



ESG Report 2025

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ABOUT THIS REPORT



One Boat Club, Pune

Acknowledgement & Appreciation

We extend our heartfelt thanks to all our stakeholders – employees, occupiers, investors, and partners – for their trust and collaboration on our sustainability journey. Your support, insights, and commitment continue to inspire us to raise the bar in environmental stewardship, social responsibility, and ethical governance.

We are especially grateful to our Sustainability Core of Excellence team, whose dedication and innovation drive our progress and make our ESG commitments a reality. We also value the guidance of our external advisors, Bala Viswanathan and Priya Vakil from ESG Buildtech, whose expertise has strengthened our ESG initiatives and reporting process, enabling us to align with global best practices and deliver meaningful progress. A special thanks also goes to the team at Omnia, whose creativity and skill have brought this report to life with clarity and impact.

Together, we remain committed to advancing our environmental, social, and governance priorities with integrity and transparency.



Reporting Overview

This report presents RMZ's environmental, economic, social, and community performance for the period from April 1, 2022, to March 31, 2025. It outlines our sustainability strategy, key priorities, and our ongoing commitment to integrating sustainability into our core business operations. The primary objective of this report is to internalise, enhance, and effectively communicate our dedication to sustainable development.

In line with our commitment to transparency, we are pleased to share our sustainability performance with both internal and external stakeholders.

Reporting Frameworks

This report has been developed with references to the Global Reporting Initiative (GRI) 2021 Standard and the United Nations Sustainable Development Goals (UN SDGs). The organisation will notify GRI of the use of the GRI standards and statement of use via email after the report is published in the public domain.

In addition, RMZ aligns its operations and assets with internationally recognised benchmarks and certification systems, such as the GHG Protocol Corporate Standard, GRESB Reference Guide, and LEED and WELL standards to ensure consistency with best-in-class sustainability practices.

Unless otherwise specified, the reporting boundary encompasses RMZ's performance across environmental, economic, and social parameters for the reporting period.

Report Assurance

The scope of data disclosures in this ESG Report covers RMZ's portfolio of real estate assets. To verify the accuracy, completeness, and consistency of our data, we have secured an independent external assurance to a limited extent from British Standards Institution (BSI) on our key environmental, health and safety indicators, in alignment with ISAE3000 (Revised). The assurance statement, including the scope, methodology, and conclusions, is provided on Page 110.

Suggestions and Feedback

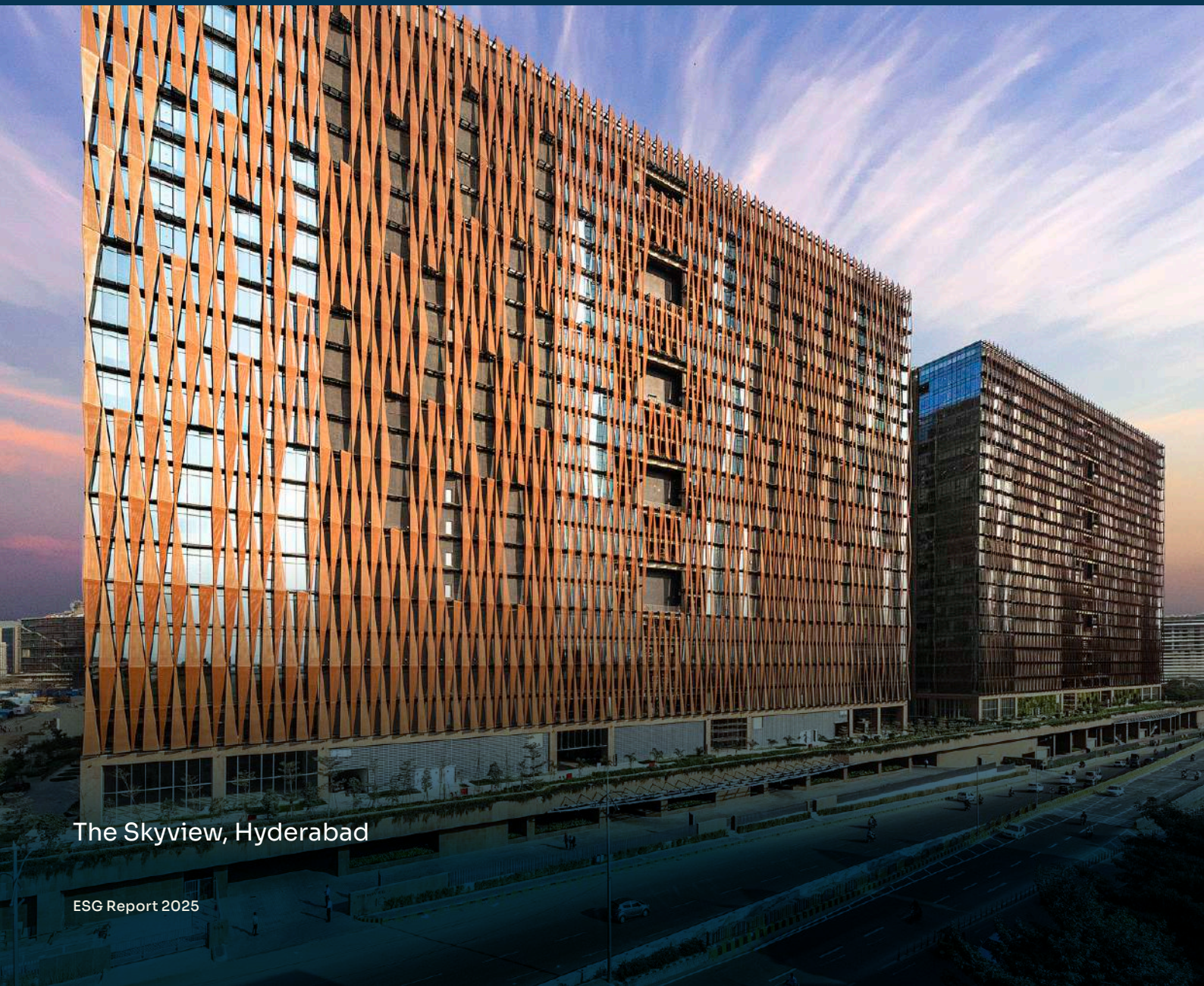
We encourage all our stakeholders to share their suggestions, feedback, or queries on the ESG Report 2025.

Please feel free to reach out to us at sustainability@rmz.com or visit: rmz.com and rmz.com/sustainability

EXECUTIVE SUMMARY

The ESG Report 2025 highlights our exceptional performance across Environmental, Social, and Governance areas, while articulating our long-term vision and sustainability goals.

This report covers our Assets Under Management, spanning six cities across India and multiple asset classes including Offices, Warehousing, and Data Centres. It outlines progress across our ESG Foundations: Environmental Stewardship, People & Communities, Governance & Ethical Conduct.



The Skyview, Hyderabad



Key Sustainability Highlights



98%

of the portfolio certified for Core and Shell design or O&M with USGBC or IGBC.



100%

of the portfolio certified for IWBI WELL Certification.



78%

of total energy met through renewable sources.



23%

women in workforce.



Zero

incidents concerning anti-corruption/ bribery, or breach of data.

Major Milestones



Among the first five global signatories to the **First Movers Coalition**, an initiative of the World Economic Forum, in the Cement and Concrete sector.



Established strategic partnerships with leading global brands in alternative asset classes who are already on an advanced path toward **Net-Zero Emissions**.



Developed an **Operating System** in collaboration with McKinsey and Nagarro to enable integrated, efficient, and transparent enterprise operations.



The future belongs to those
who build it sustainably,
inclusively, and with integrity.

Raj Menda
Chairman, RMZ

CHAIRMEN'S MESSAGE

Dear Stakeholders,

At RMZ, we envision a future shaped by strategic investments in transformative sectors that are anchored in sustainability and aligned with India's evolving economic landscape. As a forward-thinking alternative asset owner, our mission is to foster enterprises that not only fuel the economy of tomorrow but also enrich the communities we serve today.

Our Environmental, Social, and Governance (ESG) strategy is central to this mission. We are committed to aligning business growth with the principles of sustainable development and responsible corporate citizenship. By embedding ESG considerations into our operations, risk frameworks, and decision-making processes, we strive to generate enduring value for all our stakeholders.

Guided by this approach, we focus on three key pillars:

Future-Proof Investments

We invest in sustainable projects with a focus on emission reductions and long-term value creation through future-focused strategies.

Diversity, Inclusivity, and Holistic Wellness

We champion community-focused investments, inclusive leadership, diversity at all levels, and initiatives that support the holistic well-being of our people.

Honourable Governance

We uphold transparency, security, and accountability through a robust ESG governance framework that protects stakeholder interests and fosters ethical corporate conduct.

As we move forward, we remain committed to innovation, resilience, and responsible growth.

Together, we are building a legacy that reflects both strength and integrity.

Thank you for your continued trust and partnership.

Warm regards,

Raj Menda
Chairman, RMZ

Manoj Menda
Chairman, RMZ

THOUGHTS FROM THE LEADERSHIP TEAM



Arshdeep Sethi

President, RMZ Real Estate

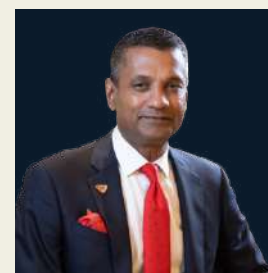
Through our ESG strategy, we are building a resilient, future-ready organisation that creates lasting value for all our stakeholders. Our commitment to transparency, accountability, and continuous improvement guides us as we work to deliver meaningful environmental, social, and governance outcomes; shaping a more sustainable, inclusive, and equitable future together.



Deepak Chhabria

President, RMZ Infrastructure

Integrating ESG principles into our infrastructure partnerships strengthens long-term value creation and ensures alignment with sustainable development goals. By collaborating with partners who share our commitment to environmental and social impact, and by clearly defining ESG roles, we deliver resilient outcomes that benefit communities, the environment, and all our stakeholders.



Thirumal Govindraj

CEO, RMZ Office and RMZ NXT

Our ESG strategy is central to how we develop, manage, and invest in commercial office spaces and industrial and logistics parks. We are committed to creating high-performance, sustainable, and inclusive environments that meet the evolving needs of our occupiers and partners, delivering long-term value for investors, enhancing user well-being, and supporting the communities in which we operate.



Avnish Singh

CEO, RMZ Real Estate Investments
CEO, RMZ Capital Markets and
Investor Relations

We adopt a lifecycle approach to ESG, integrating it from pre-investment to exit. Through ESG screening, risk analysis, and value-aligned decision-making, we embed sustainability throughout the investment process. Ongoing performance monitoring ensures transparency and accountability, delivering measurable, long-term outcomes for our investors, partners, and communities.



Saandip Kundu

CEO, RMZ Private Capital Partners

By aligning capital allocation, financing structures, and portfolio strategy with ESG priorities, we ensure long-term financial resilience while supporting sustainable, inclusive growth for all our stakeholders. ESG-integrated capital management not only strengthens our commitment to transparency and risk reduction but also attracts capital from like-minded investors who share our values.



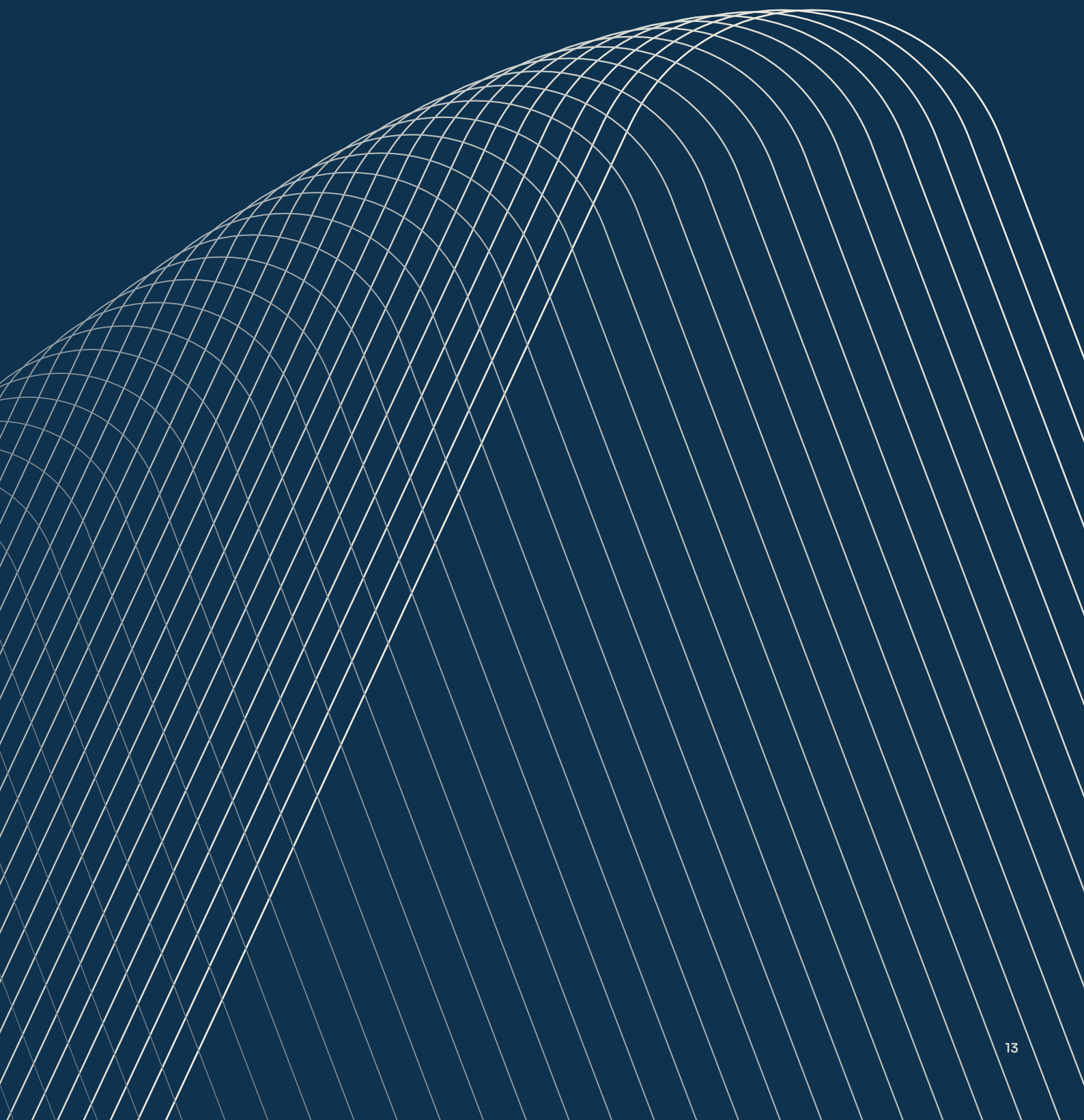
Akshaya Kumar Panda

CFO, RMZ Real Estate

Capital allocation is a critical driver of ESG impact. By embedding sustainability and social responsibility into our investment decisions, financing strategies, and capital planning, we align financial discipline with long-term value creation, supporting a low-carbon, resilient, and inclusive future for our investors, partners, and broader stakeholder community.

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SHAPING TOMORROW

RMZ is a purpose-driven alternative asset owner, committed to shaping India's future through sustainable, long-term value creation. As one of the world's largest privately controlled alternative asset platforms, we transform real and alternative assets into powerful engines of growth, impact, and resilience. With over two decades of proven expertise, we have played a pivotal role in redefining India's urban ecosystems, curating exceptional assets and building future-proof businesses across commercial real estate, infrastructure, private equity, and emerging sectors.

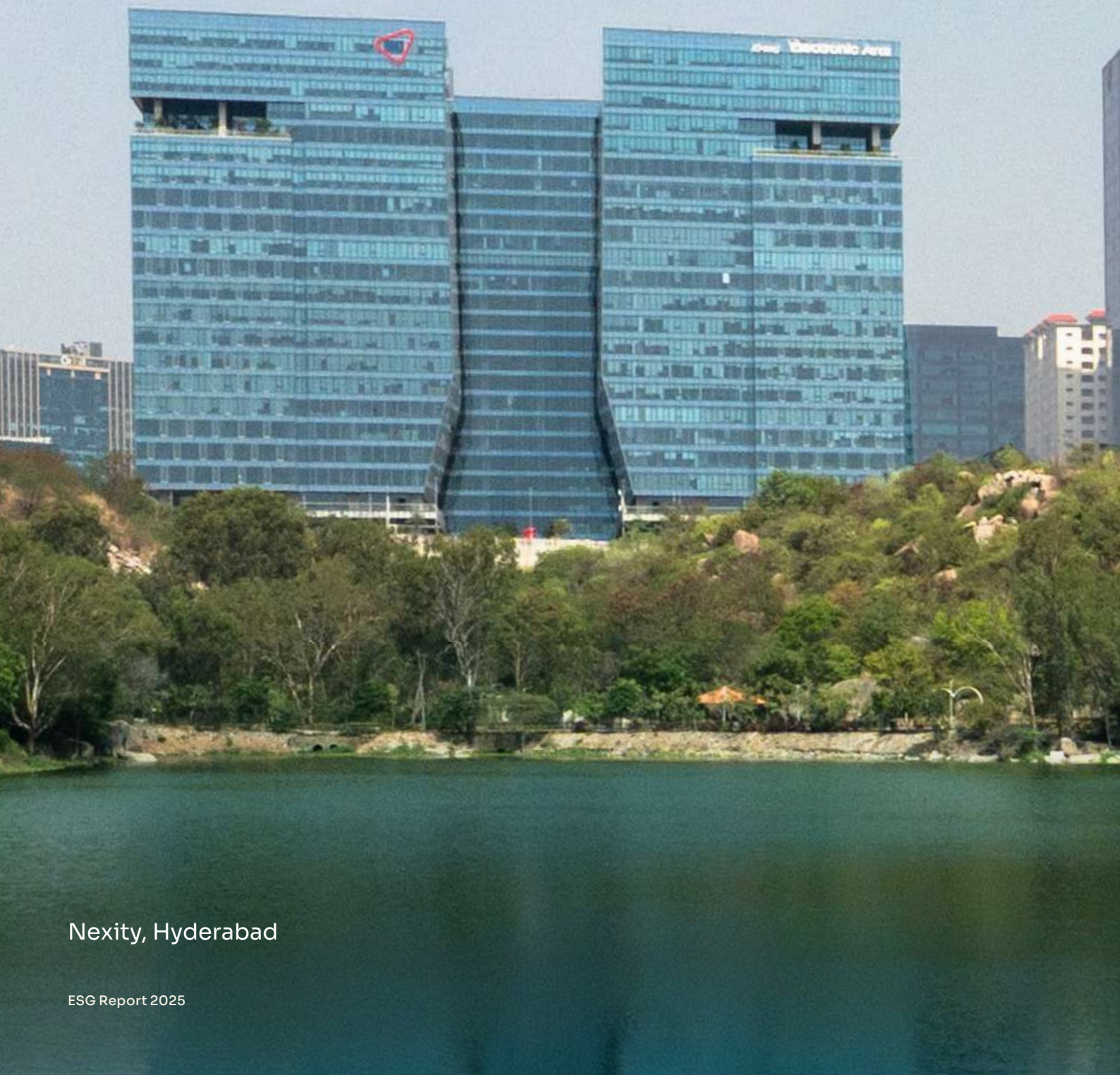
Rooted in innovation, sustainability, and a bold entrepreneurial spirit, we are guided by a unique ecosystem approach that places people at the core of its mission. The firm champions environmental stewardship, social responsibility, and strong governance practices, integrating ESG principles at every level to deliver enduring value for investors, communities, and the nation.

Through collaborative partnerships and a track record of delivering complex, **high-quality projects with precision and efficiency,** we continue to evolve into new adjacencies, creating opportunities that drive real impact, elevate lives, and shape the future economy of India.





OVERVIEW OF RMZ BUSINESSES



Nexity, Hyderabad



RMZ Real Estate

At RMZ Real Estate, we specialise in providing flexible capital solutions and strategically invest and co-invest across a host of assets to deliver attractive returns for our investors. Entrenched in experience, we own, build, and manage projects with dynamic, sustainable environments at their core.

RMZ Real Estate Partners

RMZ Real Estate Partners sets the benchmark in the industry by transforming commercial, industrial, and logistics real estate into spaces that empower communities, drive societal impact, and deliver long-term value for global investors.

RMZ Real Estate Investments Partners

RMZ Real Estate Investments Partners focuses on long-term value creation through strategic investments in hospitality assets. Leveraging deep market insight and a disciplined investment approach, we identify high-potential opportunities that deliver resilient returns.

RMZ Digital Infrastructure Partners

RMZ Digital Infrastructure Partners is pioneering the transformation of India's digital economy by building secure, sustainable, and AI-powered infrastructure, from advanced data centres and fibre optic networks to intelligent tech hubs. In partnership with global tech leaders, it is redefining connectivity, enhancing data sovereignty, and accelerating innovation nationwide.

RMZ Private Capital Partners

RMZ Private Capital Partners is our dedicated consumer-focused growth equity platform, launched to institutionalise private equity investing in India. With a strategic focus on high-growth sectors, such as lifestyle and sports, it combines our execution excellence with a disciplined, founder-aligned investment approach to unlock long-term value and scalable growth.

