

# Embassy Office Parks REIT

## *Analyst Day 2022 – ESG Update*

22-23 March 2022



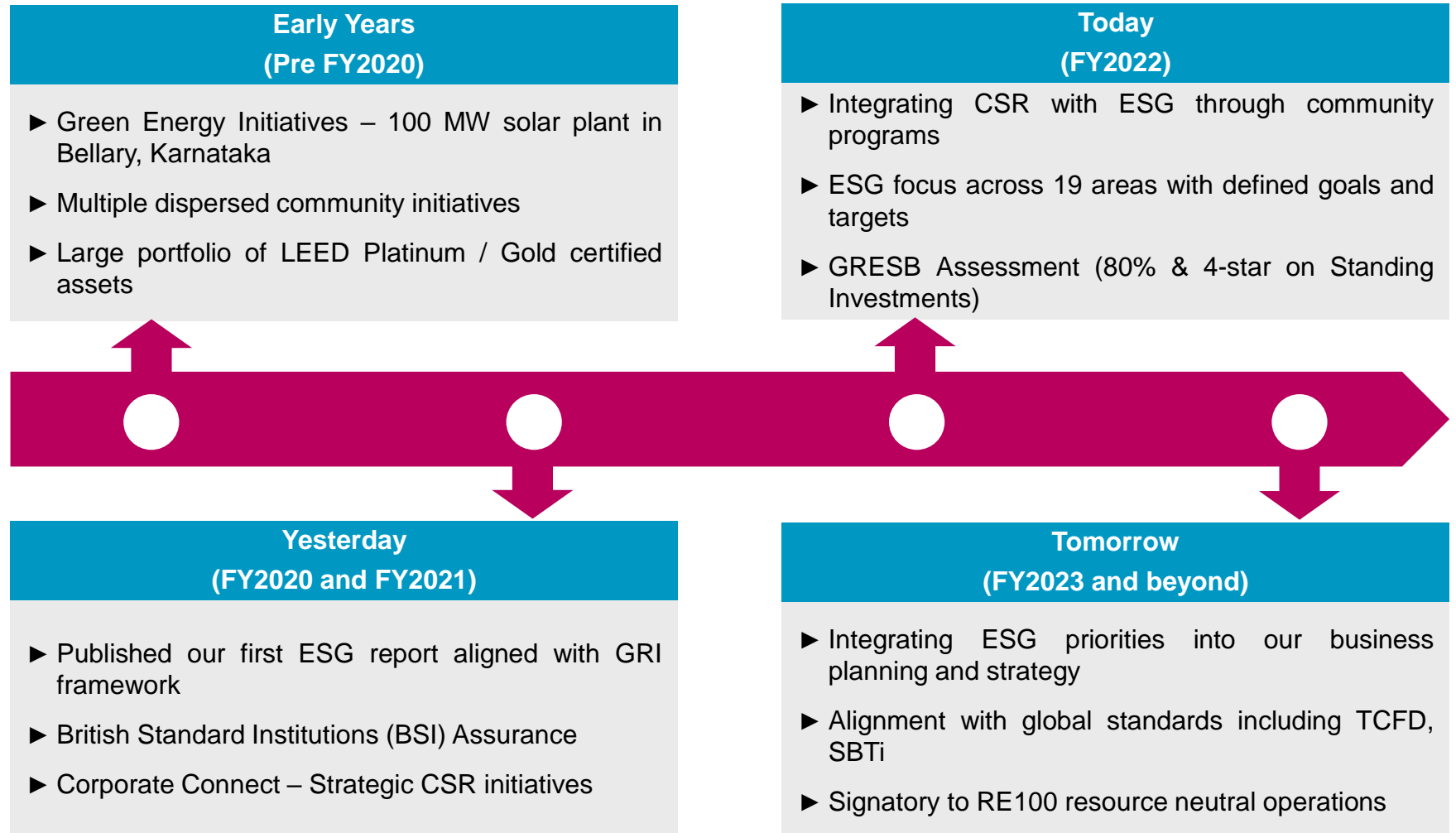
A wide-angle photograph of the Embassy TechVillage in Bangalore, India. The image shows a modern, multi-story office building with a light beige facade and numerous windows. A prominent feature is a large, covered outdoor courtyard area with a grid-like roof structure. The courtyard is furnished with tables and chairs, and includes vertical green walls and potted plants. A clock is visible on the building's facade. The sky is blue with scattered white clouds.

