

FLAGSHIP COMMUNITIES REAL ESTATE INVESTMENT TRUST

COMPENSATION, GOVERNANCE AND NOMINATING COMMITTEE CHARTER

Effective Date: February 15, 2024

1. Purpose and Scope

The Compensation, Governance and Nominating Committee (the “**Committee**”) of Flagship Communities Real Estate Investment Trust (the “**REIT**”) is a committee of the Board of Trustees (the “**Board**”). As delegated by the Board, the Committee shall attend to the responsibilities set out in this Charter.

2. Membership

Number of Members

The Committee shall be composed of at least three members of the Board (“**Trustees**”).

Independence of Members

The majority of members of the Committee shall be independent within the meaning of the provisions of National Instrument 58-101 – *Disclosure of Corporate Governance Practices*, as may be amended or replaced from time to time.

Term of Members

The members of the Committee shall be appointed by the Board promptly following the completion of each meeting of unitholders of the REIT at which Trustees are elected, provided that if the composition of the Committee is not so determined, each Trustee who was then serving as a member of the Committee shall continue as a member of the Committee until their successor is appointed. Each member of the Committee shall serve at the pleasure of the Board until the member resigns, is removed, or ceases to be a Trustee.

Residency of Members

A majority of the members of the Committee shall be resident in Canada for purposes of the *Income Tax Act* (Canada) and the regulations thereunder (a “**Canadian Resident**”).

Committee Chair

At the time of the appointment of the members of the Committee, the Board may appoint a Chair of the Committee (“**Committee Chair**”). If a Committee Chair is not appointed by the Board, the members of the Committee shall designate a Committee Chair by majority vote of the full Committee membership, provided that if the designation of the Committee Chair is not made, then the Trustee who was then serving as Committee Chair shall continue as Committee Chair until their successor is appointed. The Committee Chair must be a member of the Committee.

In the absence of the Committee Chair at a meeting of the Committee, the members of the Committee present may appoint a chair from their number for such meeting.

3. Meetings

Location of Meetings

Meetings of the Committee may be held at any place in Canada and may not be held outside Canada, including by way of telephone or other electronic communication facility originating in Canada (e.g., a conference call hosted by a person in Canada).

Frequency of Meetings

The Committee shall meet as often as the Committee considers appropriate to fulfill its responsibilities.

Quorum

No business may be transacted by the Committee at a meeting unless a quorum of the Committee is present. A majority of members of the Committee shall constitute a quorum, provided that a majority of the members comprising such quorum are (a) Canadian Residents and (b) present in-person in Canada or participating from a location in Canada.

Calling of Meetings

The Committee Chair, any member of the Committee, the Chair of the Board, the Lead Independent Trustee (if any), or the Chief Executive Officer may call a meeting of the Committee by notifying the REIT's Secretary, who will notify the members of the Committee.

Minutes; Reporting to the Board

The Committee shall maintain minutes or other records of meetings and activities of the Committee in sufficient detail to convey the substance of all discussions held. Upon approval of the minutes by the Committee, the minutes shall be circulated to the members of the Board. However, the Committee Chair may report orally to the Board on any matter in his or her view requiring the immediate attention of the Board.

Attendance of Non-Members

The Committee may invite to a meeting any officers or employees of the REIT, legal counsel, advisors and other persons whose attendance it considers necessary or desirable in order to carry out its responsibilities.

Meetings Without Management

As part of each meeting of the Committee, the Committee shall hold an *in camera* session, at which management and non-independent Trustees are not present, and the agenda for each Committee meeting will afford an opportunity for such a session.

Access to Management and Books and Records

The Committee shall have unrestricted access to the REIT's management and employees and the books and records of the REIT.

4. Responsibilities

The Committee shall have the responsibilities set out below as well as any other responsibilities that are specifically delegated to the Committee by the Board which the Board is authorized to delegate by applicable laws and regulations.

In addition to these responsibilities, the Committee shall perform the functions and responsibilities required of a compensation, corporate governance or nominating committee by the REIT's governing corporate statute, applicable Canadian securities laws, any exchange upon which securities of the REIT are listed, or any governmental or regulatory body exercising authority over the REIT, as are in effect from time to time (collectively, the "**Applicable Requirements**") or as the Board otherwise deems necessary or appropriate.

