Business Responsibility & Sustainability Report

Section A General Disclosures

[GRI 2-1, 2-2, 2-3, 2-6, 2-7, 2-8,2-25, GRI 3-1, 3-2, 3-3, GRI 201-2, GRI 401-1, GRI 405-1]

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L45200MH1986PLC039813
2. Name of the Listed Entity	Arkade Developers Limited
3. Year of incorporation	1986
4. Registered office address	Arkade House, Opp. Bhoomi Arkade, Near Children's Academy, A S Marg, Ashok Nagar, Kandivali (E), Mumbai 400101
5. Corporate address	Arkade House, Opp. Bhoomi Arkade, Near Children's Academy, A S Marg, Ashok Nagar, Kandivali (E), Mumbai 400101
6. E-mail	cs@arkade.in
7. Telephone	+91 22 28863787 / +91 22 28874742
8. Website	https://arkade.in
9. Financial year for which reporting is being done	2025-26
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11. Paid-up Capital	₹ 18,566.36 Lakhs.
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Sheetal Solani Company Secretary and Compliance Officer, Tel: +91 22 28874742, E-mail: cs@arkade.in
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).	Standalone
14. Name of assurance provider	Not Assured
15. Type of assurance obtained	NA

II. Products / Services

16. Details of business activities (accounting for 90% of the turnover)

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Construction (Real Estate)	Development of residential and commercial projects, including identification/acquisition of land, planning, execution, and marketing	100%

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover)

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Real Estate Development	4100	100%

III. Operations

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

Location	Number of plants/sites	Number of offices	Total
National	9	1	10
International	Nil	Nil	Nil

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	1
International (No. of Countries)	0

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

The Company's customers include individual homebuyers, commercial enterprises, existing occupants in redevelopment projects, and institutional investors. The Company undertakes both greenfield and redevelopment projects catering to residential, commercial, and mixed-use segments.

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)	256	200	78.12%	56	21.88%
2	Other than Permanent (E)	6	1	16.66%	5	83.33%
3	**Total employees (D + E)**	**262**	**201**	**76.72%**	**61**	**23.28%**
		WORKERS				
4	Permanent (F)	0	0	0	0	0
5	Other than Permanent (G)	0	0	0	0	0
6	**Total employees (F + G)**	**0**	**0**	**0**	**0**	**0**

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)	1	1	100.00%	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	**Total differently abled employees (D + E)**	**1**	**1**	**100.00%**	**0**	**0**
		DIFFERENTLY ABLED WORKERS				
4	Permanent (F)	0	0	0	0	0
5	Other than permanent (G)	0	0	0	0	0
6	**Total differently abled workers (F + G)**	**0**	**0**	**0**	**0**	**0**

Note: The Company does not have any workers on its direct payroll. Labourers employed under the contractors and subcontractors have been classified as workers. Hence in all the sections, details sought for the 'Workers' category are not applicable.

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	1	50.00%

22. Turnover Rate for Permanent Employees and Workers

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	28.00%	27.61%	27.69%	26.19%	34.69%	32.80%	29.63%	26.73%	27.31%
Permanent Workers	Not Applicable								

Note: The Company does not have any workers on its direct payroll.

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

23. 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	Filmistan Private Limited	Subsidiary	100.00%	No
2	Assist 360 Facility Management Private Limited	Subsidiary	100.00%	No
3	Arkade Paradigm	Subsidiary	95.00%	No
4	Arkade Realty	Subsidiary	70.00%	No
5	Atul & Arkade Realty	Associate	40.00%	No
6	Bhoomi and Arkade Associates	Associate	34.00%	No

VI. CSR Details

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

(ii) **Turnover -** ₹ 81,608.81 Lakhs

(iii) **Net worth -** ₹ 88,212.25 Lakhs

VII. 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) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		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	Remarks
Communities	Yes, https://arkade.in/wp-content/uploads/2026/06/stakeholders-grievance-redressal-policy.pdf	0	0		0	0	

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		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	Remarks
Investors (other than shareholders)	Yes, https://arkade.in/investor-relations-grievances/	0	0		0	0	
Shareholders		1	0	All complaints were resoved	53	0	All complaints were resolved
Employees and workers	Yes, https://arkade.in/wp-content/uploads/2026/06/stakeholders-grievance-redressal-policy.pdf	22	1	One pending complaint was resolved.	0	0	
Customers	Yes, https://arkade.in/rera-grievances/	3	3	7 complaints resolved and 2 complaints at appeal level	0	7	NA
Value Chain Partners	Yes, https://arkade.in/wp-content/uploads/2026/06/stakeholders-grievance-redressal-policy.pdf	0	0		0	0	

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.

Sr. No	Material Issue Identified	Indicate Whether Risk or Opportunity (R/O)	Rationale for Identifying the Risk or Opportunity	In case of Risk, Approach to Adapt or Mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Sustainable materials & Procurement	O	Sustainable procurement supports circular economy principles and reduces carbon footprint across the value chain. It strengthens stakeholder trust and aligns with evolving regulatory and sustainability expectations.		Positive Implications

Sr. No	Material Issue Identified	Indicate Whether Risk or Opportunity (R/O)	Rationale for Identifying the Risk or Opportunity	In case of Risk, Approach to Adapt or Mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Protection of Biodiversity	O	Protection of biodiversity presents an opportunity to enhance environmental stewardship, strengthen ESG performance, support regulatory compliance, and create long-term value through sustainable and resilient real estate developments.		Positive Implications
3	Product & Service Quality and Safety	O	Our Company is always keen in providing high quality buildings. Ensuring the health, safety, and well-being of our occupants remains a key priority, while maintaining adherence to all relevant regulatory requirements and industry standards. This drives customer satisfaction, reduces defects, and enhances brand value.		Positive Implications
4	Diversity, Equity and Inclusivity	O	Diversity, Equity and Inclusivity initiatives create equal opportunities and a fair workplace, contributing to sustainable growth and social responsibility goals. This strengthens stakeholder trust and supports long-term organizational resilience.		Positive Implications
5	Green Building	O	Green building practices present a significant opportunity to enhance asset value, improve operational efficiency, and meet the growing demand for sustainable real estate. By incorporating energy-efficient designs, resource-efficient technologies, and environmentally responsible construction practices, the Company can reduce operating costs, strengthen market competitiveness, attract environmentally conscious customers and investors, and support its long-term sustainability objectives.		Positive Implications