# ESG Overview

Embassy TechVillage, Bangalore

# Our ESG Journey

We have moved beyond driving ad-hoc sustainability programs and have adopted a structured ESG approach aimed at integrating ESG priorities into our business objectives and values



# Our ESG Memberships and Certifications

Our current ESG memberships, certifications and performance on global benchmarks reflect our commitment to sustainability, transparency and operational excellence

## Past Achievements



## Current Achievements and Focus Areas



## Future Plans



# Our ESG Vision and Framework – 3 Pillars

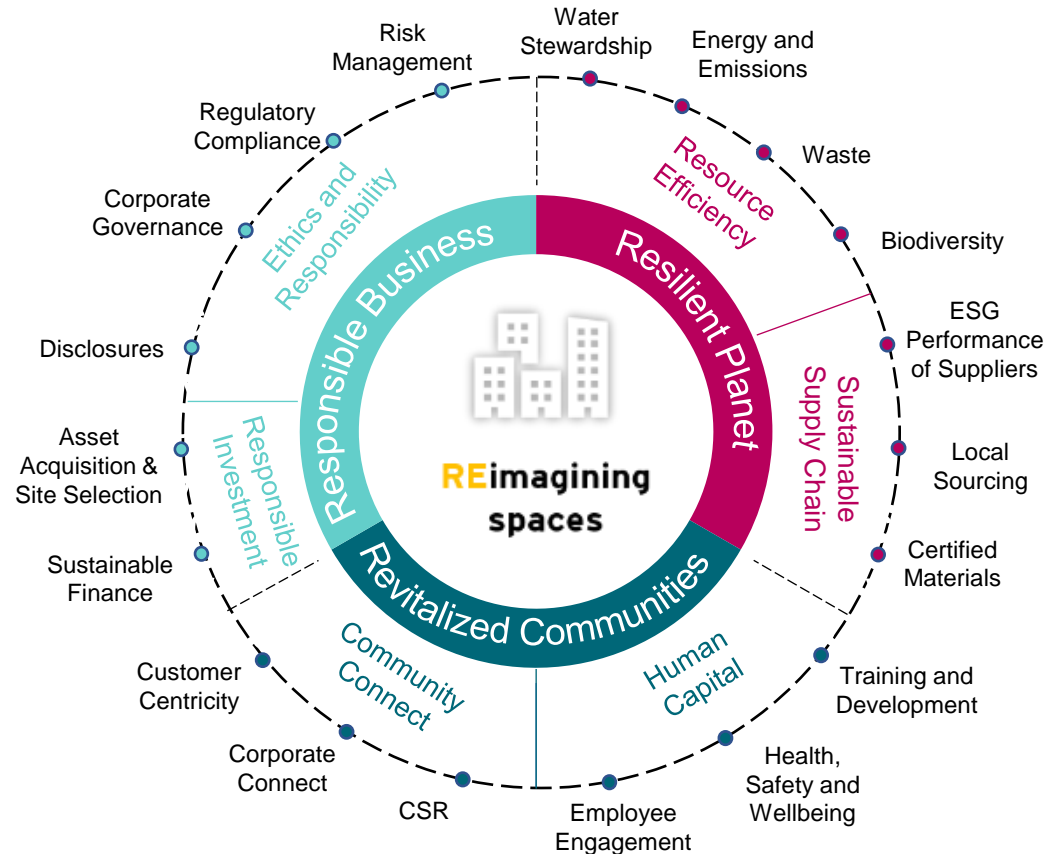
Our ESG Framework, comprising of 19 specific programs, is driven by our vision to “Reimagine spaces” for a sustainable tomorrow for all our stakeholders

