



June 13, 2022

To,

The Corporate Relations Department  
Department  
The National Stock Exchange of India Ltd.  
Exchange Plaza, 5<sup>th</sup> Floor,  
Plot No. C/1, G-Block,  
Towers,  
Bandra-Kurla Complex,  
400001 Bandra (E), Mumbai - 400051

The Corporate Relations  
Department of Corporate Services  
BSE Limited  
25<sup>th</sup> Floor, Phiroze Jeejeebhoy  
Dalal Street, Mumbai –

**Re: Script Symbol "EMBASSY", Scrip Code 542602 and Scrip Code 959990, 960165, 960421, 973434, 973545, 973546 and 973910 (NCDs).**

Dear Sir/Madam

**Subject: Environment, Social and Governance (“ESG”) Report for the Financial Year 2022**

We wish to inform you that Embassy Office Parks REIT has released its Environment, Social and Governance Report for the Financial Year 2022.

A copy of the report is enclosed.

Kindly take the same on record.

Thanking you,

Yours sincerely,

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

A handwritten signature in blue ink, appearing to read "Deepika", with a horizontal line underneath.

**Deepika Srivastava  
Company Secretary & Compliance Officer  
A23654**

**Encl: As above**



# ESG

## Environmental, Social and Governance Report

**FY2022**

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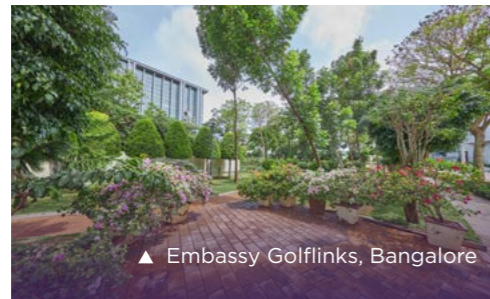
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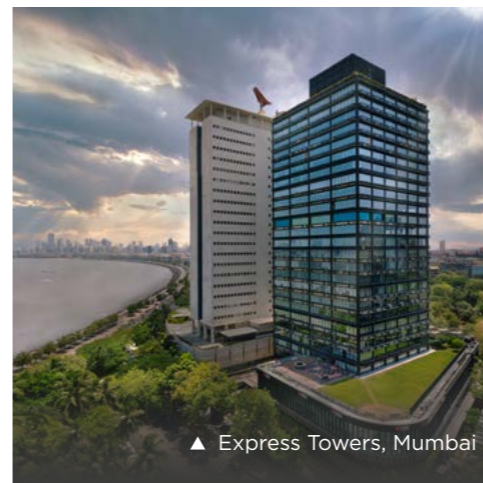
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# BSI Assurance Certificate

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## INDEPENDENT ASSURANCE OPINION STATEMENT

Statement No: SRA-IND-752524-3

### Embassy Office Parks REIT Environment, Social, Governance (ESG) Report 2021-22

The British Standards Institution is independent to Embassy Office Parks Real Estate Investment Trust (EOP-REIT) and has no financial interest in the operation of EOP-REIT other than for the assessment and assurance of this report.

This independent assurance opinion statement has been prepared for EOP-REIT only for the purposes of assuring its statements relating to its ESG report, more particularly described in the Scope, below. It was not prepared for any other purpose. The British Standards Institution will not, in providing this independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person by whom the independent assurance opinion statement may be read. This statement is intended to be used by stakeholders & management of EOP-REIT. Owing to the prevailing extraordinary situation due to the outbreak of the COVID-19 pandemic, part of stage 1 assurance was completed using immersive techniques. For three of the four locations sampled, remote assurance was conducted over Microsoft Teams video-conferencing tool, where the assessor and the assessee client connected through the computer systems and internet. Onsite visit was made for one location to understand the processes and systems being followed to generate the data which was assured.

This independent assurance opinion statement is prepared on the basis of review by the British Standards Institution of information presented to it by EOP-REIT. The review does not extend beyond such information and is solely based on it. In performing such review, the British Standards Institution has assumed that all such information is complete and accurate.

Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to EOP-REIT only.

#### Scope

The scope of engagement agreed upon with EOP-REIT includes the following:

1. The assurance covers the ESG Report 2021-22 of the EOP-REIT, prepared "In accordance" with GRI Standards (last updated in 2020) – Core option, and focuses on systems and activities of EOP-REIT covering the twelve Office Parks located in Bangalore, Mumbai, Noida and Pune, India during the period from 1st April 2021 to 31st March 2022.

2. The AA1000 Assurance Standard, AA1000AS v3, Type 2 moderate level engagement evaluates the nature and extent of EOP-REIT's adherence to all four AA1000 AccountAbility Principles: Inclusivity, Materiality, Responsiveness and Impact. The specified sustainability performance information/data disclosed in the report has been evaluated.

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#### Opinion Statement

Our work was carried out by a team of sustainability report assurers in accordance with the AA1000 Assurance standard, AA1000AS v3 and GRI Standards 2020. We planned and performed this part of our work to obtain the necessary information and explanations we considered to provide sufficient evidence that EOP-REIT's description of their self-declaration of compliance with the GRI Standards were fairly stated.

We conclude that the EOP-REIT's Sustainability Report 2021-22 Review provides a fair view of the EOP-REIT's CSR programmes and performances during FY 2021-22. We believe that the 2021-22 economic, social and environment performance disclosures are fairly represented. The sustainability performance disclosures disclosed in the report demonstrate EOP-REIT's efforts recognized by its stakeholders. The intended users of our assurance report are the report are the management and stakeholders of EOP-REIT.

#### Methodology

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 EOP-REIT's policies to provide a check on the appropriateness of statements made in the report,
- Discussion with senior executives and their external consultant on EOP-REIT's approach and methodology of collection and evaluation of stakeholder engagement. We had no direct contact with external stakeholders,
- Interview with staff and authorities involved in sustainability management, report preparation and provision of report information were carried out,
- Visit of a sample site to study the processes and systems,
- Review of key organizational developments,
- Review of supporting evidence for claims made in the reports,
- An assessment of the company's reporting and management processes concerning this reporting against the principles of Inclusivity, Materiality and Responsiveness as described in the AA1000 AccountAbility Principles Standard v3.
- A sample-based assessment of the reliability and quality of information as company's performance provided in the ESG report.

#### Conclusions

A detailed review against the AA1000 AccountAbility Principles of Inclusivity, Materiality Responsiveness and Impact and the GRI Standards is set out below:

#### Inclusivity

This report has reflected a fact that EOP REIT is seeking the engagement of its stakeholders through various channels. The organisation has engaged consultants who had earlier interacted with the identified stakeholders and analysed their inputs in a structured manner. The management has subsequently reviewed and expanded on the material topics identified by the stakeholders and arrived at the final list of material issues. They have brainstormed with the representatives of all the internal stakeholder groups, collected the feedback of major external stakeholders and concluded on 12 material topics, an increase in number by two as compared to the previous year.

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This report focuses on the activities undertaken by 12 commercial office parks of Embassy Office Park including their 6 projects which are under development stage. This report covers the fair reporting and disclosures for economic, social and environmental information. In our professional opinion, the report covers the Embassy Office Park's inclusivity issues that demonstrates participation of stakeholders in developing and achieving an accountable and strategic response to sustainability.

**Materiality**

EOP REIT publishes sustainability information that enables its stakeholders to make informed judgments about the company's management and performance. The material topics identified are: Economic performance, Customer Centricity, Ethics and Governance, Regulatory compliance, Energy & Emission, Water stewardship, Waste management, Biodiversity, Training and education, Community development, Sustainable supply chain and Occupational Health and Safety.

The organization adopted a stakeholder consultation process to identify their material issues, which was specifically organized for the ESG reporting. In our professional opinion the report covers the EOP REIT's material issues by using EOP REIT materiality matrix, internal and external stakeholder consultation and boundary mapping, however, the future report should be further enhanced by including those key stakeholder's opinion who could not be consulted due to pandemic related restrictions.

**Responsiveness**

EOP REIT has implemented the practice to respond to the expectations and perceptions of its stakeholders. Feedback from all the internal stakeholder representatives were collected along with few selected external stakeholders. It was also observed that the customer feedbacks and comments are addressed with time bound action plans on the areas for improvements. In our professional opinion nothing has come to our attention to suggest that the responses related to identified material topics are not adequately represented in the Report.

**Impact**

EOP REIT has also demonstrated that adequate systems are in place to monitor, measure and be accountable for their actions that affect the economy, the environment, society, stakeholders and the organization itself.

**GRI-reporting**

Embassy Office Park provided us with their self-declaration of compliance GRI Standard and the classification to align with "In accordance" - Core.

Based on our verification review, we are able to confirm that social responsibility and sustainable development disclosures in all 3 categories (Environmental, Social and Economic) are reported with reference to "In accordance" with the GRI Standard – Core option.

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In our professional opinion the self-declaration covers Embassy Office Park's social responsibility and sustainability issues. On the basis of the verification undertaken, nothing has come to our attention to suggest that the Report does not properly describe the following sustainability disclosures as stipulated in the GRI Standards.

- GRI 301: Energy 2016 - 302-1;
- GRI 303: Water 2018 - 303-1, 303-2,303-3;
- GRI 304: Biodiversity 2016 – 304-1;
- GRI 305: Emissions 2016 - 305-1, 305-2, 305-3;
- GRI 306: Waste 2020 - 306-1, 306-2, 306-3;
- GRI 307: Environmental Compliance 2016 – 307-1;
- GRI 403: Occupational Health and Safety 2018 – 403 -9;
- GRI 404: Training & Education – 404-1, 404-2, 404-3;
- GRI 413: Local Communities 2016 – 413-1;
- GRI 419: Socioeconomic compliance 2016 - 419-1;
- Organisation defined indicators for Customer Centricity and Sustainable Supply chain

**Competency and Independence**

The assurance team was composed of Lead auditors experienced in industrial sector, and trained in a range of sustainability, environmental and social standards including GRI-G4 and GRI Standard, AA1000, ISO10002, ISO 14001, OHSAS 18001, ISO 14064 and ISO 9001, etc. BSI is a leading global standards and assessment body founded in 1901. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

**Assurance Level**

The type 2 moderate level of assurance provided is in accordance with AA1000 Assurance standard, AA1000AS v3 in our review as defined by the scope and methodology described in this statement.

**Responsibility**

It is the responsibility of EOP-REIT's senior management to ensure the information presented in the Sustainability Report is accurate. Our responsibility is to provide an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

**Reliability**

The assurance statement on the performance was issued based on the evidence collected from ground level provided by the employees of EOP-REIT. The sample selections by the BSI team was on a random basis and the sampled sites covered ~36% of the floor area of EOP-REIT. All the eight projects under development were checked for selected parameters. The assurance team was convinced that the performance information presented in the report are reliable and representative.

**Quality**

The quality of information was checked through cross verification of data. Field level measurement and records were verified with the procurement and supply chain invoices/bills. Interview with the responsible persons detailed the activities, maintenance, and process performance. The fitness of the measuring devices, frequency of measurement and recording, competency of the person concerned, and review & approval of information were checked and found in conformance.

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**Performance Information**

EOP-REIT ESG report has addressed their Environment, Social and Governance performance through GRI indicators. The assurance team has evaluated the requirements of the GRI indicators for general disclosures and those relevant to the material topics only.

For the specific data presented in the report, minimal technical/compilation errors were identified during the sampling process which were corrected for the final report.

Based on the processes and procedures conducted with a moderate assurance, there is no evidence that the Environmental and Social data and information are not materially correct and are not a fair representation of their Environmental and Social performance.

For and on behalf of BSI:

A handwritten signature in black ink, appearing to read "Kumaraswamy Chandrashekara".

-----  
Kumaraswamy Chandrashekara  
Head – System Certification Operations, BSI Group India  
New Delhi, India



**AA1000**  
Licensed Report  
000-184/V3-MJ4CQ

08 June 2022

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# ESG 3-Year Roadmap: FY2022 Highlights



## Resilient Planet



▲ Embassy Energy, Bellary, Karnataka

### Energy and Emissions

#### Renewable energy consumption share

Target	FY2022 Progress
75% by FY2025	55% <sup>1</sup>

#### USGBC LEED certified portfolio (% of operational area)

Target	FY2022 Progress
100% by FY2023	28%

#### FY2023 key planned initiatives

- 20 MW rooftop solar project
- USGBC LEED O+M certification for all Bangalore properties and BD+C pre-certification for ETV Parcel 9

01

### Water Stewardship

#### Water consumption reduction across operational portfolio

Target	FY2022 Progress
↓ 7% by FY2025	↓ 64% <sup>1</sup>

#### FY2023 key planned initiatives

- Upgrade STPs and rainwater harvesting systems
- Install water efficient fixtures

02

### Waste

#### Organic Waste Converter (OWC) capacity increase

Target	FY2022 Progress
↑ 25% by FY2025	↑ 4%

#### FY2023 key planned initiatives

- Upgrade the capacity of existing OWCs
- Initiate traceability assessment of construction waste

03

### Biodiversity

#### Improve biodiversity in our properties

#### FY2022 Progress

Biodiversity survey at Embassy Manyata

#### FY2023 key planned initiatives

- Develop biophilic designs and promote native greens in all ongoing constructions

04

### ESG Performance of Suppliers

#### Adherence to 'Supplier Code of Conduct'

Target	FY2022 Progress
100%	100%

#### FY2023 key planned initiatives

- Continuous performance monitoring and regular ESG audits of identified key suppliers

05

### Local Sourcing

#### Local sourcing share

Target	FY2022 Progress
30% by FY2025	91% <sup>2</sup>

#### FY2023 key planned initiatives

- Continue evaluation and adoption of local vendors for sourcing materials

06

### Certified Materials

#### Increase usage of certified and eco-labeled materials

#### FY2022 Progress

Initiated creation of certifications database

#### FY2023 key planned initiatives

- Establish baseline

07

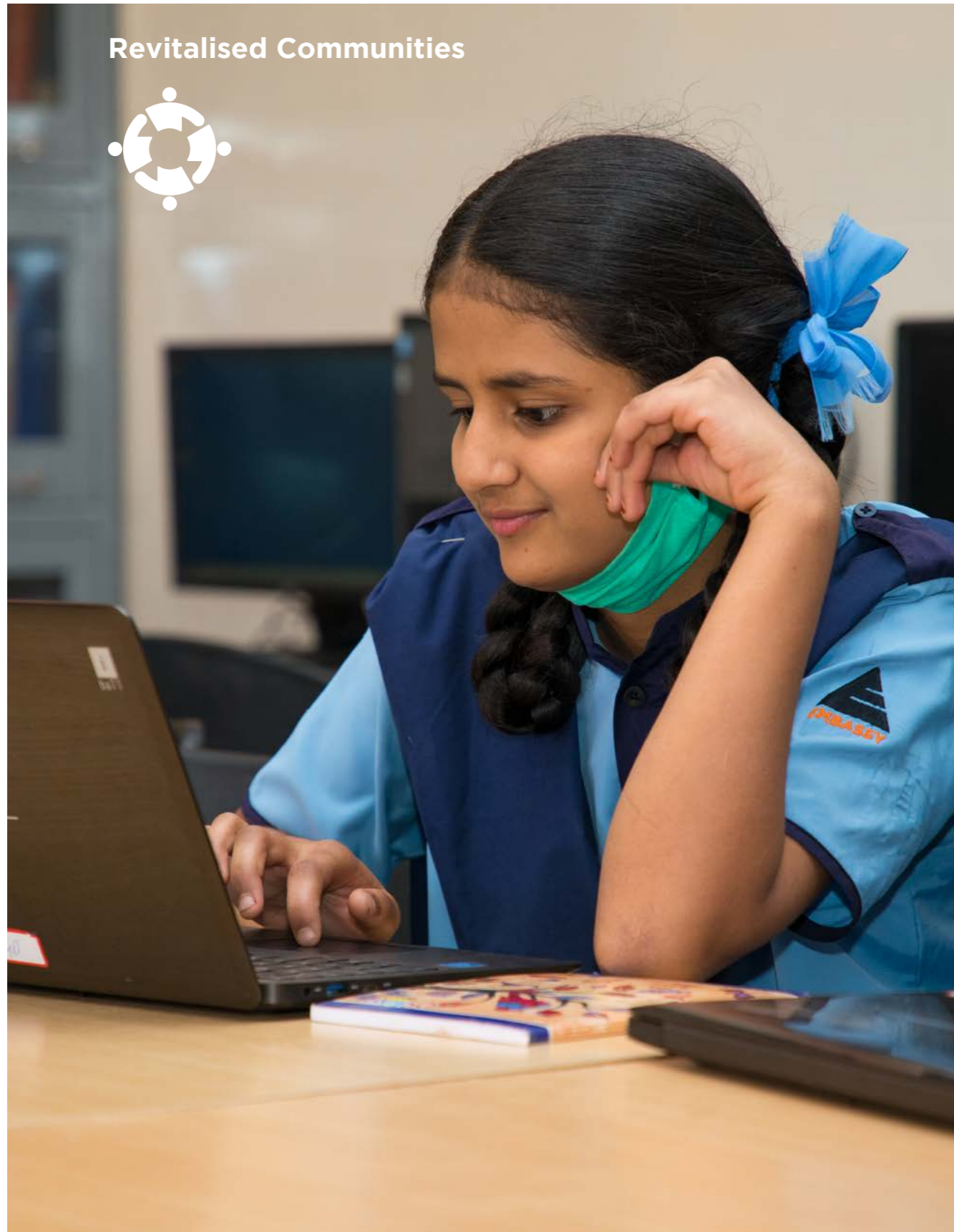
Note: Targets set against baseline of FY2020 actuals for the portfolio (including Embassy TechVillage acquisition)

1. Lower energy and water consumption noted during FY2022 as physical occupancy in our properties was impacted due to the Covid pandemic. Lower energy consumption resulted in a higher share of

renewable power in our overall consumption during FY2022

2. Disruption of supply chains due to COVID-19 pandemic affected the procurement of some imported goods and led to a significantly higher share of local sourcing for our portfolio in FY2022

## Revitalised Communities



### Employee Practices and Engagement

08

#### Females as % of total new hires

Target	FY2022 Progress
50% from FY2023	13%

#### FY2023 key planned initiatives

- Track diversity-related KRAs of hiring managers
- Implement FY2022 Employee Engagement survey recommendations

### CSR

11

#### Positively impact communities around all our properties

FY2022 Progress
₹112 million CSR spend

#### FY2023 key planned initiatives

- Undertake pan-India CSR projects
- Initiate community stakeholder surveys

### Training and Development

09

#### Average training hours per employee

Target	FY2022 Progress
13.5 hours	13 hours

#### FY2023 key planned initiatives

- Introduce diversity and ESG related trainings

### Corporate Connect

12

#### Occupiers engaged under 'Corporate Connect'

Target	FY2022 Progress
10%	10%

#### FY2023 key planned initiatives

- Completion of the government school in Thanisandra in partnership with ANZ

### Health, Safety and Well-being

10

#### 5-star BSC certified portfolio (% of operational area)

Target	FY2022 Progress
100% by FY2023	26%

#### FY2023 key planned initiatives

- BSC Five Star Audit certification for all operational properties
- Initiate WELL building performance verification
- Continue behavior-based safety culture program

### Customer Centricity

13

#### 'Green leases' signed during the period

Target	FY2022 Progress
70% by FY2024	86% <sup>1</sup>

#### FY2023 key planned initiatives

- Hold half-yearly meetings of ESG Occupier Forum
- Implement 2022 C-SAT survey recommendations

Note: Targets set against baseline of FY2020 actuals for the portfolio (including Embassy TechVillage acquisition)

1. Data considered for Q3 and Q4 of FY2022 as green leases were introduced since Q3 FY2022



## Responsible Business



▲ Embassy TechVillage, Bangalore

### Sustainable Finance

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#### Cumulative green / sustainable finance portfolio

Target	FY2022 Progress
₹35 billion by FY2025	₹22 billion

#### FY2023 key planned initiatives

- Continue engagement with financial institutions and agencies to seek opportunities to expand our 'Green Loan' book

### Corporate Governance

17

#### Adopt and follow best-in-class governance framework

#### FY2022 Progress

Initiated quarterly ESG updates to the Board

#### FY2023 key planned initiatives

- Continue quarterly reporting of the progress on ESG roadmap to the ESG committee and Board

### Asset Acquisition and Site Selection

15

#### ESG due-diligence for acquisitions

Target	FY2022 Progress
100% from FY2023	ESG due-diligence checklist created

#### FY2023 key planned initiatives

- Undertake ESG due-diligence for all acquisition opportunities assessed during the period

### Regulatory Compliance

18

#### Compliance with all SEBI regulations within prescribed timelines

#### FY2022 Progress

Zero incidents of non-compliance

#### FY2023 key planned initiatives

- Continue adherence to SEBI regulations

### Disclosures

16

#### TCFD compliant annual report

Target	FY2022 Progress
100% by FY2025	Gap assessment underway for TCFD

#### FY2023 key planned initiatives

- Disclose TCFD-metrics in the FY2023 reporting
- Assess signing-up for SBTi, RE100
- Continue participation and score improvement in GRESB, S&P CSA, FTSE Russell, CDP Climate Change benchmarks

### Risk Management

19

#### Continuous monitoring and mitigation of key risks

#### FY2022 Progress

Comprehensive risk register created, and mitigation plans identified.

#### FY2023 key planned initiatives

- Implement mitigation plans for key identified risks
- Initiate property-wise detailed risk assessment

Note: Targets set against baseline of FY2020 actuals for the portfolio (including Embassy TechVillage acquisition)

# Letter to Our Stakeholders

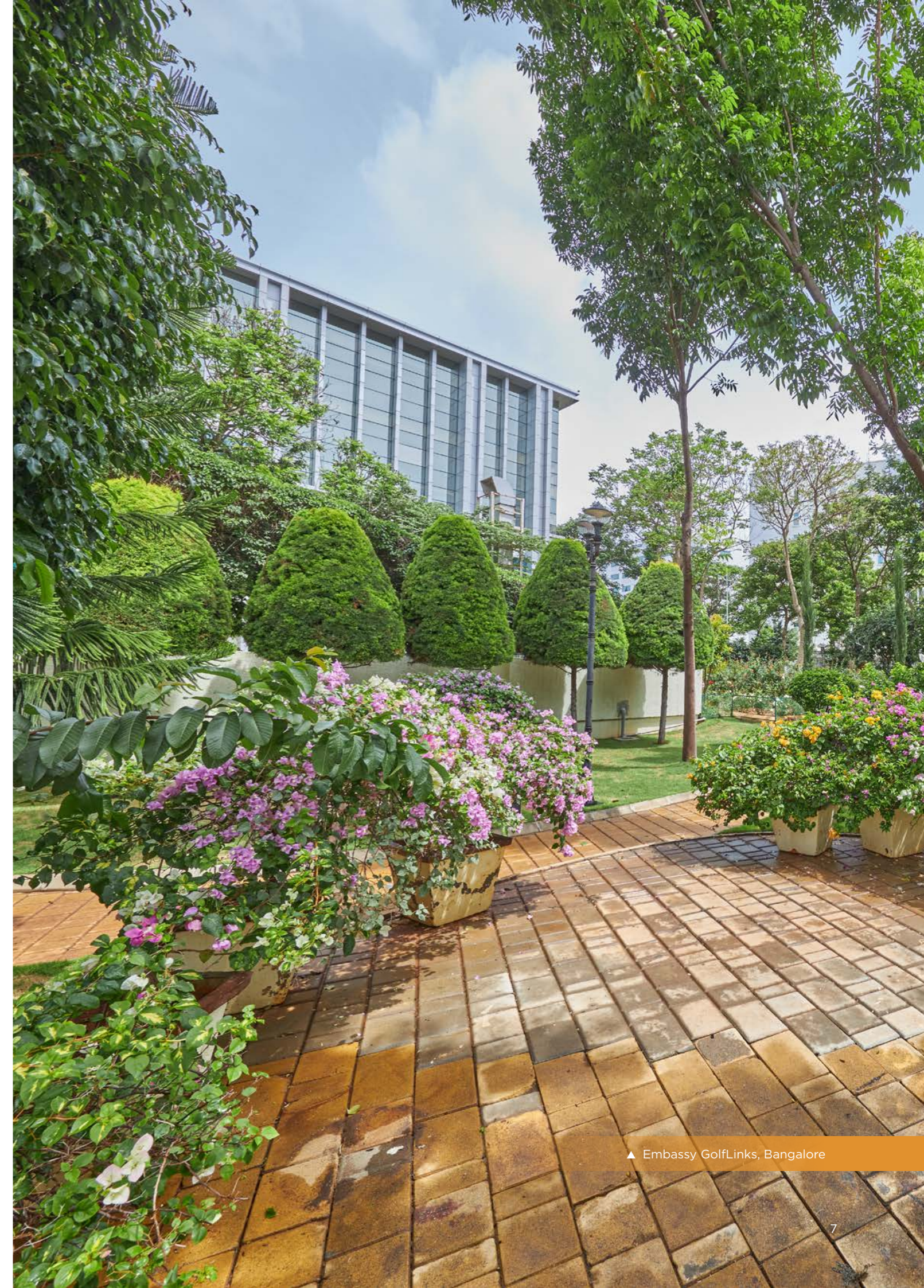
We are pleased to share our third annual sustainability report that provides a transparent view of our progress, achievements and challenges on our ESG journey to integrate ESG principles with our business construct and execution.

**We have committed to achieve net-zero carbon emissions by 2040 across our operational portfolio and have set medium-term goals for our 19 ESG programs – key being our ‘75/25 Renewable Program’, i.e., our commitment to achieve 75% renewable energy usage across our properties by FY2025.**

At the outset, we would like to thank our teams for their resilience and empathy, persevering through the peaks and troughs of the pandemic over the past year. With the support of our stakeholders, our teams did their utmost to keep our occupiers safe, our operations running without disruptions, and they stood by the communities in which we operate. In recognition of these efforts and our wellness-focused properties, **Embassy REIT became the first company in India to receive a WELL Portfolio score for implementing health and well-being strategies across our assets in India.**

Taking forward our leadership position in sustainability we have committed to **achieve net-zero carbon emissions by 2040 across our operational portfolio and we have set medium-term goals for our 19 ESG programs – key being our ‘75/25 Renewable Program’,** i.e., our commitment to achieve 75% renewable energy usage across our properties by FY2025. To that end, we have launched a 20 MW solar rooftop project across our pan-India properties, making it one of Asia’s largest. The project is progressing well and is expected to be completed by the end of FY2023.

We have set up an **‘ESG Occupier Forum’** to align our occupiers more closely with our sustainability ambitions. We have also initiated the inclusion of **‘Green Lease’** clauses in our lease agreements to help us monitor environmental impact and take corrective actions in partnership with our occupiers. We are proud to offer an inclusive and nurturing workplace to our employees. Despite the challenges of hiring women in the Real Estate



industry in India, we have set an ambitious target of ensuring that **women represent 50% of our new hires**. We also partner with organizations like Enable India to bring people with disabilities into our workforce.

As a responsible business, our strategic intent includes improving infrastructure around our properties to benefit our occupiers and the broader community. We recently announced the opening of a **3-lane flyover at Embassy Manyata** to improve the connectivity in North Bangalore. We also built a public skywalk at Embassy TechVillage last year to assist over 20,000 pedestrians cross the road safely every day. We continue to seek such synergistic opportunities to help improve the city's infrastructure while also enhancing our 'total business ecosystem' offering for the benefit of our 200+ corporate occupiers.

Globally and in India, customers are increasingly looking for sustainable workplaces, that are optimized to increase human and social capital performance. Our ability to develop and maintain sustainable and energy-efficient buildings gives us the edge to lead the sustainability movement within the Indian real estate industry. Our entire portfolio is assessed for various categories of ISO and IMS certifications for quality, environmental and occupational health and safety management. We are also the **first Indian real estate company to be ISO27001 certified for data security** across our portfolio. We also recently received a **USGBC LEED Platinum rating for over 9.45 million square feet** (msf) across all of our properties in Mumbai, Pune and Noida.

In partnership with our corporate occupiers, we continued our efforts to give back to the communities surrounding our properties. This year, our CSR projects in education, health and environment impacted thousands of students and families. As a founding supporter of '**Namma Jalamarga**', we are also spearheading one of Bangalore's most impactful water and waste management campaigns.

We operate with the highest corporate and ESG governance standards thanks to a best-in-class governance framework and comprehensive policies. We have a robust risk management structure that is overseen by the Board of Directors that includes 50% Independent Directors and a strong management team. The management team's KRAs are linked to our ESG goals and performance to strengthen responsibility and accountability. All our proposed acquisitions now undergo ESG due diligence to meet the needs of our sustainable portfolio. Today, our cumulative sustainable finance portfolio stands at **₹22 billion**, with around **16%**

**of our loan book being green** and we are India's **first real estate entity to get a 'Green Loan' certification from the Climate Bonds Initiative**, a global pioneer in the sustainable finance field. This showcases how we have extended our sustainability focus to our capital structure.

Transparent and timely disclosures are critical to gaining the trust of our stakeholders. We received multiple prestigious ESG awards and certifications. During the year, including the **Golden Peacock Award for Sustainability** and a **4-star GRESB rating**, a global ESG benchmark for the real estate sector. To continuously improve our ESG disclosures, we aim to be compliant with the Task Force on Climate Related Disclosures (TCFD) by 2025.

As we look to set new benchmarks for our ESG performance and disclosures, we reiterate our commitment to creating long-term sustainable value for our company and all our stakeholders.

Warm regards,



A handwritten signature in black ink that reads "Michael Holland".

**Michael Holland**  
Chief Executive Officer  
(CEO)



A handwritten signature in black ink that reads "Vikaash Khdloya".

**Vikaash Khdloya**  
CEO Designate  
Current Deputy CEO and  
Chief Operating Officer



# Corporate Overview

01

# Corporate Overview

## About Embassy REIT



- 42.8\* msf**  
Portfolio
- 96**  
Buildings
- 12**  
Grade-A office parks and city-center office buildings
- 200+**  
Blue-chip occupiers
- 240,000**  
Occupiers' employees
- 87%**  
Occupancy
- 100 MW**  
Solar park
- 1,614\***  
Hotel keys
- 24%**  
Net Debt to GAV
- 116**  
Full-time employees

Note: Data as of March 31, 2022

\* Includes completed, under-construction and proposed future development



### Constantly delivering value to our stakeholders

**2.2 msf**  
New leases signed and renewed across 47 deals

**14%**  
Rent Escalations achieved on 7.7 msf across 89 deals

**₹29,626 million**  
Revenue from operations, up 26% YoY

**₹24,911 million**  
Net operating income, up 23% YoY


**₹24,250 million**  
EBITDA, up 23% YoY

**₹20,626 million**  
Distributions, 82% tax-free to unitholders

## Our Portfolio


Our Grade A properties are located in prime gateway cities of India which have consistently led office absorption in the Indian real estate market.

**Mumbai**



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

**Pune**



- ▲ Embassy Quadron
- ▲ Embassy Qubix
- ▲ Embassy TechZone




**NCR**



- ▲ Embassy Galaxy
- ▲ Embassy Oxygen

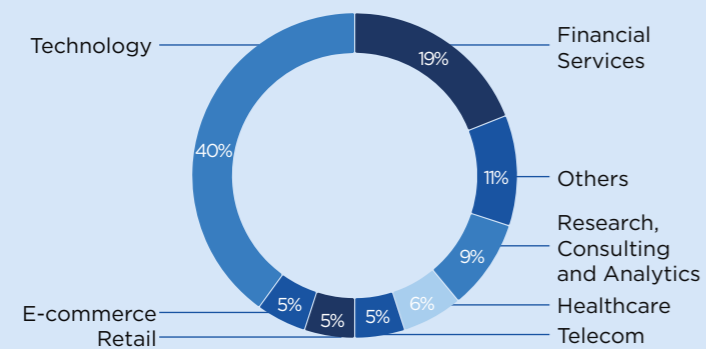
**Bangalore**



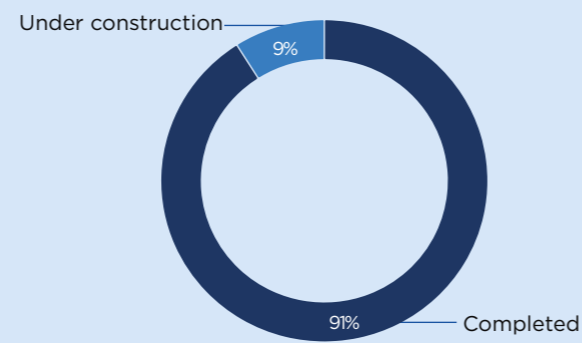
- ▲ Embassy Manyata
- ▲ Embassy GolfLinks
- ▲ Embassy TechVillage
- ▲ Embassy One
- ▲ Four Seasons (Hotel)
- ▲ Hilton at Embassy GolfLinks (Hotel)
- ▲ Hilton and Hilton Garden Inn at Embassy Manyata (Hotels)
- ▲ Embassy Energy (Solar Park, Bellary District)

## Our differentiated office portfolio serves as essential infrastructure for multinational corporations

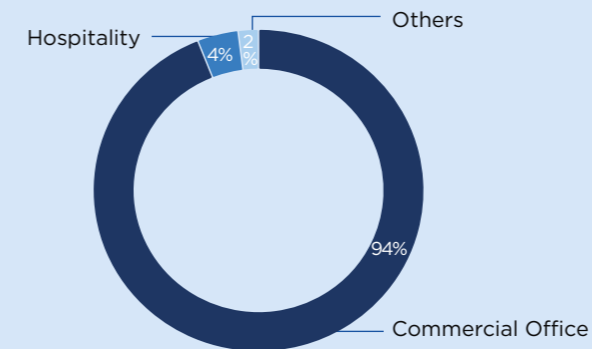
Occupier Base (%)<sup>1</sup>



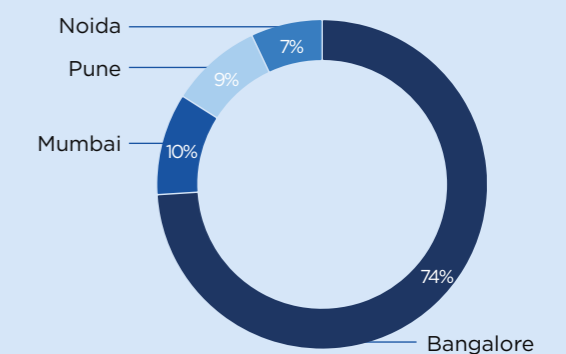
Market Value by Construction Status



Market Value by Asset Type



Market Value by Geography



Notes 1. Represents industry diversification percentages based on Embassy REIT's share of gross rentals. Companies belonging to the technology and financial sectors account for a significant proportion of our occupiers, followed by research, consulting and analytics and healthcare companies

## Our Strategy

Maximize distribution and NAV per unit through leasing, on-campus developments and acquisitions.

