



BOARD DIVERSITY AND INCLUSION POLICY

The Board of Directors (the “Board”) of Duke Realty Corporation recognizes the value of appointing to the Board individual directors who bring a variety of diverse opinions, skills, experiences, backgrounds, and orientations to its discussions and its decision-making processes. Having a board composed of men, women, and people of color with different perspectives facilitates more balanced, wide-ranging discussion in the boardroom. Moreover, it is important to our shareholders, our associates, and our tenants.

The Board is also committed to inclusion - ensuring that all directors feel welcomed, valued, and able to contribute their opinions. This should help avoid group think and enable the robust conversations that diversity can provide.

The Board’s policy for selecting directors to serve on the Board is to consider director candidates from diverse backgrounds. An overriding principle is that all appointments to the Board will be based upon merit and suitability of the candidate to the particular role being filled. Subject to this overriding principle, the Board will always have regard to the need to consider unique director candidates.

In the process of searching for qualified persons to serve on the Board, the Corporate Governance Committee may retain an executive search firm to help meet the Corporate Governance Committee’s diversity objectives. The Corporate Governance Committee will also periodically review the director selection process to ensure that women and people of color are included in the selection process.

This Board Diversity and Inclusion Policy was approved and made effective by the Board on July 29, 2020.