



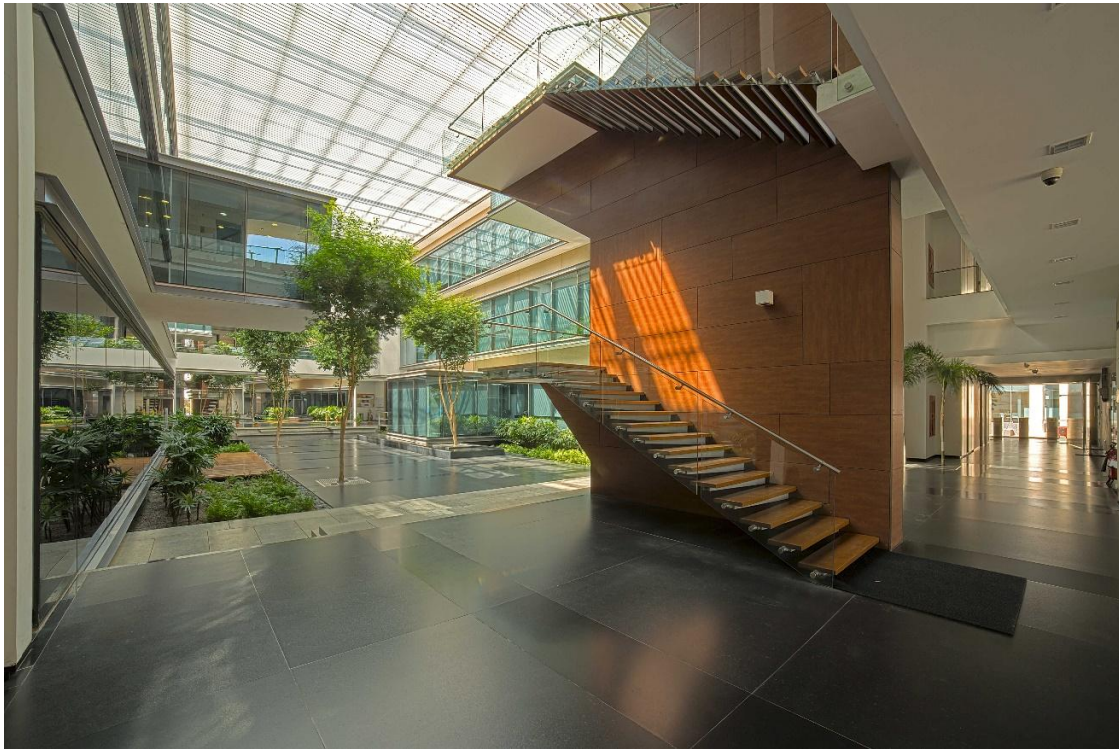
**neovantage**  
Innovation Parks

# ANNUAL ESG REPORT

**2025**

Neovantage Innovation Parks

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## 01 About This Report

This is the Annual ESG Report of Neovantage Innovation Parks for the calendar year 2025 (1 January – 31 December 2025). It presents our environmental, social and governance performance across all operational and under-development assets within our managed real estate portfolio, unless otherwise stated.

### Reporting Frameworks

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards and the GRESB Real Estate framework. Our ESG priorities are mapped to the UN Sustainable Development Goals (SDG). Our ESG priorities and a GRESB and GRI content index, mapping our disclosures to these frameworks, is provided in Section 3 of the report.

### Reporting Boundary & Period

The reporting boundary covers assets under Neovantage Innovation Parks management for the period 1 January – 31 December 2025. Where data is presented for prior years it is provided for comparison and clearly labelled. Any restatement of previously reported data is disclosed alongside the relevant metric. Several intensity metrics (per square foot) are presented to normalise for the 33% increase in operational area during the year.

### Data & Assurance

Environmental, health and safety data is compiled from our internal EHS and facility-management systems and reviewed by the relevant functional heads. A third-party waste, water and GHG audit was conducted for 2025. We are progressively strengthening our ESG data-governance processes and intend to pursue third-party limited assurance over selected metrics in future cycles, in line with leading real estate peers.

### Alignment with the GRESB Real Estate Framework

Neovantage participates in the GRESB Real Estate Assessment — the leading ESG benchmark used by institutional real estate investors. We submitted our 2025 GRESB Real Estate Assessment, covering the Management, Performance and Development components across our standing investments and development activity, with our ESG disclosures subject to third-party review.