### 1. Leasing and Lease Management

- ▲ Grow NOI by leasing vacant spaces
- ▲ Manage lease expiries and capture mark-to-market upside
- ▲ Experienced on-ground teams and hands-on approach to leasing
- ▲ Best-in-class occupier engagement

### 2. On-campus Development

- ▲ Deliver 9<sup>l</sup> msf on-campus development
- ▲ Proactive pre-leasing to de-risk new development
- ▲ Select infrastructure ancillary projects (hotels, flyovers, etc.) to increase entry barriers
- ▲ Provide 'total business ecosystem'

### 3. Acquisitions

- ▲ Capitalize on fragmented office market and undertake value accretive acquisitions
- ▲ Pan-India acquisition potential from 3<sup>rd</sup> parties
- ▲ 31.2 msf of ROFO opportunity from Embassy Sponsor<sup>2</sup> and upto 4.2 msf of ROFO opportunity from others

### 4. Capital Management

- ▲ Build leverage selectively and continually optimize debt cost
- ▲ Use strong balance sheet to drive accretive growth through disciplined acquisitions
- ▲ Quarterly distribution with minimum 90% of NDCF to be distributed
- ▲ Low expenses and fees enhancing the unitholders' value

Proactive asset management to drive value with strong corporate governance

Notes: 1. Includes under-construction area of 4.6 msf and proposed future development of 4.4 msf  
 2. Received Right of First Offer (ROFO) intimation on January 28, 2022 for 5 msf Embassy Splendid

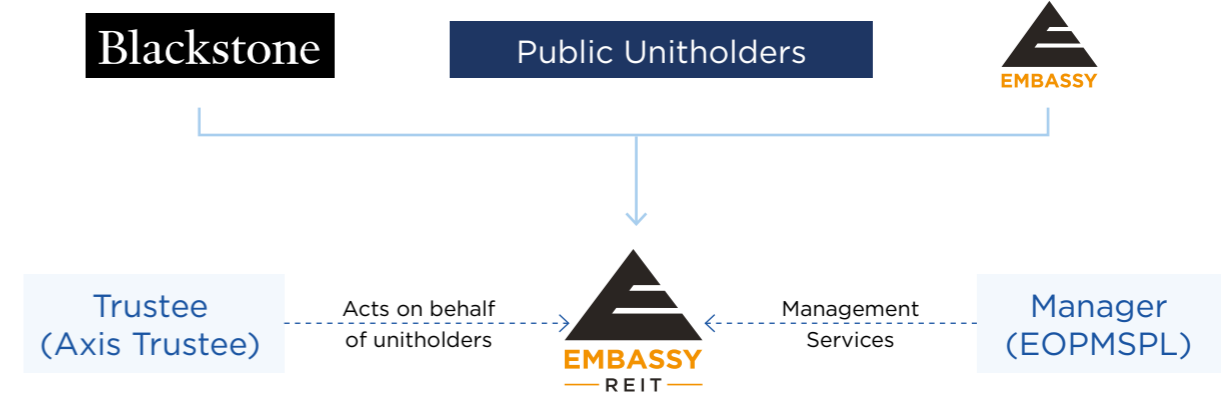
TechZone, Chennai from Embassy Sponsor. There can be no assurance that this opportunity will materialize in current form or at all



▲ Embassy TechVillage, Bangalore

## Our Structure

Embassy REIT was registered with SEBI on August 3, 2017, as a real estate investment trust under Regulation 3(1) of the REIT Regulations. Listed in April 2019, Embassy REIT is managed by Embassy Office Parks Management Services Private Limited (EOPMSPL), which is jointly owned by the Embassy Sponsor Entity and certain entities of the Blackstone Sponsor Group. EOPMSPL is a company incorporated under the Companies Act, 1956. Axis Trustee Services Limited serves as the trustee of Embassy REIT on behalf of the unitholders.



## Our Sponsors

**Blackstone**

Blackstone is a leading global alternative investment firm that invests on behalf of pension funds, large institutions and individuals. As of Mar'22, Blackstone managed approximately US\$298 billion in Real Estate assets globally.



Embassy Group is a leading Indian real estate developer. Embassy has completed over 60 msf of office, industrial and residential development since the mid-1990s in its legacy of expertise spanning 30 years.

Notes: 1. Pursuant to a scheme of arrangement involving EOVP and VTPL which was approved by the National Company Law Tribunal, Bangalore branch via order dated February 28, 2022, EOVP merged with VTPL and is now a 100% directly held Special Purpose Vehicle of Embassy REIT

2. Balance 50% is owned by JV partner

3. The 100% owned entities are held jointly with nominee shareholders for the Embassy REIT



## Our Collaborations and Memberships

Embassy REIT is a member of:



Asia-Pacific Real Estate Association (APREA), a leading and reputed real estate industry organisation in Asia Pacific.



Confederation of Indian Industry (CII), prominent non-governmental trade association and advocacy group. We have chaired several committees towards joint action in the space of CSR.



CoreNet, a global association for corporate real estate working towards advancing the practice of corporate real estate.



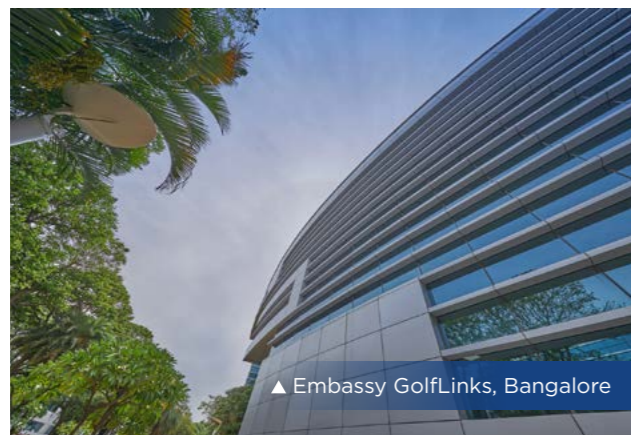
Royal Institution of Chartered Surveyors (RICS), a professional organisation that promotes the highest professional standards in the development and management of land, real estate, construction and infrastructure.



The U.S. Green Building Council (USGBC), a non-profit organization that supports the development of prosperous, healthy and resilient communities through the transformation of the built environment.



International WELL Building Institute (IWBI), that applies the science of physical and social environments to benefit the health, well-being and performance of occupants and employees.



▲ Embassy GolfLinks, Bangalore

Embassy REIT Manager, EOPMSPL is a member of The National Association of Software and Service Companies (NASSCOM), a non-governmental and advocacy group, representing the Indian Information Technology and Business Process Outsourcing industry.

## Our Awards and Certifications



4-star (out of 5 stars) rating in the 2021 Real Estate Assessment by GRESB



“Golden Peacock Award” for Sustainability 2021 from the Institute of Directors (IOD)



“Workplace Excellence” Awards for excellence in Innovation Technology and outstanding Return to Work strategy (Embassy TechZone) by iNFHRA



‘WELL portfolio score’ awarded by the International WELL Building Institute (IWBI) for implementing health and wellness initiatives through a portfolio wide approach



‘USGBC LEED Platinum v4.1 O+M’ certification for 9.45 msf properties in Mumbai, Pune and Noida



‘USGBC LEED Gold BD+C’ pre-certification for 5.1\* projects under construction in Bangalore, Pune and Noida



BSI Assurance Certificate for Environmental, Social and Governance Processes



COVID-19 Assurance Certificate for Global Benchmark in Control Measures across all Office Parks

ISO 9001:2015 certification for Quality Management System

ISO/IEC 27001:2013 certification for Information Security Management System



ISO 14001:2015 certification for Environmental Management System

ISO 45001:2018 certification for Occupational Health and Safety Management System

\*Total construction projects of 6.2 msf considered for the development portfolio in this report, which includes 4.6 msf of ongoing development, 1.1 msf of project completed in FY2022 and 0.6 msf which is at excavation stage. Out of 6.2 msf, 5.1 msf is pre-certified by USGBC LEED, remaining 1.1 msf is undergoing pre-certification.

## Our Key Highlights for the Year

### Business Performance

- ▲ Leased 2.2 msf at 18% spreads across 47 deals, achieved 14% rent escalations on 7.7 msf across 89 deals
- ▲ Added 18 new high growth occupiers, thereby increasing customer base to over 200 marquee occupiers
- ▲ Delivered 1.1 msf state-of-the-art JP Morgan campus at Embassy TechVillage, Bangalore
- ▲ Launched one of India's largest mixed-use hotel complex with 619 keys dual-branded Hilton hotels and 60k square feet (sf) convention center at Embassy Manyata, already signed over 110 corporate contracts
- ▲ Completed ₹9.3 billion add-on acquisition at Embassy GolfLinks (EGL) through REIT's 50%-owned investment entity, comprising additional 0.4 msf area and property management business of the entire EGL campus
- ▲ Integrated ₹9.8 billion Embassy TechVillage acquisition, delivered better than underwriting on a number of metrics

### Financial Indicators

- ▲ Grew Net Operating Income by 23% to ₹24.9 billion, 5% higher than initial guidance, with operating margin of 84%
- ▲ Raised ₹4.6 billion at 6.5% to refinance legacy zero-coupon bond, c.300 bps or ₹1,300 million proforma annual savings
- ▲ Locked-in two-thirds of debt at attractive fixed interest rates, secured ₹21.7 billion green loans
- ▲ Maintained strong balance sheet with low leverage of 24% and over ₹120 billion debt headroom to finance growth

### Future Outlook

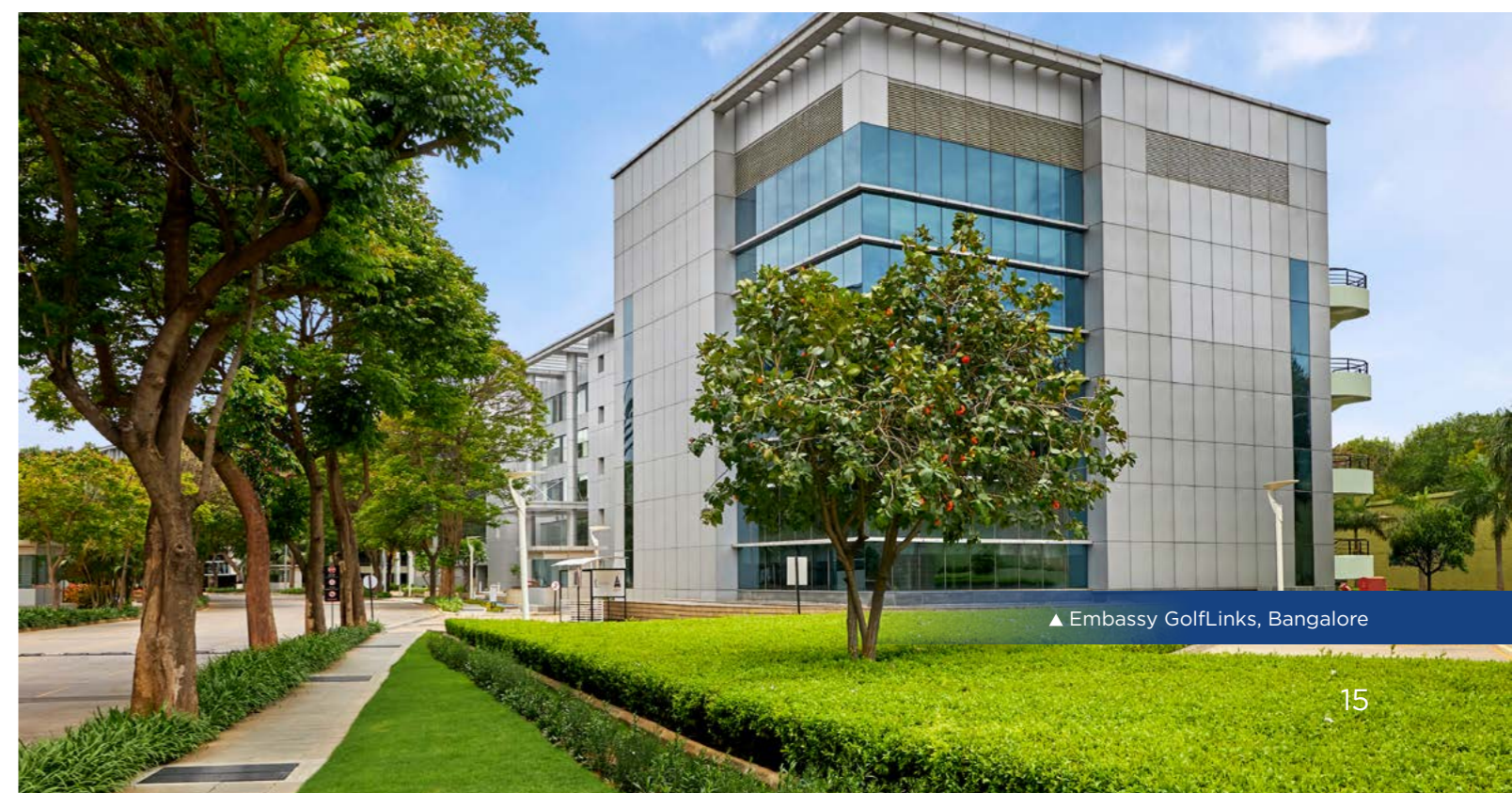
- ▲ Well placed for growth considering improving leasing outlook, significant mark-to-market opportunity and our substantial on-campus development
- ▲ Ramped-up new growth cycle with 4.6 msf\* office development to cater to anticipated demand rebound
- ▲ Announced our overall ESG strategy, our 2040 net zero carbon operations commitment and a 75/25 Renewable program
- ▲ Launched a 20 MW solar rooftop project, one of Asia's largest, entailing a capex of ₹950 million with a projected IRR of 30%+
- ▲ Received Right of First Offer (ROFO) invitation for 5 msf Embassy Splendid TechZone, Chennai from Embassy Sponsor, currently under evaluation

\* Total construction projects of 6.2 msf considered for the development portfolio in this report, which includes 4.6 msf of ongoing development, 1.1 msf of project completed in FY2022 and 0.6 msf which is at excavation stage

## Economic Value Delivered

Economic Value	Value (₹million)- FY2022	Value (₹million)- FY2021
<b>Economic value generated</b>		
Revenue from operations	29,626	23,603
Total income	30,895	24,788
<b>Economic value distributed</b>		
Operating costs	5,280	4,009
Employee wages and benefits	229	225
Net distributable cash flow	20,626	18,364
Payments to providers of capital	28,331	24,399
Payment to government	2,480	1,775
CSR expenses	112	94
<b>Economic value retained</b>	<b>(5,537)</b>	<b>(5,714)</b>

- Notes: 1. Direct economic value generated implies the revenue from operations, interest and additional income  
 2. Net sales for organization is revenue from operations  
 3. Operating cost includes total expenses excluding CSR expenses, employee benefit expenses and property tax  
 4. Payment to providers of capital includes finance cost to providers of loan and net distributable cash flow (NDCF) available for unitholders  
 5. Payment to the government includes property tax and income tax  
 6. For more details on the financials of Embassy REIT, refer to [https://eopwebsvr.blob.core.windows.net/media/filer\\_public/00/f1/00f12334-61f9-4987-9eff-2cd7c15172b8/4\\_reit\\_detailed\\_consol\\_fy\\_22.pdf](https://eopwebsvr.blob.core.windows.net/media/filer_public/00/f1/00f12334-61f9-4987-9eff-2cd7c15172b8/4_reit_detailed_consol_fy_22.pdf)



▲ Embassy GolfLinks, Bangalore



# ESG Overview

# ESG Overview

## Our Sustainability Journey

Embassy REIT has always been focused on providing best-in-class wellness and sustainability-oriented workspaces to our 200+ marquee occupier base. Over the years, we have initiated numerous programs focusing on the environment, social and wellness aspects and have adopted a best-in-class governance structure since our listing. In the past couple of years, we have moved beyond driving ad-hoc sustainability programs and have adopted a structured ESG approach aimed at integrating ESG priorities into our business objectives and values.

<p><b>Early Years</b> (Pre FY2020)</p>	<ul style="list-style-type: none"> <li>▲ Green Energy Initiatives 100 MW solar plant in Bellary, Karnataka</li> <li>▲ Multiple dispersed community initiatives</li> <li>▲ Large portfolio of LEED Platinum / Gold certified assets</li> </ul>
<p><b>Yesterday</b> (Pre FY2020 and FY2021)</p>	<ul style="list-style-type: none"> <li>▲ Published our first ESG report aligned with the GRI framework</li> <li>▲ British Standard Institutions (BSI) Assurance</li> <li>▲ Corporate Connect - Strategic CSR initiatives</li> </ul>
<p><b>Today</b> (FY2022)</p>	<ul style="list-style-type: none"> <li>▲ Integrating ESG priorities into our business planning and strategy</li> <li>▲ ESG focus across 19 areas with defined goals and targets</li> <li>▲ GRESB Assessment (80% and 4-star on Standing Investments)</li> </ul>
<p><b>Tomorrow</b> (FY2023 and Beyond)</p>	<ul style="list-style-type: none"> <li>▲ Integrating ESG priorities into our business planning and strategy</li> <li>▲ Alignment with global standards including TCFD and SBTi</li> <li>▲ Signatory to RE100 resource neutral operations</li> </ul>

## Our ESG Vision and Strategy

### Synergies for Growth: Aligned values, business goals and ESG commitments

At Embassy REIT, we are led by our business goal of maximising value to our unitholders. We also focus on creating long-term sustainable value for our stakeholders through proactive and responsible asset management practices. Our ESG goals aim to create conducive and healthy working spaces aligned to our organisational and stakeholder commitments. Strengthening the operational edifice of Embassy REIT are the core values that guide us to realise our financial and non-financial goals through ethical conduct and transparent governance.



## Our Values

### Responsibility

Creating a working environment that focuses on 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

## Our ESG Framework

Our ESG Framework, comprising 19 programs, is driven by our vision to “Reimagine spaces” by providing sustainable workplace ecosystems for a sustainable tomorrow for all our stakeholders. These programs roll up to three pillars – Responsible Business, Resilient Planet, and Revitalised Communities. Our ESG objective, to provide sustainable workplace ecosystems for all our stakeholders, is integrated into our business objectives and values.

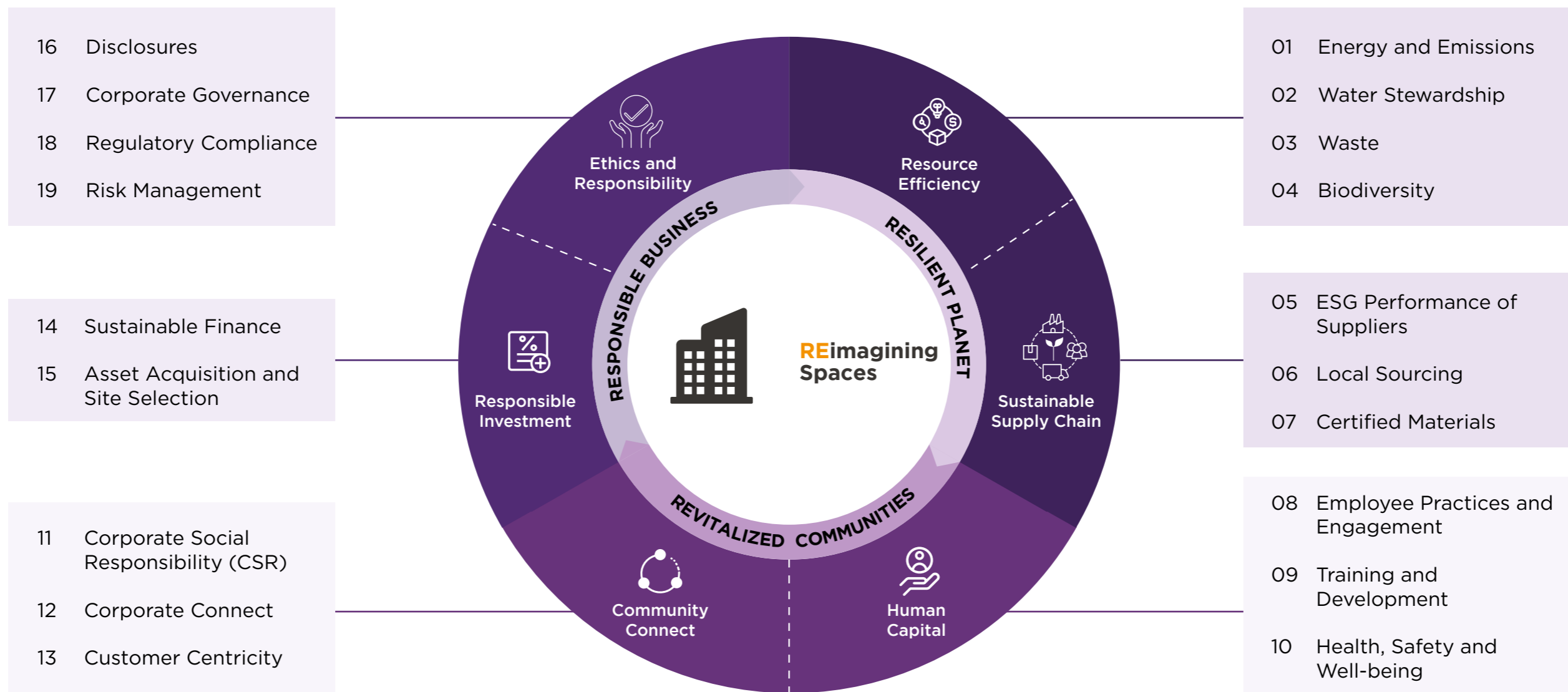
We have created a three-year sustainability roadmap to address key material issues that have been identified through engagements with internal and external stakeholders. We have also benchmarked our approach with peers and taken guidance from relevant global standards and practices to define goals and targets. Our third ESG report continues our journey to transparently disclose our material issues and the progress of our sustainability journey with our stakeholders.

 **1**  
Framework

 **6**  
Focus Areas

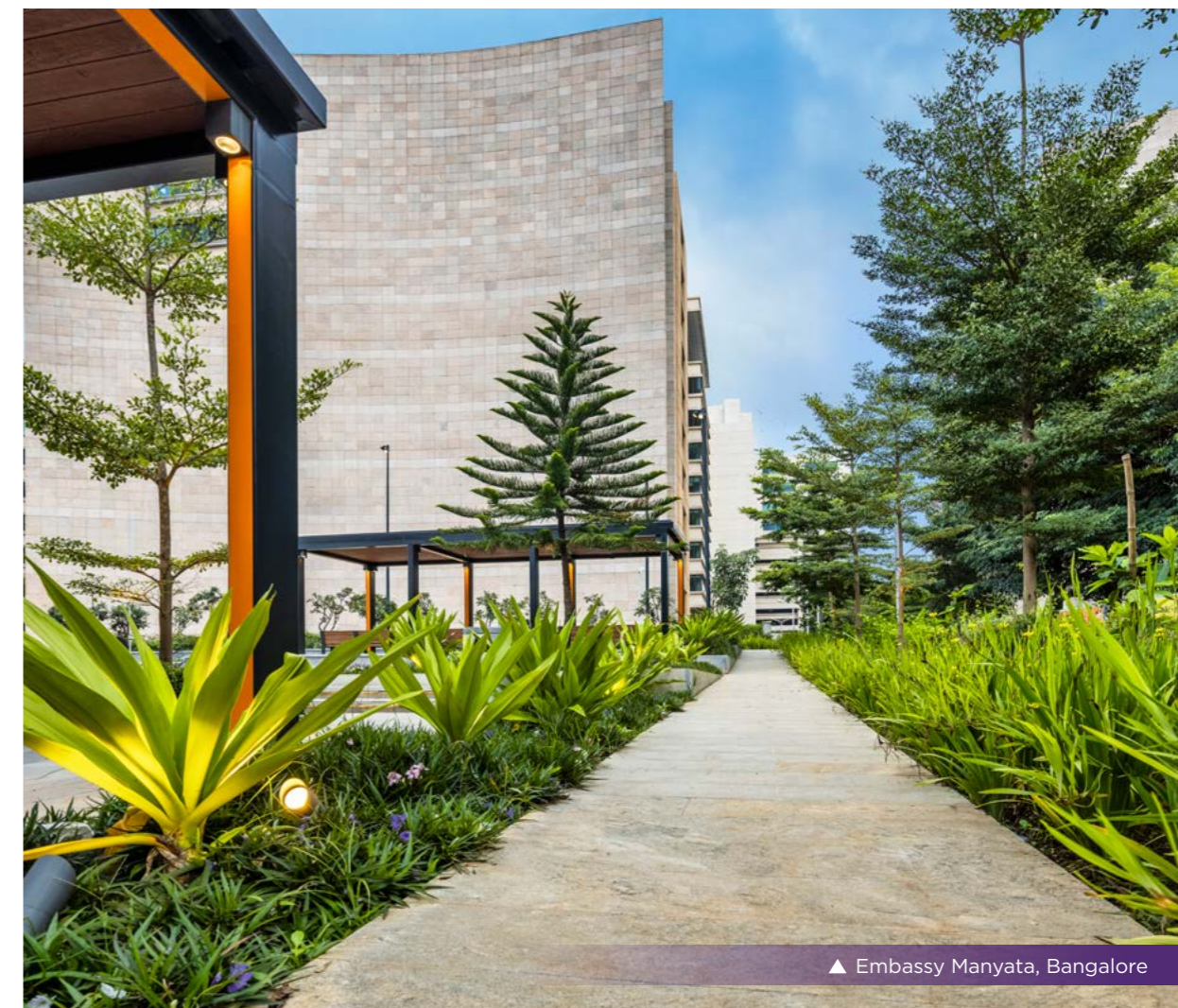
 **3**  
Pillars

 **19**  
Programs



	Program	Program Objectives
01	Energy and Emmisions	To transition to a net zero-carbon portfolio through increased use of clean and sustainable energy and reducing carbon emissions across our asset lifecycle
02	Water Stewardship	To achieve water neutrality across our portfolio through increased water-use efficiency, recycling and safe reuse across our asset lifecycle
03	Waste	To achieve a zero-waste portfolio by reducing waste generation, recycling and reusing across our asset lifecycle
04	Biodiversity	To protect, restore and promote biodiversity in the areas in which we operate
05	ESG Performance of Suppliers	To enhance our sustainability performance by integrating ESG aspects across our supply chain
06	Local Sourcing	To prioritize local sourcing of materials used across our asset lifecycle
07	Certified Materials	To prioritize the usage of green and eco-certified materials across our asset lifecycle
08	Employee Pratices and Engagement	To create a diverse, inclusive, high-performing and engaged workforce by implementing equitable practices, infrastructure and employee engagement strategies for our employees
09	Training and Development	To provide continuous training and development opportunities to all our employees in support of our business and ESG objectives
10	Health, Safety and Well-being	To create a holistic working environment across our portfolio that promotes the health, safety, and wellness of all our stakeholders
11	Corporate Social Responsibility (CSR)	To build a sustainable ecosystem and contribute actively to the social, economic, and environmental development of the communities in which we operate
12	Corporate Connect	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
13	Customer Centricity	To achieve and sustain high customer satisfaction levels amongst our key stakeholders by aligning our sustainability priorities
14	Sustainable Finance	To raise green / social / sustainable funds at competitive rates while leveraging our green credentials in order to support our sustainability initiatives

	Program	Program Objectives
15	Asset Acquisition and Site Selection	To implement a due diligence framework for acquisitions to ensure all acquisition decisions take into account our sustainability metrics and priorities
16	Disclosures	To transparently disclose our ESG performance in line with global standards and regulatory requirements and achieve leadership position across global ESG benchmarks
17	Corporate Governance	To build organizational resilience by creating a culture of ownership, accountability and transparency
18	Regulatory Compliance	To foster a culture within the organization driven by adherence to regulatory requirements
19	Risk Management	To develop a robust Enterprise Risk Management system including ESG aspects

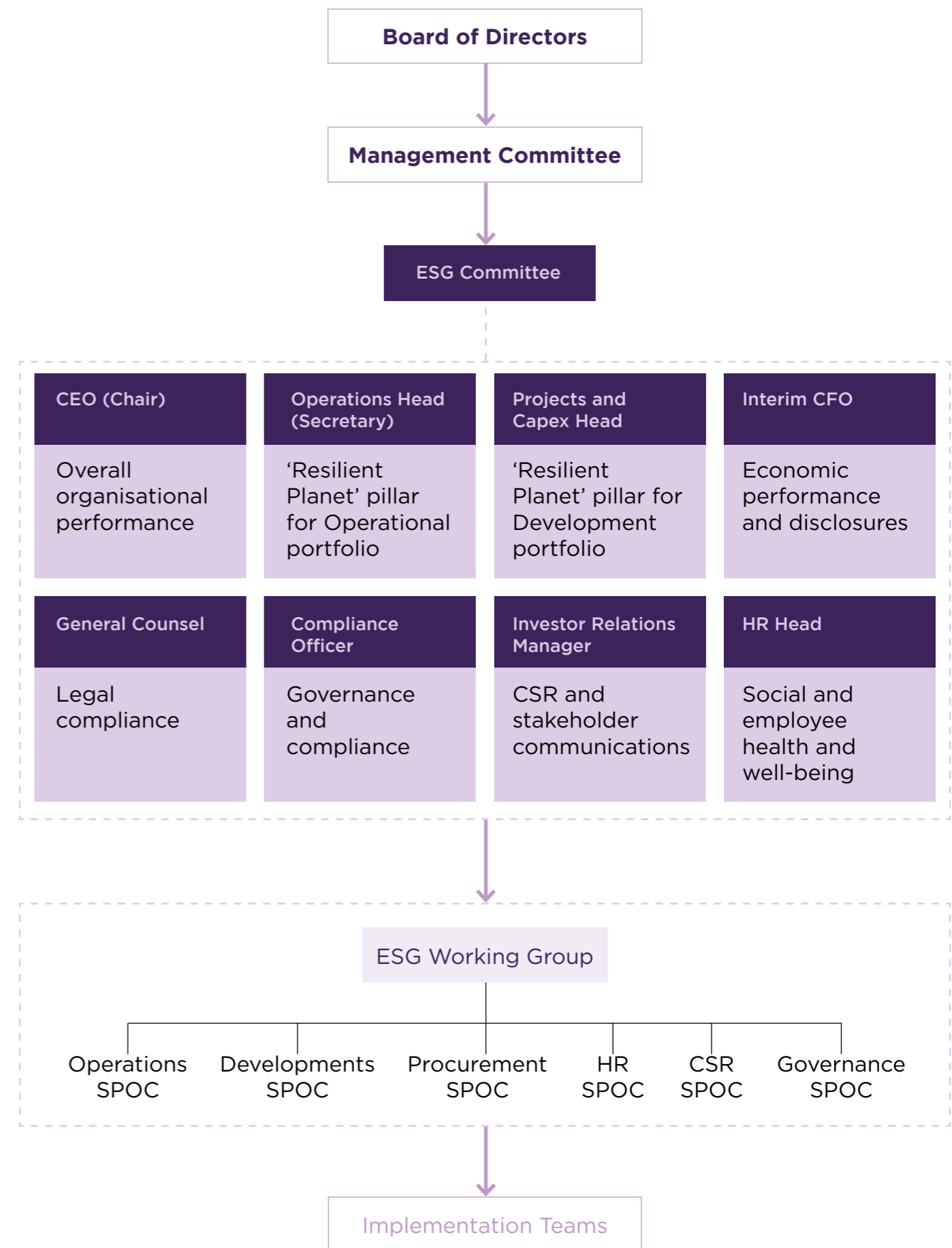


## Our ESG Governance

Our holistic ESG program and integration with our business planning and strategy is overseen by a cross-functional ESG committee which is supported by an ESG Working Group. This cross-functional ESG committee resides within the Manager of the REIT and sets a three-year ESG strategy aligned to our business goals and oversees our performance on this front.

