

## **DRI HEALTHCARE TRUST**

### **BOARD DIVERSITY POLICY**

DRI Healthcare Trust (the “**Trust**”) values the benefits that diversity can bring to its board of trustees (the “**Board**”). Diversity promotes the inclusion of different perspectives and ideas, mitigates against group think and improves oversight, decision-making and governance.

The Trust is also committed to fostering an inclusive culture based on merit and free of conscious or unconscious bias.

At all times, the Trust 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 Trust’s activities and the nature of the environment and industry in which the Trust operates. When assessing Board composition or identifying suitable candidates for appointment or re-election to the Board, the Trust will consider candidates using objective criteria having due regard to the benefits of diversity and the needs of the Board. For purposes of this policy, diversity includes business experience, geography, age, gender, visible minorities, indigenous peoples, persons with disabilities, sexual orientation and other personal characteristics.

The Board is required to report annually to unitholders on certain diversity matters, including the number and percentage of women trustees.

With a view to enhancing Board diversity, the Board has adopted the following practices:

- When recruiting new candidates for trustee, search protocols will extend beyond the networks of existing Board members and will include the identification of a reasonable proportion of candidates who are women.
- Any search firm engaged to help identify candidates for appointment to the Board will be specifically directed to include women candidates.
- In the event the Board maintains an ongoing list of potential trustee candidates, the Board will ensure that such list includes woman candidates.

In furtherance of Board diversity, the Trust expects to maintain a Board composition in which at least 30% of the Board are women.

The Board seeks 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.

Annually, the Board or a committee of the Board will review this policy and assess its effectiveness in promoting a diverse Board and the progress of the Trust in achieving targets set out in this policy.

**Dated** February 13, 2023