Compensation and other Human Capital Management Matters

To fulfil its responsibilities with respect to compensation and other human capital management matters, the Committee shall:

- (a) review and make recommendations to the Board with respect to organizational goals and objectives relevant to Chief Executive Officer compensation;
- (b) evaluate the Chief Executive Officer's performance in light of those organizational goals and objectives, and make recommendations to the Board with respect to the Chief Executive Officer's compensation level based on this evaluation;
- (c) review and recommend for Board approval respecting the appointment and other terms of employment (including any severance arrangements or plans and any benefits to be provided in connection with a change in control) for the Chief Executive Officer, including the adoption, amendment and termination of such agreements, arrangements or plans;
- (d) review the recommendations to the Committee of the Chief Executive Officer respecting the appointment of the Chief Financial Officer, the Chief Investment Officer, all other members of senior management reporting directly to the Chief Executive Officer, and all other officers appointed by the Board (collectively "**Senior Management**") and, if advisable, after consideration of the objectives of the Diversity Policy of the REIT, make recommendations to the Board with respect to any such appointment;
- (e) review the recommendations to the Committee of the Chief Executive Officer respecting the compensation and other terms of employment (including any severance arrangements or plans and any benefits to be provided in connection with a change in control) of members of Senior Management and, if advisable, make recommendations to the Board with respect to such compensation and other terms of any employment agreements and any severance arrangements or plans;
- (f) periodically review and make recommendations to the Board with respect to succession planning matters concerning the Chief Executive Officer and members of Senior Management, as well as general executive development programs, after consideration of the objectives of the Diversity Policy of the REIT;

- (g) review and recommend for Board approval, the remuneration (fees and/or retainer) to be paid to, and the benefits to be provided, to Trustees;
- (h) review and approve any compensation disclosure of the REIT before it is publicly disclosed, including disclosure of the process undertaken by the Committee in respect of compensation matters;
- (i) review and recommend for Board approval the adoption or amendment of equity-based compensation plans of the REIT and make recommendations to the Board with respect to any grants under equity-based compensation plans of the REIT;
- (j) oversee the administration of any equity-based compensation and pension and benefit plans of the REIT;
- (k) consider the potential risks associated with the adoption of the REIT's compensation policies and practices and the adoption of particular organizational and individual objectives under such policies and practices; and
- (l) establish and oversee the REIT's compensation clawback policy for executive officers, and review and report to the Board on, any event that could lead to the required disgorgement of any compensation under such policy;
- (m) periodically review and make recommendations to the Board with respect to the REIT's human capital management practices and strategies, including as a result of:
 - (i) reviewing reports from management to monitor the REIT's culture and employee engagement;
 - (ii) overseeing policies and programs in place to support and promote the health, safety and well-being of the REIT's employees; and
 - (iii) considering other ESG (environmental, social and governance) practices related to the compensation and other human capital management responsibilities in the Committee's charter.

Corporate Governance Matters

To fulfil its responsibilities with respect to corporate governance matters, the Committee shall:

- (a) in consultation with the Chair of the Board and the Lead Independent Trustee (if any), ensure that an appropriate system is in place to evaluate the effectiveness of the Board, as well as the committees of the Board and individual Trustees, with a view to ensuring that they are fulfilling their respective responsibilities and duties and working together effectively;
- (b) recommend procedures to ensure that the Board and committees of the Board function independently of management;
- (c) recommend to the Board one Trustee to serve as Chair of the Board and, if applicable, one Trustee to serve as Lead Independent Trustee;

- (d) periodically review overall governance principles, monitor disclosure and best practices of comparable and leading companies, and bring forward to the Board a list of corporate governance issues for review, discussion or action by the Board or a committee thereof;
- (e) periodically (and no less frequently than every three years) review the mandate of the Board and the charters for each standing committee of the Board, together with the position descriptions of the Chair of the Board, the Lead Independent Trustee (if any), the chair of each standing committee, and the Chief Executive Officer, to ensure compliance with the Applicable Requirements, and where necessary recommend changes to the Board for approval;
- (f) periodically (and no less frequently than every three years) review the REIT's Code of Business Conduct and Ethics (the "**Code**"), Disclosure Policy, Insider Trading Policy, Diversity Policy, Majority Voting Policy, Whistleblowing Policy, Clawback Policy and similar or other governance policies of the REIT (including trust unit ownership guidelines), to ensure compliance with the Applicable Requirements, and where necessary recommend changes to the Board for approval;
- (g) monitor conflicts of interest (real or perceived) of Trustees and management in accordance with the Code and report to the Board on compliance with, material departures from, and investigations and any resolutions of complaints received under, the Code and approve waivers from the Code as the Committee considers appropriate, and where necessary recommend changes to the Board for approval;
- (h) review, monitor and make recommendations regarding new Trustee orientation and the ongoing development of existing Trustees;
- (i) review and approve any governance disclosure of the REIT before it is publicly disclosed; and
- (j) oversee the REIT's approach to appropriately addressing potential risks related to governance matters.

ESG Matters

In addition to the specific governance matters covered by this Charter, the Committee shall oversee the REIT's general strategy, policies and initiatives relating to material environmental (including, but not limited to, climate policy and sustainability) and social matters (including, but not limited to, diversity).