Our GRESB submission is supported by asset-level energy, GHG, water and waste data and building-certification records. Assessment results are used to benchmark our performance against peers and to prioritise improvement actions year on year.

## 02 Message from Leadership

Sustainability is central to how we develop, operate and manage our innovation parks. In 2025 we continued to embed ESG considerations into our investment, development and asset-management decisions, guided by our long-term commitments to decarbonisation, resource efficiency, the wellbeing of the people who use our spaces, and the communities around our assets.

During the year we maintained a zero-fatality safety record, sustained LEED Gold certification across the operating portfolio, improved water and energy intensity, and continued to invest in our surrounding communities — including a new kitchen and dining facility for a local government school. We recognise there is more to do, particularly in strengthening data assurance, expanding renewable-energy sourcing and deepening tenant engagement on shared sustainability goals. We remain committed to transparent reporting and to improving year on year.

Our green initiatives reflect a deliberate effort to embed sustainability into every layer of our operations. In 2025, we accelerated the deployment of rooftop solar, expanded our rainwater harvesting network, and transitioned to LED lighting with occupancy sensors across newly commissioned buildings. Our organic waste converter programme diverted biodegradable waste from landfill, and 100% of municipal solid waste was channelled to energy recovery at a certified facility. These measures contributed to a tangible proof that operational discipline and environmental stewardship can advance together. Looking ahead, we are committed to deepening our renewable energy mix beyond 50%, pursuing ISO 14001 system enhancements across all assets, and embedding embodied carbon considerations into every new development decision from the design stage onward.

We also aspire to measure ourselves against the best in the world. Our participation in the GRESB Real Estate Assessment - the leading global ESG benchmark for institutional real estate gives us an objective, peer-referenced view of where we stand and where we must go. As we look to future cycles, our ambition is to close the gap with top-quartile global peers across each GRESB component. GRESB is not merely a reporting exercise for us, it is a strategic compass that aligns our asset management agenda with the expectations of institutional investors worldwide and keeps us accountable to a standard of excellence that transcends our own benchmarks.

### 03 Materiality & Stakeholder Engagement

Our ESG priorities are organised across Environment, Social and Governance themes and mapped to the UN Sustainable Development Goals (SDGs). We also map key disclosures in this report to the GRESB Real Estate framework and the GRI Standards. The material issues below reflect the topics most significant to our business and stakeholders — tenants, investors, employees, regulators, suppliers and the communities around our assets — and guide our strategy, targets and disclosure.

Theme	Material Issue	SDG Linkage
Environment	Energy & emissions management	SDG 12
Environment	Waste management	SDG 12
Environment	Water & wastewater management	SDG 6 & 14
Environment	Land use & biodiversity	SDG 15
Environment	Embodied carbon & lifecycle management	SDG 9 & 13
Environment	Sustainable design	SDG 11
Social	Human capital development	SDG 4
Social	Labour management	SDG 10 & 12
Social	Health & safety	SDG 3 & 8
Social	Human rights	SDG 8 & 10
Social	Tenant relationships & customer satisfaction	SDG 8
Social	Community relations	SDG 11 & 12
Governance	Regulatory compliance	—
Governance	Corporate governance	—
Governance	Portfolio growth	SDG 1
Governance	Green building certifications	SDG 13
Governance	Active asset management	—

Theme	Material Issue	Framework Reference (GRESB / GRI)
Environment	Energy & GHG emissions (Scope 1 & 2)	GRESB Performance; GRI 302, 305
Environment	Scope 3 / value-chain emissions	GHG Protocol; GRI 305-3
Environment	Water consumption & recycling	GRESB Performance (Water); GRI 303
Environment	Waste & circularity	GRESB Performance (Waste); GRI 306
Environment	Targets & net-zero pathway	GRESB Management (Targets); SBTi
Social	Occupational health & safety	GRI 403
Social	Diversity, equity & inclusion	GRI 405
Social	Community investment & CSR	GRI 413
Governance	Data assurance & reporting	GRESB; GRI 2-5
Governance	ESG governance & oversight	GRESB Management; GRI 2
Governance	Materiality & stakeholder engagement	GRESB Stakeholder Engagement; GRI 3
Governance	Building certifications	GRESB Performance (Certifications)

## Our Materiality Process

Material issues are identified through a structured, repeatable process: (1) we draw a universe of ESG topics relevant to real estate from GRI, SASB Real Estate and GRESB; (2) we engage our key stakeholder groups; (3) we prioritise topics by their significance to the business and to stakeholders; and (4) the ESG Review Committee reviews and validates the outcome. Material issues are reviewed annually and refreshed when business or regulatory conditions change.