DIVERSE AND FUTURE-READY PORTFOLIO

1 **20+ years** of Indian market expertise

2 **5 operating offices** | One of the few developers with presence across all prominent urban centres

3 **200+ professionals** | In-house capabilities across Deployment | Development | Capital Recycling

4 **Institutional Partnerships**

CPP Investments

QIA
QATAR INVESTMENT AUTHORITY

三井不動産
MITSUI FUDOSAN

PROLOGIS
Ahead of what's next

colt
Data Centre Services

26.57 MSF

Office Space
25.67 MSF

Data Centre
0.27 MSF
(22MW)

I&L Space
0.63 MSF

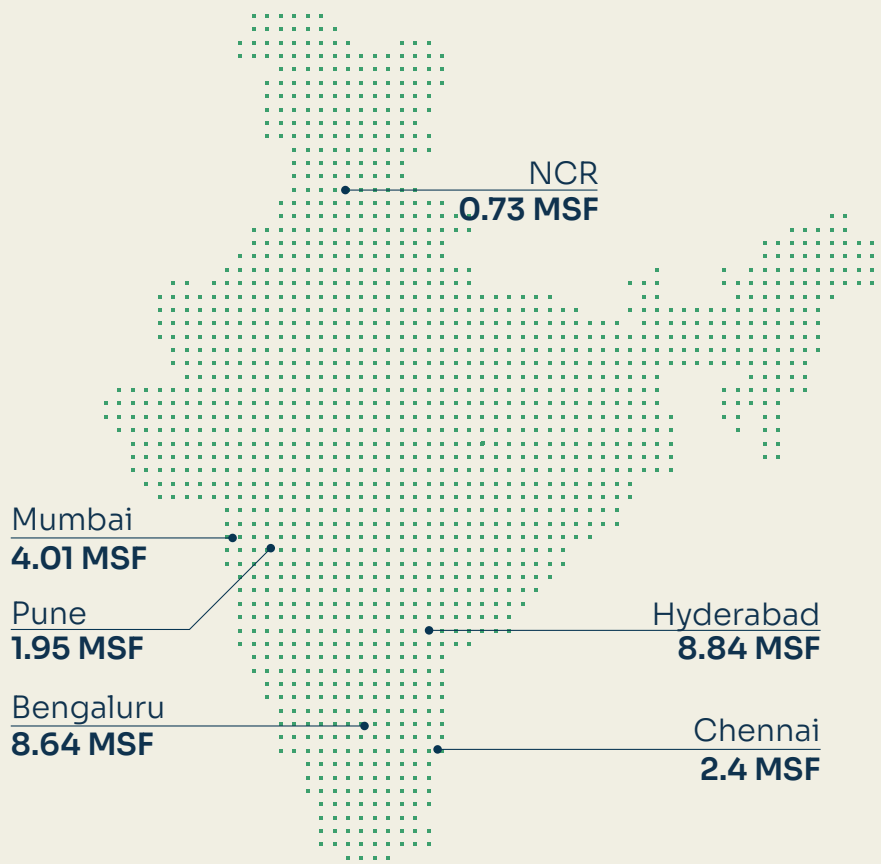
Assets under purview of this report: Standing Investments and Under Development.*

Standing Investments

RMZ Infinity, Bengaluru
RMZ Infinity, Gurgaon
The Millennia, Bengaluru
RMZ One Paramount 10, Chennai
RMZ One Paramount 20 & 30, Chennai
The Skyview, Hyderabad
Nexity, Hyderabad
The Spire, Hyderabad
RMZ Ecoworld 31, 32, Bengaluru
Startech, Bengaluru
DCS, Airoli

Under Development

RMZ Ecoworld 30, 33, Bengaluru
RMZ Ecoworld 20, Bengaluru
The Edge, Pune
One Boat Club, Pune
RMZ NXT, Hoskote
RMZ Nexus, Mumbai



*The report excludes all assets under HUF, assets which are to commence development, assets in advanced stages of deal closure and divested assets except One Paramount 1.



OUR INSTITUTIONAL PARTNERS

At RMZ, we leverage scale and deliver value through successful multi-development joint ventures and partnerships with leading global institutional and alternative investors.

Investor Relations

Mitsui Fudosan

- 1 Strategic joint venture with Mitsui Fudosan with 3.5 MSF of office space under development
- 50:50 Joint venture between RMZ and Mitsui Fudosan
- Phase 01 operational and 100% leased

CPP Investments

- 14 MSF portfolio size
- 2 Long-term joint ventures
- 7 Assets across 5 cities



At CPP Investments, we recognise the important role sustainability plays in the real estate sector. Our partnership with RMZ is focused on creating developments across India that are environmentally responsible, resilient, and innovative.

Hari Krishna V

Managing Director
Real Estate Investments | Real Assets
CPPIB India Advisors Pvt Ltd



We are delighted to partner with RMZ, whose commitment to sustainable development, placemaking, and community-centric design aligns seamlessly with our group mission of Earth, Innovation, and People. Moreover, their proactive market approach has created great leasing velocity and quality and continues to attract strong demand and deliver consistent returns.

Yoshitsugu Homma

Managing Director & Country Head
Mitsui Fudosan (Asia)

Joint Ventures

Prologis

- 30 Acres strategically located in Hoskote, Bengaluru
 - 0.6 MSF Grade-A warehousing and logistics space
 - 25:75 Joint venture between RMZ NXT x Prologis
-

Colt

- 230MW Total projected capacity
 - 25 years experience brought in by Colt DCS
 - 50:50 Joint venture between RMZ Digital Infrastructure Partners x Colt DCS
-

OCCUPIER HIGHLIGHTS

RMZ Office



Total Portfolio
25.67 MSF



Completed
16.57 MSF



Under Development
9.10 MSF



Occupancy
99 %

40% – 50%

GCC Clients

+120

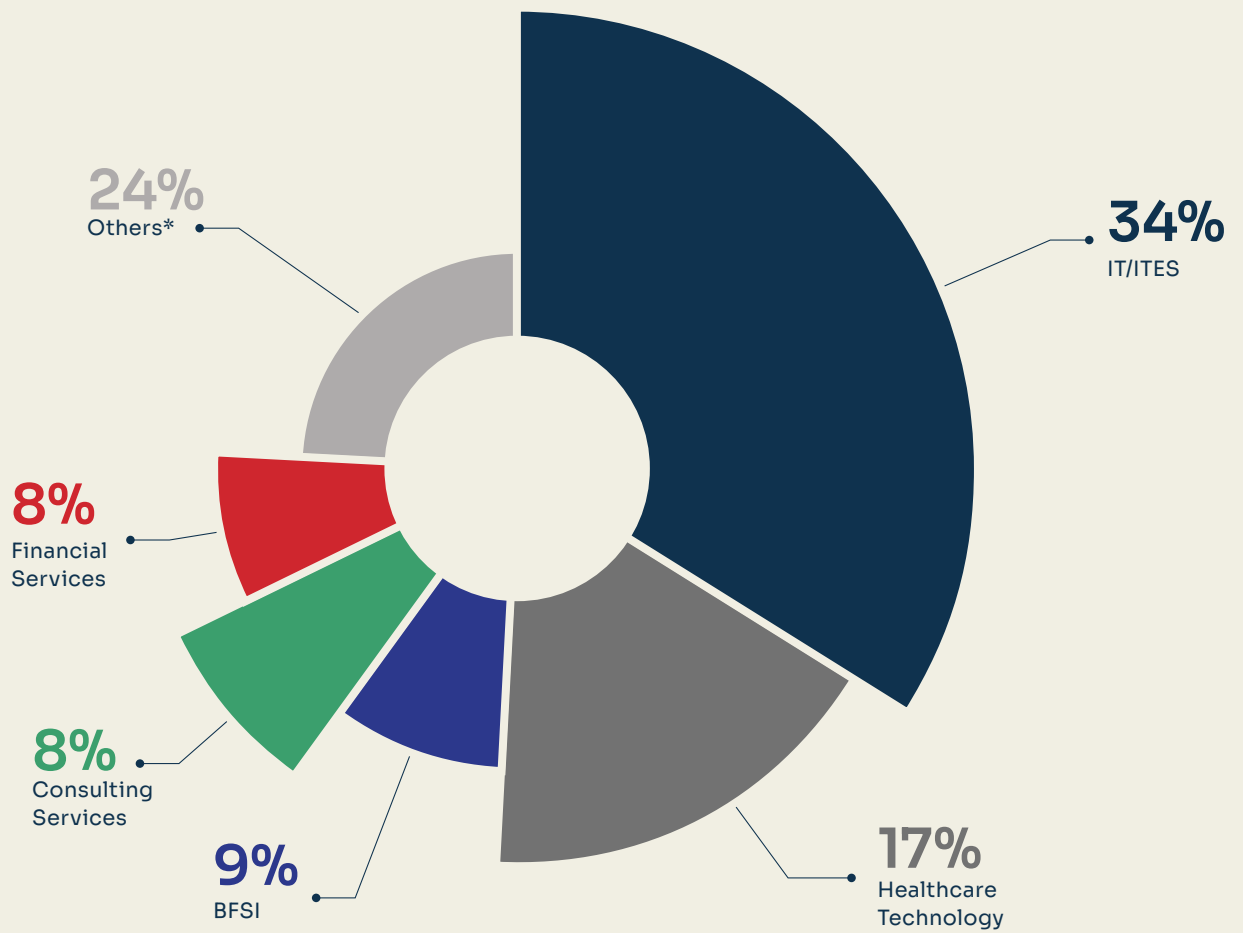
Clients

+25 Clients

1st Time Entrants into India



Sector-wise Clients



*Others: 2% Energy, 4% Social Media, 5% Mobility Solutions, 6% Semiconductors, 7% Managed Workspaces





STRATEGIC MEMBERSHIPS AND AFFILIATIONS

Nexity, Hyderabad

At RMZ, we actively participate in leading industry coalitions, sustainability platforms, and reporting bodies to drive collective progress and align with global best practices.

As part of our commitment to responsible leadership, we engage with organisations such as the World Economic Forum, IGBC, The ASPEN Institute, CREDAI, FICCI, CII, NSDC, USGBC, the British Safety Council, and The WELL Institute.

Through these partnerships, we contribute to shaping sustainable standards, advancing policy dialogue, and fostering cross-sector collaboration for a more resilient and inclusive future.



An international organisation for public-private cooperation that engages leaders to shape global, regional, and industry agendas.



Indian Green Building Council: A leading body promoting sustainable, energy-efficient, and environmentally responsible building practices in India.



Confederation of Indian Industry

An agency that provides validated ESG performance data and peer benchmarks for investors and managers and works to create and sustain an environment conducive to the development of India through advisory and consultative processes.



A global non-profit organisation committed to values-based leadership, policy dialogue, and solving critical societal challenges.



A membership and certification organisation that sets global standards and provides training in health, safety, and environmental management.



A non-profit organisation dedicated to sustainable building design, best known for developing the LEED green building certification system.



An organisation facilitating international workforce mobility and skills recognition.



An apex body consisting of members from the real estate industry from the Mumbai.



A non-governmental trade association and advocacy group.



An evidence-based roadmap for applying WELL Building Standards.

INSIGHTS FROM RMZ'S THOUGHT LEADERS

At RMZ, we are helping to reshape how global stakeholders think about the built environment. With increasing participation in key international forums, RMZ has been recognised as a serious, future-facing thought leader in urban development, sustainability, and institutional real estate.

From the World Economic Forum (WEF) to global investor roundtables, RMZ is being celebrated for its conviction-led approach, clarity of vision, and ability to link local expertise with global best practices.

Our leadership frequently engages on themes such as ESG integration, future cities, regenerative real estate, and capital resilience, bringing an India-centric but globally relevant perspective to these conversations.



Manoj Menda, Chairman of RMZ at Latin America GRI Real Estate 2024

On sustainability in urban infrastructure

“When we speak about sustainable development, we talk about social collaboration, we talk about social spaces, and what we call social experiences, these are all embedded in every one of the assets we develop.”

“India has quickly adapted practices from other markets to embed sustainability into development.”

On culture in the real estate industry

“We think the future is all about collaboration, inclusivity, and sustainability. Those are the principles that will redefine real estate.”

Arshdeep Sethi, President of RMZ Real Estate at GRI Funding Opportunities India 2024

On sustainable development and infrastructure

“We’re prioritising mixed-use developments that combine retail, office, hospitality, and residential components to better manage real estate cycles and market volatility.”

“Integrated developments allow us to future-proof assets, optimise land use, and generate higher returns while creating resilient urban ecosystems.”

On transparency, compliance, and institutional trust

“Today, what’s expected in Western markets, such as strong regulatory oversight, governance, and investor protections, is equally enforced in India.”

“Our transformation into an alternative investment ownership platform, with diversified verticals across office, mixed-use, residential, logistics, and hospitality, reflects a disciplined, long-term governance approach.”

Follow this link to access more leadership insights:

<https://www.rmz.com/news-and-insights/interviews>

MAJOR AWARDS AND RECOGNITIONS

RMZ has been honoured with awards for its people, world-class assets, and business excellence. These recognitions highlight our commitment to setting industry benchmarks.



Excellence in Business

Consumer & Industry 2020-22

Leadership, The
Extraordinaire

Consumer & Industry 2020-22

The Change Makers Award
RMZ Corp-Icon of Trust, The
Extraordinaire Brand

Business Leader of the Year Award 2022

Best Website of the Year

Business Leader of the Year Award 2022

Best Brand Marketing of
the Year

Construction World Architecture and Builder Award 2023

Champion of Construction
- RMZ Corp



Excellence in Leadership

Consumer & Industry 2020-22

The Change Makers Award
(Manoj Menda)

Realty+ Harit Bharat Leadership Summit & Awards 2023

Harit Bharat Women in
Sustainability (Isha Anand)

Realty+ Harit Bharat Leadership Summit & Awards 2023

Harit Bharat ESG Leader Award
(K. Jayakumar)

AsiaOne Magazine 2024

Bharatiya Mahantam Vikas
Puraskar Award
(Raj Menda & Manoj Menda)

Realty+ Harit Bharat Leadership Summit & Awards 2024

Harit Bharat Young Leader Award
(Siddharth Menda)

5th Realty+ 40 Under 40 Awards 2025

“Steering strategic vision and
sustainable growth” Award
(Siddharth Menda)



Excellence in Assets

ET Business 2022

ET Business Excellence Award
RMZ Ecoworld 30, Bengaluru
by RMZ Corp & Mitsui
Fudosan: Most Future Forward
Upcoming Project

Global Architecture & Design Award 2022

Global Architecture & Design
Award for Commercial
Concept (RMZ One
Paramount 2)

Global Architecture & Design Award 2022

Global Architecture & Design
Award for Commercial Built
(The Skyview by RMZ)

Realty+ Harit Bharat Leadership Summit & Awards 2023

Harit Bharat Projects -
Commercial Awards
(The Skyview by RMZ)

The Economic Times Real Estate Award 2024

National Commercial Project
Developer Award
(The Skyview by RMZ)

Realty+ Harit Bharat Leadership Summit & Awards 2024

Harit Bharat Projects Award
(RMZ Ecoworld 30)

The Golden Brick Awards 2024

Outstanding Project of the
Year in the National Category
(The Skyview by RMZ)

Realty+ Excellence Awards 2024

Most Environmentally
Conscious Commercial
Space (The Skyview by RMZ)



DRIVING SECTOR-SPECIFIC ESG INNOVATION



Offices:

100% USGBC Green Building Certification + Minimum 20% improvement on Energy Efficiency from ECBC/ ASHRAE Baseline + 100% Green Power Wheeling



NXT (Warehousing & Industrial):

100% IGBC Certification + Green Power Wheeling + 100% Rooftop Solar Power Generation readiness



Hospitality:

Green Building Certification + Zero Single-use Plastic + Zero Waste to Landfill



Data Centres:

Partnership-driven innovation with goals aligned to leaders like Colt DCS; 100% IGBC Certification + 100% Green Power Wheeling

At RMZ, sustainability is not a checklist, it's our blueprint for the future.

Reflections on ESG challenges

Pursuing audacious goals, expanding into new geographies, and diversifying across alternative asset classes often requires us to return to the drawing board. ESG strategies that work for one vertical may not directly translate to another. However, RMZ has adopted a proactive, preemptive approach to ensure that each asset class aligns with our overarching ESG vision. We've tailored our strategies to reflect global best practices specific to each sector, while maintaining coherence with our organisational ESG framework. This adaptability enables us to embed sustainability, resilience, and responsibility across all our investments, no matter the asset type or location.

Charting Our Path to Net Zero

Looking ahead, RMZ's focus is on refining and accelerating its decarbonisation strategy, mapping a clear and accountable journey toward Net Zero. Achieving net zero in real estate is no longer optional; it is both a responsibility and a strategic opportunity. By leading on climate action, we reduce long-term operational risk, meet regulatory expectations, attract ESG-conscious capital, and create high-performance buildings that deliver lasting value for occupiers, investors, and society.



RMZ Infinity, Chennai

DELIVERING ON OUR COMMITMENTS

Our unwavering commitment to sustainability, innovation, and social impact has earned us recognition from leading global institutions and industry platforms. These accolades reflect our pioneering approach to responsible development, future-ready design, and inclusive leadership.

First Movers Coalition Member

Among the first real estate firms globally to join the First Movers Coalition at COP27, committing to near-zero concrete and clean technologies.

WELL Health & Safety Rating

First developer worldwide to achieve this rating from IWBI, underscoring a strong focus on health, safety, and well-being.

LEED Platinum Certified

Multiple projects certified at the highest level for green building excellence.

LEED Arc Certification

First developer in India to receive LEED Arc certification, demonstrating real-time sustainability performance.

UL

First project in India to receive UL Certification for Certified Health Building.

Women in Leadership

Recognised by Architectural Digest for championing women leaders driving sustainability and innovation in real estate.

BIM Integration

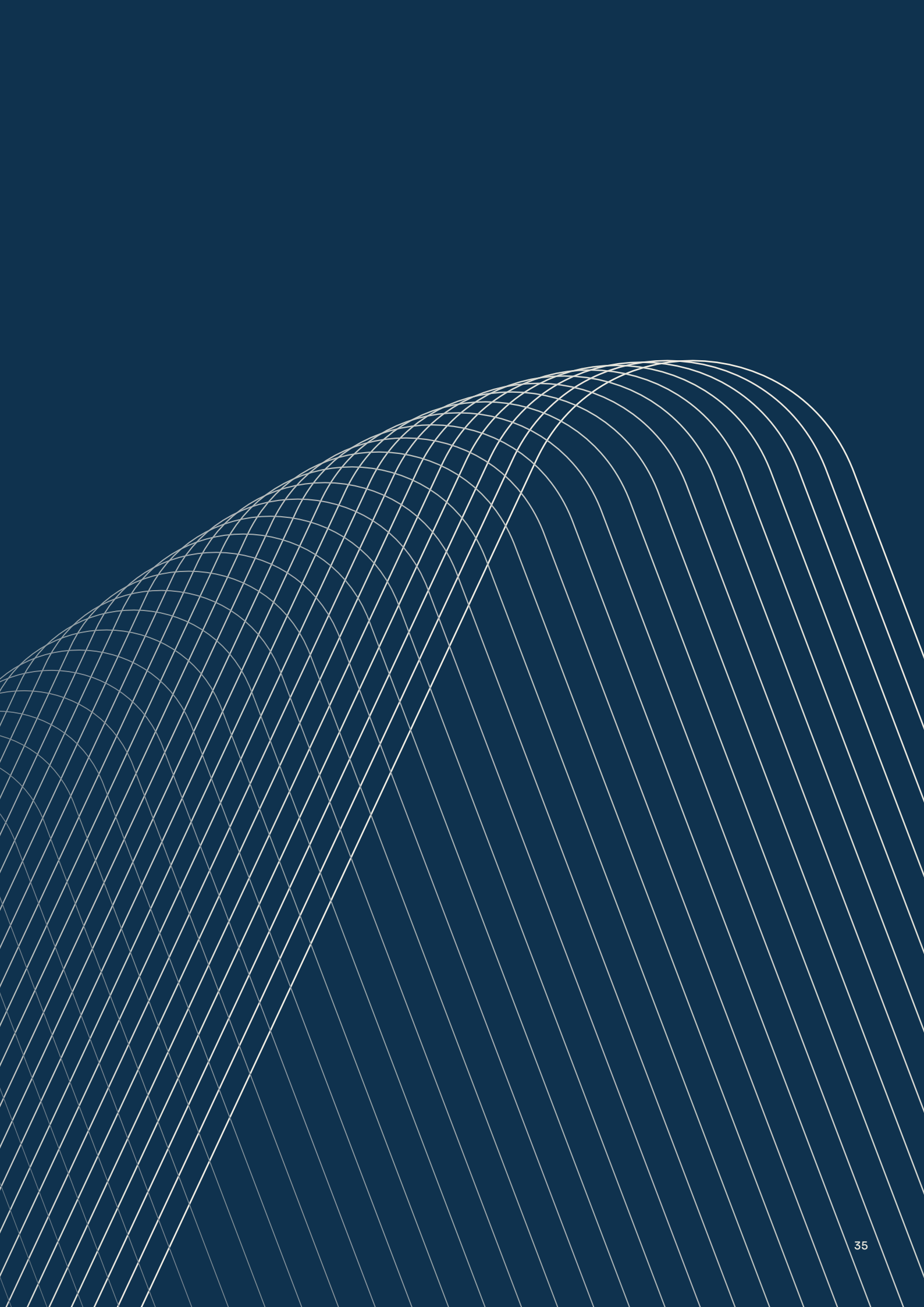
Pioneered the use of Building Information Modelling (BIM) across all projects for efficiency and precision.

Near-Zero Concrete

We commit to purchasing at least 10% of our annual cement/concrete volume from low-emissions sources by 2030.

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ESG VISION & STRATEGY

Building the Future, Responsibly

At RMZ, sustainability is more than a commitment; it is a reflection of who we are and how we shape the future. Our ESG vision is rooted in the belief that the most valuable assets are those that endure, uplift, and inspire. We are creating a resilient portfolio of future-proof investments that not only deliver long-term value but also address the climate, societal, and economic challenges of tomorrow.

We place people at the heart of our strategy. Our spaces are designed to foster diversity, equity, and inclusion, ensuring that all individuals, regardless of background, feel welcomed, respected, and empowered. From promoting employee well-being and community engagement to nurturing creative expression and collaboration, we believe that human potential thrives in environments built on dignity and purpose.

Our governance system is founded on principles of integrity, transparency, and accountability. We uphold honourable governance through strong leadership oversight, robust policies, and data-driven decision-making, ensuring that every action we take is guided by ethical intent and aligned with our long-term ESG goals.





These aspirations are underpinned by our core values:



Empowerment

Investing in and delivering outstanding assets that empower a global, sustainable economy.



Imagination

Conceiving new possibilities by questioning convention and operating at the forefront of innovation.



Agility

Navigating obstacles swiftly and being in constant motion to elevate people's lives and experiences.



Well-being

Creating balanced, sustainable ecosystems that value well-being and protect the planet.

ESG MANAGEMENT FRAMEWORK

Vision

To lead the transition to a resilient, low-carbon future by shaping sustainable ecosystems that empower communities and preserve the planet for future generations.

Mission

To create long-term value by investing in and developing real and alternative assets that serve people and the planet by advancing innovation, inclusivity, and environmental stewardship in everything we do.

