

Multi-Year Accessibility Plan (Appendix “A”)

Date Issued: January 2021

Application: This policy (the “Policy”) applies to all trustees, officers, spokespersons or employees of Choice Properties Real Estate Investment Trust and its subsidiaries (collectively “Choice” or the “Trust”).

1 INTRODUCTION

Choice Properties REIT (“Choice Properties” or the “Company”) is committed to providing services and employment in an integrated and accessible manner that respects the dignity and independence of persons with disabilities. This Multi-Year Accessibility Plan is an Appendix to our Accessibility Policy. It outlines the Company’s strategy to prevent and remove barriers to accessibility and describes the Company’s progressive approach to meeting or exceeding applicable legal and regulatory requirements, including those set out in human rights and accessibility-related legislation. This Plan is a continually expanding and fluid document that will be updated at least every five years, as the Company’s accessibility strategy evolves.

Choice Properties welcomes feedback in relation to this Plan, in the format most convenient to the person providing feedback. Our Accessibility Policy, Multi-Year Accessibility Plan, feedback and document request procedure are available under the Accessibility link on our corporate website at www.choicereit.ca.

Where this Plan specifies that documents, alternative formats or communication supports are available upon request, such requests can be directed to Human Resources, hr@choicereit.ca or in writing to Choice Properties REIT c/o Human Resources, 22 St. Clair Ave East, Suite 700, Toronto, Ontario, M4T 2S5.

2 STATEMENT OF COMMITMENT

2.1 Choice Properties is committed to treating all people in a way that allows them to maintain their dignity and independence. We believe in integration and equal opportunity. We are committed to meeting the accessibility needs of people with disabilities in a timely manner, and will do so by identifying and removing barriers to accessibility and meeting the requirements under the Accessibility for Ontarians with Disabilities Act, 2005 and its regulations (collectively, the “AODA”).

3 EMERGENCY PROCEDURES, PUBLIC EMERGENCY SAFETY INFORMATION

3.1 Emergency procedures and public emergency safety information that is prepared by Choice Properties and made available to the public is made available in an accessible format or with appropriate communication supports, as soon as practicable, upon request.

4 WORKPLACE EMERGENCY RESPONSE INFORMATION

- 4.1 Alternative emergency preparedness plans are created and updated, as required and as soon as practicable, for colleagues who the Company is aware are unable to follow the standard emergency plan in their Company work location, as a result of a permanent or temporary disability. The colleague and, if the colleague consents, any designated assistant(s) are provided with the alternative emergency preparedness plan; Alternative emergency preparedness plans are stored with the standard Emergency Plan(s) in the colleague's location.

5 ACCESSIBILITY POLICY AND MULTI-YEAR ACCESSIBILITY PLAN

- 5.1 Choice Properties' Policy affirms the Company's commitment to meeting the accessibility needs of persons with disabilities in a timely manner and governs the way that the Company will achieve accessibility;
- 5.2 Choice Properties created this Multi-Year Accessibility Plan outlining the Company's strategy for identifying, removing and preventing barriers to accessibility;
- 5.3 The Policy and Plan are posted on our corporate website (www.choicereit.ca) and will be provided in alternate formats upon request;
- 5.4 The Plan will be reviewed and updated at least once every five years.

6 INFORMATION AND COMMUNICATION

6.1 Accessible websites and web content:

- Choice Properties will monitor the creation of any new websites and web content, including those websites undergoing a significant refresh and as applicable will make those websites conform to WCAG 2.0 Level A as required by AODA. The Company has also implemented a plan to ensure that its website complies with WCAG 2.0 Level AA by January 1, 2021. On an ongoing basis, the Company will ensure a process is in place to confirm these obligations as any new content or sites are created or existing content is significantly refreshed and to meet 2021 obligations.

6.2 Feedback, Accessible Formats and Communication Supports:

- Choice Properties' processes for receiving and responding to feedback are accessible, by providing or arranging for the provision of accessible formats and communication supports, upon request; and
- Upon request the Company provides or arranges for the provision of accessible formats and communication supports for persons with disabilities, in a timely manner and at no extra cost.
- Feedback is accepted via phone, 1-416-628-7771 or in writing to Choice Properties REIT, c/o Human Resources, 22 St Clair Avenue East, Suite 700, Toronto, Ontario, M4T 2S5 or accessibility@choicereit.ca.
- Requesting persons will be consulted as to the suitability of an accessible format or

communication support.

