June 30, 2026

To,
The Corporate Relations Department,
The National Stock Exchange of India Limited,
Exchange Plaza, 5th Floor,
Plot No. C/1, G-Block, Bandra-Kurla Complex,
Bandra (East), Mumbai − 400051

To,
The Corporate Relations Department,
Department of Corporate Services,
BSE Limited,
25th Floor, Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai − 400001

Re: Scrip Symbol "EMBASSY", Scrip Code 542602, Scrip Code 973434, 973546, 973910, 975051, 976042, 976240, 976699, 976700, 976864, 976946, 977606 and 977901 (NCDs) and Scrip Code 731343, 731468 and 731469 (CPs).

Dear Sir / Madam,

Subject: Submission of Environment, Social and Governance Report and Business Responsibility and Sustainability Report of Embassy Office Parks REIT for the financial year ended March 31, 2026.

We wish to inform you that Embassy Office Parks REIT has released its Environment, Social and Governance Report and Business Responsibility and Sustainability Report ("**Report**") for the financial year ended March 31, 2026.

The Report is enclosed as **Annexure I.**

Thanking you,

For and on behalf of **Embassy Office Parks REIT** acting through its Manager, **Embassy Office Parks Management Services Private Limited**

Vinitha Aravind Menon
Digitally signed by Vinitha Aravind Menon
Date: 2026.06.30 19:11:37 +05'30'

Vinitha Menon
Head - Company Secretary and Compliance Officer
A25036

Encl: As above

Annexure - I

EMBASSY REIT

ENVIRONMENT, SOCIAL AND GOVERNANCE REPORT FY2026



SHAPING SUSTAINABLE WORKPLACES

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EMBASSY GOLFLINKS, BENGALURU



EMBASSY GOLFLINKS, BENGALURU

BSI Assurance Certificate[1]

[1]GRI Disclosure 2-5 External assurance

Independent Assurance opinion Statement:

To: Board of Directors – Embassy Office Parks Real Estate Investment Trust (EOP REIT)

Statement No: SRA 752524-7

The British Standards Institution (BSI) has conducted a limited level assurance engagement on the sustainability information (described in the "Scope") in the Environment, Social and Governance Report for FY 2025-2026 of Embassy Office Parks REIT.

Scope

The scope of engagement agreed upon with Embassy Office Parks REIT includes the following:

The assurance covers the information of the following subject matters in the Environment, Social and Governance Report for the financial year 1st April 2025 to 31st March 2026.

- General disclosures (GRI 2-1 to GRI 2-30), materiality related disclosures (GRI 3-1 to GRI 3-3) and following topic related disclosures as stipulated in the GRI Standards.
- GRI 201: Economic performance, 2016 – 201-1, 201-2, 201-3, 201-4;
- GRI 203: Indirect Economic impacts, 2016 – 203-1, 203-2;
- GRI 302: Energy 2016 - 302-1, 302-2, 302-3, 302-4, 302-5;
- GRI 303: Water and Effluents 2018 - 303-1, 303-2, 303-3, 303-4, 303-5;
- GRI 305: Emissions 2016 - 305-1, 305-2, 305-3, 305-4, 305-5, 305-6;
- GRI 306: Waste 2020 - 306-1, 306-2, 306-3, 306-4, 306-5;
- GRI 403: Occupational Health and Safety 2018 – 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9,

The selected information is reported in accordance with GRI (Global Reporting Initiative) Universal Standards 2021.

The details of subject matters and their boundaries within the scope is described in Appendix A and Appendix B in this independent assurance opinion statement.

BSI Group India Private Limited
Max House, Tower – C
7th Floor, Okhla Industrial Estate
Phase-3, New Delhi-110 020
India

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info.in@bsigroup.com
bsigroup.com/en-IN

The British Standards Institution
Incorporated by Royal Charter
Registered in India: CIN U74899DL1999PTC101381

The scope of assurance engagement is limited to verification of historical non-financial information only.

Opinion Statement:

We have conducted a limited assurance engagement on the non-financial sustainability information described in the "Scope" above (Environment, Social and Governance Report for the financial year 1st April 2025 to 31st March 2026 covering disclosures on Economic performance, Indirect Economic Impacts, Energy, Water and Effluents, Emissions, Waste, Occupational Health and Safety)

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the accompanying Sustainability Information is not prepared, in all material respects, in accordance with GRI Universal Standards 2021.

Methodology:

Our assurance engagements were carried out in accordance with ISAE3000 (Revised) and ISO 14064-3:2019 for GHG statement following the principles of Integrity, Objectivity, Professional competence and due care, Confidentiality and Professional behaviour. Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities:

- a top-level review of issues raised by external parties that could be relevant to Embassy Office Parks REIT's policies to provide a check on the appropriateness of statements made in the report.
- discussion with managers and staffs on the organisation's approach to stakeholder engagement. However, we had no direct contact with external stakeholders.
- interviews with staffs involved in sustainability management, report preparation and provision of report information were carried out.
- document review of relevant systems, policies, and procedures where available
- review of supporting evidence for claims made in the reports.
- visit of the sampled locations both onsite and remote to confirm the data collection processes, record management practices, and check GHG emission sources physically.

Responsibility:

Embassy Office Parks REIT is responsible for the preparation and fair presentation of the sustainability information and report in accordance with the agreed criteria. BSI is responsible for providing an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Independence, Quality Control and Competence:

BSI is independent to Embassy Office Parks REIT and has no financial interest in the operation of Embassy Office Parks REIT other than for the assurance of the sustainability statements contained in this report.

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This independent assurance opinion statement has been prepared for the stakeholders of Embassy Office Parks REIT only for the purposes of verifying its statements relating to its environmental, social and governance (ESG), more particularly described in the Scope above.

This independent assurance opinion statement is prepared on the basis of review by BSI of information presented to it by Embassy Office Parks REIT. In making this independent assurance opinion statement, BSI has assumed that all information provided to it by Embassy Office Parks REITs true, accurate and complete. BSI accepts no liability to any third party who places reliance on this statement.

BSI applies its own management standards and compliance policies for quality control, in accordance with ISO/IEC 17021-1:2015 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

BSI is a leading global standards and assessment body founded in 1901. The BSI assurance team has extensive experience in conducting verification over environmental, social and governance (ESG), and GRI Universal Standard 2021, AA1000AS, ISO10002, ISO 14001, ISO 45001, ISO 14064, ISO 14067, ISO 14068, ISO 50001, and ISO 9001, etc. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

Issue Date: 06.06.2026

For and on behalf of BSI:

Srinivasa Babu Nagaraj, Lead Assurer

Emmanuel Herve, Managing Director, South & South East Asia (S&SEA)

Appendix A: ***[Data of subject matters within the scope]***

1. General disclosures (GRI 2-1 to GRI 2-30), materiality related disclosures (GRI 3-1 to GRI 3-3) and following topic related disclosures as stipulated in the GRI Standards.
2. GRI 201: Economic performance, 2016 – 201-1, 201-2, 201-3, 201-4;
3. GRI 203: Indirect Economic impacts, 2016 – 203-1, 203-2;
4. GRI 302: Energy 2016 - 302-1, 302-2, 302-3, 302-4, 302-5;

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5. GRI 303: Water and Effluents 2018 - 303-1, 303-2, 303-3, 303-4, 303-5;
6. GRI 305: Emissions 2016 - 305-1, 305-2, 305-3, 305-4, 305-5, 305-6;
7. GRI 306: Waste 2020 - 306-1, 306-2, 306-3, 306-4, 306-5;
8. GRI 403: Occupational Health and Safety 2018 – 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9,

Other material topics included in the ESG report are,

1. GRI 205: Anti-corruption 2016 – 205-1. 205-2, 205-3
2. GRI 206: Anti-competitive behavior 2016 – 206-1
3. GRI 401: Employment 2016 – 401-1, 401-2, 401-3
4. GRI 404: Training and Education 2016 – 404-1, 404-2, 404-3
5. GRI 405: Diversity and Equal Opportunity 2016 – 405-1
6. GRI 406: Non-discrimination 2016 - 406-1
7. GRI 408: Child Labor 2016-408-1,
8. GRI 409: Forced or Compulsory Labor 2016 – 409-1
9. GRI 413: Local Communities 2016 – 413-1 413-2
10. GRI 415: Public Policy 2016 – 415-1
11. GRI 417: Marketing and Labeling 2016 - 417-3
12. GRI 418: Customer Privacy 2016 – 418-1

Appendix B: ***[List of locations from the boundaries]***

Sl. No	Name of the Park	Address
1	Embassy Oxygen	Plot No. – 07, Sector 144, Noida, Uttar Pradesh, India
2	Embassy Galaxy	A-44 & 45, Sector 62, Noida, Uttar Pradesh, India – 201309
3	Embassy Qubix	Plot No.2, Blue Ridge Township, Near Rajiv Gandhi Infotech Park – Phase I, Hinjewadi, Pune, Maharashtra 411057
4	Embassy Quadron	Plot No. 28, Hinjewadi Phase II, Rajiv Gandhi Infotech Park, Pune, Maharashtra, 411057
5	Embassy Tech Zone (ETZ)	Plot No. 3/A and Plot No. 3/B, Rajiv Gandhi Infotech Park, Hinjewadi, Phase-II, Village Marunji, Taluka Mulshi, District Pune, Maharashtra

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6	Embassy 247	LBS Marg, Vikhroli (W), Mumbai, Maharashtra.
7	First International Finance Center (FIFC)	G-Block, Bandra Kurla Complex Road, Bandra Kurla Complex, Mumbai, Maharashtra,
8	Express Towers	Barrister Rajni Patel Marg, Nariman Point, Mumbai,
9	Embassy Manyata	Hebbal Outer Ring Rd, Manayata Tech Park, Nagavara, Bengaluru, Karnataka 560045
10	Embassy Tech Village (ETV)	Outer Ring Rd, Near New Horizon College, Devarabisanahalli, Kadabeesanahalli, Bengaluru, Karnataka 560103
11	Embassy Golf Links (EGL)	Challaghatta Village, Varthur Hobli, Mahadevapura, Bengaluru East Taluk, Bengaluru, Karnataka
12	Embassy One Pinnacle	No. 8, Bellary Rd, Dena Bank Colony, Ganganagar, Bengaluru, Karnataka 560032
13	Embassy Business Hub	Sy Nos.42/5 & 42/6, Venkatala village, Bangalore, Karnataka, India, 560064
14	Embassy Splendid TechZone	Velan Nagar, Arulmurugan Nagar, Chennai, Tamil Nadu, 600043
15	Hilton at Embassy Golf links (Hotel)	Off Intermediate Ring Rd, Embassy Golf Links Business Park, Challaghatta, Bengaluru, Karnataka 560071
16	Four Seasons at Embassy One Pinnacle (Hotel)	No. 8, Bellary Road, Dena Bank Colony, Ganganagar, Bengaluru, Karnataka, 560032
17	Hilton at Embassy Manyata (Hotel)	Manyata Business Park, Block A, Hotel Building-1 & 2 Hebbal, Outer Ring Road, Nagawara, Bengaluru - 560045, India
18	Hilton Garden Inn at Embassy Manyata (Hotel)	

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Our 5-Year Environmental Social and Governance Roadmap (FY2026–2030)[2]



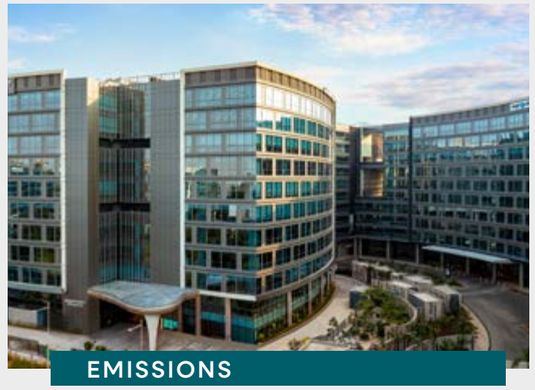
EMBASSY QUBIX , PUNE

Resilient Planet



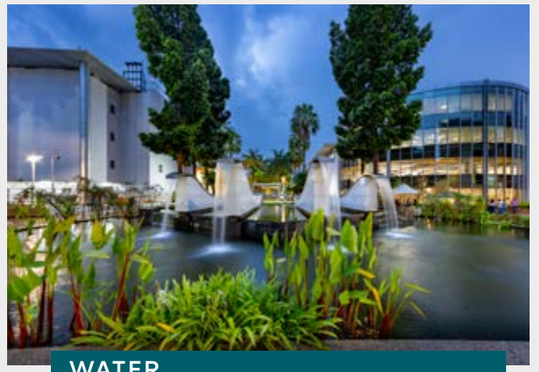
RENEWABLE ENERGY

Target[3]	FY2026 Update	Target Status
Achieve **80%** renewable energy usage across all operations by 2030	**69%**	On Track



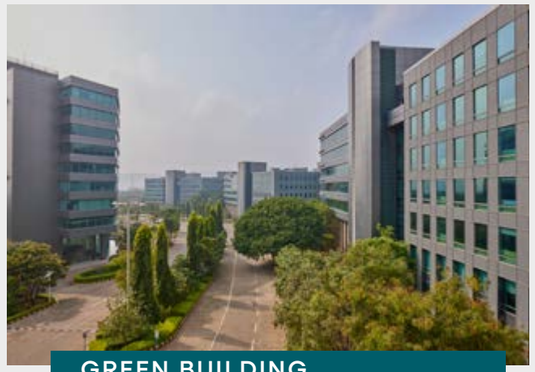
EMISSIONS

Target[3]	FY2026 Update	Target Status
Achieve **40%** reduction in Scope 1 & 2 GHG emissions by 2030, compared to the baseline of 2020	**56%**[4]	On Track
Scope 3 emissions inventory by 2030	In Progress	On Track



WATER

Target[3]	FY2026 Update	Target Status
Increase consumption of recycled water to **20%** by 2030, from the 2020 baseline	**40%**[5]	Achieved



GREEN BUILDING

Target[3]	FY2026 Update	Target Status
Achieve **75%** of portfolio certifications on energy ratings by 2030	**43%** (BEE Energy Rating)	On Track
Maintain green building certifications across the operational portfolio	**100%**[6] of our operations portfolio is green buildings certified[6]	Achieved

[2] GRI Disclosure 2-24 Embedding policy commitments and 2-25 Processes to remediate negative impacts
[3] Target set against baseline of FY2020 actuals for the portfolio (including Embassy TechVillage acquisition)
[4] Considered standing investment portfolio only
[5] Recycled percentage as a percentage of withdrawal
[6] Excludes buildings for which occupancy certificate was obtained post Q2FY2023, Embassy Business Hub which was acquired on 31st Mar'23 and Embassy Splendid TechZone which was acquired in Jun'24

EMBASSY MANYATA, BENGALURU

Revitalized Communities & Responsible Business



EMPLOYEE ENGAGEMENT

Target[3]	FY2026 Update	Target Status
◦ **20%** employee participation in volunteering programs by 2030	**4%**	On Track



SUSTAINABLE SUPPLY CHAIN

Target[3]	FY2026 Update	Target Status
◦ Continue periodic performance and regular ESG audits for identified key suppliers	**100%**	Achieved



OCCUPATIONAL HEALTH & SAFETY

Target[3]	FY2026 Update	Target Status
◦ Maintain **zero** fatalities across portfolio	**zero**	Achieved

[3] Target set against baseline of FY2020 actuals for the portfolio (including Embassy TechVillage acquisition)

Message to our Stakeholders



> In FY2026, renewable energy accounted for 69% of our energy mix, a 14% increase over FY2025.

Dear Stakeholders,

I am pleased to present Embassy REIT's sustainability progress for FY2025-26.

Sustainability guides how we design, operate and grow our business, and is anchored in our ESG pillars of Resilient Planet, Revitalized Communities and Responsible Business. Through this framework, we continue to drive meaningful, measurable and long-term impact across our portfolio.

As sustainability priorities continue to deepen globally, the expectations from workplaces are also evolving. Occupiers today seek environments that are not only experience-led and efficient, but also sustainable, resilient, and aligned with their own climate and people priorities. This strengthens our conviction that high-quality commercial real estate must be defined not only by location, scale, and infrastructure, but also by its ability to enable sustainable growth.

During the year, we completed the commitments under our earlier three-year ESG roadmap and articulated an expanded five-year blueprint to 2030. This roadmap sharpens our focus on decarbonisation, water stewardship, supply chain sustainability, employee engagement, occupational health and wellbeing, and responsible governance. It also reinforces our long-term ambition to achieve a Net Zero portfolio by 2040.

Our approach to decarbonisation is built on three clear priorities - increasing renewable energy usage, improving energy efficiency, and embedding green building practices across our assets. In FY2026, renewable energy accounted for 69% of our energy mix, a 14% increase over FY2025. We continue to leverage technology and automation to improve energy performance, including smart lighting, smart meters, and digital monitoring systems across our assets. Today, our portfolio is 100% USGBC LEED certified, and 43% of our portfolio has achieved BEE Star ratings since we commenced this initiative last year.

Water security remains one of the most critical sustainability challenges of our time, and water stewardship is a key pillar of our environmental strategy. As we work towards operating a Water Neutral portfolio, we continue to embed circularity principles across our existing assets and new developments through responsible reuse and recycling. In FY2026, our water withdrawal reduced during the year, while water recycled reached 81% of total water withdrawn. We also continued to strengthen our portfolio-wide waste management systems, supported by training, awareness, and engagement initiatives for our employees, occupiers, and service partners.

Health, safety and inclusion remain central to how we operate. With all our assets certified under ISO 45001, we continue to uphold safe and responsible workplace standards while fostering a culture that is inclusive, respectful and supportive of diversity. This includes initiatives to improve accessibility across select properties for persons with disabilities, as well as continued focus on employee engagement, learning, health, and wellbeing.

Our commitment to communities around our parks is delivered through our Corporate Connect programme, which continued to create meaningful impact across education, skilling, healthcare, community infrastructure, and the environment. In FY2026, our CSR spend totalled ₹133 million, benefiting thousands of individuals and reinforcing our belief that long-term value creation must extend beyond financial outcomes.

We continued to enhance the occupier experience across our parks through wellness programmes, experience zones, community initiatives and flagship platforms such as Occupier Connect. Held in March this year, the fourth edition of Occupier Connect brought together over 350 corporate occupiers and strategic partners under the theme "Human by Design – Redefining India's Talent Playbook". The event explored how organisations can build more human-centric, inclusive and future-ready workplaces in an era shaped by AI, automation and evolving talent expectations.

Responsible governance and transparency remain fundamental to the trust placed in us by our stakeholders. Our ESG disclosures are aligned with globally recognised frameworks such as TCFD, and our transition to Net Zero is supported by a ₹26 billion green finance portfolio.

Our governance standards reflect our commitment to responsible, ethical and transparent management of the REIT. The Board of the REIT Manager has strong independent oversight, with 6 of 8 Directors being independent.

Embassy REIT's ESG performance continues to receive global recognition. We retained our 5-Star GRESB rating and continue to be included in leading sustainability indices such as FTSE4Good and the S&P Global Index. We are also proud to hold the world's largest portfolio of office spaces WELL-certified by the International WELL Building Institute, a testament to our continued focus on creating work environments that support holistic wellbeing.

As we look ahead, our ambition is clear - to raise the benchmark for sustainably designed, responsibly operated, and experience-led workspaces in India. We will continue to align with world-class standards, strengthen our ESG performance, and create business ecosystems that deliver enduring value for all our stakeholders.

Thank you for your continued trust and partnership.

Best wishes,



Amit Shetty

Chief Executive Officer



EMBASSY OXYGEN, NOIDA

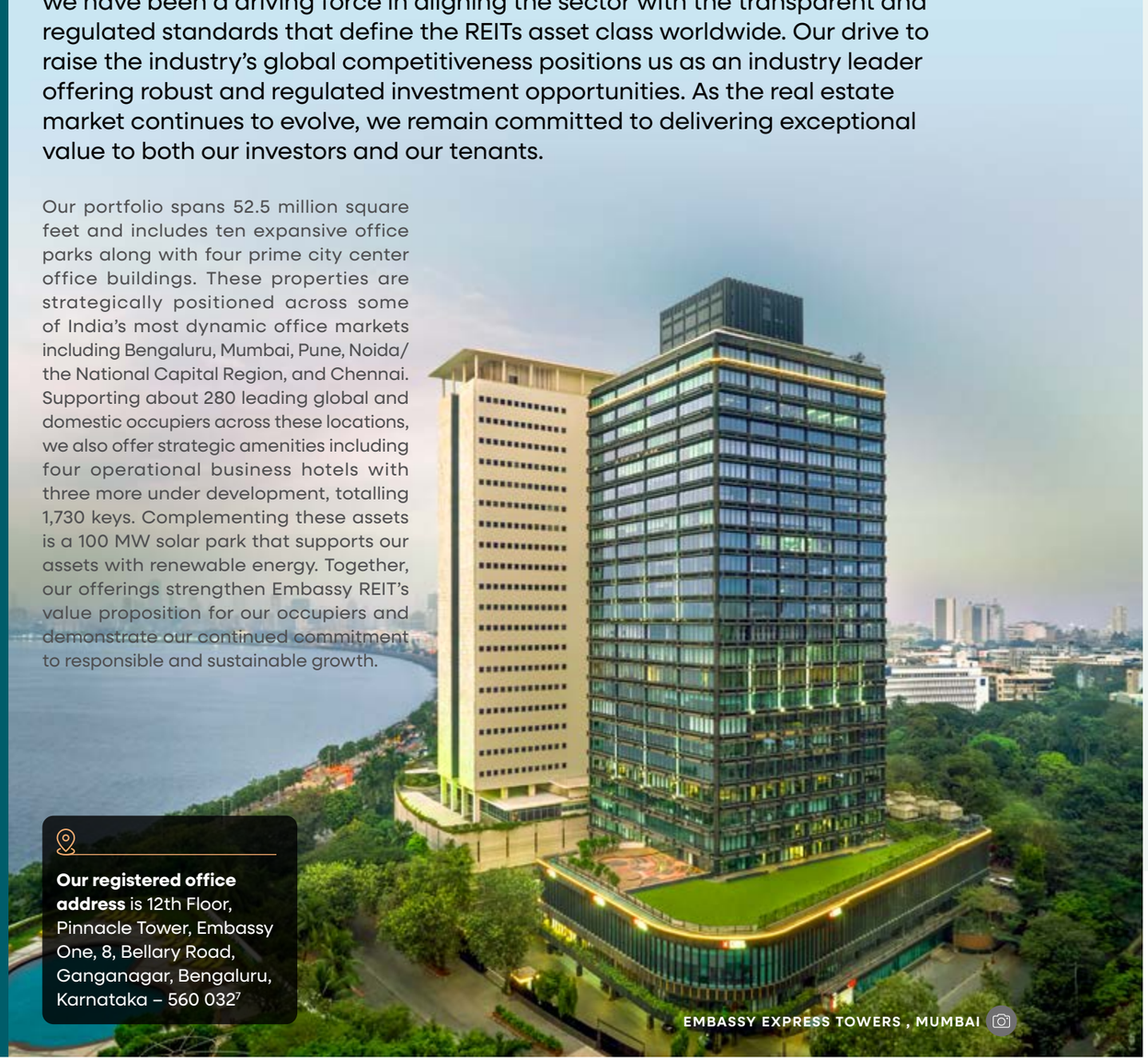
01

Corporate Overview

About Embassy REIT

Embassy REIT is a real estate powerhouse that has pioneered the redefinition of India's office space landscape. As the country's first publicly listed Real Estate Investment Trust and the largest office REIT in Asia by area, we have been a driving force in aligning the sector with the transparent and regulated standards that define the REITs asset class worldwide. Our drive to raise the industry's global competitiveness positions us as an industry leader offering robust and regulated investment opportunities. As the real estate market continues to evolve, we remain committed to delivering exceptional value to both our investors and our tenants.

Our portfolio spans 52.5 million square feet and includes ten expansive office parks along with four prime city center office buildings. These properties are strategically positioned across some of India's most dynamic office markets including Bengaluru, Mumbai, Pune, Noida/ the National Capital Region, and Chennai. Supporting about 280 leading global and domestic occupiers across these locations, we also offer strategic amenities including four operational business hotels with three more under development, totalling 1,730 keys. Complementing these assets is a 100 MW solar park that supports our assets with renewable energy. Together, our offerings strengthen Embassy REIT's value proposition for our occupiers and demonstrate our continued commitment to responsible and sustainable growth.



EMBASSY EXPRESS TOWERS , MUMBAI

Our registered office address is 12th Floor, Pinnacle Tower, Embassy One, 8, Bellary Road, Ganganagar, Bengaluru, Karnataka – 560 032[7]

[7]GRI Disclosure 2-1 Organizational details

Embassy REIT Highlights[8]

52.5 msf[9]
Portfolio

250,000 +
Occupiers' employees

110
Completed buildings

90%
Occupancy

14
Grade A office parks and city-center office buildings

119
Full-time employees

280
Blue-chip occupiers

1,730[10]
Hotel keys

100 MW
Solar Park

120 M units
Solar energy generated

30%
Net Debt to GAV[11]

Consistent and sustained business performance to enhance stakeholder value

6.4 msf[12]
Total lease-up across 86 deals

5.9 msf
100% Green leases

13%
Rent escalations achieved on 6.9 msf

₹45,824 mn
Revenue from operations, up 13% YoY

₹37,602 mn
Net operating income, up 15% YoY

₹26 bn
Sustainable finance portfolio

₹36,022 mn[13]
EBITDA, up 13% YoY

₹23,963 mn
Distributions

[8]Data as of March 31, 2026

[9]Comprises 43.5 msf completed, 6.2 msf under construction and 2.8 msf future development

[10]Includes completed, under construction and proposed future development hotels

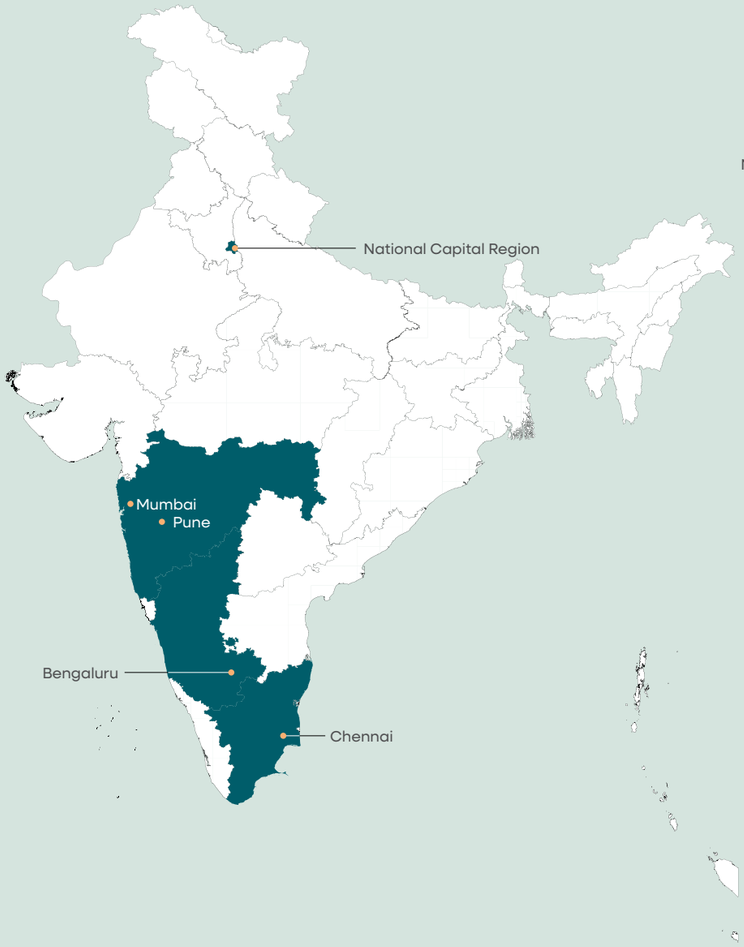
[11]Gross Asset Value (GAV) considered per Mar'26 valuation undertaken by Ms. L Anuradha, in conjunction with independent property consultant review services undertaken by C&W. Valuation exercise undertaken semi annually

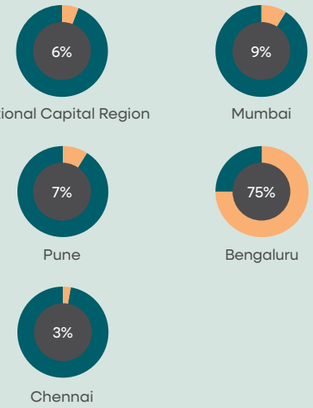
[12]Total leases comprise of new lease-up, pre-commitment in under development properties, end-of-tenure renewals and early renewals. End-of-tenure renewals exclude rolling renewals

[13]Financial results exclude Revenue, NOI and EBITDA from Embassy Golflinks since Embassy REIT owns 50% economic interest in GLSP (except for the Pinehurst block located within Embassy GolfLinks, which is 100% held by the REIT and accordingly consolidated)

Key Commercial Markets

Geographical split[14] [15]





Map not to scale, for representation purposes only

[14]City wise split by % of Gross Asset Value (GAV) considered per Mar'26 valuation undertaken by Ms. L Anuradha, in conjunction with independent property consultant review services undertaken by C&W. Valuation exercise undertaken semi-annually

[15]GRI Disclosure 2-1 Organizational details and 2-6 Activities, value chain and other business relationships

Embassy REIT's distinctive office portfolio forms the operational backbone for leading multinational corporates.

Our properties embody over two decades of steadfast focus on sustainability, design excellence, and uncompromising quality. This commitment has attracted diverse international businesses who choose our world class spaces as essential business infrastructure, enabling their growth and providing their employees with exceptional work environments.

BENGALURU



- Embassy Manyata
- Embassy GolfLinks
- Embassy TechVillage
- Embassy One
- Embassy Business Hub
- Embassy Energy (Solar Park, Bellary district)
- Hilton and Hilton Garden Inn at Embassy Manyata (Hotels)
- Hilton at Embassy GolfLinks (Hotel)
- Four Seasons at Embassy One (Hotel)

MUMBAI



- Embassy Express Towers
- First International Finance Center
- Embassy 247

PUNE



- Embassy Quadron
- Embassy Qubix
- Embassy TechZone

NOIDA



- Embassy Galaxy
- Embassy Oxygen

CHENNAI



Embassy Splendid TechZone

Our occupiers comprise 280 blue chip multinational companies, primarily representing Global Capability Centers (GCCs) and the Technology industry. In terms of rentals, multinationals contribute 79% and 47% of our gross rentals are generated by Fortune Global 500 companies.

High Quality and Diversified Occupier Base

GCCs and Tech occupiers comprise over 70% of our total occupier base which includes 280 marquee names.

Industry diversification[A]



- **26%** Financial Services
- **10%** Research, Consulting & Analytics
- **7%** Retail
- **7%** Co-Working
- **6%** Healthcare
- **3%** Telecom
- **12%** Others
- **29%** Technology

Key Occupiers

Blackstone, novo nordisk, DBS, arm, Flipkart, BainCapital, Jefferies, AstraZeneca, JP Morgan, Fidelity International, Warner Bros. Discovery, Philips, Volvo, ansr, Halliburton, Sony Music, Samsung Heavy Industries India, Volkswagen, Optum Global, wework

Top 5 Occupiers	Sector	% of Rentals
JP Morgan	Financial Services	6.2
IBM India	Technology	5.9
ANSR	Consulting	4.9
Major Australian Bank	Financial Services	4.5
Fortune 500 Retail Major	Retail	3.6
Total		25.1

- 6 of the top 20 largest global companies by market capitalization[B] are our occupiers
- Contribution from IT services occupiers now at 8% (vs 25% during listing)

Notes: Actual legal entity name of occupiers may differ

[A] Represents industry diversification percentages based on Embassy REIT's share of gross rentals

[B] Market capitalization as of March 31, 2026

GCCS CONTINUE TO DRIVE LEASING DEMAND

Leased 1.8 msf in Q4, driven by GCCs (69% of Q4 Leasing), including 0.9 msf of pre-leasing in the upcoming deliveries in Bangalore and Chennai

Q4 Leasing - Sectoral Split



- **44%** Technology
- **18%** Healthcare
- **15%** Co-working
- **13%** Research Consulting & Analytics
- **5%** Financial Services
- **4%** Others

Q4 Leasing City wise Split



- **35%** Chennai
- **33%** Bangalore
- **20%** Noida
- **8%** Pune
- **3%** Mumbai

Occupier Mix

Based on Gross Annualized Rental Obligations as of March 31, 2026

Sector



- **29%** Technology
- **26%** Financial Services
- **10%** Research, Consulting & Analytics
- **6%** Healthcare
- **7%** Co-Working
- **7%** Retail
- **3%** Telecom
- **2%** E-Commerce
- **10%** Others

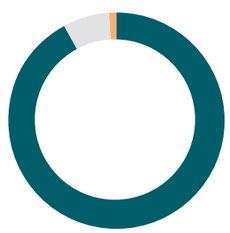
Gross Asset Value[16]

By Construction Status



- **94%** Completed
- **6%** Under Construction

By Asset Type



- **93%** Commercial Offices
- **7%** Hospitality
- **1%** Others

By Geography



- **75%** Bengaluru
- **9%** Mumbai
- **7%** Pune
- **6%** Noida
- **3%** Chennai

[16]Gross Asset Value (GAV) considered as per March 31, 2026, valuation of the portfolio undertaken by Ms. L. Anuradha, in conjunction with independent property consultant review services undertaken by C&W. Valuation exercise for the entire portfolio is undertaken semi-annually

Business Strategy

At Embassy REIT, our focus is on enhancing long term value for our Unitholders by strengthening both the net asset value (NAV) per unit and the distributions we deliver. To advance this objective, we follow a set of aligned operating and investment strategies. These are:

1

Capitalizing on our portfolio's embedded organic growth and new development opportunities by

- Leasing up vacant space
- Delivering 'on-campus' development

2

Disciplined acquisition strategy with a strong balance sheet including

- Right of First Offer ('ROFO') assets to drive growth
- Third-Party acquisitions with a focus on long-term growth

3

Proactive asset management to drive value through

- Proactive Property Management
- Focus on Occupier Retention
- Adherence to world class ESG standards

4

Industry leading corporate governance

- 6 out of 8 Directors being Independent Directors
- Strong safeguards related to Leverage, Related Party Transactions and Unitholders' interests

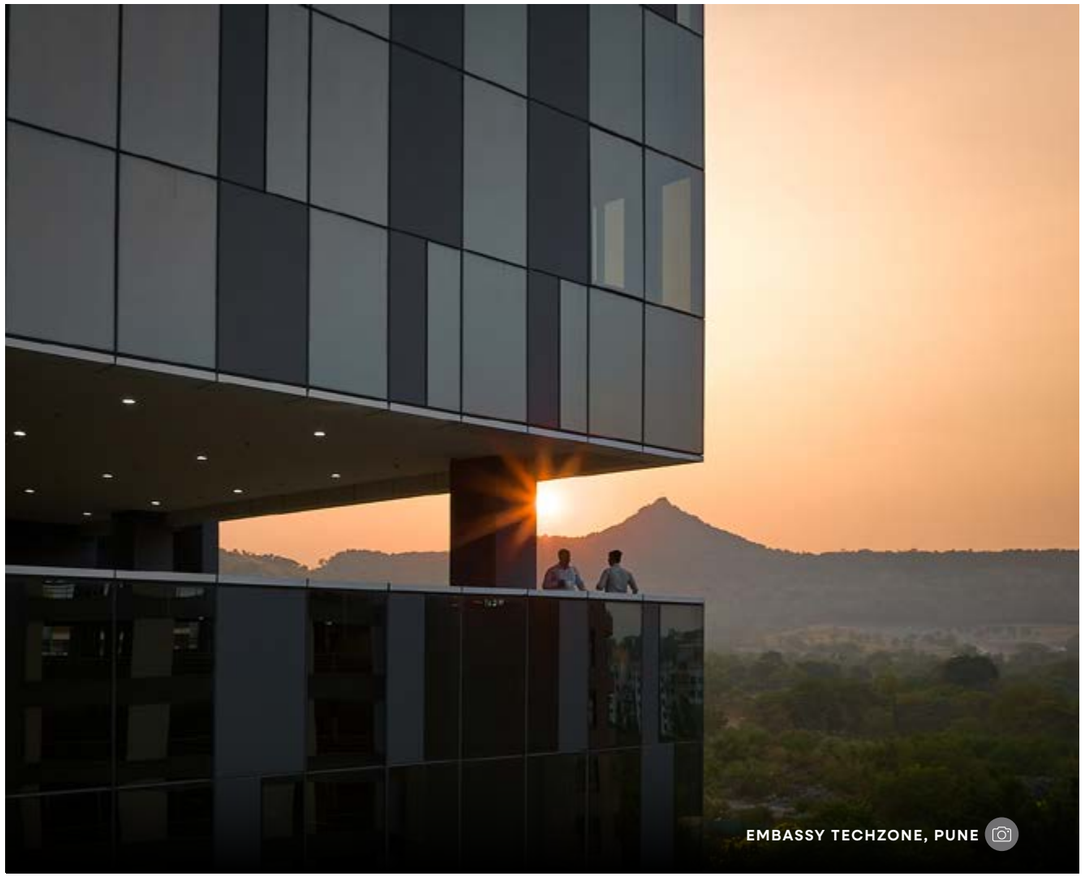


EMBASSY GALAXY, NOIDA

Group Structure

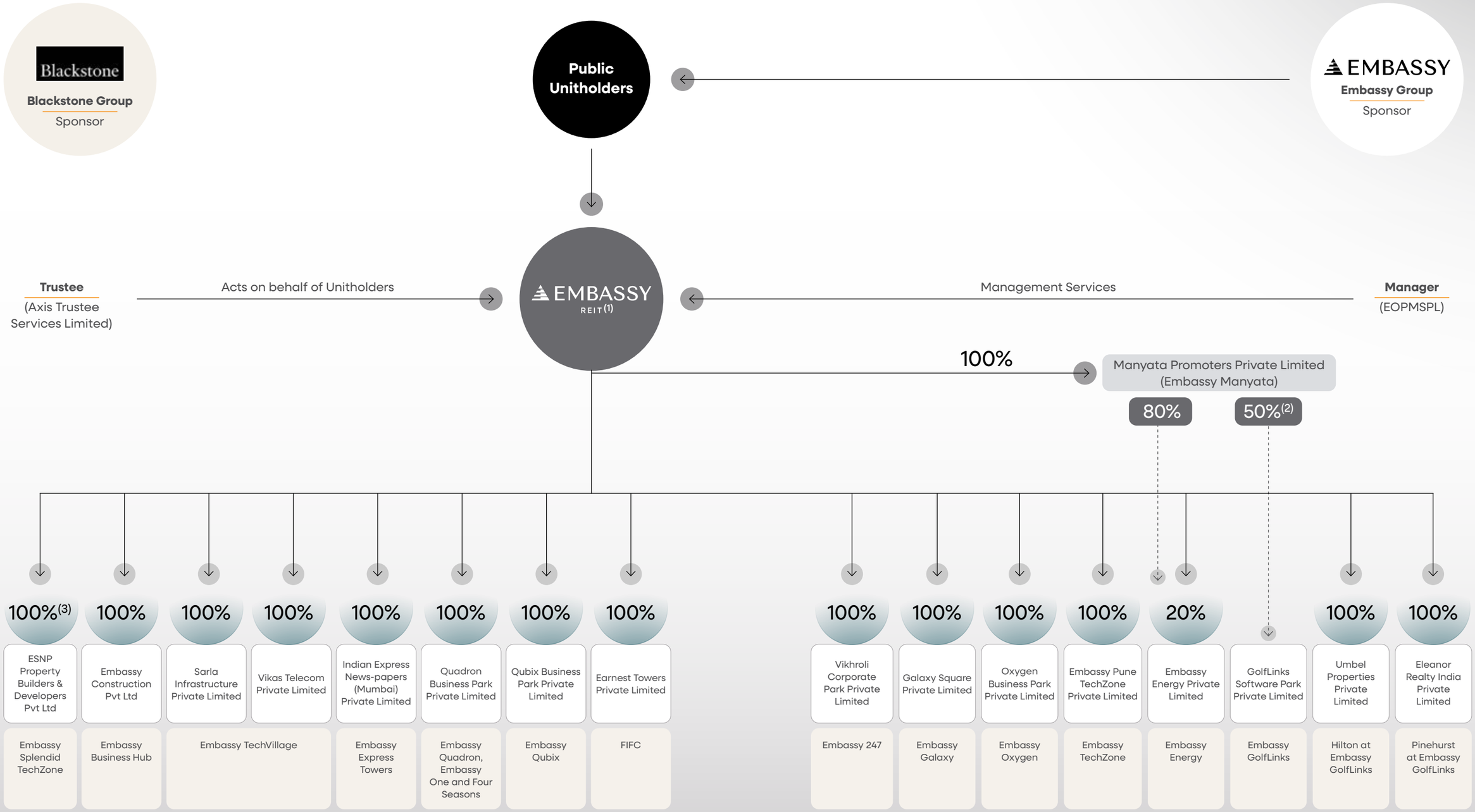
Sponsored by Embassy Group and Blackstone, Embassy REIT was established in Bengaluru on March 30, 2017, as an irrevocable trust under the provisions of the Indian Trusts Act, 1882, pursuant to a trust deed dated March 30, 2017, amended on September 11, 2018, and February 29, 2024. Thereafter, on August 3, 2017, Embassy REIT was registered with SEBI as a real estate investment trust under Regulation 3(1) of the Securities and Exchange Board of India (Real Estate Investment Trusts) Regulations, 2014 ("REIT Regulations").

Embassy REIT is managed by Embassy Office Parks Management Services Private Limited ('EOPMSPL'), a company incorporated under the Companies Act, 1956. It is owned jointly by the Embassy Sponsor and certain entities of the Blackstone Sponsor Group. Axis Trustee Services Limited serves as the trustee of Embassy REIT, holding its assets in trust for the benefit of unitholders.[17]



EMBASSY TECHZONE, PUNE

[17]GRI Disclosure 2-1 Organizational details and 2-6 Activities, value chain and other business relationships



Notes:

1) The 100% owned entities are held jointly with nominee shareholders for the Embassy REIT
2) Balance 50% owned by JV partner
3) ESNP holds the ownership interest in the completed and rent/income-generating towers as well as rights, title and interest in the under-construction portions thereat, economic interest (including 61% proportionate lease revenue share), leasehold rights, co-development rights and other rights in ESTZ, Chennai, including the right to provide common area maintenance services and common infrastructure services.

Sponsors

EMBASSY

Embassy Group is a leading Indian real estate developer. Embassy Group has completed over 85+ msf of commercial, residential, retail, hospitality, and educational spaces since the mid-1990s.

Blackstone

Blackstone is a leading global alternative investment firm that invests on behalf of pension funds, large institutions, and individuals. As of March 2026, Blackstone managed over US$1 trillion in total assets.



EMBASSY TECHVILLAGE, BENGALURU

Collaborations and Memberships

As a leading industry player, we participate actively in several industry alliances, both within India and internationally, enabling us to collaborate with peers and share best practices.

Embassy REIT is a member of the following organizations[18]:

India

Confederation of Indian Industry (CII): A key influencer in advancing India's economic and industrial progress and provides a forum for policy dialogue and engagement for Indian businesses and stakeholders.

Indian Green Building Council (IGBC): IGBC is a part of CII and works to advance sustainable and environmentally responsible building practices across India. It enables stakeholders to collaborate on green initiatives and supports improved environmental performance through its frameworks and certifications. Embassy REIT joined IGBC as a founding member in FY2025.

National Association of Software and Service Companies (NASSCOM): NASSCOM is a trade association of India's Information Technology (IT) and Business Process Outsourcing (BPO) sectors. It supports the industry's growth and helps uphold India's standing as a global leader in technology services. Notably, it serves as a platform for policy advocacy, collaboration, and innovation among its member companies. (Embassy REIT Manager, EOPMSPL, is a member of NASSCOM).

Indian REITs Association (IRA): Established in September 2023 under the guidance of the Securities and Exchange Board of India (SEBI) and the Ministry of Finance, the IRA is a nonprofit representative body for Real Estate Investment Trusts (REITs) in India. It aims to promote the sector and advocate for supportive regulatory policies. Further, it acts as a unified voice for the industry, helping address sector wide issues and strengthen investor confidence in Indian real estate. Embassy REIT is a founding member of the Indian REITs Association (IRA).

Asia-Pacific

Asia-Pacific Real Estate Association (APREA): A major organization in the Asia-Pacific real estate sector.

Global

CoreNet: An international association dedicated to supporting corporate real estate professionals, CoreNet offers resources, education, and networking opportunities with the aim of promoting corporate real estate practices worldwide.

The U.S. Green Building Council (USGBC): A prominent organization dedicated to advancing sustainable practices in building design, construction, and operations. The USGBC is renowned for its LEED green building certification program that drives excellence in environmental performance in the global real estate industry.

S&P Global: Embassy REIT is included in the S&P Global LargeMidCap ESG Index, a benchmark that tracks companies meeting defined sustainability performance criteria and is made up of S&P ESG sub indices.

We are also listed on the Dow Jones Sustainability™ Emerging Markets Index, which recognizes the top 10% of sustainability leaders among the largest 800 companies across 20 emerging markets.

FTSE Russell: FTSE Russell is a prominent global index provider formulating and managing a broad suite of indices, data solutions, and analytical tools. Through its FTSE4Good Index Series, it evaluates companies on their Environmental, Social, and Governance (ESG) performance and serves as a benchmark for investors who prioritize responsible investment. Embassy REIT is part of this index and is among the global organizations that meet defined sustainability criteria for inclusion in the FTSE4Good Index.

Royal Institution of Chartered Surveyors (RICS): A globally respected professional organization that establishes internationally recognized standards and oversees the practice of chartered surveying within the property and construction sectors worldwide.

International WELL Building Institute (IWBI): A public benefit corporation at the forefront of advancing healthier buildings and communities worldwide. IWBI is best known for the WELL Building Standard, which emphasizes enhancing occupant health, well being, and overall quality of life.

[18]GRI Disclosure 2-28 Membership associations

Awards and Certifications

In line with our commitment to advancing green buildings across our projects, we also participate in associations that evaluate developments and award sustainability certifications.

We have been recognized by several Indian and international institutions and industry bodies for our efforts in promoting an ethical and responsible real estate industry in the country.[19]

Certifications

USGBC LEED[20]

World's Largest USGBC LEED Platinum 'v4.1 O+M' Office Portfolio[21]

LEED Net Zero

- 35 buildings certified for LEED Net Zero Water
- Carnation Wells Fargo and Sapphire Wells Fargo buildings in Embassy TechVillage and Embassy Splendid TechZone, respectively, have achieved LEED Net Zero Energy certification
- Carnation Wells Fargo and Sapphire Wells Fargo buildings in Embassy TechVillage and Embassy Splendid TechZone, respectively, have achieved Platinum True Waste certification

BSI/ISO

ISO 9001:2015 (Quality Management System)/14001:2015 (Environmental Management System)/45001:2018 (Occupational Health and Safety Management System)/ IEC 27001:2013 (Information Security Management System), ISO 50001:2018 (Energy Management Systems) certification for 100% operational portfolio

British Safety Council

5-star rating for 100% Operational Portfolio[22]

WELL Gold 2023

Portfolio score of 60; 51 buildings Well Gold Certified[23]

WELL Health and Safety

Well Health Safety Rating for 88 Buildings

[19] GRI Disclosure 2-28 Membership associations

[20] Excludes JPMC Parcel 9 at Embassy TechVillage and Embassy Business Hub

[21] As per USGBC communications for FY2023

[22] Operational Portfolio data excludes buildings for which occupancy certificate was obtained post Q2FY2023, Embassy Business Hub which was acquired in Apr'23 and Embassy Splendid TechZone which was acquired in Jun'24

[23] In addition, 47 buildings were WELL Pre-certified and WELL Health Safety Rating was received for 100% Operational Portfolio (excluding Embassy Business Hub)

Awards

RICS South Asia Awards 2024

Best Office Park of the Year[24]

British Safety Council

12 Swords of Honour for 100% Operational Portfolio[25]

Golden Peacock Award 2023

Golden Peacock Award 2023 for Sustainability

Property Guru Asia Property Awards India 2023

- Best Office Development
- Best Architectural Design

Mahatma Award 2025

Mahatma Award 2025 for Sustainable and Responsible Business Practices

IGBC Performance Challenge Award 2025

Elm building in Embassy Manyata and Carnation Building in Embassy TechVillage have achieved the award in the Net Zero Water category

Benchmarks

GRESB

- 5 Star rating for Development Portfolio, fourth year in a row
- Regional and Global Sector Leader for New Development
- Operational assets: 93/100 -> 5 stars
- New Development assets: 100/100 -> 5 stars

FTSE4Good

4.1 score in 2025 (95th percentile)

S&P Global DJSI

S&P Global ESG score of 68/100 in 2025

CDP

B rating in 2024

EcoVadis

"Committed" Badge achieved with a score of 62 (61st percentile)

[24] Embassy TechVillage named the 'Best Office Park of the Year' at RICS South Asia Awards 2024

[25] Excludes Embassy Business Hub for which occupancy certificate was received in Nov'23 and Embassy Splendid TechZone which was acquired in Jun'24

Key Highlights for the Year

Business Performance

- Leased 6.4 msf in FY2026 across 86 deals at 17% higher leasing spreads, including 4.0 msf of new leasing, 1.5 msf of renewals, and 0.9 msf of pre-leases
- Chennai saw strong momentum with robust leasing from large global companies - highlighted by one of the city's largest deals - a full 0.65 msf block taken for a leading US GCC
- GCCs accounted for ~60% of the annual leasing activity, led by demand from Technology, Healthcare & BFSI sectors
- Portfolio occupancy increased by 300 bps to 94% (by value[26]) in FY2026

Financial Indicators

- Grew Revenue from Operations by 13% YoY to ₹4,582 crores and Net Operating Income (NOI) by 15% to ₹3,760 crores in FY2026
- Delivered Distributions of ₹2,396 crores or ₹25.28 per unit, up 10% YoY for FY2026; Cumulative distributions of over ₹14,400 crores since listing
- Raised ₹11,200 crores in FY2026, including ₹3,400 crores of 10-year NCDs, lowering the in-place cost of debt by 65 bps to 7.25%
- Portfolio GAV grew by 15% YoY to ₹70,540 crores and NAV by 16% YoY to ₹491.62 per unit

Operational and Development Highlights

- Delivered a record 3.3 msf of new office space this year and acquired a 0.3 msf marquee asset in Embassy GolfLinks
- Scaled up redevelopment project at Embassy Manyata to 1.4 msf (vs. 0.8 msf earlier); expected yield of 22%
- Total development pipeline of 6.2 msf with a ₹3,500 crore capital outlay expected to deliver ~₹610 crores in stabilized NOI by FY2030
- Actively evaluating ~12.6 msf of potential acquisition opportunities from both Embassy Group and third parties
- Hotel portfolio performed well with 63% occupancy and 8% ADR growth YoY. Advancing a 518-key dual-branded Hilton development at Embassy TechVillage with 211-key Hilton Garden Inn expected to launch in Jul'26
- Unitholder register expanded to over 135,000, up from 4,000 at IPO, with a marked rise in domestic retail participation; delivered ~22% total returns in FY2026

Embedded Growth Levers

The primary aim of our growth strategy is to strengthen NOI and deliver sustained long term returns for Unitholders. We will do this by leveraging multiple growth levers across our portfolio. The key drivers include:

- Over the next few years, leasing of 4.5 msf of vacant space, with occupancy expected to gradually return to pre Covid levels in the mid 90% range.
- 6.2 msf new developments over the next 4 years - ₹6 bn of expected stabilized NOI; 60% area pre-leased[27].
- Contracted rental escalations of approximately 5% annually (equivalent to about 15% every three years).
- 13% mark to market upside on lease expiries over the next four years, supporting continued growth of portfolio rent.

Alongside these organic growth enablers, we also continue to assess acquisition opportunities, both from the Embassy Sponsor and third parties, to reinforce the depth and quality of Embassy REIT's portfolio.



EMBASSY TECHVILLAGE, BANGALORE

[26]Occupancy by value refers to occupancy of the commercial offices weighted by the Gross Asset Value (GAV) of completed commercial offices

[27]Includes expansion options 256k sf available with a global bank in Embassy Manyata

Economic performance[28]

The real estate sector plays an influential role in shaping economic growth, environmental outcomes, and social wellbeing. Volatility or disruption in this sector can have far reaching effects beyond business performance, resulting in financial instability, community displacement, loss of biodiversity, and rising carbon emissions.

Owing to these wide-ranging impacts, real estate companies carry the onus of promoting sustainable and resilient urban development. Central to this responsibility is the imperative to integrate Environmental, Social, and Governance (ESG) considerations into investment decisions. Moreover, this requires prioritizing projects such as transit-oriented developments and urban revitalization initiatives that help ensure investments support liveable, low impact, and future ready cities.

Embassy REIT's commitment to responsible growth is reflected in our focus on risk management and Corporate Social Responsibility (CSR). Our ESG policies[29] provide a structured framework for supporting local socio-economic development, while our Distribution policy[30] outlines how we manage investments and cash flows. We also contribute to the UN Sustainable Development Goals (SDGs) through significant local procurement, enabling job creation, and supporting regional economic activity.

To ensure transparency and accountability, we regularly share updates on our performance and the impact of our initiatives through quarterly results, supplementary data books, investor presentations, and earnings disclosures, providing stakeholders with timely and comprehensive insights into our progress[31].

(₹ million)

Economic value[32]	Value - FY2026	Value - FY2025	Value - FY2024
Economic value generated[33]			
Revenue from operations[34]	45,823	40,389	36,852
Other income	935	1,424	2,301
Total income	**46,758**	**41,813**	**38,883**
Economic value distributed			
Operating costs[35]	8,184	7,851	7,250
Employee wages and benefits	674	632	583
Net distributable cash flow	23,963	21,811	20,219
Payments to providers of capital[36]	37,997	34,309	30,510
Payment to government[37]	4,221	2,160	2,435
CSR expenses	133	117	129
Total expenses	**51,209**	**45,069**	**40,907**
Economic value retained	**(4,451)**	**(3,256)**	**(2,024)**

[28] For more details on the financials of Embassy REIT, refer to Outcome of the Board Meeting for the quarter and year ended March 31, 2026 and Condensed Consolidated Ind AS Financial Information of Embassy Office Parks REIT. As per section 80-IAB(1) of the Income-tax Act 1961, an undertaking which is developer/co-developer in a Special Economic Zone ('SEZ') is eligible for a deduction of 100 percent of the profits derived from the undertaking. This deduction is available for 10 out of 15 years beginning from the year of notification of SEZ. During the FY26 there is no direct tax holiday benefit claimed by the SPVs. Further, SPVs that are notified as SEZ developer are exempt from the payment of Customs and Goods and Services tax on the purchase of goods meant for authorized operations within the SEZ. Under Embassy REIT, the below entities are notified as SEZ developers: Manyata Promoters Private Limited, Vikas Telecom Private Limited, Quadron Business Park Private Limited, Qubix Business Park Private Limited, Oxygen Business Park Private Limited, Embassy Pune Techzone Private Limited and ESNP Property Builders and Developers Private Limited.

[29] ESG policies can be accessed on the ESG microsite

[30] Distribution Policy

[31] Information and resources in regards to our financial performance can be accessed here

[32] GRI Disclosure 201-1 Direct economic value generated and distributed and 201-4 Financial assistance received from government

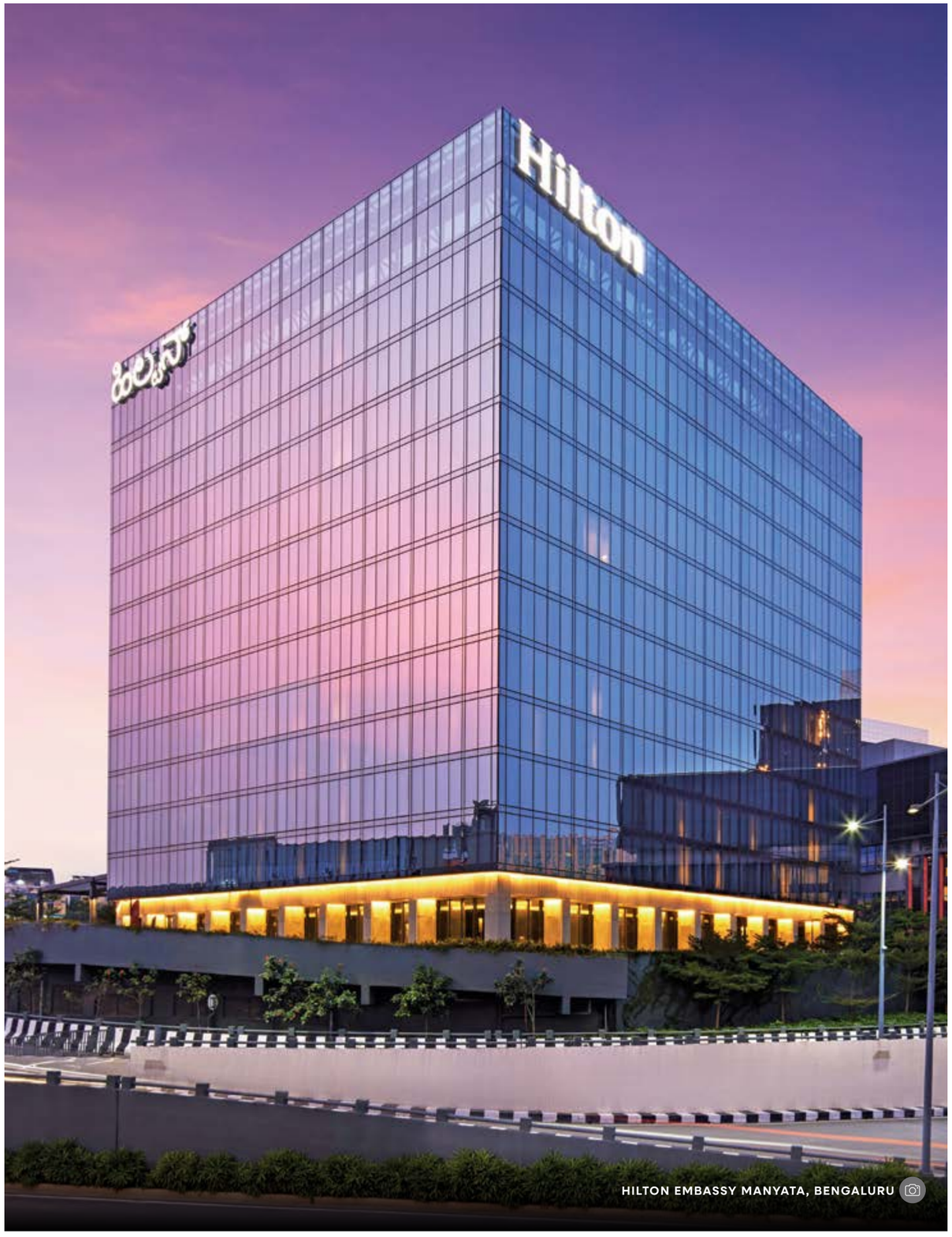
[33] Direct economic value generated implies the revenue from operations, interest and additional income

[34] Net sales for organization is revenue from operations

[35] Operating cost includes total expenses excluding CSR expenses, employee benefit expenses and property tax

[36] Payment to providers of capital includes finance cost to providers of loan and net distributable cash flow (NDCF) available for unitholders

[37] Payment to the government includes property tax and income tax



HILTON EMBASSY MANYATA, BENGALURU



EMBASSY QUBIX, PUNE

02

ESG Overview

ESG Overview

Embassy REIT focuses on creating exceptional workplace experiences that bring together a deep understanding of sustainability and peoples' wellbeing, for the benefit of present as well as future occupiers. Across our portfolio, we implement several initiatives that collectively strengthen our environmental stewardship and support social outcomes.

This focus on holistic and sustained progress is underpinned by our governance framework which has evolved to drive a systematic approach to sustainability. As a result, our approach to sustainability has transitioned from implementing silos of environmental and social initiatives to being guided by a clearly articulated ESG strategy.

In line with our ESG strategy, Embassy REIT's work focuses on embedding sustainability into our day to day operations and core business processes. Our prowess in designing and operating sustainable, energy efficient buildings continues to be a key differentiator in a market that values high quality, environmentally responsible workspaces. Combined with strategic collaborations, our competitive edge helps to deepen positive impacts on the natural and social ecosystems in which we operate.

As we navigate a landscape of evolving regulatory requirements and customer expectations, we remain committed to continually improving our practices and contributing to creating lasting environmental and social value, underpinned by sound governance.



EMBASSY 247, MUMBAI

Our Sustainability Journey

Embassy REIT's commitment to sustainable growth is inherent to our corporate DNA, shaping our sustainability journey long before we listed on the Indian stock exchanges. For more than two decades, we have been at the vanguard of our industry's transition towards developing sustainable built spaces.

We continue to set improved standards for occupiers' wellbeing, lower our environmental footprint, and create lasting social value. As India's first publicly listed REIT, we have adopted global best practices in governance, focusing on high standards of accountability and ensuring our stakeholders receive timely and transparent disclosures.

The Initial Years (Pre-listing):

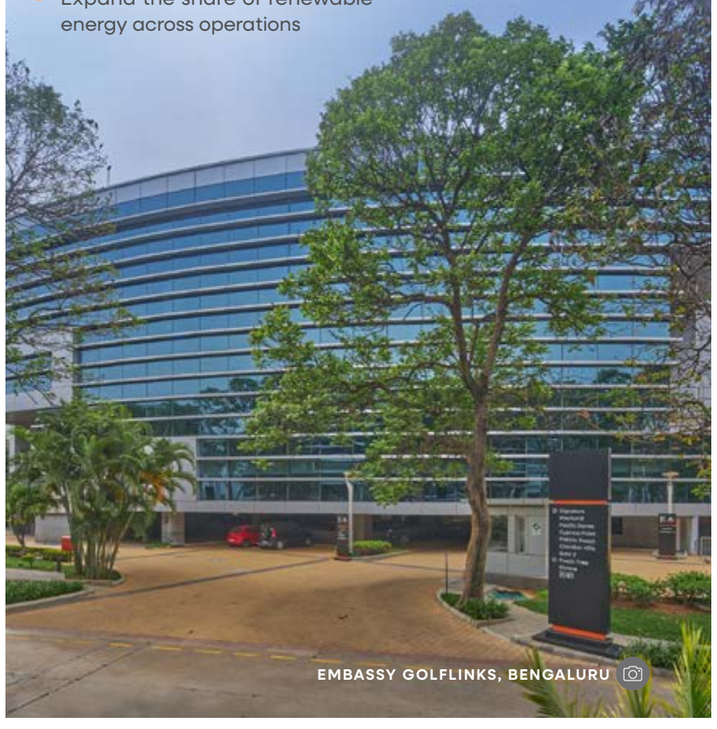
- Took early action on renewable energy initiatives, including the establishment of a 100 MW solar facility in Bellary, Karnataka
- Rolled out community development programs to support local well being and socio economic progress
- Built a portfolio of assets certified under USGBC LEED Platinum and Gold standards

The Present (Post listing):

- Embedded ESG considerations into core corporate planning and decision making processes.
- Committed to 19 well defined ESG focus areas, each guided by clear goals and measurable performance indicators.
- Maintained consistent ESG reporting aligned with GRI standards, while actively engaging with global ESG benchmarks such as GRESB, CDP, DJSI, and FTSE.
- Commenced publishing a summary of our Task Force on Climate related Financial Disclosures (TCFD) assessment starting with the FY2023 ESG Report.