The CEO chairs the ESG committee and its Head of Operations (India) functions as the Secretary. The committee meets at least once a quarter for ensuring smooth implementation of the ESG agenda. The ESG committee reports to the Management committee and the Chair provides quarterly updates on Embassy REIT’s ESG performance to the Management committee as well as to the Board.

The ESG committee analyses current and emerging ESG trends that could materially impact our business growth, operational functioning and ability to create sustainable value for our stakeholders. It advises the Board on proactive and reactive measures to mitigate such risks. All our ESG related public disclosures are reviewed by the committee, including our sustainability report and ESG aspects shared in Embassy REIT’s Annual Report.



## Continuous Stakeholder Engagement

Engaging with our stakeholders to understand their expectations, share our challenges and progress transparently, and seek their insights to improve our

business and sustainability performance is critical for our operational success. Their trust and support empower us to set and achieve greater heights in our journey. Our diverse world of stakeholders includes those who impact our value creation ability and those who can be potentially affected by our business activities.

Key Stakeholder Groups	Rationale for Selecting Stakeholders	Engagement Channels	Key Concerns/Focus Areas
Investors/ Unitholders	Investors are directly impacted by the organization's business activities	<ul style="list-style-type: none"> <li>▲ Annual unitholder meetings</li> <li>▲ Quarterly results and distribution</li> <li>▲ Periodic interaction throughout the year</li> <li>▲ Website and publications</li> <li>▲ Stock exchange announcements</li> </ul>	<ul style="list-style-type: none"> <li>▲ Increased focus on biodiversity, health and safety, human capital and economic performance</li> <li>▲ Commitment to SBTi</li> <li>▲ Emphasis on TCFD compliance and GRESB performance</li> </ul>
Government agencies/ regulators	Government agencies and regulators have an impact and influence on the day-to-day functioning of the organisation	<ul style="list-style-type: none"> <li>▲ Participation in conferences, forums and meetings</li> <li>▲ Compliance report submission and feedbacks</li> <li>▲ Visits and audits</li> </ul>	<ul style="list-style-type: none"> <li>▲ Compliance to legal and regulatory obligations</li> </ul>
Community	Communities are directly impacted through our CSR interventions and indirectly impacted through our business operations	<ul style="list-style-type: none"> <li>▲ Awareness campaigns</li> <li>▲ CSR initiatives</li> <li>▲ Feedback mechanism and evaluation process through meetings</li> </ul>	<ul style="list-style-type: none"> <li>▲ Focus on community health and well-being</li> <li>▲ Emphasis on biodiversity improvement</li> </ul>
Employees	Employees contribute directly to the organization's day-to-day operations and are impacted by it	<ul style="list-style-type: none"> <li>▲ Employee satisfaction surveys</li> <li>▲ Performance management systems</li> <li>▲ Interactions, training sessions and periodic communications</li> </ul>	<ul style="list-style-type: none"> <li>▲ Focus on employee health and well-being</li> <li>▲ Learning and Development</li> </ul>
Occupiers and their employees	Occupiers and their employees directly benefit from the organization's products and services	<ul style="list-style-type: none"> <li>▲ ESG Occupier Forum</li> <li>▲ Customer satisfaction surveys</li> <li>▲ Tenant engagement activities</li> <li>▲ Corporate connect programs</li> <li>▲ Periodic newsletters</li> </ul>	<ul style="list-style-type: none"> <li>▲ Focus on reducing adverse impact on the environment</li> <li>▲ Alignment with WELL certification</li> </ul>
Suppliers and Contractors	Suppliers provide goods and services for running of business operations	<ul style="list-style-type: none"> <li>▲ Supplier meetings</li> <li>▲ Feedback mechanism and evaluation process - through park visits, etc.</li> <li>▲ Annual Vendor Satisfaction Survey</li> </ul>	<ul style="list-style-type: none"> <li>▲ Resource efficiency</li> <li>▲ Supply chain management</li> <li>▲ Evaluation of ESG performance of the vendors</li> </ul>

We strive to continuously engage with our stakeholders, going beyond regulatory requirements, to address their ESG related expectations and also to improve our performance. During the year, we continued our interactions with our key stakeholder groups and their opinions and views have been taken into account in identifying and reporting all material issues in this report. We started an ESG occupier forum during the year with participation from our

key occupiers and plan to hold half-yearly meetings of this forum. We also initiated publishing half-yearly ESG updates on our websites and holding one-on-one interactions with our key investors and occupiers regarding our sustainability initiatives. These interactions help us to continually assess and improve our ESG roadmap based on the feedback received from our stakeholders.



## Materiality Assessment

Our engagements with internal and external stakeholders give us better insights into their concerns. They help us identify material issues that can potentially impact our business operations and value creation abilities for the company, stakeholders and the larger ecosystem. We prioritise, review and refine our list of material issues in line with the findings from our continuous stakeholder engagements. They are also aligned to the guidelines of sustainability standards and current business and economic realities.

Our Board of Directors develop strategies and execution approaches to address the prioritised list of material issues and manage their impact on our operations, financial performance and stakeholders. As a REIT, we distribute a significant share of our income to our unitholders. Therefore, having a relentless focus on growing our operating income and ensuring regular distribution to our unitholders is one of our critical value creation activities. This priority is reflected in the topics with the highest materiality for Embassy REIT.



**Identification**

Engagements with key stakeholders across, HR, CSR, Governance, Finance, Operations and EHS, Investor relations, Acquisition, New projects

Previous ESG reports and annual reports of Embassy REIT

Benchmarking against issues which are material to our peers


External ESG standards - SASB, DJSI

Engagements with external stakeholders - key investors and Embassy REIT's occupiers



▲ Embassy Qubix, Pune


A broad list of issues identified across Economic, Social and Environmental dimensions



**Prioritisation**

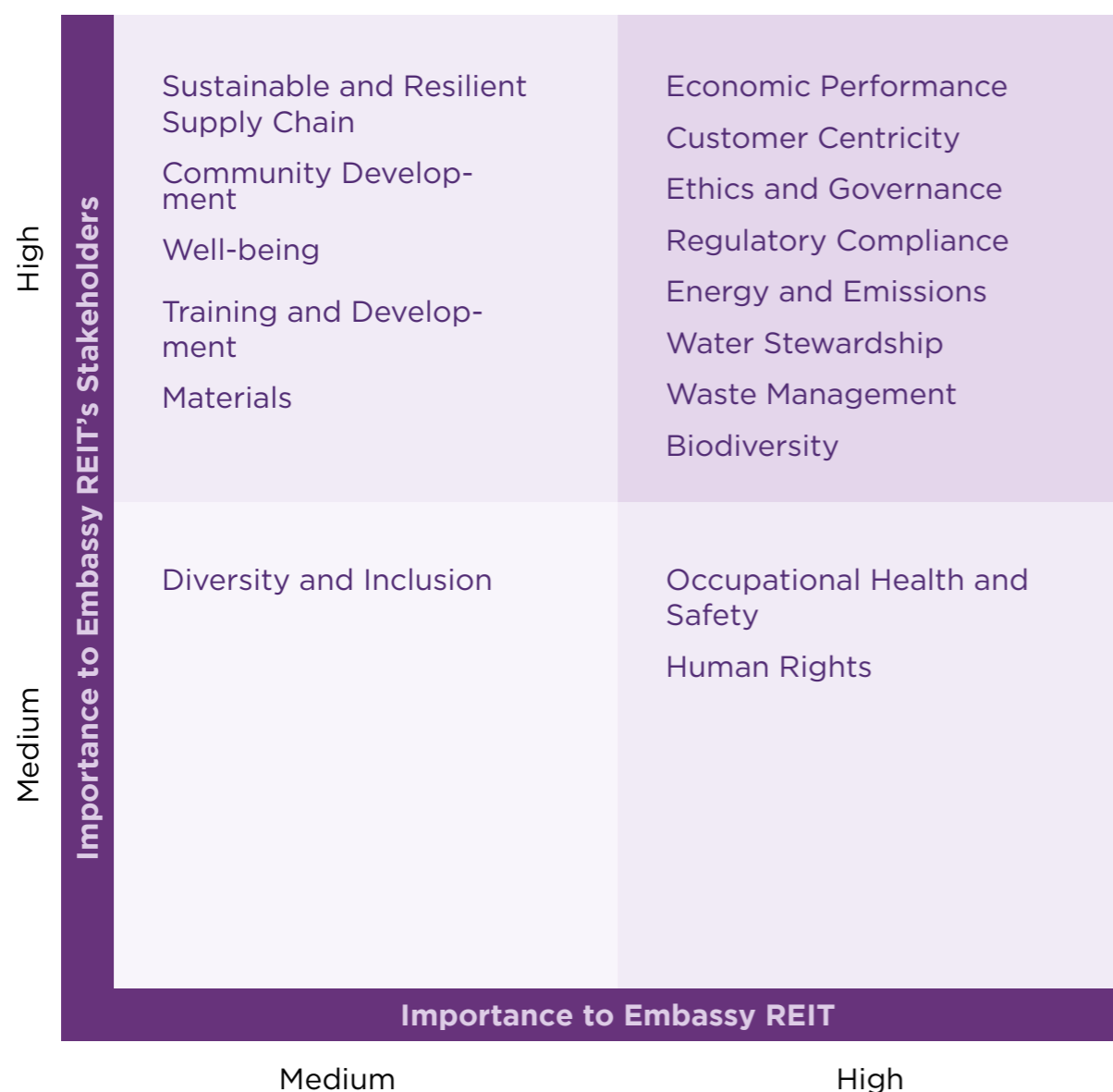
Collective representation of stakeholder needs represented by:

- SASB and DJSI: Investors' requirements
- National Voluntary Guidelines: Indian regulatory requirements
- Sustainable Development Goals: Overall stakeholder requirements
- Internal and external stakeholder discussions



▲ Embassy Galaxy, Noida

Comprehensive representation of stakeholder needs in a Materiality Matrix



SI No.	Material issue	Embassy REIT Employees	Investors	Occupiers
01	Economic Performance	High	High	Low
02	Customer Centricity	High	Low	Medium
03	Ethics and Governance	High	High	High
04	Regulatory Compliance	High	High	High
05	Energy and Emissions	High	High	High
06	Materials	Medium	High	High
07	Water Stewardship	High	High	High
08	Waste Management	High	High	High
09	Sustainable and Resilient Supply Chain	Medium	High	High
10	Biodiversity	High	High	High
11	Community Development	Medium	Low	Low
12	Well-being	Medium	Low	High
13	Occupational Health and Safety	High	Medium	High
14	Diversity and Inclusion	Medium	Low	Low
15	Training and Development	Medium	Low	Low
16	Human Rights	High	Medium	Medium

The material issues that have been included in this report include:

Economic performance	Customer centricity	Ethics and governance
Regulatory compliance	Energy and emissions	Water stewardship
Waste management	Biodiversity	Sustainable and resilient supply chain
Occupational health and safety	Training and development	Community development

## Our ESG Memberships and Certifications

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

### Past Achievements



### Current Achievements and Focus Areas



### Future Plans



Embassy TechZone, Pune



### Embassy REIT awarded 4-Star Rating by GRESB

Embassy REIT was awarded a 4-star (out of 5 stars) rating in the 2021 Real Estate Assessment by GRESB, the leading global ESG benchmark for real estate and infrastructure investments. In its first year of participation, Embassy REIT achieved a “Green Star” status and an overall score of 80% for its Standing Investments, placing it seven percentage points above the average. We scored 19/20 on the ‘Governance’ earned pillar, surpassing the peer average and got high scores for the ‘Environmental’ (47/62) and ‘Social’ (14/18) pillars. This was the outcome of our efforts to increase our share of renewable energy and the impact we have created through our community development initiatives around health, education and public infrastructure.

Embassy REIT also received a 1-star rating and a 65% score for its development portfolio as the ESG practice adoption and performance across our supply chain was still in very nascent stages. During the year, we have conducted multiple trainings and awareness sessions as well as added ESG specific clauses in our key vendor contracts to drive further adoption of sustainability focused practices throughout our value chain.

Further, Embassy REIT received a B-rating for Public Disclosures in the GRESB assessment, higher than the global average.

## Our Alignment with UN SDGs

India is amongst the 193 like-minded countries committed to the Sustainable Development Goals (SDGs) formulated by the United Nations in 2015 to improve prosperity, equality, and security by 2030. However, for the country and the world to achieve these goals, every individual, organisation and community must come together to stem the growing impact of climate change. As an organisation that believes in holistic and inclusive growth while minimising our environmental footprint, Embassy REIT's business and ESG goals are designed to contribute to the following 11 SDGs:



### SDG 2: Zero Hunger

Our comprehensive CSR health program covers preventive and detective measures to tackle common health issues for government school students and entails distribution of health kits and providing nutritional support besides other measures. During FY2022, we provided nutritional snacks to 6,050 students from 17 schools.



### SDG 3: Good Health and Well-being

We have designed a holistic health program covering preventive and detective measures to tackle common health issues for government school students across 5 cities - Bangalore, Chennai, Mumbai, Pune and Noida. During FY2022, 25,889 students benefitted from our health initiatives and beneficiaries from communities around our business parks received 2,845 free or subsidized dialysis treatments.



### SDG 4: Inclusive and Equitable Quality Education

We have adopted over 50 schools, 100 tribal schools and 6 Anganwadis which we support with multi-year projects to enable sustained support for student education and development. During FY2022, 18,757 students benefitted from our education initiatives.



### SDG 5: Gender Equality

We have 20% female representation in our workforce. We have established a diversity target to ensure at least 50% of our new hires are females from FY2023 onwards. We are also internally undertaking a gender pay gap analysis to evaluate the compensation dynamics of the organization.



### SDG 6: Clean Water and Sanitation

We recycled 53% of total water withdrawal during FY2022. We partnered with the NGO 'The Anonymous Indian Charitable Trust' (TAICT) in their EcoGram project, which aims to propagate sustainable waste, water and soil management. We are also a founding supporter of TAICT's 'Namma Jalamarga' campaign aimed at promoting awareness for clean water, waste and stormwater management in Bangalore. Further, we have undertaken rejuvenation of the Thimmasandra and Thanisandra lakes in North Bangalore and are undertaking civil works, planting saplings and conducting clean-up drives as part of the restoration project. During FY2022, we collected 332 metric tons of wet and dry waste and recycled over 120 metric tons of dry waste.



### SDG 7: Renewable Energy

We have initiated a '75/25 Renewable' program to ensure that at least 75% of our electricity consumption by FY2025 is from renewable sources. During FY2022, 55% of the energy consumption in our properties was from renewable sources. 24 Electric Vehicle charging points have been installed across our properties and additional 12 installations are planned during FY2023. Lithium-battery powered cars and E-buggies are used for internal transportation within our parks.



### SDG 8: Good Jobs and Economic Growth

97.6% of the materials for our standing investments and 78.5% of the materials used for our development portfolio are procured locally contributing to local employment and economic growth.

We also support an Alumni Program that provides scholarships and mentorship for students to pursue higher education as well as employment. 26 students graduated from our Skill Development programs in FY2022, with 10 already employed in the industry in various facilities, operations, and maintenance roles.

We also support 'The EcoGram Threads of Life', a skill development intervention that aims to enhance the employability of community members through teaching skills such as sewing and tailoring. The program was initiated in March 2022 in partnership with the Yuvalok Foundation, for the alumni of Stonehill Government School and their relatives, with a first batch of 12 students.



### SDG 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

Most of our portfolio is LEED certified (USGBC/IGBC). We have set ourselves a target to get 100% of our portfolio USGBC certified by FY2023.

We have also subscribed to a 5-year WELL program with the International WELL Building Institute (IWBI) and a 3-year program with the British Safety Council (BSC) for implementing health and wellness initiatives across our portfolio.

We have integrated biophilic features in our building designs.



### SDG 10: Reduced inequalities

We are committed to the equitable development of society, led by our focus on inclusive and sustainable growth and our CSR projects in education and health are aimed at reducing inequalities in our society by providing opportunities for holistic development of marginalized communities and government school students.



### SDG 11: Sustainable Cities and Communities

Our commercial building projects take into account sustainability features during design, development and operation and we undertake various building certifications (e.g. USGBC, LEED, BSC, WELL, IGBC etc.).

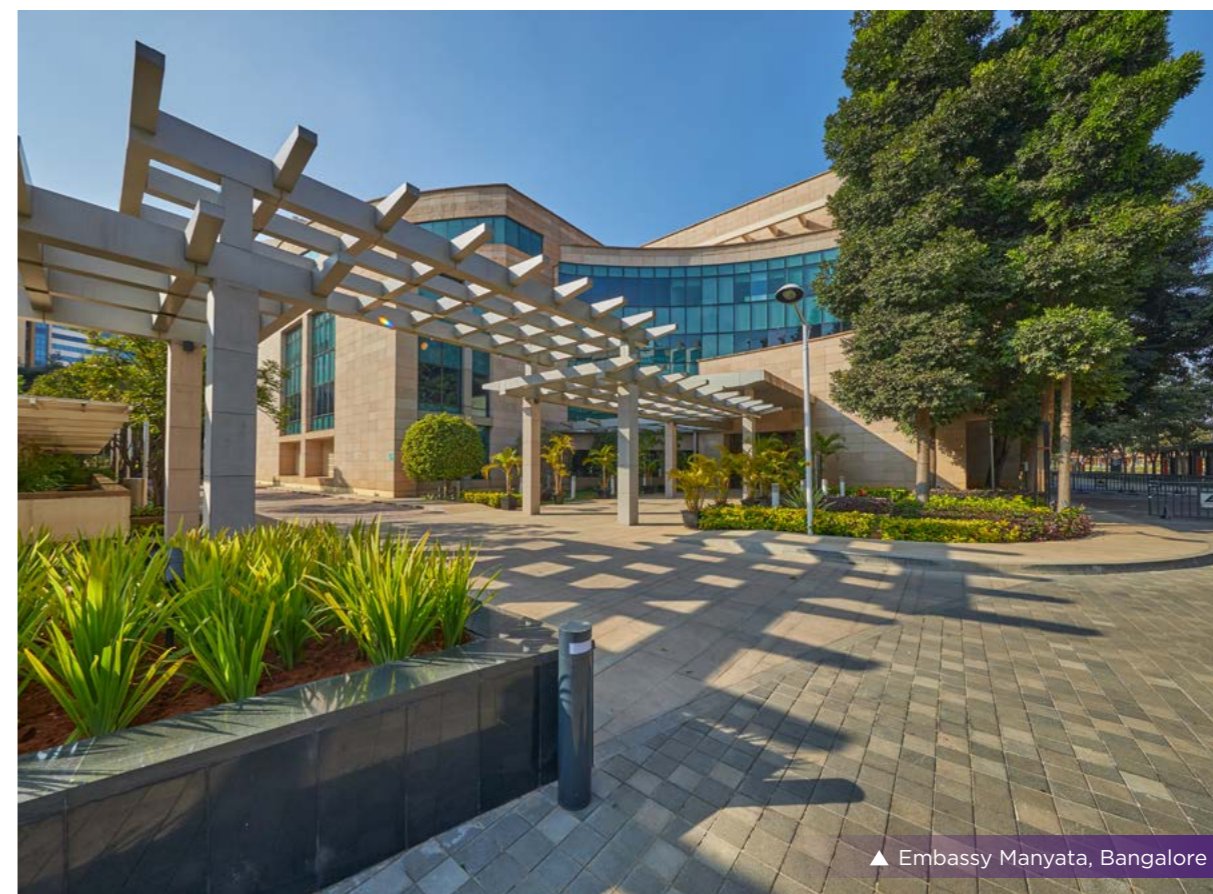
Many of our CSR initiatives are focused on building and upgrading community infrastructure and also incorporate sustainability elements such as rooftop solar, solar lamps, dry and wet waste collection centres, etc.

Our 'total business ecosystem' focused infrastructure upgrades around our properties (e.g. constructing flyover, skywalks, metro stations, etc.) are also aimed at improving the connectivity and building sustainable communities and cities.



### SDG 12: Responsible Consumption

Our ESG programs on energy and emissions, water stewardship and waste management focus on efficient use of natural resources and help us to move towards our 2040 net zero-carbon operations commitment.



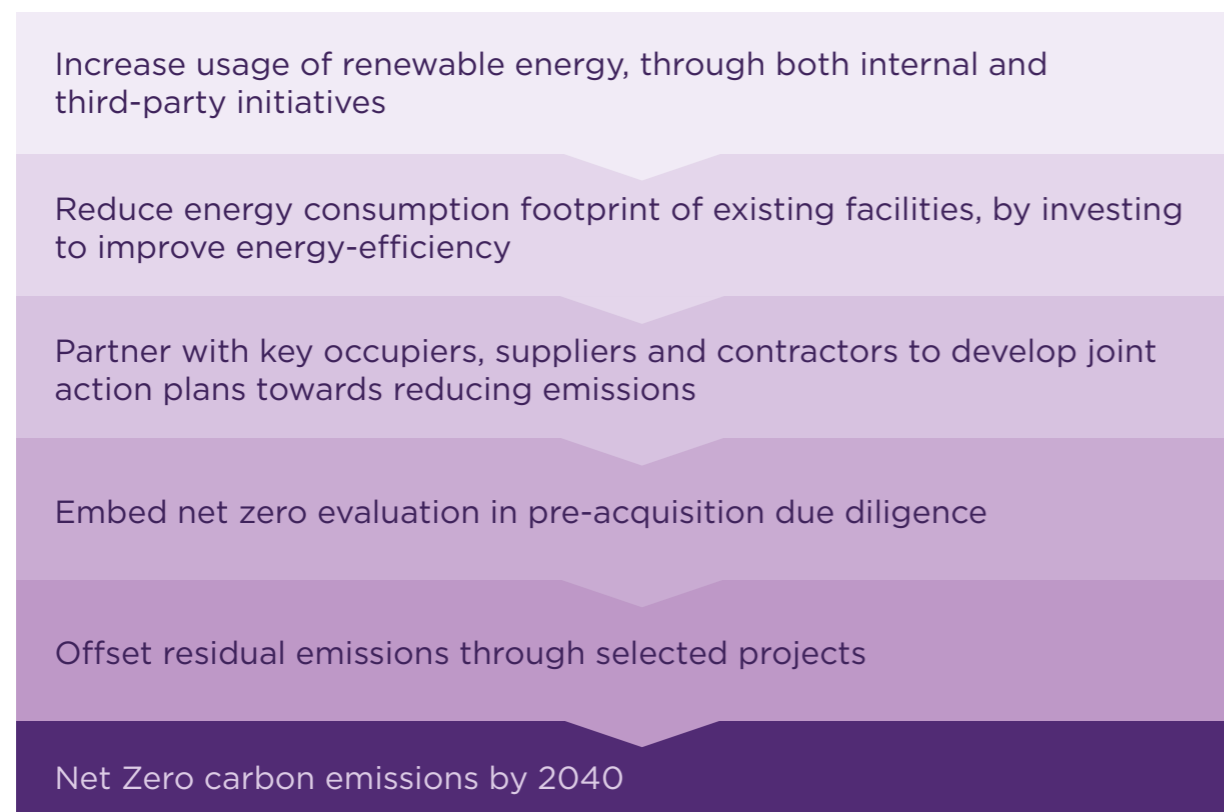
▲ Embassy Manyata, Bangalore

## Our Net Zero Commitment

### Pathway to Net Zero

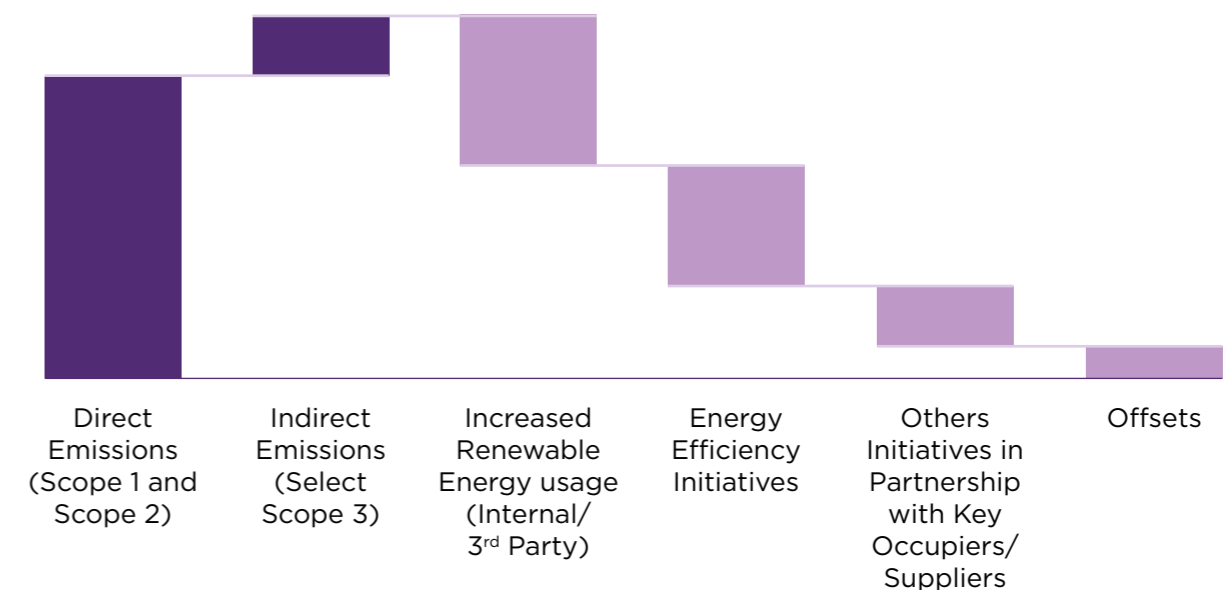
This year we announced our commitment to achieve net zero-carbon emissions by 2040 across our operational portfolio, three decades ahead of India’s 2070 target set at the Glasgow COP26 summit in 2021. Our 2040 net zero commitment is aligned to the broader goals of our occupiers, investors and other key stakeholders.

We had proactively commissioned net zero studies in the last year for our largest properties. Based on the study results, a pathway to net zero has been laid out, consisting of a 5-point strategy to be applied across our portfolio:



As per the Greenhouse Gas Protocol guidelines, our carbon emissions are segmented into three scopes. Scope 1 emissions are direct emissions from sources owned or controlled by Embassy REIT. Scope 2 emissions are indirect emissions produced offsite as a result of purchased energy such as electricity and heat. Scope 3 emissions occur across the organization’s value chain, including suppliers, contractors and occupiers. We will strive to directly reduce our Scope 1 and 2 emissions; and will work closely to align strategies with our suppliers, contractors and occupiers to reduce select Scope 3 emissions. For all future acquisitions, we will aim to bring the asset under the purview of our net zero commitment within 5 years post the completion of the acquisition.

### Pathway to Net Zero Carbon Operations by 2040



Notes : 1. The waterfall chart here 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  
 2. Embassy REIT has selected FY2020 as the baseline year for its Scope 1 and Scope 2 emissions and we are in the process of assessing and setting the baseline for our select Scope 3 emissions



“Our 2040 net zero commitment is aligned to the goals of our occupiers, investors and other key stakeholders. Embassy REIT’s ability to build and maintain sustainable and energy-efficient buildings is a clear competitive advantage in a market increasingly focused on high-quality sustainable workspaces. We continue to take a leadership position and remain at the forefront of the sustainability arena in the Indian real estate sector.”

**Michael Holland**  
 Chief Executive Officer of Embassy REIT

# Report Overview

# Report Overview

## About the Report

Embassy REIT is committed to fostering sustainable and inclusive value creation for our stakeholders, led by transparent and ethical business conduct. This report outlines our endeavours to create value for stakeholders through responsible operations and our contributions to the global sustainable development goals. The report has been prepared following the 'core' criteria of the Global Reporting Initiative (GRI) Standards (2020). The GRI Content Index is provided at the end of this report. The information contained within the report allows internal and external stakeholders to make informed opinions and choices regarding our contributions to the goal of sustainable development.

## Reporting Period

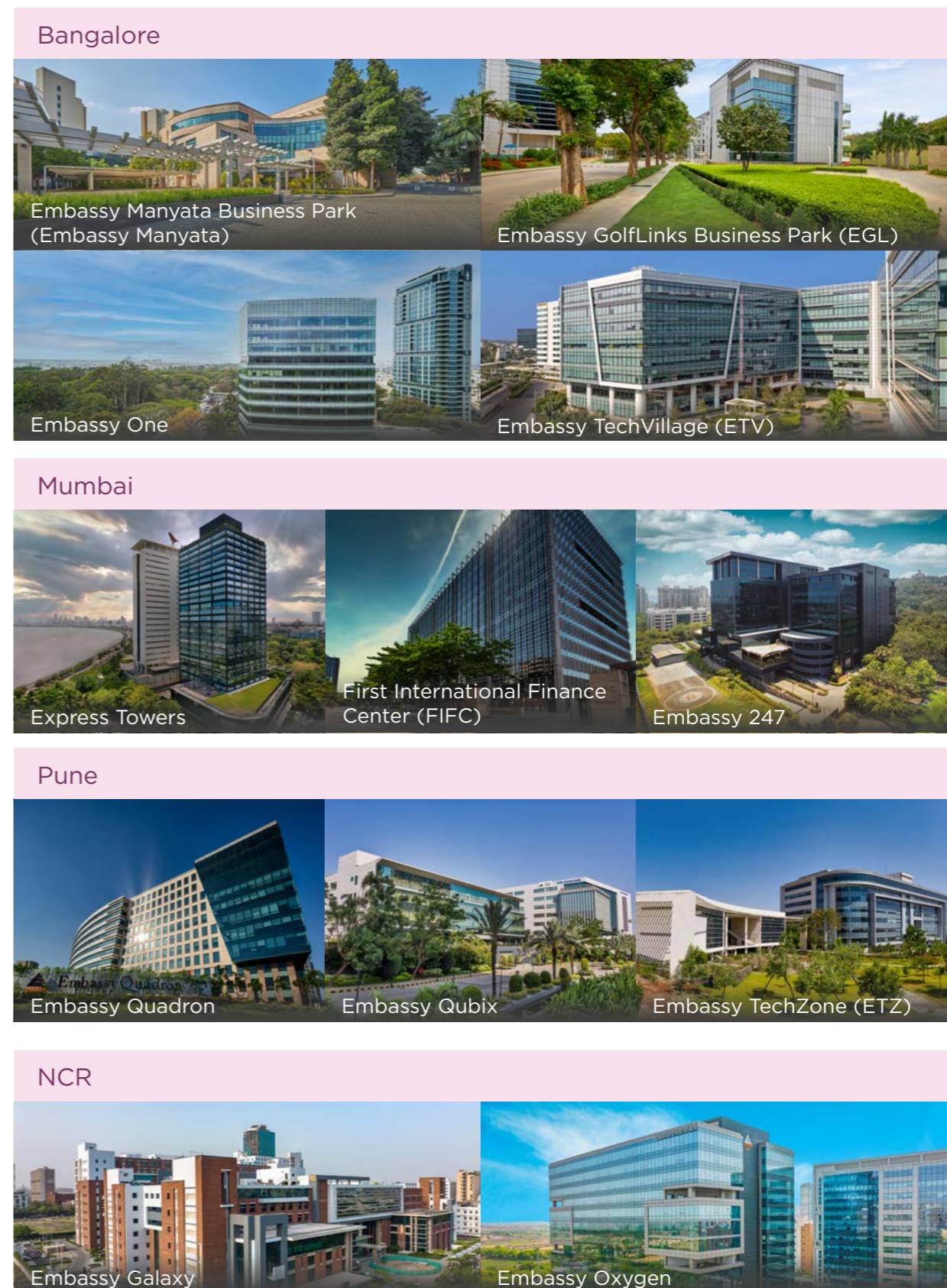
This report highlights our environmental, social, governance and economic performance for the period April 1, 2021, to March 31, 2022.

## Reporting Framework

The GRI Standards are structured as interrelated standards used by organisations to report on their sustainability performance focused on material topics and led by defined Reporting Principles. The framework encourages transparent, credible and consistent reporting to meet the requirements of stakeholders, including investors, regulatory bodies and governments, policy-makers and industry bodies. They aim to enhance sector peer comparisons locally and globally to set new sustainability benchmarks.