**1**  
Framework

**3**  
Pillars

**6**  
Focus Areas

**19**  
Programs



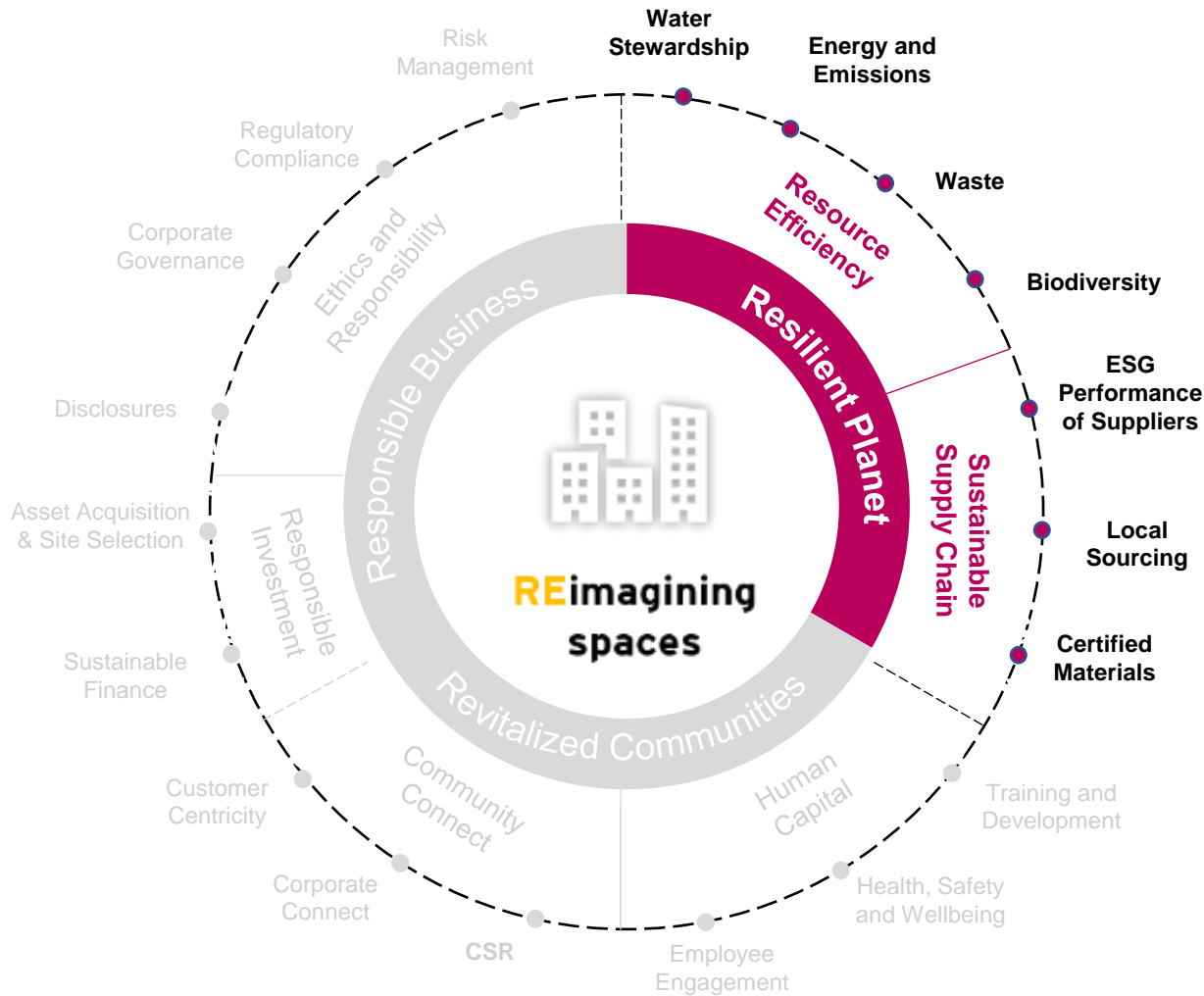
Our ESG objective, to provide sustainable workplace ecosystems for all our stakeholders, is integrated into our business objectives and values

# 'Resilient Planet' | Environment

Embassy Quadron, Pune

# Pillar 1 – Resilient Planet

We are focused on Improving resource efficiency across our asset lifecycle and developing a sustainable supply chain by integrating ESG aspects across our value chain



# Energy and Emissions

We are committed to achieve net zero carbon operations by 2040 by increasing our renewable energy share and reducing energy intensity across our properties

## Current Landscape

**16.38**

Energy Intensity  
(MU/ psf / per annum)<sup>(1)</sup>

**35%**

Renewable Energy  
Contribution<sup>(1)</sup>

- ▶ 100 MW solar plant in Karnataka
- ▶ 525 kW rooftop solar at Embassy 247
- ▶ All non-BLR parks USGBC LEED certified
- ▶ Net zero assessment pilot for few assets

