

**BUSINESS
RESPONSIBILITY &
SUSTAINABILITY REPORT**

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity: L45101HR2006PLC095409
2. Name of the Listed Entity: Equinox India Developments Limited (formerly Indiabulls Real Estate Limited) ("the Company"/ "EMBDL")
3. Year of incorporation: 2006
4. Registered office address: Office No 01-1001, WeWork Blue One Square, Udyog Vihar Phase 4 Rd, Gurugram – 122016, Haryana
5. Corporate address: WeWork Vaswani Chambers, 264/265, Dr. Annie Besant Road, Worli, Mumbai – 400030
6. E-mail: secretarial@ibrealestate.com
7. Telephone: (022) 61899600
8. Website: <https://www.equinoxindia.com/>
9. Financial year for which reporting is being done: 2023-24
10. Name of the Stock Exchange(s) where shares are listed: BSE Limited, National Stock Exchange of India Limited and Luxembourg Stock Exchange
11. Paid-up Capital: Rs. 1,08,33,50,662/- as on March 31, 2024. As on the date of this report the paid-up share capital of the Company is Rs. 1,27,29,41,874/-.
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR Report: Mr Chandra Shekher Joshi, Company Secretary and Compliance Officer, secretarial@ibrealestate.com, +91 124 4609559
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together): The disclosures under this report are made on a consolidated basis, i.e. for Equinox India Developments Limited (formerly Indiabulls Real Estate Limited) and its subsidiaries, including joint ventures and associates.
14. Name of Assurance Provider – N.A.
15. Type of Assurance Obtained – N.A.

II. Products/services

16. Details of business activities, at group level (accounting for 90% of the turnover):

| S. No. | Description of Main Activity | Description of Business Activity | % of Turnover of the entity |
|--------|------------------------------|--|-----------------------------|
| 1 | Real Estate* | Real Estate and Construction Activities* | More than 90% |

**The Company, Equinox India Developments Limited is engaged in the business of project management consultancy and advisory service only, however its subsidiaries are primarily engaged in the business of construction and development of real estate.*

17. Products/Services sold by the entity, at standalone level (accounting for 90% of the entity's Turnover):

| S. No. | Product/Service | NIC Code | % of total Turnover contributed |
|--------|--|----------|---------------------------------|
| 1 | Consultancy and Advisory services to companies engaged in business of construction and real estate development | 70200 | 100% |

III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated:

| Location | Number of plants | Number of offices | Total |
|---------------|------------------|-------------------|-------|
| National | N.A | 15 | 15 |
| International | N.A | NIL | NIL |

19. Markets served by the entity:

a. Number of locations

| Locations | Number |
|----------------------------------|--------|
| National (No. of States) | 8 |
| International (No. of Countries) | NIL |

b. What is the contribution of exports as a percentage of the total turnover of the entity? NIL

c. A brief on types of customers: Equinox India Developments Limited (formerly Indiabulls Real Estate Limited) is one of the prominent real estate companies in India, having a wide presence in residential, commercial, office space and SEZ, that cater to the businesses as well as individual customers.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

| S. No. | Particulars | Total (A) | Male | | Female | |
|------------------|--------------------------------|-----------|---------|-----------|---------|-----------|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| EMPLOYEES | | | | | | |
| 1. | Permanent (D) | 442 | 395 | 89.37 | 47 | 10.63 |
| 2. | Other than Permanent (E)* | 36 | 31 | 86.11 | 5 | 13.89 |
| 3. | Total employees (D + E) | 478 | 426 | 89.12 | 52 | 10.88 |
| WORKERS | | | | | | |
| 4. | Permanent (F) | NA | NA | NA | NA | NA |
| 5. | Other than Permanent (G) | NA | NA | NA | NA | NA |
| 6. | Total workers (F + G) | NA | NA | NA | NA | NA |

*Apart from receiving monthly remuneration, the employees other than permanent are not entitled to any other benefits such as health insurance, accidental insurance, maternity benefits, paternity benefits and other training & programmes etc.

b. Differently abled Employees and workers:

| S. No | Particulars | Total (A) | Male | | Female | |
|------------------------------------|--|-----------|---------|-----------|---------|-----------|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| DIFFERENTLY ABLED EMPLOYEES | | | | | | |
| 1. | Permanent (D) | NIL | NIL | NIL | NIL | NIL |
| 2. | Other than Permanent (E) | NIL | NIL | NIL | NIL | NIL |
| 3. | Total differently abled employees (D + E) | NIL | NIL | NIL | NIL | NIL |
| DIFFERENTLY ABLED WORKERS | | | | | | |
| 4. | Permanent (F) | NA | NA | NA | NA | NA |
| 5. | Other than permanent (G) | NA | NA | NA | NA | NA |
| 6. | Total differently abled workers (F + G) | NA | NA | NA | NA | NA |

21. Participation/Inclusion/Representation of women

| | Total (A) | No. and percentage of Females | |
|--------------------------|--------------|-------------------------------|-----------|
| | | No. (B) | % (B / A) |
| Board of Directors | 6 | 1 | 16.67 |
| Key Management Personnel | 2 | 0 | 0.00 |

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

| | FY 2023-24 (Turnover rate in current FY) | | | FY 2022-23 (Turnover rate in previous FY) | | | FY 2021-22 (Turnover rate in the year prior to the previous FY) | | |
|---------------------|---|--------|--------|--|--------|--------|--|--------|-------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 28.31% | 6.9% | 35.21% | 30.04% | 2.98% | 33.12% | 7.03% | 1.98% | 9.02% |
| Permanent Workers | NA | NA | NA | NA | NA | NA | NA | NA | NA |

Note: The turnover rate is calculated in each category as a percentage to the total number of employees on the payroll of the Company at group level.

V. Holding, Subsidiary and Associate Companies (including joint ventures) *

23. (a) Names of holding / subsidiary / associate companies / joint ventures

| S. No. | Name of the holding / subsidiary / associate companies / joint ventures (A) | Indicate whether holding/ Subsidiary/ Associate/ Joint Venture | % of shares held by listed entity | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No) |
|--------|---|--|-----------------------------------|---|
| 1 | Aedos Real Estate Company Limited | Subsidiary | 100.00% | The Company's policies on Code of Conduct, Corporate Governance and principles of BRSR are applicable and followed across the Company and its subsidiaries. |
| 2 | Airmid Properties Limited | Subsidiary | 100.00% | |
| 3 | Airmid Real Estate Limited | Subsidiary | 100.00% | |
| 4 | Albasta Developers Limited | Subsidiary | 100.00% | |
| 5 | Albasta Infrastructure Limited | Subsidiary | 100.00% | |
| 6 | Albasta Properties Limited | Subsidiary | 100.00% | |
| 7 | Albasta Real Estate Limited | Subsidiary | 100.00% | |
| 8 | Albina Real Estate Limited | Subsidiary | 100.00% | |
| 9 | Amadis Land Development Limited | Subsidiary | 100.00% | |
| 10 | Angles Constructions Limited | Subsidiary | 100.00% | |
| 11 | Apesh Constructions Limited | Subsidiary | 100.00% | |
| 12 | Apesh Properties Limited | Subsidiary | 100.00% | |
| 13 | Apesh Real Estate Limited | Subsidiary | 100.00% | |
| 14 | Ashkit Constructions Limited | Subsidiary | 100.00% | |
| 15 | Athena Builders and Developers Limited | Subsidiary | 100.00% | |
| 16 | Athena Buildwell Limited | Subsidiary | 100.00% | |
| 17 | Athena Infrastructure Limited | Subsidiary | 100.00% | |
| 18 | Athena Land Development Limited | Subsidiary | 100.00% | |
| 19 | Aurora Builders and Developers Limited | Subsidiary | 100.00% | |
| 20 | Bridget Builders and Developers Limited | Subsidiary | 100.00% | |
| 21 | Catherine Builders and Developers Limited | Subsidiary | 100.00% | |
| 22 | Ceres Constructions Limited | Subsidiary | 100.00% | |
| 23 | Ceres Estate Limited | Subsidiary | 100.00% | |
| 24 | Ceres Infrastructure Limited | Subsidiary | 100.00% | |
| 25 | Ceres Land Development Limited | Subsidiary | 100.00% | |