Purpose

To go beyond profit by delivering impact-driven outcomes that elevate lives, regenerate natural systems, and build a more equitable, sustainable world.



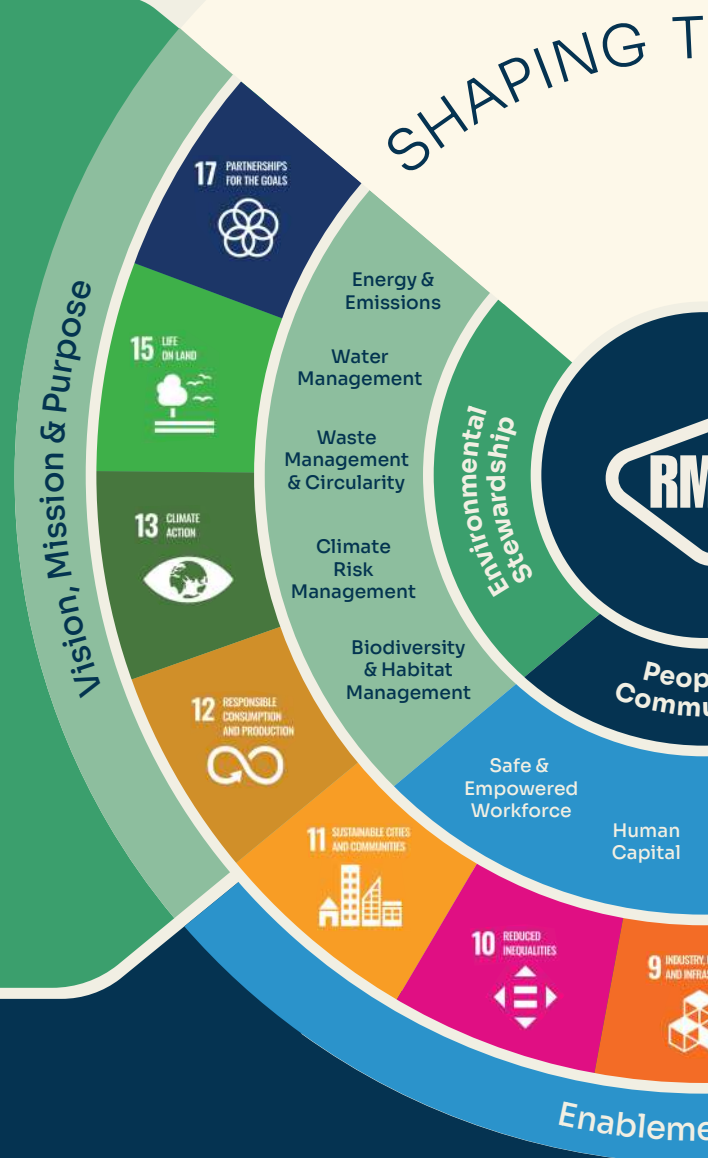
Sustainability and ESG Governance

RMZ's Governance processes ensure sustainability is deeply embedded in its business strategies and operations.

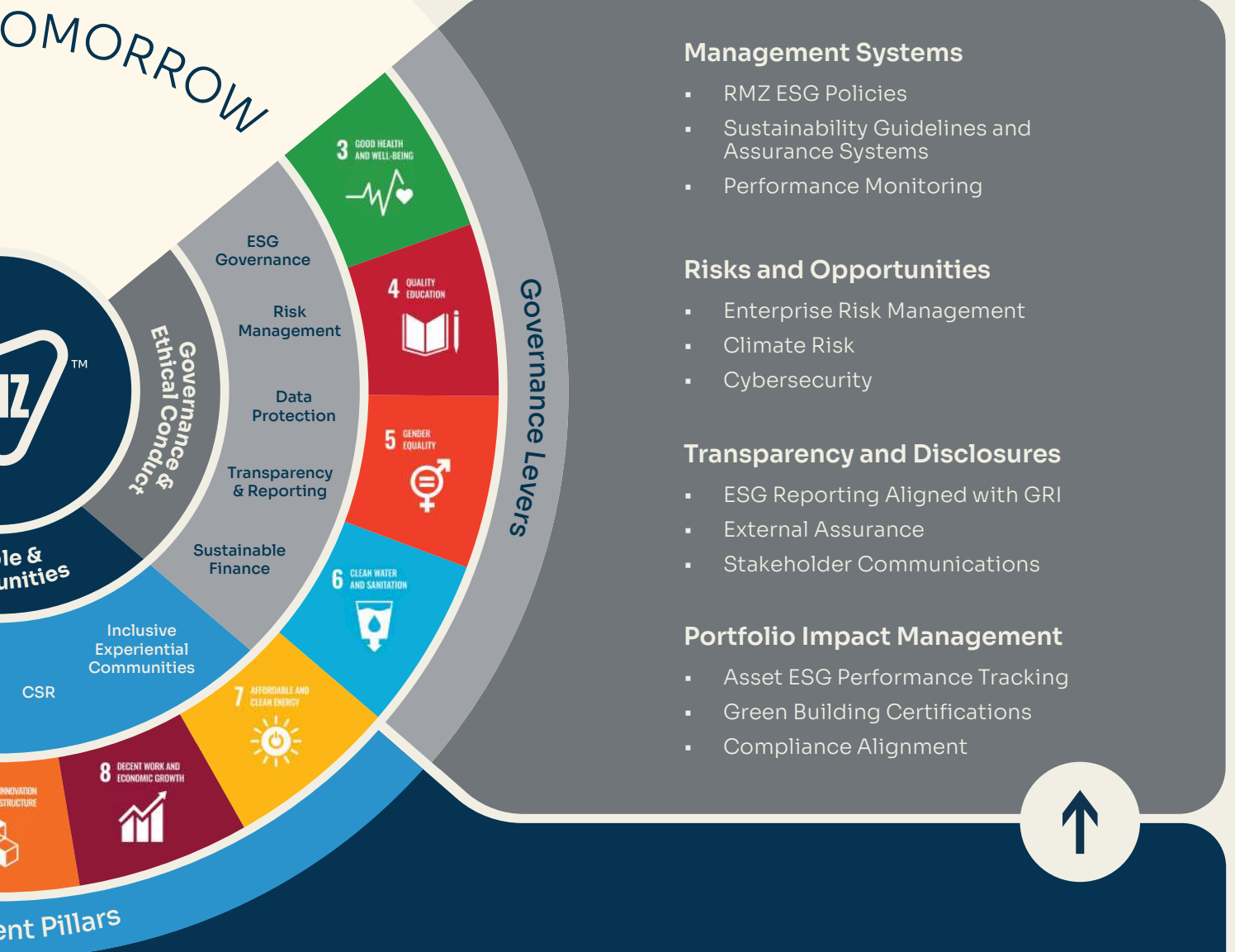


RMZ Sustainability Centre of Excellence

A dedicated hub driving ESG expertise, governance, and best practices across the organisation.



At RMZ, sustainability is deeply woven into every aspect of our business. Our ESG management framework translates this commitment into a structured, values-driven approach to building a resilient, inclusive, and responsible future. Guided by RMZ's Vision, Mission, and Purpose, the framework rests on three inter-connected foundations—Environmental Stewardship, People & Communities, and Governance & Ethical Conduct—each addressing our material priorities. These are supported by strong Governance Levers and Enablement Pillars, ensuring accountability, innovation, and long-term value creation and impact.



Partnerships and Collaboration

RMZ leverages the power of strategic alliances and collaborations with key stakeholders to create long-term value and resilience.

Innovation and Digitisation

RMZ harnesses technology, automation and data-driven solutions to accelerate and scale sustainable development and impact.

Environmental Stewardship at RMZ goes beyond compliance. It is about reimagining the built environment for a low-carbon, regenerative future. We integrate sustainability from the ground up, with design choices that reduce embodied and operational carbon, increase energy and water efficiency, and incorporate nature-based solutions across our campuses. Every new development aspires to the highest green building standards, while our operational assets are continuously retrofitted to improve performance. As we scale our net-zero ambitions, we anchor our environmental goals in science-based targets and real-time data monitoring, backed by third-party certifications and rigorous benchmarking.

In **People and Communities**, we bring our spaces to life by placing human experience at the core of our design and operations. RMZ properties are created to inspire through biophilic architecture, inclusive accessibility, and amenities that support safety, wellness, and meaningful social engagement. Our approach is shaped by a deep belief in equity and community connection, whether through our employee-centric programmes, curated cultural events, or partnerships with local initiatives. We see every asset as a platform to nurture well-being, spark collaboration, and uplift the wider ecosystem it touches.

Governance and Ethical Conduct are embedded into our culture through a strong governance architecture that ensures ESG is not siloed but deeply integrated across all functions. Oversight begins at the highest levels, with board visibility and an executive ESG committee steering progress across development, operations, finance, and risk. Our policies and processes reflect a commitment to transparency, ethical conduct, and innovation, from digital dashboards that track sustainability KPIs to procurement practices that uphold labour and environmental standards. At RMZ, honourable governance means doing the right thing and holding ourselves to a standard higher than compliance.

Our ESG strategy, framework, priorities, and business model are aligned with the United Nations Sustainable Development Goals (UN SDGs). This alignment enhances transparency for investors and stakeholders, enabling them to evaluate performance in terms of both financial and non-financial value creation. By contributing to 13 of the 17 UN SDGs, we reinforce our commitment to sustainable growth while demonstrating the broader societal value of our actions.



The Millennium, Bengaluru

STAKEHOLDER ENGAGEMENT

Stakeholder Group	Objective	Engagement Channels	Material Topics
 <p>Investors & Joint Venture Partners</p>	Align on sustainability, risk management and long-term value creation	<ul style="list-style-type: none"> Supervisory board level updates Annual investor meetings Periodic interactions (Conference calls or Group Meetings) 	<ul style="list-style-type: none"> Transparency & Disclosure Climate Resilience Customer Satisfaction & Well-being Occupational Health & Safety Human Rights Cybersecurity & Data Privacy Ethics & Integrity Embodied Carbon Energy & Emissions Water Management Waste Management & Circularity
 <p>Regulators</p>	Adherence to compliance and sustainable development	<ul style="list-style-type: none"> Statutory filings Audits Participation in Industry forums, conferences, and meetings 	<ul style="list-style-type: none"> Transparency & Disclosure Ethics & Integrity
 <p>Employees</p>	Foster a safe, inclusive, and engaging workplace environment	<ul style="list-style-type: none"> Townhalls Employee surveys Learning & development sessions Wellness programmes Periodic performance appraisals 	<ul style="list-style-type: none"> Human Rights Human Capital Occupational Health & Safety
 <p>Occupiers</p>	Deliver high-quality space and services that enhance occupier experience and operational performance	<ul style="list-style-type: none"> Occupier engagement surveys Engagement programmes and facilities Social media platforms 	<ul style="list-style-type: none"> Customer Satisfaction & Well-being Green Buildings Technology & Innovation Transparency & Disclosure
 <p>Communities</p>	Contribute positively to the social and environmental fabric of local communities	<ul style="list-style-type: none"> CSR Initiatives through RMZ Foundation Community partnerships Media releases/publications 	<ul style="list-style-type: none"> Community Engagement Biodiversity Climate Resilience Energy & Emissions Water Management Waste Management & Circularity
 <p>Suppliers & Contractors</p>	Build strong partnerships with suppliers and vendors	<ul style="list-style-type: none"> Contractor management guidelines and SOPs Onboarding & Training sessions Contractor meetings 	<ul style="list-style-type: none"> Responsible Sourcing Supply Chain Resilience Occupational Health & Safety



MATERIALITY ASSESSMENT

Our sustainability strategy is anchored in the principle of materiality, prioritising environmental, social, and governance (ESG) topics that are most significant to our stakeholders and to our long-term business performance. As a diversified real estate platform operating across office, data centres, logistics, retail, and hospitality, we recognise the need to continually assess which issues carry the greatest relevance and potential impact across our value chain.

The materiality assessment serves as a foundational step to ensure that our sustainability focus is evidence-based, stakeholder-informed, and aligned with evolving global standards. It provides the basis for defining our ESG commitments, shaping disclosure priorities, and integrating sustainability into strategic decision-making, risk management, and policy development.

Stakeholder Consultation

Stakeholder engagement played a central role in validating and prioritising our material topics. We conducted structured consultations with both internal and external stakeholders to capture diverse perspectives across our value chain.

Internal stakeholders included senior management and representatives from development, operations, human resources, legal and compliance, technology, and risk. External stakeholders included occupiers, suppliers, subject matter experts, industry associations, and sustainability professionals.

Discussions focused on stakeholders' expectations, perceived ESG risks and opportunities, and emerging priorities relevant to our business context. The insights gathered were instrumental in shaping our understanding of what matters most to those we serve and to those who help us deliver.

Materiality Assessment: Methodology



Materiality Matrix

Materiality Prioritisation Matrix for RMZ





EMPOWERING ESG THROUGH DIGITAL INFRASTRUCTURE

RMZ is navigating its ESG journey with technology as a key enabler. By leveraging software solutions, strategic tech partnerships, and proprietary digital platforms, we are building a robust foundation for integrated People, Data, Asset, Project, and Stakeholder Management. This digital backbone ensures greater transparency, accountability, and efficiency as we scale our sustainability ambitions across the portfolio.

Purpose	Software	ESG		
Data management, process control for deal flows, real-time dashboard of projects	OS			Governance
Site inspections checklist, request for information and approval flows.	Aconex			Governance
Data management at assets	Breathe ESG	Environmental		Governance
Procurement management, vendor & consultant management	SAP			Governance
People management (goal setting, reimbursement/remuneration, policy centre)	SAP Success Factor		Social	Governance
Project management, sustainability, labour, and cost & time management for projects under construction	Mace Data Control Centre	Environmental	Social	Governance
People management	Zoho App		Social	Governance
Project design, coordination, construction, and delivery	BIM			Governance
Asset management and monitoring	BMS	Environmental		Governance
Feedback, occupier engagement, dashboard for asset information on air quality	Occupier Portal		Social	Governance

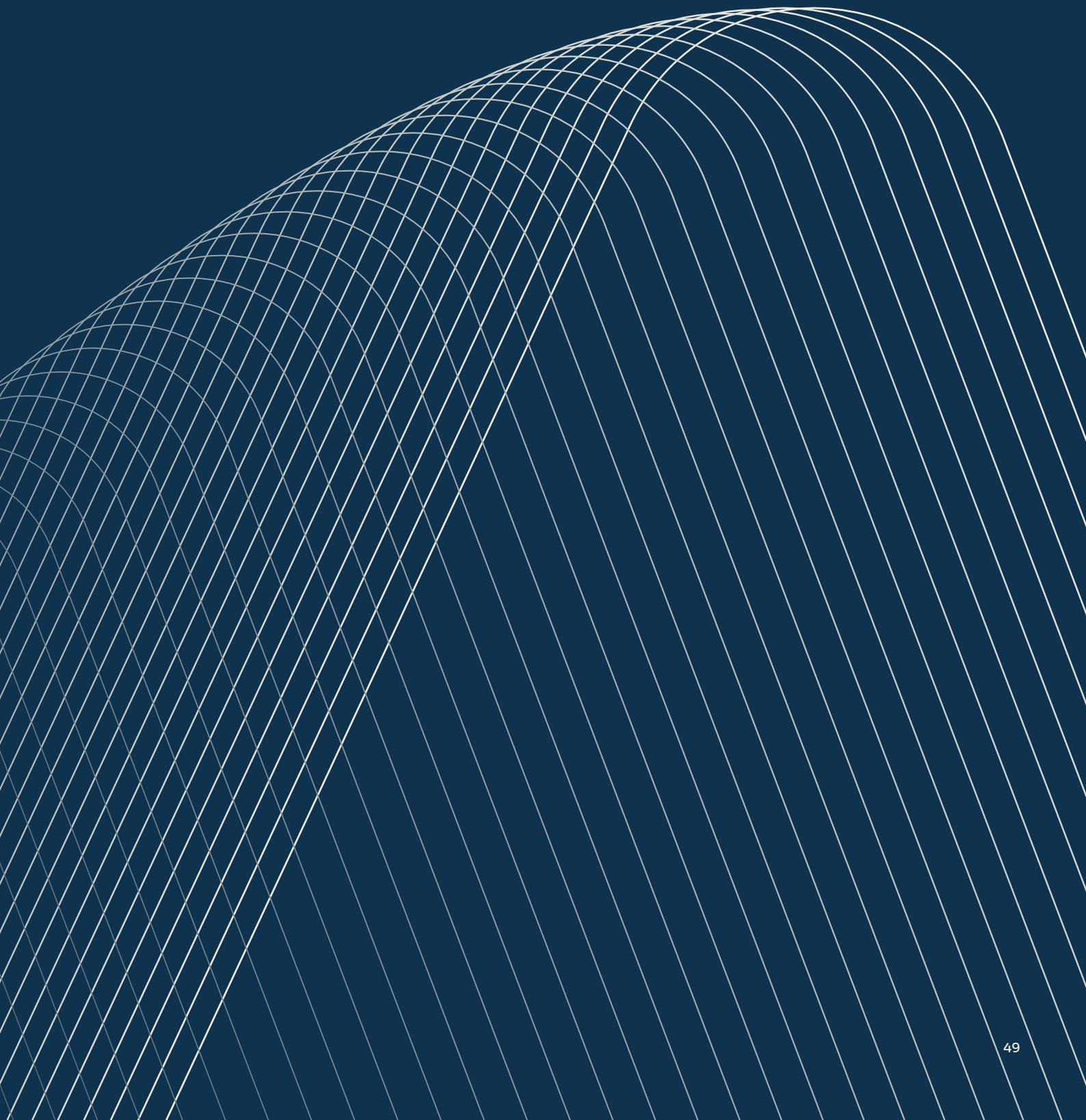
ENVIRONMENTAL STEWARDSHIP

BUILDING A GREENER LEGACY

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MENTAL SHIP



ENERGY AND EMISSIONS

Energy transition is at the heart of RMZ's environmental stewardship strategy. As a developer and operator of next-generation commercial real estate, we are actively reducing our carbon footprint by rethinking how energy is sourced, distributed, and consumed across our assets. Our goal is to operate high-performance, low-carbon buildings that align with both global climate goals and India's energy transition pathway.

A key milestone in this journey is our transition toward 100% renewable energy across our operational portfolio. Wherever feasible, we procure clean electricity through green power purchase agreements and are expanding our onsite solar PV generation capacity to offset grid dependency. This is complemented by a suite of energy efficiency interventions that are embedded in both new developments and operational upgrades.

These include:

- The use of high-performance building envelopes
- HVAC systems with high-COP chillers
- Air handling units (AHUs) equipped with heat recovery wheels to optimise energy use without compromising comfort or indoor air quality
- High-efficiency LED fixtures Integrated with daylight and occupancy sensors to reduce unnecessary consumption and improve operational efficiency

We report our greenhouse gas emissions in line with the GHG Protocol Corporate Accounting and Reporting Standards. We currently track the following emissions across our portfolio.




Scope 1:
**Onsite fuel consumption
for DG energy**



Scope 2:
**Common Area Electricity
Consumption**



Scope 3:
**Occupier Electricity
Consumption**



**99% of power needs at our
Bengaluru and Hyderabad
assets are met through
renewable energy from PPAs
and utility distributors.**

Transitioning to a Clean Energy Portfolio

We are currently conducting a comprehensive GHG inventory assessment across our portfolio to establish an accurate emissions baseline. This exercise will serve as a critical foundation for setting science-based net-zero targets, enabling us to develop a robust and phased decarbonisation roadmap that reflects both the scale of our ambition and the specificity of our operations.



“By transitioning to renewable energy, we’re investing in a cleaner future for all stakeholders. It is a strategic investment in RMZ’s resilience and long-term value.”

Thirumal Govindraj,
CEO, RMZ Office and RMZ NXT



All RMZ assets in Bengaluru operate under a management agreement with ELSA Consultancy to transition fully to green power. As of now, 98% of operations across Bengaluru assets are powered by renewable energy.

In Hyderabad, assets are currently being transitioned to green power sourced through local distribution companies, ensuring alignment with our sustainability goals.

For under-construction assets in Mumbai, green power connections have already been secured through local distribution networks, reinforcing our commitment to low-carbon development from day one.

Partnering for Net-Zero

DCS, Airolì



colt

Data Centre Services

RMZ's alternate asset strategy is strengthened through partnerships with SBTi-aligned global leaders who have clearly defined Net-zero goals. By collaborating with best-in-class partners such as Colt Data Centre Services and Prologis, RMZ is aligning its ambitions with those already making significant progress in decarbonisation. These partnerships not only reinforce our ESG vision but also build on the foundational work we have undertaken, allowing us to leverage shared expertise and accelerate our transition to a low-carbon future.

Colt Data Centre Services has established a robust ESG framework based on three pillars: Decarbonising their Business, Connecting People, and Safeguarding their Company. Key commitments include:

- Achieving net-zero carbon emissions by 2045
- Reducing Scope 1–3 emissions in alignment with the Paris Agreement
- Sourcing 100% renewable energy in Europe and India
- Investing in on-site solar, energy efficiency, and waste diversion initiatives

Prologis, the world's leading logistics real estate provider, is driving sustainability across the global supply chain. Their strategy integrates innovation, operational excellence, and strong ESG leadership to create a lasting impact. Highlights include:

- A target of net-zero emissions across the full value chain by 2040, validated by SBTi in 2024
- Over 626 MW of installed solar and energy storage
- Implementation of high-performance, energy-efficient buildings
- Industry-leading ESG rankings and active community decarbonisation through customer partnerships and innovation

Together, these collaborations enable RMZ to set bold targets while implementing practical, scalable solutions that drive real-world sustainability outcomes across our alternative asset portfolio.



Warehousing, Hoskote

WATER MANAGEMENT

At RMZ, our approach to water management is guided by a policy that emphasises efficiency, resilience, and regulatory compliance. We operate in a water-stressed context and recognise the responsibility we carry as stewards of this finite resource. Our strategy is closely aligned with ISO 14001 environmental management standards, ensuring that our systems and practices not only meet legal requirements but also reflect global best practices in environmental performance.

