

BOARD DIVERSITY POLICY

Policy Statement

The Board of Directors (the “**Board**”) of Postal Realty Trust, Inc. (the “**Company**”) believes that an inclusive and diverse membership of the Board is critical to the effectiveness of the Board, the long-term success of the Company and the best interests of the Company’s shareholders.

A diverse Board with members having unique and different opinions, perspectives, skills, experiences and backgrounds can promote new and innovative concepts, ideas and relationships, provide a robust understanding of business opportunities and risks and elevate the quality and capacity of oversight of the Company and its governance structure. In addition, diversity on the Board sets the tone at the top and demonstrates the Company’s commitment to diversity at all levels within the Company.

Process

The Board believes all candidates to the Board should be selected based upon merit and against objective criteria, and due consideration will be given to diversity in identifying and selecting candidates. In searching for candidates, the Corporate Governance and Compensation Committee of the Board (the “**CGC Committee**”) will take into account a candidate’s industry experience, skills, knowledge, business relationships, opinions on issues important to the Company’s performance, growth and sustainability, and similar qualifications. In addition, the CGC Committee will assess and take into account each candidate’s personal characteristics, including gender, sexual orientation, gender identity, ethnicity, race, age, religion, geographic location, nationality and other factors relevant to the CGC Committee and the Board. The CGC Committee may also review and assess the overall composition of candidates identified to fill open director positions on the Board, including whether the pool of candidates includes a sufficient number of diverse candidates. When appropriate, the CGC Committee may retain outside consultants to ensure that additional qualified director candidates are identified and assessed.

Review

The CGC Committee will review the composition of the then current Board annually to determine the diversity of the Board over time and report to the Board. The CGC Committee will also review this Policy and the director selection process annually to assess its effectiveness in promoting an inclusive and diverse Board and ensuring that its framework to identify and consider diverse candidates for selection to the Board is adequate.

Disclosure

This Policy will be published on the Company’s corporate website. A summary of this Policy will be disclosed in the Company’s proxy statement.