



FUTURE OF SPACE™

ESG REPORT

2021-22



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WE
ARE THE
FUTURE
OF SPACE





MESSAGE FROM THE CHAIRMAN

“We believe that acting responsibly toward our stakeholders is fundamental to operating a productive, profitable and sustainable business.”

Our philosophy is to conduct business in a sustainable and ethical manner with a long-term perspective. We believe that a business based on robust ESG principles and practices is beneficial for a wide variety of reasons. We have been embedding many of these in our development and asset management platforms and underlying business operations over several years.

Governance

RMZ's Executive Board of Directors, through our nominated Executive Board Member, K Jayakumar, has ultimate oversight of RMZ's ESG strategy and receives regular updates on the company's ESG initiatives throughout the year. We are constituting an ESG Steering Committee comprising senior executives from RMZ and each of our business groups. This Committee will be the primary decision-making body on all ESG matters and will be mandated to drive ESG initiatives based on our business imperatives, industry developments and best practices.

ESG factors are incorporated in our investment decisions, starting with the due diligence of a potential investment through to the exit process. All investments made by the company are approved by our investment committees based on a comprehensive set of predetermined criteria that evaluate potential risks, mitigants and opportunities. ESG considerations are part of this assessment, including corruption, health and safety, and other environmental, social and governance aspects.

As part of each acquisition, the investment teams create a customized integration plan that, among other things, includes material ESG-related matters for review or execution. ESG risks and opportunities through the investment's life cycle are identified and assessed during due diligence and then actively managed by each portfolio company with support from the team responsible for the investment. This recognizes the importance of local expertise, which provides valuable insight given the wide range of asset types and locations in which we invest, coupled with RMZ's broad investment expertise. We believe there is a strong correlation between actively managing all facets of ESG effectively and enhancing investment returns.

We will also be active in the sustainable finance market, with issuances in 2022 across green bonds, sustainability-linked debt. Some of our assets and investments are well-suited for sustainable financing, and we continue to look for opportunities to access capital in this manner.

Data privacy and security continue to remain areas of priority for RMZ. In 2022, we will undertake initiatives to enhance access controls and anti-malware protections and improve detection and response capabilities with the use of automated technologies. We will review our cybersecurity program annually and have an external party assess our program's maturity periodically, based on the National Institute of Standards and Technology (NIST)

Cybersecurity Framework. In addition to continued mandatory cybersecurity education for all employees, we will implement additional training for specific groups, such as new employees or employees in roles where the impact of a cyber incident is greatest (e.g., finance teams, human resources). The strength of this effort will be evidenced through improved results in our phishing simulations.

Environmental

We believe that our operating businesses are well positioned to make the transition to a net zero-carbon economy. We are one of the country's largest owners of real estate and our office portfolios are heavily weighted towards properties that meet high environmental sustainability standards consistent with the expectations of our tenants. These assets enhance rental revenues and lower operating costs. From a decarbonization standpoint, we intend to be a leader in driving the shift to net zero as well and measuring and reporting the same, in line with industry standards. Our plans include enhancing climate change mitigation and adaptation processes to ensure they are properly factored into RMZ's governance and risk management protocols. We also plan to measure and monitor our greenhouse gas (GHG) emissions across the business.

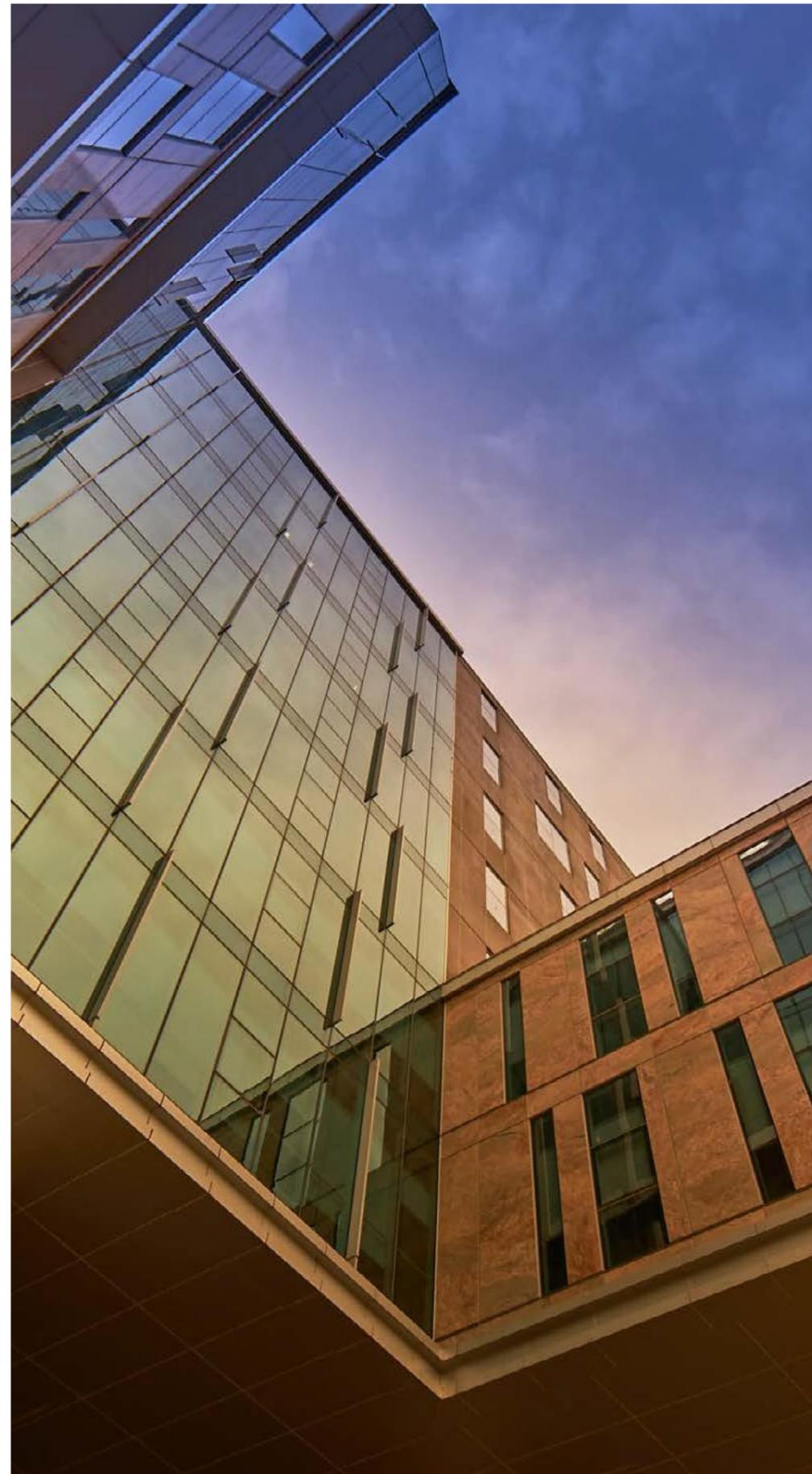
Social

Our commitment to a positive, open and inclusive work environment creates workplaces that encourage strong relationships and professional development and enable the organization to benefit from diverse perspectives, further enhancing our ability to add value to our people. We make a positive impact on the communities in which we operate through philanthropic and other community activities, which are offer opportunities to increase the engagement of our teams and support the development of our people.

Our efforts in diversity and inclusion have resulted in significant progress. Specifically, over the next five years, we will more than double our employee population in the asset management business and during this period, we would have also doubled women's representation at the senior most levels of the organization.

Occupational health and safety represents an integral part of how our businesses are managed. As health and safety risks vary across industry sectors, we emphasize the importance of having businesses directly accountable and responsible for managing and reporting risks within their operations, while RMZ provides an important level of oversight and support.

The COVID -19 pandemic required additional focus on employees' health and safety. In each of our locations, as soon as it was permissible, and subject to individual personal health considerations, we brought our employees back to the office. This was important to reinforce the organizational culture of collaboration, enable the development of employees and benefit their overall wellbeing. Four key principles were followed to



accomplish this safely: adherence to local requirements, strong safety protocols—often exceeding government requirements, mitigating the risk through continuous reviews of changing protocols, and respect for each employee's privacy.

Finally, we continue to align our business practices with leading frameworks for responsible investing and demonstrate our commitment by serving as a member and active participant in industry forums and other organizations. Through our membership in the organizations, we will remain actively involved in discussions aimed at advancing ESG awareness across private and public markets and enhance our reporting and protocols in line with evolving best practices.

In line with our commitments to enhance transparency and disclosures, we also look forward to participating in global real estate assessments in the coming years.

RMZ Corp- Business Profile & Key Statistics

RMZ Corp is one of the largest private owned developers of real estate in India with over 67 million sq.ft. (sq.ft.) of real assets that are smart, connected and collaborative. We have exceptional expertise in accelerating performance and delivering high impact outcomes through winning execution strategies. With every step we take towards the future, we continue to take the lead in creating built spaces that are more efficient and resilient, by incorporating into them the leading practices in sustainability. RMZ offers competitive solutions with a focus on green construction, ethics and occupational health and safety that are in line with our customers' aspirations.

Established in 2002, RMZ Corp commenced operations in Bengaluru with headquarters in The Millennia, Bengaluru. We commenced our journey with the launch of projects totaling 1.15 million sq. ft. Over the years, we have expanded our customer base by accentuating aspects that customers desire. Maintaining the momentum with an aim to lead the real estate sector globally, we have ventured into different cities across the country. With a market presence in India's greatest cities, RMZ Corp today is home to leaders in international businesses, startups, Fortune 500 Companies and small and medium businesses.

OUR BUSINESS

PHILOSOPHY

RMZ Corp's philosophy is to develop business parks that are environmentally sustainable and responsive to global ESG concerns while addressing the essential needs of the business community

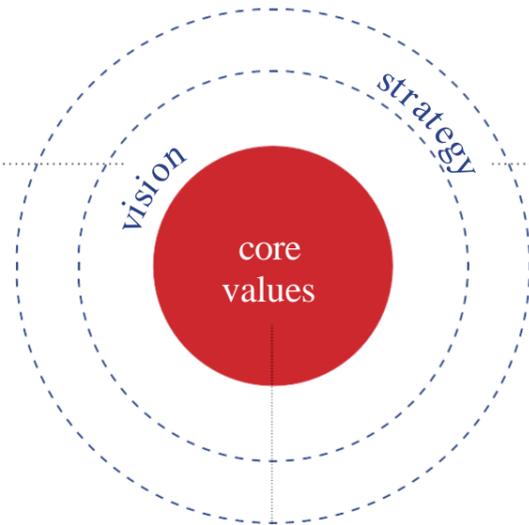
RMZ envisions enhancing the organization's footprint by venturing into global markets. We are rapidly striding towards achieving a five-year plan of building a 1-million-member community across cities and to own 87+ million sq. ft. of real assets. Adopting innovative technologies strengthens the efficiency and sustainability of built assets and changes the way customers look at working. RMZ has been investing in advanced technologies that serve as transformative platforms to build Smart, Engaged and Quantified Communities. Through our investments in exponential technologies and as a part of our "Super Charge Strategy" we endeavor to grow our asset portfolio to 350 million sq.ft by 2032.

Figure 2: Strategy, Vision and Core Values



We aim to lead the real estate sector globally

With a hyper growth strategy and the use of exponential technologies, we plan to build a 1M member community across cities globally



RMZ standards represent the RE benchmark for value creation, integrity, service & quality for all our stakeholders. RMZ employee is the leading example of our standards and a most valuable asset for us.

