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CHARLES "CHUCK" HERMAN

Charles Herman Consulting

Accounting and Finance | Fundraising/Raising Capital | Business Strategy/Planning | Mergers and Acquisitions | Sucession Planning

Charles (Chuck) Herman is a senior professional proficient in the Healthcare, Seniors Housing, and Real Estate sectors, as well as being a credentialed Independent Director for both private and public companies. Serves as the lead independent director and chair of the Compensation Committee of Invesque (TSXIVQ-U). Served as President, Seniors Housing and Post-Acute at Health Care REIT (now Welltower) with accountability for all functions, and with an emphasis on nurturing key client relationships, business development, evaluating investment opportunities and advocating the advancement of the industry.

Today, Mr. Herman serves on the Board of Invesque, (TSX: HLP.U) a company that invests in healthcare and senior housing communities throughout North America. He is the chair of the compensation committee and its lead independent director. He recently served as an Advisory Board Member of Morgan Properties, a privately held top 20 largest in the US multifamily housing owner/operator that invests in workforce housing. He oversees a consulting practice (Charles Herman Consulting) with core expertise in corporate governance, seniors housing, healthcare, and the real estate market. Charles Herman Consulting is most noted for its ability to guide an investment process and eliminate months of research with their abundance of industry knowledge and understanding of the key players

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Mr. Herman began his career in valuations with Valuation Counselors, Inc., Lawrenceville, NJ. He later started two national healthcare valuation and consulting firms, Capital Valuation Group and HTG Consultants. In 2000, he was recruited to Health Care REIT, his largest client, where he held progressive positions of responsibility Vice President-Operations, Chief Investment Officer, subsequently Executive Vice President, and ultimately President, Seniors Housing and Post-Acute. During his career at Health Care REIT, he and his team were responsible for growing the company from slightly over \$1B market capitalization to over \$30B. He was responsible for all aspects of managing an approximately \$20B senior housing and post-acute portfolio with over 1,000 properties located throughout North America and the United Kingdom.

Mr. Herman's credentials include completing the Director Professionalism and Advanced Director Professionalism Programs at the National Association of Corporate Directors (NACD), in addition to their Compensation program and participating in the Global Board Leaders' Summit. Mr. Herman obtained a CERT Certificate in Cybersecurity Oversight by Carnegie Mellon University Software Engineering Institute and NACD. He has served on the Boards of Argentum, the National Investment Center for Senior Housing and Care, and the American Seniors Housing Association. He also served as Chairperson of ALFAPAC, and NIC (National Investment Center for Seniors Housing & Care) Capital and Business Strategies Forum. Additionally, being an executive officer at Health Care REIT he was active with their board and he served on joint venture boards of several private healthcare companies. Mr. Herman earned an MBA from Rider University in Lawrenceville, NJ. He previously completed a Bachelor of Science in Commerce, and with a minor in Political Science, also from Rider University. Chuck is a member of the Young Presidents' Organization (YPO).