



RIO CAN

Career at RioCan



About RioCan

RioCan pioneered the REIT concept in Canada almost 30 years ago and has been transforming Canadian real estate ever since. When you work at RioCan, you get the stability and resources of an established company with the entrepreneurial and collaborative spirit of a start-up.

600+

Employees

5

**Regional Offices across
Canada**

200+

**Retail and
Mixed-use Properties**

Our Vision, Mission, Relationships & People



VISION

To create spaces where we can all prosper.



MISSION

Growth, driven by insight.



OUR RELATIONSHIPS

We pride ourselves on constant discovery and fostering strong relationships with our tenants, because the fortunes and profitability of our tenants and ourselves are inextricably linked – we only succeed when they do.



OUR PEOPLE

Our people explore every possibility, making strategic decisions based on a wealth of experience, delivering them with integrity and ensuring they drive prosperity for our tenants in the short- and long-term.

RioCan is a place that brings together smart, talented people from diverse backgrounds, and creates spaces where we can all prosper. People are at the core of who we are, and we respect the fact that they have taken all kinds of paths to get here.



RIOCAN AT A GLANCE

202 Properties, 35.9 Million Square Feet of NLA
Located in Canada's most in-demand markets

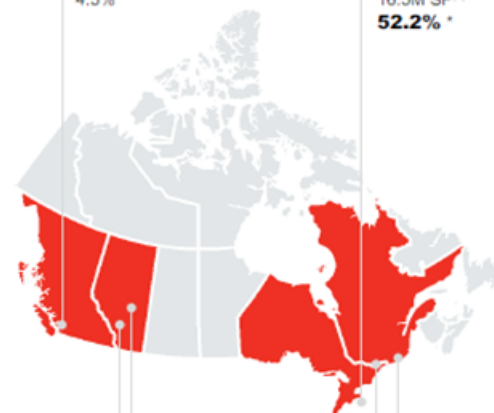
97.2% **COMMITTED
OCCUPANCY**

VANCOUVER

6 assets
1.7M SF⁽¹⁾
4.5%*

GREATER TORONTO AREA

87 assets
16.5M SF⁽¹⁾
52.2%*



EDMONTON

11 assets
2.2M SF⁽¹⁾
6.4%*

MONTREAL

18 assets
2.2M SF⁽¹⁾
4.1%*

CALGARY

16 assets
3.6M SF⁽¹⁾
11.9%*

OTTAWA

35 assets
4.8M SF⁽¹⁾
13.4%*

DEMOGRAPHIC PROFILE

Within 5 km of RioCan Centres:



206,000

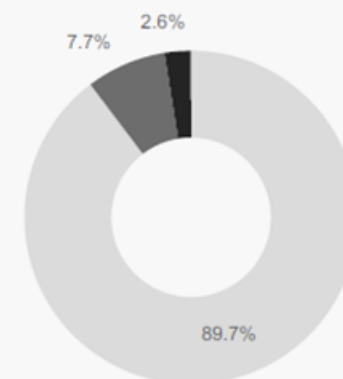
Average Population⁽²⁾



\$129,000

Average Household Income⁽²⁾

PROPERTY TYPE*



Retail
 Office
 Residential Rental

PROPERTY MIX BY FAIR VALUE⁽³⁾

Grocery Anchored Centre (54.0%)

Mixed-Use/Urban (27.4%)

Open Air Centre (13.0%)

Enclosed Centre (5.6%)

* Percentage of annualized contractual gross rent as at June 30, 2022

¹ Income producing properties at RioCan's interest

² Population and average household income within 5km of RioCan centres, respectively

Source: Demographics - 2022 - Trends, 2022 Environics Analytics

³ Percentage of income producing properties fair value

The Values that Guide Us

Bold

We are confident,
decisive, and driven.

Trusted

We are guided by integrity,
accountability, and respect.

Adaptable

We are nimble, constantly
improving, and thrive in times
of change.

Entrepreneurial

We are innovative, visionary,
and passionate about success.

Responsible

We are committed to sustainable
growth for our unitholders, tenants,
employees and communities.

Our Culture

Create and Seize Opportunities

Life at RioCan is dynamic and fast-paced. We know that great ideas can come from anyone, anywhere, and we empower our people to suggest and implement their ideas. We encourage autonomy, meaning you can make decisions and solve problems quickly without the bureaucracy commonly found in large organizations.

Keep Learning and Growing

At RioCan, you can build a career with real impact and longevity. We prioritize the professional development of our people – our most important asset of all. You will have continuous learning and growth opportunities alongside the best in the business, and an inspiring, experienced leadership team.

Feel a Sense of Belonging

RioCan is committed to creating a diverse and inclusive workplace – and this is a constant journey we are on together. We value different voices and perspectives, and appreciate that the unique backgrounds and identities we each bring to our jobs make the whole business stronger. Our workforce is highly engaged in the communities we serve, and we organize several initiatives that promote giving back year-round, whether through volunteering, fundraising or donations.

Leadership Attributes

RioCan's leadership attributes are fundamental to our people practices as we recruit, develop, engage and promote our people.

Anticipate
Thought Leadership

Thought leaders are proficient, confident and passionate in what they do and their areas of expertise. They share their knowledge with others to benefit their team and overall RioCan.

Inspire
People Leadership

People leaders create an environment where others want to follow their vision and direction. They are inclusive, influential, and collaborative with high emotional intelligence. They put people first and actively engage, retain and develop people from all walks of life.

Drive
Results Leadership

Leaders that are strong on results execute well. They are courageous, agile, and have strong stakeholder focus. They deliver and are trusted for it.

Focus
Personal Leadership

Leaders with personal focus invest in self to bring the best version of themselves everyday. They continuously develop and model this behaviour to others.