## Future Direction

**2040**

Net Zero Target  
Commitment

**75%**

Renewable Energy by  
FY2025

- ▶ 20+ MW rooftop solar pan-India
- ▶ DDL for Pune, PPA for Mumbai and Noida
- ▶ 100% portfolio USGBC certified by FY2023
- ▶ Energy efficiency – LEDs, HVAC systems

Notes:

(1) Based on FY2020 actuals for the portfolio (including Embassy TechVillage acquisition)



# Sustainable Supply Chain

We aim to track, monitor and improve the sustainability performance across our supply chain

## Current Landscape

**500+**

Suppliers / Contractors engaged for Operations<sup>(1)</sup>

**200+**

Suppliers / Contractors engaged for Dev<sup>(1)</sup>

- ▶ **Supplier code of conduct rolled-out to primary vendors**
- ▶ **Performance monitoring and ESG training program for key vendors**
- ▶ **ESG-specific clauses in key contracts**

## Future Direction

**100%**

Adherence to Supplier Code of Conduct

**30%+**

Local Sourcing by FY2025<sup>(2)</sup>

- ▶ **Regular audit of suppliers and contractors**
- ▶ **Increase usage of locally sourced and certified materials**
- ▶ **Initiate Scope 3 emission tracking across supply chain**

Notes:

(1) Data as on March 15, 2022

(2) Local sourcing is defined as sourcing of materials within 1000 kms radius of respective sites

# Water, Waste and Biodiversity

We aim to improve biodiversity and achieve a net zero state for water and waste through our tenets of reduce, reuse and recycle across our properties

## Current Landscape

**0.15**

Water Intensity  
(KL / psf / per annum)<sup>(1)</sup>

**13**

OWC Capacity  
(tonnes)<sup>(1)</sup>

- ▶ STPs, rainwater harvesting across parks
- ▶ Waste segregation at source
- ▶ On-premise recycling of organic waste, safe disposal of hazardous waste
- ▶ Flora and fauna incorporated in all parks

## Future Direction

**7%**

Water Consumption  
Reduction by FY2025<sup>(2)</sup>

**25%**

OWC Capacity Increase  
by FY2025<sup>(2)</sup>

- ▶ Upgrade STPs and rainwater harvesting
- ▶ Install water-efficient fixtures
- ▶ Traceability assessment for waste
- ▶ Develop biophilic designs and promote native greens

Notes:

(1) Based on FY2020 actuals for the portfolio (including Embassy TechVillage acquisition)

