (C) Chris Andrea: (i) 2024: \$5.33 x 16,416, (ii) 2023: \$5.82 x 15,000. The value in this column also includes the value of additional Deferred Units and Restricted Units credited during the year to reflect distributions paid on the Trust Units, in accordance with the terms of the LTIP. Awards in respect of 2022 performance were granted in 2023, following the assessment of 2022 individual and corporate performance by the then Governance and Compensation Committee and the Board, and are reflected as 2023 compensation. Awards in respect of 2023 performance were granted in 2024, following the assessment of 2023 individual and corporate performance by the GNC Committee and the Board, and are reflected as 2024 compensation. Awards in respect of 2024 performance were approved in 2025, following the assessment of 2024 individual and corporate performance by the GNC Committee and the Board. As those awards were approved in 2025, the value of such awards is not reflected in the table and will be reflected in the 2026 proxy circular as 2025 compensation.
- The value of perquisites for the NEOs did not exceed \$50,000 in aggregate, or 10% or more of the NEO's salary, and is therefore not included in this column.
- Mr. Lawlor acted as Executive Vice President, Chief Financial Officer and Secretary until April 1, 2023, when he was appointed as President and Chief Executive Officer and was appointed to the Board. Mr. Lawlor received no compensation for acting as a Trustee in 2023 and 2024. For Mr. Lawlor's compensation in 2023, this table shows the aggregate of his compensation in his capacity as Executive Vice President, Chief Financial Officer and Secretary of the REIT for the period starting on January 1, 2023 and ending on March 31, 2023 and his compensation in his capacity as President and Chief Executive Officer of the REIT starting on April 1, 2023 and ending on December 31, 2023.
- Ms. Schafer became Chief Financial Officer and Secretary of the REIT on April 1, 2023. For the period starting on January 1, 2023 and ending on March 31, 2023, Ms. Schafer was Senior Vice President, Finance of the REIT. For Ms. Schafer's compensation in 2023, this table shows the aggregate of her compensation in her capacity as Senior Vice President, Finance of the REIT for the period starting on January 1, 2023 and ending on March 31, 2023 and her compensation in her capacity as Chief Financial Officer and Secretary of the REIT starting on April 1, 2023 and ending on December 31, 2023.
- Mr. Andrea became Senior Vice President, Property Management on April 1, 2023. For the period starting on January 1, 2023 and ending on March 31, 2023, Mr. Andrea was President of Compass (a subsidiary of the REIT). For Mr. Andrea's compensation in 2023, this table shows the aggregate of his compensation in his capacity as President of Compass for the period starting on January 1, 2023 and ending on March 31, 2023 and his compensation in his capacity as Chief Financial Officer and Secretary of the REIT starting on April 1, 2023 and ending on December 31, 2023.

## Incentive Plan Awards

### *Outstanding Unit-Based Awards*

The following table provides a summary, in respect of each NEO, of all Unit-based awards outstanding at the end of the REIT's fiscal year ended December 31, 2024. The REIT does not have any option-based awards.

Name	Unit-Based Awards		
	Number of Units That Have Not Vested <sup>(1)</sup>	Market or Payout Value of Unit-Based Awards That Have Not Vested <sup>(2)</sup>	Market or Payout Value of Vested Unit-Based Awards Not Paid Out or Distributed <sup>(3)</sup>
Gordon G. Lawlor	220,240	(\$) 1,156,260	(\$) 2,029,141
Alison Schafer	34,924	183,349	237,323
Chris Andrea	31,264	164,136	64,727

Notes:

- (1) This column contains the number of unvested Deferred Units and Restricted Units held by each Named Executive Officer on December 31, 2024, including distribution equivalents received on Deferred Units and Restricted Units.
- (2) Value of the unvested Deferred Units and Restricted Units is calculated using the closing price of the Trust Units on the TSX on December 31, 2024 of \$5.25.
- (3) Value of the vested Deferred Units and Restricted Units is calculated using the closing price of the Trust Units on the TSX on December 31, 2024 of \$5.25.

### *Incentive Plan Awards – Value Vested or Earned During the Year*

The following table provides a summary, in respect of each NEO, of the value of incentive awards that vested or were earned during the REIT's fiscal year ended December 31, 2024.

Name	Unit-Based Awards – Value Vested During the Year <sup>(1)</sup>	Non-Equity Incentive Plan Compensation – Value Earned During the Year <sup>(2)</sup>
Gordon G. Lawlor	(\$) 153,351	(\$) 378,537
Alison Schafer	31,308	126,925
Chris Andrea	29,349	117,345

Notes:

- (1) This column includes the value of Deferred Units and Restricted Units that vested during 2024, calculated using the number of unit vested multiplied by the closing price of the Trust Units on the TSX on the applicable vesting date.
- (2) This column includes the amount of the annual cash incentive bonus paid by the REIT for 2024, which is described under “Executive Compensation - Compensation Discussion and Analysis - Elements of Compensation - Annual Cash Incentive Bonus” and “Executive Compensation - Compensation Discussion and Analysis - 2024 Performance and Compensation Outcomes”, and is also included in the “Summary Compensation Table”.

## *Long Term Incentive Plan*

The following information is intended to be a brief description of the LTIP and is qualified in its entirety by the full text of the LTIP.

### *Purpose and Eligibility*

On March 11, 2013, the REIT adopted the LTIP as amended on January 1, 2015, May 16, 2016, June 5, 2018 and June 6, 2023, the purpose of which is to attract and retain high-quality individuals and align these individuals' incentives with that of the REIT and its Unitholders. Trustees, directors, employees and consultants of the REIT and its related entities may participate in the LTIP. Eligibility to participate does not confer upon any individual a right to receive an award pursuant to the LTIP. Except for certain limits and restrictions on the number or value of awards granted to certain types of persons set out in the LTIP, previous grants are not taken into account when considering new grants under the LTIP.

### *Plan Administration*

The LTIP is administered by the Board, which may delegate its authority to the GNC Committee or such other committee of the Board as may be appointed by the Board to administer the LTIP (the "**Plan Administrator**"). The Plan Administrator has the authority to interpret the LTIP and prescribe, modify and rescind rules and regulations relating to the LTIP, exercise rights reserved to the REIT under the LTIP and make all other determinations and take all other actions as it considers necessary or advisable for the implementation and administration of the LTIP.

### *Types of Awards*

The LTIP provides for awards of Deferred Units and Restricted Units. Each Deferred Unit and Restricted Unit is equivalent in value to a Trust Unit, credited on the REIT's books. After the applicable settlement date, the REIT shall issue to the participant a number of Trust Units equal to the number of vested Deferred Units and vested Restricted Units in the participant's accounts that became due on the settlement date.

In connection with the grant of an award, the number of Deferred Units or Restricted Units to be credited to a participant's account shall be determined by the Plan Administrator in its sole discretion in accordance with the LTIP and having regard to the "market value" of the Trust Units on the award date. The "**market value**" of a Trust Unit at any date for purposes of the LTIP means the volume weighted average trading price of the Trust Units on the TSX for the five trading days immediately preceding the award date (or, if such Trust Units are not listed on the TSX, on such other stock exchange on which the Trust Units are listed). In the event that the Trust Units are not listed and posted for trading on any stock exchange, the market value shall be the fair market value of the Trust Units as determined by the Board. Under the LTIP, an eligible Trustee has the right to receive up to 100% of his or her trustee fees for the calendar year through the issuance of Deferred Units.

Unless otherwise specified when granting an award to a participant, one third of each Restricted Unit and Deferred Unit granted to participants granted in any year shall vest (i) on January 1<sup>st</sup> of the following year (the "**Initial Vesting Date**"), (ii) on the first anniversary of the Initial Vesting Date, and (iii) on the second anniversary of the Initial Vesting Date.

Restricted Units shall be settled on the date that the Restricted Units vest whereas Deferred Units shall be settled only after the participant has ceased, as applicable, to provide services as a Trustee, director, employee or consultant of the REIT and its affiliates. The Plan Administrator may permit the acceleration of the vesting or settlement of Deferred Units and Restricted Units.

Under no circumstances shall Deferred Units or Restricted Units be considered Trust Units or other securities of the REIT, nor shall they entitle any person holding Deferred Units or Restricted Units to exercise voting rights or any other rights attaching to the ownership of Trust Units or other securities of the REIT issuable upon the settlement of the Deferred Units or the Restricted Units.

The LTIP provides that, at the request of a participant, the REIT may, but shall have no obligation to, accept to settle some or all of a participant's Deferred Units or Restricted Units in cash, instead of issuing newly-issued Trust

Units to the participant, and that the amount payable in cash shall be calculated by multiplying the number of Deferred Units or Restricted Units to be settled in cash by the volume weighted average trading price of the Trust Units on the TSX (or if the Trust Units are not listed on the TSX, on any other principal stock exchange on which the Trust Units may from time to time be listed) for the five (5) trading days immediately prior to the settlement date. If the Trust Units are not publicly traded on an exchange at the relevant time, the value of the Trust Units shall be determined by the Plan Administrator acting in good faith. To the extent Deferred Units or Restricted Units are settled in cash at the request of a participant in accordance with the foregoing, the Trust Units subject to such Deferred Units or Restricted Units shall not be deducted from the number of Trust Units reserved for issuance under the LTIP and such Trust Units will again become available for awards under the LTIP.

#### ***Trust Units Available for Awards***

Currently, the aggregate number of Trust Units that may be issued pursuant to the LTIP is 5,904,780 Trust Units, representing approximately 9.9% of the number of Trust Units outstanding at April 14, 2025. No Restricted Units and Deferred Units may be granted if the result would cause the total number of Units potentially issuable under the LTIP to exceed the aggregate number of Units issuable under the LTIP.

There were 1,068,447 Deferred Units and 239,740 Restricted Units, for an aggregate of 1,308,187 units, outstanding as of December 31, 2024, representing approximately 2.2% of the 59,437,135 Trust Units issued and outstanding as of December 31, 2024. The REIT had, in aggregate, 3,565,161 Deferred Units and Restricted Units available for future grant as at December 31, 2024, which represents approximately 6.0% of the Trust Units issued and outstanding as at December 31, 2024.