| S. No. | Name of the holding / subsidiary / associate companies / joint ventures (A) | Indicate whether holding/ Subsidiary/ Associate/ Joint Venture | % of shares held by listed entity | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No) |
|--------|---|--|-----------------------------------|--|
| 26 | Ceres Properties Limited | Subsidiary | 100.00% | |
| 27 | Citra Developers Limited | Subsidiary | 100.00% | |
| 28 | Citra Properties Limited | Subsidiary | 100.00% | |
| 29 | Fama Real Estate Limited (Formerly known as Cobitis Real Estate Limited) | Subsidiary | 100.00% | |
| 30 | Corus Real Estate Limited | Subsidiary | 100.00% | |
| 31 | Devona Developers Limited | Subsidiary | 100.00% | |
| 32 | Devona Infrastructure Limited | Subsidiary | 100.00% | |
| 33 | Devona Properties Limited | Subsidiary | 100.00% | |
| 34 | Diana Infrastructure Limited | Subsidiary | 100.00% | |
| 35 | Diana Land Development Limited | Subsidiary | 100.00% | |
| 36 | Edesia Constructions Limited | Subsidiary | 100.00% | |
| 37 | Edesia Developers Limited | Subsidiary | 100.00% | |
| 38 | Edesia Infrastructure Limited | Subsidiary | 100.00% | |
| 39 | Elena Constructions Limited | Subsidiary | 100.00% | |
| 40 | Elena Properties Limited | Subsidiary | 100.00% | |
| 41 | Fama Builders and Developers Limited | Subsidiary | 100.00% | |
| 42 | Fama Construction Limited | Subsidiary | 100.00% | |
| 43 | Fama Estate Limited | Subsidiary | 100.00% | |
| 44 | Fama Infrastructure Limited | Subsidiary | 100.00% | |
| 45 | Fama Land Development Limited | Subsidiary | 100.00% | |
| 46 | Fama Properties Limited | Subsidiary | 100.00% | |
| 47 | Fornax Constructions Limited | Subsidiary | 100.00% | |
| 48 | Fornax Real Estate Limited | Subsidiary | 100.00% | |
| 49 | Galium Builders And Developers Limited | Subsidiary | 100.00% | |
| 50 | Hermes Builders and Developers Limited | Subsidiary | 100.00% | |
| 51 | Hermes Properties Limited | Subsidiary | 100.00% | |
| 52 | IB Assets Limited | Subsidiary | 100.00% | |
| 53 | IB Holdings Limited | Subsidiary | 100.00% | |
| 54 | Equinox India Buildcon Limited (formerly Indiabulls Buildcon Limited) | Subsidiary | 100.00% | |
| 55 | Indiabulls Commercial Estate Limited | Subsidiary | 100.00% | |
| 56 | Indiabulls Commercial Properties Limited | Subsidiary | 100.00% | |
| 57 | Indiabulls Constructions Limited | Subsidiary | 100.00% | |
| 58 | Indiabulls Engineering Limited | Subsidiary | 100.00% | |
| 59 | Indiabulls Estate Limited | Subsidiary | 100.00% | |
| 60 | Indiabulls Housing and Land Development Limited | Subsidiary | 100.00% | |
| 61 | Indiabulls Housing Developers Limited | Subsidiary | 100.00% | |
| 62 | Indiabulls Industrial Infrastructure Limited | Subsidiary | 89.01% | |
| 63 | Indiabulls Infraestate Limited | Subsidiary | 100.00% | |
| 64 | Indiabulls Infrastructure Projects Limited | Subsidiary | 100.00% | |
| 65 | Indiabulls Land Holdings Limited | Subsidiary | 100.00% | |
| 66 | Indiabulls Lands Limited | Subsidiary | 100.00% | |
| 67 | Equinox India Multiplex Services Limited (formerly Indiabulls Multiplex Services Limited) | Subsidiary | 100.00% | |
| 68 | Indiabulls Projects Limited | Subsidiary | 100.00% | |
| 69 | Indiabulls Realty Company Limited | Subsidiary | 100.00% | |
| 70 | Ivonne Infrastructure Limited | Subsidiary | 100.00% | |
| 71 | Juventus Constructions Limited | Subsidiary | 100.00% | |

| S. No. | Name of the holding / subsidiary / associate companies / joint ventures (A) | Indicate whether holding/ Subsidiary/ Associate/ Joint Venture | % of shares held by listed entity | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No) |
|--------|---|--|-----------------------------------|--|
| 72 | Juventus Infrastructure Limited | Subsidiary | 100.00% | |
| 73 | Juventus Land Development Limited | Subsidiary | 100.00% | |
| 74 | Juventus Properties Limited | Subsidiary | 100.00% | |
| 75 | Kailash Buildwell Limited | Subsidiary | 100.00% | |
| 76 | Kaltha Developers Limited | Subsidiary | 100.00% | |
| 77 | Karakoram Buildwell Limited | Subsidiary | 100.00% | |
| 78 | Karakoram Properties Limited | Subsidiary | 100.00% | |
| 79 | Kenneth Builders and Developers Limited | Subsidiary | 100.00% | |
| 80 | Lavone Builders And Developers Limited | Subsidiary | 100.00% | |
| 81 | Lenus Constructions Limited | Subsidiary | 100.00% | |
| 82 | Lenus Infrastructure Limited | Subsidiary | 100.00% | |
| 83 | Lenus Properties Limited | Subsidiary | 100.00% | |
| 84 | Linnet Constructions Limited | Subsidiary | 100.00% | |
| 85 | Linnet Developers Limited | Subsidiary | 100.00% | |
| 86 | Linnet Infrastructure Limited | Subsidiary | 100.00% | |
| 87 | Linnet Properties Limited | Subsidiary | 100.00% | |
| 88 | Linnet Real Estate Limited | Subsidiary | 100.00% | |
| 89 | Lorena Builders Limited | Subsidiary | 100.00% | |
| 90 | Lorena Constructions Limited | Subsidiary | 100.00% | |
| 91 | Lorena Developers Limited | Subsidiary | 100.00% | |
| 92 | Lorena Infrastructure Limited | Subsidiary | 100.00% | |
| 93 | Lorena Real Estate Limited | Subsidiary | 100.00% | |
| 94 | Lorita Developers Limited | Subsidiary | 100.00% | |
| 95 | Lucina Builders and Developers Limited | Subsidiary | 100.00% | |
| 96 | Lucina Buildwell Limited | Subsidiary | 100.00% | |
| 97 | Lucina Estate Limited | Subsidiary | 100.00% | |
| 98 | Lucina Land Development Limited | Subsidiary | 100.00% | |
| 99 | Lucina Properties Limited | Subsidiary | 100.00% | |
| 100 | Mabon Constructions Limited | Subsidiary | 100.00% | |
| 101 | Mabon Infrastructure Limited | Subsidiary | 100.00% | |
| 102 | Majesta Builders Limited | Subsidiary | 100.00% | |
| 103 | Majesta Constructions Limited | Subsidiary | 100.00% | |
| 104 | Majesta Developers Limited | Subsidiary | 100.00% | |
| 105 | Majesta Infrastructure Limited | Subsidiary | 100.00% | |
| 106 | Majesta Properties Limited | Subsidiary | 100.00% | |
| 107 | Makala Infrastructure Limited | Subsidiary | 100.00% | |
| 108 | Manjola Infrastructure Limited | Subsidiary | 100.00% | |
| 109 | Mariana Constructions Limited | Subsidiary | 100.00% | |
| 110 | Mariana Properties Limited | Subsidiary | 100.00% | |
| 111 | Mariana Real Estate Limited | Subsidiary | 100.00% | |
| 112 | Nerissa Constructions Limited | Subsidiary | 100.00% | |
| 113 | Nerissa Developers Limited | Subsidiary | 100.00% | |
| 114 | Nerissa Infrastructure Limited | Subsidiary | 100.00% | |
| 115 | Nerissa Properties Limited | Subsidiary | 100.00% | |
| 116 | Nerissa Real Estate Limited | Subsidiary | 100.00% | |
| 117 | Nilgiri Buildwell Limited | Subsidiary | 100.00% | |
| 118 | Nilgiri Infraestate Limited | Subsidiary | 100.00% | |
| 119 | Nilgiri Infrastructure Development Limited | Subsidiary | 100.00% | |
| 120 | Nilgiri Infrastructure Limited | Subsidiary | 100.00% | |
| 121 | Nilgiri Infrastructure Projects Limited | Subsidiary | 100.00% | |
| 122 | Nilgiri Land Development Limited | Subsidiary | 100.00% | |

