



**INTERRENT REAL ESTATE INVESTMENT TRUST
NOTICE OF ANNUAL MEETING OF UNITHOLDERS
to be held on Tuesday, August 4, 2020**

- and -

MANAGEMENT INFORMATION CIRCULAR

June 22, 2020

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APPENDICES

APPENDIX A.....	Charter of the Board of Trustees
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INTERRENT REAL ESTATE INVESTMENT TRUST
NOTICE OF ANNUAL MEETING OF UNITHOLDERS

NOTICE IS HEREBY GIVEN that an annual meeting (the “**Meeting**”) of unitholders (the “**Unitholders**”) of InterRent Real Estate Investment Trust (the “**REIT**” or “**InterRent**”) will be held on Tuesday August 4, 2020 at 11:00 a.m. (Ottawa time). The Meeting will be held in a virtual meeting format only via live audio webcast online at <https://web.lumiagm.com/203221268>, for the following purposes:

- a) To receive and consider the consolidated financial statements of the REIT for the year-ended December 31, 2019 and the report of the auditors thereon;
- b) To elect the trustees of the REIT (the “**Trustees**”), and to direct the Trustees to elect the trustees of InterRent Trust and the directors of InterRent Holdings General Partner Limited;
- c) To appoint RSM Canada LLP as auditors of the REIT and to authorize the Trustees to fix their remuneration; and
- d) To transact such other business as may properly come before the Meeting or any adjournments thereof.

Out of an abundance of caution and to proactively deal with the impact of the COVID-19 pandemic, and to mitigate risks to the health and safety of our communities, unitholders, employees and other stakeholders, this year’s Meeting will be held in a virtual meeting format only via live audio webcast online. All Unitholders regardless of geographic location and equity ownership will have an equal opportunity to participate at the Meeting and engage with Trustees of the REIT and management as well as other Unitholders. Unitholders will not be able to attend the Meeting in person.

Notice-and-Access

This year, as described in the notice-and-access notification mailed to Unitholders, the REIT has decided to deliver the Meeting materials to Unitholders by posting the Meeting materials on its website (www.interrentreit.com/MIC2020). The use of this alternative means of delivery is more environmentally friendly as it will help reduce the use of paper and it will also reduce the REIT’s printing and mailing costs. The Meeting materials will be available on the REIT’s website as of July 3, 2020, and will remain on the website for one full year thereafter. The Meeting materials will also be available on SEDAR at www.sedar.com as of July 3, 2020.

All Unitholders will receive a notice-and-access notification which will contain information on how to obtain electronic and paper copies of the Meeting materials in advance of the Meeting.

How to obtain a paper copy of the Meeting materials

Unitholders who wish to receive paper copies of the Meeting materials may request copies by calling TSX Trust Company at 1.866.600.5869 or emailing TMXInvestorServices@tmx.com. Meeting materials will be sent to such Unitholders at no cost to them within three business days of their request. In order to receive a paper copy in time to vote before the Meeting, requests for paper copies should be received by July 23, 2020.

Voting Information

Registered Unitholders and duly appointed proxyholders will be able to attend, participate and vote at the Meeting online at web.lumiagm.com/203221268.

Generally, Registered Unitholders will receive a form of proxy (“**Proxy**”) which will contain all the information to cast your vote in advance of the meeting, register to attend the meeting online and/or to appoint another individual to vote for you at the meeting.

Non-registered Unitholders wishing to attend the Meetings virtually who do not have a 12-digit control number will only be able attend as a guest, which allows them to listen to the Meetings but not to vote or submit questions. If you are a Non-registered Unitholder, you should follow the instructions received from your intermediary. Generally, non-registered Unitholders will receive a voting instruction form (a “**VIF**”), which must be completed and signed by the Non-registered Unitholder in accordance with the directions set out on the VIF (which may allow for voting by telephone or internet).

We hope that you take the time to review these meeting materials and that you exercise your vote. We also encourage you to cast your votes in advance of the meeting either online or by sending in your duly completed Proxy or VIF.

Record Date

The Trustees have, by resolution, fixed the close of business on Monday, June 22, 2020 as the record date for the determination of Unitholders entitled to receive notice of and vote at the Meeting or any adjournments thereof.

The Trustees have, by resolution, fixed 11:00 a.m. (Ottawa time) on Thursday, July 30, 2020, or the second business day (excluding Saturdays, Sundays and holidays) preceding any adjournments or postponements of the Meeting as the time before which proxies to be used or acted upon at the Meeting or any adjournment or postponement thereof shall be deposited with the REIT's transfer agent, TSX Trust Company, 100 Adelaide Street W, Suite 301, Toronto, Ontario, M5H 4H1.

DATED at Ottawa, Ontario this 22nd day of June, 2020.

By Order of the Board of Trustees

"Mike McGahan"

Mike McGahan
Chief Executive Officer



INTERRENT REAL ESTATE INVESTMENT TRUST

MANAGEMENT INFORMATION CIRCULAR

SOLICITATION OF PROXIES

This management information circular (the “Circular”) is furnished in connection with the solicitation of proxies by the trustees (the “Trustees” and, individually, a “Trustee”) of InterRent Real Estate Investment Trust (the “REIT” or “InterRent”) for use at the annual meeting (the “Meeting”) of unitholders (the “Unitholders”) of the REIT to be held virtually online on August 4, 2020 at 11:00 a.m. (Ottawa time), and at any adjournment or postponement thereof, for the purposes set forth in the accompanying Notice of Annual meeting (the “Notice of Meeting”). The solicitation will be primarily by mail but may also be solicited by telephone, electronic means of communication or in writing by Trustees, officers or designated agents of the REIT. The cost of solicitation will be borne by the REIT. The information contained herein is given as of June 22, 2020, unless otherwise indicated.

RECORD DATE

The Trustees have fixed June 22, 2020 as the record date for the purpose of determining Unitholders entitled to receive the Notice of Meeting and to vote at the Meeting. Each Unitholder is entitled to receive one vote for each trust unit in the capital of the REIT (a “Unit”) held and each Class B Unit (as hereinafter defined) held and shown as registered in such unitholder's name on the list of Unitholders prepared as of the close of business on the record date. In accordance with Section 13.9 of InterRent's amended and restated declaration of trust, the Trustees may, by resolution, determine that a person that held Units subsequent to the record date may be entitled to vote at the Meeting or any adjournment or postponement thereof.

PROXY INSTRUCTIONS

Why Is This Year's Meeting Virtual-Only

This year's meeting will be held virtually, which will be conducted via live webcast, largely due to the ongoing uncertainty surrounding the public health impact of the coronavirus (COVID-19). This measure is a proactive and prudent step to ensure the health and safety of our unitholders, employees, other stakeholders, and the communities in which we live.

It is important to note that you will not be able to attend this year's Meeting in person. If you are participating in the Meeting, you must remain connected to the internet at all times during the meeting in order to vote when balloting commences. It is your responsibility to ensure internet connectivity for the duration of the Meeting.

Who Can Vote

If you held Units at the close of business on June 22, 2020, you are entitled to receive notice of and vote at the Meeting or any adjournments thereof.

How Do I Access the Meeting

You will be able to participate in the Meeting using an internet connected device such as a laptop, computer, tablet or smartphone, and the meeting platform will be supported across browsers and devices that are running the most updated version of the applicable software plugins and meeting the minimum system requirements. You will need the latest versions of Google Chrome, Safari, Edge, or Firefox. Please ensure your browser is compatible by logging in early. PLEASE DO NOT USE INTERNET EXPLORER.

How Do I Participate and Vote at the Meeting

1. Log in at <https://web.lumiagm.com/203221268> in your web browser (not a Google search) on your smartphone, tablet or computer at least 15 minutes before the meeting starts.
2. If you have voting rights, select “I have a control number” and enter your 12-digit TSX control number (on your proxy form) and the password: IIP2020 (case sensitive). If you do not have a TSX control number, please select “I am a Guest” and fill in the form generated.
3. Vote.

The steps that you need to follow to access the meeting will depend on whether you are a Registered Unitholder, a Non-Registered Unitholder, a proxyholder or a guest.

Voting Instructions for Registered Unitholders

Only registered Unitholders or the persons they appoint as their proxies are permitted to vote at the Meeting. You are a registered Unitholder if the Units you own are registered directly in your name.

How to Vote at our Virtual Meeting

1. Log in at <https://web.lumiagm.com/203221268> in your web browser (not a Google search) on your smartphone, tablet or computer at least 15 minutes before the meeting starts.
2. Click on “I have a control number”.
3. Enter your 12-digit TSX control number (on your proxy form).
4. Enter the password: IIP2020 (case sensitive).
5. Vote.

You have to be connected to the internet at all times to be able to vote – it’s your responsibility to make sure you stay connected for the entire Meeting.

How to Vote by Proxy

Voting by proxy means appointing someone (your proxyholder) to attend the Meeting and vote according to the instructions you’ve provided.

1. **Appoint someone to be your proxy holder.**

Michael McGahan, CEO of the REIT and Curt Millar, CFO of the REIT, will be your proxyholders unless you appoint someone else.

If you wish to appoint someone else to be your proxyholder, you may do so by striking out the names of the persons designated therein, and inserting in the blank space provided for that purpose the name of the person you are appointing. Your proxyholder doesn’t have to be a Unitholder, but he or she does need to understand that your vote won’t be counted unless her or she goes to the Meeting and votes your units for you.

The person you appoint will need to contact TSX Trust Company at tsxtrustproxyvoting@tmx.com to request a control number to be represented or voted at the Meeting. It is the responsibility of the Unitholder to advise their proxy (the person they appoint) to contact TSX Trust Company to request a control number. Without the control number, proxyholders will not be able to participate at the Meeting.

2. **Provide your Voting Instructions**

Use the form to specify how you want to vote on each item. Your proxyholder has to follow these instructions.

If you don’t specify how you want your Units to be voted, your proxyholder can vote your Units as he or she sees fit. In this situation, Michael McGahan and Curt Millar will vote your Units:

- For setting the number of Trustees at 6;
- For election of each of the Trustees;
- For appointment of RSM Canada LLP as Auditor of the REIT;

- For election of each of the Trustees of InterRent Trust; and
- For election of each of the directors of InterRent Holdings General Partner Limited.

In either case, the completed and executed proxy are to be delivered to the registered office of the REIT's transfer agent, TSX Trust Company, 100 Adelaide Street W, Suite 301, Toronto, Ontario M5H 4H1, **not later than 11:00 a.m. (Ottawa time) on July 30, 2020, or the second business day** (excluding Saturdays, Sundays and holidays) preceding any adjournments or postponements of the Meeting.

Proxy Voting Instructions for Non-Registered Unitholders

You are a non-registered Unitholder if the Units you own are beneficially owned by a person (a "**Non-Registered Unitholder**") and are registered either (i) in the name of an intermediary (an "**Intermediary**") (including banks, trust companies, securities dealers or brokers and trustees or administrators of self-administered RRSPs, RRIFs, RESPs and similar plans); or (ii) in the name of a clearing agency (such as CDS Clearing and Depository Services Inc.) of which the Intermediary is a participant.

How to Vote at our Virtual Meeting

1. Appoint yourself as proxyholder by writing your name in the space provided on the form or proxy or voting instruction form. Do not fill out your voting instructions.
2. Sign and send it to your intermediary, following the voting deadline and submission instructions on the voting instruction form.
3. Get a control number by contacting TSX Trust Company at tsxtrustproxyvoting@tmx.com by 10:00 a.m. (Ottawa time) on August 3, 2020.
4. Log in at <https://web.lumiagm.com/203221268> in your web browser (not a Google search) on your smartphone, tablet or computer at least 15 minutes before the meeting starts.
5. Click on "I have a control number".
6. Enter your 12-digit TSX control number (on your proxy form).
7. Enter the password: IIP2020 (case sensitive).
8. Vote.

You have to be connected to the internet at all times to be able to vote – it's your responsibility to make sure you stay connected for the entire Meeting.

How to Vote by Proxy

Voting by proxy means appointing someone (your proxyholder) to attend the Meeting and vote according to the instructions you've provided.

1. Complete the proxy or voting instruction form, indicating your voting instructions on each item.
2. Sign the form and follow instructions provided on the voting instruction form with respect to the voting deadline and submission of your voting instruction form.
3. If you change your mind and want to vote at the Meeting, follow the instructions on your voting instruction form to see if this is possible and what steps you need to take.

NOTICE-AND-ACCESS

Canadian securities laws permit reporting issuers to advise their securityholders of the availability of all proxy-related materials on an easily-accessible website, rather than mailing physical copies of the materials.

The REIT has decided to deliver the Meeting materials to Unitholders by posting the Meeting materials on its website (www.interrentreit.com/MIC2020). The Meeting materials will be available on the REIT's website as of July 3, 2020, and will remain on the website for one full year thereafter. The Meeting materials will also be available on SEDAR at www.sedar.com.

Unitholders who wish to receive paper copies of the Meeting materials may request copies by calling TSX Trust Company at 1.866.600.5869 or emailing TMXInvestorServices@tmx.com. Meeting materials will be sent to such Unitholders at no cost to them within three business days of their request. In order to receive a paper copy in time to vote before the Meeting, requests for paper copies should be received by July 23, 2020.

All Unitholders will receive a notice-and-access notification which will contain information on how to obtain electronic and paper copies of the Meeting materials in advance of the Meeting.

VOTING OF PROXIES

A proxy will be voted "for", "withheld", or "against", depending on the item to be voted on, with respect to the Units represented and in accordance with the instructions the Unitholder has indicated on the proxy. If the Unitholder has specified their choice, the corresponding Units will be voted accordingly – this includes any ballot that may be called for at the Meeting or any adjournment.

If specific instructions have not been provided regarding a particular matter, the Units represented by proxies will be voted at the Meeting or at any adjournment or postponement with the best judgment of the person voting such proxies – this includes any ballot that may be called for at the Meeting or any adjournment or postponement.

A properly signed proxy confers discretionary authority upon the designated representatives with respect to amendments to or variations of matters identified in the Notice of Meeting and with respect to other matters, which may properly come before the Meeting.

At the date of this Circular, management of the REIT is not aware of any amendments, variations or other matters. However, if any such amendments, variations or other matters should properly come before the Meeting, the Units represented by the proxies solicited hereby will be voted in accordance with the best judgment of the person voting such proxies.

INTEREST OF CERTAIN PERSONS IN MATTERS TO BE ACTED UPON

No (a) Trustee or executive officer of the REIT who has held such position at any time since January 1, 2019; (b) proposed nominee for election as a trustee of the REIT; or (c) associate or affiliate of a person in (a) or (b) has any material interest, direct or indirect, by way of beneficial ownership of securities or otherwise, in any matter to be acted upon at the Meeting, other than the election of Trustees.

REVOCATION OF PROXIES

Registered Unitholders

If you, as a Registered Unitholder, have given a proxy, you may revoke your proxy:

- (a) completing and signing a proxy bearing a later date and depositing it; or
- (b) depositing an instrument in writing executed by you or your attorney authorized in writing:
 - a. at the registered office of the REIT at any time up to 11:00 a.m. (Ottawa time) on
 - i. July 30, 2020; or
 - ii. on the second business day preceding any adjournment or postponement of the Meeting; or
 - b. with the Chairman of the Meeting prior to the commencement of the Meeting on the day of the Meeting or any adjournment; or
- (c) in any other manner permitted by law.

Non-Registered Holders

A Non-Registered Holder who wishes to revoke a voting instruction form or a waiver of the right to receive meeting materials should contact their Intermediary for instructions.