Nomination Matters

To fulfil its responsibilities with respect to nomination matters, the Committee shall:

- (a) subject to the nomination rights of the Retained Interest Holders (as defined in the final long form prospectus of the REIT dated September 28, 2020), develop a long-term succession plan for the Board and annually or as required, identify and recruit potential nominees for election or appointment to the Board and, after considering (i) the results of the Board and Trustee effectiveness evaluation process, (ii) the competencies, skills, experience and other qualities that the Committee considers to be necessary for the Board as a whole to possess, the competencies, skills,

experience and other qualities that the Committee considers each existing Trustee to possess, and the competencies, skills, experience and other qualities each new nominee would bring to the boardroom, (iii) the amount of time and resources that nominees have available to fulfill their duties as Trustees, (iv) the objectives of the Diversity Policy of the REIT, and (v) the independence, residency or other requirements under the Applicable Requirements, recommend to the Board the individual nominees for consideration by, and presentation to, the unitholders at the REIT's next annual meeting of unitholders or appointment to the Board between such meetings;

- (b) periodically undertake an assessment of the independence of the Trustees and examine the proportion of independent Trustees on the Board, with a view to determining the impact of the number of independent Trustees on the effectiveness of the Board and the ability of the Board to act independently of management, and recommend to the Board, if necessary, a reduction or increase in the number of independent Trustees;
- (c) periodically undertake an examination of the size of the Board and each Board committee, with a view to determining the impact of the number of Trustees on the effectiveness of the Board and its committees in fulfilling their responsibilities, and recommend to the Board, if necessary, a reduction or increase in the size of the Board or any Board committee;
- (d) consider, and if determined to be appropriate, promptly following the completion of each meeting of unitholders at which members of the Board are elected, recommend to the Board the individual Trustees to serve on (or to depart from) the standing committees of the Board, after considering (i) the qualifications for membership on each committee, (ii) the extent to which there should be a policy of periodic rotation of Trustees among the committees, and (iii) the number of boards and other committees on which the Trustees serve;
- (e) periodically examine and make recommendations to the Board in relation to mechanisms of Board renewal (e.g., a retirement policy or term limits for Trustees);
- (f) annually (i) assess the effectiveness of the Board appointment/nomination process at achieving the objectives of the Diversity Policy of the REIT and (ii) consider and, if determined advisable, recommend to the Board for adoption, measurable objectives for achieving diversity on the Board;
- (g) consider and make recommendations to the Board in relation to resignations of Trustees pursuant to the REIT's Majority Voting Policy in respect of the election of Trustees;
- (h) recommend for Board approval the removal of a Trustee from the Board or from a committee of the Board if he or she is no longer qualified to serve as a Trustee under Applicable Requirements or for any other reason the Committee considers appropriate; and
- (i) review and approve any Trustee nomination disclosure of the REIT before it is publicly disclosed.

5. Approval Thresholds

In order to provide for the responsible and expedient approval of certain expenditures, the Committee has provided that:

- (a) any scheduled and budgeted capital expenditure project or normal reserves capital expenditure project may be approved by any officer of the REIT without necessity for any further approval of such matter by the Committee or the Board, provided that,
 - (i) any capital expenditure project that is unscheduled or not budgeted, involving aggregate expected expenditures in an amount of US\$100,000 or less may not proceed without being approved by the Committee; and
 - (ii) any capital expenditure project that is unscheduled or not budgeted, involving aggregate expected expenditures in an amount exceeding US\$100,000 may not proceed without being approved by the Board; and
- (b) any land or equipment purchase for an amount exceeding US\$100,000 may not proceed without being approved by the Board.

6. Outside Advisors

The Committee may conduct or authorize investigations into or studies of matters within the Committee's scope of responsibilities and duties as described above, and shall have the authority to seek, retain and terminate external legal counsel, compensation or other consultants, accountants or other advisors from a source independent of management, with notice to either the Chair of the Board or Lead Independent Trustee (if any) or the Chief Executive Officer of the REIT, as deemed appropriate by the Committee, to assist it in fulfilling its responsibilities and to set and pay the respective compensation for these advisors. The REIT shall provide appropriate funding, as determined by the Committee, for the services of these advisors.

7. No Rights Created

This Charter is a statement of broad policies and is intended as a component of the flexible governance framework within which the committees of the Board assist the Board in directing the affairs of the REIT. While it should be interpreted in the context of all applicable laws, regulations and listing requirements, as well as in the context of the REIT's Declaration of Trust, it is not intended to establish any legally binding obligations.

8. Charter Review

The Committee shall review and update this Charter on a periodic basis (and no less frequently than every three years) and present the updated Charter to the Board for approval.