



Environment, Social and Governance Policy

Policy Objective:

Embassy REIT's management and leadership are committed to following the highest standards of sustainability. We are committed to reducing our environmental footprint and creating a safe and healthy environment for all our stakeholders, while maintaining the highest standards of corporate governance. The ESG policy outlines Embassy's responsibilities in the areas of environment, social compliance and governance.

Policy Commitment:

Environment: Environmental stewardship is a key focus area for Embassy REIT. We strive to adopt principles of sustainable design and construction that promote resource efficiency. In line with our efforts to reduce the impact of our operations on climate change, we focus on reducing our dependency on fossil fuels and promote the use of renewable energy. We are also committed to protecting the local biodiversity and environment in the areas within which we operate.

Social: At Embassy REIT, we are committed to creating a healthy and safe environment for our employees, workers and tenants. We aim to prevent and eliminate any workplace hazards and promote worker rights. We strictly prohibit any kind of child labor or forced labor on the premises. Tenant satisfaction is key, we have dedicated tenant relationship management programmes to ensure that they are engaged. We also believe in community development and strive to work with the local communities through various initiatives that improve their overall wellbeing.

Governance: At Embassy REIT, we are committed to maintaining the highest standards of ethics and integrity. We aim to adhere to all relevant local, state and national legislations in our operations and look at ensuring that all the stakeholders we work with also operate to the highest standards of compliance with the law. We also work with our supply chain to ensure that they cascade the principles of sustainability in their operations. We also aim to periodically showcase our sustainability performance to all key stakeholders. This is in line with our efforts to be accountable and transparent in our disclosures.

This policy outlines our overarching commitment to ESG which is supplemented by policies for each focus area. It serves as a guiding document for our sustainability agenda. The policy is applicable to Embassy REIT's business operations across its entire portfolio. 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.

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Date: June 2, 2021

Michael Holland
Chief Executive Officer