Water consumption reduction begins at the design stage. All RMZ assets are equipped with low-flow, touchless faucets and other water-efficient plumbing fixtures that significantly reduce potable water demand without compromising user experience. We deploy metering systems to monitor usage patterns in real time, detect anomalies, and drive accountability across asset operations. These measures are reinforced through regular performance audits and behavioural awareness campaigns for employees, occupiers, and vendors.

- **Advanced Sewage Treatment Plants (STPs)**
supporting circular water management.
- **Treated Water Reuse**
for landscaping, flushing, and HVAC systems.
- **Zero Water Discharge**
sites where no untreated or treated wastewater is released externally.
- **Rainwater Harvesting Infrastructure**
integrated across all developments.
- **Significantly Reduced Freshwater Dependency**
through closed-loop systems

Through these integrated initiatives, RMZ not only enhances water resilience across its portfolio but also contributes meaningfully to urban water security and climate adaptation. Our ambition is to remain at the forefront of responsible water stewardship in the real estate sector.



100% on-site recycling of grey and blackwater across all our assets

Nexity, Hyderabad



WASTE MANAGEMENT AND CIRCULARITY

At RMZ, we approach waste not as a by-product, but as a design and operational challenge that must be addressed holistically, from construction to operations of our standing investments. Our waste strategy is aligned with the ambition of becoming a zero-waste organisation and is embedded across the asset lifecycle through proactive planning, occupier engagement, and material recovery initiatives.

Across our operational campuses, we are advancing toward zero waste to landfill through robust waste segregation, composting, and recycling systems. Facilities are designed to support multi-stream collection, with source segregation of wet, dry, and hazardous waste. We are pursuing TRUE* (Total Resource Use and Efficiency) certification for all our new assets, reinforcing our commitment to measurable waste reduction, diversion, and reuse. In construction, we prioritise waste minimisation through precast and modular construction techniques, which reduce material wastage, improve site efficiency, and shorten development timelines. Our contractors and project teams are trained to adhere to sustainable construction protocols, ensuring accountability at every stage of project execution.





Circularity is at the core of our long-term resource strategy. RMZ is progressively adopting Whole Building Life Cycle Assessments (WBLCA) to evaluate and optimise the embodied carbon and environmental impact of materials used across new developments and major retrofits. We strive to reduce virgin material use by incorporating recycled content, responsibly sourced materials, and efficient design principles that minimise over-specification and maximise longevity. Circularity is not just a technical goal—it is a mindset that informs how we select, use, and eventually recover building materials in a regenerative loop.

Together, these initiatives strengthen our commitment to responsible urban development, minimise environmental impact, and position RMZ as a leader in sustainable real estate practices.

Waste Management During Operations

Advancing Toward Zero Waste

RMZ is committed to embedding sustainable waste practices across both the construction and operational phases of its asset lifecycle. Our approach combines innovative partnerships and zero-waste certifications to minimise environmental impact and promote circularity.

Partnering with Saahas for Operational Waste Management

At Ecoworld 30, RMZ has partnered with Saahas, a leading waste management organisation, to implement an end-to-end system focused on resource recovery, safe livelihoods, and zero landfill waste.

TRUE Zero Waste Certification*

RMZ assets are paving the path toward zero-waste operations. RMZ Infinity, Bengaluru, and The Skyview, Hyderabad have received TRUE Certification, the industry's leading standard for zero waste operations, with an endeavour to expand our efforts across our portfolio.



The infographic is set against a background of green moss. It features five waste management categories, each with an icon and a description:

- Plastic Waste** (Bottle icon): Converted into recycled plastic pellets
- Glass & Metal** (Glass/Metal icon): Recycled through authorised vendors
- Dry Waste** (Diamond icon): Upcycled or used in waste-to-energy processes
- Wet Waste** (Water drop icon): Sent to bio-methanation plants for energy recovery
- Reject Waste** (Crossed-out circle icon): Responsibly sent to authorised landfills

On the right side, there is a circular diagram with various icons representing sustainability (leaf, CO2, target, infinity, recycling, etc.). At the bottom left, a large text overlay states: **30% of our standing investments is TRUE certified**.

This model of integrated waste management ensures responsible disposal, promotes circular economy practices, and supports environmental health.

*TRUE is the first zero-waste certification programme dedicated to measuring, improving, and recognising zero-waste performance by encouraging the adoption of sustainable materials as well as the management and reduction of practices that contribute to positive environmental, health, and economic outcomes.

Sustainable Construction Waste Practices

RMZ also adopts best-in-class waste minimisation practices during the construction phase. These include:



Use of modular and precast systems to reduce on-site waste



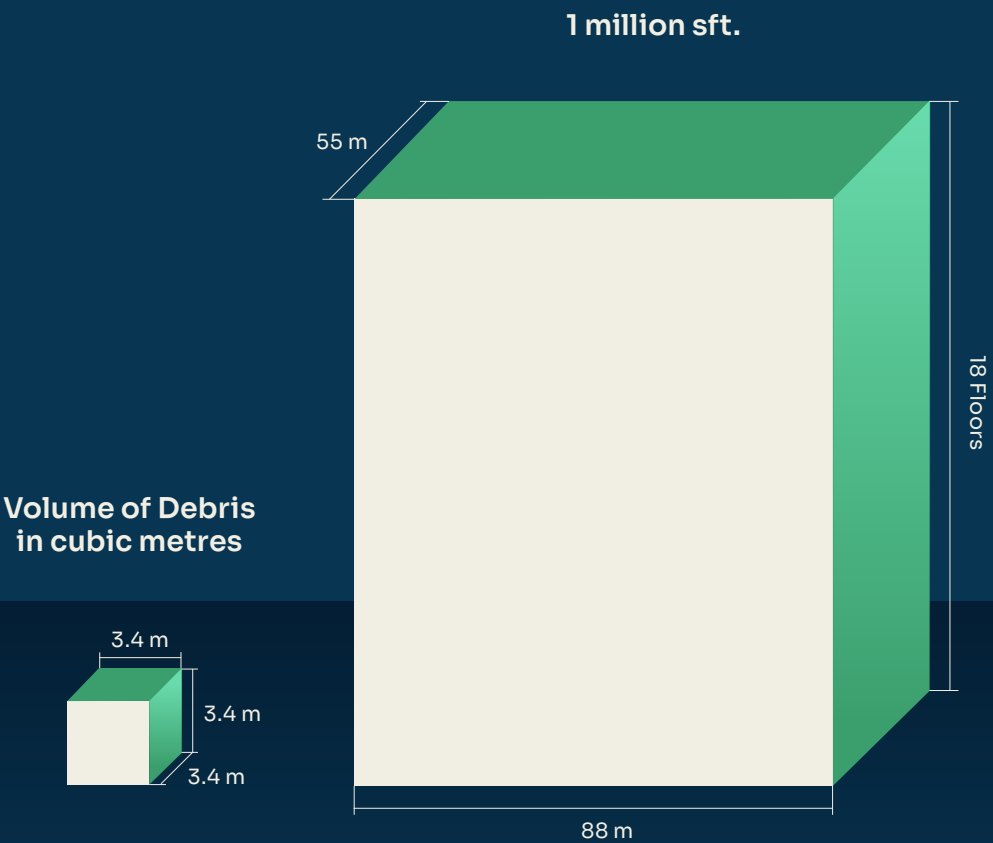
Reuse of construction debris for sunk slab filling and landscaping



Efficient waste tracking and segregation at source

We comply with current C&D Waste Management Rules, 2016 - Ministry of Environment, Forest and Climate Change (MoEFCC) and future ready for the amended rules applicable from April 2026.

Debris generated averages at 39 cubic metres per 1 MSF of leasable area construction* in 2022-2023, 2023-2024, & 2024-2025 across seven assets under construction.



*Total debris generated in cubic metres over 3 years / Total Gross Leasable area of assets under construction.



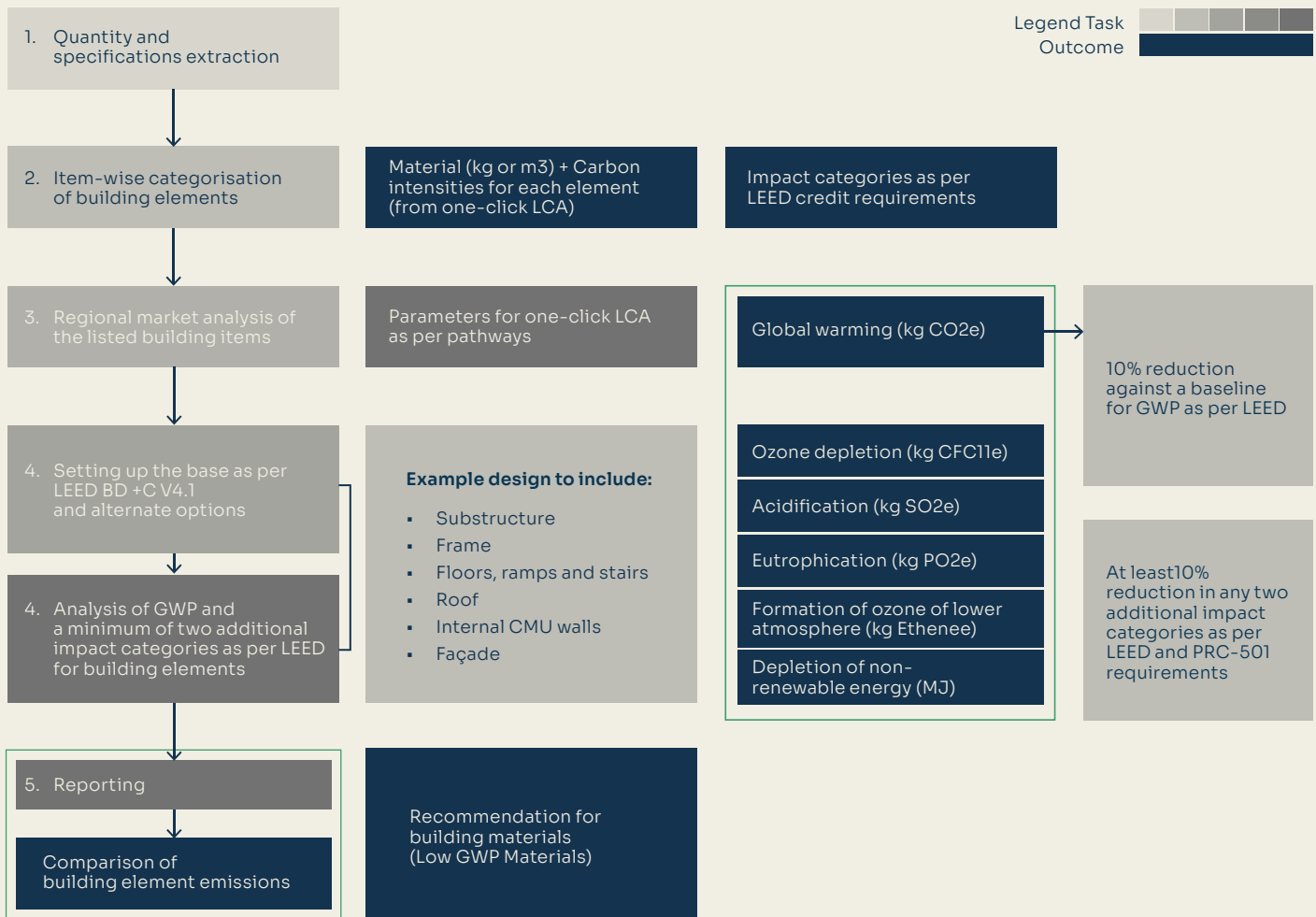
RMZ Infinity, Chennai

Life Cycle Assessment (LCA)

At the asset level, RMZ conducts comprehensive risk assessments to identify and mitigate environmental, climate-related, and operational risks across the entire asset lifecycle, from design and construction to long-term operations.

This process includes environmental performance modelling and material-level life cycle analysis, with a focus on minimising embodied carbon. RMZ leverages One Click LCA, a third-party software platform, to accurately assess the carbon footprint of structural systems and building materials. This enables data-driven design decisions and the selection of low-carbon alternatives, supporting our broader decarbonisation and sustainability goals.

LCA Methodology



Design Case

As per the specifications from the structures team, the percentage of recycled content in concrete and steel sections and reinforcement for the design case is referred to in the Structural Design Report.

Materials with a minimum of 30% recycled contents are used. India generic-regionally available EPDs and Market available lower EPDs are considered.

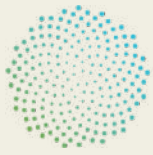


Base Case

As per LEED Baseline Strategies-Option 4-Using a benchmark or archetype building.

Materials with no recycled contents are used. India generic-regionally available EPDs and market available higher EPDs were considered.

Proud Signatory to the First Movers Coalition



**First Movers
Coalition**



“As a signatory to the First Movers Coalition, we are proud to lead the charge in decarbonising the cement industry. By committing to procure low-carbon cement, we’re not only accelerating innovation in green materials, but also sending a clear market signal: the future of construction is sustainable, and it starts now.”

K Jayakumar,

RMZ Senior Managing Director
Executive Board

Advancing Low-Carbon Construction Materials

Since its launch in 2021, the First Movers Coalition has driven early demand for near-zero carbon materials across key industrial sectors including steel, aluminum, aviation, shipping, trucking, carbon removal, and, since November 2022, cement and concrete.

As a responsible real estate developer, RMZ commits to ensuring that at least 10% (by volume) of the cement and concrete procured annually for our projects is low-emission.

To operationalise this commitment, RMZ has initiated a threefold approach:

- **Cement Replacement:** Using alternative binders to reduce clinker content where permitted by building codes, with impact validated through Life Cycle Assessment (LCA).
- **Eco-Cement Procurement:** Sourcing low-carbon cement with verified Environmental Product Declarations (EPDs).
- **Precast and Modular Construction:** Adopting systems that reduce onsite material wastage and improve build efficiency.

Follow the link to find **WEF First Coalition Cement And Concrete Commitment:**

https://reports.weforum.org/docs/WEF_First_Movers_Coalition_Cement_And_Concrete_Commitment.pdf



CLIMATE RISK MANAGEMENT

Building Resilience Across Our Asset Lifecycle

In response to the growing impact of climate change on the built environment, RMZ actively embeds climate risk considerations across its entire value chain, from project development to operational asset management. Recognising that climate change poses both material risks and strategic opportunities, RMZ's climate risk management framework is aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and integrates climate resilience into long-term business strategy, investment decisions, and operational performance.

Climate-related risks are broadly categorised into:

- **Physical Risks:** Both acute (e.g. extreme weather events) and chronic (e.g. rising temperatures and sea levels) impacts on real assets and infrastructure.
- **Transition Risks:** Regulatory shifts, market changes, technological evolution, and reputational pressures associated with the global transition to a low-carbon economy.

Our climate risk management is led by the Sustainability Centre of Excellence with Risk & Compliance, under RMZ's ERM framework, covering both:

- **Assets under Development:** Climate risks integrated into site selection, design, and capital allocation.
- **Standing Investments:** Ongoing risk assessments, energy monitoring, and scenario planning to ensure resilience.

By institutionalising climate risk governance, RMZ seeks to future-proof its portfolio, align with net-zero ambitions, and drive long-term value for stakeholders, occupiers, and the communities we serve.

Climate Scenarios	Key Risks	Timeframe
Transition Risks <ul style="list-style-type: none">▪ Net Zero 2050, Current Policies (IIASA Scenario Explorer, NGFS) Physical Risks <ul style="list-style-type: none">▪ RCP 2.6▪ RCP 4.5▪ RCP 8.5	Transition Risks <ul style="list-style-type: none">▪ Decarbonisation▪ Supply chain resilience Physical Risks <ul style="list-style-type: none">▪ Drought▪ Flood▪ Water stress	Timeframe <ul style="list-style-type: none">▪ Short Term: 2022 - 2030▪ Medium Term: 2030 - 2050▪ Long Term: 2050 - 2100

Case Study:

One Boat Club

– Flood Risk Assessment

Located along the banks of the Mula Mutha River, the One Boat Club site underwent a comprehensive 50-year and 100-year flood risk assessment using the Hydrologic Engineering Centre's River Analysis System (HEC-RAS) to ensure climate resilience and inform adaptive design measures.

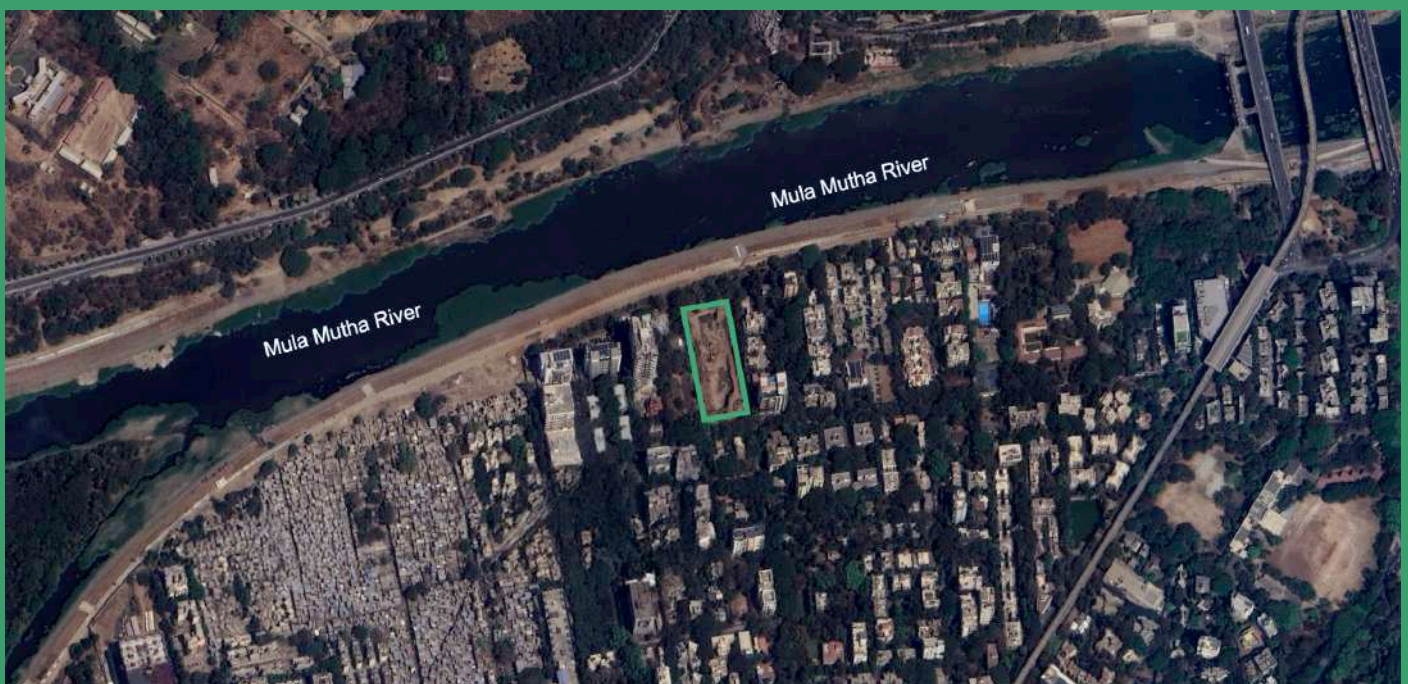
Methodology Overview:

The assessment followed a structured hydrological and hydraulic modelling process that included:

- **Rainfall Peak Data Extraction:** Historical data was analysed to identify 50-year rainfall peaks and construct an Intensity-Duration-Frequency (IDF) curve for high-level scenario modelling.
- **Surface Terrain & Watershed Modelling:** A surface terrain model was created using ArcGIS, followed by watershed analysis to understand surface runoff behaviour.
- **Hydrograph Generation:** Using HEC-HMS, hydrographs were generated for use in further HEC-RAS assessment for level and flooding near the site.
- **Scenario Testing:** The modelling was repeated for multiple return periods (50-year and 100-year events) to compare potential outcomes and stress-test resilience.

Outcome:

The assessment concluded with risk-informed design recommendations, including elevation adjustments, flood-protective landscaping, and site drainage enhancements. These proactive measures are part of RMZ's broader commitment to climate adaptation and resilient infrastructure planning.



BIODIVERSITY AND HABITAT MANAGEMENT



Ecoworld 30, Bengaluru

At RMZ, we believe thriving biodiversity and vibrant habitats are cornerstones of sustainable urban communities. Our properties are meticulously designed to coexist harmoniously with nature, ensuring ample green spaces that promote ecological balance and enhance urban quality of life.

Our strategic approach begins with comprehensive ecological assessments to identify and safeguard sensitive habitats and native species. By carefully incorporating native flora into our landscape designs, we create nurturing environments that sustain local ecosystems. Eco-ponds, strategically placed across our developments, further enrich biodiversity while simultaneously aiding in sustainable water management and microclimate moderation.

Our sustained partnerships with biodiversity experts and environmental organisations further enhance our capabilities, driving innovation and elevating our ecological stewardship. We believe that biodiversity preservation is not merely an aspiration but an integral part of our identity, shaping sustainable, resilient, and enriching urban environments for generations to come.

Case Study:

Ecoworld 30 Case Study

Real estate is being called to play a proactive role in nature conservation. Biodiversity is shifting from a compliance issue to a value creation driver, especially in cities aiming for climate resilience and liveability. We are developing a strong roadmap for the same and consciously working towards “Greenifying” our assets beyond the mandatory requirements.



Of the 5.5 hectares, a total of 1.2 hectares is dedicated to soft landscaping, amounting to **20%** of the overall site.