## Reporting Boundary

This is our third sustainability report and covers our portfolio of commercial office spaces across the four locations of Bangalore, Mumbai, Pune and Noida. The scope of the report encompasses 12 properties for both operations and development as follows:



Note: The financial values furnished in the report also include consolidated financials from Four Seasons, Hilton at Embassy GolfLinks and Embassy Energy. These are a part of the Embassy REIT portfolio but excluded from the scope of the reporting boundary.



## Reporting Cycle

We intend to disclose our ESG performance annually through our sustainability report. Our last report was published on July 2, 2021.

## Assurance

The data and information disclosed in this Sustainability Report and its conformance to various national and global standards and regulations have been assured by the British Standard Institution (BSI), an independent third-party assurance provider. BSI has no financial interest in the operation of Embassy REIT other than for the assessment and assurance of this report. The BSI opinion statement is included at the start of this report. Components of the report which have been impacted for reasons beyond our control have been indicated in the specific sections.

## Data Management

This report contains valid and accurate information that has been verified through periodic reviews and cross-checked with multiple internal sources of information. These include an examination of conversion factors and the assumptions made. Documented audit trails support these claims.

## Significant Changes in Reporting in FY2022

Two additional material topics have been included in the ESG report this

year - occupational health and safety and sustainable supply chain.

In addition to the operations portfolio, development portfolio has also been included to the reporting boundary this year.

The Scope 2 emissions for the period FY2020 and FY2021 are revised based on the CEA report, v16 and v17 respectively (0.80 tCO<sub>2</sub>/MWh and 0.79 tCO<sub>2</sub>/MWh).

## Significant Changes to the Organisation in FY2022

During FY2022, we consolidated ownership at EGL in Bangalore, one of India's best office parks. Our 50%-owned investment entity GolfLinks Software Park Private Limited (GLSP) acquired 0.4 msf area within EGL from strata owners, thereby consolidating GLSP's ownership footprint to 3.1 msf. GLSP also acquired the property management business for the entire 4.7 msf EGL business park.

The entire acquisition was completed by GLSP for a total consideration of ₹9.3 billion and was funded through a debt by REIT at 70 bps spread to REIT's recently raised 5-year fixed coupon debt at 7.35%.

In March 2022, we announced that Aravind Maiya, our CFO, has expressed his desire to step down to pursue other interests. We are grateful to Aravind for his contributions and wish him success with his future endeavours. The identification of long-term CFO candidates has commenced; and in the meantime, our deputy CFO, Abhishek Agrawal has been appointed as the interim CFO from 1st June 2022. Our strong finance team of over 40 individuals, with best-in-class systems and processes, continues to be fully focused on delivering to our unitholders.



▲ Embassy TechVillage, Bangalore

### Contact Us:

We encourage our stakeholders to share their feedback, insights and queries on the Embassy REIT Sustainability Report for FY2022. Please reach out to us at

✉ [esg@embassyofficeparks.com](mailto:esg@embassyofficeparks.com)  
[reitcompliance@embassyofficeparks.com](mailto:reitcompliance@embassyofficeparks.com)

☎ +91 8047222222

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# Resilient Planet

# Resilient Planet

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

## Resource Efficiency

### 01. Energy and Emissions

**Program Objective:** To transition to a net zero-carbon portfolio through increasing use of clean and sustainable energy and reducing carbon emissions across our asset lifecycle.

India is one of the fastest growing economies with enormous energy needs. With increasing requirements, emissions from various energy-consuming processes are also rising. India is the third-largest CO<sub>2</sub> emitter globally and responsible for around 7% of worldwide emissions. At Embassy REIT, our strong focus on transitioning from non-renewable to renewable energy sources to power our operations puts us at the forefront of transformative change. We are transitioning to a net zero-carbon portfolio by increasing the use of clean and sustainable energy and reducing carbon emissions across our assets and their associated lifecycles. In line with this, we have initiated a '75/25 Renewable' program which aims to increase our renewable energy consumption share across our operational properties to 75% by FY2025.

In line with our sustainability efforts, we design and operate buildings aligned with LEED (Leadership in Energy and Environmental Design) requirements certified by the United States Green Building Council (USGBC), the most widely used green building rating system globally. We are targeting to get 100% of our portfolio USGBC LEED rated for operations and maintenance by FY2023. Also, every new project that we undertake is designed to achieve at least LEED Gold certification as per the USGBC LEED BD+C rating system.

#### Target

75%

Renewable Energy Contribution by FY2025

100%

USGBC LEED Certified Portfolio by FY2023

## Standing Investments Portfolio

We strive to transition to a net zero-carbon operational portfolio through increasing use of clean and sustainable energy and reducing carbon emissions across our asset lifecycle. To improve our energy efficiency and minimise our GHG emissions to be on par with national and global regulations, we have undertaken a three-pronged approach for our operational portfolio:



### (a) Renewable Energy Adoption

Our 465 acres 100 MW Solar Plant in Bellary, Karnataka, supplies clean energy to our properties in Bangalore. In FY2022, the Solar Plant generated 177 million units (MU) of electricity, thereby reducing GHG emissions equivalent to 139,830 tonnes of CO<sub>2</sub>. Besides this, a 525 kW rooftop Solar Plant is installed at Embassy 247 in Mumbai, which generated 0.66 MU of electricity last year, supplying 47% of the property's common area energy requirement and offsetting a further 520 tonnes of CO<sub>2</sub> emissions. In total, 55% of the energy consumption in our properties during FY2022 was from renewable sources.

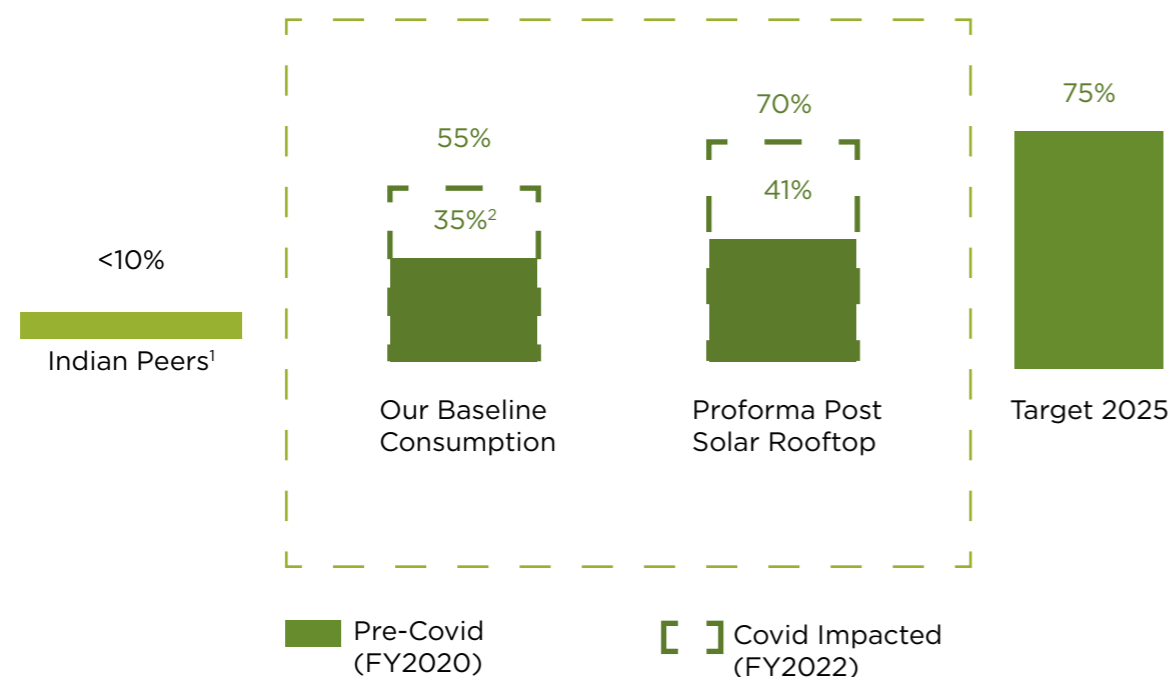


▲ 525 kW solar rooftop at Embassy 247, Mumbai

We have set a target to increase our renewable energy share to 75% by FY2025. In line with this target, we have launched a project to install rooftop solar panels across 8 of our properties. With a scale of more than 20 MW and an expected annual generation of over 30 MU and an offset potential of 23,700 tonnes of CO<sub>2</sub> emissions, this is one of Asia's largest solar rooftop projects. With an expectation of 30%+ IRR, we have already secured green financing at sub-6% for this project and are targeting to complete installation by early 2023. Post commissioning, over 40% of our total baseline power consumption (considering FY2020<sup>3</sup> as the baseline year) across our business parks will be serviced by renewable energy. We are also exploring Deemed Distribution Licensee (DDL) status route and other third-party Power Purchase Agreements (PPAs) to further source renewable electricity for our properties. From April 2022 onwards, the common areas in all our Mumbai parks will be supplied with green energy through 'Green Power Tariff Initiative', a green energy supply program by Tata Power. We have already achieved a 41% increase in our renewable energy consumption during FY2022 as compared to the baseline year.

To reduce our carbon footprint, we are also promoting the use of electric vehicles and cleaner and greener fuels. 24 Electric Vehicle (EV) charging points have been installed across our properties. Lithium-battery powered cars and E-buggies are used for internal transportation within our parks.

### % of Renewable Power in Our Energy Consumption



Notes: 1. As per company disclosures by Indian office listed real estate peers.  
 2. Based on actual power consumption for the portfolio (including ETV acquisition). Excluding ETV acquisition, the renewable energy share for the portfolio was 26% in FY2020.  
 3. Embassy REIT published its environmental performance for the first time in FY2020, hence the same has been considered as the baseline year.



### (b) Reduction of Energy Consumption

Aligned with our pledge to save energy, we are transitioning our lighting systems from conventional fixtures with LED lights across our campuses. We have also initiated the upgradation of HVAC systems across our properties to reduce power consumption. This project is part of our efforts to transition towards a low carbon portfolio and is scheduled to be completed in three years.

Note: Our overall energy consumption and emissions during FY2022 were down by 25% and 56% respectively, as compared to the baseline year (FY2020). This reduction was driven by our continued energy saving initiatives as well as reduced grid consumption due to lower physical occupancy in our properties as many occupier employees opted to work from home due to the COVID-19 restrictions. However, we are not able to quantify the exact reduction in energy consumption resulting from energy saving initiatives vs lower physical occupancy. The overall reduction in energy consumption also led to an increase in our renewable energy share.

Note: Embassy REIT does not consume steam for any of its operational and maintenance related activities. We do not have any district heating and cooling installation at our facilities and do not sell electricity to any third party.

### Energy Consumption (Standing Investments)

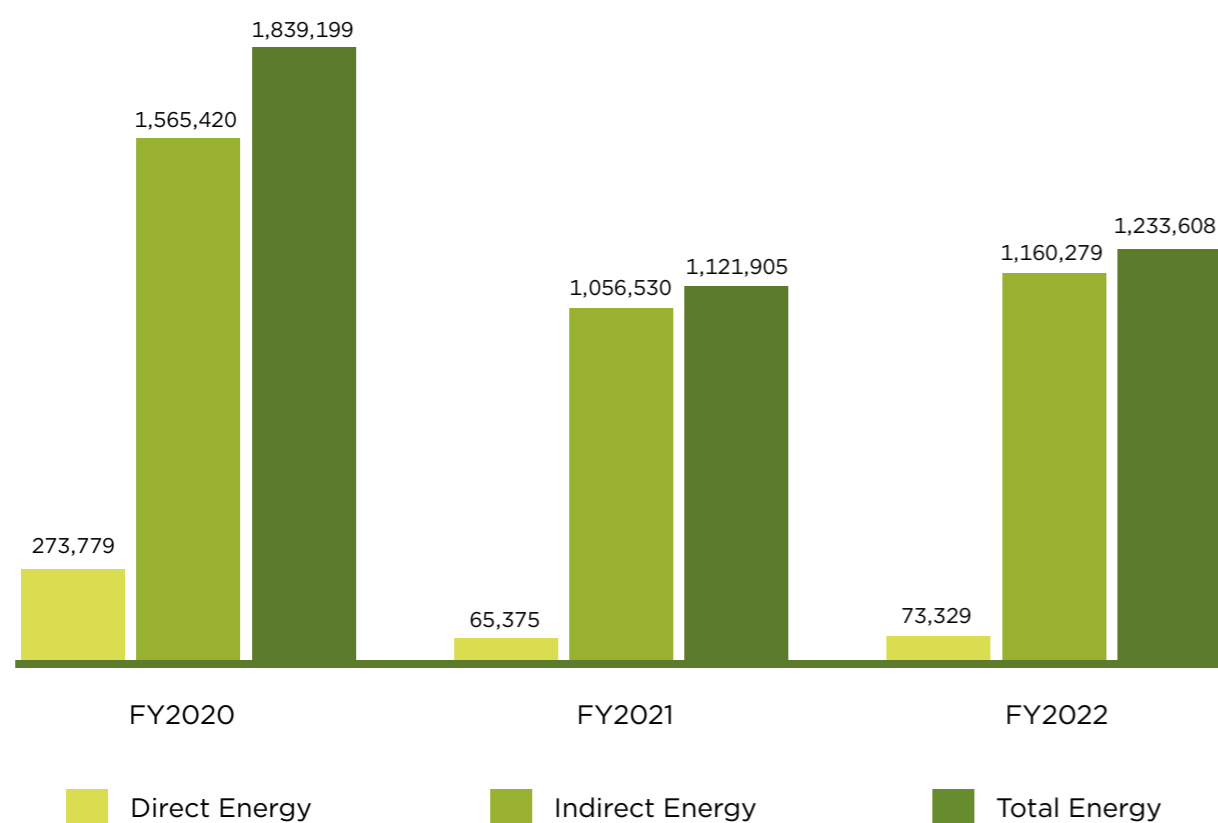
Description <sup>4</sup>	Unit	FY 2019-20		FY 2020-21		FY 2021-22	
Diesel	GJ	273,779	15%	65,375	6%	72,546	6%
Grid Power	GJ	1,082,659	59%	485,935	43%	478,293	39%
PNG <sup>5</sup>	GJ	-	-	-	-	579	0%
LPG	GJ	-	-	-	-	204	0%
Renewable Power (Wheeled)	GJ	482,233	26%	568,187	51%	679,100	55%
Solar Power (Rooftop)	GJ	528	0%	2,408	0%	2,886	0%
<b>Total</b>		<b>1,839,199</b>	<b>100%</b>	<b>1,121,905</b>	<b>100%</b>	<b>1,233,608</b>	<b>100%</b>

4. Calorific value of natural gas was considered to derive the energy estimates for Piped Natural Gas (PNG). Source for Calorific values for all fuels: [https://www.ipcc-nggip.iges.or.jp/public/2006gl/pdf/2\\_Volume2/V2\\_1\\_Ch1\\_Introduction.pdf](https://www.ipcc-nggip.iges.or.jp/public/2006gl/pdf/2_Volume2/V2_1_Ch1_Introduction.pdf)

Source for Density considered for Diesel: [https://www.engineeringtoolbox.com/fuels-higher-calorific-values-d\\_169.html](https://www.engineeringtoolbox.com/fuels-higher-calorific-values-d_169.html)

5. FY2020 data is excluding the Embassy TechVillage acquisition in November 2020.

## Energy Consumption for Standing Investments (GJ)



Note: Direct energy constitutes energy that is produced and consumed within Embassy REIT's operating boundary, and indirect energy constitutes energy which is produced outside Embassy REIT's operating boundary but consumed within its operating boundary.

### FY2022 Performance

**0.036**

Energy Intensity for Standing Investments (GJ/sf/annum)

**55%**

Renewable Energy Contribution



### (c) USGBC LEED Certification

Currently, over 90% of our operational portfolio is USGBC/IGBC LEED certified and 29% is USGBC LEED certified. This includes all of our 28 buildings in Mumbai, Pune and Noida, totaling 9.45 msf, which recently received a USGBC LEED Platinum O+M v4.1 rating for operations and maintenance. We are in the process of getting our Bangalore properties certified for USGBC LEED for their current operations and maintenance. This is in line with our target to have 100% of our portfolio USGBC LEED certified by FY2023.



## USGBC LEED Certifications for Operational Portfolio

#	Asset	Area Certified	Green Certification Rating Council	Rating Level
1	Embassy Oxygen	2,012,351	LEED O&M (USGBC)	Platinum
2	Embassy Galaxy	1,357,029	LEED O&M (USGBC)	Platinum
3	Embassy Qubix	1,162,184	LEED O&M (USGBC)	Platinum
4	Embassy Quadron	1,515,819	LEED O&M (USGBC)	Platinum
5	Embassy TechZone	1,756,594	LEED O&M (USGBC)	Platinum
6	Embassy 247	858,268	LEED O&M (USGBC)	Platinum
7	FIFC	438,853	LEED O&M (USGBC)	Platinum
8	Express Towers	353,512	LEED O&M (USGBC)	Platinum
9	Embassy Manyata	11,809,258	IGBC Green Campus	Platinum
10	Embassy TechVillage	7,276,561	IGBC Green Campus	Platinum
<b>Total</b>		<b>28,540,429</b>		

## Development Portfolio

All our projects are designed as per by USGBC LEED and use an iterative design process in line with our sustainability goals and energy policy. Our energy conservation initiatives begin at the project development stage, long before the occupiers move in. The projects are then constructed responsibly in line with global standards. 82% of our 6.2 msf development portfolio for the year has already received LEED Gold pre-certification, and the remaining projects will be certified in FY2023. Additionally, our buildings comply with the building efficiency standards of ASHRAE. The building commissioning plan for each new construction ensures that both services and equipment are executed as per design. This is supplemented by post-construction energy monitoring during occupancy.

We use energy modelling to predict energy use and take appropriate measures at the design stage. Buildings are designed to allow ample natural light while keeping the ingress of heat under control. Further, in order to minimize our operational emissions, our air conditioning systems comply with ASHRAE/ECBC standards while meeting the minimum fresh air ventilation requirements as per ASHRAE. 100% of our projects are designed

to incorporate MERV 13 filters for the Air Handling Units (AHUs) to provide acceptable indoor air quality. Energy use is further reduced by installing LED fixtures. High performance glass with low U-value and high VLT is utilized in design of the buildings to ensure good daylight, while restricting the conduction heat addition to the building. All our projects are designed to incorporate electric vehicle charging points for at least 5% of the total parking capacity in line with LEED requirements. Additionally, we aim to equip 100% of our development projects with solar rooftop installations while looking for opportunities to invest in offsite and alternative sources of renewable energy.



We initiated reporting of our energy consumption data for our ongoing developments from FY2022.

#### Energy Consumption (Development Portfolio)

Description	Unit	FY2022	
Diesel	GJ	5,348	70%
Grid Power	GJ	2,301	30%
<b>Total</b>	<b>GJ</b>	<b>7,648</b>	<b>100%</b>

Stage-wise Energy Intensity	Unit	FY2022	Area considered
Sub Structure	GJ/sf/annum	$6.8 \times 10^{-6}$	2.5 msf
Super Structure	GJ/sf/annum	$84.8 \times 10^{-6}$	1.7 msf
Finishing	GJ/sf/annum	$287 \times 10^{-6}$	2.0 msf
<b>Total</b>			<b>6.2 msf</b>



▲ Solar Panels at Embassy Manyata, Bangalore



#### USGBC LEED Pre-certifications for Development Portfolio

#	Asset	Area Certified	Green Certification Rating Council	Rating Level
1	Embassy Oxygen (Tower 1)	730,932	LEED BD+C (USGBC)	Gold
2	Embassy TechZone (Block 7 and 8)	882,672	LEED BD+C (USGBC)	Gold
3	Embassy Manyata (M3 Parcel 2)	1,002,990	LEED BD+C (USGBC)	Gold
4	Embassy Manyata (M3 Parcel 1)	601,891	LEED BD+C (USGBC)	Gold
5	Embassy TechVillage (Parcel 8)	1,864,514	LEED BD+C (USGBC)	Gold
6	Embassy TechVillage (Parcel 9)	1,122,835	LEED BD+C (USGBC)	Under Review
<b>Total</b>		<b>6,205,833</b>		

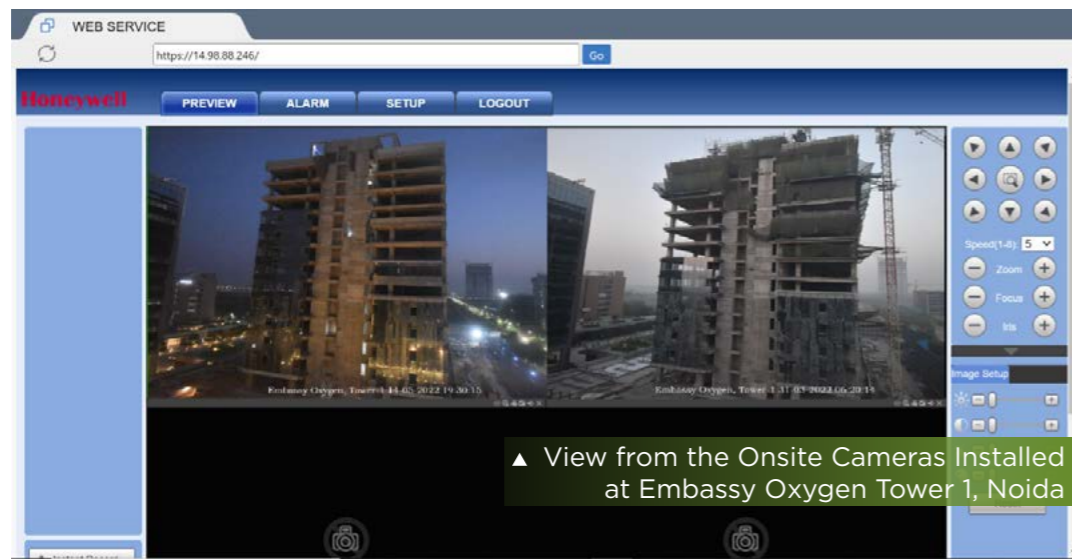
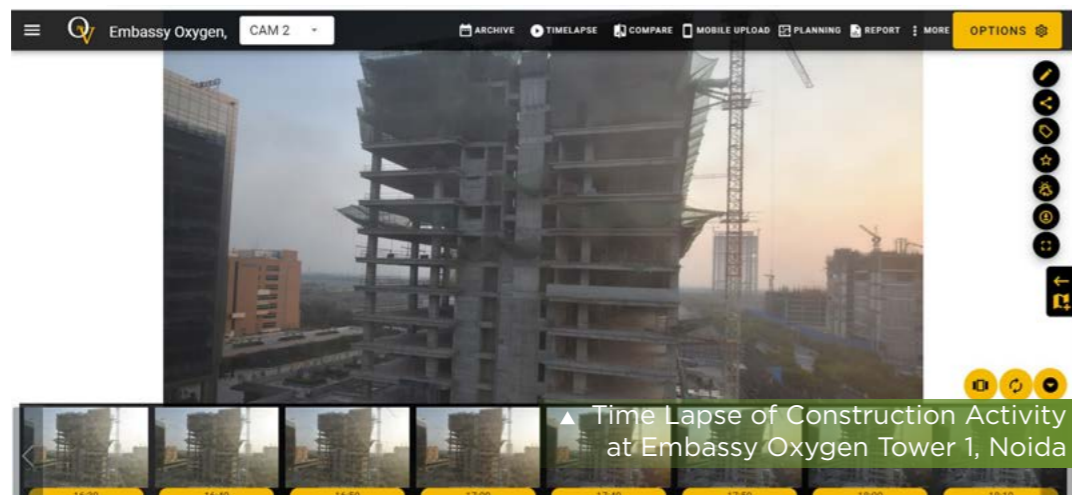


▲ EV Charging Points at Embassy Manyata, Bangalore

## Case Study

### Online Monitoring Pilot for Embassy Oxygen Tower 1, Noida

Over the last two years, the pandemic has caused several changes to how we work. One of these was the steep curtailment of business travel. Our team ran a pilot project which helped us in resolving this issue. The pilot was designed to allow remote monitoring of our construction sites and was implemented in all our non-Bangalore sites. The teams in charge of monitoring the construction activity could continue to do so without traveling to different sites. The reduced travel meant a smaller carbon footprint due to lower Scope 3 emissions without compromising the quality of work. The pilot results have been encouraging, and we intend to roll out this functionality to the remaining sites.



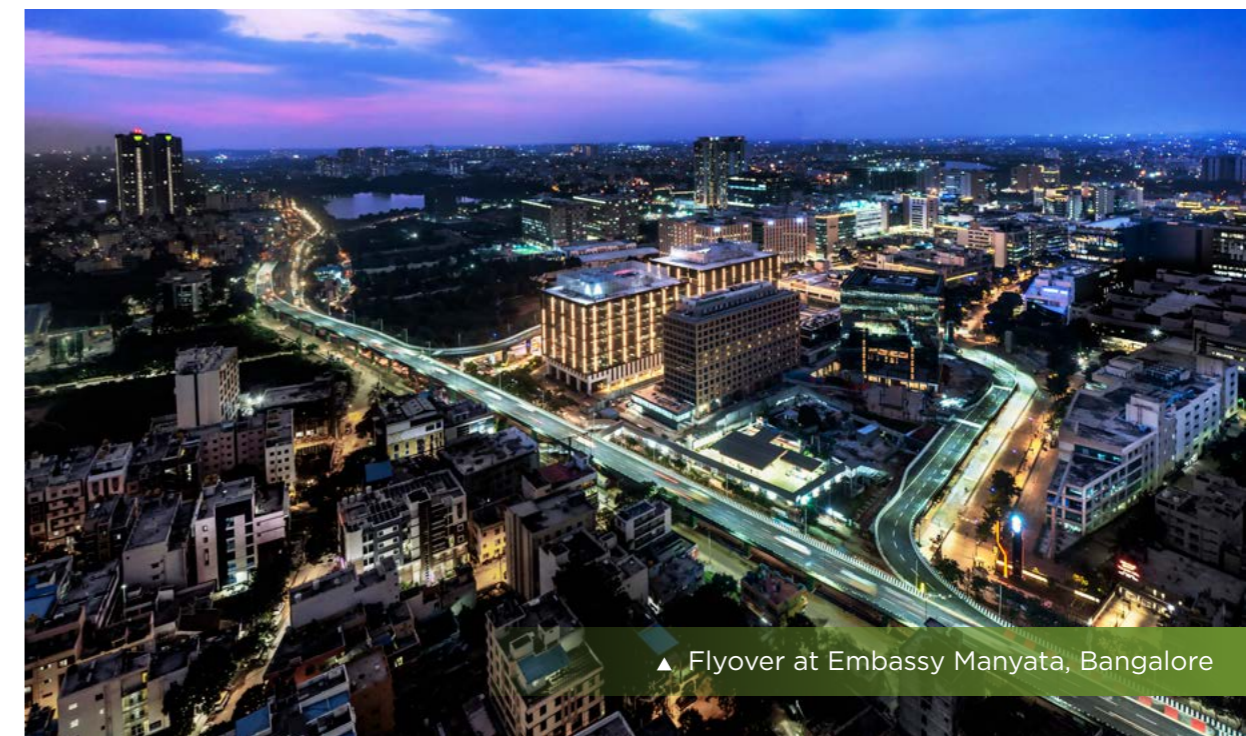
## Case Study

### Construction of Flyover at Embassy Manyata, Bangalore

Embassy Manyata in Bangalore has 11.8 msf Grade A office space already operational, and another 3 msf under development. The adjacent Outer Ring Road (ORR) is used by park occupiers and general public. It also serves as a vital link to the airport, Yeshwanthpur railway station, and other cities such as Mumbai and Hyderabad. This has resulted in traffic congestion at and near the entry and exit gates, obstructing ORR traffic and vehicle movement to and from Embassy Manyata.

Embassy REIT engaged traffic experts to come up with a solution that could ease the congestion. The intent was to allow traffic heading towards Hebbal or KR Puram to pass through, while also allowing unhindered passage for traffic entering or exiting Embassy Manyata.

With the support of government authorities, Embassy REIT built a 1-km flyover at Embassy Manyata costing around ₹1.8 billion. This massive public infrastructure upgrade is expected to decongest traffic on the stretch by up to 70%, curtail travel time by 15 minutes for over 200k daily commuters and significantly reduce pollution in the area. The ORR has been upgraded to five lanes from the previous three, resulting in a 67% increase in carriage capacity. The most rewarding result for Embassy REIT has been the reduction of carbon emissions by 10,000 metric tons equivalent per year.



## Emissions Data

We have monitored Scope 1 and Scope 2 emissions for our operations since FY2020 and propose to track our selected Scope 3 operational emissions from FY2023 onwards. For development portfolio, all our emissions are accounted in Scope 3 and we have started tracking selected emissions from FY2022 onwards.

### Total GHG Emissions

Description	Unit	FY2020	FY2021	FY2022
Scope 1 emissions	tCO <sub>2</sub>	20,287	8,242	8,827
Scope 2 emissions	tCO <sub>2</sub>	240,591	106,636	104,959
Scope 3 emissions	tCO <sub>2</sub>	N/A	N/A	901
<b>Total</b>	<b>tCO<sub>2</sub></b>	<b>260,878</b>	<b>114,878</b>	<b>114,687</b>

- Notes: 1. Source for Grid Power Emission Factor referred from CO<sub>2</sub> Baseline Database - Central Electricity Authority (v17) for FY2021 and FY2022, the FY2022 grid emissions have been updated accordingly  
 2. Scope 1 and Scope 2 emissions include operational activities. Scope 3 emissions data include electricity and diesel consumption for development activities  
 3. For FY2022, Scope 1 emissions represent fuel-based emissions and refrigerants. Data for refrigerants has been recorded since FY2021  
 4. The emission factors for fuel used are based on IPCC 2006 database (Chapter 2) and refrigerants GWP are sourced from AR5 of GHG protocol  
 5. For FY2021, refrigerants GWP are sourced from AR4 of GHG protocol  
 6. To maintain consistency with Scope 2 emissions (tCO<sub>2</sub>), Scope 1 emissions associated with CH<sub>4</sub> and N<sub>2</sub>O are excluded

### Refrigerants

Description	Unit	FY2022
R22	tCO <sub>2</sub>	243
R134a	tCO <sub>2</sub>	3,112
R32	tCO <sub>2</sub>	5
R407	tCO <sub>2</sub>	18
R410	tCO <sub>2</sub>	21
<b>Total</b>	<b>tCO<sub>2</sub></b>	<b>3,399</b>



▲ Embassy Quadron, Pune

### Earth Hour - March 26, 2022 (08.30 pm - 09.30 pm IST)

The Earth Hour is a global grassroots movement uniting people to take action on environmental issues and protect the planet. Since 2007, people worldwide have been switching off their non-essential lights for just one hour of the day once a year to highlight their commitment to combating climate change and preserving the ecosystem around us. At Embassy REIT, we are completely aligned with this movement and encourage our employees and occupier employees to show their solidarity.

In FY2022, Earth hour was celebrated on March 26, 2022 with the theme "Shape our Future." Our efforts began long before that date by holding awareness camps to sensitize people towards the importance of Earth Hour. We requested everyone switch off their non-essential lights from 8.30 pm IST for an hour. Our employees and the occupier employees went a step further and switched off unwanted lifts, DG sets, chillers, air handling units/ceiling suspended units, hand dryers, coffee machines, etc. Earth Day was commemorated across our parks in Bangalore (EGL and Embassy Manyata), Pune (ETZ, Quadron, Qubix), and Mumbai (Embassy 247, Express Towers, FIFC).



## 02. Water Stewardship

**Program Objective:** To achieve water neutrality across our portfolio through increasing water-use efficiency, recycling and safe reuse across our asset lifecycle.

The Indian subcontinent constitutes around 18% of the total world population. India is one of the most water-stressed countries in the world. Cities like Bangalore, Delhi NCR, Mumbai and Pune, where we have our operations, are high water-stressed zones and prone to future risks as well. We are conscious that water is a shared resource and mindful of the impact of the amount of water we use in our operations.

We understand the importance of water stewardship in urban metropolitan areas where our properties are situated. Our water supplies come from multiple sources including surface water, borewells and wells (ground water), municipality and local water bodies, tankers as well as recycled waste and stored rainwater. We have adopted technology-based tools and best practices to monitor our usage of water and to identify opportunities for remedial action as well as enhanced efficiencies.

### World Water Day – March 22, 2022

World Water Day has been celebrated worldwide since 1993 with an intent to raise awareness about the global water crisis and renew the commitment to provide water for all by 2030. The theme for World Water Day 2022 was announced as “Groundwater – making the invisible, visible” as almost half of the drinking water of the world comes from groundwater. It is also the source of 40% of the water used in agriculture and a third used by industries.