VOTING SECURITIES AND PRINCIPAL HOLDERS OF VOTING SECURITIES

As of June 22, 2020, the REIT had 137,756,305 Units issued and outstanding, which includes 1,760,000 Units subject to Instalment Receipt Agreements under the REIT's long term-incentive plan (the "**Long Term Incentive Plan**"). The Units subject to the Instalment Receipt Agreements are prohibited from voting. As of June 22, 2020, the REIT also had 3,410,766 Class B Units of InterRent Holdings Limited Partnership issued and outstanding. Each Class B Unit is exchangeable, on a one-for-one basis, for Units in the REIT. The Class B Units of InterRent Holdings Limited Partnership each carry a special voting unit of the REIT which effectively provides the holders of Class B Units with one vote per Class B Unit. Therefore, as of June 22, 2020, there are 139,407,071 Units eligible for voting at the Meeting.

Unitholders are entitled to one vote in respect of each matter to be voted upon at the Meeting for each Unit (excluding Units subject to Instalment Receipt Agreements under the Long Term Incentive Plan) or Class B Unit (collectively, the "**Voting Units**") registered in their name as at the close of business on Monday, June 22, 2020 (the "**Record Date**"), except to the extent that any Unitholder transfers any of his or her Units prior to the Meeting. In such case, a transferee of those Units shall be entitled to one vote at the Meeting if he or she produces properly endorsed certificates for such Units or otherwise establishes that he or she owns the Units and has demanded not later than seven days before the Meeting that his or her name be included in the list of Unitholders eligible at the Meeting.

To the knowledge of the Trustees and executive officers, no person or company beneficially owns, directly or indirectly, or exercises control or direction over, voting securities of InterRent carrying more than 10% of the voting rights.

The quorum at the Meeting or any adjournment or postponement thereof shall consist of at least two individuals present in person either holding personally or representing as proxies not less than 25% of the aggregate number of votes attached to the total number of outstanding Units.

MATTERS TO BE ACTED UPON AT THE MEETING

PRESENTATION OF FINANCIAL STATEMENTS

The audited, consolidated financial statements of the REIT for the year ended December 31, 2019 and the report of the auditors shall be placed before the Unitholders at the Meeting. No vote will be taken on the financial statements. The financial statements and additional information concerning the REIT are available at www.sedar.com.

ELECTION OF TRUSTEES

Election of the Trustees of InterRent Real Estate Investment Trust

The board of trustees (the “**Board**”) currently consists of six Trustees and the Board has been set at six Trustees. All of the six current Trustees are standing for re-election, namely Messrs. Paul Amirault, Paul Bouzanis, John Jussup, Ronald Leslie, Mike McGahan and Ms. Cheryl Pangborn. Management does not contemplate that any of the nominees will be unable to serve as a Trustee, but if that should occur for any reason prior to the Meeting, it is intended that discretionary authority will be exercised by the persons named in the accompanying proxy to vote the proxy for the election of any other person or persons in place of any nominee or nominees unable to serve. Each Trustee elected will hold office until the close of the first annual meeting of Unitholders of the REIT following his or her election or until his or her successor is duly elected or appointed by virtue of his or her office becoming earlier vacated in accordance with the amended and restated declaration of trust of the REIT dated as of May 21, 2019 (the “**Declaration of Trust**”).

The Board has adopted a majority voting policy stipulating that if the votes in favour of the election of a nominee at the Meeting represent less than a majority of the Units voted and withheld, the nominee will be expected to submit to the Board his or her resignation following the Meeting, to take effect upon acceptance by the Board.

In such circumstances, the Nominations and Governance Committee would consider such Trustee's offer to resign and would make a recommendation to the Board whether or not to accept such offer to resign. Among other things, the Nominations and Governance Committee would consider the results of the Unitholder vote, applicable regulatory requirements in respect of the constitution of the Board and certain of its committees, the particular Trustee's attendance at Board and committee meetings, their contribution to Board and committee discussions and their performance assessment. In addition, it will consider what, if any, expressed reasons for a withheld vote have been given, the merits of such reasons and the ability to rectify concerns. Within 90 days of the Meeting, the Board will make a final decision concerning the acceptance of such Trustee's resignation and may reject the resignation if in the Trustees' discretion it is appropriate to do so and is in the best interests of the REIT. The decision will be announced by way of a news release. Any Trustee who tenders his or her resignation will not participate in the deliberations of the Board or any of its committees pertaining to the resignation.

The process applies only in circumstances involving an “uncontested” election of Trustees – where the number of Trustee nominees does not exceed the number of Trustees to be elected and where no proxy materials are circulated in support of one or more nominees who are not part of the slate supported by the Board for election at the Meeting.

The persons named in the form of proxy intend to vote for the election of the six nominees whose names are set forth below, unless the Unitholder who has given the proxy has directed that the Units represented by the proxy be withheld from voting in respect of the election of Trustees of the REIT. Management of the REIT does not contemplate that any of the six nominees listed below will be unable to serve as a Trustee of the REIT for the ensuing year. However, if that should occur for any reason prior to the Meeting, the persons named in the form of proxy intend to vote for the election of the remaining nominees and may vote for the election of a substitute nominee in their discretion. A Trustee appointed by the Trustees between the meetings of Unitholders or to fill a vacancy will be appointed for a term expiring at the conclusion of the next annual meeting or until his or her successor is elected or appointed and will be eligible for election or re-election.

Election of the Trustees of InterRent Trust

The Declaration of Trust provides that Unitholders shall direct the Trustees to vote the units of the InterRent Trust, a trust established under the laws of Ontario pursuant to the declaration of trust of InterRent Trust dated October 10, 2006, held by the REIT, in favour of the election of the nominees chosen by a vote of Unitholders, as trustees of InterRent Trust. **Unless authority to do so is withheld, the persons named in the accompanying form of proxy intend to direct the Trustees to vote the units of InterRent Trust so as to elect the nominees whose names are set forth below.** The size of the Board of InterRent Trust has been set at six trustees. Each nominee appointed as a trustee of InterRent Trust will hold office for a term expiring at the close of the next annual meeting of unitholders of InterRent Trust or until his or her successor is elected or appointed. The Trustees do not contemplate that any of the nominees will be unable to serve as trustees of InterRent Trust, but should the circumstances arise for any reason prior to the Meeting, the person named in the enclosed form of proxy reserves the right to direct the Trustees to vote for another nominee or nominees at their discretion (unless authority to do is withheld). The following persons are nominated for election as trustees of InterRent Trust:

Paul Amirault
Paul Bouzanis
John Jussup
Ronald Leslie
Mike McGahan
Cheryl Pangborn

Election of the Directors of InterRent Holdings General Partner Limited

The Declaration of Trust provides that Unitholders shall direct the Trustees to cause the shares of InterRent Holdings General Partner Limited (the "**General Partner**") to be voted in favour of the election of the nominees chosen by a vote of Unitholders, as directors of the General Partner. The General Partner is the sole general partner of InterRent Holdings Limited Partnership, the entity that indirectly owns properties of the REIT. **Unless authority to do so is withheld, the persons named in the accompanying form of proxy intend to direct the Trustees to vote the shares of the General Partner so as to elect the nominees whose names are set forth below.** The nominees include Paul Bouzanis and Mike McGahan, both of whom are currently Trustees, and Curt Millar and Brad Cutsey, the current Chief Financial Officer and President of the REIT. Each director of the General Partner will hold office for a term expiring at the close of the next annual meeting of shareholders of the General Partner or until their successor is elected or appointed. The Trustees do not contemplate that any of the nominees will be unable to serve as directors of the General Partner, but should the circumstances arise for any reason prior to the Meeting, the persons named in the enclosed form of proxy reserve the right to direct the Trustees to vote for other nominees at their discretion (unless authority to do is withheld). The following persons are nominated for election as directors of the General Partner:

Paul Bouzanis
Brad Cutsey
Mike McGahan
Curt Millar

Nominees

The following table lists certain information concerning the persons proposed to be nominated for election as Trustees of the REIT. The information contained in the table with respect to Units beneficially owned, directly or indirectly, or over which control or direction is exercised by the nominees, is in each instance based upon information furnished by the nominee concerned and is as at June 22, 2020. **Unless authority to do so is withheld, the persons named in the accompanying form of proxy intend to vote for the election of nominees set forth below.** The REIT is required to have an Audit Committee. The REIT also has a Nominations and Governance Committee, a Compensation Committee and a Capital Resources Committee.

Name and Municipality of Residence	Position with the REIT	Principal Occupation	Trustee Since	Number of Units Owned or Controlled⁽⁶⁾	Percentage of Voting Units Owned or Controlled
Paul Amirault ⁽¹⁾⁽²⁾⁽⁵⁾ Ottawa, Ontario	Trustee	Partner at Norton Rose Fulbright Canada LLP	May, 2010	36,209 10,000 ⁽⁷⁾	<1%
Paul Bouzanis ⁽²⁾⁽³⁾⁽⁴⁾ Ottawa, Ontario	Trustee	President of PBC Development and Construction Management Group Inc.	September, 2009	524,676 125,000 ⁽⁷⁾	<1%
John Jussup ⁽²⁾⁽³⁾⁽⁴⁾ Toronto, Ontario	Trustee	Retired	February, 2019	-	-
Ronald Leslie ⁽¹⁾⁽³⁾ Ottawa, Ontario	Trustee	Partner at Leslie & Macleod - Chartered Professional Accountants (A Professional Corporation)	May, 2011	25,449 25,000 ⁽⁷⁾	<1%
Mike McGahan ⁽⁴⁾ Ottawa, Ontario	Trustee	Chief Executive Officer of the REIT, President and Chief Executive Officer of CLV Group Inc.	September, 2009	7,167,286 ⁽⁶⁾ 1,125,000 ⁽⁷⁾	5.1%
Cheryl Pangborn ⁽¹⁾⁽⁴⁾ Ottawa, Ontario	Trustee	Retired	June, 2017	- 10,000 ⁽⁷⁾	-

Notes:

- (1) Current member of the Audit Committee
- (2) Current member of the Nominations and Governance Committee
- (3) Current member of the Compensation Committee
- (4) Current member of the Capital Resources Committee
- (5) Chairman of the Board
- (6) Mr. McGahan, through his ownership of CLV Group Inc., indirectly controls 3,224,516 Class B Units which are accompanied by a Special Voting Unit which entitles the holder to receive notice of, attend and vote at all meetings of Unitholders and are included in the 7,167,286 Units owned.
- (7) Represents Instalment Receipts held as at June 22, 2020 under the Long Term Incentive Plan that are not eligible to vote and therefore excluded from the percentage of voting units owned or controlled.
- (8) All Trustees have elected to receive their compensation in Deferred Units (as hereinafter defined). See "Trustees Compensation" for complete details of such compensation and ownership of Deferred Units. Deferred Units are not included in the number of Units owned or controlled and are not eligible to vote.

Additional biographical information regarding the nominees of the REIT:

Paul Amirault is a partner of Norton Rose Fulbright Canada LLP. Mr. Amirault practices corporate and securities law, with an emphasis on equity financings and mergers and acquisitions. He represents start-ups and established businesses, as well as underwriters and investors. Mr. Amirault works with venture capital and private equity funds. In addition to experience in prospectus offerings, private placements and friendly takeovers, he has been involved in hostile bids, proxy battles and contested shareholder meetings. Mr. Amirault advises clients on a broad range of corporate and securities matters, including corporate governance, regulatory compliance and stock exchange rules.

Paul Bouzanis is the President and CEO of PBC Group of Companies (1985) ("PBC"). Mr. Bouzanis' comprehensive understanding of real estate acquisitions, development, and redevelopment, combined with his extensive experience in the real estate development and construction industry has been the driving force behind PBC's growth and success. PBC provides all-encompassing asset management to institutional investors (including debt; mortgages; construction financing; land development; and development of residential subdivisions, condos and apartments). PBC has expanded from a small family owned business founded in 1958 to a corporation with assets under management in British Columbia, Alberta, Ontario, Quebec and Nova Scotia.

John Jussup has 30 years experience as a corporate counsel, including 15 years as Senior VP, Chief Legal Officer of Canadian-based software company Cognos Inc., which was listed on the TSX and NASDAQ until its acquisition by IBM in 2008. He also served as General Counsel of the Bank of Canada before his retirement in 2012. Since then, he has conducted a boutique practice advising and serving on Boards and providing small and medium-sized businesses with a broad range of legal and corporate services. His experience includes advising Boards and senior management,

dealing with securities matters in multiple jurisdictions, executing and managing mergers and acquisitions of all sizes in Canada, the United States and overseas, and dealing with a broad range of Human Resources matters. Mr. Jussup is a graduate of Royal Military College and Queen's University and is a member of the Law Society of Ontario.

Ronald Leslie, CPA, CA, LPA is the Office Managing Partner at Leslie & MacLeod – Chartered Professional Accountants (A Professional Corporation). Mr. Leslie has over 20 years of experience as a public accountant and currently sits on the board of C-COM Satellite Systems Inc. (which is listed on the TSX Venture Exchange). Mr. Leslie is a graduate of Carleton University and holds a Bachelor of Commerce degree.

Mike McGahan is the Chief Executive Officer and a Trustee of the REIT. In addition, Mr. McGahan is president and chief executive officer of CLV Group Inc. (“**CLV**”), which was the property manager for the REIT up to February 15, 2018. CLV is a company that focuses on providing “Complete Real Estate Solutions”, including property management, real estate brokerage, mortgage brokerage, residential rentals, commercial leasing and construction. Mr. McGahan has over 30 years’ experience in the real estate business focusing on the multi-residential apartment and commercial properties sectors and has successfully bought, sold, financed and managed over 200 properties valued in excess of \$4 billion. Mr. McGahan, through CLV, has developed a reputation as one of the top property managers having managed a portfolio of over 12,000 residential units and 500,000 sq. ft. of commercial properties for institutions including Toronto Dominion Bank, Bank of Hong Kong, Bank of Nova Scotia, Canada Mortgage and Housing Corporation and Canada Lands as well as private investors. Mr. McGahan has a wealth of experience in finding properties that have untapped potential and creating value through repositioning, renovations and improved efficiencies using pro-active management. Mr. McGahan has been a licensed real estate agent and mortgage broker for over 25 years and is a graduate of the University of Ottawa.

Cheryl Pangborn was a Director and Group Lead, Real Estate Banking at a Canadian chartered bank since 2013. During her more than 25 years in the real estate finance business, she has been involved in construction and mortgage financing of most real estate asset classes throughout eastern Canada. She is a graduate of Carleton University and holds a Bachelor of Arts (Economics / Commercial Law).

Corporate Cease Trade Orders

None of the Trustees is, or has been within the 10 years before the date of this Circular, a director, chief executive officer or chief financial officer of any company that (i) while such person was acting in that capacity was the subject of a cease trade, similar order, or other order that denied the company access to any statutory exemptions under Canadian securities legislation, in each case for a period of more than 30 consecutive days (each, an “**Order**”) or (ii) was subject to an Order that was issued after such person ceased to be a director, chief executive officer or chief financial officer and which resulted from an event that occurred while such person was acting in the capacity as director, chief executive officer or chief financial officer.

Bankruptcies

Except as disclosed below, none of the Trustees is, or has been within the 10 years before the date of this Circular, a director, chief executive officer or chief financial officer of any company that while such person was acting in that capacity, or within a year of that person ceasing to act in that capacity, became bankrupt, made a proposal under any legislation relating to bankruptcy or insolvency or was subject to or instituted any proceedings, arrangement or compromise with creditors or had a receiver, receiver manager or trustee appointed to hold its assets.

Paul Amirault, in his role as legal counsel, became the director of an inactive and insolvent private company in 2010 as a nominee of a major shareholder for the purposes of making and supervising a proposal to creditors in connection with the corporate reorganization of such private company.

