

DIVERSITY & INCLUSION | THE PRIDE SIDE

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

We believe in building an inclusive work culture which embraces differences and encourages employees in being who they are. Staying true to oneself and being proud of who we are is important in every aspect. The Pride Side is introduced to provide a framework to encourage employees and be supportive of their choices. We are an equal opportunity employer, and we foster an inclusive work culture for our employees irrespective of their gender, sexual orientation, ethnicity etc.

1. Eligibility:

This policy is applicable to all employees across all locations.

2. Policy:

The Company will take all actions to ensure that a conducive work environment is provided to all employees irrespective of their gender, sexual orientation, ethnicity etc.

- i. Zero Discrimination in Hiring – To ensure we recruit the right candidate purely on merit without any bias.
- ii. No opportunity for hiring / promotion / transfer / leave / training will be denied to persons merely on ground of gender / sexual orientation.
- iii. Appropriate facilities and amenities are provided to LGBTQAI+ persons to enable them to effectively discharge their duties in the company.
- iv. Wherever possible, provisions have been made for gender neutral washrooms. Our endeavour is to provide an accessible environment and infrastructure aligned with the needs of every gender.
- v. Appropriate facilities and amenities are provided to enable employees of every gender to effectively discharge their duties in the Company.
- vi. The company will take adequate measures towards the safety and security for such employees.
- vii. Any grievance that does arise and is brought up concerning selection of person(s) with disability for any position, training, promotion, transfer posting, leave & preference in accommodation allocation etc. will be dealt with in a fair and equitable manner free from any discrimination.
- viii. An internal Consultant has been appointed as a Complaint Officer to oversee implementation of the provisions under this policy.
- ix. Financial Support in Gender Affirmation Surgery* - Financial Assistance of upto Rs. 2 lakhs will be provided in offsetting the expenses that would occur during the medical process for the gender affirmation surgery.

- x. Adoption Assistance Benefit extended to LGBTQ employees, on a case-to-case basis as determined by the Adoption Assistance Committee. This includes financial assistance and paid leaves as applicable.
- xi. Corporate Medclaim Coverage extended to same-gender partners.

3. Financial Assistance Claim Process:

- i. A written claim needs to be submitted to the Corporate HR along with the requisite medical documents.
- ii. Once the claim is approved, the applicant employee will receive the entitlement within 60 days of receipt of claim.

4. Confidentiality:

The employee will be assured of utmost confidentiality and discretion.

5. Review:

The management reserves the right to modify / alter / amend the policy or any clause thereof at any point of time without any prior notice to the employees.

*Financial Assistance - Applicable only to employees on completion of 1 year of service.