| S. No. | Name of the holding / subsidiary / associate companies / joint ventures (A) | Indicate whether holding/ Subsidiary/ Associate/ Joint Venture | % of shares held by listed entity | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No) |
|--------|---|--|-----------------------------------|--|
| 123 | Nilgiri Land Holdings Limited | Subsidiary | 100.00% | |
| 124 | Nilgiri Lands Limited | Subsidiary | 100.00% | |
| 125 | Noble Realtors Limited | Subsidiary | 100.00% | |
| 126 | Paidia Infrastructure Limited | Subsidiary | 100.00% | |
| 127 | Parmida Properties Limited | Subsidiary | 100.00% | |
| 128 | Platane Infrastructure Limited | Subsidiary | 100.00% | |
| 129 | Selene Buildwell Limited | Subsidiary | 100.00% | |
| 130 | Selene Constructions Limited | Subsidiary | 100.00% | |
| 131 | Selene Infrastructure Limited | Subsidiary | 100.00% | |
| 132 | Selene Land Development Limited | Subsidiary | 100.00% | |
| 133 | Selene Properties Limited | Subsidiary | 100.00% | |
| 134 | Sentia Constructions Limited | Subsidiary | 100.00% | |
| 135 | Sentia Developers Limited | Subsidiary | 100.00% | |
| 136 | Sentia Infrastructure Limited | Subsidiary | 100.00% | |
| 137 | Sentia Real Estate Limited | Subsidiary | 100.00% | |
| 138 | Sepset Developers Limited | Subsidiary | 100.00% | |
| 139 | Sepset Real Estate Limited | Subsidiary | 100.00% | |
| 140 | Serida Infrastructure Limited | Subsidiary | 100.00% | |
| 141 | Serida Properties Limited | Subsidiary | 100.00% | |
| 142 | Serpentes Constructions Limited | Subsidiary | 100.00% | |
| 143 | Shivalik Properties Limited | Subsidiary | 100.00% | |
| 144 | Sophia Constructions Limited | Subsidiary | 100.00% | |
| 145 | Sophia Real Estate Limited | Subsidiary | 100.00% | |
| 146 | Sylvanus Properties Limited | Subsidiary | 100.00% | |
| 147 | Tapir Constructions Limited | Subsidiary | 100.00% | |
| 148 | Tefia Land Development Limited | Subsidiary | 100.00% | |
| 149 | Triton Buildwell Limited | Subsidiary | 100.00% | |
| 150 | Triton Infrastructure Limited | Subsidiary | 100.00% | |
| 151 | Triton Properties Limited | Subsidiary | 100.00% | |
| 152 | Varali Constructions Limited | Subsidiary | 100.00% | |
| 153 | Varali Developers Limited | Subsidiary | 100.00% | |
| 154 | Varali Infrastructure Limited | Subsidiary | 100.00% | |
| 155 | Varali Properties Limited | Subsidiary | 100.00% | |
| 156 | Varali Real Estate Limited | Subsidiary | 100.00% | |
| 157 | Vindhyachal Buildwell Limited | Subsidiary | 100.00% | |
| 158 | Vindhyachal Developers Limited | Subsidiary | 100.00% | |
| 159 | Vindhyachal Infrastructure Limited | Subsidiary | 100.00% | |
| 160 | Vindhyachal Land Development Limited | Subsidiary | 100.00% | |
| 161 | Vonnie Real Estate Limited | Subsidiary | 100.00% | |
| 162 | Zeus Builders And Developers Limited | Subsidiary | 100.00% | |
| 163 | Zeus Buildwell Limited | Subsidiary | 100.00% | |
| 164 | Zeus Estate Limited | Subsidiary | 100.00% | |
| 165 | Zeus Properties Limited | Subsidiary | 100.00% | |
| 166 | Ariston Investments Limited | Subsidiary | 100.00% | |
| 167 | Brenformexa Limited | Subsidiary | 100.00% | |
| 168 | Dev Property Development Limited | Subsidiary | 100.00% | |
| 169 | Mariana Infrastructure Limited | Subsidiary | 100.00% | |
| 170 | M Holdco 1 Limited | Subsidiary | 100.00% | |
| 171 | M Holdco 2 Limited | Subsidiary | 100.00% | |
| 172 | M Holdco 3 Limited | Subsidiary | 100.00% | |
| 173 | Navilith Holdings Limited | Subsidiary | 100.00% | |

* Note: Refer statement containing salient features of the financial statements of subsidiaries, associate companies and joint ventures as at March 31, 2024 forming part of the Annual Report.

VII. CSR Details

24 (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **(Yes/No)**

(ii) Turnover (in Rs.): 41,96,50,000/-

(iii) Net worth (in Rs.): 32,92,18,99,156/-

Note: Turnover and Net Worth have been mentioned on Standalone basis of Equinox India Developments Limited (formerly Indiabulls Real Estate Limited)

In terms of the applicable provisions of Section 135 of the Companies Act 2013, read with relevant Rules framed thereunder, since the Company had average net losses during immediately preceding three financial years, the Company was not required to contribute any amount towards CSR activities during the financial year 2023-24. However, during the FY 2023-24, the Company's eight subsidiaries have contributed an aggregate amount of ₹35.47 million towards CSR activities in the field of Health care, promotion of Education etc.

VIII. Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) | FY 2023-24 Current Financial Year | | | FY 2022-23 Previous Financial Year | | |
|---|---|--|--|--|---|--|--|
| | | (If Yes, then provide web-link for grievance redress policy) | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks | Number of complaints filed during the year | Number of complaints pending resolution at close of the year |
| Communities | NIL | NIL | NIL | NIL | NIL | NIL | NIL |
| Investors (other than shareholders) | NIL | NIL | NIL | NIL | NIL | NIL | NIL |
| Shareholders | Yes | 8 | 0 | N.A. | 8 | 0 | N.A. |
| Employees and workers | NIL | NIL | NIL | NIL | NIL | NIL | NIL |
| Customers | NIL | 186 (out of which 61 were filed during FY 23-24)* | 135 | NIL | 126 (out of which 50 were filed during FY 22-23)* | 125 | NIL |
| Value Chain Partners | NIL | NIL | NIL | NIL | NIL | NIL | NIL |
| Other (please specify) | NIL | NIL | NIL | NIL | NIL | NIL | NIL |

* opening balance for FY 2022-23 and FY 2023-24 was 76 and 125 respectively.

26. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

| S. No. | Material Issue Identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|------------------------------------|--|--|--|--|
| 1 | Regulatory Compliance | Risk | Refer Pt. 1 as mentioned below | Refer Pt. 1 as mentioned below | Negative |
| 2 | Physical Impacts of Climate Change | Risk | Refer Pt. 2 as mentioned below | Refer Pt. 2 as mentioned below | Negative |
| 3 | Health and Safety | Risk | Refer Pt. 3 as mentioned below | Refer Pt. 3 as mentioned below | Negative |

| SEGMENT | RISK | MITIGATION |
|---------------------------------------|--|---|
| 1. Regulatory Compliance | Failure to comply with rapidly changing regulatory requirements can result in adverse impact for the Company and erode stakeholders' trust. Evolving environmental and social regulations present a risk of potential non-compliance which, if not met, can result in fines, penalties and adverse impact on brand reputation. | Equinox India Developments Limited (EMBDL) is committed to promote a culture of compliance within the organization supported by a zero-tolerance policy and has a robust set of environmental, social and governance related policies in place. At EMBDL, compliance related risks are reviewed at regular intervals and procedures and practices constantly evolve to fulfil compliance requirements based on extant rulings and changing market conditions. |
| 2. Physical Impacts of Climate Change | Increased severity of extreme weather events including natural disasters, rising mean temperatures and sea levels pose a risk of damage to real estate portfolio. It can result in adverse impacts in future in the form of costs to repair and replace damaged assets in case of any natural disasters and subsequent property downtime. | As part of its mitigation strategy, Equinox India Developments Limited maps physical risks for its current portfolio and future development projects, followed by incorporation of physical adaptation and mitigation measures for assets that are identified at risk. All our buildings are designed for a seismic zone higher than the zone of the area they are built in, to ensure greater resilience in an earthquake. Additionally, rainwater harvesting wells have been built for water conservation and to prevent flooding at site. |
| 3. Health and Safety | Equinox India Developments Limited, majorly at Group Level, is engaged in construction of buildings and management of a significant portfolio of real estate assets. Owing to the nature of the operations, health and safety is identified as a potential risk for business. As productivity can be adversely affected or significantly improved based on Occupational Health and Safety (OHS) performance, ensuring the safety of its employees, contractors and the local communities surrounding project sites is its top-most priority. | Health and safety are one of the key priorities for the Company. The Company has mandated to follow all the measures to strengthen health and safety systems and processes for preventing any safety incidents. |

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

| Disclosure Questions | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
|--|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Policy and management processes | | | | | | | | | |
| 1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No) | Y | Y | Y | Y | Y | Y | Y | Y | Y |
| b. Has the policy been approved by the Board? (Yes/No) | Y | Y | Y | Y | Y | Y | Y | Y | Y |
| c. Web Link of the Policies, if available | Refer Note 1 | Refer Note 1 | Refer Note 1 | Refer Note 1 | Refer Note 1 | Refer Note 1 | Refer Note 1 | Refer Note 1 | Refer Note 1 |
| 2. Whether the entity has translated the policy into procedures. (Yes / No) | Y | Y | Y | Y | Y | Y | Y | Y | Y |
| 3. Do the enlisted policies extend to your value chain partners? (Yes/No) | Y | Y | Y | Y | Y | Y | Y | Y | Y |
| 4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. | - | - | - | - | - | - | - | - | - |
| 5. Specific commitments, goals and targets set by the entity with defined timelines, if any. | Refer Note 2 | Refer Note 2 | Refer Note 2 | Refer Note 2 | Refer Note 2 | Refer Note 2 | Refer Note 2 | Refer Note 2 | Refer Note 2 |

| Disclosure Questions | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met. | Refer Note 2 | Refer Note 2 | Refer Note 2 | Refer Note 2 | Refer Note 2 | Refer Note 2 | Refer Note 2 | Refer Note 2 | Refer Note 2 |

Governance, leadership and oversight

| | |
|--|--|
| 7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (<i>listed entity has flexibility regarding the placement of this disclosure</i>) | |
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). | Mr. Sachin Shah Whole Time Director DIN: 00387166 |
| 9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details. | Board Committees responsible for decision making on sustainability related issues: Risk Management Committee Mr. Sachin Shah - DIN: 00387166 Mr. Shyamm Mariwala - DIN: 00350235 Mr. Praveen Kumar Tripathi - DIN: 02167497 Corporate Social Responsibility Mr. Sachin Shah - DIN: 00387166 Ms. Tarana Lalwani – DIN: 01940572 Mr. Shyamm Mariwala - DIN: 00350235 |

Note 1: Policies have been developed based on the best practices or as per the regulatory requirements and through appropriate consultation with relevant stakeholders, the policies of the Company are internal documents.