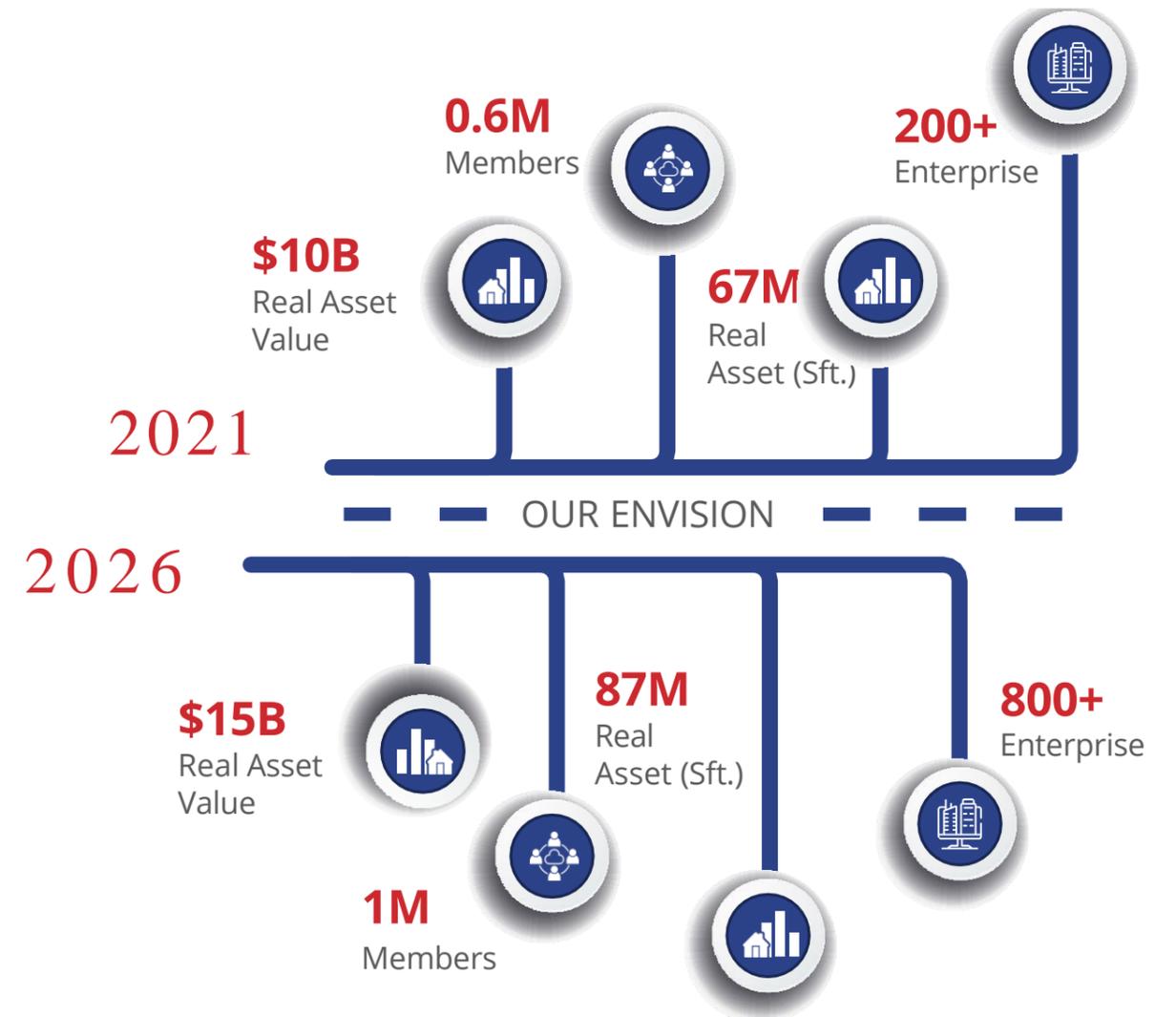
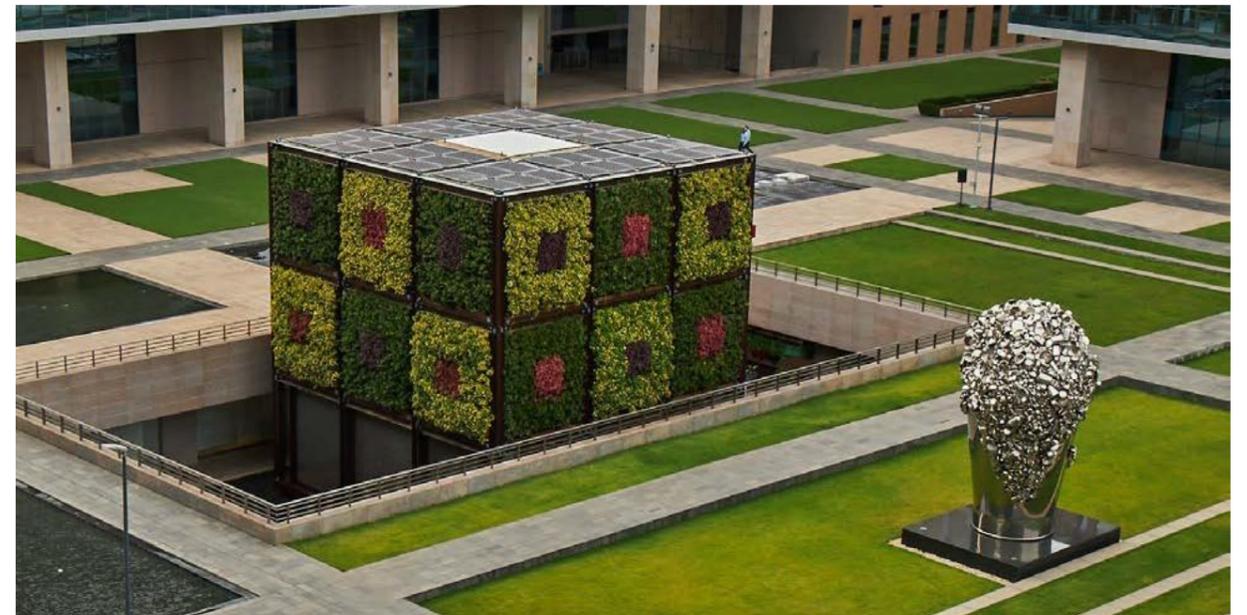
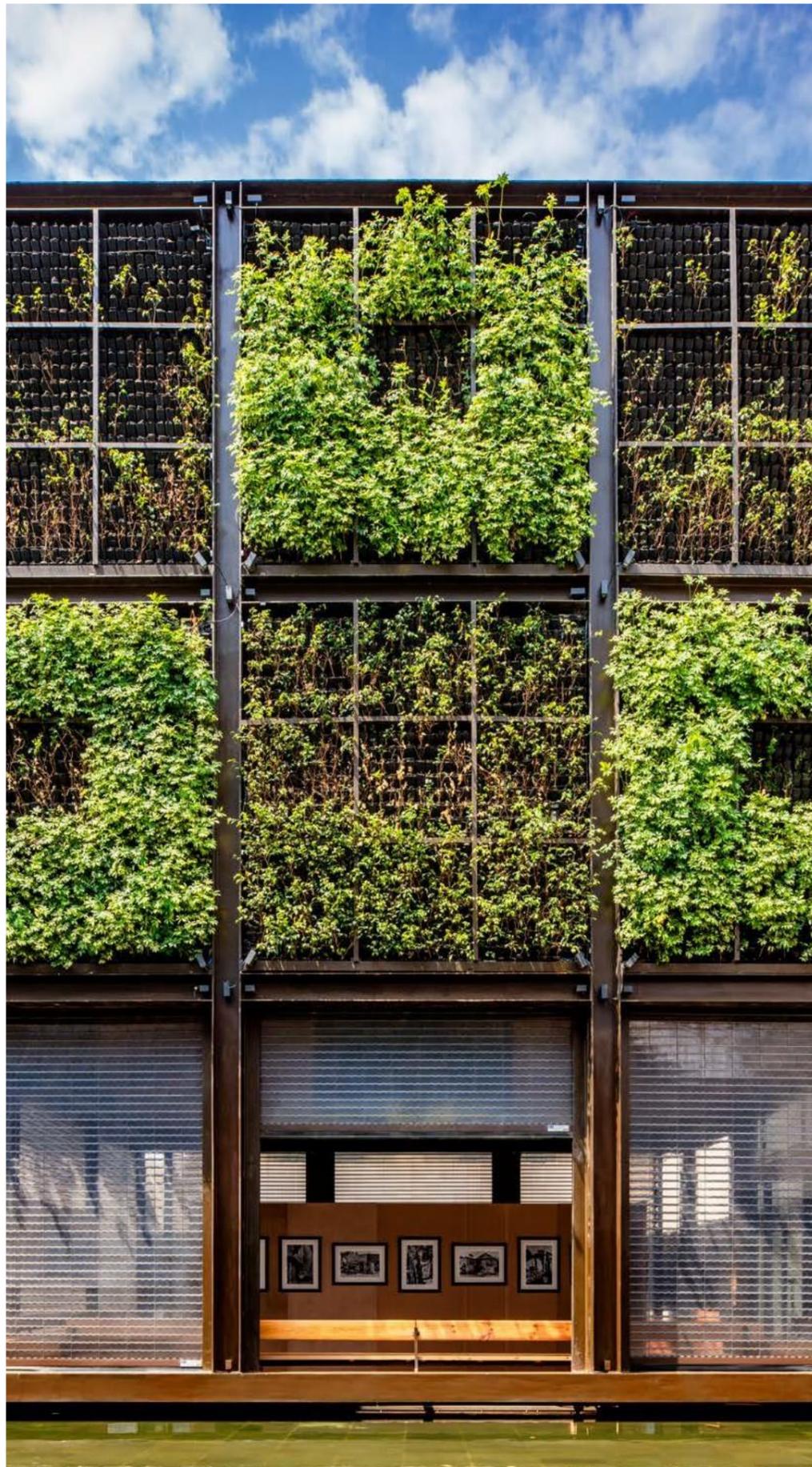


Figure 3: Our outlook 2026





ABOUT THE REPORT

This report highlights RMZ Corp's environmental, economic, social and community performance for the period April 1st, 2020 - March 31st, 2021. It outlines our sustainability strategy, priorities, and our commitment to embed sustainability in our core business operations. The core objective of this report is to internalize, improve and communicate our organization's commitment towards sustainability. Demonstrating our commitment to transparency, we are glad to communicate our sustainability performance to all internal and external stakeholders.

This report has been prepared in accordance to the reporting guidelines of Global Reporting Initiative (GRI) Sustainability Reporting Standard, 'In Accordance - Core'. The Reporting Principles, Universal Standards and Topic Specific Standards detailed in the GRI Standards have been taken into account while developing the report.

The reporting boundary for our disclosures in the current reporting cycle, unless and otherwise stated, covers RMZ Corp's performance on environmental, economic and social parameters.

The scope of the report includes the following properties:

Sl No	Property	Location
1	The Millenia	Bengaluru Head Office
2	Infinity	Bengaluru
3	One Paramount	Chennai
4	Infinity	Gurgaon
5	Skyview	Hyderabad

We look forward to feedback about this report from all our stakeholders.

For any clarifications/ suggestions, you can write to us at:
Sustainability@rmzcorp.com

OUR SUSTAINABILITY

JOURNEY SO FAR

Our sustainability journey commenced in 2002, with a focus on building resource efficient built spaces that are also globally recognized. We began by implementing resource efficiency measures and establishing monitoring mechanisms across our operations, thereby addressing identified environment and social issues.

We were one of the first organizations to adopt green building principles, namely, US Green Building Council (USGBC) – LEED, across our existing and upcoming portfolio. We achieved our first milestone in 2007, when one of our earlier projects, RMZ Ecospace in Bengaluru was awarded the USGBC LEED certification. With continuous efforts, in 2018, RMZ became the first real estate developer in India to receive LEED Arc certification. In 2020-21, our Skyview property in Hyderabad was awarded the LEED Gold certification.

Since 2014, we have also deployed Building Information Modelling (BIM) technology for all our projects. In addition, we established responsible energy and waste management systems across our properties. The majority of our properties across locations perform well on the industry benchmark for energy and are Zero Liquid Discharge buildings. We have also streamlined waste management and established integrated waste management mechanism across locations.

At RMZ, we believe in embedding sustainability across the value chain and have integrated specific ESG requirements beyond compliance as part of existing contract requirements with our suppliers and contractors.

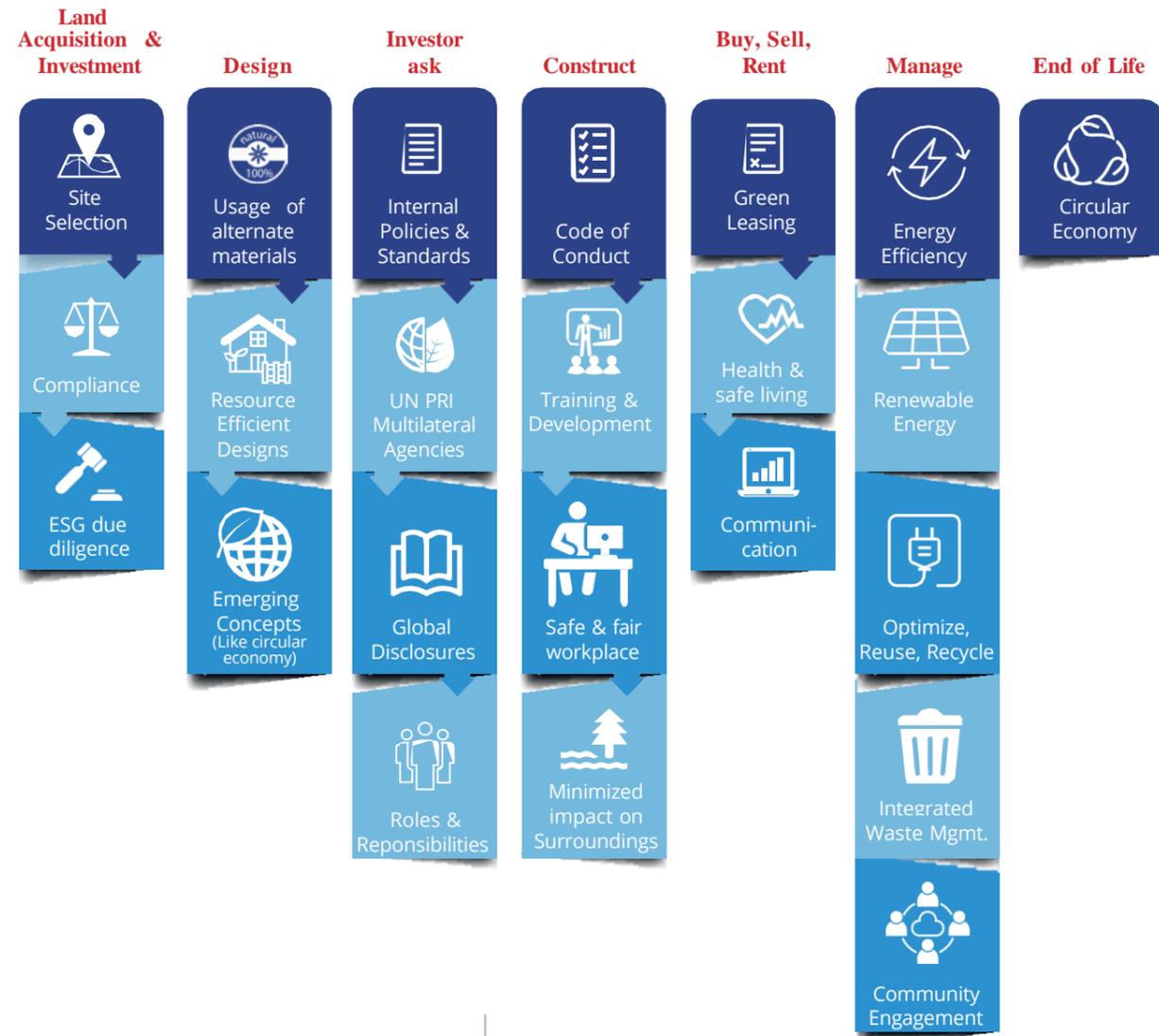
We participate actively in industry forums that enable us to contribute to policy development and advocacy that impact the sector. We also run a podcast to engage our stakeholders on various topics relating to the sector from sustainable construction to the role of ESG in building spaces of tomorrow. Some of the guests on our podcasts included Chaitanya Kalia, National Leader, Climate Change and Sustainability Services, Ernst & Young, Architect Nermin Büyükçapar and Interior Designer Gözde Kösemen from Turkey's Studio Design, Dr Milena Stojkovic of Foster + Partners and Smita Gupta, Principal and Director of Client Relationships (Asia Pacific & India Region) at Gensler.

We take pride in being one of the founding members of International Green Building Council (IGBC)



Value Chain ESG Integration

- Elements of 'Connect' pillar
- Elements of 'Collaborate pillar'
- Elements of 'Co Create' pillar



As a responsible corporate, RMZ is increasingly concerned with the ESG risks related to climate change impacts, environmental management practices, working and safety conditions, respect for human rights, anti-bribery and corruption practices, and compliance to relevant laws and regulations. We have been working towards effectively recognizing the potential range of risks / impacts across each stage and realistically frame a mitigation plan. The figure below depicts our approach to embedding sustainability across the key elements of our value chain, going forward.

OUR SUSTAINABILITY ROADMAP -2023

Today, sustainable spaces have become the need of the hour. Cognizant of our role in creating such spaces, we at RMZ Corp have embraced and established sustainability as the key agenda to build the 'Future of Space'.

According to The Global Risks Report (2021) published by the World Economic Forum (WEF), the top five global risks in terms of likelihood included extreme weather, climate action failure, human environmental damage, infectious diseases and biodiversity loss. This has created a sense of urgency and calls

for a concerted effort worldwide to address the challenges they present.

At RMZ, our sustainability agenda is linked to the United Nations' Sustainable Development Goals (UN SDGs) Through our initiatives, we contribute to the following SDGs:

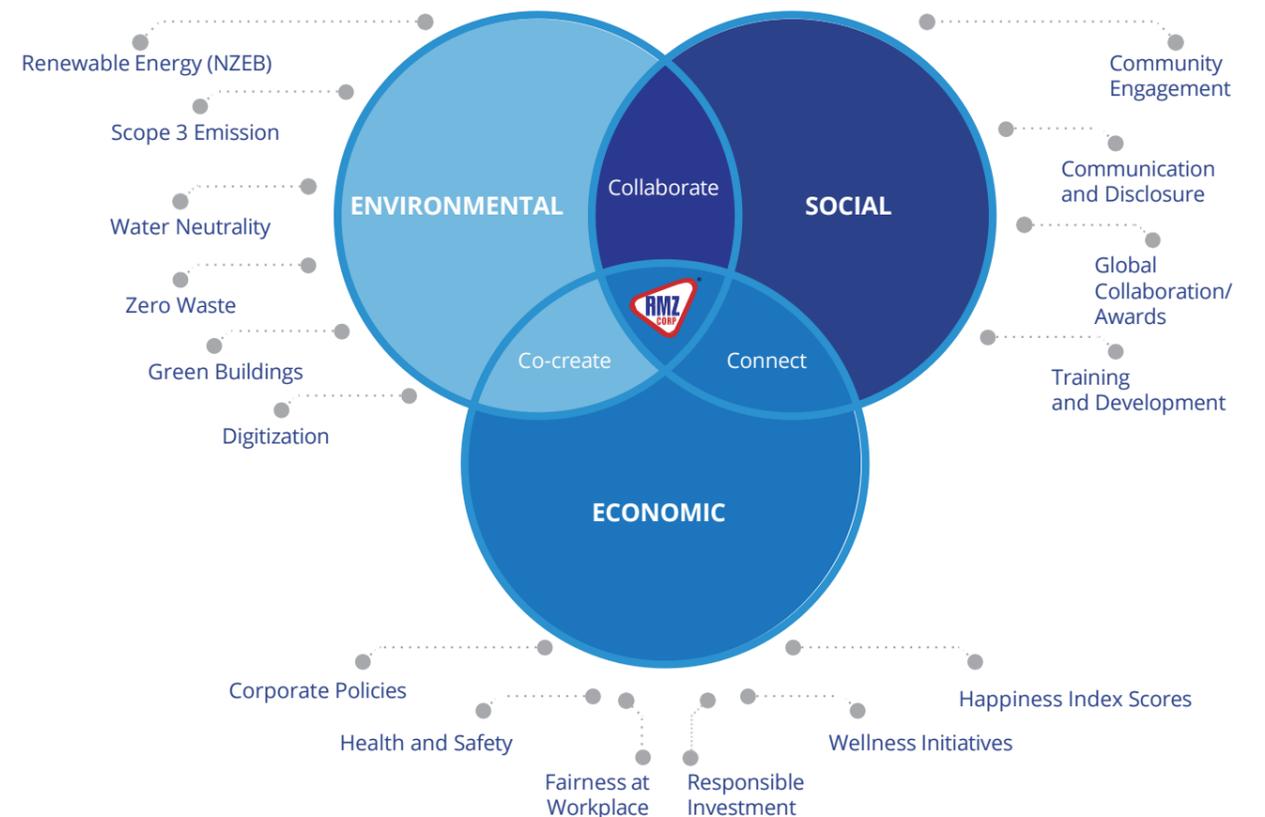
SDG Alignment



RMZ SUSTAINABILITY STRATEGY

Our sustainability framework is developed on three broad focus areas namely Co-Create, Connect and Collaborate with sixteen key aspects or indicators as illustrated below.

