



## Nomination and Remuneration Policy

The Manager has adopted the nomination and remuneration policy pursuant to a resolution of its Governing Board of the Manager on December 24, 2019. The nomination and remuneration policy aims at providing the underlying principles and guidelines governing the activities of the Nomination and Remuneration Committee, which are set forth:

- (i) Formulation of criteria for determining qualifications, positive attributes and independence of a member and recommend to the Governing Board the remuneration of the members of the Governing Board and key managerial personnel of the Manager;
- (ii) Formulating criteria for evaluation of performance of independent members and the Governing Board of the Manager;
- (iii) Identifying persons who are qualified to become members in accordance with the criteria laid down in the policy and recommend to the Governing Board their appointment, term and removal and carrying out evaluation of every member's performance (including independent member);
- (iv) Recommend to the Governing Board, all remuneration, in whatever form, payable to the members;
- (v) Frame suitable policies / procedures and systems to ensure that there is no violation of securities laws, as amended from time to time, including the REIT Regulations and the SEBI Insider Trading Regulations;
- (vi) Perform such other activities as may be delegated by the Governing Board or specified under the SEBI Listing Regulations, as amended or by any other applicable law or regulatory authority;
- (vii) The Nomination and Remuneration Committee shall consider the selection and appointment of the Members and make a recommendation to the Governing Board, where necessary. The Compensation, Nomination and Remuneration Committee may engage in informal discussions with the members of the Governing Board for the purpose. Alternatively, a member of the Governing Board may recommend to the Nomination and Remuneration Committee a candidate for a position on the Governing Board; and
- (viii) The Nomination and Remuneration Committee will be required to assess whether there is a suitable position for the candidate nominated and shall also evaluate whether the nominated candidate meets the criteria and is suitable for the position