Sr. No	Material Issue Identified	Indicate Whether Risk or Opportunity (R/O)	Rationale for Identifying the Risk or Opportunity	In case of Risk, Approach to Adapt or Mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Climate Change	R	Climate change presents risks through increased frequency and intensity of extreme weather events, potential disruptions to operations and asset performance, rising compliance requirements, and evolving stakeholder expectations, which may impact the Company's financial and operational resilience.	• Integrate climate-resilient design principles into project planning and development. • Conduct periodic climate risk and vulnerability assessments for projects and operations. • Enhance disaster preparedness and business continuity planning to address extreme weather events. • Engage with stakeholders, including tenants, suppliers, and communities, to support climate action and sustainability objectives.	Negative Implications
7	Business Ethics and Governance	R	Business Ethics and Governance risk has been identified due to the potential impact of unethical practices, regulatory non-compliance, fraud, corruption, and governance lapses on the Company's reputation, stakeholder confidence, legal compliance, and long-term sustainability.	• Robust Code of Conduct and Ethics Policy applicable to all employees, directors, and business partners. • Periodic monitoring of compliance with applicable laws, regulations, and internal policies through established compliance management systems. • Maintenance of strong internal controls, risk management processes, and internal audit mechanisms. • Continuous strengthening of governance practices through policy reviews, stakeholder engagement, and disclosure mechanisms.	Negative Implications

Sr. No	Material Issue Identified	Indicate Whether Risk or Opportunity (R/O)	Rationale for Identifying the Risk or Opportunity	In case of Risk, Approach to Adapt or Mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Data Protection and Cyber Security	R	Data Protection and Cyber Security risk has been identified due to the potential impact of cyberattacks, data breaches, unauthorized access, and technology disruptions on business continuity, stakeholder trust, regulatory compliance, and the Company's reputation.	• Implementation of information security policies, standards, and procedures to safeguard data and digital assets. • Deployment of cybersecurity controls such as firewalls, antivirus solutions, encryption, access controls, and multi-factor authentication. • Regular monitoring of IT infrastructure, networks, and systems to detect and respond to potential cyber threats.	Negative Implications
9	Water Management	R	Water is a critical resource for the Company's construction activities and the operation of its real estate assets. Risks associated with water management include water scarcity, declining groundwater availability, changing rainfall patterns, and increasing regulatory requirements related to water use and discharge. Inadequate water management may lead to operational disruptions, increased costs, regulatory non-compliance, and adverse impacts on stakeholder relationships and business continuity.	• Implement rainwater harvesting systems to capture, store, and utilize rainwater, while promoting groundwater recharge and reducing dependence on external water sources. • Install and operate sewage treatment plants (STPs) and wastewater recycling systems to maximize water reuse. • Reduce dependence on freshwater sources through the use of recycled and treated water for landscaping and other non-potable applications.	Negative Implications

Section B Management and Process Disclosures

[GRI 2-5,2-9, 2-13, 2-22, 2-23, 2-24, GRI 3-3]

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

	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	https://arkade.in/esg-sustainability/ & https://arkade.in/policies-and-code-of-conduct/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes								
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.	ISO 45001:2018 (Occupational Health & Safety) and ISO 9001:2015 (Quality Management System)								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Arkade is strengthening its systems and processes to support formal ESG data collection and BRSR reporting. As part of its growth strategy, Arkade is expanding its development pipeline to over 10 Million Sq. Ft. of construction area, with an estimated Gross Development Value of approximately ₹13,000 crore, while integrating sustainability considerations through its "REST Advantage" framework focused on Rejuvenation, Eco-friendliness, Sustainability and Technology across new projects. Implementing inclusive community programmes, including initiatives supporting persons with disabilities. Continued emphasis is placed on timely project delivery and quality construction standards.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company made measurable progress against several operational and sustainability commitments. Systems for formal ESG and BRSR reporting are being established, with internal data consolidation and process implementation underway. The Company has exceeding its CSR spending target with an outlay of ₹ 350.01 lakhs. Social inclusion efforts included labour welfare initiatives such as nutrition and wellness programmes benefited approximately 1500 site workers each week. Employee capability building continued through the "Parivartan" training programme, with over 334 sessions conducted. In addition, work has commenced on establishing a baseline carbon footprint for Scope 1, 2 and 3 emissions, with data collection and validation in progress. Overall, the Company continues to strengthen its ESG framework and monitoring systems as part of its ongoing BRSR readiness journey.								

Note: Previous year data has been compiled from available records, as a formal MIS for capturing BRSR-related information was not established during the previous reporting period. Accordingly, certain comparative figures may be subject to limitations in completeness and comparability.

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

Please refer Chairman and MD's message which forms the part of this Annual Report (FY 2025-26).

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

Name: Mr. Amit Mangilal Jain

Designation: Chairman and Managing Director (CMD)

DIN: 00139764

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.

Yes, ESG Committee is responsible for making decisions on sustainability related issues. It sets strategic direction and oversees ESG performance, targets, and sustainability initiatives.

CSR Committee approves and monitors CSR activities, social investments, and community impact initiatives.

Risk Management Committee evaluates and mitigates sustainability-related risks and integrates ESG considerations into enterprise risk management.

Stakeholders' Relationship Committee addresses stakeholder concerns and feedback on sustainability issues, supporting transparent and responsible decision-making.

10. Details of Review of NGRBCs by 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)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Board of Directors and specialized committees including the Audit Committee, CSR Committee and ESG Committee.									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Audit Committee, ESG Committee, Statutory Auditors, and the Compliance Officer.									Quarterly								

Note: With respect to compliance with statutory requirements and rectification of non-compliances, the Board also receives a compliance certificate from the auditors annually.

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.

No. The Company has obtained certification under various national and international standards, including ISO 9001, ISO 45001 etc. These certifications also include assessment of the policies of the Company by independent external assessor.

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

Not applicable

Section C Principle Wise Performance Disclosures

PRINCIPLE 1

Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable

[GRI 2-10, 2-15, 2-17, 2-23, 2-24, 2-25, 2-27, GRI 3-3, 205-3]

Essential Indicator

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year.