RMZ's Sustainability Framework



ESG GOALS 2023

The objective of building resource efficient and digitally enhanced assets for our occupiers is driven through the Connect Pillar. This is supported by our efforts to accelerate the transition to resource efficient economies. By taking steps to increase the share of renewable energy in the energy mix, implementing waste management practices etc., we can optimize and improve our operations and create sustainable built environments.

RMZ's success as an organization is interlinked with our ability to nurture the growth of our clients. We believe that mutual growth is a result of understanding client requirements and delivering to their expectations. The Co-Create pillar embeds key areas that focus on enhanced human productivity and improved happiness coefficient.

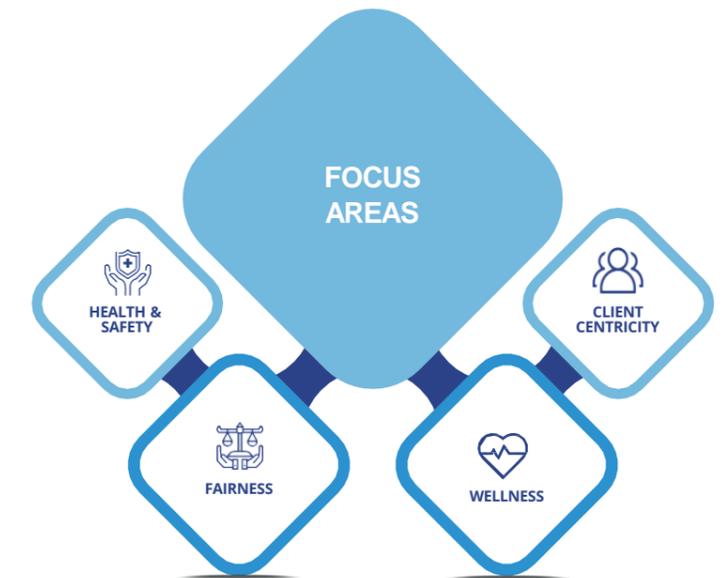
The Collaborate Pillar enshrines those partnerships and collaborations that enable the achievement of outcomes that are not possible as separate entities. This pillar is built on the foundation of shared values. Collaboration is no more a buzz word

for RMZ. We strive to engage with stakeholders in order to create value. We aim to collaborate or participate in global forums so as to share experiences and insights on global best practices and thereby improve our operational performance.

Sustainability-integrated business models will be the driving force for organizations in the years to come. While we have set ambitious goals for the year 2023, we will strive to improve our ESG performance and achieve higher milestones in our journey to create the Future of Space.

3Cs- CO-CREATE

With growing significance of a transparent and dynamic supply chain, it is essential for businesses to integrate sustainability across the value chain and institutionalize effective governance models.

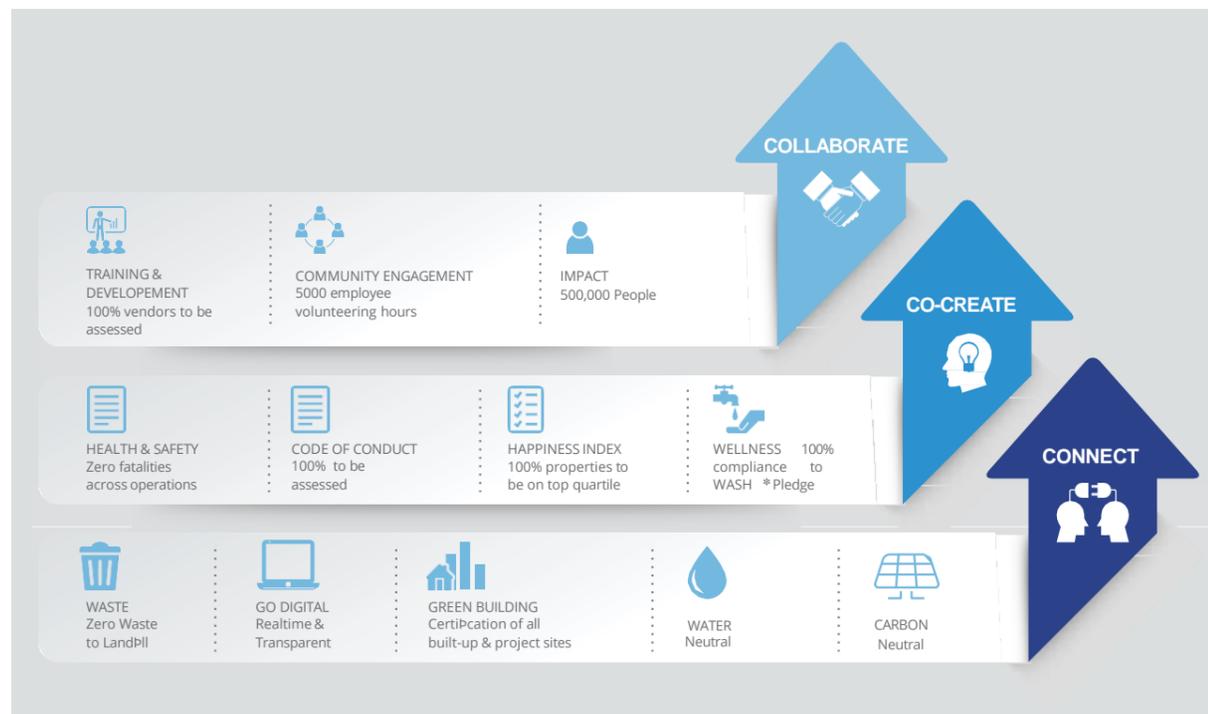


MANAGEMENT

APPROACH

At RMZ, we strive to embed Environmental, Social and Governance aspects (ESG) across all of our operations and the entire value chain. We engage in sustainable supply chain management practices to encourage our suppliers to partner with us in our sustainability journey and implement good ESG practices in their operations as well. We prioritize occupational health and safety and have put in place a system to ensure that all our stakeholders work in safe conditions.

As a customer-oriented business, we believe in keeping customer needs at the core of the business, which in turn results in establishing long term relationships. We focus on creating a culture that is committed to deliver enhanced customer value. Our approach to design thinking, integrated campuses and dynamic environments is evident in our portfolio of premium commercial properties across geographies. At RMZ, we breathe life into integrated concepts with thoughtful and superior quality construction. To offer unique experiences to our clients, we explore areas where best in class designs can be utilized in order to create competitive advantage.



CORPORATE GOVERNANCE

FRAMEWORK

We also conduct annual surveys among our customers to discover customer preferences and gather insights with regard to the performance of our buildings. Additionally, we are in the process of arriving at a Happiness Index to understand the benefits that our clients and employees derive from their workplaces and their contribution to stakeholders' overall wellness and happiness. This metric will be a step ahead of the current occupier survey, with ESG aspects being integrated into it, and will also enable us to obtain an understanding of our clients' ESG related concerns.

Going forward, we will also be releasing our Green Procurement policy, Sustainability policy and Responsible Investment policy. At RMZ, we have in place the following policies: sustainability policy, sustainable procurement policy, responsible investment, and CSR policy. These ensure that we have clearly defined guidelines and processes that direct our sustainability pursuits and enable us to clearly communicate our requirements to our various stakeholders.

We believe that that a good governance framework is key to strengthening a company's potential and enhances its operational efficiency. We at RMZ apply principles of good corporate governance in our working environment. The principles include transparency, fairness and responsibility. In turn, these enable corporate success and economic growth.



Executive Board

The Executive Board is the top most committee of the organization. The members have access to the spending and revenue reports of the company and oversee the budget, provide advisory and help the organization reach its financial goals. The members are:

1. Deepak Chhabria: Senior Managing Director- Capital
2. Arshdeep Sethi: Senior Managing Director- Growth
3. Thirumal Govindraj: Senior Managing Director- Revenue
4. K. Jayakumar: Senior Managing Director- Development

The Executive Board reports to the Chairman of the organization.

Executive Committee

The Executive Committee is a Corporate Governance committee which consists of high-level executives who provide strategic oversight and guidance. The members are:

1. Tejasvi. N: Managing Director
2. V.S Narayanan: Managing Director
3. Avinash Sule : Managing Director
4. Avnish Singh : Managing Director
5. Saandip Kundu : Managing Director
6. Akshaya Kumar Panda : Managing Director

Cross functional teams

The Cross functional team lead by the individuals below is a project level team comprising of members that have weekly reviews. Cross functional teams work together to develop business goals and action plans for achieving them.

1. K.N Viswanatha: Director
2. Pon Arasan Associate Director
3. Yogesh Hate Associate Director
4. Kim Ann Lewis Associate Director
5. Joseph T Akkarakalam Associate Director
6. Christopher D'Costa Associate Director
7. Geddarn Nixon Senior Vice President
8. Nagakrupa Srinidhi Senior Vice President
9. Anish Rai Senior Vice President
10. Isha Anand Vice President

Prevention of Sexual Harassment (PoSH):

We have established a Redressal Committee to address incidents of sexual harassment within the company. This committee is headed by Ms. Nagakrupa Srinidhi, Legal Team, and also consists of three other members. Any employee can email a PoSH complaint to the registered email ID of the committee, redressalcommittee@rmzcorp.com

1. Nagakrupa Srinidhi: Presiding Officer
2. Joseph Akkarakalam : Member
3. Anupama.S: Member
4. Jamuna Rani: External Member

Vigil Mechanism:

We are committed to adhere to the highest standards of ethical, moral and legal conduct of business operations. To maintain these standards, the company encourages its employees to share concerns about suspected misconduct and to come forward and express these concerns without fear of punishment or unfair treatment. The details of the ethics officer are as below:

Deepak Chhabria:
Senior Managing Director - Capital Management
(P-080 4000 4000)

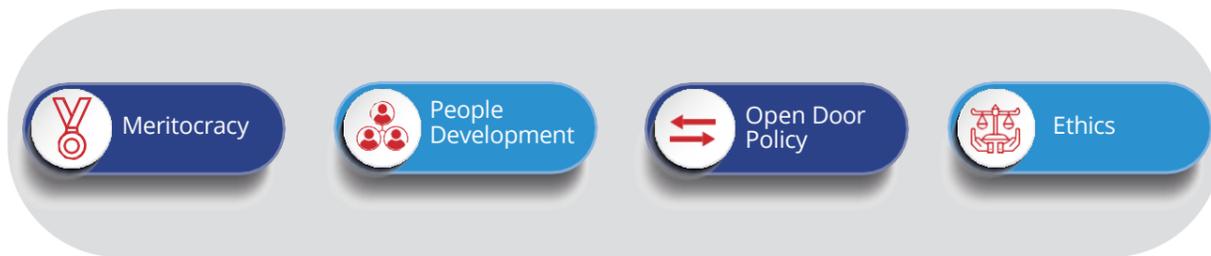
We believe that our employees are our most valuable assets hence strive to create a positive workplace for them. Our HR principles focus on building a shared purpose in the organization. The HR principles adopted at RMZ contribute towards goal 8 of the United Nations SDG which strives to achieve sustained and inclusive economic growth and provision of decent work opportunities.

Our work culture is built on a strong foundation of respect and trust that gives rise to an inspiring environment which cultivates excellence.

RMZ is an equal opportunity employer. We believe in meritocracy and facilitate and reward those who embody the qualities that drive our business across the country. We emphasize creativity, innovative spirit, lucid communication, a commitment to contribute, practical leadership skills, a talent for multitasking and prioritizing, teamwork, and an entrepreneurial outlook.

People development is vital to RMZ's ongoing success, ability to innovate and overall productivity.

Elements of RMZ's culture



HUMAN RESOURCE POLICIES

RMZ implements stringent guidelines and principles that are critical to achieve the company's vision. These policies ensure our commitment towards core business values. Compliance to these guidelines is non-negotiable and we ensure all our employees adhere to our corporate principles to achieve transparent, ethical and responsible operations. We have framed these principles such that they evolve with prevailing dynamic regulations. These include policies for Human Resources, Ethics, Prevention of Sexual Harassment, Open Door, Code of Conduct, Environment Health & Safety (EHS), diversity, disability, leave policy, working hours, remuneration / wages as per regulatory norms. We ensure that right candidate is selected based on merit, competence and potential and without discrimination on any grounds.

OPEN DOOR POLICY

We encourage an open-door policy which provides an avenue for the senior management to understand concerns and opinions of all employees. Open communication is key to an environment of trust and mutual respect, that creates a solid foundation for collaboration, growth, high performance and success. Employees are welcome to interact with members of the management and regular meetings with senior leaders act as a platform to exchange ideas or innovative solutions and also boost employee morale. We encourage employees to voice their opinions and provide suggestions regarding operations, facilities, procedures, services and various other areas related to work.

EMPLOYEE HEALTH AND SAFETY (EHS) GUIDELINES

RMZ commits to providing a safe and healthy working environment for all employees and associates including contractors and their workforce through the lifecycle of a project. In order to ensure this, RMZ has defined guidelines pertaining to EHS so as to embed safety as a state of mind. High standards of health, safety and environmental management are an integral part of our business operations that ensure an incident free workplace.

SUSTAINABILITY GOVERNANCE

RMZ's sustainability team drives the organization's sustainability transformation. In addition, we have identified Sustainability Leaders across various functions who are the change agents and Go To Experts to drive sustainability initiatives. These sustainability leaders are members of the Green Committee who engage employees across all operations to be a part of our sustainability efforts.

GREEN COMMITTEE

The intent of framing this committee is to provide strategic guidance, manage all the stakeholders effectively and thereby foster a culture of sustainability. The Green Committee meets twice a month and conducts open meetings to ensure seamless program implementation.



Figure 10: Green Committee



Figure 11: Responsibilities of Green committee

HIRING

RMZ's equality and diversity principles have been designed in line with our commitment towards creating a fair workplace. Our policy ensures that RMZ operates in compliance with the equality and non-discrimination laws of the land. The organization has been taking steps to ensure diversity in its employee profile in terms of gender, ethnicity, caste and creed. We believe in building a diverse talent pool; thus the company's recruitment process is based on merit, ability, experience and competencies of candidates.