(2) Target set against baseline of FY2020

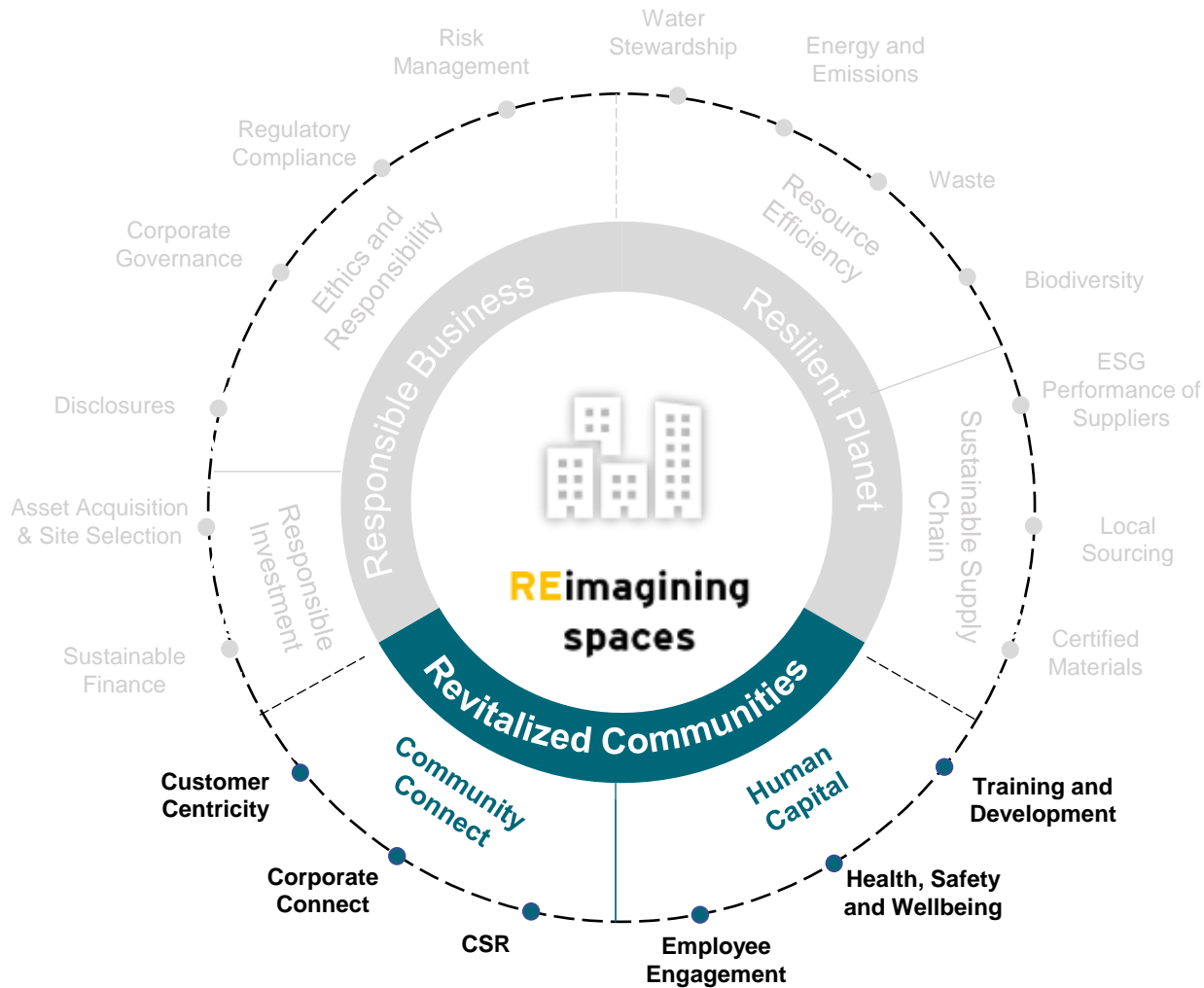
# ‘Revitalized Communities’ | Social



Embassy Qubix, Pune

# Pillar 2 – Revitalized Communities

We are focused on creating shared value for our employees, our occupiers, our vendors and the communities that we operate in



# Human Capital

We are committed to ensure diversity, equity and inclusion in our organization and strive to maintain and improve the health, safety and wellbeing aspects across our properties

## Current Landscape

**20%**

Gender Diversity<sup>(1)</sup>

**49**

WELL Portfolio Score<sup>(1)</sup>

- ▶ An equal opportunity employer
- ▶ Continuous learning and development
- ▶ Subscribed to 5-year WELL and 3-year BSC programmes
- ▶ ISO 9001, 14001, 27001, 45001 certified

## Future Direction

**50%**

Female New Hires

**100%**

5-star BSC Certified Portfolio by FY2023

- ▶ Improve diversity metrics
- ▶ RPWD compliance across portfolio
- ▶ Continue to promote safety culture
- ▶ Portfolio-wide WELL, BSC certifications

Notes:

(1) Data as on March 15, 2022

# Community Connect

We aim to actively contribute to the social, economic and environmental development of our local communities and strive to align our ESG efforts with our occupiers, investors and other stakeholders

## Current Landscape

**21**

Corporate Partners under  
'Corporate Connect'<sup>(1)</sup>

**0%**

Green Leases<sup>(1)</sup>

- ▶ UN-SDG aligned CSR, primarily in BLR
- ▶ Community infrastructure upgrades
- ▶ C-SAT surveys
- ▶ Park-wide engagement events

## Future Direction

**10%**

Occupier Engagement  
under 'Corporate Connect'

**70%**

New Leases to be 'Green  
Leases' in FY2024

- ▶ Pan-India CSR projects
- ▶ Align CSR with our ESG framework
- ▶ Focus on adoption of Green Leases
- ▶ More channeled occupier communication

Notes:

(1) Based on FY2020 actuals for the portfolio (including Embassy TechVillage acquisition)