## Stakeholder Engagement

We maintain ongoing dialogue with the stakeholder groups most affected by our operations:

Stakeholder	How We Engage	Frequency	Key Topics
Tenants	Satisfaction (NPS) surveys, service reviews, sustainability initiatives	Ongoing / annual	Service quality, green buildings, wellbeing
Employees	Training, engagement activities, wellbeing programs, feedback	Ongoing	Safety, development, DEI, culture
Investors	Reporting, ESG disclosures, performance reviews	Quarterly / annual	ESG performance, risk, returns
Communities	CSR programs, local hiring, community events	Ongoing	Community investment, local impact
Regulators	Compliance reporting, audits, certifications	As required	Legal compliance, certifications

## 04 Executive Summary

In 2025, Neovantage Innovation Parks delivered meaningful progress across all dimensions of our Environmental, Social and Governance agenda. Against a backdrop of rapid portfolio growth — with operational area expanding by 33% during the year — we strengthened our green building credentials, advanced our decarbonisation pathway, improved resource efficiency, and deepened our engagement with tenants, employees and the communities surrounding our assets.

### 2025 Performance at a Glance

<b>Zero</b> Fatalities across all sites	<b>14.71</b> First-aid incident rate / M man-hours	<b>25%↓</b> Reduction in Emissions Intensity (Scope 1 & Scope 2)	<b>17.67 L</b> Safe man-hours recorded
<b>46.3%</b> Renewable energy mix	<b>21% ↓</b> Energy intensity (kWh/SF)	<b>41% ↓</b> Water intensity (L/SF)	<b>81</b> Tenant Net Promoter Score

### Key Achievements

- **Health & Safety** — Maintained a zero-fatality record across all operational sites, with a first-aid incident rate of 14.71 per million man-hours.
- **Training** — Delivered over 12,922 EHS training hours for employees, contractors and site supervisors, covering fire safety, first aid and site protocols.
- **Environment** — Implemented green-building practices across all sites per IGBC/LEED standards and diverted 100% of construction waste from landfill. 100% of domestic waste is used for power generation and recycling at a third-party disposal facility. Reduced scope 1 and scope 2 emissions by ~25% per square foot versus 2025.
- **Resource efficiency** — Reduced water intensity by ~12% and energy intensity by ~21% per square foot versus 2024, through targeted conservation initiatives. Added APFC panels for chillers that saved 90,000 kWh/Year. Replaced the conventional belt driven blowers with EC fans to save 70,000 kWh/Year. Installed occupancy sensors in washrooms for savings in consumption. We are also reusing STP treated water for flushing in washrooms.
- **Compliance** — Maintained 100% compliance with all applicable EHS laws, including the Air Act, Water Act and Shops & Establishments Act.

### Looking Ahead

Our goal for the coming year is to further reduce incident rates by 10% and achieve zero non-compliance notices. Sustainability will continue to be a core pillar of our growth, adherence to green building norms and standards, and reducing the portfolio's carbon footprint through a mix of conservation measures, offset mechanisms and green energy sourcing.

## 05 Our Business & Portfolio

Neovantage Innovation Parks is South Asia's largest private owner and operator of leasable Life Sciences infrastructure, developing and managing Grade-A innovation and life-sciences real estate within Genome Valley, Hyderabad — India's premier biotechnology cluster.

We offer tailored, reliable and sustainably designed spaces with world-class amenities, supported by four integrated service lines that differentiate us from conventional real estate providers. Our Spaces offering provides a portfolio of sustainably managed facilities calibrated to the technical demands of life-sciences R&D. Our Design Optimisation capability delivers industry-leading expertise to implement efficient lab and workspace configurations as per each occupier's precise technical requirements. Our Facilities Management function provides fully managed services operated by specialised, technically qualified teams. And our Project Management expertise enables end-to-end delivery of both greenfield and brownfield development projects — from concept through completion and handover. The operating portfolio combines high occupancy with a green-certified asset base.

**40+**

Tenants

**1.5 msf**

Total leasable area

**94.6%**

Occupancy rate

**0.54 msf**

Top-5 tenant footprint



*Neovantage Innovation Parks — operating campus*

More than 90% of the operating portfolio holds LEED Gold (or above) certification, reflecting a consistent commitment to sustainable building performance across all assets.