Note 2: Annexure to 5 and 6 - Progress on Targets

| Material Topic | Targets | FY 2024 Progress | Target Status |
|---------------------------|--|---|---------------|
| Environmental Stewardship | To minimize the power consumption and to reduce the carbon foot prints on environment | Company has shifted its work place from a permanent office to a Co working place (We work) and encouraged the employees to adopt work from home policy. | Achieved |
| Social Stewardship | To ensure zero harm each year, i.e. zero fatalities resulting from operations, each year, including operation and maintenance of portfolio and development of assets (construction). | Zero harm status maintained in FY 2023-24, i.e. there were no fatalities or lost time injuries resulting from operations, including both operation and maintenance of portfolio and development of assets (construction). | Achieved |
| Sustainable Business | Ensure compliance with all regulatory requirements. | Compliance with all regulatory requirements maintained in FY 2023-24. | Achieved |

10. Details of Review of NGRBCs by the Company:

| Subject for Review | Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee | | | | | | | | | Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify) | | | | | | | | |
|--|--|-----|-----|-----|-----|-----|-----|-----|-----|--|-----|-----|-----|-----|-----|-----|-----|-----|
| | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
| Performance against above policies and follow up action | Y | Y | Y | Y | Y | Y | Y | Y | Y | Half-yearly | | | | | | | | |
| Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances | Y | Y | Y | Y | Y | Y | Y | Y | Y | Half-yearly | | | | | | | | |

| | | | | | | | | | |
|---|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency. | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
| | N | N | N | N | N | N | N | N | N |

12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:

| Questions | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
|---|----------------|-----|-----|-----|-----|-----|-----|-----|-----|
| The entity does not consider the Principles material to its business (Yes/No) | Not Applicable | | | | | | | | |
| The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No) | | | | | | | | | |
| The entity does not have the financial or/human and technical resources available for the task (Yes/No) | | | | | | | | | |
| It is planned to be done in the next financial year (Yes/No) | | | | | | | | | |
| Any other reason (please specify) | | | | | | | | | |

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally, and ethically responsible.

PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

1. Percentage coverage by training and awareness programs on any of the Principles during the financial year:

| Segment | Total number of training and awareness programs held | Topics / Principles covered under the training and its impact | % age of persons in respective category covered by the awareness programs |
|-----------------------------------|--|---|---|
| Board of Directors | 2 | Regulatory Updates, Risk Management and Business Development | 100 % |
| Key Managerial Personnel | 2 | Code of Conduct. Prevention of Sexual Harassment at Workplace. SEBI (Prohibition of Insider Trading) Regulations, 2015 | 100 % |
| Employees other than BoD and KMPs | 4 | Code of Conduct. Prevention of Sexual Harassment at Workplace SEBI (Prohibition of Insider Trading) Regulations, 2015 Health, Safety, Security and Environment Drill Skills upgradation | 100 % |
| Workers | NA | NA | NA |

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity’s website):

| Monetary | | | | | |
|-----------------|-----------------|---|-----------------|-------------------|--|
| Category | NGRBC Principle | Name of the regulatory/ enforcement agencies/ judicial institutions | Amount (In INR) | Brief of the Case | Has an appeal been preferred? (Yes/No) |
| Penalty/ Fine | Nil | - | - | NA | NA |
| Settlement | Nil | - | - | NA | NA |
| Compounding fee | Nil | - | - | NA | NA |

| Non-Monetary | | | | |
|--------------|-----------------|---|-------------------|--|
| Category | NGRBC Principle | Name of the regulatory/ enforcement agencies/ judicial institutions | Brief of the Case | Has an appeal been preferred? (Yes/No) |
| Imprisonment | Nil | - | NA | NA |
| Punishment | Nil | - | NA | NA |

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

| Case Details | Name of the regulatory/ enforcement agencies/ judicial institutions |
|--------------|---|
| NA | NA |

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, Equinox India Developments Limited (Formerly Indiabulls Real Estate Limited) has an Anti-Corruption and Anti-Bribery Policy as part of its Code of Conduct Policy. The policy is applicable to all employees and Board of Directors of the Company, including its subsidiaries, associates, and Joint Venture partners. Policy is available at the website of the Company at <https://www.equinoxindia.com/policies/>

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption: NIL

| Category | FY 2023-24 | FY 2022-23 |
|-----------|------------|------------|
| Directors | NIL | NIL |
| KMPs | NIL | NIL |
| Employees | NIL | NIL |
| Workers | NA | NA |

6. Details of complaints with regard to conflict of interest: NIL

| | FY 2023-24 | | FY 2022-23 | |
|--|------------|---------|------------|---------|
| | Number | Remarks | Number | Remarks |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | NIL | - | NIL | - |
| Number of complaints received in relation to issues of Conflict of Interest of the KMP's | NIL | - | NIL | - |

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest. – Not Applicable.

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

| Category | FY 2023-24 | FY 2022-23 |
|-------------------------------------|------------|------------|
| Number of days of accounts payables | 287 | 240 |

9. Open-ness of business Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format

| Parameter | Metrics | FY 2023-24 | FY 2022-23 |
|----------------------------|--|--|--|
| Concentration of Purchases | a. Purchases from trading houses as % of total purchases | NA | NA |
| | b. Number of trading houses where purchases are made from | NA | NA |
| | Purchases from top 10 trading houses as % of total purchases from trading houses | NA | NA |
| Concentration of Sales | a. Sales to dealers / distributors as % of total sales | NA | NA |
| | b. Number of dealers / distributors to whom sales are made | | |
| | c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors | | |
| Share of RPTs in | a. Purchases (Purchases with related parties / Total Purchases) | Please refer financials of the Company for the Financial Year Ended March 31, 2024 | Please refer financials of the Company for the Financial Year Ended March 31, 2023 |
| | b. Sales (Sales to related parties / Total Sales) | | |
| | c. Loans & advances (Loans & advances given to related parties / Total loans & advances) | | |
| | d. Investments (Investments in related parties / Total Investments made) | | |

Leadership Indicators

1. Awareness programs conducted for value chain partners on any of the principles during the financial year:

| Total number of awareness programs held | Topics/ principles covered under the training | % age of value chain partners covered (by value of business done with such partners) under the awareness programs |
|---|---|---|
| 5 | <ul style="list-style-type: none"> • Health, Safety, Security and Environment; • Awareness on Standard Operating Procedures for safety; • Safety Management System Framework; • Fire Safety - Mock Drill; • Energy Management; | 76 % |

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.

Yes, Equinox India Developments Limited (EMBDL) has put in place stringent procedures to avoid/ manage any conflicts of interest involving members of the Board and other employees. EMBDL's Code of Conduct provides for prevention of any conflicts of interest. Directors are required to disclose any potential conflicts of interests to the Board of Directors or any Committee thereof and abstain from participating in the decision-making, voting or in influencing the decision on the areas resulting in potential conflict of interest.

Further, there are procedures for identification, approval and disclosure of all transactions between the Company and related parties. The Policy on Related Party Transaction prohibits any Director who may have a potential conflict of interest in any Related Party Transaction, to participate in discussions or vote on such transactions.

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe.
Essential Indicators

- Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

| | Current FY | Previous FY | Details of improvements in environmental and social impacts |
|-------|------------|-------------|---|
| R&D | * | * | 1. Waste Reduction at all stages of the process 2. Reduction in usage of paper in stationery |
| Capex | * | * | NA |

* Most of the expenditure incurred in R&D and Capital budget are the project costs and are ongoing. Hence, not separable and not provided separately.

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)
Yes, EMBDL's Code of Conduct and the ESG criteria verified at site ensures that sustainability is integrated into its supply chain.
 - If yes, what percentage of inputs were sourced sustainably?
Presently, EMBDL has not carried out any assessment of the percentage of inputs which were sourced sustainably.
- Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

EMBDL at group level is engaged in the business of real estate development. As the lifecycle of such developments is long-term (>50 years), EMBDL is not involved in reuse or recycling of the developed products. However, EMBDL has processes in place to ensure that waste generated within the projects during operation and maintenance of buildings is recycled, reused or treated as per the applicable regulatory requirements. All non-hazardous solid waste such as paper, plastic and metal scrap are recycled through authorised recyclers. Organic waste generated at sites is recycled to manure through OWC. E-waste and other hazardous waste are safely disposed through authorized vendors.

- Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

EPR is not applicable to EMBDL's activities, as the Company is engaged in the business of real estate development. However, EMBDL has processes in place to ensure that waste generated within its projects, during construction and operation and maintenance of buildings, is responsibly recycled, reused, or treated as per regulatory requirements.

Leadership Indicators

- Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

EMBDL has not yet conducted LCA for its products.

| NIC Code | Name of Product / Service | % of total Turnover contributed | Boundary for which the Life Cycle Perspective / Assessment was conducted | Whether conducted by independent external agency (Yes/No) | Results communicated in public domain (Yes/No) If yes, provide the web-link. |
|----------|---------------------------|---------------------------------|--|---|--|
| NA | NA | NA | NA | NA | NA |

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

| Name of Product / Service | Description of the risk / concern | Action Taken |
|---------------------------|-----------------------------------|--------------|
| NA | NA | NA |

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

| Indicate input material | Recycled or re-used input material to total material | |
|-------------------------|--|---------------------------------------|
| | FY 2023-24 Current Financial Year | FY 2022-23 Previous Financial Year |
| NA | NA | NA |

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

| | FY 2023-24 Current Financial Year | | | FY 2022-23 Previous Financial Year | | |
|--------------------------------|--------------------------------------|----------|-----------------|---------------------------------------|----------|-----------------|
| | Re-Used | Recycled | Safely Disposed | Re-Used | Recycled | Safely Disposed |
| Plastics (including packaging) | NA | NA | NA | NA | NA | NA |
| E-waste | NA | NA | NA | NA | NA | NA |
| Hazardous waste | NA | NA | NA | NA | NA | NA |
| Other waste | NA | NA | NA | NA | NA | NA |

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

| Indicate product Category | Reclaimed products and their packaging materials as % of total products sold in respective category |
|---------------------------|---|
| NA | NA |

The Group is engaged in the business of real estate advisory and consultancy services including development, construction, operation and maintenance of real estate properties. Hence, not applicable to its business.