Personal Bankruptcies

None of the Trustees has, within the 10 years before the date of this Circular, become bankrupt, made a proposal under any legislation relating to bankruptcy or insolvency, or become subject to or instituted any proceedings, arrangement or compromise with creditors, or had a receiver, receiver manager or trustee appointed to hold the assets of such person.

Penalties and Sanctions

None of the Trustees has been subject to any penalties or sanctions imposed by a court relating to securities legislation or by a securities regulatory authority or has entered into a settlement agreement with a securities regulatory authority or been subject to any other penalties or sanctions imposed by a court or regulatory body that would likely be considered important to a reasonable investor in making an investment decision.

APPOINTMENT OF AUDITORS

At the Meeting, it is proposed to re-appoint RSM Canada LLP, Chartered Professional Accountants, as auditors of InterRent to hold office until the next annual meeting of Unitholders at remuneration to be fixed by the Trustees of InterRent. **Unless authority to do so is withheld, the persons named in the accompanying form of proxy intend to vote to approve the appointment of RSM Canada LLP as InterRent's auditors and to authorize the Trustees to fix the auditors' remuneration.**

For the year ended December 31, 2019, fees for audit and audit related services provided by RSM Canada LLP for InterRent were approximately \$260,000. In addition for the year ended December 31, 2019, fees for tax, consulting and other non-audit related service provided by KPMG LLP were approximately \$600,000.

COMPENSATION OF EXECUTIVE OFFICERS

The following table sets forth the compensation paid during or payable in respect of the financial years set out to the Chief Executive Officer, the Chief Financial Officer, and all of the other most highly compensated executive officers of the REIT during 2019 who meet the applicable disclosure threshold (collectively, the "Named Executive Officers").

Summary Compensation Table

Name and Principal Position	Year	Salary \$	Unit- Based Awards \$(⁽¹⁾)	Option- ased Award: \$	Non-Equity Incentive Plan		Pension Value \$	All Other Compensation \$	Total Compensation \$
					Annual Incentive Plans	Long term Incentive Plans			
Mike McGahan ⁽²⁾ Chief Executive Officer	2019	\$500,000	\$965,000	—	—	—	—	—	\$1,465,000
	2018	—	\$1,210,000	—	—	—	—	—	\$1,210,000
	2017	—	\$1,210,000	—	—	—	—	—	\$1,210,000
Brad Cutsey President	2019	\$500,000	\$405,000	—	—	—	—	—	\$905,000
	2018	\$400,000	\$410,000	—	\$150,000 ⁽³⁾	—	—	—	\$960,000
	2017	\$400,000	\$514,150	—	—	—	—	—	\$914,150
Curt Millar Chief Financial Officer	2019	\$425,000	\$360,000	—	—	—	—	—	\$785,000
	2018	\$295,000	\$200,000	—	\$70,000 ⁽³⁾	—	—	—	\$565,000
	2017	\$295,000	\$174,150	—	\$50,000 ⁽⁴⁾	—	—	—	\$519,150
Dave Nevins ⁽⁵⁾ Chief Operating Officer	2019	\$325,000	\$200,000	—	—	—	—	—	\$525,000
	2018	\$258,125	\$100,000	—	\$125,000 ⁽³⁾	—	—	—	\$483,125
Brian Awrey VP Finance	2019	\$175,000	\$75,000	—	—	—	—	—	\$250,000
	2018	\$170,000	\$80,000	—	—	—	—	—	\$250,000
	2017	\$170,000	\$82,075	—	—	—	—	—	\$252,075

Notes:

- (1) Reflects a combination of any retention bonus and any annual bonus granted to each Named Executive Officer, each of whom elected to receive such amount in Deferred Units. Pursuant to the REIT's Deferred Unit Plan, the REIT matches each Deferred Unit granted thereunder. Accordingly, each Named Executive Officer will receive an extra Unit for each Deferred Unit elected. (See "Long Term Incentives – Deferred Units").
- (2) Mr. McGahan receives no fees for acting as a trustee. All of the Deferred Units granted to Mr. McGahan vest over 5 years in accordance with the terms of the Deferred Unit Plan.
- (3) Represents a portion of 2018 bonus elected to receive in cash that was determined and paid in 2019.
- (4) Represents a portion of 2017 bonus elected to receive in cash that was determined and paid in 2018.
- (5) Mr. Nevins became Chief Operating Officer on February 15, 2018. Accordingly, 2018 compensation is for the period February 15, 2018 – December 31, 2018.

Incentive Plan Awards

Outstanding Unit-Based Awards and Option-Based Awards

The following table sets forth information concerning option-based awards and unit-based awards granted by the REIT to each of the Named Executive Officers outstanding as at December 31, 2019.

Name	Option Based Awards ⁽²⁾				Unit-Based Awards ⁽²⁾		
	Number of Securities Underlying Unexercised Options(#)	Option Exercise Price (\$)	Option Expiry Date	Value of Unexercised in-the-Money Options (\$) ⁽¹⁾	Number of Units that have not Vested (#)	Market or Payout Value of Unit-based Awards that have not Vested (\$) ⁽¹⁾	Market or Payout Value of vested Unit-based Awards not paid out or distributed (\$) ⁽¹⁾
Mike McGahan	25,000	\$5.65	14-Jun-23	\$249,750	903,300	\$14,127,612	\$20,679,161
	40,000	\$5.81	16-Dec-24	\$393,200			
Brad Cutsey	—	—	—	—	321,107	\$5,022,113	\$752,487
Curt Millar	50,000	\$5.65	14-Jun-23	\$499,500	136,865	\$2,140,569	\$723,037
	30,000	\$5.81	16-Dec-24	\$294,900			
Dave Nevins	50,000	\$5.50	5-Sep-22	\$507,000	237,482	\$3,714,218	\$3,497,057
	60,000	\$5.65	14-Jun-23	\$599,400			
	45,000	\$5.81	16-Dec-24	\$442,350			
	50,000	\$7.67	26-Jul-27	\$398,500			
Brian Awrey	—	—	—	—	60,366	\$944,124	\$1,382,951

Notes:

(1) Based on a December 31, 2019 closing price on the TSX of \$15.64 per Unit.

(2) All Options granted included a 2 year vesting provision (i.e. 50% after year 1 and 50% after year 2).

Incentive Plan Awards – Value Vested or Earned During the Year

The following table sets forth information concerning the value on vesting of all awards and the bonus payment during the year ended December 31, 2019 for each of the Named Executive Officers.

Name	Option-Based Awards – Value Vested During the Year (\$)	Unit-Based Awards – Value Vested During the Year (\$)	Non-Equity Incentive Plan Compensation – Value Earned During the Year (\$)
Mike McGahan	—	\$4,663,472 ⁽¹⁾	—
Brad Cutsey	—	\$689,080 ⁽³⁾	—
Curt Millar	—	\$658,575 ⁽²⁾	—
Dave Nevins	—	—	—
Brian Awrey	—	\$310,778 ⁽⁴⁾	—

Notes:

(1) Mr. McGahan had 320,734 Deferred Units vest in 2019 that remained unexercised at year end representing \$4,663,472.

(2) Mr. Millar had 45,294 Deferred Units vest in 2019 that remained unexercised at year end representing \$658,575.

(3) Mr. Cutsey had 47,392 Deferred Units vest in 2019 that remained unexercised at year end representing \$689,080.

(4) Mr. Awrey had 21,374 Deferred Units vest in 2019 that remained unexercised at year end representing \$310,778.

Aggregate Indebtedness

The following table sets forth information concerning the aggregate indebtedness outstanding as at June 22, 2020 entered into in connection with purchases of Units and all other indebtedness of all executive officers, trustees, employees and former executive offices, trustees and employees of InterRent and its subsidiaries.

<u>Purpose</u>	<u>To InterRent or its Subsidiaries (\$)</u>	<u>To Another Entity (\$)</u>
LTIP Purchases	\$11,121,226	—

Indebtedness of Named Executive Officers under Securities Purchase Programs

The following table sets forth information concerning the indebtedness of Named Executive Officers under securities purchase programs. For the REIT, this is in relation to the Long Term Incentive Plan units that were offered by the REIT and subscribed for by the Named Executive Officers prior to December 31, 2019.

<u>Name and Principal Position</u>	<u>Involvement of REIT or Subsidiary</u>	<u>Largest Amount Outstanding During 2019 (\$)</u>	<u>Amount Outstanding as at June 22, 2020(\$)⁽¹⁾</u>	<u>Financially Assisted Securities Purchases during 2019 (#)</u>	<u>Security for Indebtedness</u>	<u>Amount Forgiven During 2019 (\$)</u>
Mike McGahan CEO	Lender	\$6,899,539	\$6,729,705	—	Pledge of Unit Certificates	—
Brad Cutsey President	Lender	\$1,534,038	\$1,504,451	—	Pledge of Unit Certificates	—
Curt Millar CFO	Lender	\$391,925	\$378,202	—	Pledge of Unit Certificates	—
Brian Awrey VP Finance	Lender	\$301,518	\$89,000	—	Pledge of Unit Certificates	—

Notes:

(1) Under the terms of the Long Term Incentive Plan, the purchase price for Plan Units (as defined below under the heading "Long Term Incentive Plan") offered to the Named Executive Officers for subscription and purchase are payable in instalments, with an initial instalment of 5% paid when the Plan Units are issued. The balance is due over a term not exceeding ten years. Participants are required to pay interest at a ten-year fixed rate based on the REIT's fixed borrowing rate for long-term mortgage financing (5.0% for Plan Units issued in 2010, 3.57% for Plan Units issued in March 2012, 3.35% for Plan Units issued in June and September 2012, 3.85% for Plan Units issued June 27, 2013, 3.27% for Plan Units issued December 16, 2014, 3.44% for Plan Units issued June 9, 2015, 2.82% for Plan Units issued June 30, 2016, 3.09% for Plan Units issued July 28, 2017, and 3.30% for Plan Units issued March 5, 2018) and are required to apply cash distributions received on these Units toward the payment of interest and the remaining instalment.

Composition of the Compensation Committee

The REIT's Compensation Committee was comprised of the following individuals: Ronald Leslie (Chair), Paul Bouzanis and John Jussup at December 31, 2019. None of the current members is or was during fiscal 2019, an employee of the REIT or any of its subsidiaries. Except for indebtedness under the Long Term Incentive Plan, no current member of the Compensation Committee is, or during fiscal 2019 was, indebted to the REIT or any of its subsidiaries, or to any other entity where such debt is supported by a guarantee, support agreement, letter of credit or other similar arrangement or understanding provided by the REIT or its subsidiaries. No member of the Compensation Committee has, or had during fiscal 2019, any material interest in any transaction that has materially affected or would materially affect the REIT or any of its subsidiaries.

COMPENSATION DISCUSSION AND ANALYSIS

The Compensation Committee is responsible for the REIT's compensation policies and practices. The Compensation Committee has the responsibility to review and make recommendations to the Trustees concerning the compensation of the Trustees and the Named Executive Officers, including the Chief Executive Officer, within the constraints of the agreement described under "Employment Contracts and Termination and Change of Control Benefits". The Committee also has the responsibility to make recommendations concerning annual bonuses and grants to eligible persons under any of the REIT's compensation plans. The Compensation Committee also reviews and approves the hiring of executive officers.

Executive Compensation

Under applicable securities legislation, the REIT is required to disclose certain financial and other information relating to the compensation of its Chief Executive Officer, Chief Financial Officer and the REIT's other Named Executive Officers. A summary of salary and other annual compensation earned by the Named Executive Officers for the most recently completed financial year, the year ended December 31, 2018, and, the year ended December 31, 2017 is set out in the "Summary Compensation Table". There are no other executive officers, or individuals acting in similar capacity of the REIT that would otherwise qualify for inclusion in the discussions below.

Principles of Executive Compensation

The REIT believes in linking an individual's compensation to his or her performance and contribution as well as to the performance of the REIT as a whole. The primary components of the REIT's executive compensation are base salary and annual bonus. The Compensation Committee believes that the mix between base salary and incentives must be reviewed and tailored to each executive based on their role within the organization as well as their own personal circumstances. The overall goal is to successfully link compensation to the interests of the Unitholders. The following principles form the basis of the REIT's executive compensation program:

1. align interest of executives and Unitholders;
2. attract and motivate executives who are instrumental to the success of the REIT and the enhancement of Unitholder value;
3. pay for performance;
4. ensure compensation methods have the effect of retaining those executives whose performance has enhanced the REIT's long term value; and
5. connect, if possible, the REIT's employees into principles 1 through 4.

The Compensation Committee reviews on an annual basis the public information on other publicly traded REITs and real estate operating companies' CEO compensation packages. It is recognized that comparisons are difficult due to the complexity, structure and size of the different entities. In the end, a significant judgement call is required and the quality of the particular candidate is important.

From this analysis, the Compensation Committee and the Board were unanimous in endorsing the use of the Deferred Unit Plan established for the REIT in order to creatively achieve the five principles noted above.

The Compensation Committee is satisfied that the employment agreement entered into as of October 1, 2009 with Mike McGahan as CEO, as subsequently amended (the "**McGahan Agreement**") is beneficial to the REIT in its compensation programs and amounts. The McGahan Agreement includes a payout of the maximum annual compensation that can be earned in such calendar year plus triple the maximum annual compensation in the event of a change of control. The Compensation Committee has endorsed the program for the CEO's bonus being determined based upon a 20% component for each of the following:

1. sustainable profitability (including funds from operations/residential unit growth);
2. improving operating efficiencies (including improvements in operating margins);
3. disciplined and sustainable growth (including residential unit count, rent growth, improving occupancy);
4. conservative capitalization (including declining debt/gross book value); and
5. overall return versus peer group.

The CEO and other Named Executive Officers may elect to receive up to 100% of their bonus in the form of Deferred Units that vest over time as detailed below. This system is expected to align the CEO and other Named Executive Officers with the long term objective of increasing Unitholder value.

Base Salary

The base salary level for the Named Executive Officers is established based on comparison to other Canadian real estate investments trusts and the relative size of the REIT. The Named Executive Officers have employment contracts which specify their respective base salary. The Compensation Committee assesses the base salary level of the CEO and will make recommendations for increases to the Board. In respect of the CEO for 2017, 2018 and 2019, the Board considered and agreed to the request of the CEO that he forego base salary and instead be compensated solely by way of annual bonus as determined by the Trustees. The base salaries paid to the other Named Executive Officers, which reflect any increases recommended by the CEO and approved by the Board, are set out in the Summary Compensation Table.

Annual Bonus

The Compensation Committee is responsible to assess and make recommendations to the Board annually for any bonuses to Named Executive Officers. Bonuses for 2019 were determined based on the objectives established in 2019 as follows:

Mike McGahan Chief Executive Officer	Objective	Maximum	Awarded
	Sustainable Profitability	\$250,000	\$193,000
	Operating Efficiency Improvements	\$250,000	\$193,000
	Disciplined and Sustainable Growth	\$250,000	\$193,000
	Conservative Capitalization	\$250,000	\$193,000
	Unit Price Appreciation	\$250,000	\$193,000
	The CEO was awarded \$965,000 as an Annual Cash Bonus for 2019, 100% of which was elected to be taken in the form of Deferred Units which were then matched by the REIT.		
Brad Cutsey President	Objective	Maximum	Awarded
	Sustainable Profitability	\$90,000	\$81,000
	Operating Efficiency Improvements	\$90,000	\$81,000
	Disciplined and Sustainable Growth	\$90,000	\$81,000
	Conservative Capitalization	\$90,000	\$81,000
	Unit Price Appreciation	\$90,000	\$81,000
	The President was awarded \$500,000 as an Annual Cash Bonus for 2019, 100% of which was elected to be taken in the form of Deferred Units which were then matched by the REIT.		
Curt Millar Chief Financial Officer	Objective	Maximum	Awarded
	Sustainable Profitability	\$80,000	\$72,000
	Operating Efficiency Improvements	\$80,000	\$72,000
	Disciplined and Sustainable Growth	\$80,000	\$72,000
	Conservative Capitalization	\$80,000	\$72,000
	Unit Price Appreciation	\$80,000	\$72,000
	The CFO was awarded \$360,000 as an Annual Cash Bonus for 2019, 100% of which was elected to be taken in the form of Deferred Units which were then matched by the REIT.		

