

## BOARD DIVERSITY POLICY

<b>Approving Authority</b>	Board of Directors (“Board”) of K Raheja Corp Investment Managers Private Limited (Formerly known as K Raheja Corp Investment Managers LLP) (“ <b>Manager</b> ”) in its capacity as the Manager of Mindspace Business Parks REIT (“ <b>Mindspace REIT</b> ”)
<b>Approval Date</b>	July 17, 2023
<b>Effective Date</b>	This Board diversity policy (“ <b>Board Diversity Policy</b> ” or “ <b>Policy</b> ”) shall come into effect from the date it was adopted by the Board of Directors at their board meeting held on July 17, 2023.

### **1. POLICY AND PURPOSE**

Pursuant to Regulation 26A of Chapter VIA of Securities and Exchange Board of India (Real Estate Investment Trusts) Regulations, 2014, as amended from time to time and Regulation 19 read with Part D of Schedule II of Securities and Exchange Board of India (Listing Obligations and Disclosures Requirements) Regulations, 2015 (the “Listing Regulations”) and such other regulatory provisions, as applicable, the Nomination and Remuneration Committee of the Company (the “NRC”) is required to devise a policy on diversity of the Board of Directors (the “Board”) of Mindspace REIT (“Mindspace REIT”). The Board diversity policy (the “Policy”) sets out the framework to achieve adequate diversity on the Board of the Company.

This policy is largely framed to address the importance of a diverse Board in harnessing the unique and individual skills and experiences of the members in a way that collectively benefits the organization and business as a whole. The basic essence of the Policy is to provide a framework for leveraging on the differences within the expertise of the Board, offering a broad range of perspectives that are directly relevant to the business.

A diverse Board will include and make good use of the differences in the skills, knowledge, industry experience, background, race, gender and other qualities of the individual members as a whole.

This Policy has been adopted by the Board, based on the recommendations of the NRC.

### **2. POLICY STATEMENT**

To meet the above Objectives:

- i. The Board of Mindspace REIT will ensure that a transparent Board nomination process is in place that encourages diversity of thought, experience, skills, knowledge, perspective, age, nationality, gender, cultural and educational background.
- ii. All Board appointments will be based on merit, in the context of skills as required for the areas of business operations, management and also expertise in the fields of regulatory, legal, taxation, human capital management, strategic planning, marketing, real estate, business and general administration.
- iii. It will be ensured that the Board has an appropriate blend of functional and industry expertise and skills;
- iv. The consideration and selection of candidates for appointment to the Board shall include a review of any candidate’s integrity, experience, educational background, industry or related experience and more general experience.
- v. Candidates that bring diversity of background and opinion from amongst those candidates with the appropriate background and industry or related expertise and experience and having the ability to devote sufficient time to the affairs of the Company, would be considered for appointment to the

Board; and

- vi. While recommending the appointment of a Director, the NRC will consider the criteria as laid down under the Act and applicable Regulations/Guidelines issued by Statutory and Regulatory Authorities, and the manner in which the function and domain expertise of the individual will contribute to the overall skill-domain mix of the Board.

### **3. REVIEW OF THE POLICY**

The NRC will review the Policy as and when the need arises to ensure the effectiveness of the Policy. The NRC will discuss any revisions that may be required and recommend any such revisions to the Board for their further action. The Policy shall be effective from the date of approval by the Board, unless specified otherwise.

### **4. AMENDMENT**

Notwithstanding the above, this Policy will stand amended to the extent of any change in Applicable Laws. The Board of the Manager reserves the right to amend or modify this Policy in whole or in part.