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	10	Business Responsibility and Sustainability Reporting, Human Capital & Customer Responsibility, Strategy, Ethics & Organizational Effectiveness	100
Key Managerial Personnel	14	Business Responsibility and Sustainability Reporting, Business updates, Regulatory updates and ESG matters, BRSR, Employee Engagement & Customer Responsibility, Compliance & Organizational Oversight, Human Rights, Internal controls	100
Employees other than BoD and KMPs	336	Business Responsibility and Sustainability Reporting, Health and Safety, Skill Development, ESG matters, Human Rights, Pollution Prevention, Hazardous Material Handling, Climate & Environmental Risk Preparedness, Occupational Health & Safety, Employee Development, Customer Responsibility, Compliance Systems, Risk Management, Internal Controls	100
Workers	2022	Civil & Structural Works Training, Skill-development training, MEP Training, Health & Safety training	100

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 Requirements) Regulations, 2015 and as disclosed on the entity's website):

Nil

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.

Not Applicable

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. The Company has adopted an Anti-Money Laundering, Anti-Bribery and Anti-Corruption Policy applicable to all employees, directors, contractors, consultants, vendors, suppliers, channel partners, agents and other stakeholders associated with the organization. The policy establishes a zero-tolerance approach towards bribery, corruption, facilitation payments and money laundering and ensures that all business transactions are conducted ethically, transparently and in compliance with applicable laws. The policy also includes provisions relating to third-party due diligence, gifts and hospitality, internal financial controls, whistleblower reporting mechanisms, employee training and periodic compliance monitoring. Employees and relevant stakeholders undergo periodic awareness and compliance programs to strengthen ethical business conduct across operations and the value chain.

The policy is available on the Company's website at https://arkade.in/esg-sustainability/.

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

	FY 2025-26	FY 2024-25
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

Note: No disciplinary action was taken by any law enforcement agency on charges of bribery / corruption against any director, KMP or employee.

6. **Details of complaints with regard to conflict of interest.**

There were no complaints with regard to conflict of interest of any Directors or KMPs during the Current and Previous financial year.

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).**

	FY 2025-26	FY 2024-25
Number of days of accounts payables	31	44

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.**

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	-	-
	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)	-	-
	b. Sales (Sales to related parties / Total Sales)	-	-
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	28.37%	-
	d. Investments (Investments in related parties / Total Investments made)	25.89%	13.52%

Leadership Indicator

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

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
19	Safety trainings, Mock drills, Safety communication, Awareness on all individual Health & Safety SOPs, Training SOPs	100%

Note: The term "value chain partners" for this disclosure includes the Company's contractors who participated in the awareness programmes during the reporting period.

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, The Company has adopted a formal Code of Conduct applicable to its Board members and senior management personnel, in line with SEBI Listing Regulations, to promote ethical, transparent and lawful business practices. The Code requires leaders to act with integrity, fairness and good faith, avoid conflicts of interest, maintain confidentiality of company information, comply with applicable laws and regulations, and protect stakeholder interests. It also includes provisions on responsible use of company assets, disclosure of related party interests, and prevention of insider trading and reporting of unethical behaviour. Compliance with the Code is monitored by the Company Secretary and Compliance Officer, and annual affirmations are obtained from directors and senior management, reinforcing accountability and ethical leadership across the organisation. organisation. The Code of Conduct for Directors and Senior Management Personnel is available on the Company's website at https://arkade.in/policies-and-code-of-conduct/.

2 PRINCIPLE

Businesses should provide goods and services in a manner that is sustainable and safe.

[GRI 3-3, 301-2, 301-3, GRI 306-2, GRI 308-1, GRI 414-1]

Essential Indicator

1. 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.

	FY 2025–26	FY 2024–25	Details of improvements in environmental and social impacts
R&D	0	0	NA
Capex	0.25%	0	Investment in Air Quality Index (AQI) monitoring systems supports continuous air quality monitoring and strengthens dust and emission control measures, improving environmental performance at project sites.

2a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes, The Company integrates ESG considerations into its procurement and supplier selection processes through supplier evaluations, sustainability requirements, and responsible sourcing practices. Preference is provided to vendors demonstrating compliance with recognized environmental, health & safety, and social standards, including certifications such as ISO 9001 and ISO 45001, wherever applicable. The Company also encourages suppliers and business partners to align with its sustainability and ethical business principles through contractual clauses and periodic engagement.

b. If yes, what percentage of inputs were sourced sustainably?

During FY 2025-26, approximately 75.29% of the Company's total procurement expenditure (by value) was sourced from suppliers covered under sustainable sourcing initiatives. This includes procurement from MSME vendors, procurement of products/materials with recognized green certifications, and procurement from suppliers located within a 400 km radius, supporting regional economic development and reducing transportation-related environmental impacts.

The Company also encourages procurement from MSME vendors and gives preference, wherever feasible, to suppliers demonstrating responsible business practices, environmental compliance, and green product/material certifications.

3. 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.

Given the long lifecycle of the Company's real estate products, product reclamation post-handover is generally not applicable. However, the Company has implemented responsible waste management practices across its offices and project sites, including a zero-plastic initiative aimed at reducing plastic consumption and waste generation. Through the use of reusable glassware in place of single-use plastic bottles, the Company has significantly reduced plastic waste generation equivalent to approximately 17,000 plastic bottles annually. The Company also promotes waste segregation, recycling and safe disposal practices for waste generated from its operations, in line with its environmental sustainability objectives.

4. 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.

Not Applicable.

Leadership Indicator

1. 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.

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.
Not Applicable					

Note: The Company has not undertaken any Life Cycle Assessment (LCA) or lifecycle perspective studies for its projects during the reporting period. The Company recognizes the importance of assessing embodied carbon and environmental impacts across the lifecycle of construction materials and assets, and is currently evaluating the integration of Life Cycle Assessment (LCA) or similar methodologies in its future projects. Going forward, the Company aims to progressively incorporate lifecycle-based assessment approaches (such as cradle-to-gate or cradle-to-grave analysis) to support sustainable material selection, reduction of embodied carbon emissions, and alignment with de-carbonization goals.

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
Not Applicable		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
Safety Materials	5%	5%
Mivan shuttering	29.87%	0%

Also, the Company uses recycled materials such as AAC blocks, Ready-mix concrete (RMC) blended with fly ash and Ground Granulated Blast-furnace Slag (GGBS), excavated soil for land filling within the site premises.

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tons) reused, recycled, and safely disposed.

Considering the nature of operations in the real estate sector—covering development, construction, operation, and maintenance of properties—traditional product take-back or end-of-life reclamation of products and packaging is not directly applicable.