## 06 ESG Strategy & Targets

At Neovantage Innovation Parks we hold profound respect for the implications of our decisions on the environment and community. Our ESG strategy is built on three pillars — Sustainable Buildings, Stakeholder Engagement and Code of Conduct — each underpinned by time-bound short- and long-term targets.

Pillar	Focus Area	KPI	Short-Term Target	Long-Term Target	FY25 Achievement
Sustainable Buildings	Carbon emission reduction	Scope 1 & 2 emissions	Reduce 35% by 2030	Reduce 70% by 2035	Reduced by 15% in 2025
Sustainable Buildings	Renewable energy	Renewable energy mix	40% renewable by 2028	100% renewable by 2035	46.3% renewable mix
Sustainable Buildings	Green buildings	LEED / IGBC certification	100% portfolio LEED Gold+ YoY	100% portfolio LEED Gold+ by 2026	90% portfolio LEED Gold
Stakeholder Engagement	Community & tenant relations	Tenant Net Promoter Score	Improve NPS by 5% by 2025	NPS > 50% by 2025	81.0 NPS achieved
Stakeholder Engagement	Health & safety	Fatalities	Zero fatalities every year	Zero fatalities every year	Zero fatalities
Code of Conduct	Human rights & ethics	Code of Conduct training	100% employee coverage	100% employee coverage	100% coverage achieved
Code of Conduct	ESG due diligence	Acquisition screening	Evaluate 100% of acquisitions	Evaluate 100% of acquisitions	Checklist operational

### Net-Zero Pathway & Interim Targets

Our Net-Zero commitment targets absolute reductions in Scope 1 & 2 emissions by 2040 and in Scope 3 emissions by 2050, against a 2024 baseline. We measure all three emission scopes annually and use carbon offsets alongside absolute reductions. Our decarbonisation milestones are set out below.

Milestone	Target	Status
Baseline year	2024 baseline established for Scope 1 & 2	Established
2028 — renewables	40% renewable energy	Achieved 46.3% (2025)
2030 — emissions	35% reduction in Scope 1 & 2 emissions	Reduced by 15% (2025)
2040 — net-zero (Scope 1 & 2)	Absolute net-zero across Scope 1 & 2	In progress
2050 — net-zero (Scope 3)	Absolute net-zero across Scope 3	In progress

## 07 Environment - Energy, Renewables, Water, Waste & Certifications

### Environmental & Biodiversity Initiatives

We delivered a calendar of on-ground environmental initiatives spanning waste recycling, energy efficiency, awareness and compliance. We undertook the following initiatives throughout the year:

- Installed organic waste converter to recycle wet biodegradable waste
- Conducted World Environment where there was a pollution check arranged for tenant vehicles
- Installed LED lighting & motion sensors in washrooms
- Waste segregation, recycling programs, landfill reduction and composting initiated
- Environmental audits, legal compliance evaluation, ISO 14001 system implementation

<b>21%↓</b> Energy Intensity (kWh/SF)	<b>160k</b> Energy Savings (kWh/yr)	<b>46.3%</b> Renewable Energy mix	<b>25%↓</b> Reduction in Emissions Intensity (Scope 1 & Scope 2)
<b>41%↓</b> Water Intensity (L/SF)	<b>28k</b> Water Reused (KL)	<b>83%</b> Waste Recycled	<b>&gt;90%</b> Portfolio Green-Certified

## 1. Energy

### I. Energy & Emissions

Energy consumption at our parks is largely tenant-driven; nonetheless, we actively pursue efficiency in common-area and base-building systems. Energy intensity fell ~21% per square foot in 2025 even as total consumption rose with a 33% increase in operational area.

### II. Energy Consumption & Intensity

Operational Sites	2024	2025	Change
<b>Total energy consumption (kWh)</b>	<b>4,02,34,733</b>	<b>4,21,74,144</b>	—
Operational area (SF)	9,12,389	12,10,638	+33%
Consumption rate (kWh / SF / year)	44.10	34.84	21% ↓

*Note: We have limited control over absolute electricity consumption as it depends on tenant operations; we therefore track consumption intensity (kWh per SF per year) as the primary efficiency measure.*

### III. Energy Efficiency Projects

S.No	Description	kWh Saved/yr	Status
1	APFC panel for two chillers	90,000	Completed
2	Replaced the conventional belt driven blowers with EC fans	70,000	Completed
3	Installed occupancy sensors in washrooms for savings in lighting consumption	NA*	Completed
4	Solar streetlights in buildings	NA*	Completed