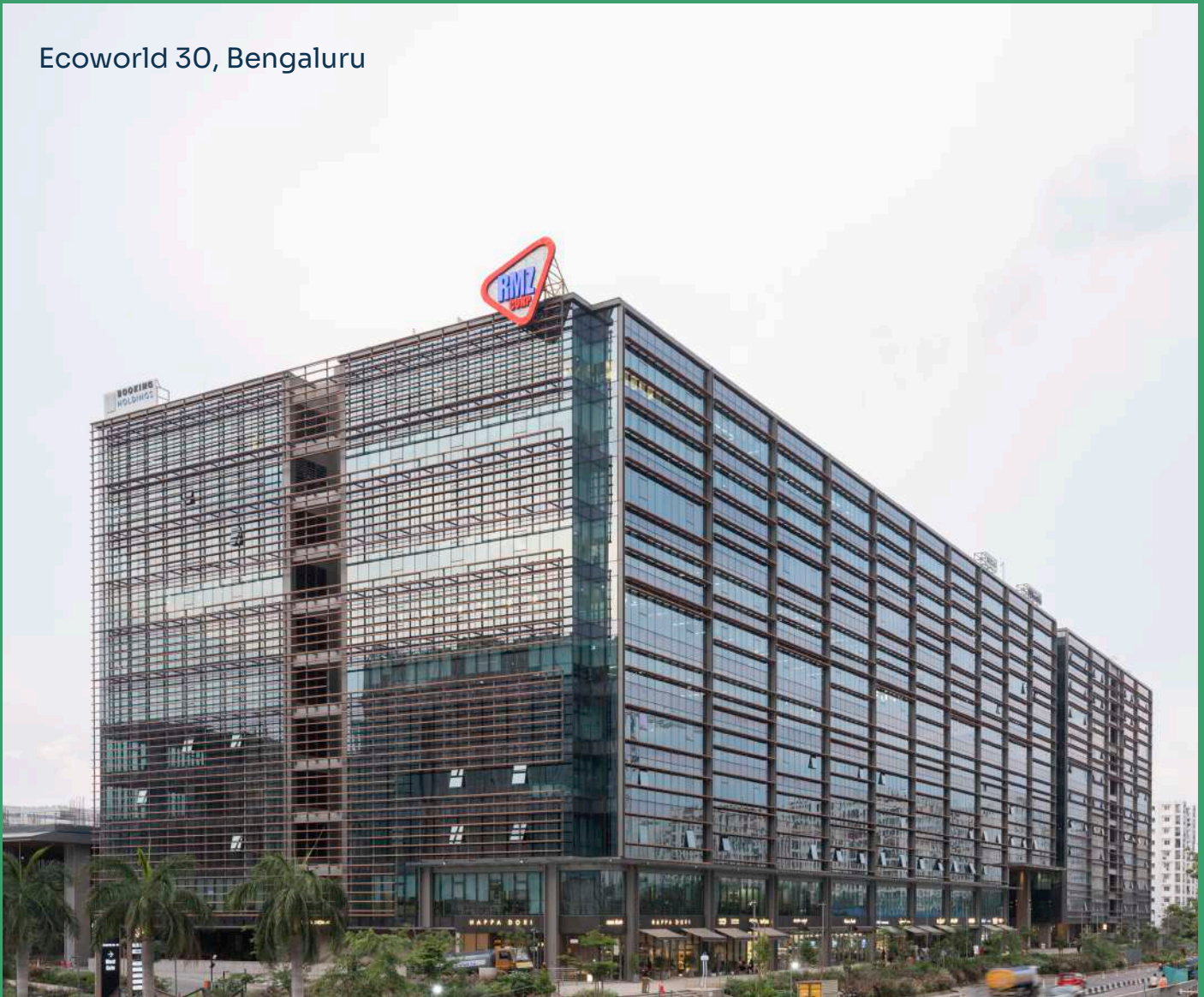


The green areas are located on true ground around the periphery of the site and on the podium. A third of the site is non-elevated, native soil.



Native and drought-resistant tree species have been used for the plantation strategy with a total carbon storage potential of **59,815 kg**

Ecoworld 30, Bengaluru



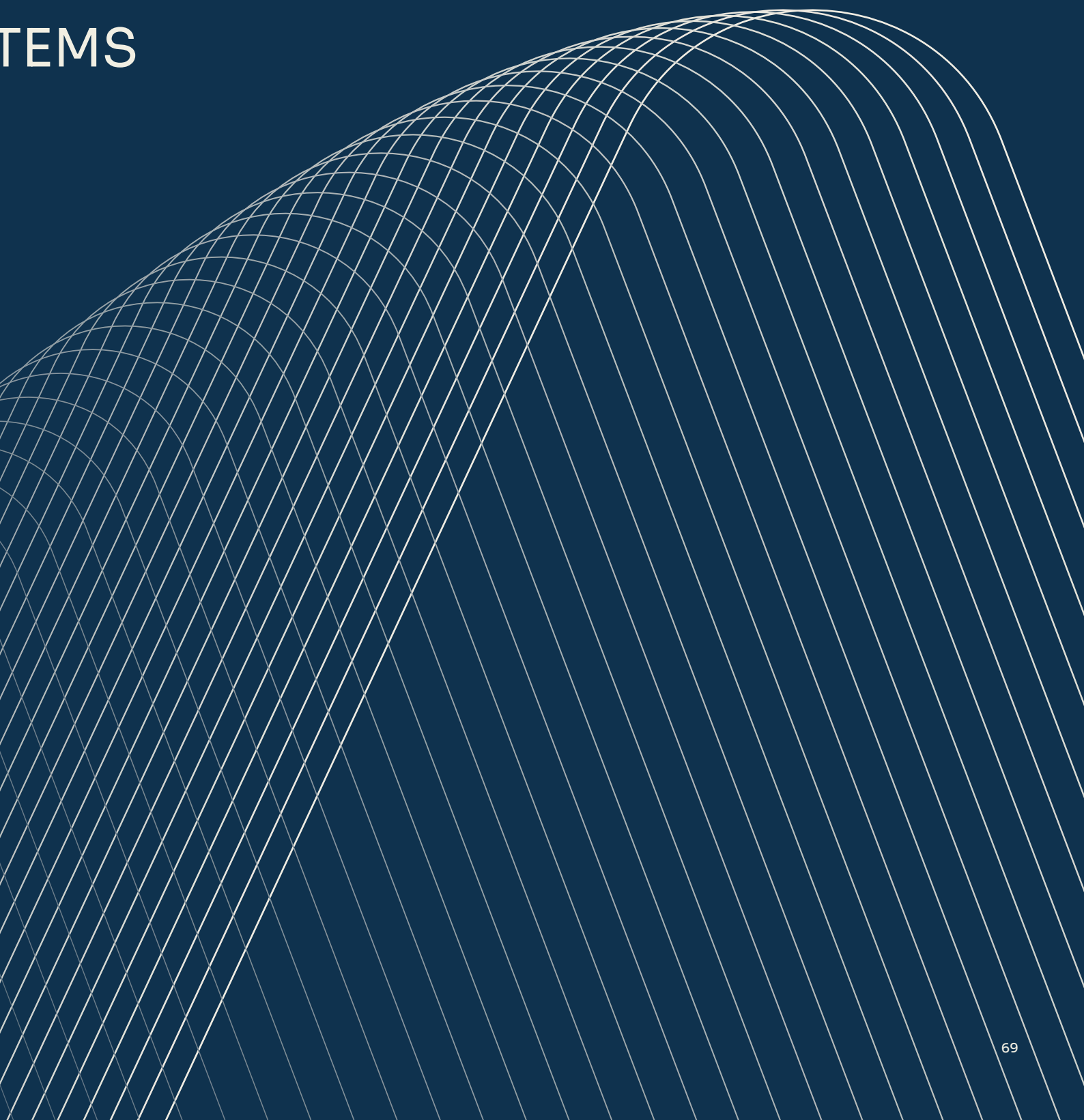
PEOPLE AND COMMUNITIES

SHAPING HUMAN-CENTRED ECOSYSTEMS

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DO ES TEMS



A SAFE AND EMPOWERED WORKFORCE

At RMZ, we uphold rigorous standards to protect the physical, mental, and social well-being of our labour community across all development sites. Our policies are designed not only to meet regulatory expectations but to set new benchmarks in on-site safety, health, and dignity.

We are proud to have successfully passed British Safety Council audits at our Development portfolio, validating our commitment to best-in-class occupational health and safety practices. These measures reflect our belief that every worker deserves a safe, respectful, and empowering environment that honours their essential contribution to building the future.

Occupational Health and Safety (OHS)

RMZ is committed to upholding the highest standards of health and safety across all its developments. Our approach to Occupational Health and Safety (OHS) is guided by the principles of prevention, continuous improvement, and worker well-being. We believe that every incident is preventable, and we strive to build a culture of safety that protects every individual working within or associated with our projects.

Safety Framework

Our Occupational Health & Safety Management System is fully aligned with **ISO 45001:2018**, complemented by **British Safety Council** audits. The framework includes:

Hazard Identification, Risk Assessment & Incident Investigation (HIRA):

HIRA is conducted using structured checklists, risk scoring, job safety analysis (JSA), and periodic reviews. Identified hazards are evaluated for severity and likelihood, triggering mitigation action plans by site-level OHS teams. Incident investigations (near misses/accidents) are carried out promptly using root-cause analysis methodologies, and corrective/preventive actions are tracked centrally with follow-up audits.

Governance & Oversight:

Governance is anchored at both site and corporate levels. Safety committees comprising management and worker representatives, which review compliance, incidents, HIRA findings, and improvement measures monthly. At the corporate level, Safety Committee meetings led by the head of asset management are held quarterly and oversee OHS policy implementation, audit findings, certification status, and alignment with sustainability and social governance goals.

Occupational Health Services:

Sites are equipped with dedicated occupational health facilities—including first-aid stations, periodic health check-ups tailored to site hazards, and emergency medical protocols. These are integrated with our broader incident and risk reporting workflows.



Safety Performance

- RMZ continues to maintain strong safety records across its portfolio.
- Portfolio-wide performance metrics—like Safe Man-Hours and Lost Time Injury Frequency Rate (LTIFR)—are monitored through regular audits and contractor management systems.
- Reassurance of safe working environments is further enhanced by the WELL Health Safety Rating, which covers operational policies such as cleaning regimes, air & water quality monitoring, touchless infrastructure, stakeholder communication, and emergency preparedness systems.

EHS Management & Well-Being

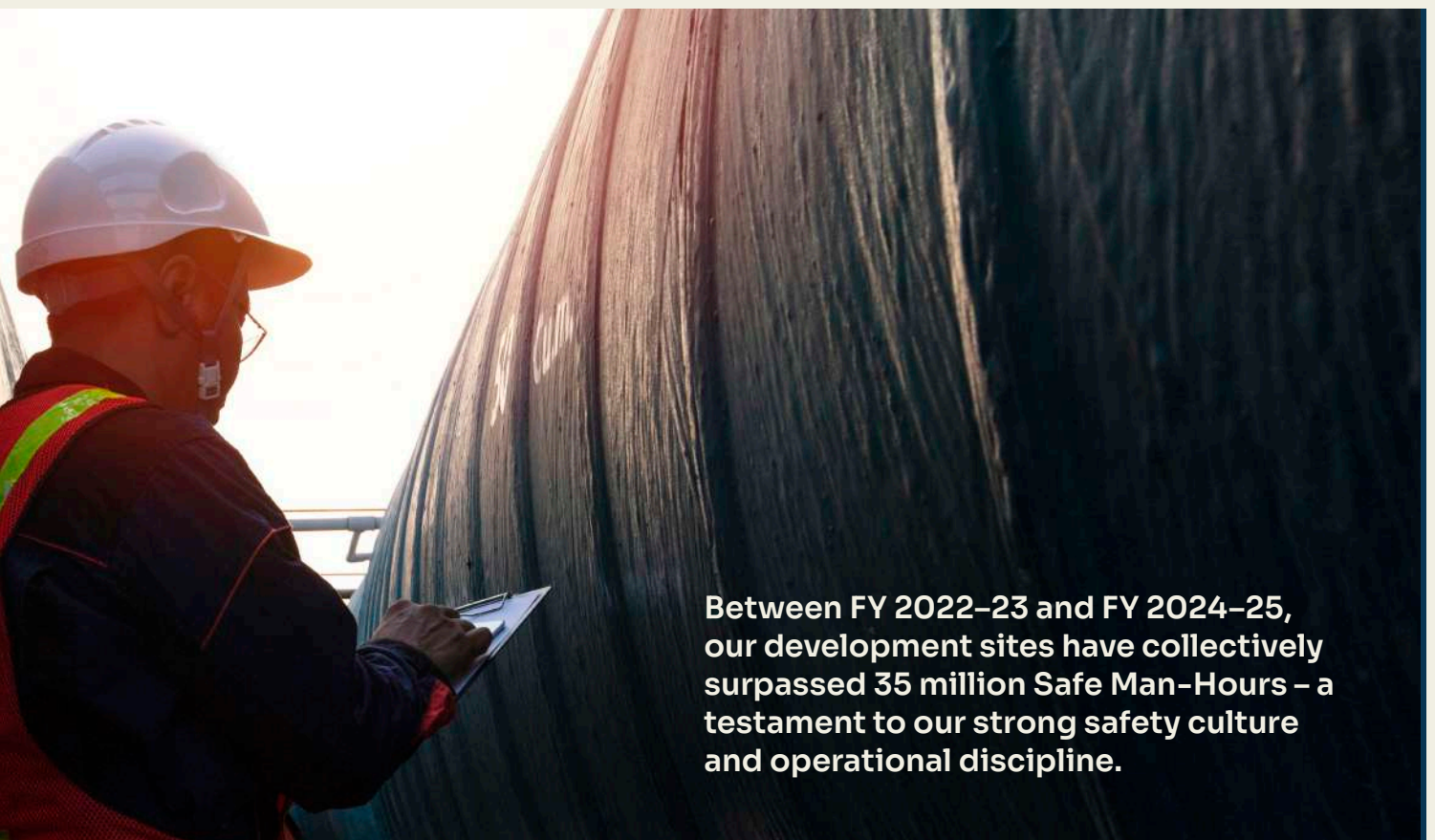
RMZ manages Environment, Health & Safety (EHS) through integrated governance, addressing not just physical safety but also occupant mental and social well-being:

- **Governance & Integration:**

EHS is governed centrally by a dedicated leadership team, supported by asset-level EHS managers responsible for implementing governance, audits, compliance, and continuous improvement. Internal and third-party audits verify alignment with ISO 45001, British Safety Council standards, WELL protocols, and UL Verified Healthy Building criteria.

- **Occupant Well-Being:**

In addition to ensuring physical safety, our health and safety approach prioritizes the overall well-being of building occupants. We recognize that environmental quality—such as air, lighting, acoustics, and thermal comfort—plays a critical role in supporting productivity, mental health, and quality of life. Our developments incorporate features that promote wellness, including well-ventilated spaces, access to natural light, ergonomic work areas, and amenities that encourage movement and social interaction. We also maintain protocols to monitor indoor environmental quality and provide occupants with resources and communication channels to support their physical and mental well-being. These efforts align with global best practices and reflect our long-term commitment to creating healthy, resilient built environments.



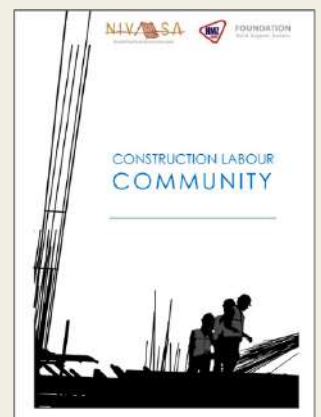
Between FY 2022–23 and FY 2024–25, our development sites have collectively surpassed 35 million Safe Man-Hours – a testament to our strong safety culture and operational discipline.

A SAFE AND EMPOWERED WORKFORCE

Safety Training

RMZ mandates comprehensive training programmes to ensure safety competency across all stakeholder groups:

- All personnel—employees, contractors, vendors—must undergo a site induction, covering key OHS policies, risk procedures, and emergency protocols.
- Regular toolbox talks and refresher sessions are conducted to reinforce safe work practices.
- Specialized training is provided for high-risk tasks such as working at height, fire safety, electrical safety, confined spaces, and PPE use.
- Training effectiveness is monitored through assessments, attendance tracking, and periodic audits to close any knowledge gaps.





We strive to drive a change in lifestyle among labourers, create awareness and educate them on healthy living practices. We also ensure that they do not fall prey to exploitative practices such as child labour, low wages, and poor living conditions. We carry a strong governance mechanism through our contract management, embedding best practices for labour welfare in contract administration.

This intervention has enhanced dignity for workers, improved health conditions, and evoked a heightened sense of well-being, among other benefits.

Our sites at Nexity and RMZ Ecoworld 30 have established Mini Skill Centres, which have been recognised by the National Skill Development Corporation (NSDC), a subsidiary of the Ministry of Skill Development. These centres have been selected to host the Pradhan Mantri Kaushal Vikas Yojana, a flagship skill certification programme aimed at upskilling construction workers. The initiative has since been implemented across multiple RMZ project sites.

Approved by the Construction Sector Skill Council, the Mini Skill Centres are commended for their high-impact, fast-paced training programmes across a wide range of trades. The objective is to empower India's youth through outcome-based skill training, enhance employability, and create pathways to sustainable livelihoods in the construction sector.

DESIGNING INCLUSIVE, EXPERIENTIAL COMMUNITIES

Great developments should seamlessly integrate into the social fabric of their neighbourhoods and cities. Our projects go beyond the boundaries of traditional business parks, offering open, inclusive campuses that welcome the public and foster diverse experiences.

These urban environments are thoughtfully curated to balance a mix of international and homegrown retail, dining, wellness, and cultural touchpoints, enabling equitable access for all user groups and enhancing land utilisation.

By placing art from renowned Indian and global artists throughout our campuses, we invite the public to engage with culture, education, and beauty in everyday spaces.

We are also proud to have pioneered IWBI certifications in design, health, safety, and wellness, including becoming the first recipients of UL Certified Healthy Building in India, placing well-being at the centre of our asset experience strategy.



The Loft, Hyderabad

DIVERSE AND SPECIALISED TALENT

We believe in building a diverse talent pool; thus, the company's recruitment process is based on merit, ability, experience and competencies of candidates.



Investing in Human Capital for a Resilient Future

People are RMZ's greatest asset. We actively invest in developing our human capital, recognising the skills, experience, and innovation that drive long-term business value.

Our people strategy centres around:

- **Training and Development:** We partner with leading global institutions to deliver transformative learning and leadership experiences.
- **Women in Leadership:** We champion gender equity at every level of the organisation. As Leonard Lauder said, "Never make a big decision without a woman at the table."
- **Global Dialogue:** We foster meaningful discourse with thought leaders and industry pioneers, bringing powerful ideas to our teams and catalysing continuous improvement across the business.

WOMEN AT THE HELM OF RMZ'S CULTURE AND VISION



The biggest strength of a woman is the ability to look at things in a holistic manner... women have the uncanny knack to peel the skin on the surface and get to the crux of the issue.

Nagakrupa Srinidhi



Thus far, my journey has been an enriching tryst with an incredible amount of learning... the impetus on diversity is immense and there is a defined objective to enable more women.

Udiksha Panshikar, Associate Director,
Asset Management



INVESTING IN MINDS



At RMZ, we believe that sustained business excellence stems from a culture of continuous learning. Our commitment to talent development goes beyond technical upskilling; it's about cultivating strategic thinkers and agile leaders who can shape the future of real estate and alternative assets.

A cornerstone of this approach is our ongoing engagement with the Harvard Business School (HBS), where select leadership and functional teams participate in immersive learning experiences led by some of the world's foremost academic minds. These sessions bridge theory with practice and are tailored to address key aspects of RMZ's growth journey, from innovation and human capital to customer-centric design and portfolio expansion.



In the many years I have worked with RMZ, the leadership of the company has exhibited an unwavering commitment to developing their people. They understand the importance of investing in human capital as a key source of competitive advantage. I have taught many sessions to different RMZ audiences throughout the years, and I have seen firsthand how investments in human capital have paid off for RMZ in terms of performance and growth. It has been a special relationship, one in which I have learned as much from the participants as they have learned from me.

Professor Boris Groysberg

Professor of Business Administration,
Organisational Behaviour unit, Harvard Business School

Key Learning Engagements with HBS Faculty:

1.

Business Values & Strategy with Prof. Boris Groysberg

Multiple interactive sessions were held with 30 to 40 RMZ leaders per cohort, exploring themes such as customer experience, human capital strategies, and organisational growth. These sessions also featured internal surveys and peer discussions to assess RMZ's own talent, culture, and strategic alignment.

3.

Process & Innovation in Business Growth with Prof. Datar (January 2024)

This session emphasised balancing structure with creativity. Participants explored the role of systems thinking and process design in enabling innovation at scale, introducing the idea of “sandboxes” that provide control without limiting experimentation.

2.

Design Thinking & Innovation with Prof. Srikant Datar (July 2022)

33 RMZ team members completed HBS's online course on Design Thinking and Innovation, culminating in an in-person session with Professor Datar. The programme offered practical frameworks to apply human-centred innovation across business functions, enabling teams to reimagine product and space strategies.

4.

Growing Alternative Asset Classes with Prof. Das Narayan Das (July 2024)

A 45-member leadership cohort engaged in case-based discussions exploring the global shift toward alternative assets. Through team exercises and group dialogue, the session helped participants map growth pathways and risk strategies relevant to RMZ's expanding investment landscape.

Professor Boris Groysberg

Richard P. Chapman Professor of
Business Administration

Boris Groysberg is a professor of business administration in the Organisational Behaviour unit at the Harvard Business School. Currently, he teaches courses on talent management and leadership in the school's MBA and Executive Education programmes. He has won numerous awards for his research, which focuses on the challenge of managing human capital at small and large organisations across the world.

Professor Srikant M. Datar

George F. Baker Professor of Administration
Dean of the Faculty

Srikant M. Datar became the eleventh dean of Harvard Business School on 1 January 2021. During his tenure as a faculty member, he served as Senior Associate Dean for University Affairs (including Faculty Chair of the Harvard Innovation Lab), for Research, Executive Education, Faculty Development, and Faculty Recruiting.

Professor Das Narayandas

Edsel Bryant Ford Professor of
Business Administration

Narayandas's academic credentials include a Bachelor of Technology degree in Engineering from the Indian Institute of Technology, Bombay (IITB), a Post-Graduate Diploma in Management from the Indian Institute of Management, Bengaluru (IIMB), and a Ph.D. in Management from Purdue University..

CORPORATE SOCIAL RESPONSIBILITY



Social responsibility is deeply woven into the fabric of RMZ's identity. Through the RMZ Foundation and other outreach initiatives, we champion both cultural enrichment and social transformation, placing creativity, inclusion, and sustainability at the heart of community impact.

Democratising Art

Art as Impact

At RMZ, we believe that art should be accessible to all, and not just confined to galleries or museums. Through our public art initiatives, we bring world-class creative expression into everyday spaces, using art to connect people, provoke dialogue, and spark awareness on social and environmental themes. Our work spans collaborations with eminent and emerging Indian and international artists, cultivating a vibrant tapestry of public installations that transcend boundaries and invite community participation.