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

The Company operates in the real estate sector, focusing on the construction, operation and maintenance of real estate properties. Hence, reclamation of products and packaging material is not applicable due to the nature of its business.

3 PRINCIPLE

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

[GRI 2-25,2-30, GRI 3-3, GRI 201-2, GRI 401-2, 401-3, GRI 403-1, 403-2, 403-5, 403-6,403-9, 403-10, GRI 404-1, 404-2, 404-3, GRI 414-2]

Essential Indicator

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

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	%(B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	200	200	100%	200	100%	0	0%	200	100%	0	0%
Female	56	56	100%	56	100%	56	100%	0	0%	0	0%
Total	**256**	**256**	**100%**	**256**	**100%**	**56**	**21.88%**	**200**	**78.12%**	**0**	**0%**
Other than Permanent Employees											
Male	1	1	100%	1	100%	0	0%	1	100%	0	0
Female	5	5	100%	5	100%	5	100%	0	0	0	0
Total	**6**	**6**	**100%**	**6**	**100%**	**5**	**83.33%**	**1**	**16.67%**	**0**	**0%**

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

The Company does not engage workers directly on its payroll and all site workers are employed through contractors appointed for project execution. The Company ensures that all contractors comply with applicable labor, health, and safety requirements, including obtaining Workmen Compensation Insurance and third-party accident insurance coverage for workers deployed at sites.

In line with its commitment towards worker welfare and safe working conditions, the Company mandates contractors to provide adequate welfare facilities at project sites, including accommodation, hygienic food, drinking water, sanitation facilities, rest rooms, recreation areas, and first-aid arrangements. The Company also facilitates healthcare support through qualified medical practitioners visiting sites on a regular basis.

Further, regular housekeeping, pest control, fogging, sanitization, and health & hygiene measures are undertaken across project locations to maintain a safe and healthy working environment for all workers and site personnel.

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent).

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the company	0.09	0.08

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

Benefits	FY 2025-26			FY 2024-25		
	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	64%	NA	Y	50%	NA	Y
Gratuity	100%	NA	NA	100%	NA	NA
ESI	8%	NA	Y	7%	NA	Y
Others – Please Specify (NPS)	0.4%	NA	Y	NA	NA	NA

Note: The Company provides statutory retirement benefits to its employees, including Provident Fund (PF), Gratuity and Employee State Insurance (ESI), in accordance with applicable regulations. National Pension Scheme (NPS): Participation in the NPS is voluntary in nature and accordingly, only a limited number of employees opted for the scheme during the reporting period.Since the workers are not on the payroll of the company disclosures related to same are not applicable.

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 Company is committed to providing an inclusive and accessible workplace in line with the Rights of Persons with Disabilities Act, 2016. Accessibility facilities have been provided at the Head Office and project sites, including barrier-free access, lifts/elevators, accessible washrooms, and designated parking, wherever applicable.

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.

Yes. The Company has adopted an Equal Employment Opportunity Policy in line with the Rights of Persons with Disabilities Act, 2016, to promote fair, inclusive, and non-discriminatory employment practices across its operations. The policy is applicable to all employees and employment-related processes, including recruitment, training, career development, and workplace conduct. The policy is available on the Company's website at https://arkade.in/esg-sustainability/.

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	100%	100%	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 worker? If yes, give details of the mechanism in brief.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	This is not applicable as the Company does not have any permanent workers.
Other than Permanent Workers	The Company ensures that contractors maintain appropriate grievance redressal mechanisms and comply with applicable labour and welfare requirements for contractual workers deployed at sites. For construction sites, the Company has provided on-site helpdesk support and installed complaint boxes in common areas to enable anonymous reporting by workers. Grievances may also be raised through Supervisors, Project Heads, or Site Management.
Permanent Employees	Yes. The Company has established an internal grievance redressal mechanism for permanent employees through HR and management channels to address workplace-related concerns in a timely and confidential manner.
Other than Permanent Employees	Yes. Contractual and temporary employees may report concerns through reporting managers, HR representatives, or designated grievance channels available at project sites and offices.

Note: The Company has established a formal grievance redressal mechanism for employees, including contractual and on-site workers. Multiple reporting channels are available to ensure safe and confidential escalation of concerns, including:

- Stakeholder Grievance redressal mechanism.
- Whistle-blower mechanism with direct access to senior management.
- POSH Internal Complaints Committee (ICC).
- HR department and structured escalation process.

All complaints are addressed in a time-bound manner with confidentiality and non-retaliation safeguards. The mechanism is periodically reviewed to strengthen transparency and alignment with BRSR requirements.

The Company has a Grievance Redressal Policy in place for employees and workers. The policy is available at https://arkade.in/wp-content/uploads/2026/06/stakeholders-grievenace-redressal-policy.pdf

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

In FY 2025-26 none of the employees or workers is a member of any independent trade union or association recognized by the Company.

8. Details of training given to employees and workers.

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and safety measures		On Skill up-gradation		Total (D)	On Health and safety measures		On Skill up-gradation	
		No. (B)	% (B/A)	No.(C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	201	72	35.82%	151	75.12%	165	12	7.27%	126	76.36%
Female	61	4	6.56%	56	91.80%	47	0	0%	42	89.36%
Total	**262**	**76**	**29.01%**	**207**	**79.01%**	**212**	**12**	**5.66%**	**168**	**79.25%**
Workers										
Male	1480	1480	100%	1480	100%	1380	1380	100%	1380	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Total	**1480**	**1480**	**100%**	**1480**	**100%**	**1380**	**1380**	**100%**	**1380**	**100%**

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
			Employees			
Male	201	135	67.16%	165	106	64.24%
Female	61	37	60.66%	47	29	61.70%
Total	**262**	**172**	**65.65%**	**212**	**135**	**63.68%**

Note: The calculation covers only those individuals who were eligible and part of the performance appraisal cycle during the reporting period. The Company ensures that appraisal discussions include performance feedback, skill development needs, and career progression planning. Where applicable, development action plans are documented and aligned with training and capacity-building initiatives. There is no performance review for workers, as they are not on the Company's payroll.

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 system?

The Company has obtained ISO 45001:2018 certification for its Occupational Health and Safety Management System, reflecting its commitment to maintaining safe and healthy workplaces. A structured occupational health and safety framework has been implemented across all offices and project sites, covering the entire workforce. The system includes a defined health and safety policy, operational manuals and supporting procedures designed to manage workplace risks, enhance safety practices and safeguard the well-being of employees and workers across all locations.

