

<b>Reference</b>	EOP/ESG/POL/BHP/01	Version: 1 <sup>st</sup> January 2021
<b>Policy Title</b>	<b>Biodiversity and Habitats Policy</b>	
<b>Entity</b>	Embassy REIT (“Company”)	
<b>Responsibility</b>	Operation Head (India)	

<b>Applicability</b>	Biodiversity and Habitats Policy is applicable for all new assets that will be added to portfolio of Embassy REIT.
<b>Purpose</b>	This policy is established to promote the protection, conservation, and sustainable use of biologically diverse ecosystems and habitats that may be impacted by the asset development of Embassy REIT.
<b>Policy</b>	<p>Embassy REIT recognises the importance of protection of biodiversity and conservation of biologically diverse ecosystems and habitats. We acknowledge that our assets can have a significant impact on biodiversity. We endeavour to align our initiatives to the UN Sustainable Development Goals, i.e. SDG 15: Life on Land as well as the 1993 United Nations Convention on Biological Diversity (CBD), as it may apply to the activities of Embassy REIT. We are also committed to comply with all applicable regulations with respect to biodiversity.</p> <p>At Embassy REIT, we endeavour to take proactive approach to preserve biodiversity and habitats throughout the lifecycle through the following measures:</p> <p><b>Risk Management:</b></p> <ul style="list-style-type: none"> <li>▪ Relocating assets that may have a high impact on sensitive zones</li> <li>▪ Investing in habitat restoration and creating a buffer zone around ecologically sensitive park</li> <li>▪ Establishing site environmental risk mitigation plans covering short term and long-term measures for habitat conservation.</li> <li>▪ Encouraging native vegetation through our landscaping activities.</li> </ul> <p><b>Stakeholder Engagement:</b></p> <ul style="list-style-type: none"> <li>▪ Engaging all relevant stakeholders including the community, statutory &amp; regulatory agencies, non-governmental bodies, technical and subject matter experts, business partners, contractors, clients, occupants and our own employees in our efforts to conserve biodiversity</li> </ul> <p><b>Sustainable Sourcing:</b></p> <ul style="list-style-type: none"> <li>▪ Adopting our policy for Sustainable Sourcing to ensure reduced impact to wildlife and habitats. (<i>Refer Policy on Sustainable Sourcing - EOP/ESG/POL/SESP/01</i>)</li> </ul> <p><b>Awareness:</b></p> <ul style="list-style-type: none"> <li>▪ Investing in building the awareness of our employees, partners and other stakeholders on the conservation of biodiversity</li> </ul>
<b>Implementation and monitoring</b>	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 biodiversity.

<b><i>Amendments</i></b>	The ESG Committee is empowered to amend or modify the Biodiversity and Habitats 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.
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