

# ***Environmental, Social and Governance (ESG) Policy***

## **Our Mission**

---

Neovantage Innovation Parks places environmental stewardship and community impact at the centre of every decision it makes. The value the company seeks to create is not measured in commercial terms alone; it is equally defined by the sustainability of its practices and the way it operates day to day.

The organisation's purpose is to build a cleaner, safer, healthier and more inclusive environment for everyone connected to it. This is pursued by strengthening the performance and durability of its buildings while lowering their environmental footprint, and by delivering real estate solutions that are innovative, energy-conscious and sustainable. Tenants, staff and the wider community are engaged directly, with an emphasis on wellbeing, skill-building and meaningful social contribution through the company's programmes.

Neovantage also holds itself to rigorous standards of governance. Its internal processes are continually reviewed and improved to reflect global best practice, and the company uses digital tools and modern technology to reinforce good governance, generate value, and remain transparent and accountable to every stakeholder it deals with.

## **Our Guiding Principles**

---

1. ESG-related risks will be evaluated and factored into every investment decision, in keeping with the compliance obligations set by Indian regulatory authorities.
2. The company will work continuously toward achieving green building standards that are recognised as leading practice within the industry.
3. Neovantage will keep pace with emerging ESG best practices and will regularly revisit and strengthen its own policy in response.

## **Strategies**

---

1. Define Key Performance Indicators around energy efficiency and conservation (spanning both renewable and non-renewable sources), efficient water use, and effective waste management.
2. Set measurable reduction targets for energy consumption, water use and waste generation, and pursue them through initiatives consistent with international best practice.
3. Carry out regular audits of facilities and operators to confirm compliance with environmental management protocols and applicable legal requirements.
4. Prepare and circulate environmental reports on a quarterly, half-yearly and annual basis, compiled by teams based at each site.
5. Take active steps to limit environmental incidents across operations, track changes in legislation, and remain compliant with all relevant environmental laws.

## ESG Committee

---

### 1) Purpose, Duties and Responsibilities of the ESG Committee

The ESG Committee supports the Board in discharging its oversight duties on ESG-related matters. This spans the impact of climate change, the conservation of energy and natural resources, sustainability across the environment and supply chain, human rights, diversity and inclusion, and any other ESG issue of material relevance to the Company. The Committee advises the Board on these subjects and oversees the direction of the Company's broader ESG strategy.

### 2) Primary Duties and Responsibilities

- Discuss and review the Company's ESG strategy, initiatives and policies together with management.
- Track the operational and regulatory implications of ESG issues for the Company, and provide input on managing the associated risks and impacts.
- Examine progress reports submitted by management against the Company's ESG goals, indicators and targets.
- Offer guidance on how the Company communicates its ESG position and approach to employees, investors and other stakeholders.
- Assess the Committee's own performance each year and review whether this Charter remains adequate, recommending any changes to the Board for approval.

### 3) Committee Composition

The Board of Directors appoints the members of the ESG Committee, which comprises:

- Head of Business
- Head of Operations
- Environmental, Health and Safety (EHS) Officer

## Scope and Limitations

---

Neovantage operates as a real estate and facility management provider with sustainability and innovation built into its approach. Specific ESG criteria have been woven into how the Company develops, manages and runs its projects. That said, because the Company's core role is that of developer and lessor, the degree to which these criteria can be enforced depends on how much influence it actually has over a given tenant's or occupier's own management practices. Where that influence is limited, the Company will still apply this ESG Policy as fully as is reasonably practicable.

## Ownership and Responsibility

---

Neovantage is accountable for overseeing the implementation of this ESG Policy and for keeping it up to date, while every member of the team shares responsibility for complying with it.

## Enhancing ESG Practices and Compliance

---

Neovantage is committed to weaving ESG principles into every part of its real estate operations, with a particular focus on embedding ESG thinking into the everyday workflows of all its teams and initiatives.

### 1. Environmental

- Design and develop buildings aimed at meeting the highest environmental standards in line with green building norms, incorporating energy-efficient, environmentally conscious features and, where possible, local and eco-friendly construction materials, with the aim of earning recognised certifications such as USGBC and IGBC.
- Uphold high standards of air quality, water quality and responsible waste disposal in accordance with regulatory guidance, while gradually transitioning toward renewable energy sources.
- Use natural resources responsibly and efficiently across all operations, allocating them in a way that maximises functionality, extends asset life and minimises waste.
- Apply a broad range of conservation measures, including wastewater treatment, rainwater harvesting and water-saving technologies such as sensor-activated taps.
- Put practices and safeguards in place to prevent environmental incidents and to maximise recycling, thereby cutting down on waste, discharge and emissions and supporting greater circularity of resources.
- Encourage tree planting, green landscaping and biodiversity protection at every site, to operate in harmony with the natural environment.
- Track energy use, water consumption, waste generation, waste treatment and disposal, air quality and carbon footprint, and support climate-resilient infrastructure and eco-friendly materials and practices, so as to build up the resilience of operations and infrastructure to climate change.
- Maintain a process for managing environmental compliance that identifies deviations and drives improvements, and run training programmes that build awareness of environmental systems, procedures and best practice, and a shared sense of responsibility for environmental protection among employees, contractors, suppliers and tenants.

### 2. Social

- Foster a healthy, positive workplace by promoting health and wellness, including amenities such as gyms and recreational spaces that support an active lifestyle and overall wellbeing.
- Run outreach programmes for surrounding communities, with focused initiatives in health, education and skills development; Neovantage may partner with NGOs or NPOs to support community efforts and tackle social and environmental challenges.
- Encourage stakeholder engagement by hosting community festivals, workshops, sporting events, tree-planting drives and other gatherings that build connection, community spirit and personal growth.
- Back local employment and look to engage local firms across facility management, operations and construction, contributing to local economic growth and community resilience.
- Establish metrics that gauge wellness and satisfaction among both internal and external stakeholders, fostering a positive, supportive environment for employees, tenants and surrounding communities.

- Approach the design of new facilities and facility operations with a preventive mindset and industry best practice, so as to avoid adverse effects on human health and the environment.
- Stakeholder Engagement and Relations: "Promote effective stakeholder relations through regular engagement, transparent communication, grievance mechanisms, stakeholder satisfaction assessments, and collaboration to enhance environmental, social, and governance performance and create long-term sustainable value."

### 3. Governance

- Comply with the laws of every country in which the Company operates, covering statutory reporting, property taxes, operational requirements, project development permits, and safety and environmental protocols.
- Carry out KYC background checks and periodic screening of relevant parties, including tenants, service providers, contractors and consultants, to support transparency and integrity in business dealings.
- Encourage regulatory compliance among companies or tenants before they commence operations at Neovantage facilities, including obtaining required permits such as Consent for Establishment and Consent for Operation from State Pollution Control Boards (SPCBs), along with other sector-specific permits mandated by regulators.
- Build and refine internal systems and processes that support policies covering Anti-Money Laundering (AML), compliance, diversity and inclusion, prevention of workplace harassment, data privacy and information security, so as to uphold ethical standards, manage risk and promote a fair, inclusive environment.
- Monitor tenants' ongoing compliance with legal requirements and encourage continuous improvement on ESG matters, including the periodic preparation of environmental reports by on-site teams.
- Keep investors and limited partners informed on ESG matters and work toward greater transparency regarding the Company's activities.
- Maintain compliance with applicable laws, regulations and the conditions attached to Environmental Clearances granted by the Ministry of Environment, Forest and Climate Change, as well as consents issued by local Pollution Control Boards.