(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 Company follows a structured and proactive approach of identifying and managing occupational health and safety risks under its ISO 45001:2018 framework. Workplace hazards and risks are regularly assessed through documented procedures, including hazard identification and risk assessment exercises, routine site inspections, management walk-throughs and periodic safety audits covering both routine and non-routine activities across all facilities and project sites.

Internal "Experience Excellence Audits" are conducted across offices, project sites and customer areas to assess routine and non-routine risks. These reviews cover areas such as security arrangements, housekeeping, cleanliness and hygiene, ventilation, waste disposal, equipment functioning, emergency readiness and overall workplace conditions. Customer-facing areas including reception spaces, waiting areas, show flats and pantry facilities are also periodically checked to identify any well-being, safety and operational concerns. Observations and risks identified during these audits are documented and shared with the relevant teams for corrective and preventive action. These processes help the Company maintain safe, hygienic and well-managed workplaces for employees, workers, customers and visitors while supporting continuous improvement in health and safety practices.

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

Yes, The Company has established a structured system for reporting and monitoring occupational health and safety (OHS) observations and incidents across its facilities and project sites. This includes reporting of unsafe conditions, unsafe acts, near misses and workplace accidents. All reported observations and incidents are reviewed and investigated to identify root causes, and appropriate corrective and preventive actions are implemented to prevent recurrence. The Company also tracks closure of reported observations to ensure continuous improvement in workplace safety practices.

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

Yes, The Company is committed to supporting the physical, mental and emotional well-being of its employees and workers through various health and wellness initiatives. Employees are provided with health benefits such as medical insurance, access to doctor consultations and wellness guidance, including nutritional support. Additional support measures such as maternity benefits are provided to women employees to promote a balanced work environment. The Company also conducts regular health awareness programs, medical camps and periodic health check-ups for workers at project sites in collaboration with qualified medical professionals and partner organizations.

11. Details of safety related incidents.

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	9	4
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Company is committed to safeguarding the health and safety of all individuals associated with its activities, including those engaged in or affected by its construction operations, as well as protecting the physical and natural environment in which it operates and delivers projects. In line with this commitment, the Company has implemented the following initiatives to ensure the health, safety, and well-being of its employees and workers:

- The Company has in place a comprehensive health and safety policy providing the guidelines for a safe work environment and adhering to relevant regulations and standards.
- The Company regularly conducts training programs–including safety inductions, toolbox talks, and specialized sessions–to enhance awareness and strengthen the competency levels of employees and workers.
- Conducting mock drills regularly which help enhance competency in emergency preparedness, enabling employees and workers to respond effectively and confidently to potential incidents.
- The Company Conducts internal verifications and Audits like "Experience Excellence Audit" to ensure compliance with the site safety plan, security arrangements, cleanliness, emergency readiness and operational safety across customer-facing and employee areas. Documents observations identified during inspections and implements corrective and preventive actions through the concerned departments.
- The Company has a practice of creating safety plans for each of its projects at the beginning of the Project and is communicated with the Contractors.
- Company organizes health training and medical checkups for the workers and employees to ensure wellbeing of the employees.
- The Company ensures that site labors must use personal protective equipment (PPE), such as safety helmets, harnesses, safety shoes, and jackets during construction work.
- Other job specific PPEs like nose mask, hand gloves, safety goggles, are provided to labors ensuring that our employees are adequately protected.
- Precautionary measures are taken during height work and confined space work.
- The Company ensures to provide clean drinking water, proper washroom and toilet facilities to maintain hygiene.
- Strict supervision is maintained on construction work.

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

	FY 2025-26			FY 2024-25		
	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	9	1	Pending complaint resolved post March 31, 2026.	0	0	Nil
Health & Safety	13	0	Nil	0	0	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.

During reporting period only first aid cases and medical treatment cases were reported where no lost time injury reported. All such incidents were duly investigated in accordance with established protocols and appropriate corrective and preventive actions were implemented to mitigate recurrence.

Further, the ISO external audit conducted during the period identified certain minor observations for improvement. The Company has taken necessary actions to address these observations in a timely manner and continues to strengthen its processes in line with applicable standards and best practices.

Leadership Indicator

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)

Yes. The Company provides Group Life Insurance and Accidental Insurance coverage to its employees. While workers are not directly employed by the Company, contractors are mandated to obtain Workmen Compensation Insurance and accident insurance coverage for workers engaged at project sites, in accordance with applicable statutory and contractual requirements.

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

The Company periodically monitors statutory compliance of its 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 are 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 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	0	0	0	0
Workers	0	0	0	0

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. The Company currently does not have a formal policy on transitional assistance for employees. However, support measures are provided depending on individual cases and organization's discretion.

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%

Note: The assessment of value chain partners is conducted upon completion of the project.

6. **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.**

The Company requires all value chain partners, including contractors working at project sites, to adhere to applicable health & safety requirements. Periodic site inspections, safety audits, and compliance reviews are conducted to identify risks, unsafe conditions, or non-conformities related to working conditions and safety practices.

Observations identified during assessments are communicated to the respective contractor /value chain partners, and necessary corrective and preventive actions are implemented within defined timelines. The Company also conducts regular safety trainings and monitoring activities to strengthen health & safety performance across project sites.

4

PRINCIPLE

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

[GRI 2-29, GRI 3-1]

Essential Indicator

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

The Company identifies its key stakeholder groups based on its Value Creation Process and its core philosophy of "Family First". Stakeholders are considered as individuals or groups who are affected by the Company's activities or who can influence its business. Stakeholders are identified by assessing their level of influence on the Company and the impact of the Company's activities on them. This process is carried out at the departmental level, where each department identifies the stakeholders they regularly interact with and who are important to their work.