#### ***Distribution Equivalents***

Distribution equivalents in the form of additional Deferred Units or Restricted Units, as applicable, that are equal in value to distributions paid on Trust Units are credited to a holder's account on each distribution payment date based on the number of Deferred Units or Restricted Units in such account on the distribution record date. The number of additional Deferred Units or Restricted Units credited to a holder's account are calculated by multiplying the aggregate number of Deferred Units or Restricted Units held by such holder on the relevant distribution record date by the amount of cash distributions paid on each Trust Unit, and dividing the result by the volume-weighted average trading price of a Trust Unit on the TSX (or, if such Trust Units are not listed on the TSX, on such other stock exchange on which the Trust Units are listed) for the five trading days immediately following the distribution record date for the payment of the distribution made on the Trust Units.

#### ***Participation Limits***

The aggregate number of Trust Units issued to insiders of the REIT within any 12-month period, or issuable to insiders of the REIT at any time, under the LTIP and any other security-based compensation arrangement of the REIT, may not exceed 10% of the total number of issued and outstanding Trust Units during such period or at such time, as applicable.

Furthermore, the number of Trust Units issuable to participants under the LTIP who are non-employee Trustees are limited to not more than one percent (1%) of the issued and outstanding Trust Units, and the aggregate award market value on the award date of all awards granted to any non-employee trustee under all of the REIT's security based compensation arrangements (including, without limitation, the LTIP) within any one financial year of the REIT, is limited to not more than \$150,000; provided that such limits shall not apply to any Deferred Units granted to non-employee Trustees in respect of a deferral of cash retainer fees for service as a Trustee of the REIT.

### ***Effect of Termination, Retirement, Disability, Death or Change of Control***

If a participant resigns or is terminated for cause, any of the participant's Deferred Units and Restricted Units which have not already vested immediately expire. Upon the (i) retirement of a participant, in accordance with the retirement policies of the REIT, (ii) termination of a participant by the REIT without cause, (iii) death of a participant, or if the participant becomes disabled, any Deferred Units or Restricted Units held by the participant immediately vest.

With respect to awards granted before June 6, 2023, the LTIP provides that, upon the occurrence of a change of control event, the vesting of all Deferred Units and Restricted Units held by a participant shall be accelerated to provide that such awards shall be fully vested and settlement shall be effective immediately prior to the completion of the change of control.

With respect to awards granted on or after June 6, 2023, a "double trigger" is applicable to Deferred Units and Restricted Units in connection with a change of control event. Namely, in connection with a change of control event, the vesting of Deferred Units and Restricted Units held by a participant will accelerate only if, within 18 months following the completion of the change of control, a participant's employment is terminated without cause or by the participant for good reason.

The LTIP also provides that except as may be set forth in an employment agreement, or other written agreement between the REIT and the participant, the Board may, without the consent of the participant, cause: (i) the conversion, amendment or exchange of any outstanding awards into rights or other securities of substantially equivalent value, as determined by the Board in its discretion, in any entity participating in or resulting from a change of control; (ii) outstanding awards to vest in whole or in part prior to or upon consummation of such change of control and be settled or paid by issuing Trust Units for such vested portion of the award or, at the option of the participant, settled or paid by making a payment to the participant in cash equal in value to the amount that would have been attained upon the realization or settlement of the participant's rights as of the date of the occurrence of such change of control, with any unvested portion of the award terminating upon or immediately prior to the effectiveness of such change of control; or (iii) any combination of the foregoing. In taking any of these permitted actions, the Board will not be required to treat all awards similarly.

### ***Adjustments***

In the event of any consolidation, subdivision, stock dividend, capital reorganization, or reclassification of the Trust Units, any other relevant changes in the capital structure of the REIT, or any amalgamation, merger, spin-off, sale, lease or exchange of all or substantially all of the property of the REIT or other distribution of the REIT's assets to Unitholders, the number of outstanding Deferred Units and Restricted Units will be appropriately adjusted by the GNC Committee to ensure that such Deferred Units and Restricted Units represent a benefit substantially similar to the benefit they represented before such event.

### ***Non-Transferability of Awards***

Restricted Units and Deferred Units are non-transferable.

### ***Amendment, Suspension or Termination***

The Board reviews and confirms the terms of the LTIP from time to time and may, subject to applicable stock exchange rules, amend or suspend the LTIP or awards made under the LTIP, in whole or in part, as well as terminate the LTIP without prior notice as it deems appropriate.

Without limiting the generality of the foregoing, but subject to the below, the Plan Administrator may, without unitholder approval, at any time or from time to time, amend the LTIP or any Award for the purposes of: (i) making any amendments to the general vesting provisions of each Award, (ii) making any amendment regarding the effect of termination of a participant's employment or engagement, (iii) making amendments to add covenants of the REIT for the protection of participants, (iv) making any amendments not inconsistent with the LTIP as may be necessary or desirable with respect to matters or questions which it may be expedient to make, including amendments that are desirable as a result of changes in law in any jurisdiction where a participant resides, or (v) any such changes

or corrections which are required for the purpose of curing or correcting any ambiguity or defect or inconsistent provision or clerical omission or mistake or manifest error.

Unitholders must approve any amendment to the LTIP that would: (i) result in any increase in the number of Trust Units issuable under the LTIP, (ii) increase or remove the limits on number of Units issuable to non-employee Trustees, (iii) result in the addition of any form of financial assistance to a participant, (iv) increase or remove the insider participation limits, or (v) delete or reduce the range of amendments which require approval of Unitholders under the LTIP.

Notwithstanding the foregoing, and subject to the terms of the LTIP, no amendment may be made that may materially adversely affect the Deferred Units and Restricted Units previously granted under the LTIP without the written consent of the affected holder.

### ***Equity Compensation Plan Information***

The table below sets forth details about the LTIP, the only equity compensation plan of the REIT, as of December 31, 2024.

<b>Plan Category</b>	<b>Number of Trust Units to be Issued Upon Vesting of All Outstanding DUs and RUs Issued Pursuant to the LTIP</b>	<b>Weighted-Average Exercise Price of Outstanding DUs and RUs</b>	<b>Number of Units Remaining Available for Future Issuance Under LTIP (Excluding Units Reflected in the First Column)</b>
Equity compensation plans approved by Unitholders	1,308,187	n/a	3,565,161
Equity compensation plans not approved by Unitholders	n/a	n/a	n/a
<b>Total</b>	1,308,187	n/a	3,565,161

The following table sets out additional information regarding awards made under the LTIP as at December 31, 2024:

	<b>Number (as at December 31, 2024)</b>	<b>% of Outstanding Trust Units (as at December 31, 2024)</b>
Maximum Trust Units Issuable	5,904,780	9.9%
Trust Units Issued as at December 31, 2024	201,670	0.3%
Number of Awards Surrendered for Cancellation to Satisfy Withholding Obligations or for a Cash Payment (prior to June 6, 2023)	829,762	1.4%
Trust Units Issuable under Deferred Units Awards	1,068,447	1.8%
Trust Units Issuable under Restricted Units Awards	239,740	0.4%
Trust Units Available for Future Awards	3,565,161	6.0%

### ***Annual Burn Rate***

The following table sets out the burn rate of the awards granted under the REIT's security-based compensation arrangements as of the end of the financial year ended December 31, 2024 and for the two preceding financial years. The only security-based compensation arrangement included in the calculation below is the LTIP. The burn rate is calculated by dividing the number of securities granted under the LTIP during the relevant fiscal year by the weighted average number of Trust Units outstanding during the applicable fiscal year.

<b>Year</b>	<b>Number of DUs Granted Under the LTIP</b>	<b>Number of RUs Granted Under the LTIP</b>	<b>Total Number of DUs and RUs Granted</b>	<b>Weighted Average Number of Trust Units Outstanding for that Fiscal Year</b>	<b>Annual Burn Rate</b>
2024	206,059	143,824	349,883	60,627,925	0.58%
2023	251,031	186,634	437,665	60,510,713	0.72%
2022	175,160	165,655	340,815	59,786,374	0.57%

### **Post-Employment Benefits and Change of Control Provisions**

#### ***General***

The REIT enters into employment agreements with each of the Named Executive Officers. These agreements provide for, among other things, the continuation of the executive's employment for an indeterminate term in accordance with applicable law, as well as their compensation as disclosed in the "Summary Compensation Table" of this Circular. In addition to a base salary, each Named Executive Officer is entitled to an annual cash bonus and grant of equity-based awards under the LTIP, in each case based on individual and corporate performance and as further outlined above. Each Named Executive Officer has also agreed to be bound by certain confidentiality undertakings.

The terms of certain additional entitlements of the Named Executive Officers under various post-employment scenarios, pursuant to their respective employment agreements and the REIT's plans and policies, are described below. Unless otherwise indicated, payments of awards and other entitlements under the REIT's LTIP are governed in accordance with the terms of the LTIP. The following summary is qualified in its entirety by reference to the underlying terms and conditions of each Named Executive Officer's employment agreement, the terms and conditions of the LTIP and the REIT's policies.

#### ***Termination Without Cause***

In the event of termination without cause, the Named Executive Officers are entitled to the following payments and benefits:

- continuation of the Named Executive Officer's base salary for a period of 15 to 18 months following termination (the "**Salary Continuance Period**");
- lump sum equal to the annual cash incentive bonus, calculated based on a target percentage of 30% to 55%, that would have been paid to the Named Executive Officer in respect of the Salary Continuance Period;
- grant of Deferred Units and/or Restricted Units under the REIT's LTIP, calculated based on target percentage, for the year in which the employment is terminated, pro rated based on the number of days in the year that the Named Executive Officer provided services to the REIT prior to the separation date;
- vesting of any outstanding Deferred Units and Restricted Units on the termination date and full settlement thereof in accordance with the terms of the LTIP; and

- continuation of any group health and dental benefit coverage during the Salary Continuance Period.