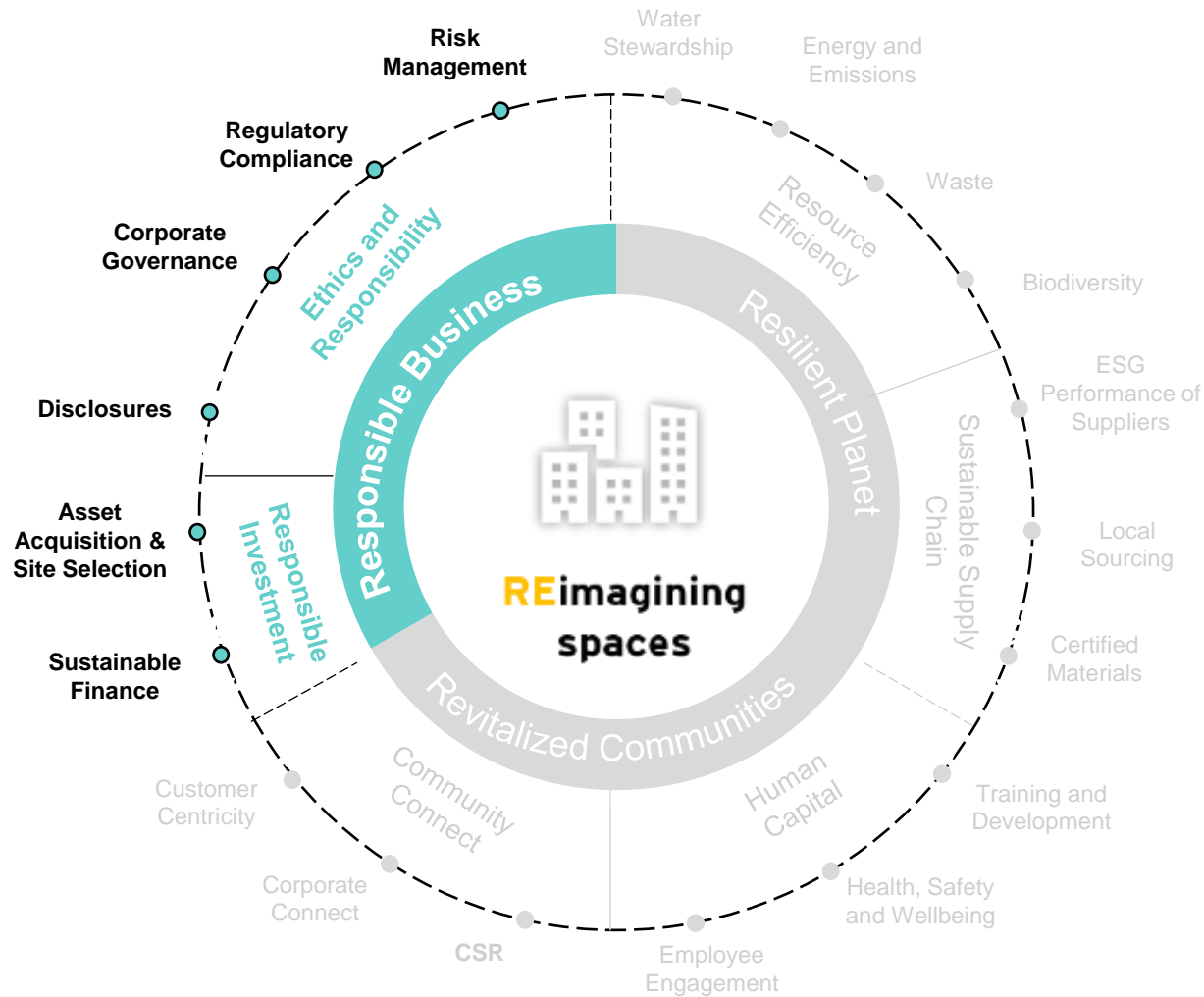
# **‘Responsible Business’ | Governance**