7 EMPLOYMENT

Choice Properties REIT is committed to accessible employment practices and to removing any barriers that prevent or hinder the recruitment, retention and career development of colleagues with disabilities. Accessibility is integrated into the Company's employment-related practices, and the Company has implemented the following:

7.1 Recruitment

- Notifies all job applicants and the public that accommodation is available during the recruitment process on request, by specifying same in job postings and on the careers section of the corporate website;
- Specifies that accommodation is available for applicants with disabilities in recruitment-related materials and during scheduling of interviews and assessments;
- If an applicant requests accommodation, consults with the applicant and arrange for the provision of suitable accommodation that takes into account the applicant's needs due to disability;
- When making offers of employment, notifies the successful applicant of the Company's policies for accommodating colleagues with disabilities; and
- Provides appropriate training to colleagues responsible for recruitment, assessment, selection and on-boarding to ensure these planned actions are delivered, and accommodation requests are fulfilled in an effective and timely manner.

7.2 Workplace

- Reviews and, as necessary, modifies existing orientation and on-boarding processes to ensure new colleagues are provided information about Choice Properties' accessibility policies;
- Outlines procedures for documenting and updating, as required, documented individual accommodation plans, which will provide for the method(s) by which requesting colleagues will be assessed and represented, how they can participate in the plan's development, and the method by which a copy of the plan will be provided to the colleague in a format that takes his or her accessibility needs into account;
- Provides appropriate training to managers and colleagues responsible for supporting the individualized accommodation plan process, and a training schedule that will ensure the efficacy of the process on a continuing basis.

7.3 Return to Work from Disability-Related Leaves

- Review and, as necessary, modifies and documents existing return to work processes for colleagues who have been absent from work due to a disability and require accommodation in order to return to work;

- Ensures documented individual accommodation plans comprise part of the return to work process;
- Develops and provides appropriate training to managers and other colleagues responsible for supporting the return to work process for colleagues who require accommodation in order to return to work, and a training schedule for same that will ensure effective execution of the return to work process on a continuous basis.

7.4 Performance Management, Career Development and Redeployment

- Reviews and, as necessary, modifies existing performance management, career development and redeployment processes to ensure that the accessibility needs and individual accommodation plans of colleagues with disabilities are taken into account;
- Develops and provides appropriate training to managers and other colleagues responsible for supporting or impacting performance management, career development and advancement, and redeployment processes, and a training schedule for same that will ensure compliance with the processes on a continuous basis.

8 CHOICE PROPERTIES REIT'S PREMISES

Accessibility is integrated into all new or redeveloped Choice Properties public spaces in accordance with the criteria established by Ontario's Integrated Accessibility Standards, including but not limited to the following:

- In outdoor public use eating areas, at least 20% of the tables (minimum one table) will have knee and toe clearance, have clear ground space around them, and be approachable by a surface that is level, firm and stable;
- Outdoor sidewalks and walkways, including associated ramps, will have a surface that is firm and stable;
- Off-street parking will include signed parking spaces and access aisles for persons with disabilities, including van accessible spaces;
- Waiting areas with fixed seating will include at least one seating space in which a person using a mobility aid can wait
- Choice has procedures for preventative and emergency maintenance of the accessible elements in Choice Properties public spaces, and for temporary disruptions when accessible elements are not in working order.

9 INTEGRATED ACCESSIBILITY STANDARDS TRAINING

- 9.1 Choice Properties REIT is committed to providing training to all employees and staff (including all persons who participate in the development of our policies or provide services on the Company's behalf) regarding AODA and the Ontario Human Rights Code as it pertains to individuals with disabilities as required by AODA. The content and delivery of such training is determined based on the job duties of employees and other staff and in consultation with the

Company's Human Resources department. Effective January 2021, training will be delivered through an e-learning format that will allow us to track completion of the tracking program.

- 9.2 Training is completed as soon as practicable after hire and on an ongoing basis in connection with changes to the Company's policies or procedures governing the provision of goods or services to persons with disabilities.

10 ACCESSIBLE CULTURE

Through ongoing education, resource development and tools, Choice Properties REIT continues to highlight how to create an inclusive and accessible culture. The legislation requirements have been implemented and the Company continues to evaluate its procedures and implement new technologies to build a workforce that is reflective of the Canadian population at all levels of the organization.

11 MODIFICATION OF THE PLAN

This Plan will be reviewed and updated by the Company at least every five years. At the time of revision, information regarding any new accessibility policies and practices adopted by Choice Properties REIT in accordance with the Plan or otherwise will be included in the revised Plan.