The Future:

- Assess alignment with the Science Based Targets initiative (SBTi) to strengthen our approach to carbon reduction and climate action
- Commit to achieving a net zero carbon footprint for our Standing Investments by 2040
- Expand the share of renewable energy across operations



EMBASSY GOLFLINKS, BENGALURU

ESG Vision and Strategy[38]

Our ESG vision reflects the convergence of our business goals, corporate values, and key sustainability priorities. This vision underpins our focus on responsible and forward looking asset management and guides our efforts in creating long term value for our unitholders and delivering sustainable outcomes for the environment and stakeholders.

At Embassy REIT, we are committed to developing workspaces that promote health and wellbeing. We invest in the professional development of our people, aiming to foster an engaged and motivated workforce. We also promote a workplace that is defined by a culture of diversity, inclusion, and equity. Underpinning these efforts are our corporate values, which guide us to pursue financial and organizational objectives with integrity, transparency, and sound governance.



EMBASSY TECHZONE, PUNE

Our Values

Responsibility

Creating a working environment that focuses on the health, safety, and well-being of all our stakeholders

Excellence

Pursuing excellence in everything that we do

Integrity

Maintaining the highest standards of integrity in all that we do

Trust

Nurturing trust in our business and stakeholder relationships

[38] Environment, Social and Governance Policy

ESG Framework

Our intent to contribute to environmental and social sustainability is encapsulated in our mission of 'Reimagining Spaces'. This intent is central to our ESG Framework, which serves as the foundation of Embassy REIT's ESG Strategy.

Embassy REIT's ESG Framework is built on 3 pillars — Resilient Planet, Revitalized Communities, and Responsible Business. It encompasses 6 priority areas and 19 programs. Each program is anchored by clearly defined goals aligned with the material issues identified through our FY2021 materiality assessment. We first outlined our pathway to pursuing these ESG goals in FY2022, setting targets to be achieved by FY2025. With several goals already achieved, we conducted a progress review, refined our ambitions, and extended our target timeline to FY2030.

Ethics and Responsibility

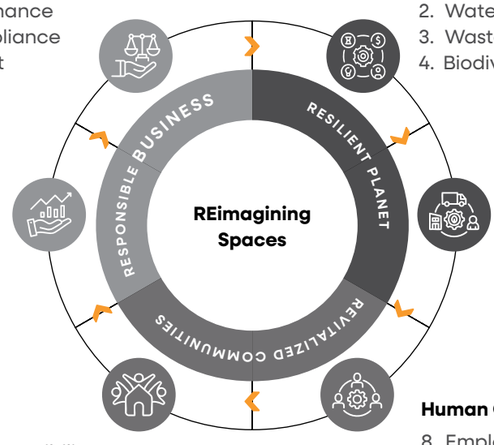
16. Disclosures
17. Corporate Governance
18. Regulatory Compliance
19. Risk Management

Resource Efficiency

1. Energy and Emissions
2. Water Stewardship
3. Waste
4. Biodiversity

Responsible Investment

14. Sustainable Finance
15. Asset Acquisition and Site Selection



Sustainable Supply Chain

5. ESG Performance of Suppliers
6. Local Sourcing
7. Certified Materials

Community Connect

11. Corporate Social Responsibility
12. Corporate Connect
13. Customer Centricity

Human Capital

8. Employee Practices and Engagement
9. Training and Development
10. Health, Safety and Well-being

1 Framework

6 Focus Area

3 Pillars

19 Programmes

Resilient Planet

Recognising the urgency of preserving and replenishing diminishing natural resources, we consider environmental stewardship to be central to our ESG framework. Across our building projects and daily operations, we emphasise the judicious use of resources, drawing on circular economy principles to reduce waste and maximize efficiency. Together with our occupiers and their employees, we strive to create workspaces with minimal environmental impacts, thereby addressing commitments for sustainable growth.

Concurrently, we focus on building a sustainable supply chain, engaging with suppliers who demonstrate responsible practices to uphold our ESG commitments. Among the many ways we build a sustainable supply chain is by sourcing raw materials locally.

By collaborating with key stakeholders, we implement an integrated approach to preserving the environment. Strengthening environmental resilience is a major strategic objective for Embassy REIT, with our progress being transparently discussed in ESG disclosures.

Revitalize Communities

The Revitalize Communities pillar represents our commitment to supporting the long term progress of our people and the communities around us. Prioritizing fulfilling careers for our people, we implement targeted training and development initiatives, designed to promote professional development as well as a healthy balance between work and personal life.

Our community engagement efforts are amplified through Corporate Connect, a program in which we partner with different organization including industry peers. Through these alliances, we combine expertise and resources, thereby enabling expanded reach and enhancing the impact of our collective endeavors.

Responsible Business

At Embassy REIT, responsible business practices are anchored in integrity and accountability, towards our people and unitholders. We uphold these principles through transparent disclosures, strong governance mechanisms, regulatory compliance, and effective risk management.

Further, our decision making regarding asset selection and acquisition is guided by rigorous processes and criteria, steering us towards disciplined growth and operational resilience. Efficient financial management too is central to responsible business conduct, with green and sustainable financing solutions being prioritized to generate the best possible returns for our unitholders.

Program and Program Objective

Energy and Emissions

To advance toward a net zero carbon portfolio by expanding the use of clean, sustainable energy and lowering emissions across the asset lifecycle.

Water Stewardship

To achieve water neutrality by improving water use efficiency and increasing recycling and safe reuse throughout our portfolio.

Waste

To work toward a zero waste portfolio by minimising waste generation and maximising recycling and reuse across the asset lifecycle.

Biodiversity

To conserve, restore, and promote biodiversity in the locations where we operate.

ESG Performance of Suppliers

To raise our sustainability performance by embedding ESG considerations throughout our supply chain.

Local Sourcing

To emphasise the use of locally sourced materials across the asset lifecycle.

Certified Materials

To prioritize green and eco certified materials in procurement across the asset lifecycle.

Employee Practices and Engagement

To advance toward a net zero carbon portfolio by expanding the use of clean, sustainable energy and lowering emissions across the asset lifecycle.

Training and Development

To offer ongoing learning and development opportunities for all employees in alignment with business and ESG goals.

Health, Safety and Well being

To maintain a holistic work environment that supports the health, safety, and wellbeing of all stakeholders.

Corporate Social Responsibility (CSR)

To contribute meaningfully to environmental preservation and the socio – economic progress of the communities in which we operate.

Corporate Connect

To converge leaders from the private and public sectors on a shared platform to address common challenges and advance collective ambitions.

Customer Centricity

To sustain high customer satisfaction levels by aligning our services and sustainability priorities with stakeholder expectations.

Sustainable Finance

To secure green, social, or sustainable funding at competitive rates and promote key initiatives by capitalizing on our sustainability credentials.

Asset Acquisition and Site Selection

To apply a diligent acquisition framework ensuring decisions consistently reflect our sustainability metrics and priorities.

Disclosures

To transparently disclose ESG performance in line with global standards and regulatory norms, while striving for leadership across ESG benchmarks.

Corporate Governance

To foster a culture of ownership, accountability, and transparency in order strengthen organizational resilience.

Regulatory Compliance

To create an organization wide culture that consistently adheres to regulatory requirements.

Risk Management

To establish a strong Enterprise Risk Management framework that incorporates ESG considerations.

ESG Governance

A well - defined governance structure enables effective oversight of our ESG priorities, ensuring alignment with our commitment to sustainable progress.

- Embassy REIT's Board of Directors guides the overall ESG strategy, ensuring it remains aligned with our long term objectives.
- Supporting the Board is a dedicated ESG Committee which drives initiatives to fulfil our strategic goals.
- At the operational level, an ESG Working Group brings these priorities to life by implementing and evaluating the progress of specific initiatives.

These governance layers together ensure coordinated action and reinforce our efforts to create inclusive value for all stakeholders.



EMBASSY TECHVILLAGE, BENGALURU

Stakeholder Engagement

At Embassy REIT we consistently review and refine our business model and strategic direction to ensure that they address the shifting priorities of our diverse stakeholder groups. Led by our Board and committees, we proactively engage with stakeholders to identify the issues that are most important for them. These interactions are conducted across multiple channels and touchpoints, allowing us to meaningfully connect with each stakeholder group and focus on the topics most relevant to them. The resultant understanding then helps to formulate strategies aimed at strengthening operational resilience and ESG performance.

This approach to stakeholder engagement extends well beyond regulatory requirements. It enables us to stay attuned to changing stakeholder expectations, recognise emerging opportunities in the external environment, and mitigate potential business risks.[39]



EMBASSY GOLFLINKS, BENGALURU

[39] GRI Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs, 2-6 Activities, value chain and other business relationships, 2-9 Governance structure and composition, 2-12 Role of the highest governance body in overseeing the management of impacts, 2-23 Policy commitments and 2-29 Approach to stakeholder engagement

Key Stakeholder Groups	Rationale for Selecting Stakeholders	Engagement Channels	Key Concerns/ Focus Areas
Investors / Unitholders	Business performance has a direct influence on investors, making their involvement important.	▪ Annual unitholder meetings ▪ Quarterly results and distribution updates ▪ Regular interactions during the year ▪ Corporate website and published reports ▪ Disclosures via stock exchange announcements	▪ Increased focus on biodiversity, health and safety, human capital, and economic outcomes ▪ Attention to TCFD compliance and GRESB performance
Government Agencies / Regulators	Our operations are influenced by requirements set by regulatory authorities and government bodies.	▪ Participation in forums, conferences, and meetings ▪ Submission of compliance reports and responses ▪ Regulatory visits and audits	▪ Adherence to legal and regulatory frameworks
Community	CSR initiatives primarily address community development, and business activities may indirectly impact them.	▪ CSR programmes ▪ Awareness building initiatives ▪ Community feedback and evaluation mechanisms	▪ Community health and overall, wellbeing ▪ Biodiversity conservation
Employees	Employees enable daily operations and are directly influenced by organizational decisions.	▪ Performance management systems ▪ Employee satisfaction surveys ▪ Training, communication, and interaction sessions	▪ Employee well being ▪ Learning and development opportunities
Occupiers and their Employees	Our services directly support occupiers and individuals using their workplaces.	▪ ESG Occupier Forum ▪ Customer satisfaction surveys ▪ Tenant engagement activities ▪ Corporate Connect programs ▪ Regular newsletters	▪ Reducing environmental impacts ▪ Alignment with WELL certification
Suppliers / Contractors	Reliable supply of essential goods and services is crucial for our smooth business functioning.	▪ Supplier meetings ▪ Evaluation, feedback, and training through park visits and related interactions	▪ Resource efficiency ▪ Effective supply chain management ▪ Assessment of suppliers' ESG performance

Additionally, we ensure regular engagement on channels that optimize reach, to apprise our stakeholders of our financial as well ESG progress and to seek their feedback on these key aspects of our business.



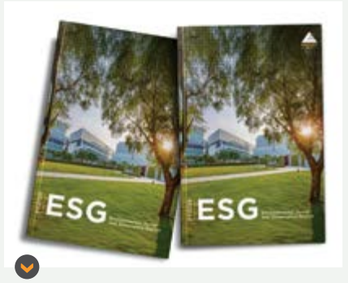
Financial reports (financial)



ESG microsite



Events and newsletters



Annual sustainability reports and other ESG updates (non-financial)



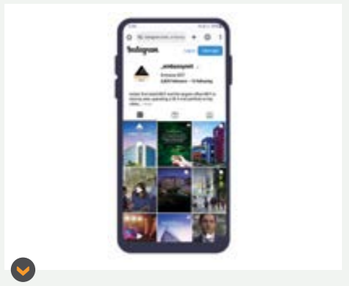
News mentions, media interactions and press releases



Ambient displays (screens and display units across properties)



Regular stakeholder connects such as webcasts and quarterly letters from CEO's desk



Social media updates – Facebook, Twitter, LinkedIn, YouTube and Instagram

Materiality Assessment

In FY2022 and FY2023, we conducted a comprehensive materiality assessment to identify, prioritize, and disclose ESG topics most significant to our business and stakeholders. The materiality assessment followed a rigorous methodology that included multiple inputs such as detailed stakeholder consultations, peer benchmarking, reviews against global standards, and insights drawn from emerging trends and external developments.

As part of this effort, we assessed both the actual and potential impacts of these topics on our people, the environment, and the economy, with a specific focus on human rights across Embassy REIT's operations and broader value chain.

This comprehensive approach enabled us to identify, prioritize, and disclose the ESG issues most significant to our long-term performance and value creation for stakeholders. The materiality assessment is integrated into our Enterprise Risk Management (ERM) framework and is regularly reviewed as part of the risk management process, ensuring alignment with organizational priorities and evolving risks. Furthermore, the assessment process and its outcomes are independently verified by a third party, reinforcing the robustness, credibility, and transparency of our approach.



EMBASSY OXYGEN, NOIDA

Materiality Methodology

1. Assess the sustainability impacts arising from our operational and development activities, and how these influence our relationships with key stakeholder groups.
2. Engage with internal and external stakeholders to gather their perspectives, expectations, and insights on sustainability considerations.
3. Compare identified impacts against leading global frameworks and rating methodologies including SASB, GRESB, GRI, BRSR, DJSI, CDP, and TCFD to ensure alignment with recognized standards.
4. Conduct peer benchmarking to understand industry practices, determine performance baselines, and pinpoint issues that influence the likelihood or severity of impacts.
5. Prioritize the identified topics by assigning high, medium, or low significance, based on factors such as likelihood, severity, vulnerability, and the feasibility of mitigation.
6. Develop a materiality matrix that maps these topics according to their relative importance to Embassy REIT and our stakeholders, forming the foundation for our strategic focus and ESG disclosures.

Stakeholder Consultation

Recognizing our stakeholders as key influencers in our decision-making process, we collaborated with them through extensive dialogues. These conversations included in depth discussions with our employees across the organization, as well as with external stakeholders such as unitholders, suppliers, customers, and local communities. Their input and perspectives have been vital in helping us identify the most important sustainability issues.

Findings of the Materiality Assessment

	Actual and potential impacts	Identified issues
1	**Positive impacts** ▪ Environmental sustainability ▪ Social and community development ▪ Responsible investment ▪ Stakeholder engagement and transparency	▪ Climate change action ▪ Economic performance ▪ Risk management ▪ Occupational health and safety ▪ Water stewardship ▪ Green buildings ▪ Customer centricity ▪ Human rights ▪ Waste management ▪ Sustainable and resilient supply chain ▪ Data privacy and cybersecurity ▪ Employee wellbeing ▪ Human capital development ▪ Stakeholder engagement ▪ Branding and reputation
2	**Negative impacts** ▪ Higher rents and social inequalities ▪ Energy and emissions ▪ Water management ▪ Waste management ▪ Construction and operational activities	

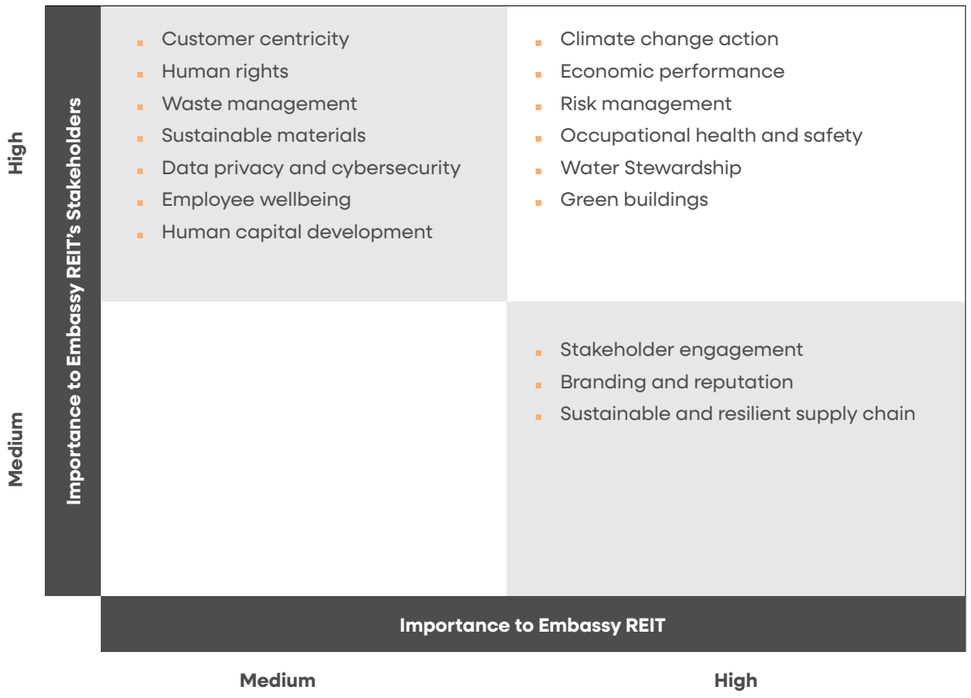
Note: GRI Disclosure 3-1 Process to determine material topics

Table: Mapping of Impacts vs Issues

Materiality Matrix

The materiality matrix is a visual map of the key sustainability topics that are most significant for Embassy REIT and our stakeholders. With this serving as the foundation of our strategic decisions, we focus our efforts and resources for sustainable impact.

To ensure the matrix remains current and meaningful, we maintain ongoing engagement with our stakeholders. These regular interactions allow us to revisit, validate, and refine the matrix over time, ensuring it reflects emerging trends, and our stakeholders' dynamic priorities. This continuous feedback loop reinforces the relevance of the matrix and enables informed decision making within the organization.



Note: GRI Disclosure 3-2 List of material topics

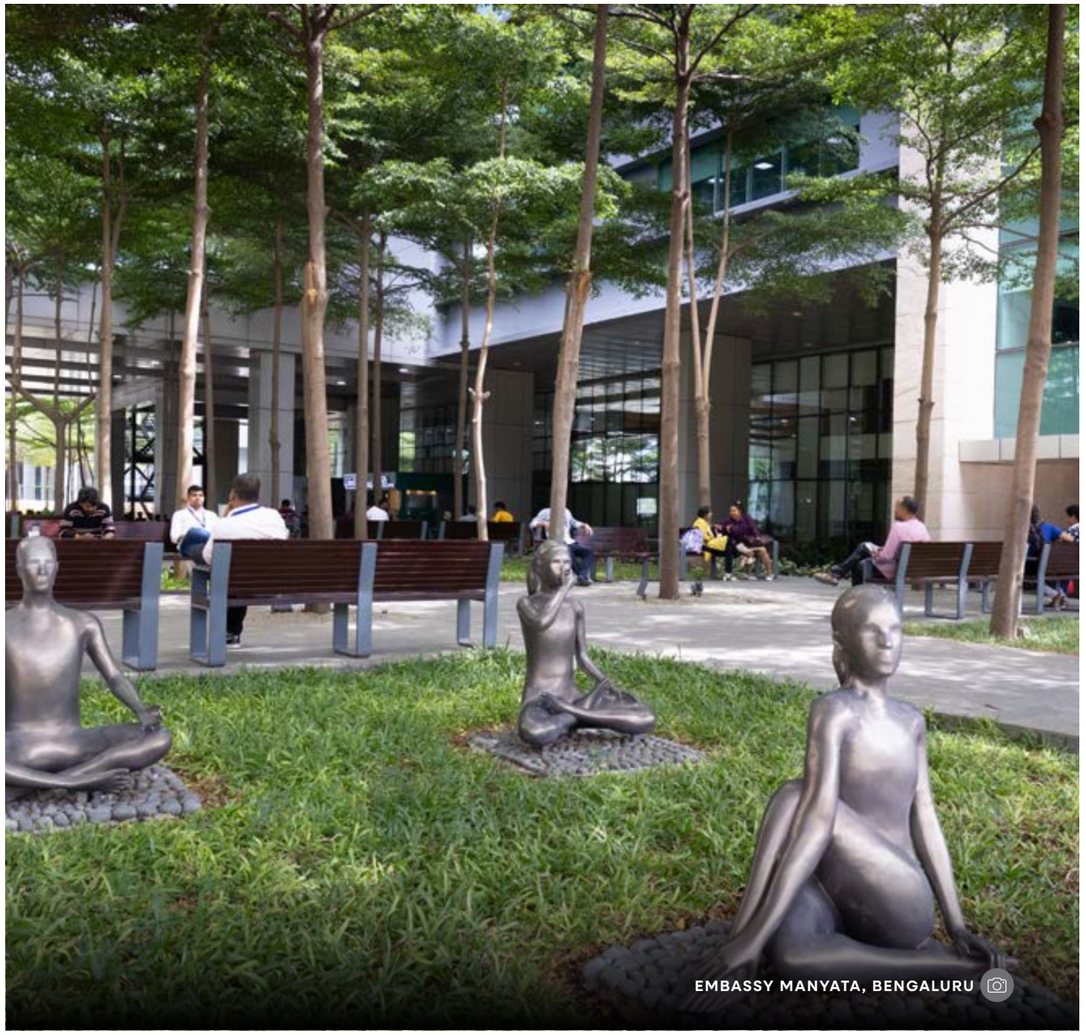
In FY2026, we continued to concentrate on the material topics identified through our earlier assessments conducted in FY 2021 and subsequently updated in FY2023. The topics outlined below correspond to the applicable GRI Topic Standards, with any exclusions or explanatory notes detailed in the GRI Content Index of this report.

- Climate change action (Energy, Emissions): Advancing mitigation and adaptation efforts to address climate related impacts.
- Economic performance (Economic Performance, Indirect Economic Impacts): Maintaining strong financial outcomes and supporting long term economic value creation.
- Risk management: Identifying, assessing, and managing risks to protect the business and our stakeholders.
- Occupational health and safety (Occupational Health and Safety): Ensuring a safe and healthy work environment for employees and other stakeholders.
- Water stewardship (Water and Effluents): Encouraging responsible water use and safeguarding water resources through efficient management practices.
- Green buildings (Energy, Emissions, Water and Effluents, Waste): Focusing on the design, development, and upkeep of environmentally responsible, energy efficient buildings.
- Sustainable and resilient supply chain: Working closely with suppliers to strengthen sustainability performance and promote a responsible, resilient value chain.

We act on key material topics by proactively implementing targeted initiatives in response to stakeholder expectations and concerns. Stakeholders are regularly updated on our progress and challenges, in turn enabling them to share their views on the effectiveness and relevance of our actions.

This ongoing engagement helps us refine and strengthen our strategies each reporting cycle, to focus on addressing both stakeholder needs and the dynamics of our business. We also share our ESG performance with third party rating agencies to obtain an independent assessment of our progress on these issues of priority.

Maintaining a strong focus on our material topics helps us to integrate sustainability into our business objectives and stakeholder priorities. This focus also enables us to address critical ESG matters effectively and advance towards a sustainable and equitable future.


EMBASSY MANYATA, BENGALURU

EMBASSY GOLFLINKS, BENGALURU

Our Alignment with the UN SDGs

Our strategic ESG framework and business operations support wider efforts to achieve the United Nations Sustainable Development Goals (SDGs). By implementing initiatives directed towards 12 out of the 17 SDGs, we contribute to fulfilling collective global and national commitments, addressing disparities in the just and inclusive advancement of the world's populace.

Good health and well-being	In FY2026, our health and hygiene initiatives included initiatives that focused on community-focused sanitation and cleanliness and awareness drives, community engagement to encourage behaviour change and collective responsibility for public spaces. This included a cleanliness drive aligned with the Swachh Bharat Abhiyan. We also facilitated access to free or subsidized medical care for community members and conducted blood donation drives, collecting 430 units to support local hospitals. Across our office parks, we promoted employee and occupant well-being by introducing recreational, fitness, and childcare facilities, as well as organizing medical camps for support staff. Additionally, workplace health and safety were strengthened through access to essential life support, including a 24x7 ambulance service, and through training programs focused on construction safety. Among government schools, sanitation facilities were installed to provide hygienic toilets for students.
Quality education	Our education programs continued to enhance learning environments by upgrading school infrastructure and promoting long-term self-sufficiency. These efforts have benefited 8,229 students in government schools by creating upgraded classrooms that provide an environment conducive to learning, along with rainwater harvesting systems, solar installations, and access to clean drinking water facilities.
Gender equality	In FY2026, women represented 25% of our employees, reflecting ongoing hiring, development, and engagement efforts designed to improve gender balance across the organization and build an inclusive workforce.
Clean water and sanitation	We prioritized sustainable water management by integrating circular water systems in our commercial buildings. This includes Sewage Treatment Plants (STPs) that enable Zero Liquid Discharge, rainwater harvesting, water efficient fixtures and mechanisms to reuse reject water. At construction sites, we further improved sanitation through solutions such as modular systems and STPs.
Affordable and clean energy	Through our '75/25 Renewable' program, we continued to expand the share of renewable energy in our operations. In FY2026, renewable energy accounted for 69% of our total consumption, and we are working to achieve a target of 80% by 2030. To support sustainable mobility, we continue to promote shared transportation and provide bicycles and electric vehicles for internal movement across our properties.
Decent work and economic growth	In FY2026, 84.12% of our supplies for our New Development portfolio were sourced locally, contributing meaningfully to regional employment and economic development. We also provided scholarships to women pursuing engineering degrees and delivered skill building programs that help program participants to enhance employment prospects.
Industry, innovation, and infrastructure	We continue to elevate the sustainability and performance standards of our commercial portfolio. We have achieved 5 star ratings from both the British Safety Council and GRESB and were recognized by Green Business Certification Inc. for having the world's largest USGBC LEED Platinum certified (v4.1 O+M) office portfolio. Our entire operational portfolio received the WELL Health Safety Rating, with 51 buildings achieving WELL Gold Certification. Guided by our Net Zero Carbon Policy, we remain committed to achieving net zero operations by 2040.
Reduced inequalities	Through our CSR programs in education and healthcare, we work to narrow societal gaps by expanding opportunities for marginalized communities and students in government schools. Our efforts in FY2026 continued to promote equitable and inclusive development across our areas of operation.
Sustainable cities and communities	Sustainability is embedded across the full lifecycle of our commercial buildings, supported by certifications such as USGBC LEED, BSC, and WELL. Our CSR initiatives strengthen community infrastructure and public well-being. Notable efforts include implementing flood mitigation measures to reduce waterlogging in and around our campuses, and collaborating with external partners to support environmental protection and prevent ecological risks. We have also contributed to advancing sustainable mobility through investments in public transport infrastructure. Through structured waste management programs, we have significantly improved waste segregation and recycling, contributing to resource conservation and reduced emissions. Our initiatives also include efforts toward water body rejuvenation and ecological restoration.
Responsible consumption and production	During FY2026, we continued to progress towards our 2040 net zero carbon goal by improving resource efficiency across energy, water, and waste systems. All actions were designed to reduce our environmental footprint and support resource efficiency. We also delivered dedicated training sessions for employees and partners on responsible waste segregation and recycling practices, helping embed a culture of mindful consumption across the organization.
Climate Action	Our climate related interventions focus on emissions reduction, biodiversity conservation, and preparing for emerging climate risks. Several of our properties have integrated biophilic features, native landscaping, and butterfly habitats that support ecological health. We also advance the implementation of recommendations from our FY2023 TCFD assessment, ensuring our governance, risk management, and disclosure practices continue to align with global climate expectations.
Life on Land	We actively promote biodiversity across our parks by creating and maintaining green spaces with native species that attract pollinators such as butterflies and bees, along with a variety of bird species. By weaving these natural ecosystems into our campuses, we contribute to strengthening urban biodiversity and reaffirm our commitment to ecological stewardship in all our real estate developments.

EMBASSY TECHVILLAGE, BENGALURU

Net Zero Commitment[40]

Our ambition to reach net zero carbon operations by 2040 reflects our belief that mitigating the climate crisis requires collective action across organizations, nations, communities, and individuals. This goal is also aligned with the sustainability priorities of our tenants, investors, and other key stakeholders. By working together, we strengthen our shared intent to contribute to a more resilient and sustainable future.

FY2023 marked the adoption of a comprehensive Net Zero Carbon Policy[41] for our development portfolio. This policy articulates our commitment to achieving carbon neutrality and lowering fossil fuel consumption across all new Embassy REIT development and construction projects. Guiding our journey towards Net Zero is a strategic plan structured around five pillars, each designed to steer our efforts towards achieving this goal.

Embassy REIT's approach to decarbonization is underpinned by robust operational improvements and monitoring Scope 1 and Scope 2 emissions in line with the Greenhouse Gas (GHG) Protocol. To widen the impact of our efforts, we also collaborate with suppliers, contractors, and occupiers to lower Scope 3 emissions. In this context, we are working to establish a full Scope 3 emissions inventory by 2030. For newly acquired assets, our objective is to integrate them into our net zero roadmap within five years of acquisitions being finalized.

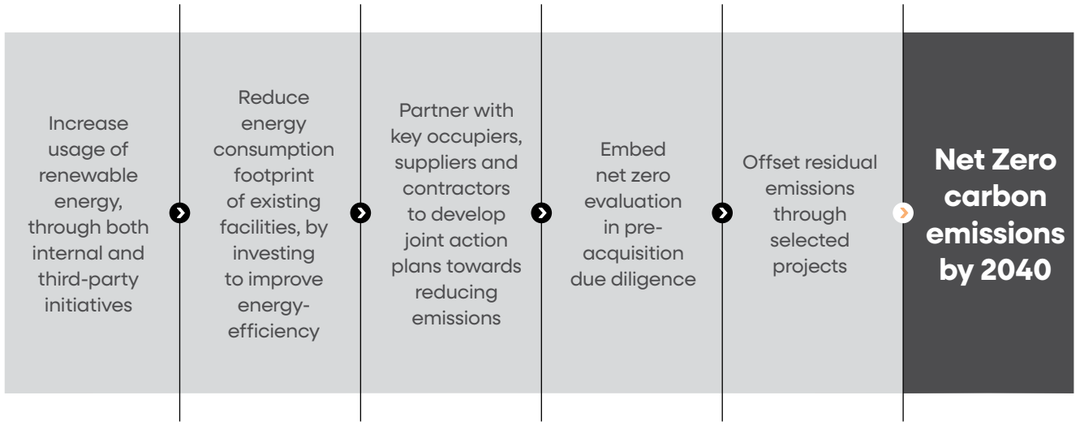
Aligned with LEED Zero standards, our progress is reflected in multiple third-party certifications. Thirty-five Embassy REIT buildings have been certified LEED Net Zero Water, and two buildings have been awarded LEED Net Zero Energy certifications by the U.S. Green Building Council (USGBC). The former certification affirms that all on site water is regenerated and no wastewater is discharged into municipal sewer systems. These buildings operate entirely with sustainable water practices such as rainwater harvesting, using water efficient fixtures, wastewater recycling, and eco - friendly landscaping. As a result, these buildings are fully self – reliant in meeting their water needs while also conserving a vital natural resource for the future.

We are also witnessing momentum in our progress towards Net Zero, with Carnation Wells Fargo (Embassy TechVillage) and Sapphire Wells Fargo (Embassy Splendid TechZone) having received LEED Net Zero Energy certification. This recognition is given to buildings that demonstrate significantly reduced dependence on non-renewable energy and a decrease in carbon emissions through advanced energy efficiency measures and renewable energy technologies, including solar power.

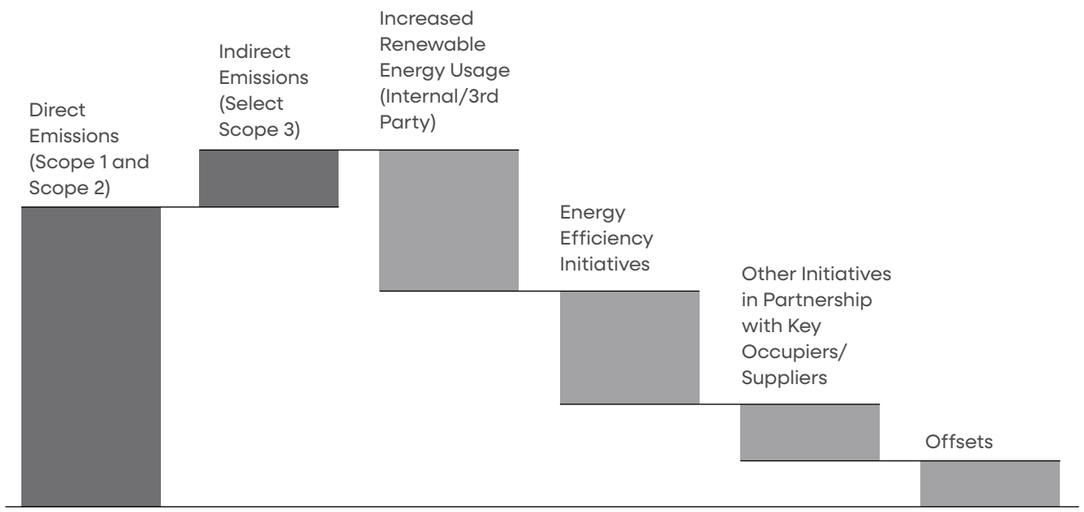
Collectively, these achievements reflect a systematic approach to advancing our net zero ambitions and integrating sustainable practices into our operations.

We have committed to achieving Net Zero carbon operations by 2040, aligning with the growing need for collective climate action among nations, organizations, and individuals.

Our commitment is in harmony with the climate goals of our tenants, investors, and other important stakeholders, as we work together towards a more sustainable future.



Pathway to Net Zero Carbon Operations by 2040



[40] The waterfall chart indicating Pathway to Net Zero Carbon Operations by 2040 is for illustrative purposes only and is not based on actual data. It is meant to highlight the sources of carbon emissions for Embassy REIT's operations and our planned initiatives to reduce the same. Embassy REIT has selected FY2020 as the baseline year for its Scope 1 and Scope 2 emissions considering its environmental performance was published for the first time in FY2020. We are in the process of assessing and setting the baseline for our select Scope 3 emissions. GRI Disclosure 305-1 Direct (Scope 1) GHG emissions, 305-2 Energy indirect (Scope 2) GHG emissions and 305-3 Other indirect (Scope 3) GHG emissions

[41] Net Zero Carbon Policy – New Developments



EMBASSY MANYATA, BENGALURU

03

Report Overview

About the Report

At the forefront of India's REIT sector, Embassy REIT champions the creation of sustainable workspaces, upholding environmental responsibility, and fostering inclusive growth while adhering to internationally recognized standards for transparency and accountability. Beginning in FY2020, we have committed to annual sustainability reporting, disclosing our efforts to evaluate and lessen the ESG impacts of our operations. This is our seventh Annual ESG Report, offering stakeholders insight into the sustainable practices embedded within our investment approaches, asset management, and processes for generating stakeholder value throughout FY2026.



EMBASSY GOLFLINKS, BENGALURU

Reporting Period[42]

Our ESG performance detailed in this report spans the period between April 1, 2025, to March 31, 2026.

Reporting Framework and Principles

The disclosures of our ESG performance are aligned with several global standards and Indian regulatory requirements. This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards (2021). We adhere to the eight reporting principles of GRI 1: Foundation 2021, ensuring accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness and verifiability. The report also highlights the contributions we are making to the United Nations Sustainable Development Goals (UN SDGs).[43]

Global Reporting Initiative (GRI) Standards (2021): The GRI Standards offer a structured approach for entities to communicate their sustainability achievements, focusing on significant issues and steered by established Reporting Principles. These standards support clear, trustworthy, and uniform reporting, catering to the requirements of diverse stakeholders such as investors, regulators, governments, policymakers, and industry associations. The objective is to enable valuable comparisons among peers both within industries and internationally, setting fresh benchmarks for sustainability. For convenient access, the GRI Index is included at the conclusion of this report.

Task Force on Climate-Related Financial Disclosures (TCFD): The Financial Stability Board (FSB) established the Task Force on Climate-Related Financial Disclosures (TCFD) to guide companies in reporting information that aids investors, lenders, and insurance underwriters in evaluating and pricing climate-related risks. The TCFD's disclosure recommendations are organized into four key themes reflecting the fundamental aspects of corporate operations: governance, strategy, risk management, and metrics and targets. This report's annex provides an overview of the TCFD metrics and detailed disclosures applicable to our portfolio.

Business Responsibility and Sustainability Report (BRSR): The Securities and Exchange Board of India (SEBI) has mandated that the country's the top 1,000 listed companies (by market capitalization) disclose their sustainability performance in the Business Responsibility and Sustainability Report (BRSR). As Embassy REIT is not structured as a company, we are not mandatorily required to publish the BRSR. However, as part of our commitment to responsible business and sustainable development, we have adopted the standards applicable to other listed entities in India's real estate industry and have voluntarily reported our ESG performance in the fourth BRSR disclosure included in this report.



EMBASSY TECHVILLAGE, BENGALURU

[42] GRI Disclosure 2-3 Reporting period, frequency and contact point

[43] The organization will notify GRI of the use of the GRI Standards and the statement of use via email after report is published in the public domain.

Reporting Boundary[44]

Embassy REIT's portfolio of commercial office spaces across Bengaluru, Mumbai, Pune, Noida, and Chennai is included in the scope of this report. The 14 properties across standing investments and new development projects that have been considered are as follows:

Sr. no.	Location	Asset name	Area (msf)	
			Standing Investments[45]	New Developments[46]
1	Noida	Embassy Oxygen	3.3	-
2	Noida	Embassy Galaxy	1.4	-
3	Pune	Embassy Qubix	1.5	-
4	Pune	Embassy Quadron	1.9	-
5	Pune	Embassy Tech Zone (ETZ)	3.0	-
6	Mumbai	Embassy 247	1.2	-
7	Mumbai	First International Finance Center (FIFC)	0.4	-
8	Mumbai	Express Towers	0.5	-
9	Bengaluru	Embassy Manyata	14.6	3.0 (L4 Block, D1 & D2 Blocks and B Block)
10	Bengaluru	Embassy TechVillage (ETV)	9.2	0.4 (Block 6)
11	Bengaluru	Embassy GolfLinks (EGL)[47]	3.4	-
12	Bengaluru	Embassy One	0.3	-
13	Bengaluru	Embassy Business Hub	0.4	1.0 (Phase 2)
14	Chennai	Embassy Splendid TechZone (ESTZ)	2.5	1.6 (Block 1, Block 4 and Block 10)
Total			**43.5**	**6.0**

Continuing an initiative that commenced in FY2024, we have also disclosed energy and emissions data for our portfolio of hotels across Bengaluru. The 4 properties included are as follows:

Location	Asset name	Completed
Bengaluru	Hilton at Embassy GolfLinks	247 keys
Bengaluru	Four Seasons at Embassy One	230 keys
Bengaluru	Hilton and Hilton Garden Inn at Embassy Manyata	619 keys
Total		**1,096 keys**

Note on exclusions in reporting boundary:[48]

- The financial values furnished in the financial reports also include the consolidated performance from four operational hotels (Four Seasons at Embassy One, Hilton and Hilton Garden Inn at Embassy Manyata, Hilton at Embassy GolfLinks) and three under-construction hotels (Hilton and Hilton Garden Inn at Embassy TechVillage, and Spark by Hilton at Embassy TechZone), as well as Embassy Energy. However, for FY2026, we will be reporting the energy consumption and greenhouse gas emissions data for the operational hotels in our ESG report. The other entities are part of the Embassy REIT portfolio but not included in this year's ESG reporting boundary.

[44] GRI Disclosure 2-2 Entities included in the organization's sustainability reporting and 2-3 Reporting period, frequency and contact point

[45] Real estate properties where construction work has been completed, and which are owned for the purpose of leasing and producing rental income

[46] The Hilton and Hilton Garden Inn hotels at Embassy TechVillage are currently under construction and are part of the Embassy REIT portfolio. However, they are excluded from the scope of the reporting boundary for FY2026. Additionally, Blocks 5, 6, 7 & 8 at Embassy Splendid TechZone and Block E1 at Embassy Manyata Business Park are in the pre-construction phase and hence are excluded from the reporting boundary for FY2026. Some New Development projects have also been handed over in FY2026.

[47] Details include 100% of Embassy GolfLinks operational metrics; however, GAV reflects the REIT's 50% economic interest in Embassy GolfLinks and 100% of the Pinehurst block located within Embassy GolfLinks

[48] GRI Disclosure 2-2 Entities included in the organization's sustainability reporting

Reporting Cycle[49]

We intend to publish an ESG report annually, with the last report published on June 28, 2025.

Assurance[50]

Embassy REIT engaged British Standards Institution (BSI) to provide independent assurance on the ESG report. There is no relationship between the organization and the assurance provider. The assurance was conducted in accordance with the ISAE3000 (Revised) and ISO 14064-3:2019 for GHG statements, at a limited level of assurance, and the scope of the assurance covered Embassy REIT's portfolio.

Data Management

The report has undergone multiple rounds of review and has been cross-checked with several internal sources to ensure the accuracy and validity of the information presented. An examination of conversion factors and underlying assumptions have been carefully carried out and is supported by well-documented audit trail.

Restatements[51]

This report restates certain environmental performance metrics for FY2025 to reflect a correction in the reporting boundary. In the previous reporting period, a building within the Embassy Manyata portfolio that falls outside the REIT scope was inadvertently included in the calculations. During the current reporting cycle, this has been rectified, and the building has been excluded, with corresponding recalculations made to the prior year data to ensure consistency and comparability. As a result of this restatement, energy consumption, portfolio-level emissions, water consumption, water intensity, and total waste generated and disposed for FY2025 have each decreased by approximately 1% compared to the values previously reported. The updated figures are presented in the relevant sections of this report.

Significant Changes to the Organization in FY2026[52]

- Mr. Ritwik Bhattacharjee resigned as the Chief Executive Officer (Interim) of the Manager with effect from July 31, 2025.
- Mr. Amit Shetty was appointed as the Chief Executive Officer of the Manager, with effect from August 01, 2025.
- Pursuant to the collective unitholding of KPRECS I and APAC falling below 10% of the outstanding units of Embassy REIT, Mr. Arvind Kathpalia, tendered his resignation as a Non-Executive Non-Independent Director of the Manager with effect from October 08, 2025.
- Mr. Arvind Kathpalia was appointed as an Independent Director on the Board of the Manager for a term of 5 (five) years commencing from November 13, 2025, to November 12, 2030.
- Slump sale of an undertaking comprising of ~376k square feet of office space (located across two blocks) at Embassy Manyata in Bengaluru to Viridis Office Park 3 Private Limited for cash consideration of ₹5,300 million, subject to adjustments. The Sale has been completed by Embassy REIT and sale consideration was received on December 23, 2025
- Mr. Prabhakar Kalavacherla (DIN: 08931052) was appointed as an Independent Director on the Board of the Manager with effect from February 16, 2026, for a term of 5 (five) years commencing from February 16, 2026, until February 15, 2031.
- The acquisition of Eleanor Realty Holdings India Private Limited which owns and operates a commercial office building named 'Pinehurst' forming part of the integrated commercial business park known as 'Embassy Golf Links Business Park', Bengaluru was completed on March 02, 2026, through the purchase of
  - 100% of the equity share capital of ERHIPL ("Sale Shares") from Techpark Holdings Pte. Ltd. ("Techpark Holdings") and Futura Techpark Private Limited ("FTPL"); and
  - 100% of the compulsorily convertible debentures of ERHIPL ("Sale CCDs", and together with the Sale Shares, the "Sale Securities") from Techpark Holdings, for an enterprise value of ₹8520 million

Contact Us:[53]

We encourage our stakeholders to share their feedback, insights and queries on the Embassy REIT Sustainability Report for FY2026.

Please reach out to us at:

Email: esg@embassyofficeparks.com and secretarial@embassyofficeparks.com

Phone number: +91 80 6935 4864

Website: https://www.embassyofficeparks.com/ and www.embassyofficeparks.com/ESG

[49] GRI Disclosure 2-3 Reporting period, frequency and contact point

[50] GRI Disclosure 2-5 External assurance

[51] GRI Disclosure 2-4 Restatements of information, 305-1 Direct (Scope 1) GHG emissions, 305-2 Energy indirect (Scope 2) GHG emissions and 305-3 Other indirect (Scope 3) GHG emissions

[52] GRI Disclosure 2-6 Activities, value chain and other business relationships

[53] GRI Disclosure 2-3 Reporting period, frequency and contact point and 2-26 Mechanisms for seeking advice and raising concerns



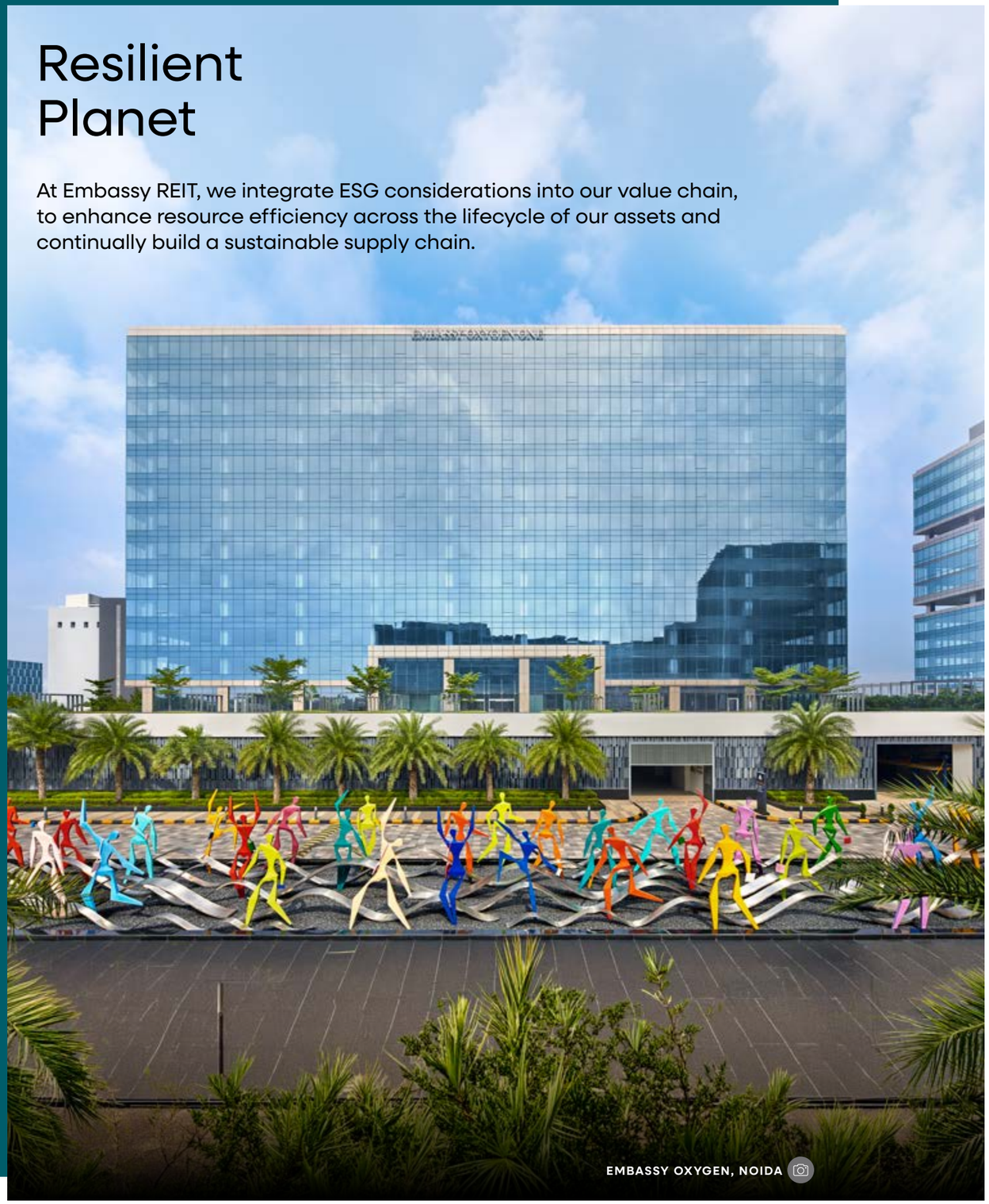
EMBASSY TECHVILLAGE, BENGALURU

04

Resilient Planet

Resilient Planet

At Embassy REIT, we integrate ESG considerations into our value chain, to enhance resource efficiency across the lifecycle of our assets and continually build a sustainable supply chain.



EMBASSY OXYGEN, NOIDA

Resource Efficiency

1. Energy and Emissions

Program Objective:

To transition to a net-zero carbon portfolio by increasing the use of clean and sustainable energy and reducing carbon emissions across our asset lifecycle

As rapid urbanization, expanding industrial activity, and growing population drive increased demand for India's energy resources, there is an urgent need for built environments that are energy efficient. With projections indicating that the country's energy consumption could increase fivefold by 2040, it is imperative that sustainable and energy efficient solutions be actively deployed.

In this scenario, India's real estate sector plays a crucial role in promoting responsible energy practices. Our industry can support the country's shift toward a cleaner energy future by leading the transition from fossil fuels to renewable sources and integrating low energy technologies such as LED lighting, motion sensors, and smart metering.

At Embassy REIT, we are working to attain a Net Zero Carbon portfolio by 2040[54]. Sustainability is central to how we manage existing properties and new developments, and we prioritize responsible energy use. We embed principles of energy efficiency from the design stage through construction and ongoing operations, thereby lowering our environmental footprint across the full lifecycle of our assets. Our development portfolio incorporates innovative features that enable energy efficiency, such as natural ventilation and lighting, and systems designed to maximize the use of renewable energy. Once our properties are operational, our teams continuously optimize these features to ensure responsible resource use and reduce the carbon footprint of our assets. In parallel, we conduct energy efficiency training programs for employees to raise awareness and promote the adoption of practices that support reduced energy consumption.

Embassy REIT targets to achieve 75% of portfolio certifications on energy ratings by 2030

Achieved 43% of the portfolio area rating so far across Bangalore, Mumbai, Pune and Noida parks during FY2025-26



[54] Climate Change Adaptation and Mitigation Policy - Operations

Our facilities are constructed and maintained in accordance with the Leadership in Energy and Environmental Design (LEED) standards established by the U.S. Green Building Council (USGBC), a leading global rating system for green buildings. Each of our operational and maintenance facilities is USGBC LEED certified, underscoring our commitment to environmental stewardship. Building on this achievement, we are designing all upcoming projects to meet or exceed the LEED Gold level under the USGBC's LEED Building Design + Construction (BD+C) rating system.

Standing Investments

To fulfill our Net Zero commitment by 2040, we are executing an energy efficiency strategy that encompasses three key aspects increased use of renewable energy, lower energy consumption, and implementing green building practices.[55]

Increasing the share of renewable energy[56]

Renewable energy, particularly solar power, plays a vital role in reducing emissions associated with fossil fuels and promoting a sustainable future. Recognizing its significance, and to support India's commitment of Net Zero by 2070, we first launched the 75/25 Renewable initiative in 2022, aiming to achieve 75% renewable energy share across our operational properties by FY2025. This goal has now been extended to 2030, by which time we target to reach 80% consumption of renewable energy across all our operations. In support of this objective, our solar power capacity increased from 17.26 MW in the preceding year to 19.76 MW in the current year. In FY2025-26, renewable energy accounted for 69% of our total energy consumption. Our continued focus on carbon lowering emissions demonstrates Embassy REIT's commitment to contribute to enhancing environmental sustainability.

Several initiatives are being implemented across our properties to promote green mobility and lower our carbon emissions. For instance, a compressed natural gas (CNG) powered shuttle bus service operates between Wipro Circle and the Embassy TechZone Campus in Pune. In addition, electric vehicles (EVs) and sustainable transportation methods are in use at our properties, including lithium battery-powered cars and e-buggies for internal transport at select locations. Further, collaborations with third party app-based carpooling services, help to promote sustainable transportation. Over the last few years, we installed and operated a total of 1,920 EV charging stations across our properties, including 1,836 industrial sockets, 47 slow charging stations, and 37 fast charging stations.

Enhanced Generation of Renewable Energy



FY2026 highlights

17.33 million kWh
Energy generated

~INR 140 million
Monetary savings

~INR 650 million
Total investment

2-4 years
Estimated payback period

20 years
Estimated lifetime of installation

Rooftop solar photovoltaic panels at our asset locations, widely regarded as among the most effective methods for producing renewable energy, contribute significantly to our efforts to mitigate greenhouse gas emissions and generate sustainable energy. The expansive terrace areas across our portfolio offer considerable opportunities to deploy megawatt scale rooftop solar systems, reducing our dependence on fossil fuel electricity as well as reducing carbon emissions.

Since commencing our green energy journey in FY2020 with a pilot installation of a 525 kWp rooftop solar plant at Embassy 247 in Mumbai, we have scaled our renewable energy capacity, generating 17.33 million kWh of clean energy in FY2026. Further, we collaborated with specialized engineering partners to design and implement rooftop solar solutions across our assets in Bengaluru, Pune, and Noida. Engineering analyses covered parameters such as roof area, orientation, and shading, ensuring optimal performance and efficiency of each installation.

Renewable energy accounted for 35% of our total energy mix before we developed our own captive solar generation capabilities. Today, renewable energy comprises 69% of our energy mix, reducing electricity costs and delivering substantial long-term savings in operational expenses. This reduced reliance on grid electricity has also enabled a cumulative reduction of approximately 0.14 million tCO_2 from baseline levels, resulting in 55% decrease in FY2026.

Beyond environmental benefits, the solar installations have improved occupiers' experience of our properties, as they provide a more stable and reliable supply of power compared to grid electricity, during peak demand periods. Our focus on increasing the generation of renewable energy strengthens our operational resilience and reinforces our position as a purpose driven organization committed to environmental protection. In turn, this helps to attract and retain occupiers whose values and commitment to sustainability are aligned with our own.

Embassy REIT plans to continue to scale solar power generation capabilities to 17.26 MW to meet our FY2030 target of using 80% green energy across our operations.



EMBASSY GOLFLINKS, BENGALURU

[55] GRI Disclosure 302-4 Reduction of energy consumption and GRI 305-5 Reduction of GHG emissions

[56] Renewable Energy Policy - Operations

Case Study:

Transition to Green Energy at Embassy GolfLinks and Express Towers

Embassy GolfLinks

During FY2025-26, a 2.5 MW roof-top solar plant was installed at Embassy GolfLinks. This initiative was implemented primarily to lower dependence on grid electricity, optimize energy consumption and related costs, and promote the use of sustainable energy use within the property. The solar plant spanned 10 buildings as follows:

- Blue Bay
- Fountain Head
- Augusta
- Eagle Ridge
- Torrey Pines
- Pacific Dunes
- Torrey Pine
- Sunningdale
- Crystal Down
- Cinnabar Hills

On average, this solution is estimated to generate 10,000 kWh of energy every day, leading to energy savings of 2,273 kWh daily. Additionally, the associated savings in monetary terms amount to about Rs 66.38 per year.

Express Towers

In urban Mumbai, the densely built area makes it challenging to install on-site renewable energy plants, compounding the problem of high emissions from grid power. In turn, this makes compliance with the city's green regulations difficult.

To resolve these issues at Express Towers, Embassy has entered a contract with Tata Power for the supply of 100% renewable energy, validated by the Maharashtra Electricity Regulatory Commission. This move not only helps the property reduce emissions and lower energy costs but also aligns with LEED requirements and the organization's decarbonization objectives. Further, it supports tenants' ESG goals and helps to attract businesses with shared values and sustainability objectives.



Case Study:

Green Commute at Embassy Business Parks to reduce emissions and environmental footprint

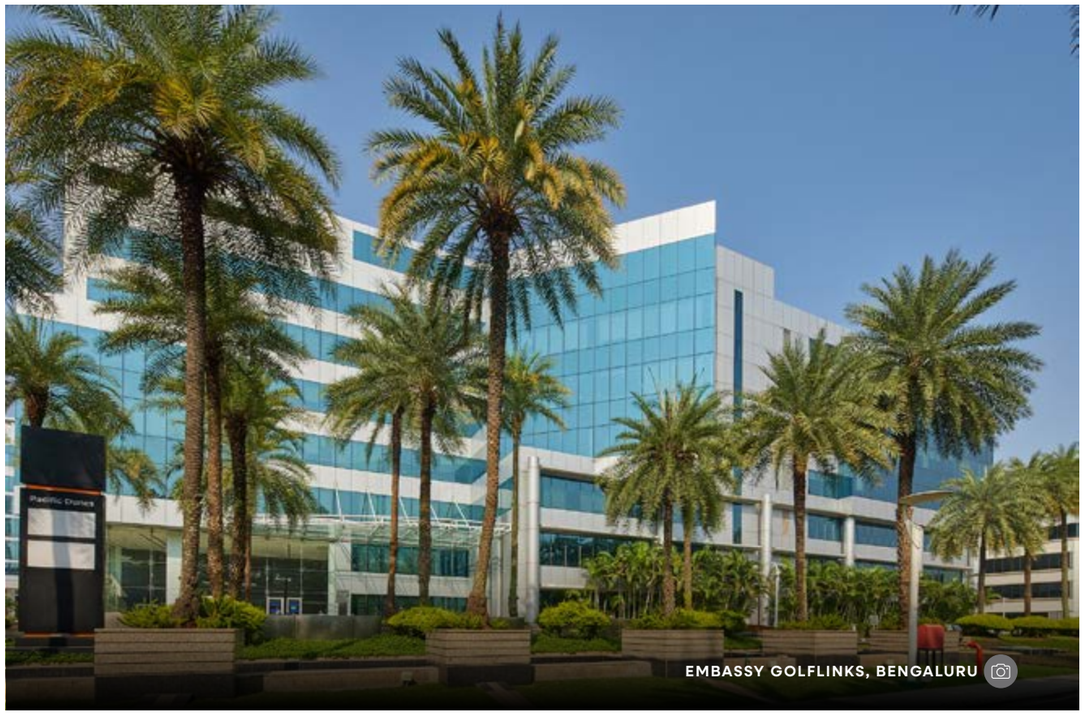
Quick Ride, the carpooling app

Building on the strong foundation established in prior years, Embassy REIT continued to advance its sustainable mobility initiatives in FY2026 through the expanded adoption of Quick Ride—a secure and collaborative carpooling platform that reduces traffic congestion, lowers emissions, and enhances commuting efficiency—well supported by the scale and density of its office parks, which host a large and active workforce.

During the year, user participation expanded significantly, with a total of 174,891 users across Embassy Manyata, Embassy TechVillage, and Embassy Golflinks, including 3,444 new users onboarded. Targeted engagement efforts, such as structured on-ground activations and dedicated quarterly carpool campaigns, played a key role in driving awareness and sustained adoption.

In addition to the measurable environmental impact, employees benefited from reduced commuting costs through shared travel, reinforcing both economic and sustainability advantages. Embassy REIT remains committed to further strengthening its green mobility ecosystem by scaling participation, enhancing user engagement, and driving behavioral change in commuting patterns, in alignment with its broader Net Zero ambitions.

Tech Park Name	Total users	New users	Successful ride taker rides	Successful ride giver rides	Distance travelled (in kms)	CO_2 saved (in kgs)
Embassy Manyata	76,224	1,849	1,58,883	72,575	28,92,502	6,94,193
Embassy TechVillage	50,281	897	80,738	42,058	9,96,972	2,39,267
Embassy Golflinks	48,386	698	1,19,045	56,748	15,83,327	3,79,993
Total	**1,74,891**	**3,444**	**3,58,666**	**1,71,381**	**54,72,801**	**13,13,453**



EMBASSY GOLFLINKS, BENGALURU

Lowering energy consumption[57]

Aligning with our goal of operating a Net Zero portfolio, we continue to adopt advanced technologies and automation solutions to reduce energy consumption and emissions. Energy efficiency initiatives have been implemented at Embassy GolfLinks, Embassy 247, Embassy Galaxy, and Embassy Splendid TechZone to reduce overall energy consumption and operational costs. These measures include the replacement of older, high energy-consuming equipment—such as chillers, water transfer pumps, and motors—with modern, energy-efficient alternatives.

Additionally, Air Handling Unit (AHU) fans have been upgraded to Electronically Commutated (EC) fans, which offer improved efficiency and lower power consumption. At Express Towers, digital energy meters have been installed to enable accurate monitoring and better management of energy usage.

Overall, these initiatives contribute significantly to energy reduction, enhanced system performance, and monetary savings.

Energy Consumption[58] [59]

Description	Unit	Source Type	FY2024		FY2025		FY2026	
Diesel	GJ	Non-renewable	86,047	5%	99,812	5%	101,983	5%
Grid Power	GJ	Non-renewable	701,423	42%	730,216	39%	497,477	25%
Piped Natural Gas (PNG)	GJ	Non-renewable	4,672	0.3%	9,233	0.5%	12,619	0.6%
Liquified Petroleum Gas (LPG)	GJ	Non-renewable	3,810	0.2%	6,079	0.3%	5,280	0.3%
Renewable Power (Wheeled)	GJ	Renewable	829,336	50%	947,051	51%	1,293,969	66%
Solar Power (Rooftop)	GJ	Renewable	48,310	3%	62,423	3%	62,487	3%
Total	**GJ**		**1,673,598**	**100%**	**1,854,815**	**100%**	**1,973,815**	**100%**

1,356,456 GJ
Total Renewable Energy Consumption for FY2026

617,359 GJ
Total Non-Renewable Energy Consumption for FY2026

Embassy REIT neither consumes steam for any of operational and maintenance related activities, nor do we sell heating, cooling, steam and electricity to any third party.