Be Rewarded for What You Do

RioCan offers everything you'd expect from a large company: health insurance, retirement plans and many other benefits. Our total compensation and perks are designed to fit and enrich your life, physically, emotionally, financially and socially.

Career Development

RioCan is dedicated to providing employees professional growth and development opportunities.

Mentorship Program & Leadership Development Program

RioCan's Mentoring Program facilitates one-to-one mentoring relationships that connect mentees with leaders in the organization to learn and develop. Through an intuitive platform, RioCanMentors helps you expand networks, gain new knowledge and insights, and build new skills.

RioCan's Leadership Development Program allows people leaders the opportunity to participate in a highly individualized learning experience that is geared towards enhancing leadership skills, developing direct reports, enabling a collaborative environment, setting goals, and delegating work.

Continuing Education Reimbursement

RioCan is dedicated to providing equal opportunities to employees for training, development, and educational endeavors by offering internal development resources and financial support for external training.

Annual maximum per employee per calendar year is \$2,000 and professional designation fees are covered at 100%.

RioCan Learning Management System

RioCan offers a wide range of courses through a digital platform. Whether it is courses to upgrade your Excel skills or you learning more about diversity, equity and inclusion, our learning platform provides courses on demand and at the click of a button.

Our Performance Management Process

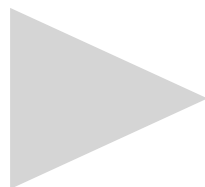
At RioCan, performance is measured using an Impact Scorecard approach. This allows for us to objectively measure performance and link performance to compensation and development decisions.

Ongoing feedback and two-way discussions on performance and development are essential to the process. Quarterly reviews are scheduled for each participant to ensure ongoing coaching and feedback is provided throughout the year.

Retirement Benefits

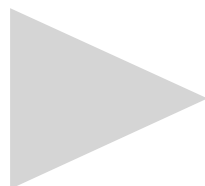
To help prepare our employees for the future, RioCan offers a comprehensive group retirement program.

Registered Retirement Savings Plan (RRSP)



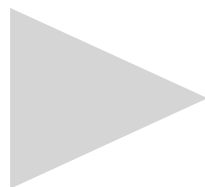
- Opportunity to lower your income tax bill, invest for the future, grow your money and defer your taxes.
- **RioCan** will match the employee's regular contributions at a rate of 100% up to a maximum of **3%**. Employer match is after 1 year of employment.

Registered Pension Plan (RPP)



- Opportunity to receive pension income when you retire.
- After 1 year of employment, **RioCan** will make contributions on your behalf at **3%** of your annual earnings.

Employee Unit Purchase Plan (EUPP)



- Opportunity to acquire units of RioCan Real Estate Investment Trust.
- After 3 months of employment, **RioCan** will match the employee's contribution dollar for dollar to a maximum of **\$1,500** per calendar year.

Health Benefits

RioCan offers an extensive Health and Benefits program as well as additional support and resources for all employees.

Health & Dental Benefits on Day 1

All permanent, full time employees are eligible for health & dental benefits on their **first day** of employment.

Healthcare Spending Account (HCSA)

The HCSA provides you with the flexibility to cover health and/or dental expenses that your standard benefits plan may not cover.

Employee & Family Assistance Program (EFAP)

The EFAP provides you with 24-hour support for mental health and well-being for you and your family, including: counselling by phone, video, in person or online; online support, tools and articles on childcare, eldercare, mental health, depression care, trauma support and lifestyle coaching to assist you and your family.

Healthcare Online, TELUS Health Virtual Care

This portal allows you and your family to text or video chat with licensed Canadian healthcare providers whenever and wherever you need at no extra cost to you, including virtual mental health support.

Other Benefits & Perks

RioCan offers additional benefits, resources and perks to support employees throughout their career at RioCan.

- | | |
|--|--|
| 01. Three weeks vacation to start | 06. Perkopolis discount program |
| 02. Five paid personal days and five paid sick days | 07. Employee referral and recognition programs |
| 03. Maternity and parental leave top-up payments | 08. Diversity, Equity and Inclusion scholarships and training |
| 04. Paid time off for vaccine and booster shot appointments | 09. “Dress for your day” work attire |
| 05. GoodLife membership discount | 10. Social events throughout the year |

Getting Involved

At RioCan, we offer opportunities for our employees to get involved in causes and committees that matter to them.

Getting Involved

Join a Committee

Our committees provide excellent examples of RioCan employees driving our culture forward. We currently have four committees: Diversity, Equity & Inclusion; Innovation; the Women's Initiative Network; and our Social Committee. We encourage all of our employees to learn more about each committee and their initiatives, and to get involved.



Diversity, Equity & Inclusion



Innovation



Women's Initiative Network



Social Committee

Team Build Days with Habitat for Humanity Canada

RioCan has an ongoing partnership with Habitat for Humanity Canada. We offer our employees the opportunity to participate in Team Build Days. Volunteer your time to build a home, learn new skills, and give back to the community in a meaningful way.



Work / Life Balance

RioCan understands the importance of maintaining a healthy work / life balance. We offer flexibility and self-care days for you to disconnect and recharge.

Work / Life Balance

■ Hybrid Work Model

Opportunity to work two days per week remotely.

■ Flexible Work Hours

Opportunity to determine your work schedule on the days you're in the office. This means deviating from a traditional 9 to 5 work schedule. Just make sure to be present during our core office hours of 10am to 3pm.

■ RioCan Cares Day

Enjoy some time off with your friends and family.

■ Summer Office Closures

Enjoy extended long weekends in the summer.



RIO CAN

Take Your Career to New Heights.
We Look Forward to Meeting You.

Learn more at riocan.com.