S.No	Description	kWh Saved/yr	Status
<b>Total</b>		<b>160,000</b>	

\*Savings would be measured accurately in the following year

## 2. Renewable Power & GHG Emissions

### I. Renewable Energy Mix (2025)

All Sites	Renewable (kWh)	Non-Renewable (kWh)	Total (kWh)	% Renewable
<b>Total*</b>	<b>1,95,88,050</b>	<b>2,27,36,568</b>	<b>4,23,24,618</b>	<b>46.3%</b>

\*The total renewable energy mix shown includes operational sites and projects

### II. Greenhouse Gas Emissions (2025)

We measure emissions across all three scopes against a 2024 baseline. Our 2025 footprint is summarised below; figures are drawn from our internal GHG inventory.

GHG Emissions (tCO <sub>2</sub> e)	2025
Scope 1	1,158.48
Scope 2	12,615.19
Scope 3	20,114.81
Gross emissions	33,888.48
GHG emissions adjusted based on market-based approach	(5,721.93)
REC's	(8,101.71)
GHG emissions offset through waste cycling	(59.98)
Net emissions	20,004.86

Scope 1 covers diesel, refrigerants and on-site combustion; Scope 2 covers purchased grid electricity for common-area and base-building operations; Scope 3 covers purchased goods & services, capital goods, fuel & energy related activities, upstream transportation & distribution, waste generated in operations, business travel, employee commuting and downstream leased assets.

Scope 1 & Scope 2 Net Emissions (tCO <sub>2</sub> e)	2024	2025	% change
Scope 1 & Scope 2 Net Emissions	7,847.17	7785.00	
Operational Area (SF)	9,12,389	12,10,638	+33%
Net Intensity Based Emissions (tCO <sub>2</sub> e)	0.009	0.006	25% ↓

## 3. Water

Water is a priority material issue for our parks. Through efficient fixtures, rainwater harvesting, STP recycling and smart metering, we reduced water intensity by ~41% per square foot in 2025 and reused over 28,000 KL of treated water.

## I. Water Consumed & Reused (2025)

All Sites	Consumed (KL)	Treated & Reused (KL)
<b>Total</b>	<b>94,358</b>	<b>28,063</b>

## II. Water Consumption & Intensity

All Sites	2024	2025	Change
<b>Total freshwater consumption (KL)*</b>	<b>84,606</b>	<b>66,295</b>	<b>—</b>
Operational area (SF)	9,12,389	12,10,638	+33%
Consumption rate (Litres / SF / year)	92.73	54.76	41% ↓

\* outdoor/parking area usage is part of the fresh + reused water consumption.

## III. Key Water-Conservation Initiatives

- **Water-efficient fixtures** — low-flow faucets, aerators and sensor taps in restrooms and pantries.
- **Rainwater harvesting** — ponds capture and store rainwater for gardening and cleaning.
- **Water recycling & reuse** — treated STP wastewater reused for landscaping.
- **Leak detection** — regular inspections and audits of pipelines, valves and tanks.
- **Smart metering** — real-time monitoring to identify inefficiency.
- **Drought-resistant landscaping** — native, drought-tolerant planting and drip irrigation.
- **Waterless urinals** — installed at select facilities to avoid fresh-water flushing.
- **Dual plumbing (B4500)** — treated STP water via MBR used for WC flushing.

These initiatives collectively reduced water consumption intensity by ~41%, lowering operational costs and easing pressure on freshwater resources.