Category	Male	Female	Total Count
Board	4		4
Management Committee	15	2	17
Retainer	7	2	9
Senior Management	28	15	43
Middle Management	37	5	42
Junior Management	72	25	97
Total	159	49	208
Support Staff	106	3	109

At RMZ, we have built an inclusive culture where all employees feel valued and are provided with equal opportunities to maximize their potential. 100% of our workforce comprises of permanent employees. This year, we also saw an increase in women representation in leadership which now stands at 8% through the promotion of one of our employees to Associate Director.

We take pride in our workplace culture and no incidence of discrimination or human rights violation was reported during the reporting period.

CODE OF CONDUCT

The organization prides itself on the high standards of excellence enshrined in its operating principles. We require our employees to embody these ideals in their dealings with persons both inside and outside the company.

Aspects of the Code of Conduct

- Professional integrity
- Accurate and complete accounting
- Bribes and kickbacks
- Gifts and entertainment
- Conflict of interest



By 2023, we aim to integrate ESG trainings across employee categories

- Diverting
- Confidentiality
- Political and charitable contributions
- Administration of code
- Sexual harassment redressal

REMUNERATION

Our compensation philosophy seeks to match individual job responsibility levels and business criticality. This enables us to attract, retain and motivate our employees. RMZ's compensation policy is based on three fixed parameters: qualification, relevant experience, and consistent performance rating.

PERFORMANCE MANAGEMENT

At RMZ, we facilitate and reward those who embody the qualities that drive our business across the country. We lay emphasis on creativity, innovative spirit, lucid communication, a commitment to contribute, practical leadership skills, a talent for multitasking and prioritizing, teamwork and an entrepreneurial outlook.

All confirmed employees undergo an annual appraisal during the month of March every year.

EMPLOYEE BENEFITS

Our employees are entitled to statutory benefits like bonus, PF, gratuity and Medichaim insurance. They are provided allowances and reimbursements which include house rent allowance (HRA), leave travel allowance (LTA), special and clothing allowance.

Employees are also covered under a Group Medichaim Insurance Policy. The policy covers hospitalization expenses towards the treatment taken as an in-patient (minimum period of hospitalization being 24 hours) in a hospital/nursing home anywhere in India. Pre-existing diseases and maternity benefits are also covered in the insurance provided.

TRAINING AND DEVELOPMENT

We believe that learning should be lifelong and invest in the training and development of our employees. Our training and development policy focuses on performance improvement, people growth and organizational effectiveness.

RMZ's employees are provided with a plethora of learning opportunities during their tenure with the organization. Trainings include induction and foundation training, function



Corporate Governance

In 2020, RMZ was a part of one of the largest real estate deals in India when it divested 18% of its overall real estate portfolio to Brookfield Asset Management for approximately \$2 billion. In 2021, RMZ also entered into a \$210 million joint venture with Canada Pension Plan Investment Board for development of commercial office assets in Hyderabad and Chennai.

The execution and closure of transactions of such magnitude and complexity in quick succession is a testament to the robust corporate governance practices and policies at RMZ. We are able to deliver economic growth and returns exceeding expectations to all our stakeholders as a result of the effective governance and monitoring systems at every stage of a project's lifecycle, starting right from the initial investment proposal of an asset or property, without compromising on our focus on ESG.

Our ongoing collaboration with Mitsui Fudosan Co. Ltd., formed as an equal joint venture to develop commercial office spaces in Bangalore and other locations, also demonstrates strong the efficacy of RMZ's governance practices. During the pandemic, the joint venture was able to continue construction of a 3.55 million square feet future ready office space called RMZ Ecoworld 30 in Bangalore.

At RMZ, we have effective governance systems in place for managing our investments. We conduct Management Committee (or equivalent committee) meetings every month with oversight and participation from our Executive Board and/or selected senior members from various cross functional teams along with representatives of our investors.

During the Management Committee meetings, queries of investors are addressed by members of committee and the project schedule and progress are assessed. At RMZ, dedicated teams are also in place for tracking regulatory compliance. Such processes have enabled us to foster effective relationships with our stakeholders.

Risk Management

The Board of each of our joint venture entities, comprising of RMZ and investor nominee directors is regularly provided with all relevant information regarding the projects to enable effective supervision and decision making by the board.

The Board is responsible for overseeing risk management across the business. At RMZ, we follow a holistic approach which enables each business vertical/ department to address identified risks. The risk management process is supported by cross functional teams who act as agents to manage the business risks pertaining to operations, finance, ESG and compliance. We constantly strive to take requisite preventive steps for effective risk management.

Figure 12: RMZ Deals with Brookfield and CPPIB



Economic Performance

Our distinguished global clientele combined with our hyper localised approach to creating ecosystems has resulted in bespoke solutions that harness long-term, stable income and create value for decades to come.

We have a thriving business community and a diversified distribution of occupied spaces across industry sectors i.e., Banking, Financial Services & Insurance (BFSI), Oil & Gas, Engineering, IT Products, IT Hitech and IT-ITES. From startups to fortune 500 companies, clients have recognized the potential of a well-connected working environment. RMZ develops and manages premium commercial real estate properties with a focus on maximizing stakeholder experience.

Over the years, we have effectively addressed the needs of our clients and have forged long term and valued relationships. As a result, 40% of our existing clients have remained with us in the last three years

Economic value generated and distributed	2020-21	2020-21	2021-22
	(Provisional)	(Audited)	(Provisional)
	Monetary Value (INR Million)	Monetary Value (INR Million)	Monetary Value (INR Million)*
1) Economic Value Generated (country/ regional/market levels)			
a) Revenues	32,899.16	33,914.60	8,026.33
2) Economic Value Distributed			
a) Operating Costs	7,255.68	9,591.34	2,588.97
b) Employee benefits and wages	275.89	275.89	288.30
c) Payment to providers of capital	9,593.21	8,505.24	2,457.77
d) Payments to governments	1,407.68	1,698.51	742.59
e) Community Investments	46.98	46.98	109.14
3) Economic Value Retained	14,319.72	13,796.64	1,839.56

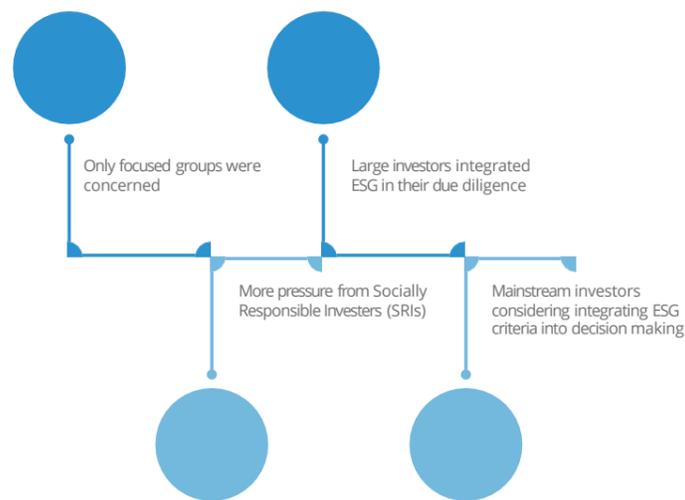
*post divestment of part portfolio to Brookfield Properties

Our Long-Term Strategy

In the next 5 years, with a hyper growth strategy coupled with ESG principles and exponential use of technologies, we plan to build a one-million-member community across 40+ cities globally, with 800+ Enterprise Customers and 85 million sq. ft. of real assets.

Fifteen years and growing rapidly, we have a community of 3,00,000 members, 171 enterprises in five cities and 67 million sq. ft. of Real Assets that are smart, connected and collaborative.

Driven by growing uncertainty, investor interest and stakeholder awareness, RMZ strives to integrate and strengthen ESG principles across operations and enhance our disclosure of the same. Understanding the financial impacts of ESG risks and their effect on portfolio value has led to stronger demands for transparent and structured ESG disclosure, ESG due diligence, and weightage in investment decisions. Investors now see a pivotal role for ESG integration into investment decision making. With the growing recognition that ESG aspects affect corporate financial performance, incorporating ESG issues in investment analysis and decisions enables them to better manage risks and improve returns.



Responsible Investment

At RMZ we believe in the fundamental tenets of sustainability leading the way to address Climate Change, Human Rights, and Transparency. We invite our stakeholders to engage with us and continue to shape our sustainable business goals.

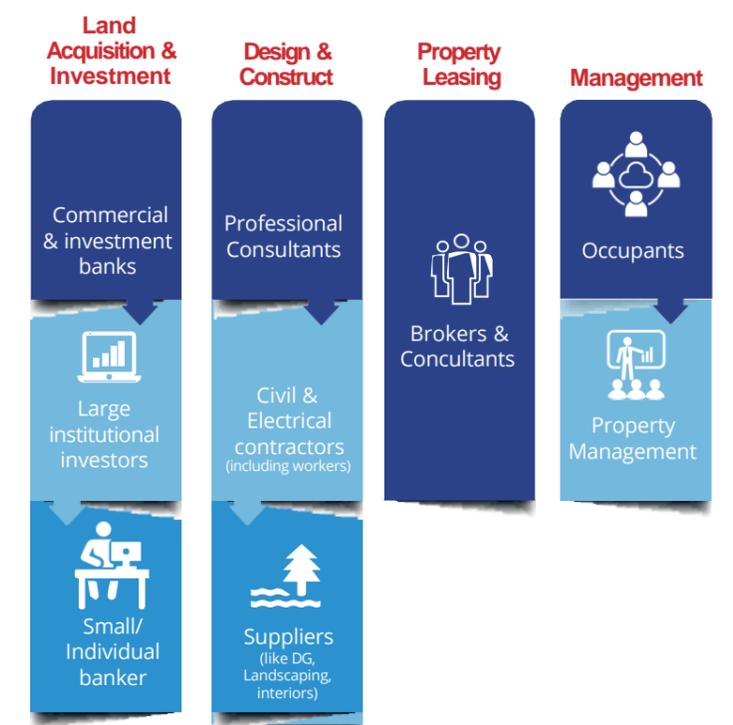
Supply Chain



- Implementation of responsible procurement by investing in Green Procurement Policy
- Investing in resource efficiency options for responsible consumption

Real Estate Supply Chain

At RMZ, we realize the necessity to blend sustainability into our organizational processes and throughout the value chain in order to successfully drive our sustainability agenda. We believe that the success of our business in terms of ESG performance is highly linked to our supply chain comprising suppliers, contractors and other business partners. Therefore, we work with them to create systems and procedures of high standards, to be upheld by all.



We have a 500+ supplier base from whom we procure material and services for our operations. They are categorized into multiple sectors including architects, professional consultants, contractors, raw material suppliers and others. We require all our suppliers, contractors and partners to acknowledge their responsibility to ensuring environmental, social and governance standards are maintained and continuously improved throughout our supply chain. We intend to work with only those suppliers who demonstrate strong environmental performance and adhere to all the applicable law and regulations. We will ensure that all our supply chain partners understand the impact of the products, services and materials they provide on the environment and communities.

By 2023, we aim to assess 100% of our vendors on the Vendor Code of Conduct

Supply chain management is critical to our business; hence, we have developed a robust supplier onboarding process and a supplier code of conduct based on global guidelines. As a part of our responsible supply chain management practices, RMZ has framed guidelines to effectively monitor activities based on quality and safety parameters during the course of a project. We endeavor to ensure that all our partners abide by the guidelines set by us.

Carrying out business ethically is non-negotiable for RMZ. We strongly prohibit child labor in all our premises and our suppliers' premises. We take pride in operating and leading with integrity, and in adhering to the highest standards of fair, legal and ethical business practices. Since inception, no penalties have been levied on us by regulatory authorities for non-compliance with the law. In addition, we collaborate with contractors and NGOs to transform labour camps into labour communities. While labour camps are typically characterized by settlements where workers live in abysmal conditions, our labor communities see workers live as one in safe and hygienic living conditions and provided with vocational training for adults and academic support for students.

Partner onboarding process



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CASE STUDY



Transforming the lives of labour communities

3500 members of the labour Community impacted by the Skill development programme

RMZ's recognize the value of the labor workforce in its value chain creates labor communities . Through this intervention, we strive to drive a change in lifestyle among laborers, create awareness and educate them on healthy living practices.

Our initiatives under the program include infrastructure and housing, health and hygiene, education, vocational training and recreation. As part of infrastructure and housing, hygienic facilities for cooking and cleaning utensils and clothes are provided. Awareness sessions on the risks of alcohol consumption and substance abuse are conducted as are sessions on menstrual health for women. Further, recreational activities are also conducted for workers and their families, including children.

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

RMZ Foundation Mini Skill Center has been recognized by National Skill Development Corporation a subsidiary of Ministry of Skill Development to organize the Pradhan Mantri Skill Development Program at the center and benefit large number of construction workers and implemented at sites across RMZ projects. The Mini Skill Center was approved by Construction Sector Skill Council for its fast paced training activities at the center and the contribution given to the construction skill industry with diverse trades. The objective of this skill certification and reward scheme is to enable and mobilize a large number of Indian youth to take up outcome based skill training and become employable and earn their livelihood.

About PMKVY: Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is the flagship outcome-based skill training scheme of the new Ministry of Skill Development & Entrepreneurship (MSDE).



**Client Centricity-
Customer Satisfaction**

*RMZ gives rise
to an inspiring
environment
that cultivates
excellence*

At RMZ We focus on adopting a client centric approach over the traditional asset centric approach. We build spaces and high quality experiences that help our customers thrive in their working environments.

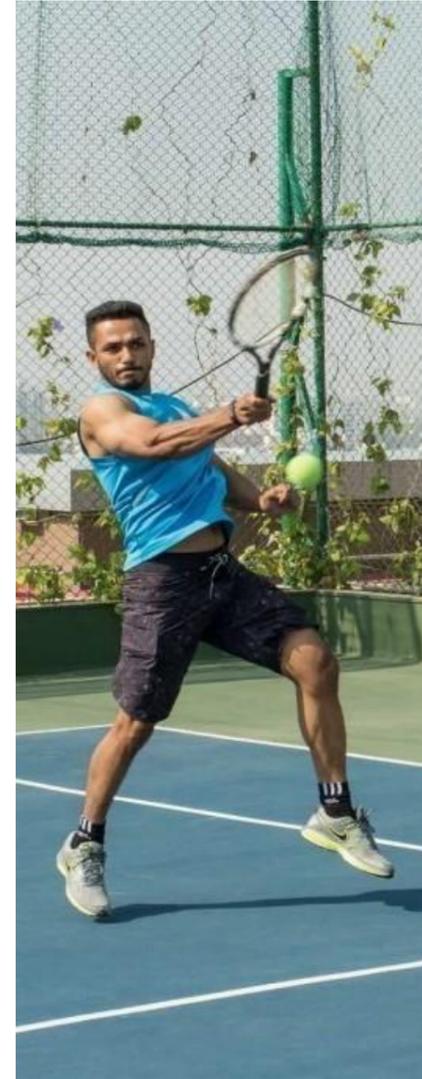
Innovation in design and construction practices is one of the core focus areas in designing the experiences we create for our clients. Thus, we lay significant stress on quality and sustainability at the design development stage. Keeping in mind wellness of our clients, we carry out various site assessment studies such as sun path analysis, wind analysis, native landscape survey etc. and work to incorporate natural elements in the building design. We adopt the latest in digital and immersive technologies and leverage future ready technologies to create dynamic ecosystems catering to a tech-fuelled asset.