Dave Nevins Chief Operating Officer	Objective	Maximum	Awarded
	Sustainable Profitability	\$40,000	\$40,000
	Operating Efficiency Improvements	\$40,000	\$40,000
	Disciplined and Sustainable Growth	\$40,000	\$40,000
	Conservative Capitalization	\$40,000	\$40,000
	Unit Price Appreciation	\$40,000	\$40,000
	The Chief Operating Officer was awarded \$200,000 as an Annual Cash Bonus for 2019, 100% of which was elected to be taken in the form of Deferred Units which were then matched by the REIT.		
Brian Awrey VP Finance	Objective	Maximum	Awarded
	Sustainable Profitability	\$15,000	\$15,000
	Operating Efficiency Improvements	\$15,000	\$15,000
	Disciplined and Sustainable Growth	\$15,000	\$15,000
	Conservative Capitalization	\$15,000	\$15,000
	Unit Price Appreciation	\$15,000	\$15,000
	The VP Finance was awarded \$70,000 as an Annual Cash Bonus for 2019, 100% of which was elected to be taken in the form of Deferred Units which were then matched by the REIT.		

Role of the Compensation Committee

The Compensation Committee's primary role is to assist the Board in fulfilling its oversight responsibilities related to: (i) the administration of the REIT's compensation matters; (ii) the amount and form of compensation of trustees of the REIT; and, (iii) the salary, bonus and other benefits, direct or indirect, and any change of control packages of the chief executive officer of the REIT and other members of the senior management team. Each of the committee members, through their years of business and management, has direct experience that is relevant to their responsibilities in executive compensation.

InterRent's Compensation Philosophy

All employees of the REIT receive compensation based on comparable market rates for their respective positions. Additional consideration is given to internal pay equity and performance. In the design of the Trust's executive compensation plans and practices, the Board and the Compensation Committee have considered the implications of the risks associated therewith and with the Trust's business. As a general rule, the Trust's executive compensation plans are designed to ensure that Management is not encouraged to take excessive risks. Risk mitigation is a core principle of the Trust's compensation practices and the Compensation Committee considers risk implications in its annual review and recommendation of actual executive compensation and in its regular review of the Trust's compensation plans and practices.

Comparative Market Data

Comparative market data is one factor used in setting the compensation of executives. Other factors considered by the Compensation Committee include individual performance and experience, scope of the role, leadership ability, internal pay equity among executives and the operating results of the business. The Compensation Committee uses benchmarking or comparisons of compensation programs from a peer group of real estate entities annually to confirm that the Trust's programs remain competitive.

Peer Group

For the purpose of benchmarking, the REIT reviews and considers its identified peer group as a primary source of reference. The intent is for the REIT to fall in the median of the group in terms of both revenue and asset base to ensure that the REIT's relative size is considered and reflected in benchmarking. The REIT's compensation peer group in 2019 was comprised of the following REITs and corporations:

Agellan Commercial REIT	Allied Properties REIT	Artis REIT
BTB REIT	Chartwell Retirement Residences	Cominar REIT
Crombie REIT	CT REIT	Extencare Inc.
Granite REIT	Invesque Inc.	Killam Apartment REIT
Northview Apartment REIT	NorthWest Healthcare Properties REIT	Pure Multi-Family REIT LP
SmartCentres REIT	Sienna Senior Living Inc.	

Base Salary

Base salaries are established taking into account individual performance and experience, level of responsibility and competitive pay practices. To achieve this goal, the base salaries are reviewed annually and adjusted appropriately to reflect individual performance and market changes.

Short Term Incentives

All permanent full time executives and management of the REIT have the opportunity to earn an annual performance bonus. Such bonuses are a function of meeting specific goals based on individual performance and the REIT's performance relating to revenue, profitability, and growth. The CEO's targets are established by the Compensation Committee and Board and the CEO is responsible for cascading these targets to executives, management and staff. Previous equity grants to such individuals are taken into account when considering new grants.

Long Term Incentives

The maximum aggregate number of Units authorized for issuance (a) upon the redemption of all Deferred Units granted under the Deferred Unit Plan, (b) upon the exercise of options under the Unit Option Plan, and (c) pursuant to the Long Term Incentive Plan (together with the Deferred Unit Plan and Unit Option Plan, the "**Equity Incentive Plans**") shall not exceed seven percent (7%) of the issued and outstanding Units, being 9,881,695 Units as of June 22, 2020. As of the date of this Circular, the REIT had issued Deferred Units, options and Plan Units (as defined below) that could be exercised or redeemed (as described in more detail under the Unit Option Plan, Long Term Incentive Plan and Deferred Unit Plan sections below) for a total of 7,025,650 Units, which represents approximately 5.0% of the REIT's issued and outstanding Units as at June 22, 2020. The number of remaining units available for issuance under the Equity Incentive Plans is 2,856,045 Units which represents approximately 2.0% of the REIT's issued and outstanding Units as at June 22, 2020.

The annual burn rate of the Equity Incentive Plans (as expressed as a percentage based on the number of options under the Unit Option Plan, the number of Instalment Receipt Agreements under the Long Term Incentive Plan, and the number of Deferred Units granted during the applicable fiscal year divided by the weighted average number of issued and outstanding Units for the applicable fiscal year) was 0.3% for the fiscal year 2019, 1.6% for the fiscal year 2018 and 1.8% for the fiscal year 2017.

Unit Option Plan

The REIT's unit option plan ("**Unit Option Plan**") provides that the REIT may grant options to purchase Units to any trustee, director, employee, consultant or Management Company Employees (as defined in the Unit Option Plan) of the REIT or a related entity of the REIT (each an "**Eligible Individual**"), or a corporation controlled by, and whose issued and outstanding voting shares are owned by any Eligible Individual. Based on the recommendation of the

Compensation Committee, the Board considers and, if thought appropriate, approves the issuance of options in accordance with the REIT's Unit Option Plan. Such option grants are dependent upon individual performance and competitive conditions. The REIT's Unit Option Plan requires that the option exercise price be equal to the volume weighted average trading price of the Units for the five trading days immediately prior to the date the option was granted. The Board shall, in its discretion determine the time during which options shall vest and the method of vesting. All Options granted to Employees pursuant to the Unit Option Plan had a two-year vesting provision, with 50% of the Options vesting after year 1 of the date of grant and the remaining 50% vesting after year two from the date of grant of such Options. All options granted shall expire no later than ten years after the date of the grant.

The Unit Option Plan is a rolling and reloading plan. Options exercised for Units are automatically available for re-grant under the Unit Option Plan.

The maximum aggregate number of Units authorized for issuance under the Equity Incentive Plans shall not exceed seven percent (7%) of the issued and outstanding Units, being 9,881,695 Units as of June 22, 2020. As of the date of this Circular, the REIT had options issued and outstanding pursuant to the Unit Option Plan exercisable for an aggregate of 810,745 Units, which represents approximately 0.6% of the REIT's issued and outstanding Units as at June 22, 2020.

The annual burn rate of the Unit Option Plan (as expressed as a percentage based on the number of options under the Unit Option Plan granted during the applicable fiscal year divided by the weighted average number of issued and outstanding Units for the applicable fiscal year) was 0% for the fiscal year 2019, 0% for the fiscal year 2018 and 0.4% for the fiscal year 2017.

No options shall be granted to any reporting insider of the REIT if such grant could result, together with any other incentive compensation arrangement of the REIT, at any time in the issuance to any one individual and such individual's associates, within a one-year period, of a number of Units (together with any other incentive compensation arrangements) that exceeds 7% of the issued and outstanding Units. The REIT shall obtain disinterested Unitholder approval of options if:

- (a) a unit option plan, together with all of the REIT's previously established or proposed unit option grants or other compensation arrangements, could result in:
 - (i) the number of Units reserved for issuance under unit options granted to "Insiders" (as such term is defined therein) at any time exceeding 7% of the outstanding Units;
 - (ii) the issuance to Insiders, within a one year period, of a number of Units exceeding 7% of the outstanding Units; or
- (b) the REIT is decreasing the exercise price of stock options previously granted to Insiders.

Subject to any express resolution passed by the Board with respect to an option, an option and all rights to purchase Units pursuant thereto shall expire and terminate within 30 days after the optionee who holds such option ceases to be an "eligible person" (as such term is defined in the Unit Option Plan). Options are non-transferable but may be assigned to a corporation controlled by an optionee.

If an optionee dies before the expiry of an option, the optionee's legal representative(s) may, subject to the terms of the option and the Unit Option Plan, (A) exercise the option (to the extent the optionee was entitled to do so at the date of the optionee's death) any time up to and including, but not after, one year following the earlier of the date of death, and prior to close of business on the expiration date of the option, and (B) with the prior written consent of the Board, exercise at any time up to and including, but not after, one year following the earlier of the date of death or prior to the close of business on the expiration date of the option, whichever is earlier, any part of the option which was not exercisable at the time of the optionee's death to purchase all or any of the Units subject to the option as the Board may designate but not exceeding the number of such Units the optionee would have been entitled to purchase had the optionee survived. If an optionee has been terminated "for cause", or does not exercise his or her options within the prescribed period, the number of options not exercised will be added to the number of options remaining available to be granted under the Unit Option Plan.

The Board may, at any time, suspend or terminate the Unit Option Plan. The Board may, subject to receipt of requisite Unitholder and regulatory approval, make the following amendments to the Unit Option Plan:

- (a) any amendment to the number of securities issuable under the Unit Option Plan, including an increase in the maximum number of securities or a change from a fixed maximum number of securities to a fixed maximum percentage;

- (b) the addition of any form of financial assistance;
- (c) any addition of a cashless exercise feature, payable in cash or securities which does not provide for a full deduction in the number of underlying securities from the Unit Option Plan;
- (d) the addition of any provision in the Unit Option Plan which results in participants receiving securities while no cash consideration is received by the REIT;
- (e) any extension of the term of options granted to insiders of the REIT;
- (f) any reduction in the option price of options held by insiders of the REIT; and
- (g) any other amendments that may lead to significant or unreasonable dilution in the REIT's outstanding securities or may provide additional benefits to participants, especially to insiders of the REIT, at the expense of the REIT and its existing unitholders.

The Board may, subject to receipt of requisite regulatory approval, where required, in its sole discretion make all other amendments to the Unit Option Plan that are not of the type contemplated above, including, without limitation:

- (a) amendments of a housekeeping nature;
- (b) the addition of or a change to vesting provisions of a security or the Unit Option Plan;
- (c) a change to the termination provisions of a security or the Unit Option Plan which does not entail an extension beyond the original expiry date; and
- (d) the addition of a cashless exercise feature, payable in cash or securities, which provides for a full deduction of the number of underlying securities from the Unit Option Plan reserve.

Long Term Incentive Plan

The REIT has a long-term incentive plan ("**Long Term Incentive Plan**"), which is available to Trustees, officers and employees of the REIT and directors, trustees, officers or employees of designated affiliates, where in each case such persons are actively engaged in activities related to the REIT ("**LTIP Participants**").

Under the Long Term Incentive Plan, LTIP Participants may subscribe for treasury Units ("**Plan Units**") for a purchase price equal to the "Market Price" for Units, which purchase price will be payable in cash instalments. The first instalment will be an amount equal to not less than 5% of the Market Price for the Units on the date of issue and will be payable by LTIP Participants on the date such Plan Units are issued. The "Market Price" for Units will be equal to the volume weighted average trading price of Units on the TSX for the five trading days immediately preceding their issue. Prior to the payment in full of all instalments (together with interest thereon) relating to Plan Units, beneficial ownership of the Plan Units will be represented by instalment receipts issued by the REIT (the "**Instalment Receipts**") to LTIP Participants. LTIP Participants will be required to pay all instalment and interest payments over a period of not more than ten years and have the option to prepay any remaining instalments at their discretion. Instalment and interest payments may be accelerated in certain circumstances, such as on the death or disability of an LTIP Participant or on termination of their employment with the REIT. In addition, LTIP Participants may elect, with prior Board consent, to have some or all of any Instalment Receipts issued to a personal holding company, family trust, or eligible limited partnership of such LTIP Participant. Pursuant to an instalment receipt agreement entered into between the REIT and LTIP Participants (the "**Instalment Receipt Agreement**"), legal title to the Plan Units will be registered in the name of a custodian (the "**Custodian**") and held as security for the payment obligations of the LTIP Participants until all instalments and interest have been paid.

LTIP Participants will be required to pay interest to the REIT on the outstanding balance of the remaining instalments at a ten-year fixed annual rate not less than a prescribed rate under the *Income Tax Act* (Canada) applicable at the time the Plan Units are issued.

Under the Long Term Incentive Plan, LTIP Participants will be the beneficial owners of the Plan Units from the date of issue, subject to their obligation to make the remaining instalment and interest payments. Holders of Instalment Receipts will have substantially the same rights and privileges, and will be subject to the same limitations, as registered holders of Units, except for certain rights and privileges, which are limited under the Instalment Receipt Agreement to protect the value of the REIT's security interest in the Plan Units. LTIP Participants will be required to apply any distributions received by them in respect of the Plan Units to make payments of interest and the remaining instalments. Upon due payment of all instalments and interest, the Plan Units will be released to the LTIP Participants and the LTIP Participants will become the registered holders of the Plan Units. Until all instalment and interest payments have been

made, LTIP Participants will not be allowed (i) to vote their Plan Units, or (ii) to transfer or dispose of their Plan Units or the associated Instalment Receipts, other than to an RRSP or RRIF or other entity or person approved by the REIT.

The Long Term Incentive Plan is a rolling and reloading plan. Plan Units that are redeemed for Units are automatically available for re-grant under the Long Term Incentive Plan.

The Long Term Incentive Plan is administered by the Board and the maximum aggregate number of Units authorized for issuance under the Equity Incentive Plans shall not exceed seven percent (7%) of the issued and outstanding Units, being 9,881,695 Units as of June 22, 2020. As of the date of this Circular, 1,760,000 Units are currently subject to Instalment Receipt Agreements under the Long Term Incentive Plan, representing approximately 1.2% of the issued and outstanding Units as of June 22, 2020.

The annual burn rate of the Long Term Incentive Plan (as expressed as a percentage based on the number of Instalment Receipt Agreements under the Long Term Incentive Plan granted during the applicable fiscal year divided by the weighted average number of issued and outstanding Units for the applicable fiscal year) was 0% for the fiscal year 2019, 0.3% for the fiscal year 2018 and 0.7% for the fiscal year 2017.

The aggregate number of Units reserved for issuance to "Insiders" (as such term is defined in the *Securities Act* (Ontario)) at any time pursuant to the Long Term Incentive Plan and pursuant to all other incentive compensation arrangements of the REIT shall not exceed 7% of the total number of Units then outstanding. The aggregate number of Units issued to Insiders pursuant to the Long Term Incentive Plan and pursuant to all other incentive compensation arrangements of the REIT, within a one-year period, shall not exceed 7% of the total number of Units then outstanding. The Long Term Incentive Plan will be administered by the Board, or the Compensation Committee.