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chain

Essential Indicators

- 1 a. Details of measures for the well-being of employees

| Category | Total | % of employees covered | | | | | | | | | |
|--------------------------------------|-------|------------------------|--------|--------------------|--------|-------------------|--------|-------------------|--------|---------------------|--------|
| | | Health Insurance | | Accident Insurance | | Maternity benefit | | Paternity Benefit | | Day care Facilities | |
| | | No (B) | %(B/A) | No (C) | %(C/A) | No (D) | %(D/A) | No (E) | %(E/A) | No (F) | %(F/A) |
| Permanent Employee | | | | | | | | | | | |
| Male | 395 | 395 | 100 | 395 | 100 | NA | NA | NA | NA | NA | NA |
| Female | 47 | 47 | 100 | 47 | 100 | 47 | 100 | NA | NA | NA | NA |
| Total | 442 | 442 | 100 | 442 | 100 | 47 | 100 | NA | NA | NA | NA |
| Other than Permanent Employee | | | | | | | | | | | |
| Male | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Female | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Total | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |

b. Details of measures for the well-being of workers:

| Category | Total | % of employees covered | | | | | | | | | |
|------------------------------------|-------|------------------------|--------|--------------------|--------|-------------------|--------|-------------------|--------|---------------------|--------|
| | | Health Insurance | | Accident Insurance | | Maternity benefit | | Paternity Benefit | | Day care Facilities | |
| | | No (B) | %(B/A) | No (C) | %(C/A) | No (D) | %(D/A) | No (E) | %(E/A) | No (F) | %(F/A) |
| Permanent Worker | | | | | | | | | | | |
| Male | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Female | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Total | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Other than Permanent Worker | | | | | | | | | | | |
| Male | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Female | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Total | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

| | FY 2023-24 Current Financial Year | FY 2022-23 Previous Financial Year |
|---|-----------------------------------|------------------------------------|
| Cost incurred on wellbeing measures as a % of total revenue of the company | 0.16% | 0.09% |

2. Details of retirement benefits, for Current FY and Previous Financial Year.

| Benefits | FY 2023-24 Current Financial Year | | | FY 2022-23 Current Financial Year | | |
|----------|--|--|--|--|--|--|
| | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) | No. of Employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) |
| PF | 99.33% | - | Y | 100 % | - | Y |
| Gratuity | 100 % | - | Y | 100 % | - | Y |
| ESI | 0.67% | - | Y | 0 | - | NA |

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

The premises/ offices of EMBDL are accessible to differently abled individuals, as per the requirements of the Rights of Persons with Disabilities Act, 2016. EMBDL has thoroughly implemented various measures to ensure accessibility, safety and convenience for persons with disabilities in all of its offices/ premises. Further, requisite steps are being undertaken in its existing offices/ premises to align with the requirements of the applicable regulatory provisions.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy. NA

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

| Gender | Permanent Employees | | Permanent Workers | |
|--------|---------------------|----------------|---------------------|----------------|
| | Return to work rate | Retention rate | Return to work rate | Retention rate |
| Male | NA | NA | NA | NA |
| Female | 100 % | 100 % | NA | NA |
| Total | 100 % | 100 % | NA | NA |

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief

| | Yes/No (If Yes, then give details of the mechanism in brief) |
|--------------------------------|---|
| Permanent Workers | NA |
| Other than Permanent Workers | NA |
| Permanent Employees | Yes, EMBDL has a Whistle Blower Policy, that provides a formal mechanism for all employees to report any concerns or grievances to the Whistle Blower Committee. The policy aims to ensure that employees are able to report instances of unethical/improper conduct, as well as any grievances for appropriate corrective actions. |
| Other than Permanent Employees | NA |

7. Membership of employees and worker in association(s) or Unions recognized by the listed entity: NIL

8. Details of training given to employees and workers

| Category | FY 2023-24 | | | | | FY 2022-23 | | | | |
|------------------|------------|-------------------------------|---------|----------------------|--------|------------|-------------------------------|---------|----------------------|--------|
| | Total | On Health and Safety measures | | On Skill upgradation | | Total | On Health and Safety measures | | On Skill upgradation | |
| | (A) | No. (B) | % (B/A) | No. (C) | %(C/A) | (A) | No. (B) | % (B/A) | No. (C) | %(C/A) |
| Employees | | | | | | | | | | |
| Male | 395 | 346 | 87.59 | 312 | 78.99 | 458 | 389 | 84.93 | 326 | 71.18 |
| Female | 47 | 40 | 87.23 | 38 | 80.85 | 52 | 40 | 76.92 | 35 | 67.30 |
| Total | 442 | 386 | 87.56 | 350 | 79.19 | 510 | 429 | 84.11 | 361 | 70.78 |
| Workers | | | | | | | | | | |
| Male | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Female | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Total | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |

9. Details of performance and career development reviews of employees and worker

| Category | FY 2024 | | | FY 2023 | | |
|------------------|-----------|--------|--------|-----------|-------|--------|
| | Total (A) | No (B) | %(B/A) | Total (C) | No. D | %(D/C) |
| Employees | | | | | | |
| Male | 395 | 378 | 95.70 | 458 | 345 | 75.32 |
| Female | 47 | 45 | 95.74 | 52 | 32 | 61.53 |
| Total | 442 | 423 | 95.70 | 510 | 377 | 73.92 |
| Workers | | | | | | |
| Male | NA | NA | NA | NA | NA | NA |
| Female | NA | NA | NA | NA | NA | NA |
| Total | NA | NA | NA | NA | NA | NA |

Note: Trainees and Interns are not included

10. Health and safety management system

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage of such a system?

Yes, EMBDL has implemented an occupational health and safety management system, covering entire operations. It covers the entire business and project sites.

- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

The risk evaluation phase assesses the likelihood of causes and severity of consequences from the release of identified hazards against the standard HSE and Security risk threshold parameters. As part of this process, a 5x5 Risk Matrix is deployed across EMBDL which enables mitigation of risks, including health, safety, environmental and security risks, based on a hierarchy of controls.

- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

Yes, EMBDL has a well-defined Standard Operating Procedure (SOP) for incident reporting, classification and investigation for any incidents related to health and safety. This process allows employees to report any work-related hazards and outlines the mechanism for recording and investigating an incident, recommending corrective and preventive actions and to communicate the lessons learned to prevent recurrence of similar incidents. For undertaking corrective and preventive actions, standard hierarchy of controls is followed to bring the hazard at 'As Low As Reasonably Practicable' (ALARP) level.

- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes, EMBDL provides access to non-occupational medical and healthcare services to employees.

11. Details of safety related incidents

| Safety Incident/Number | Category | FY 2024 | FY 2023 |
|---|-----------|---------|---------|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | NIL | NIL |
| | Workers | NA | NA |
| Total recordable work-related injuries | Employees | NIL | NIL |
| | Workers | NA | NA |
| No. of fatalities | Employees | NIL | NIL |
| | Workers | NA | NA |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | NIL | NIL |
| | Workers | NA | NA |

12. Describe the measures taken by the entity to ensure a safe and healthy work place

To ensure safety across entire operations, EMBDL has defined and implemented critical safety protocols for different operational procedures including:

- Permit to Work Safety Standard;
- Confined Space Entry Safety Standard;
- Lockout & Tagout Safety Standard;
- Electrical Safety Management Standard;
- Management of Change Standard;
- Hot Work Safety Standard;
- Work at Height & Façade Cradle Safety Standard;
- Safety Observations;
- Incident Investigation;
- Scaffolding Safety Standard
- Emergency Response Standard;
- Fitout Standard;
- Personal Protective Equipment Standard;
- Office Safety;
- Barricading Standard;

13. Number of complaints on the following made by employees and workers

| | FY 2024 (Current Financial Year) | | | FY 2023 (Previous Financial Year) | | |
|--------------------|-------------------------------------|---------------------------------------|---------|--------------------------------------|---------------------------------------|---------|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Working Conditions | NIL | NIL | NIL | NIL | NIL | NIL |
| Health & Safety | NIL | NIL | NIL | NIL | NIL | NIL |

14. Assessments for the year

| | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|-----------------------------|---|
| Health and safety practices | 100 % |
| Working Conditions | 100 % |

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

There were no major safety related incidents or concerns arising from health and safety assessments. However, there were a few near miss incidents and first aid cases which were investigated and closed with necessary Corrective and Preventive Actions (CAPA).

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (a) employees and (b) workers

(a) Employees (Y/N) - Employees are covered in Group Personal Accidental Death Insurance.