Aligning with our efforts to create cognitive and connected communities, we have collaborated with highly experienced and globally recognized top tier architects and structural designers, known for excellence across geographies including Singapore, Dubai, America among others. They include DP Architects Pte Ltd, Edifice Consultants Pvt Ltd. and SOM architects. Collaborating with internationally acclaimed experts gives us a competitive edge, enhances our brand image and enables us to bring global experiences to our clients.

Cognizant of the need to address the health and wellbeing requirements of our clients, we provide high-end experiences through retail outlets, restaurants and cafes, community spaces and large physical fitness centers. RMZ spaces are interconnected environments that cultivate social connections and discovery in every detail. Our assets are home to more than 135+ restaurants, coffee shops and quick service restaurants that deliver exceptional dining experiences, from quick bites to fine dining, while our state-of-the-art wellness centres encourage engaged and fit communities. We provide comprehensive Property Management (PM) services and while we outsource the maintenance of common areas to reputed professional agencies, we have a dedicated property manager at all our properties. Our property management partners include top tier organizations that deliver a broad range of services to offer integrated solutions to their customers.



**Connected
Communities**



We are at the forefront of the smart cities revolution, which we translate into smart living as well. We connect with our people using innovative technologies and experiences. RMZ engages with its communities on a periodic basis to create an ecosystem that is curated and connected.



Our customers enjoy attending events and experiences that make work more fun. While we deliver the demands of our customers, we conduct various events across our properties to relieve monotony of employees. The event categories range from music/food festivals, comedy shows, sports/gaming competitions, seminars, tournaments etc.

In line with our commitment to provide top end facilities to our clients, we have a dedicated team who oversees client relations. Every year, this team publishes an Annual Occupier Survey to gather an understanding of occupiers' perceptions of building services and other features of their workplaces. Survey are circulated to 100% of our clients with responses received from 65-70%. Over the years, the client satisfaction survey has yielded positive results with majority of the clients being highly satisfied with our service. As we strive to continuously make improvements and innovate, this survey enables us to evaluate the performance of our spaces. It has helped us build relationships with our clients, understand their needs and improve overall client management. Importantly, it helps us better our performance in providing solutions to client requirements and challenges.

Going forward, we will be integrating environmental, social and governance (ESG) aspects into the annual surveys to as a move towards embedding sustainability in all our operations. We intend to carry out this survey to capture the happiness levels of our customers with regard to their experiences and building performance and develop a Happiness Index. Meeting the demands and expectations of our customers creates an ecosystem where people feel valued. RMZ believes that understanding the concerns and needs of the customers and responding to their feedback is one of the top impactors of employee satisfaction, engagement and loyalty.

Design Excellence & Impact in communities

An article by Collin Galloway

<https://asia.uli.org/programs/awards-and-competition/awardsforexcellence/past-uli-asia-pacific-awards-for-excellence/2020-winners/rmz-ecoworld/>

Rapid economic growth, especially in its booming outsourcing industry, has created millions of new office jobs across India in recent years. However, given the lack of available space in downtown locations, developers have moved to meet mushrooming demand by building vast amounts of new office capacity in-out-of-town business parks, in the process creating sprawling facilities that often cater to tens of thousands of employees.

While the growth of these campus-style developments has been exponential, the rush to build has meant that many Indian business parks suffer from chronic problems of one type or another. That said, however, some of these new developments have adopted an approach that rises above the norm. The RMZ Ecoworld development is one example of a best of class template for the Indian business park space. Located on the outer ring road of Bangalore, India's IT capital, RMZ Ecoworld is built on an approximately 80-acre site that offers some 7.5 million square feet of tech-enabled offices spread across 17 buildings. A central 'bay' area in the heart of the campus creates a secluded space that also features a 500-seat amphitheater, foodcourt, and green recreational area.

While the types of office facilities on offer are for the most part not dis-similar to those found in other Indian business parks, it is the developer's community-oriented approach that makes RMZ Ecoworld stand out. During construction, for example, the developer launched a programme offering training to construction workers to help improve their skillsets, while the park's more-than 50 retail and dining outlets have been made available for use by the wider local community.

Other civic-engagement exercises include a programme of music and other events, a variety of art installations featuring well-known artists, an indoor exhibition space, health and wellness centres, sports clubs, and a net-zero building that is often used for educational purposes.

Beyond that, the project commits to a range of sustainability initiatives. It is LEED Gold certified, having incorporated a number of sustainable design elements in terms of building shape, orientation, and choice of construction materials. It also sports various other green features that include intelligent property management systems, rainwater harvesting, a water treatment plant, 22-acres of landscaping, and two large lakes.

This is not to say that RMZ's business-park peers are not also sustainable in their own right. India's campus approach to workspace provision tends by nature to tick various sustainability boxes simply because the shortcomings of local utility infrastructure has forced developers to build their own facilities, creating what one juror described as "self-sustaining islands of development". While this is a positive as far as it goes, it often creates problems of its own because workplaces are far removed from where workers live, thereby creating an army of commuters who then want to drive to work given the poverty of local public transport options. Not only is this environmentally unfriendly, but in Bangalore it exposes them to the city's notoriously congested traffic. In RMZ Ecoworld's case, however, this problem has been short circuited by the fact that the development is built next to a large residential neighbourhood, allowing many workers to live nearby rather than subject themselves to grueling multi-hour commutes.

In themselves, these finer details of community-oriented design may not seem significant, but collectively they add up to what, in the Indian context, amounts to a significant improvement in working and living conditions. At the same time, as more and more business parks spring up in cities around India, they provide developers and tenants a way both to differentiate themselves from the competition and also address the vexed issue of talent retention, which has become one of the biggest problems for both business parks and the multinational tenants that have taken up residence

RMZ was recognised for its efforts by the Urban Land Institute (ULI) in 2020 towards the conception and creation of Ecoworld, Bengaluru and building : an impactful environment for the community replete with art, greenery and social experiences



The Urban Land Institute, or ULI, is a non-profit research and education organization with regional offices in Washington, D.C., Hong Kong, and London. Its stated mission is to "shape the future of the built environment for transformative impact in communities worldwide"



Wellness



In view of the comfort requirements of our occupants and our customer centric approach, our spaces are developed to transform the way people work and enhance their productivity. This is achieved by taking design and construction decisions based on research and consulting and by offering innovative solutions for the built environment. In keeping with our commitment to providing world class working spaces to our occupants, RMZ plans to obtain WELL certification for all upcoming facilities. The WELL standard of the International Well Building Institute (IWBI) focuses mainly on making buildings healthier for all. It currently applies to 4,129 projects worldwide encompassing over 535 million sq.ft. of area. The WELL standard consists of features that address the design and operations of buildings along with their impact and influence on human behaviour related to health and well-being. These features include air, water, nourishment, light, fitness, comfort, mind and innovation.

RMZ is proud to announce that we are a WELL Portfolio Partner with International Well Building Institute (IWBI). Going forward, we will endeavour to adopt internationally acclaimed standards/frameworks in order to enrich the quality and wellbeing of our community and enhance our brand value.

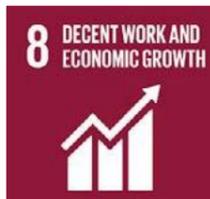
- Invest in enhanced working conditions, health & safety of the workers
- Adopting advanced digital solutions to drive safety improvements

We believe that efficient health and safety systems in the workplace contribute to improved productivity. We recognize the value of our people, who are a critical asset for us. We have established robust management systems to focus on employees' health and safety. We ensure that adequate precautions are taken to avoid incidents and occupation-related illnesses.

To prevent significant adverse impact of work on our workers, we have defined principles under environmental, social, safety aspects, compliance and beyond, as part of our contract requirements with the construction partners. The contract lists clauses related to safety and social aspects, some of which include availability of first aid facilities, requirement of Environment Health and Safety (EHS) framework plan, Emergency Preparedness Plan (EPR), EHS training, availability of Personal Protective

Health and Safety

<https://www.wellcertified.com/>



We aim to sustain Zero Fatalities across our operations

Table 10: Safety incidents

	FY19-20	FY20-21	FY21-22
Loss time injuries	0	0	0
Safety observations	1,524	3,910	3,270
Fatalities	0	0	1, Incident

Integration of Safety Management Systems

Equipment (PPEs) and other safety provisions. RMZ has well defined systems and procedures in place to monitor and oversee safety procedures, and also has action plans to address any adverse incidents.

We also have a comprehensive health and safety management system to ensure that the health and safety of all our employees and occupants is taken care of. Our systems follow all regulatory requirements in relation to fire clearance, electrical inspectorate certificates, lift licenses, occupation certificates, water consent, air consent, the consent and authorization of different categories of waste and licenses and registration for food vendors. RMZ adheres to relevant laws of the land, industry standards such as National Building Code (NBC) and Energy Conservation Building Code (ECBC) across all projects.

RMZ Corp H&S Standards

REGULATORY REQUIREMENTS

Adherence to all applicable legal requirements.

INTERNATIONAL STANDARDS

Globally acclaimed standards such as OSHA, ANSI etc.

INDIAN STANDARDS

Incorporates NBC and ECBC to adopt best local practices.

BEYOND SAFETY

Adoption ILO, GRI, IFC, ISO etc. to move beyond safety.

Global Recognition for Health and Safety standards

The International WELL Building Institute (IWBI) announced RMZ as the first organization globally to achieve the WELL Health-Safety Rating for Facility Operations and Management at 41 properties across India. RMZ's achievement to successfully implement the new rating requirements builds on the more than 100 organizations, encompassing over 500 facilities, that have responded swiftly to enroll in the documentation-based program and implement its science-backed guidance as they seek to instill confidence and trust among their staff, customers, stakeholders and their broader communities.

The WELL Health-Safety Rating is an evidence-based, third-party verified rating for all new and existing building and space types focused on operational policies, maintenance protocols, emergency plans and stakeholder engagement strategies to help organizations prepare their spaces for re-entry in a post COVID-19 environment.

"The COVID-19 pandemic has underscored to companies in every sector how critically important it is to be prepared for a crisis. RMZ has demonstrated outstanding leadership by taking purposeful steps forward to help ensure the health and safety of their staff and visitors as they return to the workplace at dozens of buildings," said Rick Fedrizzi, IWBI chairman and CEO. "At IWBI, we are proud to celebrate this achievement with RMZ as they lead the way toward a healthy, resilient recovery and help drive transformative action in India and globally."

Adapted from features in the WELL Building Standard (WELL) that focus on facilities, maintenance and operations, the WELL Health-Safety Rating is designed to guide and empower the actions of large and small businesses alike in taking the necessary steps to prioritize the health and safety of their staff, visitors and stakeholders. It also serves as an annual process that supports efforts to promote the long-term health and safety of people.

"This new rating aims to meet the urgent need to deliver high health and safety standards in all of the spaces we occupy. While longer term design strategies are important in reducing the risks of infectious disease spread, this rating focuses on strategies that can be implemented immediately to address acute threats, using our buildings and spaces as a first line of defence in the fight against COVID-19."

"RMZ's leading efforts to earn the WELL Health-Safety Rating highlight the critical role that buildings, and those that own and operate them, can play in supporting people's health, safety and well-being,"

- IWBI President Rachel Gutter.

The screenshot shows a Bloomberg news article. At the top, the Bloomberg logo is visible on the left, and navigation links for 'HOME', 'SERVICES', 'NEWS', 'EDUCATION', and 'ABOUT US' are on the right. A search bar is also present. The main headline reads: "IWBI Announces RMZ Corp as World's First to Achieve WELL Health-Safety Rating for Facility Operations and Management". Below the headline, a sub-headline states: "Implemented at 41 of RMZ's properties across India, the rating is designed to help buildings and spaces confidently reopen in a post COVID-19 environment". The central image is a circular logo for the "WELL HEALTH-SAFETY RATED 2020" by the International WELL Building Institute. The Bloomberg navigation bar at the bottom includes categories like 'Live Now', 'Markets', 'Technology', 'Politics', 'Wealth', 'Pursuits', 'Opinion', 'Businessweek', 'Equality', 'Green', 'CityLab', 'Crypto', and 'More'.

The screenshot shows a Cision PR Newswire article snippet. The Cision logo is at the top left, with navigation links for 'News', 'Products', and 'Contact'. The main text of the snippet reads: "RMZ Corp becomes the first company globally to achieve the WELL HEALTH-SAFETY RATING for supporting the health and safety of people in the fight against COVID-19". At the bottom right, there are social media sharing icons for Facebook, Twitter, LinkedIn, and Email, along with the text "SHARE THIS ARTICLE".

UL CERTIFICATION

As custodians of a green, future-ready corporation, we at RMZ value, and strive to uphold our commitment to incorporating high environmental, social, and governance (ESG) standards across all our operations. In line with our ethos, we have worked hard to achieve the coveted UL verified healthy building mark for Indoor Air for our RMZ Infinity property in Bengaluru. RMZ Infinity, a 1.21 million-square-foot office space is designed to accommodate a modern high-density office environment with futuristic architecture that is both flexible for tenant fit-outs and technologically smart. The property has demonstrated excellent indoor air quality (IAQ) performance in the past year, and, moving on, we intend continuing improving IAQ standards.

The UL Certification was awarded post a rigorous evaluation process including a comprehensive audit, on-site inspections, visual inspections, and IAQ testing as also other assessments like measurement of total volatile organic compounds, formaldehyde, ozone, and mould and moisture inspection. Reassessments will be conducted on an annual basis to assure continued IAQ excellence. Significantly, this program was developed by UL, a flagship safety science leader and domain expert in safety, security and sustainability in buildings, to provide credible, third-party verification of IAQ in buildings.

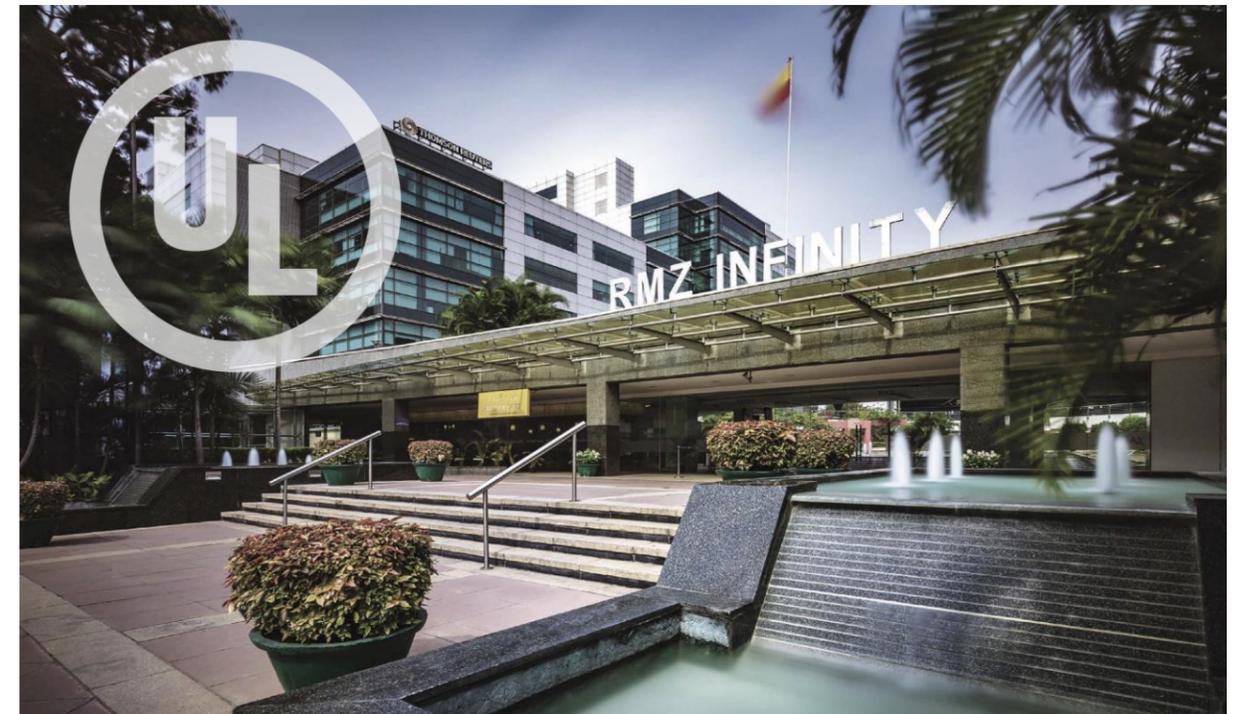
UL's Verified Healthy Building Program can verify readiness claims on indoor air, water and building hygiene before re-occupancy following an extended period of vacancy, such as during the coronavirus outbreak, thereby communicating a positive message and validating marketing claims of occupant health and well-being.