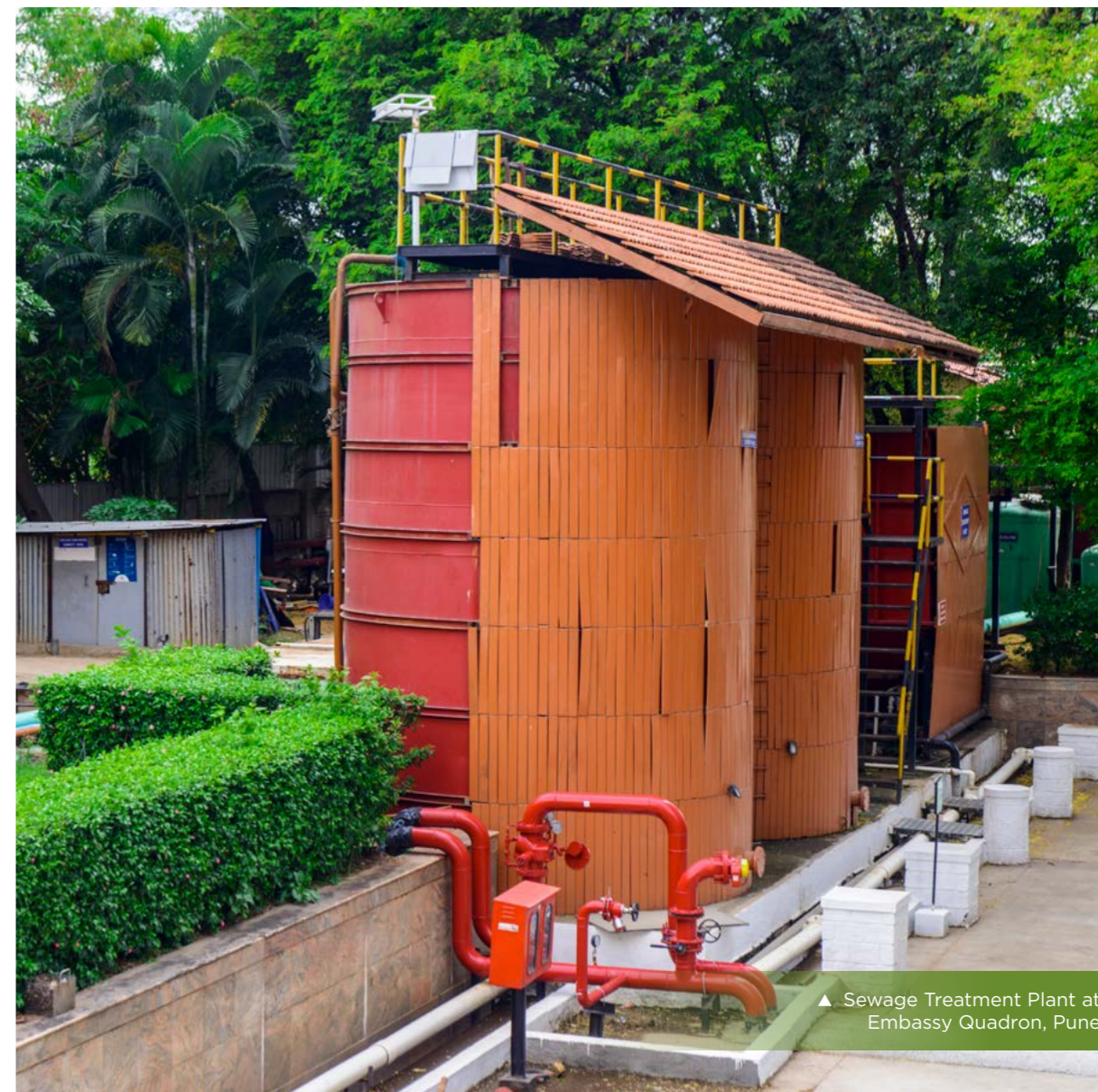
Embassy REIT conducted a plethora of activities to celebrate World Water Day this year. Our teams were encouraged to generate Kaizen ideas for water conservation. A conversation write-up on ‘What does water mean to you?’ and a slogan writing competition on ‘Valuing Water’ was organized. We also distributed fact sheets about World Water Day to create awareness about water conservation.

### Standing Investments Portfolio

Our goal to achieve water neutrality across all our businesses is based on the tenets of reducing, reusing, and recycling. We have adopted various water conservation methodologies like storing and recycling harvested rainwater. We are committed to minimising wastewater discharge and promoting water

recycling across our office parks. All our assets are equipped with Sewage Treatment Plants (STP) and rainwater harvesting systems.

At Embassy REIT, we aim to minimise wastewater discharge by designing new water balance diagrams and models to work towards Zero Liquid Discharge. STPs at several of our properties have been upgraded and connected to multiple points to ensure that the treated water is used for diverse purposes such as toilet flushing, cooling systems, irrigation of green areas, etc. Sensor-based taps in washbasins and urinals and fitted taps with new low-flow aerators have reduced our water consumption by 60%. Smart meters to detect leaks and trigger predictive maintenance alerts have been installed. Sub-meters have been deployed to monitor volumes of water used by occupiers. Going forward, we will look to upgrade our STPs and rainwater harvesting systems as well as seek opportunities to install more water efficient fixtures to reduce our freshwater withdrawal.



▲ Sewage Treatment Plant at Embassy Quadron, Pune

We ensure that all regulatory requirements for wastewater discharge standards are met. We monitor the quality of wastewater and STP generated water in accordance with the guidelines and standards set by the Central/ State Pollution Control Board. Our strategic intent is to ensure the water quality parameters of Chemical Oxygen Demand (COD), Biological Oxygen Demand (BOD), and Total Dissolved Solids (TDS), among others, are below the prescribed limits. Data for water withdrawal and wastewater discharge have been computed from the analysis of meter readings, bills generated for municipal water consumption, the quantity of water availed from tankers, STP outlet meter readings and other applicable sources in line with regulatory requirements.

By installing more water-efficient fixtures and deploying other water conservation technologies, we aim to reduce our water consumption by 7% by FY2025 (considering FY2020 as the baseline year). During FY2022, we recycled over 549,032 KL of water, representing 53% of our total water withdrawal for the year. Significantly lower water consumption was noted during FY2022 as physical occupancy in our properties was impacted due to the Covid pandemic.

### Water Withdrawal (Standing Investments)

Sources	FY2020 (KL)	FY2020 (%)	FY2021 (KL)	FY2021 (%)	FY2022 (KL)	FY2022 (%)
Lakes, River, Sea (Surface water)	481,576	17%	138,432	14%	68,936	7%
Ground water (Borewell and well)	790,571	28%	301,512	29%	347,367	34%
Rainwater collected	10,775	0%	7,357	1%	30,140	3%
Municipality water supply/Local bodies	915,436	32%	463,318	45%	413,585	40%
Other sources - tankers	649,198	23%	117,040	11%	166,692	16%
<b>Total</b>	<b>28,47,556</b>		<b>10,27,659</b>		<b>10,26,720</b>	
<b>Water Recycled (KL/% of total withdrawal)</b>	<b>13,13,906</b>	<b>46%</b>	<b>4,92,774</b>	<b>48%</b>	<b>5,49,032</b>	<b>53%</b>



Lakes, River, Sea (Surface water)



Ground water (Borewell and well)



Rainwater collected

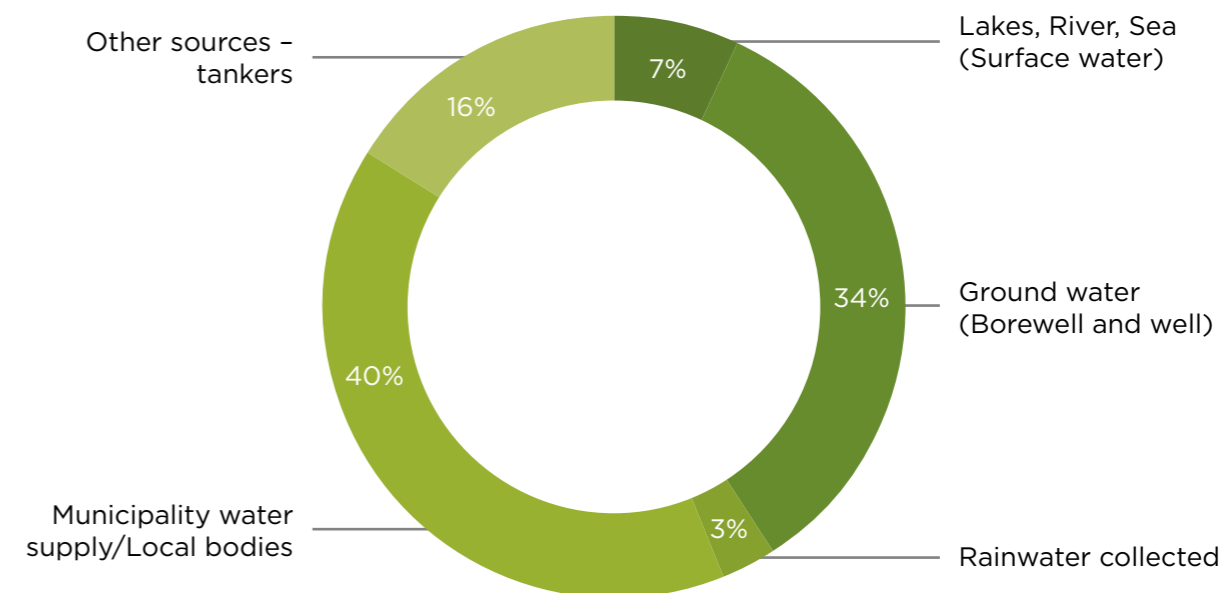


Municipality water supply / Local bodies



Other sources - tankers

### Water Withdrawal Share 2021-22



#### FY2022 Performance

**0.03**

Water Intensity for Standing Investments (KL/sf/annum)

#### Targets

**7%**

Water Consumption Reduction by FY2025



▲ Rainwater Harvesting Pit at Embassy 247, Mumbai

## Case Study

### Setting up an STP at Express Towers, Mumbai

The Express Towers building in Mumbai was built in 1973 when STP installation was not mandatory as the building came up before the Environmental Impact Assessment (EIA) notification published in 2004. However, keeping our ESG-led operations in mind, we installed an STP in Express Towers in FY2022, going beyond compliance obligations.

Constructing the STP in the building was not without its challenges. The basement where the STP was to be built offered little space and had a low ceiling. Therefore, we had to shift the existing MEP store in the basement to another location to make space. The compact bio cast technology used for construction helped us complete 80% of the effort off-site in the factory, with only 20% of the activities being done on-site. This helped minimise the disruptions caused by on-site civil work to business as usual operations.

We commissioned the 65 KLD MBBR STP in May 2021. It has been operating at close to optimal capacity since June 2021. This recycled water is used in the toilet flushes, cooling towers, and gardens, thereby reducing our dependency on tankers and other fresh water sources.



▲ Sewage Treatment Plant at Express Towers, Mumbai

## Case Study

### Reusing Water Treatment Plant (WTP) Backwash Water at Embassy 247, Mumbai

WTPs often use a process called backwashing to pump water backwards through a filter that changes the quality of water flowing through it, which can then be reused. Earlier, after backwashing, the water from the WTP would go into a stormwater drain which in turn was connected to a Rain Water Harvesting (RWH) system through a sump pump to recharge groundwater.

Keeping our ESG goals in mind, we have installed a pipe to connect the sump pump at the WTP to the STP water tank. The backwash water generated at the WTP is added to the volumes generated through the STP water tank and reused for irrigation and flushing systems.

We have saved 1,120 KL of water through this exercise and reduced our costs by ₹115,360/- per annum (Municipality supplied water priced at ₹103/KL).



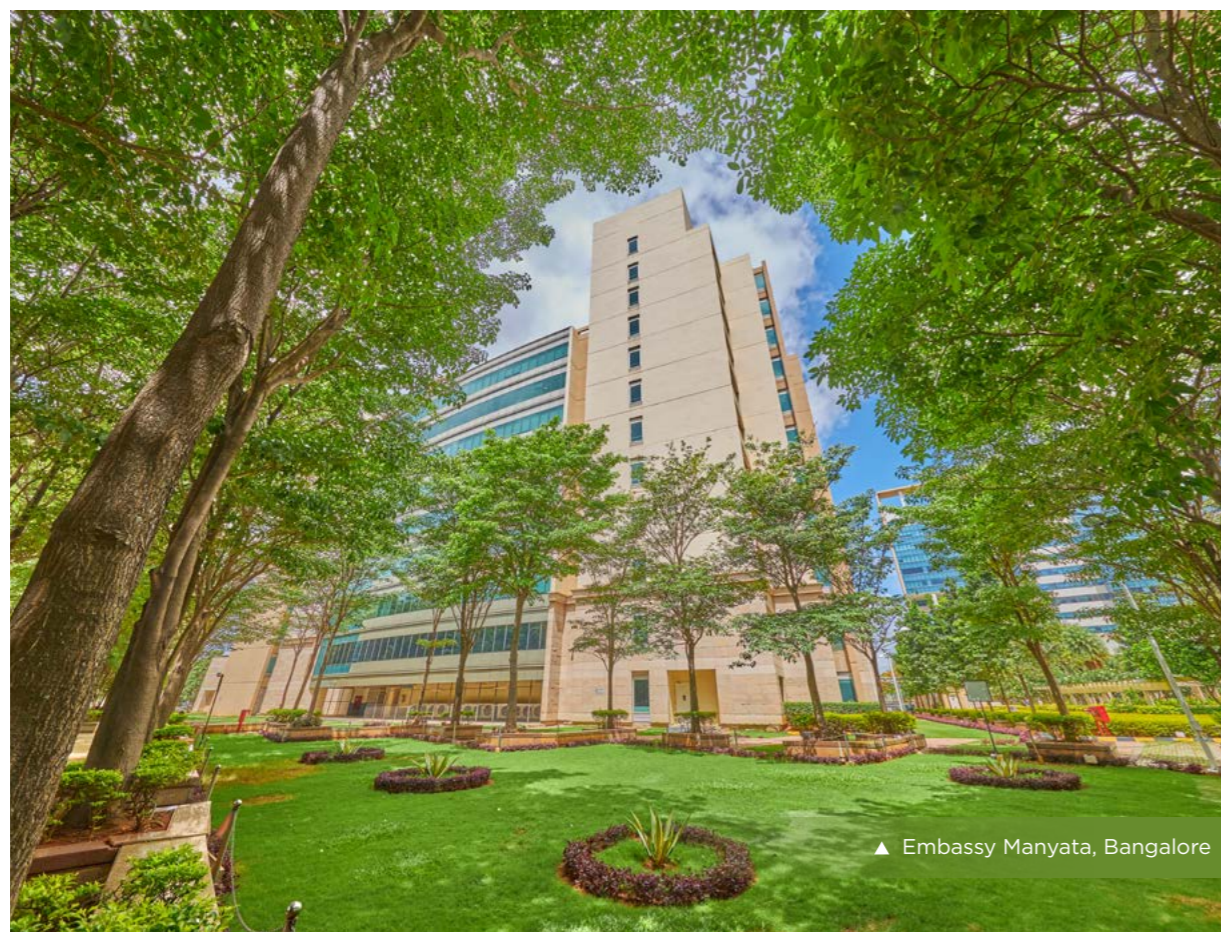
▲ WTP System Water Treatment Plant at Embassy 247, Mumbai

## Case Study

### Hydrological survey at Embassy Manyata, Bangalore

During the year, we undertook a hydrological survey to assess the reasons for seasonal flooding inside Embassy Manyata. The study results indicated that the water flowing inside our park had a significantly elevated organic load with a 226.7:680 BOD:COD ratio. This was due to low-quality untreated sewage and industrial waste flowing down from upstream sources. The report also pointed out the lack of adequate sewage drains, collection systems and sewage treatment facilities in the residential areas surrounding Embassy Manyata.

Embassy REIT has partnered with Ayala Natural Biological Systems to address the issue. A feasibility study is being conducted for implementing nature-based solutions and to address the issues holistically. We are partnering with the NGO 'The Anonymous India Charitable Trust' to educate surrounding communities regarding better water and waste management. We are also working together on strategic public infrastructure upgrades to broaden and deepen neglected public stormwater drains upstream and downstream that have become overgrown with vegetation, garbage or have been encroached upon.



## Development Portfolio

The nature of our business provides opportunities for conserving water even during the design and construction phases of our projects. Appropriate design and construction elements in new projects ensure that water is used responsibly and recycled efficiently. All Embassy REIT projects are designed to achieve Zero Water Discharge, i.e, 100% wastewater generated on site can be recycled and reused on site. Additionally, all projects are designed to recharge/reuse 100% rain water received. Furthermore, several water conservation strategies are being implemented, such as the usage of drip irrigation for landscaping to control runoff waste and use of drought-tolerant plants to reduce water demand.

Our sites wastewater is intended to be completely recycled for use in cooling towers, flushing and landscaping. Water consumption is minimized by selection of high-efficiency plumbing fixtures with flow controls. These features in our new projects also ensure that our occupiers can continue to be our partners in water stewardship. Our drainage systems are designed to ensure faster drying and cleaning. Water submeters have been installed to better track water wastage and leakages. Water used for construction is primarily from water tankers, and we do not use municipality water.

### Water Withdrawal (Development Portfolio)

Sources (KL)	FY2022
Tanker (Third party)	111,121

Stage-wise Water Intensity	Unit	FY2022	Area considered
Sub Structure	KL/sf/annum	1.22 x10 <sup>-3</sup>	2.5 msf
Super Structure	KL/sf/annum	3.00 x10 <sup>-3</sup>	1.7 msf
Finishing	KL/sf/annum	2.31 x10 <sup>-3</sup>	2.0 msf
<b>Total</b>			<b>6.2 msf</b>

### 03. Waste

**Program Objective:** To achieve a zero-waste portfolio through reducing waste generation, recycling and reuse across our asset lifecycle.

India accounts for 12% of global solid waste generation. With the increasing population, waste generated will increase rapidly in a developing country such as ours. Improper waste management is one of the leading causes of environmental pollution. Impactful waste management includes segregation, collection, transportation, recycling and disposal of waste.

In line with our goal of being a zero-waste campus, we minimise, recover and reuse the waste we generate. We have partnered with authorised vendors to treat hazardous waste and ensure that the waste is discarded as per regulatory guidelines. A traceability assessment for all the waste generated on our campuses is helping us track and reduce the amount of operational waste reaching landfills. We aim to achieve 100% waste diversion from the landfills by reducing, recycling and reusing as much waste as possible.

#### Standing Investments Portfolio

For FY2022, we have increased our waste diversion rate of construction and demolition waste. Organic Waste Converter (OWC) machines, with a capacity of 13.2 tonnes, have been set up at all our properties to recycle the food waste generated in our properties. We aim to increase our OWC capacity by 25% by FY2025 (considering FY2020 as our baseline year) and plan to deploy a traceability assessment for them.

##### FY2022 Performance

13.2

OWC Capacity  
(tonnes)

##### Targets

25%

OWC Capacity  
Increase by FY2025

#### Waste Generated (Standing Investments)

Type of Waste	FY2020	FY2021	FY2022
<b>Hazardous Waste</b>			
Used Oil (KL)	112	59	51
STP Sludge (Tons)	32	17	17
Oil Filters (Tons)	5	4	3
Oil Cotton Rags (Tons)	2	2	10
<b>Non-Hazardous Waste</b>			
Metal Scrap (Tons)	192	53	16
Plastics (Tons)	78	20	70
Rubber (Tons)	8	1	1
Paper (Tons)	1,738	333	199
Solid Waste (Tons)	2,286	207	310
<b>Other Hazardous Waste</b>			
e-Waste (Tons)	5	6	17
Battery Waste (Tons)	34	52	41

Note: 1.2 kg/filter conversion factor is used for converting oil filters captured in units into tons



▲ OWC at Embassy 247, Mumbai

## Case Study

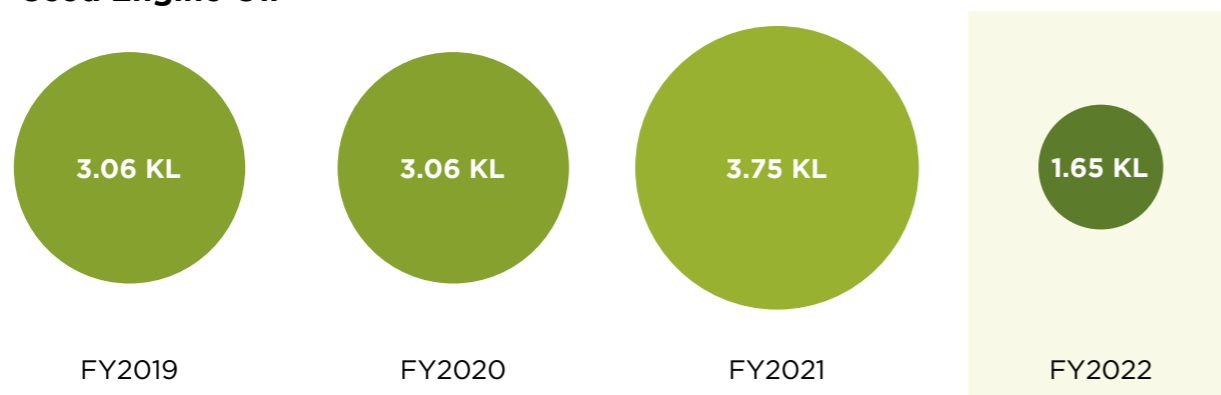
### Reducing hazardous waste - 'Used Engine Oil' from Diesel Generators (DGs)

We conduct regular maintenance of operational equipment to ensure they function efficiently with minimum wastage of resources. To ensure that our DGs run optimally, we perform a series of checks and inspections (B-check, C-check) once a year, as recommended by the original equipment manufacturer. These checks involve changing engine oil, fuel/air filters, water separators etc. It also involves cleaning the radiator and checking all electrical terminals.

We use 10 DG sets in Embassy Galaxy, Noida. Since 2018, annual checks have revealed that each DG set was using approximately 3.4 KL of engine oil per year. Previously, the engine oil was changed at each check. The onset of the pandemic moved our occupiers' employees to a work from home model. This meant that our DG sets were not being used to their full potential. We were advised to replace the used engine oil only if the quality had deteriorated and affected the operation of the DG sets. As a result, we had the used oil tested in a laboratory and changed it where the results indicated it was necessary.

This exercise has reduced the amount of used engine oil being discarded, thereby limiting the environmental impact. It has also reduced the amount of new engine oil we need to purchase, bringing down costs. We are now conscious of testing the oil and changing it periodically.

#### Used Engine Oil



We saved ₹560,000 through this exercise by reducing our purchase of engine oil by 1,750 Ltrs (1 Ltr engine oil = ₹320 approximately)

## Development Portfolio

Currently, the construction waste produced at our sites is segregated and monitored by contractors. Strategies are in place to reuse the waste generated on-site, for example, top soil is being preserved for reuse during landscaping. As a way forward, a tracking mechanism has been initiated to trace the disposal of construction and demolition waste. In the future, we intend to divert our construction and demolition waste away from landfills by reusing the waste on same or different projects, or by using authorized recyclers to responsibly recycle the waste.

## Case Study

### Construction of roads using recycled plastic at Embassy Manyata, Bangalore

Almost 80% of the plastic produced in India is discarded after a single use. Some of it is burnt, causing air pollution. The rest ends up in landfills or clogs drains. It also chokes animals that eat plastic bags, etc. Plastics found in fields blocks germination and prevent rainwater absorption.

The use of plastic in laying roads is an innovation that helps to reuse some of the discarded plastic. The additional benefit is that roads made using plastic have been found to be more durable. These roads have a higher load-bearing capacity and are more resistant to rain.

We implemented this technology when repaving roads inside Embassy Manyata, and added 8% of shredded plastic to the bitumen per the design mix.



▲ Construction of roads using recycled plastic at Embassy Manyata, Bangalore

## 04. Biodiversity

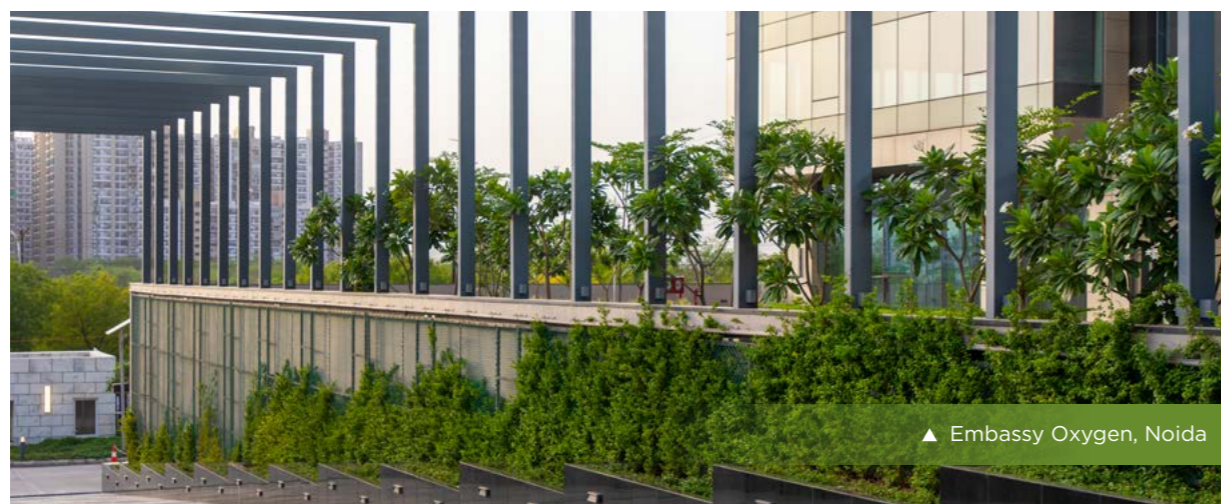
**Program Objective:** To protect, restore and promote biodiversity in the areas in which we operate.

At Embassy REIT, we are mindful of the environmental implications of our projects and take all measures required to reduce their environmental impact by adhering to all regulations. Our goal is to promote and conserve biodiversity in the areas in which we operate.

At Embassy REIT, we are conscious of the environmental implications of our activities and take all required measures to reduce the adverse impact while adhering to all regulatory requirements. Two of our properties, Embassy Manyata and Embassy TechZone, are located in the vicinity of protected areas and we have undertaken environmental impact assessments as per the applicable regulations to understand as well as manage our impact due to land acquisition, construction and operations.

We incorporate flora and fauna in all our parks and tree plantation drives around our properties have helped increase the urban greenery and aid in decarbonisation. Local flora is used in our landscape design to protect and encourage the growth of native species and habitats for development projects. New landscape designs incorporating an increasing share of green walls, native greens and biophilic elements are in the pipeline. We have built pet shelters as well as bird food and water stations at our properties. We have also built a butterfly park at our largest property, Embassy Manyata, to promote biodiversity in the area and aim to undertake similar projects for our other properties.

During FY2022, we conducted a detailed biodiversity survey for Embassy Manyata and plan to conduct further such surveys for our upcoming projects to minimise our impact on the local species.



▲ Embassy Oxygen, Noida

## Case Study

### Biodiversity survey at Embassy Manyata

Embassy Manyata at Bangalore is one of our marquee assets and one of the largest business parks in India. The operational area of 11.8 msf hosts more than 50 global companies and their 150,000 employees. The Nagavara Lake and Hennur Lake in close proximity to the Manyata campus make the area rich in several species of different flora and fauna. This has been aided by the horticulture and landscaping efforts done by Embassy REIT inside the tech park.

A biodiversity survey was envisaged for Embassy Manyata, which could help list the different species of birds, insects, butterflies, reptiles and plants within the ecosystem of the park and to assess the current status as per International Union for Conservation of Energy (IUCN). We also expected the survey to identify biodiversity hotspots within the campus, which would also improve the awareness and importance of biodiversity among stakeholders. The biodiversity survey was completed after seven days of enumeration and observation. The survey identified 35 species of birds, 21 butterfly species and 15 species of flora. The survey recommended that green cover be increased by planting more local trees, and also recommended the construction of a butterfly garden.



▲ Butterfly Garden at Embassy Manyata, Bangalore

### Butterfly park at Embassy Manyata

The results of the biodiversity survey identified a number of butterfly species in and around Embassy Manyata. In line with the recommendations of the survey, we wanted to create a park for the butterflies in their natural habitat without displacing them. This included identifying host and nectar plants for all 21 butterfly species discovered during the survey. We also identified a small pond that could serve as a watering zone and marshy areas. All of the plants in the butterfly park have name tags and boards with information about the butterfly species that depend on the host plants.

Following the success of the butterfly garden, we launched two more pilot projects with to the goal of enriching the ecosystem around us. The first was to set up bird shelters with feeders that would attract birds from surrounding areas. The second was to set up an apiary for breeding bees which would help in pollination of trees in and around our campus. Both these pilot projects are expected to provide our occupiers further opportunities to connect with nature.

### Miyawaki plantation at Embassy Manyata

Miyawaki is a Japanese technique for planting native trees in a small area to create a dense foliage in a few years. Trees of various heights and thicknesses are chosen. After about three years, the area has different categories of trees ranging from smallest shrub layer, to the small sub-tree layer, the average tree layer, and the large canopy layer. The use of native trees also ensures that they require little to no maintenance. This was a very effective way for us to create dense greenery within our limited space. We hope that the Miyawaki forest at Embassy Manyata will restore the ecological balance of the area and help to further lower the ambient temperatures.



▲ Miyawaki Forest at Embassy Manyata, Bangalore

## Case Study

### Tree Transplantation for Greenfield Projects

About 95 trees were transplanted at Embassy Tech Zone for the construction of Hudson and Ganges towers in Pune, and over 350 trees additional trees were planted. Proper approvals were taken from authorities for this transplantation and the transplanted trees were monitored for their growth on a half-yearly basis.



▲ Embassy TechZone, Pune



## Sustainable Supply Chain

### 05. ESG Performance of Suppliers

**Program Objective:** To enhance our sustainability performance by integrating ESG aspects across our supply chain.

We work with 700+ suppliers and contractors who are critical to our success and capabilities to meet our commitments to our stakeholders. We track, monitor and undertake initiatives to improve the sustainability performance across our supply chain by training and encouraging our suppliers to adopt sustainability initiatives and disclose their sustainability performance transparently.

ESG clauses are incorporated in our agreements and contracts with major suppliers supporting our functions. A comprehensive 'Supplier Code of Conduct' covers guidelines for conduct across human rights, ethics and business, anti-bribery and anti-corruption. Neither Embassy REIT nor our suppliers and contractors employ any child labour. Ongoing communication on ESG goals, requirements, progress and challenges keep our suppliers and contractors informed and engaged. Our suppliers receive regular training on sustainability-related imperatives. We also conduct periodic audits and continuously monitor and review their performance to ensure ESG compliance across our value chain.



▲ Embassy Manyata, Bangalore

## Standing Investments

We work with 500+ suppliers and contractors for operations which include common area maintenance agencies for property management, housekeeping and security services, vendors for equipment maintenance, authorised vendors for waste management, consumables suppliers, IT services providers, and food court service providers. Our goal is to promote the integration of sustainability across our supply chain and work with vendors to ensure adherence to our supplier code of conduct and alignment with our ESG strategy.

Our ESG performance review for our existing key vendors, contributing to 71% of the order value in FY2022, is in progress and will help us set the baseline score for monitoring their performance.

Our suppliers are committed partners in our ESG journey. We ensure that they are adequately trained to contribute to our sustainability goals. This year we conducted several training sessions for our key suppliers covering topics such as solid waste management, wastewater management and biodiversity.



#### Solid waste management:

The session expanded on our roadmap to becoming a zero-waste organization. The different types of waste generated by our operations were discussed, along with the recommended disposal methods for each. We shared the state-wise list of banned substances (plastic containers, packets, etc.) with the attendees, suggesting suitable alternatives.



#### Water waste management:

In the broader context of different categories of wastewater, we also discussed the types of wastewater found specifically in our business parks. The workshop also reiterated the importance of stormwater drainage facilities as a means to channelise wastewater.



#### Biodiversity:

The importance of biodiversity was extensively discussed during an in-depth workshop with our suppliers. In line with our focus on expanding plantations in the vicinity of our parks, we also discussed the relevance of Miyawaki forests for urban office spaces. The workshop also stressed the harmful impact of urban effluents on water bodies.

## Development Portfolio

Since January 2022, all our new contracts are agreed only after the acceptance of GCC (General Conditions of Contract), SCC (Special Conditions of Contract) and a SCoC (Supplier Code of Conduct). GCC, SCC and SCoC are aligned with Embassy REIT's vision and targets on ESG. We intend to support all our vendors and contractors to enhance their ESG performance year-on-year. Eventually, we would furnish contracts only to those contractors and suppliers who qualify our ESG pre-qualification and performance assessment criteria.

During FY2022, we updated our contractor/supplier performance assessment to include ESG parameters in order to align and monitor their ESG performance. A performance evaluation was conducted for our key contractors, representing 63% of the contracted and work done value in FY2022. During the year, we also completed ESG trainings for all our development managers, architects and project management companies. ESG trainings for our vendors and contractors would be completed in FY2023 and shall continue every six months.