Energy Intensity[60]

	FY2024	FY2025	FY2026
Total area (msf)	35.8	40.3	43.5
Total Energy (GJ)	1,673,598	1,854,815	1,973,815
Energy Intensity (GJ/sft/annum)	**0.047**	**0.046**	**0.045**

Renewable energy

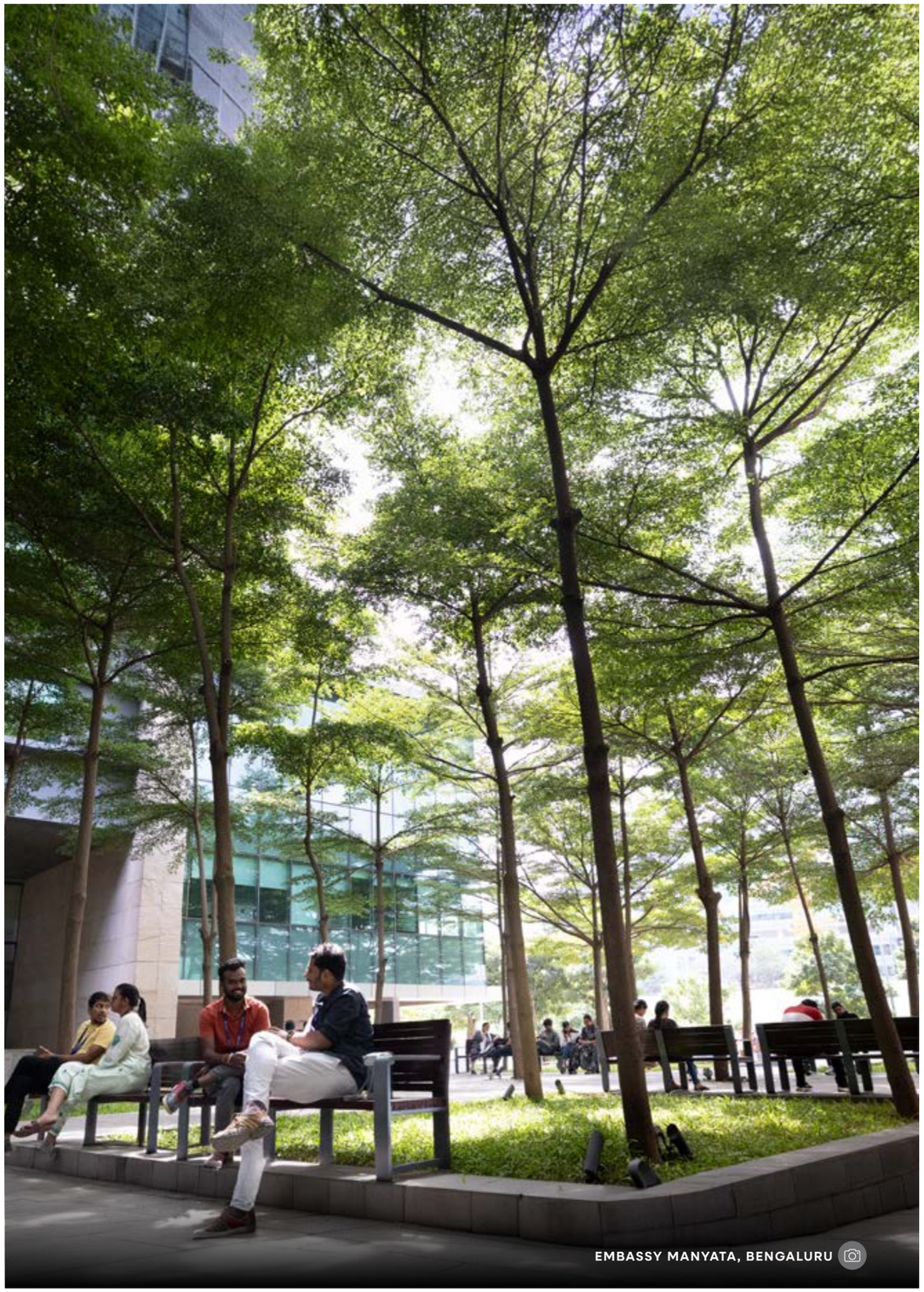
	FY2024	FY2025	FY2026
Renewable energy contribution	53%	55%	69%

[57] Energy Conservation Policy - Operations

[58] Energy consumption data is collected through local meter readings in logbooks and energy invoices; GRI Disclosure 302-1 Energy consumption within the organization and GRI Disclosure 302-3 Energy intensity

[59] Calorific value of natural gas was considered to derive the energy estimates for Piped Natural Gas (PNG).
Source for calorific values for all fuels: 2006 IPCC Guidelines for National Greenhouse Gas Inventories
Source for density considered for diesel: Fuels - Higher and Lower Calorific Values (engineeringtoolbox.com)
Source for electricity conversion factor: Energy conversion calculators

[60] The total energy consumption used to calculate the energy intensity includes consumption from both renewable and non-renewable energy, the sources for which are mentioned in the energy consumption table above.



EMBASSY MANYATA, BENGALURU

Case Study:

Energy Efficiency Initiatives at Embassy GolfLinks, Embassy 247, Embassy Galaxy, and Embassy Splendid TechZone

Aligning with our Net Zero commitment and decarbonization strategy, we have taken measures to ensure improved energy efficiency in the operations of several of our properties. These steps include replacing old, high energy consuming equipment such as chillers, water transfer pumps, and motors, with energy efficient equipment that result in lower energy use as well as monetary savings.

Embassy GolfLinks

At the Fairwinds building at Embassy GolfLinks, conventional chillers (300 TR) required to be upgraded owing to their age, environmental impact, and to ensure continued regulatory compliance. Consequently, 5 conventional chillers were replaced with 3 energy efficient chillers (300 TR). These new chillers make use of environment friendly, freon-free refrigerant (R-513).

The initiative delivers measurable gains in energy efficiency, lowered environmental impact, enhanced system reliability, and improved ESG compliance, thereby supporting the organization's long term sustainability and decarbonization objectives.

- Energy savings per day: 1,165 units
- Cost savings per year: approximately ₹ 34 lakhs





Embassy 247

At Embassy 247, conventional motors at the chiller plant located in the utility building were replaced with IE4 energy-efficient motors designed to lower energy consumption. This change is expected to reduce energy consumption as follows, yielding energy savings of 32,400 kWh and annual cost savings of ₹ 3,40,200.

Energy Consumption	Old Condenser Pump	New Ebara IE4 Pump
Per day pump consumption in kWh	360	315
Per Month Consumption in kWh	10,800	9,450
Per Year pump consumption in kWh	1,29,600	1,13,400
Per Year Consumption of 2 NOS pump	2,59,200	2,26,800

Embassy Galaxy

At Embassy Galaxy (Tower-A WTP Room), the monoblock single stage domestic water transfer pumps were running on 15 year old technology resulting in low energy efficiency and high operating costs. To lower power consumption and improve energy efficiency, these pumps were replaced with new Vertical Multistage Pumps supported by contemporary technology.

Consequently, energy consumption has reduced while ensuring the required water supply, and system breakdowns have been minimized. This change is foreseen to yield energy savings of 90,825 kWh and cost savings of approximately ₹ 9,99,075 each year.

Before replacement



After Replacement



Case Study:

Digital Energy Meters

A centralized online energy meter monitoring system integrated with the BMS room has been implemented across Embassy TechVillage, Embassy One, Express Towers, Embassy 247, Embassy TechZone, Embassy Qubix, Embassy Oxygen, and Embassy Galaxy to enhance energy tracking, control, and visibility.

This system enables continuous monitoring of real-time energy consumption through the BMS, with automatic data capture supporting trend analysis, comparison, and performance evaluation. It ensures accurate measurement of energy usage, helps minimize billing discrepancies, and improves overall data reliability.

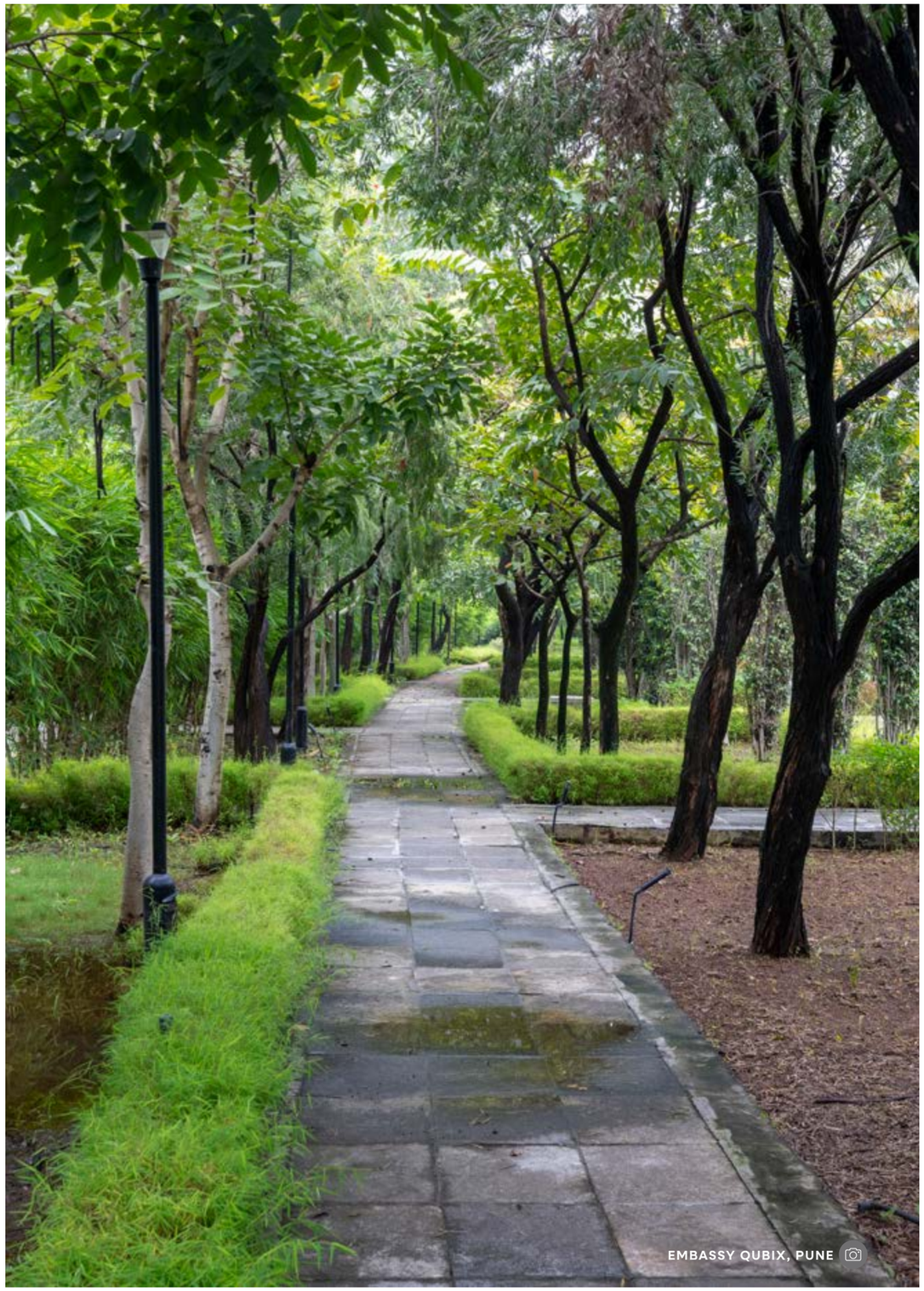
This enhanced transparency supports more effective energy management through data-driven insights. Additionally, the installation of display meters has further improved visibility and monitoring efficiency at the facility level.

Going forward, this system will be implemented across all parks to strengthen centralized monitoring and drive consistent energy management practices.





EMBASSY TECHVILLAGE, BENGALURU



EMBASSY QUBIX, PUNE


EMBASSY TECHVILLAGE, BENGALURU

Green Buildings

Embassy REIT continues to champion Green Building initiatives as part of our leadership position in the real estate industry. Our approach centres on creating sustainable spaces that safeguard the well-being and safety of occupants while using natural resources judiciously. In doing so, we work to reduce the environmental footprint associated with real estate development and ongoing asset management.

Stakeholders are increasingly recognizing both the environmental and human benefits delivered by green buildings, and this is translating into rising demand for such assets. In response, we remain committed to securing both global and Indian certifications for our properties and to collaborating with key industry players to promote green buildings and strengthen demand for sustainable built spaces.

Our sustainability commitment is embedded in how we design and deliver assets—prioritizing reduced consumption of water, energy, and other natural resources. We are also scaling the deployment of renewable energy such as solar power, increasing the use of sustainably sourced eco-friendly construction material, and managing emissions and waste—including construction debris—in compliance with regulations. Designed with occupiers' comfort and overall well-being in mind, our assets incorporate features such as improved indoor air quality and enhanced natural lighting, among other benefits. To reinforce these efforts, we implement policies and procedures that help ensure our workspaces remain healthy and safe for those who use them.[61]

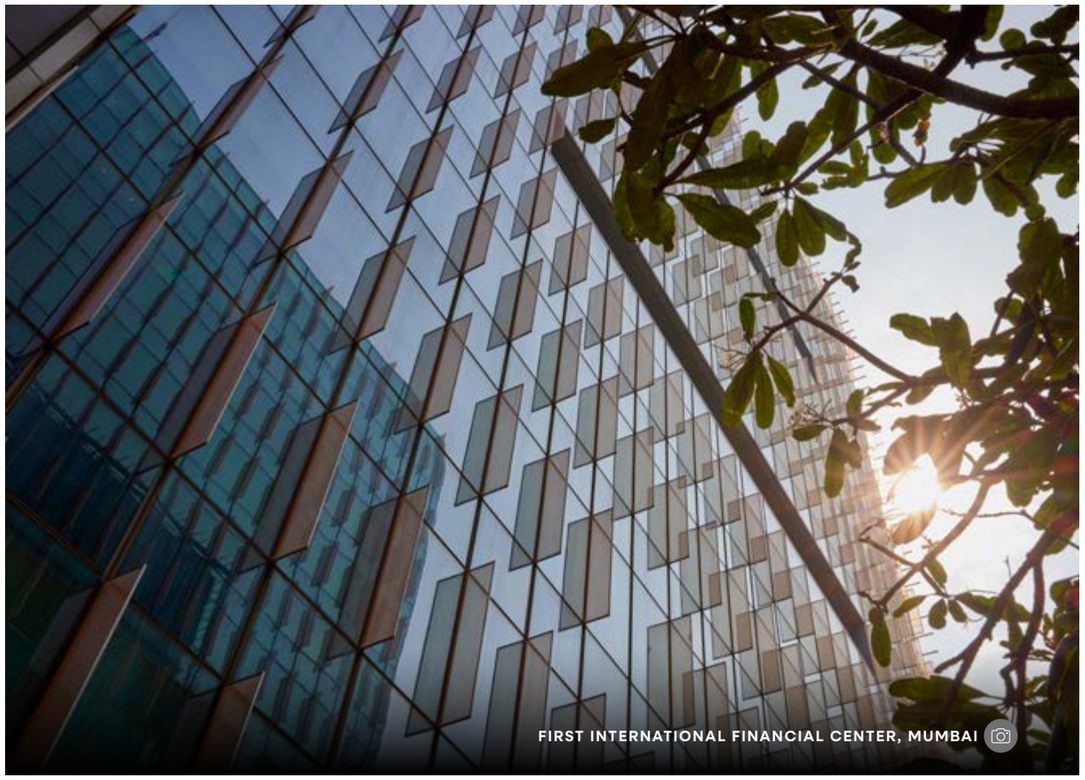
Our progress against these principles has been recognized through leading industry accolades. Across our entire operational portfolio, we have received a 5-star rating from the British Safety Council, reflecting our sustained focus on excellence. We have also been awarded a 5-star rating and recognized as a Global Sector Leader for office developments by GRESB, further reinforcing Embassy REIT's position as a leader in sustainable real estate development.

[61] Indoor Environment Quality Policy - Operations and Pollution Prevention Policy - Operations

USGBC LEED Certifications

The USGBC's LEED (Leadership in Energy and Environmental Design) certification guides the development of buildings that operate efficiently, reduce costs, and support both human health and environmental responsibility. The LEED certification affirms that our operational practices are underpinned strong ESG principles and bolsters our mission to create high quality infrastructure that aligns with a sustainable business ecosystem.

Sl.no.	Asset	Area Certified (sf)	Green Certification Council Rating	Rating Level
1	Embassy Oxygen	2,012,351	LEED O&M V4.1 (USGBC)	Platinum
2	Embassy Galaxy	1,357,029	LEED O&M V4.1 (USGBC)	Platinum
3	Embassy Qubix	1,162,184	LEED O&M V4.1 (USGBC)	Platinum
4	Embassy Quadron	1,515,819	LEED O&M V4.1 (USGBC)	Platinum
5	Embassy TechZone	1,756,594	LEED O&M V4.1 (USGBC)	Platinum
6	Embassy 247	858,268	LEED O&M V4.1 (USGBC)	Platinum
7	FIFC	438,853	LEED O&M V4.1 (USGBC)	Platinum
8	Express Towers	353,512	LEED O&M V4.1 (USGBC)	Platinum
9	Embassy Manyata[62]	10,679,060	LEED O&M V4.1 (USGBC)	Platinum
10	Embassy TechVillage	6,016,824	LEED O&M V4.1 (USGBC)	Platinum
11	Embassy GolfLinks	3,195,838	LEED O&M V4.1 (USGBC)	Platinum
12	Embassy One	250,095	LEED O&M V4.1 (USGBC)	Platinum
13	Embassy Splendid TechZone	950,000	LEED O&M V4.1 (USGBC)	Platinum
	Total	**30,546,427**		


FIRST INTERNATIONAL FINANCIAL CENTER, MUMBAI

[62] Embassy Manyata – B Block was handed over to New Developments after demolition in Jan'25

New Developments

At Embassy REIT, sustainability in our 'New Development' portfolio is embedded across the entire life cycle – design, construction, and post-occupancy operations. This integrated approach enables us to enhance asset performance, strengthen resilience, and deliver long-term value, while systematically reducing environmental impact. Recognizing that the built environment contributes substantially to global energy consumption and emissions, we are proactively integrating energy efficient practices into all development projects.

Energy efficiency[63] is embedded from the earliest stage through advanced building performance simulations. Through detailed energy modelling, daylight analysis, and lighting simulations, we evaluate multiple design scenarios to make informed decisions on building orientation, façade strategies and glazing specifications. This enables us to reduce thermal loads, enhance natural daylight utilization, improve occupant comfort while ensuring optimal energy performance.

All new developments are aligned with leading regulatory and technical frameworks, including the Energy Conservation Building Code (ECBC), National Building Code (NBC), and global standards such as the American Society of Heating, Refrigerating, and Air-Conditioning Engineers (ASHRAE[64]), which establish robust benchmarks for thermal performance, HVAC efficiency, and lighting power density, thereby minimizing regulatory and performance risks; additionally, all our projects are designed to generate on-site energy, further strengthening sustainability outcomes and supporting low-carbon, energy-efficient operations.

During project execution, we deploy energy efficient construction materials and systems, including high performance glazing, reflective roofing treatments, and optimized lighting solutions. Our developments are also designed to integrate on-site renewable energy systems, reducing exposure to grid volatility.

Our design and construction interventions are implemented with a clear focus on operational outcomes – ensuring that efficiency gains translate into measurable performance during asset operations. This enables sustained energy savings, improved tenant experience, and stronger long-term asset value.

Aligned with these principles, developments spanning 4.6 msf have already received LEED Gold pre-certification, with the remaining portfolio progressing through certification. Additionally, a development of 1.9 msf has received LEED Certification. These recognitions reflect our ability to consistently deliver high-performance assets aligned with sustainability benchmarks.

By adopting a lifecycle-led, data-driven approach underpinned by rigorous standards, Embassy REIT is developing assets that are energy efficient, operationally resilient, and future-ready; creating spaces that enhance occupant comfort and well-being, and deliver a consistent, high-quality experience for tenants, while also mitigating climate-related risks.

Energy Consumption[65] [66]

In our new development portfolio, energy is consumed in activities that are outsourced and external to the organization as follows:

Description	Unit	FY 2026
Diesel[67]	GJ	16,324
Grid Power	GJ	2,771
Total	**GJ**	**19,094**

Energy Intensity

Our approach to conserving energy focuses on monitoring and managing energy consumption across the development cycle of our projects. Given below is the energy intensity for the reporting period.

Description	FY 2026
Total area (sft)	6,024,409
Total Energy (GJ)[68]	19,094
Energy Intensity (GJ/sft)	**0.0032**

[63] Energy Consumption Policy – New Developments and Renewable Energy Policy – New Developments

[64] Climate Change Policy – New Developments, Pollution Prevention Policy – New Developments and Indoor Environmental Quality Policy – New Developments

[65] Energy consumption data is collected through local meter readings in logbooks, energy reports and energy invoices; GRI Disclosure 302-2 Energy consumption outside the organization and GRI Disclosure 302-3 Energy intensity

[66] Source for calorific values for diesel: 2006 IPCC Guidelines for National Greenhouse Gas Inventories

Source for density considered for diesel: Fuels - Higher and Lower Calorific Values (engineeringtoolbox.com)

Source for electricity conversion factor: Energy conversion calculators

[67] Where diesel consumption for diesel generators was not available, the following assumption has been made: 1 litre of diesel would generate 2.5 kWh of energy in diesel generators

[68] The total energy consumption used to calculate the energy intensity includes consumption from both diesel and grid power

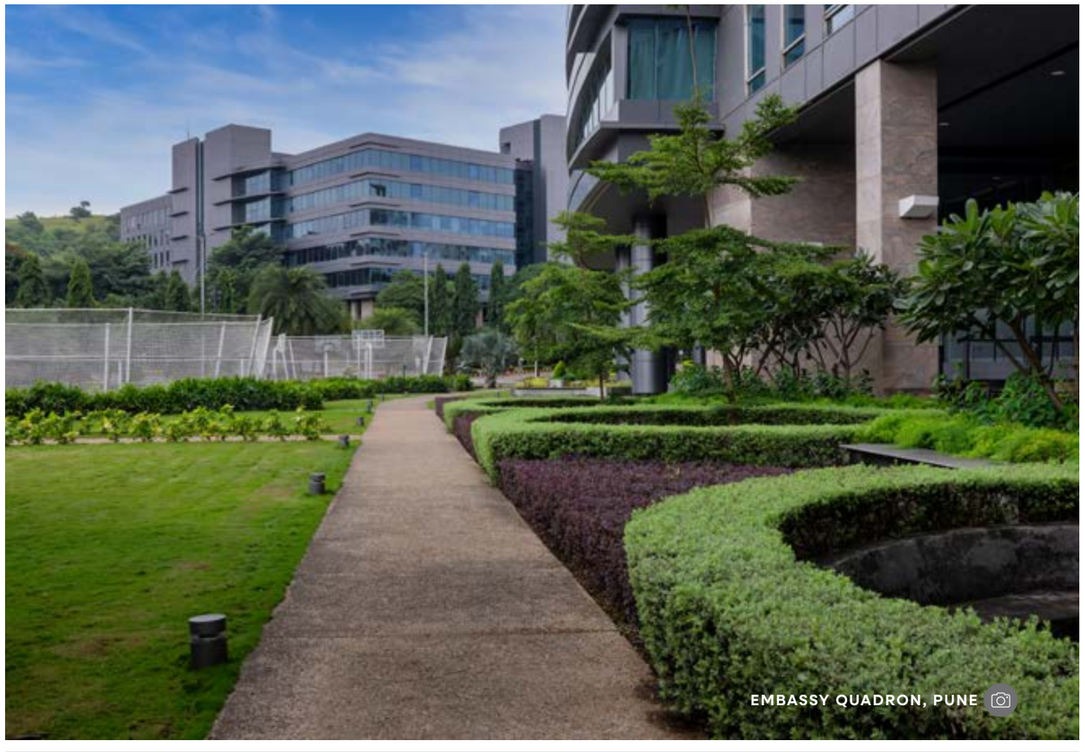
Green Buildings[69]

USGBC LEED Certification

#	Asset	Area Certified (sf)	Green Certification Council Rating	Rating Level
1	Embassy Tech Village – Block 8	1,864,514	LEED BD+C (USGBC)	Gold

USGBC LEED Pre-certifications

#	Asset	Area Certified (sf)	Green Certification Council Rating	Rating Level
1	Embassy Manyata Business Park - L4 Block	720,316	LEED BD+C (USGBC)	Gold
2	Embassy Manyata Business Park - D1 & D2 Blocks	1,388,887	LEED BD+C (USGBC)	Gold
3	Embassy Splendid Tech Zone - Block 1	607,475	LEED BD+C (USGBC)	Gold
4	Embassy Splendid Tech Zone - Block 4	594,473	LEED BD+C (USGBC)	Gold
5	Embassy Splendid Tech Zone - Block 10	430,690	LEED BD+C (USGBC)	Gold
6	Embassy Manyata Business Park – Block B	856,534	LEED BD+C (USGBC)	Gold
7	Phase 2, EHUB	1,000,000	LEED BD+C (USGBC)	Under review (Gold)
8	Embassy Tech Village – Block 6	426,034	LEED BD+C (USGBC)	Under review (Gold)
Total		**6,024,409**		



EMBASSY QUADRON, PUNE

[69] Rated as per the prevalent version of LEED BD+C available during the time of commencement of the project construction.

Case Study:

Scaling EV-Ready Infrastructure – Dedicated EV Parking Spots at Block 8, Embassy Tech Village

The transition towards electric mobility is accelerating in India, driven by policy support, technological advancements, and increasing environmental awareness. Workplace charging infrastructure plays a critical role in enabling this transition by addressing one of the primary barriers to EV adoption – reliable and accessible charging facilities.

As a part of its commitment to climate-resilient development, Embassy REIT has been progressively integrating EV-ready infrastructure across its commercial assets.

Objective

The initiative aimed to:

- Support the transition to low-carbon mobilit among occupants and visitors
- Reduce transport-related emissions associated with daily commuting
- Future-proof parking infrastructure in line with emerging mobility trends
- Aling asset-level design with long-term decarbonization objectives

Initiative Undertaken

At Block 8 (Office), the total parking comprises 1,979 spaces. Of these, 354 parking spaces are designated for EVs equipped with charging points, representing 18% of the total parking capacity.

The provisioning has been integrated within the parking design to ensure safety, efficient, and accessible parking charging infrastructure. The EV charging allocation was determined based on anticipated occupier/tenant demand, development design considerations, and supporting electrical infrastructure capacity.

Outcomes

By embedding EV-ready infrastructure within the commercial developments, Embassy REIT enables tenants to transition towards electric mobility with greater convenience and confidence. The EV charging provision at Block 8 (Office) is estimated to mitigate approximately 626 tonnes[70] of CO_2 equivalent (tCO_2e) emissions; thus, representing a measurable contribution towards reducing indirect transport related emissions and supporting broader climate action goals.

The EV charging infrastructure at Block 8 demonstrates a proactive and demand responsive approach to enabling sustainable mobility.





[70] Tank to Wheel Emission

Hospitality

Following the expansion of Embassy REIT's sustainability reporting boundaries in FY2024 to include the hospitality sector, we have continued to consistently disclose and report relevant sustainability information.

Energy Consumption[71] [72]

Description	Unit	Source Type	FY2024		FY2025		FY2026	
Diesel	GJ	Non-renewable	2,844	3%	1,926	2%	2,373	2%
Grid Power	GJ	Non-renewable	2,436	2%	1,822	2%	13,986	14%
PNG	GJ	Non-renewable	9,828	9%	9,581	9%	11,029	11%
LPG	GJ	Non-renewable	8,768	8%	8,594	8%	6,896	7%
Renewable Power (Wheeled)	GJ	Renewable	82,277	78%	81,062	79%	67,107	66%
Total	**GJ**		**106,153**	**100%**	**102,985**	**100%**	**101,390**	**100%**

Renewable energy

	FY2024	FY2025	FY2026
Renewable energy contribution	78%	79%	66%

Green Buildings

USGBC LEED Certification

In FY2025, the Four Seasons Hotel at Embassy One, Bengaluru, received LEED Platinum certification under the LEED v4.1 Operations and Maintenance: Existing Buildings. This accolade showcases the hotel for its efforts in championing environmental protection and is a testament of Embassy REIT's continued commitment to sustainability.



[71] Energy consumption data is collected through local meter readings in logbooks and energy invoices; GRI Disclosure 302-1 Energy consumption within the organization

[72] Calorific value of natural gas was considered to derive the energy estimates for Piped Natural Gas (PNG).
Source for calorific values for all fuels: 2006 IPCC Guidelines for National Greenhouse Gas Inventories
Source for density considered for diesel: Fuels - Higher and Lower Calorific Values (engineeringtoolbox.com)
Source for electricity conversion factor: Energy conversion calculators

Emissions

A considerable proportion of emissions in the real estate industry emanates from construction materials such as cement and steel, as well as fossil fuel driven machinery and the use of grid electricity. Aligning with our goal of Net Zero, we have executed several measures to reduce Scope 1 and Scope 2 emissions that are directly associated with our operations. In addition, we collaborate with value chain partners to monitor and mitigate select Scope 3 emissions, thus widening the scope of the organization's emissions management initiatives.

Total GHG Emissions

Our emissions reporting is guided by the GHG Protocol Corporate Accounting Standards, which define how we measure and disclose Scope 1 and Scope 2 emissions from our operational activities. In FY2026, Scope 1 emissions were generated from the use of fuels, refrigerants, and fire extinguishers. Emissions linked to our development portfolio are categorized under Scope 3[73] emissions and include the consumption of electricity and diesel.

A comprehensive breakdown of Scope 1, Scope 2 and Scope 3 is presented in the table below.

Portfolio-level emissions (includes all entities as per reporting boundary)

Description	Unit	FY2024	FY2025	FY2026
Scope 1 emissions [74]	tCO_2	13,072	14,838	18,220
Scope 2 emissions - Market-based [75]	tCO_2	142,140	147,831	100,872
Scope 3 emissions	tCO_2	1,671	1,611	1,756
Total	**tCO_2**	**156,883**	**164,280**	**120,848**

Breakdown of portfolio-level emissions in FY2026 by operating segments

Description	Unit	Standing Investments	New Developments	Hospitality	Total
Scope 1 emissions	tCO_2	16,990	-	1,230	**18,220**
Scope 2 emissions - Market-based	tCO_2	98,114	-	2,758	**100,872**
Scope 2 emissions - Location-based	tCO_2	353,313	-	15,993	**369,306**
Scope 3 emissions	tCO_2	-	1,756	-	**1,756**

Our emissions from refrigerants are as follows:

Refrigerants[76]

Description	Unit	FY2024	FY2025	FY2026
R22	tCO_2	631	293	206
R134a	tCO_2	4,022	4,812	8,231
R32	tCO_2	20	5	22
R407C	tCO_2	7	38	NIL
R410A	tCO_2	167	124	25
R123	tCO_2	27	44	18
Total	**tCO_2**	**4,874**	**5,316**	**8,502**

[73] Embassy REIT uses the operational control method to aggregate its emissions; GRI Disclosure 305-1 Direct (Scope 1) GHG emissions, 305-2 Energy indirect (Scope 2) GHG emissions, GRI 305-3 Other indirect (Scope 3) GHG emissions, GRI 305-5 Reduction of GHG emissions and GRI 305-6 Emissions of ozone-depleting substances (ODS)

[74] The emission factors for fuels used are based on 2006 IPCC Guidelines for National Greenhouse Gas Inventories. To maintain consistency with Scope 2 emissions (tCO_2), Scope 1 emissions associated with CH_4 and N_2O are excluded. DEFRA - UK Government GHG Factors 2025 has been utilized to derive CO_2 consumption in fire extinguisher refills in kg CO_2.

[75] Source for Grid Power Emission Factor referred from CO_2 Baseline Database - Central Electricity Authority (CEA) v20.0 for FY2024 and FY2025 and, v21.0 for FY2026.

[76] The FY26 refrigerant data includes both standing investment and hospitality portfolio. Absence of usage of gases have been marked as 'NIL'. Data pertaining to consumption of refrigerants is collected through third-party service reports. The refrigerants GWP for FY2024, FY2025 and FY2026, have been obtained from the IPCC AR6 Chapter 7 - The Earth's Energy Budget, Climate Feedbacks and Climate Sensitivity Supplementary Material and IPCC 2001 Third Assessment Report - Working Group III (Chapter 3)

Emissions Intensity [77]

Standing Investments

Description	FY2024	FY2025	FY2026
Total area (msf)	35.8	40.3	43.5
Total Emissions (tCO_2)	154,721	161,078	115,104
Emission Intensity (tCO_2/sf/annum)	**0.004**	**0.004**	**0.003**

New Developments

Description	FY2024	FY2025	FY2026
Total area (msf)	6	7	6
Total Emissions (tCO_2)	1,671	1,611	1,756
Emission Intensity (tCO_2/sf/annum)	**0.0003**	**0.0002**	**0.0003**

Earth Hour at Embassy REIT

On 28 March 2026, Earth Hour was observed across 14 of our parks located in Bengaluru (Embassy One, GolfLinks, TechVillage, Manyata and Hub), Chennai (Embassy Splendid TechZone), Pune (Embassy TechZone, Quadron and Qubix), Noida (Embassy Galaxy and Oxygen), and Mumbai (Embassy 247, Express Towers and FIFC). Between 8:30 pm and 9:30 pm IST, non-essential lights in open parking areas, podiums, utilities, building façades, basements, and lift lobbies were switched off. Operations of diesel generator sets, chillers, air handling units/ceiling suspended units, hand dryers, and coffee machines were also paused during this hour.

The collective effort resulted in energy savings of 4,619 kWh (approximately 3 tCO_2e), equivalent to the annual carbon sequestration of around 150 trees[78], demonstrating the impact of shared action.

Park	Pre-Earth Hour Consumption (kWh)	Post Earth Hour Consumption (kWh)	Total Saved Units (kWh)	% Unit Saving
Embassy Manyata	1792	835	957	53%
Embassy TechVillage	2728	2028	700	26%
Embassy Golflinks	723	420	303	42%
Embassy One	180	104	75	42%
Embassy Hub	90	30	60	67%
Embassy STZ	120	38	82	68%
Embassy 247	640	240	400	63%
FIFC	495	219	276	56%
Express Towers	22	4	18	81%
Embassy TechZone	375	113	262	70%
Embassy Quadron	172	84	88	51%
Embassy Qubix	175	49	126	72%
Embassy Oxygen	280	139	141	50%
Embassy Galaxy	1984	854	1130	57%
Total	**9776**	**5158**	**4619**	**47%**

Three-Year Trend:

Park	Savings FY24 (kWh)	Savings FY25 (kWh)	Savings FY26 (kWh)
Embassy Manyata	963	1003	957
Embassy TechVillage	315	574	700
Embassy Golflinks	228	276	303
Embassy One	42	54	75
Embassy Hub	60	20	60
Embassy STZ	NA	153	82
Embassy 247	500	520	400
FIFC	34	19	276
Express Towers	22	21	18
Embassy TechZone	160	259	262
Embassy Quadron	65	72	88
Embassy Qubix	76	102	126
Embassy Oxygen	288	170	141
Embassy Galaxy	512	128	1130
Total	**3265**	**3370**	**4619**

Every year, Embassy REIT participates in Earth Hour, an annual World Wildlife Fund (WWF) initiative celebrated globally as the "largest hour for the planet." To honour this event, our teams come together to switch off all non-essential lighting and appliances for one hour. Further, tenants, employees, and visitors are encouraged to reflect on simple, meaningful actions that can support the environment. This reflection can include a variety of actions such as reconnecting with nature, restoring ecosystems, and deepening our collective awareness of how we can contribute to the planet's wellbeing.

[77] GRI Disclosure 305-4 GHG emissions intensity

[78] Assumption - each tree sequesters approximately 22Kg of carbon dioxide annually

2. Water Stewardship

Program Objective:

To achieve water neutrality across our portfolio through increasing water-use efficiency, recycling, and safe reuse across our asset lifecycle.[79]

Water scarcity is among the most urgent environmental challenges confronting India, with millions of people affected by depleting groundwater reserves each year. This stress is accelerated by shifting rainfall patterns, recurring droughts, and the rapid pace of urbanization, making sustainable water management an imperative.

As a major consumer of water, the real estate industry can play a significant role in prioritizing and promoting judicious water management. The sector's activities draw heavily upon water, utilizing it for construction material mixing, watering structures, and dust suppression, among others. The demand continues into operating buildings, with significant volumes required for drinking, sanitation, cooling, and landscaping.

Recognizing impacts of water scarcity across major Indian cities[80], water conservation is a cornerstone of Embassy REIT's environmental strategy. Our approach to water stewardship is founded in the principles of promoting responsible water use and creating awareness of effective conservation practices. Further, aligning with the United Nations Sustainable Development Goal 6 on Clean Water and Sanitation, we have pledged to achieve net zero water consumption. We also foster collaboration among different stakeholders such as local communities, regulatory authorities, and technical experts, to amplify the impact and reach of our water conservation initiatives.

Guided by a robust water management policy that spans both our operating assets and our development projects, Embassy REIT adopts a holistic approach to responsible water use that is focused on reducing dependence on freshwater, minimizing wastewater generation, and improving systems for the collection, treatment, and reuse of rainwater and wastewater. As part of this approach, we deploy advanced technologies that meet ISO 14001 environmental management standards to effectively monitor water consumption. Smart meters have been installed at Embassy Manyata Business Park and across our Mumbai parks, with Pune currently in progress, to enable real-time monitoring, advanced data analytics, and improved operational efficiency. At Embassy Manyata, an investment of ₹13,10,977 has delivered annual savings of ₹16,73,592. We are also working towards sharing these insights with our occupiers to enhance transparency and foster greater collaboration in water management.

Our commitment to water neutrality is further demonstrated through an extensive network of rainwater harvesting structures, recharge pits, and water-efficient fixtures installed across our portfolio. Complementing these initiatives, we conduct regular water audits to assess performance and identify scope for improvement.



EMBASSY GOLFLINKS, BENGALURU

Standing Investments

For the operations of our standing investments, we draw water from several sources, such as surface water, groundwater, municipality and local water bodies, tankers, recycled wastewater, and stored rainwater.

We have embraced a balanced approach by implementing solutions[81] that enhance water efficiency and increase the use of recycled water to support our operations. Some of the ways in which we are reducing freshwater consumption is by diverting waste and treated water for non-potable use, installing rainwater harvesting systems, monitoring water extraction with the help of flowmeters, and implementing novel technology to reduce water usage.

Rainwater harvesting and reusing recycled water / condensate	Flow meters to monitor ground water extraction	Novel technologies such as smart meters and waterless urinals to reduce water usage

Towards Zero Discharge[82]

As part of our efforts in water stewardship, we are working towards zero water discharge across all Embassy REIT projects. This involves implementing the 3R principle — reduce, recycle, reuse – to ensure that all wastewater generated on-site is fully treated, recycled, and reused within our premises. Accordingly, every asset has been equipped with sewage treatment plants (STPs), rainwater harvesting systems, and groundwater recharge pits. Together, our STPs offer a total treatment capacity of 21,775 KLD. Additionally, our rainwater harvesting infrastructure includes 207 recharge pits with a combined capacity of 1,341 KLD, along with rainwater collection tanks totalling 5.194 KL/ton in aggregate capacity.

To achieve the goal of zero water discharge, we are partnering with external auditors to formulate and execute strategies that will help to conserve water and maximize its use. To this end, our STPs have been upgraded and connected to key points across the properties. In this way, treated water is diverted for functions such as toilet flushing, cooling systems, and irrigation of gardens and landscapes.

In compliance with the requirements of the Central and State Pollution Control Boards, we follow stringent protocols to monitor the quality of wastewater. This ensures that the levels of chemical oxygen demand (COD), biological oxygen demand (BOD), and total dissolved solids (TDS) in the treated water remain within prescribed limits. Further, data from meter readings, municipal water bills, tanker delivery records, and STP outlet readings among other sources, are considered to accurately track water consumption and wastewater generated.

By 2030 increase consumption of recycled water to 20% from the 2020 baseline



EMBASSY QUBIX, PUNE

[79] GRI Disclosure 303-1 Interactions with water as a shared resource

[80] Embassy REIT's properties are located in some of India's leading metros and fast-growing urban hubs, which are also water-stressed areas. Our operations are located in cities of Bengaluru, Noida/NCR, Mumbai, Pune, and Chennai, which are classified as water-stressed zones prone to future climate risks. The TCFD assessment conducted in FY2023 also indicates the water-stress severity in these cities.

[81] Water Conservation Policy - Operations

[82] GRI Disclosure 303-2 Management of water discharge related impacts and 303-4 Water discharge

Water withdrawal[83]

Sources	FY2024 (1000m3)	FY2024 (%)	FY2025 (1000m3)	FY2025 (%)	FY2026 (1000m3)	FY2026 (%)
Surface water (lakes, river, sea)	146	6	126	6	135	6
Groundwater (borewell and well)	687	30	633	28	627	28
Rainwater collected	29	1	46	2	42	2
Third-party water (municipality water supply/local bodies)	706	31	710	31	671	30
Third-party water (tankers)	726	32	764	34	784	35
Total water withdrawal	**2,293**	**-**	**2,279**	**-**	**2,260**	
Water recycled (1000m³/total water withdrawal)	**1,484**	**65**	**1,658**	**73**	**1,834**	**81**
Total water consumption[84]	**3,777**	**-**	**3,937**	**-**	**4,094**	

FY2026

52

Water Intensity for Standing Investments (1000 m3/msf/annum)

FY26 Increase consumption of recycled water

Achieved

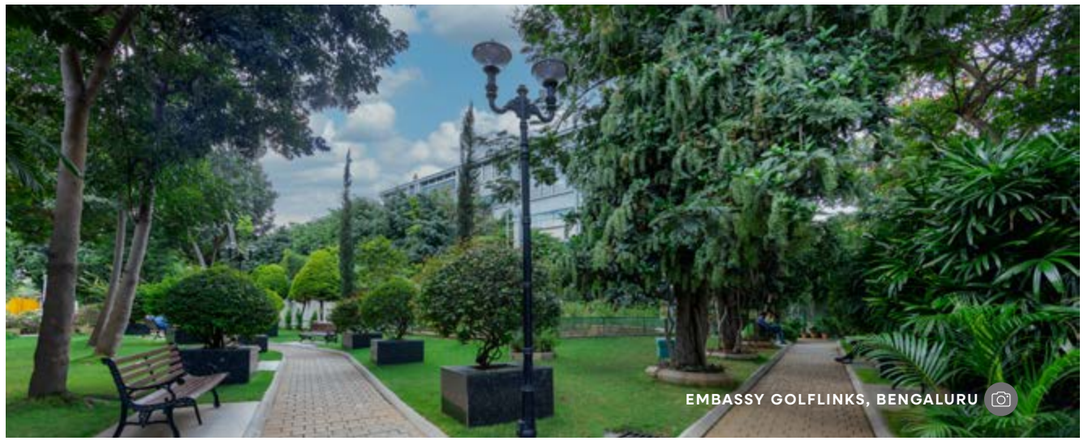
40%

Goal

20%

Water withdrawal intensity[85]

	FY2024	FY2025	FY2026
Total area (msf)	35.8	40.3	43.5
Total water withdrawal (1000 m³)	2,293	2,279	2,260
Water withdrawal intensity (1000 m³/msf/annum)	**64**	**57**	**52**



EMBASSY GOLFLINKS, BENGALURU

[83] Data for water withdrawal has been compiled from internal meter registers (logbooks) and bills for third-party water, where applicable from all asset locations. We have begun including packaging water for some locations under Third-party water (municipality water supply/ local bodies) from FY25 onward; GRI Disclosure 303-3 Water withdrawal and 303-5 Water consumption

[84] Total water consumption = total water withdrawal + water recycled

[85] Water withdrawal intensity is calculated on water withdrawal values

Case Study:

Water Management: Water Reuse and Conservation at Embassy Galaxy and Embassy Oxygen

In line with our water stewardship objective to achieve water neutrality across our portfolio, we are working towards increased water-use efficiency, through safe reuse. Demonstrating our efforts in this regard, we have implemented measures at Embassy Galaxy and Embassy Oxygen to reuse wastewater and reduce dependence on external water sources.

Embassy Galaxy: Utilization of AHU Condensate Water for Water Saving at Embassy Galaxy

Previously, the condensate water generated from Air Handling Units (AHUs) at was directly discharged into the drainage system, leading to avoidable wastage of clean and reusable water. Recognizing this opportunity for conservation, a simple yet effective condensate water recovery system was implemented.

Under this initiative, the condensate water is now collected in portable tanks, passed through a basic filtration process, and reused for suitable non potable uses. This approach has yielded the following positive outcomes:

- Reduced reliance on and consumption of freshwater
- Productive reuse of AHU condensate water
- Strengthened sustainability and water conservation practices at the site

Owing to this, we are now collecting 5 kL per month and realizing water savings of 0.17 kL per day. This results in cost savings of approximately ₹4,800 per year or ₹ 13.6 per day.

Embassy Oxygen: Reuse of RO reject water for sewage treatment plant (STP) and food court dishwasher unit

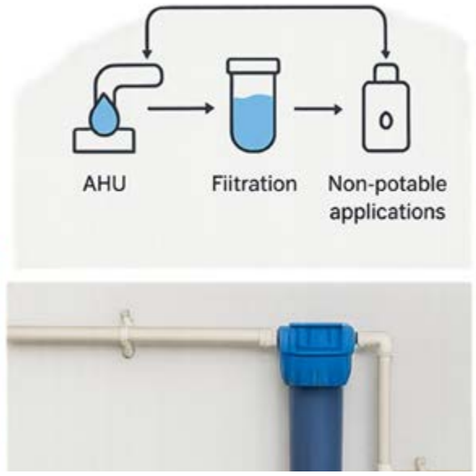
At Embassy Oxygen, we implemented an initiative to channelize Reverse Osmosis (RO) reject water for onsite reuse, reducing preventable water wastage from common utility operations. Previously, reject water generated from RO plants at the food court stilt parking and Tower F ground floor was discharged into the storm water line, despite being suitable for secondary applications.

The reject water from these RO plants has been systematically diverted to the STP treated water tank and utilized in the food court dishwasher unit. This step enables productive reuse within daily operations, reducing the demand for fresh water while improving overall water efficiency and promoting sustainable water management at the property.

A total of 389 kL* of RO reject water was reused, translating to an average water savings of 13.90 kL per day from reduced freshwater consumption. The initiative also delivers financial benefits, leading to average cost savings of approximately ₹1,390 per day.

*The initiative was operationalized on February 1, 2026, and data is for the month of February only







Case Study:

Water Efficiency: Tanker Water Flowmeter Installation at Embassy Manyata Tech Park

Prior to April 2025, tanker water intake at Embassy Manyata Tech Park (EMBP) was tracked using a manual, estimation based approach. Water received was calculated by multiplying the number of tankers by the tanker capacity declared by vendors. This method presented several challenges:

- Variations between declared tanker capacity and actual water delivered owing to water losses from spillage and leakages during transportation
- Absence of real time or precise measurement at unloading points
- Limited visibility of actual water quantities received, making discrepancies difficult to identify
- Inaccurate billing
- ESG water consumption reporting based largely on approximations rather than verified data

These gaps collectively impacted financial accuracy, operational transparency, and the credibility of sustainability and ESG reporting.

To address these challenges, a technology-driven solution was implemented by shifting from estimation-based tracking to direct measurement. This involved the installation of 23 IoT-enabled flowmeters across all tanker water unloading points, enabling consistent, automated data collection and replacing manual estimations with verifiable measurements. These flowmeters provide several advantages:

- Seamless data transmission as they are equipped with inbuilt batteries and SIM-based connectivity
- Real-time measurement of actual water received from each tanker
- Automated data capture and visualization on a centralized monitoring dashboard
- Integration of flowmeter data with:
  - Vendor billing processes
  - Water consumption and accounting systems
  - ESG and sustainability reporting frameworks

The transition to digital, meter based monitoring has delivered measurable benefits across operational, financial, and sustainability dimensions. These include:

Accuracy and Water Accounting

- Accuracy and Water Accounting
- 100% transition to actual volume based measurement, eliminating estimation errors
- Clear visibility and identification of short supply previously ranging from 2–10%
- Detection and prevention of previously unnoticed water losses

Financial Impact

- Vendor billing aligned to actual flowmeter readings
- Reduction in overpayments

ESG and Governance Improvements

- Accurate water consumption data reporting
- Enhanced data reliability for internal and external audits
- Strengthened water governance, transparency, and accountability
- Improved sustainability performance supported by real-time, high-quality data

Overall, this initiative has improved operational accuracy, financial discipline, and ESG compliance at EMBP, supporting a sound foundation for sustainable water management.





New Developments

Embassy REIT's New Development portfolio reflects a structured and lifecycle-led approach to water stewardship, integrating sustainable water management[86] across the entire project lifecycle. This approach enables us to optimise water use, enhance reuse and recycling, and reduce dependence on natural source, supporting operational resilience, occupant well-being and long-term asset performance.

Design for Water Efficiency and Circularity

Water efficiency is embedded at the design stage through an integrated, water-sensitive approach that minimizes demand and maximizes reuse opportunities. Key interventions include installation of low-flow and waterless fixtures to reduce potable water consumption, and the use of indigenous, drought-tolerant landscaping supported by precision irrigation systems such as drip and sprinklers.

Rainwater harvesting systems are incorporated to capture runoff from rooftops and paved areas, which is then stored or recharged for non-potable applications. In parallel, on-site sewage treatment plants (STPs) are designed to enable the reuse of treated wastewater for flushing, landscaping irrigation, and HVAC make-up. These systems are supported by comprehensive water metering and sub-metering strategies, enabling real-time monitoring and data-driven optimization of water use.

Construction Phase Efficiency

During construction, we adopt responsible water management practices that reduce intensity and prevent wastage. Projects primarily utilize tanker-supplied water, avoiding reliance on municipal sourcing and reducing pressure on local infrastructure.

Water-efficient construction techniques are implemented, including the use of water-reducing admixtures in concrete and optimizing curing practices such as ponding, use of curing compound and hessian cloth wrapping. Alternative materials such as Cement Concrete (CC) blocks, Autoclaved Aerated Concrete (ACC) blocks, and gypsum plaster are used to further lower water consumption.

Temporary water-efficient fixtures are deployed on-site, and rainwater and treated wastewater are reused wherever feasible. These measures are reinforced through strict metering protocols, continuous monitoring of consumption, and proactive leak detection and rectification.

Operational Performance and Resilience

Our approach ensures that the benefits of design and construction interventions are sustained during operations. Through ongoing monitoring, reuse optimization, and system performance tracking, we maintain efficient water use while enhancing reliability and reducing exposure to water-related risks.

By adopting a lifecycle-led, data driven approach aligned with standards, Embassy REIT is integrating water-sensitive design and efficient construction measures to optimize water use and maximize reuse, mitigating water-related risks while creating resilient, resource-efficient environments that enhance occupant well-being, ensure operational reliability, and strengthen long-term asset performance.

Water withdrawal[87]

Sources (1000 m^3)	FY2026
Third-party water (Tanker)	16
Third-party water (Recycled Water)	1
Drinking Water	2
Total	**18**

Water Intensity

Our water conservation approach is designed to track and manage usage across the complete developmental cycle of our projects and our water intensity is as follows:

	FY2026
Total Area (msf)	6
Water Intensity (Third Party) (1000 m^3/msf/annum)	**2.83**

[86] Water Conservation Policy – New Developments

[87] FY2026 water data does not include water consumption at the labor colonies, since the same were not within the site premises; GRI Disclosure 303-3 Water withdrawal and 303-5 Water consumption

Case Study:

Value Engineering in Water Infrastructure – Upgrading STP Capacity at Block 4, Embassy Manyata Business Park

Efficient water management is a critical component of sustainable campus operation, particularly in large commercial developments where wastewater treatment plays a key role in enabling reuse and reducing water dependency. Traditionally, expansion of built-up area is often accompanied by installation of new water treatment infrastructure, leading to higher material use, increased energy demand, and additional space allocation.

At Embassy Manyata Business Park, Blocks L5 & L6 were supported by an operational Sewage Treatment Plant (STP) of 600 kLD capacity based on Extended Aeration technology. With the development of Block L4, an opportunity was identified to optimize existing infrastructure rather than create a parallel system.

Objective

The initiative aimed to:

- Optimize existing water treatment infrastructure through value engineering
- Avoid installation of a separate STP for the new block
- Enhance treatment efficiency and treated water quality
- Reduce material, land, and energy intensity associated with new construction
- Strengthen long-term water circularity within the campus

Initiative Undertaken

With the development of Block L4, wastewater treatment system was required. Given the spatial constraints within the new block footprint, allocating space or additional area for a separate STP was not considered optimal. The project team therefore evaluated the feasibility of strengthening the existing infrastructure serving Blocks L5 & L6.

Based on the evaluation, it was determined that the existing 600 kLD Extended Aeration STP could be upgraded and expanded to meet the combined demand. The initiative involved:

- Increasing the total treatment capacity from 600 kLD to 1000 kLD
- Transitioning from Extended Aeration technology to Membrane Bioreactor (MBR) technology, enabling higher treatment efficiency within a relatively compact footprint
- Enhancing effluent quality to support expanded reuse applications

The upgrade modernized and strengthened the existing system rather than creating a parallel infrastructure. By consolidating treatment capacity within a single upgraded facility, the project avoided duplication of assets while improving operational efficiency and long-term reuse potential.



Outcomes:

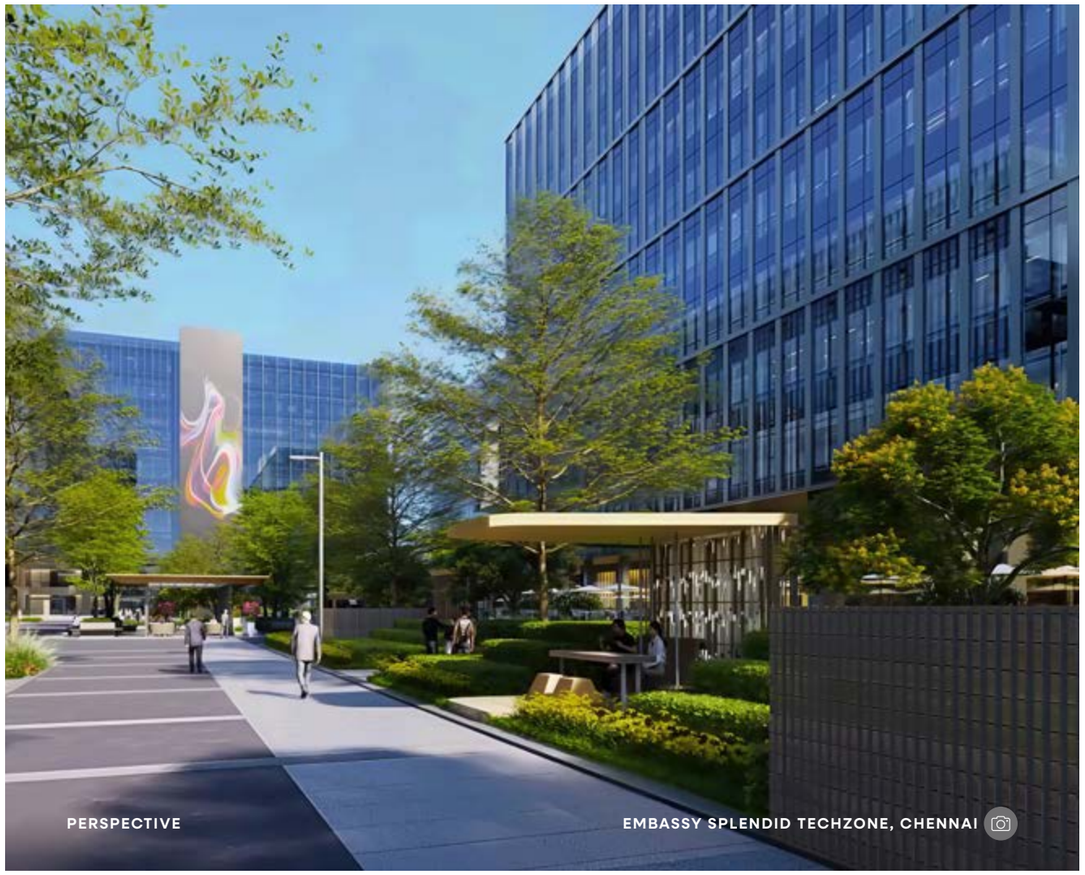
The upgraded 1000 kLD MBR-based STP supports a combined occupancy of approximately 13,000 occupants across Blocks L4, L5 & L6, enabling effective on-site wastewater treatment and reuse.

This initiative facilitates:

- Avoidance of material consumption and land footprint by eliminating the need for separate STP facility
- Improved treatment efficiency and superior effluent quality through adoption of MBR technology
- Enhanced water reuse potential across flushing, landscape irrigation and HVAC applications
- Allows ~ 105 million litres of treated water reuse annually, reducing dependence on external freshwater sources
- Avoidance of 8713 water tanker trips per year, along with associated transport-related impacts
- Operational optimization through centralized treatment and monitoring
- Reduced manpower requirement compared to managing multiple decentralized system

By upgrading and consolidating treatment capacity within the existing footprint, the project strengthens water circularity while improving long-term operational efficiency.

The STP upgrade demonstrates how value engineering can enhance sustainability outcomes. By expanding and modernizing existing infrastructure instead of creating a new facility the project avoided additional material and land footprint while improving treatment efficiency and effluent quality. The initiative strengthens water circularity, reduces freshwater dependence, optimizes operations, and lowers manpower intensity – delivering long-term environmental and operational value through infrastructure optimization rather than duplication.



3. Waste

Program Objective

To achieve a zero-waste portfolio through reducing waste generation, recycling, and reuse across our asset lifecycle[88]

Accelerating urbanization in India and the rising demand for residential and commercial infrastructure are placing significant pressure on the country's waste management systems. Alongside expanding construction and real estate operations, there is also an increase in the volume and complexity of waste generated. When not managed responsibly, this waste can pose serious risks to both human health and the environment, contributing to the growing burden on landfills, polluting oceans, and exacerbating air quality challenges. In response, the government, industry bodies, and communities across the country are calling for stronger action to curb waste generation and encourage more sustainable practices.

Recognizing the significance of responsible waste management, we at Embassy REIT are working towards a zero-waste portfolio, which will contribute to our larger Net Zero goal. Aligning with UN SDG 12: Responsible Consumption and Production, our efforts are focused on minimizing waste in both the construction and operational phases of our assets.

To achieve this, we conduct detailed traceability studies to understand waste origins and flow patterns, enabling us to develop targeted strategies to reduce waste generation at source. Further, our comprehensive waste management protocol ensures segregation of waste into hazardous, solid, biomedical, and electronic waste streams. This is then followed by responsible disposal or recycling through authorized vendors. Our waste management practices comply with Central and State Pollution Control Board regulations, ensuring that we reduce the amount of material sent to landfills.

Standing Investments

Each day, our business parks, which house 280 tenants and their employees, generate nearly 13 tons of waste across the portfolio. To manage this large volume of waste effectively, we follow a comprehensive waste management system designed to reduce waste generation and increase the safe recycling and repurposing of materials.

Waste management protocols implemented across our operational properties

Waste is segregated and stored at designated locations

Hazardous waste (including biomedical waste and used oil) is handled and incinerated by authorized/ government vendors

At each of our 14 properties in the standing investments portfolio, we have installed organic waste converter (OWC) machines with a combined capacity of 18.1 tonnes per day. These machines convert food waste into nutrient rich manure for the gardening needs of our business parks. As we move ahead, our focus remains on strengthening effective and efficient waste management practices across all our properties.



[88] GRI Disclosure 306-1 Waste generation and significant waste-related impacts and 306-2 Management of significant waste-related impacts

Waste generated

Type of waste generated[89]	FY2024	FY2025	FY2026
Hazardous waste			
Used Oil (tons)[90]	52	48	55
STP Sludge (tons)	12	37	36
Oil Filters (tons)[91]	4	4	4
Oil Cotton Rags (tons)	1	1	1
Non-hazardous waste			
Metal Scrap (tons)	113	60	33
Plastics (tons)	440	604	1,149
Rubber (tons)	9	4	5
Paper (tons)	1,212	1,478	2,369
Solid waste (food waste) (tons)	3,095	3,378	3,503
Glass waste (tons)	4	7	16
Mixed solid waste (tons)	9	76	979
Garden waste (tons)	204	540	760
Reject waste (tons)	13	-	
Other hazardous waste			
e-Waste (tons)	9	11	4
Battery waste (tons)	89	37	89
Biomedical waste (tons)	-	0.1	0.4
Total (tons)	**5,266**	**6,283**	**9,004**

Total hazardous waste in FY 2026	**189 tons**
Total non - hazardous waste in FY 2026	**8,815 tons**

Waste disposed

Waste disposal (in tons)[92]	FY2024	FY2025
Landfill	39	71
Incineration	17.14	14.50
Re-use	1,115	2,199
Recycling	4,108	3,457
Total waste disposed	**5,278**	**5,742**

Waste disposal method (in tons) – FY26	Non-Hazardous waste	Hazardous waste	Total
Waste diverted from disposal			
Recycling	4,803	68	4,871
Re-use	2,395	10	2,406
Waste directed to disposal			
Landfilling (Tons)	53	0	53
Incineration (Tons)	-	19	19
Other[93]	-	14	14
Total			**7,362**

Of the total waste disposed, 2,040 tons were processed on-site, while the remaining 5,307 tons were sent off-site for disposal.

[89] Waste generated data is captured through the waste recorded on-site at all asset locations. Our non-hazardous waste primarily includes waste generated by our occupiers. Solid waste data is based on measurements conducted at site and recorded in logbooks. Hazardous waste data is sourced from transfer notes maintained in a regulatory reporting format.; GRI Disclosure 306-3 Waste generated

[90] DEFRA - UK Government GHG Factors 2025 has been utilized to convert used oil captured in kilolitres into tons.

[91] 1.2 kg/filter conversion factor is used for converting oil filters captured in units into tons.

[92] Waste diverted from disposal is managed through re-use and recycling. Non-hazardous solid waste, such as wet and food waste, is primarily recycled on-site at asset locations using Organic Waste Converters (OWCs). Waste that cannot be processed through OWCs is sent to authorized vendors for re-use. For food waste, both on-site processing and off-site disposal are systematically tracked through internal registers. Other non-hazardous waste is also diverted through authorized vendors via re-use and recycling, and is tracked using internal registers and vendor manifests. Waste directed to disposal is represented through landfill and incineration and is sent to third-party vendors (offsite). The nature of such waste is hazardous. The data is captured through traceability reports maintained by authorized vendors. The aspect of energy recovery for the incineration disposal method is not applicable to Embassy REIT; GRI Disclosure 306-4 Waste diverted from disposal and 306-5 Waste directed to disposal

[93] This category represents waste for which details on the method of disposal were not available in the vendor-provided certificates.

Case Study:

Waste Management: Integrated Organic Waste Management through Organic Waste Converter Optimization and Dry Leaf Utilization

At Embassy GolfLinks, the Organic Waste Converter (OWC) machines were initially used solely to process wet waste generated from cafeteria and pantry operations. In contrast, dry leaves collected from landscaped areas were being sent for external disposal, resulting in higher waste handling costs and added environmental impact.

To strengthen ESG performance and enhance operational efficiency, we introduced an initiative to channel dry leaf waste into the existing OWC system, aiming to ensure optimal utilization of in house resources. To do this, we introduced the following steps:

- Implemented proper segregation and collection of dry leaves from landscape areas
- Introduced co-processing of dry leaves along with wet waste in OWC machines
- Maintained a controlled daily input of 35 kg to 50 kg of dry leaves to process an average of 40 kgs of waste
- Trained housekeeping and horticulture teams on segregation and feeding process
- Established a monitoring system for daily waste input and compost output

Consequently, OWC utilization improved by 25%–30%, and the frequency and quantity of external disposal of dry leaves decreased, thereby reducing waste transportation costs and helping to lower our environmental footprint. Additionally, this initiative yielded larger quantities of compost for use in in-house landscaping. Overall, the initiative is helping to reduce waste by 14.6 tons annually.