### ***Voluntary Resignation or Termination with Cause***

In the event of voluntary resignation or termination with cause, the Named Executive Officer will not have the right to be paid any annual bonus with respect to the year in which they voluntarily resign or are terminated. Any outstanding Restricted Units and Deferred Units on the termination date which have not yet vested will terminate without settlement. Vested Deferred Units and Restricted Units on the termination date will settle in accordance with the terms of the LTIP. The foregoing does not apply in connection with retirement of the Named Executive Officer, subject to compliance with the terms of the Named Executive Officer's employment agreement. See "Executive Compensation - Post-Employment Benefits and Change of Control Provisions - Retirement".

### ***Termination due to Death***

The Named Executive Officer's employment will end upon the date of his or her death. Upon termination of employment due to death, the REIT shall pay the Named Executive Officer or, if applicable, the Named Executive Officer's estate: (i) any base salary, annual cash incentive bonus and vacation pay that was accrued but not yet paid as of the date of termination; and (ii) all other rights and benefits vested in the Named Executive Officer pursuant to the LTIP.

### ***Termination due to Disability***

The Named Executive Officer's employment with the REIT will terminate if the Named Executive Officer suffers a "disability", upon a 30-days prior written notice of the Board. Upon the date of termination due to disability, the REIT shall pay the Named Executive Officer (or, if applicable, to his or her estate): (i) any base salary, annual cash incentive bonus and vacation pay that was accrued but not yet paid as of the date of termination; (ii) all other rights and benefits vested pursuant to the LTIP; and (iii) any additional amounts to which the Named Executive Officer may be entitled under applicable employment standards legislation.

For the purposes of the foregoing, "disability" means the permanent and total incapacity of the Named Executive Officer as determined by the committee administering the LTIP and in accordance with current and fair market practice.

### ***Retirement***

Mr. Lawlor's employment agreement provides terms and conditions for a retirement allowance. Provided that Mr. Lawlor provides at least twelve months' written notice of retirement, the REIT and Mr. Lawlor agree upon a retirement program for Mr. Lawlor, and Mr. Lawlor complies with the retirement program, then upon his retirement, Mr. Lawlor will be entitled, in addition to his base salary and accrued but unused vacation pay through the date of retirement, to a lump sum equal to the annual cash incentive bonus, calculated on the basis of the annual cash incentive bonus payable for the year of retirement and pro-rated based on the number of days in the year that Mr. Lawlor provided services to the REIT prior to the resignation date. Mr. Lawlor is also entitled to receive (i) if the effective date of retirement is between January 1, 2028 and December 31, 2029, a retiring allowance equal to 12 months of base salary, plus the annual cash incentive bonus pro-rated for twelve months which shall be computed on the basis of the annual bonus carried and payable for the year of retirement and (ii) if the effective date of retirement is on or after January 1, 2030, a retiring allowance equal to 18 months of base salary, plus the annual cash incentive bonus pro-rated for 18 months which shall be computed on the basis of the annual bonus carried and payable for the year of retirement. The employment agreements of Ms. Schafer and Mr. Andrea do not include similar provisions.

In addition, the LTIP provides that, upon retirement, any outstanding Deferred Units and Restricted Units, which have not yet vested on the separation date, will vest immediately and settle in accordance with the terms of the LTIP.

### ***Change of Control Provisions***

The employment agreements of the Named Executive Officers contain a "double-trigger" provision in the event of a "change of control" of the REIT. Pursuant to this provision, the Named Executive Officers may, at any time within a period of 15 to 18 months following a "change of control" of the REIT, terminate the Named Executive

Officer's employment for "good reason" by giving the REIT a written notice of 10 to 30 days, which notice must set forth in detail the facts and circumstances that the Named Executive Officer claims to provide a basis for such termination. Upon such event, the Named Executive Officer will be entitled to the same rights and benefits as would be the case in the event of his termination without cause. See "Executive Compensation - Post-Employment Benefits and Change of Control Provisions - Termination Without Cause".

For purposes of the foregoing, a resignation for "good reason" means resignation following a material adverse change to the terms of the employment agreement without the employee's express written consent, and shall include one or more of the following: (i) a material reduction in duties, position or responsibilities; (ii) a reduction in salary by an amount greater than 5% in a fiscal year; (iii) failing to maintain the employee's participation in the REIT's annual bonus plan or LTIP in a manner that is consistent with other similarly-situated executive employees of the REIT and the past practice of the REIT; or (iv) failing to maintain the employee's benefits under, or relative level of participation in, the REIT's group benefit plan in which the employee participates at a level consistent with other similarly-situated executive employees of the REIT.

For the purposes of the foregoing, "change of control" of the REIT means (i) any transaction pursuant to which any person takes over 50% or more of the issued and outstanding Units, (ii) the sale or transfer of all or substantially all of the assets of the REIT, (iii) the dissolution or liquidation of the REIT, (iv) the occurrence of a transaction requiring approval of the REIT's unitholders whereby the REIT is acquired, or (v) the deeming in good faith by the Board that a change of control of the REIT has occurred.

In addition to the "double-trigger" provision, the employment agreement of Mr. Andrea contains a "single-trigger" provision in the event of a "change of control" of Compass, a subsidiary of the REIT. Under the "single-trigger" provision in the event of a "change of control" of Compass, Mr. Andrea may resign from his employment at any time during the six months following a "change of control" of Compass, in which case Mr. Andrea will be entitled to receive a severance payment equal to 18 months plus an amount equal to the cash incentive bonus that he was awarded in the previous fiscal year, pro-rated for the number of days that Mr. Andrea was employed by Compass in the succeeding fiscal year. For the purposes of the foregoing, "change of control" of Compass means (i) the direct sale of all or substantially all the assets of Compass, (ii) any amalgamation or consolidation of Compass with, by or into another corporation, entity or person, or (iii) any direct change in the ownership of more than 50% of the voting rights of Compass in one or more related transactions.

#### ***Change of Control Provisions in the LTIP***

The definition of "change of control" in the LTIP is equivalent in all material respects to the definition of "change of control" contained in the employment agreements of the Named Executive Officers.

With respect to awards granted before June 6, 2023, the terms of the LTIP stipulate that the vesting of Restricted Units and Deferred Units will be accelerated upon a "change of control", and that settlement will occur immediately prior to the "change of control".

With respect to awards granted on or after June 6, 2023, a "dual trigger" provision is applicable under the LTIP in connection with a "change of control", such that if, within 18 months following the completion of a transaction resulting in a change of control, a participant's employment is terminated without cause by the REIT or by the participant for good reason, then, without any action by the Board, all awards granted to such employee prior to the change of control and held by such employee shall immediately vest as of the separation date and the settlement date shall be the employee's separation date. See "Executive Compensation - Post-Employment Benefits and Change of Control Provisions - Termination Without Cause".

#### ***Estimated Incremental Payments***

The following table presents the estimated potential incremental payments to each Named Executive Officer that would have resulted had the relevant trigger event occurred on December 31, 2024.

The amount that a Named Executive Officer may receive upon termination of employment can only be determined at the time that he or she leaves the REIT. There are many factors that affect the nature and the amount of any benefits provided and, as a result, actual amounts may be higher or lower than what is reported below. Factors that may affect the reported amounts include the timing of termination of employment during the year of departure,

the Trust Unit price at the time of departure, and the Named Executive Officer's age and years of service with the REIT.

NEO	Compensation component	Estimated Incremental Payments as at December 31, 2024				
		Termination without cause	Termination following a change of control	Change of control	Retirement or resignation <sup>(1)</sup>	Termination with cause
Gordon G. Lawlor	Base salary	\$742,500	\$742,500	-	-	-
	Annual cash bonus	\$408,375	\$408,375	-	-	-
	Acceleration of vesting of Deferred Units and Restricted Units <sup>(2)</sup>	\$1,156,260	\$1,156,260	\$506,489	-	-
	Benefits <sup>(3)</sup>	-	-	-	-	-
	<b>Total</b>	\$2,307,135	\$2,307,135	\$506,489	-	-
Alison Schafer	Base salary	\$354,062	\$354,062	-	-	-
	Annual cash bonus	\$106,219	\$106,219	-	-	-
	Acceleration of vesting of Deferred Units and Restricted Units <sup>(2)</sup>	\$183,349	\$183,349	\$71,481	-	-
	Benefits <sup>(3)</sup>	-	-	-	-	-
	<b>Total</b>	\$643,630	\$643,630	\$71,481	-	-
Chris Andrea	Base salary	\$321,875	\$321,875	-(4)	-	-
	Annual cash bonus	\$96,563	\$96,563	-(4)	-	-
	Acceleration of vesting of Deferred Units and Restricted Units <sup>(2)</sup>	\$164,136	\$164,136	\$60,568	-	-
	Benefits <sup>(3)</sup>	-	-	-	-	-
	<b>Total</b>	\$582,574	\$582,574	\$60,568	-	-

Notes:

- (1) NEOs were not eligible to receive any incremental payments in the event of retirement or resignation as at December 31, 2024. Gordon G. Lawlor is not entitled to a retiring allowance until 2028.
- (2) Value of Deferred Units and Restricted Units the vesting of which is accelerated as a result of the trigger event, calculated based on the closing price of the Trust Units on the TSX on December 31, 2024 of \$5.25.
- (3) NEOs may be entitled to the continuation of certain perquisites during their notice period. However, as the value of such perquisites would not exceed \$50,000 in aggregate, they are not included in this table.
- (4) In connection with a "change of control" of Compass, Mr. Andrea would be entitled to receive the amount payable to him in connection with a termination following a change of control. See "Executive Compensation - Post-Employment Benefits and Change of Control Provisions - Change of Control Provisions".

## TRUSTEE COMPENSATION

### Overview

The REIT's Trustee compensation program is designed to attract and retain qualified and committed Trustees, appropriately reward them for their time commitment and contributions and align their interests with the interests of the Unitholders and with the REIT's objectives.