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

Stakeholder group	Identified as vulnerable & marginalised	Channels of Communication	Frequency of engagement	Purpose & scope of engagement
Investors	No	• Investor and analyst conferences • Periodic meetings • Annual report • Press releases or media updates • Earnings calls	Ongoing	• Focus on strong operating and financial performance • Focus on highlighting sustainability commitments and disclosures.
Shareholder	No	General Meetings, Website disclosures and through mails.	Ongoing	Relevant information shared through website
Board of Directors	No	Board Meetings, E-mails and through WhatsApp	as an when required	Financial Information, Project Status & Important News related to company
Employees	No	Emails, internal meetings, induction programs, and circulars.	Ongoing / Daily	Policy updates, career development, and operational alignment.
Customers	Yes	Feedback forms, Belle Vie App dashboard, newsletters, "Budding Star" meets and through through Arkade Family Circle App	Quarterly / Need-based	Project updates, service feedback, and grievance resolution via digital platforms.
Suppliers	NA	Exhibitions / Emails/ Advertisements etc.	Ongoing	Ensuring Quality, Expanding Research, To Check Vendor Factory Location so that material can easily deliver and For Rate analysis, etc.
Contractors	No	In person Meeting and Trainings	Continuous	For ensuring Quality of Process and Product of project

Stakeholder group	Identified as vulnerable & marginalised	Channels of Communication	Frequency of engagement	Purpose & scope of engagement
Workers (Contractual)	Yes	Induction training, daily toolbox talks, and site-level safety campaigns.	Daily / Need-based	Safety adherence, skill training, and health welfare.
GST & Income Tax Department	No	Through Email & Physical hearing	Need-based	GST Notice, Income Tax Notices.
Local Communities	No	CSR visits, community meetings, and volunteer interactions.	Ongoing	• Enabling sustainable livelihoods • Providing access to education • With every home sold, Arkade contributes to cancer care through Tata Memorial Hospital and sponsors the education of a visually impaired child through NAB
Media & Influencers	No	• Press conferences • Press releases • Leadership conversations and interviews • Industry events • Product launches • Familiarization visits • Social media • Participate in the industry news with trend stories • Mitigate crises • Performance updates	Ongoing	• Enhancing traditional and digital media presence • Enhanced perception for the brand • Broadening media horizon with national news
Bankers & Financial Institutions	No	Emails	Monthly	Monthly MIS shared

Leadership Indicator

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.**

   The Company undertakes stakeholder engagement through structured channels such as investor grievance mechanisms, regulatory and statutory interactions, customer feedback systems and CSR-led community outreach initiatives. These engagements are managed at functional and committee levels across the organization. Key economic, environmental and social matters arising from such interactions are periodically consolidated by management and reviewed by relevant Board committees, including the CSR Committee, Stakeholders' Relationship Committee, Risk Management Committee and Audit Committee. Significant themes and insights are subsequently placed before the Board to enable effective oversight, strategic guidance and informed decision-making.

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. The Company actively incorporates feedback from key stakeholder groups to strengthen its operational performance and sustainability practices. Inputs from vendors, contractors and consultants during periodic site meetings are held. Feedback received from customers and redevelopment members through digital platforms and community interactions is used to enhance grievance redressal processes and improve facility management services. In addition, consultations with internal safety teams and external experts have supported the adoption of structured safety tools and processes, including mandatory risk assessment and safety planning prior to commencement of construction activities. These practices demonstrate the Company's commitment to integrating stakeholder inputs into decision-making and continuous improvement initiatives.

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

The Company identifies vulnerable and marginalized stakeholders based on physical, health, and economic conditions, including construction workers, visually impaired individuals, orphaned and HIV-affected children, destitute adults, elderly persons, and cancer patients. The Company engages with these groups through initiatives guided by its "Family First" philosophy, focusing on improving health, well-being, and quality of life. For construction workers, the Company conducts weekly lunch programs across project sites to provide nutritious meals to over 1500 workers each week, organizes weekly yoga sessions to support physical and mental well-being, conducts health screening and awareness programs. For visually impaired individuals, the Company supports education through partnerships with organizations and provides livelihood support by supplying raw materials for income-generating activities. For cancer patients, financial support is provided through partnerships with hospitals to assist with treatment costs. In addition, the Company supports destitute adults and elderly persons to improve their daily living conditions.

5 PRINCIPLE

Businesses should respect and promote human rights

[GRI 2-4, 2-19,2-21,2-13,2-23, 2-24, 2-25, GRI 3-1, 3-3, GRI 202-1, GRI 205-2, GRI 405-3, GRI 404-1, GRI 405-2, GRI 406-1, GRI 410-1, GRI 414-1, 414-2]

Essential Indicator

1. **Employees and workers who have been provided training on human rights issues and policy(ies) of the entity.**

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. employees workers covered (B)	% (B / A)	Total (C)	No. employees workers covered (D)	% (D / C)
			Employees			
Permanent	256	85	33.20%	206	40	19.42%
Other than permanent	6	2	33.33%	6	2	33.33%
Total Employees	**262**	**87**	**33.21%**	**212**	**42**	**19.81%**

2. **Details of minimum wages paid to employees and workers.**

Category	FY 2025-26					FY 2024-25				
	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										
Male	200	0	0%	200	100%	164	0	0%	164	100%
Female	56	0	0%	56	100%	42	0	0%	42	100%
Other than permanent										
Male	1	0	0%	1	100%	1	0	0%	1	100%
Female	5	0	0%	5	100%	5	0	0%	5	100%

Note: The Company does not have any workers on its direct payroll. The Company mandates the Contractors to ensure the compliance with the payment of Minimum Wages.

3. **Details of remuneration/salary/wages.**

(a). **Median remuneration / wages:**

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (₹ in Lakhs)	Number	Median remuneration/ salary/ wages of respective category (₹ in Lakhs)
Board of Directors (BoD)	5	100.00	1	5.30
Key Managerial Personnel	1	40.10	1	11.06
Employees other than BoD and KMP	196	5.47	55	5.43
Workers*	-	-	-	-

*The Company does not have any workers on its direct payroll. The Company mandates the Contractors to ensure the compliance with the payment of Minimum Wages.

(b). **Gross wages paid to females as % of total wages paid by the entity.**

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	23.43%	22.97%

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. The Company has established a governance mechanism under its Human Rights Policy to address human rights-related concerns and impacts arising from business operations. The policy defines responsibilities, implementation processes, and grievance redressal mechanisms for effective monitoring and management of human rights practices across the organization.

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

The Company has established formal grievance redressal policy to ensure that employees can raise concerns without fear of retaliation. Employees are encouraged to resolve issues initially through discussion with their reporting managers, after which matters may be escalated to the Human Resources department and, if required, to senior management through a defined process. In addition, the Company has implemented a POSH policy with an Internal Complaints Committee to address complaints of sexual harassment in a fair and confidential manner, along with a Whistle Blower Policy that enables employees and stakeholders to report unethical behaviour, fraud or policy violations with protection against victimisation. These mechanisms support transparency, fair treatment and respect for employee rights across the organisation.

