



# ENVIRONMENTAL SUSTAINABILITY POLICY

## VENTIVE HOSPITALITY LIMITED



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## Document Summary

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## Revision History

Version	Effective Date	Changes (Short Description)	Remarks
01	20 <sup>th</sup> FEBRUARY 2026	NA	NA

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## 1. Policy Statement

At Ventive Hospitality Limited, our Environmental Sustainability Policy reflects our unwavering commitment to conducting business in a manner that protects the environment, conserves natural resources, and promotes sustainable development across all operations. In alignment with ISO 14001 : 2015 Environmental Management System (EMS) standards, we strive to systematically identify, monitor, and manage our environmental impacts, embedding sustainability into every stage of our business from design and construction to operations and asset management.

Our policy institutionalizes sustainable practices across all facets of our business, ensuring compliance with international frameworks such as the Global Reporting Initiative (GRI), the Sustainable Development Goals (SDGs), and other relevant benchmarks. We aim to integrate environmental considerations into decision making processes, set measurable objectives, and continuously improve our environmental performance.

### Scope

At Ventive Hospitality Limited, our management objectives and targets are designed to effectively implement our Environmental Policy and are regularly reviewed to ensure continuous improvement. This policy applies to all operational facilities of Ventive Hospitality Limited, encompassing project sites, retail spaces, and administrative offices. These objectives are rooted in a strong commitment to the following environmental principles:

- **Pollution Prevention:** We focus on minimizing our environmental footprint by taking proactive measures to prevent pollution across our operations and projects.
- **Resource and Energy Efficiency:** We aim to reduce the consumption of energy and materials, minimizing waste generation throughout the construction and development processes and across operational Office Parks.
- **Waste Management and Disposal:** Responsible waste management practices are integral to our approach, ensuring waste is disposed of in an environmentally friendly manner while reducing landfill contributions.
- **Promoting Reuse and Recycling:** We encourage the reuse of materials and incorporate recycling practices into our project life cycle to promote a circular economy.
- **Workforce Awareness:** We ensure that our workforce is well-informed about environmental issues and the importance of sustainable practices within the real estate industry.
- **Supplier and Contractor Engagement:** We involve our suppliers and contractors in our environmental initiatives, encouraging them to adopt sustainable practices in line with our objectives.

- Continuous Improvement: We are committed to continually improving our environmental performance, integrating innovative solutions and technologies to enhance sustainability across all our projects.

## 2. Commitment

### **Commitment to Responsibility:**

At Ventive Hospitality Limited, we are dedicated to conducting our business with integrity and responsibility. Our primary focus is on minimising our environmental impact, ensuring sustainable practices are followed throughout our operations. We continuously review and improve our systems to meet the highest standards of environmental care.

### **Commitment to Society:**

We understand that our success is connected to the well-being of the communities in which we operate. By engaging with local stakeholders and practising responsible business, we aim to make a positive contribution to the development and growth of these communities. Our goal is to address societal needs and create shared value for all.

### **Commitment to the Environment:**

Ventive Hospitality Limited's environmental commitment is focused on key areas:

- Reducing Carbon Emissions: We work to lower our carbon footprint by using energy-efficient solutions and renewable energy where possible. Regular checks will help us track progress and find ways to improve.
- Water Conservation: We are committed to managing and reducing water consumption across all projects. This includes the adoption of advanced water recycling and treatment technologies to promote sustainable water use, reduce dependence on local water resources, and support long-term ecological balance.
- Renewable Energy: We are committed to using clean energy. By adopting renewable energy, we hope to contribute to a more sustainable future.
- Sustainable Sourcing: We choose suppliers who share our commitment to using responsibly sourced materials. This approach helps conserve biodiversity and reduces the environmental impact of our projects.

## 3. Compliance

At Ventive Hospitality Limited, we place great importance on environmental conservation and fully recognize our responsibility to comply with all relevant environmental laws, regulations, and industry standards. Compliance is a key pillar of our ISO 14001: 2015 -aligned Environmental Management System (EMS), demonstrating our unwavering commitment to maintaining the highest standards of environmental stewardship.