The GNC Committee is responsible for monitoring, reviewing on an annual basis, and recommending to the Board for approval, the form and amount of Trustees' remuneration to ensure that it is commensurate with the responsibilities and risks assumed by Trustees, reflects the time commitment required to serve on the Board, and is competitive with other real estate investment trusts which are comparable in terms of the REIT's size, complexity and management structure.

### Trustee Fees

A Trustee, who is not an employee or officer of the REIT, is compensated for his or her services through an annual retainer. Trustee compensation is paid in cash or may be received in Deferred Units, at the option of each Trustee. Trustees are also reimbursed for travel and other expenses they incur to attend Unitholder meetings or Board and committee meetings. In addition, Trustees are entitled to receive remuneration for services rendered to the REIT in any other capacity, except in respect of their service as directors of any of the REIT's subsidiaries.

The tables below list the fees the REIT's Trustees were entitled to receive during 2024. Gordon G. Lawlor, President and Chief Executive Officer and a Trustee of the REIT, did not receive any of these fees in 2024.

Type of Fee	2024 Fee Structure (\$)
Trustee Annual Retainer <sup>(1)</sup>	65,000
Board Chair Additional Annual Retainer	30,000
Lead Independent Trustee	15,000
Committee Chair Additional Annual Retainer	
Audit Committee	15,000
GNC Committee	15,000
Investment Committee	Nil
Committee Member Additional Annual Retainer	
Audit Committee	Nil
GNC Committee	Nil
Investment Committee	Nil
Board or Committee Meeting Fees	Nil

Notes:

- (1) Paid half in cash and half in Deferred Units. The cash portion can be paid in Deferred Units, subject to certain conditions. See "Trustee Compensation - Trustee Participation in LTIP".

### Trustee Participation in LTIP

Trustees may participate in the LTIP. Non-employee Trustees may elect to receive their annual retainer as well as any committee chair, membership fees or meeting fees in Deferred Units under the LTIP. If so elected, the REIT will credit to the Trustee's account such number of Deferred Units equal to the amount of the retainer deferred, divided by the fair market value of the Trust Units based on a price not lower than the volume weighted average trading price of the Trust Units on the TSX for the five trading days immediately preceding the grant. In addition, Trustees are eligible to receive awards of Deferred Units as designated by the Board. See "Executive Compensation - Incentive Plan Awards - Long Term Incentive Plan".

## Trustee Summary Compensation Chart

The following table provides a summary of the compensation earned by the Trustees who are non-employee Trustees, meaning a Trustee that is not an employee of the REIT or one of its affiliates, for the year ended December 31, 2024.

Name	Fees Earned (\$)	All Other Compensation (\$)	Total (\$)	Allocation of Fees Earned		Unit-Based Awards (DUs) – Value Granted During 2024 <sup>(1)</sup> (\$)
				Amount of Fees Paid in Cash (\$)	Amount of Fees Received in DUs (\$)	
James W. Beckerleg	95,000	--	95,000	30,000	65,000	75,334
Vincent Chiara	65,000	--	65,000	8,125	56,875	99,854
Martin Coté	80,000	--	80,000	15,000	65,000	104,318
Shenoor Jadavji	65,000	--	65,000	32,500	32,500	69,088
Christine Pound	80,000	--	80,000	15,000	65,000	76,221
Deborah Shaffner	76,250	--	76,250	17,906	55,406	71,690
Ronald E. Smith	68,750	--	68,750	3,750	65,000	115,696

Notes:

- (1) Deferred Units granted to Trustees under the LTIP vest in accordance with the vesting schedule set out in the LTIP, but are settled in Trust Units only after termination of service with the REIT, unless otherwise determined by the Board. The value of Deferred Units granted in 2024 was determined, in respect of each Deferred Unit grant, by multiplying the number of such Deferred Units issued to the Trustee by the fair value of the Trust Units on the date of the grant. All amounts include the amounts reported under the “Amount of Fees Received in DUs” column and additional Deferred Units awarded for monthly distribution equivalents based on the total number of Deferred Units held by a trustee on the applicable record date. For more information, see “Executive Compensation - Incentive Plan Awards - Long Term Incentive Plan”.

## Incentive Plan Awards

### Outstanding Unit-Based Awards at December 31, 2024

The following table provides a summary, in respect of each non-employee Trustee, of all Unit-based awards outstanding as at December 31, 2024.

Name	Aggregate Holdings of Deferred Units as at December 31, 2024 (#)	Unit-Based Awards		
		Number of Units that Have Not Vested as at December 31, 2024 <sup>(1)</sup> (#)	Market or Payout Value of Unit-Based Awards that Have Not Vested as at December 31, 2024 <sup>(1)</sup> (\$)	Market or Payout Value of Vested Unit-Based Awards Not Paid Out or Distributed as at December 31, 2024 <sup>(1)</sup> (\$)
James W. Beckerleg	27,013	-	-	142,826
Vincent Chiara	84,115	-	-	444,749
Martin Coté	94,486	-	-	499,580
Shenoor Jadavji	86,573	-	-	457,748
Christine Pound	29,216	-	-	154,471
Deborah Shaffner	18,693	-	-	98,831
Ronald E. Smith	120,915	-	-	639,324

Notes:

- (1) These awards were issued pursuant to the LTIP. The value of these grants represents the market value of the underlying Trust Units based on the closing price on the TSX as at December 31, 2024 of \$5.25 per Trust Unit.

### ***Incentive Plan Awards – Value Vested or Earned During 2024***

The following table provides a summary, in respect of each non-employee Trustee, of the value of Unit-based awards vested and the value of non-equity incentive plan compensation earned during the year ended December 31, 2024.

<b>Name</b>	<b>Unit-Based Awards – Value Vested During 2024<sup>(1)</sup></b> <b>(\$)</b>	<b>Non-Equity Incentive Plan Compensation – Value Earned During 2024</b> <b>(\$)</b>
James W. Beckerleg	75,196	-
Vincent Chiara	99,089	-
Martin Coté	103,525	-
Shenoor Jadavji	68,565	-
Christine Pound	75,590	-
Deborah Shaffner	71,096	-
Ronald E. Smith	114,828	-

Notes:

(1) This column includes the value of Deferred Units that vested during 2024, calculated using the number of unit vested multiplied by the closing price of the Trust Units on the TSX as at December 31, 2024 of \$5.25 per Trust Unit.

### **Trustee Unit Ownership Guidelines and Anti-Hedging Requirements**

Under the REIT's Unit Ownership Guidelines, each non-employee Trustee is required to own Trust Units, Deferred Units, Restricted Units or Class B LP Units with an aggregate value of at least three times the amount of their annual retainer over a five-year period, commencing twelve months after the date of their election or appointment. All Trustees currently meet or are on track to meet this requirement. Achievement of the Unit Ownership Guidelines is calculated using the greater of book value or market value, where market value is calculated based on the last closing price of the Trust Units on the TSX at the time of calculation.

The REIT's Unit Ownership Guidelines also provide that the Trustees are prohibited from purchasing financial instruments, including prepaid variable forward contracts, equity swaps, collars, or units of exchange funds, that are designed to hedge or offset a decrease in the market value of Trust Units or other securities of the REIT and its subsidiaries, including Deferred Units, Restricted Units and Class B LP Units, held directly or indirectly by the applicable Trustee.

## **GOVERNANCE PRACTICES**

### **Overview**

The Trustees and management of the REIT believe that sound governance practices are essential to achieve the best long-term interests of the REIT and its Unitholders. Governance of the REIT relates to the activities of the Trustees who are elected by and are accountable to Unitholders, and takes into account the role of the REIT's executive officers who are appointed by the Board and who are charged with ongoing management of the REIT.

The Board encourages prudent governance practices designed to promote the long-term well-being and ongoing development of the REIT, having always as its ultimate objective the best interests of the REIT. The REIT's governance practices are reviewed regularly to ensure that they are appropriate and in keeping with current best practices. The GNC Committee regularly reviews existing Board policies, the charter of the Board, committee charters and current pronouncements on recommended "best practices" for governance.

The Board is of the view that the REIT's governance policies and practices, as outlined below, are comprehensive and consistent with the guidelines for governance adopted by Canadian securities administrators and the TSX and many "best practices" published by institutional investor groups.

## **Board of Trustees**

The REIT's Declaration of Trust provides that, subject to certain conditions, the Trustees shall have full, absolute and exclusive power, control and authority over the REIT's property and affairs to the same extent as if the Trustees were the sole owner of the REIT's assets. In fulfilling their role, the Trustees are to act honestly and in good faith with a view to the best interests of the REIT and its Unitholders and, in connection therewith, to exercise the care, diligence and skill that a reasonably prudent person would exercise in comparable circumstances.

### ***Charter of the Board***

The Board is responsible for the REIT's stewardship and governance. That role includes both decision-making and oversight functions to properly govern and supervise the management of the business and affairs of the REIT. The Board oversees management of the REIT's affairs directly and through existing standing committees. The responsibilities of the Board and each committee are set out in written mandates or charters, which are reviewed and approved annually. The charter of the Board is set out in full in Appendix "A" of this Circular. The committee charters of the Audit Committee and the GNC Committee as well as the charter of the Board are also posted on the REIT's website at [www.proreit.com](http://www.proreit.com).

In fulfilling its mandate, the Board is, among other things, responsible for the following: (i) reviewing, discussing and approving the REIT's strategic plans and budget, (ii) reviewing and approving the REIT's financial objectives, plans and actions, including significant capital allocations and expenditures, (iii) monitoring the REIT's performance against the strategic and business plans, (iv) providing input to management on emerging trends and issues, (v) identifying the principal risks of the REIT's businesses and overseeing management's systems to manage these risks, (vi) reviewing the integrity of the REIT's internal control and management information systems, (vii) approving policies and guidelines for ethical behaviour and compliance with laws and regulations, audit and accounting principles, and management's systems for monitoring compliance with all of them, (viii) satisfying itself as to the integrity of senior management and satisfying itself that such officers create a culture of integrity throughout the REIT, and (ix) overseeing and monitoring the REIT's approach to environmental, social and governance matters.