Senior Managing Director and Member of Executive Board, RMZ Corp, Thirumal Govindraj states that, "We feel proud to receive the UL Verified Healthy Building Mark for Indoor Air for RMZ Infinity, Bengaluru. The recognition is of great importance for our communities and a milestone in providing indoor environments that support occupant health and wellness. This is one of the many ways that UL can help building owners, property managers, and corporations gain the trust of their tenants and employees. We constantly seek to enhance our focus areas to further contribute to our society and environment."

The UL Verified Healthy Building Mark earned BY RMZ Corp vindicates its ongoing efforts to advance indoor air quality, critical as all stakeholders from investors to tenants, and regulatory bodies prioritize sustainability and wellness in buildings.

RMZ settled on the UL Verified Healthy Building Mark because it's a distinction that demonstrates building owners, managers and corporations are committed to a built environment that supports occupant health, well-being and comfort, backed by UL's globally recognized expertise."

***Sean McCrady,
Director Assets & Sustainability, Real Estate & Properties, UL***



Safety Trainings

Instilling knowledge and understanding with regard to health and safety among workers is of paramount importance. We ensure all workers undergo proper induction programs, regular trainings and safety talks.

Some of the training programs include:

- Tool Box talks to be conducted to all workmen every day
- Safety induction program for all new employees
- On the spot practical skill development training on height safety

Daily Tool Box Talk



RMZ monitors and ensures that contractors provide health and safety trainings to workmen covering topics such as use of PPEs, fire safety, electricity safety, working at heights etc. In addition to this, regular safety committee inspections and meetings are also conducted on the site to review the safety management system and statistics.

The safety of our workers is of utmost importance and we ensure this through clear communication of EHS measures to all workers. The contract agreement signed between the contractor and RMZ requires that the contractor makes every effort to communicate occupational health and safety management measures to workers through poster campaigns, bill boards, banners or glow signages displayed around the work site, in regional or other suitable languages.

Height work training



CASE STUDY

LEVERAGING TECHNOLOGIES FOR SITE ASSESSMENT

We have been implementing advanced technological platforms to oversee and monitor our project sites. One such technology includes use of aerial devices i.e., drones. This device is built on powerful technologies such as photogrammetry, artificial intelligence and image processing and runs completely on cloud. Drones have cutting edge capabilities of accessing the most inaccessible sites and supporting compliance with stringent health and safety systems. We have been using a product platform for site study, planning and analysis, site preparation, quality checks and maintenance and assessments. The use of this technology has revolutionized the way information is captured with accuracy and precision. The details are captured at a comprehensive level and also offer a number of benefits such as regulatory compliance, cost reduction and ensuring that the highest standards of health and safety are adhered to at all times.

66

Million safe man hours documented



3CS-CONNECT

Figure 7: Five elements of Pillar 'Connect'



While the real estate sector plays a pivotal role in urban development, it also bears a strong responsibility to take appropriate action to mitigate environmental challenges. The Indian government's mandate for affordable housing and smart cities provides the real estate sector an opportunity to explore and innovate new sustainable technologies.

The principles of environmental sustainability which RMZ adopts are deeply rooted in our long term strategy and vision. Under the CONNECT pillar of our sustainability strategy, we focus on five broad aspects i.e., Carbon, Water, Waste, Green Building and Digital.

Note: The decrease in carbon, energy, water and waste generation figures in FY 21 is largely because of the unexpected drop in occupancy due to the ongoing pandemic.

operations of our properties. By integrating our ongoing efforts in usage efficiency and conservation and tapping 100% of the rainwater harvesting potential, we plan to minimize dependency on fresh water withdrawal and achieve Water Neutrality. We are also exploring options to expand our boundaries and are looking to assist neighboring communities with water management programs.

To provide environmentally responsible and resource efficient spaces for our occupants, RMZ has aligned with the principles of global green building rating systems. We aim to develop future spaces that are recognised and certified by Green Building rating systems such as the Indian Green Building Council (IGBC) and US Green Building Council (USGBC). We will strive to reach a minimum of a Gold Standard for all our upcoming buildings.

Leveraging technology and digital transformation, RMZ currently deploys the latest state-of-art tools in existing business practices. We aim to further enhance our digital platforms which will enable us with extensive real-time monitoring and data driven decision making across our business operations.

In addition to these aspects, the natural ecosystem in and around RMZ's facilities have received the highest importance, in order to preserve environmental and social wellbeing. We have taken up the challenge of conserving local biodiversity features on our campuses and mitigating the impacts our operations on local ecosystems by including native species of flora in landscaping.

MANAGEMENT APPROACH

In line with global efforts to reduce GHG emissions, RMZ has adopted a low carbon strategy. Along with a constant focus on energy conservation and efficiency, we are also moving towards maximizing the use of renewable energy to achieve 'Carbon Neutrality' across our operations. In addition, we are also exploring feasibility of carbon offset options.

Being cognizant of our environmental and social responsibilities, we monitor and manage the waste generated across our properties in an appropriate and efficient manner by implementing Integrated Waste Management principles to divert 100% of waste from landfills. Going forward, we aim to transition from linear economies to circular systems by adopting Circular Economy alternatives.

Water is a crucial resource in construction and in the day to day

Carbon



- Improvement in energy efficiency by applying innovative technologies
- Infrastructure and investment for renewable energy solutions

As per GRESB, 40% of worldwide GHG emissions can be attributed to the construction and operation of buildings.²

The real estate sector is a significant consumer of energy and a growing contributor to carbon emissions. At RMZ, we have identified the need to curb energy consumption in our buildings and reduce our carbon footprint to contribute to the larger goal of combating climate change.

Our carbon emissions emanate primarily from fossil fuel-based energy sources i.e., diesel generators, conventional grid energy and also liquefied petroleum gas (LPG) consumed at our bay areas. We have addressed this aspect by creating an energy efficient culture through various energy conservation measures. Among other initiatives, we have implemented standard operating

procedures (SOPs) to streamline and establish efficient processes and deployed of building management systems to enable real-time performance monitoring.

Table 2: Absolute energy consumption

	FY20: Absolute Energy Consumption (in TJ)	FY21: Absolute Energy Consumption (in TJ)	FY22: Absolute Energy Consumption (in TJ)
Direct	21	7	9
Indirect	230	187	232
Total	251	194	241

²<https://gresb.com/comprehensive-carbon-footprinting-real-estate/>

Approximately 92% of the total energy used in our operations is from conventional grid electricity. RMZ anticipates a large scope in minimizing and replacing conventional grid electricity by investing in innovative technologies. In addition, we aim to bring about a behavioral change among employees and clients, by creating a culture of understanding the need for energy conservation. This increased awareness will enable us to harness the fullest potential of these measures.

Table 3: Energy Intensity

	FY21	FY21	FY22
Total Energy Consumption (kWh)	6,63,99,855	5,39,89,229	6,68,70,738
Total Area (Sq m)	3,58,577	5,85,527	5,84,000
Energy Intensity (kWh / Sq m)	185	92	113

Our efforts in energy management have led us to achieve a high degree of energy intensity reduction across our properties. We have established energy baselines for performance evaluation and also assess our performance against industry benchmarks such as the Energy Performance Index (EPI), Bureau of Energy Efficiency, Indian Green Building Council (IGBC). Our properties have exhibited best performance in comparison with industry benchmark EPIs.

Going forward, we are strengthening our approach by adopting a low carbon growth strategy by in which fossil fuel-based energy will be substituted with renewable energy to the extent feasible and shortfalls negated through community carbon offset programs.

This will enable us to reduce our dependence on fossil fuel-based sources and fulfil our goal of achieving Carbon Neutrality.

Table 4: Absolute GHG emissions

	FY20: Absolute GHG Emissions (in tCO2e)	FY21: Absolute GHG Emissions (in tCO2e)	FY22: Absolute GHG Emissions (in tCO2e)
Direct Emissions – Scope 1	1,521	1,156	1,074
Indirect Emissions – Scope 2	50,386	40,741	50,137
Total Emissions	51,906	41,896	51,211

As per Greenhouse Gas Protocol following are definitions of Scope 1 & 2 emissions

Scope 1: Direct emissions occur from sources owned or controlled by the company

Scope 2: Indirect emissions occur from the generation of purchased energy

Scope 3: Indirect emissions occur from organization's operations but are not owned or controlled by the company.

Currently, our Carbon Footprint accounting constitutes two categories of emissions i.e., Scope 1, Direct Emissions and Scope 2, Indirect Emissions. Our Scope 1 emissions occur from direct combustion of diesel in generators and use of LPG. The conventional grid electricity consumed across properties falls under Scope 2 emissions and also occupies a significant share of carbon emissions generated across operations.

With respect to accounting of Scope 3 emissions, we are working on achieving completeness and consistency across all emission sources. We have established a robust GHG accounting framework and are working towards enhancing transparency across operations. Going forward we shall focus our efforts on reducing scope 3 emissions by leveraging sustainable alternatives across our upstream and downstream operations including employee commute.

- Reduction in amount of waste generated through prevention, reduction, recycling and reuse
- Zero waste to landfill
- Responsible management of hazardous waste

In 2016, total solid waste generated worldwide was estimated to be 2.01 billion tons. This amounted to a footprint of 0.74 kilograms per person per day. Owing to the increasing rate of urbanization and population growth, annual waste generation is anticipated to increase by 70% from 2016 levels to 3.40 billion tons in 2050³. The staggering amount of landfill waste produced each year poses enormous challenges.

With growing concern for waste management, RMZ has adopted a two-point strategy i.e., firstly to reduce waste at source and secondly to explore innovative ways to maximise recycling and reuse efforts.

Waste



REDUCE WASTE



With growing concern for waste management, RMZ has adopted a two-point strategy i.e., firstly to reduce waste at source and secondly to explore innovative ways to maximize recycling and reuse efforts.

At our properties, we have established an integrated waste management system which includes source segregation, safe management and responsible disposal of all categories of waste. As on date, we have diverted approximately 100% of our non-hazardous waste from landfills; this includes paper, plastic, canteen waste, metal and carton boxes. To manage these wastes in a responsible manner, we have partnered with a waste management company named SAAHAS ZERO WASTE, which is supporting us with end-to-end management of waste. The hazardous and e-waste generated is disposed through authorized vendors and battery waste is disposed through a buy-back agreement with suppliers.

Waste Generated (in MT)	FY20	FY21	FY22
Non-hazardous	704	267	510
Hazardous	4	4	5
Total Waste	708	271	515

³<https://www.worldbank.org/en/topic/urbandevelopment/brief/solid-waste-management>

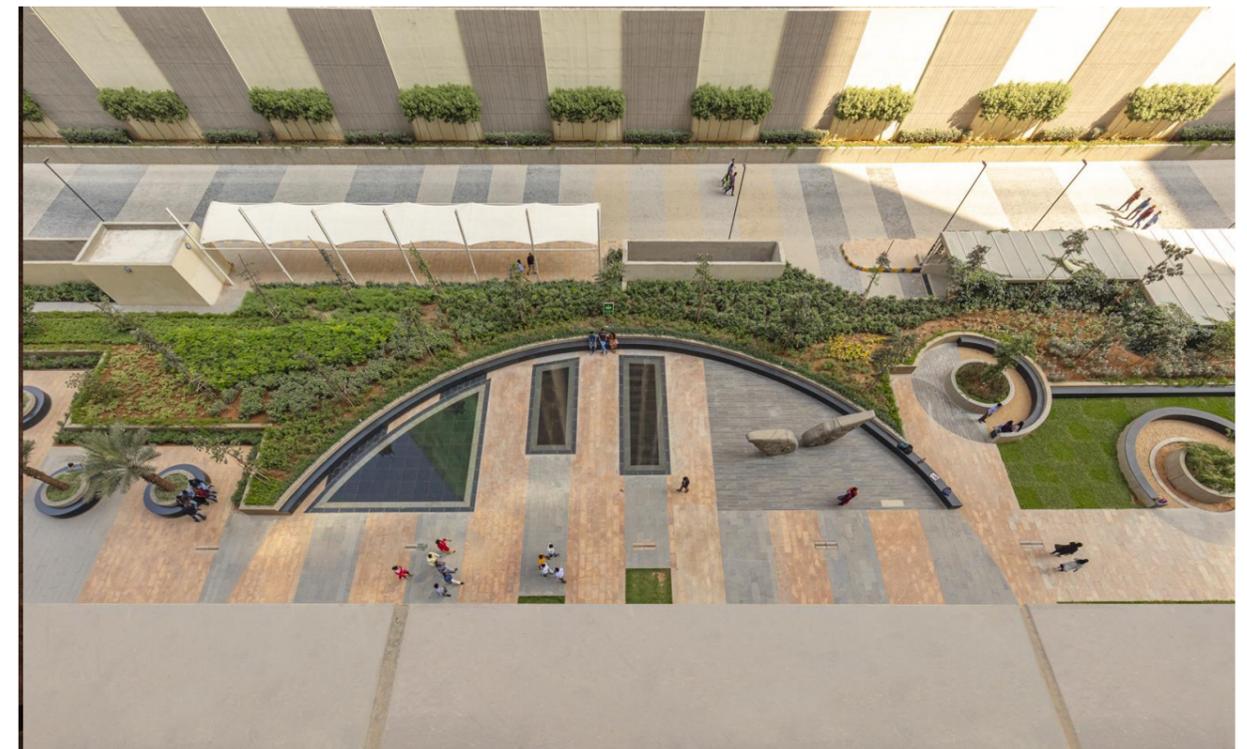
Construction debris is the waste generated during alteration, construction, destruction, rehabilitation, or repair of any physical structure. In general, the debris consists of bricks, concrete, cement, steel, wood and packing material. This debris poses a significant disposal challenge at the site. We have successfully addressed this by applying the 3 Rs concept i.e., Reduce – Recycle – Reuse. Post implementation of these principles we have generated less than 1% of material as debris.

By 2023, we aim to achieve Zero Waste to Landfill across our operations

Going forward, we strive towards circular systems by inculcating design thinking principles and focusing on sourcing regenerative resources at every stage of our operation. We are also working towards establishing last mile traceability across all waste streams to understand and validate the end of use of our waste.

RMZ was one of the firsts to implement 5S (Sort, Set in Order, Shine, Standardize, Sustain) concept in the real estate industry, which is generally used in manufacturing operations. 5S program has been rolled out across properties to reduce wastage and enhance efficiencies.

Wet waste management



Water



- Improving water use efficiency
- Safe treatment of wastewater
- Integrated water resource management

Coupled with population growth and rapid urbanization, the availability of water is significantly jeopardized. This necessitates that the real estate sector aligns actions to ensure all assets contribute to resilience efforts and minimize the impact of the risk of water availability across the ecosystem.

