

Job Description – President and Chief Executive Officer

Reports to: Board of Trustees

The President and CEO is responsible for leading the REIT by providing strategic direction that includes responsibility for plans, strategies, budgets, internal controls and risk management. The President and CEO is the primary liaison with the Board of Trustees and is responsible for making recommendations to the Board and for following their direction.

The President and CEO's key responsibilities are to:

Leadership, Culture & Values

- foster and maintain a positive image and reputation of the REIT;
- provide vision, leadership and direction to the other members of the leadership team with a view to ensuring the successful implementation of the REIT's strategy;
- foster a corporate culture that promotes ethical practices and encourages individual integrity and initiative;
- maintain a positive and ethical work climate that is conducive to attracting, retaining and motivating top-quality employees at all levels;
- ensure that the REIT has an effective leadership team below the level of the CEO and has a plan for leadership development and succession.

Corporate Strategy, Planning & Management

- develop, or supervise the development of, and recommend to the Board a long-term strategy and vision for the REIT that leads to enhancement of unitholder value;
- oversee the development and implementation of the REIT's strategic plan through the communication of priorities and strategic objectives including clear and appropriate standards and measures of performance;
- oversee the development and implementation of the REIT's ESG strategy through the communication of priorities and objectives including clear and appropriate standards and measures of performance;
- development and implementation of the REIT's annual business plan and financial budget that supports the REIT's long term strategy;
- ensure that REIT's day-to-day business affairs are appropriately managed.

Financial Management

- strive to achieve the REIT's financial and operating goals and objectives;

- design or supervise the design and implementation of effective disclosure and internal controls;
- maintain responsibility for the integrity of the financial reporting process.

Board Engagement & External Stakeholders

- establish a strong working relationship with the Board of Trustees;
- serve as chief spokesperson for the REIT, subject to the direction of the Board;
- keep the Board of Trustees aware of the REIT's performance and significant events affecting its business, including opportunities in the marketplace and adverse or positive developments.

Corporate Governance & Risk Management

- identify and assess the principal risks of the REIT's business and implement systems to manage these risks and mitigate uncertainties that can have a negative effect on the REIT's business activities and ability to achieve its corporate objectives and strategic plan;
- Formulate and oversee the implementation of major REIT corporate policies and processes that ensure the REIT's compliance with occupation, health & safety legislation, relevant regulations and standards and codes of practice;
- Perform other duties required by law, as appropriate, or as may be directed by the Board, consistent with the position of President and CEO.