Employee Engagement: Waste Management Training for Occupants

At Embassy 247, effective waste segregation plays a critical role in ensuring the smooth functioning of waste management systems, improving recycling efficiency, and supporting site sustainability goals. However, we observed that occupants frequently disposed of recyclable and non recyclable waste incorrectly. Among these, we noted that food waste was disposed in dry bins and that there was limited awareness of color-coded waste bins that had been provided as per the Solid Waste Management Rules, (2016). These actions resulted in contamination of dry waste streams, increased disposal costs, and reduced diversion of waste from landfills.

To address these issues and drive sustainable behavioural change, our Asset Management team organized structured awareness and waste management training sessions for office occupants. This training was delivered on 15th June and 2nd December 2025. The training included the following:

- Overview of Solid Waste Management Rules (2016)
- Types of waste generated in commercial facilities
- Proper segregation guidelines (dry, wet, hazardous, e waste, sanitary waste)
- Importance of recycling and composting
- Do's and Don'ts for waste segregation
- Demonstration of the color coded bin system
- Tenant responsibilities as per sustainability guidelines
- Interactive Q&A to address common challenges

A total of 103 occupants participated in the two training sessions. The results of these sessions will be assessed along the following key performance indicators:

- Improved segregation accuracy (dry vs wet waste)
- Improved dry waste recovery rate
- Lower contamination rate in recyclables
- Higher tenant participation in recycling program
- Increased awareness among occupants regarding sustainable waste practices
- Reduced operational burden for housekeeping teams



Case Study:

Cigarette Waste Management: Embassy REIT's Collaboration with Buffindia

Embassy REIT has collaborated with Buffindia to address the pressing issue of cigarette butt waste through an innovative and sustainable initiative. The partnership aims to promote environmental responsibility and community well-being across Embassy's operational sites by implementing structured waste management and recycling practices specifically targeting cigarette butts.

Challenges and Solutions Implemented

Embassy REIT recognized the environmental hazards associated with improper cigarette butt disposal. Cigarette butts contain harmful pollutants and microplastics that can contaminate water bodies, contribute to urban litter, and degrade the surrounding environment.

To address this issue, Embassy REIT partnered with Buffindia to implement a systematic cigarette waste management programme across its reported operational sites. The initiative involved:

- Installation of designated cigarette butt disposal units across Embassy properties.
- Regular collection and recycling of cigarette waste managed by Buffindia.
- Upcycling of recovered microplastic into sustainable décor and gifting products.
- Behaviour-change and awareness initiatives to encourage responsible disposal practices.

Currently we have installed disposal units across the five locations as follows: 30 units at Embassy Manyata Business Park, 3 units at Embassy Hub, 4 units at Embassy Splendid Tech Zone, 6 units at Embassy Galaxy Business Park, and 16 units at Embassy Oxygen Business Park.

Outcomes:

The collaboration has generated both environmental and social impacts. As of March 2025, the program has:

- Collected 961,125 cigarette butts, equivalent to 320.38 kg of cigarette waste.
- Recycled 100% of the collected cigarette waste, amounting to 320.38 kg.
- Upcycled 256.30 kg of microplastic recovered from cigarette waste.
- Protected 96,112,500 litres of water resources from potential contamination.
- Contributed to habit-change awareness among 507,500 individuals on a PAN India basis.
- Supported employment for 48 labourers and 22 women on a PAN India basis.

Additionally, the initiative has supported handcrafted product creation through Buffindia's "Buds to Beauty" program, promoting circular economy principles and community empowerment.

Impact Metrics

Metric	Current Year Value
Reported Embassy locations covered	5
Disposal units installed	59
Cigarette butts collected	961,125
Waste collected	320.38 kg
Waste recycled	320.38 kg
Recycling rate	100%
Microplastic upcycled	256.30 kg
Water resources protected	96,112,500 litres
People sensitized / habit-change impact	507,500
Employment for labourers	48
Employment for women	22

New Developments

Construction, demolition, and refurbishment activities in the real estate sector are significant contributors to waste generation, with associated impacts on emissions, environmental quality, and community health. Embassy REIT has adopted a structured and robust Construction and Demolition (C&D) Waste Management Policy[94] to manage waste-related impacts across the portfolio. This policy is designed to minimize waste generation, reduce landfill dependency, and promote circularity through increased reuse and recycling.

Our approach is anchored in systematic waste segregation, recovery, and responsible disposal practices implemented across all project sites. Clearly designated areas are established for the segregation and temporary storage of key waste streams, including concrete, metals, wood, and other materials, enabling efficient recycling and environmentally sound handling.

We maintain robust tracking mechanisms to monitor waste generation, reuse, recycling, and disposal pathways. This ensures compliance with regulatory requirements while strengthening transparency and enabling continuous improvement in waste performance. Wherever feasible, excavated soil and inert debris are reused within project sites, reducing reliance on virgin materials and lowering overall waste intensity. Residual waste that cannot be reused is directed to authorized recyclers and aggregators for responsible processing.

Through this structured, data-driven approach aligned with global standards, Embassy REIT is advancing circular construction practices—mitigating waste-related risks while improving resource efficiency. These efforts contribute to cleaner, safer project environments, support occupant well-being, and enhance the long-term resilience and performance of our assets.

Waste diversion[95]

(in tons)	FY2026
Total waste disposed	485,874
Total waste diverted away from landfill	485,624
% waste diverted	99.9



EMBASSY TECHVILLAGE, BENGALURU

[94] Waste management - new development

[95] GRI Disclosure 306-4 Waste diverted from disposal and 306-5 Waste directed to disposal

Case Study:

Lean Construction Approach – Offsite Fabrication for Sustainable Façade Delivery at Blocks D1 & D2, Embassy Manyata Business Park

Construction waste management remains an important sustainability consideration in commercial development. Façade works, in particular, can generate material scrap, breakage, and packaging waste when fabrication activities are carried out extensively on site.

Offsite fabrication of façade systems has increasingly become an industry-adopted practice to improve quality control and executive efficiency. For Blocks D1 & D2 at EMBP, this methodology was implemented with a clear focus on resource efficiency and waste management. The façade application covered approximately 23,000 m^2 comprising of nearly 6,500 individual glass panels.

Objective

The initiative aimed to:

- Reduce on-site construction waste associated with façade works
- Improve material utilization efficiency at scale
- Minimize breakage and rework across a large panel count
- Enhance installation precision and quality control
- Strengthen long-term water circularity within the campus

Initiative Undertaken

The glass façade system for Block D1 and D2 was fabricated and assembled at the manufacturer's factory prior to delivery to site.

The scope included:

- Precision cutting and processing glass panels in a controlled factory environment
- Pre-assembly of framing systems and façade components
- Quality inspection prior to dispatch
- Delivery of prefabricated units for direct installation

For transportation, the façade assemblies were supported on wooden pallets designed for repeated reuse. These pallets were systematically retrieved and reused across multiple delivery cycles rather than discarded after single use, thereby reducing packaging waste and raw material consumption.

Outcomes

This initiative facilitates:

- Reduced on-site material scrap and glass breakage
- Improved material yield through precision factory-controlled process
- Lower packaging waste generation due to reusable pallet system
- Reduced rework and associated material losses
- Improved installation efficiency
- Streamlined site operations and enhanced safety conditions

In addition to reducing waste generation at site, factory-based fabrication enable better control, segregation, and management of residual waste, supporting responsible recycling practices.

For a façade installation of approximately 23,000 m^2, comprising of nearly 6,500 panels, the adoption of offsite fabrication at D1 & D2 reflects the structured approach to construction waste management at scale. By shifting precision cutting and assembly to a controlled factory environment, the project reduced on-site material scrap, minimized glass breakage and limited rework-related waste.

The reuse of wooden pallets for transportation further reduced packaging waste and avoided single-use material disposal.

Collectively, the initiative demonstrates how disciplined application of established construction practices can meaningfully reduce waste generation, improve material utilization, and strengthen responsible resource management across large-scale façade works.



EMBASSY TECHVILLAGE, BENGALURU

4. Biodiversity

Program Objective

To protect, restore and promote biodiversity in the areas in which we operate

Our commitment to environmental sustainability encompasses a keen focus on promoting biodiversity resilience[96]. This is a key consideration in the lifecycle of our projects that is reflected at every stage from design to construction and ongoing operations. As the natural environment around our projects flourishes, it contributes both to environmental resilience as well as aesthetic appeal of our properties.

At Embassy REIT, we proactively protect sensitive ecological areas through robust risk management practices. These comprehensive and forward-looking practices include both immediate measures and long-term actions that enable continuous monitoring and adaptation based on the evolving ecological needs of the regions we operate in. As part of biodiversity related risk management, we carry out comprehensive assessments to identify potential threats, mitigate risks, and, when required, relocate assets. We also carry out ecological impact assessments in line with regulatory requirements, to anticipate and manage the effects of our activities during land acquisition, construction, and operational phases. Our environmental conservation and biodiversity policies undergo regular review and refinement to stay aligned with evolving regulatory requirements and to incorporate global best practices in environmental stewardship.

Our efforts to promote biodiversity include habitat restoration and the creation of buffer zones around vulnerable ecological sites. For instance, we prioritize indigenous plant species in landscaping, creating thriving environments for native flora and fauna.

Our commitment to strengthening biodiversity is evident at Embassy TechZone in Pune which is situated in the vicinity of a protected area[97]. Keeping in mind the need to preserve the integrity of the area, we have introduced flood resistant vegetation, an innovative method to minimize flooding. Tangible actions such as this contribute to enhancing the resilience of the natural ecosystem, while also demonstrating our commitment to enhancing biodiversity.

Geographic location	Pune
Position in relation to the protected area	Located within 5 km radius of a reserve forest
Type of operation	IT Park
Size of operational site	27.29 hectares
Biodiversity value characterized by the attribute of the protected area or area of high biodiversity value outside the protected area (terrestrial, freshwater, or maritime ecosystem)	Reserve forest

Our policies on environmental conservation and biodiversity are regularly evaluated and updated to align with changing regulatory requirements and to integrate global best practices in environmental conservation.



EMBASSY MANYATA, BENGALURU

[96] Biodiversity and Habitats Policy - Operations

[97] Protected areas are geographic areas that are designated, regulated, or managed to achieve specific conservation objectives

New Developments[98]

At Embassy REIT, biodiversity is recognized as a key driver of long-term asset resilience and environmental performance. Accordingly, biodiversity considerations are systematically integrated into the design and construction of our New Development projects, reinforcing our commitment to delivering sustainable, high-quality workspaces.

Our approach focuses on protecting and enhancing local ecosystems through context-sensitive planning and design interventions. By preserving natural features and strengthening surrounding habitats, we reduce ecological disruption, mitigate the impacts of urbanization, and enhance the resilience of our developments to climate-related stresses.

Project designs incorporate biophilic elements and well-planned green spaces that support local flora and fauna while creating meaningful connections to nature for occupants. These interventions contribute to improved air quality, thermal comfort, and overall indoor environmental quality—supporting occupant well-being and productivity.

We prioritize the conservation of existing mature trees and site features to maintain established ecological value. Landscaping strategies emphasize native and climate-resilient plant species, reducing water demand, minimizing maintenance requirements, and supporting regional biodiversity.

Through these targeted measures, Embassy REIT is strengthening ecological value across its portfolio—creating resilient, nature-integrated environments that enhance occupant experience while supporting long-term asset performance and sustainability.



EMBASSY MANYATA, BENGALURU

[98] Biodiversity and Habitats Policy – New Developments

Case Study:

Conserving Natural Capital through Tree Transplantation at Block 6, Embassy Tech Village

Mature trees within urban campuses play a vital role in supporting biodiversity, regulating microclimate, and sequestering carbon. Retaining established tree cover is essential to sustain ecological balance and enhancing environmental performance in commercial developments.

In alignment with its commitment to responsible development, Embassy REIT prioritizes the scientific transplantation of viable trees within its campuses.

Objective

The initiative aimed to:

- Preserve existing mature trees to sustain their ecological and climate benefit
- Maintain green cover and biodiversity continuity within the campus
- Retain embedded carbon stock and long-term sequestration potential
- Strengthen asset level climate resilience

Initiative Undertaken

Prior to commencement of construction activities at Block 6 following a detailed technical assessment, 17 existing mature trees were transplanted within the ETV campus. The species included Tabebuia Rosea (Pink Trumpet), Annona Muricate (Soursop), Artocarpus Heterophyllus (Jackfruit) and Phyllanthus Emblica (Amla).

The transplantation process involved stage root pruning, controlled extraction, preparation of receiving pits with soil conditioning, and structural post-relocation monitoring to support survival and re-establishment.

Outcomes

The transplantation initiative enables the continued presence of mature tree species withing the campus ecosystem, supporting urban biodiversity. By retaining native and fruit bearing species, the initiative helps sustain habitats for birds, pollinators, and small fauna, while preserving plant biodiversity within the landscape. Mature trees also contribute to soil health, nutrient cycling, and ecological stability.

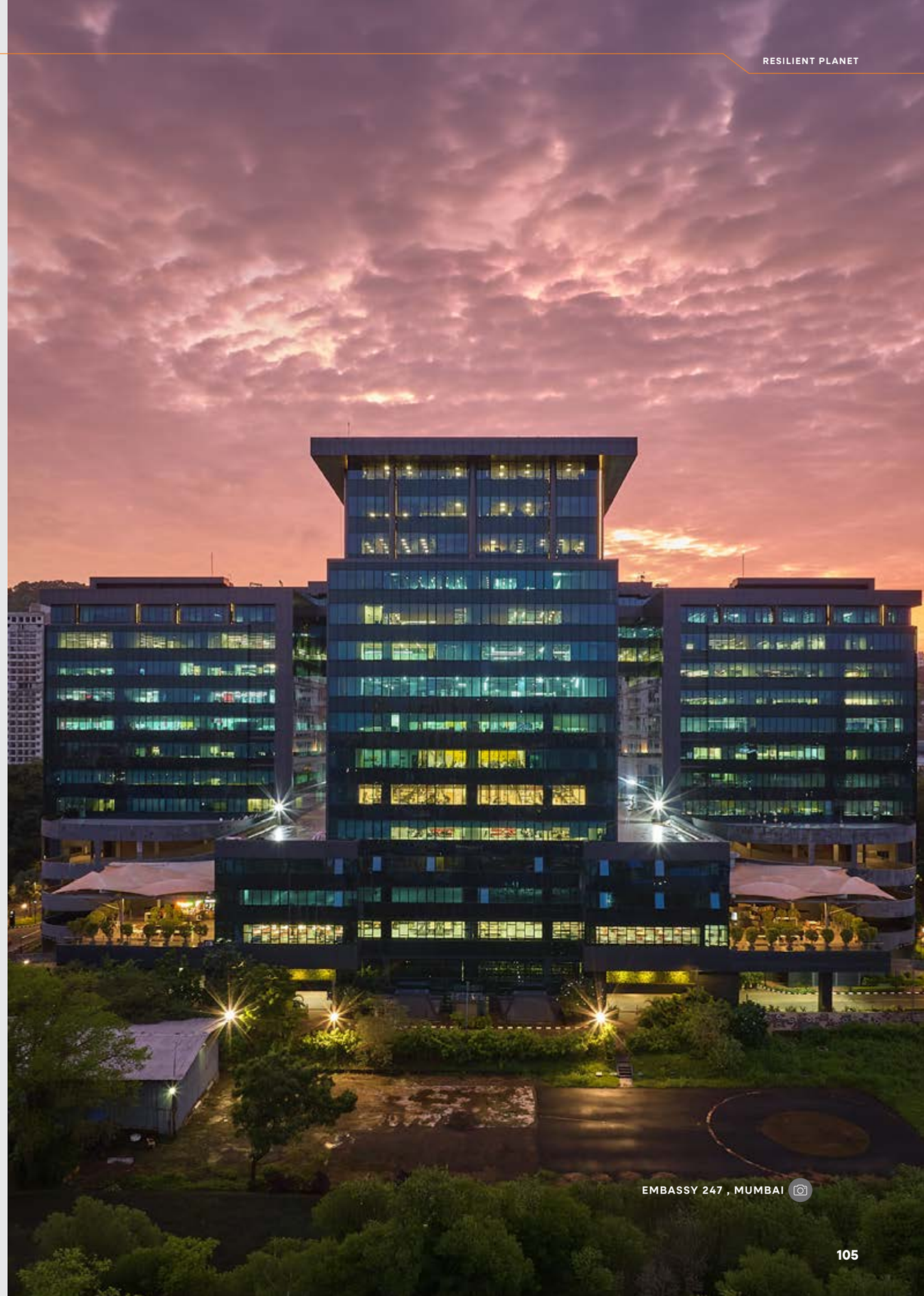
From a climate perspective, the initiative preserved significant environmental value, including:

- ~31.5 tCO_2 of stored carbon retained
- ~0.41 tCO_2 of annual sequestration capacity maintained
- ~8.2 tCO_2 of continued sequestration potential over 20 years

In addition, the presence of established trees contributes to mitigating Urban Heat Island Effect (UHIE) through shading and evapotranspiration, thus improving microclimatic conditions, reducing surface temperature build-up, and enhancing long-term climate resilience within the campus. The tree transplantation initiative at Embassy Tech Village demonstrates a development approach that safeguards natural capital while strengthening biodiversity, carbon retention and urban climate resilience.







EMBASSY 247 , MUMBAI

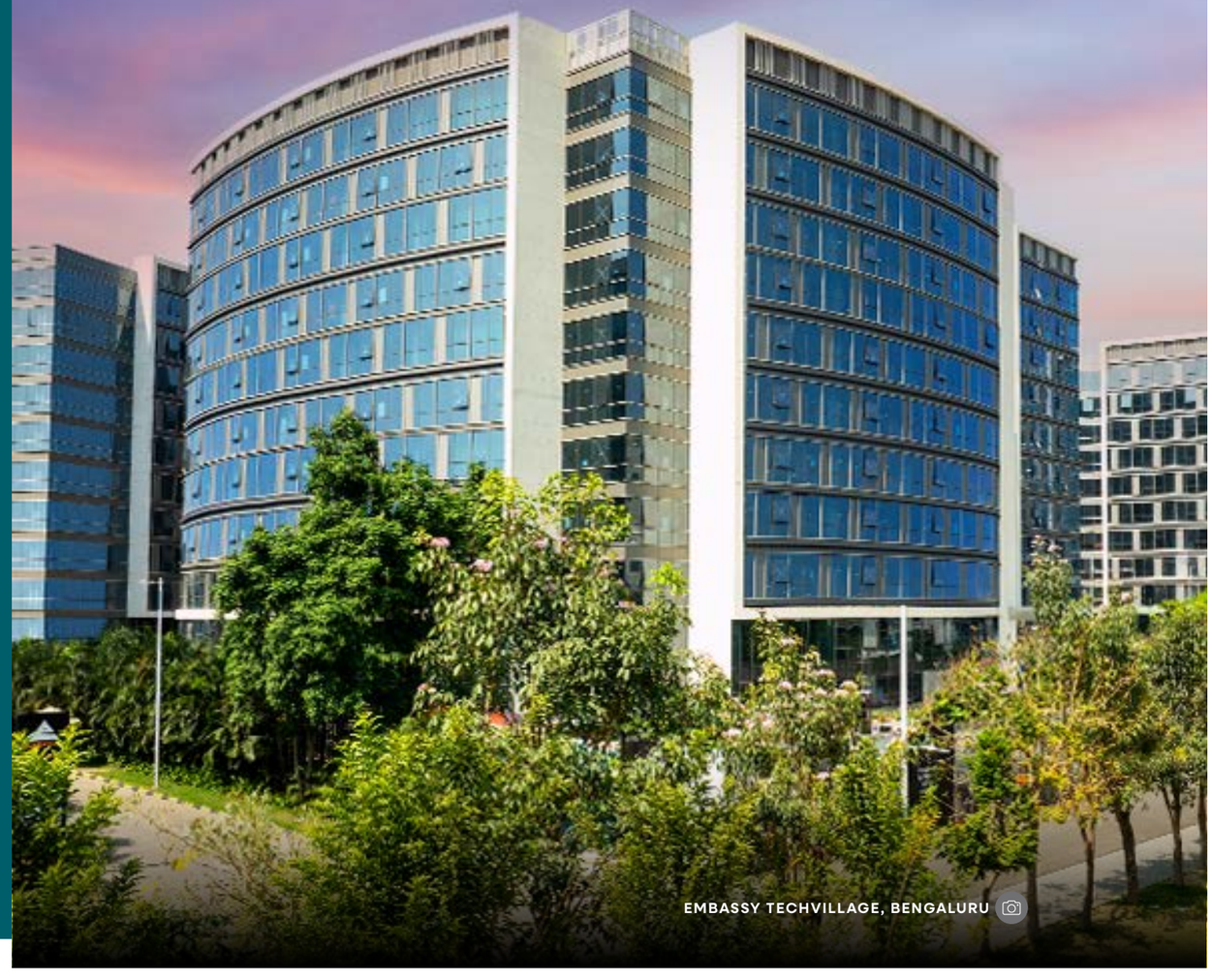
Sustainable Supply Chain

5. ESG Performance of Suppliers

Program Objective

To enhance our sustainability performance by integrating ESG aspects across our supply chain

To shape a more resilient future and create shared stakeholder value we work closely with suppliers to build a sustainable supply chain. By actively engaging with them, we embed sustainable practices across our operations and the value chain, expanding the reach and effectiveness of our ESG strategy. This collaborative approach strengthens our business operations and supply chain and enables us to develop and implement timely and effective strategies in response to evolving market trends and dynamic customer expectations.



EMBASSY TECHVILLAGE, BENGALURU

Strong and transparent supplier partnerships underpin our operational reliability, capacity to meet customer needs, and the progress of our ESG journey. Embassy REIT's comprehensive Supplier Code of Conduct (SCoC)[99] guides our partners to prioritize ethical business conduct including upholding human rights, discouraging child labour, implementing stringent anti bribery measures, enhancing environmental responsibility, and regulatory compliance.

Every supplier, whether newly onboarded or long standing, is expected to exercise sound judgment and due diligence while adhering to the requirements of the SCoC. They are required to review and affirm their commitment to our SCoC, as well as to our anti money laundering and anti-corruption policies[100]. Further, to enhance transparency across the broader value chain, we also encourage suppliers to ensure that their own partners align with Embassy REIT's SCoC or equivalent ethical standards[101]

Beyond requiring compliance with the SCoC, ESG considerations are embedded directly into our supplier agreements. We conduct ESG screening for 100% of our suppliers and incorporate risk assessments into the evaluation process. These assessments consider industry specific risks, our geographic locations, and supplier categories including manpower providers, material suppliers, and works contractors.

In FY 2026, all our purchase orders contain clauses requiring vendor adherence to Embassy REIT's Supplier Code of Conduct

In FY 2026, 100% of suppliers adhered to Embassy REIT's Supplier Code of Conduct

Additionally, we have put in place comprehensive procurement policies that require suppliers to implement sustainable sourcing practices. Ongoing engagement and training sessions help ensure our suppliers remain informed about updates to our procurement policies, the Supplier Code of Conduct (SCoC), our ESG objectives, and key external developments. We also encourage suppliers to share regular updates on their ESG performance improvements with Embassy REIT.

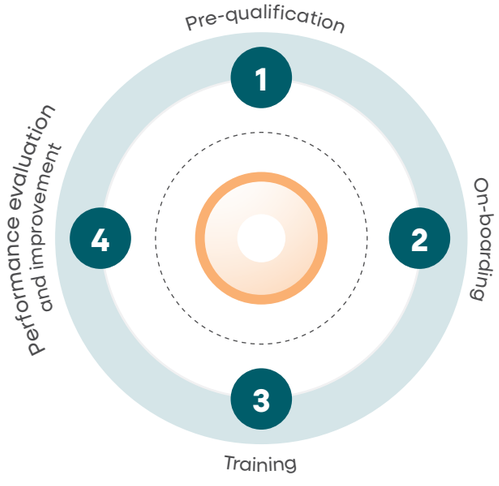
To monitor suppliers' alignment with our expectations we conduct periodic audits of supplier operations. These audits evaluate compliance with the SCoC and assess progress toward ESG goals. Alongside these reviews, suppliers are required to carry out self-assessments to verify their adherence to the SCoC. If a supplier falls short of meeting the required standards, the relationship may be discontinued.

Supplier Engagement and Assessment Framework

Our approach to supplier evaluation is guided by local, national, and international standards and regulatory frameworks such as the United Nations Global Compact (UNGC), the Sustainability Accounting Standards Board (SASB), and the Global Real Estate Sustainability Benchmark (GRESB). The UNGC principles require suppliers to uphold human rights, labour standards, environmental protection, and anti-corruption practices. While SASB provides industry specific sustainability benchmarks that help identify and manage material ESG issues, GRESB emphasizes environmentally sound, resource efficient, and socially responsible real estate practices.

By following these standards, we conduct comprehensive evaluations that consider management practices, labour conditions, occupational health and safety, environmental stewardship, and ethical behaviour, which collectively contribute to building a transparent and sustainable supply chain network.

The supplier assessment and engagement process comprises the following steps described below.



[99] Supplier Code of Conduct

[100] GRI Disclosure 205-2 Communication and training about anti-corruption policies and procedures

[101] GRI Disclosure 2-6 Activities, value chain and other business relationships, 2-23 Policy commitments, 2-24 Embedding policy commitments, 408-1 Operations and suppliers at significant risk for incidents of child labor and 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor

1. The first step in the supplier engagement process is an onboarding assessment, through which we collect data and evidence from identified suppliers. This is followed by an evaluation of the information using our assessment tool.

2. Partners are then selected if their business practices are in line with our sustainability objectives and standards and if they meet our criteria for a minimum ESG score. Based on these key parameters, selected suppliers are then categorized as green, yellow and red. These are internally defined categories based on benchmarks of acceptable scores. While the green category denotes the highest score, red represents the lowest.

3. Next, the selected partners undergo comprehensive ESG training both prior to project commencement and throughout execution. This training is designed to strengthen their understanding of ESG principles and how these can be effectively embedded into business practices. The sessions are delivered by Embassy REIT's in house specialists alongside external consultants, ensuring well rounded and practical guidance.

4. ESG performance assessments are performed on an annual or biannual basis to track ongoing progress and monitor compliance. These evaluations help to ensure that our partners remain aligned with established benchmarks and continue to strengthen their ESG practices.

5. Based on assessment outcomes, we also support partners with capacity building in terms of skills and capabilities. As part of this input, relevant Key Performance Indicators (KPIs) and targeted action plans are developed, aiming to encourage continuous improvement in ESG performance and overall project delivery.

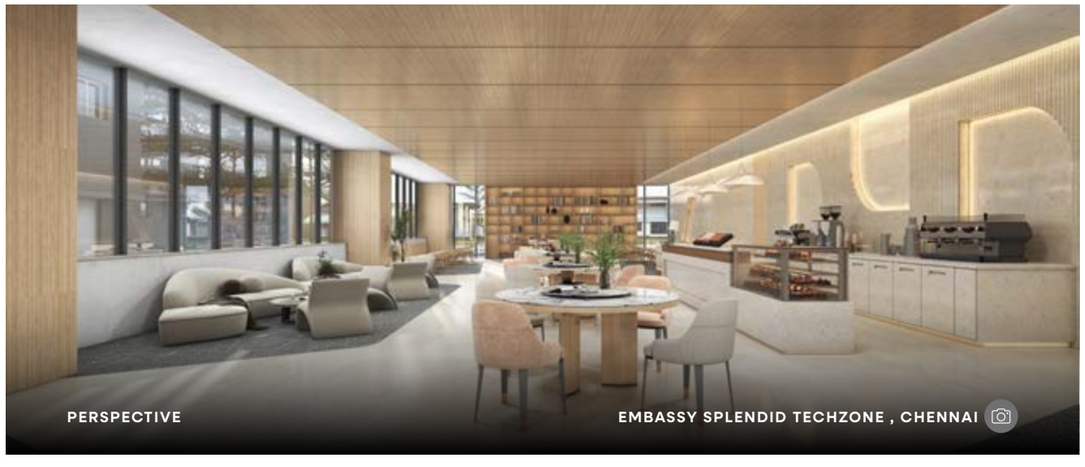
The decision making and oversight responsibilities for our supplier ESG program and sustainable supply chain practices rest with the Heads of Procurement across both operational and new development portfolios. They make certain that sustainability standards are consistently upheld throughout the supplier network.

ESG performance is prioritized in the contract award process, requiring suppliers to meet defined minimum ESG requirements within specified timelines. By assigning weights to ESG criteria, the evaluation process favours suppliers who demonstrate exemplary sustainability practices.

Standing Investments

Our suppliers and contractors share our commitment to delivering exceptional service to our occupiers, helping create distinctive business parks. They play a vital role in managing amenities such as well-maintained green spaces, vibrant cafeterias offering healthy and flavourful food, clean and organized facilities, and well-lit parking and common areas. These partners support us by providing essential services, including property management, security, soft services, technical support, material supply, and maintenance, ensuring the smooth functioning of our parks.

We regularly evaluate and onboard key suppliers to ensure they align with our ESG standards, strengthening their performance and building long-term partnerships. Going forward, we aim to expand these efforts by engaging and assessing more suppliers to further enhance overall performance and impact.



PERSPECTIVE

EMBASSY SPLENDID TECHZONE , CHENNAI

New Developments

At Embassy REIT we recognize that supplier and contractor management is integral to delivering sustainable, high-quality workspaces, while ensuring regulatory compliance and responsible environmental and social outcomes. Our approach is guided by well-defined policies and frameworks that require all suppliers and contractors to adhere to applicable health, safety, environmental, and ethical standards.

To operationalize these expectations, we undertake structured due diligence assessments during supplier onboarding, followed by periodic performance evaluations to monitor ongoing compliance and ESG performance. These assessments enable us to identify gaps, manage risks, and drive continuous improvement across our supply chain.

During the reporting period, ESG performance evaluations were conducted for key contractors and suppliers, covering 71% of the contracted and work done value. In addition, we continued our engagement efforts through a knowledge-sharing session with participation from over 70 vendors, focused on reinforcing ESG expectations and promoting alignment with evolving best practices.

All new supplier engagements are governed by a comprehensive contractual framework, including the General Conditions of Contract (GCC), Special Conditions of Contract (SCC), and the Supplier Code of Conduct (SCoC). These documents establish clear expectations on environmental management, occupational health and safety, labor practices, and business ethics, ensuring consistency and accountability across our value chain.

Through this structured approach, Embassy REIT is strengthening ESG integration within its supply chain—enhancing transparency, improving performance, and fostering a culture of shared responsibility that supports resilient operations and sustainable outcomes for tenants, communities, and stakeholders.

Four-Tiered Supply Chain

We implement a four-tiered supply chain with the following tiers: – Critical, Tier 1, Tier 2, and Tier 3. This enables us to work with a pool of suppliers and contactors as required distinct for each stage of asset development.

Vendor category	Count	Percentage
Critical [102]	17	13%
Tier 1[103]	19	15%
Tier 2[104]	52	41%
Tier 3[105]	39	31%
Total	**127**	



EMBASSY TECHVILLAGE, BANGALORE

[102] Suppliers/contractors whose goods/services have a significant impact on the competitive advantage and market success. This category includes those suppliers/contractors awarded with high-value orders who have exhibited their competence in terms of timely delivery, high quality standards in terms of deliverables and best solution providers

[103] Suppliers/contractors whose products/services are at the next level in the chain in terms of value of the order, dependency, and deliverables. Their order value usually constitutes to more than 0.5% of the entire annual order value

[104] Suppliers/contractors whose order value falls between 0.49 to 0.05% of the entire annual order value

[105] Suppliers/contractors considered as miscellaneous vendors whose order value falls below 0.05% of the entire annual order value

6. Local Sourcing

Program Objective

To prioritize local sourcing of materials used across our asset lifecycle

Over the years, a local sourcing strategy has benefited Embassy REIT, ensuring business continuity in the face of climate events, geopolitical uncertainty, or global health crises. Therefore, for us, local sourcing is a deliberate investment in the long-term sustainability of our existing assets and portfolio of developments. We define a 1,000-kilometre radius around each project as our local sourcing boundary.

Beyond minimizing operational disruptions, local sourcing reduces transportation related emissions, strengthens supply chain resilience, and creates economic opportunities for the communities that inhabit the areas around our developments. Every major supplier contract includes a local sourcing clause, and we encourage suppliers and contractors to track select Scope 3 emissions within their operations. Our progress is closely monitored through a dedicated Local Sourcing Data Tracker, enabling transparency and accountability.

Guided by comprehensive sourcing policies,[106] [107] we have expanded the scope of local procurement. By offering capacity building programs, training, and targeted incentives, we aim to equip local partners to meet our procurement needs while upholding ESG standards.

In FY2026, 84.12% of the materials were locally sourced for our new development portfolio



EMBASSY MANYATA, BENGALURU

[106] Sustainable and Ethical Sourcing Policy Supplement - Operations

[107] Sustainable and Ethical Sourcing and Procurement - New Developments

Case Study:

Designing for Circularity – Adaptive Reuse of Existing Bus Stops at Block D1&D2, Embassy Manyata

Sustainable material management extends beyond responsible procurement – it also involves optimizing available resources and reducing dependency on newly sourced materials. Temporary facilities such as site offices, meeting rooms and dining spaces are commonly required during construction projects. In most cases, these functions are fulfilled through prefabricated containers or temporary modular structures, which involve procurement, transportation, installation, and eventual relocation or disposal after short-term use.

Recognizing the opportunity to reduce material demand and embodied carbon associated with such temporary infrastructure, the project team adopted a resource-efficient approach by repurposing existing built assets available within the site boundary. Instead of deploying additional container units, 2 existing bus stops which fell within the project boundary were identified for adaptive reuse. By retaining and adapting these structures, the project demonstrated a localised, circular approach to material use.

This approach effectively treated existing on-site infrastructure as a local material resource, reducing the need for additional material procurement, manufacturing and transportation.

Objective

The initiative aimed to:

- Reduce embodied carbon associated with temporary site infrastructure
- Minimize procurement of additional prefabricated container units
- Prioritize the utilization if locally available on-site infrastructure over new material sourcing
- Avoid unnecessary material consumption and waste generation
- Promote circular economy principles through adaptive reuse



Initiative Undertaken

Two bus stops located within the project boundary were adaptively reused to serve as a part of the Project Management Consultant (PMC) office.

Instead of dismantling the structures or installing container-based temporary facilities, the primary structure components were retained, including MS structural framework, roof system, flooring and installed solar panels. To enable functional transformation into conference rooms and dining area:

- AAC blocks were used for external wall construction
- Gypsum/plaster boards were installed for internal partitions
- Aluminum doors were added

Through this intervention, the repurposed structures provided approximately 500 ft^2 (46.5 m^2) of usable built-up areas and were utilized for nearly 20 months. This intervention was designed to be reversible, with plans to restore the structures to their original function as bus stops upon project completion.

Outcome:

The adaptive reuse initiative delivered measurable material efficiency and carbon benefits. Given the primary structural components were retained[108] , ~ 24-25 tCO_2e of embodied carbon emissions was avoided by implementing this initiative.

In addition, the initiative:

- Avoided procurement and transportation of extra container units
- Prevented demolition waste generated from dismantling existing bus stops
- Reduced demand for new steel and high carbon materials
- Demonstrated practical application of circular economy principles
- Ensured reversibility, preserving long-term community infrastructure

By meeting temporary operational needs through existing assets, the project reduced material intensity while maintaining full functionality.

The adaptive reuse of the bus stop structures demonstrates a practical and sustainable alternative to conventional container-based temporary facilities. By extending the life of existing infrastructure instead of introducing new modular units, the project reduced embodied carbon, optimized material use, and avoided unnecessary waste generation.

This initiative reinforces that sustainable construction is not only about responsible sourcing – but also about intelligently retaining, adapting, and reintegrating available resources into the project lifecycle.



[108] Assuming a conservative 75% structural carbon contribution

7. Certified Materials

Program Objective

To prioritize the usage of green and eco-certified materials across our asset lifecycle

Green and eco certified materials help us to conserve resources, decrease lifecycle emissions, and lower the overall environmental impact of our buildings. The use of these materials is a key step forward in our Net Zero journey, helping us reduce the carbon footprint of both our construction and operational activities. Their use also supports compliance with environmental requirements, contributes to enhanced building functionality, and healthier indoor spaces for our occupiers and their employees. Additionally, these materials help to improve energy efficiency, air quality, and durability, increasing both occupier satisfaction and overall operational performance.

Through transparent reporting and careful selection of materials, we demonstrate our alignment with global sustainability goals and commitment to a more environmentally resilient built environment. Beginning in FY2022, we started tracking material certifications to build a comprehensive database of certified products used across our projects. This database allows us to identify gaps and set sustainable sourcing targets and expand the use of certified materials. At present, the database comprises over 9,500 base - build and interior fit - out products sourced from 304 manufacturers. In FY2026, 10.56% of the materials identified for our construction projects were classified as green or eco certified.



EMBASSY HILTON MANYATA, BENGALURU



EMBASSY TECHVILLAGE, BENGALURU

05

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



8. Employment Practices and Engagement

Program Objective: To create a diverse, inclusive, high-performing and engaged workforce by implementing equitable practices, infrastructure, and engagement strategies for our employees.

Embassy REIT's people are the cornerstone of our sustained growth. They consistently reflect our corporate values of integrity, professionalism, and excellence, and play a key role in delivering value-added experiences for our customers. Their dedication underpins the trust we have earned from numerous global corporations and reinforces our position as a partner of choice.

We pursue innovative business objectives that support industry transformation, and our approach to talent management is anchored in attracting exceptional and diverse talent while building a dynamic and empowered workforce. As strong advocates of diversity and inclusion, we remain focused on sustaining an equitable workplace that enables independent and innovative thought and action. We continue to recognize and reward outstanding contributions and uphold a zero-tolerance stance on discrimination in any form—whether related to gender, age, culture, or other distinguishing attributes.

To help employees achieve their fullest potential, we enable access to state-of-the-art learning and development facilities, mentorship from empathetic and experienced leaders, and clear pathways for professional advancement. Our human resources policies and practices are structured to promote a healthy balance between work and personal life. Flexible working arrangements and comprehensive wellness resources further reflect our commitment to ensuring that our talent can thrive in their careers with Embassy REIT while also achieving personal fulfilment.



Employee count [109] [110]

Employee count by management level

Management level	Number of employees in FY2026	
	Male	Female
Senior Management (General Management and above)	21	5
Middle Management (Senior Manager to Deputy General Manager)	40	11
Junior Management (Assistant Manager, Deputy Manager and Manager)	24	13
Staff (All Executives, Assistants and Trainees)	4	1
Total	**89**	**30**

Employee count by age

	FY2025	FY2026
Less than 30 years	14 (12%)	10 (8%)
30 – 50 years	99(84%)	103 (87%)
More than 50 years	5 (4%)	6 (5%)
Total	**118**	**119**

Employee count by gender

	FY2025	FY2026
Male	85 (72%)	89 (75%)
Female	33 (28%)	30 (25%)
Total	**118**	**119**

Employee count by region

	FY2025	FY2026
Bengaluru	99 (84%)	98 (82%)
Mumbai	7 (6%)	7 (6%)
Pune	8 (7%)	9 (8%)
Noida	4(3%)	4 (3%)
Chennai	-	1 (1%)
Total	**118**	**119**

New employee hires in FY2026 [111]

New employee hires by management level

Management level	Number of employees in FY2026	
	Male	Female
Senior Management (General Management and above)	3	0
Middle Management (Senior Manager to Deputy General Manager)	5	1
Junior Management (Assistant Manager, Deputy Manager and Manager)	6	4
Staff (All Executives, Assistants and Trainees)	1	0
Total	**15**	**5**

New employee hires by age

Less than 30 years	7
30 – 50 years	11
More than 50 years	2
Total	**20**

New employee hires by gender

Male	15
Female	5
Total	**20**

New employee hires by region

Bengaluru	17
Mumbai	0
Pune	2
Noida	0
Chennai	1
Total	**20**

Employee turnover in FY2026 [112]

Employee turnover by management level

Management level	Number of employees in FY2026	
	Male	Female
Senior Management (General Management and above)	3	0
Middle Management (Senior Manager to Deputy General Manager)	2	3
Junior Management (Assistant Manager, Deputy Manager and Manager)	4	5
Staff (All Executives, Assistants and Trainees)	0	0
Total	**9**	**8**

Employee turnover by age

Less than 30 years	4
30 – 50 years	12
More than 50 years	1
Total	**17**

Employee turnover by gender

Male	9
Female	8
Total	**17**

Employee turnover by region

Bengaluru	16
Mumbai	0
Pune	1
Noida	0
Chennai	0
Total	**17**

[109] The count of Embassy REIT employees is based on the closing balance of manpower headcount as per payroll run on 31 March 2026. FY2025 data represented is as on March 31, 2025. The organization does not currently have any employees with an international background.

[110] GRI Disclosure 2-7 Employees and 405-1 Diversity of governance bodies and employees

[111] GRI Disclosure 401-1 New employee hires and employee turnover

[112] GRI Disclosure 401-1 New employee hires and employee turnover

Third-party contract employees [113] [114] [115]

We take the services of third-party contract employees in property management, soft services, technical services, security, horticulture etc.

Third-party contract employee count by gender

	FY2025	FY2026
Male	5,568 (90%)	5,731 (90%)
Female	612 (10%)	627 (10%)
Total	**6,180**	**6,358**

Third-party contract employee count by region

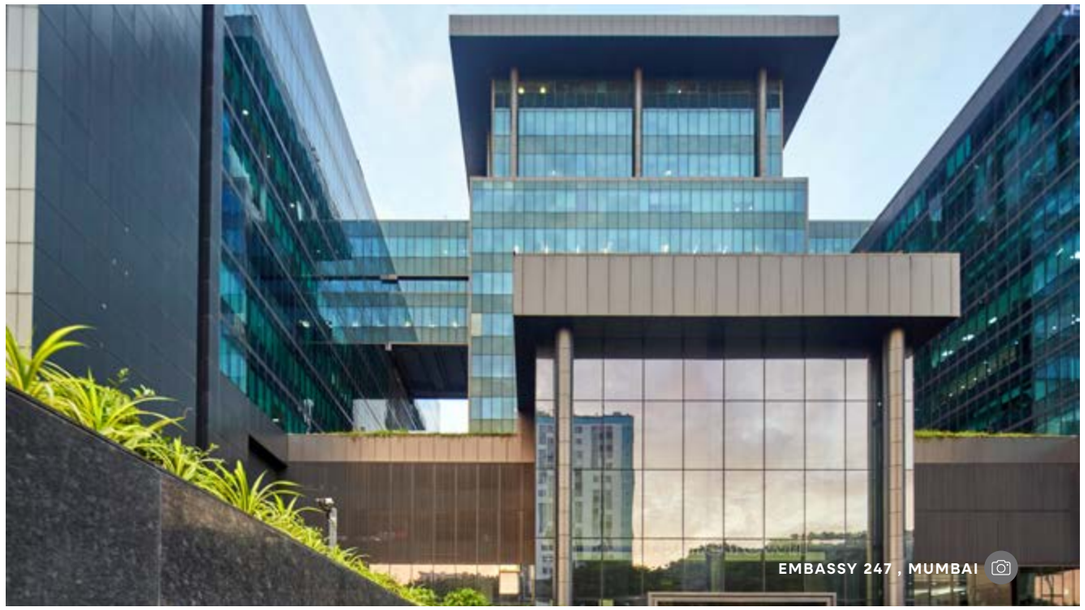
	FY2025	FY2026
Bengaluru	4,296 (70%)	4,435 (70%)
Mumbai	425 (7%)	429 (7%)
Pune	748 (12%)	771 (12%)
Noida	524 (8%)	534 (8%)
Chennai	188 (3%)	189 (3%)
Total	**6,180**	**6,358**

Diversity and Inclusion

Embassy REIT is dedicated to fostering a workplace that values diversity and offers equitable opportunities to all employees, irrespective of their gender, ethnicity, caste, religion, or other distinguishing aspects. Through our efforts to nurture an open and inclusive work environment, we encourage independent thought and initiative, as well as cross-functional teamwork, thereby enhancing cooperation and the collective generation of innovative ideas. In turn, this emphasis on creating a collaborative and welcoming workplace supports our efforts to promote enhanced inclusivity and employee wellbeing.

In line with our emphasis on inclusivity, we have recently upgraded the facilities at Embassy Manyata to meet the accessibility standards set by the RPWD Act 2016, ensuring that our workspaces are welcoming and accessible to everyone., Additionally, aligning with the same act, all three Embassy REIT business parks in Pune offer a buggy service to support easier mobility for employees with disabilities.

In FY2026, women represented 25% of all management roles across junior, middle, and senior levels, successfully meeting our target of achieving 25% women representation in management. Specifically, women accounted for 54% of the junior management tier, which is the initial level of management. Additionally, 25% of our new recruits were women, reflecting our ongoing commitment to gender diversity and equality.



EMBASSY 247 , MUMBAI

[113] The count of third-party contract employees is based on monthly payroll and annual data is based on average of financial year.

[114] GRI Disclosure 2-8 Workers who are not employees

[115] GRI Disclosure 403-1 Occupational health and safety management system

Compensation and Benefits[116]

As an employer committed to equality, we follow merit-based practices for both hiring and remuneration, taking into consideration an individual's qualifications, experience, skills, job roles, duties, and performance. In addition, our employees receive a comprehensive suite of benefits that go beyond standard regulatory mandates. These benefits include:

Benefit	Permanent Employees' Entitlement
Life Insurance	Yes - Group Term Insurance: sum insured ranges from ₹2 million to ₹20 million
Healthcare	Yes - Group Mediclaim Insurance: ₹0.6 million family floater. Employees are also provided with the option to choose additional top up cover of 2/3/5/10/15/20 lakhs (employee bears the incremental premium if they choose to take top up)
Disability	Yes - Group Personal Accidental Insurance for employees at four times the individual's total cost to the company
Parental leave (maternity leave or paternity leave)	Yes - Paternal leave spans 20 days, while maternal leave exceeds statutory requirements, extending to 27 weeks
Adoption leave	Yes- For all Females. They can avail up to 3 months, up to 2 children
Bereavement leaves (additional to normal leaves allotted)	Yes - Compassionate leave: 7 calendar days
Retirement provision	Yes - at the retirement age of 60 years
Transportation	Yes - Car and fuel for employees - Managers and above
Wellness leave	Yes – For all female employees. They can avail 1 leave a month

Parental leave[117]

	Male	Female
Total number of employees that were entitled to parental leave	89	30
Total number of employees that took parental leave	2	5
Total number of employees that returned to work in the reporting period after parental leave ended	2	2
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	1	-
Return to work rate of employees that took parental leave	100%	40%
Retention rates of employees who took parental leave	100%	-

[116] GRI Disclosure 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

[117] GRI Disclosure 401-3 Parental leave

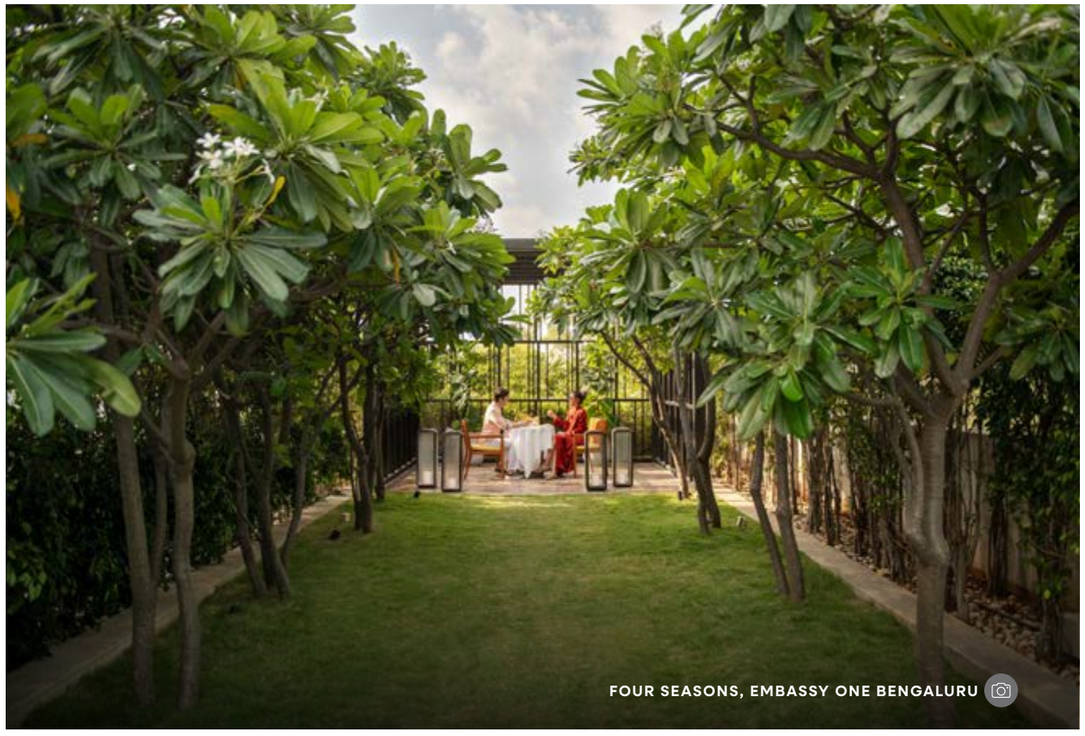
Absenteeism[118]

Absenteeism poses a significant challenge for organizations across sectors, as it can disrupt operations and delivery schedules, potentially leading to stakeholder dissatisfaction, including among customers. Such disruptions affect productivity and business continuity and may also result in contractual penalties, legal issues, and lost business opportunities. In addition, repeated absences can negatively impact employee morale and may indicate underlying health and wellness concerns within the workforce.

Recognizing the significance of these impacts, we implement strategies that support employee health and wellness, with the objective of reducing absenteeism and fostering a workplace environment that is cooperative, engaging, and productive.

Absenteeism rate:

FY2025	FY2026
0.04%	0.02%



FOUR SEASONS, EMBASSY ONE BENGALURU

[118] Percentage of Absenteeism = (total days of leaves/employee strength X average number of working days per employee) x 100. Total days of leaves = It does not include scheduled or permitted absenteeism such as planned leaves, holidays, study time, maternity, or paternity leave, etc.

Enhancing Employee Engagement

With the rapid expansion of our operations, we understand the critical importance of staying connected with our employees and aligning them with our evolving vision, while fostering a collective sense of responsibility and belonging. Therefore, we are committed to nurturing a culture of open and honest dialogue with our team members, reinforcing our bond of trust, enabling us to understand their perspectives, and remaining attuned to their needs and concerns.

To enhance employees' experience of the workplace and to boost their wellbeing, collaboration and productivity, we upgraded facilities at Embassy 247 and Express Tower. At Embassy 247, we provided a recreational room while at Express Tower, a conference room was added, along with meeting rooms and a salon. Additionally, both properties received an upgraded gym and creche.

At Embassy REIT, employee engagement transcends mere rhetoric and is deeply embedded in our culture. We prioritize employee engagement through a variety of programs and activities that aim to instil a strong sense of community, appreciation, and overall well-being within our workforce. Our comprehensive approach includes health and wellness initiatives to safeguard physical and mental well-being. These initiatives include online fitness programs such as yoga and meditation, Zumba, and aerobics, as well as memberships to established fitness centers such as Cult Fitness. We also offer Wellness on Web, an online platform that hosts programs on self-care, happiness, emotional health, stress management, financial counselling, healthy cooking, etc.

To ensure employees' skills remain cutting-edge, we provide opportunities for professional growth along with recognition programs to honour contributions. Additionally, flexible work schedules have been designed to help employees manage professional commitments alongside personal lives. Further, we maintain active dialogue with our team members through multiple channels, such as internal forums and external surveys, to seek and incorporate their feedback and inputs into the initiatives we design for their progress.

Diwali celebrations: Embracing diversity and unity

Embassy REIT's Diwali celebration is a marquee event in our engagement calendar, embodying the inclusive spirit of one of India's major festivals. Annually, employees from across the nation converge in Bengaluru for this festive gathering. This event reflects our commitment to diversity and unity, bringing together individuals from various backgrounds to celebrate as one. The festivities foster stronger connections among our team members and strengthen the sense of inclusivity within our multifaceted organization.

Celebrating Employees and Building Connections

Employee engagement initiatives included "Coffee with Leaders" sessions and regular skip-level meetings, fostering open communication and direct interaction with leadership. Recognizing and appreciating the dedication of our team members remains central to building a strong engagement culture. The Embassy Achievers Awards celebrate outstanding contributions through a dedicated awards ceremony. We also extend our gratitude to employees' families with letters of appreciation, acknowledging their important role in supporting our people's success.

Volunteer-led Initiatives: Giving back to our community

Our commitment to employee engagement extends beyond the workplace into the communities we are part of. Initiatives like 'Gift a smile' and 'Thanksgiving Day' enable our employees to express gratitude to essential support staff, such as drivers and errand boys, whose contributions are vital to our day-to-day functioning. These volunteer-led activities are meaningful experiences that strengthen the ethos of kindness and giving across our organization.

Monthly birthday celebrations: Fostering camaraderie and connection

We strive to foster a tight-knit community within our organization, and a key part of this effort is the monthly birthday gatherings we host. These events, filled with laughter, cake, and fellowship, remind us of the personal ties that unite us beyond our work roles. Celebrating each team member's special day reinforces the bonds of friendship and collaboration that are integral to our organizational culture.

Inclusive sports: Promoting teamwork and diversity

The cricket league at Embassy REIT goes beyond the game; it serves as a platform for team building, nurturing teamwork, and advancing gender diversity. By welcoming both male and female employees to participate, the league reflects our dedication to inclusivity and providing equal opportunities for everyone.

Embassy Family Day: Strengthening bonds beyond work

Acknowledging the importance of family in all our lives, we organize Embassy Family Day events across various cities. These occasions enable employees' families to come together for a festive carnival evening, complete with live performances. Such events reflect our conviction that our employees are not merely colleagues but members of our larger corporate family.

Holistic well-being initiatives: Nurturing mind, body and soul

We recognize that employee well-being encompasses more than physical health. To address this, we provide a range of programs aimed at strengthening emotional and financial stability. Our efforts include mindfulness sessions and financial planning workshops, designed to support our team members in achieving holistic wellness across all facets of their lives.

At Embassy REIT, we view our workplace as a second home that offers a warm welcome, values each individual, and fosters a sense of celebration and inclusion. Together, we strive to cultivate an environment where every member of our team can flourish and achieve success.

Employee Engagement Survey

Embassy REIT conducts regular employee engagement surveys to understand employee experiences and identify opportunities to strengthen workplace culture. In FY26, the Gallup Employee Engagement Survey recorded a 96% participation rate and an overall engagement score of 4.14/5. Employees highlighted pride in the organisation, a strong connection to company culture, and confidence in leadership. Insights from the survey are used to drive targeted actions that support employee well-being, development, inclusion, and organisational effectiveness.

Case Study:

Festive Cheer: Christmas Tree by In-House Team

As part of the Christmas celebrations, our in-house team at Embassy Oxygen designed and assembled a Christmas tree using available resources. This initiative aimed to promote team bonding, encourage employee engagement, strengthen employee morale, unlock creativity, and create a spirit of inclusion, all while celebrating the festive season.

The Christmas tree was conceptualized and designed by a team of 5-6 members and assembled at T-01 and 02 podium level of the building. The activity was completed using resources available in house and involved team collaboration and creativity to create a festive and inviting atmosphere at the workplace.

With over 100 visitors and occupants passing the tree every day, it drew occupant employees together to celebrate the festive occasion and boosted employee interactions. It also became a highlight and a location for taking selfies, adding to the cheer of the festive season.



Case Study:

Creation of ZEN Garden at Pyramid Food Court, Embassy GolfLinks

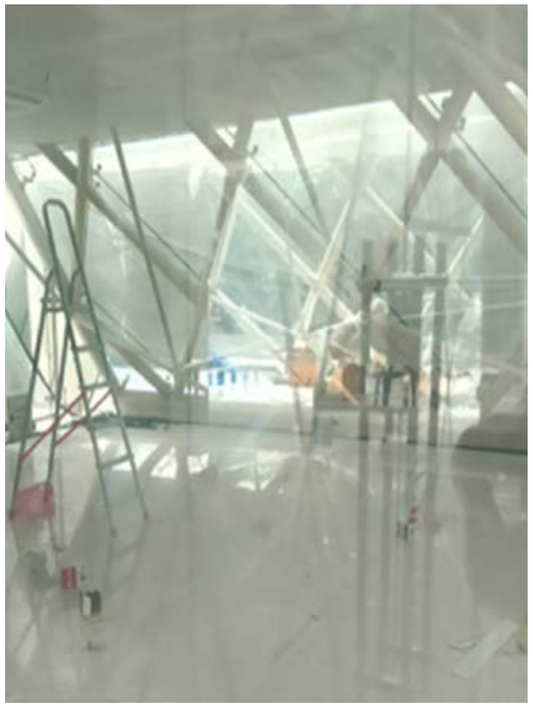
At the Pyramid Food Court, Embassy GolfLinks developed a ZEN Garden as a dedicated employee wellbeing initiative designed to foster calm, mindfulness, and emotional balance within a fast paced, high pressure corporate environment. The initiative also reinforces Embassy GolfLinks' people centric philosophy and aligns with the 3P Sustainability Framework – People, Planet, and Profit, with a focus on the People pillar.

The ZEN Garden is intended to be a restorative wellness zone, offering employees a tranquil space for short breaks, mental relaxation, and stress relief during the workday. It is also intended to improve employees' experience of common areas. It has been designed to create a low stimulation, calm ambience incorporating natural décor elements such as indoor plants and stones, warm wooden finishes, soft furnishings, mats, and low seating. The ZEN Garden enhances the food court beyond its functional purpose, transforming it into a multi-dimensional shared space that helps to address the wellness needs of a large and diverse work force.

This initiative has several positive outcomes:

1. Improved access to mental wellbeing support through a calming and restorative environment
2. Enhanced overall workplace experience for employees, support staff, and visitors
3. Strengthened the People dimension of the 3P sustainability framework
4. Improved aesthetic appeal and ambience of the Pyramid Food Court
5. Encouraged mindful breaks, informal interaction, and stress reduction during work hours
6. Demonstrated the organization's commitment to employee-centric infrastructure enhancement
7. Created a scalable wellbeing intervention capable of benefiting approximately 40,000 employees per day

Before



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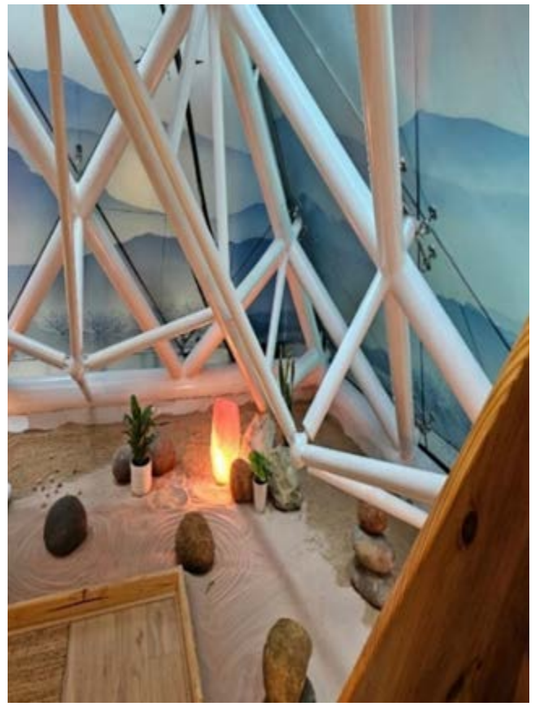


9. Training and Development

Program Objective: To provide continuous training and development opportunities to all our employees in support of our business and ESG objectives.

Continuous professional development is a core pillar of Embassy REIT's organizational strategy and a key enabler of our holistic growth. In line with this, we invest in building the capabilities of our workforce by strengthening the knowledge and skills that support individual progression while also enabling the responsible expansion of our operations.

Our learning architecture spans both technical and soft-skill training to address the diverse functional and behavioural learning needs of employees. Alongside this, our training and development strategy places emphasis on strengthening leadership competencies and deepening awareness of Embassy REIT's Environmental, Social, and Governance mission. This deliberate focus supports the creation of a robust leadership and a succession pipeline of purpose-driven individuals.

To further support career development, our structured mentorship program connects employees with experienced leaders who provide guidance as employees navigate their career trajectories, ensuring sustained support through their professional journey.

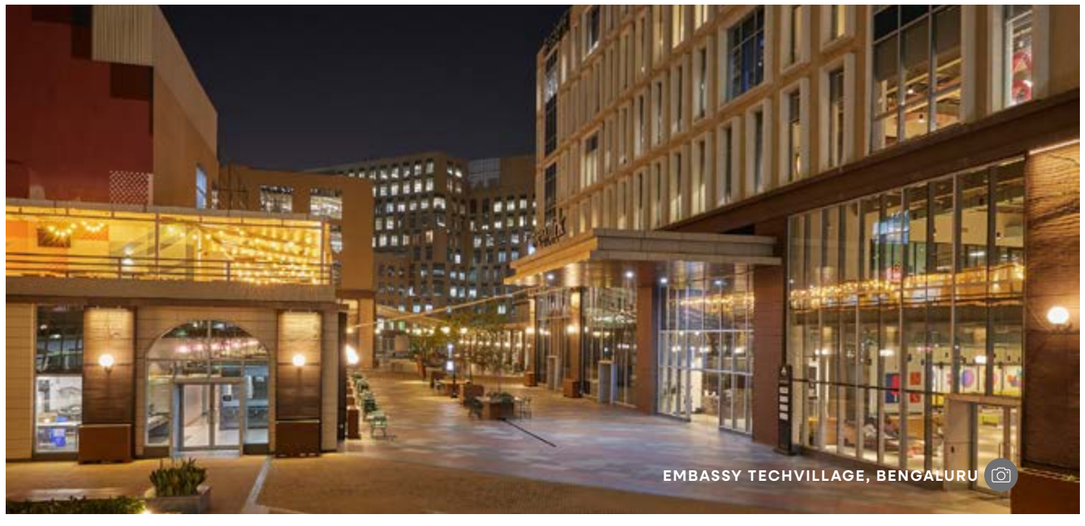
[119]Across FY2026, our professional development offerings covered a wide spectrum of workshops and online courses that build capabilities relevant to modern business environments, including business storytelling, negotiation, investigative techniques, executive presence, creative thinking, business communication, and organizational skills. We also advanced leadership development and diversity through targeted workshops on building inclusive organizations and empowering women in leadership, which support our ESG initiatives.

In FY2026, employees availed of 1,558 hrs of training across 698 topics. The FY2026 learning and development program comprised mandatory internal trainings, 1 externally facilitated online compliance training, 48 in-house workshop topics focused on professional growth, and access to 649 skill-building topics through LinkedIn Learning.

Our capability-building efforts also extend to digital transformation and data protection. We deliver practical learning on emerging technologies, cloud platforms, and cybersecurity to help employees remain current with evolving technology. Complementing this, we have strengthened digital upskilling through sessions that enable employees to leverage advanced software capabilities. Together, these interventions reinforce our objective of building a digitally competent workforce capable of navigating today's technology landscape.