### ***Meetings of the Board***

The Board meets at least once in each quarter, with additional meetings held to consider specific items of business or as otherwise deemed necessary. The Board also meets annually to review the REIT's annual business plan and long-term strategy. Meeting frequency and agenda items may change depending on the opportunities or risks faced by the REIT.

### ***Chair, Lead Independent Trustee and Trustee Meetings without Management***

The Chair of the Board is not an independent Trustee, as until his retirement on April 1, 2023 Mr. Beckerleg was the President and Chief Executive Officer of the REIT. However, the Chair of each of the Audit Committee and the GNC Committee is an independent Trustee, and the REIT has a Lead Independent Trustee.

The REIT's assessment of whether a Trustee is independent begins with the identification of any relationships that could, in the view of the Board, reasonably be expected to interfere with the exercise of the Trustee's independent judgment. That analysis is augmented, where required, to ensure compliance with certain presumptive standards under applicable Canadian securities laws, including eligibility for service on the Audit Committee under National Instrument 52-110 – Audit Committees (“**NI 52-110**”).

A portion of every meeting of the Board is devoted to *in camera* sessions during which the Board meets without management present, and then the independent Trustees meet alone with neither management nor the non-independent Trustees present.

The Audit Committee and the GNC Committee are comprised entirely of independent Trustees, and after all committee meetings at which members of management are invited, the members of such committees hold *in camera* sessions without management present.

### ***Majority Voting Policy***

The REIT has a majority voting policy, requiring that each Trustee nominee receive the support of a majority of the total number of votes cast by the Unitholders entitled to elect such Trustee nominee, failing which such Trustee shall submit his or her resignation to the Board for consideration. See “Election of Trustees” for further information on majority voting.

### ***Board Diversity Policy***

The REIT values the benefits that diversity can bring to its Board and has adopted a formal written board diversity policy which includes the REIT’s policy for the identification and nomination of women trustees, in order to ensure that each gender represents at least 30% of the Board. The REIT believes diversity promotes the inclusion of different perspectives and ideas, mitigates against group think and improves oversight, decision-making and governance. Diversity on the Board also demonstrates the REIT’s commitment to diversity at all levels within the REIT. The REIT is also committed to fostering an inclusive culture based on merit and free of conscious or unconscious bias.

At all times, the REIT seeks to maintain a Board comprised of talented and dedicated Trustees with a diverse mix of experience, skills and backgrounds collectively reflecting the strategic needs of the business and the nature of the environment in which the REIT operates. When assessing Board composition or identifying suitable candidates for appointment or re-election to the Board, the REIT will consider candidates using objective criteria having due regard to the benefits of diversity and the needs of the Board.

The REIT also believes promotion of diversity can be served through careful consideration of all of the knowledge, experience, skills and backgrounds of each individual candidate for Trustee in light of the needs of the Board. The REIT has not adopted specific Board diversity goals other than ensuring that each gender represents 30% of the Board. As the REIT grows, it will seek to maintain diversity in membership of its committees and in Board leadership roles and will consider diversity when assigning chair roles for the Board and its committees.

When recruiting new candidates for trustee, search protocols will generally extend beyond the networks of existing Board members and include the identification of a reasonable proportion of candidates who are women and candidates of one or more of the other “designated groups” as defined in the Employment Equity Act (in general terms, women, visible minorities, Aboriginal peoples and persons with disabilities who believe they may be disadvantaged in employment by reason of that impairment). Any search firm engaged to help identify candidates for appointment to the Board will be specifically directed to include women candidates and candidates who are members of the “designated groups”.

The REIT has not adopted a formal policy for any targets or the level of representation of women in executive officer positions when making executive officer appointments. The REIT does not explicitly consider the level of such representation in executive officer positions when making executive officer appointments, as the Trustees are of the view that such an analysis is not required in order to retain the best candidates for available openings. The REIT will, however, be mindful of the benefit of diversity of its executive officers and the need to maximize their effectiveness and respective decision-making abilities. Accordingly, in searches for new candidates, the REIT will consider the level of women representation and diversity of its executive officers, and this will be one of several factors used in the search process. This will be achieved through continuously monitoring the level of women and, where appropriate, recruiting qualified women candidates as part of its overall recruitment and selection process to fill openings, as the need arises through vacancies, growth or otherwise.

There are currently three women on the Board, representing 37.5% of the eight Trustees on the Board. If all the nominee Trustees are elected at the Meeting, there will be three women on the Board, representing 33.3% of the nine Trustees on the Board.

There is one woman among the REIT’s executive officers, representing 33.3% of the REIT’s three executive officers. In addition, approximately 50% of the REIT’s management (including executive officers) is comprised of women.

### ***Independent Trustees***

The REIT seeks to maintain strong and effective governance with a Board comprised of a majority of independent Trustees, all of whom have experience in the Canadian commercial real estate and capital markets.

Six of the eight current Trustees, representing 75% of the Trustee nominees, are independent within the meaning of section 1.4 of NI 52-110. James W. Beckerleg is not independent as he was until April 1, 2023 the President and Chief Executive Officer of the REIT, and Gordon G. Lawlor is not independent as he is the President and Executive Officer of the REIT. The roles of Chair of the Board and Chief Executive Officer have been divided, permitting the Chair to focus on his responsibilities.

The Board has established three Board committees, being the Audit Committee, the GNC Committee and the Investment Committee, each of which has a formal written charter. Other than the Investment Committee, which is comprised of a majority of independent Trustees, all Board committees are comprised solely of independent Trustees.

### ***Areas of Interlocking Trusteeships and Other Public and Private Company Boards***

Board interlocks exist when two directors or trustees of one company sit on the board of another company. Committee interlocks exist when two trustees sit together on another board and are also members of the same board committee. There are no public or private company interlocking trusteeships among the proposed nominees.

The GNC Committee conducts an annual evaluation of Trustee independence, which includes identifying and evaluating interlocking board and committee memberships among all Trustees, to ensure that there are no circumstances which would impact a Trustee's ability to exercise independent judgment and that each Trustee has enough time to fulfill his or her commitments to the REIT. The GNC Committee determined that there are no interlocking board or committee membership among the Trustees of the REIT.

As part of the annual evaluation process, the GNC Committee also reviews outside public and private company directorships held by the REIT's Trustees to ensure that each Trustee is able to devote the time, effort and energy necessary to serve effectively as a Trustee of the REIT, while also recognizing the valuable experience that may be gained from sitting on other boards. The GNC Committee determined that the outside public and private company directorships held by the REIT's Trustees do not adversely impact the ability of the Trustees to devote sufficient time and energy to the REIT in order to be effective representatives of Unitholders' interests.

### ***Trustee Orientation and Continuing Education***

When new Trustees are elected, they receive a comprehensive orientation. They are briefed on the role of the Board, its committees, the contribution individual Trustees are expected to make, and the nature and operation of the REIT and its assets. This is consistent with governance guidelines and enables a new Trustee to better understand the REIT and his or her role and responsibilities. Additionally, as new laws, issues or other developments that are relevant to the REIT arise, including general economic or capital markets trends, the REIT will ensure that such matters are the subject of presentations to, or discussions with, the Board to ensure that each Trustee is fully aware of all relevant aspects of such matters.

The REIT's continuing education program for its Trustees involves the ongoing evaluation by the GNC Committee of the skills and competencies of existing Trustees. The Board is currently comprised of highly qualified and experienced Trustees with high levels of skill and knowledge. Many of the Trustees are seasoned business executives, directors or professionals with considerable amounts of experience, including as directors of other public companies.

The Chair of the Board both initiates educational opportunities and responds to Trustees' requests for Board education on an ongoing basis. In addition, trustees receive a substantial amount of background information in the context of Board and Committee meetings that not only assists them in discussing the issues to be addressed and decisions to be made at such meetings, but also educates them on matters relevant to the REIT and its business. The Board also receives periodic updates as to significant economic, legal and capital market developments that may impact the REIT.

## ***Board Renewal***

The REIT does not have a mandatory age for the retirement of Trustees, and there are no term limits. While age and term limits can be a way to effect change on boards, the REIT believes they are blunt instruments that can have unintended consequences. The REIT feels that the long-term impact of age and term limits restricts experienced and potentially valuable Board members from service through arbitrary means. Further, the REIT believes that age limits unfairly imply that older Trustees cannot contribute to oversight of the REIT. A Trustee's experience can be valuable to Unitholders because Trustees navigate complex and critical issues when serving on the Board. The REIT believes that the composition and renewal of the Board are vital processes that demand rigour and analysis, and the REIT has built its Board renewal processes around the concept of performance evaluation and management. With this in mind, the REIT has implemented a board review process in which the GNC Committee reviews the composition of the Board on a regular basis in relation to approved trustee criteria and skill requirements, together with the results of the Board evaluation process, and recommends changes as appropriate to renew the Board.

The REIT believes that this approach ensures fresh perspectives, ideas and business strategies are brought to the boardroom, while not adversely affecting Unitholders' ability to benefit from the experience of the REIT's Trustees based solely on age or term. As appropriate, the GNC Committee and the Chair of the Board will lead the effort to identify and recruit candidates to join the Board in future years, with a focus on board renewal and enhancing the Board's diversity.

## **Committees of the Board**

The Board of Trustees believes that its committees assist in the effective functioning of the Board and help ensure that the views of independent Trustees are effectively represented. The Board has three Committees: (i) the Audit Committee; (ii) the GNC Committee; and (iii) the Investment Committee.

The responsibilities of these committees are set out in written charters, which are reviewed and approved annually by the relevant committee and the Board. The charters of the Audit Committee and the GNC Committee and the position descriptions of each committee chair can be found on the REIT's website at [www.proreit.com](http://www.proreit.com). It is the Board's policy that all members of these committees, except members of the Investment Committee, must be independent, as described above. Special committees may be formed from time to time as required to review particular matters or transactions. The Audit Committee and the GNC Committee are comprised solely of independent Trustees. The Investment Committees is comprised of a majority of independent Trustees. The members of each committee are selected by the Board on the recommendation of the GNC Committee. While the Board retains overall responsibility for governance matters, the Audit Committee, the GNC Committee and the Investment Committee each have specific responsibilities for certain aspects of governance, in addition to their other responsibilities as described below.