RMZ Foundation

Art with Purpose

The RMZ Foundation is our dedicated platform for cultural and community advancement. It reimagines public space as a canvas for collective expression, bridging the gap between art and society. By commissioning site-specific installations, supporting emerging and underrepresented voices, and embedding sustainability in every curatorial choice, we aim to build a more inclusive and reflective cultural landscape.

Our philosophy is simple but powerful: art can catalyse social change. Whether through local engagement or global visibility, each initiative is a step toward a more connected, expressive, and equitable world.

Outreach Beyond RMZ Assets

Even beyond our developments, RMZ Foundation plays a pivotal role in the global conversation on art and inclusion.



Yorkshire Sculpture Park (UK)

In a landmark international collaboration, RMZ Foundation partnered with the Yorkshire Sculpture Park to elevate two Indian women artists on the global stage, highlighting our commitment to gender equity and global representation.



Jaipur Sculpture Park (India)

At the historic Madhavendra Palace, RMZ Foundation curates and supports works that push artistic boundaries and foster public engagement. The initiative celebrates innovation and accessibility while promoting a rich cultural dialogue.



Yorkshire Sculpture Park (UK)

Kejriwal's vibrant plant-like sculptures merge gardens with urban jungles, exploring the shifting boundary between nature and imagination, the real and the surreal.



Mumbai Art Week

RMZ Foundation played a key role in Mumbai Art Week, curating immersive installations that reflected pressing social themes and drew significant public participation.

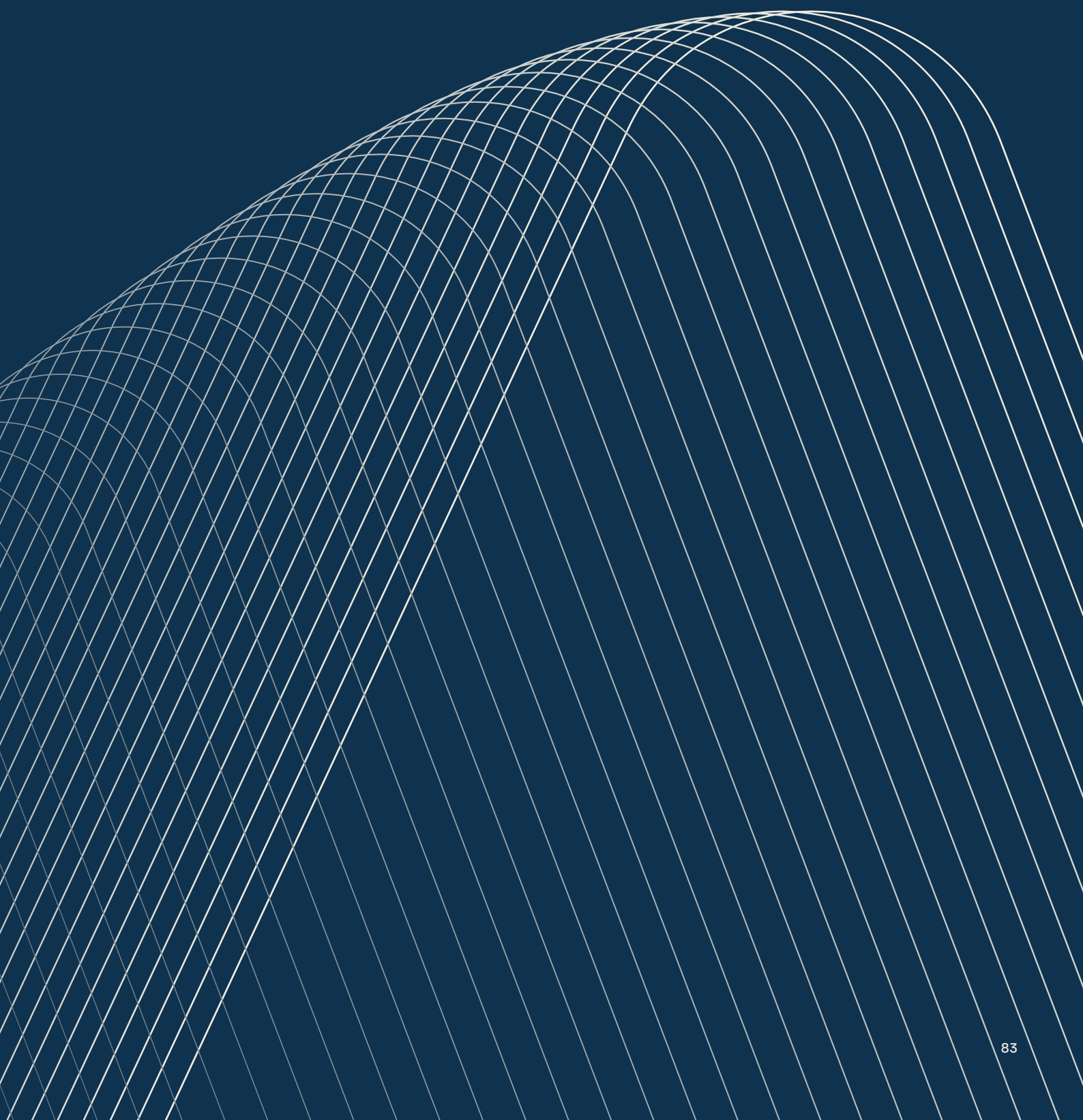
GOVERNANCE ETHICAL CO

GOVERNANCE ENGINEERED FOR ENDURING IMPACT

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CE AND NDUCT



ALIGNING GOVERNANCE WITH RISK AND DATA PROTECTION



At RMZ, governance is built on the pillars of transparency, fairness, accountability, and risk management. We are led and held accountable to a wide spectrum of stakeholders, including investors, occupiers, regulators, and the wider community, through a governance framework that ensures integrity at every level.

Our operating model is structured around clearly defined roles and responsibilities matrix, spanning the Supervisory Board, Executive Board, CEOs of business verticals, and cross-functional project teams. This structure enables effective decision-making, oversight, and alignment across the organisation.

Risk mitigation is embedded across the full asset lifecycle, from robust technical and legal due diligence during acquisition, to statutory compliance, to process-driven execution during development and operations. Compliance is non-negotiable at every stage, with strict adherence to regulatory approvals and legal frameworks.

These governance practices are further strengthened through enterprise-level digital platforms that support project tracking, documentation, data management, and operational visibility, ensuring that ethical leadership is not only a principle but a practice.

Cybersecurity and Data Protection

Our organisation is actively advancing its cybersecurity and data protection posture by aligning with ISO/IEC 27001:2022, the international standard for Information Security Management Systems (ISMS). ISO 27001:2022 provides a structured, risk-based approach to securing sensitive information, ensuring confidentiality, integrity, and availability across all critical systems. As part of this alignment, we are implementing comprehensive security controls, including access management, encryption, secure configuration of IT assets, and formalised incident response procedures. The focus is also on strengthening governance and accountability, establishing a security-conscious culture, and embedding risk assessment into core business functions.

Key activities include regular internal audits, continuous monitoring of systems, employee awareness programmes, and periodic reviews

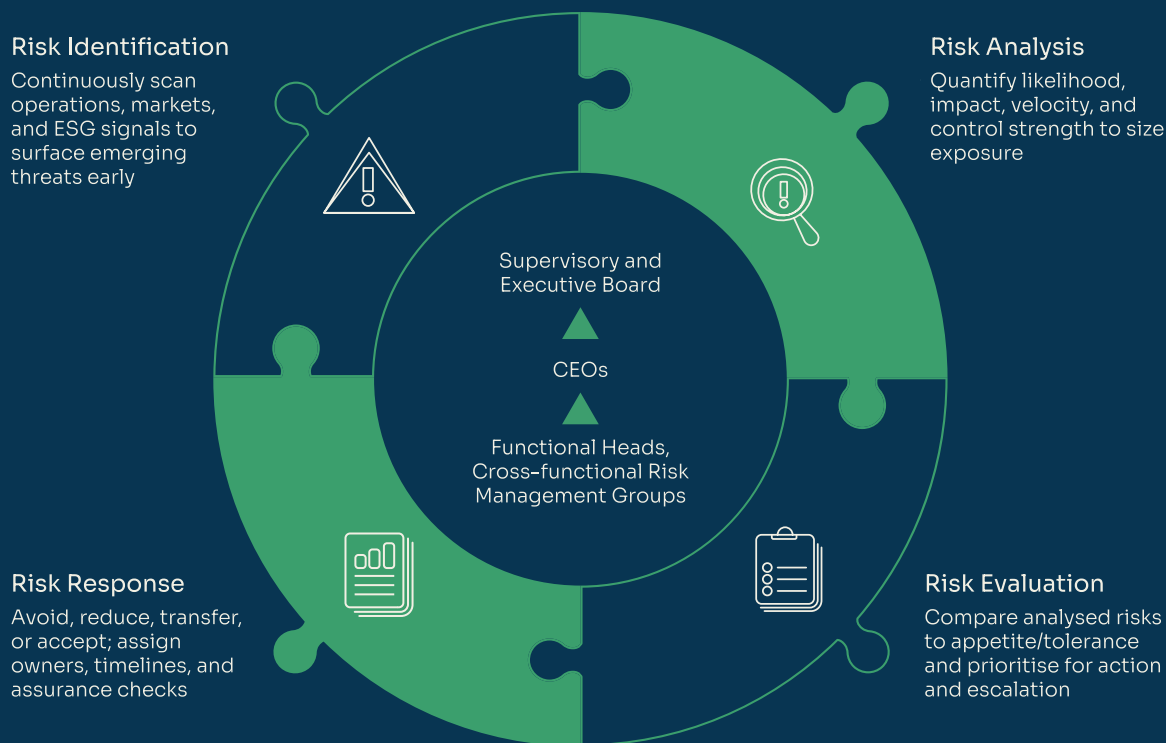
of our security policies and procedures. These efforts aim to proactively identify and mitigate vulnerabilities, adapt to emerging threats, and maintain regulatory compliance. Leadership involvement and cross-functional collaboration are being enhanced to support a consistent and organisation-wide implementation of ISO 27001:2022 requirements.

While our primary emphasis is on ISO 27001:2022, we are also integrating essential elements of India's Digital Personal Data Protection (DPDP) Act, 2023, particularly around lawful data processing and limited use of personal data. These initiatives collectively support our broader goal of establishing a resilient, secure, and trustworthy information ecosystem.

RISK MANAGEMENT

At RMZ, we view effective risk management as essential to building a resilient, responsible, and high-performing business. The Board of Directors holds overall responsibility for risk oversight, ensuring that risks are identified, assessed, and addressed across all levels of the organisation.

We follow a holistic, decentralised approach, where each business vertical and functional department takes ownership of risks within its domain. This is supported by cross-functional teams that act as enablers in managing risks related to operations, finance, ESG, and compliance. Their role is critical in embedding risk considerations into daily decision-making and operational practices.



In line with our commitment to strong governance, we place a high priority on preventing compliance and ethical risks. We believe that creating awareness among our workforce and business partners strengthens our overall risk posture and protects our reputation. To this end, we conduct mandatory training sessions on Anti-Bribery and Corruption and our Code of Conduct. These programmes foster a culture of vigilance and ethical responsibility, reinforcing our core values and strengthening our risk resilience.

We also emphasise proactive risk management—identifying potential exposures early and taking preventive measures to mitigate them. Through continuous monitoring, employee engagement, and board-level oversight, we aim to maintain a robust and adaptive risk management framework that supports long-term value creation.



ESG GOVERNANCE

At RMZ, ESG is embedded in our business strategy, operational decisions, and risk management practices. Strong governance forms the foundation of our ESG commitments, enabling us to maintain accountability, transparency, and long-term resilience across our portfolio. Our ESG governance framework is anchored in strong oversight and cross-functional collaboration. It enables us to implement our ESG strategy across all asset classes and geographies, while continuously improving through benchmarking, data-driven insights, and third-party validations.

The ESG Governance framework is overseen by RMZ's senior leadership, with Board-level visibility and direction. An executive-level ESG committee ensures that ESG objectives are integrated into core business functions, including development, asset management, operations, and risk. The ESG Executive Committee is supported by an ESG Task Force consisting of specialised teams across business functions that oversee

the implementation of our ESG strategy and roadmap. The ESG Task Force committees act as nodal points responsible for ensuring that individual business functions deliver on their goals linked to our ESG roadmap.

The performance objectives of our ESG Task Force include the continuous enhancement of our enterprise-wide ESG framework, provision of robust tools, policies, and scalable processes for all business units, diligent tracking and reporting of our ESG targets, particularly in decarbonisation and sustainability metrics, active coordination with external stakeholders regarding ESG performance and disclosures, and comprehensive reporting aligned with global standards, including GRI, GRESB, and the UN SDGs. Additionally, the Task Force proactively manages and elevates our certifications and ratings, such as LEED, WELL, and BSC, reflecting our unwavering commitment to industry-leading ESG performance.





ESG POLICY SUITE

RMZ's ESG policy framework forms the foundation of our commitment to responsible and forward-looking business practices. This integrated framework weaves environmental stewardship, social equity, and robust governance into the fabric of our operations. Aligned with our long-term vision and growth strategy, these policies guide our approach to risk management, ethical decision-making, and performance standards across the organisation. Each policy is crafted to reflect our adherence to regulatory requirements, stakeholder priorities, and global best practices, ensuring that sustainability is not only a strategic imperative but a daily operational standard.



Sustainability policy



Human Rights Policy



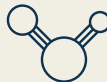
Responsible Investment Policy



POSH



Whistle-Blower Policy



Sustainable Procurement
and Supply Chain Policy



Vigil mechanism



Training and development



Board Diversity Policy



CSR Policy



Code of Conduct Policy



Anti Bribery &
Corruption Policy



Disability Policy

Follow the link to find **RMZ CSR Policy**:

<https://www.rmz.com/sustainability>





BUILDING THE FUTURE

The Skyview, Hyderabad

RMZ is currently advancing a portfolio of marquee developments across Hyderabad, Bengaluru, Mumbai, Pune, and Chennai, with its next-generation real estate under construction. Each asset has been thoughtfully designed to align with RMZ's sustainability and wellness goals, and is either pre-certified, pledged, or registered under globally recognised green building frameworks such as USGBC LEED and the WELL Building Standard.

Design & Development

Green Certification for Core & Shell

RMZ Ecoworld 30, Bengaluru	USGBC LEED Platinum Pre-certified
RMZ Ecoworld 20, Bengaluru	USGBC LEED Platinum Pre-certified
Nexity, Hyderabad	USGBC LEED Gold Pre-certified
RMZ Spire, Hyderabad	USGBC LEED Platinum Pre-certified
RMZ One Boat Club, Pune	USGBC LEED Platinum Pledged & Registered
RMZ Nexus, Mumbai	USGBC LEED Gold Pledged & Registered
Colt DCS, Airoli	IGBC Platinum Pre-certified
RMZ NXT + Prologis, Hoskote	Hoskote IGBC Platinum Pre-certified
The Skyview, Hyderabad	LEED Gold Certified
RMZ One Paramount I, Chennai	Campus 20&30 LEED Platinum Certified

WELL Certification

RMZ Ecoworld 30, Bengaluru	WELL Pre-certified
RMZ Ecoworld 20, Bengaluru	WELL Pre-certified
Nexity, Hyderabad	WELL Pre-certified
RMZ Spire, Hyderabad	WELL Pre-certified
RMZ One Paramount I, Chennai	WELL Pre-certified
RMZ One Boat Club, Pune	WELL Certification Pledged & Registered
RMZ Nexus, Mumbai	WELL Certification Pledged & Registered

Standing Investments

Operations - LEED ARC O&M

The Skyview T 20, Hyderabad	LEED O&M Platinum
The Skyview T 10, Hyderabad	LEED O&M Gold
RMZ Infinity, Bengaluru	LEED O&M Platinum
RMZ Startech, Bengaluru	LEED O&M Platinum
RMZ Infinity, Gurgaon	LEED O&M Gold

WELL HSR

The Millennia, Bengaluru
RMZ Infinity, Bengaluru
IRMZ Infinity, Gurgaon
The Skyview T10 & T20, Hyderabad
RMZ One Paramount I, Chennai

UL Certification

The Skyview T 10, Hyderabad
The Skyview T 20, Hyderabad

TRUE Certification

RMZ Infinity, Bengaluru
The Skyview T10 & T20, Hyderabad

TRANSPARENCY AND REPORTING

Data Control Centre



At RMZ, transparency is a cornerstone of our operational philosophy. We recognise that timely, accurate, and accessible information is essential for effective decision-making and stakeholder trust.

To ensure transparency and real-time access to the progress of our real estate assets, RMZ, in collaboration with Mace, has developed the Project Data Control Centre (PDCC), a centralised digital hub that manages, monitors, and analyses data across the entire development lifecycle.

The PDCC integrates data from multiple systems and tools, enabling consistent, accurate, and secure project oversight across all phases:

- 1 Centralised Data Governance**
Ensures consistency, accuracy, and security of critical project data, including budgets, timelines, quality metrics, and regulatory compliance.
- 2 Real-time Monitoring & Decision-making**
Interactive dashboards, alerts, and analytics empower stakeholders to make informed, data-driven decisions at every stage.
- 3 Project Lifecycle Management**
Enables end-to-end tracking of planning, approvals, construction progress, snag lists, handovers, and occupancy status.

Outcomes Delivered

Data Integration

Aggregates inputs from ERP, BIM, IoT sensors, finance, procurement, and CRM platforms.

Dashboard & Reporting

Real-time, customisable dashboards for executives, project managers, and contractors.

Project Tracking

Monitors milestones, Gantt charts, schedules, and deviations.

Quality & Compliance

Tracks QA/QC metrics, safety standards, ESG compliance, and legal requirements.

Document Management

Serves as a centralised repository for drawings, contracts, RFIs/RFPs, and change orders.

Budget & Cost Control

Manages CAPEX/OPEX, change orders, cost overruns, and payment certifications.

Risk Management

Identifies high-risk zones and monitors deviations in schedule, quality, and cost.

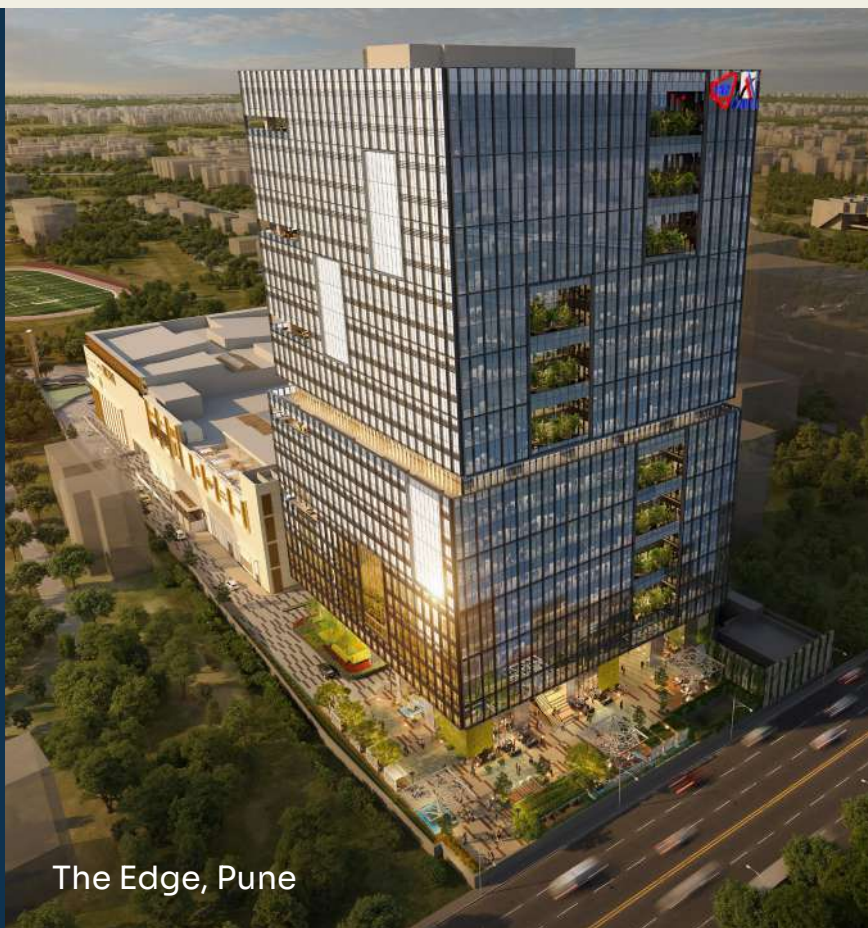
Stakeholder Collaboration

Facilitates secure, real-time collaboration among investors, consultants, and contractors.



“Centralised data control centres have helped us achieve efficiency, sustainability, and control, and secured resilience in our project management practice. They have helped us achieve precision when it comes to project delivery timelines and costs, enabling trust and confidence in all our stakeholders.”

Tejasvi Nagaraju,
COO RMZ Real Estate, RMZ Office



The Edge, Pune



Digitising ESG Data Collection with Breathe ESG



As part of our commitment to digital transformation and enhanced ESG performance tracking, RMZ has launched a pilot collaboration with Breathe ESG, a young and innovative technology startup specialising in ESG reporting and management.

This partnership is helping us move beyond fragmented spreadsheets and paper trails toward a more streamlined and accountable system. Breathe ESG enables real-time data collection, ensures data integrity, and enhances transparency across our ESG reporting processes.

