



## ***INDUS WELLNESS REIMBURSEMENT POLICY***

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INDUS Realty Trust, Inc. (the “Company” or “INDUS”) recognizes the important role that physical and emotional wellness play in the lives of our employees and that each employee may have different needs in order to maintain his/her own physical and emotional wellness. Therefore, the Company has established a wellness reimbursement policy to offer financial support to employees in seeking overall health and wellness, as outlined below.

### **Wellness Reimbursement Policy (the “Policy”)**

INDUS encourages all employees to partake in activities that positively impact their quality of life across the spectrum of physical workouts, classes and activities, to meditation classes and online subscriptions, to creating a space for wellness in their homes. Accordingly, beginning with calendar year 2022 the Company plans to reimburse each employee up to 50% of his/her qualifying fitness and/or wellness costs each calendar year, subject to a maximum reimbursement of \$500 per employee per calendar year.

To qualify for reimbursement under the Policy, employees must be full or part-time employees and work at least 20 hours per week. Interns and seasonal staff are not eligible. If an eligible employee joins INDUS mid-year, he or she will still be eligible for the full \$500 reimbursement on an un-prorated basis during the first year of work.

Eligible and ineligible expenses under the Wellness Reimbursement Policy are listed below, however, the following lists may not be exhaustive. Always feel free to speak to the Company’s HR Director regarding any questions if you are unsure as to whether an expense may be covered by the Policy.

### ***Eligible Expenses***

- Fitness classes or gym membership fees, so long as the classes and/or fitness centers provide facilities, equipment or classes for enhancing physical or mental fitness or wellness
- Home fitness equipment (e.g., free weights, yoga mats & props, bikes, treadmills, exercise bands / balls)
- Personal training sessions
- Weight loss programs
- Smoking cessation programs
- Health checks and testing as performed by certified physicians
- Running / race / marathon / triathlon fees or dues
- Online subscriptions to fitness platforms or classes (e.g., [Peloton digital](#) membership)
- Online subscriptions to meditation, therapy or other emotional wellness platforms (e.g., [Headspace](#), [Calm](#), [Talkspace](#))

- Mental health counseling or therapy sessions

### ***Ineligible Expenses***

- Memberships to social clubs or spas, incidental expenses such as meals, clothing, shoes, electronic devices such as wireless earphones, smartwatches, tracker bands are considered as accessories and are not eligible for reimbursement under this program.
- Wellness or fitness providers that discriminate based on race, gender, ethnicity or creed are not eligible.
- Expenses that are merely pledged and not yet paid with the employee's personal funds are not eligible.
- Contributions that discharge a legal obligation of the employee or any other person are not eligible.

### ***Procedures***

- Employees must get prior approval of the organization from the Company's HR Director.
- Once approved, the employee must submit to INDUS one consolidated expense report per calendar year which can include multiple fitness or wellness costs paid during the same calendar year. The employee must submit receipts for these costs and the associated expense receipts to the Company's HR Director.
- Once the Company receives the above documentation, the reimbursement will be paid promptly via normal payroll processes.
- INDUS reserves the right to verify the eligibility of any expense prior to reimbursement of such expense. The interpretation, application, and administration of the Policy will be determined by INDUS and its decisions shall be final. The Company reserves the right to amend, modify or discontinue the Policy, in whole or part, at any time without notice. All information regarding fitness and/or wellness expenditures made by employees will be treated confidentially.