To enable holistic development across our people and organization, we have also integrated sustainability and ethical practices through courses on ESG and sustainable supply chains, reflecting our commitment to responsible business conduct. In addition, soft skills training across areas such as professional grooming, negotiation, and business communication continues to support the development of our future leaders.

By investing in continuous learning and capability building, we reinforce our commitment to individual and organizational success and to fostering a sustainable, inclusive, and forward-thinking business environment.



EMBASSY TECHVILLAGE, BENGALURU

[119] GRI Disclosure 404-2 Programs for upgrading employee skills and transition assistance programs and 2-24 Embedding policy commitments

Training hours by management level, FY2026[120]

Management level	Number of employees	Trained Employees	Training hours	Average training hours
Senior Management (General Manager and above)	26	26	233	9
Middle Management (Senior Manager to Senior Deputy General Manager)	51	50	779	15
Junior Management (Assistant Manager, Deputy Manager and Manager)	37	37	493	13
Staff (All Executives, Assistants and Trainees)	5	4	53	10
Total	**119**	**117**	**1,558**	**13**

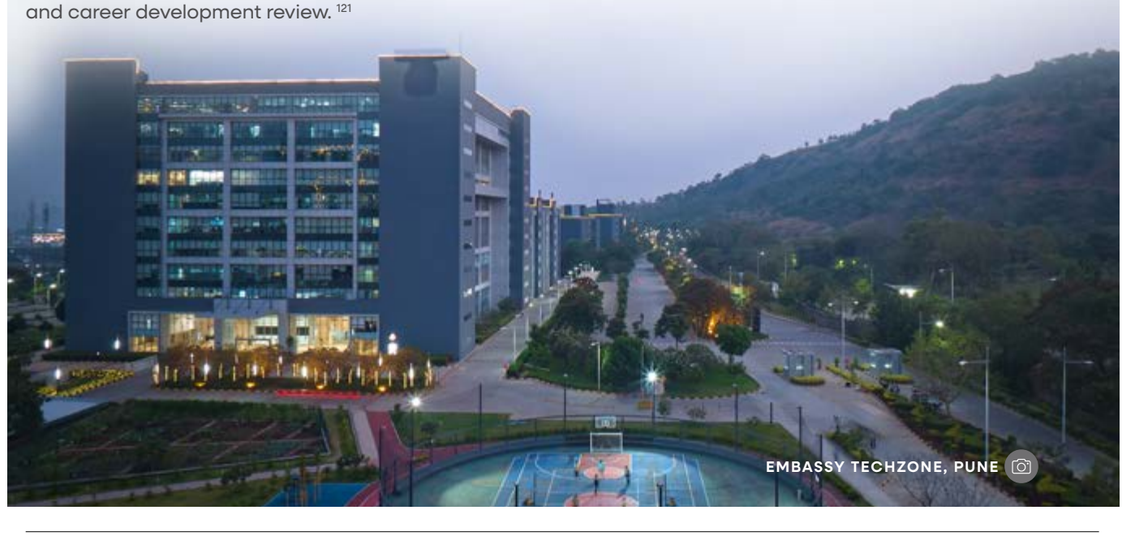
Training hours by gender, FY2026

Employee gender	Number of Employees	Training hours	Average training hours
Male	89	1,252	14
Female	30	306	10
Total	**119**	**1,558**	**13**

Types of training, FY2026

Training category	Number of Trainings	Training hours
Internal courses for skill upgradation	3	24
External courses for skill upgradation	695	1,534
Total	**698**	**1,558**

Career evaluation plays a central role in strengthening employee growth and retention across our business. We provide a structured pathway for the professional development of our people through periodic performance and career development reviews which help to identify and develop talent in a targeted manner, ensuring that employees' skills and career aspirations remain aligned with organizational goals. In turn, this alignment supports stronger productivity and fosters innovation. In FY2026, 100% of Embassy REIT's employees received a performance and career development review. [121]



EMBASSY TECHZONE, PUNE

[120] GRI Disclosure 404-1 Average hours of training per year per employee

[121] GRI Disclosure 404-3 Percentage of employees receiving regular performance and career development reviews

10. Health, Safety and Well-being

Program Objective

To create a holistic working environment across our portfolio that promotes the health, safety, and wellness of all our stakeholders.

Aligned with global best practices, Embassy REIT aims to deliver sustainable workspaces that advance health, safety, and well-being for key stakeholders, including employees, tenants, vendors, and local communities[122]. To enable sustainable work environments, we work closely with tenants and community members to align them with our initiatives aimed at strengthening the safety and hygiene of our operational assets. This is supported through regular audits and periodic reviews that help ensure our properties are underpinned by robust risk assessment and mitigation processes, with clear safety practices that can be implemented effectively by both occupants and operational staff.

When designing our business parks, we intentionally integrate natural spaces to support engagement, collaboration, and mental well-being among occupants. Elements such as Embassy TechVillage's central garden, biophilic features across our properties, butterfly gardens, and expansive green spaces form a key part of this approach. We have also introduced bio-sonification plants to encourage mindfulness and stress reduction for tenants and employees.

Sustainability is also reflected in the materials we select, prioritizing safe, sustainable options and avoiding materials that are harmful to people and the planet.

In addition, our workspaces are supported by state-of-the-art solutions and technology, helping to uphold the health and safety of all those within our assets. During FY 2026, we reported no instances of ill-health, fatalities, high consequence work-related injuries, or lost-time injuries among our employees. This record of safety also extends to third-party workers involved with our Standing Investments portfolio.[123]

Safety Incidents - Standing investments (Third-party workers) [124]

Safe work hours[125]	18,563,952
Lost time injuries[126]	Nil
Near-miss incidents	35
Medical treatment cases[127]	1
Fatalities	Nil
Rate of recordable work-related injuries[128]	0.054
Lost Time Injury Frequency Rate (LTIFR)[129]	Nil

Occupational Health and Safety[130]

Our workforce is exposed to occupational hazards such as falls, contact with hazardous substances, and incidents involving heavy machinery, all of which can compromise the health of our people and the overall safety of the workplace. To address these risks and enhance occupational safety, we have integrated stringent Occupational Health and Safety (OHS) practices into day-to-day operations, in alignment with the ISO45001 framework and our internal risk management procedures.

This focus on safety is reinforced through a structured cadence of audits and assessments, including reviews conducted by the British Safety Council (BSC), in addition to dedicated evaluations of fire, life, and electrical safety. Together with our semi-annual internal safety reviews, these measures help embed a strong culture of safety and well-being that remains aligned with our ESG objectives.

Guided by our Quality, Environment, Health, and Safety Policy[131], We strive to protect human health, ensure operational safety, and preserve the environment, while also enhancing quality and fostering community goodwill. The implementation of this policy is overseen by the Head of Asset Management - India at Embassy REIT, who leads and strengthens our ongoing efforts across these critical areas.

[122] Health and Wellbeing Policy - Operations and Health and Wellbeing Policy – New Developments
[123] GRI Disclosure 403-9 Work-related injuries and 403-10 Work-related ill health
[124] Incidents are computed based on 1 million manhours and no workers have been excluded from our disclosures
[125] The methodology to calculate safe work hours is based on payroll working for 8 hours per day.
[126] An LTI is an injury due to a work-related accident in which the injured is incapacitated for a shift or more, excluding the shift in which the accident occurs.
[127] Medical treatment cases are not severe enough to be reported as fatalities, lost time incident cases or restricted work cases but are more severe than requiring simple first aid treatment
[128] Includes lost time injuries, fatalities and medical treatment cases and excludes near miss incidents and first aid cases; rate of recordable work-related injuries = (number of recordable work-related injuries/number of hours worked) X 1 million manhours
[129] High-consequence work-related injuries that result in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months
[130] GRI Disclosure 403-1 Occupational health and safety management system
[131] Quality, Environment, Health and Safety Policy

Case Study:

Health and Safety: Fire Alarm System Upgradation from EST 3 to EST 4 and Fire Suppression System

Aligning with our commitment to implementing best practices in occupational health and safety, we have strengthened fire safety measures at Embassy 247 and Express Towers.

Embassy 247

As part of our ongoing commitment to workplace safety and effective risk management, we upgraded the Fire Alarm System (FAS) at Embassy 247. While the existing EST 3 system was functional, it had limitations in detection accuracy and real-time diagnostics, and required stronger alignment with proactive risk management, regulatory compliance, insurer requirements, and evolving ESG standards.

Recognizing the need for a more advanced and intelligent fire detection solution, we transitioned the FAS from EST 3 to EST 4 to strengthen life safety measures, reduce fire-related environmental risks, and reinforce governance through improved monitoring, reporting, and audit readiness. The FAS upgradation was implemented in all three towers and the utility building of Embassy 247.

Old System - EST 3



New System – EST 4



Express Towers

Electrical panels are critical to our operations, yet they are inherently vulnerable to fire risks arising from short circuits, overheating, and electrical faults. Without an effective fire suppression system, even a small fire incident can escalate quickly, severely damaging equipment, causing loss of property, disrupting operations and posing safety risks for people.

Recognizing these risks, we put in place fire suppression systems within electrical panels to strengthen fire safety and ensure faster incident response. This enables immediate fire detection and rapid suppression at the source, significantly reducing the likelihood of damage spreading to critical infrastructure.

As a result, the project has reduced risks to people and equipment while enabling faster control of fire incidents. This proactive approach has helped us maintain business continuity, limit operational disruption, and strengthen overall safety compliance across the facility.

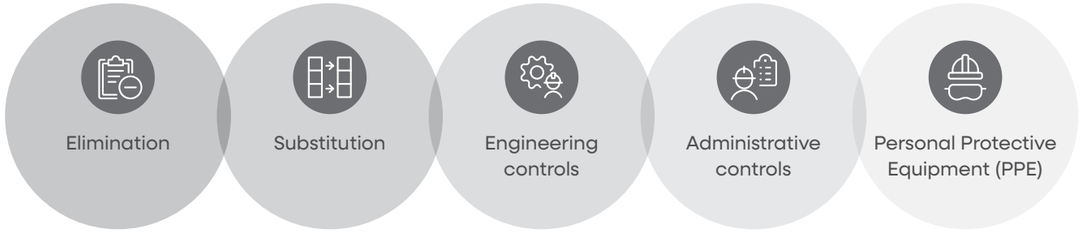




OHS Framework [132]

The Hazard Identification and Risk Assessment (HIRA) approach forms a core component of our Occupational Health and Safety (OHS) framework, supporting the structured identification and assessment of workplace hazards that may lead to injury or adverse health impacts. The HIRA register serves as a mechanism to document and monitor potential hazards and also defines actions to eliminate or reduce risks in accordance with the control hierarchy prescribed in the ISO45001 standards. Our risk management approach prioritizes preventing hazards at source, and where elimination is not feasible, focuses on reducing the impact of exposure through appropriate controls.

To achieve this, we follow a layered strategy of control measures, applied in a defined sequence as outlined below.



Supported by our OHS system and the HIRA process, we proactively identify and assess workplace hazards that present significant risk, including fire, which is widely recognized in industry statistics as being a key risk. We regularly update and review the HIRA register to maintain compliance, evaluate the effectiveness of our existing Environmental, Health, and Safety (EHS) management controls, and integrate learnings from prior routine and non-routine investigations. To ensure the continued relevance and effectiveness of our OHS system, we conduct internal audits aligned with ISO45001 requirements and engage independent third-party auditors to provide objective assessments.

Scope of the OHS Framework [133] [134]

Our OHS system is designed to oversee and monitor operations and leasing activities across the Embassy Office Parks REIT portfolio, covering 100% of our employees, workplaces, and non-employee workers whose work and/or workplace falls under the organization's control. While Embassy REIT's OHS framework does not extend to leased spaces, these areas are governed through the occupiers' or tenants' own management systems. Nevertheless, we remain committed to supporting our customers in strengthening the health, safety, and environmental performance of their workspaces, including by providing services as required.

Reporting Mechanisms [135]

The Safety Observation Report is used to report safety hazards and to surface potential hazards and at-risk behaviours, including unsafe actions and conditions, across all asset locations. Through systematic observation of the work environment and ongoing activities, this structured exercise supports proactive prevention of workplace incidents. It also enables two-way safety conversations in the workplace, reinforcing the importance of consistently adopting correct safety behaviours. The overarching objective of this exercise is to reduce hazards and prevent injuries and fatalities by strengthening safe behaviours

Engaging our employees

Our incident management system provides a structured approach to capturing and documenting work injury details and enables the calculation of work injury frequency, severity, and incidence rates across our premises. The system also includes a comprehensive incident reporting process that encourages employees, vendors, and other stakeholders to report hazards, as well as potential or actual instances of fraud, embezzlement, and unlawful or unethical incidents, without fear of reprisal. To support timely reporting, we have established clear and structured communication channels through which stakeholders can log incidents.

All reported incidents and hazards are reviewed during management review meetings, where trends and root causes are discussed. The outcomes of these reviews shape corrective actions and improvements to strengthen and continually enhance our OHS framework.

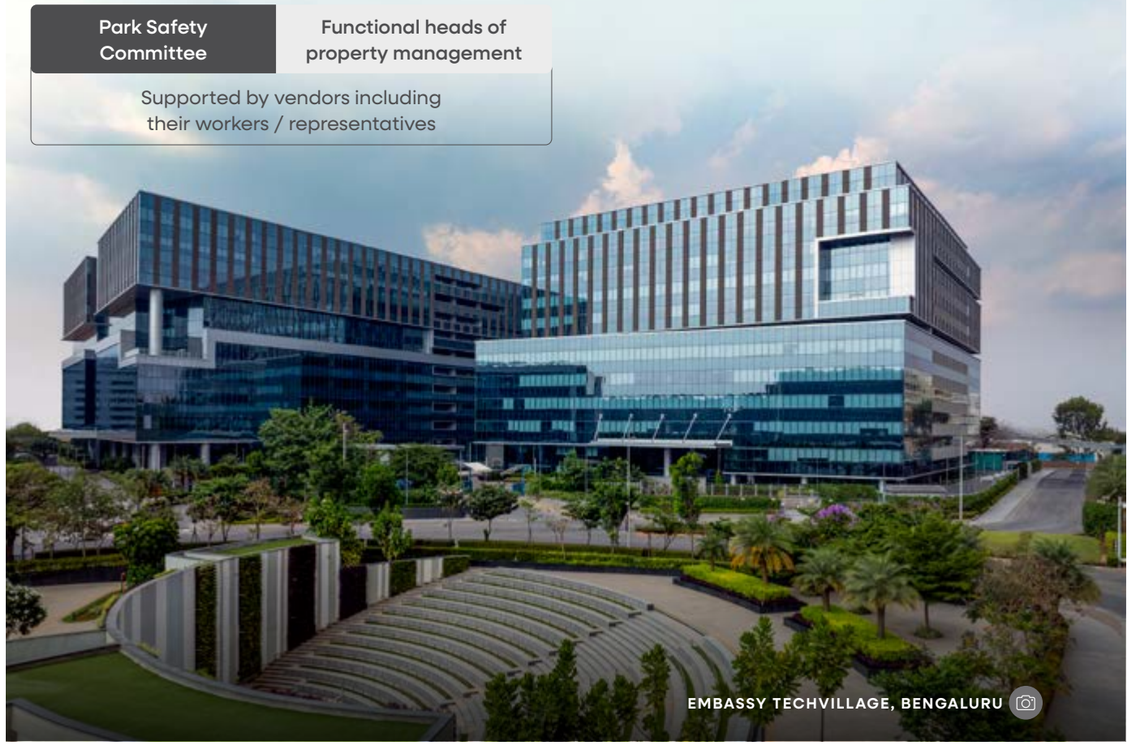
OHS Governance [136]

The governance of OHS at Embassy REIT takes place through a three-tiered structure that ensures the safety of each asset and helps to promote a culture of safety within the organization.

Country Safety Committee	**Members of senior management**
Oversees the safety of Embassy REIT's operational portfolio	
Location Safety Committee	**Led by city leads**
Supported by suppliers and contract staff to ensure safety of Embassy REIT's properties in different cities	
Park Safety Committee	**Functional heads of property management**
Supported by vendors including their workers / representatives	

Safety across our operational portfolio is overseen by the country-level Safety Committee, which comprises senior management members, and is further supported by location-based Safety Committees across various cities. These city-specific committees are led by City Leads and are strengthened by the participation of suppliers and contract staff to help maintain safety across our properties. Park-level Safety Committees at each location include property management functional heads and vendor representatives[137]. These safety committees convene regularly to review safety performance, identify issues, and develop responsive action plans aligned with the priorities of each asset.

To continually strengthen our culture of safety, management review meetings are held quarterly under the leadership of the Head of Asset Management - India. These sessions are attended by members of the location-based Safety Committees and Function Heads. The meetings provide a forum to evaluate safety performance at each site, discuss upcoming action plans, and ensure ongoing monitoring and improvement of safety practices across our operational portfolio.


EMBASSY TECHVILLAGE, BENGALURU

[132] GRI Disclosure 403-2 Hazard identification, risk assessment, and incident investigation, 403-3 Occupational health services and 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

[133] GRI Disclosure 403-8 Workers covered by an occupational health and safety management system

[134] GRI Disclosure 403-1 Occupational health and safety management system

[135] GRI Disclosure 403-2 Hazard identification, risk assessment, and incident investigation

[136] GRI Disclosure 403-4 Worker participation, consultation, and communication on occupational health and safety

[137] GRI Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs

Environment, Health and Safety (EHS) and well-being training[138]

We actively involve our employees and other stakeholders in delivering our OHS goals, thus deepening a pervasive culture of safety in which risks are minimized. This engagement is enabled by a structured cadence of training and sensitization sessions that build safety awareness and strengthen incident response capabilities across employees, suppliers, and asset management staff. Conducted in accordance with our OHS framework, the sessions cover key topics including fire safety, firefighting, Hazard Identification and Risk Assessment (HIRA), Job Safety Analysis (JSA), emergency response, rescue procedures, business continuity, electrical safety, first aid, proper use of Personal Protective Equipment (PPE), Automated External Defibrillator (AED) operation, and waste management. In addition, we deliver 'Train the Trainer' programs on critical safety topics such as Incident Investigation, Work at Height (WAH), Electrical Safety, and Lockout and Tagout (LOTO) procedures. These trainings help to further strengthen our safety protocols and reinforce our health and safety agenda.

Collaborating with the National Security Guards (NSG), the country's elite special force with expertise in hostage rescue and counter-terrorism operations, we conducted a building intervention mock drill. This exercise allowed us to evaluate our state of preparedness, put our security protocols to the test, and improve our response capabilities to effectively handle challenging situations.

During FY2026, we conducted 3,974 in-house training sessions for EHS and well-being covering 128,411 training hours for third-party contract employees.

Annual health check-ups are conducted for third-party workers as part of our efforts to support their overall well-being. The findings from these check-ups help us understand how their work activities may influence the effectiveness of our Occupational Health and Safety (OHS) measures. To further strengthen well-being support for both employees and third-party staff, we implement a range of initiatives focused on physical and mental health, including yoga sessions, well-being awareness programs, consultations with general physicians, and quarterly sessions with physiologists.

Health, safety, and well-being certifications

The Embassy REIT portfolio has achieved ISO/IMS certification, reflecting our commitment to quality management (ISO 9001), environmental management (ISO 14001), occupational health and safety management (ISO 45001), and information security management (ISO 27001). Specifically, Embassy REIT was the first Indian real estate entity to secure ISO 27001 certification.

Reinforcing our focus on safety standards, we have participated in a 3-year program with the British Safety Council (BSC). As part of this engagement, our operational portfolio has been awarded the BSC 5-star rating in occupational health and safety, along with the WELL Health and Safety rating, covering 100% of our properties.

Further, in FY2024, our office parks received 12 'Swords of Honour'. We have also achieved a WELL portfolio score of 60, and 48 of our buildings in Bengaluru are WELL Certified TM at the Gold level.

[138] GRI Disclosure 403-5 Worker training on occupational health and safety and 403-6 Promotion of worker health and 2-24 Embedding policy commitments

Case Study:

Health and Safety: Installation of Panic Switch at Express Towers

Earlier, safety and security teams at Express Towers did not have an immediate alert mechanism at gates and other critical locations to respond effectively to emergencies or threat situations. In the event of unlawful activities or sudden adverse incidents, the teams communicated manually, often leading to delays and heightened risk to both people and property.

To address this gap, we installed panic switches at Gates No. 2, 4, 5, 7 and the Ground Floor near FOE. This system enables quick and direct communication with the security control room and the Emergency Response Team. It has significantly reduced response times during emergencies, strengthened coordination as well as overall safety and security preparedness, and helped prevent the escalation of potential threats. As a result, Express Towers is now better equipped to manage adversely incidents swiftly and effectively, ensuring a safer workplace environment.



Case Study:

Health and Safety: Annual Medical Health Check-up

Employees working in operations and maintenance play a critical role in day-to-day business continuity. They carry out activities such as manual material handling, chemical handling, working at sewage treatment plants etc. and are regularly exposed to noise, dust, and fumes which give rise to various occupational health risks.

While the organization recognized these risks, regular health monitoring and early detection of potential health concerns were limited. This gap increased the possibility of underlying medical conditions going unnoticed, potentially impacting employee wellbeing, safety, and overall productivity. There was a clear need for a structured health screening program to identify health issues early and continuously monitor employees' health.

Acknowledging this requirement, we organized a free medical health check-up camp for internal operational employees at Embassy Manyata Business Park, in partnership with Medentzz. The initiative specifically focused on employees involved in operational roles, including those engaged in manual handling, chemical handling, and those exposed to noise, vibration, dust, and fumes. The health check-up included the following:

- Free consultation with experienced doctors
- Blood pressure reading
- General Random Blood Sugar (GRBS)
- Pulse reading
- Body Mass Index (BMI)
- Peripheral oxygen saturation (Spo2)
- Fasting blood sugar (FBS) and post prandial blood sugar (PPBS)
- Creatinine test

Around 1,873 employees availed of the free medical health check-up. This program marked an important step in strengthening occupational health management and reinforcing the organization's commitment to employee wellbeing. It also helped to create awareness of the importance of regular monitoring of health parameters, early identification and mitigation of health issues, and the benefits of a healthy workforce.



Case Study:

Healthcare: 24X7 Ambulance Service

To strengthen emergency response readiness and enable quicker medical support for employees and visitors we introduced a dedicated 24×7 on-site ambulance service. Before the introduction of the ambulance, emergency medical situations were often impacted by delayed response times due to dependence on external ambulance services. These delays increased health risks during critical incidents and were further compounded by challenges and delays in organizing ambulances from external operators, particularly during peak office hours and periods of heavy traffic. These need gaps clearly highlighted the need for a fully equipped, dedicated ambulance on the campus.

Collaborating with our tenants, local hospital and the asset management team, we organized for a 24×7 Basic Life Support (BLS) ambulance to be available within the campus. The ambulance is equipped with essential emergency medical devices such as oxygen supply, AED, stretcher, trauma kit, etc., and is manned by trained paramedical staff. Further, we established a central emergency contact line and cried out mock emergency drills to ensure employees and security staff know the emergency response protocols to follow. Finally, the ambulance service was incorporated into Embassy 247's overall Emergency Response Plan (ERP).

The introduction of the ambulance delivered positive outcomes as depicted below:

- The average medical emergency response time decreased from the earlier 18–25 minutes to 3–5 minutes
- Feedback indicates that employees' confidence and perception of safety improved from moderate to high (>35%)
- While earlier it was not possible to stabilize a patient on campus before transporting to a hospital, the new ambulance service has made this possible in 90% of cases.
- There is a 100% reduction in the dependence on external ambulance services for initial emergency response.

This service is available to all employees working at Embassy 247 IT Park, ranging between 6,000 to 8,000 daily, support staff visitors, contractors, and security personnel. In all 8,000 + persons are positively impacted by this initiative.

This initiative reflects Embassy 247's ongoing commitment to workplace safety, proactive health preparedness, and round-the-clock emergency care.



New Developments

Case Study:

Clear Vision, Safer Roads – Eye Check-Up Camp at Block 6, Embassy Tech Village

Construction environments demand high levels of alertness, precision, and situational awareness. Clear vision is critical not only for safe execution of on-site activities but also for safe commuting, particularly in high-traffic urban conditions. However, routine eye health checks are often overlooked among construction workers due to limited access and time constraints.

Recognizing the importance of preventive healthcare as an integral component of workplace safety, an Eye Check-Up Camp was organized at Block 6, Embassy Tech Village, as a part of the National Road Safety Week initiative to promote safer mobility through improved vision health.

Objective

The initiative aimed to:

- Promote occupational health and preventive healthcare among construction workers
- Improve road safety by ensuring proper vision among staff and construction personnel
- Identify and address vision related issues at an early stage
- Encourage timely medical follow-up for serious eye conditions

Initiative Undertaken

An on-site Eye Check-Up Camp was organized at Block 6 on 30th January 2026 with qualified medical professionals conducting comprehensive vision screening in association with PMC and Contractor.

A total of 116 participants, including construction workers and staff, attended the camp. Key interventions included:

- Basic vision assessment and screening
- Identification of refractive errors
- Distribution of power and reading glasses to individuals requiring corrective support
- Identification of participants with major vision-related concerns
- Counselling, medical guidance and referral support for further evaluation and treatment

The camp was conducted in a structured and accessible manner to ensure maximum participation and ease of access for workers on site.

Outcome:

The initiative is expected to deliver both immediate and long-term benefits:

- Improved visual clarity and productivity among workers
- Reduced risk of on-site safety incidents linked to poor vision
- Enhanced road safety for workers commuting to and from the site
- Early detection of potential eye health issues, enabling timely medical intervention
- Increased awareness around preventive healthcare and personal safety.

By proactively addressing vision health, the initiative contributes to a safer work environment and strengthens the overall safety culture on site.

The Eye Check-Up Camp at Block 6 underscores the belief that safety extends beyond the hard hats and harnesses – it includes the well-being of the people who bring projects to life. By proactively addressing vision health, the initiative strengthened individual safety, improved quality of life, and reinforced responsible commuting practices.

Through preventive care and early intervention, the camp will contribute to building a safer more aware, and health-conscious workforce – demonstrating that meaningful safety leadership begins with caring for people.

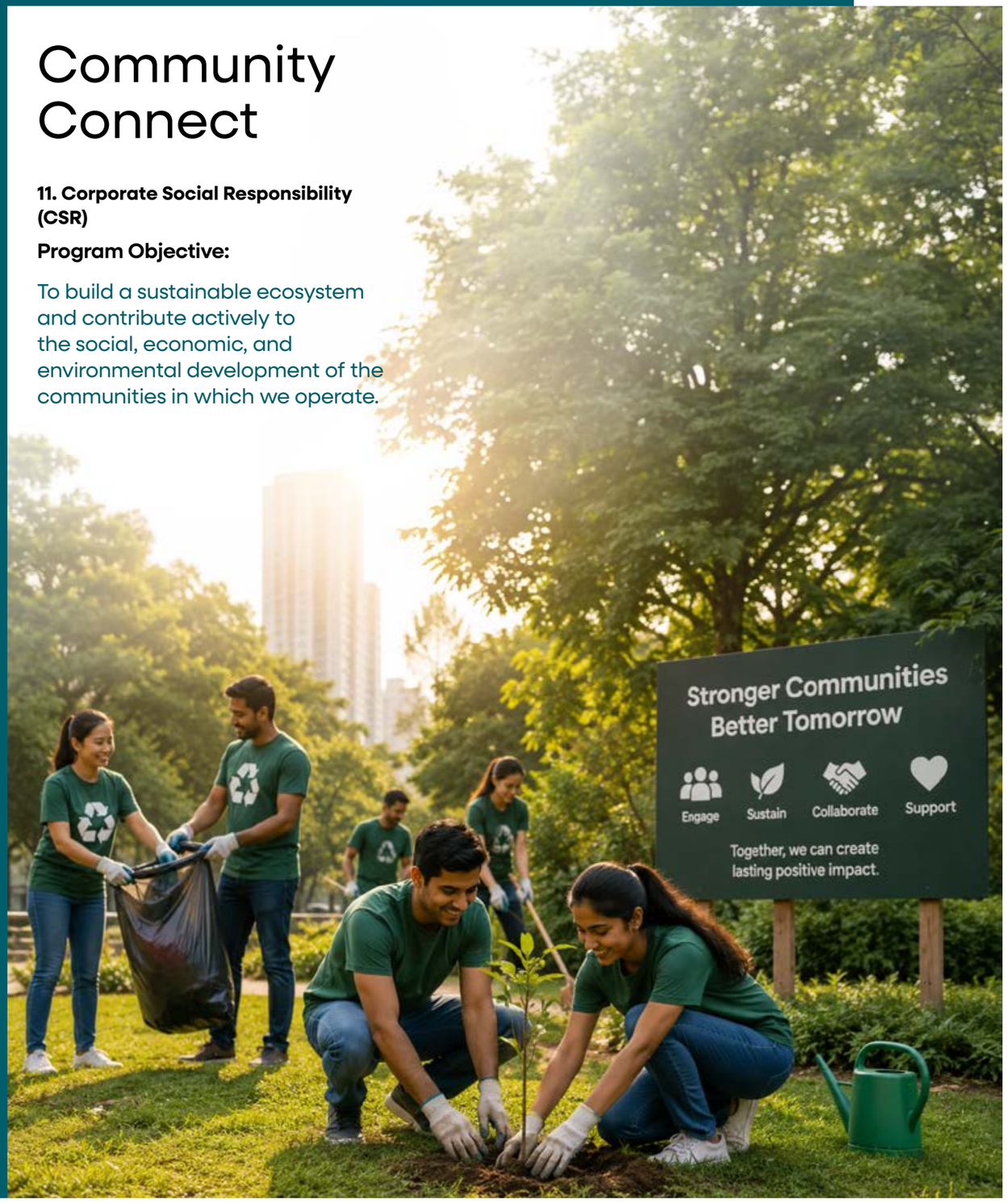


Community Connect

11. Corporate Social Responsibility (CSR)

Program Objective:

To build a sustainable ecosystem and contribute actively to the social, economic, and environmental development of the communities in which we operate.



At Embassy REIT, enabling inclusive growth in communities around our areas of operation is a core priority, and we advance this through initiatives that support sustainable socio-economic and environmental development. Our guiding philosophy, 'together we can do more,' captures our belief that collective action and partnership-led delivery create stronger solutions and more meaningful interventions, improving the quality of life and livelihoods of communities in the vicinity of our assets.

Our Corporate Social Responsibility (CSR) programs are implemented in accordance with the mandates of Section 135 of the Companies Act 2013 and are delivered through partnerships with tenants, other corporates, non-government organizations (NGOs), and government bodies. We work with implementing partners such as Colours of Life, The Anonymous Indian Charitable Trust, Bangalore North Round Table Trust, Friends of Tribal Society, Lila Poonawalla Foundation, among others, to execute these programs effectively with a strong focus on education, environment, preventive healthcare and infrastructure.

These efforts sit within our broader commitment to community well-being and are steered by a dedicated Board-level CSR Committee at Embassy REIT. The Committee provides oversight of our CSR initiatives, ensures appropriate resource alignment, and addresses implementation gaps identified during program execution. We undertake needs-based assessments to identify priority environmental issues in local communities, while baseline and end-line evaluations are used to assess the outcomes of our education programs. Continuous monitoring enables timely course correction and ongoing refinement, helping us enhance program effectiveness and deliver sustained, measurable impact.[139]

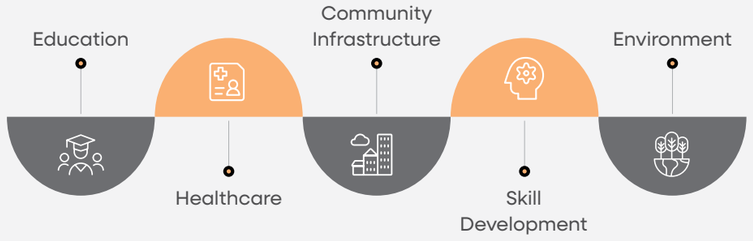
In FY2026, we spent ₹133 million towards CSR projects, positively impacting over 15,708 students. Additionally, 15,253 free and subsidized treatments were provided as part of our Community Health initiatives.



[139] GRI Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs

FIRST INTERNATIONAL FINANCIAL CENTER, MUMBAI

Embassy REIT CSR focus areas



1 Education

Embassy REIT remains focused on strengthening India's education ecosystem by supporting government schools, which play a pivotal role in the nation's development. Through holistic and sustainable interventions, and with a long-term vision of supporting students from early childhood care to higher education, skilling, and employment, the initiatives aim to create meaningful impact across every stage of a child's learning journey.

The programs focus on improving Foundational Literacy and Numeracy, enabling access to quality education through trained teachers, structured academic support, and engaging learning resources. Equal emphasis is placed on physical well-being, confidence-building, discipline, and teamwork through sports and co-curricular activities like summer camps.

We also work to improve school infrastructure and create environments conducive to learning, supporting students in building successful lives and careers. In parallel, we focus on empowering teachers by strengthening their teaching capacity, which is central to imparting employable skills to students and contributing to the nation's progress. In addition, we organize extracurricular engagements—including educational excursions, summer camps, talent development programs, and inter-school contests—to broaden students' horizons and promote holistic development.

In FY2026, our initiatives implemented through with our NGO partners Colours of Life, Lila Poonawalla Foundation, The Akanksha Foundation benefitted 8,229 students from 18 Government schools, 13 Anganwadi, and higher education support.



Pre-School/ Anganwadi Programs - Designed to address the formative learning needs of children between three and six years of age

School interventions - To strengthen Foundational Literacy and Numeracy skills among Primary & High school students.

Alumni Program - Provides mentoring, scholarships, job placements, and skill development to improve employability skills as they prepare to pursue higher education or seek employment.

Initiatives designed to enhance health and cleanliness, fortify essential life competencies, and encourage participation in supplementary activities all of which are essential to the comprehensive development of children and adolescents.

Women's Education

In partnership with Lila Poonawalla Foundation, we provide scholarship support to 70 deserving female students in Pune and Bengaluru, enabling them to pursue Bachelor of Engineering courses. Alongside financial assistance, we equip students with industry-relevant exposure, technical knowledge, and employability skills through structured skill-building and job-readiness initiatives.

The program focuses on developing both technical and soft skills through training sessions on communication and presentation skills, leadership and mentoring, mental well-being, professional presence, self-defence, workplace ethics and values, cybersecurity, robotics process automation, Excel certification, operating system concepts, and IT infrastructure fundamentals, while also providing industrial exposure opportunities to prepare students for future careers. The current cohort is set to graduate in June 2026.

Preventive Health

Recognising the importance of preventive healthcare and the existing gaps in access and awareness, our comprehensive Preventive Healthcare Program reached over 13,000 students across 35 schools in India. The year-long initiative focuses on promoting hygiene, health awareness, and safer school environments through sustained interventions.

The program begins with handwash awareness campaigns, supported by the placement of soaps at every handwash station, followed by daily maintenance and deep-cleaning activities across schools. Daily maintenance activities are currently carried out in 28 schools in North Bengaluru, covering 368 classrooms, 249 toilets, 20 play areas, 83 handwash stations, 30 water sumps, and 53 overhead tanks, which undergo deep cleaning twice annually. In addition, 25 RO water units are regularly maintained to ensure access to safe drinking water.

Through volunteer-led initiatives, students are educated on preventive healthcare practices, hygiene, and healthy living habits. To encourage continued adoption of these practices, health kits containing essential hygiene tools are distributed to students. As part of the initiative, 12,519 health kits and 21,060 sanitary napkins have been distributed. The program also includes regular health screenings and treatment support, through which 3,484 students were screened with the support of Swiss Re and BNRT.

Sustainable Infrastructure

[140]Four infrastructure projects were completed this year through two corporate partnerships:

- GKMPS, Hegdenagar: Built 4 new classrooms, 2 toilets, pavers, and a multipurpose hall (MPH), with ANZ
- GHS, Hegdenagar: Build 4 new classrooms and 8 toilets, and external staircase with ANZ
- GHS, Thanisandra: Renovated 18 classrooms, toilets, stage, and MPH, with ANZ
- Govt. PU College, Rajankunte: Built 4 classrooms, 4 toilets, and 1 Principal & 1 staff room on the first floor, with dSPACE

Repair and maintenance work was also carried out across 22 schools. Work is ongoing at GHPS, Hunasamaranahalli, including 6 classrooms, toilet repairs, and a sports room, with Kotak

[140]GRI Disclosure 203-1 Infrastructure investments and services supported and 203-2 Significant indirect economic impacts

Case Study:

Corporate Social Responsibility: Outreach Efforts in Education

Many government schools in India, particularly in developing urban and rural communities, face infrastructure gaps such as unsafe classrooms, inadequate sanitation, poor lighting and ventilation, limited furniture, and insufficient learning and play facilities. These deficits directly affect students' attendance, comfort, and learning outcomes.

Recognizing that safe, well equipped school infrastructure is essential for student development, community wellbeing, and social equity, Embassy REIT focuses on strengthening government educational institutions. We have adopted 17 Government schools and 1 Government Pre-University college in North Bangalore which we support with educational and health and wellbeing related infrastructure. Our school infrastructure program focuses on helping government schools develop holistically through targeted upgrades, refurbishment, and building safe and functional learning environments. By enabling quality learning environments, we aim to create lasting social impact and support education ecosystems, while fulfilling our ESG and community development goals.

Our key infrastructure interventions include:

- Construction and renovation of classrooms
- Toilet construction and sanitation facilities
- Library rooms and computer labs
- Playground and sports infrastructure
- Compound walls for safety and security
- Kitchen and dining infrastructure
- Furniture
- Drinking water facilities
- Electrical works
- Internal and external Painting
- Rainwater harvesting systems
- Solar panels

We hand over fully furnished infrastructure such as classrooms with benches, greenboards, and dedicated table and chair setups for teachers. To ensure the spaces remain safe and functional over time, the schools' maintenance teams take responsibility for daily upkeep and regularly monitor the facilities for any minor repairs or upgrades.

Upgradation Project FY 2023-2026: Government Kannada Model Primary School, Hegdenagara

Over the years, the Government Kannada Model Primary School experienced a steady increase in student enrolments, leading to overcrowded classrooms and insufficient space. As a result, children were required to sit on the floor throughout the school day, making the learning environment uncomfortable and ineffective. To improve this situation, it became essential to add more classrooms and toilets to support the growing number of students.

As part of the school's expansion 4 new classrooms and 2 toilets were constructed to meet the growing needs of students. Through this intervention, the school expects to see fewer student drop - outs and better academic outcomes influenced by a more conducive learning environment.

Completed Classrooms







New Build Project FY 2023-2026: Government High School, Hegdenagara

Following the pandemic, the Government initiated plans to establish a high school to meet the educational needs of students in and around Hegdenagara. Operating initially from a makeshift campus, students attending this temporary facility were required to sit on the floor, creating a challenging and less supportive learning environment. Recognizing the need for a permanent solution, the Department of Education sought support from the Embassy Group to construct a dedicated high school, with the aim of encouraging students to continue higher education.

As part of the infrastructure development, 4 classrooms and 8 toilets were constructed. This intervention is expected to help the new High School facility resolve the issue of overcrowding and provide a more supportive learning environment. It is also foreseen to improve access to higher education in the surrounding communities, thereby enabling students' academic progress.

Completed Infrastructure







Upgradation Project FY 2024-2026: Government PU College, Rajanukunte

The Government PU College was constructed by Embassy in 2024 with 4 classrooms and a girls' toilet block to support students in Grades 11 and 12. Following the COVID 19 pandemic, student enrolment increased to over 300, which led to a shortage of classroom space and required some students to continue using the adjoining High School premises to attend classes.

To respond to this growing enrolment and address overcrowding, the college required additional infrastructure in the form of 6 new rooms, toilets, Principal & Staff room on 1st floor with dSPACE . These new additions were undertaken by Embassy on the first floor of the building.

With the additional infrastructure in place, access to higher education in the area is anticipated to improve. Further, student retention is also foreseen to increase, enabling more young people to progress on education journey.

The PU College premises will be regularly maintained and cleaned as part of Embassy Group's CSR initiatives under the Preventive Healthcare Program, with Embassy also undertaking minor repairs whenever required to ensure the facilities remain functional and safe.

Completed Infrastructure





Project in Progress: Government High School, Thanisandra

In this project, we are renovating 18 government school classrooms that are currently in poor condition, with the goal of improving the overall learning environment for students. The scope includes essential building repairs such as fixing cracks, upgrading electrical and plumbing systems, replacing worn out flooring, completing classroom fit outs, and installing projectors. Classrooms will also be freshly painted, and safety measures will be enhanced to create a secure and functional space.

The improved classroom conditions are anticipated to support better student -teacher engagement and academic performance, while modernized facilities will allow the school to accommodate up to 20% more students, increasing access to education. Enhanced safety features will reduce the risk of accidents for over 500 children, while temporary employment generated during the renovation will support local livelihoods. A cleaner, more welcoming school environment is also likely to strengthen community pride and encourage greater parental involvement.

Before Renovation



Renovation in progress



2 Healthcare

Recent research continues to emphasize the strong relationship between health, a child's disposition, and cognitive capabilities, reinforcing the importance of a balanced diet, regular physical exercise, and hygienic practices in safeguarding children's physical and mental health. It is well established that good health supports sustained engagement with studies, whereas inadequate nutrition can contribute to malnutrition and illness. Over time, these challenges can hinder a child's overall development and may translate into academic difficulties, higher absenteeism, and increased dropout rates.

In view of the nutritional and educational constraints that young students from underserved communities often encounter, our programs are designed to go beyond improving the quality of education by also prioritizing access to adequate nutrition and healthcare. By enabling the schools to provide these essentials, we seek to reduce health-related barriers to learning. In addition, we conduct hygiene awareness sessions for students, equipping them with practices that help prevent illness, sustain regular school attendance, and support a healthy life.

Community Engagement - Blood Donation Camp

Aligning with our commitment to support the health and wellbeing of our people, occupants and communities, Embassy 247 implemented initiatives to promote this intent by enabling access to healthcare. During FY 2025-26, we organized blood donation camps on our premises.

Blood Donation Camps

On World Blood Donation Day, 18th June and subsequently on 12th December 2025, blood donation camps were conducted at 9 Parks. The former was organized to support children with thalassemia, while the latter event was held for the benefit of cancer patients. Both camps were carried out in collaboration with our medical partner, Tata Memorial Hospitals, Manipal Hospitals, Triton Hospital, as well as tenants, frontline staff, contractors, vendors, channel partners, and fitout teams.

The objective was to raise awareness about blood donation in and around our premises through emails, posters, and standees highlighting its importance.

People participated enthusiastically in these camps, resulting in the collection of 2214 units of blood. These blood donation camps will contribute towards maintaining adequate blood bank reserves, ensuring the smooth delivery of essential healthcare services.

Park	No of Units donated
Manyata	93
ETV	195
ETZ	592
Quadron	59
Qubix	510
247 Park	430
Express Tower	188
Oxygen	85
Galaxy	62
Total	**2214**



3 Environment

Our collaboration with The Anonymous Indian Charitable Trust (TAICT) on the EcoGram Project continues in FY 2025, targeting sustainable management of water, waste, and soil. The project is designed to be a replicable model for Gram Panchayats, showcasing a successful partnership between communities, administrative entities, NGOs, and businesses, and serves as a model for other corporates to adopt.

As part of the EcoGram Project, we have achieved significant milestones, including the recycling of 1,525 metric tons of dry waste with a segregation efficiency of 96.50%. This effort has resulted in the conservation of 8,647 trees and a reduction of 5,583 metric tons of CO_2 emissions till date. Additionally, we are actively involved in the restoration of Thimmasandra and Tarahunise lakes in North Bengaluru. This initiative includes civil works, tree planting, and clean-up activities, undertaken in partnership with corporate partners.

	YEAR					
	2020 -21	2021-22	2022-23	2023-24	2024-25	2025-26
No. of waste generators	1,876	2,751	4,209	4,868	5,111	5,458
Dry waste (MT)	121	153	267	398	435	517
Wet waste (MT)	134	180	380	609	709	785
Sanitary/reject waste (MT)	16	21	33	41	100	175
Mixed waste (MT)	17	37	100	95	117	98
Segregation level	94.10%	90.77%	87.18%	91.69%	91.40%	96.50%
Dry waste recycled (MT)	110	125	158	221	342	425
No. of trees saved	587	601	951	1,505	1,896	2,006
Landfill area saved (m3)	1,342	1,503	2,273	3,247	4,414	5,059
Fuel saved (KL)	106	115	190	280	326	325
Energy saved (MWh)	235	256	422	622	725	724
CO_2 equivalent (MT)	333	391	680	1,053	1,230	1,384
Equivalent no. of cars taken off the road	72	84	147	227	267	301





Case Study:

Employee and Community Engagement: Integrated Community and Employee Engagement Initiatives for Social Impact and Workplace Wellbeing

Embassy GolfLinks recognizes the interconnected challenges at both the community and workplace levels. During FY2026, we implemented initiatives that focused on community-focused cleanliness and awareness drives, community engagement to encourage behaviour change and collective responsibility for public spaces, and internal employee engagement and wellness programs.

The issues within and outside the organization were diverse. In nearby community spaces, we addressed issues such as poor sanitation, litter accumulation, limited hygiene awareness, and lack of ownership of shared public areas. Within the workplace, we tackled the need to improve employee morale, encourage cross functional interaction, and provide structured opportunities for wellbeing and recognition.

These challenges were addressed with an integrated approach that aligned community development initiatives with internal employee engagement programs.

Community Engagement

As part of the community engagement efforts, employee volunteers and support staff actively participated in a school cleaning and hygiene awareness initiative at a government school in Bengaluru. This initiative focused on cleaning classrooms, corridors, playgrounds, and washrooms, while also engaging students through awareness sessions on hygiene practices. Further, students were encouraged to take responsibility for maintaining a clean and healthy school environment.

Additionally, a road cleaning and waste segregation initiative was carried out along a public road stretch in Bengaluru. Volunteers worked to clean the road and adjoining areas and engaged directly with residents, vendors, and pedestrians. These interactions were used to spread awareness about responsible waste disposal, segregation of wet and dry waste, and the importance of shared responsibility in maintaining public spaces.

The community initiatives resulted in visible improvements in cleanliness at both the school and public road location, along with a reduction in litter. Further, the hands on involvement of students and local community members led to better awareness of hygiene and waste segregation.

The school initiative directly impacted approximately 30 students, with a total of 80 to 120 beneficiaries including staff. Our efforts resulted in about 15 to 25 kilograms of waste being collected.

With regard to the road cleaning initiative, around 50 to 70 volunteers participated, resulting in the collection of approximately 30 kilograms of waste and creating a positive impact on around 150 to 200 daily users of the area. Additionally, the initiatives directly benefit employees across departments and around 200 to 300 community members, with additional impact in terms of awareness on families in surrounding neighbourhoods.







Employee Engagement

Alongside the community initiatives, a structured employee engagement and wellbeing schedule was implemented throughout the year. This included cultural and festive celebrations, wellness programs such as Employee Assistance Program (EAP) sessions and yoga activities, recreational initiatives including sports and talent events, learning and development programs, and employee recognition and reward initiatives. These activities were conducted on a planned and recurring basis to ensure sustained participation and impact.





From an organizational perspective, employee engagement initiatives resulted in improved participation in engagement programs. Feedback received indicates improved employee satisfaction, better team interactions, and a positive response to wellness and recognition programs.

Conclusion

These integrated community and employee engagement initiatives demonstrate that focused, participatory efforts can deliver meaningful outcomes at both social and organizational levels. Together, these efforts highlight the value of aligning CSR objectives with employee engagement to create a sustainable, inclusive, and impactful model for long term positive change.

Case Study:

Community Engagement: Swachh Bharat Abhiyan

To mark Gandhi Jayanti on 2nd October, we carried out a cleanliness drive near Embassy 247 as part of our community engagement and social responsibility initiatives. This activity aligns with the objectives of the Swachh Bharat Abhiyan, which emphasizes creating awareness about the importance of cleanliness and hygiene.

To do this, we took permission from the Municipal Corporation of Greater Mumbai and involved the entire Embassy 247 team to clean the peripheral area of the campus. This event enabled us to spread the word about the importance of sanitation, cleanliness, and the proper use of toilets as well as involve and engage with members of nearby communities.





12. Corporate Connect

Program Objective: To bring together corporate leaders from across the private and public sectors on a common platform to discuss and work towards shared challenges and visions.

The Embassy Corporate Connect program is rooted in our 'Together we can do more' ethos and serves as a key platform for extending the scale and effectiveness of our CSR efforts. By bringing occupiers and their employees into shared action, we collaborate to advance education, healthcare, infrastructure, and other development initiatives that benefit underprivileged and marginalized communities. Since its launch in 2017, the program has enabled the delivery of 120+ projects alongside 60+ corporate partners. During the year, notable partners included Swiss Re, WeWork India, Commonwealth Bank of Australia (India), Global Foundries, ANZ and dSPACE India Pvt Ltd.

Occupier Connect, FY 2026

Beyond Corporate Connect, we hosted the fourth edition of Occupier Connect, which convened 400+ corporate occupiers and strategic partners to exchange perspectives on issues that diverse industries. Themed 'Human by Design - Redefining India's Talent Playbook' this year's event took place on March 27, 2026, at Hilton Manyata, Bengaluru.









13. Customer Centricity[141]

Program Objective: To achieve and sustain high customer satisfaction levels amongst our key stakeholders by aligning our sustainability priorities.

Enabling vibrant business environments that support collaboration and growth for our occupiers and their people is a key focus of our business strategy. In line with this, we emphasize the comfort, health, and safety of everyone who works from our business parks. During FY2026, we implemented multiple measures to improve how people access and move through our campuses, including the addition of new access points and culverts to facilitate safer and more convenient movement for employees, visitors, and the surrounding community.

In Bengaluru, we strengthened last-mile connectivity by introducing a metro feeder service at Embassy Golflinks, linking to the CMH Road Metro Station during peak hours (8:30 to 10:00 AM and 5:30 to 7:00 PM). We also launched an eco-friendly CNG shuttle bus service operating between Wipro Circle and the Embassy Tech Zone Campus, providing an option for commuters seeking lower-emission travel. In addition, the shuttle services are also provided for Embassy Manyata, Embassy TechVillage, Embassy Golflinks, Embassy Splendid TechZone and Embassy Oxygen

We continued to contribute to city infrastructure through our partnership with Bengaluru Metro Rail Corporation (BMRCL). Embassy REIT has committed ₹100 crore towards the development of the Kadubeesanahalli Metro Station, which will be known as the Embassy TechVillage Kadubeesanahalli Metro Station, helping improve connectivity in and around the Outer Ring Road corridor.

In addition to access and mobility interventions, we enhanced the workplace experience across our portfolio by offering facilities and spaces that support productivity, health, and engagement, while also building a stronger sense of community beyond the office. Across all 14 of our parks, occupiers benefit from high-end retail offerings such as restaurants/food court, and select properties also provide day care centers, creches, gyms, medical centres, and sports zones. Further, flea markets were hosted at Embassy TechZone, Embassy Qubix, and Embassy Golflinks, offering occupiers a refreshing break from day-to-day routines.

"Energize" – Occupier Employee Engagement Platform

We organized the Energize Olympics across our business parks in Bengaluru, Mumbai, and Pune, engaging corporate teams in sports such as football, cricket, pickleball, table tennis, chess, and carrom. Additionally, we hosted Embassy Office Parks' Got Talent, offering employees a platform to showcase their talents in music, dance, and other performing arts.

We also launched Energize Concerts across our parks, attracting a total attendance of over 10,000 people. Performances included AGAM at Embassy Manyata, Masala Coffee at Embassy TechVillage, Stringfisher at Embassy GolfLinks, Jazmine Kaur at Embassy Oxygen, Noida, and Bombay Bandook at Embassy 247, Mumbai, and Embassy TechZone, Pune.





[141] Tenant Satisfaction Policy - Operations

Customer Satisfaction Survey (CSAT)

At Embassy REIT, delivering strong customer satisfaction is a constant focus, and we continue to strengthen the ways in which we keep our customers satisfied, healthy, and safe. The confidence occupiers place in us—evidenced by our ability to attract new occupiers and retain existing ones—reflects the consistency and quality of service delivered by our teams. By operating and maintaining world-class facilities that support engagement, motivation, and employee productivity, we aim to create experiences that add value for occupiers and their people. To measure performance and remain aligned with occupier expectations, we administer an annual survey that captures satisfaction across our services, campus amenities, and ESG initiatives. The outcomes of these surveys help us track evolving requirements, identify improvement areas, and refine our offerings to better meet occupier needs.

Occupier feedback highlights several key strengths across our portfolio, including high satisfaction with security services, well-maintained landscapes and common areas, and positive perceptions of the overall aesthetics and look-and-feel of our assets. Our on-ground teams have also been recognized for their responsiveness and for maintaining strong hygiene standards. Additionally, occupiers have expressed appreciation for the diverse range of amenities offered, such as creche facilities, shuttle services, and sports zones, reinforcing our commitment to providing secure, well-managed, and engaging work environments.

The feedback also identifies opportunities to further enhance the occupier experience. Key priorities include reducing elevator wait times, strengthening elevator maintenance, and improving lighting and CCTV coverage in basement parking areas. Parking-related challenges—such as congestion and visitor parking—have also been highlighted. Occupiers have indicated scope to further refine visitor access processes and improve the management of stray dogs in select parks. Additionally, there is demand for expanded and more affordable food court options, along with increased greenery to enhance the overall visual appeal of our campuses.

We have taken this feedback on board and are strengthening our strategies to enhance the tenant experience across our portfolio. By acting on these inputs and continuously improving service delivery, we aim to address current gaps while remaining responsive to changing business expectations—reinforcing our commitment to progressive and responsive stewardship in sustainability. In our FY2026 CSAT survey, we received an overwhelming response from 271 occupiers, corresponding to a 92% survey participation rate. A summary of the FY2026 scores is outlined below:

EHS and Well-being	86.67%
ESG	86.88%
Operations	83.28%
Communications	88.58%
Net promoter score	86.54%

Green Leasing

Green leases create a strong opportunity for Embassy REIT and our tenants to work together to advance sustainability across our business parks. These agreements go beyond standard lease arrangements by setting out shared commitments and collaborative provisions focused on improving energy efficiency, strengthening water conservation, and adopting additional eco-friendly practices. Through the implementation of green leases, we partner closely with our occupiers to enhance ESG outcomes and support our pathway towards Net Zero emissions by 2040.

In FY2024, our objective was to ensure that at least 70% of new leases qualified as ‘Green Leases’. We significantly surpassed this target, with ‘Green Leases’ accounting for 100% of new leases in FY2025 and increasing to 93% in FY2026. This performance reinforces our continued commitment to partnering with occupiers to achieve shared sustainability objectives.



EMBASSY QUADRON, PUNE



HILTON GOLFLINKS, BENGALURU

06

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.

Responsible Investment



14. Sustainable Finance

Program Objective

To raise green / social / sustainable funds at competitive rates while leveraging our green credentials to support our sustainability initiatives

The growing emphasis among investors on environmental stewardship, social responsibility, and corporate governance has accelerated the adoption of 'responsible investments.' This shift highlights the importance of sustainable finance, which serves two key purposes: enabling and scaling environmentally friendly initiatives (green finance) and supporting the transition to more sustainable practices over time (transition finance). Sustainable financing is critical to achieving our Net Zero targets and plays an important role in attracting investors who share our commitment to a greener future. It also strengthens accountability and supports responsible practices across the organization.

Embassy REIT's Green Financing Framework

Our Green Financing Framework[142] establishes the principles and guidelines under which Embassy REIT and/or our SPVs may issue green bonds or obtain green loans. The proceeds will be deployed to finance or refinance, in whole or in part, eligible green project including new initiatives and existing projects. This approach is aligned with our ESG values and supports transparent disclosures for potential investors.

Framework Pillars

The Green Financing Framework has been developed to align with the Green Bond Principles ("GBP") issued by the International Capital Markets Association, and the Green Loan Principles ("GLP") issued by the Loan Market Association ("LMA"), the Loan Syndication and Trading Association ("LSTA") and the Asia-Pacific Loan Market Association ("APLMA"). The framework also aligns with the Climate Bonds Standard version 3.0 (CBS-3). It provides guidance on the selection of assets eligible to participate in green financing transactions and sets out clear guidelines on how proceeds from green financing instruments will be used and managed. In addition, it outlines the approach for reporting on the use, management, and allocation of funds. The framework is built around 4 pillars as follows:

Use of Proceeds → Process for Project Evaluation Sheet → Management of proceeds → Reporting

Our sustainable financing journey

FY2022

- ₹490 crores from a Green and Sustainability linked financing program
- ₹650 crores SPV-level bank loan to refinance a construction loan taken for our 100 MW solar project in Karnataka
- ₹80 crores loan to fund one of Asia's largest solar rooftop projects of over 20MW

FY2023

- Vikas Telecom Private Limited (SPV) of Embassy REIT, successfully issued a Green Bond of ₹495 crores aligned to SEBI regulations for issuance of green debt security ("SEBI Green Circular")
- Bank loan of ₹275 crores and ₹200 crores availed for construction activities comply with the standards outlined in the Green Loan Principles, 2021

FY2024

- ₹275 crores green finance to develop Embassy Business Hub, a USGBC LEED Platinum pre-certified asset and the newest addition to the Embassy REIT portfolio.
- Secured ₹500 crores to develop M3 Block at Embassy Manyata Business Park, a USGBC LEED Gold pre-certified asset

FY2025

- Secured green loans of approximately ~₹15 bn, utilised towards funding the acquisition of Embassy Splendid TechZone, a Grade-A business park in Chennai and balance for the construction of USGBC LEED pre-certified buildings at Embassy Manyata Business Park and Embassy TechVillage.

*Globally recognized framework for sustainable finance.

Embassy REIT's sustainable finance portfolio currently stands at ₹26 billion, accounting for ~12% of our gross debt.

Embassy REIT became the first real estate company in FY2022 to secure green loan certifications from the Climate Bonds Initiative for loans totalling ₹730 crores. In addition, our green bond issued in FY2023 was recognised at the Asset Triple A Country Awards for Sustainable Finance.

In FY2025, we secured green loans of approximately ~₹15 bn. Of this, ₹8.5 bn was deployed towards funding the acquisition of Embassy Splendid TechZone, a Grade-A business park in Chennai. The remaining ₹6.5 bn was raised from a Global Bank under its Green and Sustainability linked financing program and was utilised for the construction of USGBC LEED pre-certified buildings at Embassy Manyata Business Park and Embassy TechVillage.

[142] Green Financing Framework

During the current financial year, Embassy REIT further progressed its sustainable finance agenda by mobilising ₹680 crore through green and sustainability aligned funding instruments. The proceeds were channelled towards energy efficient developments, renewable energy integration, and resource optimization initiatives across our portfolio.

15. Asset Acquisition and Site Selection

Program Objective

To implement a due diligence framework for acquisitions to ensure all acquisition decisions take into account our sustainability metrics and priorities

Stakeholders are increasingly prioritizing environmental safety and green building standards, prompting real estate developers to respond to these evolving expectations. Failure to meet these requirements can lead to reduced asset values and the loss of long-term occupiers. Whether a property is developed internally or acquired externally, sustainable real estate demands robust research and careful planning through all stages—site selection, design, project development, and ongoing operations or asset management.

ESG alignment

Recognizing the importance of sustainable real estate, Embassy REIT has put in place rigorous policies and procedures to embed key ESG considerations into both acquisition assessments and project site evaluations. As part of this, our due diligence process applies a detailed review of prospective properties, covering environmental impact, social factors, and governance-related aspects. This evaluation considers multiple sustainability parameters, including proximity to public transport, energy efficiency potential, availability of renewable energy sources, and access to sustainable amenities, among others.

All proposed acquisitions are required to undergo ESG due diligence using a structured checklist. The findings from this assessment are validated by external advisors and then submitted to the Investment Committee for review. To strengthen governance and risk management, we maintain robust related-party safeguards that support informed decision-making. In addition, acquisitions or site selections must be evaluated against the average of two independent external appraisals. Further, all related parties are required to abstain from voting on resolutions at the Committee, Board, and unitholder levels. A fairness opinion is obtained to confirm that the transaction is equitable for public unitholders, and the Board's Audit Committee is also required to approve the transaction. For all future acquisitions, we remain committed to aligning the asset with our Net Zero goals within five years of completing the acquisition.

Embassy REIT's Checklist for ESG Due Diligence

- Energy and Emissions: Building certifications received under any third-party sustainability rating systems, energy efficiency ratings or certifications received, energy audit conducted in the past two years, renewable energy usage, sub-metering systems present to monitor energy usage and any past carbon assessment reports for the property
- Water and waste management: Rainwater harvesting, water recycling arrangements, water-efficient technologies implemented, sustainable drainage systems, sub-metering systems to monitor water usage, on-site presence of waste segregation systems and waste treatment or recycling arrangements
- Biodiversity preservation efforts and assessment of land-related risks like flood, contamination, etc.
- Social aspects: Existing third-party building ratings or certifications for health, safety and well-being of occupants, green leases, RPWD compliance, indoor air quality monitoring, building management system in place, community welfare initiatives being undertaken, connectivity of the property and nearby fire/power stations
- Governance aspects: Compliance clearance, securing appropriate approvals from the committees, Board, unitholders etc.



EMBASSY MANYATA, BENGALURU

Ethics and Responsibility

16. Disclosures

Program Objective

To build organizational resilience by creating a culture of ownership, accountability, and transparency

Embassy REIT upholds comprehensive disclosure and reporting practices that are aligned with globally accepted corporate governance benchmarks. Anchored in transparency and accountability, we provide stakeholders with quarterly financial updates and semi-annual performance reports. We also publish an annual sustainability report prepared in accordance with the Global Reporting Initiative (GRI) Standards (2022), demonstrating our long-standing commitment to environmental, social, and governance (ESG) principles and supporting our broader Net Zero ambitions.

As international expectations continue to evolve, we remain focused on strengthening our disclosure practices. In FY2023, we enhanced our reporting by introducing climate-related disclosures guided by the Task Force on Climate-related Financial Disclosures (TCFD). As part of this, we undertook a detailed risk assessment for which key findings are outlined in pages 93 to 101 . Building on the insights from the assessment, we initiated the development of a 3-to-5-year roadmap and have been progressing its implementation, with relevant observations and recommendations being embedded into our decision-making processes. Initiatives undertaken during the year have been highlighted in our FY2026 sustainability report.



EMBASSY GOLFLINKS, BENGALURU

In addition to meeting regulatory requirements, we continue to broaden our voluntary ESG reporting. In FY2026, we published our 5th Business Responsibility and Sustainability Report (BRSR) in compliance with SEBI requirements and aligned with the BRSR Core requirements introduced by SEBI. We are also evaluating the incorporation of the GRI based BRSR framework and the International Sustainability Standards Board (ISSB) standards to ensure our reporting remains benchmarked against globally recognized best practices.