Current applications include:

ESG Data Collection & Analytics

KPI Tracking & Performance Monitoring

Incident Reporting & Resolution

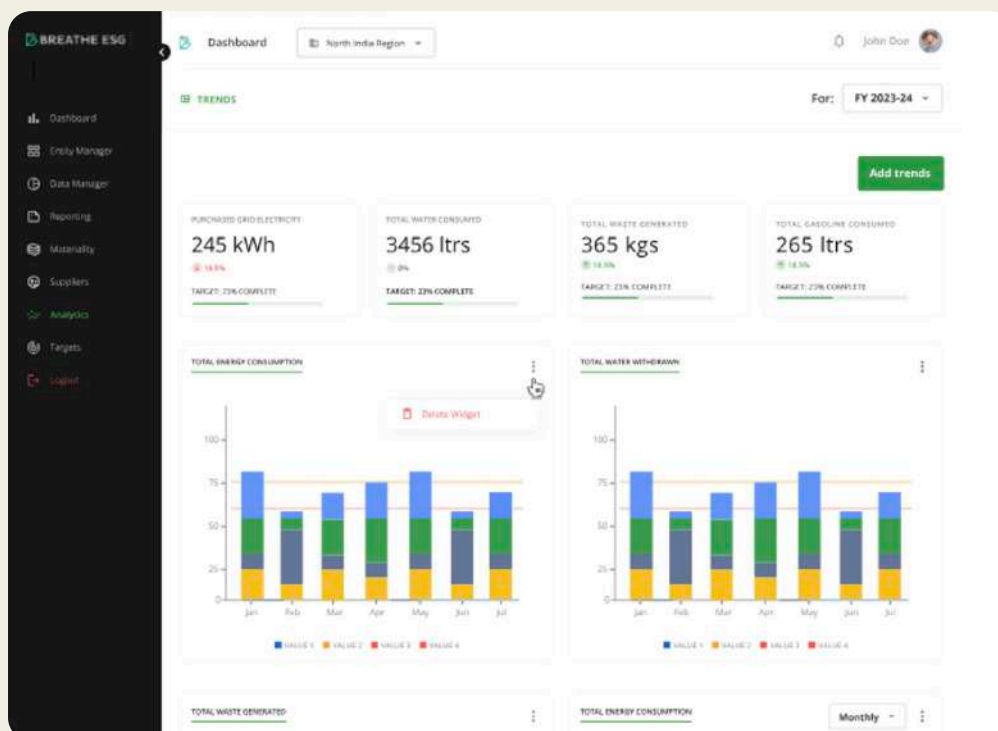
By embedding this technology into our operations, we're building a more responsive, auditable, and efficient ESG ecosystem across RMZ assets.

"We are always looking to integrate best practices in our asset management processes. Having a central digitised platform via Breathe ESG enables us to track success and avoid faults and failures."

Hem Kumar S
Associate Director, Asset Management,
RMZ Office

"We systematically manage our assets throughout their lifecycle to maximise their value and minimise risks. Digital platforms such as Breathe ESG have enabled us to strengthen that process."

Joseph Akkarakalam
Managing Director,
RMZ Office



Building a Unified Operating System for Scalable Growth



McKinsey
& Company

RMZ's Operating System (OS) was developed in collaboration with McKinsey and Nagarro to serve as the foundation for integrated, efficient, and transparent operations across the enterprise.

This platform defines the governance and workflows that bring together multiple functional teams spanning product and space inventory, asset and portfolio management, contract and lease administration, and project execution.

The OS enables:

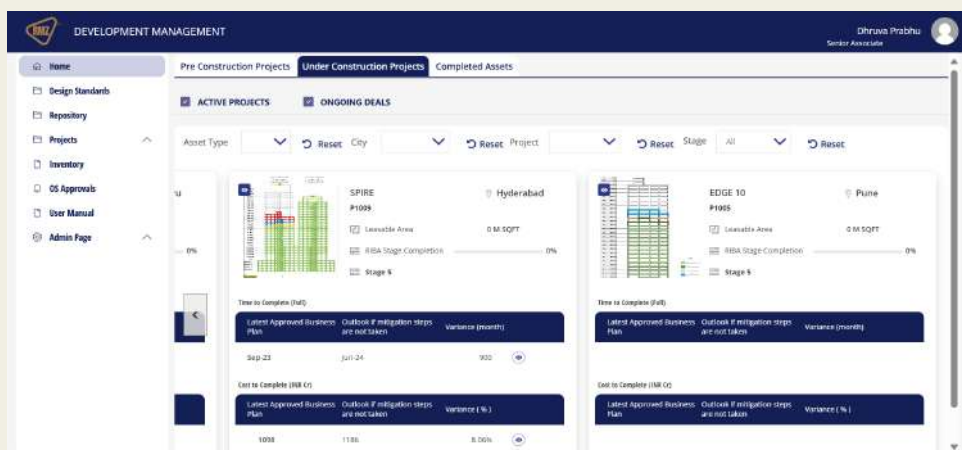
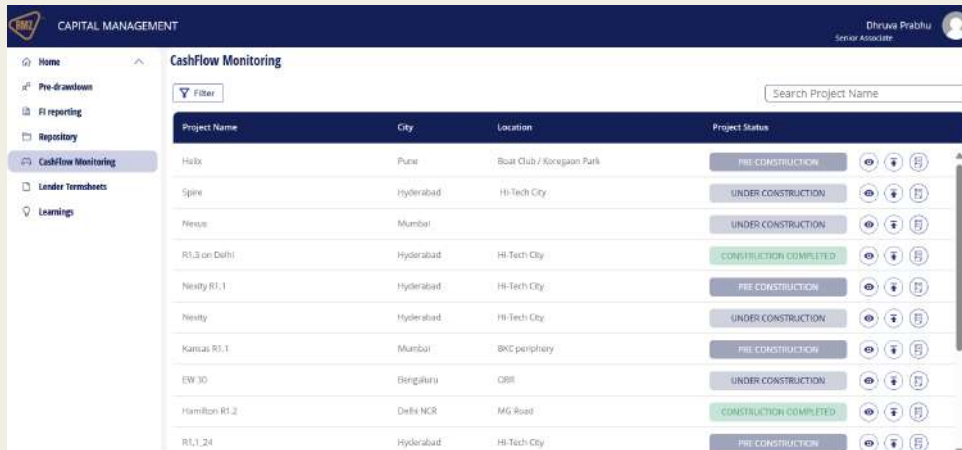
Organised and scalable data repositories

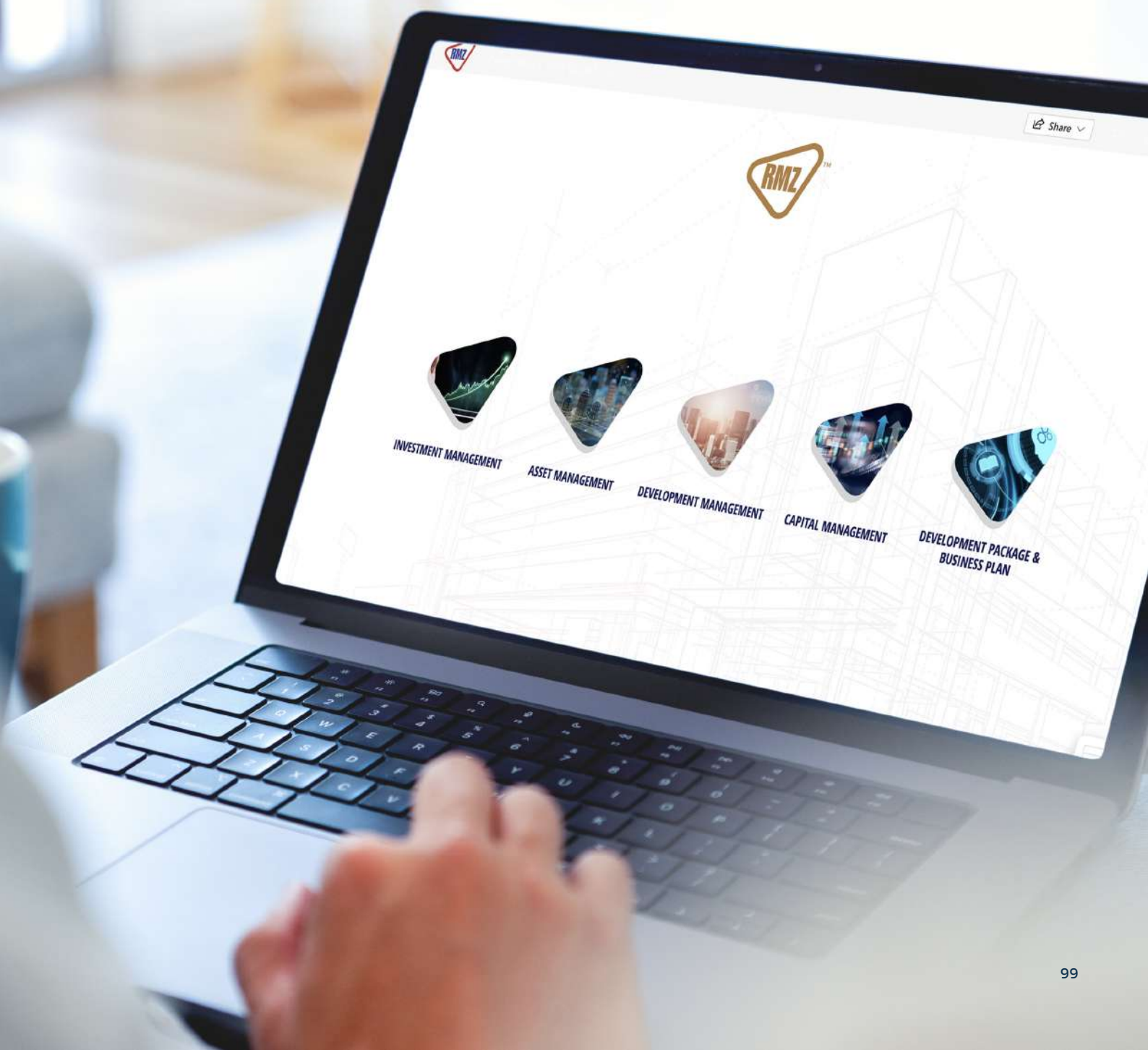
Standardised operating procedures and governance protocols

Efficient cross-functional collaboration

End-to-end portfolio oversight with real-time visibility

By aligning processes under a unified structure, we are better positioned to deliver consistent value across our growing portfolio of real estate and alternative assets.





RMZ OS Modules

Investment Management Modules

Deal Funnel

Deal details template. Deal prioritisation scoring/points mechanism.



IC Approval

Workflow with timelines and owners at each step. IC memo template. LO term sheet template (JDA & outright purchase).



Underwriting Monitoring & Investor Reporting

Workflow with timelines, input owners & meeting cadence for ExCom & EB. Model to track underwriting assumptions.



Comprehensive Capital Raising Material

Table of contents (TOC) for the investor pitch presentation. Repository of all presentations used.

Capital Management Modules

Pre Draw Down

Workflow with timelines & input owners. Templates for DD documentation.



Cashflow Management

Cadence to establish periodicity of inputs & input owners. Model to track project wise cash outflows & cash projections.



FI Reporting

List of documents to be submitted along with periodicity. Templates for all documents to be submitted.



Value at Risk Monitoring & Reporting

Categories of potential risks & contracts
Repository of all contracts across projects.
Model for estimation for 'value at risk'.

Development Management Module

Feasibility

Site visit checklist, city-wise byelaws, area potential calculator, comp analysis (design), feasibility (report, cost, schedule, area statement), site surveys, project brief.



Design

Standard product definitions across all disciplines such as Architecture/Finishes, Façade, Structure, MEP, External infra & Sustainability for 3 project archetypes (rentals<100rs/sqft, -100 200rs/sqft & >300rs/sqft).



Procurement & Contracting

6 standard master contracts (GC-GMP, Principal Architect, Principal Consultant, PCSA,PMC,GC-GMP, Cost consultant).



Project Management

Leadership view for getting quick insights on a project-by-project basis for cost/schedule tracking, critical issues, key milestones, real time site progress & ESG tracking, supported by the Mace dashboard with more granular information on each project.



DM to AM Handover

HOTO template, snagging report list, project manual for PM, occupier fit out guidelines.

Asset Management Module

Leasing

Market analysis – data driven information of micro market and prospective occupiers. RC process- workflow, deal analysis and approval process.



Social Experience

Design – RIBA process mapping and monitoring. Design playbook guidelines. Leasing – Market analysis of competition and occupier. RC process – workflow, deal analysis and approval process.



Branding & Marketing

Collateral repository across RMZ corp, all Assets and RMZ Foundation.



Property Service

Budget approval process and P&L monitoring. Competition CAM data collection and analysis.

FINANCIAL RESILIENCE

Real estate is not immune to volatility. Volatility in real estate can arise from several factors like economic cycles, market-specific shocks, political and regulatory changes, geopolitical events, and pandemics. Resilience at RMZ demonstrates its ability to withstand and recover from external disruptions based on best practices in governance, stakeholder management and also the de-risking the assets with the team's abilities to pre-lease large quantum's of the assets.

Case Study:

NEXITY, HYDERABAD

**Published in Reimagining Real Estate :
A Framework for the Future, Insight Report
December 2024**

**World Economic Forum In collaboration
with C. H. Chen Institute for Global Real
Estate Finance New York University
Stern School of Business**

Financial resilience has been especially important in the wake of the COVID-19 pandemic and amidst capital markets shifts. Nexity & The Loft, a 3.3 million-square-foot greenfield mixed-use development in Hyderabad, India, had to weather multiple unforeseen shocks throughout the project timeline.

Initial COVID-19 pandemic lockdowns delayed construction, and the start of the war in Ukraine led to commodity price volatility. Value engineering enabled by efficient design and project management helped to get the project back on track, and a “just-in-time and just-in-case” approach was taken for procurement by carefully monitoring pricing trends of key materials such as cement and steel.

To make up for lost time and reduce reliance on labour, the project transitioned from the traditional in-situ construction method, where all work occurs on-site, to precast construction, involving off-site casting and on-site assembly of concrete components, and monolithic construction, which creates seamless, joint-free structures.

Despite the Reserve Bank of India hiking interest rates by a total of 250 basis points during development, the project's debt costs remained the same. Subsequently, the cost of debt was reduced by 160 basis points overall in two stages by proactively compressing spreads triggered by a reduction in project credit risk.

Overall, the project demonstrated impressive financial performance, despite the macro headwinds. The project's current gross asset value is USD 544 million, and the equity multiple is estimated to be 2.4 times. The project was 77% pre-letted and high-quality occupiers like HSBC have been secured. Rents are 11.5-12% higher than the market rate, with escalations of 15% every three years over average lease terms of 9-10 years.

The project has achieved a five-star European Covered Bond Council (ECBC) rating, India's Energy Conservation Building Code, and is US Green Building Council (USGBC) LEED v4 pre-certified GOLD and International Well Building Institute (IWBI) pre-certified WELL GOLD.



VELOCITY WITH INTEGRITY

At RMZ, we demonstrate remarkable agility in deal closures, underpinned by a culture of sound governance and meticulous documentation. Clear, accessible, and well-managed documentation practices have been instrumental in driving transparency, accountability, and operational effectiveness.

A standout example of this is the divestment of RMZ One Paramount 1, which was concluded in just three months at a transaction value of INR 2,100 Crores (USD 264 million). The deal was executed with precision and transparency, reflecting our disciplined approach to governance.

Key enablers included:

Efficiency and Effectiveness

Process Standardisation

The use of well-defined standard operating procedures reduced ambiguity and prevented delays.

Clarity in Communication

Comprehensive documentation minimised confusion, ensuring all stakeholders operated with a shared understanding.

Transparency & Accountability

Structured Documentation

Governance materials, such as policies, procedures, and meeting minutes, ensured an auditable, transparent process.

Defined Roles

Each stakeholder's responsibilities were clearly documented, fostering ownership and accountability across teams.

Robust Risk Management

Full Regulatory Compliance

All legal and statutory requirements were fulfilled with zero deviations.

Proactive Dispute Resolution

Clearly documented protocols allowed for rapid and fair conflict resolution.

Audit Readiness

Comprehensive audit trails were maintained, reinforcing data integrity and trust.



The divestment of RMZ One Paramount 1 reflects our commitment to efficient capital management, allowing us to reallocate resources into newer, high-growth opportunities within our portfolio. This transaction not only reflects strong investor confidence in India's commercial real estate sector but also emphasises RMZ's commitment to unlock immense stakeholder value. Keppel's acquisition of RMZ One Paramount 1 reinforces investor appetite for Grade-A office assets in the top office markets of India.

Arshdeep Sethi
President, RMZ Real Estate



Read [businessline.com](https://www.businessline.com) article

Read [cppinvestments.com](https://www.cppinvestments.com) article

One Paramount 1, Chennai

SUSTAINABLE FINANCE AT RMZ

At RMZ, sustainable finance is a strategic lever to embed ESG principles into every stage of real estate investment, development, and operations. The objective is to create long-term value by reducing environmental impact, enhancing social equity, and strengthening governance frameworks, while aligning with global financial trends and stakeholder expectations.

1 **Green Buildings & Certifications**

RMZ actively pursues green building certifications such as USGBC LEED, IGBC, and GRIHA across its portfolio. These certifications are increasingly prerequisites for green finance products and validate performance in areas like energy efficiency, water conservation, and carbon footprint reduction.

2 **Green Finance Instruments**

We are exploring and adopting green and sustainability-linked loans (SLLs) where financial terms are tied to ESG performance milestones, such as reducing carbon emissions, achieving specific energy-efficiency benchmarks, or securing sustainability certifications.

3 **ESG Integration in Investment Decisions**

All investments undergo ESG due diligence to assess material risks and opportunities. This includes evaluating climate resilience and alignment with international frameworks such as the IFC Performance Standards on Environmental and Social Sustainability.

4 **Climate Risk Assessment**

As part of our evolving ESG strategy, RMZ is integrating climate risk modelling into valuation and project development. Tools from IFC and MSCI are being evaluated to assess exposure to physical risks like flooding, heat stress, and water scarcity, enabling more resilient investment decisions.



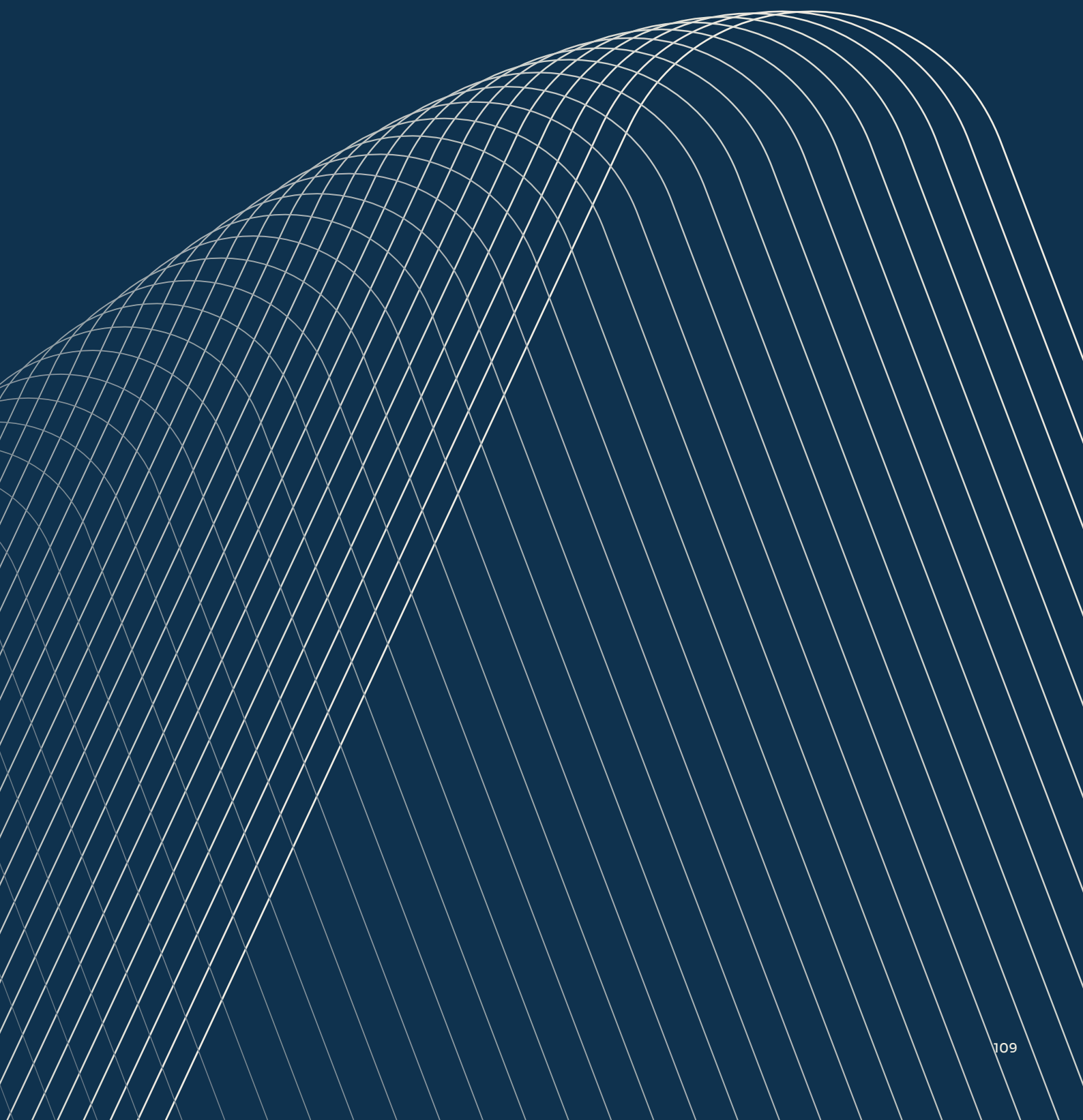
Sustainable finance in real estate isn't just about securing capital; it's about securing the future. When we align investment decisions with environmental responsibility and long-term value creation, we build assets that endure for generations. It transforms real estate from a market asset into a generational commitment.

Akshaya Kumar Panda
Group CFO



ANNEXURES

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ASSURANCE STATEMENT



Independent Assurance opinion Statement:

To: Executive Board – RMZ

Statement No: 831107-1

The British Standards Institution (BSI) has conducted a limited level assurance engagement on the sustainability information (described in the "Scope") in the Environment, Social and Governance Report for FY 2022-2025 of RMZ.

Scope

The scope of engagement agreed upon with RMZ includes the following:

The assurance covers the information of the following subject matters in the Environment, Social and Governance Report for the financial year 1st April 2022 to 31st March 2025.

1. GRI 302: Energy 2016 - 302-1, 302-3,
2. GRI 303: Water and Effluents 2018 - 303-3, 303-4, 303-5
3. GRI 305: Emissions 2016 - 305-1, 305-2, 305-4
4. GRI 306 Waste 2020 - 306-3, 306-4, 306-5
5. GRI 401: Employment 2016 - 401-1
6. GRI 403: Occupational Health and Safety 2018 - 403-1, 403-2, 403-3, 403-4, 403-5, 403-8, 403-9, 403-10

The report also is written, following with the GRESB 2025 real estate reference guide for below KPIs.