## 4. Waste

### I. Waste & Circularity

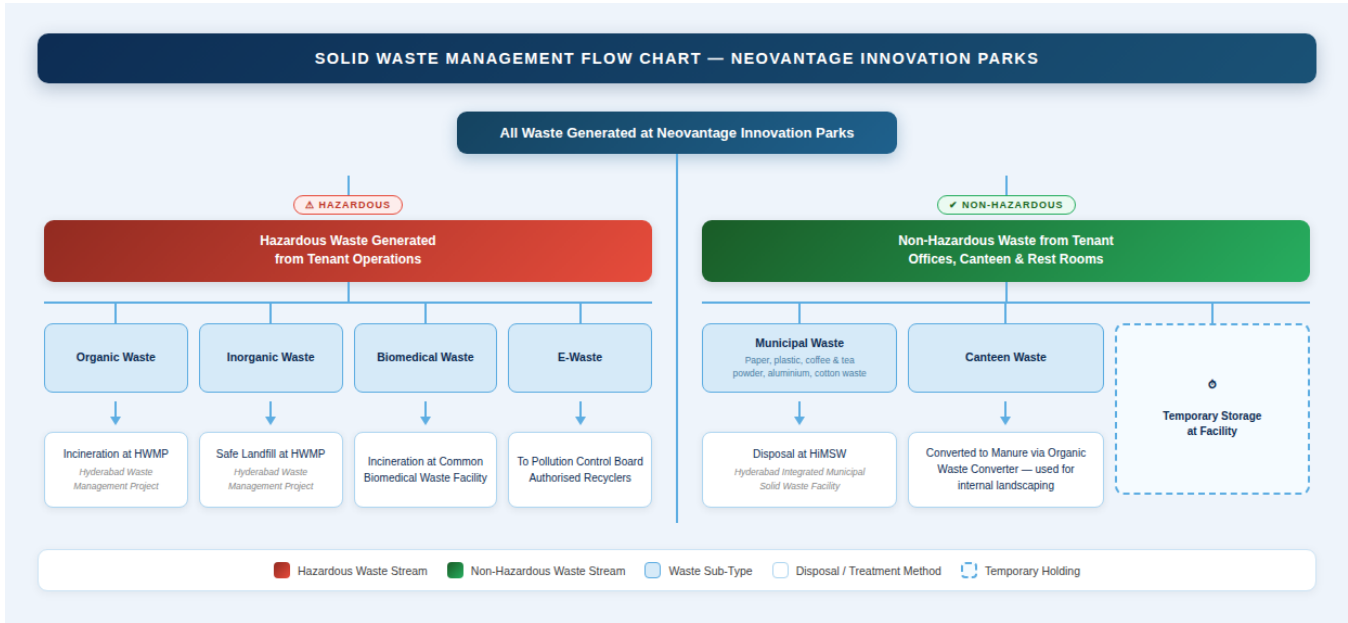
We operate a waste-minimisation program to optimise collection, reduce emissions and improve recycling. In 2025, 100% of municipal solid waste was channelled to thermal power production at HIMSW, and most of the total waste was recycled.

### II. Waste Generation & Disposal (Tonnes)

Type of Waste	2024	2025
Waste sent to landfill	4.11	3.34
Waste incinerated	69.14	98.18
Waste treated & used in-house	13.95	9.64
Waste recycled	538.90	560.06

Type of Waste	2024	2025
Total waste generated	626.10	671.22

### III. Solid Waste Management Flow



Solid waste management flow — hazardous and non-hazardous streams

### 5. Green Buildings & Certifications

Sustainable building certification is core to our portfolio strategy. Our assets hold LEED O&M and LEED Core & Shell ratings from USGBC and IGBC, alongside ISO 9001, ISO 14001 and ISO 45001 management-system certifications.

## Certification & Standards



Certification & standards — LEED, IGBC and GRESB-aligned

### I. Building Certifications

Building	Certification	Rating	Agency	Status
1800	LEED O&M	Gold	USGBC	Active
2700	LEED O&M	Gold	USGBC	Active
450	LEED O&M	Gold	USGBC	Active
459	LEED O&M	NA	NA	NA
189	LEED O&M	Gold	USGBC	Active
900	LEED O&M	Gold	USGBC	Active
9000	LEED O&M	Gold	USGBC	Active

Building	Certification	Rating	Agency	Status
3600	LEED O&M	NA	NA	Registered (New)
1800	LEED Core & Shell	Platinum	IGBC	Active
2700	LEED Core & Shell	Gold	IGBC	Active

## II. Management-System Certifications

- **ISO —** ISO 9001 (Quality), ISO 14001 (Environmental) and ISO 45001 (Occupational Health & Safety) certifications maintained.

## 08 Social — People, Tenants & Community

<b>1,767,259</b> Safe man hours	<b>14.71</b> First-aid incident rate (per million man hours)	<b>0</b> Fatalities
<b>789</b> EHS & Skills training programs	<b>1,158</b> Members trained (employees, contractors & site supervisors)	<b>12,922</b> Training man hours

### Occupational Health & Safety

Safety remains a core value and an integral part of our operational excellence. We are committed to providing a safe, healthy, and secure workplace by fostering a proactive safety culture, strengthening risk management practices, and ensuring compliance with applicable health and safety regulations. Throughout the year, we continued to reinforce our safety management systems through regular hazard identification, risk assessments, workplace inspections, safety audits, and preventive maintenance initiatives.

