

Reference	EOP/ESG/BD/01	Version: July 26, 2023
Policy Title	Board Diversity (“ Policy ”)	
Entity	Embassy Office Parks Management Services Private Limited (“ Manager ”) in its capacity as manager of the Embassy Office Parks Real Estate Investment Trust (“ Embassy REIT ”/ “ Trust ”)	

Revision History		
Version #	Version Date	Change Type
V1	July 26, 2023	Created

Document Review Cycle			
#	Effective Date	Next review date	Policy Owner
1	July 26, 2023	Q4 Board Meeting Date of the Manager of every Financial Year	Company Secretary and Compliance Officer

Applicability	This policy is applicable to Embassy Office Parks Management Services Private Limited (“ Company ”).
Introduction & Purpose	<p>The board diversity policy is a set of guidelines and principles that the Company has adopted to foster diversity and inclusion within its Board of Directors. This policy recognizes the importance of having a diverse range of perspectives, backgrounds, and experiences on the Board to enhance decision-making, strategic planning, and overall corporate governance, in compliance with the applicable laws, rules and regulations. A Board that values diversity sets an example for the entire organization, inspiring greater inclusivity and driving long-term success.</p> <p>This policy aims to leverage the diverse skills and experiences of the Board for the benefit of the Company. By tapping into the broad array of expertise, the Board can offer a range of relevant perspectives to address key business issues.</p>
Policy Statement	<p>The Company is committed to fostering a diverse and inclusive environment within its Board of Directors. We recognize that diversity of thought, background, and experience is vital to the success of our organization and its ability to make informed decisions. Therefore, we have adopted this Board Diversity Policy to guide our efforts in promoting diversity and ensuring equitable representation at the highest level of governance.</p> <p>The Company believes that having a diverse Board will help the Company achieve its strategic and commercial objectives. This includes:</p> <ul style="list-style-type: none"> • Enhanced decision making; • Strengthened strategic planning; • Improved corporate governance; • Increased innovation and creativity; • Assured stakeholder representation and trust; and

	<ul style="list-style-type: none"> Established sustainable development. <p>The Nomination and Remuneration Committee of the Company is responsible for ensuring that the Board has the right balance of skills, experience and knowledge and, in accordance with its terms of reference.</p> <p>The Nomination and Remuneration Committee of the Company will ensure that no person is discriminated against on grounds of religion, race, gender, pregnancy, childbirth or related medical conditions, national origin or ancestry, marital status, age, sexual orientation, or any other personal or physical attribute which does not define the eligibility or non-eligibility to perform as a Board Member.</p> <p>The Board shall have a well-represented team of non-executive and independent directors in accordance with requirements of the Articles of Association of the Company, the Companies Act, 2013 and the statutory, regulatory and contractual obligations of the Company. The composition of the Board of the Directors of the Company shall also adhere to the requirements of the Listing Agreement, Securities and Exchange Board of India (Real Estate Investment Trusts) Regulations, 2014 and the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations 2015, as the Company acts as the Manager to Embassy Office Parks REIT.</p>
Amendments, Monitoring and Reporting	<p>This Policy will stand amended to the extent of any change in applicable law. The Policy shall be annually reviewed by the Nomination and Remuneration Committee and the Board of Directors to assess its effectiveness. The Nomination and Remuneration Committee will discuss any revision and further recommend such revision to the Board of Directors for their approval.</p>