

# GRANITE REAL ESTATE INVESTMENT TRUST

## DIVERSITY POLICY

As of October 1, 2024

Granite Real Estate Investment Trust (“**Granite**”) recognizes and supports the benefits of diversity in the Board of Trustees of Granite (the “**Board**”) and in the Granite management team. Diversity is important to ensure that members of the Board and Granite’s executive management provide the necessary range of perspectives, experience and expertise required to achieve Granite’s objectives.

### **Meaning of Diversity**

“**Diversity**” refers to any characteristic or quality that can be used to differentiate groups and people from one another, including gender expression/identity, sexual orientation, age, nationality, race, culture and other ethnic distinctions, language, education, regional or industry experience and expertise, and status as a member of a “designated group” (including persons with disabilities) as defined in the *Employment Equity Act* (Canada).

### **Application of this Policy to the Board**

The Compensation, Governance and Nominating Committee of the Board is responsible for reviewing and assessing Board size, composition and effectiveness, and for recommending to the Board (i) the trustee nominees to stand for election at the next annual meeting of Granite unitholders (“**AGM**”), and (ii) any candidates for appointment to the Board between AGMs, as appropriate.

It is an objective of this policy that diversity be considered in determining the optimal composition of the Board. In reviewing Board composition and identifying suitable candidates for Board appointment or nomination for election to the Board, candidates will be selected based on merit and against objective criteria, and due consideration will be given to diversity in identifying candidates and selecting candidates.

Granite recognizes that gender diversity is a significant aspect of diversity and acknowledges the role that women with relevant competencies and skills can play in contributing to diversity of perspective in the boardroom. Accordingly, in order to promote the specific objective of gender diversity, the selection process for Board nominees will include female candidates.

In furtherance of this policy’s objectives on gender diversity, Granite targets a Board composition in which women comprise over 30% of all trustees.

The Compensation, Governance and Nominating Committee will periodically (i) assess the effectiveness of the Board appointment/nomination process at achieving Granite’s diversity objectives and (ii) consider and, if determined advisable, recommend to the Board for adoption, measurable objectives for achieving diversity on the Board. At any given time, the Board may seek to adjust one or more objectives concerning its diversity and measure progress accordingly.

### **Application of this Policy to Executive Management**

The Compensation, Governance and Nominating Committee of the Board is responsible for (i) periodically reviewing and making recommendations to the Board with respect to succession planning matters concerning the President and Chief Executive Officer and other key executive officers, and (ii) reviewing the recommendations of the President and Chief Executive Officer respecting the recruitment and appointment of the Chief Financial Officer, and all other officers appointed by the Board.

It is an objective of this policy that diversity be considered in connection with succession planning and the appointment of members of Granite's executive management.

The Compensation, Governance and Nominating Committee will periodically (i) assess the effectiveness of the executive management appointment process at achieving Granite's diversity objectives, and (ii) consider and, if determined advisable, recommend to the Board for adoption, measurable objectives for achieving diversity in executive management. At any given time, the Board may seek to adjust one or more objectives concerning executive management diversity and measure progress accordingly.