

<b>Reference</b>	EOP/ESG/POLSUP/CCAP/01	Version: June 2, 2021
<b>Policy Supplement Title</b>	<b>Climate Change Adaption and Mitigation - Operations</b>	
<b>Entity</b>	Embassy Office Parks Management Services Private Limited (“ <b>Manager</b> ”) in its capacity as manager of Embassy Office Parks REIT (“ <b>Embassy REIT</b> ”)	
<b>Responsibility</b>	Head - Operations (India)	

<b>Version #</b>	<b>Version Date</b>	<b>Change Type</b>
V1	June 2, 2021	Created

<b>Document Review Cycle</b>			
<b>#</b>	<b>Effective Date</b>	<b>Next review date</b>	<b>Policy Owner</b>
1	June 2, 2021	Q4 Board Meeting date of the Manager of every Financial Year	Head – Operations (India)

<b>Applicability</b>	This policy is applicable for only the Operations Function under the purview of the Manager, Embassy REIT, its Special Purpose Vehicles (“SPVs”) and its Holding Company(ies) (“Holdco”).
<b>Purpose</b>	Established to outline our approach to address and mitigate climate change risks associated with our operations.
<b>Aspects</b>	<p>Embassy REIT recognises the importance of taking concrete measures to address climate change. Our Board is committed to climate action, and in line with our efforts, we have aligned our initiatives to the UN Sustainable Development Goals, i.e., SDG 11: Sustainable Communities, UN SDG 13: Climate action and SDG 7: Affordable and clean energy. We aim to integrate climate change aspects in risk management, corporate governance and overall decision making. We also endeavour to align with other global climate change standards and platforms such as TCFD and RE100.</p> <p>At Embassy REIT, we endeavour to act on climate change adaptation and mitigation through the following measures:</p> <p><b>Adaptation measures:</b></p> <ul style="list-style-type: none"> <li>▪ Developing mechanisms to determine both man made and natural disaster related risks and methods to ensure that the teams recognise the risk and their related consequences.</li> <li>▪ Emergency preparedness and response plans to cover all likely emergencies, their associated response and determination of resources or infrastructure that is required to mitigate the risk, with periodic testing of these plans.</li> <li>▪ Developing specific policies on energy conservation and water management to address specific issues related to climate change.</li> <li>▪ Protecting ecosystems and biodiversity for new assets of Embassy REIT throughout the asset lifecycle.</li> </ul> <p><b>Mitigation measures:</b></p> <ul style="list-style-type: none"> <li>▪ Enhancing share of renewable energy in the mix to reduce amount of fossil-fuel based emissions.</li> <li>▪ Targeting use of energy efficient fixtures and integrating conservation initiatives in daily operations.</li> <li>▪ Focusing on obtaining green building status for all assets, resource use efficiency and promoting use of sustainable building materials.</li> <li>▪ Continuous monitoring of the carbon footprint, transparent reporting and taking measures to control and reduce it</li> <li>▪ Intend to go beyond our operational boundary to offset emissions through partnerships with external agencies for afforestation</li> </ul> <p><b>Supply Chain Management:</b></p> <ul style="list-style-type: none"> <li>▪ Focusing on emissions across our value chain through expectations from our suppliers on environmental performance as outlined in our sustainable and ethical sourcing policy.</li> </ul>

	<p><b>Stakeholder Engagement:</b></p> <ul style="list-style-type: none"> <li>▪ Engaging all relevant stakeholders including the community, statutory &amp; regulatory agencies, non-governmental bodies, technical and subject matter experts, business partners, contractors, clients, occupants and our own employees in our efforts to address climate change.</li> <li>▪ Associating and collaborating with industry associations on sustainability issues that include climate change.</li> </ul> <p><b>Awareness:</b></p> <ul style="list-style-type: none"> <li>▪ Investing in building the awareness of our employees, partners and other stakeholders on climate change.</li> </ul>
<i>Implementation and monitoring</i>	<p>The ESG Committee shall monitor the implementation of the aspects outlined in this policy supplement and establish suitable processes, procedures and infrastructure to support compliance.</p> <p>ESG aspects will be linked to the Key Responsibility Area of senior executives. This will also include aspects on climate change.</p>
<i>Amendments</i>	<p>This policy will stand automatically amended to the extent of any relevant change(s) in the applicable law and or for any change(s) in fact.</p>