To validate our alignment with global ESG benchmarks, we periodically assess performance against leading indices such as GRESB, FTSE4Good, and the DJSI S&P Global CSA. As the national and international reporting landscape continues to develop, we will remain committed to expanding and refining our disclosures.

17. Corporate Governance

Program Objective

To build organizational resilience by creating a culture of ownership, accountability, and transparency

Embassy REIT's corporate governance framework is one of the key pillars supporting our long-term growth and operational success. The principles we uphold—and consistently implement—help reinforce stakeholder confidence and ensure that we deliver sustained value to our unitholders. These principles reflect our commitment to transparency, ethics, and integrity, and provide clear guidance on roles, responsibilities, decision making processes, and accountability mechanisms.

[143]Embassy Office Parks Management Services Private Limited (EOPMSPL), hereafter known as the 'Manager,' is responsible for the administration of Embassy REIT. The Manager's Chief Executive Officer (CEO) reports to the Board of Directors. This Board[144] is composed of 08 directors, including two non-executive directors and six independent directors and 12.5% representation of women[145], as of March 31, 2026. The directors possess robust leadership abilities and have a track record of success in various fields such as Finance, Investment, Healthcare, and Business Administration[146]. Embassy REIT complies with the regulations of SEBI and the Companied Act, including compliance with independence requirements and mandates to be followed by members of the Board.

The governance structure of Embassy REIT includes nine[147] committees, all of which are under the supervision of the Manager's Board. The Board provides oversight of our overarching ESG strategy and tracks activities and progress across this domain. ESG matters are included as part of the quarterly Board meeting agenda to enable regular discussion of updates and progress, while ESG policies are reviewed annually. To support the transparency and accuracy of our disclosures, the Board has delegated authority to the ESG Committee—guided by the ESG Charter—to review, evaluate, and approve ESG-related publications and disclosures.

Age group[148]	Gender		Total
	Male	Female	
Less than 30 years	0	0	0
30-50 years	1	0	1
More than 50 years	6	1	7
Total	**7**	**1**	**8**

[143] GRI Disclosure 2-9 Governance structure and composition, 2-10 Nomination and selection of the highest governance body, 2-11 Chair of the highest governance body, 2-12 Role of the highest governance body in overseeing the management of impacts, 2-13 Delegation of responsibility for managing impacts, 2-14 Role of the highest governance body in sustainability reporting, 2-16 Communication of critical concerns, 2-17 Collective knowledge of the highest governance body, 2-19 Remuneration policies, 2-20 Process to determine remuneration, 2-23 Policy commitments, 2-24 Embedding policy commitments and 2-25 Processes to remediate negative impacts

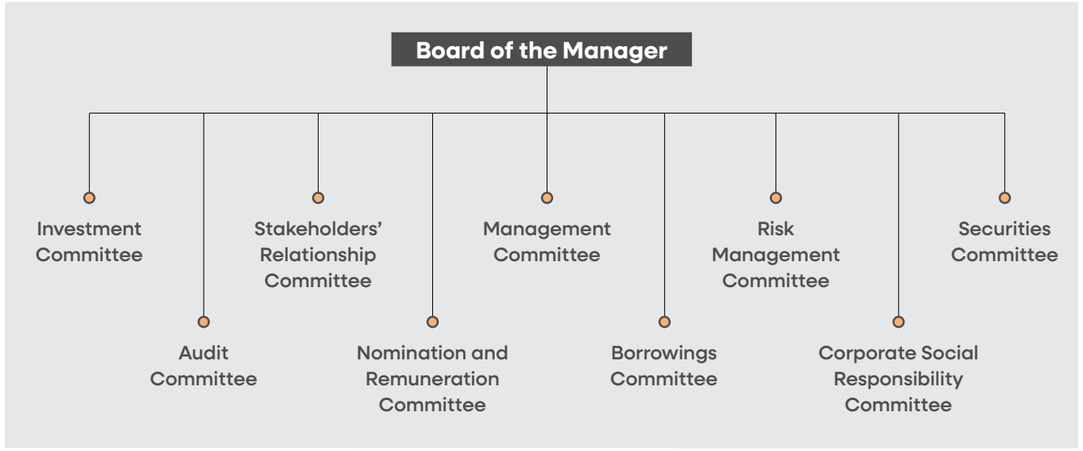
[144] Nomination and Remuneration Committee Charter indicates the role of the committee in managing the nomination and selection processes for the highest governance body and its committees. Terms and Condition for appointment of Independent Directors details the Board performance evaluation process and tenure of the governance body members.

[145] Please refer to our Board Diversity ("Policy") adopted to foster diversity and inclusion within our Board of Directors

[146] Competencies relevant to the impacts of the organization are indicated in the information presented about each member of the Board and Management team in the following links: Board Of Directors and Management Team

[147] Details of the composition of the statutory committees are available at Committee Composition. This weblink also describes the number of other significant positions and commitments held by each member, as well as the nature of the commitments. The organization's governance bodies do not currently have any employees with an international background. Please click on the committee names in the governance structure image to access the Board Committee Charters pertaining to each committee. GRI Disclosure 2-15 Conflicts of interest

[148] GRI Disclosure 405-1 Diversity of governance bodies and employees





EMBASSY TECHZONE, PUNE

Robust regulatory framework safeguarding the interests of unitholders

Asset	Debt	Manager	Related Party Safeguards
▪ Minimum 80% of value in completed and income producing assets ▪ Minimum 90% of distributable cash flows to be distributed ▪ Restrictions on speculative land acquisition	▪ Majority unitholder approval required if debt exceeds 25% of asset value ▪ Debt cannot exceed 49% of asset value	▪ More than 50% of Board comprises of Independent Directors ▪ Manager can be removed with 60% approval of unrelated unitholders ▪ More than 80% of the Audit Committee comprises of Independent Directors	▪ Sponsors are prohibited from voting on their related party transactions ▪ Majority unitholder approval required for acquisition or disposal of asset which exceeds 10% of the REIT value ▪ Acquisition or sale price of new asset cannot deviate from average valuation of two independent valuers by +/- 10% ▪ Fairness opinion from independent valuer required if related party leases exceed 20% of the underlying asset's rentals

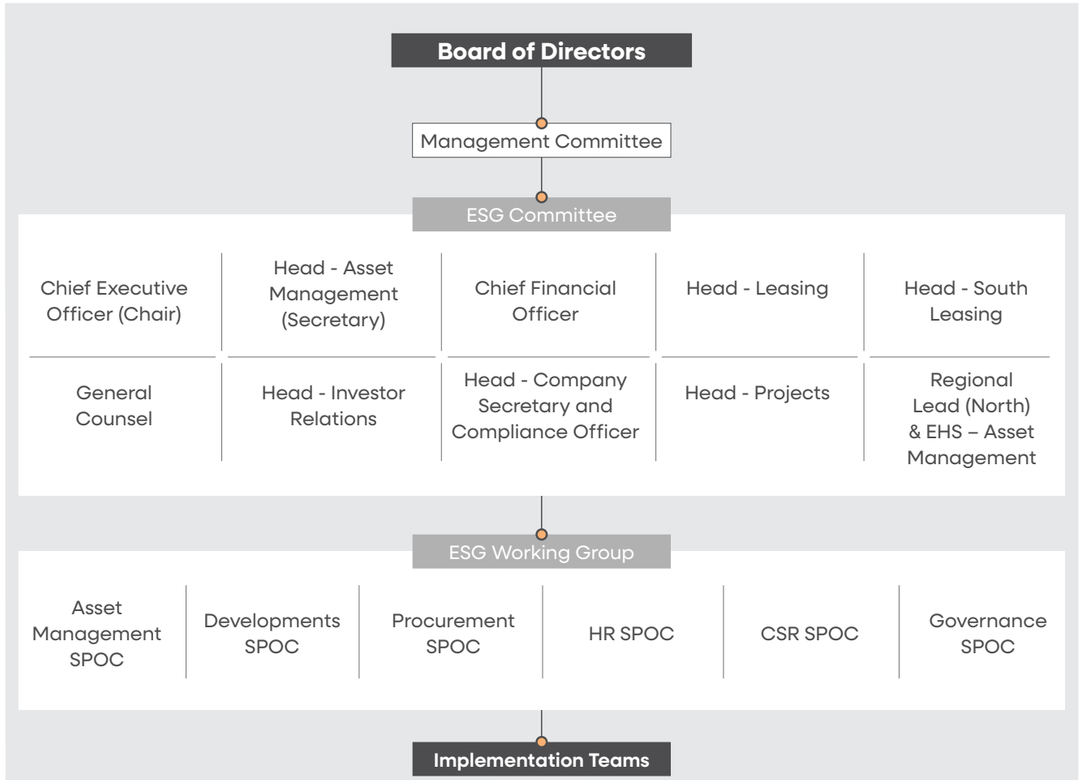
ESG governance framework

Our three-tiered governance framework remains a key expression of Embassy REIT's commitment to transparency and accountability and provides the structure through which our ESG initiatives are overseen and strengthened. This approach enables our programs to stay effectively aligned with our objective of achieving Net Zero carbon operations by 2040, while also supporting the delivery of comprehensive and inclusive value for all stakeholders.

Oversight of our ESG strategy and roadmap rests with a Board level ESG Committee operating within the Manager. Chaired by the Chief Executive Officer, with the Head of Asset Management serving as Secretary, the ESG Committee is responsible for steering both ongoing and upcoming ESG initiatives. The committee undertakes periodic risk evaluations and drives actions to mitigate identified risks. It also reviews prevailing and emerging trends that may influence our business, operations, and performance, as well as stakeholder requirements and interests. Based on these evaluations, the ESG Committee provides recommendations to the Board of Directors' Management Committee on appropriate courses of action. The committee comprises representatives from multiple functional areas and works collaboratively to progress our ESG objectives, ensuring clear and transparent disclosures on ESG performance through Embassy REIT's annual sustainability reports.

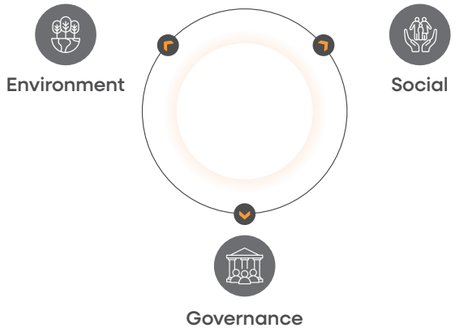
Supporting the ESG Committee is an ESG Working Group comprising designated contacts from relevant business functions. The Working Group oversees the execution of the ESG roadmap and acts as the operational bridge between the ESG Committee and on-ground teams responsible for implementing ESG programs and initiatives. Each Working Group member is accountable for guiding their respective teams against roadmap objectives. Progress is reported through quarterly sustainability performance updates to the ESG Committee and to the Board of the REIT Manager, enabling consistent tracking of our sustainability progress.

To further embed sustainability within our management structures, ESG outcomes are systematically linked to senior leadership performance through their integration into Key Result Areas (KRAs). For senior leadership—including the C-suite, Investor Relations, and Asset Management teams—KRAs incorporate Environmental, Social, and Governance (ESG) parameters, with performance against these metrics playing a key role in annual evaluations and variable compensation decisions. ESG performance objectives established during the reporting year include delivering key milestones under ESG initiatives, maintaining or improving performance on critical ESG metrics, sustaining or enhancing ratings such as USGBC LEED, BSC, and WELL, and undertaking periodic stakeholder engagement through individual interactions or annual occupier events. Additionally, dedicated ESG personnel, including the ESG Portfolio Manager, have clearly defined ESG-specific targets embedded within their annual objectives and performance assessments, ensuring accountability and consistent ESG integration across all levels of leadership.



Our Policies

[149]Embassy REIT's governance practices are guided by policies that have been formulated by Board level committees. These policies incorporate our values, business goals, execution priorities and requirements of the external regulatory environment. They can be readily accessed at



18. Regulatory Compliance

Program Objective

To foster a culture within the organization driven by adherence to regulatory requirements

[150]Operating in a dynamic regulatory environment, Embassy REIT places strong emphasis on timely compliance as a key enabler to protect and improve value for our unitholders. To ensure this, we have established reliable monitoring mechanisms that track regulatory compliance across the business, promptly flagging instances of non-compliance for remedial action.

Environmental Compliance:

At Embassy REIT, environmental compliance remains a key priority, and we ensure that all managed properties adhere strictly to applicable environmental regulations across the asset lifecycle—from development through to daily operations. This is enabled through comprehensive staff training on regulatory compliance and the underlying procedures, supported with appropriate infrastructure and resources to each property team to uphold these standards consistently. Compliance is reinforced through regular property-level monitoring, complemented by periodic audits, with audit outcomes reported to the Management team and the Audit Committee to ensure transparency and accountability.

In addition, our properties hold certifications for key management systems, including ISO 9001, 14001, 45001, 27001 and 50001, reflecting our commitment to quality, environmental stewardship, occupational health and safety, information security and energy management. During FY2026, we did not incur any financial penalties or sanctions for environmental non-compliance from local or regulatory authorities, underscoring our commitment to environmental responsibility.

Socio-economic Compliance:

At Embassy REIT, ensuring compliance with socio-economic regulations governing the entitlements of employees and contract workers remains a key priority. We follow all applicable legal requirements covering wages, minimum wage criteria, overtime pay, maternity benefits, and other related standards. Regular audits provide assurance that these requirements are being met consistently across the organization. In addition, Embassy REIT property managers receive monthly updates on changes in regulatory requirements, ESG guidelines, and emerging best practices, enabling them to support tenants to stay aligned with the latest standards.

During the reporting period, the company did not incur any financial penalties or sanctions for non-compliance with socio-economic laws and regulations.[151] There were also no incidents of harassment or discrimination. Further, all obligations prescribed by the Securities and Exchange Board of India (SEBI) were complied with within the stipulated timelines.

[152]Although we operate in regions and sectors that are not typically prone to labor issues such child labour, forced labour, or young workers exposed to hazardous conditions, we remain alert to preventing such issues in our business. In FY2026, Embassy REIT and our Indian suppliers noted no reported instances of child labour, forced or compulsory labour, or young workers. Further, in FY 2026, neither Embassy REIT nor our Indian suppliers reported human rights related incidents. Additionally, in the current reporting year, we have not made any contributions or incurred any expenses related to political campaigns, political entities, lobbyists, trade associations, or other tax-exempt organizations. As a result, we do not influence government decisions, policies, or legislation on behalf of individuals, organizations, or interest groups.[153]

Our marketing communications, including advertising, promotions, and sponsorships, have been in full compliance with SEBI regulations, achieving 100% compliance[154]. We have also maintained the privacy of both internal and external stakeholders and recorded zero substantiated claims of privacy violations or occurrences of data compromises, including leaks, thefts or losses[155].

In the realm of legal compliance, there were no legal proceedings, settled or ongoing, related to anti-competitive actions or infringements of anti-trust and monopoly laws involving Embassy REIT[156]. Periodic assessments covering 100% of our operations, carried out on a quarterly basis to evaluate enterprise-level risks, revealed no significant corruption risks, and no incidents of corruption were observed throughout the year within our operations and our business partner relationships[157]. Quarterly assessments across 100% of our operations to evaluate enterprise-level risks revealed no significant corruption risks. Furthermore, no corruption incidents were reported during the year, either within our operations or in our relationships with business partners.

Our commitment to ethical conduct is reinforced through regular training on key policies, alongside role-specific educational and training initiatives that help embed key provisions of regulatory compliance across the organization. Accordingly, 100% of our employees undergo training on the Code of Conduct, Data Privacy Policy, Anti-Money Laundering Policy (AML) and Anti-Bribery and Anti-Corruption Policy (ABC), insider trading code, Fraud Prevention Policy, Prevention of Sexual Harassment Policy, Cyber Security Policy and Whistle Blower Policy. These trainings are delivered periodically to ensure that employees understand and comply with these policies.[158]

[149] GRI Disclosure 2-23 Policy commitments, 408-1 Operations and suppliers at significant risk for incidents of child labor and 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor

[150] GRI Disclosure 2-23 Policy commitments and 2-27 Compliance with laws and regulations

[151] GRI Disclosure 406-1 Incidents of discrimination and corrective actions taken

[152] GRI Disclosure 408-1 Operations and suppliers at significant risk for incidents of child labor and 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor

[153] GRI Disclosure 415-1 Political contributions

[154] GRI Disclosure 417-3 Incidents of non-compliance concerning marketing communications

[155] GRI Disclosure 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data

[156] GRI Disclosure 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

[157] GRI Disclosure 205-1 Operations assessed for risks related to corruption, 205-2 Communication and training about anti-corruption policies and procedures and 205-3 Confirmed incidents of corruption and actions taken

[158] GRI Disclosure 2-24 Embedding policy commitments and 205-2 Communication and training about anti-corruption policies and procedures

19. Risk Management

Program Objective

To develop a robust Enterprise Risk Management system, including ESG aspects

In the real estate industry, exposure to risks linked to environmental, social, and governance (ESG) factors is an inherent part of day-to-day operations. Robust risk management is therefore essential to limit potential adverse impacts on the broader economy, environmental health, and the climate. Where risks are not identified and addressed in a timely manner, the sector can face outcomes such as project delays, legal disputes, and financial setbacks.

Against this backdrop, Embassy REIT has embedded strong and forward-looking risk management within our operational ethos. By building risk detection and mitigation into our business processes across the full asset lifecycle, we can manage economic, operational, social, and environmental risks effectively, while also capturing emerging opportunities and enhancing value for our unit holders.

Our comprehensive Risk Management Policy provides a clear framework for risk identification and mitigation. It also reinforces a culture of vigilance by encouraging employees to report potential risks encountered in the course of their duties, thus helping to prevent deviation from our strategic goals. Supporting this framework, the Risk Management Committee functions is responsible for the early identification of potential and actual risks through stakeholder engagement and analysis of historical data, including insights from internal audits and previous incidents. This committee also formulates mitigation strategies, oversees their implementation, and evaluates their effectiveness. Updates and outcomes are reported regularly to the Board of the Manager, enabling informed oversight and governance.



EMBASSY TECHVILLAGE, BENGALURU

We implement a 4-step strategy to manage and mitigate risks:

Risk identification

The CEO and heads of various departments pinpoint potential risks at the enterprise level, drawing on their knowledge of both the external landscape and internal processes. Additionally, we gather insights on current and prospective risks from day-to-day operations through feedback from stakeholders within and outside the organization.

Risk assessment

Next, identified risks are assessed and prioritized based on the severity of their potential impact, the probability of their occurrence, and our capacity for rapid and effective response. This evaluation process is carried out biannually and factors in any mitigating measures put in place during the intervening period.

Risk analysis

Following the evaluation of potential risks, we prioritize the 12 most significant ones that pose different levels of threat to our business continuity and sustainability objectives. Our mitigation strategies are tailored to tackle these risks most efficiently. In fiscal year 2023, we carried out a TCFD (Task Force on Climate-related Financial Disclosures) gap analysis to evaluate both physical and transitional risks, determining the nature and financial implications of risk exposure across our portfolio. Utilizing the insights gained from this analysis, we have developed and enacted targeted strategies to mitigate and prevent these risks.

Risk treatment

As part of the final step, internal audit groups continuously evaluate risk mitigation to detect any substantial alterations in previously established risk ratings and adjust our readiness to enhance mitigation measures where necessary.

Business Continuity

Embassy REIT has instituted an extensive Business Continuity and Disaster Recovery Plan to manage disasters effectively. The plan is customized for each business park, considering location-specific requirements shaped by geography and local regulations. Our team continues to strengthen business risk management practices to refine the balance between risk and reward. Central to our business continuity approach is a robust mechanism for incident notification, escalation, reporting, and review, which addresses a broad range of incidents, including those related to health and safety, environmental concerns, occupant operations, and corporate matters. Our approach to ensuring business continuity is guided by the following principles:

- **Openness about failures** - Incidents and errors are transparently reported to management and are recognized without attributing undue blame.
- **Emphasis on learning -** The system is designed to optimize learning from errors and extensively utilizes improvement techniques to achieve this.
- **Obligation to act -** The responsibility to address and rectify issues is unequivocally acknowledged, with clear and explicit assignment of duties for taking corrective action.
- **Accountability -** The boundaries of personal responsibility are well-defined; individuals are aware of the circumstances under which they may be held accountable for their actions.
- **Just culture -** Fair treatment of individuals
- **Appropriate prioritization of action -** Efforts to resolve issues are given priority, with resources allocated to areas that offer the potential for the most significant enhancements.
- **Teamwork –** Acknowledged as the most effective defence against system failures, teamwork and culture of trust and mutual respect are actively encouraged and nurtured.

Additionally, Emergency Response Teams (ERP team) have been established at each business park to act promptly in the event of an emergency.

Event Classification and Emergency Management Concept of Operations

In the event of an emergency, it is essential to quickly assess the scale and severity of the situation to rapidly mobilize the required internal and external resources for response and recovery. At Embassy REIT, the management approach for each incident is determined based on inputs from the on-site Emergency Response Team (ERP) Lead and the Disaster Response (DR)/ Business Continuity Plan (BCP) Manager. Incidents are classified into three levels: level 1 (minor), level 2 (significant), and level 3 (major). Decisions on evacuating a business park are taken by the Emergency Response Team in consultation with the relevant authorities and depend on the nature of the emergency and the level of risk it presents.

Embassy REIT has implemented two key policies: Disaster and Catastrophe Resilience Policy - Operations and Resilience to Catastrophe/Disaster Policy – New Developments. These policies provide a framework for adapting to and recovering from disasters, hazards, and other events that could affect ongoing operations as well as the design and construction stages of new projects.

Alignment of risk management to ESG goals

As the urgency to tackle climate change intensifies, corporates and governments are scaling up measures to mitigate its impacts on society, the environment, and the economy. As a responsible real estate player, Embassy REIT is committed to contributing to the global transition towards a low-carbon future by actively addressing climate-related risks and capturing the opportunities associated with climate change.

To enable this, we have embedded ESG risk assessment within our enterprise risk management framework to build a comprehensive view of the risks and opportunities relevant to our business. The process begins with identifying potential ESG risks and documenting them in a risk register. Each risk is then evaluated for severity, likelihood, and its potential impact on our operation. These inputs are used to develop targeted strategic plans that mitigate adverse effects. This forward-looking approach strengthens our resilience to ESG-related risks and reinforces our commitment to promoting sustainable real estate development and generating enduring value for our stakeholders.

The table below outlines the key risks we have identified, their impacts, and the risk ratings associated with them. This compilation has been endorsed by the Board and remains consistent with the previous year's assessment.



EMBASSY GOLFLINKS, BENGALURU

Sr. no.	Risk	Risk Impact	Risk rating
1	Water stress	1. Increased cost of operations 2. Increased stress on surface and groundwater 3. Water quality issues	●
2	Cost to transition to lower emissions technology	Capital investments in technology development and costs to adopt/deploy new practices and processes	●
3	Regulatory risk arising from non-compliance to CSR law	Regulatory non-compliance (penalty for non-adherence) and reputational loss	●
4	Inability to retain customers	Reduced profitability	●
5	Water quality	Adverse health impacts on our employees, workers, and communities	●
6	Health hazards due to improper waste management	Health impacts on employees, workers, and communities	●
7	Increased mean temperature	1. Increased resource consumption 2. Adverse health impacts on employees, workers, and communities	●
8	Labor rights violations	Loss of company reputation and civil unrest	●
9	Occupational hazards	Reputational loss	●
10	Regulatory non-compliance	Penalties for non-compliance	●
11	Reduced visibility to investors	Reduced investments	●
12	Reputational risk	Reputational loss	●
13	Social license to operate	Reputational loss for the company without community buy-in	●
14	Regulatory risk arising from groundwater consumption	Regulatory non-compliance (penalty for non-adherence) for groundwater consumption	●
15	Increased pricing of GHG emissions	Increased operating costs (e.g., higher compliance costs, increased insurance premiums)	●
16	Regulatory risk arising from improper waste handling and management	Regulatory non-compliance (penalty for non-adherence)	●
17	Increased emissions due to improper waste management	Increased operating costs arising from the need to mitigate increased emissions	●
18	Man-animal conflict	1. Health and safety issues 2. Detrimental effect on biodiversity	●
19	Surface and groundwater stress	1. Increased cost of operations 2. Reduction in the ground water table	●
20	Urban flooding	1. Increased cost of operation 2. Health and safety issues for employees, workers, and communities	●
21	Adverse environmental impacts (water, waste, energy and emissions)	1. Increased cost of operations 2. Increased environmental impacts 3. Water and soil pollution	●
22	Disruption in logistics	1. Increased cost of operations 2. Decrease in availability (Increased demand)	●
23	People risk	1. Heavy reliance on key individuals 2. Disruption in operations	●

● Critical ● Significant ● High ● Medium



EMBASSY GOLFLINKS, BENGALURU

Annexure

Task Force on Climate-related Financial Disclosures (TCFD)

[159] At Embassy REIT, we recognize the importance of understanding the climate-related risks that our operations are exposed to, as well as the opportunities that can support business growth, enhance value for our investors, and contribute to a sustainable planet. Reflecting this focus, we have adopted the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD). This framework guides our assessment of physical risks linked to extreme weather and climate change, along with risks and opportunities associated with our transition to a low-carbon economy.

A dedicated Risk Management Committee has been established to evaluate climate-related risks and opportunities. The Committee is responsible for identifying and analysing potential risks that may impact our operations, leveraging value-creation opportunities for stakeholders, and developing appropriate mitigation strategies.

In line with our commitment to implementing best practices in corporate governance, the TCFD Report is published within our overall ESG Report for FY2026. The report covers four thematic areas, i.e., Governance, Strategy, Risk management and Metrics and Targets, to help users understand how the organization assesses climate-related risks and opportunities. Described hereafter are the organization's governance system, strategy, and processes for managing climate-related risks and opportunities.

Governance

Embassy REIT's governance structure is designed to strengthen organizational resilience by embedding a culture of ownership, accountability, and transparency. The structure comprises nine committees overseen by the Manager's Board of Directors. At the core of this governance model is a robust risk management framework that addresses risks emerging from the economic, operational, social, and environmental ecosystems in which we operate.

The Risk Management Committee, which reports directly to the Manager's Board, plays a pivotal role in this framework. Its responsibilities include the early identification of climate-related risks, the articulation of mitigation options, oversight of implementation, and continuous monitoring of actions to evaluate the effectiveness of risk reduction efforts.

In addition, Embassy REIT has instituted a cross-functional Environmental, Social, and Governance (ESG) Committee, chaired by the CEO and supported by an ESG Working Group. This Committee is responsible for developing a three-year ESG strategy aligned with the organization's business goals and for overseeing performance in this area. It evaluates current and emerging ESG trends that could materially influence Embassy REIT's business growth, operational functioning, and ability to create sustainable value for stakeholders.

Further, the ESG Committee undertakes specific measures to align the organization's operations and activities with TCFD standards, supporting the effective management of identified and assessed risks. It also provides guidance to the Board on proactive and reactive measures to mitigate these risks.

Strategy

We have assessed risks in accordance with TCFD guidelines to evaluate potential physical and transitional climate-related threats to the business. This assessment encompassed all of Embassy REIT's existing investments and ongoing new development projects across four cities in India: Bengaluru, Mumbai, Pune, and Noida.

The evaluation of climate-related risks considered short, medium, and long-term horizons, covering the periods up to 2030, 2040, and 2050, respectively.

1. **Short-term risks** are defined as those occurring within a 7-year horizon, which may impact the organization's ability to effectively operate its in-service properties or successfully complete investment and development activities. Addressing short-term risks is essential for managing medium- and long-term risks.

2. **Medium-term risks** are assessed over a 15 to 17-year timeframe. This period accounts for the emergence of disruptive technologies that could significantly enhance the energy efficiency of current buildings. The assessment focuses on risks relevant to development during this timeframe.

3. **Long-term risks** are evaluated over a 27 to 30-year period, reflecting the long-term nature of our business operations.

Physical risks

We have undertaken a comprehensive assessment of the physical risks associated with climate change, with a focus on the potential economic and financial losses arising from climate-related weather events and phenomena. These risks include both acute (event-driven) and chronic (longer-term shifts) climate patterns, with financial impacts ranging from direct damage to assets to indirect consequences such as supply chain disruptions. Embassy REIT's financial performance may also be affected by climate change impacts on water availability, sourcing and quality, food security, and extreme temperature variations, which can influence operations, supply chains, transportation requirements, and employee safety.

We conducted baseline and scenario analyses to using the Representative Concentration Pathways (RCPs) and the Shared Socio-economic Pathways (SSPs) modelling tools in order to study physical risks.

- The RCPs are a commonly used tool in climate modelling and do not include a socio-economic context. They comprise four scenarios that describe different levels of greenhouse gas (GHG) emissions and other radiative forcings. These pathways span a wide range of forcings projected for 2100, specifically 2.6, 4.5, 6.0, and 8.5 watts per square meter.

- In contrast, the SSPs (Shared Socioeconomic Pathways) incorporate socio-economic elements that may evolve over the next century. The SSPs present five distinct scenarios illustrating potential global developments, shaped by the presence or absence of climate policies and the extent of societal changes. These scenarios have been formulated based on the 6th IPCC Annual Report. Additionally, these socio-economic scenarios are enriched by multiple macroeconomic variables, such as demographics, urbanization rates, and GDP growth, compared to the earlier RCP scenarios.

To evaluate the potential impact of different levels of GHG emissions on our assets and operations, we considered three RCP scenarios: RCP 2.6, RCP 4.5, and RCP 8.5 in the assessment of physical risks. Other less widely used RCP scenarios which yield less reliable outcomes were not considered.

1. RCP 2.6 is the lowest emissions scenario and corresponds to 0.0-2.3°C global warming levels by 2100

2. RCP 4.5 is the intermediate scenario, corresponding to 1.7-3.2°C global warming levels by 2100

3. RCP 8.5 is the worst-case scenario, corresponding to 3.2-5.4°C global warming levels by 2100

Both direct and indirect financial impacts arise from climate-related events, which disrupt supply chains and elevate operating costs, among other issues, ultimately hindering the progress of our construction activities. Therefore, we evaluate the significant financial effects of identified physical risks on the organization's operations. This assessment enables Embassy REIT to adopt proactive strategies to mitigate potential losses and promote long-term sustainability.

Analysis

We carried out baseline and RCP scenario analyses were for the following physical risks:

1. **Acute risks:** drought, riverine flood, wind speed, tropical cyclone, and extreme rainfall

2. **Chronic risks:** sea level rise, rise in temperature, coastal flood, and water stress

Observations

Our observations from the detailed risk analyses are summarized below:

i. All Embassy REIT's assets face the risk of a gradual increase in temperature. Under the RCP 8.5 scenario, assets in Noida, Uttar Pradesh, were observed to be at higher risk of rising temperatures and at a significant risk of drought compared to assets in other parts of India.

ii. Further, the Aqueduct tool, which forms part of the World Resource Institute's (WRI) Water Program, indicated that Embassy Oxygen in Noida is vulnerable to riverine flooding.

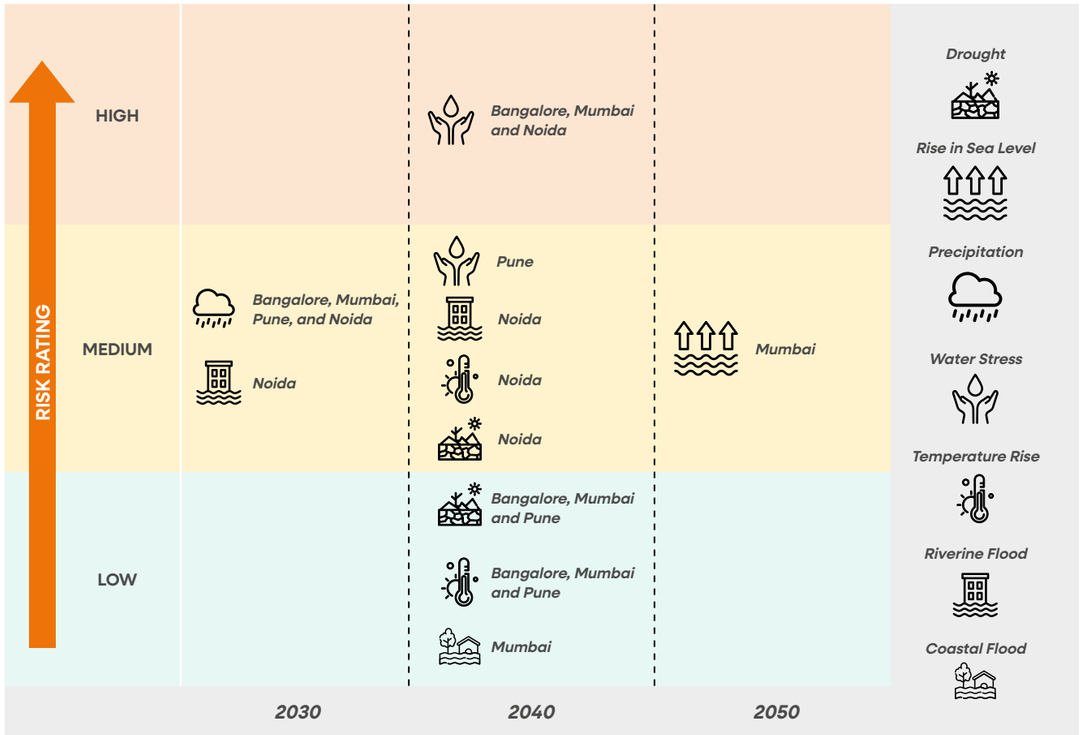
iii. Sea levels are expected to rise beyond 2050, posing a potential threat to assets in Mumbai. In particular, Express Towers is vulnerable to coastal flooding due to its location.

[159] GRI Disclosure 201-2 Financial implications and other risks and opportunities due to climate change

Task Force on Climate-related Financial Disclosures (TCFD) (Contd..)

iv. As per RCP 8.5, a gradual increase in precipitation is anticipated from 2030 onwards for assets located in Bengaluru, Mumbai, Pune, and Noida.

v. The analyses indicate that assets in Pune will experience high water stress, while assets in other locations will face extremely high water stress under the RCP 4.5 and 8.5 scenarios over the medium- and long-term periods.



Transition risks

Transition risks refer to the potential economic and financial impacts arising from the shift toward a low-carbon economy. These risks are typically categorized into four key areas: policy and legal, technology, market, and reputational risks.

To assess these risks, we utilized the IIASA Scenario Explorer developed by the Network for Greening the Financial System (NGFS), which provides country-specific projections. Our analysis focused on India and considered three scenarios—Net Zero 2050, Divergent Net Zero, and Current Policies—across eleven relevant variables.

1. The Net Zero 2050 scenario assumes that global net zero emissions are achieved by 2050, with countries meeting their declared net zero targets as of 2020. It also assumes the immediate implementation of optimal carbon pricing aligned with long-term climate objectives.

2. The Divergent Net Zero scenario envisions achieving net zero by 2050 through accelerated investments in low-carbon technologies. It assumes the early introduction of ideal carbon pricing mechanisms to limit global temperature rise to below 1.5°C by 2100, allowing only a minimal temporary overshoot.

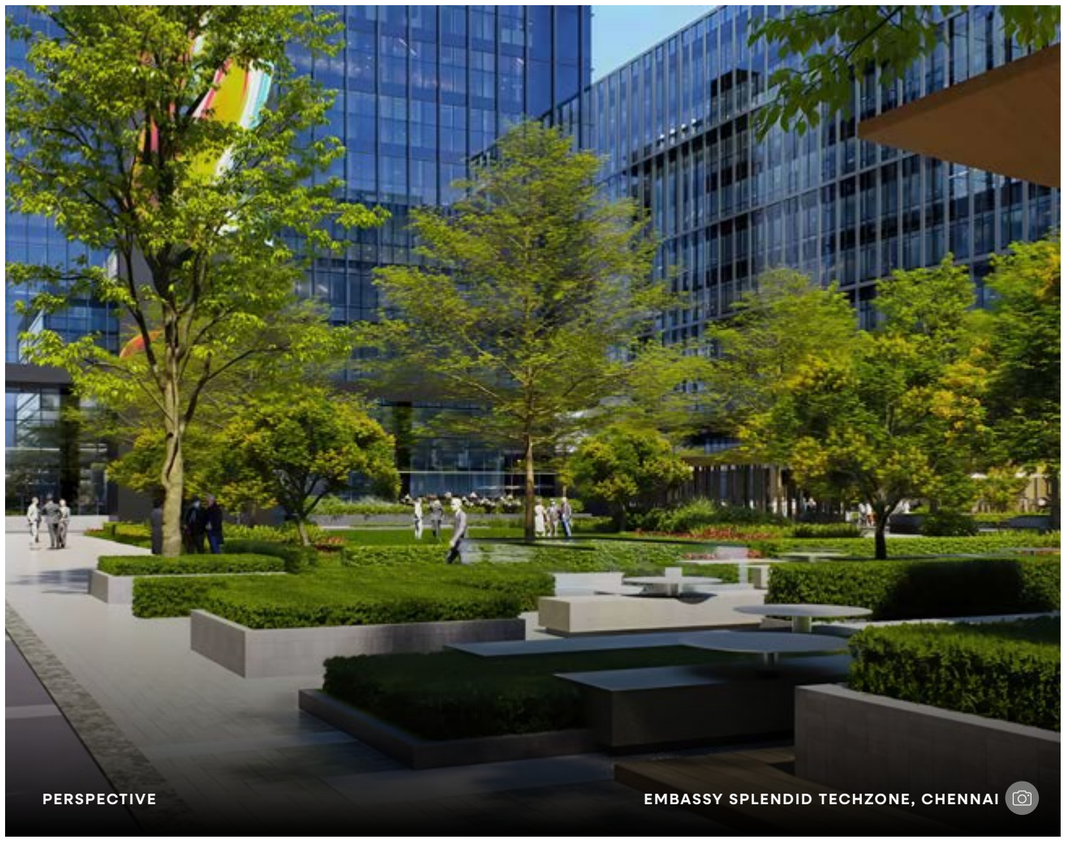
3. The Current Policies scenario assumes no strengthening of existing climate commitments, with policy and emissions-reduction efforts remaining unchanged. In this scenario, pressure varies across sectors, with relatively higher focus on transportation and buildings due to consumer-oriented policy preferences.

At Embassy REIT, we systematically evaluate the financial implications of identified transition risks, including both direct and indirect impacts such as increased operating costs and potential carbon pricing. This structured assessment enables us to proactively mitigate risks, strengthen resilience, and support long-term sustainability through informed strategic planning.

Analysis

The transition risks for which we conducted scenario analyses included the following:

- **Policy and Legal Risks** relate to carbon pricing mechanisms and carbon taxation, as well as new environmental regulations and standards.
- **Technology Risks** relate to the advancement of low-carbon technologies and associated supply chain considerations.
- **Market Risks** relate to shifts in consumer demand for low-carbon products and services and healthy lifestyles, resource scarcity and growing demand, and an increased investor focus on green finance.
- **Reputation Risks** relate to evolving consumer and investor behaviour and preferences, as well as potential failure to meet stakeholder expectations and demand.



Task Force on Climate-related Financial Disclosures (TCFD) (Contd..)

Observations

1. **Policy and legal risk - Carbon pricing and Emissions Trading Scheme ('ETS'):** In 2023, following stakeholder consultations and subsequent revisions, India formally announced the Carbon Credit Trading Scheme (CCTS). The framework establishes a National Steering Committee to oversee the Indian Carbon Market, with defined roles for administrators and technical committees. The scheme adopts a "gate-to-gate" approach, covering emissions from fuel combustion, industrial processes, and indirect emissions from electricity and heat consumption, including CO_2 and perfluorocarbons (PFCs). It builds on the energy efficiency architecture of the Perform, Achieve, and Trade (PAT) scheme and is designed to progressively transition towards a compliance carbon market. The compliance mechanism is jointly administered by the Ministry of Power, the Ministry of Environment, Forests, and Climate Change, and the Bureau of Energy Efficiency (BEE). In addition, amendments have introduced an offset mechanism to enable participation by non-obligated entities and to encourage broader greenhouse gas reduction efforts. At the subnational level, Gujarat has proposed a cap-and-trade scheme for emissions from large industrial and power sectors, developed with support from international research assistance. (https://icapcarbonaction.com/en/ets/indian-carbon-credit-trading-scheme)

2. **Policy and legal risk - Regulatory environment in India:** In 2009, India's Ministry of Corporate Affairs (MCA) issued guidelines for the voluntary disclosure of corporate social responsibility activities. This marked an early step towards disclosing non-financial performance and advancing the concept of business responsibility. Since then, the ESG reporting landscape has expanded through frameworks such as the Business Responsibility Reporting (BRR), Corporate Social Responsibility (CSR), and the National Guidelines on Responsible Business Conduct (NGRBC). Subsequently, in August 2020, SEBI proposed the introduction of the Business Responsibility and Sustainability Report (BRSR) format for the top 1,000 listed companies based on market capitalization. Listed entities could voluntarily adopt the new format for FY2022 and were required to report mandatorily from FY2024. (How ESG megatrends and opportunities are shaping our future (ey.com))

The Bureau of Energy Efficiency's (BEE) Perform, Achieve and Trade (PAT) scheme is India's flagship energy efficiency initiative under the National Mission for Enhanced Energy Efficiency (NMEEE). The program targets energy-intensive sectors—classified as Designated Consumers—and requires them to set energy efficiency targets, implement improvement measures, and undergo monitoring and verification in order to earn Energy Savings Certificates (ESCerts). These certificates are tradable and contribute to the country's Nationally Determined Contributions (NDC). PAT Cycle Six, which commenced in 2020–21, introduced commercial buildings (hotels) as Designated Consumers (DCs), with further inclusions expected in subsequent phases. At COP 27, India highlighted the BEE PAT scheme in its vision and progress document, underscoring its importance. India also intends to strengthen enforcement of the PAT scheme to meet ambitious mitigation targets aligned with its Net Zero emissions goal by 2070. Embassy REIT is actively engaged in promoting sustainable and energy-efficient designs and practices across the construction, development, and operational phases of our buildings.

India has witnessed strong growth over the past two decades, driving significant migration from rural areas to expanding urban centres. As this demographic transition continues, the demand for sustainable urban infrastructure to support growing communities is increasing. The Smart Cities Mission is a positive step towards addressing this need. Going forward, this initiative is expected to expand further, supported by evolving laws and policies that will require green building certifications, energy-efficient infrastructure, and more efficient resource use. While these measures are essential for a sustainable future, they may also translate into higher construction costs. In addition, the Energy Conservation Act (Am.), 2022 extends the new Energy Conservation and Sustainable Building Code to office and residential buildings with a minimum connected load of 100 kW. This is an important step towards ensuring that urban environments are not only modern but also environmentally responsible.

3. **Market risk - Investor demand:** Investors are increasingly aligning with the climate action agenda, placing strong emphasis on assessing a company's environmental, social, and governance (ESG) goals and related reporting to establish credibility. They also factor in evolving customer expectations as a key consideration in their evaluation of companies. Importantly, investors recognize that social considerations are fundamental to enabling a successful transition to a net-zero economy. This trend reflects a growing understanding that sustainable practices and social responsibility are integral to building long-term value and resilience in today's market.

4. **Market risk - Regulation:** The increase in direct operating costs is primarily driven by rising prices of key construction raw materials such as steel and concrete. This escalation is influenced by higher energy costs, the introduction and expansion of carbon pricing, and increasing resource scarcity. As demand for critical construction inputs—such as cement, concrete, aluminium derived from bauxite, and iron and steel produced from iron ore—continues to grow, supply constraints may emerge, placing additional upward pressure on prices. The Network for Greening the Financial System (NGFS) forecasts a 10% increase in steel demand by 2050, while the World Economic Forum anticipates a 45% rise in cement demand due to urbanization and population growth. Although NGFS projects an increase in the production of raw materials such as cement and steel, the growth rate is expected to remain modest. Additionally, carbon taxes are expected to be applied to high-carbon and relatively constrained materials, including cement, steel, and asphalt, reflecting their carbon intensity and limited availability.

5. Under the Divergent Net Zero Scenario, India is foreseen to experience increased investments in low-carbon technologies, accompanied by strict emission reporting obligations.

Risk Management

To assess physical and transition climate-related risks, we have undertaken peer evaluations and scenario analyses using a range of tools. Our assessment considers multiple RCP scenarios (RCP 2.6, RCP 4.5, RCP 8.5) alongside NGFS scenarios (Net Zero 2050 Scenario, Divergent Net Zero Scenario, and Current Policies Scenario). The risks assessed are classified as low, medium, or high based on their potential impact and likelihood. This classification was informed by consultations with stakeholders across departments and incorporated relevant regulatory requirements through inputs from our internal experts.

In addition, we maintain a comprehensive Enterprise Risk Management framework that identifies sustainability risks as well as risks related to Environment, Health, and Safety (EHS). Going forward, we plan to integrate climate change risks more systematically into our existing risk management framework and develop appropriate mitigation strategies. The Sustainability Council at Embassy REIT is responsible for identifying, assessing, and managing climate-related risks and opportunities, while the Investment and Risk Management Committee (IRMC) regularly reviews and evaluates our risk management framework. The IRMC also oversees the assessment, management, and mitigation of risks.

To better understand the potential impacts of these scenarios, we have developed a financial model that incorporates our organization's business operations, financial statements, key facilities, and value chain considerations, including raw materials. The model also includes a market-wise breakdown and greenhouse gas emissions to support a comprehensive assessment.

Task Force on Climate-related Financial Disclosures (TCFD) (Contd..)

Physical Risks Impacts, Opportunities and Mitigation Actions

Risk	Impacts	Opportunities	Mitigation Actions
Acute Risk – Drought	**Standing Investments** 1. Increased water stress may lead to higher capital expenditure on water treatment and sourcing infrastructure, along with elevated operating costs, including rising water tariffs and procurement expenses. 2. Prolonged drought conditions can adversely affect the structural integrity of buildings. Reduced soil moisture may cause soil shrinkage around foundations, leading to uneven settlement. This can result in structural damage, including cracks in foundations and plumbing systems, sloping floors, and misalignment of doors and windows. Additionally, associated site infrastructure—such as retaining walls, bridges, pavements, and sidewalks—may also be impacted. Asphalt surfaces are particularly vulnerable under such conditions, with expansive soil movements contributing to the development of deep cracks. 3. Energy supply risks may arise in regions dependent on hydroelectric power, as reduced water availability can constrain electricity generation and lead to potential shortages. **New Developments** • Water scarcity may disrupt construction activities and increase dependency on alternative water sources, impacting project feasibility and costs. • Drought conditions may lead to delays in construction timelines due to resource constraints and increased logistical challenges.	Efficient water usage	**Standing Investments** 1. Ensure all operational assets are equipped with groundwater recharge and rainwater harvesting systems to enhance water resilience and support requirements during drought conditions. 2. Conduct periodic inspections to identify early indicators of structural stress or damage to building foundations, enabling timely intervention and maintenance. 3. Regularly review insurance and commercial policies in consultation with experienced legal counsel to assess and incorporate appropriate coverage or endorsements related to drought risks. 4. Adopt water-efficient practices across assets, including water-smart landscaping and deployment of advanced technologies such as high-efficiency fixtures, smart metering, and automated irrigation systems. Additionally, strengthen data monitoring mechanisms for water availability and leak detection to enable proactive management. **New Developments** • Integrate water conservation and efficiency measures during the construction phase to minimize resource consumption. • Explore the use of alternative and sustainable construction materials that reduce water dependency. • Ensure periodic review of insurance and commercial policies, with support from experienced legal counsel, to incorporate appropriate provisions addressing drought-related risks.
Acute Risk – Riverine Floods	**Standing Investments** 1. Flood events may cause operational disruptions, including impacts on daily commuting for tenants and employees, as well as potential interruptions to electricity supply. 2. Flooding can result in damage to on-site infrastructure, affecting both core assets and ancillary facilities. 3. Recurrent flood incidents may adversely impact asset value, as occupiers and tenants may consider relocating to less vulnerable locations. 4. Partial damage to buildings may occur due to floating debris, hydrostatic and hydrodynamic pressures, and impacts to critical service areas such as pump rooms and sewage treatment plant (STP) facilities. 5. Structural damage may arise from the force of floodwaters coupled with inadequate drainage systems. 6. Riverine flooding can weaken building materials and foundations due to prolonged water exposure and soil movement beneath structural bases. 7. Increased incidence of urban flooding driven by sewer overflows may further exacerbate site-level risks. **New Developments** • Flood-related risks may lead to delays in construction timelines and increased project complexity due to site inundation and drainage challenges.	Enhanced resilience	**Standing Investments** 1. Prepare emergency plans and procedures for flood situations **New Developments** • Establish and operationalize emergency response plans tailored to flood scenarios during the construction phase. • Reinforce temporary access roads and culverts to improve resilience against flood forces and water flow. • Implement temporary flood-proofing measures for vulnerable sections of buildings during construction. • Install backflow prevention systems (e.g., valves) in plumbing and drainage networks to mitigate the risk of reverse water flow. • Design elevated podium levels in parking areas to protect vehicles and critical utilities from flood damage. • Ensure that critical infrastructure—including power systems, communication networks, hazardous material storage, and backup generators—is strategically located in elevated or flood-protected zones, away from high-risk areas.
Acute Risk – Wind Speed	No risk associated	Not applicable	Not applicable
Acute Risk – Tropical Cyclone	No risk associated	Not applicable	Not applicable

Task Force on Climate-related Financial Disclosures (TCFD) (Contd..)

Risk	Impacts	Opportunities	Mitigation Actions
Acute Risk Extreme Rainfall	**Standing Investments** 1. Operational disruptions, including impacts on daily commuting and potential electricity outages. 2. Increased risk of asset damage and submergence due to flooding events. 3. Damage to infrastructure and deterioration of building materials due to prolonged moisture exposure, potentially reducing load-bearing capacity. 4. Sewer overflows leading to urban (pluvial) flooding and severe building damage. 5. Adverse impact on asset valuation, as repeated flood events may result in tenant relocation. **New Developments** • Delays in construction	Enhanced resilience	**Standing Investments** 1. Develop drainage strategies to mitigate risks arising from unforeseen rains and flooding. 2. Reinforce and upgrade roads and culverts to withstand flooding where these are not already designed in alignment with disaster management requirements. 3. Implement roof drainage systems and waterproof both utilized and unutilized roof areas, including flat roofs, roof terraces, and balconies. In addition, waterproof building elements connected to soil. 4. Design storage systems/mechanisms to collect and store rainwater, such as blue roof/green roof systems*, underground reservoirs, retention basins, and surface retention methods. *A blue roof is designed to capture rainwater as it falls and release it slowly and steadily over a 24-hour period, which can be particularly beneficial in areas prone to flooding and excess water. A green roof provides a rainwater buffer, improves air quality, reduces ambient temperature, helps regulate indoor temperature, saves energy, and supports urban biodiversity. Green roofs form part of climate-proof construction. **New Developments** • Implement stronger erosion and sedimentation control (ESC) measures at construction sites to prevent flooding. • Improve and reinforce temporary roads and culverts to withstand flooding. • Design temporary storage systems/ mechanisms at construction sites to collect and store rainwater. • To prevent delays in construction activity, develop a Program Evaluation and Review Technique (PERT) plan that takes the regional monsoon into account. • Implement a flexible policy with vendors to help prevent cost escalations during periods of high demand and/ or disruption in the supply chain.
Chronic Risk Sea Level Rise	**Standing Investments** 1. Operational disruptions e.g. daily commutes for tenant/ employee and electricity failure 2. Increased risk of flood and submergence 3. Salinization of surface and ground water 4. Morphological changes such as erosion and wetland loss 5. Increased bio geophysical impacts such as inundation, flood and storm damage, erosion and flood potential 6. Rising water tables/impeded drainage 7. Loss of renewable and subsistence resources	Enhanced resilience	**Standing Investments** 1. Continuously evaluate adaptation strategies in coastal regions to address evolving climate risks. 2. Use waterproof materials in foundations, walls, windows, and entry points to reduce flood ingress. 3. Install non-porous, flood-resistant flooring materials. 4. Deploy flood barriers, including sandbags and doorway protection systems. 5. Strengthen insurance coverage based on evolving climate risk scenarios. 6. Address saltwater intrusion through aquifer recharge and freshwater injection techniques. 7. Install high-capacity pumping systems to prevent wastewater backflow during storm surges. 8. Monitor flood events and key drivers to improve predictive capabilities. 9. Model groundwater systems to manage changes in recharge, availability, and quality. 10. Enhance sewer system resilience through inflow and infiltration control, increased capacity, and wet-weather treatment upgrades.
Chronic Risk Temperature Rise	**Standing Investments** 1. Rising operational expense owing to the increased demand on diesel generators (DGs) caused by frequent electricity supply disruptions, as well as the higher load on HVAC systems resulting from rising temperatures. 2. Operational disruptions including supply chain disruption; higher number of man hours owing to extreme heat conditions 3. Adapting to extreme heat threats by relocating tenant operations, implementing new employee protections, and automating tasks. 4. Decreased labour productivity	Use of renewable technology like solar AC and solar rooftop panels	**Standing Investments** 1. Reduce overall emissions and restrict contribution to global warming by emphasizing renewable energy methods such as solar rooftops, power purchasing agreements 2. Install more efficient cooling systems 3. Use IoT property management devices to monitor energy consumption and CO_2 emissions, recommending settings to enhance energy metrics. Implementing these devices in buildings reduces energy and management costs while boosting ROI.

Task Force on Climate-related Financial Disclosures (TCFD) (Contd..)

Risk	Impacts	Opportunities	Mitigation Actions
	New Developments • Delayed construction owing to heat waves		4. To mitigate temperature effects in buildings, consider the following methods: 1. Use light-colored surfaces and materials with a high solar reflective index (SRI) to deflect sunlight and heat. 2. Incorporate greenery, such as shade canopies or green roofs and walls. 3. Design "heat-aware" building envelopes that prioritize insulation. 4. Install windows that enhance airflow and cross-ventilation, reducing reliance on air conditioning. **New Developments** • To prevent delays in construction activities, develop a PERT (Program Evaluation and Review Technique) plan that takes the summer weather into account • When altering floor plans or undertaking remodelling projects, consider how the size and structure of buildings affect temperature. For instance, an open-plan office allows for more airflow than one with smaller rooms, leading to temperature variations.
Chronic Risk Coastal Floods	**Standing Investments** 1. Operational disruptions e.g. in daily tenant / employee commutes and electricity failures 2. Damage to infrastructure 3. Frequent flooding may lead to occupiers/tenants shifting location, adversely impacting asset value 4. Rising sea levels inundate low-lying wetlands and dry land, erode shorelines, contribute to coastal flooding, and increase the influx of saltwater into estuaries and adjacent groundwater aquifers	Enhanced resilience	**Standing Investments** 1. Roads and culverts not designed to meet the disaster management requirements to be reinforced to withstand flooding 2. Consider floodproofing methods such as earthworks and raised construction in flood prone areas of buildings 3. The significance of effective and timely drying of properties is becoming increasingly clear, highlighting the need for materials that dry quickly and are easy to decontaminate
	5. As properties face repeated flooding and increased risk, resale values will drop significantly, potentially rendering them unsellable. The organization may struggle to obtain flood insurance and could end up with mortgages 6. Frequent road closures, diminished stormwater drainage capacity, and the deterioration of infrastructure not built to withstand regular inundation or saltwater exposure will exacerbate the situation 7. Coastal flooding can affect human health by contaminating and disrupting potable water and wastewater infrastructure. People will also risk being infected by pathogens and harmful chemicals		4. Increase the use of flood resilient materials and technologies in the construction of new assets and in retrofitting and adapting existing ones
Chronic Risk Water Stress	**Standing Investments** 1. Rising operational expenses owing to increased water charges stemming from water stress, along with higher capital expenditures for water treatment and extraction 2. Reduced access to water during drought is likely to disrupt operations 3. Increased salinity of water can lead to a paucity of fresh and safe drinking water 4. Risk to employees' health and safety 5. Changing water and wastewater regulations Can increase supplier costs **New Developments** • Shortage of water	Improved water efficiency	**Standing Investments** 1. To meet the demand for water during periods of stress, all standing assets to be equipped with groundwater/ rainwater recharge mechanisms 2. Identify and eliminate water leaks and employ new technologies to reduce water stress 3. Implement internal water metering to measure and report water consumption for better water stewardship 4. Include water use metrics in relevant company key performance indicators (KPIs) and establish usage measurement and reporting practices 5. Companies can leverage their influence to ensure that suppliers and supply chain partners are equally committed to addressing water stress. Three key actions include reducing energy use and transitioning to renewables, establishing supplier standards, and deploying water-expert teams to assist key suppliers in implementing efficient water usage solutions **New Developments** Implement water conservation and efficiency initiatives during construction • Explore alternative materials for construction

Task Force on Climate-related Financial Disclosures (TCFD) (Contd..)

Transition Risks Impacts, Opportunities and Mitigation Actions

	Risk	Impacts	Opportunities	Mitigation Actions
Policy and Legal	Carbon pricing and carbon taxation mechanisms	1. Higher operating expenses, such as cost of compliance, rise in insurance premia 2. Policy changes can lead to asset impairment, write-offs, and early retirement of existing assets 3. Any fines levied and/or legal judgments on the organization can increase product costs and/or lower demand for them	• Capitalize on the carbon market • Invest in renewable energy resources • Promote energy efficient buildings and facilities • Better waste management	1. Establish a shadow pricing mechanism to align future strategic business decisions with 2. Strategic partnerships with companies that have opted for Internal Carbon Pricing (ICP) 3. Coordinate sourcing and supplier strategies to choose suppliers who are already considering transition risks in order to prevent future increases in input costs 4. Establish a robust corporate governance framework by implementing oversight functions, including internal audit, risk management, the organization secretary, legal counsel, and independent non-executive directors
	New environmental regulations and standards			1. Adopt global ESG reporting standards to cover all relevant ESG parameters in the organization. 2. Align with established ESG/climate reporting to attract ESG investors and enhance global brand reputation.
Technology	Advancing low-carbon technologies	1. Early retirement of existing assets and write-offs 2. Decrease in demand for products and services 3. Research and development (R&D) investment in new and alternative technologies 4. Higher capital expenditure resulting from investments in technology development and the costs of adopting new practices and processes	• Lower operation costs • Resource-efficient technologies e.g. efficient cooling systems, could result in lower expenses	1. Enhance customer engagement by integrating green technologies and operations, including rainwater harvesting, EV charging infrastructure, and sewage treatment plants (STPs) 2. Build capabilities of tenants in the buildings through the Building Management System (BMS) 3. Collaborate with start-ups and innovation firms to create new low-carbon technology projects 4. Enhance generation of on-site renewable electricity across assets by installing solar PVs
	Supply chain			1. Develop strategic partnerships with suppliers to source sustainable materials 2. Diversify supply chain networks to mitigate any disruptions 3. Consider digitization of supply chains
Market	Changes in consumer demand for low carbon products and services and healthy lifestyles	1. Changing consumer choices can reduce demand for goods and services 2. Higher production costs influenced by changing input prices (e.g., energy, water) and output requirements (e.g., waste treatment) 3. Sudden and unanticipated change in energy costs 4. Lower profits resulting from a change in revenue mix and revenue sources 5. Re-pricing of assets, e.g., fossil fuel reserves, valuations of land and securities	• Alternate raw materials • Increased demand for sustainable products • Development of new products and services	1. Stay updated on market and sector trends to adopt low-carbon services and lifestyles that meet evolving consumer demands 2. Work with customers on energy efficiency to reduce consumption in their spaces
	Resource scarcity and growing demand			1. Ongoing relationship building with suppliers to ensure support when demand increases 2. Explore innovative solutions to address resource scarcity, supported by demand forecasts
	Increased investor demand for green finance			1. Attract green investments and diversify funding sources by enhancing commitment to green financing; also strengthen company resilience, and boost brand value. 2. Plan for increased expenditure arising from higher insurance premia
Reputation	Changes in consumer and investor behaviour and preferences	1. Decrease in revenue owing to lower demand for rentals 2. Decreased revenue from lower asset valuation, e.g., delayed planning approvals, supply chain interruptions 3. Investor apprehension in providing capital	• Improved reputation • Improved stakeholder engagement on ESG	1. Maintain strategic collaboration with stakeholders to gather feedback on developing green and energy-efficient products and services 2. Continue to be aligned with current market trends and track changes in consumer preferences 3. Develop an investment plan for a transition to net zero (investments can be in building performance, energy efficiency and decarbonization)
	Failure to meet demand			1. Engage with stakeholders to assess and understand their demands; also to maintain market relevance

Task Force on Climate-related Financial Disclosures (TCFD) (Contd..)

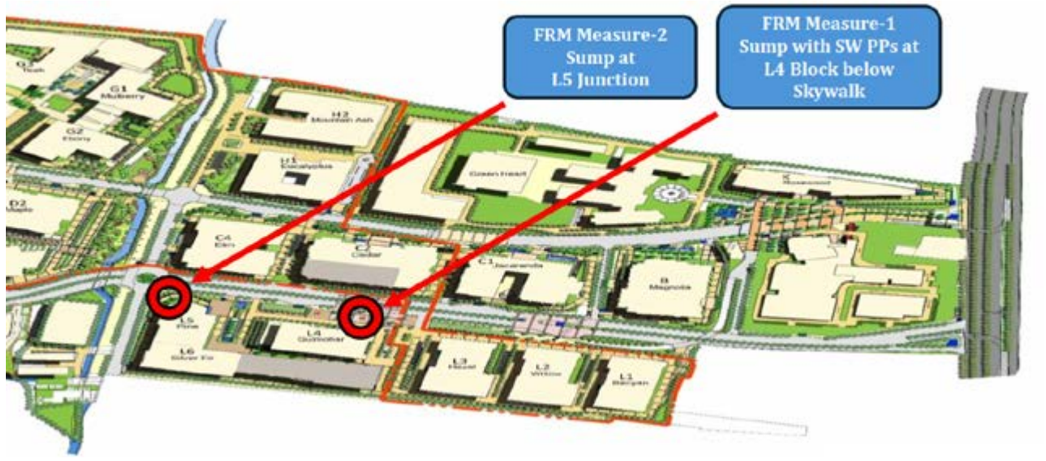
Case Study: Flood Resilience Enhancement at Embassy Manyata Business Park

In 2020, the city of Bengaluru experienced intense rainfall, causing the lakes, streams, and other waterbodies around Embassy Manyata Business Park to overflow, inundating several parts of the property. The ensuing disruption to businesses, the inconvenience to our occupiers, and the damage caused were a clarion call for us to take immediate action to prevent a similar occurrence. We collaborated with several consultants who conducted flood risk assessment studies and recommended measures to build resilience against flooding in the future.

Based on these recommendations, we implemented several measures to mitigate the risk of floods at our asset. Subsequently, we conducted an incremental flood risk assessment and mitigation study with a twofold objective. The first was to assess the resilience of the measures already implemented. The second objective was to perform a flood risk assessment for Parcel B of the business park. Additionally, the study included a hydrological simulation of the entire business park post implementation of mitigation measures and recommendations to enhance resilience. This study yielded a detailed flood risk enhancement plan which has been put into action with efforts continuing to fulfil the objectives of the study. The measures we have rolled out are outlined below.