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

	FY 2025-26			FY 2024-25		
	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	0	0	0	0	0	0
Discrimination at workplace	0	0	0	0	0	0
Child Labour	0	0	0	0	0	0
Forced Labour/ Involuntary Labour	0	0	0	0	0	0
Wages	0	0	0	0	0	0
Other human rights related issues	0	0	0	0	0	0

7. **Complaints filed under the Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013.**

	FY 2025-26	FY 2024-25
Total complaints reported under Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

The Company has implemented a Prevention of Sexual Harassment (POSH) Policy supported by an Internal Complaints Committee to address complaints in a fair, confidential and impartial manner. The policy ensures that complainants, witnesses and other involved individuals are protected from any form of discrimination, retaliation or victimisation during and after the investigation process, thereby promoting a safe, respectful and inclusive workplace. In addition, a Whistle Blower Policy is in place to encourage reporting of concerns in good faith, with safeguards against retaliation, intimidation or unfair employment practices. The Company provides appropriate support during investigations and maintains strict measures to protect employee rights, reinforcing transparency, accountability and a respectful workplace environment.

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

Yes. Human rights requirements form part of the Company's business agreements and contracts, wherever applicable. The Company expects its contractors, suppliers, and business partners to adhere to applicable human rights, labour, health & safety, and ethical business practices in line with the Company's policies and code of conduct.

10. **Assessments for the year.**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	0%

Note: The Company has internally conducted above assessments.

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

There were no significant risks / concerns arising from human rights assessments.

Leadership Indicator

1. **Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.**

There have been no human rights grievances/complaints resulting in introduction/modification of business process.

2. **Details of the scope and coverage of any Human rights due-diligence conducted.**

The Company undertakes periodic human rights due diligence across its operations and project sites through internal audits, site inspections, and contractor compliance reviews. The assessment covers areas such as child labour, forced labour, workplace harassment, discrimination, occupational health & safety, and labour law compliance. Employee induction and awareness programs on human rights and POSH are also conducted periodically.

3. **Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

The Company has implemented basic accessibility arrangements at its project sites and offices to support visitors and stakeholders, including provisions such as entry ramps, availability of wheelchairs and necessary safety gear like helmets.

4. **Details on assessment of value chain partners.**

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	-
Discrimination at workplace	-
Child Labour	100%
Forced Labour/Involuntary Labour	-
Wages	100%
Others – please specify	-

Note: Value chain partners covered in the assessment were the contractors. The Company is in the process of developing a due diligence process for its value chain partners, which will help in checking and ensuring compliances on aspects of human rights and regulations.

5. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.**

No significant risks/concerns were seen with respect to the above matters with the Value Chain partners.

6 PRINCIPLE

Businesses should respect and make efforts to protect and restore the environment

[GRI 2-27, GRI 3-3, GRI 302-1, 302-3, GRI 303-1, 303-2, 303-3, 303-4, 303-5, GRI 304-1, 304-2, 304-3, GRI 305-1, 305-2, 305-3, 305-4, 305-5, 305-7, GRI 306-2, 306-3, 306-4, 306-5, GRI 308-1, 308-2, GRI 413-1]

Essential Indicator:

1. **Details of total energy consumption (in Joules or multiples) and energy intensity.**

Parameter	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	-	-
From non-renewable sources		
Total electricity consumption (D)	5,658.90 GJ	2,616.41 GJ
Total fuel consumption (E)	148.517 GJ	145.168 GJ
Energy consumption through other sources (F)	0	0
Total energy consumed from non- renewable sources (D+E+F)	5807.417 GJ	**2761.58 GJ**
Total energy consumed (A+B+C+D+E+F)	5807.417 GJ	**2761.58 GJ**
Energy intensity per rupee of turnover (Total energy consumed in GJ/ Revenue from operations in Rs.)	0.000000712	0.000000404
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total energy consumed in GJ / Revenue from operations adjusted for PPP in Rs. USD	0.0000145	0.0000082
Energy intensity in terms of physical output (GJ/sq. ft. of area developed)	0.007	0.002

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2026 by IMF which is 20.34 for India.

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.

The Company does not operate any facilities identified as Designated Consumers under the Performance, Achieve and Trade (PAT) Scheme of the Government of India during the reporting period.

3. Provide details of the following disclosures related to water.

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	53480.5	45463.1
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	53480.5	45463.1
Total volume of water consumption (in kilolitres)	53480.5	45463.1
Water intensity per rupee of turnover (Total water consumption in KL / Revenue from operations in Rs.)	0.00000655	0.00000666
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total water consumption in KL / Revenue from operations adjusted for PPP in Rs. USD)	0.000133	0.000135
Water intensity in terms of physical output	0.064	0.040

Note: Water used for construction activities is primarily sourced through authorised third-party tanker suppliers at project sites, while municipal water is used for office premises. During the reporting period, total water withdrawal and consumption was 53480.5 kilolitres in FY 2025-26 and 45463.1 kilolitres in FY 2024-25, reported under third-party water sources – tanker water. Water is utilised at project sites for construction activities such as concrete batching, curing and dust suppression, as well as for domestic use for the site workforce and general office consumption. Water procurement records, including tanker receipts and municipal water bills, are maintained at the respective project locations and offices to support compilation of water data.

* The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2026 by IMF which is 20.34 for India.

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(ii) To Groundwater		
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(iii) To Sea water		
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third parties	Nil	Nil
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil

Parameter	FY 2025-26	FY 2024-25
(v) Others		
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
Total water discharged (in kilolitres)	**Nil**	**Nil**

Note: During construction activities, water is utilised within site operations for concrete mixing, curing, dust suppression and domestic use. No wastewater is intentionally discharged outside project boundaries during the reporting period. Water reuse practices are implemented at site level; however, a formal volumetric reconciliation mechanism is under development to strengthen documentation of the zero-discharge position.

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

The Company has not implemented a formal Zero Liquid Discharge (ZLD) mechanism at its construction sites during the reporting period, considering the consumption-oriented nature of construction-phase water usage. Water is primarily utilised for activities such as concrete mixing, curing, dust suppression and domestic use, resulting in minimal wastewater generation. The Company continues to monitor and strengthen its water management practices in line with project lifecycle needs and evolving sustainability expectations.

