

Responsible Investment Policy



RMZ Corp is a pioneer in the Indian commercial real estate sector through its urban innovations that lie at the intersection of communities, environment and technology. Our outlook to growth is one that is inclusive and resilient. We understand that we are placed in a context which contains critical social and environmental risks & opportunities and hence are committed to grow our business to meaningfully satisfy the triple bottom line. These risks & opportunities ultimately have a financial impact and thereby influence valuations, cost of capital and investor confidence. Therefore, we place a high priority on the Environment, Social and Governance (ESG) aspects of potential investments.

RMZ Corp creates returns with responsibility through operational excellence, risk-adjusted returns and by being proactive in our investment decisions. Integration of environmental, social and governance (ESG) issues into our investment processes helps us buy and manage our assets in a more responsible manner. By combining financial performance with environmental and social due diligence we strive to offer sustainable solutions to all our stakeholders.

This Responsible Investment Policy has been developed to communicate to our stakeholders our commitment to resilience and sustainability. This policy outlines our approach to responsible investing and the guiding principles we follow to ensure our investments create shared value – for our investors, for our people & communities, and for the environment. This policy has been prepared in alignment with broad industry trends, UNPRI (United Nations Principles for Responsible Investment) principles, International Finance Corporation (IFC) Performance Standards, and leading best practices in the sector. The Responsible Investment Policy is applicable to all investment decisions at RMZ.

Approach to Responsible Investments:

In line with the guidelines of the UN Principles of Responsible Investment, RMZ's approach to responsible investment has 4 dimensions – Governance, Due Diligence, Portfolio Management and Monitoring & Reporting.

Governance: The oversight of responsible investing at RMZ is driven from the top management and board of directors. This implies taking an integrated view of both – the sustainability strategy and investment targets. We are focused on developing greater synergy between the investment and sustainability arms and are developing frameworks for further integration of ESG factors into investment decisions.

Environmental and Social Due Diligence (ESDD): We place the highest priority on due diligence during the process of investment decision making, with a focus on risk management and mitigation. Our due diligence process includes checks for legal compliances – that include many social and environmental aspects (environmental impact assessments, labour compliances, consents to operate among others). As we mature in our sustainability journey, we have come up with more stringent guiding principles for ESDD that go beyond compliance – which are also outlined in this policy.

Portfolio Management: Management of all RMZ assets is governed by the sustainability policy, which is an overarching document containing guiding principles on environmental,

social and governance aspects. Progress on ESG issues is tracked at an aggregate level as well as asset level. The indicators tracked include resource use, waste management, CSR initiatives, employee development and trainings, customer satisfaction among others. In addition, high focus is placed on corporate governance and integrity through the RMZ code of conduct and the ethics and compliance committee. Many of our assets are also certified by leading sustainability certifications such as Green Building Certifications and WELL, which provide further alignment with international benchmarks. We are committed to extend these certifications to our entire portfolio and to improve the rating of existing certified assets.

In addition to board level and management oversight of sustainability performance, all property managers have asset level oversight of ESG issues. The property managers ensure asset level ESG performance through trainings, measurement and tracking systems. Property level teams also track environmental and social indicators through various tech-based platforms.

Going forward, our larger sustainability strategy will be the nodal point in our sustainability performance, with targets and KPI's on specific environmental and social parameters.

Monitoring & Reporting: RMZ engages with its investors on ESG issues through regular communication; our key sustainability initiatives and performance are posted publicly on the corporate website. We are also looking to disclose our ESG performance through sustainability reporting and other leading sustainability disclosures.

Guiding Principles for Environmental and Social Due Diligence (ESDD):

At RMZ Corp, environmental and social due diligence for investment decisions will be aligned with the International Finance Corporation (IFC) Performance Standards. The rationale behind using the IFC Performance Standards is that they are globally accepted standards for ESDD and comprehensively cover environmental and social aspects from the perspective of multiple stakeholder groups.

Standard No.	Standard Name	Importance to RMZ
1	Assessment and Management of Environmental and Social Risks and Impacts	Establishment of Environmental and Social Management System (ESMS) to identify and mitigate environmental and social risks associated with a project throughout its lifecycle – from site selection to disposal
2	Labour and Working Conditions	Preserving human rights and protection of the workforce associated with the project – direct employees, contract labour and supply chain
3	Resource Efficiency and Pollution Prevention	Application of resource efficiency and pollution prevention & control measures in the project, which includes management of hazardous materials

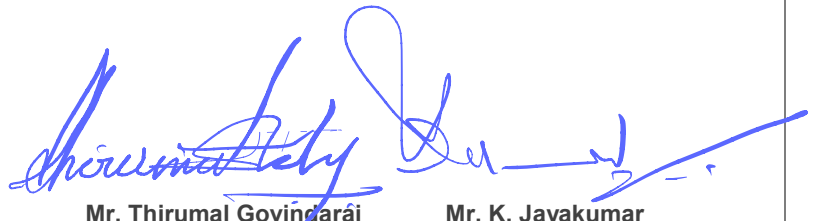
4	Community Health, Safety, and Security	Evaluation & mitigation of safety, security and health risks to the Affected Communities of the project
5	Land Acquisition and Involuntary Resettlement	Responsibly managing potential displacements and land use change due to land acquisition (<i>Not applicable in case of voluntary land transactions</i>)
6	Biodiversity Conservation and Sustainable Management of Living Natural Resources	Protecting biodiversity and maintaining ecosystem services through conservation and restoration practices
7	Indigenous Peoples	Minimize and manage impact on indigenous people, whenever applicable, during the lifecycle of the project
8	Cultural Heritage	Protect cultural heritage (tangible and intangible) impacted during the lifecycle of the project through assessments and consultation



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EXECUTIVE BOARD- RMZ CORP

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