

Sustainability Policy



RMZ Corp is a privately-owned developer, manager and investor of real assets. Over the years, our urban innovations have endeavoured to craft the future of space. We have understood that we operate in a larger social and environmental context and aim to incorporate sustainable business practices to create shared value for all our stakeholders. In creating these innovations and communities that transform urban life, we place the highest priority on environmental performance, social performance and corporate governance.

This Sustainability Policy has been developed to serve the purpose of defining what environmental and social sustainability means to our business and apprise our stakeholders on the guiding principles of sustainability. The guiding principles outlined in this policy address global environmental and social concerns, along with being aligned to RMZ's larger corporate vision and day-to-day operations.

This policy has been prepared in accordance with global industry trends and through benchmarking with leading practices in the commercial real estate sector. This Sustainability Policy applies to all RMZ Corp facilities.

Guiding Principles of sustainability at RMZ:

1. **Regulatory Compliance:** Management, employees, contractors and other business partners to ensure compliance with all applicable legal and statutory requirements which also include safety, social and environmental compliances
2. **Corporate Governance:** Ensure a robust corporate governance mechanism to create a healthy, transparent and professional working atmosphere – with high priority on ethical business practices
3. **Renewable Energy:** Increase the share of renewable energy in the energy mix and thereby reduce carbon emissions
4. **Energy Efficiency:** Improve energy efficiency through adoption of latest technologies and energy management systems
5. **Water Management:** Manage water resources efficiently through water conservation measures, monitoring systems and optimization of water use
6. **Waste Management:** Reduce, reuse, recycle and recover waste material generated at the sites through embracing circular economy principles
7. **Biodiversity Conservation:** Protect and conserve biodiversity in and around the facilities and work towards supporting the protection of places of concern and protected areas
8. **Occupational Health and Safety:** Ensure occupational health and safety at the workplace through management systems, trainings and governance to reduce risk of safety incidents for our employees, suppliers, contractors and others in proximity of operations
9. **Employee Development:** Develop human capital through adequate training & development opportunities and meaningful employee engagement programs
10. **Human Rights:** Ensure protection of human rights through policies, procedures and grievance mechanisms for all employees and contractors

- 11.Diversity & Inclusion:** Treat all internal and external stakeholders with fairness, dignity and respect irrespective of any differences and commit to providing equal opportunity for everyone
- 12.Community Development:** Promote the well-being of the community through initiatives of the RMZ foundation in the areas of Sustainable Development, Resilient communities and Urban Innovations.
- 13.Sustainable Design:** Imbibe principles of sustainable design across the lifecycle to minimize the resource footprint of the building, promote art & aesthetics and enhance overall well-being of occupants
- 14.Sustainable Supply Chain:** Integrate sustainability in the supply chain through supplier engagement, responsible sourcing policies and use of sustainable raw materials
- 15.Customer Centricity:** Engage with customers on sustainability issues through sustainability programs and continual dialogues on the same
- 16.Stakeholder Engagement:** Connect meaningfully with each stakeholder group on sustainability issues through transparent communication and strategic collaborations RMZ is committed to maintain the health and wellbeing of the occupants of our properties by seeking global certifications such as WELL
- 17.Sustainable Building Certifications:** Demonstrate high sustainability standards and performance of all buildings through acquiring certifications such as WELL and Green Building certifications
- 18.Disclosure:** Align sustainability disclosures with global standards such as GRI (Global Reporting Initiative) and credibly communicate performance on sustainability parameters
- 19.Climate Change and Resilience**
The firm requires all operational and under-development assets to undergo climate risk assessments focused on physical risks such as flooding and extreme weather. Mitigation plans are developed accordingly, reviewed by the ESG Center of Excellence, and reported annually to ensure effective management and ongoing resilience.
- 20.Net Zero Roadmap**
Stage One of our net zero policy targets under-development assets by selecting a lighthouse project in each asset class (e.g., hotel, office, data center) to perform a Life Cycle Assessment and reduce embodied carbon. Simultaneously, we are developing decarbonization strategies for operational assets, progressing toward a future commitment to the Science Based Targets initiative (SBTi).

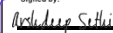
Governance & Oversight:


At RMZ, a “Green Committee” is formed to engage employees across all operations to be a part of our sustainability efforts. This Green Committee drives the sustainability transformation at RMZ Sustainability. In addition, sustainability performance is also reported to RMZ’s top management and board of directors.


Implementation Mechanism:

This Sustainability Policy will be enforced by aligning it to organizational processes, establishing quantitative targets, and reviewing their progress for continuous improvement. These guiding principles will lead to the creation of shared value for all of RMZ’s stakeholders.

Signature:
Executive Board

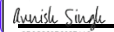
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Date: 12.12.2024