Our approach to compliance is thorough and proactive. We dedicate significant resources to staying updated on the latest developments in environmental regulations and industry standards. Regular internal audits, assessments, and EMS reviews are carried out to ensure we meet requirements and adjust our practices as regulations evolve.

We are committed to fostering a culture of compliance throughout the organization. Through regular training programs and awareness initiatives, we engage our employees and stakeholders, ensuring they have a clear understanding of environmental compliance and are equipped to contribute to our sustainability objectives.

For Ventive Hospitality Limited, compliance is not just about meeting legal obligations but also about driving continuous improvement. Our ISO 14001:2015 -based EMS allows us to systematically identify opportunities for enhancement, implement corrective actions, and elevate our environmental performance consistently.

We recognise that environmental laws and regulations are constantly changing. As such, we are dedicated to staying vigilant about emerging environmental challenges and adapting our practices to ensure ongoing compliance, continual improvement, and effective environmental stewardship in line with ISO 14001 requirements.

#### **4. Responsibility**

- Board / Senior Management: Oversight and approval of environmental strategy.
- Sustainability & ESG Team: Policy development, monitoring, and reporting.
- Project Managers & Onsite Operational Teams: Implementation of site-level initiatives.
- Employees, Consultants & Contractors: Compliance with environmental practices and engagement in awareness programs.

#### **5. Objective & Targets**

- Achieve Net Zero operational emissions by 2050 within all the operational assets.
- Source at least 20% of electricity from renewable sources by 2026, scaling to 25% by 2030.
- Prioritizing all new projects are designed to meet green building equivalent energy efficiency standards.
- Integrate Scope 3 (tenant, supply chain, and construction emissions) quantification by FY 2030.
- Ensure that by 2030, at least 40% of all non-potable water demand is met through recycled and reused water systems.
- Implement rainwater harvesting systems in all new developments post-2025.

- Achieve 100% waste diversion from landfill achieving Zero waste to landfill by 2030.
- Implement sustainable procurement policies covering 50% of high-impact materials by 2030.
- Conduct climate risk assessments at all operational sites every 5 years and integrate resilience measures.
- Ensure 100% completion of planned environmental training programs for all relevant employees by 2030.
- Ensure that 100% of new or renewed lease agreements incorporate green lease principles by 2030

## 6. Guiding Principles

At Ventive Hospitality Limited, we are committed to operating in a manner that safeguards the environment and support ecological sustainability. We recognise the responsibility we have toward sustainability and aim to implement practices that ensure we contribute positively to the environment, the communities we operate in, and society at large. Our environmental policy is guided by the following principles:

### **Energy Consumption & Renewable Energy Adoption**

Ventive Hospitality Limited recognises that energy consumption is one of the largest contributors to environmental impact in the real estate sector. We are committed to reducing energy demand across all operations and projects while accelerating the adoption of renewable energy sources. Our approach integrates energy efficiency, demand-side management, and renewable energy deployment to achieve measurable reductions in operational energy intensity. We aim to design, construct, and operate buildings that minimise energy use without compromising occupant comfort and functionality.

Buildings and operations under Ventive Hospitality Limited's portfolio are energy-intensive, majorly spanning business parks and business offices. By implementing energy-saving initiatives and renewable energy solutions, we can reduce carbon emissions, operating costs, and environmental footprint. This also positions Ventive Hospitality Limited as a responsible developer aligned with ISO 14001:2015 and 2050 Net Zero commitments.

### **Implementation Measures:**

- Conduct annual energy audits to identify energy-saving opportunities and evaluate performance against baseline.
- Implement high-efficiency lighting, HVAC systems, and building management systems (BMS) in all new and existing projects.
- Deploy renewable energy and explore emerging technologies where feasible.
- Integrate passive design strategies (orientation, insulation, daylighting) in all construction projects.

- Promote energy conservation awareness programs for employees, tenants, and contractors.

#### **Monitoring:**

- Energy consumption will be monitored monthly via metering and smart monitoring systems.
- Renewable energy generation and consumption will be tracked quarterly.
- Performance reports will be reviewed annually by management and audited for third party assurance integrated into Sustainability Reports.