Subject to the Long Term Incentive Plan and the Instalment Receipt Agreement, the Board has discretion to determine and set the vesting provisions applicable to Plan Units and Instalment Receipts. If a Plan Unit is subject to such vesting provisions as determined by the Board, Plan Units held by the Custodian for the benefit of holders of Instalment Receipts will vest, together with any distributions, in accordance with and at such times as set forth in the vesting provisions applicable to such Plan Units. On the relevant vesting dates, the Custodian will distribute the relevant number of vested Plan Units and distributions to the LTIP Participant. Subject to the Long Term Incentive Plan, Instalment Receipt Agreement and vesting provisions, if an LTIP Participant's employment is terminated for cause or by voluntary resignation or retirement before the date all instalments in respect of the LTIP Participant's Plan Units have been paid, then no unvested portion of any such Plan Units held by the Custodian for the benefit of the Participant will vest.

In the event of disability or death of an LTIP Participant before all instalments in respect of the LTIP Participant's Plan Units have been paid, subject to the discretion of the Board, the payment of all remaining instalments with respect to such Plan Units will be accelerated to become due and payable on the earlier of (i) the second anniversary of such death or disability, and (ii) the date such payments are otherwise payable under the Instalment Receipt Agreement. If the LTIP Participant fails to make such payments within such period of time, the Custodian, subject to the discretion of the Board, will deal with the applicable Plan Units in accordance with terms of the Instalment Receipt Agreement. In the event a LTIP Participant's employment is terminated for cause before all instalments in respect of the LTIP Participant's Plan Units have been paid, subject to the discretion of the Board, the payment of all remaining instalments owing with respect such Plan Units will be accelerated to become due and payable on the earlier of (i) 30 calendar days following such termination, and (ii) the date such payments are otherwise payable under the Instalment Receipt Agreement. If the LTIP Participant fails to make such payments within such period of time, the Custodian, subject to the discretion of the Board, will deal with the applicable Plan Units in accordance with terms of the Instalment Receipt Agreement. In the event an LTIP Participant's employment is terminated by voluntary resignation or retirement before all instalments in respect of the LTIP Participant's Plan Units have been paid, subject to the discretion of the Board, the payment of all remaining instalments owing with respect to such Plan Units will be accelerated to become due and payable on the earlier of (i) 90 calendar days following such termination, and (ii) the date such payments are otherwise payable under the Instalment Receipt Agreement. If the LTIP Participant fails to make such payments within such period of time, the Custodian, subject to the discretion of the Board, shall deal with the applicable Plan Units in accordance with terms of the Instalment Receipt Agreement. If an LTIP Participant's employment is terminated other than for cause, as a result of death or disability, or by voluntary resignation or retirement of the LTIP Participant before all instalments in respect of the LTIP Participant's Plan Units have been paid, subject to the discretion of the Board, the payment of all remaining instalments owing with respect to such Plan Units shall be accelerated to become due and payable on the earlier of (i) 180 calendar days following such termination, and (ii) the date such payments are otherwise payable under the Instalment Receipt Agreement. If the LTIP Participant fails to make such payments within such period of time, the Custodian, subject to the discretion of the Board, shall deal with the applicable Plan Units in accordance with terms of the Instalment Receipt Agreement. With certain exceptions, if an LTIP Participant holds Plan Units through a personal holding company, family trust or an eligible limited partnership which ceases to qualify as

such, any remaining instalment payments owing with respect to Plan Units issued to such LTIP Participant shall be accelerated to become due and payable on the earlier of (i) 90 calendar days after such failure to qualify, and (ii) the date such payments are otherwise payable under the Instalment Receipt Agreement. If the LTIP Participant fails to make such payments within such period of time, the Custodian, subject to the discretion of the Board, shall deal with the applicable Plan Units in accordance with terms of the Instalment Receipt Agreement.

The Board may, at its sole discretion, amend (including, without limitation, make amendments of a housekeeping nature, change the vesting provisions applicable to the issue of any Units or Instalment Receipts, and change the instalment payment acceleration provisions), suspend or terminate the Long Term Incentive Plan, or any portion of it at any time in accordance with applicable legislation, and subject to any required regulatory approval without Unitholder approval. Notwithstanding the foregoing, amendments to the number of Units issuable under the Long Term Incentive Plan, amendments to the determination of the "Market Price" of Plan Units, a reduction of the price of Plan Units issued under the Long Term Incentive Plan, amendments to the eligibility of participation to the Long Term Incentive Plan, or amendments that materially increase the benefits of LTIP Participants under the Long Term Incentive Plan, shall be subject to Unitholder approval.

Instalment Receipts and associated Plan Units are not transferable in any way except to an RRSP or RRIF of the LTIP Participant, an entity controlled by the REIT or otherwise approved by the REIT, or otherwise in accordance with the Long Term Incentive Plan and the Instalment Receipt Agreement. Transfers in violation of the Long Term Incentive Plan will not be valid.

Deferred Unit Plan

The REIT has a deferred unit plan ("Deferred Unit Plan") available to certain eligible Trustees, officers and employees of the REIT who elect to participate ("**DUP Participants**").

Each DUP Participant shall:

- (a) in respect of a Trustee, be paid between sixty (60%) and one hundred percent (100%) of the annual cash retainer paid by the REIT to that Trustee in a calendar year for service on the Board, together with committee fees, attendance fees, additional fees and retainers to committee chairs (a "**Board Retainer**"); or
- (b) in respect of an officer or employee, be paid up to 100% of the annual bonus paid by the REIT to that officer or employee in a calendar year (an "**Annual Bonus**"); or
- (c) in respect of an officer or employee, be paid 100% of their retention bonus ("**Retention Bonus**") and/or long-term incentive bonus ("**Annual Incentive Bonus**"),

(the "**Elected Amount**") in the form of deferred Units ("**Deferred Units**") in lieu of cash, provided that the REIT shall match the Elected Amount for each DUP Participant such that the number of Deferred Units issued to each Participant shall be equal in value to two (2) times the Elected Amount.

DUP Participants (other than a trustee) that elect to participate are paid 100% of any Retention Bonus, if awarded, in Deferred Units. A Retention Bonus is set by the Board (or Compensation Committee) and is paid on a semi-annual basis (on or about June 30 and December 31) if the REIT meets certain pre-determined performance targets set by the Board or the Committee. In addition, DUP Participants that elect to participate are paid 100% of any Annual Incentive Bonus, if awarded, in Deferred Units. Annual Incentive Bonuses are paid provided that the Participant meets certain pre-determined performance targets set by the Board for the previous fiscal year. The Annual Incentive Bonus, if paid, is paid annually forthwith after the REIT publicly releases its year-end results for the previous fiscal year. In the event of any Unit distribution or dividend, Unit split, combinations or exchange of Units, merger, consolidation, spin-off or other distribution (other than normal cash distributions) of the REIT's assets to the Unitholders, or any other change affecting the Units, the account of each DUP Participant and the Deferred Units outstanding under the Deferred Unit Plan shall be adjusted in such manner, if any, as the Compensation Committee may in its discretion deem appropriate to reflect the event.

The number of Deferred Units (including fractional Deferred Units) granted at any particular time pursuant to the Deferred Unit Plan as a Retention Bonus or Annual Incentive Bonus is calculated by: dividing (i) two times the dollar amount of the Elected Amount, as applicable, allocated to the DUP Participant for a Board Retainer or Annual Bonus; (ii) by the Market Value of a Unit on the Award Date. Note, 100% of the Retention Bonus or Annual Incentive Bonus, as the case may be, shall qualify as the Elected Amount that is effectively matched by the REIT. "**Market Value**" at any

date in respect of the Deferred Units means the volume weighted average price of all Units traded on the TSX for the ten trading days immediately preceding such date (or, if such Units are not listed and posted for trading on the TSX, on such stock exchange on which such Units are listed and posted for trading as may be selected for such purpose by the Trustees). In the event that such Units are not listed and posted for trading on any stock exchange, the Market Value shall be the fair market value of such Units as determined by the Board in its sole discretion. Deferred Units are not assignable except in the case of death or otherwise by succession.

The Board may, at its sole discretion, amend (including, without limitation, make amendments of a housekeeping nature, change the vesting provisions applicable to the Deferred Units, and change the termination provisions of the Deferred unit Plan or the Deferred Units issued thereunder), suspend or terminate the Deferred Unit Plan, or any portion of it at any time in accordance with applicable legislation, and subject to any required regulatory approval without Unitholder approval. Notwithstanding the foregoing, the number of Units authorized for issuance under the Deferred Unit Plan may only be amended with Unitholder approval or as may be required by regulatory authorities. In addition, amendments: (i) leading to an increase in the matching amount by the REIT of the Elected Amount under the Deferred Unit Plan (other than as provided therein); (ii) affecting the eligibility of participation to the Deferred Unit Plan; or (iii) materially increasing the benefits of participants under the Deferred Unit Plan, shall also be subject to Unitholder approval.

The Deferred Unit Plan is a rolling and reloading plan. Deferred Units that are redeemed for Units are automatically available for re-grant under the Deferred Unit Plan. Unless otherwise determined by the Board, the Deferred Units granted pursuant to the Deferred Unit Plan were subject to a five-year vesting provision in accordance with the terms of the Deferred Unit Plan.

The Deferred Unit Plan is administered by the Compensation Committee, reporting to the Board. The maximum aggregate number of Units authorized for issuance under the Equity Incentive Plans shall not exceed seven percent (7%) of the issued and outstanding Units, being 9,881,695 Units as of June 22, 2020. As of the date of this Circular, the REIT has 4,454,905 Deferred Units outstanding under the Deferred Unit Plan, representing approximately 3.2% of the issued and outstanding Units as at June 22, 2020.

The annual burn rate of the Deferred Unit Plan (as expressed as a percentage based on the number of Deferred Units granted during the applicable fiscal year divided by the weighted average number of issued and outstanding Units for the applicable fiscal year) was 0.3% for the fiscal year 2019, 1.2% for the fiscal year 2018 and 0.6% for the fiscal year 2017.

Irrespective of the foregoing, at no time shall the number of Units: (i) reserved for issuance to insiders of the REIT pursuant to outstanding Deferred Units (together with the number of Units reserved for issuance to such persons pursuant to any other incentive compensation arrangements) exceed 7% of the then outstanding Units as calculated immediately prior to the issuance in question; and (ii) issued to insiders of the REIT, within any one year period, pursuant to outstanding Deferred Units (together with the number of Units issued to such persons pursuant to other incentive compensation arrangements) exceed 7% of the then outstanding Units.

Deferred Units generally vest in accordance with the following schedule:

- (a) 50% of the Deferred Units on the third anniversary of the grant;
- (b) 25% of the Deferred Units on the fourth anniversary of the grant;
- (c) 25% of the Deferred Units on the fifth anniversary of the grant;

provided however, that in the event of any “change of control” of InterRent (as such term is defined in the Deferred Unit Plan), any unvested Deferred Units shall vest upon the earlier of: (i) the next applicable vesting date determined in accordance with the above provisions; and (ii) the date which is immediately prior to the date upon which the change of control is completed.

Notwithstanding the foregoing, Deferred Units credited to a DUP Participant vest immediately and are redeemable following an event, including termination other than for cause, retirement or death, unless the DUP Participant has been terminated for cause or resigns. If a DUP Participant is terminated for cause or resigns, any Deferred Units representing (i) an Elected Amount, and (ii) 50% of any Retention Bonus shall be deemed to have vested. Any Deferred Units representing a match of the Elected Amount or an Annual Incentive Bonus or the other 50% of the Retention Bonus which have not vested at the time of termination for cause or voluntary resignation shall be forfeited by the DUP Participant.

If a DUP Participant retires from the REIT, any Deferred Units representing (i) an Elected Amount, and (ii) 50% of any Retention Bonus credited to the DUP Participant's Deferred Unit Account shall be deemed vested and, if the participant is 65 years or over and has been with the REIT for:

- (a) less than five years, then any Deferred Units granted to such DUP Participant granted under the Deferred Unit Plan which represent, (i) a match by the REIT of an Elected Amount, (ii) a Long Term Incentive Bonus and/or (iii) the other 50% of a Retention Bonus, in each case in accordance with the Deferred Unit Plan, and which have not yet vested, shall be immediately forfeited by the DUP Participant;
- (b) between five and ten years, then (i) 50% of any Deferred Units granted to such DUP Participant which represent a match by the REIT of an Elected Amount and/or an Annual Incentive Bonus, and (ii) 75% of any Deferred Units granted to such DUP Participant, which represent a Retention Bonus (and which have not vested at such time), shall immediately vest, be non-forfeitable, and be redeemed as soon as practically possible. In such a case, the remaining (i) 50% of any Deferred Units granted to a DUP Participant representing a match by the REIT of an Elected Amount and/or an Annual Incentive Bonus, and/or (ii) 25% of any Deferred Units granted to such DUP Participant which represent a Retention Bonus and which have not vested at such time, shall be immediately forfeited by the DUP Participant; or
- (c) ten years or greater, then any Deferred Units granted to such DUP Participant which represent a match by the REIT of an Elected Amount, or an Annual Incentive Bonus or Retention Bonus, and which have not vested at such time, shall immediately vest, be non-forfeitable and such Deferred Units shall be redeemed as soon as practically possible.

Subject to the approval of the Compensation Committee, the Deferred Units credited to a Participant's Deferred Unit Account that have vested may be redeemable in whole or in part on the date in which the Participant files a written notice of redemption.

Compensation of Chief Executive Officer

The compensation of the REIT's Chief Executive Officer, Mike McGahan, is targeted at a level consistent with the compensation paid to chief executive officers in the Canadian real estate trust market. Mr. McGahan's compensation plan takes into consideration base salary as well as the REIT's short term bonus plan, Unit Option Plan, Deferred Unit Plan and Long Term Incentive Plan. Description of his compensation plan is set out under "*Principles of Executive Compensation*".

Mike McGahan is a member of the Board. Mr. McGahan is required to abstain himself from deliberations of the Board with respect to matters related to his compensation and also abstain from voting on these matters.

Other Compensation Policies

Clawback Policy

The Board has a senior executive compensation clawback policy for awards made under the REIT's Equity Incentive Plans. Under this policy, which applies to any current executive of the REIT, the Board may, pursuant to an agreement with such executive, require reimbursement of all or a portion of the annual incentive-based compensation received by such executive under the Equity Incentive Plan(s) in situations where:

1. the REIT is required to restate its financial results (a "**Restatement**") due to material non-compliance with any financial reporting requirement under applicable securities laws;
2. an executive engaged in fraud or willful misconduct (as admitted by the executive or, in the absence of such admission, as determined by a court of competent jurisdiction in a final judgment that cannot be appealed) which caused or significantly contributed to the material non-compliance that resulted in the Restatement; and
3. the amount of incentive compensation awarded or paid to the executive in respect of the year(s) to which the Restatement pertains ("**Actual Compensation**") would have been lower had it been calculated based on the restated financial results ("**Revised Compensation**").

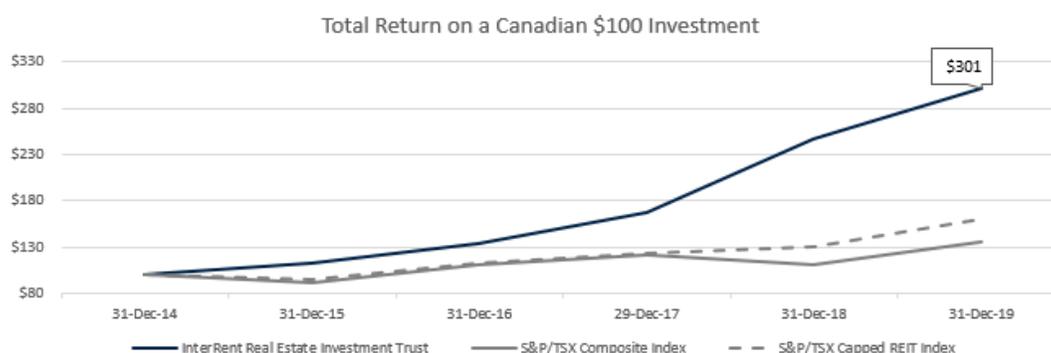
In the circumstances described above, the Board may, in their discretion, seek to recover from the executive all or a portion of the after-tax difference between the Actual Compensation and the Revised Compensation where the REIT

has determined that the Restatement is required. To the extent that the difference between Actual Compensation and Revised Compensation relates to Unit-Based Compensation (as defined in the Clawback Policy) and the Unit-Based Compensation initially awarded has not been exercised (in the case of unit options) or vested (in the case of deferred units), the Trustees may cancel or adjust the number of options, granted or deferred units awarded in the year(s) to which the Restatement pertains to address such difference.