In 2025, we recorded 1,767,259 safe man-hours with zero fatalities and achieved a first-aid incident rate of 14.71 per million man-hours. These results reflect our continued focus on preventive safety measures, employee awareness, and operational discipline.

### Trainings Conducted

Strengthening workforce capability and fostering a strong safety culture remained a key priority during the year. We conducted 789 structured Environment, Health and Safety (EHS) and skills development training programs across all entities, engaging 1,158 employees, contractors, and site supervisors and delivering a total of 12,922 training man-hours. The training covered critical areas such as fire safety, PPE compliance, working at heights, and emergency preparedness, reinforcing safe work practices, enhancing operational competencies, and supporting our commitment to maintaining a safe and resilient workplace.

### Tenant Engagement

Tenant engagement is central to our commitment to fostering an inclusive, healthy, and purpose-driven workplace. Throughout 2025, we delivered a year-round calendar of engagement initiatives across our entities, designed to strengthen employee wellbeing, celebrate diversity, promote environmental stewardship, encourage healthy lifestyles, and support community participation. Our engagement programs spanned cultural and festive celebrations, environmental awareness and tree plantation drives, health and wellness initiatives including preventive health screening camps, sports and recreational activities, and opportunities for employees to contribute to social and community causes. These initiatives provided meaningful opportunities for employees to connect, collaborate, and reinforce our shared values while cultivating a positive and engaged workplace culture. A few of the key engagement highlights are presented below:

#### I. Cultural & Festive Celebrations



Sankranti Rangoli Competition



Valentine's Day Fun & Games



Women's Day Celebration



Ganesh Chaturthi Celebration



Independence Day Celebration



Christmas Celebration

**II. Environmental Stewardship**



World Environment Day



Tree Plantation Drive



No Waste Day

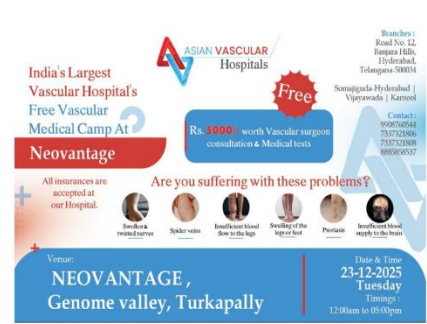
### III. Health & Wellness



International Yoga Day



Eye Check-up Drive



Free Vascular Health Check-up

### IV. Sports & Recreation



Open Badminton Tournament

## Community Engagement (CSR)

### Kitchen & Dining Facility — ZPH School, Anantharam Village (2025)

As part of our 2025 Corporate Social Responsibility initiative, a dedicated kitchen and dining facility was constructed for the Zilla Parishad High School (ZPH) in Anantharam Village.

Background: The school lacked a dedicated dining area; children typically sat in corridors and verandas while eating their meals.

Our intervention delivered: construction of a dedicated kitchen facility; a clean, comfortable dining hall; dining tables and chairs for students; and improved hygiene, safety and meal-time experience.

Impact: The project significantly enhanced the dining environment. Children now enjoy meals in a clean and dignified space, supporting better nutrition, hygiene and overall wellbeing.

**Before:**



**After:**



**Tenant Satisfaction**

In 2025, our tenant customer-satisfaction achieved a Net Promoter Score (NPS) of 81, underscoring a period of robust tenant advocacy and superior service delivery. The metric reflects highly positive engagement, supported by a respondent base comprising 17 Promoters, 4 Passives, and zero Detractors.

**Diversity, Equity & Inclusion (DEI)**

We are committed to a diverse and inclusive workplace. We are building our DEI metrics to align with GRI 405 (Diversity and Equal Opportunity). The table below is populated with verified workforce data.

DEI Metric	2025	Notes
Total workforce (headcount)	26	Year-end headcount
Women — total workforce (%)	~12%	Women as a % of all employees
DEI training hours	2	Subset of total training hours

## 09 Governance & Oversight

Robust governance underpins the delivery of our ESG commitments. ESG management is led by functional leads across environment, health & safety, facilities, human resources and procurement, under the oversight of a dedicated ESG Review Committee.