#### **GHG Management**

Ventive Hospitality Limited is committed to systematically measuring, managing, and reducing GHG emissions from all aspects of its operations. GHG management is a critical part of our climate strategy and our path to Net Zero by 2050. This involves addressing direct emissions (Scope 1), indirect energy emissions (Scope 2), and relevant upstream and downstream emissions (Scope 3) in our supply chain and operations.

A robust GHG strategy helps Ventive Hospitality Limited quantify emissions, identify reduction opportunities, and engage stakeholders in sustainability efforts. This strategy aligns with international reporting frameworks such as the Global Reporting Initiative (GRI).

#### **Implementation Measures:**

- Develop and maintain an annual GHG inventory covering Scope 1, 2, and relevant Scope 3 emissions.
- Prioritise high-emission areas and implement targeted initiatives to reduce their impact.
- Engage suppliers, contractors, and tenants in low-carbon practices and material efficiency programs.
- Promote low-carbon materials, energy-efficient equipment, and renewable energy use in construction and operations.
- Install on-site solar panels supporting the Renewable energy adaptation

#### **Monitoring:**

- GHG emissions are monitored annually and compared against baseline values to monitor the progress towards the Net zero 2050 target.
- Annual third party verification and reporting are conducted in line with ISO 14064 and GRI reporting requirement.
- Progress towards emission reduction targets is integrated into management review meetings and ESG disclosures.

## **Net Zero Commitment**

Ventive Hospitality Limited is fully committed to achieving Net Zero operational carbon emissions by 2050. The Net Zero strategy is centered on reducing emissions at source, improving energy efficiency, transitioning to renewable energy, and offsetting residual emissions through verified and credible mechanisms. Achieving Net Zero requires a systematic approach across all projects, operational sites, and supply chain activities.

### **Implementation Measures:**

- Development of a Net Zero roadmap with clear interim targets (2030, 2040) and detailed action plans for energy reduction, renewable adoption, and material efficiency.
- Conduct every three years climate risk and vulnerability assessments for all operational sites and projects.
- Embed low-carbon technologies and designs in all new construction and retrofits.
- Continuously engage stakeholders, including tenants and suppliers, to align on Net Zero practices and encourage participation in reduction initiatives.

### **Monitoring:**

- Track Net Zero progress annually, with focus on emissions reductions, renewable adoption, and efficiency improvements.
- Conduct annual management review to evaluate achievement against interim milestones

## **Waste Management Policy**

Ventive Hospitality Limited is committed to adopting sustainable waste management practices across all stages of our real estate operations, from construction to daily operations in completed projects. We aim to minimize the generation of waste, maximize reuse and recycling, and ensure responsible disposal to reduce environmental impact. Waste management is integral to our environmental stewardship and ISO 14001:2015 aligned management system.

### **Implementation Measures:**

- Implement construction and operational waste segregation, collection, and storage practices at all sites.
- Partner with certified recyclers and waste management companies for responsible disposal of construction, hazardous, non-hazardous, biodegradable waste and recyclable waste.
- Promote reuse of construction materials and procurement of products with high recycled content.
- Train employees, contractors, and tenants in waste reduction practices and recycling programs.

**Monitoring:**

- Track waste generation, segregation, recycling, and disposal monthly at asset level.
- Conduct annual third party data assurance audits to identify opportunities for waste reduction and process improvement.
- Review waste management performance annually in management reviews and integrate into sustainability reporting.

**Water Consumption Policy**

Ventive Hospitality Limited is committed to responsible water management, focusing on efficient usage, reuse, and preservation of local water resources across all projects and operational facilities. Our goal is to reduce water consumption intensity, mitigate water-related risks, and enhance resilience against water scarcity while aligning with ISO 14001:2015 and sustainability best practices.

