

<b>Reference</b>	EOP/ESG/POLSUP/BHP/C1	Version: June 2, 2021
<b>Policy Supplement Title</b>	<b>Biodiversity and Habitats – New Developments</b>	
<b>Entity</b>	Embassy Office Parks Management Services Private Limited (“ <b>Manager</b> ”) in its capacity as manager of Embassy Office Parks REIT (“ <b>Embassy REIT</b> ”)	
<b>Responsibility</b>	Head – Projects and Capex	

Version #	Version Date	Change Type
V1	June 2, 2021	Created

Document Review Cycle			
#	Effective Date	Next review date	Policy Owner
1	June 2, 2021	On or before May 30, 2022	Head – Projects and Capex

<b>Applicability</b>	This policy is applicable to all new developments under the purview of the Manager, Embassy REIT, its Special Purpose Vehicles (“ <b>SPVs</b> ”) and its Holding Company(ies) (“ <b>Holdco</b> ”).
<b>Purpose</b>	Established to promote the protection, conservation, and sustainable use of biologically diverse ecosystems and habitats that may be impacted during the construction phase of the projects.
	<p>Embassy REIT recognises the value of protection of biodiversity and conservation of sustainable use of biologically diverse ecosystems and habitats. It also recognises that its assets can have a significant impact on biodiversity, hence focusing on the same. Embassy REIT supports its corporate responsibility towards biodiversity and sustainable development of its upcoming projects.</p> <p>To this effect, Embassy REIT has developed the following policy supplement towards biodiversity conservation:</p> <p><b>Risk Management:</b> Adopting a proactive approach and protecting biodiversity at every asset formation stage from concept, design, development and subsequently over the lifecycle of the asset. An Environmental Risk Mitigation Plan shall be established at all above stages and feasible measures shall be adopted, as applicable below:</p> <ol style="list-style-type: none"> <li>a) Habitat restoration and creating a buffer zone around our ecologically sensitive parks, wherever applicable.</li> <li>b) Encouraging native vegetation through our landscaping activities.</li> </ol>

	<p><b>Stakeholder Engagement:</b> Engaging all relevant stakeholders including the community, statutory &amp; regulatory agencies, non-governmental bodies, technical and</p>
	<p>subject matter experts, business partners, contractors, clients, occupants and our own employees in our efforts to address biodiversity.</p> <p><b>Awareness:</b> Investing in building the awareness of our employees, partners and other stakeholders on biodiversity protection and conservation.</p> <p><b>Sustainable Sourcing:</b> Adopting our policy for sustainable and ethical sourcing and procurement to ensure reduced impact to wildlife and habitats. <i>(Refer Policy on Sustainable and ethical sourcing and procurement – New developments - EOP/ESG/POLSUP/SESP/C10).</i></p>
<p><i>Implementation and monitoring mechanism</i></p>	<p>The ESG Committee shall monitor the implementation of the aspects outlined in this policy supplement and establish suitable processes, procedures and infrastructure to support compliance.</p>
<p><i>Amendments</i></p>	<p>This policy will stand automatically amended to the extent of any relevant change(s) in the applicable law and or for any change(s) in fact.</p>