Enhancing dewatering capacity

To improve the existing dewatering capacity of the stretch of road between Gate 2 and the L5 junction, multiple sumps with dewatering pumps are being constructed to improve stormwater management and prevent water logging. Similar sumps will also be built in other areas adjoining F2 and F3 blocks to prevent the inflow of rainwater into the premises. These measures are expected to reduce water levels on the road and speed up the clearance of stormwater, thus minimizing traffic disruptions.



Diverting downstream stormwater from Manyata Residency to rainwater catchment sumps

Heavy rainfall in October 2024 caused downstream stormwater flow from Manyata Residency to inundate the stretch of road from L1 junction to N5 junction, impeding the movement of traffic. Therefore, we are putting in place an additional rainwater catchment sump of 100 KL capacity. This, along with existing sumps will pump the water from the downstream flow into the nearest waterbody, thereby preventing flooding.

In addition, we will desilt the entire stretch of defunct external stormwater drains in the business park before the onset of the monsoon. This will restore the hydraulic storage of the drains and support efficient drainage.



In 2024, we installed dewatering capacity of 9,700 Cu.m/hr and an additional capacity of 4,500 Cu.m/hr is in the pipeline.

Flood resilience survey and mapping

To ensure Embassy Manyata Business Park is nearly 100% resilient to flooding, we are engaging with experts to assess the resilience of the asset after the incremental measures have been implemented. This will include identifying shortfalls and bottlenecks and recommended improvements to the park infrastructure keeping in view the real possibility of unpredictable rainfall conditions. As part of the scope of this assessment, we will also receive a roadmap for implementing recommendations in phases, with priority to the measures with the most impact.

Task Force on Climate-related Financial Disclosures (TCFD) (Contd..)

Metrics and Targets



EMBASSY QUADRON, PUNE

Metrics

Since FY2020, we have been disclosing Embassy REIT's climate-related metrics in ESG reports, aligned with GRI standards and assured by BSI (ESG-Publications (embassyofficeparks.com)). These metrics enable the organization to understand and report on the physical and transition impacts across all operations. We monitor and track energy and fuel usage, associated emissions, water consumption, waste generation, health and safety indicators, and more across all assets. Please refer to the Table of Contents of this report to locate sections addressing environmental, social, and governance parameters.

In line with the organization's 'Net Zero 2040' target, Embassy REIT is actively working to enhance energy efficiency across all operating locations and increase the proportion of renewable energy sources in its overall energy mix. We consistently monitor our progress in emissions reduction and transparently report our Scope 1 and 2 emissions in metric tons of carbon dioxide (tCO_2). Additionally, we employ an intensity indicator based on revenue for our Business Responsibility and Sustainability Report (BRSR) disclosure. We also evaluate the exposure of our assets and business activities to climate-related transition and physical risks.

Targets

The organisation's ESG 5-Year Roadmap, commencing FY2026, outlines a sequenced and scalable set of targets aligned to its core strategic priorities. This roadmap reinforces the organisation's long-term commitment to achieving Net Zero, while strengthening its capacity to anticipate, adapt to, and build resilience against evolving climate-related risks and impacts. Please refer to page 5 of this report to know more.

Embassy FY26 – Next steps after TCFD

Embassy REIT has embedded a comprehensive and forward-looking sustainability approach across its portfolio, reflecting a strong commitment to climate action and environmental stewardship. Key interventions include the deployment of rooftop solar installations, adoption of sensor-based lighting, optimisation of HVAC systems through upgraded Air Handling Units (AHUs), and implementation of water conservation measures such as rainwater recharge pits and waterless urinals.

Through these initiatives, Embassy REIT is systematically reducing energy consumption and carbon intensity while proactively mitigating exposure to evolving regulatory mechanisms, including carbon pricing, emissions trading schemes, and future climate-related policy shifts. The organisation is also enhancing resilience to both acute and chronic physical climate risks—such as extreme rainfall events, drought, and water stress—by investing in adaptive infrastructure, including rainwater harvesting systems.

In parallel, the continued promotion of resource-efficient practices across assets supports sustained reductions in greenhouse gas emissions and enables the development of more sustainable, climate-resilient environments. Collectively, these efforts not only strengthen operational performance but also position Embassy REIT favourably with ESG-focused investors, demonstrating a high degree of preparedness to navigate the risks and opportunities arising from climate change.

Some of the case studies featured below provide a concise summary of the enacted mitigation/ adaptation strategies. For more details, please click on the title of each case study below, which will lead you to the dedicated sections in Embassy REIT's ESG report for FY2026.

1. **Transition to Renewable Energy – Solar Deployment & 100% Green Power Procurement**

   In line with our decarbonization strategy and Net Zero ambitions, we accelerated the transition to clean energy through both onsite generation and offsite procurement. At Embassy GolfLinks, we commissioned a 2.5 MW rooftop solar plant across 10 buildings, generating approximately 10,000 kWh/day and delivering daily energy savings of ~2,273 kWh. In parallel, at Express Towers, we transitioned to 100% renewable energy supply through a long-term agreement with Tata Power, validated by the Maharashtra Electricity Regulatory Commission. These measures significantly reduce dependence on grid electricity and lower Scope 2 emissions, directly supporting our climate targets while optimizing energy costs. From a TCFD perspective, this initiative primarily mitigates transition risk by reducing exposure to carbon pricing, fossil fuel volatility, and tightening clean-energy regulations. Additionally, by diversifying energy sources and integrating on-site generation, it enhances physical resilience—ensuring greater energy security and operational continuity during grid disruptions or extreme climate events.

2. **Advanced Energy Efficiency Across Assets – Chillers, Motors & System Optimization**

   To systematically improve energy performance across the portfolio, we undertook large-scale equipment upgrades at Embassy GolfLinks, Embassy 247, Embassy Galaxy, and Embassy Splendid TechZone. These included replacement of aging chillers with high-efficiency, low-GWP refrigerant systems, installation of IE4 motors, and optimization of water and energy transfer systems. Key outcomes include energy savings of over 1,165 units/day at GolfLinks, 32,400 kWh annually at Embassy 247, and ~90,825 kWh annually at Embassy Galaxy, along with substantial cost savings. These upgrades materially reduce electricity consumption, emissions intensity, and operational costs, while improving system reliability and lifecycle performance. From a TCFD standpoint, these measures mitigate transition risks by proactively aligning with evolving energy efficiency norms and reducing exposure to rising electricity tariffs and future regulatory mandates. At the same time, improved system efficiency lowers internal heat loads and enhances cooling effectiveness, contributing to physical risk adaptation by maintaining optimal indoor conditions during extreme heat events and reducing strain on critical infrastructure.

3. **Digital Energy Monitoring – Smart Metering at Express Towers**

   To enhance energy governance and data-driven decision-making, we implemented an online, BMS-integrated digital energy monitoring system at Express Towers, replacing manual tracking mechanisms. This system enables real-time visibility into consumption patterns, automated data capture, and improved accuracy in energy accounting. The initiative improves transparency, enables early identification of inefficiencies, and strengthens energy optimization strategies across operations. From a TCFD lens, it addresses transition risk by enabling better compliance with disclosure frameworks and energy benchmarking requirements, while also supporting continuous

Task Force on Climate-related Financial Disclosures (TCFD) (Contd..)

emissions reduction. Furthermore, real-time monitoring enhances physical risk preparedness, allowing rapid response to abnormal consumption patterns during extreme weather conditions (e.g., sudden load spikes), thereby improving operational resilience.

4. Scaling EV-Ready Infrastructure – Low-Carbon Mobility Enablement

As part of our sustainable mobility strategy, we developed EV-ready infrastructure at Block 8, Embassy TechVillage, designating 354 EV parking spaces (18% of total capacity). This forward-looking design integrates charging infrastructure to support the increasing adoption of electric vehicles among occupiers. This initiative reduces transport-related emissions and aligns with broader ecosystem decarbonization goals while enhancing asset attractiveness for ESG-conscious tenants. From a TCFD perspective, this is a strong transition risk mitigation measure, reducing exposure to future regulatory restrictions on internal combustion vehicles and supporting tenant decarbonization pathways. It also strengthens long-term asset resilience by future-proofing infrastructure against evolving mobility trends and urban sustainability regulations.

5. Water Stewardship Through Reuse and Smart Monitoring

We strengthened water resilience through multiple interventions, including reuse of AHU condensate water at Embassy Galaxy and RO reject water reutilization at Embassy Oxygen, alongside installation of 23 IoT-enabled flowmeters at Embassy Manyata Tech Park to enable real-time water tracking and accurate accounting. These efforts reduce freshwater dependency and improve measurement reliability in ESG reporting. From a TCFD standpoint, these initiatives directly address physical risks, particularly water stress and supply variability driven by climate change. By increasing reuse and improving monitoring, we reduce reliance on external water sources such as tankers, thereby mitigating risks from droughts, supply disruptions, and rising water costs. Additionally, enhanced measurement systems support transition risk management by strengthening disclosure accuracy and regulatory compliance around water usage.

6. Circular Waste Management – Organic Waste Optimization & Cigarette Waste Recycling

We advanced circular waste management through optimization of organic waste converters (OWC) and reuse of dry leaves, alongside a partnership with Buffindia for structured cigarette waste collection and recycling across assets. These initiatives improve waste segregation, reduce landfill dependency, and enable recovery of value from otherwise difficult waste streams. From a TCFD perspective, these actions mitigate transition risk by aligning with tightening waste management regulations and circular economy expectations. They also indirectly support physical risk mitigation, as reduced landfill burden lowers environmental degradation risks that can exacerbate climate-related impacts such as flooding and soil contamination.

7. Climate Adaptation – Flood Resilience at Embassy Manyata Business Park

Recognizing the increasing frequency of extreme rainfall events, we implemented flood resilience enhancement measures at Embassy Manyata Business Park to mitigate waterlogging risks and improve stormwater management capacity. These interventions strengthen infrastructure robustness and ensure continuity of operations during adverse weather conditions. From a TCFD lens, this is a clear physical risk adaptation measure, addressing acute climate risks such as flooding and extreme precipitation. By proactively investing in resilience infrastructure, we reduce potential financial losses, safeguard asset value, and maintain tenant confidence during climate-related disruptions.

Business Responsibility and Sustainability Reporting (BRSR)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	International Securities Identification Number (ISIN) of the Listed Entity	INE041025011
2.	Name of the Listed Entity	Embassy Office Parks REIT
3.	Year of incorporation	2017
4.	Registered office address	12th Floor, Pinnacle Tower, Embassy One, 8, Bellary Road, Ganganagar, Bengaluru, Karnataka – 560 032
5.	Corporate address	12th Floor, Pinnacle Tower, Embassy One, 8, Bellary Road, Ganganagar, Bengaluru, Karnataka – 560 032
6.	E-mail	compliance@embassyofficeparks.com
7.	Telephone	+91 80 6935 4864
8.	Website	https://www.embassyofficeparks.com/
9.	Financial year for which reporting is being done	April 1, 2025, to March 31, 2026
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India and BSE Limited
11.	Unit Capital	288,262.11 million
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Vinitha Menon 12th Floor, Pinnacle Tower, Embassy One, 8, Bellary Road, Ganganagar, Bengaluru, Karnataka – 560 032 Ph: T: (080) 69354864 F: +91 80 3322 2223 Email: esg@embassyofficeparks.com reitcompliance@embassyofficeparks.com
13.	Reporting boundary Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	This report covers our portfolio of commercial office spaces across Bengaluru, Mumbai, Pune, Noida and Chennai. This includes 14 properties across standing investments and new development projects, as outlined in the Report Overview section of our ESG Report for FY2026. Note on exclusions in reporting boundary: The financial values furnished in the financial reports also include the consolidated performance from four operational hotels (Four Seasons at Embassy One, Hilton and Hilton Garden Inn at Embassy Manyata, Hilton at Embassy GolfLinks) and three under-construction hotels (Hilton and Hilton Garden Inn at Embassy TechVillage, and Spark by Hilton at Embassy TechZone), as well as Embassy Energy. However, for FY2026, the environmental information disclosed in the BRSR report pertains exclusively to the 14 commercial offices in the standing investments portfolio. The other entities are part of the Embassy REIT portfolio but not included in this year's reporting boundary.
14.	Name of assurance provider	Not applicable. Embassy REIT is not mandated to publish the Business Responsibility and Sustainability Report (BRSR) as part of the regulatory requirements of the Securities Exchange Board of India (SEBI). However, we have voluntarily disclosed our performance in our third BRSR report in alignment with SEBI guidelines.
15.	Type of assurance obtained	Not applicable

Business Responsibility and Sustainability Reporting (BRSR) (Contd..)

II. Products/services

16. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of main activity	Description of business activity	% of turnover of the entity
1	Real estate activity - Embassy REIT owns and operates a 52.5 msf portfolio of 10 infrastructure-like office parks and 4 city-centre office buildings in India's office markets of Bengaluru, Mumbai, Pune, the NCR and Chennai	Embassy REIT owns, operate, and invests in high-quality real estate and related assets that generates rental income from its occupiers	87%
2	Hospitality - Embassy REIT owns and operates 4 business hotels in Bengaluru	Development, rental and maintenance of serviced residences	12%

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% of total turnover contributed
1	Real estate activity	6810	87%
2	Hospitality	55101	12%

III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	-	14 commercial offices, 4 hotels and 1 solar park	19
International	-	-	-

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	4
International (No. of Countries)	-

b. What is the contribution of exports as a percentage of the total turnover of the entity?

Embassy REIT's operations are confined to the domestic market at present, resulting in a zero percent contribution to exports in relation to the total turnover.

c. A brief on types of customers

Our 280 occupiers are predominantly multinational corporations who hire Indian talent for their skills and ability to run their global operations. 47% of our gross rentals come from Fortune 500 companies. 6 of the top 20 largest global companies by market capitalization[1] are our occupiers. As per gross rentals, companies belonging to the technology (29%) and financial services (26%) sectors account for a significant proportion of our occupiers, followed by research, consulting & analytics, and healthcare companies.

[1]Market capitalization as of Mar 31, 2026

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and Workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	EMPLOYEES					
1.	Permanent (D)	119	89	74.78%	30	25.23%
2.	Other than permanent (E)					
3.	**Total employees (D + E)**	**119**	**89**	**100%**	**30**	**100%**
	WORKERS					
4.	Permanent (F)	6,358	5731	90.13%	627	9.87%
5.	Other than permanent (G)					
6.	**Total workers (F + G)**	**6,358**	**5731**	**90.13%**	**627**	**9.87%**

Note: Data for third-party contract workers (permanent workers) pertains to the standing investments portfolio

b. Differently abled Employees and Workers

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	DIFFERENTLY ABLED EMPLOYEES					
1.	Permanent (D)	-	-	-	-	-
2.	Other than permanent (E)	-	-	-	-	-
3.	**Total differently abled employees (D + E)**	**-**	**-**	**-**	**-**	**-**
	DIFFERENTLY ABLED WORKERS					
4.	Permanent (F)	At present, this data is not being monitored.				
5.	Other than permanent (G)					
6.	**Total differently abled workers (F + G)**					

21. Participation/Inclusion/Representation of women

S. No.	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.5%
Key Management Personnel	3	1	33%

22. Turnover rate for permanent employees and workers

	FY 2026			FY 2025			FY 2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	7.56%	6.72%	14.28%	6.7%	2.5%	9.3%	5.3%	2.6%	7.9%
Permanent Workers	Not applicable as only thirty-party contract workers are available in Embassy REIT								

Business Responsibility and Sustainability Reporting (BRSR) (Contd..)

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed Entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Manyata Promoters Private Limited	Holdco	100%	Yes
2	Umbel Properties Private Limited	SPV	100%	Yes
3	Embassy Energy Private Limited	SPV	20% [2]	Yes
4	Galaxy Square Private Limited	SPV	100%	Yes
5	Quadron Business Park Private Limited	SPV	100%	Yes
6	Qubix Business Park Private Limited	SPV	100%	Yes
7	Oxygen Business Park Private Limited	SPV	100%	Yes
8	Earnest Towers Private Limited	SPV	100%	Yes
9	Vikhroli Corporate Park Private Limited	SPV	100%	Yes
10	Indian Express Newspapers (Mumbai) Private Limited	SPV	100%	Yes
11	Embassy Pune TechZone Private Limited	SPV	100%	Yes
12	Vikas Telecom Private Limited[3]	SPV	100%	Yes
13	Sarla Infrastructure Private Limited[4]	SPV	100%	Yes
14	Embassy Construction Private Limited	SPV	100%	Yes
15	ESNP Property Builders and Developers Private Limited	SPV	100%	Yes
16	Golflinks Software Park Private Limited (GLSP)[5]	Joint Venture	50%	Yes
17	Eleanor Realty Holdings India Private Limited	SPV	100%	Yes

VI. CSR Details[6]

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes[7]

(ii) Turnover (in Rs.) - 45,823.56 million

(iii) Net worth (in Rs.) – 207,801.79 million

[2]Embassy Office Parks REIT holds 20% and Manyata Promoters Private Limited holds 80% of this SPV.

[3]Together known as Embassy TechVillage assets (ETV assets/ETV SPVs).

[4]Together known as Embassy TechVillage assets (ETV assets/ETV SPVs).

[5]Details include 100% of Embassy GolfLinks operational metrics; however, GAV reflects the REIT's 50% economic interest in Embassy GolfLinks

[6]The amounts represent the consolidated turnover and net-worth of Embassy REIT and its SPVs for the year ended 31 March 2026, while the applicability of CSR is only for few of the SPVs of the REIT.

[7]CSR is applicable for certain SPVs and Holdco of Embassy REIT.

VII. Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance redressal mechanism in place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	FY 2026 (Current Financial Year)			FY 2025 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	-	-	NA	-	-	NA
Investors (other than shareholders)[8]	Yes[9]	8	5	NA	-	-	-
Shareholders	NA	NA	NA	NA	NA	NA	NA
Employees and workers	Yes	-	-	NA	-	-	NA
Customers (Occupiers and their employees)	Yes	-	-	NA	-	-	NA
Value Chain Partners	Yes	-	-	NA	-	-	NA
Others (please specify)- Government Regulators	Yes	-	-	NA	-	-	NA

Embassy REIT implements the Investors and Other Stakeholders' Grievance and Redressal Policy and Whistle Blower Policy including the Vigil Mechanism, with details of procedures to receive and address complaints and feedback, including those from customers. Additionally, the Investor Resources webpage provides links that help to access dispute resolution portals. Further, stakeholders can find contact details in the Report Overview section of Embassy REIT's annual ESG reports published in the public domain.

[8] As per SEBI REIT regulations, shareholders are referred to as unitholders.

[9] Investors and Other Stakeholders' Grievance and Redressal Policy

Business Responsibility and Sustainability Reporting (BRSR) (Contd..)

26. Overview of the entity's material responsible business conduct issues –

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

S. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate Change Action	Risk	Increased regulations regarding carbon emissions and sustainability initiatives pose compliance risks.	During FY26, Embassy REIT achieved a 69% renewable energy share, marking a significant improvement from the previous year and reinforcing its commitment to the '75/25 Renewable' initiative. This progress has been driven by increased reliance on renewable energy sources, particularly wheeled renewable power, which now constitutes the majority of the overall energy mix. Further, total emissions for standing investments reduced to 1,15,105 tCO_2, representing a 55% decrease from the FY20 baseline, highlighting sustained progress in decarbonization and operational efficiency improvements.	Negative (initial investment required, potential fines for non-compliance, increased competition due to non-compliance potentially reducing brand reputation and diminishing market share).
2	Economic Performance	Opportunity	Expansion into new markets, diversification of revenue streams and profitable acquisitions or investments that present growth opportunities.	In the current year, Embassy REIT continues to build on its TCFD-aligned assessment originally undertaken in FY23, further strengthening its understanding of climate-related risks through ongoing financial analysis and impact evaluation. This approach enables the organization to assess both physical and transition risks and their potential financial implications on operations. Insights derived from these assessments are being actively translated into targeted mitigation actions to reduce potential exposures and support long-term resilience. Concurrently, the REIT is strategically advancing its hospitality portfolio, with a focus on expanding investments in high-potential office markets across India, aligning growth with evolving market opportunities.	Positive (increased revenue, market share, and profitability).
3	Risk Management	Risk	Inadequate risk identification and mitigation strategies pose operational and financial risks.	Embassy REIT continues to adopt a structured and comprehensive approach to risk management through well-established assessment frameworks, internal controls, and contingency planning mechanisms. Its Business Continuity and Disaster Recovery framework provides detailed guidelines to effectively manage and respond to potential disruptions. The organization has also implemented an Event Classification and Emergency Management Concept of Operations, enabling timely and coordinated responses during emergency situations. In addition, Embassy REIT remains aligned with TCFD recommendations, conducts periodic risk assessments, and integrates sustainable practices into its operations to proactively address and mitigate climate-related risks.	Negative (potential losses from unforeseen events, regulatory non-compliance and strain on financial planning due to unbudgeted expenditures).
4	Occupational Health and Safety	Risk	Workplace accidents or health hazards may result in legal liabilities and reputational damage.	Embassy REIT continues to prioritize robust Occupational Health and Safety (OHS) practices across its entire portfolio. The organization remains engaged in a multi-year program with the British Safety Council (BSC), while all assets are certified under ISO 45001 standards, demonstrating adherence to globally recognized safety frameworks. This commitment is reinforced through ongoing investments in employee capability building, particularly in Environment, Health, and Safety (EHS) and overall well-being, alongside the integration of ergonomic workplace design. Embassy REIT also upholds comprehensive health and safety systems supported by well-defined protocols. Through regular training sessions and targeted risk-reduction initiatives, the company continuously strengthens its OHS standards, fostering a safe and secure working environment for its workforce.	Negative (potential lawsuits, fines, and higher insurance premiums).

Business Responsibility and Sustainability Reporting (BRSR) (Contd..)

S. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Water Stewardship	Risk	Water scarcity and pollution pose operational risks and threaten community relations.	Embassy REIT remains committed to achieving water neutrality by enhancing water-use efficiency, increasing recycling efforts, and promoting the safe reuse of treated wastewater. As part of this commitment, the company is advancing initiatives focused on attaining Zero Water Discharge across its sites. In addition, it continues to prioritize water conservation through robust wastewater treatment systems, awareness programs on sustainable water practices, and active community engagement. These integrated efforts support the REIT's broader objective of responsible and sustainable water management.	Negative (costs associated with water treatment, fines for non-compliance, revenue loss and operational disruptions due to business shutdowns from water-related issues, reputational damage and increased operational costs due to friction with local communities due from water-related conflicts).
6	Green Buildings	Opportunity	Sustainable building practices offer energy efficiency and environmental benefits.	Embassy REIT continues to drive the adoption of green building practices across its portfolio, with a strong focus on achieving globally recognized certifications such as USGBC LEED Platinum. Its entire operational portfolio has been awarded a 5-star rating by the British Safety Council, reflecting a consistent commitment to high standards of safety and sustainability. The REIT has also been recognized by GRESB with a 5-star rating and distinguished as a Global Sector Leader in office development, reinforcing its position as a frontrunner in sustainable real estate. In parallel, Embassy REIT maintains a strong emphasis on energy efficiency by aligning its developments with established frameworks such as the Energy Conservation Building Code (ECBC), along with ASHRAE and the National Building Code (NBC) of India. The organization prioritizes the creation of assets that optimize both energy and water usage. It is also expanding the adoption of renewable energy sources, including solar power, while promoting the use of environmentally responsible construction materials. In addition, it ensures effective management of emissions and waste—covering even construction debris—in full compliance with regulatory requirements.	Positive (long-term cost savings from reduced energy consumption, enhanced brand reputation).
7	Sustainable and Resilient Supply Chain	Risk	Supply chain disruptions due to natural disasters or geopolitical tensions pose risks to operations.	Embassy REIT continues to strengthen its supplier engagement and assessment framework by incorporating a range of strategies aimed at enhancing sustainability and mitigating risks. These efforts include diversifying the supplier base, encouraging local procurement, and conducting thorough risk evaluations. All new vendor agreements are aligned with core governance frameworks such as the General Conditions of Contract (GCC), Special Conditions of Contract (SCC), and the Supplier Code of Conduct (SCoC), ensuring strong adherence to ethical, regulatory, and compliance standards. In addition, the company remains committed to improving supply chain sustainability by investing in targeted training initiatives that build vendor capabilities in ESG practices, fostering a culture of responsible and sustainable business operations.	Negative (potential operational and service delays, increased costs for alternative sourcing).

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	N	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	NA	Y	Y
	c. Web Link of the Policies, if available Yes					Yes[10]				
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	NA	Y	Y
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	NA	Y	Y

[10] Governance policies, Social policies and Environmental policies

Business Responsibility and Sustainability Reporting (BRSR) (Contd..)

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
4.	Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The following are the national and international codes, certifications, labels, and standards adopted by our entity: • USGBC LEED • LEED Net Zero • BSI/ISO 9001:2015, 14001:2015, 45001:2018, IEC 27001:2013, ISO 50001:2018 • British Safety Council 5-star rating • WELL Gold • WELL Health and Safety Rating • Climate Bonds Initiative • Global Reporting Initiative (GRI) Standards (2021) • Task Force on Climate-Related Financial Disclosures (TCFD) • Global Real Estate Sustainability Benchmark (GRESB) • FTSE4Good Index Series (FTSE4Good) • S&P Dow Jones Sustainability Indices (S&P Global DJSI) • Carbon Disclosure Project (CDP) • United Nations Sustainable Development Goals (UN SDGs)								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Embassy REIT has established a comprehensive ESG roadmap with defined targets across key pillars, aligned with its long term sustainability strategy and timelines up to 2030. The key commitments are as follows: **Resilient Planet** • Renewable Energy: Achieve 80% renewable energy usage across operations by 2030 • Emissions: Achieve 40% reduction in Scope 1 and Scope 2 GHG emissions by 2030, compared to the FY20 baseline • Scope 3 Emissions: Develop a comprehensive Scope 3 emissions inventory by 2030 • Water Management: Increase the share of recycled water consumption to 20% by 2030 from the FY20 baseline • Green Buildings: o Achieve 75% of portfolio under energy rating certifications by 2030 o Maintain green building certifications across 100% of the operational portfolio **Revitalized Communities & Responsible Business** • ·Employee Engagement: Achieve 20% employee participation in volunteering programs by 2030 • Sustainable Supply Chain: Continue periodic performance assessments and ESG audits for identified key suppliers • Occupational Health & Safety: Maintain zero fatalities across the portfolio These targets are supported by ongoing monitoring mechanisms and are periodically reviewed to ensure alignment with evolving ESG priorities and regulatory expectations.								

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Embassy REIT's performance against specific commitments, goals, and targets is continually monitored and acted upon with the assistance of its 5-year ESG roadmap, which sets internal key performance targets across ESG parameters.								
Governance, leadership and oversight										
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Dear Stakeholders, Embassy REIT made significant progress on its ESG commitments during FY26, guided by its ESG framework focused on Resilient Planet, Revitalized Communities, and Responsible Business. The Company has successfully delivered key milestones under its earlier ESG roadmap and has expanded its sustainability ambitions through a roadmap extending to 2030, with a commitment to achieve net-zero carbon operations by 2040. During the year, renewable energy contributed 69% to the overall energy mix, supporting a reduction in emissions and advancing decarbonization goals. The Company also strengthened its focus on water stewardship, waste management, and green building practices, with 100% of the operational portfolio maintaining green building certifications. Employee well-being, safety, and inclusion continue to remain a priority, supported by ISO-aligned management systems and targeted engagement initiatives. Embassy REIT also enhanced stakeholder engagement through community programs, occupier initiatives, and transparent ESG disclosures aligned with global frameworks. While challenges such as evolving regulatory expectations and climate risks persist, the Company remains focused on innovation, operational efficiency, and stakeholder collaboration to drive long-term sustainable value creation. - Amit Shetty, Chief Executive Officer (CEO)								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies	Vinitha Aravind Menon, Head - Company Secretary and Compliance Officer is responsible for the implementation and oversight of the Business Responsibility policies.								
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, Embassy REIT's comprehensive ESG framework and its integration with the company's business planning and strategy are overseen by a Board-level cross-functional ESG Committee, which is supported by an ESG Working Group. Our ESG Committee (as on 31 March 2026): Mr. Amit Shetty, Chief Executive Officer Mr. Ray Vargis Kallimel, Head - Asset Management -Secretary Mr. Abhishek Agarwal, Chief Financial Officer Mr. Donnie Dominic George, General Counsel Ms. Sakshi Garg, Head - Investor Relations Mr. Ashwini Kumar, Regional Lead (North) & EHS Ms. Vinitha Menon, Head - Company Secretary and Compliance Officer Mr. Rishad Pandole – Head of Leasing Mr. Naveen Kumar Janardhan, Head - Projects Mr. Brijesh D'souza, Head - South Leasing								

Business Responsibility and Sustainability Reporting (BRSR) (Contd..)

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes, by ESG Committee									Quarterly								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes, by ESG committee									Quarterly								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes. Embassy REIT carries out independent assessments by external agencies namely the British Standards Institution (BSI) and International Organization for Standardization (ISO) (9001, 14001, 45001,27001 and 50001).								

12. If answer to question (1) above is "No" i.e., not all Principles are covered by a policy, reasons to be stated:

Questions	P7
The entity does not consider the principles material to its business (Yes/No)	No
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	No
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	No
It is planned to be done in the next financial year (Yes/No)	No
Any other reason (please specify)	Embassy REIT does not engage in influencing public and regulatory policy

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

Principle 1

Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	Percentages of persons in respective category covered by the awareness programmes
Board of Directors (BoD)	-	-	-
Key Managerial Personnel (KMPs)	11	At least one of the following topics are covered in the training: Code of Conduct (includes anti-corruption, anti-bribery, anti-money laundering, IT security) (Principle 1 and 9), health and safety (Principle 2 and Principle 3), skill upgradation (Principle 3), ESG (Principle 2 and Principle 6), Prevention of Sexual Harassment at the Workplace (Principle 5) and tenant education (Principle 9).	100%
Employees other than BoD and KMPs	687		More than 95%
Workers	3,974	Health and safety (Principle 2 and Principle 3)	100%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

	Monetary				
	NGRBC Principle	Name of the regulator enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil	Nil	Nil	Nil	Nil

Business Responsibility and Sustainability Reporting (BRSR) (Contd..)

Monetary					
	NGRBC Principle	Name of the regulator enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Settlement	Principle 1	Securities and Exchange Board of India (SEBI)	18,39,825	Settlement of proceedings initiated via Show Cause Notice dated May 30, 2025 alleging delays in disclosure of NFRA order status (35 days) and SEBI communication (11 days), along with failure of Trustee oversight under SEBI REIT Regulations. The Manager filed a settlement application without admitting or denying the findings and remitted the settlement amount as per SEBI demand notice dated October 13, 2025.	No
Compounding fee	Nil	Nil	Nil	Nil	Nil

Non-Monetary				
	NGRBC Principle	Name of the regulator enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	Nil

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not applicable	Not applicable

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Embassy REIT has an Anti-Money Laundering Policy and Anti-Bribery & Corruption Policy. This policy has been laid in accordance with the Prevention of Money-Laundering Act, 2002 ("PMLA"), including the Indian Prevention of Corruption Act, 1988, the U.S. Foreign Corrupt Practices Act of 1977, as amended ("FCPA"), the UK Bribery Act, 2010, the applicable financial record-keeping and reporting requirements of the U.S. Currency and Foreign Transaction Reporting Act of 1970, as amended, the U.S. Money Laundering Control Act of 1986, as amended, the Prevention of Money Laundering Act, 2002, and any anti-bribery and corruption laws in effect in the jurisdictions where the REIT entity conducts business to:

- Establish controls around the prevention of money laundering ("AML") in Embassy REIT entities.
- Create awareness among the organization's personnel about the legal and regulatory framework in respect to money laundering.
- Interpret the obligations under the PMLA, the rules it contains, and how they may be implemented.
- Align the operations of Embassy REIT Entities with best industry practices in AML procedures.
- Prevent bribery and corruption from occurring, avoid the appearance of wrongdoing and enable the company to respond promptly and effectively to any inquiries about its conduct.

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption.

	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Directors	Nil	Nil
KMPs		
Employees		
Workers		

6. Details of complaints with regard to conflict of interest:

	FY 2026 (Current Financial Year)		FY 2025 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

7. Provide details of any corrective action taken or underway on issues related to fines / penalties /action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not applicable, as Embassy REIT has not reported any cases of corruption or conflicts of interest, and thus, no corrective action has been taken or is underway in this regard.

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Number of days of accounts payables	37	20

Business Responsibility and Sustainability Reporting (BRSR) (Contd..)

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Not applicable, as Embassy REIT is a service-based real estate entity.	
	b. Number of trading houses where purchases are made from		
	c. Purchases from top 10 trading houses as % of total purchases from trading houses		
Concentration of Sales	a. Sales to dealers / distributors as % of total sales		
	b. Number of dealers / distributors to whom sales are made		
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributor		
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	32%	32%
	b. Sales (Sales to related parties / Total Sales)	5%	6%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Not applicable	Not applicable
	d. Investments (Investments in related parties / Total Investments made)	Not applicable	24%

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
3	• Safety moment and safety pledge • EHS Policy and Site induction • Facilities improvement and Initiative • Work permit details • PPE usage at site	67%

2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.

Yes. Embassy REIT's Code of Conduct and Terms and Conditions for appointment of Independent Directors policies establish guidelines to avoid/manage conflict of interests. Embassy REIT has established a robust framework to identify and manage conflicts of interest. Management and key employees are required to promptly disclose any actual or potential conflicts to the Compliance Officer and/or the Chairman of the Board. A conflict of interest is deemed to arise when personal interests of an individual or entity are at variance with the interests of Embassy REIT.

Unless explicitly permitted by the Board, individuals with a conflict are recused from participating in discussions, decision-making, or voting on related matters. Relationships with potential or existing suppliers, contractors, customers, competitors, or regulatory authorities are managed in a manner that ensures independence and objectivity in decision-making. Embassy REIT strives to minimize conflicts of interest in the management of its affairs and prioritizes the interests of all unitholders. In instances where conflicts cannot be avoided, appropriate disclosures are made to unitholders to ensure transparency and equitable treatment.

Furthermore, in accordance with the Familiarization Programs for Independent Directors policy, the organization conducts familiarization programmes for newly appointed Board of Directors members. These programs emphasize crucial areas that demand careful attention, such as conflicts of interest.

Principle 2

Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	-	-	Spent ₹140 million in FY2026 toward solar rooftop projects
Capex	0.74% (₹140 million)	0.92% (₹161 million)	

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Embassy REIT has established robust procedures for sustainable sourcing, focusing on tracking, monitoring, and continuously improving sustainability performance across its supply chain. The Company actively engages with suppliers by providing guidance and training to support the adoption of sustainable practices and transparent disclosure of ESG performance.

ESG considerations are embedded into supplier agreements and contracts through the inclusion of specific clauses aligned with Embassy REIT's sustainability vision and targets. All new contracts require adherence to the General Conditions of Contract (GCC), Special Conditions of Contract (SCC), and a comprehensive Supplier Code of Conduct (SCoC), which collectively reinforce the Company's ESG objectives.

Further, 100% of suppliers are screened against defined ESG criteria. The SCoC outlines expectations related to ethical business conduct, human rights, anti-bribery and anti-corruption practices, environmental stewardship, and regulatory compliance. Suppliers are required to commit to these principles and align with Embassy REIT's broader ESG policies.

To enhance transparency across the value chain, suppliers are also encouraged to cascade these principles to their own value chain partners, promoting responsible and sustainable practices beyond direct operations.

Business Responsibility and Sustainability Reporting (BRSR) (Contd..)

Policies such as Sustainable and Ethical Sourcing Policy Supplement-Operations and Sustainable and Ethical Sourcing and Procurement Policy-New Developments facilitate sustainable sourcing practices and have contributed to the successful expansion of local sourcing over the years.

b. If yes, what percentage of inputs were sourced sustainably?

100% of our inputs were sourced from suppliers who adhere to Embassy REIT's sustainable sourcing policies and Supplier Code of Conduct.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

Not applicable, as Embassy REIT operates as a service-based real estate entity. However, the Company has implemented a comprehensive waste management framework across its business parks, focusing on effective waste segregation, recycling, and responsible disposal.

Hazardous waste is managed in strict compliance with applicable regulatory requirements, while non-hazardous waste is prioritized for recycling and reuse. Organic waste is processed into manure through the use of Organic Waste Converter (OWC) machines. Additionally, construction and demolition waste is managed in accordance with established protocols, emphasizing reuse and responsible disposal to minimize landfill dependency and reduce environmental impact.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No).

If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Not applicable, as Embassy REIT is a service-based real estate entity.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product /Service	% Of total Turnover Contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web link
Not applicable, as Embassy REIT is a service-based real estate entity.					

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
Not applicable, as Embassy REIT is a service-based real estate entity.		

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Not applicable, as Embassy REIT is a service-based real estate entity.		

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tons) reused, recycled, and safely disposed of.

	FY 2026 (Current Financial Year)			FY 2025 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not applicable as Embassy REIT is a service-based real estate entity.					
E-waste						
Hazardous waste						
Other waste						

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not applicable as Embassy REIT is a service-based real estate entity.	

Principle 3

Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

1. a. Details of measures for the well-being of employees.

Category	Total (A)	% of employees covered by: Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/ A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/ A)	No. (F)	% (F/ A)
Permanent employees											
Male	89	89	100%	89	100%	NA	NA	89	100%	As per Maternity Benefit Act, day care facility has been extended to eligible female employees via an external vendor arrangement.	
Female	30	30	100%	30	100%	30	100%	NA	NA		
Total	**119**	**119**	**100%**	**119**	**100%**	**30**	**100%**	**89**	**100%**		
Other than Permanent employees											
Male	Not applicable										
Female											
Total											

Business Responsibility and Sustainability Reporting (BRSR) (Contd..)

b. Details of measures for the well-being of workers:

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/ A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/ A)	No. (F)	% (F/ A)
Permanent workers											
Male	5,731	5,731	100%	5,731	100%	Not applicable as only third-party contract workers are available in Embassy REIT					
Female	627	627	100%	627	100%						
Total	**6,358**	**6,358**	**100%**	**6,358**	**100%**						
Other than Permanent workers											
Male	Not applicable										
Female											
Total											

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format

	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Cost incurred on wellbeing measures as a % of total revenue of the company	In accordance with our internal policy, the cost details are considered confidential, and therefore, we will not be disclosing the detailed information in this report.	

2. Details of retirement benefits.

Benefits	FY 2026 (Current Financial Year)			FY 2025 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers Covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	NA	Y	100%	NA	Y
Gratuity	100%	NA	N	100%	NA	N
ESI	100%	NA	Y	100%	NA	Y
Other	-	-	-	-	-	-

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, all properties within Embassy REIT are designed to be accessible to differently abled employees and workers in accordance with the requirements of the Rights of Persons with Disabilities Act, 2016. Embassy REIT ensures compliance with this act across all its parks, reaffirming its commitment to accessibility and inclusivity.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Embassy REIT does not have a separate equal opportunity policy; however, the principles of equal opportunity are integrated into our broader Human Rights Policy. As stipulated in this policy, all employment and promotion decisions at Embassy REIT are based solely upon individual qualifications, experience, prior contributions, and demonstrated capacity to perform at optimum levels. These decisions are made in accordance with the principles of equal employment opportunity, ensuring fairness and impartiality in our workforce practices. In order to drive inclusion and diversity, we also provide reasonable job accommodations for persons with disabilities who are qualified and capable of performing essential job functions.

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	Not applicable as only third-party contract workers are available in Embassy REIT	
Female	40%	-		
Total	70%	100%		

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers Other than Permanent Workers Permanent Employees Other than Permanent Employees	Yes. Embassy REIT has formulated the Investors and Other Stakeholders' Grievance and Redressal Policy and Whistle Blower Policy, outlining procedures for receiving and addressing complaints and feedback, including those from employees and workers. Regional Leads and Property Managers are responsible for maintaining effective stakeholder relationships. Regular monthly communications are undertaken to assess stakeholder needs and address grievances in a timely manner, with critical concerns escalated to the Head of Asset Management, as required. The Whistle Blower Policy further provides stakeholders with a formal mechanism to report concerns or grievances in a transparent and confidential manner.

7. Membership of employees and worker in association(s) or Unions recognized by the listed entity:

Category	FY 2026 (Current Financial Year)			FY 2025 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	119	-	-	118	-	-
Male	89	-	-	85	-	-
Female	30	-	-	33	-	-
Total Permanent Workers	Not applicable as only third-party contract workers are available in Embassy REIT					
Male						
Female						

Business Responsibility and Sustainability Reporting (BRSR) (Contd..)

8. Details of training given to employees and workers:

Category	FY 2026 (Current Financial Year)					FY 2025 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	89	1	1	88	99	85	0	0	84	99
Female	30	0	0	29	97	33	0	0	33	100
Total	**119**	**1**	**1**	**117**	**98**	**118**	**0**	**0**	**117**	**99**
Workers										
Male	Not applicable as only third-party contract workers are available in Embassy REIT									
Female										
Total										

9. Details of performance and career development reviews of employees and workers:

Category	FY 2026 (Current Financial Year)			FY 2025 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	89	89	100	85	85	100
Female	30	30	100	33	33	100
Total	**119**	**119**	**100**	**118**	**118**	**100**
Workers						
Male	Not applicable as only third-party contract workers are available in Embassy REIT					
Female						
Total						

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, what is the coverage of such a system?

Yes. Our Occupational Health and Safety (OHS) management system covers the management and monitoring of our operations and leasing of the Embassy Office Parks REIT portfolio and 100% of our employees, workplaces and workers who are not employees but whose work and/or workplace is controlled by the organization. The leased spaces are governed by the occupiers'/tenants' management systems and not by Embassy REIT's OHS framework.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Embassy REIT has integrated robust Occupational Health and Safety (OHS) practices across all its operations, aligned with the ISO 45001 framework and its internal risk management processes. The entire Embassy REIT portfolio is certified under an integrated management system (IMS), including ISO 9001 (quality management), ISO 14001 (environmental management), ISO 45001 (occupational health and safety), and ISO 27001 (information security). Additionally, the Company has subscribed to a three-year program with the British Safety Council (BSC) to further strengthen its safety practices.

Through its OHS framework, Embassy REIT adopts a systematic approach to identifying and assessing workplace hazards and risks. This includes periodic reviews of the Hazard Identification and Risk Assessment (HIRA) register, which captures high-risk hazards—such as fire-related risks—based on industry insights and operational experience. The register outlines mitigation measures aligned with the hierarchy of controls prescribed under ISO 45001.

Regular reviews are conducted to ensure regulatory compliance, effective implementation of EHS management practices, and incorporation of learnings from incident investigations. To ensure the continued effectiveness of the OHS framework, the system is subject to periodic internal audits as well as assessments by independent third-party auditors.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

Yes.

d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services? (Yes/No)

Yes.

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category*	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	-	-
	Workers	1	1
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

*Including the contract workforce

Note: The data provided above regarding contract workers pertains solely to the operations portfolio. Tracking of similar data for third-party contract workers in the new development's portfolio has commenced, and reporting on this will be initiated in subsequent years.

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

Embassy REIT implements a robust and continually evolving set of measures to ensure a safe and healthy workplace for employees, third-party personnel, and other stakeholders. The Company's Environment, Health and Safety (EHS) framework focuses on proactive risk mitigation, capacity building, and well-being initiatives aligned with international standards.

During the year, Embassy REIT continued to conduct British Safety Council (BSC) safety audits, along with fire and life safety audits, lift safety inspections, electrical safety assessments, and ISO 45001 audits, supported by regular internal reviews. Safety training remains a key priority, with continuous sensitization and training programs covering areas such as fire safety, hazard identification and risk assessment (HIRA), emergency response, first aid, proper use of personal protective equipment (PPE), Automated External Defibrillator (AED) usage, and waste management. Additionally, 'Train the Trainer' programs are conducted on critical topics including incident investigation, work at height (WAH), electrical safety, and Lockout-Tagout (LOTO) procedures to strengthen internal safety capability.

In line with its focus on employee well-being, the Company provides annual health check-ups for third-party workers and facilitates access to healthcare and wellness initiatives such as general physician consultations, yoga sessions, mental well-being awareness programs, and periodic physiotherapy sessions. These initiatives support both physical and mental well-being across the workforce.

Embassy REIT's approach to workplace safety extends beyond regulatory compliance, with a strong emphasis on fostering a culture of safety through comprehensive risk assessments, mandatory PPE usage, targeted training, and independent audits. By prioritizing the safety and overall well-being of individuals across its ecosystem, the Company remains committed to providing a safe, healthy, and dignified workplace.

Business Responsibility and Sustainability Reporting (BRSR) (Contd..)

13. Number of complaints on the following made by employees and workers

	FY 2026 (Current Financial Year)			FY 2025 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil			Nil		
Health & Safety						

14. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices Working Conditions	Embassy REIT ensures the safety and security of its portfolio through comprehensive audits covering 100% of its operational assets. Conducted by reputed external agencies and relevant authorities, these audits encompass key areas such as occupational health and safety, fire and life safety, lift safety, electrical safety, and adherence to international standards, including ISO 45001. Regular assessments, including those conducted under the British Safety Council (BSC) framework, play a critical role in reinforcing the Company's commitment to maintaining high safety standards. In addition, the OHS management system is subject to periodic internal audits and is independently evaluated by third-party service providers to assess its effectiveness, robustness, and ongoing relevance. Furthermore, 100% of the portfolio is ISO/IMS certified for quality management (ISO9001), environmental management (ISO 14001), occupational health and safety management (ISO45001) and information security management (ISO 27001). We are also subscribed to a 3-year program with the British Safety Council (BSC). 100% of our operational portfolio received BSC's 5-star rating for occupational health and safety and the WELL Health and Safety rating[11]. We also won 12 coveted 'Swords of Honour' for our office parks in FY2024. We have received a WELL portfolio score of 60 and 51 of our buildings in Bengaluru are WELL CertifiedTM at the Gold level.

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and workings conditions.

During FY2026, Embassy REIT reported zero cases of ill-health, fatalities, high-consequence work-related injuries, or lost-time injuries among employees and third-party workers across our Standing Investments portfolio.

As part of our Occupational Health and Safety (OHS) framework, we conduct regular assessments using the Hazard Identification and Risk Assessment (HIRA) methodology. This process enables us to systematically identify, evaluate, and address potential hazards. Corrective actions are prioritized using a control hierarchy aligned with ISO 45001 standards, beginning with hazard elimination and progressing through substitution, engineering controls, administrative measures, and finally, the use of personal protective equipment (PPE). This structured approach ensures that safety risks are not only identified but effectively mitigated, reinforcing our commitment to maintaining a safe and healthy working environment.

[11]The WELL Health-Safety Rating is a rating that empowers owners and operators across large and small businesses alike to take the necessary steps in order to prioritize the health and safety of their staff, visitors and stakeholders. The WELL Health-Safety Rating for Facility Operations and Management is an evidence-based, third-party verified pathway for addressing acute health threats, including COVID-19 and beyond.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Yes, all employees and workers at Embassy REIT are covered by insurance as stipulated in their employment contracts. This insurance covers the unfortunate event of death.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

Embassy REIT regularly conducts audits to monitor ESG compliance and to that ensure that all suppliers and value chain partners adhere to health, safety, and working condition standards. In addition, we verify that statutory dues are deducted and deposited by our value chain partners.

3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Employees	Nil	Nil	Nil	Nil
Workers	Not applicable			

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

No, Embassy REIT does not offer transition assistance programs.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety conditions Working conditions	100% of our supply chain partners undergo a comprehensive evaluation to confirm their alignment with our ESG objectives and standards. These evaluations cover environmental, social, and governance factors, emphasizing responsible and transparent practices. We implement strong supplier agreements that include ESG-related clauses and conduct risk assessments specifically designed for our industry and operational areas, ensuring that potential risks are comprehensively addressed. Furthermore, our Supplier Code of Conduct (SCoC) directs partners to maintain ethical standards, respect human rights, practice environmental responsibility, and adhere to regulations. Regular audits and performance assessments further strengthen ESG compliance across our value chain, fostering accountability and transparency.

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Not applicable as assessments of health and safety practices and working conditions of value chain partners have not highlighted significant risks/concerns.

Business Responsibility and Sustainability Reporting (BRSR) (Contd..)

Principle 4

Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

Embassy REIT follows a structured approach to identify and prioritize key stakeholder groups. The process begins with a comprehensive assessment to categorize stakeholders based on their level of influence on value creation and the extent to which they may be impacted by the Company's operations. This evaluation considers factors such as regulatory authority, degree of engagement, and potential direct and indirect impacts.

Based on this assessment, stakeholders are prioritized, and key groups are identified considering their relevance to the Company's operations and their ability to influence or be influenced by business activities. These typically include investors/unitholders, government and regulatory authorities, local communities, employees, tenants and their workforce, as well as suppliers and contractors.

Each stakeholder group is further assessed to understand its specific needs, expectations, and concerns. Tailored engagement strategies are then developed and implemented by respective functional teams through established channels on a periodic basis.

Going beyond regulatory requirements, Embassy REIT's stakeholder engagement approach emphasizes continuous dialogue and alignment with evolving stakeholder expectations. This enables the Company to identify emerging risks and opportunities, address material issues proactively, and strengthen long-term relationships. The Company also ensures transparency through regular communication across multiple platforms, including disclosures on ESG performance, financial and non-financial metrics, and stakeholder feedback mechanisms to support informed decision-making.

Key Stakeholder Groups	Rationale for Selecting Stakeholders
Investors/Unitholders	Investors play a pivotal role in our organization's activities and are directly impacted by our business decisions.
Government agencies/ regulators	Government agencies and regulators influence our day-to-day operations, making engagement with them critical for compliance and disruption free operations.
Community	Communities are included as stakeholders as they are not only direct beneficiaries of our CSR initiatives but are indirectly influenced by our business operations.
Employees	The satisfaction and productivity of our employees are vital to our operations, hence engaging with them is crucial.
Occupiers and their employees	Occupiers and their employees directly utilize our services, hence engagement with them is necessary to understand their requirements and preferences.
Suppliers and Contractors	By providing necessary goods and services, suppliers and contractors play a critical role in supporting our business operations. .

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors / Unitholders	No	• Annual Unitholder meetings • Quarterly results and distribution • Periodic interaction throughout the year • Website and publications • Stock exchange announcements	Continuous	• Increased focus on biodiversity, health and safety, human capital and economic performance • Emphasis on TCFD compliance and GRESB benchmark
Government agencies / regulators	No	• Participation in conferences, forums and meetings • Compliance reports submission and feedback • Visits and audits	Continuous	• Compliance with legal and regulatory obligations
Community	No	• Awareness campaigns • CSR initiatives • Feedback mechanism and evaluation process through meetings	Continuous	• Focus on community health and well-being • Emphasis on biodiversity improvement
Employees	No	• Employee satisfaction surveys • Performance management systems • Interactions, training sessions and periodic communications	Continuous	• Focus on employee health and well-being • Learning and Development
Occupiers and their employees	No	• ESG Occupier Forum • Customer satisfaction surveys • Tenant engagement activities • Corporate connect programs • Periodic newsletters	Continuous	• Focus on reducing adverse impacts on the environment • Alignment with WELL certification

Business Responsibility and Sustainability Reporting (BRSR) (Contd..)

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Suppliers and contractors	No	• Supplier meetings • Feedback mechanism and evaluation process - through park visits, trainings etc.	Half Yearly	• Resource efficiency • Supply chain management • Evaluation of ESG performance of the vendors

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

Embassy REIT has established a robust governance framework for engaging stakeholders on economic, environmental, and social (ESG) matters. This includes periodic review of ESG policies by the Board, incorporating insights and feedback derived from stakeholder interactions. Quarterly Board meetings serve as a key platform to review progress, discuss ESG-related developments, and ensure alignment with stakeholder expectations.

Supported by the Board, a dedicated ESG Committee, chaired by the CEO, oversees the development and implementation of strategies that reflect stakeholder priorities. Stakeholder feedback is systematically integrated into strategic decision-making, informing ongoing risk assessments and shaping the Company's ESG initiatives.

In addition, the Stakeholders' Relationship Committee plays an active role in addressing stakeholder concerns, strengthening engagement, and promoting transparency. The Company also maintains transparent communication channels to regularly update stakeholders on sustainability performance and key developments.

Through these structured mechanisms, Embassy REIT fosters continuous dialogue, enabling alignment on ESG priorities and ensuring that stakeholder perspectives are effectively considered in its operations and long-term planning.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Embassy REIT actively engages in stakeholder consultations to identify and address key environmental and social issues. Insights gathered from both internal and external stakeholders are integrated into the Company's Sustainability Materiality Matrix, enabling proactive monitoring of risks and identification of growth opportunities.

The Company leverages multiple engagement channels to capture feedback from employees, unitholders, suppliers, customers, and local communities. This feedback informs the prioritization of material ESG topics and guides the Company's strategic focus areas. The materiality assessment is periodically reviewed to ensure continued relevance in shaping policies, initiatives, and disclosures.

For instance, insights derived from the annual Customer Satisfaction Survey (CSAT) have supported targeted improvements in sustainability-led initiatives and service offerings, including enhancements in EV charging infrastructure and employee well-being programs. This structured and responsive approach underscores Embassy REIT's commitment to addressing stakeholder expectations and strengthening trust in its sustainability performance.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

Embassy REIT has not identified any vulnerable or marginalized stakeholder groups within its direct business interactions. However, the Company remains committed to inclusive community development through its CSR initiatives, with a focus on education and healthcare for underserved populations.

Key initiatives include upgrading infrastructure in government schools, improving access to healthcare services within educational institutions, and supporting the development of public infrastructure. These efforts contribute to broader socio-economic development and align with Embassy REIT's ESG commitments to create a positive and inclusive impact beyond its core operations.

Principle 5

Businesses should respect and promote human rights

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2026 (Current Financial Year)			FY 2025 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	-	-	-	-	-	-
Other than permanent	Not applicable as we do not have this category of workers at Embassy REIT					
Total employees	-	-	-	-	-	-
Workers						
Permanent	Not applicable as Embassy REIT has only third-party contract workers					
Other than permanent	Not applicable as we do not have this category of workers at Embassy REIT					
Total workers	-	-	-	-	-	-

2. Details of minimum wages paid to employees and workers, in the following format

Category	FY 2026 (Current Financial Year)				FY 2025 (Previous Financial Year)			
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	119	Nil		119	100	118	Nil		118	100
Male	89			89	100	85			85	100
Female	30			30	100	33			33	100
Other than Permanent	Not applicable									
Male										
Female										

Business Responsibility and Sustainability Reporting (BRSR) (Contd..)

Category	FY 2026 (Current Financial Year)					FY 2025 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
				Workers						
Permanent	6,358	6,358	100	Nil		6,180	6,180	100	Nil	
Male	5,731	5,731	100			5,568	5,568	100		
Female	627	627	100			612	612	100		
Other than Permanent	Not applicable									
Male										
Female										

3. Details of remuneration/salary/wages:

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages ofrespective category
Board of Directors (BoD)	In accordance with our internal policy, the details of remuneration are considered confidential, and therefore, we will not be disclosing the information in this report.			
Key Managerial Personnel				
Employees other than BoD and KMP				
Workers				

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Gross wages paid to females as % of total wages	In accordance with our internal policy, the details of remuneration are considered confidential, and therefore, we will not be disclosing the information in this report.	

4. Do you have a focal point (Individual/Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, we are dedicated to preventing human rights issues or impacts within Embassy REIT's operations. The Stakeholders' Relationship Committee plays a crucial role in this effort by actively engaging with stakeholders to promptly identify and address any concerns. This committee also ensures that human rights principles are upheld in our operations and business relationships.

Furthermore, the Board-level ESG Committee, led by the CEO, is responsible for overseeing the ESG strategy and its implementation. Backed by an ESG Working Group, this committee monitors sustainability performance and plays a key role in addressing any human rights impacts or issues that may arise from our business activities.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

As detailed in our Human Rights Policy, Embassy REIT has established structured procedures to address grievances and instances of non-compliance. Senior management, along with the Assistant General Manager – Human Resources, oversees thorough investigations to ensure accountability and transparency. The Company maintains strict confidentiality and provides mechanisms for anonymous reporting, supported by a zero-tolerance approach to retaliation. Ongoing compliance is reinforced through daily operational practices and routine monitoring across all entities. Appropriate disciplinary actions are taken in cases of violations, underscoring the Company's commitment to ethical conduct and a culture of respect.

In addition, Embassy REIT's Prohibition of Child and Forced Labor Policy integrates globally recognized human rights principles into its operations, contractual arrangements, and business processes. The Compliance Officer is responsible for monitoring adherence to this policy, supported by established procedures to ensure continuous compliance. Any identified violations are addressed promptly in line with the Company's governance framework.

Furthermore, Embassy REIT implements the Investors and Other Stakeholders' Grievance and Redressal Policy and Whistle Blower Policy, which outline the procedures for receiving and addressing complaints and feedback.

6. Number of Complaints on the following made by employees and workers:

	FY 2026 (Current Financial Year)			FY 2025 (Previous Financial Year)		
	Filed during the year	Pending Resolution at the end of year	Remarks	Filed during the year	Pending Resolution at the end of year	Remarks
Sexual Harassment	Nil			Nil		
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other human rights related issues						

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers		
Complaints on POSH upheld		

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

To protect complainants in cases of discrimination and harassment, we have implemented strong measures. This includes clear communication of our Prevention of Sexual Harassment Policy, regular training sessions, and the establishment of Internal Complaints Committees. These committees are accessible through readily available contact information and resources necessary to ensure prompt action against offenders. We provide multiple channels for filing complaints, whether electronically or through handwritten submissions to the ICC. Additionally, complainants can request a neutral individual to serve as a conciliator between the parties to help facilitate resolution through conciliation. Our quick response to complaints, treating sexual harassment as misconduct, along with diligent monitoring of compliance, highlights our commitment to protecting complainants and fostering a supportive workplace culture.

Business Responsibility and Sustainability Reporting (BRSR) (Contd..)

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes, human rights requirements are a fundamental component of Embassy REIT's business agreements and contracts. Our Supplier Code of Conduct (SCoC) requires compliance with ethical practices, respect for human rights, prevention of child labor, and strict anti-bribery measures. To ensure that human rights considerations are integrated into supplier agreements, our supplier evaluation process aligns with global standards such as the United Nations Global Compact (UNGC) and the Sustainability Accounting Standards Board (SASB). Additionally, all new supplier contracts must adhere to the General Conditions of Contract (GCC), Special Conditions of Contract (SCC), Sustainable & Ethical Sourcing and Procurement Policy-Operations, and theSustainable and Ethical Sourcing and Procurement Policy-New Developments.. This comprehensive approach embeds human rights requirements into our contractual framework.

10. Assessments of the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100% of our properties are assessed to ensure they remain aligned with human rights principles and relevant laws.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

No corrective actions are applicable as no significant risks or concerns have been identified through the assessments conducted.

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.

There have been no alterations or introductions to business processes in response to human rights grievances or complaints as no such cases have been documented.

2. Details of the scope and coverage of any Human rights due diligence conducted

Although formal human rights due diligence was not conducted during the reporting year, Embassy REIT continues to undertake comprehensive assessments across its properties and supply chain in line with established policies and procedures. The Company also conducts regular training and awareness programs for employees, suppliers, and asset management teams to strengthen understanding of human rights principles and practices.

Embassy REIT remains fully compliant with applicable human rights regulations, particularly in relation to employee and contract worker welfare. Regular audits are conducted to ensure adherence to these standards across the organization and its value chain. In addition, updates on evolving regulatory requirements, ESG guidelines, and global best practices are proactively communicated to relevant stakeholders, enabling continued alignment with internationally recognized human rights frameworks.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, all properties within our portfolio ensure accessibility for differently abled visitors, adhering to the accessibility standards outlined in the Rights of Persons with Disabilities Act, 2016.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	100% of our properties are assessed annually to ensure that Embassy REIT remains aligned with human rights principles and relevant laws. Regular audits conducted by third-party firms complement our quarterly communications/calls and reporting by compliance team. This comprehensive approach ensures that human rights principles are consistently upheld across our value chain.
Discrimination at workplace	
Child labour	
Forced/involuntary labour	
Wages	
Others – please specify	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

No corrective actions are applicable as no significant risks or concerns have been identified through the assessments conducted.

Principle 5

Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
From renewable sources (GJ)		
Total electricity consumption (A)	1,356,456	1,020,966
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	**13,56,456**	**1,020,966**
From non-renewable sources (GJ)		
Total electricity consumption (D)	497,477	736,743
Total fuel consumption (E)	119,882	116,259
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	**617,359**	**853,002**
Total energy consumed (A+B+C+D+E+F) (GJ)	**1,973,815**	**1,873,969**
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (GJ per INR million)	43	46
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	-	-
Energy intensity in terms of physical output		-
Energy intensity (optional) - Energy consumption/area (GJ per square feet)	0.045	0.046

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, the data and information disclosed have been validated by the British Standards Institution (BSI), an independent third-party assurance provider, during the assurance review of the ESG report for FY26.

Business Responsibility and Sustainability Reporting (BRSR) (Contd..)

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not applicable as Embassy REIT is a service-based real estate entity.

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	135,485	126,304
(ii) Groundwater	627,091	654,781
(iii) Third party water (municipal water supply/local water bodies, tankers, and packaged water)	1,455,397	1,474,939
(iv) Seawater / desalinated water	-	-
(v) Others (Rainwater collected)	41,678	45,533
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	**2,259,651**	**2,301,557**
Total volume of water consumption (in kiloliters)	**4,094,145**	**3,974,402**
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (kilolitres per INR million)	89	98
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)		-
Water intensity in terms of physical output		-
Water intensity (optional) - Total water consumption/area (kilolitres per square feet)	0.094	0.099

Note: Total water consumption = total water withdrawal + total water recycled

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, the data and information disclosed have been validated by the British Standards Institution (BSI), an independent third-party assurance provider, during the assurance review of the ESG report for FY26.

4. Provide the following details related to water discharged:

Parameter	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties	-	-
- No treatment (Water sent for treatment to Central Effluent Treatment Plant) *	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – Tertiary treatment	-	-
Total water discharged (in kilo liters)	-	-

Not applicable as Embassy REIT properties have zero liquid discharge.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, the data and information disclosed have been validated by the British Standards Institution (BSI), an independent third-party assurance provider, during the assurance review of the ESG report for FY26.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Yes, Embassy REIT has implemented a mechanism for Zero Liquid Discharge (ZLD) across all its projects. This commitment is reflected in several initiatives:

1. **Infrastructure setup:** 100% of Embassy REIT projects are designed to achieve Zero Water Discharge. All assets are equipped with Sewage Treatment Plants (STP), rainwater harvesting tanks, and groundwater recharge pits.
2. **Water conservation practices:** Embassy REIT is committed to the 3R principle of reduce-recycle-reuse. With the help of third-party audits, we identify opportunities for water conservation and optimization.
3. **Water recycling and reuse:** STPs are upgraded and connected to multiple points to ensure treated water is reused for various non-drinking purposes like flushing toilets, cooling systems, and irrigation of green areas.
4. **Quality assurance:** The quality of wastewater and STP-generated water is consistently monitored to ensure compliance with Central and State Pollution Control Board standards. To achieve compliance, parameters like Chemical Oxygen Demand (COD), Biological Oxygen Demand (BOD), and Total Dissolved Solids (TDS) are monitored to ensure treated water meets permissible limits.
5. **Continuous Improvement:** By designing new water balance diagrams and models, Embassy REIT continually strives to minimize wastewater discharge. We work to reduce water consumption by deploying water-efficient fixtures and smart meters.
6. **Circularity focus:** Our goal of Zero Liquid Discharge is advanced by our focus on implementing the principles of circularity.