**Implementation Measures:**

- Install water-efficient fixtures and systems, including low-flow taps, dual-flush toilets, and water-efficient irrigation.
- Implement rainwater harvesting, greywater recycling, and wastewater treatment systems (STPs) in all applicable projects.
- Conduct regular water audits to monitor consumption patterns and identify opportunities for conservation.
- Engage employees, tenants, and contractors in water awareness and conservation initiatives.

**Monitoring:**

- Monthly tracking of water consumption and recycled water usage at asset level.
- Annual review of water efficiency performance against targets.
- Integration of water management results and annual third party assurance of water data into sustainability reports and ESG disclosures.

**Sustainable Procurement & Material Sourcing Policy**

Ventive Hospitality Limited is committed to responsible procurement practices that prioritize environmentally sustainable, ethically sourced, and socially responsible materials. Sustainable procurement ensures that our supply chain aligns with our environmental objectives, reduces carbon footprint, and supports biodiversity conservation.

The sourcing and use of construction and operational materials significantly impact the environment, including resource depletion, emissions, and biodiversity loss. Sustainable procurement encourages suppliers and contractors to adopt responsible practices and support our

ISO 14001:2015 compliance.

**Implementation Measures:**

- All the suppliers to sign and abide by the Ventive Hospitality Limited's Supplier code of conduct
- Prioritize suppliers with certifications for sustainability, ethical sourcing, and environmental management.
- Procure materials with low embodied carbon, recycled content, or certified sustainable origin (e.g., FSC-certified timber, low-VOC paints).
- Require suppliers to provide environmental and social compliance data, including lifecycle impact assessments where applicable.
- Conduct supplier due diligence to ensure adherence to Ventive Hospitality Limited's sustainability and material sourcing criteria.

**Monitoring:**

- Track procurement of certified and sustainable materials on annual basis.
- Assess supplier compliance with environmental, social and ethical standards periodically
- Report material sourcing performance in sustainability reports and ESG disclosures.

**Biodiversity & Green Spaces Policy**

Ventive Hospitality Limited is dedicated to preserving and enhancing biodiversity across its real estate portfolio. We commit to integrating biodiversity considerations in planning, design, and operations, including the creation and maintenance of green spaces, habitat conservation, and ecological restoration initiatives in line with ISO 14001:2015.

**Implementation Measures:**

- Develop and implement procedures for identifying and managing biodiversity impacts across operations by 2030.
- Design and maintain green spaces, gardens, and landscaping to support native and indigenous species and local ecosystems.
- Implement mitigation measures where development affects natural habitats, including habitat restoration or creation.
- Collaborate with environmental NGOs and local authorities to support biodiversity initiatives by 2030.

**Monitoring:**

- Annual monitoring of green spaces and biodiversity indicators at all operational sites by 2030.
- Review progress on biodiversity initiatives and mitigation measures during management reviews.
- Document outcomes in sustainability reports and ESG submissions, highlighting contributions to local ecosystems.

**Climate Risk & Resilience Policy**

Ventive Hospitality Limited recognizes the risks posed by climate change to its real estate assets and operations. We are committed to identifying, assessing, and managing climate-related risks while enhancing the resilience of our buildings and communities in line with ISO 3100:2018. This includes integrating climate risk management into strategic decision making, design, construction, and operations in alignment with ISO 14001:2015 principles.

**Implementation Measures:**

- Conduct periodic climate risk assessments across all projects and operational facilities.
- Develop adaptation and mitigation strategies, including flood resilience, energy redundancy, and heat stress reduction measures.
- Integrate resilience measures in building design, landscaping, and site management.
- Engage stakeholders, including tenants, contractors, and suppliers, in climate risk awareness and preparedness initiatives.

**Monitoring:**

- Review climate risk assessment outcomes periodically and update management plans accordingly.
- Track implementation of resilience measures across all projects.
- Report climate risk and resilience performance in sustainability reports, ESG disclosures, and other sustainability submissions.

**Pollution Prevention and Control**

Ventive Hospitality Limited is committed to preventing pollution across all stages of its construction, development, and operational activities. Recognizing that pollution can have significant impacts on local ecosystems, communities, and human health, we adopt a proactive approach that focuses on eliminating or minimizing pollutants at their source. Our efforts are guided by the principles of ISO 14001:2015, which emphasize preventive action, continual improvement, and environmental responsibility.

