

SERENDIB LAND PLC | POLICY ON ENVIRONMENTAL, SOCIAL AND GOVERNANCE SUSTAINABILITY

1. Purpose

This Policy outlines the Board of Directors' commitment to integrating Environmental, Social and Governance sustainability factors into Serendib Land PLC ('the Company') strategy, operations, and decision-making processes. The Board is committed to conducting its business in a socially responsible, sustainable, and ethical manner, ensuring that the operations and decisions are aligned with the principles of Environmental, Social and Governance sustainability.

2. Environmental Sustainability

As a company engaged in leasing commercial properties, the Board of Directors recognizes that the real estate sector plays a critical role in shaping environmental outcomes. Our goal is to minimize the environmental impact of our leased properties, contribute to the well-being of the communities in which we operate, and support the transition to a low-carbon economy.

The Company strives to:

- Establish the Company's commitment to environmental sustainability in the leasing of commercial properties;
- Set clear goals for reducing environmental impact through energy efficiency, waste management, and resource conservation;
- Provide a framework for integrating sustainable building practices and environmental stewardship into the lifecycle of commercial properties;
- Promote collaboration with tenants, suppliers, and contractors to foster a shared commitment to sustainability; and
- Comply with relevant environmental laws, regulations, and industry standards related to commercial real estate.

3. Social Sustainability

As a company engaged in leasing commercial properties, the Board of Directors recognizes the important role that the built environment plays in shaping communities, supporting social equity, and enhancing quality of life. Our commitment to social sustainability extends beyond the physical properties we manage to include the well-being of our tenants, employees, and the communities in which we operate. The Board is responsible for ensuring that social sustainability is embedded into the Company's overall strategy and operations.

The Company strives to:

- Ensure equal access to commercial space for businesses of all sizes, backgrounds, and industries;
- Prioritize the well-being and safety of tenants, i.e., ensuring that all properties meet or exceed applicable health and safety regulations, including emergency preparedness, fire safety, and sanitation standards. This includes providing a safe and secure environment for all tenants and their employees;
- Engage in responsible development;
- Partner with tenants to support community engagement projects, such as volunteering, sustainability efforts, and local economic initiatives;
- Ensure that goods and services purchased for the operation and maintenance of our properties are sourced responsibly, with a focus on fair labor practices and transparency; and
- Maintaining a zero-tolerance policy for discrimination, harassment, and unethical practices in the workplace and in interactions with tenants, partners, and suppliers.

4. Governance Sustainability

The Company is committed to maintaining the highest standards of governance sustainability in the leasing and management of commercial properties. The Board recognizes the importance of strong governance practices in ensuring transparency, accountability, and long-term business success. The Company's governance sustainability approach reflects our commitment to ethical business practices, effective risk management, and responsible leadership, ultimately ensuring that we create lasting value for all stakeholders, including shareholders, tenants, employees, communities, and partners.

The Company strives to:

- Uphold the Company's ethical standards, ensuring that all employees, officers, directors, and contractors act with integrity, honesty, and transparency in all business dealings;
- Ensure that the Board of Directors and senior management lead by example in maintaining the highest standards of ethical behavior and decision-making;
- Maintain clear policies and procedures for identifying and addressing potential conflicts of interest, ensuring that personal interests do not influence business decisions;
- Ensure transparent, accurate, and timely communication of important corporate decisions, financial results, and performance metrics to all stakeholders, including shareholders, tenants, employees, and the public;
- Ensure that the Board of Directors is composed of a majority of independent members who can offer unbiased perspectives on the Company's strategy, operations, and management;
- maintain strict compliance with all relevant local, national, and international regulations related to leasing, real estate management, and corporate governance
- Maintain a zero-tolerance policy for bribery, corruption, and unethical conduct. All transactions including leasing agreements will be conducted with integrity and transparency.

5. Amendments to the Policy

This policy shall be reviewed periodically to ensure alignment with corporate governance best practices and regulatory requirements and amendments may be made when necessary.