



Aligned Real Estate Investment Trust Plc

Chief Executive Officer

January 2024

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1. Purpose

This position description describes the role and responsibilities of the chief executive officer (the “CEO”) of Aligned Real Estate Investment Trust PLC (the “REIT”). A “Director” means any member of the Board.

This position description is subject to and shall be interpreted in a manner consistent with the REIT's constitution, governance and policies and any other applicable legislation, all as may be amended from time to time.

2. Office

The board of directors (the “Board”) shall appoint the CEO on terms and conditions it considers appropriate. The CEO shall report to the Board.

3. Responsibilities

General Oversight

The CEO shall be responsible for supervising the REIT's strategic plan.

However, the following matters shall necessitate approval by the Board:

- a) Decisions that deviate from the ordinary course of the REIT's business.
- b) The appointment of senior officers of the REIT, in accordance with the terms of the Management Agreement.
- c) Any other matters as determined by the Board periodically.

Specific Responsibilities

In fulfilling their role in overseeing the REIT's business, always under the Board's supervision, the CEO shall:

- a) Provide leadership and guidance to the other members of the management team.
- b) Cultivate and uphold a positive image and reputation for the REIT.
- c) Promote a corporate culture that fosters ethical practices, individual integrity, and initiative.
- d) Cultivate a positive and ethical work environment conducive to attracting, retaining, and motivating high-quality employees at all levels.
- e) Develop, or oversee the development of, a long-term strategy and vision for the REIT that enhances unitholder value, recommending it to the Board.
- f) Ensure the day-to-day business affairs of the REIT are managed appropriately.
- g) Strive to attain the REIT's financial and operational goals and objectives.
- h) Design or oversee the design and implementation of effective and timely public disclosure and internal controls.
- i) Maintain responsibility for the integrity of the financial reporting process.
- j) Ensure the REIT possesses an efficient management team below the CEO level and has a plan for management development and succession.

- k) Act as the primary spokesperson for the REIT, in accordance with the Board's direction.

Communication with the Board

The CEO shall provide timely updates and information to the Board to keep them informed of matters that are significant and relevant to the Board's responsibilities.

Other Responsibilities

The CEO shall perform such other functions:

- a) as may be ancillary to the duties and responsibilities described above; and
- b) as may be delegated to the CEO by the Board from time to time.

4. Position Description Review

The Directors shall review and assess the adequacy of this description as required from time to time and recommend to the Board any changes it deems appropriate.

The Directors approved this position description of the CEO on the 15th of January 2024.