We strive to maintain clean and sustainable operations by controlling emissions, noise, dust, effluents, and chemical discharges through advanced engineering controls and strict operational standards. Ventive Hospitality Limited's pollution prevention initiatives aim to safeguard air, water, and soil quality while ensuring full compliance with environmental regulations and local guidelines. Beyond compliance, we also prioritize awareness and engagement with our stakeholders to foster a shared sense of responsibility for protecting the environment.

**Implementation Measures:**

- **Emission and Dust Control:** Implement air pollution prevention measures such as dust suppression systems, covered transport of materials, and low-emission machinery.
- **Hazardous Substance Handling:** Ensure safe storage, labelling, and disposal of hazardous materials to prevent spills or contamination.
- **Environmental Risk Assessments:** Conduct regular environmental risk assessments for all projects to identify potential sources of pollution and apply appropriate mitigation measures.
- **Community Engagement:** Collaborate with local communities and stakeholders to raise awareness of pollution prevention practices and maintain open communication channels for environmental concerns.

**Monitoring:**

- Pollution control performance will be monitored through periodic inspections, air and water quality assessments, and internal audits.
- Compliance with regulatory discharge and emission limits will be verified annually.
- Findings will be reviewed annually as part of the Environmental Management System (EMS) and integrated into sustainability reports to demonstrate continual improvement in pollution prevention performance.

**Green Lease Policy for New and Renewal Tenancies**

Ventive Hospitality Limited is committed to managing its Office Parks in a manner that enhances environmental performance, supports sustainable resource use, and fosters safe and resilient workplaces. Our guiding principles focus on energy efficiency, water stewardship, waste minimization, and improved indoor environmental quality across all assets. We work collaboratively with occupiers and partners to promote environmentally responsible operations, encourage the adoption of green design and technologies, and ensure transparent sharing of sustainability-related data. These principles apply to all Office Parks and are embedded into all new leases and all leases undergoing renewal to ensure a consistent, future-ready approach to environmental stewardship.

**Implementation Measures:**

- Integrate sustainability criteria into building operations, maintenance, and tenant fitouts.
- Promote energy-efficient equipment, water-saving fixtures, and responsible waste and recycling practices across Office Parks.
- Encourage use of environmentally responsible, low-impact, and recyclable materials in operations and fit-outs.
- Require Green Lease provisions in all new leases and all leases going in for renewal, ensuring alignment with environmental objectives.
- Support occupiers in adopting green operational practices and participating in building-wide sustainability programs.

**Monitoring:**

- Periodically collect data on energy and water use, waste generation, recycling, and occupancy patterns for ESG reporting.
- Require tenants to share relevant sustainability data at agreed intervals to support accurate portfolio-level monitoring.
- Review performance trends to identify improvement opportunities and track progress against environmental objectives.
- Apply these monitoring requirements consistently across all new leases and all renewed leases under the Green Lease framework.

**7. Policy Communication and Employee Training**

Ventive Hospitality Limited ensures transparent communication and widespread awareness of this policy across all levels of the organization and its partners.

- The policy will be displayed prominently at all project sites and offices and shared digitally across internal platforms.
- Employees, contractors, and suppliers will receive periodic training on environmental procedures, waste handling, and pollution control under the ISO 14001:2015 training framework.
- Awareness programs will encourage proactive participation and shared accountability in achieving sustainability goals.
- External stakeholders, including clients and tenants, will be informed about Ventive Hospitality Limited's environmental commitments through sustainability reports and public disclosures.

## 8. Document Control and Review

- This policy is maintained under Ventive Hospitality Limited's Document Control Procedure, ensuring version control, accessibility, and retention in compliance with ISO 14001:2015.
- It will be reviewed annually or earlier if required by regulatory, operational, or performance changes.
- Updates will be validated by the Sustainability & ESG Team and approved by the Board or CEO.



**For Ventive Hospitality Limited**

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke.

**Director/ Authorised Signatory**

**Adopted on February 5, 2026**