As of the date hereof, there has been no such circumstances requiring reimbursement from the executives of all or a portion of the after-tax difference between the Actual Compensation and the Revised Compensation.

Performance Graph

The following graph illustrates changes over the period from December 31, 2014 to December 31, 2019 in cumulative total shareholder return assuming that \$100 was invested on December 31, 2014 (with any distributions re-invested) in Units of the REIT, the S&P/TSX Composite Index and the S&P/TSX Capped Real Estate Index.



Total Return on a CDN \$100 Investment

	31-Dec-14	31-Dec-15	31-Dec-16	29-Dec-17	31-Dec-18	31-Dec-19	Total Return
InterRent Real Estate Investment Tru	\$ 100	\$ 113	\$ 133	\$ 168	\$ 246	\$ 301	201%
S&P/TSX Composite Index	\$ 100	\$ 92	\$ 111	\$ 121	\$ 110	\$ 136	36%
S&P/TSX Capped REIT Index	\$ 100	\$ 95	\$ 112	\$ 123	\$ 131	\$ 161	61%

Sources: S&P Global Market Intelligence, S&P Dow Jones Indices

Annual bonuses for InterRent's NEOs is determined based on an assessment of 5 key attributes: sustainable profitability; operating efficiency improvements, disciplined and sustainable growth; conservative capitalization; and Unit price appreciation. Each of these attributes are evaluated using various measures that the Board believes is appropriate for the period being measured. As such, the total return for the Unitholders, as indicated by the above graph ("**Total Unitholder Return**"), is considered under the key attribute of Unit price appreciation, which makes up 20% of the potential bonus for NEOs. Over the past five years, the REIT has grown its portfolio significantly. Over the same five year period the Board has appointed 2 additional officers to the REIT (one in 2015 and one in 2018) increasing the number of NEOs from three to five. Over this same period, Total Unitholder Return increased by 201% while total NEO compensation, inclusive of the compensation paid to the two additional executive officers, increased by 68%.

SECURITIES AUTHORIZED FOR ISSUANCE UNDER EQUITY INCENTIVE PLANS

The following table sets forth, as of December 31, 2019, information concerning securities authorized for issuance under equity incentive plans.

<u>Plan Category</u>	<u>Number of Securities to be issued upon exercise of outstanding options, warrants and rights</u>	<u>Weighted average exercise price of outstanding options, warrants and rights \$</u>	<u>Number of securities remaining available for future issuance under equity incentive plans⁽⁶⁾</u>
Equity incentive plans previously approved by security holders			
Unit Option Plan ⁽¹⁾	854,140	\$ 6.11	—
Deferred Unit Plan ⁽²⁾⁽³⁾	4,228,924	\$ 8.64	—
Long Term Incentive Plan ⁽⁴⁾	1,810,000 ⁽⁵⁾	\$ 6.93	—
Equity incentive plans not previously approved by security holders.....	—	—	—
Total	6,893,064	N/A	1,849,200

Notes:

- (1) The material features of the Unit Option Plan are described above under the heading “*Compensation Discussion & Analysis – Long Term Incentive – Unit Option Plan*”.
- (2) The material features of the Deferred Unit Plan are described above under the heading “*Compensation Discussion & Analysis – Long Term Incentive – Deferred Unit Plan*”.
- (3) The outstanding Deferred Units are subject to vesting terms. As at December 31, 2019, if these vesting terms are met a maximum of 4,228,924 Units may be issued from treasury upon the redemption of all outstanding Deferred Units.
- (4) The material features of the Long Term Incentive Plan are described above under the heading “*Compensation Discussion & Analysis – Long Term Incentive – Long Term Incentive Plan*”.
- (5) This amount is already included in the Units issued and outstanding at December 31, 2019.
- (6) The maximum aggregate number of Units authorized for issuance under the Equity Incentive Plans shall not exceed seven percent (7%) of the issued and outstanding Units. At December 31, 2019, there were 124,889,487 Units issued and outstanding equating to a maximum of 8,742,264 Units authorized for issuance under the Equity Incentive Plans.

TERMINATION OF EMPLOYMENT CHANGES IN RESPONSIBILITY AND EMPLOYMENT CONTRACTS

The REIT entered into an employment agreement as of October 1, 2009 with Mike McGahan for an indefinite term, which employment agreement was most recently amended March 29, 2019 (hereinafter together the “**McGahan Agreement**”).

In the event of the death, retirement or disability of Mr. McGahan, the McGahan Agreement provides for the lump sum payment of an amount equal to not less than two times the annual salary and two times the average annual bonus paid to Mr. McGahan in the previous two years.

In the event that Mr. McGahan’s employment is terminated for any other reason or not for just cause or in the event Mr. McGahan resigns for “Good Reason”, or there is a control change in the REIT, as such terms are defined therein, Mr. McGahan is entitled to a payment equal to the annual base salary and the annual maximum potential bonus that may be earned in the year of termination. Mr. McGahan would also be entitled to a further payment that, in the aggregate, equals: (i) three times the annual salary; and (ii) three times the maximum potential bonus for the year. In addition, the REIT is required to purchase from Mr. McGahan, at fair market value, all Units, rights, options or warrants to acquire Units of the REIT owned by Mr. McGahan (all of which shall be deemed to have vested) and pay him the difference between the exercise price and the fair market value of all rights, options or warrants to acquire Units subject to issuance pursuant to any options or warrants held by Mr. McGahan.

The REIT entered into an employment agreement with Curt Millar as of May 6, 2010, which employment agreement was most recently amended March 29, 2019 (the “**Millar Agreement**”). In the event that Mr. Millar’s employment is terminated not for just cause or in the event Mr. Millar resigns for “Good Reason”, or there is a control change in the REIT, as such terms are defined therein, Mr. Millar is entitled to a payment equal to the annual base salary and the annual maximum potential bonus that may be earned in the year of termination. Mr. Millar would also be entitled to a further payment that, in the aggregate, equals: (i) two times the annual salary; and (ii) two times the maximum potential bonus for the year. In addition, the REIT would be required to purchase from Mr. Millar, at fair market value, all Units, rights, options or warrants to acquire Units of the REIT owned by Mr. Millar (all of which shall be deemed to have vested) and pay him the difference between the exercise price and the fair market value of all rights, options or warrants to acquire Units subject to issuance pursuant to any options or warrants held by Mr. Millar.

The REIT entered into an employment agreement with Brad Cutsey as of April 6, 2015, which employment agreement was most recently amended March 29, 2019 (the "**Cutsey Agreement**"). In the event that Mr. Cutsey's employment is terminated not for just cause or in the event Mr. Cutsey resigns for "Good Reason", or there is a control change in the REIT, as such terms are defined therein, Mr. Cutsey is entitled to a payment equal to the annual base salary and the annual maximum potential bonus that may be earned in the year of termination. Mr. Cutsey would also be entitled to a further payment that, in the aggregate, equals: (i) two times the annual salary; and (ii) two times the maximum potential bonus for the year. In addition, the REIT would be required to purchase from Mr. Cutsey, at fair market value, all Units, rights, options or warrants to acquire Units of the REIT owned by Mr. Cutsey (all of which shall be deemed to have vested) and pay him the difference between the exercise price and the fair market value of all rights, options or warrants to acquire Units subject to issuance pursuant to any options or warrants held by Mr. Cutsey.

The REIT entered into an employment agreement with Dave Nevins as of February 15, 2018, which employment agreement was most recently amended March 29, 2019 (the "**Nevins Agreement**"). In the event that Mr. Nevins' employment is terminated not for just cause or in the event Mr. Nevins resigns for "Good Reason", or there is a control change in the REIT, as such terms are defined therein, Mr. Nevins is entitled to a payment equal to the annual base salary and the annual maximum potential bonus that may be earned in the year of termination. Mr. Nevins would also be entitled to a further payment that, in the aggregate, equals: (i) two times the annual salary; and (ii) two times the maximum potential bonus for the year. In addition, the REIT would be required to purchase from Mr. Nevins, at fair market value, all Units, rights, options or warrants to acquire Units of the REIT owned by Mr. Nevins (all of which shall be deemed to have vested) and pay him the difference between the exercise price and the fair market value of all rights, options or warrants to acquire Units subject to issuance pursuant to any options or warrants held by Mr. Nevins.

The REIT entered into an employment agreement with Brian Awrey as of May 17, 2010, which employment agreement was most recently amended March 29, 2019 (the "**Awrey Agreement**"). In the event that Mr. Awrey's employment is terminated not for just cause or in the event Mr. Awrey resigns for "Good Reason", or there is a control change in the REIT, as such terms are defined therein, Mr. Awrey is entitled to a payment equal to the annual base salary and the annual maximum potential bonus that may be earned in the year of termination. Mr. Awrey would also be entitled to a further payment that, in the aggregate, equals: (i) the annual salary; and (ii) the maximum potential bonus for the year. In addition, the REIT would be required to purchase from Mr. Awrey, at fair market value, all Units, rights, options or warrants to acquire Units of the REIT owned by Mr. Awrey (all of which shall be deemed to have vested) and pay him the difference between the exercise price and the fair market value of all rights, options or warrants to acquire Units subject to issuance pursuant to any options or warrants held by Mr. Awrey.

TRUSTEES COMPENSATION

<u>Name</u> ⁽¹⁾	<u>Fees Earned</u>	<u>Unit-based Awards</u> ⁽³⁾	<u>Option-based Awards</u>	<u>Non-equity Incentive Plan Compensation</u>	<u>All Other Compensation</u>	<u>Total</u>
	(\$)	(\$)	(\$)	(\$)	(\$)	(\$)
Paul Amirault	—	\$72,208	—	—	—	\$72,208
Paul Bouzanis	—	\$70,600	—	—	—	\$70,600
John Jussup ⁽²⁾	—	\$40,825	—	—	—	\$40,825
Ronald Leslie	—	\$61,767	—	—	—	\$61,767
Cheryl Pangborn	—	\$45,100	—	—	—	\$45,100

Notes:

(1) For compensation for Mr. McGahan, see "Summary Compensation Table".

(2) Mr. Jussup joined the Board on February 25, 2019.

(3) Represents Annual Board of Trustee Fees that the Trustees have elected to receive in deferred units of in lieu of cash.

Each of the Trustees who are not members of management will receive from the REIT an annual retainer of \$18,000 per year, plus a fee of \$1,000 per board meeting and \$600 per committee meeting. In addition, the Chairmen receive the following respective amounts for chairing various committees: the Board \$25,000, Audit Committee \$10,000, Nominations and Governance Committee \$5,000, Compensation Committee \$5,000 and Capital Resources Committee \$20,000. The Trustees have elected to receive all of their fees related to 2019 in Deferred Units. The number of Units that each Trustee is entitled to receive on redemption of the Deferred Units shall be based on the 10-day weighted average trading price prior to the issuance of the Deferred Units. Trustees will also be reimbursed for reasonable travel and other expenses properly incurred by them in attending meetings of the Trustees or any committee meeting. Trustees are also eligible to participate in the Unit Option Plan and the Long Term Incentive Plan.

Trustees are required to accumulate \$150,000 in Units (including Deferred Units) by the third anniversary of their election as a Board member. As of December 31, 2019, all Trustees with over three years' tenure on the board have met this requirement.

Outstanding Unit-Based Awards and Option-Based Awards

The following table sets forth information concerning option-based awards and unit-based awards granted by the REIT to each of the Trustees (other than Trustees that are Named Executive Officers) outstanding as at December 31, 2019.

<u>Name</u> ⁽¹⁾	<u>Option Based Awards</u>				<u>Unit-Based Awards</u>		
	<u>Number of Securities Underlying Unexercised Options</u> (#)	<u>Option Exercise Price</u> (\$)	<u>Option Expiry Date</u>	<u>Value of Unexercised in-the-Money Options</u> ⁽²⁾ (\$)	<u>Number of Units that have not Vested</u> (#)	<u>Market or Payout Value of Unit-based Awards that have not Vested</u> (\$) ⁽²⁾	<u>Market or Payout Value of vested Unit-based Awards not paid out or distributed</u> (\$) ⁽²⁾
Paul Amirault	25,000	\$2.13	22-Jun-21	\$337,750	41,187	\$644,165	\$1,482,641
	25,000	\$5.65	14-Jun-23	\$249,750	—	—	—
	25,000	\$5.81	16-Dec-24	\$245,750	—	—	—
Paul Bouzanis	—	—	—	—	50,153	\$784,393	\$677,243
John Jussup ⁽³⁾	—	—	—	—	5,448	\$85,207	—
Ronald Leslie	25,000	\$5.65	14-Jun-23	\$249,750	44,454	\$695,261	\$1,614,470
	25,000	\$5.81	16-Dec-24	\$245,750	—	—	—
Cheryl Pangborn	—	—	—	—	17,586	\$275,045	—

Notes:

(1) For outstanding unit-based awards and option-based awards for Mike McGahan see "Outstanding Unit-Based Awards and Option-Based Awards" under "Compensation of Executive Officers" above.

(2) Based on a December 31, 2019 closing price on the TSX of \$15.64 per Unit.

(3) Mr. Jussup joined the Board on February 25, 2019

Incentive Plan Awards – Value Vested or Earned During the Year

The following table sets forth information concerning the value on vesting on all awards and the bonus payment during the year ended December 31, 2019 for each of the Trustees (other than Trustees that are Named Executive Officers).

<u>Name</u>	<u>Option-Based Awards – Value Vested During the Year (\$)</u>	<u>Unit-Based Awards - Value Vested During the Year (\$)</u>	<u>Non-Equity Incentive Plan Compensation - Value Earned During the Year (\$)</u>
Paul Amirault	—	\$202,297 ⁽¹⁾	—
Paul Bouzanis	—	\$293,477 ⁽²⁾	—
John Jussup	—	—	—
Ronald Leslie	—	\$206,219 ⁽³⁾	—
Cheryl Pangborn	—	—	—

Notes:

- (1) Mr. Amirault had 13,482 Deferred Units vest in 2019 that remained unexercised at year end representing \$202,297.
- (2) Mr. Bouzanis had 19,532 Deferred Units vest in 2019 that remained unexercised at year end representing \$293,477.
- (3) Mr. Leslie had 13,726 Deferred Units vest in 2018 that remained unexercised at year end representing \$206,219.

Indebtedness of Trustees under Securities Purchase Programs

The following table sets forth information concerning the indebtedness of the Trustees (other than Trustees that are Named Executive Officers) under securities purchase programs. For the REIT, this is in relation to the Long Term Incentive Plan units that were offered by the REIT and subscribed for by the Trustees prior to December 31, 2019.