(b) Workers (Y/N) - NA

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

EMBDL has appointed an Internal Auditor and this compliance is covered in the purview of internal auditor to ensure deduction and deposition of statutory dues and the same is validated with the challans/ receipts submitted by the contractors.

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment.

| | Total No. of affected employees/ workers | | No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment | |
|------------------|--|-----------------------|---|-----------------------|
| | FY 2024 (Current FY) | FY 2023 (Previous FY) | FY 2024 (Current FY) | FY 2023 (Previous FY) |
| Employees | NIL | NIL | NIL | NIL |
| Workers | NIL | NIL | NIL | NIL |

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No) - No

5. Details on assessment of value chain partners:

| | % of value chain partners (by value of business done with such partners) that were assessed |
|-----------------------------|---|
| Health and safety practices | 100 % |
| Working Conditions | 100 % |

- Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

EMBDL has a robust internal audit process in line with the internal Health and Safety Management System Framework (MSF) and it covers all construction projects, operational buildings and other facilities in the business. All observations and non-conformances are properly recorded and notified for closeout

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

- Describe the processes for identifying key stakeholder groups of the entity.

At EMBDL, stakeholder engagement is an integral part of its operations. The Company’s objective is to create long-term sustainable value for all the stakeholders associated with its business, including investors, employees, customers, suppliers and business partners, Government and communities. To this end, it is vital for EMBDL to develop an understanding of the stakeholders’ needs, concerns and expectations. EMBDL strives to achieve this through effective collaboration and regular interaction with all its key stakeholder groups.

- List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

| Stakeholder Group | Whether identified as Vulnerable & Marginalized Newspaper, Group (Yes/No) | Channels of communication (E-mail, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other | Frequency of engagement (Annually/ Half yearly/ Quarterly/ others) | Purpose and scope of engagement including key Topics and Concerns raised during such engagement |
|----------------------------|---|---|--|---|
| Customers | No | <ul style="list-style-type: none"> E-mails Direct customer calls Advertisements | Ongoing | <ul style="list-style-type: none"> Product launch awareness; Customer service delivery; Seeking customer feedback; and Customer query and complaint resolution. |
| Investors and Shareholders | No | <ul style="list-style-type: none"> Annual General Meetings Regular interaction with investors/shareholders through Conferences and meetings Periodic disclosures including Quarterly presentations Press releases and newsletters Corporate Announcements uploaded on Stock Exchanges Websites and Company’s Website | Ongoing | <ul style="list-style-type: none"> Economic performance and growth; Shareholders awareness on business developments; Key risks related to the Company such as competition and market risk;and Dividend payments |
| Suppliers and Contractors | No | <ul style="list-style-type: none"> E-mails Phone calls Meetings | Ongoing | <ul style="list-style-type: none"> Timely delivery of material and work completion; Enhancing the deployment of resources and manpower; Timely payment issues(if any); Issuing of contract amendments (if any); EHS Performance of the contractors; and Ensuring regulatory compliance. |

| Stakeholder Group | Whether identified as Vulnerable & Marginalized Newspaper, Group (Yes/No) | Channels of communication (E-mail, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other | Frequency of engagement (Annually/ Half yearly/ Quarterly/ others) | Purpose and scope of engagement including key Topics and Concerns raised during such engagement |
|-------------------|---|---|--|---|
| Regulatory Bodies | No | <ul style="list-style-type: none"> Electronic and physical correspondence with regulatory bodies Face to face meetings Through industry chambers Annual Report | Ongoing | <ul style="list-style-type: none"> Regulatory compliance; CSR activities and compliance of spending; and Deliberations and inputs on regulations and policies that have bearing on Company's operations and businesses. |
| Employees | No | <ul style="list-style-type: none"> Employee newsletters Intranet portal E-mail and other written communication Performance review meetings Various functional committee meetings Cultural events Offsites Skip Meetings | Ongoing | <ul style="list-style-type: none"> Keep employees updated on organizational goals, vision, mission and objectives and also align with the business plans; Learning and development; Career advancement opportunities; Health and safety; Transparent communication and grievance redressal; Performance evaluation; and Rewards and Recognition. |

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

EMBDL, periodically undertakes consultation with key internal and external stakeholders as part of the materiality assessment exercise. This is aimed at identifying and re-evaluating material economic, environmental, and social topics relevant for its business. The process has been delegated by the Board to the management.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, EMBDL periodically undertakes consultation with key stakeholder groups as part of the materiality assessment exercise. As part of this exercise, consultation is carried out with key stakeholders to seek their feedback for identifying and prioritizing material ESG issues and incorporate their concerns and expectations in the materiality assessment. Therefore, feedback received through stakeholder consultation is analysed to prioritise the ESG issues significant for business

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

EMBDL engages with vulnerable and marginalized communities and periodically undertakes need assessment to identify the needs of communities around its area of operations to design CSR and community development programmes. Further, it regularly engages with marginalised communities as part of its CSR programmes to understand their concerns and assess the impact of its interventions, to further strengthen the programmes, especially in the field of education and medical.

PRINCIPLE 5 Businesses should respect and promote human rights Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

| Category | FY 2024 Current Financial Year | | | FY 2023 Previous Financial Year | | |
|------------------------|-----------------------------------|--|--------------|------------------------------------|--|--------------|
| | Total (A) | No. of employees / workers covered (B) | % (B / A) | Total (C) | No. of employees / workers covered (D) | % (D / C) |
| Employees | | | | | | |
| Permanent | 442 | 442 | 100 % | 510 | 510 | 100 % |
| Other than permanent | NA | NA | NA | NA | NA | NA |
| Total Employees | 442 | 442 | 100 % | 510 | 510 | 100 % |
| Workers | | | | | | |
| Permanent | NA | NA | NA | NA | NA | NA |
| Other than permanent | NA | NA | NA | NA | NA | NA |
| Total Workers | NA | NA | NA | NA | NA | NA |

Note: All the employees were provided with training on Code of Conduct of the Company and Prevention of Sexual Harassment (POSH), which covers Human Rights related aspects.

2. Details of minimum wages paid to employees and workers, in the following format:

| Category | FY 2024 Current Financial Year | | | | | FY 2023 Previous Financial Year | | | | |
|-----------------------------|-----------------------------------|-----------------------|-----------|------------------------|-----------|------------------------------------|-----------------------|-----------|------------------------|-----------|
| | Total (A) | Equal to Minimum Wage | | More than Minimum Wage | | Total (D) | Equal to Minimum Wage | | More than Minimum Wage | |
| | | No. (B) | % (B / A) | No. (C) | % (C / A) | | No. (E) | % (E / D) | No. (F) | % (F / D) |
| Employees | | | | | | | | | | |
| Permanent | 442 | 0 | 0 | 442 | 100 % | 510 | 0 | 0 | 510 | 100 % |
| Male | 395 | 0 | 0 | 395 | 100 % | 458 | 0 | 0 | 458 | 100 % |
| Female | 47 | 0 | 0 | 47 | 100 % | 52 | 0 | 0 | 52 | 100 % |
| Other Than Permanent | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Male | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Female | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Workers | | | | | | | | | | |
| Permanent | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Male | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Female | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Other Than Permanent | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Male | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Female | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |

3. Details of remuneration/salary/wages, in the following format

| | Male | | Female | |
|----------------------------------|--------|---|--------|---|
| | Number | Median remuneration/ salary/ wages of respective category | Number | Median remuneration/ salary/ wages of respective category |
| Board of Directors (BoD) | 5* | 3,90,00,000 | 1* | NA |
| Key Managerial Personnel | 2 | 43,99,650 | 0 | NA |
| Employees other than BoD and KMP | 394 | 7,94,534 | 48 | 5,79,137 |
| Workers | NA | NA | NA | NA |

* As on March 31, 2024, there are 6 Directors on the Board of Directors of the Company out of which 5 are Non-Executive & Independent Directors including 1 Woman Director who were not paid any remuneration/ salary/ wage apart from Sitting Fees for attending the Board Meetings. Therefore, the median remuneration under the category of Board of Directors has been calculated considering the remuneration of the Executive Director of the Company only.

Gross wages paid to females as % of total wages paid by the entity, in the following format:

| | FY 2023-24 | FY 2022-23 |
|---|------------|------------|
| Gross wages paid to females as % of total wages | 9.4% | 7.4% |

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? **(Yes/No): Yes**

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

EMBDL has a formal mechanism that allows for reporting and remediation of all human rights related issues through its Whistle Blower Policy. This allows all stakeholders including employees, suppliers, customers and vendors to report any human right-related concerns. Through this mechanism, the Group provides the necessary safeguards to all complainants for making disclosures in good faith.

In addition, an Internal Complaints Committee (ICC) is also in place, that is responsible for addressing any incidents and complaints related to sexual harassment. All such incidents can be reported to the ICC as per the process defined in Policy on Prevention of Sexual Harassment.