### 06. Local Sourcing

**Program Objective:** To prioritize local sourcing of materials used across our asset lifecycle.

Localising supply chains presents a significant opportunity to enhance the socio-economic well-being of communities near our operations, while also reducing our environmental footprint. Sourcing products locally helps us reduce the emissions and energy consumption associated with the shipping and storage of such materials. We have defined a 1,000 kms radius around our respective sites to evaluate the availability of local materials. By FY2025, we hope to use at least 30% locally sourced materials throughout our supply chain. To increase our share of local sourcing, we are developing a 'Local Sourcing Data Tracker' and incorporating a Local Sourcing Clause in all our major contracts. Our suppliers and contractors are being trained and encouraged to understand and initiate tracking of selected Scope 3 emissions relevant to their footprint.

During the year, we procured 97.6% of the materials for our standing investments and 82.84% of the materials for our development portfolio locally. Disruption to supply chains due to the pandemic impacted the procurement of some imported goods, and resulted in a significantly higher share of local sourcing for our portfolio in FY2022.



▲ Embassy TechVillage, Bangalore

### 07. Certified Materials

**Program Objective:** To prioritize the usage of green and eco-certified materials across our asset lifecycle.

We recognise the importance of using green and eco-certified materials and prioritise their use. In FY2023, we intend to ensure that 5% of all materials used for our construction projects are green/eco-certified. We also plan to initiate usage of two EPD (Environmental Product Declaration) or HPD (Health Product Declaration) materials. In addition, we plan to introduce third-party certified wood-based materials and products in our portfolio to enhance the sustainability aspects of our new projects.

To manage, monitor and regulate the certified material usage in our portfolio, we have initiated the tracking of material certificates and have developed a certifications database during the year. This will help us assess and set our baseline usage of certified materials.



# Revitalised Communities

# Revitalised Communities

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

## Human Capital

### 08. Employment Practices and Engagement

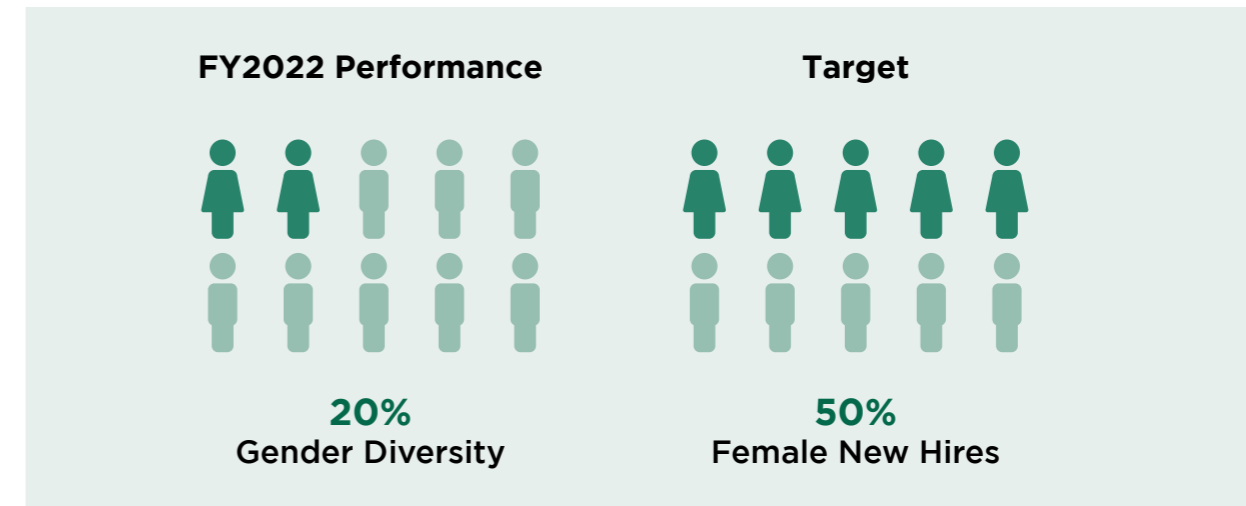
**Program Objective:** To create a diverse, inclusive, high-performing and engaged workforce by implementing equitable practices, infrastructure and engagement strategies for our employees.

Employees are one of the most important pillars of an organisation's growth and development. Embassy REIT recognises and appreciates their talent, as well as their dedication and contributions. They are the force behind our sustained and responsible growth. The Human Resource department is crucial in developing talent acquisition strategies and frameworks for effective resource management. These strategies and frameworks are designed to groom and nurture employees to global standards of effectiveness and competitiveness. We believe that our employees perform best when they are engaged and aligned with the broader organisational goals. Our cross-functional teams display high levels of camaraderie and cooperation, making for a healthy workplace.

We are an equal opportunity employer and strive to create a holistic workplace for our workforce. We ensure diversity in our employee profile in terms of gender, ethnicity, caste and creed. To improve the diversity metrics in our organization, we have set ourselves a target to ensure at least 50% of our new hires are females from FY2023 onwards.

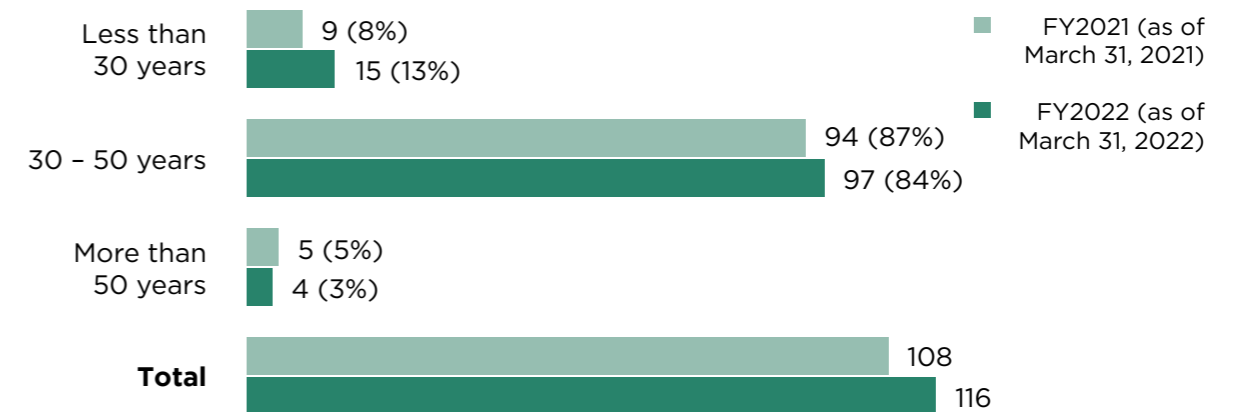
Our hiring practices are meritocratic and our compensation policy is solely dependent on our employees' qualifications, experience, skill set and performance. All our employees are entitled to statutory benefits like contribution to provident fund, pension fund, gratuity, and health and life insurance. We are also internally undertaking a gender pay gap analysis to evaluate the compensation dynamics of the organization. We provide our employees with a platform for well-planned career development. The Key Result Areas (KRAs) of our employees include relevant ESG aspects, which align their activities with the organisational goals; for example, our 50% new-hire diversity target has been included in the KRAs of all hiring managers.

Embassy REIT started FY2022 with 108 permanent staff across all our locations, including 24 (22) women. During FY2022, we rationalised our new hiring compared to FY2021 and hired 23 employees during the period, including 3 (13%) women and noted attrition of 15 employees, including 4 (21%) women. Hence the closing balance of permanent staff headcount was 116 and average headcount during FY2022 was 112.

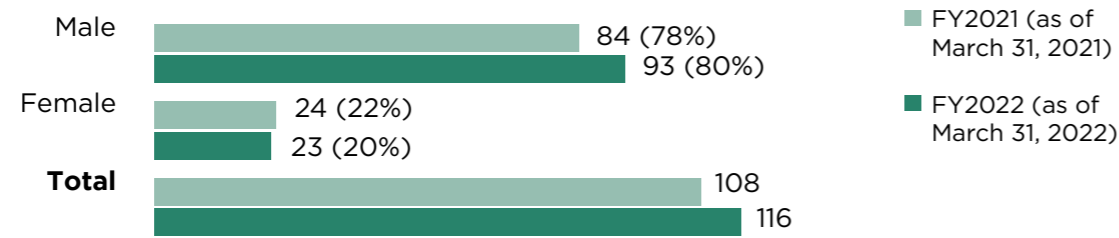


### Employee count

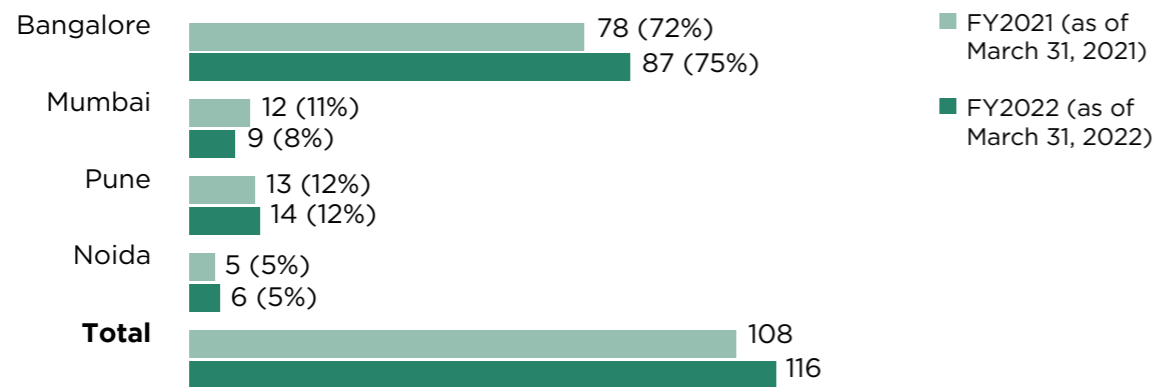
#### Employee count by age



### Employee count by gender

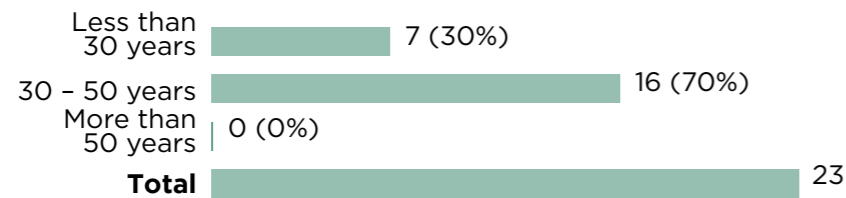


### Employee count by location



### New employee hires in FY2022

#### New employee hires by age



#### New employee hires by gender

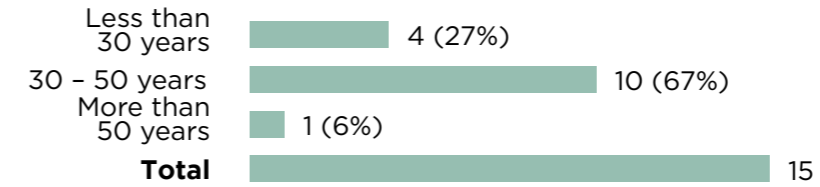


#### New employee hires by location

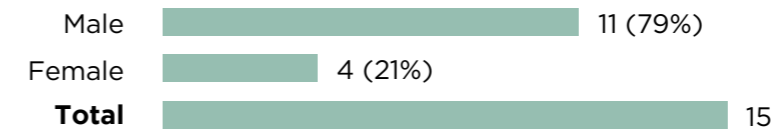


### Employee turnover in FY2022

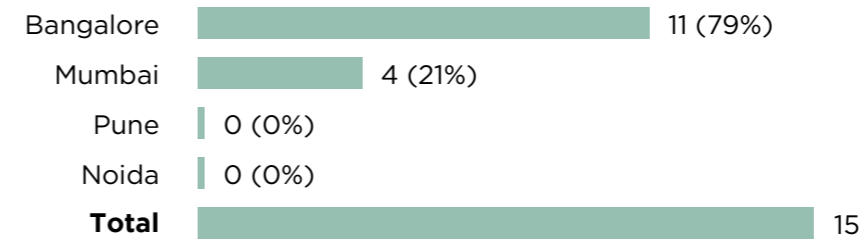
#### Employee turnover by age



#### Employee turnover by gender



#### Employee turnover by location



### Third-party contract employee count

#### Third-party contract employee count by gender



#### Third-party contract employee count by location



Employee benefits at Embassy REIT go above and beyond the prevailing labour laws.

Type of Benefit	Permanent Employees
Life Insurance	Yes - Group Term Insurance: sum insured ranges from ₹2 million to ₹20 million
Healthcare	Yes - Group Medclaim Insurance: ₹0.6 million family floater
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: 14 days, maternal leave: 26 weeks
Bereavement leave (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
Housing	Yes - Housing deposit scheme for employees of Grade A1 and above

## Employee Engagement

During FY2022, Embassy REIT launched Wellness on Web (WOW) to provide easily accessible wellness initiatives to employees. These initiatives were delivered online through live classes, games, awareness sessions, webinars and articles by experts as well as through professional assistance. It included programs on self-care, happiness, emotional health, stress management, physical fitness (yoga, meditation, zumba, aerobics classes etc.), financial consultation, nutrition guidance, healthy cooking tips, counselling etc.

## Employee Engagement Survey

Embassy REIT conducted an Employee Engagement Survey during FY2022 through an independent agency Gallup and witnessed a 91% participation from permanent employees. The overall engagement score for the year stood at 4.01 (on a scale of 5) as compared to a 3.97 score in FY2020. The survey helped us to analyse employee sentiments and gather valuable feedback to get actionable insights and chart out specific plans to improve the overall experience of our employees.

The survey results highlighted a few areas which were highly appreciated by the employees like transparent, supportive, open and friendly work environment, dynamic management and empathetic leadership. Areas to improve engagement such as more collaboration and team bonding initiatives were also highlighted as these engagements had reduced due to work from home and COVID-19 related restrictions. Specific action plans for FY2023 have been created to address the feedback after gathering inputs from the leadership, people managers and the human resources team. Some of the planned initiatives include an integrated office setup with regular team interactions, more frequent connects, team engagement activities and knowledge sharing sessions.

## 09. Training and Development

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

We recognise the importance of developing internal talent and investing in future talent, and we encourage our employees to engage in continuous learning and development. Our learning and development programs are designed to help our employees in developing their professional competencies and potential for career growth advancement. These programs help to upskill our employees and maintain our culture of continuous learning.

Our employees received around 1,492 hours of training during FY2022, which averaged to 13 hours of training per employee (average headcount during FY2022 was 112). Topics covered included delivering

### FY2022 Performance

 **1,492**  
Trainings  
Hours

 **13**  
Average Training  
Hours per Employee

impactful presentations, organising skills, emotional quotient, role/function-based knowledge enhancement sessions, negotiation skills, AED/CPR trainings, sessions on ESG orientation, online trainings on company policies, compliances and many more. We aim to increase the average training hours per employee to 13.5 hours or 1.5 man days and also plan to introduce more sessions on diversity and other ESG aspects.

#### Training hours by employee category, FY2022

Employee category	Number of Employees	Training hours
Senior Management (General Management and above)	18	202
Middle Management (Senior Manager to Deputy General Manager)	48	533
Junior Management (Assistant Manager, Deputy Manager and Manager)	45	598
Staff (All Executives, Assistants and Trainees)	9	159
<b>Total</b>	<b>120</b>	<b>1,492</b>

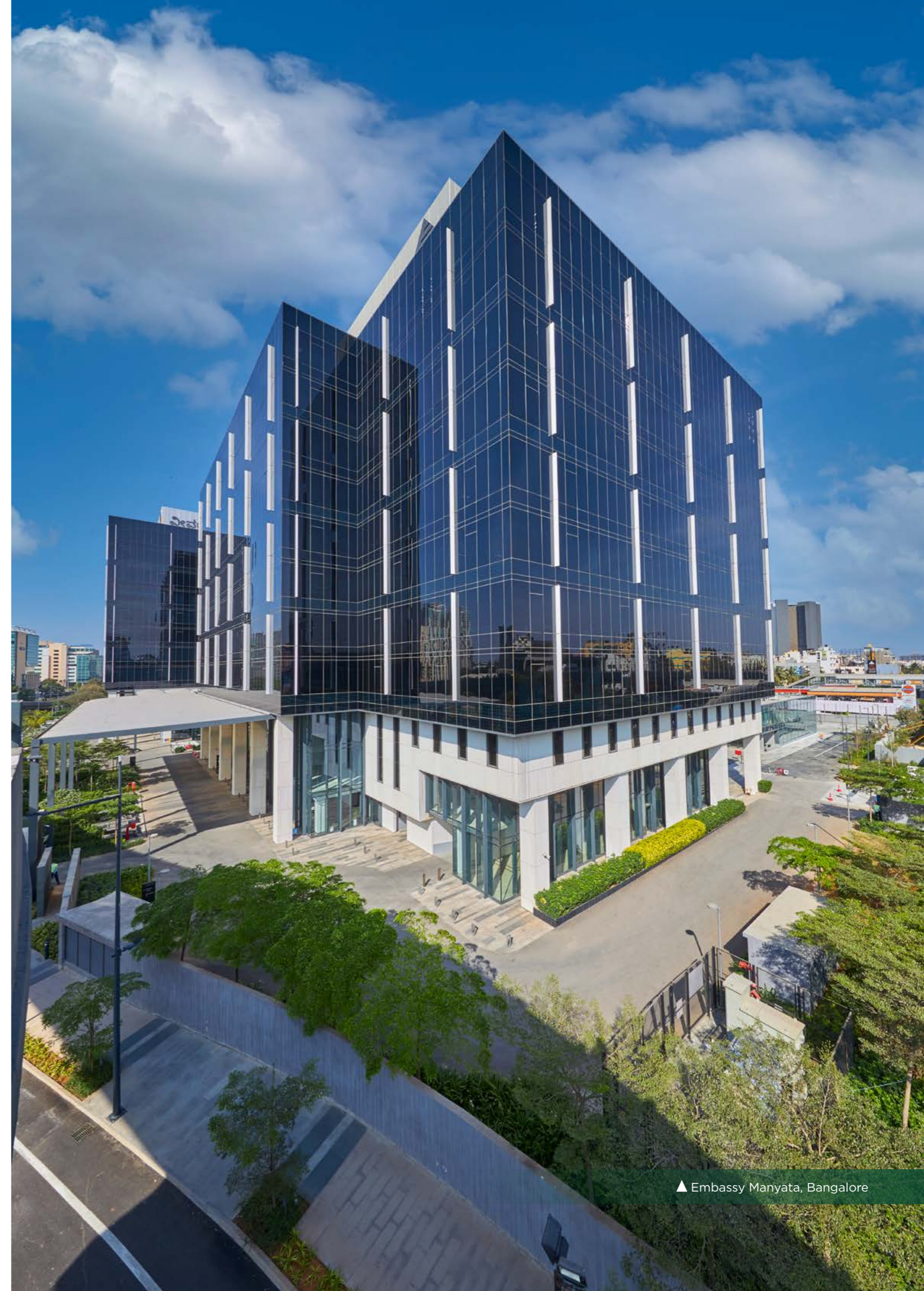
#### Training hours by gender, FY2022

Employee Gender	Number of Employees	Training Hours
Male	95	1,121
Female	25	371
<b>Total</b>	<b>120</b>	<b>1,492</b>

The table below show the types of training attended by the beneficiaries and the number of training hours offered for each type of training.

#### Types of training, FY2022

Type of training	Number of Trainings	Training Hours
Internal courses for skill upgradation	223	864
External courses for skill upgradation	122	628
<b>Total</b>	<b>345</b>	<b>1,492</b>



## 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.

We are focused on providing best-in-class sustainable buildings for our employees, occupiers, indirect property management staff, visitors, and others by improving quality of life and creating healthier and safer work environments. We prioritise occupational health and safety throughout the life cycle of our projects. As the projects progress, we must provide a safe work environment for our teams engaged in construction. Once the property is handed over to the occupiers, our operations team continue to provide a productive work environment.

Our buildings are thoughtfully designed, keeping the health and well-being of our occupiers in mind. Different design elements ensure that the buildings offer a conducive work environment with 'acoustic', 'thermal', 'visual' and 'ergonomic' comfort. 'Biophilic design' elements are also being integrated to help our occupiers get closer to nature and to promote social interactions. Soothing landscaping, open green spaces, and designated breakout areas in our properties encourage social gatherings and physical activities and help to improve the overall well-being of our occupiers.

Efficient filtration systems with advanced Indoor Air Quality (IAQ) technology using Photo-hydro-ionization (PHI) helps to minimize and neutralize indoor air pollutants such as bacteria, viruses, mold, gases (VOCs) and odors and helps to maintain the air quality in our buildings. We have also installed indoor air quality monitoring systems across our portfolio to transparently track and monitor the live air quality in our properties. Also, efficient HVAC systems provide the desired temperatures within our offices to make occupiers feel comfortable. All our parks are also equipped with Automated External Defibrillators (AEDs) to ensure medical readiness and over 200 of our park occupants have been trained for using these AEDs.

### ✓ Safety Committee

Our operational portfolio safety is overseen by a Safety committee which is headed by members of our senior management. Every city has a Location Safety committee headed by the City Lead and has participation from various suppliers and contract staff, to ensure wider representation and comprehensive understanding of safety requirements in our properties. Each quarter, the Operations Head chairs a Management review meeting with all Location Safety committees and a review of the quarterly performance and future action plans is conducted.





## Health, Safety and Well-being Certifications

- The whole of our portfolio is ISO/IMS certified for quality management (ISO 9001), environmental management (ISO14001), and occupational health and safety management (ISO45001). Recently, we also received the ISO27001 certification for data security across our portfolio and became the first Indian real estate entity to achieve this, again underscoring our aim to take a leadership position in the sustainability arena in India.
- We have subscribed to a 3-year program with the British Safety Council (BSC) and aim to get 100% of our properties certified by BSC by FY2023. During FY2022, 26% of our portfolio comprising of 6 of our properties received the British Safety Council FSA (Five Star Audit) certification.
- We have also subscribed to a 5-year WELL program with the International WELL Building Institute (IWBI). Recently, Embassy REIT was awarded a WELL Portfolio Score across all its business parks pan-India and became the first organization in India to receive this score for implementing health and well-being strategies through a portfolio-wide approach. With a score of 49 in its first year of participation, Embassy REIT scored above the global average in 6 of 10 wellness-related parameters assessed. Our portfolio was ranked in the top 5% globally by IWBI in terms of area and number of people impacted. We also achieved a 100% score in the 'Movement' parameter, highlighting the successful integration of physical activity and fitness into everyday life at our business parks. From FY2023, we will initiate performance verification of our properties under the WELL program.

## Health, Safety and Well-being Trainings

At Embassy REIT, trainings and sensitization sessions for work safety practices are conducted throughout the year to improve the safety culture of the organization. We also recognize that training our suppliers and asset management staff plays a vital role in ensuring a safe workplace.

During FY2022, we initiated a 11-month Behaviour Based Safety (BBS) program, in partnership with NIST, to promote and enhance a culture of safety within the organisation. In addition, 'train the trainer' program was conducted for 296 employees of our suppliers across the portfolio to upskill them in topics related to Environment, Health and Safety (EHS). We also conducted 2,138 in-house training sessions for health, safety and well-being, covering 1,933 asset management employees. During FY2022, 54,562 EHS training man-hours were completed by our supplier staff managing our operations.

## Safety Incidents

Our team consists of 116 full-time employees and 5,817 contract workers. During FY2022, over 13 million safe work hours were achieved across our standing Investment portfolio with zero Lost Time Injury (LTI). We had 174 near-miss incidents recorded this year, none of which caused any major injury or loss of productive time.

## Safety Culture Assessment

In association with Tribe Culture Change Ltd, a Safety Culture Assessment was conducted during the year for our direct and indirect staff. The survey results indicated positive responses ranging between 87.2% to 93.5%. Areas of strength highlighted by the survey included the senior management's commitment for safety culture improvement, 'Zero injury' target and initiation of Behaviour Based Safety across the organisation. A few key recommendations from the survey feedback included creation of a safety vision and future roadmap in consultation with safety specialists and employees. The recommendations from the survey have been noted and specific action plans have been created to address these.

## Safety Culture Survey - Across 5 Elements



## CASE STUDY

### National Safety Week

In line with our commitment to drive safety culture among our key stakeholders, a plethora of events are conducted every year. During the year, National Road Safety Week was observed from January 11-17, 2022 with the theme “#SadakSurakshaJeevanRaksha”.



National Safety Week was also observed from March 3-10, 2022, with the theme “Nurture young minds - Develop safety culture”. Various activities were organised such as risk assessment awareness sessions, safety speech writing competition, poster and slogan creation, and a quiz competition. The sessions saw good participation from stakeholders at various properties and helped in promoting the safety focus of the organization.



▲ Flyover at Embassy Manyata, Bangalore

## CASE STUDY

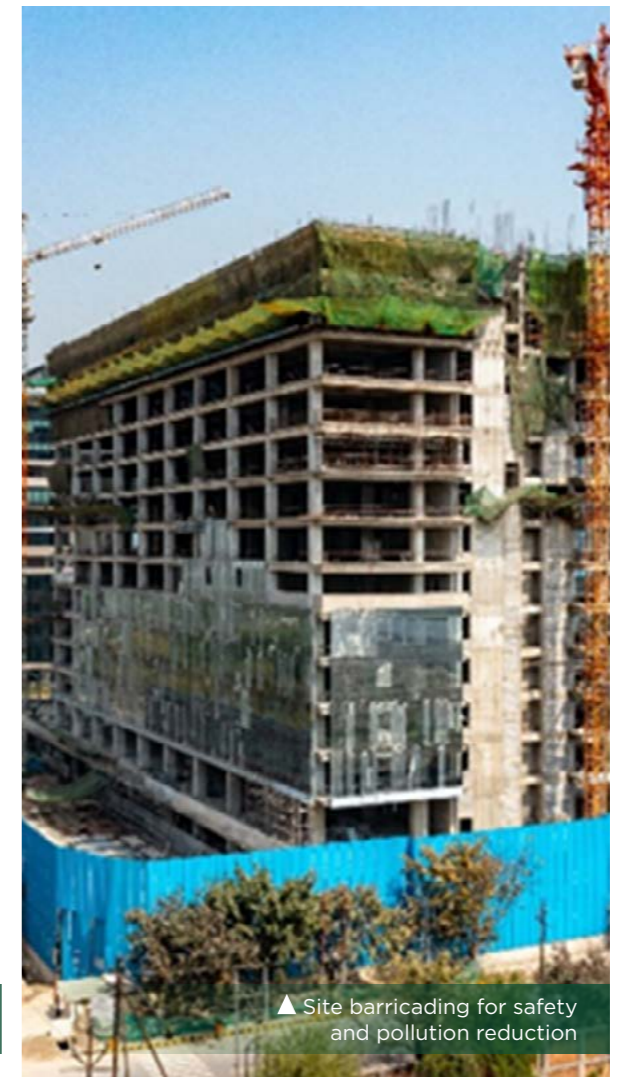
### Dust Mitigation Strategies during Construction

One of the major contributors to air pollution in urban India is the particulate matter generated from construction sites. Although several laws regulate the extent of particulate matter that can be released by construction activities, the permissible limits are set much higher. At Embassy REIT, we have taken a number of steps to control the dust released from our projects.

1. Each of our sites is surrounded by 10-metre high barricades
2. When not in use, construction materials kept on the ground or in vehicles are mandatorily covered
3. Every vehicle that enters or leaves our construction sites is given a wheel wash at the gates
4. Water mist spray guns have been installed at strategic locations inside our sites. This reduces the PM2.5 and PM10 particulate matter. Additionally, at regular intervals, we spray water on the ground



▲ Mist guns installed at construction sites to reduce pollution levels



▲ Site barricading for safety and pollution reduction

## 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, we nurture and contribute to the economic, social and environmental development of our communities. Underpinned by the philosophy ‘together we can do more’, we champion collective action for increased social impact through partnerships with other corporates, non-government organizations (NGOs) and the government. We believe that if corporates, NGOs, and the government work together and complement each other’s efforts, we can design and deploy unique solutions that will exponentially improve the quality of life across communities. We partner with specialised NGOs like Colours of Life, The Anonymous Indian Charitable Trust, Bangalore North Round Table Trust, Friends of Tribals, Careworks Foundation and others to implement developmental interventions. A dedicated CSR committee oversees our Corporate Social Responsibility initiatives, and our endeavours comply with Section 135 of the Companies Act 2013.

In FY2022, we spent ₹112 million across our CSR projects in education, health, environment and other areas. Our CSR projects have been historically focused in Bangalore and we plan to undertake more pan-India projects near our properties. We also plan to initiate community stakeholder surveys next year to assess the impact of our activities and CSR projects in the local communities surrounding our parks.

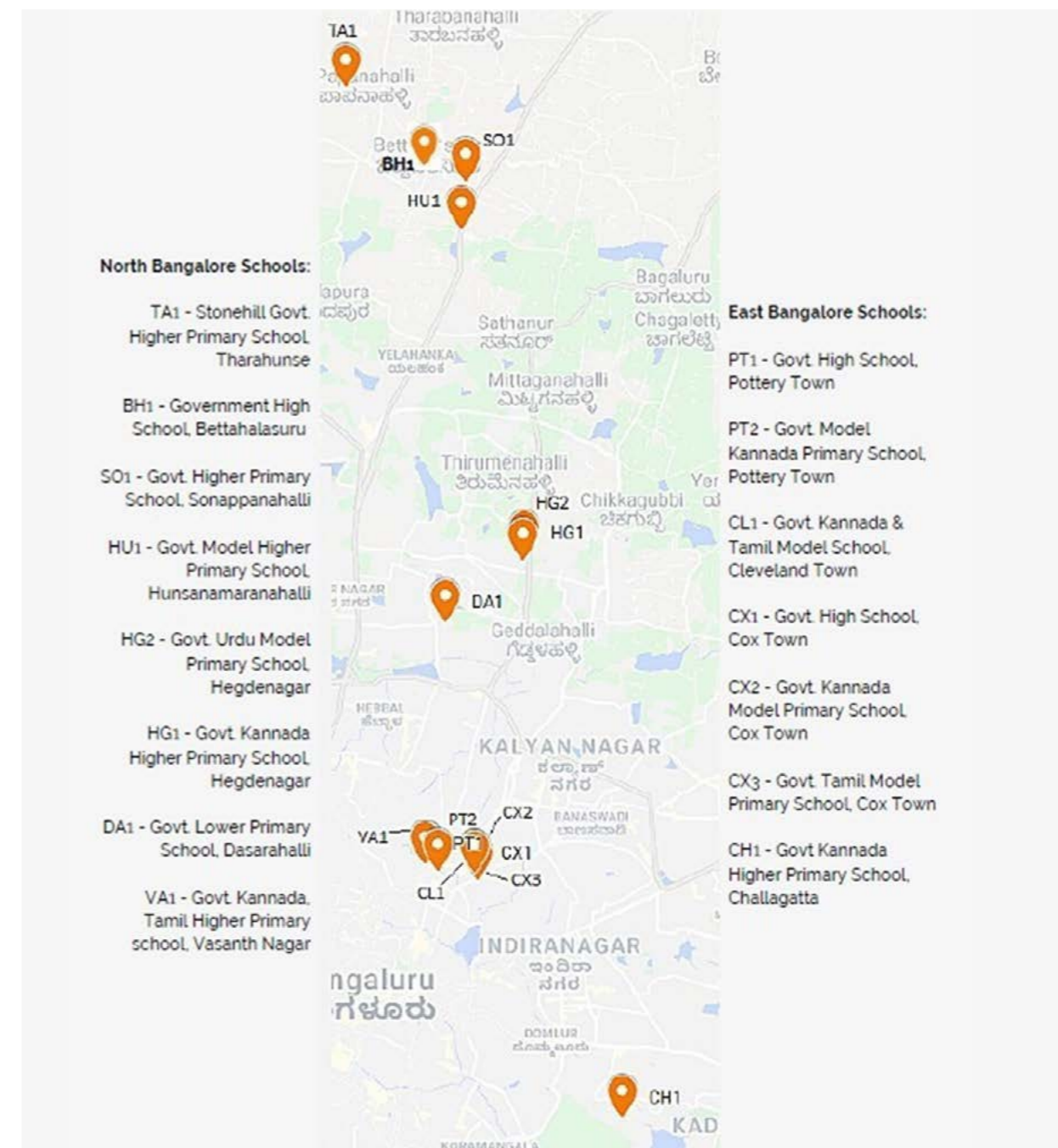
#### Education

Embassy REIT is committed to the equitable development of society, led by our focus on inclusive and sustainable growth. While India has made commendable progress in broadening access to quality education, millions of children remain outside the formal education system. Therefore, bridging the education divide is a key focus of our social development endeavours.