**Embassy TechZone, Pune**

# Pillar 3 – Responsible Business

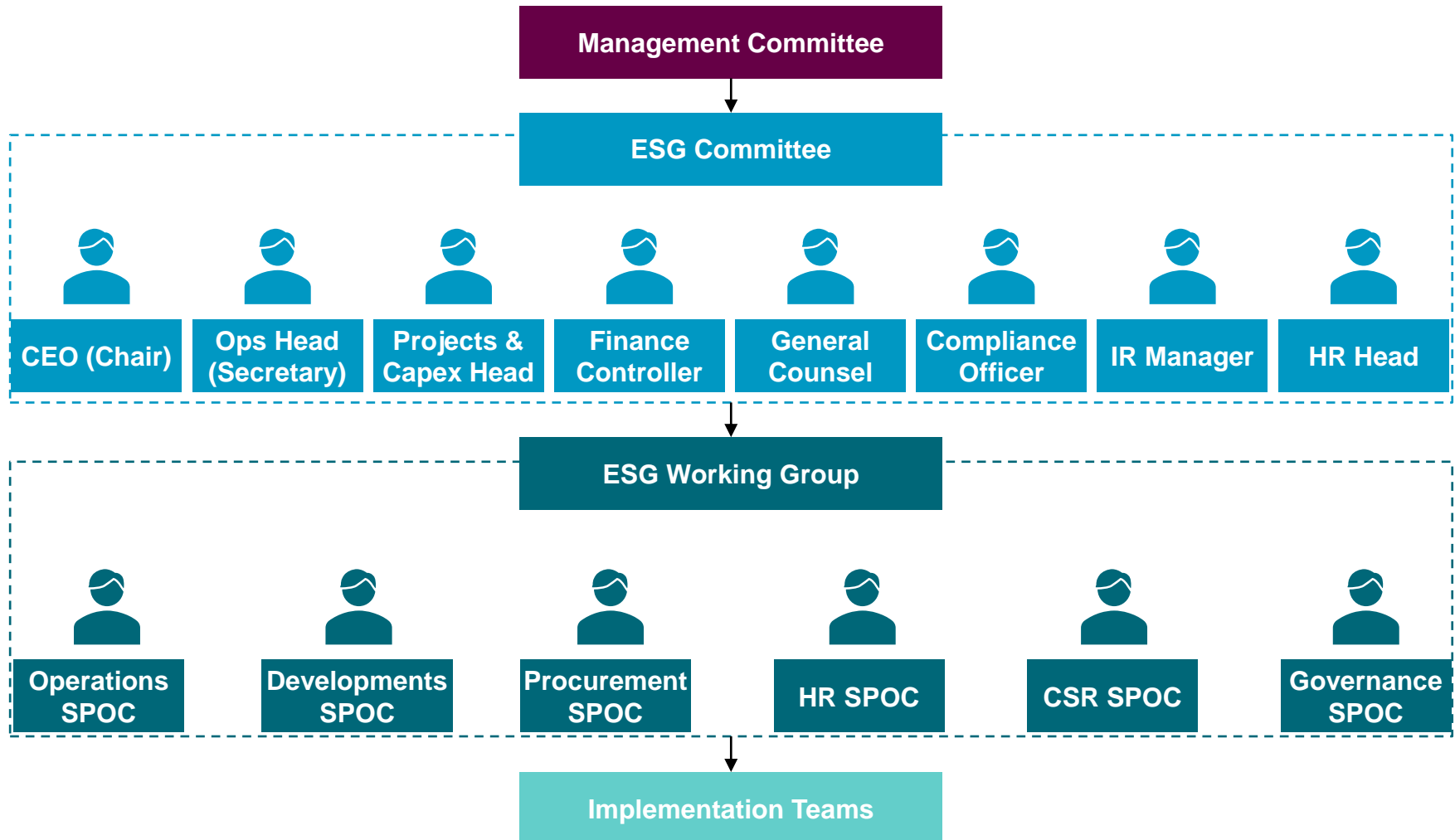
We are focused on creating and adopting a best-in-class governance and risk management framework to serve the interest of all our stakeholders





# Our ESG Governing Structure

Our holistic ESG program and integration with our business planning and strategy is overseen by a cross-functional ESG Committee which is supported by an ESG Working Group



# Ethics and Responsibility and Responsible Investment

We are committed to maintain our strong corporate governance standards and continuously endeavor to further refine our disclosures in line with global best practices

## Current Landscape

**50%**

Independent Directors on the Board

**₹22 bn**

Cumulative Sustainable Finance<sup>(1)</sup>

- ▶ Comprehensive governance policies, strong RPT safeguards for acquisitions
- ▶ Robust risk management framework
- ▶ ESG performance linked to mgmt. KRAs
- ▶ GRESB 4-star; GRI-aligned ESG report

## Future Direction

**FY2025**

TCFD Compliant Annual Report

**100%**

Acquisitions evaluated under ESG checklist

- ▶ Diversity targets for mgmt./ Board
- ▶ Voluntary BRSR reporting
- ▶ Disclosures aligned to TCFD framework
- ▶ Sign-up for SBTi, RE100

Notes:

(1) Achieved much ahead of our FY2024 sustainable finance target of ₹10 billion. Around 50% of our total SPV-level debt is now certified as green loan

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