### ***Audit Committee***

The Audit Committee is responsible for assisting the Board in fulfilling its oversight responsibilities with respect to financial reporting, including (i) reviewing the REIT's procedures for internal control with the REIT's auditor and Chief Financial Officer, (ii) reviewing and approving the engagement of the auditor, (iii) reviewing annual and quarterly financial statements and all other material continuous disclosure documents, including the REIT's annual information form and management's discussion and analysis, (iv) assessing the REIT's financial and accounting personnel, (v) assessing the REIT's accounting policies, (vi) reviewing the REIT's risk management procedures, including risk management procedures related to cybersecurity risk, and (vii) reviewing any significant transactions outside the REIT's ordinary course of business and any pending litigation involving the REIT.

The Audit Committee has direct communication channels with the Chief Financial Officer of the REIT and the external auditor of the REIT to discuss and review such issues as the Audit Committee may deem appropriate.

The Audit Committee is comprised of Deborah Shaffner, who acts as Chair of the Committee, Martin Coté and Ronald E. Smith. Each of these individuals is "financially literate" and "independent" within the meaning of NI 52-110.

Each member of the Audit Committee possesses considerable education and experience relevant to the performance of his responsibilities as an Audit Committee member. For the education and experience of each member of the Audit Committee relevant to the performance of his duties as a member of the Audit Committee, see "Business

of the Meeting - Election of Trustees - Nominees to be Elected". Additional information about the REIT's Audit Committee as required by NI 52-110 is contained in the REIT's latest annual information form which is available on SEDAR+ at [www.sedarplus.com](http://www.sedarplus.com).

### ***Governance, Nominating and Compensation Committee***

The GNC Committee is responsible for reviewing, overseeing and evaluating the governance policies of the REIT, and also assists the Board in determining and administering the compensation of the executive officers of the REIT, and assessing their performance. See "Executive Compensation - Compensation Discussion and Analysis - Compensation Governance - Role of the GNC Committee in Executive Compensation".

The GNC Committee is also charged with reviewing, overseeing and evaluating the nominating policies of the REIT and is responsible for identifying and investigating potential candidates for nomination to the Board, including nominations put forward by Unitholders, and recommending prospective Trustees, as required, who will provide an appropriate balance of knowledge, experience and capability on the Board.

The Board has adopted a written charter for the GNC Committee setting out its responsibilities for, among other things, (i) reviewing the REIT's approach to governance and recommending the appropriate governance policies and standards for the REIT, (ii) ongoing monitoring of governance matters, (iii) considering questions of management succession, (iv) assessing the performance of management of the REIT, (v) making recommendations to the Board with respect to incentive compensation plan matters, (vi) reviewing and making recommendations to the Board concerning the level and nature of the compensation payable to Trustees and officers of the REIT, (vii) assessing annually, and at such other times as it deems appropriate, the effectiveness of the Board, each of its committees and individual Trustees, (viii) organizing an orientation and education program for new Trustees, (ix) considering and approving proposals by the Trustees to engage outside advisers on behalf of the Board as a whole or on behalf of the independent Trustees, (x) reviewing and making recommendations to the Board concerning any change in the number of Trustees composing the Board, annually and at such other times as it deems appropriate, and (xi) overseeing the recruitment and selection of candidates as Trustees of the REIT. The charter provides that all members of the GNC Committee must be independent Trustees. The Declaration of Trust provides that the Chair of the GNC Committee shall be a resident of Canada.

The GNC Committee conducts an annual review of the REIT's executive compensation program, including the performance, the level and the nature of the compensation payable to the NEOs. The Board determines the appropriate compensation for the executive officers and Trustees of the REIT after considering the recommendations of the GNC Committee. The Chief Executive Officer assists the GNC Committee by providing information and analysis for review and by making recommendations regarding compensation decisions. Any proposed change to the compensation of executive officers is reviewed by the GNC Committee and approved by the Board without the participation of the applicable executive officers.

The Board and the GNC Committee believe that the compensation currently paid to the Trustees is fair in light of the responsibilities and risks assumed by each Trustee and having regard to compensation paid to trustees of comparable real estate investment trusts. See "Trustee Compensation". The Board and the GNC Committee are responsible for identifying and mitigating risk related to the REIT's compensation policies and practices.

The GNC Committee is comprised of four independent Trustees, namely Christine Pound (Chair), Shenoor Jadavji, Martin Côté and Ronald E. Smith. Each member of the GNC Committee possesses considerable education and experience relevant to the performance of his responsibilities as a member.

### ***Investment Committee***

The Declaration of Trust requires the Board to have an Investment Committee consisting of at least three Trustees, each of whom must have substantial experience in the real estate industry, as determined by the Board. The Investment Committee will (i) approve or reject proposed acquisitions and dispositions of investments by the REIT, (ii) authorize proposed transactions, and (iii) approve all financing arrangements and the assumption or granting of any mortgage other than the renewal of any existing mortgage by any of the REIT's subsidiaries.

The Investment Committee is comprised of James W. Beckerleg, who acts as Chair of the Committee, Vincent Chiara, Martin Côté, Shenoor Jadavji and Gordon G. Lawlor.

## Board, Committee and Trustee Evaluation

The Board believes that a regular and formal process of evaluation improves the performance of the Board as a whole, its committees and individual Trustees. Each year, a survey is sent to Trustees regarding the effectiveness of the Board and its committees, inviting comments and suggestions on areas for improvement. The results of this survey are reviewed by the GNC Committee, which makes recommendations to the Board as required.

The GNC Committee periodically reviews the competencies, skills and personal qualities of the Trustees and considers what competencies and skills the Board, as a whole, should possess. The Board believes that its current Trustees, who are also the nominees for election at the Meeting, generally comprise an appropriate mix of individuals offering a breadth and depth of skills and experience. The following table shows the number of Trustee nominees who have particular expertise according to the self-assessments which each of them completed.

<b>Self-Assessment of Skills and Expertise</b>	<b>Number of Trustee Nominees with Expertise</b>
<b>Real Estate</b> - Experience in the field of real estate, property development and management.	8
<b>Corporate Finance and Capital Markets Finance</b> - Experience in the field of finance, investment and/or in mergers and acquisitions.	9
<b>Human Resources</b> - Experience in the oversight of significant, sustained succession planning and talent development and retention programs, including executive compensation.	7
<b>Accounting and Financial Reporting</b> - Experience as a professional accountant, CFO or CEO in corporate financial accounting and reporting; comfort working with basic financial reports; understanding of the key financial levers of the business.	8
<b>Risk Management</b> – Experience in risk management and compliance; knowledgeable of audit requirements and how to implement internal controls.	8
<b>Governance/Legal</b> - Knowledge of governance best practices and legal issues facing directors and operations of publicly listed entities.	8

## Board and Management Responsibilities

### *Position Descriptions*

The Board has adopted written position descriptions for the Chair of the Board, the Lead Independent Trustee, the Chair of each of the Committees and the Chief Executive Officer, which are summarized below. These position descriptions are reviewed and reassessed annually by the GNC Committee, and are posted on the REIT's website at [www.proreit.com](http://www.proreit.com).

### *Chair of the Board*

The Chair of the Board is elected by the Board. The primary responsibility of the Chair of the Board is to provide leadership to the Board in order to enhance Board effectiveness. The Board has ultimate accountability for the supervision and management of the REIT. Critical to this accountability is the relationship between the Board, management, Unitholders and other stakeholders. The Chair of the Board, as presiding member, oversees that these relationships are effective, efficient and further the best interests of the REIT. The Board has adopted a written position description for the Chair of the Board which sets out the Chair's key responsibilities, including duties relating to setting Board meeting agendas, chairing Board and Unitholder meetings and communicating with the senior officers of the REIT so that they are aware of concerns of Trustees, Unitholders and other stakeholders.

### *Lead Independent Trustee*

Martin Côté is the Lead Independent Trustee of the Board. The REIT has adopted a position description for the Lead Independent Trustee.

The Lead Independent Trustee is elected by the independent members of the Board at a meeting of the independent Trustees that is not attended by non-independent Board members or management. The independent Trustees may remove or replace the Lead Independent Trustee at any time.

The Lead Independent Trustee is responsible for providing leadership to the independent Trustees. This includes (i) fostering processes that allow the Board to function independently of management and encouraging open and effective communication between the Board and management of the REIT, (ii) monitoring the quality, quantity and timeliness of the flow of information from management needed for the independent Trustees to perform their duties effectively and responsibly, (iii) together with the Chair of the Board, fostering the Board's understanding of its responsibilities and boundaries with management, (iv) presiding at all meetings of the Board at which the Chair is not present, including executive sessions of independent Trustees, (v) serving as a liaison between the Chair and the independent trustees, (vi) being available to independent Trustees who have concerns that cannot be addressed through the Chair of the Board, (vii) together with the Chair of the Board, acting as a liaison between the Board and the Chief Executive Officer, taking all reasonable steps to ensure that the expectations of the Board towards management are clearly expressed, understood and respected, (viii) representing the independent Trustees in communications with Unitholders, and approve meetings between independent Trustees and Unitholders, investor organizations and governance groups which engage with the Board, (ix) having the authority to call meetings of the independent Trustees and (x) performing other functions as may reasonably be requested by the Board or the Chair of the Board.

#### *Committee Chairs*

The Board has adopted general position descriptions for the committee chairs. To fulfill his or her responsibilities and duties, the chair for each committee shall: facilitate the effective operation and management of, and provide leadership to, the committee; chair meetings of the committee; set the agenda for each meeting of the committee and otherwise bring forward matters for consideration within the charter of the committee; facilitate the committee's interaction with management, the Board and other committees of the Board; act as a resource and mentor for other members of the committee; report to the Board on matters considered by the committee, its activities and compliance with the committee's charter; and perform such other duties and responsibilities as may be delegated to such committee chair from time to time.