<u>Name and Principal Position</u>	<u>Involvement of REIT or Subsidiary</u>	<u>Largest Amount Outstanding During 2019 (\$)</u>	<u>Amount Outstanding as at June 22, 2020(\$)⁽¹⁾</u>	<u>Financially Assisted Securities Purchases during 2019 (#)</u>	<u>Security for Indebtedness</u>	<u>Amount Forgiven During 2019 (\$)</u>
Paul Amirault	Lender	\$91,485	\$91,438	—	Pledge of Unit Certificates	—
Paul Bouzanis	Lender	\$952,660	\$941,324	—	Pledge of Unit Certificates	—
Ronald Leslie	Lender	\$228,713	\$228,594	—	Pledge of Unit Certificates	—
Cheryl Pangborn	Lender	\$72,395	\$71,273	—	Pledge of Unit Certificates	—

Notes:

- (1) Under the terms of the Long Term Incentive Plan, the purchase price for Plan Units (as defined below under the heading “*Long Term Incentive Plan*”) offered to the Trustees for subscription and purchase are payable in instalments, with an initial instalment of 5% paid when the Plan Units are issued. The balance is due over a term not exceeding ten years. Participants are required to pay interest at a ten-year fixed rate based on the REIT’s fixed borrowing rate for long-term mortgage financing (3.09% for Plan Units issued July 28, 2017 and 3.30% for Plan Units issued March 5, 2018) and are required to apply cash distributions received on these Units toward the payment of interest and the remaining instalment.

INTERESTS OF INFORMED PERSONS IN MATERIAL TRANSACTIONS

Since January 1, 2019, no informed person of the REIT, nominee for election as a Trustee, or any associate or affiliate of an informed person or nominee, has or had any material interest, direct or indirect, in any transaction or any proposed transaction, which has materially affected or will materially affect the REIT or any of its subsidiaries.

PROPERTY MANAGEMENT AGREEMENT

In 2018, the REIT entered into an agreement with CLV to internalize the Trust's property management function effective February 15, 2018. As a result of the internalization, the property, asset and project management fees payable by the Trust under the Property Management Agreement was eliminated. Upon closing of the transaction, the current employees of the property manager who were providing property management services for the Trust's properties became employees of the Trust or one of its affiliates. InterRent REIT and CLV have agreed to use commercially reasonable efforts to cooperate for a period of 24 months following the closing of the transaction to, among other things, ensure the orderly transition of the Trust-related property management business and to minimize any disruption to either party. During such period, the Trust has agreed to provide the property manager with access to the purchased assets on a cost recovery basis. CLV has also agreed to allow the Trust to use the property manager's brand without cost for a period of 24 months following closing of the transaction.

AUDIT COMMITTEE INFORMATION

National Instrument 52-110 - *Audit Committees* ("NI 52-110") requires that certain information regarding the audit committee of an issuer be included in the issuer's annual information form ("AIF"). Readers are referred to "*Committees of the Board of Trustees*" in the REIT's most recent AIF, dated March 3, 2019, filed on SEDAR at www.sedar.com.

REPORT ON TRUST GOVERNANCE

The REIT believes that adopting and maintaining appropriate governance practices is fundamental to a well-run trust, to the execution of its chosen strategies and to its successful business and financial performance. National Instrument 58-101 – *Disclosure of Corporate Governance Practices* and National Policy 58-201 – *Corporate Governance Guidelines* (the "**Governance Guidelines**") of the Canadian Securities Administrators set out a list of non-binding corporate governance guidelines that issuers are encouraged to follow in developing their own corporate governance guidelines. The following disclosure is required by the Governance Guidelines and describes the REIT's approach to governance and outlines the various procedures, policies and practices that the REIT and the Board have implemented to address the foregoing requirements.

Board of Trustees

Of the REIT's nominees to the Board, five of six (or 83%) are considered to be independent. The independent nominees for election as Trustees are Mr. Paul Amirault (Chair), Mr. Paul Bouzanis, Mr. Ronald Leslie, Ms. Cheryl Pangborn and Mr. John Jussup.

Mr. Mike McGahan is not considered to be independent under applicable securities laws because he is also an officer of the REIT.

The independent Trustees of the REIT regularly hold meetings without members of management present. During the year ended December 31, 2019, five such meetings were held.

The following table sets out the attendance record for each current Trustee for Board of Trustee and committee meetings while such individuals were Trustees in 2019:

Trustee Meetings

Name of Trustee	Trustee Meetings	Committee Meetings
Paul Amirault	20 of 20	5 of 5
Paul Bouzanis	20 of 20	6 of 6
John Jussup	17 of 18	2 of 2
Ronald Leslie	20 of 20	6 of 6
Cheryl Pangborn	19 of 20	7 of 7
Mike McGahan	19 of 20	3 of 3

The current Chairman of the Board, Mr. Paul Amirault, is an independent trustee. The Chairman, who is appointed by the board, is responsible for the effective functioning of the Board. His or her primary responsibility is to facilitate the operations and deliberations of the Board and to satisfy the Board's responsibilities under its mandate. The Chairman of the Board is required to establish procedures to govern the Board's work and ensure the Board's discharge of its duties, including:

- collaborating with the Chief Executive Officer and other members of management, where appropriate, to develop the agenda for Board meetings;
- providing appropriate information from management to enable the Board and committees to fulfill their duties; ensuring that items requiring Board/committee approval are appropriately tabled;
- ensuring the proper flow of information to the Board and reviewing adequacy and timing of documentary materials in support of management's proposals;
- ensuring that external advisors retained or to be retained by the Board are appropriately qualified and independent; and
- ensuring that the Board has access to members of senior management as may be required by the Board.

The Chairman of the Board is also mandated to chair every Board meeting and encourage free and open discussion at meetings; chair every meeting of Unitholders and respond to such questions as are put to the Chairman of the Board at any such meeting; receive notices and materials for all committee meetings and attend all such meetings whenever possible; together with the Nominations and Governance Committee, identify guidelines for the selection of, and evaluation of the conduct of, the Trustees; act as liaison between the Board and management; and carry out other duties as requested by the Board as a whole, depending on need and circumstances.

The following Trustees are directors or trustees of other reporting issuers:

<u>Trustee</u>	<u>Company</u>
Mr. Ronald Leslie	C-COM Satellite Systems Inc.

Board Mandate

Attached as Appendix A is the REIT's Charter of the Board of Trustees.

Orientation and Continuing Education

While the REIT currently has no formal orientation and education program for new Board members, sufficient information (such as copies of the Declaration of Trust, Board and Committee mandates, recent financial statements, prospectuses, proxy solicitation materials, and various other operating, property and budget reports) is provided to any new Board member to ensure that new Trustees are familiarized with the REIT's business and the procedures of the Board. In addition, new Trustees will be encouraged to visit and meet with management on a regular basis. The REIT also encourages continuing education of its Trustees and officers where appropriate in order to ensure that they have the necessary skills and knowledge to meet their respective obligations to the REIT.

Position Descriptions

The Board delineates the roles and responsibilities of the Chairs with reference to the Charter of the Board and the Charter for each particular committee. Position descriptions have not been developed for the Chair of the Board or any committee.

The Chief Executive Officer is responsible for executing upon those functions that have been delegated by the Board to management and for meeting the REIT's annual performance targets that are approved by the Board as part of its strategic planning process. Given the REIT's relative size, the role of Chief Executive Officer can vary greatly from day to day and year to year. Moreover, the Chief Executive Officer often takes on other supporting work on an "as needed" basis. As the REIT continues to grow, the responsibilities of the Chief Executive Officer may change dramatically. While in companies and trusts of greater size, the role of the Chief Executive Officer may not vary so much from year to year or from quarter to quarter, this has not been the case with InterRent. The Board assists in the delineation of the role and responsibilities of the Chief Executive Officer through its regular meetings and may consider implementing a position description for the Chief Executive Officer as part of its ongoing corporate governance review. A position description for the Chief Executive Officer has not yet been developed. The employment contract with the Chief Executive Officer sets out specific areas for the Board and the Compensation Committee to monitor the Chief Executive Officer's performance. The Chairman and/or the Chief Executive Officer report to the Board. Reports are required at each meeting and at least one interim report to members of the Board from the Chief Executive Officer between each meeting.

Ethical Business Conduct

The Board has adopted a formal code of ethics for Trustees, a copy of which may be obtained on SEDAR at www.sedar.com. Recently, the Board has provided the mandate to ensure that everyone working for the REIT understands and signs the code of ethics. This has been accomplished for all Board members, all executives and a large percentage of employees and it has become a necessary document to be discussed and signed by all new employees. In addition, the Board has assumed responsibility for monitoring the REIT's compliance with strategic planning matters, implementing a process for assessing the effectiveness of committees of Trustees and individual Trustees.

The Board has also adopted a policy of permitting individual Trustees under appropriate circumstances to engage legal, financial or other expert advisors at the REIT's expense.

The current CEO's employment contract contains provisions requiring the CEO to bring to the attention of the Board any opportunities that may generate issues involving the CEO's fiduciary duties as well as potential conflicts of interests. In particular, the employment contract contains provisions requiring the CEO to notify the appropriate committee in writing of any potential multi-unit opportunity. Finally, the employment contract recognizes the CEO's other function as the CEO of another corporation and provides for a reasonable allocation of time to that other position but not to exceed 1/3 of his time.

Nomination of Trustees

The Board has established the Nominations and Governance Committee which has assumed responsibility for the appointment and assessment of Trustees. The Nominations and Governance Committee is comprised of Messrs. Paul Amirault (Chair), Paul Bouzanis, each of whom are considered independent and a vacancy to be filled by the Board in due course.

The Board believes that its current size, assuming the filling of the current vacancy, is appropriate given the scope of the business and operations of the REIT and its current stage of development. While there are no formal criteria for Board membership, the REIT attempts to attract and retain Trustees with business knowledge and a particular knowledge of the real estate industry or other areas (such as finance, securities and corporate law) which provide knowledge to assist in guiding the officers of the REIT. As such, nominations would normally be the result of recruitment

efforts and discussions amongst the Nominations and Governance Committee, prior to the consideration of the Board as a whole.

The Nominations and Governance Committee's primary role is to assist the Board in fulfilling its oversight responsibilities by, among other things, (i) assessing the effectiveness of the Board as a whole as well as the contribution of individual trustees, (ii) assessing and improving the REIT's governance practices, (iii) overseeing the recruitment and selection of new nominees for appointment to the Board, and (iv) orienting new trustees.

The Nominations and Governance Committee's duties include (i) reviewing the size and composition of the Board, (ii) evaluating the competencies and skill of each trustee and of the Board as a whole, (iii) reviewing the REIT's governance practices at least annually and recommending to the Board any changes to such practice that it considers appropriate, and (iv) reviewing the Board's committee structure on an annual basis and recommending to the Board any changes it considers necessary or desirable.

Compensation Committee

The Compensation Committee of the Board will review on an annual basis the adequacy and form of compensation of the senior executives and Trustees to ensure that such compensation reflects the responsibilities, time commitment and risks involved in being an effective executive officer or Trustee, as applicable.

Currently, Trustees are eligible to receive set remuneration and participate in the Unit Option Plan, the Deferred Unit Plan and the Long Term Incentive Plan (see descriptions under "*Compensation of Executive Officers*").

Capital Resources Committee

The Capital Resources Committee's primary role is to assist the Board in fulfilling its oversight responsibilities related to: (i) the acquisition, disposition, major renovation or maintenance of properties and buildings owned by the REIT; (ii) capital expenditures; (iii) development of strategies, policies and practices for the management and use of the REIT's capital resources; and (iv) undertake any other duties the Board may delegate to the Capital Resources Committee.

The Nominations and Governance Committee, the Compensation Committee and the Capital Resources Committee ensure operation as independent committees of the Board by maintaining a majority of independent trustees.

Assessments

The Board is committed to regular assessments of the effectiveness of the Board, the committees of the Board and the individual Trustees. The Nominations and Governance Committee is charged with annually reviewing and making recommendations to the Board regarding evaluations of the Board, the committees of the Board and the individual Trustees. The process for such evaluations may include the following:

- (a) individual discussions between each Trustee and an independent consultant and/or the Chair of the Nominations and Governance Committee;
- (b) with regard to individual Trustee assessments, peer and/or self-evaluations; and
- (c) individual discussions with those members of senior management who regularly interact with the Board.

The Nominations and Governance Committee is responsible for overseeing the implementation of the evaluation process, reviewing the evaluation results, developing recommendations based on the results and reporting to the Board on the results and any recommendations. The Board will then consider the results and recommendations to determine what, if any, action should be taken.

Trustee Term Limits

The REIT has not adopted term limits for the Board. The Board believes that the focus has been, and should continue to be, on building a Board with a diverse skillset and expertise in various disciplines in order to provide a high level of stewardship for the REIT and guidance to the management team. The Board does recognize that some turnover is desirable as it may introduce different ideas and perspectives, but this must be also balanced against the advantages of the general industry and REIT specific knowledge that is developed over a Board member's tenure. The Nominations and Governance Committee annually considers potential changes to the composition of the Board, and reports to the Board on such consideration, in advance of the Board presenting nominees for election to the unitholders of the REIT.

Gender Diversity and Representation of Women

The overriding criteria for nomination to the Board or when appointing or promoting individuals to senior management positions is merit. The Nominations and Governance Committee discusses on an annual basis, at minimum, the relevant measurable objectives for promoting diversity both on the Board and in senior management positions. As such, when positions become available either on the Board or in senior management, the Committee and the Board are in a position to give due consideration to the composition of the Board or senior management team in regards to selecting candidates and promoting diversity. As of the date of this report, there is one woman on the Board representing 16.7% of the Trustees on the board. There is 1 woman on the 6 person senior management team, this represents 16.7% of the team.

The Board approved a Diversity Policy on May 4, 2015 in regards to gender, age, ethnicity and geographic background related to both the Board and the management of the REIT. Given the current skills and expertise of the Board and the senior management team, and the need to ensure that each selection is made on the merits of the individual and the needs of the REIT at the time, the REIT has not adopted targets for gender or diversity on the Board or in the executive management team. The REIT is, however, committed to the recruitment, retention, development and promotion of qualified candidates in relation to the policy.

ADDITIONAL INFORMATION

Additional information relating to InterRent can be found on SEDAR at www.sedar.com. Further financial information is provided by the REIT's financial statements for the year ended December 31, 2019 and related management's discussion and analysis of results, both of which have been filed on SEDAR. Security holders may also contact the Chief Financial Officer of the REIT by phone at (613) 569-5699 or by e-mail at cmillar@interrentreit.com to request copies of these documents.

The REIT will provide to any person or company, upon receipt of a request to the Chief Financial Officer of the REIT, and without charge in the case of a securityholder, a copy of: (i) this Circular together with one copy of any document, or the pertinent pages of any document, incorporated by reference in this Circular; and (ii) the REIT's most recently filed annual financial statements, together with the accompanying report of the auditor.

GENERAL

The Trustees of InterRent have approved the contents and the sending of this Circular.

DATED at Ottawa, Ontario, on June 22, 2020

"Mike McGahan"

Mike McGahan
Chief Executive Officer

APPENDIX A

INTERRENT REAL ESTATE INVESTMENT TRUST (THE "TRUST") CHARTER OF THE BOARD OF TRUSTEES (the "Charter")

I. GENERAL

1. Mandate and Purpose

The Board of Trustees (the "**Board**"/"**Board of Trustees**") of the Trust has, subject to all of the provisions of the declaration of trust of the Trust, as amended from time to time (the "**Declaration of Trust**"), the responsibility to:

- oversee the conduct of the business of the Trust;
- oversee the activities of management who are responsible for the day-to-day conduct of the business of the Trust;
- enhance and preserve long-term unitholder value;
- ensure that the Trust meets its obligations on an ongoing basis and operates in a reliable manner; and
- perform the additional duties set out in this Charter.

In performing its functions, the Board should also consider the legitimate interests of the Trust's other stakeholders such as its employees, customers, suppliers, tenants and the communities in which it carries on business. In broad terms, the Board is responsible for the stewardship of the Trust and will be actively involved in strategic planning, financial reporting, risk management and mitigation, senior management appointments, communication planning and internal control integrity.