Performance: GHG:GH1

Performance: Water: WT1

Performance: Energy: EN1

Performance: Waste: WS1

BSI Group India Private Limited
Max House, Tower – C
7th Floor, Okhla Industrial Estate
Phase-3, New Delhi-110 020
India

T: +91 11 4762 9000
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The selected information's are reported "With reference to the GRI universal standards 2021" and GRESB 2025 real estate reference guide for GHG, Water, Waste and Energy KPIs.

The details of subject matters and their boundaries within the scope is described in Appendix A and Appendix B in this independent assurance opinion statement.

The scope of assurance engagement is limited to verification of historical non-financial information only.

Opinion Statement:

We have conducted a limited assurance engagement on the non-financial sustainability information described in the "Scope" above (Environment, Social and Governance Report for the financial year 1st April 2022 to 31st March 2025 covering disclosures on Energy, Water and Effluents, Emissions, Waste, Employment Occupational Health and Safety)

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the accompanying Sustainability Information is not prepared, in all material respects, in accordance with GRI Universal Standards 2021.

Methodology:

Our assurance engagements were carried out in accordance with ISAE3000 (Revised) and ISO 14064-3:2019 for GHG statement following the principles of Integrity, Objectivity, Professional competence and due care, Confidentiality and Professional behaviour. 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 RMZ's policies to provide a check on the appropriateness of statements made in the report.
- discussion with managers and staffs on the organisation's approach to stakeholder engagement. However, we had no direct contact with external stakeholders.
- interviews with staffs involved in sustainability management, report preparation and provision of report information were carried out.
- document review of relevant systems, policies, and procedures where available
- review of the findings of internal audits.
- review of supporting evidence for claims made in the reports.
- Visit of the RMZ Infinity and remote verification of Nexity, Skyview, EcoWorld, Startech to confirm the data collection processes, record management practices, and check GHG emission sources physically.

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ASSURANCE STATEMENT

**Responsibility:**

RMZ is responsible for the preparation and fair presentation of the sustainability information and report in accordance with the agreed criteria. BSI is responsible for providing an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Independence, Quality Control and Competence:

BSI is independent to RMZ and has no financial interest in the operation of RMZ other than for the assurance of the sustainability statements contained in this report.

This independent assurance opinion statement has been prepared for the stakeholders of RMZ only for the purposes of verifying its statements relating to its environmental, social and governance (ESG), more particularly described in the Scope above.

This independent assurance opinion statement is prepared on the basis of review by BSI of information presented to it by RMZ. In making this independent assurance opinion statement, BSI has assumed that all information provided to it by RMZ is true, accurate and complete. BSI accepts no liability to any third party who places reliance on this statement.

BSI applies its own management standards and compliance policies for quality control, in accordance with ISO/IEC 17021-1:2015 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

BSI is a leading global standards and assessment body founded in 1901. The BSI assurance team has extensive experience in conducting verification over environmental, social and governance (ESG), and GRI Universal Standard 2021, AA1000AS, ISO10002, ISO 14001, ISO 45001, ISO 14064, ISO 14067, ISO 14068, ISO 50001, and ISO 9001, etc. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

Issue Date: 07.08.2025

For and on behalf of BSI:

Srinivasa Babu Nagaraj, Lead Assurer

Theuns Kotze, Managing Director – IMETA Assurance

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Appendix A: [Data of subject matters within the scope]

1. GRI 302: Energy 2016 - 302-1, 302-3,
2. GRI 303: Water and Effluents 2018 - 303-3, 303-4, 303-5
3. GRI 305: Emissions 2016 - 305-1, 305-2, 305-4
4. GRI 306 Waste 2020 - 306-3, 306-4, 306-5
5. GRI 401: Employment 2016 - 401-1
6. GRI 403: Occupational Health and Safety 2018 - 403-1, 403-2, 403-3, 403-4, 403-5, 403-8, 403-9, 403-10

Appendix B: [List of locations from the boundaries]

SI No	Asset	Address	Status	Data Assurance	Data Assured
1	RMZ - Infinity Bangalore	RMZ - Infinity Bangalore No 3, Old Madras Road, RMZ Infinity, Bangalore 560016	Operational	Yes	Energy, Water, Waste, OHS, GHG and Employment
2	RMZ Infinity - Gurugram	RMZ Infinity - Gurugram, No. 15, Udyog Vihar, Phase IV, NH 8 RMZ infinity Gurgaon 122015	Operational	Yes	Energy, Water, Waste, OHS, GHG and Employment
3	The Millenia - Bangalore	The Millenia -Bangalore D Bhaskaran Road, Kalhalli, Halasuru, Bengaluru, Karnataka 560008	Operational	Yes	Energy, Water, Waste, OHS, GHG and Employment
4	RMZ One paramount 10	RMZ One Paramount 10 - Chennai One Paramount, No-110, Mount Poonamallee Road, Porur, Chennai, Tamil Nadu 600125	Divested	Yes	Employment
5	The Skyview - Hyderabad	The Skyview -Hyderabad Sy. No. 83/1, Raidurgam Plot Nos. 22, 23, 24, 31, 32 and 33, Hitech City Main Rd, Madhapur, Telangana 500081	Operational	Yes	Energy, Water, Waste, OHS, GHG and Employment
6	RMZ Nexity	Nexity - Hyderabad Kohenur road, Silpa Gram Craft Village, HITEC City, Hyderabad, Telangana 500081	Operational	Yes	Energy, Water, Waste, OHS, GHG and Employment
7	The Spire	The Spire - Hyderabad Durgam Cheruvu road, Silpa Gram Craft Village, HITEC City, Hyderabad, Telangana 500082	Operational	Yes	Energy, Water, Waste, OHS, GHG and Employment

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ASSURANCE STATEMENT



SI No	Asset	Address	Status	Data Assurance	Data Assured
8	RMZ Ecoworld 31, 32	RMZ Ecoworld 31, 32 - Bengaluru RMZ Ecoworld Road, opposite The Bay, Adarsh Palm Retreat, Bellandur, Bengaluru, Karnataka 560103	Operational	Yes	Energy, Water, Waste, OHS, GHG and Employment
9	RMZ Ecoworld 30, 33	RMZ Ecoworld 30, 33 - Bengaluru Campus Unit No. 402, RMZ Ecoworld, 30, Bhoganahalli Rd, East, Bengaluru, Karnataka 560103	New Construction	Yes	Employment
10	RMZ Ecoworld 20	RMZ Ecoworld 20 - Bengaluru Adarsh Palm Retreat Internal Road, Bengaluru, Karnataka 560103	New Construction	Yes	Employment
11	RMZ EDGE 10	The Edge - Pune 22/23, N Main Rd, Koregaon Park Annexe, Mundhwa, Pune, Maharashtra 411001	New Construction	Yes	Employment
12	RMZ One paramount 20 and 30	RMZ One Paramount 20 & 30 - Chennai One Paramount, No-110, Mount Poonamallee Rd, Porur, Chennai, Tamil Nadu 600125	Divested	Yes	Employment
13	Startech	Startech - Bengaluru No. 139, 2, Hosur Rd, Koramangala Industrial Layout, Koramangala, Bengaluru, Karnataka 560095	Operational	Yes	Energy, Water, Waste, OHS, GHG and Employment
14	RMZ Nexus	RMZ Nexus - Mumbai Jogeshwari - Vikhroli Link Road, Ganesh Nagar, Jogeshwari East, Mumbai, Maharashtra 400060	New Construction	Yes	Employment
15	RMZ NXT Hoskote (Warehouse)	RMZ NXT - Hoskote Karapanahalli, Karnataka 562135	New Construction	Yes	Employment
16	RMZ Infra - Colt Datacentre (Mumbai)	DCS - Airoli Digha Naka, Dighe, Navi Mumbai, Maharashtra 400708	Operational	Yes	Employment
17	One Boat Club	One Boat Club - Pune One Boat club, Boat Club Rd, Bund Garden, Sangamvadi, Pune, Maharashtra 411001	New Construction	Yes	Employment

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info.in@bsigroup.com
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Note

- Standing investments include all RMZ commercial assets except One Paramount 1 (10, 20 & 30) that was divested on July 31, 2024.
- Ecoworld 31 (Bangalore) came into operation in FY 2023-24 and the assets Ecoworld 32 (Bangalore), Nexity (Hyderabad) and Spire (Hyderabad) came into operation in FY 2024-25
- Biogenic emissions and fugitive refrigerant, fire hydrant engine diesel and fire extinguisher CO2 emissions are not being reported for any asset
- Source for emission factor for diesel: 2006 IPCC guidelines or National Greenhouse Gas Inventories
- Source for Grid Power Emission Factors referred from CO2 Baseline Database - Central Electricity Authority (CEA) v18.0 for FY2022-23, v19.0 for FY2023-24 and v20.0 for FY2024-25
- Water consumption from purchase of packaged drinking water is currently not being reported for any asset
- No battery waste, e-waste or bio-waste is disposed by any asset during the reporting period

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DISCLOSURES

Environment

Standing Investments¹

Metric	Unit	FY 2022-23	FY 2023-24	FY 2024-25
Energy				
Total Energy Consumption	MWh	92,680.26	1,03,013.95	1,24,429.17
DG Energy	MWh	1,000.68	1,132.09	1,640.67
DG Energy	% of total energy	1.1%	1.1%	1.3%
Grid Electricity (Non-Renewable)	MWh	83,963.16	69,207.07	24,982.95
Electricity (Renewable Energy)	MWh	7,716.42	32,674.80	97,805.55
% Electricity (Renewable Energy)	% of total energy	8.3%	31.7%	78.6%
Energy Intensity	kWh/ SFT	12.58	12.72	8.79

Metric	Unit	FY 2022-23	FY 2023-24	FY 2024-25
Greenhouse Gas Emissions ²				
Scope 1 ³	tCO ₂ e	48.76	53.64	78.96
Scope 2 ⁴	tCO ₂ e	11,544.41	12,266.81	5,187.42
Scope 3 (Category 13) ⁴	tCO ₂ e	48,287.62	37,533.81	13,704.74
Emissions Intensity (Scope 1 and 2)	kgCO ₂ e/ SFT	1.57	1.52	0.37

Metric	Unit	FY 2022-23	FY 2023-24	FY 2024-25
Water				
Total Water Consumption ⁵	m ³	520,573	672,813	1,042,771
Water Consumption Intensity	m3/ SFT	0.071	0.083	0.074
Water Reused	m ³	220,870	310,611	350,285
% Water Reused	% of total water	42%	46%	34%

Metric	Unit	FY 2022-23	FY 2023-24	FY 2024-25
Waste				
Total Waste Generated	Tonnes	1546.18	2012.12	3184.19
Hazardous Waste Generated	Tonnes	3.81	9.33	18.98
% Hazardous Waste Diverted from Landfill ⁶	% of total waste	100%	100%	100%
Non-Hazardous Waste Generated	Tonnes	1542.37	2002.79	3165.21
% Non-Hazardous Waste Diverted from Landfill	% of total waste	96.1%	95.1%	85.9%

Note

1. Standing investments include all RMZ commercial office space assets except One Paramount 1 (10, 20 & 30) that was divested on July 31, 2024. Ecoworld 31 (Bengaluru) came into operation in FY 2023-24 and the assets Ecoworld 32(Bengaluru), Nexity (Hyderabad) and Spire (Hyderabad) came into operation in FY 2024-25.
2. Biogenic emissions and fugitive refrigerant, fire hydrant engine diesel and fire extinguisher CO2 emissions are not being reported for any asset
3. Source for emission factor for diesel: 2006 IPCC guidelines or National Greenhouse Gas Inventories
4. Source for Grid Power Emission Factors referred from CO2 Baseline Database - Central Electricity Authority (CEA) v18.0 for FY2022-23, v19.0 for FY2023-24 and v20.0 for FY2024-25.
5. Water consumption from purchase of packaged drinking water is currently not being reported for any asset
6. No battery waste, e-waste or bio-waste is disposed by any asset during the reporting period

Social

Human Capital Data (FTE)

Metric	Unit	FY 2022-23	FY 2023-24	FY 2024-25
Employee Count				
Gender				
Male	Nos.	255	250	253
Female	Nos.	66	89	75
Total Employee Count	Nos.	321	339	328
Age				
<30 years old	Nos.	44	49	50
>30 - <50 years old	Nos.	224	238	226
>50 years old	Nos.	53	52	52

Metric	Unit	FY 2022-23	FY 2023-24	FY 2024-25
Turnover				
Gender				
Male	Nos.	62	45	35
Female	Nos.	21	16	26
Total Employee Turnover	Nos.	83	61	61
Employee Turnover Rate	%	26%	18%	19%
Age				
<30 years old	Nos.	21	14	11
>30 - <50 years old	Nos.	55	37	41
>50 years old	Nos.	7	10	9

Metric	Unit	FY 2022-23	FY 2023-24	FY 2024-25
New Hires				
Gender				
Male	Nos.	57	48	37
Female	Nos.	39	35	15
Total New Hires	Nos.	96	83	52
Rate of New Hires	%	30%	24%	16%
Age				
<30 years old	Nos.	31	30	17
>30 – <50 years old	Nos.	61	51	28
>50 years old	Nos.	4	2	7

Safety

Standing Investments

Metric	FY 2022-23	FY 2023-24	FY 2024-25
Safe Man-Hours	20,64,224	29,25,672	52,78,890
Lost Time Injuries	0	0	1
LTIFR	0	0	1.59
Fatalities	0	0	0
Near Misses	3	19	49
High-Consequence Work Related Injuries	0	0	1

GRI CONTENT INDEX

Statement of Use

RMZ has reported the information cited in this GRI Content Index for the period Apr 1, 2022 to Mar 31, 2025 with reference to the GRI Standards.

GRI 1 used

GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION	PAGE NOS.	REMARKS
GRI 2: General Disclosure 2021	2-1 Organisational details	Overview of RMZ Businesses	16	
	2-2 Entities included in the organisation's sustainability reporting	Overview of RMZ Businesses	16	
	2-3 Reporting period, frequency and contact point	About this Report	4	
	2-4 Restatements of information			Not Disclosed
	2-5 External assurance	Assurance Statement	110	
	2-6 Activities, value chain and other business relationships	Overview of RMZ Businesses	16	
	2-7 Employees	Disclosures	116	
	2-8 Workers who are not employees			Not Disclosed
	2-9 Governance structure and composition	ESG Governance	88	
	2-10 Nomination and selection of the highest governance body	ESG Governance	88	
	2-11 Chair of the highest governance body	ESG Governance	88	
	2-12 Role of the highest governance body in overseeing the management of impacts	ESG Governance	88	
	2-13 Delegation of responsibility for managing impacts	ESG Governance	88	
	2-14 Role of the highest governance body in sustainability reporting	ESG Governance	88	
	2-15 Conflicts of interest	Aligning Governance with Risk and Data Protection	84	
	2-16 Communication of critical concerns			Not Disclosed
	2-17 Collective knowledge of the highest governance body			Not Disclosed
	2-18 Evaluation of the performance of the highest governance body	Aligning Governance with Risk and Data Protection	84	

GRI STANDARD	DISCLOSURE	LOCATION	PAGE NOS.	REMARKS
GRI 2: General Disclosure 2021	2-19 Remuneration policies			Not Disclosed
	2-20 Process to determine remuneration			Not Disclosed
	2-21 Annual total compensation ratio			Not Disclosed
	2-22 Statement on sustainable development strategy	ESG Vision and Strategy	36	
	2-23 Policy commitments	ESG Policy Suite	90	
	2-24 Embedding policy commitments	ESG Policy Suite	90	
	2-25 Processes to remediate negative impacts	Risk Management	86	
	2-26 Mechanisms for seeking advice and raising concerns	Aligning Governance with Risk and Data Protection	84	
	2-27 Compliance with laws and regulations	Aligning Governance with Risk and Data Protection	84	
	2-28 Membership associations	Strategic Memberships and Affiliations	24	
	2-29 Approach to stakeholder engagement	Stakeholder Engagement	42	
	2-30 Collective bargaining agreements			Not Disclosed

GRI STANDARD	DISCLOSURE	LOCATION	PAGE NOS.	REMARKS
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment	44	
	3-2 List of material topics	Materiality Assessment	44	
	3-3 Management of material topics	Materiality Assessment	44	
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity and Habitat Management	66	
	304-2 Significant impacts of activities, products and services on biodiversity	Biodiversity and Habitat Management	66	
	304-3 Habitats protected or restored	Biodiversity and Habitat Management	66	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations			Not Disclosed
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed			Not Disclosed
	201-2 Financial implications and other risks and opportunities due to climate change	Climate Risk Management	64	
	201-3 Defined benefit plan obligations and other retirement plans			Not Disclosed
	201-4 Financial assistance received from government			Not Disclosed
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage			Not Disclosed
	202-2 Proportion of senior management hired from the local community			Not Disclosed
GRI 203: Indirect Economic Impact 2016	203-1 Infrastructure investments and services supported	Overview of RMZ Businesses	16	
	203-2 Significant indirect economic impacts	Overview of RMZ Businesses	16	

GRI STANDARD	DISCLOSURE	LOCATION	PAGE NOS.	REMARKS
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers			Not Disclosed
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Aligning Governance with Risk and Data Protection	84	
	205-2 Communication and training about anti-corruption policies and procedures	ESG Policy Suite	90	
	205-3 Confirmed incidents of corruption and actions taken	Aligning Governance with Risk and Data Protection	84	
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	ESG Policy Suite	90	
GRI 207: Tax 2019	207-1 Approach to tax			Not Disclosed
	207-2 Tax governance, control, and risk management			Not Disclosed
	207-3 Stakeholder engagement and management of concerns related to tax			Not Disclosed
	207-4 Country-by-country reporting			Not Applicable
GRI 301: Materials 2016	301-1 Materials used by weight or volume			
	301-2 Recycled input materials used	Waste Management and Circularity	56	
	301-3 Reclaimed products and their packaging materials			

GRI STANDARD	DISCLOSURE	LOCATION	PAGE NOS.	REMARKS
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Disclosures	116	
	302-2 Energy consumption outside of the organisation			
	302-3 Energy intensity	Disclosures	116	
	302-4 Reduction of energy consumption	Disclosures	116	
	302-5 Reductions in energy requirements of products and services	Disclosures	116	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Management	54	
	303-2 Management of water discharge-related impacts	Water Management	54	
	303-3 Water withdrawal	Disclosures	116	
	303-4 Water discharge	Disclosures	116	
	303-5 Water consumption	Disclosures	116	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Disclosures	116	
	305-2 Energy indirect (Scope 2) GHG emissions	Disclosures	116	
	305-3 Other indirect (Scope 3) GHG emissions	Disclosures	116	
	305-4 GHG emissions intensity	Disclosures	116	
	305-5 Reduction of GHG emissions	Disclosures	116	
	305-6 Emissions of ozone-depleting substances (ODS)			Not Disclosed
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions			Not Disclosed
GRI 306: Effluents and Waste 2016	306-3 Significant spills			Not Applicable

GRI STANDARD	DISCLOSURE	LOCATION	PAGE NOS.	REMARKS
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management and Circularity	56	
	306-2 Management of significant waste-related impacts	Waste Management and Circularity	56	
	306-3 Waste generated	Disclosures	116	
	306-4 Waste diverted from disposal	Disclosures	116	
	306-5 Waste directed to disposal	Disclosures	116	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria			Not Disclosed
	308-2 Negative environmental impacts in the supply chain and actions taken			Not Disclosed
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Disclosures	116	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees			Not Disclosed
	401-3 Parental leave			Not Disclosed
GRI 402: Labour/Management Relation 2016	402-1 Minimum notice periods regarding operational changes			Not Disclosed

GRI STANDARD	DISCLOSURE	LOCATION	PAGE NOS.	REMARKS
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	A Safe and Empowered Workforce	70	
	403-2 Hazard identification, risk assessment, and incident investigation	A Safe and Empowered Workforce	70	
	403-3 Occupational health services	A Safe and Empowered Workforce	70	
	403-4 Worker participation, consultation, and communication on occupational health and safety	A Safe and Empowered Workforce	70	
	403-5 Worker training on occupational health and safety	A Safe and Empowered Workforce	70	
	403-6 Promotion of worker health	A Safe and Empowered Workforce	70	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	A Safe and Empowered Workforce	70	
	403-8 Workers covered by an occupational health and safety management system	A Safe and Empowered Workforce	70	
	403-9 Work-related injuries	Disclosures	116	
	403-10 Work-related ill health	Disclosures	116	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Investing in Minds	78	
	404-2 Programs for upgrading employee skills and transition assistance programs	Investing in Minds	78	
	404-3 Percentage of employees receiving regular performance and career development reviews	Investing in Minds	78	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Disclosures	116	
	405-2 Ratio of basic salary and remuneration of women to men			Not Disclosed

GRI STANDARD	DISCLOSURE	LOCATION	PAGE NOS.	REMARKS
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Diverse and Specialised Talent	75	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk			Not Disclosed
GRI 408: Child Labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	A Safe and Empowered Workforce	70	
GRI 409: Child Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	A Safe and Empowered Workforce	70	
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	A Safe and Empowered Workforce	70	
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	A Safe and Empowered Workforce	70	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Corporate Social Responsibility	80	
	413-2 Operations with significant actual and potential negative impacts on local communities	Corporate Social Responsibility	80	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria			Not Disclosed
	414-2 Negative social impacts in the supply chain and actions taken			Not Disclosed
GRI 415: Public Policy 2016	415-1 Political contributions	ESG Policy Suite	90	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Designing Inclusive, Experiential Communities	74	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Designing Inclusive, Experiential Communities	74	
GRI 417: Marketing and Labelling 2016	417-1 Requirements for product and service information and labeling	Building the Future	92	
	417-2 Incidents of non-compliance concerning product and service information and labeling			Not Applicable
	417-3 Incidents of non-compliance concerning marketing communications			Zero Incidents
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Aligning Governance with Risk and Data Protection	84	



RMZ Millenia
D Bhaskaran Rd
Kensington Gardens
Kalhalli
Bengaluru
Karnataka
560042

Email: sustainability@rmz.com
www.rmz.com