#### *Chief Executive Officer*

The Chief Executive Officer provides leadership to the REIT and, subject to approved policies and direction by the Board, manages the business and affairs of the REIT and oversees the execution of its strategic plan. In addition, the Chief Executive Officer is responsible for the following functions: seeing that the day-to-day activities and affairs of the REIT are appropriately managed; overseeing the REIT's achievement and maintenance of a satisfactory competitive position within the real estate industry; presenting to the Board for approval all annual strategic plan for the REIT; presenting to the Board for approval the capital and operating plans to implement approved strategies on an ongoing basis; acting as the primary spokesperson for the REIT; presenting to the Board for approval an annual assessment of senior management and succession plans; recommending the appointment or termination of any senior executive of the REIT; and, together with the Chief Financing Officer, ensuring that controls and procedures are in place to ensure the accuracy and integrity of the REIT's financial reporting and public disclosures.

#### ***Management's Relationship to the Board***

The responsibility of management of the REIT includes safeguarding the REIT's assets and long-term value creation. The executive officers of the REIT report to and are accountable to the Board. At its meetings, the Board regularly engages in a private session with the REIT's most senior executive officers without other members of management. The Board also meets independently without management or non-independent Trustees as described above.

Management of the REIT do not sit on any of the Board's committees, other than the Investment Committee, on which Gordon G. Lawlor sit. Members of management and other Trustees attend committee meetings at the invitation of the committee chairs. The Committees also meet independently of all members of management at the conclusion of all committee meetings.

### ***Management Accountability***

The Board believes in the importance of developing annual business plans to ensure the compatibility of Unitholder, Board and management of the REIT views on the REIT's strategic direction and performance targets, and the effective utilization of Unitholder capital. A meeting of the Board is held each year which is dedicated to reviewing the strategic initiatives and annual business plan submitted by senior management. The Board's approval of the annual business plan provides a mandate for senior management of the REIT to conduct the affairs of the REIT within the terms of the plan, knowing it has the necessary Board support. Material deviations from the annual business plan are reported to and considered by the Board.

### ***Board and Committee Information***

The information provided by management of the REIT to Trustees is considered to be critical to Trustee effectiveness. In addition to the reports presented to the Board and its committees at regularly scheduled and special meetings, the Trustees are also kept informed on a timely basis by management of the REIT of corporate developments and key decisions taken by management of the REIT in pursuing the REIT's strategic plan and the attainment of its objectives. The Trustees annually evaluate the quality, completeness and timeliness of information provided by management of the REIT to the Board.

### ***Succession Planning***

The charter of the Board provides that the Trustees are responsible for overseeing succession planning including appointment, training and monitoring senior management. The GNC Committee reviews and discusses succession planning issues for senior executives (including the Chief Executive Officer) with the Chief Executive Officer on a regular basis. Discussions include prospects for high performing members of management, replacement scenarios for unexpected events and cross training and development opportunities for senior members of management.

### **Communication and Disclosure Policies**

The REIT has adopted a disclosure policy which summarizes its policies and practices regarding disclosure of material information to investors, analysts and the media. The purpose of this policy is to ensure that the REIT's communications with the investment community are timely, factual and accurate, and broadly disseminated in accordance with all applicable legal and regulatory requirements. The disclosure policy is reviewed annually by the Board.

The REIT endeavours to keep its Unitholders informed of its progress through comprehensive annual and interim filings, and periodic news releases. It also maintains a website that provides summary information on the REIT and ready access to its published reports, news releases, statutory filings and supplementary information provided to analysts and investors. Trustees and management of the REIT meet with Unitholders at the annual meeting of Unitholders and are available to respond to questions at that time.

The REIT also maintains an investor relations program to respond to inquiries in a timely manner. Management of the REIT meets on a regular basis with investors and investment analysts and hosts quarterly conference calls to discuss the REIT's financial results. The REIT also endeavours to ensure that the media are kept informed of developments on a timely basis and have an opportunity to meet and discuss these developments with the REIT's designated spokespersons.

### **Ethical Business Conduct**

#### ***Code of Business Conduct***

The REIT has adopted a written Code of Conduct which sets out the principles which should guide the behaviour of all Trustees, officers and employees of the REIT and its subsidiaries. The objective of the Code of Conduct is to provide guidelines for maintaining the integrity, reputation, honesty, objectivity and impartiality of the REIT. The Code of Conduct addresses conflicts of interest, protecting the REIT's assets, confidentiality, fair dealing with security holders, competitors and employees, insider trading, compliance with laws and reporting any illegal or unethical behaviour.

As part of the Code of Conduct, any person subject to the Code of Conduct is required to avoid or fully disclose interests or relationships that are harmful or detrimental to the REIT's best interests or that may give rise to real, potential or the appearance of conflicts of interest. The Board has the ultimate responsibility for the stewardship of the Code of Conduct. A copy of the Code of Conduct is available on the REIT's website at [www.proreit.com](http://www.proreit.com) and on SEDAR+ at [www.sedarplus.com](http://www.sedarplus.com).

### ***Conflict of Interest***

The Declaration of Trust of the REIT contains "conflict of interest" provisions similar to those contained in the *Canada Business Corporations Act* to protect holders of units without creating undue limitations on the REIT.

Given that the Trustees and officers of the REIT are engaged in a wide range of real estate and other activities, the Declaration of Trust requires each of the Trustees or officers of the REIT to disclose to the REIT if he or she is a party to a material contract or transaction or proposed material contract or transaction with the REIT or the fact that such person is a director or officer of or otherwise has a material interest in any person who is a party to a material contract or transaction or proposed material contract or transaction with the REIT. Such disclosure is required to be made by a Trustee (i) at the first meeting of the Board, Investment Committee or applicable committee, as the case may be, at which a proposed contract or transaction is considered, (ii) if the Trustee was not then interested in a proposed contract or transaction, at the first such meeting after a Trustee becomes so interested, (iii) if the Trustee becomes interested after a contract is made or a transaction is entered into, at the first such meeting after the Trustee becomes so interested, or (iv) at the first meeting after an interested party becomes a Trustee. Disclosure is required to be made by an officer, who is not a Trustee, (x) as soon as the officer becomes aware that a contract or transaction or proposed contract or transaction is to be, or has been, considered by the Trustees, (y) as soon as the officer becomes aware of his or her interest in a contract or transaction, or (z) if not currently one of the REIT's officers, as soon as such person becomes one of the REIT's officers.

In the event that a material contract or transaction or proposed material contract or transaction is one that in the ordinary course would not require approval by the Trustees or Unitholders, such interested Trustee or officer is required to disclose in writing to the Trustees or request to have entered into the minutes of the meeting of the Trustees, or the Investment Committee or other applicable committee, as the case may be, the nature and extent of his or her interest forthwith after the Trustee or officer becomes aware of the contract or transaction or proposed contract or transaction. In any case, a Trustee who has made disclosure to the foregoing effect is not entitled to vote on any resolution to approve the contract or transaction unless the contract or transaction is one (i) relating primarily to his or her remuneration for serving as a Trustee, officer, employee or agent, (ii) for indemnity under the indemnity provisions of the Declaration of Trust or (iii) for the purchase of liability insurance.

The Declaration of Trust also contains provisions to address potential conflicts of interest arising between the REIT and any related party. In particular, the Trustees are required to obtain a valuation, in respect of any real property that PROREIT LP or its subsidiaries intend to purchase from or sell to a related party, prepared by a valuator engaged by, and prepared under the supervision of, a committee of two or more independent Trustees who have no interest in such transaction. In addition, the REIT will not permit PROREIT LP to effect a transaction with a related party unless the transaction is determined to be on commercially reasonable terms by, and is approved by, a majority of the independent Trustees who have no interest in such transaction.

### **Whistleblower Policy**

The REIT has adopted a whistleblower policy that allows officers and employees to bring forward, on a confidential and anonymous (if desired) basis, concerns or complaints regarding potential unethical or fraudulent business practices or any activity that could give rise to a financial concern.

The Board believes that providing forums for employees and officers to raise concerns about ethical conduct and treating all complaints with the appropriate level of seriousness fosters a culture of ethical conduct within the REIT.

### **Environmental, Social and Governance**

The REIT has developed an inaugural environmental, social and governance ("ESG") program to outline its goals, enhance transparency regarding its material ESG topics, and formalise its priorities as they pertain to

sustainability. In May 2024, the REIT published its third ESG report, which is available on the Sustainability section of its website at [www.proreit.com](http://www.proreit.com). More information on the REIT's ESG program is available in the REIT's 2024 AIF under "Business of the REIT – Environmental, Social and Governance", available under the REIT's profile on SEDAR+ at [www.sedarplus.com](http://www.sedarplus.com) and on the REIT's website.

### **Feedback to the Board**

Unitholders may communicate comments directly to the independent Trustees by writing to Chair of the Board, care of James W. Beckerleg, c/o PRO Real Estate Investment Trust, 2000 Mansfield Street, Suite 1000, Montréal, Québec, H3A 2Z7. All correspondence, with the exception of solicitations for the purchase or sale of products and services and other similar types of correspondence, will be forwarded to the Chair of the GNC Committee.

### **INDEBTEDNESS OF TRUSTEES AND EXECUTIVE OFFICERS**

None of the REIT's Trustees, Trustee nominees, executive officers, employees, former Trustees, former executive officers or former employees, nor any trustees, directors, executive officers, employees, former trustees, former executive officers or former employees of any of the REIT's subsidiaries, and none of the associates of any of the REIT's Trustees, Trustee nominees or executive officers, is, or at any time since January 1, 2024 has been, indebted (including in connection with the purchase of securities) (i) to the REIT or to any of its subsidiaries or (ii) to another entity where such indebtedness is, or was at any time since January 1, 2024, the subject of a guarantee, support agreement, letter of credit or other similar agreement or understanding provided by the REIT or any of its subsidiaries.