6. Number of Complaints on the following made by employees and workers:

| | FY 2024 Current Financial Year | | | FY 2023 Previous Financial Year | | |
|-----------------------------------|-----------------------------------|---------------------------------------|---------|------------------------------------|---------------------------------------|---------|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Sexual Harassment | NIL | NIL | NIL | NIL | NIL | NIL |
| Discrimination at workplace | NIL | NIL | NIL | NIL | NIL | NIL |
| Child Labour | NIL | NIL | NIL | NIL | NIL | NIL |
| Forced Labour/ Involuntary Labour | NIL | NIL | NIL | NIL | NIL | NIL |
| Wages | NIL | NIL | NIL | NIL | NIL | NIL |
| Other human Rights related issues | NIL | NIL | NIL | NIL | NIL | NIL |

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

EMBDL's Whistle Blower Policy allows employees, contractors and vendors to report any human rights related concerns or complaints without fear of retaliation. The identity of the complainant is kept confidential at all times, except during the course of any legal proceedings, where a disclosure/ statement is required complainant to meet the specific requirement of Statutory Bodies. The policy provides necessary safeguards to all complainants for making disclosures in good faith, through specific guidelines to ensure the protection of the complainant.

8. Do human rights requirements form part of your business agreements and contracts? (Yes/No): **Yes**

9. Assessment for the year:

| | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|----------------------------------|--|
| Child Labour | 100 % |
| Forced Labour/Involuntary Labour | 100 % |
| Sexual Harassment | 100 % |
| Discrimination at Workplace | 100 % |
| Wages | 100 % |

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above

No significant risks or concerns were identified from assessments on human rights related issues.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format*:

| Parameter | Values in Gigajoules [GJ] | |
|--|---|--|
| | FY 2024 (Current Financial Year) | FY 2023 (Previous Financial Year) |
| Total electricity consumption (A) | 8550.14 | 8559.84 |
| Total fuel consumption (B) | 4580.72 | 7030.25 |
| Energy consumption through other sources (C) | - | - |
| Total energy consumption (A+B+C) | 13130.86 | 15590.09 |
| Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) | - | - |
| Energy intensity (optional) – the relevant metric may be selected by the entity | - | - |

* The aforesaid figures are on approximation basis. However, we are in process of re-evaluating our existing sustainability standards and setting the goals and targets in line with the NGRBC/ GRI framework.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency. **No**

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any. – **Not Applicable**

3. Provide details of the following disclosures related to water, in the following format*:

| Parameter | FY 2024 (Current Financial Year) | FY 2023 (Previous Financial Year) |
|---|-------------------------------------|--------------------------------------|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | NA | NA |
| (ii) Groundwater | 27450 | 32777 |
| (iii) Third party water | NA | NA |
| (iv) Seawater / desalinated water | NA | NA |
| (v) Others | 91221 | 104371 |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) | 118671 | 137148 |
| Total volume of water consumption (in kilolitres) | 118671 | 137148 |
| Water intensity per rupee of turnover (Water consumed / turnover) | NA | NA |
| Water intensity (optional) – the relevant metric may be selected by the entity | NA | NA |

* The aforesaid figures are on approximation basis. However, we are in process of re-evaluating our existing sustainability standards and setting the goals and targets in line with the NGRBC/ GRI framework.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency. **No**

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Yes, EMBDL is implementing STP based on Moving Bed Biofilm Reactor (MBBR) and Ultra Filtration (UF) technology in its new development projects, that will make treated wastewater reusable for flushing, top-up of cooling towers and gardening purpose.

5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

| Parameter | Please specify unit | FY 2024 (Current Financial Year) | FY 2023 (Previous Financial Year) |
|-------------------------------------|---------------------|-------------------------------------|--------------------------------------|
| NOx | NA | NA | NA |
| Sox | NA | NA | NA |
| Particulate matter (PM) | NA | NA | NA |
| Persistent organic pollutants (POP) | NA | NA | NA |
| Volatile organic compounds (VOC) | NA | NA | NA |
| Hazardous air pollutants (HAP) | NA | NA | NA |
| Others – please Specify | NA | NA | NA |

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency. **No**

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

| Parameter | Unit | FY 2024 (Current Financial Year) | FY 2023 (Previous Financial Year) |
|--|---|-------------------------------------|--------------------------------------|
| Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | NA | NA |
| Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | NA | NA |
| Total Scope 1 and Scope 2 emissions per rupee of Turnover | NA | NA | NA |
| Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity | NA | NA | NA |

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency. **No**

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

EMBDL is undertaking various measures to reduce GHG emissions across the operations and real estate portfolio, our buildings are designed to promote energy conservation, use of energy efficient equipment and renewable energy.

8. Provide details related to waste management by the entity, in the following format*:

| Parameter | FY 2024 (Current Financial Year) | FY 2023 (Previous Financial Year) |
|--|-------------------------------------|--------------------------------------|
| Total Waste generated (in metric tonnes) | | |
| Plastic waste (A) | NA | NA |
| E-waste (B) | NA | NA |
| Bio-medical waste (C) | NA | NA |
| Construction and demolition waste (D) | NA | NA |
| Battery waste (E) | NA | NA |
| Radioactive waste (F) | NA | NA |
| Other Hazardous waste. Please specify, if any. (G) | NA | NA |
| Other Non-hazardous waste generated (H) . Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) | NA | NA |
| Total (A+B + C + D + E + F + G + H) | NA | NA |
| For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes) | | |
| Category of waste | | |
| (i) Recycled | NA | NA |
| (ii) Re-used | NA | NA |
| (iii) Other recovery operations | NA | NA |
| Total | NA | NA |
| For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes) | | |
| Category of waste | | |
| (i) Incineration | NA | NA |
| (ii) Landfilling | NA | NA |
| (iii) Other disposal operations | NA | NA |
| Total | NA | NA |

*The Group is engaged in the business of real estate advisory and consultancy services including development, construction, operation and maintenance of real estate properties and does not operate any factory and significantly use such materials.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency. **No**

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

EMBDL is committed to waste minimization and promoting efficient use of resources throughout the lifecycle of construction and portfolio management. It undertakes several measures to reduce, reuse or recycle waste generated from business activities. The Contractors engaged in construction are encouraged to recover, reuse and recycle building materials, the Company educates its employees.

EMBDL has established dedicated waste collection areas and waste separation facilities at its managed sites. Solid waste undergoes segregation in specific assigned areas, where it is directed for reuse, recycling, or energy recovery, depending on the type of waste. Three types of waste are segregated and monitored at the sites.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

| S. No. | Location of operations / offices | Type of operations | Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any. |
|--------|----------------------------------|--------------------|--|
| NA | NA | NA | NA |

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year*:

| Name and brief details of project | EIA Notification No. | Date | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|-----------------------------------|----------------------|------|---|--|-------------------|
| NA | NA | NA | NA | NA | NA |

* We are in the process of re-evaluating our existing sustainability standards and setting the goals and targets in line with the NGRBC/ GRI framework.

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes, EMBDL is compliant with all applicable environmental laws, regulations and guidelines in India.

| S. No. | Specify the law / regulation / guidelines which was not complied with | Provide details of the non-compliance | Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts | Corrective action taken, if any |
|--------|---|---------------------------------------|---|---------------------------------|
| NA | NA | NA | NA | NA |

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format*:

| Parameter | FY 2024 (Current Financial Year) | FY 2023 (Previous Financial Year) |
|---|-------------------------------------|--------------------------------------|
| From renewable sources | | |
| Total electricity consumption (A) | - | - |
| Total fuel consumption (B) | - | - |
| Energy consumption through other sources (C) | - | - |
| Total energy consumed from renewable sources (A+B+C) | - | - |
| From non-renewable sources | | |
| Total electricity consumption (D) | - | - |
| Total fuel consumption (E) | - | - |
| Energy consumption through other sources (F) | - | - |
| Total energy consumed from non-renewable sources (D+E+F) | - | - |

* We are in process of evaluating our existing sustainability standards and setting the goals and targets in line with the NGRBC/ GRI framework.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency. **No**

2. Provide the following details related to water discharged*:

| Parameter | FY 2024 (Current Financial Year) | FY 2023 (Previous Financial Year) |
|--|-------------------------------------|--------------------------------------|
| Water discharge by destination and level of treatment (in kilolitres) | | |
| (i) To Surface water | - | - |
| - No treatment | - | - |
| - With treatment – please specify level of Treatment | - | - |
| (ii) To Groundwater | - | - |
| - No treatment | - | - |
| - With treatment – please specify level of Treatment | - | - |
| (iii) To Seawater | - | - |
| - No treatment | - | - |
| - With treatment – please specify level of Treatment | - | - |
| (iv) Sent to third-parties | - | - |
| - No treatment | - | - |
| - With treatment – please specify level of Treatment | - | - |
| (v) Others | - | - |
| - No treatment | - | - |
| - With treatment – please specify level of Treatment | - | - |
| Total water discharged (in kilolitres) | - | - |

* We are in the process of re-evaluating our existing sustainability standards and setting the goals and targets in line with the NGRBC/ GRI framework.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency. **No**

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres)*:

For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption, and discharge in the following format:

| Parameter | FY 2024 (Current Financial Year) | FY 2023 (Previous Financial Year) |
|---|-------------------------------------|--------------------------------------|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | 26283 | 25064 |
| (ii) Groundwater | 68950 | 55221 |
| (iii) Third party water | NA | NA |
| (iv) Seawater / desalinated water | NA | NA |
| (v) Others | NA | NA |
| Total volume of water withdrawal (in kilolitres) | NA | NA |
| Total volume of water consumption (in kilolitres) | 95233 | 80285 |
| Water intensity per rupee of turnover (Water consumed / turnover) | NA | NA |
| Water intensity (optional) – the relevant metric may be selected by the entity | NA | NA |
| Water discharge by destination and level of treatment (in kilolitres) | | |
| (i) Into Surface water | NA | NA |
| - No treatment | NA | NA |
| - With treatment – please specify level of treatment | NA | NA |
| (ii) Into Groundwater | NA | NA |
| - No treatment | NA | NA |
| - With treatment – please specify level of treatment | NA | NA |
| (iii) Into Seawater | NA | NA |
| - No treatment | NA | NA |
| - With treatment – please specify level of treatment | NA | NA |
| (iv) Sent to third-parties | NA | NA |
| - No treatment | NA | NA |
| - With treatment – please specify level of treatment | NA | NA |
| (v) Others | NA | NA |
| - No treatment | NA | NA |
| - With treatment – please specify level of treatment | NA | NA |
| Total water discharged (in kilolitres) | NA | NA |

* We are in the process of re-evaluating our existing sustainability standards and setting the goals and targets in line with the NGRBC/ GRI framework.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency. **No**

4. Please provide details of total Scope 3 emissions & its intensity, in the following format*:

| Parameter | Unit | FY 2024 (Current FY) | FY 2023 (Previous FY) |
|--|---|-------------------------|--------------------------|
| Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | NA | NA |
| Total Scope 3 emissions per rupee of turnover | | NA | NA |
| Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity | | NA | NA |

* We are in the process of re-evaluating our existing sustainability standards and setting the goals and targets in line with the NGRBC/ GRI framework.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency. **No**

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities. **NA**
6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

| Sr. No | Initiative Undertaken | Details of the initiative (Web-link, if any, may be provided along-with summary) | Outcome of the initiative |
|--------|-----------------------|--|---------------------------|
| 1 | NA | NA | NA |
| 2 | NA | NA | NA |
| 3 | NA | NA | NA |

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Yes, EMBDL has a business continuity plan in place including Emergency Response and Preparedness Plan (ERPP), to address any emergency situations in its operations, including both construction activities as well as operation and maintenance of its portfolio.

Following are important features of the ERPP which help ensure safety and business continuity:

- Periodic emergency preparedness training and awareness generation is carried out for all employees.
 - Robust fire safety management systems in all buildings (including early warning fire detection, automatic sprinkler system, fire suppression systems etc.);
 - At all construction sites, common assembly points and maps at various places have been set up, so that in case of any emergency all the engaged workers can gather immediately at the assembly point; and
 - Safety teams are available at all construction sites for monitoring and assuring that there are no lapses in any of the safety measures.
8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

During FY 2023-24, there have been no significant adverse impacts to the environment arising from any of the EMBDL's projects.

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. 100 %

PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

Essential Indicators

1a. Number of affiliations with trade and industry chambers/ associations.

EMBDL has affiliations with many trade and industry chambers/ associations, including national and state level associations. It constantly engages with these trade bodies to advocate sector specific policy reforms and improved transparency and governance.

1b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

| S. No. | Name of the trade and industry chambers/ associations | Reach of trade and industry chambers/ associations (State/National) |
|--------|---|---|
| 1 | NA | NA |
| 2 | NA | NA |
| 3 | NA | NA |
| 4 | NA | NA |

2. Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.

| Name of authority | Brief of the case | Corrective action taken |
|-------------------|-------------------|-------------------------|
| NA | NA | NA |

3. Details of public policy positions advocated by the entity:

| S. No. | Public advocated | Method resorted for such advocacy | Whether information available in public domain? (Y/ N) | Frequency of review by Board (Annually/ Half yearly/ Quarterly/ Others) | Web Link, if available |
|--------|------------------|-----------------------------------|--|---|------------------------|
| NA | NA | NA | NA | NA | NA |
| NA | NA | NA | NA | NA | NA |
| NA | NA | NA | NA | NA | NA |

PRINCIPLE 8 - Businesses should promote inclusive growth and equitable development.

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year

| Name and brief details of project | SIA Notification No. | Date of notification | Whether conducted by independent external agency (Y/ N) | Results communicated in public domain (Y/ N) | Relevant Web Link |
|-----------------------------------|----------------------|----------------------|---|--|-------------------|
| NA | NA | NA | NA | NA | NA |

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

| S. No. | Name of the project for which R &R is ongoing | State | District | No of project Affected Families (PAFs) | % of PAFs covered by R & R | Amount paid to in the FY (INR) |
|--------|---|-------|----------|--|----------------------------|--------------------------------|
| NA | NA | NA | NA | NA | NA | NA |

3. Describe the mechanisms to receive and redress grievances of the community.

EMBDL is closely connected with community members through its CSR programs. The respective program team of the implementation agency engages with the community stakeholders through community meetings and feedback sessions to receive and redress the concerns of the communities.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

| | FY - 2024 Current Financial Year | FY - 2023 Previous Financial Year |
|--|-------------------------------------|--------------------------------------|
| Directly sourced from MSMEs/ small producers* | NA | NA |
| Sourced directly from within the district and neighboring districts# | NA | NA |

* We always thrive to procure raw materials from MSME/ small vendors to the extent possible.

The operations of the Group are based PAN India, hence, these expenditures are not separable and not provided separately. However, we are in process of re-evaluating our existing sustainability standards and setting the goals and targets in line with the NGRBC/ GRI framework.

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

| Details of negative social impact identified | Corrective action taken |
|--|-------------------------|
| NA | NA |

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

| S. No. | State | Aspirational District | Amount spent (In INR) |
|--------|-------|-----------------------|-----------------------|
| NA | NA | NA | NA |

Note: EMBDL was not required to make CSR contribution on SA basis, however the group entities of the company who are required to make the contribution has already done their contribution for the activities through implementing agency.

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) - **No**
 (b) From which marginalized /vulnerable groups do you procure? **NA**
 (c) What percentage of total procurement (by value) does it constitute? **NA**

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

| S. No. | Intellectual Property based on traditional knowledge | Owned/ Acquired (Y/ N) | Benefit Shared (Y/ N) | Basis of calculating benefit share |
|--------|--|------------------------|-----------------------|------------------------------------|
| NA | NA | NA | NA | NA |

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

| Name of authority | Brief of the Case | Corrective action taken |
|-------------------|-------------------|-------------------------|
| NA | NA | NA |

6. Details of beneficiaries of CSR Projects:

| S. No. | CSR Project | No. of persons benefitted from CSR Projects | % of beneficiaries from vulnerable and marginalized groups |
|--------|-------------|---|--|
| NA | NA | NA | NA |

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner.
Essential Indicators

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Customer feedback, questions and complaints are handled in a transparent and timely manner. A dedicated team of qualified Customer Relationship Management (CRM) personnel have been appointed to address each complaint. This mechanism is communicated via the contact no./ e-mail through the very first letter of correspondence with a newly on-boarded customer. Further, the Company has implemented a robust complaint management system, implemented through a digital application. Every customer issue is recorded in the app for tracking and resolving within a defined resolution timeframe. Customers can also register a complaint through the app and monitor the status of complaint resolution.

- Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

| | As a percentage to total turnover |
|---|-----------------------------------|
| Environmental and social parameters relevant to the product | 100 % |
| Safe and responsible usage | 100 % |
| Recycle/or safe disposal | 100 % |

- Number of consumer complaints in respect of the following:

| | FY 2023-24 (Current Financial Year) | | Remarks | FY 2022-23 (Current Financial Year) | | Remarks |
|--------------------------------|---|-----------------------------------|---------|---|-----------------------------------|---------|
| | Received during the year | Pending resolution at end of year | | Received during the year | Pending resolution at end of year | |
| Data privacy | 0 | 0 | 0 | 0 | 0 | 0 |
| Advertising | 0 | 0 | 0 | 0 | 0 | 0 |
| Cyber-security | 0 | 0 | 0 | 0 | 0 | 0 |
| Delivery of essential services | 186 (out of which 61 were filed during FY 23-24) | 135 | NA | 126 (out of which 50 were filed during FY 22-23) | 125 | NA |
| Restrictive Trade Practices | 0 | 0 | 0 | 0 | 0 | 0 |
| Unfair Trade Practices | 0 | 0 | 0 | 0 | 0 | 0 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 |

- Details of instances of product recalls on account of safety issues: **NA**
- Does the entity have a framework/ policy on cyber security and risks related to data privacy? **(Yes/No)** If available, provide a web-link of the policy. **Yes**

<https://www.equinoxindia.com/policies/>

- Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services

EMBDL received complaints related to the provision of essential services in EMBDL's properties such as issues related to provision of electricity, housekeeping and parking allotment. These issues were promptly resolved through corrective actions such as service restoration, repair work etc.

Leadership Indicators

Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

<https://www.equinoxindia.com/>

1. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.
2. Consumers are informed about the safe and responsible usage of EMBDL's buildings through various measures undertaken at the time of building handover, as well as during operation and maintenance.
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

Any risk of disruption/ discontinuation of essential services is timely communicated to customers occupying the properties by the concerned teams

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/ Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Products of EMBDL at group level include development of residential homes and development, operation and maintenance of commercial office spaces, retail properties (Malls). Product related information is included in the relevant documents provided to the customers at the time of building handover or while entering into an agreement, which is as per the local legislation

5. Provide the following information relating to data breaches:
 - a) Number of instances of data breaches along-with impact – NIL
 - b) Percentage of data breaches involving personally identifiable information of customers - NIL