Embassy REIT aims to empower students of government schools with the skills for self-development and future employability through holistic and innovative learning programs. We partner with multiple NGOs, such as Colors of Life, Friends of Tribals, CareWorks Foundation, Parikrma and Room to Read, to implement innovative learning methods mainly in government schools in Bangalore and remote and rural areas in Karnataka and Mumbai. We have adopted over 50 schools, 100 tribal schools and 6 Anganwadis,

which we support with multi-year projects to enable sustained support for student development. The Anganwadi program addresses the learning needs of children in their formative years between three and six. The school interventions help primary and high school students until they are 16. The Colours of Life Academy (COLA) works with high school students to enhance their confidence and employability skills as they prepare to pursue higher education or look for employment. Additionally, we also facilitate interventions to improve health, hygiene, life skills and extra-curricular activities for the holistic development of children and young adults.

#### Our Core Schools



The pandemic disrupted education for all children. However, the impact was even more severe for those without access to digital devices and connectivity, who were unable to participate in remote schooling efforts. We launched Project Sputnik, an online platform, to deliver digital lessons designed to supplement the Karnataka Department of State Educational Research and Training (DSERT) curriculum. We also used Sputnik to engage with families in order to prevent students from dropping out due to multiple pressures. The platform's inbuilt dashboard tracks a student's progress across multiple learning parameters and helps the mentors to customise interventions. English, Maths and Life Skills lessons were delivered on a basic smartphone using simple software programs like Google forms, Datastudio

and YouTube. Mentors shared lessons and assignments through voice calls to students without smartphones and monitored their progress through a specially designed tracker.

In 15 of our core schools, we provide teaching-learning materials including student uniforms, school bags, notebooks and stationery, as well as learning programs in English, Maths, Life Skills. We also support an Alumni Program which offers scholarships and mentorship to students pursuing higher education and employment. 26 students graduated from our Skills Development program in FY2022, with 10 already employed in the industry in various facilities, operations, and maintenance roles.

### FY2022 Performance

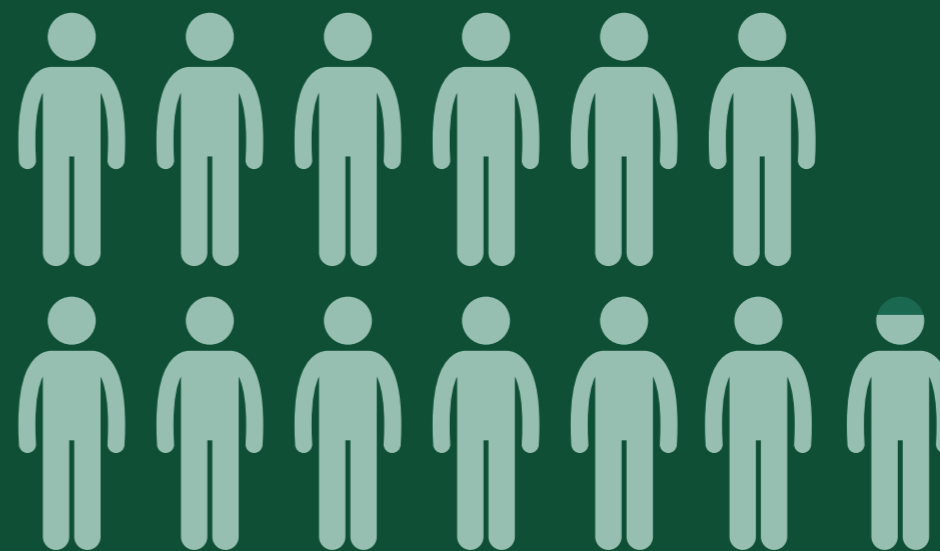
Benefitted through Education Initiatives


**18,757 Students**



Benefitted through Health Initiatives

**25,889 Students**



 = 2000 Students

## Health and Hygiene

At Embassy REIT, we believe that supporting the health and well-being of students in childhood and adolescence enhances opportunities for continued education, improved academic performance and a better quality of life. Along with our corporate partners, Cerner, Cognizant and SwissRe, and our NGO partner Bangalore North Round Table Trust, we have designed a holistic health program covering preventive and detective measures to tackle common health issues for government school students across 5 cities - Bangalore, Chennai, Mumbai, Pune and Noida. These measures include distribution of health kits, nutritional support, preventive health-checkups, school sanitisation and daily campus maintenance. We also undertake community healthcare interventions in partnership with the Sarvagna Healthcare Institute. During the year, beneficiaries from communities around our business parks received 2,845 free or subsidized dialysis treatments.



## Environment

Air, water, and soil are part of the environment that plays a vital role in our lives. At Embassy REIT, we are committed to using these resources efficiently, minimising and managing our waste and protecting our environment even as we grow our footprint. Our CSR goal is to improve the quality of life in villages and rural communities around our business parks through responsible environmental practices. We are a proud partner of The Anonymous Indian Charitable Trust's (TAICT) EcoGram project, which aims to propagate sustainable waste, water and soil management. We are also a founding supporter of TAICT's 'Namma Jalamarga' campaign aimed at promoting awareness for clean water, waste and stormwater management in Bangalore. Further, we have undertaken rejuvenation of the Thimmasandra and Thanisandra lakes in North Bangalore and are undertaking civil works, planting saplings and conducting clean-up drives as part of the restoration project.



## EcoGram Waste Management Project

As India develops, the volumes of waste generated are also increasing. To encourage responsible waste management practices in and around our business parks, we have rolled out EcoGram, a project that encourages villages near our business parks to segregate their waste and reduce the volumes reaching landfills.

The EcoGram project is an initiative started in 2016 by 'The Anonymous India Charitable Trust (TAICT)' and implemented in 9 villages of the Bettahalasuru Gram Panchayat in North Bangalore. The vision behind EcoGram is to create model Gram Panchayats by building processes and infrastructure for sustainable decentralised waste management, soil quality and water conservation and strengthen the foundations of responsible growth by bringing together community members, local governments and funding organisations.



## EcoGram: Local Solutions for Global Sustainable Development Goals

### Waste



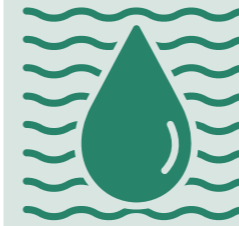
- Decentralised sustainable solid waste management services for Bettahalasur Panchayat as well as large commercial establishments in North Bangalore
- Generation of employment and livelihood through waste stream management
- Awareness on sustainable consumption and inculcating environmental sustainability
- Identifying suitable partners as service providers

### Soil



- Food security through soil health
- Revival of sustainable agricultural practices
- Increasing biodiversity and improving micro climate of the Panchayat

### Water



- Restructuring Liquid Waste Management systems
- Rejuvenation of local water sources to ensure water security
- Low cost turnkey solution for water recycling and conservation
- Identifying suitable partners for implementation



Before the start of EcoGram Project, garbage from around 2500 waste generators (at the rate of 53 metric tons per month) was being dumped and burnt, causing air, water and soil pollution. Our environmental and waste management initiatives have led to high levels of segregation in the villages we operate in, through enthusiastic community participation and awareness. Dry waste is sorted in a collection centre into 35 categories and sold to aggregators and recyclers. Rejected dry, sanitary and mixed waste is sent to government-approved landfills. We conduct weekly monitoring of operations based on 15 Key Performance Indicators (KPIs).

Our initiatives have impacted around 2,800 households and ten bulk waste generators in FY2022. We collected 332 metric tons of wet and dry waste and recycled over 120 metric tons of dry waste. In addition, we conducted 12 workshops and awareness sessions on waste segregation and management for 617 beneficiaries last year.



▲ EcoGram Waste Management Project

**Rajeswari, Resident of Tarahunise Village,** “To visitors now, our village of Tarahunise looks very clean with little to no garbage on the streets. Earlier, however, the situation was very different. There used to be garbage everywhere and no systemic way to dispose the waste. TAICT and Embassy REIT came together to initiate daily collection of waste from every household. They taught us how to separate our dry and wet waste, as well as provided us with buckets and bags for segregation. Due to their commitment, we have become a model village.”



▲ EcoGram Waste Management Project



▲ EcoGram Waste Management Project



## Impact of EcoGram Waste Management Project

	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022
Numbers of Waste Generators	471	564	996	1583	1876	2751
Dry Waste (kgs)	5,109	19,027	48,138	107,428	121,021	152,805
Wet Waste (kgs)	6,546	15,672	46,731	120,109	134,426	179,778
Sanitary/Reject Waste (kgs)			429	3,914	15,830	20,512
Mixed Waste (kgs)		7,813	23,339	33,235	17,056	35,910
Segregation Level		81.62%	80.33%	87.44%	94.08%	90.77%
Tons of Dry Waste Recycled (MT)	5	19	48	72	110	125
Number of Trees Saved	39	144	365	553	587	601
Landfill Area Saved (m3)	63	222	571	929	1342	1503
Fuel Saved (KL)	6	22	54	81	106	115
Energy Saved (MWh)	13	47	119	180	235	256



Recycled 379 tonnes of dry waste



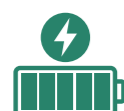
2289 trees saved by recycling paper



4630 cubic metres of landfill area saved (3.8 acre-ft)



384 KL of fuel saved



850 MWh of energy saved

## Lake Rejuvenation – Tarahunise and Thimmasandra Lakes, Bangalore

Water is a scarce resource and taking steps to conserve it is critical for the continued well-being of humanity. In this regard, we are working to rejuvenate two lakes in Bangalore as part of the EcoGram project. Guided by Dr Vincent Paul Raj, an expert on Miyawaki afforestation and Vetiver plantation, we are supporting the building of bunds around the adopted lakes as a natural reinforcement system. With our implementation partner, we planted 16,000 Vetiver saplings around Tarahunise lake and 40,000 saplings around the Thimmasandra lake. Additionally, with the help of the Forest Department and Gram Panchayat, 900 other saplings were planted around the Thimmasandra lake, of which 70 saplings are lake-friendly native species. More than 100 native tree saplings were also planted around the Tarahunise lake.

We are also conducting bi-annual tests to check the quality of water of these two lakes and have also installed trash bins around the lakes and conduct drives to regularly remove litter and weeds to keep the surroundings clean. Further, in partnership with NGOs BIOME and Myrada, we conducted awareness sessions for rainwater harvesting and recharging wells.

### EcoGram Threads of Life

We also support 'The EcoGram Threads of Life', a skill development intervention that aims to enhance the employability of community members through teaching skills such as sewing and tailoring. The program was initiated in March 2022 in partnership with the Yuvalok Foundation, for the alumni of Stonehill Government School and their relatives, with a first batch of 12 students.



▲ Thimmasandra Lake, Bangalore



▲ Thimmasandra Lake, Bangalore

## Community Infrastructure

Our efforts to enhance the government school educational systems go hand-in-hand with improving their infrastructure and creating environments conducive to learning.

In partnership with our corporate occupier ANZ, we have undertaken a 2-year project for a new school building, involving renovation of 7 classrooms and construction of 12 new classrooms, a new toilet block consisting of 24 toilets, handwash and drinking water stations at the Government Model Primary School, Thanisandra in Bangalore, expected to benefit over 1,000 students. The project is expected to be completed by March 2023 and also involves providing furniture and fit-outs for all classrooms and staff rooms, as well as the installation of a rainwater harvesting system and solar panels. This is the third school building project by Embassy REIT and ANZ under the Embassy REIT's Corporate Connect Program.

We have undertaken a project to contribute to green infrastructure in schools and equipped 6 schools in Bangalore with solar power this year, and provided solar lamps to a school for children with disabilities in Pune. We have also commenced the construction of a dry and wet waste collection centre in partnership with the Bettahalasuru Village Panchayat to build and manage an integrated solid waste processing centre in a dedicated 2-acre land parcel, expected to benefit 10 villages in North Bangalore.

We have also been actively investing in community infrastructure upgrades around our properties to benefit the public at large. We recently announced the opening of a 3-lane flyover at Embassy Manyata wherein we have invested over ₹1.8 billion to improve the connectivity in North Bangalore. We also constructed a public skywalk at Embassy TechVillage last year helping over 20,000 pedestrians daily to safely cross the road. We are always looking for such opportunities to contribute towards improving the city infrastructure and simultaneously enhancing our 'total business ecosystem' offering.

### Thanisandra School Project with ANZ



Renovation of 7 classrooms



Construction of 12 new classrooms



New toilet block consisting of 24 toilets



Benefit to over 1,000 students



▲ Ground-breaking for a School Building Project with ANZ



▲ Public Skywalk at Embassy TechVillage, Bangalore

## 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.

A strong, aligned focus in partnering to identify innovative solutions, execute projects and involve stakeholders is the path towards sustainable impact. In line with this, Embassy REIT's Corporate Connect program aims to bring together the 200+ corporate occupiers of our business parks with a shared vision for our communities. In FY2022, we collaborated with 20 corporates towards 17 projects in government school infrastructure, COVID-19 relief and health, raising over ₹140 million. Some of our key corporate partners for the year included Cognizant, ANZ, Cerner, Swiss RE, AXA XL, Silicon Valley Bank, Colt, Fractal, L&T Technology Services, McAfee and Yahoo.

Most of our education, health and education infrastructure CSR projects defined earlier are being carried out in partnership with our occupiers under the Corporate Connect umbrella. These initiatives help us in amplifying our CSR projects and aligning our CSR mandates with our corporate occupiers, thereby promoting long-lasting relationships and partnerships. We, therefore, continue to engage with our occupiers to seek further opportunities for collaboration.

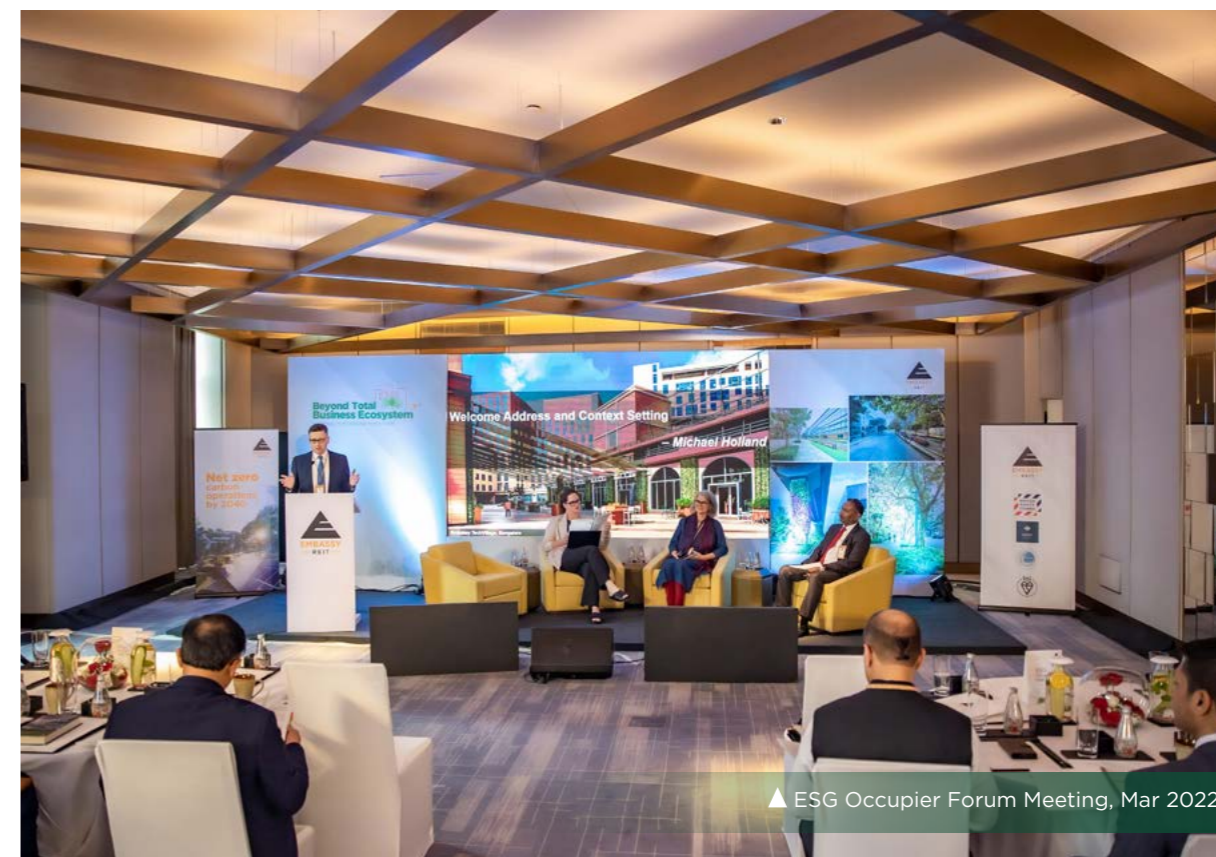


▲ A Health CSR Project under 'Corporate Connect'

## 13. Customer Centricity

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

We believe that corporate occupier engagement and satisfaction is critical to the success of our business. Several programs are undertaken at our campuses to engage our occupiers' employees and foster a sense of culture. A year-long calendar of cultural and entertainment activities is curated under the banners Energize@Work, Q Life and Embassy Plus at different locations to connect our occupiers and their employees. However, due to the onset of the COVID-19 outbreak in March 2020 and the resulting remote working situation, the frequency of organized activities was low during the year. As we came out of the shadows of the pandemic in the beginning of 2022, we celebrated Women's Day at our properties to herald the return to normalcy and to recognize the immense contribution being made by women in all spheres of lives. We also started an ESG occupier forum during the year with participation from our key occupiers and plan to hold half-yearly meetings of this forum. Besides this, we also initiated publishing half-yearly ESG updates on our websites and holding one-on-one interactions with our key investors and occupiers regarding our sustainability initiatives.



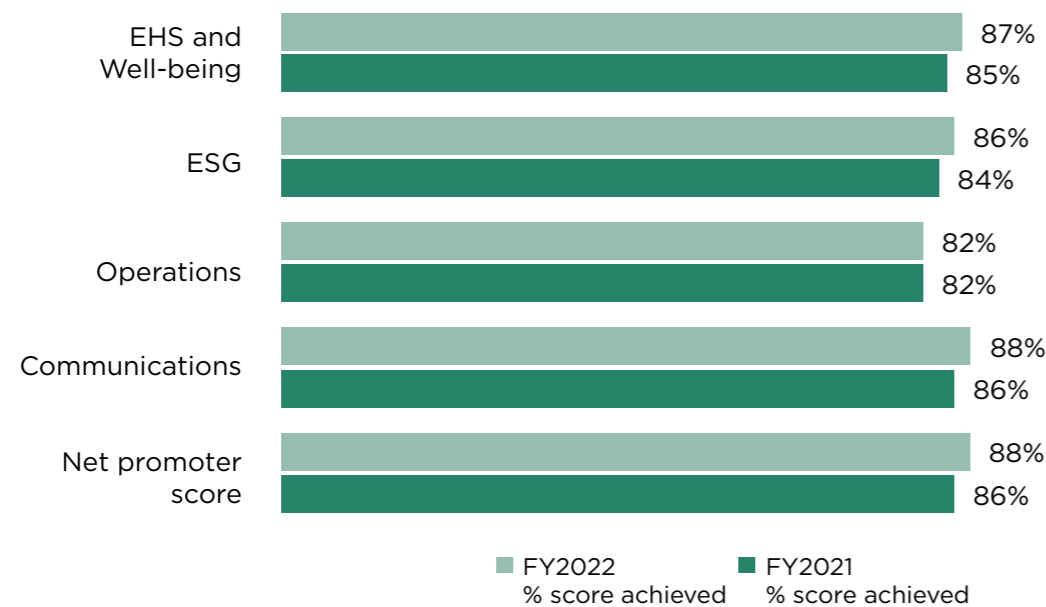
▲ ESG Occupier Forum Meeting, Mar 2022

## Customer Satisfaction Survey

As part of our customer centricity initiatives, our goal is to achieve and sustain high customer satisfaction levels. We undertake a customer satisfaction (CSAT) survey each year to understand the occupier satisfaction levels with our services and perceptions regarding our campus facilities as well as ESG aspects such as waste management, safety and security, electrical and utilities management, etc.

According to the FY2022 survey results, we received a net promoter score of 88%, a 2% increase in the score from last year. Results of the survey indicated that 86% of the respondents were satisfied with the ESG practices adopted at Embassy, which is also a 2% increase from the previous year. 87% of the respondents also indicated that they were satisfied with the EHS and well-being initiatives at our properties.

In our FY2022 CSAT survey, we received an overwhelming response from 169 occupiers, corresponding to a 71% survey participation rate. We committed to contributing ₹1,000 for every survey completed and thereby donated a sum of ₹1,69,000 to our CSR partner The Anonymous Indian Charitable Trust. Please see below a summary of our 2022 CSAT survey results along with a previous year comparison:

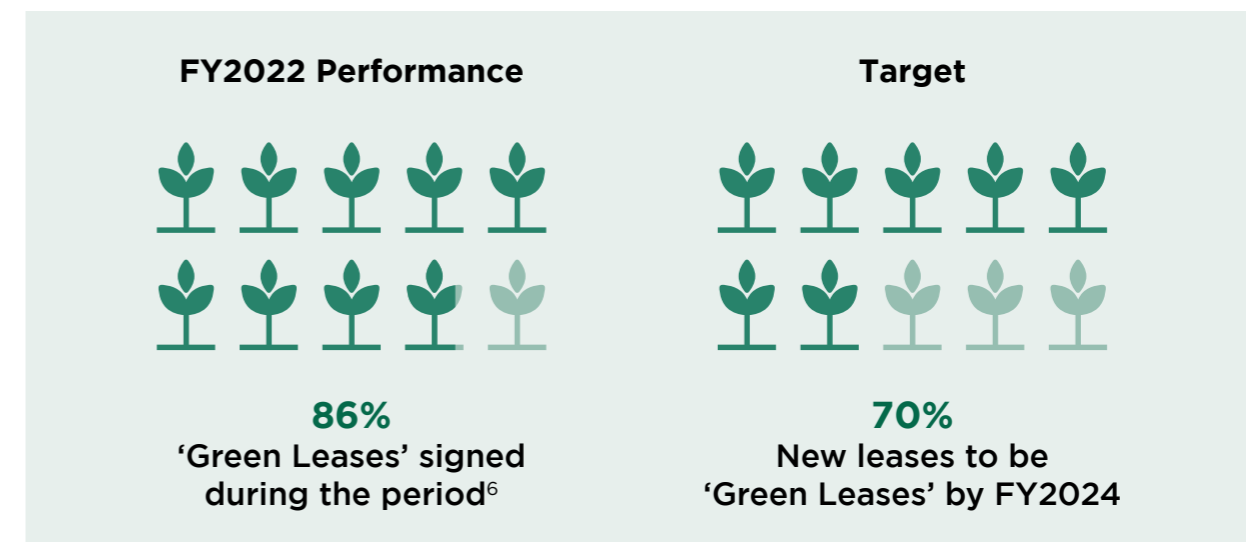


Occupiers were highly satisfied with Embassy REIT’s ESG initiatives and programs as well as our COVID-19 prevention initiatives and protocol implementation, including support for occupiers’ vaccination drives. Other areas of strengths highlighted by the survey were utility management, landscaping, and safety aspects especially for women employees in Embassy REIT’s business parks. Some areas of improvement suggested by the survey

were rectification of water seepage issues at certain buildings, replacement of conventional CFL with LED lights, general upkeep of parking areas, introducing RFID/automated parking and more EV charging stations and increasing in number of women security guards. We have created specific action plans to address the improvement suggestions noted from this survey results. Such surveys and engagement with our occupiers helps us to continuously assess and improve our services and endeavours to provide world-class office spaces and experiences to our 200+ corporate occupiers.

## Green Leasing

Green Leasing is also an important component of our customer engagement initiatives. During the year, we initiated the inclusion of ‘Green Lease’ clauses as part of our standard leasing contracts for all new leases and renewals. These clauses entail mutual sharing of utilities management data for energy, emissions, water, waste, etc., and declaring a common statement of intent to jointly work towards our ESG goals. We aim for at least 70% of all our leases signed in FY2024 to contain ‘Green Lease’ clauses. These ‘Green Leases’ will help us jointly monitor our environmental impact along with our corporate occupiers and take corrective actions where required in order to reach our overall 2040 net zero target. During FY2022, out of the 36 leases signed since Q3, 86% of the leases, totalling 0.8 msf, incorporated green clauses and are ‘Green Leases’.



6. Data considered for Q3 and Q4 of FY2022 as Green Leases were introduced since Q3 FY2022

# Responsible Business

# 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 in order to support our sustainability initiatives.

We have expanded our sustainability strategy to our capital structure by seeking opportunities to raise green debt or to certify existing debt as green.

In October 2021, Embassy REIT raised SPV-level debt of ₹6.5 billion from Axis Bank which was used to refinance a construction loan for its 100 MW solar project in Bellary, Karnataka. In February 2022, an additional loan of ₹800 million was secured for the ongoing construction of one of Asia's largest solar rooftop projects of over 20 MW scale across pan-India properties of Embassy REIT. In March 2022, for these 2 loans totalling ₹7.3 billion, we received a green loan certification from the Climate Bonds Initiative, an investor-focused international not-for-profit organization working to mobilize global capital for climate action towards a low carbon and climate resilient economy. With this, Embassy REIT became the first organization in the Indian real estate sector to receive a green loan certification from Climate Bonds.

Post this certification, we have secured cumulative sustainable financing of around ₹22 billion, much ahead of our announced FY2024 target of ₹10 billion. With this, around 50% of our total SPV-level debt and 16% of our total debt book comprises of green loans. We continue to work towards our sustainability vision by scaling up our ongoing ESG programs and commitments. In line with this, we have now upgraded our cumulative financing target to ₹35 billion by FY2025 and will continue engagement with financial institutions and agencies to seek opportunities for expanding our green-loan book.

## FY2022 Performance



₹22 billion Cumulative Sustainable Finance



16% Gross Debt Comprises of 'Green Loans'

### 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.

We are committed to ensure that our investment evaluation criteria take into account relevant ESG considerations. For this, we have created an ESG checklist, and all proposed acquisitions now undergo an ESG due diligence using this checklist which would be certified by external advisor(s) and presented to the Investment committee. The evaluation areas in the checklist include building certifications, energy and emissions, water and waste management, land related risks (flood,contamination, etc.), biodiversity, connectivity, health, safety and well-being, community initiatives and governance.

Additionally, we have strong related party safeguards in-place for acquisitions such as acquisitions need to be at a discount to the average of 2 independent external valuations, Audit committee to additionally approve the transaction, all related parties to recuse themselves from voting on resolutions (at committee, board and unitholder level) and a fairness opinion is undertaken to opine that the transaction is fair to public unitholders.

Also, for all future acquisitions, we aim to bring the asset under the purview of our net zero commitment within 5 years post the completion of the acquisition.

## Ethics and Responsibility

### 16. Disclosures

**Program Objective:** To transparently disclose our ESG performance in line with global standards and regulatory requirements and achieve leadership position across global ESG benchmarks.

We are committed to maintaining our strong corporate governance standards and continuously endeavour to further refine our disclosures in sync with global best practices. In line with regulatory guidelines, we publish quarterly financial results and semi-annual performance reports as well as an annual sustainability report aligned with the Global Reporting Initiative (GRI) framework. We intend to align our disclosures to Task Force on Climate-Related Financial Disclosures (TCFD) by FY2025. We are currently undertaking a gap assessment regarding this and plan to start disclosing few TCFD-metrics in our FY2023 reporting. We have also voluntarily adopted Business Responsibility and Sustainability Reporting (BRSR) and plan to publish our first BRSR this year detailing our FY2022 performance. Further, to scale up our ESG programs, we are assessing signing-up for Science Based Targets initiative (SBTi) and RE100 (commitment to 100% renewable electricity) in the future.

We strive to achieve leadership position in all ESG ratings, certifications and assessments that we participate in. We participated in the 2021 Real Estate Assessment by GRESB, the leading global ESG benchmark for real estate and infrastructure investments and were awarded a 4-star (out of 5 stars) rating. In our first year of participation, Embassy REIT achieved a “Green Star” status and an overall score of 80% for our Standing Investments, placing us 7 percentage points above the average. Embassy REIT stood out in particular on the ‘Governance’ pillar with a score of 19/20, surpassing the peer average; reflecting the best-in-class framework and strong corporate governance standards adopted and followed by us. We also achieved high scores for the ‘Environmental’ (47/62) and ‘Social’ (14/18) pillars, taking into account the high proportion of electricity from renewable sources and the strong stakeholder programs in areas of health, education and public infrastructure which have been running for a number of years. We also received a 65% score and a 1-star rating for our development portfolio and a B-rating for our public disclosures, higher than the global average. We also participated in the DJSI S&P CSA and FTSE Russell assessments during the year and received a score of 44% (79th percentile) and 56% (50th percentile), respectively. We intend to continually participate and improve our performance in all three of these annual assessments by scaling up our ongoing ESG programs and commitments as well as initiate participation for CDP disclosures from 2022 onwards.

### 17. Corporate Governance

**Program Objective:** To build organizational resilience by creating a culture of ownership, accountability and transparency.

Embassy REIT’s conduct of business is underpinned by a commitment to high standards of corporate governance, which are aligned with global best practices. Our governance philosophy emphasizes accountability, transparency and integrity, with a view to maximizing unitholder value.

Embassy REIT is managed by Embassy Office Parks Services Private Limited (EOPMSPL), herein, referred to as the ‘Manager’. The CEO of the Manager holds responsibility for the day-to-day functioning of Embassy REIT and is accountable to the Board of Directors. The Board consists of eight Non-Executive Directors, half of whom are Independent Directors and the rest are Nominee Directors. Together, they bring to the table, many decades of experience and expertise in diverse fields such as Finance, Investment, Healthcare and Business Administration. The Board is chaired by a non-executive Director and has 12.5% women representation.

Embassy REIT’s governance structure includes nine committees overseen by the Manager’s Board of Directors.





The terms and responsibilities of each committee may be found in our FY2022 Annual Report available on our website. Details of the composition of each committee are also available at <https://www.embassyofficeparks.com/esg/committee-composition/>

### Strong regulatory framework that protects the unitholder's interests:



#### Asset

- ▶ Minimum 80% of value in completed and income producing assets
- ▶ Minimum 90% of distributable cash flows to be distributed
- ▶ Restrictions on speculative land acquisition



#### Debt

- ▶ Majority unitholder approval required if debt exceeds 25% of asset value
- ▶ Debt cannot exceed 49% of asset value



#### Manager

- ▶ 50% of Board comprises of Independent Directors
- ▶ Manager can be removed with 60% approval of unrelated unitholders
- ▶ Two-thirds of the Audit committee comprises of Independent Directors



#### Related Party Safeguards

- ▶ 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 values by +/- 10%
- ▶ Fairness opinion from independent valuer required if related party leases exceed 20% of the underlying asset's rentals

At Embassy REIT, an ESG committee has been established to drive the organization's ESG agenda. The ESG committee is a cross-functional management committee of the Manager and is chaired by the CEO, with the Head of Operations as the Secretary. The committee reports to the Management committee and is responsible for aligning Embassy REIT's

ESG objectives with its business objectives by creating a three-year ESG roadmap, overseeing all ongoing and proposed ESG initiatives, analyzing current and emerging ESG trends that may have an impact on the business, operations, performance, stakeholders needs and interests, and advising the Board on appropriate actions for the same.

We are also dedicated to integrating ESG in our governance systems, including the linkage of KRAs of the senior executives to ESG performance. Some of the key ESG aspects which form part of organization's FY2023 KRAs are:

- ▶ Completion of key ESG initiatives such as our rooftop solar project
- ▶ Performance on key ESG benchmarks such as GRESB
- ▶ Achievement of key certifications such as USGBC LEED, BSC, WELL
- ▶ Establishment of periodic ESG communication with key stakeholders
- ▶ Completion of ESG due diligence for acquisitions



▲ Embassy Manyata, Bangalore

## Our Policies

A comprehensive set of compliance policies guide the governance of the organization and ensure strict adherence to the REIT regulatory framework to protect the interests of our unitholders. Embassy REIT's various committees that oversee governance of the Company have adopted several well formulated policies which ensure alignment with the Company's values and business objectives as well as compliance with the external regulatory environment. Our key policies include:

### **Code of Conduct and Ethics for Directors, Senior Management and other employees:**

Our Code of Conduct guides the Senior Management and Directors at Embassy REIT to be led by our values and acceptable business practices. The Code is designed to further the best interests of the Company and our stakeholders to optimise distributions and Net Asset Value (NAV) per unit. From the Manager's Board of Directors to the Management team, key executives till the last rung of employees associated with Embassy REIT are governed by our Code of Conduct.

### **Distribution Policy:**

Embassy REIT's Distribution Policy guides us on decisions related to the distribution of cash flows, including net distributable cash flows.

### **Whistle Blower Policy:**

This policy empowers the Manager's Directors and all employees to formally register concerns and grievances regarding violations of the Code of Conduct without fear of reprisals.