### **INTERESTS OF INFORMED PERSONS IN MATERIAL TRANSACTIONS**

To the knowledge of the REIT, (i) no Trustee or executive officer of the REIT, (ii) no person who beneficially owns, or controls or directs, directly or indirectly, voting securities of the REIT or who exercised control or direction over voting securities of the REIT or a combination of both carrying more than 10% of the voting rights attached to the Units, (iii) no trustee, director or executive officer of such person indicated in clause (ii), (iv) no trustee, director or executive officer of any subsidiary of the REIT, (v) no proposed trustee of the REIT, and (vi) no associate or affiliate of any of the foregoing persons indicated in clauses (i) through (v), has or had any material interest, direct or indirect, in any transaction since January 1, 2024 or in any proposed transaction which has materially affected or would materially affect the REIT or any of its subsidiaries.

### **ADDITIONAL INFORMATION**

Additional information relating to the REIT, including financial information provided in the REIT's comparative financial statements, the management's discussion and analysis for the three and twelve months ended December 31, 2024, dated March 12, 2025 ("2024 Annual MD&A") and the 2024 AIF, is available on the REIT's website at [www.proreit.com](http://www.proreit.com) and SEDAR+ at [www.sedarplus.com](http://www.sedarplus.com). Unitholders may obtain at no charge copies of the REIT's financial statements, the 2024 Annual MD&A and the 2024 AIF by making a written request to Gordon G. Lawlor, President and Chief Executive Officer of the REIT, at:

PRO Real Estate Investment Trust  
2000 Mansfield Street, Suite 1000  
Montréal, Québec, H3A 2Z7  
Telephone: (514) 933-9552  
Facsimile: (514) 933-9094

The REIT may require payment of a reasonable charge if the request is made by a person who is not a Unitholder.

Financial information is provided in the REIT's comparative financial statements for its most recently completed financial year and the 2024 Annual MD&A.

**APPROVAL AND CERTIFICATION**

The contents and sending of this Circular have been approved by the Trustees.

April 18, 2025

**BY ORDER OF THE TRUSTEES OF  
PRO REAL ESTATE INVESTMENT  
TRUST**

**(signed) "Gordon G. Lawlor"**  
President and Chief Executive Officer

**APPENDIX "A"**  
**Charter of the Board of Trustees**

**(attached)**



## PRO REAL ESTATE INVESTMENT TRUST

### CHARTER OF THE BOARD OF TRUSTEES

As of March 11, 2013

#### General

- Pursuant to the amended and restated declaration of trust of PRO Real Estate Investment Trust (the “**REIT**”) dated as of March 11, 2013 (as such declaration of trust may be further amended or amended and restated from time to time) (the “**Declaration of Trust**”), the Board of Trustees (the “**Board**”) is responsible for the stewardship and the general supervision of the management of the business and affairs of the REIT.
- Under the Declaration of Trust, the election of Trustees shall be made by a majority of the votes cast at a meeting of the unitholders. Trustees are elected to bring special expertise or a point of view to Board deliberations. However, none of the Trustees are chosen to represent a particular constituency. The best interests of the REIT must be paramount at all times.
- The Board seeks to discharge its responsibility by reviewing, discussing and approving the REIT’s strategic plans, budget and organizational structure and supervising management to oversee that the strategic planning and organizational structure enhance and preserve the business of the REIT and the underlying value of the REIT.
- The Board shall be constituted at all times of a majority of Trustees who (i) are Canadian residents and (ii) as determined by the Board, are “Independent Trustees” within the meaning of the Declaration of Trust and “independent” as defined under the requirements for board service under applicable securities laws and the rules of any stock exchange on which the REIT’s securities are listed for trading.
- However, if at any time a majority of the Trustees are not Independent Trustees because of the death, resignation, bankruptcy, adjudicated incompetence, removal or change in circumstance of any Trustee who was an Independent Trustee, the above requirement shall not be applicable for a period of sixty (60) days thereafter, during which time the remaining Trustees shall appoint a sufficient number of Trustees who qualify as “independent” to comply with this requirement.

- In the event that any provision of this charter conflicts with or contravenes any provision of the Declaration of Trust, such provision of the Declaration of Trust will govern and nothing herein shall be construed as giving the Trustees of the REIT any powers or authority in addition to, or greater than, the power and authority established by the Declaration of Trust.

### **Trustees' Responsibilities**

The Board is explicitly responsible for the stewardship of the REIT. To discharge this obligation, the Board shall, among other things:

### **Strategic Planning Process**

- Provide input to management on emerging trends and issues.
- Review and approve management's strategic plans.
- Review and approve the REIT's financial objectives, plans and actions, including significant capital allocations and expenditures.

### **Monitoring Tactical Progress**

- Monitor the REIT's performance against the strategic and business plans, including assessing operating results to evaluate whether the business is being properly managed.

### **Risk Assessment**

- Identify the principal risks of the REIT's businesses and oversee management's systems to manage these risks.

### **Senior Level Staffing**

- Select, monitor and evaluate the Chief Executive Officer ("CEO") and other senior executives, and review management succession plans.
- Approve a position description for the CEO including limits to management's responsibilities and corporate objectives which the CEO is responsible for meeting, all upon recommendation from the Governance and Compensation Committee.

### **Integrity**

- Review the integrity of the REIT's internal control and management information systems.
- Approve policies and guidelines for ethical behaviour and compliance with laws and regulations, audit and accounting principles, and management's systems for monitoring compliance with all of them.

- Satisfy itself as to the integrity of the CEO and senior management and satisfy itself that such officers create a culture of integrity throughout the REIT.
- Support a culture of integrity and responsible stewardship and oversee the discharge by the REIT of its responsibilities as a good citizen.

### **Environmental, Social and Governance (ESG)**

- Oversee and monitor the REIT's approach to ESG matters, which includes plans, practices and initiatives relating to environmental sustainability, and plans, practices and initiatives relating to social, ethical and governance matters ("**Corporate Responsibilities**").
- Oversee the REIT's ESG disclosure obligations and approve the REIT's material public disclosure and reporting relating to ESG matters.
- Obtain reasonable assurance as to the integrity of the Chief Executive Officer and other senior management and that the Chief Executive Officer and other senior management strive to create a culture of integrity throughout the REIT.
- Approve the REIT's Code of Business Conduct and Ethics, monitor compliance with the Code and receive reports on adherence to the Code.
- Approve other policies with respect to the REIT's Corporate Responsibilities and monitor and obtain periodic reports on any principles, practices and initiatives with respect to same.

### **Communication and Reporting**

- Oversee policies to address communications with unitholders, employees, financial analysts, governments and regulatory authorities, the media and the Canadian and international communities.
- Oversee the accurate reporting of the financial performance of the REIT to unitholders, other security holders and regulators on a timely and regular basis.
- Oversee that the financial results are reported fairly and in accordance with generally accepted accounting standards and related legal disclosure requirements.
- Take steps to enhance the timely disclosure of any other developments that have a significant and material impact on the REIT.
- Oversee the REIT's implementation of systems which accommodate feedback from unitholders.

### **Material Transactions**

- Review and approve material transactions not in the ordinary course of business.

### **Monitoring Trustees' Effectiveness**

- Assess its own effectiveness in fulfilling the above and Trustees' responsibilities, including monitoring the effectiveness of individual Trustees.

### **Other**

- Perform such other functions as prescribed by law or assigned to the Trustees in the REIT's Declaration of Trust.
- Review and reassess the adequacy of this charter periodically and otherwise as it deems appropriate and amend it accordingly.

**APPENDIX “B”  
Non-IFRS Measures**

Modified AFFO

The reconciliation of net income and comprehensive income to Modified AFFO, a non-IFRS measure, for the year ended December 31, 2024 is presented below.

	<b>Year Ended December 31, 2024</b>
Net Income and comprehensive income	\$ 2,376,000
Add (deduct):	
Long-term incentive plan expense	2,824,000
Distributions - Class B LP Units	568,000
Fair value adjustment - investment properties	24,519,000
Fair value adjustment - Class B LP Units	619,000
Fair value adjustment - derivative financial instrument	(839,000)
Amortization of intangible assets	245,000
Straight-line rent	(477,000)
Maintenance capital expenditures	(353,000)
Stabilized leasing costs	(3,570,000)
Amortization of financing costs	1,432,000
Accretion expense - Convertible Debentures	375,000
Debt settlement costs	1,126,000
<b>AFFO<sup>(1)</sup></b>	<b>\$ 28,845,000</b>
Add (deduct):	
Net operating income from acquisitions not included in the 2024 budget	(635,000)
Adjustment to maintenance capital expenditures to reflect the 2024 budgeted amount	(847,000)
<b>Modified AFFO<sup>(1)</sup></b>	<b>\$ 27,363,000</b>
Per Unit amount:	
Number of Units and Class B LP Units (“Units”) at December 31, 2024	60,634,909
Modified AFFO per Unit <sup>(1)</sup>	0.4513

Notes:

(1) Represents a non-IFRS measure. See “Executive Compensation – 2024 Performance and Compensation Outcomes”.

## Modified Cash NOI

The reconciliation of net operating income to Modified Cash NOI, a non-IFRS measure, for the year ended December 31, 2024 is presented below.

	<b>Year Ended December 31, 2024</b>
Net operating income	\$58,523,000
<b>Add (deduct):</b>	
Straight line rent	(477,000)
Net property management fees <sup>(1)</sup>	(1,499,000)
Net operating income from acquisitions <sup>(2)</sup>	(635,000)
<b>Modified Cash NOI<sup>(3)</sup></b>	<b>\$55,912,000</b>

Notes:

- (1) Modified Cash NOI excludes net property management fees.
- (2) Net operating income from acquisition of investment properties during 2024 was not included in the 2024 performance goals and was excluded in the calculation of Modified Cash NOI.
- (3) Represents a non-IFRS measure. See "Executive Compensation – 2024 Performance and Compensation Outcomes".