Water Footprint (m3)	FY20	FY21	FY22
Surface water	40,747	1,700	420
Ground Water	2,93,505	21,024	21,355
Third Party water	-	1,79,707	1,68,254
Total Water Withdrawal	3,34,252	2,02,431	1,90,029
Recycled and Reused (m3)	FY20	FY21	FY22
Water Reused	3,34,252	1,00,117	93,464

Table 7: Rainwater harvesting

With the majority of our properties being in and around water stressed regions, there is both a responsibility and opportunity to explore suitable means of water management. Across properties, we have implemented water conservation measures and have also made significant progress in reducing our dependence on freshwater withdrawal with installations of sewage treatment plants (STPs) and rainwater harvesting systems. Our efforts have resulted in Zero Liquid Discharge across a majority of our properties and in recording optimum water intensity values.

Going forward, we are working towards strengthening our STPs and expanding our rainwater harvesting systems by tapping the full potential quantum available. Along with these efforts we intend to extend our initiatives to help nearby communities to manage water more efficiently. We envisage that these on-site and off-site efforts will help us in achieving Water Neutral status across our operations.

By 2023, we aim to achieve Water Neutrality across our operations

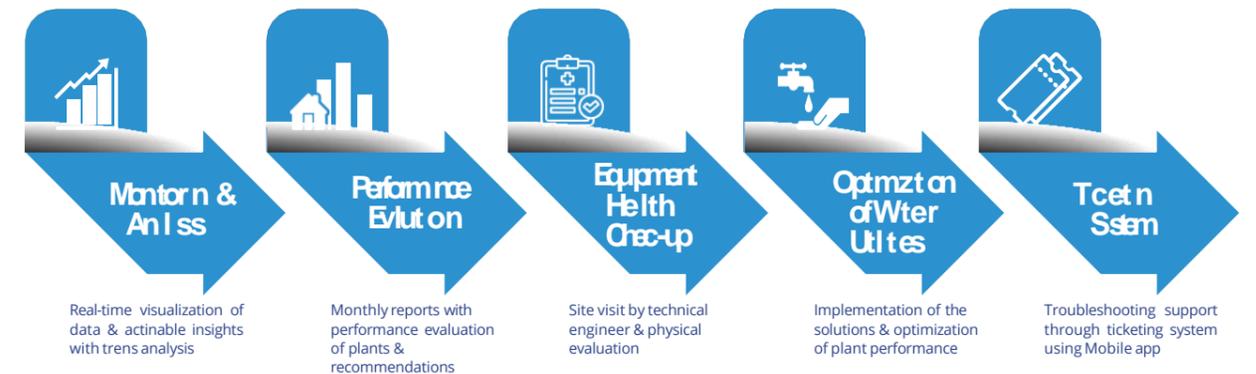


CASE STUDY

REALTIME MONITORING

As part of our proactive initiatives in water management, we engaged Greenenvironment Innovation & Marketing India (P) Ltd, an environmental engineering start-up incubated from IIT Madras, for using digital platforms in water management.

Greenenvironment's RTM system comprises real-time data collection, analysis and control tools. Using Internet based technologies (IoT) and a full array of smart sensors, data pertaining to quality, flow, energy and other environmental indicators is collected from water utilities and treatment plants. Using analytics, the system identifies potential issues and alerts operators in real-time to prevent unnecessary shutdown. It also analyses performance trends to proactively identify issues well before they can develop, further improving both reliability and performance of the plants. The system also facilitates transfer of knowledge from experts at a remote centre to local operators in real-time.



Benefits:

Our RTM system delivers a host of benefits to our customers including the following:

1. Reduced consumption and cost of fresh water
2. Reliable data to take appropriate decisions on water management
3. Fast recovery measures in case operational process stability is affected
4. Equipment life cycle support
5. Savings on energy and chemical costs
6. Reduction in skilled manpower requirement
7. Low upfront cost
8. Flexible pay (monthly, quarterly or annual)

Green Building



- Protection of existing biodiversity in and around our facilities
- Resource efficiency and thereby reduced impact on natural resources
- Resource use efficiency by adopting clean technologies to create sustainable assets

In addition to our work in Energy, Water and Waste management, we are also focusing on gaining Building Certifications across all our properties, for seamless transition towards high performing future spaces. Green buildings demonstrate about 20% to 30% reduction in energy consumption with respect to the national baselines owing to the implementation of energy efficient measures and technologies.⁴ At RMZ, we have adopted a holistic approach with the aim of providing sustainable buildings to our community members by extending the project not only to new projects but also to existing buildings. Our current portfolio consists of two Pre-Certified buildings and three Certified projects under US Green Building Council (USGBC) and three Certified projects under Indian Green Building Council (IGBC).

All our remaining properties across locations are on the journey of integrating Green Building principles. With combined efforts across all focus areas, we aim to achieve Net Zero Properties in the near future. By Net Zero we mean properties that are Carbon Neutral – Water Neutral – Zero Waste Landfill.

In addition, sustainable practices are followed at construction stage as well:

1. Debris Management : 70-80% Debris reused
2. Judicious use of water for construction : Non potable water used , 15 l/sft water consumption for construction with measure such as curing compounds, adhesives and moratrs for reducing water consumption for construction
3. Electrical consumption during construction to a maximum of @ 1kwh/ sq.ft

A green building is one which is considered to be more resource efficient than conventional buildings. They are more energy efficient, consume less water, conserve natural resources and generate less waste. They make for healthier spaces for occupants. Indian Green Building Council (IGBC) holds a green building footprint of 7.14 Billion sq. ft. covering 5,818 registered projects.⁵ Various other organizations worldwide present their set of building rating standards and certifications that enable building owners and managers to effectively monitor and enhance building performance.

⁴[https://igbc.in/igbc/html_pdfs/abridged/IGBC%20Green%20New%20Buildings%20Rating%20System%20\(Versio%203.0\).pdf](https://igbc.in/igbc/html_pdfs/abridged/IGBC%20Green%20New%20Buildings%20Rating%20System%20(Versio%203.0).pdf)

⁵<https://igbc.in/igbc/>

⁶<https://sloanreview.mit.edu/article/the-convergence-of-digitalization-and-sustainability/>

Go Digital

Digitization has offered both opportunities and challenges while converging with sustainability in the business environment.⁶ In the era of digitization, we at RMZ aim to maximise use of digital technology in operations thereby establishing real-time and transparent systems. We are leveraging digital tools from the use of drones for site surveillance to smart solutions for business transformation. Drones are being used for multiple purposes such as surveying land parcels for initial feasibility, performing regular construction progress surveys, assisting in quality checks and quantity surveys, and providing project progress updates to clients and investors.

1.

Following BIM applications are being derived during and post-co construction.

a.

Clash detection and resolution

b.

Generating BOQs from a Clash Free Model,

c.

Integrating Construction Schedule (simulate construction),

d.

Generating an as-built model at the end of the project with pertinent asset information.



Since 2014, we have been leveraging Building Information Management (BIM) technology at our developments for clash detection and resolution, generating BOQs from a clash free model, integrating construction schedule and generating as -built models at the end of project with pertinent asset information.

We have also been leveraging cloud-based tools for digitizing process of collaboration between different teams from design to procurement to construction. The cloud-based platform is equipped with the following features:

document management, issues management, managing agenda and action points arising out of meetings, quality management, material/labour management, Integration of BOQ (work quantities), budget, and timeline and flags off impacts of change in any of the parameters and provides an opportunity to do course correction, Live dashboards on key project performance parameters.

Through the platform, project information can be accessed and updated on a real time basis.

We are also in the process of exploring augmented Reality (AR) and virtual Reality (VR) to help us in provide live and immersive experiences of building sites. These efforts will contribute to enhancing safety management systems and expedite the leasing process by offering clients a virtual walk through of built spaces. The digitization efforts will act as a foundation for smart building initiatives. We intend to transform business models with constructive digitized solutions across the value chain.

We also look forward to leveraging “Digital Twin” technology where virtual representation serves as the real-time digital counterpart of a physical object or process. This will enable RMZ to solve



3CS- COLLABORATE

We at RMZ believe in collaborating with and understanding the needs and expectations of each of our stakeholders to drive sustainability. Our key stakeholders include our employees, clients and the communities within which we operate. The third pillar of RMZ's Sustainability strategy is Collaborate, which focuses on partnering with our key stakeholders to create shared value for all. Under this pillar, we focus on the three aspects of people, communities and collaborations.

Figure 14: Three Elements of Pillar "Collaborate"



MANAGEMENT APPROACH

RMZ's social programs are designed to contribute to achieving the SDGs and our performance directly impacts our employees, clients as well as the communities around our operations.

With respect to our own employees, we are committed to creating a fair workplace. We strive to achieve gender equality in our workforce and ensure good health and wellbeing for all our employees. We realize that for enhanced sustainability, it is essential for our employees to be engaged in the organization's sustainability journey as well as practice sustainability in their daily lives. Moving ahead, we will continue to educate and engage them in our sustainability agenda and strive to make them ambassadors who will drive the organization's sustainability mission and vision.

Staying true to our belief in creating inclusive growth, we continue to engage with our communities with increased vigor to ensure that they are empowered in a sustainable manner.

Our People



- Provision of healthcare benefits to employees for enhancing their wellbeing
- Investing in learning and development of employees to impart knowledge and enhance productivity

Apart from the people centric policies as mentioned in the Co Create section which focus on ethics and meritocracy, continuous professional development is a key focus

Every month, employees can nominate themselves to undertake trainings that will enable them to enhance their performance at the workplace. Both internal and external training programs are conducted for employees' capacity building.

We believe in knowledge sharing and encourage our employees who have undergone specialized training sessions to conduct sessions for their colleagues. Converge, a learning management system is used to effectively facilitate the learning and development program at RMZ.

Employee category	Training in Hours		
	Female	Male	Total
Senior Management (EB&SC)	38	417	455
Middle Management (DGM- SR VP)	367	980	1,347
Junior Management (Below Sr.Mgr)	95	346	441
Total	500	1,743	2,243



EMPLOYEE VOLUNTEERING ENGAGEMENT ACTIVITIES

Employee engagement initiatives receive high priority at RMZ. We believe that through employee engagement efforts, employees feel more connected to the organization which in turn enhances their motivation to perform. Higher levels of productivity, employee satisfaction, health and well-being have also been found to be associated with employee engagement.

Our employees are provided diverse volunteering opportunities through which they can serve the communities within which we operate. Some of the common focus areas of our volunteering activities are tree plantation, initiatives for the labor communities, interventions in schools in the surrounding communities, housing projects, street adoption and women's welfare.

CONTINUOUS PROFESSIONAL DEVELOPMENT

RMZ's believes in learning and sharing . Several initiatives were lead in the year 2020-21/22 for knowledge sharing and discourse dealing with issues such as Climate change, ESG, Sustainability and Future of Workplace

Continuous Professional Development is a constant endeavor at RMZ . Several training programs are held for the growth of the employees.

A marquee event was the MIT Design thinking course were heads of design Nagakrupa Srinidhi, Rubah Musvee and Isha Anand were enrolled . The team established some great learning which were transpired into the work culture

This was also a part of the employee engagement program in the pandemic where the entire organization put their brains together to discuss relevant topics for the organization . Some of them listed below :

- Update on the Real Estate Industry and steps we are taking to stay Resilient
- We are Prepared ! Resuming Operations and the way forward for RMZ !
- FLATTEN - FIGHT – FUTURE
- The Next to Normal
- 5 Cities MARKET UPDATE
- Designing our Assets in the New Normal
- Asset Management
- Occupier (Enterprise) Trends in the New Normal
- Member Experiences - Our Differentiator
- Future of Construction
- Digital Transformation @ RMZ
- Social Design in RMZ Asset
- Wellbeing 2.0- Steps taken by RMZ to step up Wellbeing in our assets for our members
- Design Thinking
- Commercial Real Estate Analysis and Investment
- Digital Transformation in Construction Sites
- "Designing for the Future " - Architectural , Sustainability, Social
- Digital Transformation in Procurement
- Understanding the new demands of enterprise clients in the new normal
- Net Zero Buildings
- Data Science in CRE
- Asset Management 3.0
- Evolving Digital Marketing strategies
- Critical Developments in Commercial Real Estate
- Health, Wellness and Productivity : Using Technology & Innovation to Enhance Workplace Wellness in the New Normal



RMZ Podcasts



Knowledge Sharing partnerships

05 NOV 2020

Ep. 01: The Role of ESG in the Business Ecosystem

Host AN Venugopal and guest Chaitanya Kalia, National Leader, Climate Change and Sustainability Services at E&Y, India evaluate the progress of the Environment Social Governance paradigm since it's inception. This comprehensive yet accessible episode

[Read more](#)

LISTEN NOW

26 NOV 2020

Ep. 02: The Role of Social Design at the Workspace

In the second episode of 'The Future of Space' podcast, host Rubah Musvee sets the ground for an insightful discussion on Social Design as a domain that brings together design, architecture, sustainability and community behaviour. Guests, Architect ...

[Read more](#)

LISTEN NOW

10 DEC 2020

Ep. 03: Making Sustainable Architecture a Priority

The third episode of 'The Future of Space' podcast will see host Isha Anand and guest Dr Milena Stojkovic of Foster + Partners give listeners a comprehensive glimpse of Sustainable Architecture. Given the reality of global warming, the duo take a closer ...

[Read more](#)

LISTEN NOW

31 DEC 2020

Ep. 04: Defining the Future of the Workspace

The fourth episode of 'The Future of Space' podcast will see host Nagakrupa Srinidhi and guest Smita Gupta, Principal at Gensler and the Director of Client Relationships of the Asia Pacific India Region give listeners an insight into the future of workspaces. This

[Read more](#)

LISTEN NOW

RMZ has endeavoured to learn and share at various forums to become thought leaders over

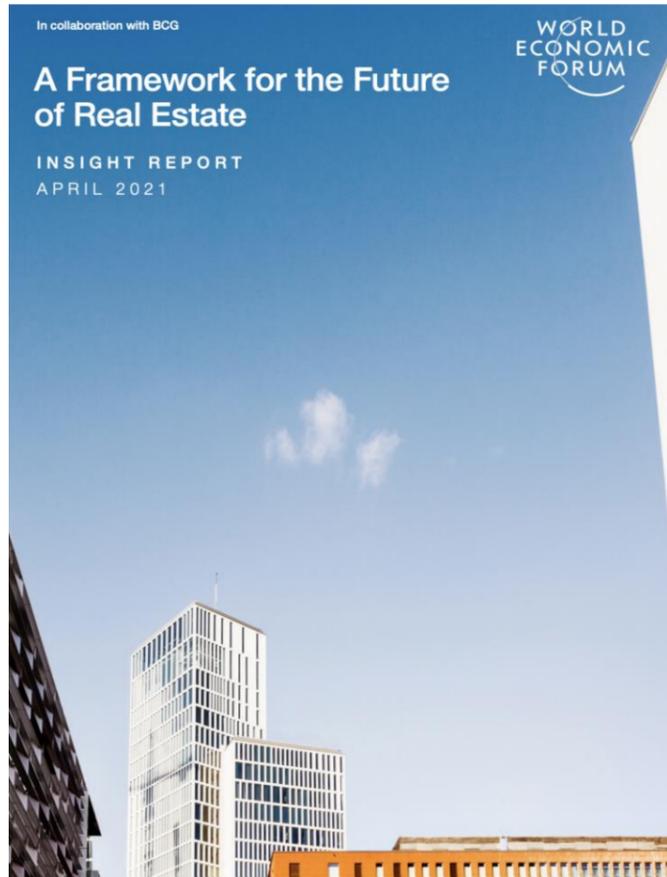
WORLD ECONOMIC FORUM

With less than a decade left to meet the Sustainable Development Goals, the fully virtual **Sustainable Development Impact Summit 2021 by the World Economic Forum**, hosted alongside the **United Nations General Assembly**, brought together global leaders from diverse sectors, disciplines and geographies and also included participation from RMZ . Ensuring the world exits the pandemic stronger than it entered it will only be possible if leaders work together across sectors and borders to share and deploy know-how, innovation and promising approaches to accelerate the recovery.