### **Policy on Related Party Transactions:**

This policy was designed to ensure that the Manager's Board of Directors follow ethical and transparent practices governing any transactions with its Related Parties in compliance with the laws and regulations applicable to the Embassy REIT. The policy covers processes related to approval, supervision and reporting of the transactions with related parties.

### **Corporate Social Responsibility Policy:**

We have a well-designed policy that reflects our philosophy and commitment to create inclusive and holistic growth for our stakeholders and the social ecosystem in which we operate. The policy defines the practices and guidelines for programs to foster social welfare and community development.

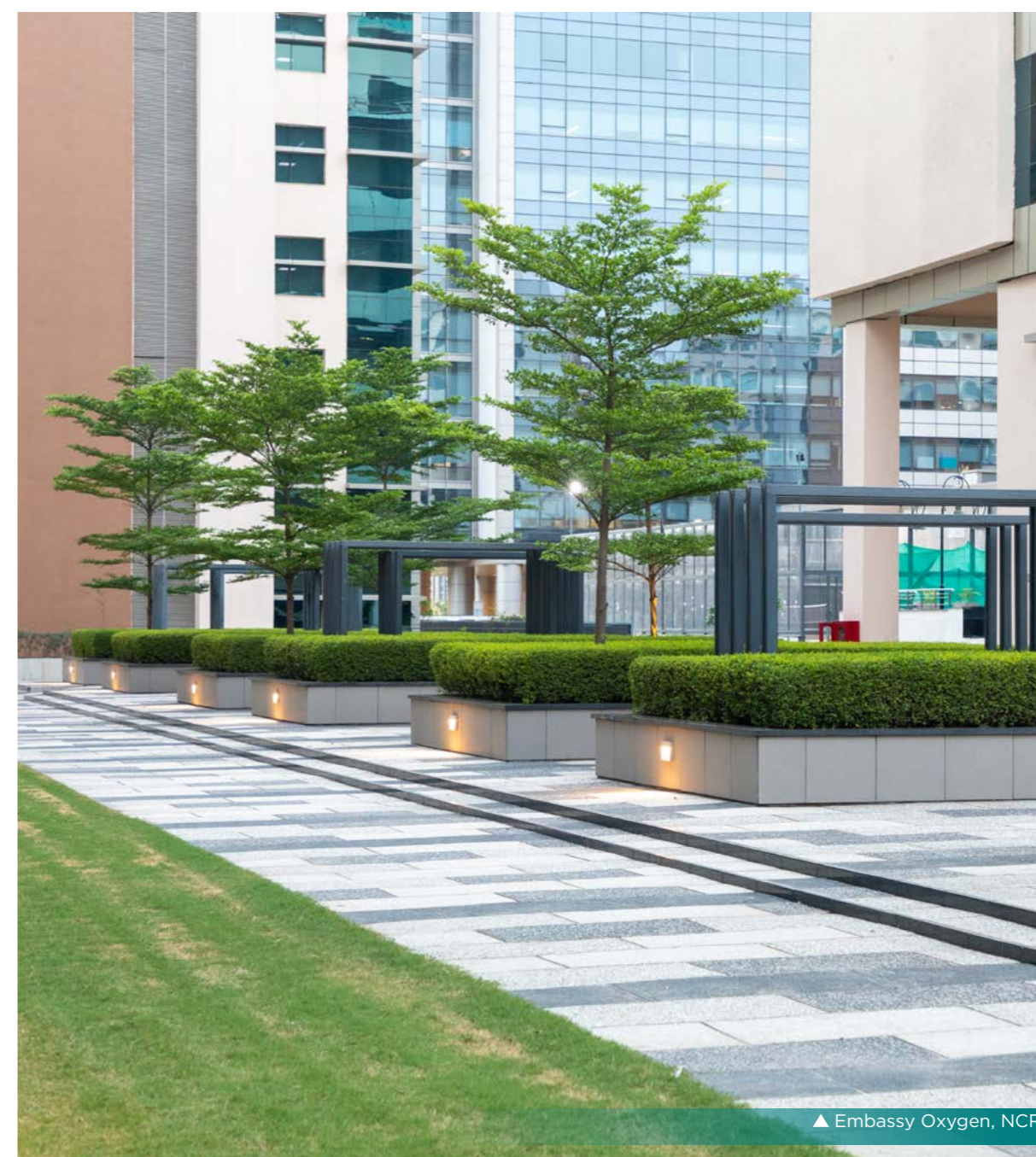
### **Risk Management Policy:**

The Manager's Board and Risk Management committee are guided by this policy to identify and analyse the risks that can potentially impact our operations and ability to create value for our stakeholders. The policy

defines acceptable and appropriate limits and controls to monitor risks and adherence to the agreed limits. Periodic reviews of the policy elements and risk management systems are undertaken to keep them current and aligned to any changes in the external market and regulatory environment or in our operations or go-to-market strategies.

### **Investors and other Stakeholders' Grievance and Redressal Policy:**

This policy defines how we engage with unitholders systematically through easy-to-access channels so that our stakeholders can share their grievances, views/opinions, and requirements with us. The policy also ensures that we respond to and address their concerns on time.



▲ Embassy Oxygen, NCR

**Anti-Money Laundering Policy and Anti-Bribery and Corruption Policy:**

This policy has been laid in accordance with the Prevention of Money-Laundering Act, 2002 (PMLA) to:

- ▶ Establish controls around the prevention of money laundering (AML) in Embassy REIT entities
- ▶ Create awareness among the organisation's personnel about the legal and regulatory framework with 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

**Prevention of Sexual Harassment Policy:**

This policy guarantees the right of each individual to work in an environment free of sexual harassment or other discriminatory behaviours that have an adverse impact on personal dignity, safety and well-being. It applies to all employees.

**Environment, Social, Governance (ESG) Policy:**

Our ESG policy brings to life Embassy REIT's commitment to responsible growth through sustainable strategies focusing on environmental stewardship, social responsibility and governance. The policy includes detailed documentation of the processes to follow for different activities to support each focus area.

A detailed mechanism for implementation of the policies mentioned above and additional policies may be viewed on:

- ▶ **Environment-** <https://www.embassyofficeparks.com/esg/environment-policies/>
- ▶ **Social-** <https://www.embassyofficeparks.com/esg/social-engagement/>
- ▶ **Governance-** <https://www.embassyofficeparks.com/esg/governance-documents/>

All our employees undergo training on Prevention of Sexual Harassment at the Workplace (POSH), insider trading and anti-money laundering policy and anti-bribery and corruption policy. These trainings are conducted periodically to ensure employees understand these policies and comply with them. During FY2022, we did not make any contributions to political campaigns, political organizations, lobbyists or lobbying organizations, trade associations and other tax-exempt groups.



## 18. Regulatory Compliance

**Program Objective:** To foster a culture within the organization driven by adherence to regulatory requirements.

At Embassy REIT, we strive to adhere to all regulatory requirements that govern our operations. We continuously monitor our adherence to the relevant laws and on a quarterly basis any non-compliance with regard to environmental, social and governance related laws and requirements is reported to the Board.

Our approach to environmental and socio-economic non-compliance is outlined below:

### Environmental Compliance

All of Embassy REIT properties adhere to regulatory requirements at every stage of their development and operations. Our employees are made aware of the importance of regulatory compliance and related procedures and each property is provided with the necessary infrastructure and resources to enable compliance. We govern and monitor compliance at each facility and carry out periodic audits for the organization and the results are reported to the management and Audit committee.

The key environmental compliances we adhere to include:



Consent to establish and consent to operate under the air, water, hazardous waste, e-waste and battery waste regulations



Submission of periodic filings to Pollution Control Boards

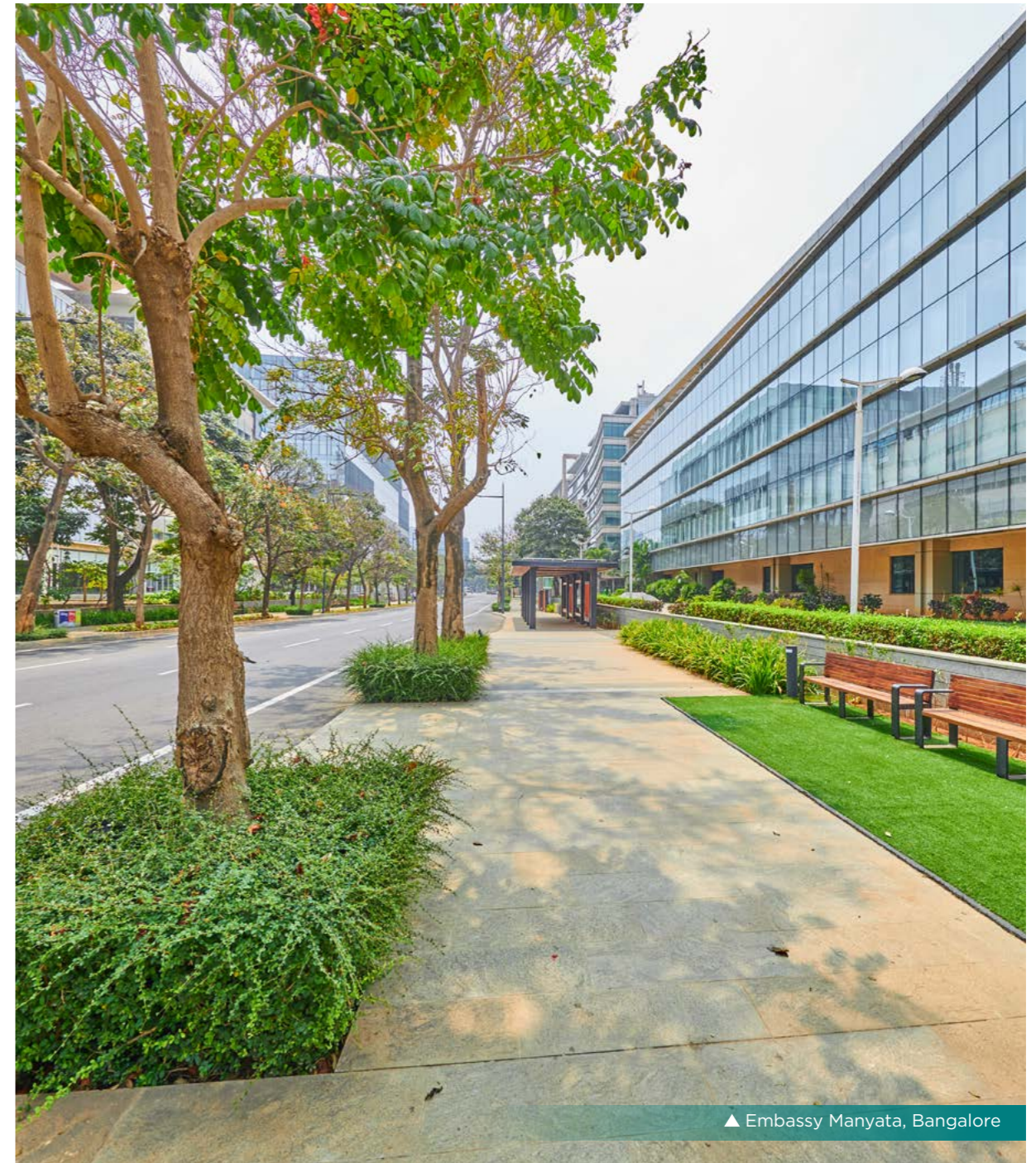


Monitoring and reporting of stack emissions

Embassy REIT properties are certified for key management systems such as ISO 9001, 14001, 45001 and 27001. In the reporting year, we had no instances of fines or non-compliances with respect to environmental regulations.

### Socio-economic Compliance

At Embassy REIT, we are fully compliant with socio-economic regulations covering employee and contract worker benefits related to payment of wages, minimum wage, overtime, maternity benefits, etc. We conduct audits periodically to ensure compliance across the organisation. During the reporting period, there were no instances of fine or monetary sanctions on account of non-compliance to socio-economic laws or regulations.



▲ Embassy Manyata, Bangalore

## 19. Risk Management

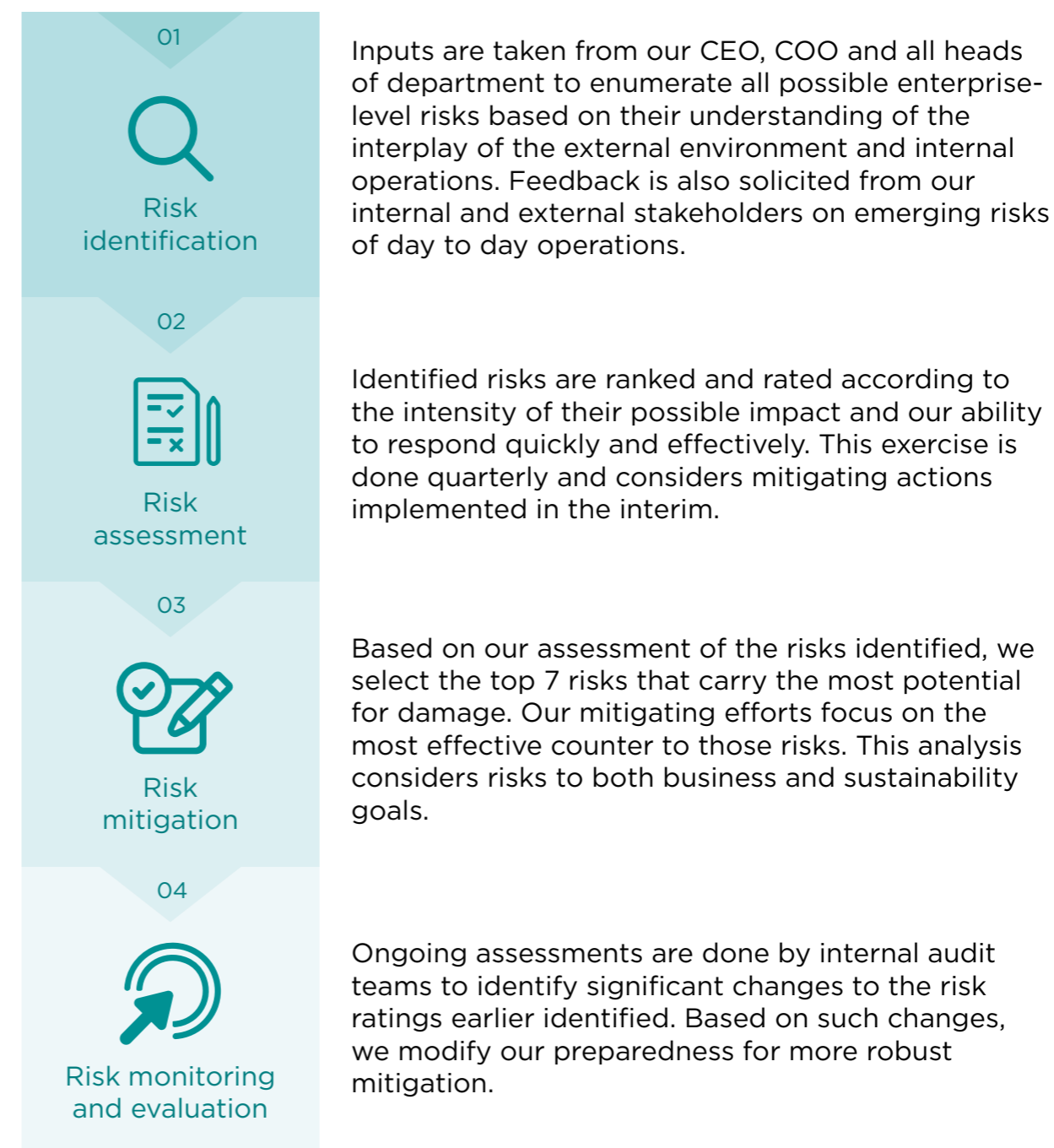
**Program Objective:** To develop a robust Enterprise Risk Management system including ESG aspects.

Embassy REIT has a robust risk management framework to address risks that arise from the economic, operational, social and environmental ecosystems that we operate in. Under oversight of the Manager's Board, the organisation's Risk Management committee has responsibility for early identification of the many multi-dimensional risks we face - both current and potential - and articulate mitigation options, oversee implementation and track ongoing action to assess extent of impact in terms of risk reduction.

At Embassy REIT, risk management is a continuous and ongoing process that involves the complete lifecycle of the company. 100% of our operations are covered under our risk management framework. Risk identification is undertaken through discussions with risk owners and secondary analysis of related data, previous internal audit reports, past occurrences of such events, etc. We consider it the responsibility of each employee of Embassy REIT to implement risk mitigation action and to flag risks observed in the course of business.



We have a 4-step strategy to manage and address risks:



During the year, we have developed a comprehensive risk register by identifying the key risks relevant for our business and have developed mitigation plans to manage these risks. We will continue the ongoing assessment of our risk environment and ensure that our risk register is relevant and up-to-date and will also continue the implementation of the identified risk mitigation plans to reduce the severity of the key risks affecting our business. In FY2023, we plan to initiate a property-wise risk assessment to further increase our business resilience.

## Alignment of risk management to ESG goals

The growing awareness and acceptance of the importance of ESG factors is impacting the risk landscape for businesses across the world. The risks arising from ESG factors need to be integrated into the traditional risk framework, and Embassy REIT has taken the first step towards that by carrying out a detailed ESG risk assessment. This was done in a four stage process. We identified the possible ESG risks affecting our business and added them to our Enterprise Risk Management (ERM) framework. The listed risks were then evaluated based on their severity and the probability of occurring. This helped us calculate the risk rating and possible impact of each of these risks. Finally, we developed a risk mitigation plan for each of these risks and have initiated implementation of the same.

The key risks identified, their impact and associated risk ratings are illustrated below:

SI No.	Risk	Risk Impact	Risk Rating
01	Water stress	<ul style="list-style-type: none"> <li>▲ Increased cost of operations</li> <li>▲ Increased stress on surface and ground water</li> <li>▲ Water quality issues</li> </ul>	Critical
02	Cost to transition to lower emissions technology	Capital investments in technology development and costs to adopt/ deploy new practices and processes	Significant
03	Regulatory risk arising from non-compliance to CSR law	Regulatory non-compliance (penalty for non-adherence) and reputational loss	Significant
04	Inability to retain customers	Reduced profitability	Significant
05	Water quality	Adverse health impacts to our employees, workers, and communities	High
06	Health hazards due to improper waste management	Health impacts on employees, workers, and communities	High
07	Increased mean temperature	<ul style="list-style-type: none"> <li>▲ Increased resource consumption</li> <li>▲ Adverse health impacts on employees, workers, and communities</li> </ul>	High
08	Labour rights violations	Loss of company reputation and civil unrest	High

SI No.	Risk	Risk Impact	Risk Rating
09	Occupational hazards	Reputational loss	High
10	Regulatory non-compliance	Penalties for non-compliance	High
11	Reduced visibility to investors	Reduced investments	High
12	Reputational risk	Reputational loss	High
13	Social license to operate	Reputational loss for company without community buy in	High
14	Regulatory risk arising from ground water consumption	Regulatory non-compliance (penalty for non-adherence) for ground water consumption	Medium
15	Increased pricing of GHG emissions	Increased operating costs (e.g., higher compliance costs, increased insurance premiums)	Medium
16	Regulatory risk arising from improper waste handling and management	Regulatory non-compliance (penalty for non-adherence)	Medium
17	Increased emissions due to improper waste management	Increased operating costs arising from need to mitigate increased emissions	Medium
18	Man-animal conflict	<ul style="list-style-type: none"> <li>▲ Health and safety issues</li> <li>▲ Detrimental effect on biodiversity</li> </ul>	Medium
19	Surface and groundwater stress	<ul style="list-style-type: none"> <li>▲ Increased cost of operations</li> <li>▲ Reduction in ground water table</li> </ul>	Medium
20	Urban flooding	<ul style="list-style-type: none"> <li>▲ Increased cost of operation,</li> <li>▲ Health and safety issues on employees, workers, and communities</li> </ul>	Medium
21	Adverse environmental impacts (water, waste, energy and emissions)	<ul style="list-style-type: none"> <li>▲ Increased cost of operations</li> <li>▲ Increased environmental impacts</li> <li>▲ Water and soil pollution</li> </ul>	Medium
22	Disruption in logistics	<ul style="list-style-type: none"> <li>▲ Increased cost of operations</li> <li>▲ Decrease in availability (Increased demand)</li> </ul>	Medium
23	People risk	<ul style="list-style-type: none"> <li>▲ Heavy reliance on key individuals</li> <li>▲ Disruption in operations</li> </ul>	Medium



**GRI Index**

07

# GRI Index

General Disclosures	Description	Status	Cross Reference/ Direct Answer/ Reason for omission	Page number	Remarks
<b>Organisation Profile</b>					
GRI 102-1	Name of the organisation	Reported	Corporate Overview	Page 10	
GRI 102-2	Activities, brands, products, and services	Reported	Corporate Overview	Page 11	
GRI 102-3	Location of headquarters	Reported	Corporate Overview	Page 10	
GRI 102-4	Location of operations	Reported	Corporate Overview	Page 11	
GRI 102-5	Ownership and legal form	Reported	Corporate Overview	Page 13	
GRI 102-6	Markets served	Reported	Corporate Overview	Page 11	
GRI 102-7	Scale of the organisation	Reported	Corporate Overview	Page 10	
GRI 102-8	Information on employees and other workers	Reported	Employment Practices and Engagement	Page 49-51	Only permanent employees have been considered for reporting
GRI 102-9	Supply chain	Reported	Sustainable supply chain	Page 46-47	
GRI 102-10	Significant changes to the organisation and its supply chain	Reported	Report Overview	Page 29-30	
GRI 102-11	Precautionary Principle or approach	Reported	Risk Management	Page 74	
GRI 102-12	External initiatives	Not Reported	Embassy REIT is not subscribed to any charters	-	
GRI 102-13	Membership of associations	Reported	Our Collaborations and Memberships	Page 14	
GRI 102-14	Statement from senior decision-maker	Reported	Letter to Our Stakeholders	Page 7-8	
GRI 102-15	Key impacts, risks, and opportunities		Risk Management	Page 75	



General Disclosures	Description	Status	Cross Reference/ Direct Answer/ Reason for omission	Page number	Remarks
<b>Ethics and Integrity</b>					
GRI 102-16	Values, principles, standards, and norms of behaviour	Reported	Letter to Our Stakeholders	Page 7-8	
GRI 102-17	Mechanisms for advice and concerns about ethics	Reported	Ethics and Responsibility	Page 69-72	
<b>Governance</b>					
GRI 102-18	Governance structure	Reported	Corporate Governance	Page 69-70	
GRI 102-19	Delegating authority	Reported	Corporate Governance	Page 69-70	
GRI 102-20	Executive-level responsibility for economic, environmental, and social topics	Reported	Corporate Governance	Page 69-70	
GRI 102-21	Consulting stakeholders on economic, environmental, and social topics	Reported	Our ESG Governance	Page 21-23	
GRI 102-22	Composition of the highest governance body and its committees	Partially Reported	Corporate Governance	Page 69-70	GRI 102-22 – iii, iv have been excluded as they are currently not captured
GRI 102-23	Chair of the highest governance body	Reported	Corporate Governance	Page 69-70	
GRI 102-29	Identifying and managing economic, environmental, and social impacts	Reported	Our ESG Governance	Page 20-23	
GRI 102-30	Effectiveness of risk management processes	Reported	Risk management	Page 75	
GRI 102-31	Review of economic, environmental, and social topics	Reported	Our ESG Governance	Page 20-23	
GRI 102-32	Highest governance body's role in sustainability reporting	Reported	Our ESG Governance	Page 20	
GRI 102-40	List of stakeholder groups	Reported	Our ESG Governance	Page 20	

General Disclosures	Description	Status	Cross Reference/ Direct Answer/ Reason for omission	Page number	Remarks
GRI 102-41	Collective bargaining agreements	Excluded	Collective bargaining is not available to Embassy REIT since the employees on its payroll are white collar permanent employees who are not represented by any trade unions	-	
GRI 102-42	Identifying and selecting stakeholders	Reported	Our ESG Governance	Page 21	
GRI 102-43	Approach to stakeholder engagement	Reported	Our ESG Governance	Page 21-22	
GRI 102-44	Key topics and concerns raised	Reported	Our ESG Governance	Page 22-23	
<b>Reporting practice</b>					
GRI 102-45	Entities included in the consolidated financial statements	Reported	Report Overview	Page 29-30	
GRI 102-46	Defining report content and topic Boundaries	Reported	Report Overview	Page 29-30	
GRI 102-47	List of material topics	Reported	Our ESG Governance	Page 23	
GRI 102-48	Restatements of information	Reported	Report Overview	Page 29-30	
GRI 102-49	Changes in reporting	Reported	Report Overview	Page 29-30	Occupational health and safety and sustainable supply chain have been additionally included as material topics
GRI 102-50	Reporting period	Reported	Report Overview	Page 29-30	
GRI 102-51	Date of most recent report	Reported	Report Overview	Page 29-30	
GRI 102-52	Reporting cycle	Reported	Report Overview	Page 29-30	
GRI 102-53	Contact point for questions regarding the report	Reported	Report Overview	Page 29-30	
GRI 102-54	Claims of reporting in accordance with the GRI Standards	Reported	Report Overview	Page 29-30	

General Disclosures	Description	Status	Cross Reference/ Direct Answer/ Reason for omission	Page number	Remarks
GRI 102-55	GRI content index	Reported	GRI Index	Page 77	
GRI 102-56	External assurance	Reported	Assurance Certificate	Page 2-3	
<b>Economic Disclosures</b>					
GRI 103	Management Approach	Reported	Our Alignment with UN SDGs	Page 25-26	
<b>GRI 201: Economic Performance</b>					
GRI 201-1	Direct economic value generated and distributed	Reported	Our Key Highlights for the Year	Page 15	
<b>GRI 205: Anti-Corruption</b>					
GRI 205-1	Operations assessed for risks related to corruption	Reported	All our operations are covered by our code of conduct	Page 71-72	
GRI 205-2	Communication and training about anti-corruption policies and procedures	Reported	Our code of conduct is communicated to all employees upon induction	Page 71-72	
GRI 205-3	Confirmed incidents of corruption and actions taken	Reported	There were no cases of corruption during the year	-	
<b>GRI 206: Anti-Competitive Behaviour</b>					
GRI 206-1	Legal actions for anti-competitive behaviours, anti-trust, and monopoly practices	Reported	There have been no legal actions or instances of anti-competitive behaviours, anti-trust, and monopoly practices	-	
<b>Environmental Disclosures</b>					
GRI 103	Management Approach	Reported	Resilient Planet	Page 32	
<b>GRI 302: Energy and Emissions</b>					
GRI 302 - 1	Energy consumption within the organisation.	Reported	Energy and Emissions	Page 32-37	GRI 302-1 c) We do not consume heating or steam, and do not separately track cooling consumption in our HVAC systems

General Disclosures	Description	Status	Cross Reference/ Direct Answer/ Reason for omission	Page number	Remarks
					d) We do not sell any electricity, heating, cooling or steam
GRI 302 - 4	Reduction of energy consumption	Reported	Energy and Emissions	Page 32-37	
<b>GRI 303: Water and Effluent</b>					
GRI 303 - 1	Interaction with water as a shared resource	Reported	Water Stewardship	Page 38-41	
GRI 303 - 2	Management of water discharge related impacts	Reported	Water Stewardship	Page 38-41	303-2 a. iv) Description on minimum effluent standards has been omitted since we do not discharge water to any waterbody
GRI 303 - 3	Water Withdrawal	Reported	Water Stewardship	Page 38-41	GRI 303-3 c) breakdown of water withdrawal based on source has been omitted since we do not track water our water withdrawal in terms of TDS, however, all the reused water is treated through the STPs
<b>GRI 304: Biodiversity</b>					
GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Reported	Biodiversity	Page 44-45	
<b>GRI 305: Emissions</b>					
GRI 305 - 1	Direct (Scope 1) GHG emissions	Reported	Energy and Emissions	Page 32-37	GRI 305-1 b) Emissions reported include only CO2 c) We do not have any biogenic emissions f) We use operational control method to aggregate our emissions

General Disclosures	Description	Status	Cross Reference/ Direct Answer/ Reason for omission	Page number	Remarks
GRI 305 - 2	Energy indirect (Scope 2) GHG emissions	Reported	Energy and Emissions	Page 32-37	GRI 305-2 b) Emissions reported include only CO2 c) We do not have any biogenic emissions f) We use operational control method to aggregate our emissions
GRI 305 - 3	Other indirect (Scope 3) GHG emissions	Partially Reported	Energy and Emissions	Page 32-37	GRI 305-2 b) Emissions reported include only CO2 c) We do not have any biogenic emissions f) We use operational control method to aggregate our emissions
GRI 305 - 5	Reduction of GHG emissions.	Partially Reported	Energy and Emissions	Page 32-37	GRI 305-5 b) Emissions reported include only CO2
<b>GRI 306: Effluents and Waste</b>					
GRI 306 - 1	Waste generation and significant waste-related impacts	Reported	Waste	Page 42-43	Development portfolio data is excluded for FY2022; shall be reported from FY2023 onwards
GRI 306 - 2	Management of significant waste-related impacts	Reported	Waste	Page 42-43	
GRI 306-3	Waste generated	Reported	Waste	Page 42-43	Development portfolio data is excluded for FY2022; shall be reported from FY2023 onwards
<b>GRI 307: Environmental Compliance</b>					
GRI 307 - 1	Non-compliance with environmental laws and regulations	Reported	Regulatory Compliance	Page 73	
<b>Social Disclosures</b>					
GRI 103	Management Approach	Reported	Revitalised Communities	Page 49	

General Disclosures	Description	Status	Cross Reference/ Direct Answer/ Reason for omission	Page number	Remarks
<b>GRI 401: Employment</b>					
GRI 401-1	New employee hires and employee turnover	Reported	Employment practices and engagement	Page 49-51	
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part time employees	Reported	Employment practices and engagement	Page 49-51	
GRI 401-3	Parental leave	Reported	Employment practices and engagement	Page 49-51	
<b>GRI 403: Occupational Health and Safety</b>					
GRI 403-1	Occupational health and safety management system	Reported	Health, Safety and Well-being	Page 53-55	
GRI 403-2	Hazard identification, risk assessment, and incident investigation	Reported	Health, Safety and Well-being	Page 53-55	
GRI 403-3	Occupational health services	Reported	Health, Safety and Well-being	Page 53-55	
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	Reported	Health, Safety and Well-being	Page 53-55	
GRI 403-5	Worker training on occupational health and safety	Reported	Health, Safety and Well-being	Page 53-55	
GRI 403-6	Promotion of worker health	Reported	Health, Safety and Well-being	Page 53-55	
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Reported	Health, Safety and Well-being	Page 53-55	
GRI 403 - 8	Workers covered by an occupational health and safety management system	Reported	Health, Safety and Well-being	Page 53-55	
GRI 403 - 9	Work-related injuries	Reported	Health, Safety and Well-being	Page 53-55	Development portfolio data is excluded for FY2022; shall be reported from FY2023 onwards

General Disclosures	Description	Status	Cross Reference/ Direct Answer/ Reason for omission	Page number	Remarks
<b>GRI 404: Training and Education</b>					
GRI 404-1	Average hours of training per year per employee	Reported	Training and Development	Page 51-52	
GRI 404 - 2	Programs for upgrading employee skills and transition assistance programs	Reported	Training and Development	Page 51-52	
GRI 404 - 3	Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period	Reported	Training and Development	Page 51-52	
<b>GRI 405: Diversity and Equal Opportunity</b>					
GRI 405-1	Diversity of governance bodies and employees	Reported	Employment practices and engagement	Page 49-51	
<b>GRI 406: Non-discrimination</b>					
GRI 406-1	Incidents of discrimination and corrective actions taken	Reported	Corporate governance	Page 69-72	
<b>GRI 408: Child Labour</b>					
GRI 408-1	Operations and suppliers at significant risk for incidents of child labour	Reported	Corporate governance	Page 69-72	
<b>GRI 409: Forced or Compulsory Labour</b>					
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Reported	Corporate governance	Page 69-72	
<b>GRI 412: Human Rights</b>					
GRI 412-1	Operations that have been subject to human rights reviews or impact assessments	Reported	Corporate governance	Page 69-72	

General Disclosures	Description	Status	Cross Reference/ Direct Answer/ Reason for omission	Page number	Remarks
<b>GRI 413: Local Communities</b>					
GRI 413 - 1	Operations with local community engagement, impact assessments, and development programs	Reported	Revitalised Communities	Page 49-66	
<b>GRI 419: Socioeconomic Compliance</b>					
GRI 419-1	Non-compliance with laws and regulations in the social and economic area	Reported	Socio-economic compliance	Page 73	
<b>Organisation defined indicators for other material topics</b>					
	Customer satisfaction among our key stakeholders by aligning our ESG priorities C-SAT survey Green Leasing	Reported	Customer centricity	Page 65-66	
	Local sourcing	Reported	Sustainable supply chain	Page 47	
	Performance assessment based on ESG parameters	Reported	Sustainable supply chain	Page 46	





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ESG