Overall, this comprehensive approach to water stewardship ensures Embassy REIT is actively striving to achieve Zero Liquid Discharge across its portfolio.

Business Responsibility and Sustainability Reporting (BRSR) (Contd..)

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
NOx	Kg	Not applicable as any air emissions generated by Embassy REIT are insignificant or negligible.	Not applicable as any air emissions generated by Embassy REIT are insignificant or negligible.
SOx			
Particulate matter (PM2.5)			
Particulate matter (PM10)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, the data and information disclosed have been validated by the British Standards Institution (BSI), an independent third-party assurance provider, during the assurance review of the ESG report for FY26.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tons of CO_2	16,990	13,699
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH4, N2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tons of CO_2	98,114	148,781
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tons of CO_2/ turnover in rupees million	3	4
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		-	-
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	-
Total Scope 1 and Scope 2 emission intensity – (Total Scope 1 + Scope 2 emissions / Area)	Metric tons of CO2/ area in sf	0.003	0.004

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, the data and information disclosed have been validated by the British Standards Institution (BSI), an independent third-party assurance provider, during the assurance review of the ESG report for FY26.

8. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.

As part of our commitment to energy efficiency and achieving Net Zero, we continue to implement projects aimed at reducing greenhouse gas emissions. Notably, in FY2026, we have further strengthened our renewable energy portfolio, with solar capacity increasing to 19.76 MW, up from 17.26 MW in the preceding year. Renewable energy now contributes 69% of total energy consumption, demonstrating sustained progress towards decarbonizing our operational portfolio. Additionally, our renewable energy initiatives contributed to the generation of 17.33 million kWh of clean energy, resulting in significant reduction of emissions.

In addition to scaling solar energy adoption, we continue to collaborate with specialized agencies to design and implement rooftop solar systems across our assets in Bengaluru, Pune, and Noida. To support sustainable mobility, we have further strengthened green commuting initiatives, including the continued operation of CNG-powered shuttle services and promotion of electric mobility solutions. During the reporting year, we have maintained a robust EV infrastructure with 1,920 EV charging stations across our properties, including industrial sockets, slow chargers, and fast chargers. Our collaboration with carpooling platforms has also driven measurable impact, resulting in over 1,313 tonnes of CO_2 emissions avoided through shared mobility initiatives.

To advance our energy conservation efforts, we have expanded the deployment of low-energy technologies across our assets, including LED lighting, motion sensors, and advanced energy monitoring systems. Further, upgrades to HVAC systems, including the implementation of energy-efficient equipment and EC fans, have contributed to improved operational efficiency and reduced electricity consumption. These initiatives have collectively supported a 55% reduction in Scope 1 and Scope 2 emissions compared to the FY2020 baseline, reflecting our continued progress toward a low-carbon and sustainable portfolio.

These actions underscore our commitment to reducing environmental impact, enhancing operational efficiency, and embedding sustainable practices across our developments.

9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Total Waste generated (in metric tons)		
Plastic waste **(A)**	1,149	604
E-waste **(B)**	4	11
Bio-medical waste **(C)**	0.4	0.09
Construction and demolition waste **(D)**	-	-
Battery waste **(E)**	89	37
Radioactive waste **(F)**	-	-
Other Hazardous waste. Please specify, if any. **(G)**		
- Oil Filters	4	4
- Used Oil	55	48
- STP Sludge	36	37
- Oil Cotton rags	1	1
Other Non-hazardous waste generated **(H)**. (Break-up by composition i.e., by materials relevant to the sector)		
- Metal scraps	33	60
- Rubber	5	4
- Paper	2,369	1,478
- Solid waste	3,503	3,432
- Glass waste	16	7
- Mixed solid waste	979	76
- Garden waste	760	549
Total (A+B + C + D + E + F + G + H)	**9,004**	**6,347**

Business Responsibility and Sustainability Reporting (BRSR) (Contd..)

Parameter	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Waste intensity per rupee of turnover(Total waste generated / Revenue from operations) (metric tons per INR million)	0.2	0.2
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)		
Waste intensity in terms of physical output		
Waste intensity (optional) – (Total waste / Area) - in Tons per sf	0.0002	0.0002
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)		
Category of waste		
(i) Recycled	4,871	3,475
(ii) Re-used	2406	2,252
(iii) Other recovery operations		-
Total	**7,276**	**5,727**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
Category of waste*		
(i) Incineration	19	15
(ii) Landfilling	53	71
(iii) Other disposal operations	14	-
Total	**86**	**85**

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, the data and information disclosed have been validated by the British Standards Institution (BSI), an independent third-party assurance provider, during the assurance review of the ESG report for FY26.

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

Embassy REIT has implemented a comprehensive waste management framework aimed at minimizing environmental and health impacts associated with waste generated across its operations. This approach aligns with the organization's commitment to developing a zero-waste portfolio and advancing its Net Zero journey, in line with UN SDG 12 and circular economy principles.

The operational waste management process includes systematic segregation at source, secure storage, and responsible disposal of hazardous, biomedical, and e-waste through authorized vendors. Organic waste is processed on-site through composting systems, while non-hazardous waste streams are increasingly directed towards recycling and reuse.

For construction and demolition waste, the organization follows stringent management protocols to reduce environmental impact. These include establishing dedicated sorting zones, tracking waste flows, and maximizing reuse of materials such as excavated soil and construction debris. Circularity initiatives—such as adaptive reuse of materials and off-site fabrication—further contribute to lowering waste generation and associated emissions.

To reduce the usage of hazardous and toxic chemicals, Embassy REIT adopts a preventive approach focused on material selection, process optimisation, and traceability. Waste streams are categorized and monitored to ensure appropriate handling and disposal, while eco-certified and safer alternatives are increasingly prioritized in procurement and construction practices. The use of green and certified materials, along with efforts to improve supply chain transparency, supports minimization of toxic inputs across operations.

Additionally, initiatives such as the EcoGram waste management program have contributed to significant environmental benefits, including reduction of over 5,500 tCO_2 emissions through recycling and waste diversion efforts (cumulative). These practices are supported by continuous monitoring, employee awareness, and compliance with regulatory requirements.

Collectively, these measures reflect a structured and data-driven approach to waste management—reducing environmental impact, limiting hazardous waste generation, and promoting sustainable resource use across Embassy REIT's portfolio.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	Embassy TechZone, Pune	IT Park	Yes, all the conditions of environmental approval/ clearance are being complied with.

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Environmental impact assessments have been conducted for all the ongoing projects in Embassy REIT based on applicable laws. The respective environmental clearances for all the ongoing projects have been received. There have been no EIAs undertaken by Embassy REIT in the current financial year.					

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Yes. Embassy REIT is compliant with all relevant environmental laws, regulations, and guidelines in India pertaining to real estate entities, including the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, and Environment Protection Act, and rules thereunder.				

Business Responsibility and Sustainability Reporting (BRSR) (Contd..)

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kiloliters):

For each facility / plant located in areas of water stress, provide the following information:

i. **Name of the area:** Bengaluru

ii. **Nature of operations:** Office

iii. **Water withdrawal, consumption, and discharge in the following format:**

Parameter	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	472,185	495,587
(iii) Third party water (municipal water supply/local water bodies, tankers, and packaged water)	778,322	744,014
(iv) Seawater / desalinated water		-
(v) Others (Rainwater collected)	26,682	29,214
Total volume of water withdrawal (in kilolitres)	**1,277,189**	**1,268,815**
Total volume of water consumption (in kilolitres)	**2,599,080**	**2,437,700**
Water intensity per rupee of turnover (KL Water consumed / INR million turnover)	57	60
Water intensity (optional) – (Total water consumption / Area) in KL per sf	0.09	0.09
Water discharge by destination and level of treatment (in kilolitres)*		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	**-**	**-**

For each facility / plant located in areas of water stress, provide the following information:

i. **Name of the area:** Mumbai

ii. **Nature of operations:** Office

iii. **Water withdrawal, consumption, and discharge in the following format:**

Parameter	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	32,287	76,311
(iii) Third party water (municipal water supply/local water bodies, tankers, and packaged water)	130,486	133,802
(iv) Seawater / desalinated water	-	-
(v) Others (Rainwater collected)	14,813	16,038
Total volume of water withdrawal (in kilolitres)	**177,586**	**226,151**
Total volume of water consumption (in kilolitres)	**259,885**	**304,277**
Water intensity per rupee of turnover (KL Water consumed / INR million turnover)	6	8
Water intensity (optional) – (Total water consumption / Area) in KL per sf	0.12	0.15
Water discharge by destination and level of treatment (in kilolitres)*		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	**-**	**-**

Business Responsibility and Sustainability Reporting (BRSR) (Contd..)

For each facility / plant located in areas of water stress, provide the following information:

i. **Name of the area:** Pune

ii. **Nature of operations:** Office

iii. **Water withdrawal, consumption, and discharge in the following format:**

Parameter	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	135,485	126,304
(ii) Groundwater	-	
(iii) Third party water (municipal water supply/local water bodies, tankers, and packaged water)	339,209	354,368
(iv) Seawater / desalinated water	-	-
(v) Others (Rainwater collected)	-	157
Total volume of water withdrawal (in kilolitres)	**474,694**	**480,829**
Total volume of water consumption (in kilolitres)	**666,472**	**679,869**
Water intensity per rupee of turnover (KL Water consumed / INR million turnover)	15	17
Water intensity (optional) – (Total water consumption / Area) in KL per sf	0.10	0.11
Water discharge by destination and level of treatment (in kilolitres)*		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	**-**	**-**

For each facility / plant located in areas of water stress, provide the following information:

i. **Name of the area:** Noida

ii. **Nature of operations:** Office

iii. **Water withdrawal, consumption, and discharge in the following format:**

Parameter	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	16,059	19,884
(iii) Third party water (municipal water supply/local water bodies, tankers, and packaged water)	173,468	191,827
(iv) Seawater / desalinated water	-	-
(v) Others (Rainwater collected)	-	-
Total volume of water withdrawal (in kilolitres)	**189,527**	**211,711**
Total volume of water consumption (in kilolitres)	**343,430**	**343,183**
Water intensity per rupee of turnover (KL Water consumed / INR million turnover)	7	8
Water intensity (optional) – (Total water consumption / Area) in KL per sf	0.07	0.07
Water discharge by destination and level of treatment (in kilolitres)*		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	**-**	**-**

Business Responsibility and Sustainability Reporting (BRSR) (Contd..)

For each facility / plant located in areas of water stress, provide the following information:

i. **Name of the area:** Chennai

ii. **Nature of operations:** Office

iii. **Water withdrawal, consumption, and discharge in the following format:**

Parameter	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	106,560	62,999
(iii) Third party water (municipal water supply/local water bodies, tankers, and packaged water)	33,912	50,928
(iv) Seawater / desalinated water	-	-
(v) Others (Rainwater collected)	183	124
Total volume of water withdrawal (in kilolitres)	**140,655**	**114,051**
Total volume of water consumption (in kilolitres)	**225,278**	**209,373**
Water intensity per rupee of turnover (KL Water consumed / INR million turnover)	5	5
Water intensity (optional) – (Total water consumption / Area) in KL per sf	0.09	0.15
Water discharge by destination and level of treatment (in kilolitres)*		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	**-**	**-**

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, the data and information disclosed have been validated by the British Standards Institution (BSI), an independent third-party assurance provider, during the assurance review of the ESG report for FY26.

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Please specify unit	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2	Embassy REIT is in the process of assessing and creating an inventory for our Scope 3 emissions.	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional)			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Not applicable as Embassy REIT is in the process of inventorying its Scope 3 emissions

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Embassy REIT continues to place a strong emphasis on biodiversity conservation, integrating it across the lifecycle of its assets—from design and construction to operations. To protect ecologically sensitive areas, the organization undertakes environmental risk assessments and implements mitigation strategies that minimize adverse impacts while enhancing ecosystem resilience.

Rather than exerting negative pressure on biodiversity, Embassy REIT's operations are designed to create positive ecological outcomes. This is achieved through the incorporation of native landscaping, green buffers, and biophilic design elements, which support local flora and fauna and contribute to improved urban biodiversity. Several of the organisation's properties also include dedicated green spaces that encourage pollinators such as butterflies, birds, and bees, thereby strengthening ecological balance across its campuses.

Building on earlier initiatives such as the fish pond development at Embassy TechVillage, Embassy REIT has expanded its biodiversity interventions. For instance, tree transplantation and preservation initiatives have been undertaken at select sites to avoid loss of mature green cover during development. At Embassy TechVillage, trees transplanted during project development are estimated to retain approximately 31.5 tCO_2 of stored carbon while continuing to contribute to long-term sequestration, demonstrating a measured approach to balancing development with ecological conservation.

Additionally, projects are assessed for proximity to environmentally sensitive zones, and where applicable, measures such as controlled site planning, erosion prevention, and protection of existing natural features are implemented. The organization also promotes biodiversity awareness and stewardship through employee engagement initiatives, encouraging participation in environmental activities across its business parks.

Through these integrated measures—ranging from habitat creation and conservation to sustainable landscaping and ecosystem-sensitive planning—Embassy REIT continues to enhance biodiversity outcomes while ensuring that its operations remain aligned with environmental sustainability objectives.

Business Responsibility and Sustainability Reporting (BRSR) (Contd..)

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Transition to green energy at Embassy GolfLinks and Express Towers	Installed a 2.5 MW rooftop solar plant across 10 buildings at Embassy GolfLinks; at Express Towers, entered into a contract with Tata Power for 100% renewable energy supply validated by MERC.	Reduced grid dependence and supported Embassy REIT's decarbonization objectives. The GolfLinks solar plant is estimated to generate ~10,000 kWh/day and save 2,273 kWh/day; Express Towers benefits from lower emissions, improved LEED alignment, and support for tenant ESG goals.
2	Green commute through Quick Ride carpooling	Continued adoption of Quick Ride across Embassy Manyata, Embassy TechVillage and Embassy GolfLinks to encourage shared commuting and reduce transport-related emissions.	174,891 total users, 3,444 new users, 5.47 million km travelled through successful rides, and 1,313,453 kg CO_2 saved; also helped reduce commuting costs for users.
3	Energy efficiency upgrades across operating assets	Replaced older equipment such as chillers, condenser pumps, domestic water transfer pumps and conventional AHU fans with energy-efficient alternatives at Embassy GolfLinks, Embassy 247, Embassy Galaxy and Embassy Splendid TechZone.	Improved energy efficiency and reliability; reported savings include 1,165 units/day and ~₹34 lakh/year at Embassy GolfLinks, 32,400 kWh/year and ₹3.40 lakh/year at Embassy 247, 90,825 kWh/year and ~₹9.99 lakh/year at Embassy Galaxy, and 1,357.2 kWh/day with ~₹37 lakh/year savings at Embassy Splendid TechZone.
4	Digital energy meter installation at Express Towers	Installed an online energy meter monitoring system integrated with the BMS room to replace manual tracking and enable real-time monitoring of energy usage.	Improved visibility of consumption patterns, enhanced billing accuracy, minimized discrepancies, and enabled data-driven energy management.
5	EV-ready infrastructure at Block 8, Embassy TechVillage	Integrated dedicated EV parking and charging infrastructure into the parking design of Block 8, Embassy TechVillage; 354 out of 1,979 parking spaces were designated for EVs with charging points.	EV spaces represent 18% of total parking capacity and are estimated to mitigate ~626 tCO_2e emissions, supporting low-carbon mobility and future-ready infrastructure.
6	Water reuse and conservation at Embassy Galaxy and Embassy Oxygen	At Embassy Galaxy, AHU condensate water is collected, filtered and reused for non-potable purposes; at Embassy Oxygen, RO reject water is channelized for reuse in STP and food court dishwasher operations.	Reduced freshwater dependence and avoided wastage of reusable water; Embassy Galaxy collects ~5 KL/month of condensate water, saving ~0.17 KL/day and ~₹4,800/year.
7	Tanker water flowmeter installation at Embassy Manyata Tech Park	Installed 23 IoT-enabled flowmeters at tanker unloading points to replace manual, estimation-based tracking of tanker water intake.	Enabled real-time measurement, automated data capture, better vendor billing accuracy, improved operational transparency, and strengthened ESG water reporting credibility.
8	STP capacity upgrade through value engineering at Block 4, Embassy Manyata	Upgraded STP infrastructure at Block 4, Embassy Manyata Business Park to improve treatment capacity and support sustainable wastewater management for growing campus needs.	Improved wastewater treatment reliability, supported treated-water reuse and reduced dependency on external freshwater sources.
9	Integrated organic waste management through OWC optimization and dry leaf utilization	Optimized organic waste converter operations and used dry leaves as a supporting input for organic waste processing.	Improved onsite organic waste handling, supported waste diversion from landfill and strengthened circular waste management practices.
10	Cigarette waste management in collaboration with Buffindia	Partnered with Buffindia to collect and responsibly process cigarette butt waste through dedicated collection units across assets.	Enabled segregation and recycling of cigarette waste, reduced littering and supported responsible disposal of a difficult-to-recycle waste stream.
11	Lean construction through offsite façade fabrication at Blocks D1 & D2, Embassy Manyata	Adopted offsite fabrication for façade delivery at Blocks D1 and D2 to reduce onsite construction inefficiencies and improve delivery quality.	Reduced onsite material handling and construction waste, improved execution efficiency, and supported safer, more sustainable construction practices.

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Embassy REIT has established Business Continuity and Disaster Recovery Plans tailored for each park, incorporating applicable local regulations and guidelines. These plans focus on continuous improvement in risk management and provide a structured framework for timely incident identification, notification, and response across health, safety, environmental, and operational incidents.

Guided by principles of transparency and continuous learning, the approach promotes accountability, collaboration, and effective response measures. Each park is supported by a dedicated Emergency Response Team (ERT) to ensure efficient emergency management. Incidents are categorized based on severity, with evacuation and response decisions undertaken by the ERT in coordination with relevant authorities.

Additionally, Disaster and Catastrophe Resilience Policies are also in place to enhance preparedness.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

Embassy REIT has not identified any material negative environmental impacts arising from its value chain. However, the Company remains committed to promoting sustainability across its supply chain by embedding ESG considerations into supplier agreements and conducting comprehensive risk assessments. Suppliers are required to adhere to a robust Supplier Code of Conduct, which emphasizes ethical practices, environmental responsibility, and regulatory compliance.

Business Responsibility and Sustainability Reporting (BRSR) (Contd..)

To enhance transparency and accountability, Embassy REIT undertakes periodic audits and facilitates training programs for suppliers. Additionally, the Company prioritizes local sourcing within a 1,000-kilometer radius to reduce emissions associated with transportation while supporting regional economic development. This approach is further reinforced through well-defined policies and continuous monitoring of supplier performance to ensure adherence to sustainable sourcing practices.

Moreover, the Climate Change Adaptation and Mitigation Policy-Operations and the Climate Change Policy-New Developments outline our strategies for adapting to and mitigating climate change in both our operations and new development projects.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

For our new development portfolio, we conducted a performance evaluation of our key contractors and suppliers, which accounts for 71% of the contracted work value. Moving forward, we intend to gradually expand these evaluations to include onboarding and performance assessments for more suppliers.

Principle 7

Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/associations.

Embassy REIT has affiliations with 9 industry associations.

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such a body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	Asia Pacific Real Estate Association (APREA)	National
2	Confederation of Indian Industry (CII)	National
3	CoreNet	National
4	International WELL Building Institute (IWBI)	National
5	Indian Green Building Council (IGBC)	National
6	Indian REITs Association (IRA)	National
7	National Association of Software and Service Companies (NASSCOM)	National
8	Royal Institution of Chartered Surveyors (RICS)	National
9	The U.S. Green Building Council (USGBC)	National

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action taken
Not applicable, as Embassy REIT has not noted any issues related to anti-competitive conduct.		

Leadership Indicators

1. Details of public policy positions advocated by the entity:

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in the public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
Not applicable as Embassy REIT has not advocated for any public policy positions.					

Principle 7

Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant WebLink
Not applicable as there were no projects at Embassy REIT that required a Social Impact Assessment (SIA) as per law in FY26.					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not applicable as there were no projects at Embassy REIT with any Rehabilitation and Resettlement (R&R) activities in FY26.						

3. Describe the mechanisms to receive and redress grievances of the community.

The organization has developed the Investors and Other Stakeholders' Grievance and Redressal Policy and Whistle Blower Policy, which detail the procedures for receiving and addressing complaints and feedback, including input from local communities. Additionally, Embassy REIT collaborates with non-governmental organizations (NGOs) through a careful process that includes assessing community needs, rigorously vetting potential NGO partners, and performing thorough due diligence. This approach ensures partnerships with reputable and effective organizations that can significantly contribute to addressing concerns and enhancing the welfare of local communities.

Business Responsibility and Sustainability Reporting (BRSR) (Contd..)

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

Parameter	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Directly sourced from MSMEs/small producers Directly from within India	Embassy REIT actively monitors the procurement of input materials from Micro, Small, and Medium Enterprises (MSMEs) as well as from nearby districts. We have established a 1,000-kilometer radius around our sites to define the scope of local sourcing. This initiative reflects REIT's dedication to transparency and will be included in future reports. In FY26, 84.12% of the materials for our development portfolio were procured locally.	

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost:

Parameter	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Rural Semi-urban Urban Metropolitan	In accordance with our internal policy, the details of job creation and wages are considered confidential, and therefore, we will not be disclosing the detailed information in this report.	

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Not applicable as there were no projects at Embassy REIT that required a Social Impact Assessment (SIA) as per law in FY26.	

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S. No.	State	Aspirational District	Amount Spent (In Rs.)
Not applicable. At Embassy REIT, we are committed to promoting the growth and well-being of our communities across various dimensions, including economic, social, and environmental factors. In FY26, we allocated INR 133 million to various Corporate Social Responsibility (CSR) initiatives, covering areas such as education, healthcare, and environmental sustainability. Although our CSR activities have primarily focused on Bengaluru, we are actively expanding our projects to include Pune, Mumbai, Noida, and rural regions in Karnataka that are not classified as State or Aspirational districts.			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No)

(b) From which marginalized /vulnerable groups do you procure?

(c) What percentage of total procurement (by value) does it constitute?

No. Nonetheless, Embassy REIT has instituted Sustainable and Ethical Sourcing Policy Supplement-Operations and Sustainable and Ethical Sourcing and Procurement-New Developments . These policies outline our priority to collaborating with suppliers and contractors who share our dedication to sustainability and adhere to our criteria for local procurement. The policies are inclusive and do not distinguish between different groups or categories of suppliers.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/ No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not applicable since Embassy REIT is a service-based real estate entity.				

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
Not applicable as being a service-based real estate entity, Embassy REIT, has not noted any instances of intellectual property-related disputes.		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Projects	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Government School Health Programme	13,111	100%
2	Community Health Programme	15,253	100%
3	Education Programme	8,229	100%
4	Sports Programme – IHA	1	0%
5	Environment Programme	5,458	85%

Business Responsibility and Sustainability Reporting (BRSR) (Contd..)

Principle 9

Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Embassy REIT's Investors and Other Stakeholders' Grievance and Redressal Policy and Whistle Blower Policy, detail procedures for receiving and addressing complaints and feedback, including those from customers. Maintaining effective customer relationships is the responsibility of Regional Leads and Property Managers. Regular monthly communications enable the Company to assess stakeholder needs and address grievances in a timely manner, with critical matters escalated to the Head of Asset Management, as required. Additionally, the Investor Resources webpage provides links to dispute resolution portals, while the Report Overview section of the publicly available ESG report outlines relevant contact details for stakeholder reference.

Furthermore, as part of its customer-centric approach, Embassy REIT strives to consistently achieve high levels of customer satisfaction. The Company conducts an annual Customer Satisfaction Survey (CSAT) to assess occupier satisfaction with services and perceptions of campus facilities, including ESG aspects such as waste management, safety and security, and utilities management. Embassy REIT also hosts annual Occupier Connect Forums, bringing together industry leaders through keynote sessions and panel discussions on India's growth trajectory. These initiatives enable the Company to effectively capture and respond to the Voice of the Customer.

2. Turnover of products and/services as a percentage of turnover from all products/service that carry information about:

Parameter	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not applicable since Embassy REIT is a service-based real estate entity.
Safe and responsible usage	
Recycling and/or safe disposal	

3. Number of consumer complaints in respect of the following:

	FY 2026 (Current Financial Year)			FY 2025 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil			Nil		
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	Not applicable since Embassy REIT is a service-based real estate entity.	
Forced recalls	Not applicable	

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes, Embassy REIT has formulated a Data Privacy Policy and Cyber Security Policy to establish a framework and guidelines to ensure a secure cyber ecosystem throughout its operations. Additionally, we have issued an Information Security Policy Statement, demonstrating our priority to safeguarding the confidentiality, integrity and accessibility of all our business-related information.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

Embassy REIT has noted no reported issues concerning advertising, delivery of essential services, cyber security, or customers' data privacy.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

b. Percentage of data breaches involving personally identifiable information of customers

c. Impact, if any, of the data breaches

Embassy REIT has not noted any reported instances of data breaches.

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

Embassy REIT is a service-based real estate entity. Information on our portfolio of commercial spaces can be found at: https://www.embassyofficeparks.com/

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

Embassy REIT, as a service-oriented real estate entity, actively engages with its occupiers to align sustainability objectives. The Company organizes annual occupier connect events to strengthen collaboration and ensure alignment between occupier sustainability goals and those of Embassy REIT. Additionally, green lease clauses are incorporated into lease agreements to enable monitoring of environmental impact and facilitate collaborative corrective actions with occupiers. We engage with our customers regularly, leveraging several touchpoints such as annual ESG reports, ESG microsite, events, newsletters, webcasts, quarterly letters from the CEO's desk, social media, and others to update them on our ESG progress.

Business Responsibility and Sustainability Reporting (BRSR) (Contd..)

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

At Embassy REIT, we remain committed to consistently exceeding customer expectations and recognize the importance of proactively informing customers about potential risks of service disruption or discontinuation. To ensure effective communication and support, the Company has implemented the following measures:

1. Proactive Communication: We ensure timely and transparent communication through emails, official correspondence, and public disclosures to keep customers informed of any potential disruptions in advance.
2. Customer Service Support: Our customer-facing teams operate round-the-clock to provide prompt updates and address customer queries, ensuring seamless communication and immediate assistance.
3. Disruption Alerts: Real-time notifications are shared through website alerts to keep customers informed about ongoing or anticipated service interruptions.
4. Customer Engagement Initiatives: Ongoing engagement programs facilitate continuous dialogue with customers, enabling better understanding of their needs while proactively communicating any potential disruptions.

Embassy REIT has a comprehensive disaster management plan called Business Continuity and Disaster Recovery Plan. This plan is tailored for each business park, incorporating site specific requirements based on location, geography, local guidelines and regulatory bodies. Further, a disaster management team known as Emergency Response Team (ERP team) is in place at each park to initiate and manage emergency responses. Embassy REIT has also adopted policies known as Disaster and Catastrophe Resilience Policy-Operations and Resilience to Catastrophe/Disaster Policy-New Developments. These policies provide guidelines to adapt and recover from disaster, hazards, shocks or stresses that can impact operations and the design and construction phases of new developments.

These mechanisms enable us to ensure that customers are informed in advance of any potential risks to the continuity of essential services.

5. Does the entity display product information on the product over & above what Is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief? Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

As part of our customer-centric initiatives, we aim to consistently achieve high levels of customer satisfaction. We conduct an annual Customer Satisfaction Survey (CSAT) to gauge occupier satisfaction with our services and perceptions of our campus facilities, including ESG aspects such as waste management, safety and security, energy management, and utilities.

In our FY2026 CSAT survey, we received an overwhelming response from 271 occupiers, corresponding to a 92% survey participation rate, reflecting strong engagement across our occupier base. The survey continues to serve as a key feedback mechanism, enabling us to assess service quality, identify improvement areas, and align our operations with evolving occupier expectations.

These insights are complemented by ongoing tenant engagement initiatives such as ESG Occupier Forums, corporate engagement programs, and regular feedback interactions, which help us strengthen service delivery and enhance overall occupier experience. Collectively, these efforts reinforce our commitment to delivering high-quality, sustainable, and experience-led workspaces.

Management of material topics

We have designed proactive measures to tap the opportunities our material topics offer while mitigating any actual or potential negative impacts aligned with stakeholder expectations and concerns[160].

Positive Impacts:	Negative Impacts:
1. **Environmental sustainability:** We prioritize environmental sustainability by actively working to reduce our carbon footprint, energy consumption, and water usage. Our commitment also extends to minimizing waste through recycling initiatives and encouraging material reuse across the portfolio. Together, these efforts help significantly lower our overall environmental impact.	1. **Energy and emissions:** We recognize that the construction, maintenance, and operation of our assets produce carbon dioxide and other greenhouse gas emissions, contributing to pollution, environmental degradation, and global warming. To mitigate these impacts, we implement both proactive and reactive measures.
2. **Social and community development:** Embassy REIT positively impacts communities by investing in infrastructure, education, healthcare, and waste management in the regions where it operates. It contributes to local employment, supports small businesses, and fosters inclusive spaces that enhance the overall quality of life for surrounding communities.	2. **Water management:** Our developments require significant water usage for construction, landscaping, and ongoing operations. Given that many of our assets are located in water-stressed regions, we recognize that high water consumption can worsen water scarcity and strain local water resources. As a result, we are committed to achieving water neutrality across all our operations.
3. **Responsible investment:** Driven by our commitment to the United Nations Sustainable Development Goals, we strive to create environmentally responsible and socially impactful spaces. ESG considerations are embedded in our investment decisions and operational practices through a robust due diligence process.	3. **Waste management:** Embassy REIT generates construction and demolition waste through its activities, while ongoing operations produce municipal waste. Poor waste management can lead to waste accumulation in landfills, exacerbating the sector's overall waste footprint. To address this, we have established a comprehensive waste management framework that enables us to steadily reduce waste generation and enhance the recycling and reuse of materials.
4. **Stakeholder engagement and transparency:** Embassy REIT places a strong emphasis on open and transparent communication with stakeholders including investors, tenants, local communities, and regulatory bodies through newsletters, disclosures, and various engagement initiatives. We actively seek feedback to better understand stakeholder needs, concerns, and expectations.	4. **Construction and development activities:** As a rapidly growing REIT, our construction and development activities may expose workers to occupational hazards, including falls from heights, exposure to hazardous materials, and accidents involving heavy machinery. To address these risks, our ESG strategy includes comprehensive safety measures, awareness programs, and the provision of appropriate personal protective equipment to minimize the likelihood of accidents and injuries.
5. **Sustainable and resilient supply chain:** Our commitment to building and managing a sustainable supply chain is vital in reducing our carbon footprint. By promoting local sourcing and minimizing fossil fuel use for transportation and storage, we enhance waste management and improve resource efficiency across the value chain. Supporting a sustainable supply chain also encourages the adoption of fair labor policies, upholds human rights, strengthens community relations, and fosters inclusive development in the regions where our partners operate. Responsible sourcing practices contribute to lower energy and water usage, promote recycling and reuse, improve resource and process efficiencies, and drive cost savings.	5. **Biodiversity:** The real estate industry can affect biodiversity and ecosystem health through pollution and contamination of water, soil, and air around its assets. Pollution discharge, poor waste management, and emissions from construction can negatively impact biodiversity. To address this, we implement robust risk management strategies to assess and mitigate any potential impact on local ecosystems. For example, two of our properties—Embassy Manyata in Bengaluru and Embassy Tech Zone in Pune are situated near protected areas, where we have introduced flood mitigation solutions, including flood-resistant plantations.



EMBASSY TECHZONE, PUNE

ESG Achievements from Previous Roadmap : FY2025 Highlights



RENEWABLE ENERGY

Metric

- Renewable energy consumption share

Target[161]	FY2025 Status
75% by FY2025	55%[162]

- USGBC LEED certified portfolio (% of operational area)

Target[161]	FY2025 Status
100% by FY2023	100%

WASTE

Metric

- Organic Waste Converter (OWC) capacity increase

Target[161]	FY2025 Status
25% by FY2025	6%

WATER STEWARDSHIP

Metric

- Water consumption reduction across the operational portfolio

Target[161]	FY2025 Status
7% by FY2025	19%

BIODIVERSITY

Metric

- Improve biodiversity in our properties

FY2025 Status
Fish pond developed at Embassy TechVillage to enhance aquatic biodiversity
Biodiversity-focused tree plantation program conducted on World Environment Day at Embassy Manyata Business Park

[161] Target set against baseline of FY2020 actuals for the portfolio (including Embassy TechVillage acquisition)

[162] Renewable energy consumption share for Q4 FY2025 was 70%, with capacity expansion in finalization

ESG PERFORMANCE OF SUPPLIERS

Metric

- Adherence to 'Supplier Code of Conduct'

Target[161]	FY2025 Status
100%	100%

CERTIFIED MATERIALS

Metric

- Increase usage of certified and eco-labelled materials[164]

FY2025 Status
Identified and added more certified and eco-labelled materials to our database

LOCAL SOURCING

Metric

- Local sourcing Share

Target[161]	FY2025 Status
70%	87%[163]

[161] Target set against baseline of FY2020 actuals for the portfolio (including Embassy TechVillage acquisition)

[163] Local sourcing is defined as sourcing of materials for our new developments and operations within 1,000 kms radius of respective sites

[164] Reporting for certified and eco-labeled materials is attributed to only the new developments portfolio



Revitalized Communities

EMPLOYEE PRACTICES AND ENGAGEMENT

Metric

- Females as % of the total workforce

Target[161]	FY2025 Status
25%	27%[165]

TRAINING AND DEVELOPMENT

Metric

- Average training hours per employee

Target[161]	FY2025 Status
16 hours	18 hours

HEALTH, SAFETY, AND WELL-BEING

Metric

- 5-star BSC certified portfolio (% of operational area)

Target[161]	FY2025 Status
100% by FY2023	100%

[161] Target set against baseline of FY2020 actuals for the portfolio (including Embassy TechVillage acquisition)

[165] Change in method of counting full time employees during FY25 resulting in a change in the % of female workforce

CORPORATE SOCIAL RESPONSIBILITY (CSR)

Metric

- Positively impact communities around all our properties

FY2025 Status
₹117 million CSR spend, positively impacting over 45,000 direct beneficiaries

CORPORATE CONNECT

Metric

- Occupiers engaged under 'Corporate Connect'

Target[161]	FY2025 Status
10%	14%

CUSTOMER CENTRICITY

Metric

- 'Green leases' signed during the period

Target[161]	FY2025 Status
70% by FY2024	100%

[161] Target set against baseline of FY2020 actuals for the portfolio (including Embassy TechVillage acquisition)



Responsible Business

EMBASSY QUBIX, PUNE

SUSTAINABLE FINANCE

Metric

- Cumulative green / sustainable finance portfolio

Target[161]	FY2025 Status
₹35 billion by FY2025	₹45 billion

ASSET ACQUISITION AND SITE SELECTION

Metric

- ESG due diligence for acquisitions

Target[161]	FY2025 Status
100%	ESG due diligence completed[166]

DISCLOSURES

Metric

- TCFD compliant annual report

Target[161]	FY2025 Status
100% by FY2025	From FY2023 we began including summary TCFD disclosures in our ESG report, and subsequently from FY2024 onwards we also undertook some environmental initiatives in line with our TCFD recommendations

[161] Target set against baseline of FY2020 actuals for the portfolio (including Embassy TechVillage acquisition)

[166] ESG due-diligence undertaken for Embassy Splendid TechZone, Chennai – acquired in June 2024

CORPORATE GOVERNANCE

Metric

- Adopt and follow best-in-class governance framework

FY2025 Status

Quarterly ESG updates provided to the board

REGULATORY COMPLIANCE

Metric

- Compliance with all SEBI regulations within prescribed timelines

FY2025 Status

Any incidents of non-compliance was duly reported to the board and have been disclosed in the Annual Report of Embassy REIT for FY 2025

RISK MANAGEMENT

Metric

- Continuous monitoring and mitigation of key risks

FY2025 Status

Initiated development of a 3–5-year roadmap based on the outcomes of the TCFD assessment conducted in FY2023

GRI Content Index

Statement of use	Embassy REIT has reported in accordance with the Global Reporting Initiative (GRI) Standards (2021) for the period 1 April 2025 to 31 March 2026.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not applicable

GRI Disclosures	Description	Status	Section cross-reference	Page number	Reason for omission	Remarks
GRI 1: Foundation 2021						
GRI 1	Foundation 2021	Reported	Report Overview Materiality Assessment GRI Index (Remarks)	60-63 46-49 254-268		
GRI 2: General Disclosures 2021						
GRI 2-1	Organizational details	Reported	Corporate Overview	18, 16, 23		2-1 a) Group structure 2-1 b) Group structure 2-1 c) About Embassy REIT 2-1 d) Key Commercial Markets
GRI 2-2	Entities included in the organization's sustainability reporting	Reported	Report Overview	62		2-2) a) Report Overview 2-2 b) and c) Report Overview; annual financial reports in the links mentioned indicate the financial reporting period: Condensed Consolidated Ind AS Financial Information of Embassy Office Parks REIT
GRI 2-3	Reporting period, frequency, and contact point	Reported	Report Overview	61 62 63		2-3 a) Report Overview 2-3 b) Report Overview; annual financial reports in the links mentioned indicate the financial reporting period: Condensed Consolidated Ind AS Financial Information of Embassy Office Parks REIT, Kindly refer to Page 210 of Annual report FY2025-26 for the reporting period. 2-3 c) The publication date of this report is 30 June 2026. 2-3 d) Report Overview
GRI 2-4	Restatements of information	Reported	Report Overview	63		
GRI 2-5	External assurance	Reported	Report Overview Assurance Certificate	63 2	2-5 a) Not applicable as Embassy REIT seeks external assurance to align with industry best practices.	2-5 b) i) and ii) Assurance Certificate 2-5 b) ii) and iii) Report Overview and Assurance Certificate
GRI 2-6	Activities, value chain and other business relationships	Reported	GRI Index (Remarks) Corporate Overview Stakeholder Engagement Report Overview Sustainable Supply Chain	18 23 43 63 107		2-6 a) The principal activity of Embassy REIT is to own and invest in rent or income generating real estate and related assets in India with the objective of producing stable and sustainable distributions to Unitholders. 2-6 b) i) and iii) Please refer to the 'Condensed Consolidated Financial Statements' for details of SPVs/subsidiaries of Embassy REIT with activities and shareholding percentage in the link: Condensed Consolidated Ind AS Financial Information of Embassy Office Parks REIT 2-6 b) i) and iii) Key commercial markets 2-6) b) ii) Sustainable Supply Chain 2-6 b) iii) Stakeholder Engagement 2-6 c) Group structure 2-6 d) Report Overview
GRI 2-7	Employees	Reported	Employment Practices and Engagement	118		2-7) a), c), d) and e) Employment Practices and Engagement 2-7 b) Only permanent employees have been considered for reporting 2-7 e) No significant fluctuations noted during the reporting period and between reporting periods
GRI 2-8	Workers who are not employees	Reported	Corporate Governance	120		2-8 a) and b) Employment Practices and Engagement 2-8 c) No significant fluctuations noted during the reporting period FY 2026.
GRI 2-9	Governance structure and composition	Partially Reported	Corporate Governance Stakeholder Engagement	161 43	Information unavailable/ incomplete: 2-9 c) vi) Composition of the highest governance body and its committees have not been evaluated for under-represented social groups 2-9 c) viii) Composition of the highest governance body and its committees have not been evaluated for stakeholder representation	2-9 a) and b) Corporate Governance 2-9 c) i), ii), iii), iv), v) and vii) Corporate Governance 2-9 c) viii) Stakeholder Engagement

GRI Content Index (Contd..)

GRI Disclosures	Description	Status	Section cross-reference	Page number	Reason for omission	Remarks
GRI 2-10	Nomination and selection of the highest governance body	Reported	Corporate Governance GRI Index (Remarks)	161		2-10 a) and b) Please refer to the following: 1. Nomination and Remuneration Policy 2. Nomination and Remuneration Committee Charter 3. Terms and Conditions for appointment of Independent Directors on the Board of Directors 4. Policy for appointment of Unitholder Nominee Director
GRI 2-11	Chair of the highest governance body	Reported	Corporate Governance GRI Index (remarks)	161		2-11 b) Not applicable as chair of the highest governance body is not a senior executive.
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Reported	Stakeholder Engagement Corporate Governance	43 161		2-12 a) b) and c) Corporate Governance 2-12 b) Stakeholder Engagement; please refer to Stakeholders' Relationship Committee Charter that describes the role of the Committee in driving stakeholder engagement
GRI 2-13	Delegation of responsibility for managing impacts	Reported	Corporate Governance	161		2-13 a) and b) Corporate Governance
GRI 2-14	Role of the highest governance body in sustainability reporting	Reported	Corporate Governance GRI Index (remarks)	161		2-14 a) Corporate Governance 2-14 b) The CEO is a member of the Management Team and ESG Committee. Therefore, the Board is apprised of ESG matters and sustainability reporting on a periodic basis.
GRI 2-15	Conflicts of interest	Reported	Corporate Governance GRI Index (remarks)	161		2-15 a) Please refer to the following: 1. Nomination and Remuneration Policy 2. Terms and Conditions for appointment of Independent Directors on the Board of Directors 3. Policy for appointment of Unitholder Nominee Director 2-15 b) No conflicts of interest have been reported for Embassy REIT.
GRI 2-16	Communication of critical concerns	Reported	GRI Index (remarks) Corporate Governance	161		2-16 a) Process to communicate critical concerns is called out in the following policies: 1. Whistle Blower Policy 2. Investors and other Stakeholders' Grievance and Redressal Policy 3. Prevention of Sexual Harassment Policy Additionally, the Investor Resources webpage provides useful links to access dispute resolution portals. The Report Overview section of this report also lists contact information for stakeholders' perusal. 2-16 b) No critical concerns were noted during the current reporting year.
GRI 2-17	Collective knowledge of the highest governance body	Reported	GRI Index (Remarks) Corporate Governance	161		2-17 a) Familiarization Programs for Independent Directors framework details measures undertaken to increase Board's effectiveness. We have duly complied with all SEBI regulatory requirements for advancing knowledge, skills and experience. Additionally, please refer to the following webpages to learn more about our governance bodies and their competencies: 1. Board of Directors 2. Management Team
GRI 2-18	Evaluation of the performance of the highest governance body	Reported	GRI Index (Remarks)			2-18) a) b) and c) Please refer to the following: 1. Nomination and Remuneration Policy 2. Nomination and Remuneration Committee Charter 3. Terms and Conditions for appointment of Independent Directors on the Board of Directors 4. Policy for appointment of Unitholder Nominee Director
GRI 2-19	Remuneration policies	Partially Reported	GRI Index (remarks) Corporate Governance	161	2-19 a) Confidentiality constraints: In accordance with our internal policy, the details of the remuneration policies are considered confidential, and therefore, we will not be disclosing the detailed information in this report.	2-19) a) and b) Please refer to the following: 1. Nomination and Remuneration Policy 2. Nomination and Remuneration Committee Charter 3. Employee Incentive Plan 2020 - Summary 2-19) b) Corporate Governance

GRI Content Index (Contd..)

GRI Disclosures	Description	Status	Section cross-reference	Page number	Reason for omission	Remarks
GRI 2-20	Process to determine remuneration	Partially Reported	Corporate Governance GRI Index (Remarks)	161	2-20 b) Confidentiality constraints: In accordance with our internal policy, the results of votes of stakeholders on remuneration policies and proposals is considered confidential, and therefore, we will not be disclosing the detailed information in this report	2-20) a) Please refer to the following: 1. Nomination and Remuneration Policy 2. Nomination and Remuneration Committee Charter
GRI 2-21	Annual total compensation ratio	Omitted	GRI Index (remarks)		2-21) a) b) and c) Confidentiality constraints: In accordance with our internal policy, the annual total compensation ratio is considered confidential information, and therefore, we will not be disclosing the information in this report.	
GRI 2-22	Statement on sustainable development strategy	Reported	Message to our Stakeholders	12-13		2-22 a) Message to our Stakeholders
GRI 2-23	Policy commitments	Reported	Stakeholder Engagement Sustainable Supply Chain Corporate Governance Regulatory Compliance	43 107 161 164		2-23 a) b) c) d) e) and f) Regulatory Compliance; the ESG microsite indicates all policy commitments undertaken by Embassy REIT across diverse environmental, social and governance criteria. Furthermore, we have provided links of all our policies within the pertinent sections of the report. 2-23 b) Human Rights Policy 2-23 d) Corporate Governance 2-23 e) Sustainable Supply Chain 2-23 f) Regulatory Compliance; Stakeholder Engagement
GRI 2-24	Embedding policy commitments	Reported	ESG 5-Year Roadmap ESG Overview Sustainable Supply Chain Training and Development Corporate Governance Health, Safety and Well-being Regulatory Compliance	9 107 126 132 161 165		2-24 i) Corporate Governance 2-24 ii) ESG 3-year roadmap and ESG Overview. The ESG microsite indicates all policy commitments undertaken by Embassy REIT across diverse environmental, social and governance criteria. Furthermore, we have provided links of all our policies within the pertinent sections of the report. 2-24 iii) Sustainable Supply Chain 2-24 iv) Training and Development and Health, Safety and Well-being (Environment, Health and Safety (EHS) and well-being training)
GRI 2-25	Processes to remediate negative impacts	Reported	ESG Overview ESG 5-Year Roadmap Corporate Governance GRI Index (Remarks)	36 9 161		2-25 a) and c) ESG Overview and ESG 5-year roadmap. Throughout the report, we have also addressed our commitments and described processes implemented to remedying any potential negative impacts that our organization may contribute to. 2-25 b) d) and e) Process to identify and address grievances is indicated in the following documents: 1. Whistle Blower Policy 2. Investors and Other Stakeholders' Grievance and Redressal Policy 3. Stakeholders' Relationship Committee Charter Additionally, the Investor Resources webpage provides useful links to access dispute resolution portals. The Report Overview section of this report also lists contact information for stakeholders' perusal.
GRI 2-26	Mechanisms for seeking advice and raising concerns	Reported	GRI Index (Remarks) Report Overview	63		2-26 a) Process to communicate concerns is called out in the following policies: 1. Whistle Blower Policy 2. Investors and Other Stakeholders' Grievance and Redressal Policy Additionally, the Investor Resources webpage provides useful links to access dispute resolution portals. The Report Overview section of this report also lists contact information for stakeholders' perusal.
GRI 2-27	Compliance with laws and regulations	Reported	Regulatory Compliance	164		2-27 a) and b) Regulatory Compliance; no instances have been noted. 2-27 c) and d) Not applicable: As no significant instances of non-compliance were noted during the reporting period
GRI 2-28	Membership associations	Reported	Collaborations and Memberships	27 28		2-28 a) Collaborations and Memberships
GRI 2-29	Approach to stakeholder engagement	Reported	Stakeholder Engagement	43		2-29 a) Stakeholder Engagement; please also refer to the Stakeholders' Relationship Committee Charter and Investors and Other Stakeholders' Grievance and Redressal Policy

GRI Content Index (Contd..)

GRI Disclosures	Description	Status	Section cross-reference	Page number	Reason for omission	Remarks
GRI 2-30	Collective bargaining agreements	Omitted	GRI Index (remarks)		Not applicable: Collective bargaining is not applicable to Embassy REIT, as its employees are white collar permanent employees not represented by trade unions, and third party contract employees engaged by the Company are not on its payroll, with any collective bargaining matters managed by the respective contracting agencies.	
GRI 3: Material topics 2021						
GRI 3-1	Process to determine material topics	Reported	Materiality Assessment	46-49		
GRI 3-2	List of material topics	Reported	Materiality Assessment	46-49		
Climate change action						
GRI 3-3	Management of material topics	Reported	Energy and Emissions Management of Material Topics	67-85 245		
GRI 302: Energy 2016						
GRI 302-1	Energy consumption within the organization	Reported	Energy and Emissions GRI Index (remarks)	73, 83 -		
GRI 302-2	Energy consumption outside the organization	Partially Reported	Energy and Emissions GRI Index (remarks)	80 -	302-2 a) b) and c) Information unavailable/ incomplete: Energy consumption from fuel purchase reimbursements for employees of Embassy REIT are excluded because they are currently unavailable at a comprehensive and consolidated level. We are only reporting fuel and electricity consumption pertaining to new development activities directly controlled by our vendors. We are in the process of inventorying other energy consumption sources outside of the organization.	
GRI 302-3	Energy intensity	Reported	Energy and Emissions	72, 80		
GRI 302-4	Reduction of energy consumption	Reported	Energy and Emissions	68		
GRI 302-5	Reduction in energy requirements for products and services	Omitted	GRI Index (remarks)		302-5) a) b) and c) Not applicable: Embassy REIT's business activities are limited to leasing and hospitality, and energy consumption within leased spaces is controlled by tenants rather than the Company.	
GRI 305: Emissions 2016						
GRI 305-1	Direct (Scope 1) GHG emissions	Partially Reported	Energy and Emissions ESG Overview Report Overview GRI Index (remarks)	56 63 84	305-1 a) Information unavailable/incomplete: Emissions from fuel purchase reimbursements for employees of Embassy REIT are excluded because they are currently unavailable at a comprehensive and consolidated level 305-1 c) Not applicable: Biogenic emissions from garden waste are very low and insignificant to the organization	305-1 b) Emissions reported include CO_2 gas and HFCs for Standing Investments and Hospitality portfolios 305-1) d) i) Net Zero Commitment section. 305-1) d) ii) Please refer to ESG report FY2022 for emissions in base year. 305-1 d) iii) Report Overview section. No restatements applicable for base year emissions.
GRI 305-2	Energy indirect (Scope 2) GHG emissions	Reported	Energy and Emissions ESG Overview Report Overview GRI Index (remarks)	56 63 84		305-2 c) Emissions reported include only CO_2 gas since the grid emission factor for India from CEA data base includes only CO_2 gas. 305-2) d) i) Net Zero Commitment section. 305-2) d) ii) Please refer to ESG report FY2022 for emissions in base year. 305-2) d) iii) Report Overview section. No restatements applicable for base year emissions.
GRI 305-3	Other indirect (Scope 3) GHG emissions	Partially Reported	Energy and Emissions ESG Overview GRI Index (remarks)	56 63 84	305-3 c) Not applicable: Biogenic emissions are very low and insignificant to the organization 305-3 d) Information unavailable/incomplete: We are in the process of inventorying our Scope 3 emissions.	305-3 b) Emissions reported include only CO_2 gas since the grid emission factor for India from CEA data base includes only CO_2 gas. 305-3) e) i) Net Zero Commitment section. 305-3) e) ii) Please refer to ESG report FY2022 for emissions in base year. 305-3) e) iii) Report Overview section. No restatements applicable for base year emissions. 305-3 e) Net Zero Commitment
GRI 305-4	GHG emissions intensity	Reported	Energy and Emissions GRI Index (remarks)	85		305-4 d) Emissions reported include CO_2 gas and HFCs for Standing Investments and Hospitality portfolios. Emissions reported include CO_2 gas for New Developments portfolio.

GRI Content Index (Contd..)

GRI Disclosures	Description	Status	Section cross-reference	Page number	Reason for omission	Remarks
GRI 305-5	Reduction of GHG emissions	Reported	Energy and Emissions GRI Index (remarks)	68 84		305-5 b) Emissions reported include only CO_2 gas 305-5 d) Emission reductions noted in Scope 1, Scope 2 sand Scope 3 categories due to multiple energy efficiency initiatives
GRI 305-6	Emissions of ozone-depleting substances (ODS)	Reported	Energy and Emissions GRI Index (remarks)	84		Volume (in tCO_2) for HCFC-22 (R22) and HCFC-123 (R123) gases have been reported in the Energy and Emissions section of this report
GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Omitted	GRI Index (remarks)	84	305-7 a) b) and c) Not applicable: Air emissions are very low and insignificant to the organization	
Water Stewardship						
GRI 3-3	Management of material topics	Reported	Water Stewardship Management of Material Topics	86-93 245		
GRI 303: Water and Effluents 2018						
GRI 303-1	Interactions with water as a shared resource	Reported	Water Stewardship	86		
GRI 303-2	Management of water discharge related impacts	Reported	Water Stewardship GRI Index (Remarks)	87		Not applicable: All Embassy REIT projects are designed to achieve Zero Water Discharge, i.e., wastewater generated on site can be recycled and reused on site. Therefore, management of water discharge-related impacts is not relevant to Embassy REIT
GRI 303-3	Water withdrawal	Partially reported	Water Stewardship	88 91	303-3 c) Information unavailable/incomplete: Embassy REIT does not track water withdrawal quality as potable water is sourced from municipal agencies, which is aligned to Bureau of Indian Standards (BIS) potable water quality standards	
GRI 303-4	Water discharge	Reported	Water Stewardship GRI Index (Remarks)	87		Not applicable: All Embassy REIT projects are designed to achieve Zero Water Discharge, i.e., wastewater generated on site can be recycled and reused on site. Therefore, water discharge is not relevant to Embassy REIT.
GRI 303-5	Water Consumption	Reported	Water Stewardship GRI Index (Remarks)	88 , 91		303-5 c) Not applicable: Embassy REIT does not have any kind of water storage which may have any significant water related impacts.

GRI Disclosures	Description	Status	Section cross-reference	Page number	Reason for omission	Remarks
Green buildings						
GRI 3-3	Management of material topics	Reported	Energy and Emissions (Green buildings) Management of Material Topics	78 245		
GRI 302: Energy 2016						
GRI 302	Energy 2016	Reported	Energy and Emissions GRI Index (Remarks)	67-85		Please refer to the disclosures aligned to the material topic of 'Climate change action' to know more about our green building initiatives and commitments.
GRI 305: Emissions 2016						
GRI 305	Emissions 2016	Reported	Energy and Emissions GRI Index (Remarks)	67-85		Please refer to the disclosures aligned to the material topic of 'Climate change action' to know more about our green building initiatives and commitments.
GRI 303: Water and Effluents 2018						
GRI 303	Water and Effluents 2018	Reported	Water Stewardship GRI Index (Remarks)	86-93		Please refer to the disclosures aligned to the material topic of 'Water Stewardship' to know more about our green building initiatives and commitments.
GRI 306: Waste 2020						
GRI 306-1	Waste generation and significant waste-related impacts	Reported	Waste	94		
GRI 306-2	Management of significant waste-related impacts	Partially Reported	Waste GRI Index (Remarks)	94 -	306-2) a) Information unavailable/incomplete: We are committed to embedding circularity measures within our operations to minimize waste and its environmental impact. As we proactively extend these efforts across our value chain, we will enhance our reporting on management of significant waste-related impacts. 306-2) b) Information unavailable/incomplete: We work with government-authorized third-party vendors for waste management, ensuring compliance with regulatory requirements. Additionally, we are enhancing waste traceability across our value chain as part of our sustainability efforts. While details on third-party waste disposal may be limited now, our commitment to transparency and improvement drives progress.	

GRI Content Index (Contd..)

GRI Disclosures	Description	Status	Section cross-reference	Page number	Reason for omission	Remarks
GRI 306-3	Waste generated	Partially Reported	Waste	95	306-3 a) and b) Information unavailable/incomplete: Data for new developments portfolio is excluded because it is currently unavailable at a comprehensive and consolidated level	
GRI 306-4	Waste diverted from disposal	Reported	Waste	95 99		
GRI 306-5	Waste directed to disposal	Reported	Waste	95 99		
Occupational health and safety						
GRI 3-3	Management of material topics	Reported	Health, Safety and Well-being Management of Material Topics	128-135 245		
GRI 403: Occupational Health and Safety 2018						
GRI 403-1	Occupational health and safety management system	Reported	Health, Safety and Well-being	120 128 130		
GRI 403-2	Hazard identification, risk assessment, and incident investigation	Reported	Health, Safety and Well-being	130		
GRI 403-3	Occupational health services	Reported	Health, Safety and Well-being	130		
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	Reported	Health, Safety and Well-being	131		
GRI 403-5	Worker training on occupational health and safety	Reported	Health, Safety and Well-being	132		
GRI 403-6	Promotion of worker health	Reported	Health, Safety and Well-being	132		
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Reported	Health, Safety and Well-being	130		
GRI 403-8	Workers covered by an occupational health and safety management system	Reported	Health, Safety and Well-being	130		
GRI 403-9	Work-related injuries	Partially Reported	Health, Safety and Well-being	128	403-9 b) c) d) e) f) and g) Information unavailable/incomplete: Data for new developments portfolio is excluded because it is currently unavailable at a comprehensive and consolidated level	
GRI 403-10	Work-related ill health	Partially Reported	Health, Safety and Well-being	128	403-10 b) c) d) and e) Information unavailable/incomplete: Data for new developments portfolio is excluded because it is currently unavailable at a comprehensive and consolidated level	
Economic performance 2016						
GRI 3-3	Management of material topics	Reported	Key Highlights for the Year Management of Material Topics	30-33 245		
GRI 201: Economic Performance 2016						
GRI 201-1	Direct economic value generated and distributed	Reported	Key Highlights for the Year GRI Index (Remarks)	32	201-1 b) Not applicable: Country level reporting is not applicable as India is the only operating market for Embassy REIT. Regional level reporting is not applicable as Embassy REIT operates at a country level.	201-1 b) Market level reporting - Revenue from operations and other financial figures by market addressed through Embassy REIT's operating segments which has been detailed in page 71 of the Condensed Consolidated Ind AS Financial Information of Embassy Office Parks REIT
GRI 201-2	Financial implications and other risks and opportunities due to climate change	Partially Reported	Annexure - Task Force on Climate-related Financial Disclosures (TCFD)	172	201-2 a) iii) and v) Confidentiality constraints: As per TCFD requirements, we have evaluated the financial consequences associated with the identified risk or opportunity before taking any action. Additionally, we have assessed the costs incurred in managing the risk or opportunity. However, in accordance with our internal policy, the specific financial impact is considered confidential, and therefore, we will not be disclosing the detailed information in this report.	

GRI Content Index (Contd..)

GRI Disclosures	Description	Status	Section cross-reference	Page number	Reason for omission	Remarks
GRI 201-3	Defined benefit plan obligations and other retirement plans	Omitted	GRI Index (Remarks)		201-3 Confidentiality constraints: In accordance with our internal policy, the defined benefit plan obligations and other retirement plans are considered confidential information, and therefore, we will not be disclosing the information in this report.	
GRI 201-4	Financial assistance received from government	Reported	Key Highlights for the Year	32		
GRI 203: Indirect Economic Impacts 2016						
GRI 203-1	Infrastructure investments and services supported	Reported	Corporate Social Responsibility (CSR)	141		
GRI 203-2	Significant indirect economic impacts	Reported	Corporate Social Responsibility (CSR)	141		
Risk Management						
GRI 3-3	Management of material topics	Reported	Risk Management Annexure - Task Force on Climate-related Financial Disclosures (TCFD) Management of Material Topics	166-169 172-191 245		
Other topic disclosures determined as not material						
GRI 205: Anti-corruption 2016						
GRI 205-1	Operations assessed for risks related to corruption	Reported	Regulatory Compliance	165		
GRI 205-2	Communication and training about anti-corruption policies and procedures	Reported	Regulatory Compliance	107 165		
GRI 205-3	Confirmed incidents of corruption and actions taken	Reported	Regulatory Compliance	165		
GRI 206: Anti-competitive behavior 2016						
GRI 206-1	Legal actions for anti-competitive behaviors, anti-trust, and monopoly practices	Reported	Regulatory Compliance	165		
GRI 401: Employment 2016						
GRI 401-1	New employee hires and employee turnover	Reported	Employment Practices and Engagement	118 119		
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part time employees	Reported	Employment Practices and Engagement	121		401-2 b) All locations where Embassy REIT operates are considered significant operational sites
GRI 401-3	Parental leave	Reported	Employment Practices and Engagement	121		
GRI 404: Training and Education 2016						
GRI 404-1	Average hours of training per year per employee	Reported	Training and Development	127		
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Partially Reported	Training and Development GRI Index (remarks)	126	404-2 b) Not applicable: Transition assistance programs are not implemented in Embassy REIT	404-2 a) Training and Development
GRI 404-3	Percentage of total employees receiving regular performance and career development reviews	Reported	Training and Development	127		
GRI 405: Diversity and Equal Opportunity 2016						
GRI 405-1	Diversity of governance bodies and employees	Reported	Employment Practices and Engagement Corporate Governance	119 161		405-1 a) Corporate Governance 405-1 b) Employment Practices and Engagement
GRI 406: Non-discrimination 2016						
GRI 406-1	Incidents of discrimination and corrective actions taken	Reported	Regulatory Compliance	165		
GRI 408: Child Labor 2016						
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	Reported	ESG Performance of Suppliers Corporate Governance Regulatory Compliance	107 164 165		408-1 a) and b) Regulatory compliance 408-1 c) 'ESG performance of suppliers' and 'Corporate governance' sections indicate the procedures and policies established to contribute to effective abolition of child labour

GRI Content Index (Contd..)

GRI Disclosures	Description	Status	Section cross-reference	Page number	Reason for omission	Remarks
GRI 409: Forced or Compulsory Labor 2016						
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Reported	ESG Performance of Suppliers Corporate Governance Regulatory Compliance	107 164 165		409-1 a) Regulatory Compliance 409-1 b) 'ESG Performance of Suppliers' and 'Corporate governance' sections indicate the procedures and policies established to contribute to elimination of all forms of forced or compulsory labor
GRI 413: Local Communities 2016						
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	Reported	Stakeholder Engagement Health, Safety and Well-being Corporate Social Responsibility (CSR)	43 131 137		
GRI 413-2	Operations with significant actual and potential negative impacts on local communities	Reported	GRI Index (remarks)	-		None of Embassy REIT's operations have significant actual and potential negative impacts on local communities
GRI 415: Public Policy 2016						
GRI 415-1	Political contributions	Reported	Regulatory Compliance	165		
GRI 417: Marketing and Labeling 2016						
GRI 417-3	Incidents of non-compliance concerning marketing communications	Reported	Regulatory Compliance GRI Index (Remarks)	165		417-3 a) and b) Regulatory Compliance
GRI 418: Customer Privacy 2016						
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Reported	Regulatory Compliance	165		418-1) a) and b) No complaints have been noted. 418-1 c) Regulatory compliance
Organization defined indicators for other material topics						
-	1. ESG performance of suppliers 2. Local sourcing 3. Certified materials	Reported	Sustainable Supply Chain	106-113		The sub-sections in this section address the material topic pertaining to sustainable and resilient supply chain

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