First Capital Real Estate Investment Trust

BOARD OF TRUSTEES DIVERSITY POLICY

December 30, 2019

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FIRST CAPITAL REAL ESTATE INVESTMENT TRUST

BOARD OF TRUSTEES DIVERSITY POLICY

Purpose

This document represents First Capital Real Estate Investment Trust ("FCR")'s policy with regards to the diversity of its Board of Trustees (the "Board").

Policy Statement

FCR endorses the principle that the Board should have a balance of skills, experience and diversity of perspectives appropriate to FCR's business. The promotion of a diverse Board makes prudent business sense as it facilitates the inclusion of different perspectives and ideas leading to enhanced decision-making, improved oversight and better corporate governance. It also ensures that FCR has the opportunity to benefit from all available talent.

FCR is committed to a merit based system for Board composition within a diverse and inclusive culture which solicits multiple perspectives and is free of conscious or unconscious bias and discrimination. The Governance and Sustainability Committee (the "Committee"), which is responsible for recommending trustee nominees to the Board, seeks to attract high quality trustees. When identifying suitable nominees for appointment or re-election to the Board, the Committee will consider candidates on merit against objective criteria, including the benefits of diversity, having due regard to the overall effectiveness of the Board. For purposes of Board composition, diversity includes but is not limited to skills, business experience and background, gender, ethnicity, age, geographical and industry experience, length of service and other distinguishing qualities of the members of the Board and the communities and business environment in which FCR operates.

Compliance

The Committee measures compliance with this policy as part of its periodic evaluation process of the Board, its committees and its trustees. Specifically, the Committee's periodic evaluation of the Board will be conducted with a view to identifying imbalances or gaps, as well as opportunities that may be associated with further diversification.

Review

The Committee reviews this policy annually and recommends to the Board any changes to this policy.