

Reference	EOP/ESG/POL/CCAP/01	Version: 1 st January 2021
Policy Title	Climate Change Adaption and Mitigation	
Entity	Embassy REIT (“Company”)	
Responsibility	Operation Head (India)	

Applicability	Climate Change Adaption Policy is applicable for all our assets in the portfolio of Embassy REIT.
Purpose	This policy is established to outline our approach to address and mitigate climate change risks associated with our operations.
Policy	<p>Embassy REIT recognises the importance of taking concrete measures to address climate change. Our Board is committed to climate action, and in line with our efforts, we have aligned our initiatives to the UN Sustainable Development Goals, i.e., SDG 11: Sustainable Communities, UN SDG 13: Climate action and SDG 7: Affordable and clean energy. We aim to integrate climate change aspects in risk management, corporate governance and overall decision making. We also endeavour to align with other global climate change standards and platforms such as TCFD and RE100.</p> <p>At Embassy REIT, we endeavour to act on climate change adaptation and mitigation through the following measures:</p> <p>Adaption measures:</p> <ul style="list-style-type: none"> ▪ Developing mechanisms to determine both man made and natural disaster related risks and methods to ensure that the teams recognise the risk and their related consequences. ▪ Emergency preparedness and response plans to cover all likely emergencies, their associated response and determination of resources or infrastructure that is required to mitigate the risk, with periodic testing of these plans. ▪ Water conservation measures to tackle issues arising due to water stress and scarcity in the environment. ▪ Protecting ecosystems and biodiversity throughout the asset lifecycle. <p>Mitigation measures:</p> <ul style="list-style-type: none"> ▪ Enhancing share of renewable energy in the mix to reduce amount of fossil-fuel based emissions. ▪ Targeting use of energy efficient fixtures and integrating conservation initiatives in daily operations. ▪ Focusing on obtaining green building status for all assets, resource use efficiency and promoting use of sustainable building materials. ▪ Continuous monitoring of the carbon footprint, transparent reporting to relevant stakeholders and taking measures to control and reduce it. ▪ Going beyond our operational boundary to offset emissions through partnerships with external agencies for afforestation. <p>Supply Chain Management:</p>

	<ul style="list-style-type: none"> ▪ Focusing on emissions across our value chain through expectations from our suppliers on environmental performance as outlined in our sustainable and ethical sourcing policy (EOP/ESG/POL/SESP/01). <p>Stakeholder Engagement:</p> <ul style="list-style-type: none"> ▪ Engaging all relevant stakeholders including the community, statutory & regulatory agencies, non-governmental bodies, technical and subject matter experts, business partners, contractors, clients, occupants and our own employees in our efforts to address climate change. ▪ Associating and collaborating with industry associations on sustainability issues that include climate change. <p>Awareness:</p> <ul style="list-style-type: none"> ▪ Investing in building the awareness of our employees, partners and other stakeholders on climate change.
<i>Implementation and monitoring</i>	<p>The ESG Committee shall monitor the implementation of this policy and establish suitable processes, procedures and infrastructure to support compliance to this policy. ESG aspects will be linked to the KRA's of senior executives. This will also include aspects on climate change.</p>
<i>Amendments</i>	<p>The ESG Committee is empowered to amend or modify the Climate Change Adaptation and Mitigation Policy, and such changes shall be placed before the CEO for its approval. The CEO may, subject to external changes and the advice of the ESG committee, at any time approve or alter, amend or modify this policy, as it deems fit.</p>