The forum covered how to revitalize economies by leveraging the new tools, policies, and technologies needed advance global cooperation, work towards advancing an inclusive recovery that scales innovative policies and initiatives and embeds equity and justice across health systems, care, skills, education and society at large, scaling up climate action by moving from commitments to the actions needed to measure, finance and close the gap towards net zero emissions across countries and industries and covering future food system to explore innovative levers that break silos, advance partnerships and galvanize action towards inclusive, equitable, sustainable and healthy food systems.

Further more the senior management has been contributors to several discussions and discourse on the future of real estate with key focus on Liveability, Sustainability, Affordability and Resilience



https://www3.weforum.org/docs/WEF_A_Framework_for_the_Future_of_Real_Estate_2021.pdf

HARVARD BUSINESS SCHOOL

Prof Groysberg has been advising and training RMZ Corp in Organizational Behaviour and Leadership since 2013. Through the unique Case Study method of Harvard Business School, the senior team of RMZ Corp has been receiving training and development sessions in person over the years and online through the pandemic. Prof Groysberg has been hand holding the organization to help metamorphosize from a family business into an institution. The Building A Great Company survey of HBS has successfully proven over the years that RMZ scores under several organizational development areas are way above other comparable organizations globally and are on the rise year on year.



Resilient Communities

Besides Prof Groysberg, RMZ has been receiving guidance and mentorship from other eminent professors of Harvard Business School including Prof. Deepak Malhotra, Prof. John Macomber, Prof. Das Narayandas & Prof & Dean Srikant Datar.

Prof Malhotra has mentored the team through effective strategies in negotiations, while Prof Narayandas has helped the team with Marketing Strategies. Prof Macomber has mentored the team on real estate strategies to help catapult the organization forward to reach and move beyond our stretch targets, to build thriving communities within a sustainable built environment.

The leadership team is currently undergoing a Design Thinking and Innovation workshop under the able mentorship of Dean Datar in order to improve its ability in problem solving through design thinking and to build a culture with focus on innovation.

URBAN UP

With the objective of empowering underprivileged communities, RMZ has engaged in providing resilient housing solutions. Using state of the art technology and locally sourced materials, 60 homes have been built impacting 360 direct beneficiaries.

The urban population of India has seen rapid growth in the recent past. As per the Indian Census, over 30% of the total population of India resides in the urban areas and a large a number of urban inhabitants do not have access to affordable housing with even the most basic facilities. UrbanUp is an innovative program lead with the RMZ foundation based on the concept of low-cost housing, constructed with a sustainable approach for the vulnerable sections of the society. This sustainable model centred around maintaining a low carbon footprint within Bangalore uses eco-friendly technologies, robust design, material management, zero-waste programme, effective debris management, water conservation, energy efficient systems and clean constructing process. with hope and joy for all.

<https://www.urbanup.org/>



A proud moment
Handover of 30 units of phase 1 to our beneficiaries

Striding towards a better world UrbanUp represents an ambitious endeavour, with its objective not just limited to the completion of the project, but also to act as a model for future affordable housing programs. It will, thus, pave the way towards inclusive growth and improved standards of living for the underprivileged inhabitants of urban India, who have been neglected and abandoned in the wake of unsustainable progress. The aim of this ground-breaking initiative is to involve the community at large, bringing people together under the banner of a noble cause that promises to usher in a better world, filled

SCHOOL PROJECT AT CHENNAI

An Initiative of RMZ was the adoption and the redevelopment of the Government Boys Higher Secondary School in Chennai. The works entailed

- Entire renovation of 48 class rooms with surface rectification , Complete painting , installation of new fans and lights
- Complete new Development of Chemistry lab , Physics labs of 2 nos , Computer lab , Biology lab , Environment lab with Air conditioning ,tiles , false ceilings and led lights
- Complete renovation of Students toilets , Male and female staff toilets with tiles , lights and necessary sanitary fittings
- Readiness of Staff room and office room with tiles and false ceilings , fans and led lights
- Complete renovation of hand wash area , Drinking water facility area with RO set up
- Complete renovation of entire terrace with water proofing and proper rain water routing
- Set up Rain water harvesting pit , drainage facilities .
- Development of students assembly area and indoor play area
- Set up of Planter box , trees etc .
- Renovation of library with Tiles , fans and lights



Art

At RMZ Foundation, we take pride in our Art program, which is a one of a kind initiative to promote communal harmony and increased awareness of inclusive progress. Through our interventions, we aim to create social impact and reach out to the community through outreach programs that are centred around art.

• RMZ Foundation Collection

The RMZ Foundation collection showcases artworks by significant contemporary artists. We believe in using art as a medium for organizing events that will support initiatives focused on inclusive growth. The initiative aims to create experiential participation for art enthusiasts. Such programs are developed to bring about a transformative understanding and sensitize viewers within and outside tenart world to social issues and challenges. Free art walks are organized to ensure that the experience and knowledge of the art, artist and contexts are kept alive for further dialogue and appreciation.

• Collaborations

At the Foundation we nurture collaborative efforts to showcase artwork created by globally reputed artists, with the aim of fostering alliances with the international art community.

• Outreach programs

In order to inculcate the culture of appreciation of art in students, we have partnered with several educational institutions and conducted programs for students to connect with artists and broaden their horizons.

Additionally, the foundation has also been instrumental in driving initiatives like printmaking workshops, conducting exhibitions and sculpture symposiums for art enthusiasts.

Over the years, RMZ has established 10 academia and cultural institutions,42 art installations and 2 annual workshops were conducted.





Mural Project at the Skyview

As a part of community and employee engagement the Mural project at the Skyview was conducted in 2021. The Mural project was conceived to create life-like activity around the area of these walls that were directed towards the experiential area of the property and were “dead” walls. After its execution one has observed people drawn towards the works by Artist Abhijeet Rao who is a talented emerging illustration artist of Hyderabad. The conceptual value of the work has also been associated with by the general public moving in the space.

By Involving the art students and faculty of the Jawaharlal Nehru Fine Arts and Architecture University, where the art students got hands-on work experience on working on Murals with the noted artist. They were also certified by the Foundation for their participation on the work giving them credit and motivation to perform. In addition, an employee engagement activity was conducted where the employees in Hyderabad got an opportunity to work with the artist sensitising them to the nuances of art and creating bonding experiences while working on the project.



Way Ahead

From offices to Industrial & Logistics

At RMZ, we believe in 360-degree, holistic service, and we’re extending this ethos to our Industrial & Logistics business. With experience in Real Estate development in India, RMZ Corp has a unique understanding of the sector and how it integrates into modern urban environments and supply chains. Over this time, RMZ Corp has built a cohesive global business that focuses on investment, acquisition, development and management of Class-A Real Estate. Our experience spans the development of more than 67 million square feet across the country. As with all our other assets, RMZ Industrial & Logistics, too, is a state-of-the-art offering for our customers, with optimal locations and meaningful efficiency.

Exploring Logistics park as a Carbon Negative Asset

The Industrial and Logistics sector India is growing at an exponential scale with an annual absorption of 35 million sft 2020-21. The park planning and architecture entails creating large pre-engineered warehouse boxes with a cumulative footprint nearing 50% of the site. The planning principle, use, movement of people and vehicles and fairly standardised where in the focus is on efficiency of movement and traffic sciences: to minimise time for goods coming in or out. These projects lie in suburban, rural, industrial or peripheral corridors of the cities where the urban sprawl is fairly lateral without any vertical obstructions.

What is an unexplored territory in the Indian context, is the sustainability potential of this asset class as its own demands for energy and water is are limited owing to the use and even building codes. The unobstructed urban context of the logistics parks, large Insolation (incoming solar radiation) in the Indian tropics: with each Kw Potential of solar panel having the ability to generate 1500 units or Kwh of energy per annum; and the unused roof surface creates a great opportunity for energy generation.



Way Ahead

RMZ is currently on the brink of establishing some marquee projects across India . The currently assets under construction are about 28 million sft across Hyderabad, Bangalore, Mumbai, Pune and Chennai. These projects are aligned with our goals on Sustainability and wellness and registered or Precertified under USGBC LEED and WELL Institute

Sr #	Projects	Location	Leasable Area in Mn Sft	Pre- Certification
1	One Paramount, Parcel 1	Chennai	2.11	LEED Platinum
2	EW 30	Bangalore	3.55	LEED Platinum
3	Nexity	Hyderabad	3.33	LEED Gold
4	Spire	Hyderabad	1.74	LEED Platinum
5	The Edge 1	Pune	0.91	LEED Gold
6	EW 20	Bangalore	1.95	LEED Platinum

Co-investment partnerships help us scale our business. We serve a select group of global institutional investors that share our vision and value a partner with committed capital and substantial skin in the game. CPP Investments and Mitsui Fudosan are currently invested in our Bangalore, Chennai and Hyderabad projects

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Nexity, Hyderabad



We offer brand power, access and a direct alignment of interests.



A track record of delivering exceptional returns.



Most of our partnerships started out with a single investment & grew over time.



That tells us we're getting it right



Nexus, Mumbai



The Spire, Hyderabad



Ecoworld 30, Bangalore



RMZ One Paramount 2, Chennai



RMZ One Paramount, Chennai

OUR INDUSTRY

PARTICIPATION & COLLABORATIONS

RMZ participates in various forums at the global, industry and sector levels. Through interactions with global organizations like the World Economic Forum, we are able to gather insights and contribute to the global sustainability agenda.

Such engagements provide us a platform to connect with stakeholders within and across industries, to collaborate and bring about systemic change. Participation at a regional level provides us a platform that offers insights into a region's markets, policy making and business communities. It also enables us to enhance our collaboration with a network of different communities that include innovators, technology disruptors, seasoned entrepreneurs, and young leaders among others.

RMZ is also a founder of the Indian Green Building Council (IGBC). Through our partnership with sector forums such as these, we are a part of the community driving the green building movement in India. We are also a part of real estate industrial forums through which we collaborate with a larger community of real estate professionals and developers.

AWARDS

2020

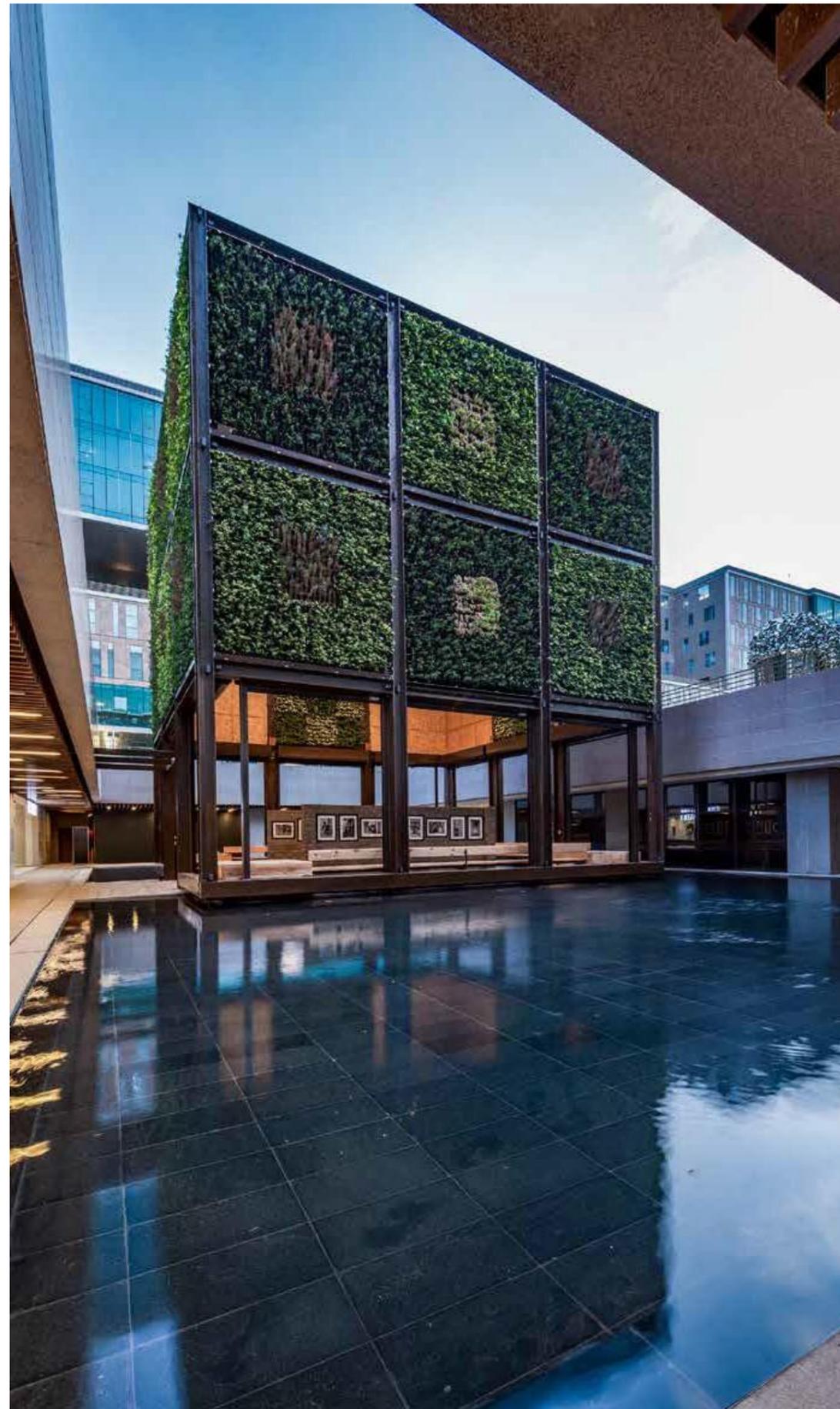
- ULI Asia Pacific Awards for Excellence - RMZ Ecoworld
- Globally the first to receive IWBI Rating for Health & Safety

2021

- CNN News18 - Influential Leader of New India
- National Award for Excellence in Real Estate - Developer of the Year
- Times Business Awards - Most Admired Upcoming Project - RMZ One Paramount One Chennai
- Times Business Awards - The Most Dynamic Real Estate Management Team
- Times Business Awards - Developer of the Year 2021 - Sustainable Development
- Economic Times - Best Realty Brands and Prestigious Brands
- Team Marksmen and CNBC - Most Trusted Brands

2022

- ET Business Excellence award - Manoj Menda: Lifetime Achievement Award for Outstanding Contribution to the Real Estate sector
- ET Business Excellence award - RMZ Ecoworld 30, Bangalore by RMZ Corp & Mitsui Fudosan: Most Future Forward Upcoming Project
- The Change Makers Award - Manoj Menda: Excellence in Corporate Leadership, The Extraordinaire (chosen by Consumer & Industry 2020-22)
- The Change Makers Award - RMZ Corp-Icon of Trust, The Extraordinaire Brand (chosen by Consumer & Industry 2020-22)
- Business Leader of the Year award - Best Website of the Year presented to rmzcorp.com
- Business Leader of the Year award - Best Brand Marketing of the Year presented to RMZ Corp



COMMITTED TO IMPROVING THE STATE OF THE WORLD

World Economic Forum, Davos



Indian Green Building Council
Greening India since 2001

Indian Green Building Council



The ASPEN Institute, US



Women Engineers Conference and Network - US Green Building Council



Federation of Indian Chambers of Commerce and Industry



Confederation of Indian Industry

CII- Real Estate Regulation Bill



National Skill Development Corporation



CREDAI Bengaluru





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