2. Authority

Subject to the Declaration of Trust, the Board may operate by reserving certain powers to itself, and by delegating certain powers, duties and responsibilities to the management of the Trust or to various committees of the Trust (the "**Committees**") constituted by the Board, as it deems fit.

II. PROCEDURAL MATTERS

1. Composition and Qualification

The Board of Trustees shall be constituted at all times of a majority of independent trustees in accordance with National Instrument 58-101 – *Disclosure of Corporate Governance Practices*. A trustee is considered to be "independent" if he or she has no direct or indirect material relationship which could, in the view of the Board of Trustees, reasonably interfere with the exercise of a trustee's independent judgment. Notwithstanding the foregoing, a trustee shall be considered to have a material relationship with the Trust (and therefore shall not be considered to be an "independent" trustee) if he or she falls in one of the categories listed in Schedule "A" attached hereto. Subject to the Declaration of Trust, the trustees shall be elected at each annual meeting of the unitholders and hold office for a term expiring at the close of the next annual meeting of unitholders following such election.

2. Structure and Operations

(a) Chair

Each year, the Board will appoint one of its members to act as the chairperson of the Board (the “**Chair**”). The Chair should also be independent or alternatively the Board will appoint an independent lead trustee. The Chair may be removed at any time at the discretion of the Board. If the Chair is absent from any meeting, the Board will select one of the other members of the Board to preside at that meeting.

(b) Meetings

The Chair will be responsible for developing and setting the agenda of the Board meetings, and in consultation with the management, determining the schedule and frequency of such Board meetings. Meetings of the Board will be conducted in accordance with the Declaration of Trust.

(c) Notice

Notice of the time and place of every meeting will be given, in writing, verbally or by means of telephonic or other electronic communication to each trustee, the chief executive officer (“**CEO**”) of the Trust and the chief financial officer (“**CFO**”) of the Trust, at least 48 hours prior to the time fixed for such meeting. The notice period may be waived by a quorum of the Board.

(d) Attendees

The Board may invite such officers and employees of the Trust and advisors as it sees fit from time to time to attend meetings of the Board and assist in the discussion and deliberation of matters being considered by the Board, and to provide information as necessary.

(e) Quorum

Quorum for the transaction of business at any meeting of the Board shall be a majority of the number of trustees then holding office, provided that a majority of the trustees comprising the quorum must be resident Canadians and independent trustees. No business may be transacted by the Board except at a meeting of its members at which a quorum of the Board is present in person, or by means of a telephonic, electronic or other communications facility that permits all participants participating in the meeting to communicate with each other simultaneously and instantaneously.

(f) Secretary

The Board will appoint a Secretary to the Board who need not be a trustee or officer of the Trust.

(g) Records

Minutes of meetings of the Board will be recorded and maintained by the Secretary to the Board and will be subsequently presented to the Board for review and approval.

(h) Liaison

The CEO will act as management liaison with the Board.

III. RESPONSIBILITIES AND DUTIES

1. Specific Duties

Subject only to the express limitations contained in the Declaration of Trust, and in addition to any powers and authorities conferred by the Declaration of Trust or which the trustees may have by virtue of any present or future statute or rule or law, the Board shall have and may exercise the following powers and authorities (with all defined terms having the meaning prescribed by the Declaration of Trust):

- To retain, invest and reinvest the capital or other funds of the Trust in real property of any kind, and to possess and exercise all the rights, powers and privileges appertaining to the ownership of the property of the Trust and to increase the capital of the Trust at any time by the issuance of additional units for such consideration as they deem appropriate;
- For such consideration as they deem proper, to invest in, purchase or otherwise acquire for cash or through the issuance of units or through the issuance of notes, debentures, bonds or other obligations or securities of the Trust and hold for investment the entire or any participating interest in mortgages. In connection with any such investment, purchase or acquisition, the Board shall have the power to acquire a share of rents, lease payments or other gross income from or a share of the profits from or a share in the equity or ownership of real property;
- To sell, rent, lease, hire, exchange, release, partition, assign, mortgage, pledge, hypothecate, grant security interests in, encumber, negotiate, convey, transfer or otherwise dispose of any or all of the property of the Trust by deeds, trust deeds, assignments, bills of sale, transfers, leases, mortgages, financing statements, security agreements and other instruments for any of such purposes executed and delivered for and on behalf of the Trust or trustees by one or more of the trustees or by a duly authorized officer, employee, agent or any nominee of the Trust;
- To enter into leases, contracts, obligations and other agreements for a term extending beyond the term of office of the trustees and beyond the possible termination of the Trust or for a lesser term;
- To borrow money from or incur indebtedness to any person; to guarantee, indemnify or act as surety with respect to payment or performance of obligations of third parties; to enter into other obligations on behalf of the Trust; and to assign, convey, transfer, mortgage, subordinate, pledge, grant security interests in, or encumber, the property of the Trust to secure any of the foregoing;
- To lend money, whether secured or unsecured;
- To incur and pay out of the property of the Trust any charges or expenses and disburse any funds of the Trust, which charges, expenses or disbursements are, in the opinion of the Board, necessary or incidental to or desirable for the carrying out of any of the purposes of the Trust or conducting the affairs of the Trust including, without limitation, taxes or other governmental levies, charges and assessments of whatever kind or nature, imposed upon or against the Board in connection with the Trust or the property of the Trust or upon or against the property of the Trust or any part thereof and for any of the purposes herein;
- To deposit funds of the Trust in banks, trust companies and other depositories, whether or not such deposits will earn interest, the same to be subject to withdrawal on such terms and in such manner and by such person or persons (including any one or more trustees, officers, agents or representatives) as the Board may determine;
- To possess and exercise all the rights, powers and privileges appertaining to the ownership of all or any mortgages or securities, issued or created by, or interest in, any person, forming part of the assets of the Trust, to the same extent that an individual might and, without limiting the generality of the foregoing, to vote or give any consent, request or notice, or waive any notice, either in person or by proxy or power of attorney, with or without power of substitution, to one or more persons, which proxies and powers of attorney may be for meetings or action generally or for any particular meeting or action and may include the exercise of discretionary power;
- To elect, appoint, engage or employ officers of the Trust (including a chairman, a president, a chief executive, one or more vice-presidents and a secretary and other officers as the Board may determine), who may be removed or discharged at the discretion of the Board, such officers to have such powers and duties, and to serve such terms as may be prescribed by the Board; to engage or employ any persons as agents, representatives, employees or independent contractors (including, without limitation, real estate advisors, investment advisors, registrars, underwriters, accountants, lawyers, real estate agents, property managers, appraisers, brokers, architects, engineers, construction managers, general contractors or otherwise) in one or more capacities, and to pay compensation from the Trust for services in as many capacities as such persons may be so engaged or employed; and, except as prohibited by law, to delegate any of the powers and duties of the Board to any one or more trustees, agents, representatives, officers, employees, independent contractors or other persons;

- To the extent feasible, satisfy itself as to the integrity of the CEO and other executive officers and that the CEO and other executive officers create a culture of integrity throughout the Trust, and more generally ensuring that the Trust behaves in an ethical manner and complies with all applicable laws, regulations, auditing and accounting principles;
- To collect, sue for and receive sums of money coming due to the Trust, and to engage in, intervene in, prosecute, join, defend, compromise, abandon or adjust, by arbitration or otherwise, any actions, suits, proceedings, disputes, claims, demands or other litigation relating to the Trust, the assets of the Trust or the Trust's affairs, to enter into agreements therefor whether or not any suit is commenced or claim accrued or asserted and, in advance of any controversy, to enter into agreements regarding the arbitration or settlement thereof;
- To renew, modify, release, compromise, extend, consolidate or cancel, in whole or in part, any obligation to or of the Trust;
- To purchase and pay for, out of the assets of the Trust, insurance contracts and policies insuring the assets of the Trust against any and all risks and insuring the Trust and/or any or all of the trustees, or officers of the Trust against any and all claims and liabilities of any nature asserted by any person arising by reason of any action alleged to have been taken or omitted by the Trust or by the trustees, or the officers or otherwise;
- To cause title to any of the assets of the Trust to be drawn up in the name of the trustees, and/or, to the extent permitted by applicable law, in the name of the Trust or one or more of the trustees or any other person, on such terms, in such manner with such powers in such person as the Board may determine and with or without disclosure that the Trust or trustees are interested therein, provided however, should title to any of the assets of the Trust be held by and/or in the name of any person or persons other than the Trust or trustees as aforesaid, the Board shall require such person or persons to execute a declaration of trust acknowledging that title to such assets is held in trust for the benefit of the Trust;
- To determine conclusively the allocation to capital, income or other appropriate accounts of all receipts, expenses, disbursements and property of the Trust;
- To prepare, sign and file or cause to be prepared, signed and filed any prospectus, information circular, offering memorandum or similar document, and any amendment thereto, relating to or resulting from an offering of the units or other securities issued or held by the Trust and to pay the cost thereof and related thereto and any fees related thereto out of the property of the Trust whether or not such offering is or was of direct benefit to the Trust or those persons (if any) who were unitholders immediately prior to such offering;
- To make or cause to be made application for the listing on any stock exchange of any units or other securities of the Trust, and to do all things which in the opinion of the Board may be necessary or desirable to effect or maintain such listing or listings;
- To determine conclusively the value of any or all of the property of the Trust from time to time, and in determining such value, to consider such information and advice as the Board, in their sole judgement, may deem material and reliable;
- To do all such acts and things and to exercise such powers which are delegated to the Board by any person who co-owns real property with the Trust; and
- To do all such other acts and things as are incidental to the foregoing and to exercise all powers which are necessary or useful to carry on the affairs of the Trust, to promote any of the purposes for which the Trust is formed and to carry out the provisions of the Declaration of Trust.

2. Independence, Orientation and Evaluation

The Board shall have the responsibility to:

- implement appropriate structures and procedures to permit the Board to function independently of management;

- implement a system which enables an individual trustee to engage an outside advisor at expense of the Trust in appropriate circumstances;
- provide an orientation and education program for newly appointed members of the Board, to allow them to fully understand (i) the role of the Board and its Committees, (ii) the contribution individual trustees are required to make (including, in particular, the commitment of time and resources that the Trust expects from its trustees), and (iii) the nature and operation of the Trust's business;
- implement a process for assessing the effectiveness of the Board as a whole, the Committees, and the contribution of individual trustees; and
- examine the size of the Board and the impact of the number of trustees upon the effectiveness of the Board.

3. Strategy Determination

The Board shall:

- adapt and annually review a strategic planning process and approve the strategic plan of the Trust, which takes into account, among other things, the opportunities and risks of the business; and
- annually review operating and financial performance results relative to established strategy, budgets and objectives.

4. Managing Risk

The Board has the responsibility to understand the principal risks of the business in which the Trust is engaged, to achieve a proper balance between risks incurred and the potential return to unitholders, and to confirm that there are systems in place which effectively monitor and manage those risks with a view to the long-term viability of the Trust.

5. Appointment, Training and Monitoring of Senior Management

The Board shall:

- appoint the CEO and senior officers, develop clear written position descriptions for the CEO (which includes delineating management responsibilities) and for such senior officers, approve (upon recommendations from the compensation committee of the Trust) their compensation, and monitor the CEO's performance against a set of mutually agreed corporate objectives directed at maximizing unitholder value;
- ensure that a process is established that adequately provides for succession planning including the appointment, training and monitoring of senior management;
- establish limits of authority delegated to management; and
- provide continuing education opportunities for all trustees, so that individuals may maintain or enhance their skills and abilities as trustees, be prepared to address ongoing and emergency issues that may be considered by the Board, and ensure their knowledge and understanding of the Trust's business remains current.

6. Reporting and Communication

The Board has the responsibility to:

- verify that the Trust has in place policies and programs to enable the Trust to communicate effectively with its unitholders, other stakeholders and the public generally;
- verify that the financial performance of the Trust is adequately reported to unitholders, other security holders and regulators on a timely and regular basis;

- verify that the financial results are reported fairly and in accordance with generally accepted accounting standards;
- verify the timely reporting of any other developments that have a significant and material impact on the value of the Trust;
- implement a process for providing opportunities to unitholders to have access to independent trustees and receive feedback from unitholders;
- adopt a corporate disclosure policy for the Trust to ensure that the Trust communicates effectively with its unitholders, other stakeholders and the public, and responds to their inquiries; and
- report annually to unitholders on its stewardship of the affairs of the Trust for the preceding year.

7. **Monitoring and Acting**

The Board has the responsibility to:

- review and approve the Trust's financial statements and oversee the Trust's compliance with applicable audit, accounting and reporting requirements;
- verify that the Trust operates at all times within applicable laws and regulations to the highest ethical and moral standards;
- approve and monitor compliance with significant policies and procedures by which the Trust is operated;
- monitor the Trust's progress towards its goals and objectives and to revise and alter its direction through management in response to changing circumstances;
- take such action as it determines appropriate when performance falls short of its goals and objectives or when other special circumstances warrant; and
- verify that the Trust has implemented adequate internal control and information systems which ensure the effective discharge of its responsibilities, and the integrity of such internal control and information systems.

IV. **COMMITTEES**

- There shall be four Committees: the capital resources committee, the audit committee, the compensation committee and the nominations and governance committee. The Board may establish any other committee as it may deem appropriate from time to time.
- The Board shall establish a written mandate for each of the Committees.

V. **BUSINESS CONDUCT AND ETHICS**

The Board has the responsibility to:

- Adopt a written code of business conduct and ethics (the "**Code**") applicable to trustees, officers and employees of the Trust which constitutes written standards that are reasonably designed to promote integrity and deter wrongdoing.
- Monitor compliance with the Code and ensure that any waivers from the Code for the trustees or senior officers are granted by the Board (or a Committee) only.
- Enhance unitholders' value in a manner that is consistent with good corporate citizenship, including fair treatment of the Trust's employees, customers, suppliers and tenants.

VI. OTHER ACTIVITIES

- The Board shall prepare and distribute the schedule of Board meetings for each upcoming year.
- The Board may perform any other activities consistent with this Charter, the Declaration of the Trust and all amendments thereto and any other governing laws as the Board determines necessary or appropriate.

Schedule "A"

Subject to the exemptions available under National Instrument 52-110 Audit Committees, the following individuals are considered to have a material relationship with the Trust:

- (a) an individual who is, or has been within the last three years, an employee or executive officer of the Trust;
- (b) an individual whose immediate family member is, or has been within the last three years, an executive officer of the Trust;
- (c) an individual who:
 - (i) is a partner of a firm that is the Trust's internal or external auditor;
 - (ii) is an employee of that firm; or
 - (iii) was within the last three years a partner or employee of that firm and personally worked on the Trust's audit within that time;
- (d) an individual whose spouse, minor child or stepchild, or child or stepchild who shares a home with the individual:
 - (i) is a partner of a firm that is the Trust's internal or external auditor;
 - (ii) is an employee of that firm and participates in its audit, assurance or tax compliance (but not tax planning) practice; or
 - (iii) as within the last three years a partner or employee of that firm and personally worked on the Trust's audit within that time;
- (e) an individual who, or whose immediate family member, is or has been within the last three years, an executive officer of an entity if any of the Trust's current executive officers serve or served at the same time on the entity's compensation committee; and
- (f) an individual who received, or whose immediate family member who is employed as an executive officer of the Trust received, more than \$75,000 in direct compensation from the Trust during any 12-month period within the last three years, other than as remuneration for acting in his or her capacity as a member of the Board of Trustees or any Committee, or the receipt of fixed amounts of compensation under a retirement plan (including deferred compensation) for prior service to the Trust if the compensation is not contingent in any way on continued service.