### ESG Committee

We have a standing ESG Review Committee responsible for reviewing all ESG-related activities across the business. The Committee comprises the Head of Business, the Head of Operations and an Environment, Health & Safety (EHS) Officer appointed by the board of directors. It reviews ESG performance against targets, oversees climate related and other ESG risks, approves ESG objectives, and escalates material matters to the board, who signs off on the entity's ESG performance. The Committee maintains minutes and tracks actions to completion.

### Policy Framework

Our ESG approach is supported by Board-approved policies, reviewed periodically and communicated to employees and, where relevant, contractors and suppliers. Our policies include the following:

1) ESG Policy	2) Code of Conduct
3) Whistleblowing	4) Procurement Process
5) IT & Data Privacy	6) Diversity, Equity & Inclusion (DEI)
7) Environmental, Health & Safety (EHS)	8) Anti-Corruption & Bribery
9) BCP / BCM Policy	10) Prevention of Sexual Harassment (POSH)

### Ethics, Risk & Compliance

We maintain a zero-tolerance approach to bribery and corruption and provide channels for the confidential reporting of concerns through our Whistleblowing Policy. ESG-related risks — climate, regulatory and health & safety — are considered within our risk-management process. In 2025 we maintained 100% compliance with all applicable EHS legislation.

### Annual ESG Management Review — 2025

The ESG Review Committee conducted its annual management review to assess the effectiveness of the ESG Management System, evaluate performance against objectives and targets, and identify opportunities for continual improvement. The review covered environmental, social, governance, compliance, risk, and stakeholder-related matters.

Review Area	Key Outcomes
ESG Strategy & Performance	Reviewed progress against 2025 ESG objectives and targets and assessed performance against 2024 commitments. Objectives and targets for the upcoming period were approved.
Environmental Performance	Evaluated energy, water, waste, and greenhouse gas (GHG) performance. Third-party audits and verification activities were completed to support data integrity and compliance.
Sustainability Initiatives	Assessed the effectiveness of energy-efficiency, waste-reduction, and resource-conservation initiatives implemented during the year.

Review Area	Key Outcomes
Internal Audits & Compliance	Reviewed findings from internal ESG audits and compliance assessments conducted across the organization.
Corrective Actions & Continuous Improvement	Evaluated audit findings, corrective actions, and improvement opportunities. No major non-conformities were identified during the review period.
Stakeholder Engagement	Considered feedback from tenants, investors, employees, regulators, suppliers, and other stakeholders to inform future improvement actions.
Health, Safety & Wellbeing	Assessed workplace health, safety, and wellbeing performance, including awareness initiatives, training programmes, and safety indicators.
Governance Effectiveness	Evaluated the effectiveness of ESG governance structures, committee oversight, decision-making processes, and action tracking mechanisms.
ESG Data & Reporting	Assessed ESG data collection, verification, and reporting processes to support accurate, transparent, and reliable disclosures.

**Key Conclusions of the Review:**

- ESG objectives and targets remain aligned with the organization's sustainability strategy.
- Environmental and social performance initiatives delivered positive outcomes across operations.
- Internal audits confirmed the effectiveness of the ESG Management System, with no major non-conformities identified.
- ESG governance, data management, and reporting controls were found to be effective and suitable for continued disclosure requirements.
- Stakeholder feedback and audit outcomes have been incorporated into the organization's continual improvement programme.

## 10 Disclaimer

### General

This Annual ESG Report 2025 (the “Report”) has been prepared by Neovantage Innovation Parks (“Neovantage” or the “Company”) for general information purposes only. It describes the Company’s environmental, social and governance approach, activities and performance for the 2025 reporting period and should be read together with the basis of preparation set out in “About This Report”.

### Accuracy & Data Limitations

While reasonable care has been taken in preparing this Report, Neovantage makes no representation or warranty, express or implied, as to the accuracy, completeness or reliability of the information it contains. Certain data is derived from internal management systems, third-party sources and estimates, and may be subject to measurement uncertainty, assumptions and methodological limitations. Such information may be revised or restated in future reports as data quality and measurement practices evolve.

### Forward-Looking Statements

This Report contains forward-looking statements, including ESG targets, commitments, ambitions and projections. These statements reflect the Company’s current expectations and assumptions and are subject to risks, uncertainties and other factors that are in many cases beyond its control. Actual results may differ materially from those expressed or implied, and Neovantage undertakes no obligation to update or revise any forward-looking statement, whether as a result of new information, future events or otherwise, except as required by law.

### No Offer or Advice

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