6. **Please provide details of air emissions (other than GHG emissions) by the entity.**

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx	mg/m³	0.015	0.018
SOx	mg/m³	0.012	0.014
Particulate Matter (PM)	mg/m³	0.097	0.071
Persistent Organic Pollutants (POP)	mg/m³	NA	NA
Volatile Organic Compounds (VOC)	mg/m³	NA	NA
Hazardous Air Pollutants (HAP)	mg/m³	NA	NA
Others – please specify	mg/m³	NA	NA

Note: Construction activities primarily generate particulate matter emissions (PM10 and PM2.5). Ambient air quality at project sites is monitored through installed real-time monitoring systems in accordance with applicable municipal guidelines. Monitoring is conducted through authorised environmental monitoring agencies, and the measured values for particulate matter, nitrogen oxides (NOx) and sulphur oxides (SOx) during the reporting period have been disclosed in the table above. Dust control measures such as regular water sprinkling, material covering and housekeeping practices are implemented at project sites to minimise emissions during construction activities.

7. **Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity.**

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	21.977	175.556
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	1,116.06	516.01
Total Scope 1 and Scope 2 emissions	Metric tonnes of CO2 equivalent	1,138.04	691.566
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	tCO2e/Rs. of revenue	0.000000139	0.000000101

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 and Scope 2emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) * (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	tCO2e/Total Revenue from Operations adjusted for PPP (Rs. USD)	0.00000284	0.00000206
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO2e/sq. ft. of area developed	0.001	0.001

Note: Scope 1 emissions relate to fuel consumption (eg. Petrol), refrigerant usage, and CO_2 refilling of fire extinguishers. Scope 2 emissions relate to purchased grid electricity consumed at construction sites. Electricity and diesel consumption data for the reporting period has been compiled at project level.

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2026 by IMF which is 20.34 for India.

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

During the reporting period, no dedicated renewable energy project or structured GHG reduction programme was operational at construction sites. Electricity and diesel consumption are monitored as part of routine project management. Ready-mix concrete used in construction incorporates supplementary cementitious materials such as fly ash, where applicable. Site-level operational efficiencies are reviewed during project execution.

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	-
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	13424.92	12229
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	-	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	483.61	-
Total (A+B + C + D + E + F + G + H)	13908.53	**12229**
Waste intensity per rupee of turnover (Total waste generated in tonnes / Revenue from operations in Rs.)	0.00000170	0.00000179
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) * (Total waste generated in tonnes / Revenue from operations adjusted for PPP in Rs. USD)	0.0000347	0.0000364
Waste intensity in terms of physical output (Total waste generated in tonne/ sq. ft. of area developed)	0.017	0.011

Parameter	FY 2025-26	FY 2024-25
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste – Soil		
(i) Recycled	-	-
(ii) Re-used	100	290
(iii) Other recovery operations	-	-
Total	**100**	**290**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste – Soil and Rock		
(i) Incineration	-	-
(ii) Landfilling	17619	-
(iii) Other disposal operations	-	-
Total	**17619**	**-**

Note: Waste generated at construction sites primarily includes construction and demolition (C&D) waste, scrap metal, packaging waste and general site waste. Waste segregation is carried out at source. Recyclable scrap is handed over to approved vendors and disposal of C&D waste is undertaken through approved vendors in accordance with municipal and regulatory requirements. Waste records and vendor documentation are maintained at project level for reporting purposes.

* The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2026 by IMF which is 20.34 for India.

10. 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.

Construction debris generated at site is reused for backfilling and levelling activities where feasible. Scrap metal and recyclable materials are segregated and handed over to approved vendors. Designated waste storage areas are maintained at project sites prior to disposal. No hazardous waste generation has been reported from construction activities during the reporting period.

11. 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.

Based on review of project locations and applicable statutory approvals, including Environmental Clearances where required, the Company's projects during the reporting period are not located within notified ecologically sensitive areas such as national parks, wildlife sanctuaries, biosphere reserves or coastal regulation zones.

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

As No EIA projects are noted in FY 25-26. The Company has not undertaken any environmental impact assessments of projects in FY 2025-26.

13. 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.

The Company operates in accordance with applicable environmental laws and regulations, including the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act and the Environment (Protection) Act, as applicable to its operations. Environmental Clearances and statutory approvals, wherever required, have been obtained for relevant projects and are monitored at project level. No material environmental non-compliances were reported during the reporting period.

Leadership Indicator

1. **Water withdrawal, consumption and discharge in areas of water stress (in kiloliters).**

   Based on project location details and publicly available classifications of groundwater blocks by the Central Groundwater Board (CGWB), the Company's projects during the reporting period are not located in areas classified as "over-exploited" or "critical." Further, as confirmed at project level, water is reused on site for construction-related activities and no water is discharged externally during the reporting period.

2. **Please provide details of total Scope 3 emissions & its intensity.**

   Scope 3 emissions relating to value chain activities, including purchased construction materials, upstream transportation and waste disposal, have not been separately quantified during the reporting period. Material procurement and vendor data are maintained at project level as part of routine operations.

3. **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.**

   There are no significant direct or indirect impacts of the entity on biodiversity in ecologically sensitive areas during the reporting period. Accordingly, no specific prevention or remediation activities were required.

4. **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 the outcome of such initiatives.**

   The Company incorporates supplementary cementitious materials such as fly ash in ready-mix concrete, where applicable. Scrap metal generated during construction is segregated and handed over to approved vendors. Recycled content information for certain materials is obtained from vendors as part of procurement processes.

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

   Emergency response practices are implemented at project sites in line with construction safety requirements. Site teams coordinate with local authorities were required to manage safety and emergency situations. A structured Business Continuity and Disaster Management framework is under internal development.

6. **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?**

   Vendor engagement and evaluation processes are undertaken as part of procurement operations. Environmental impact assessment of value chain partners has not been separately structured during the reporting period.

7. **Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**

   The Company does not currently undertake a formal environmental assessment of value chain partners. Vendor compliance is managed through contractual and regulatory adherence mechanisms.

8. **How many Green Credits have been generated or procured?**

   (a). By the listed entity.

   Not Applicable

   (b). By the top ten (in terms of value of purchases and sales, respectively) value chain partners

   No Green Credits were generated or procured during the reporting period.

7

PRINCIPLE

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

[GRI 2-28, GRI 3-3]

Essential Indicators

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

   b. **List the top 10 trade and industry chambers/ associations (determined based on the total members of such a 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	NAREDCO West Foundation	National

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

   During the reporting period, no instances of anti-competitive practices or adverse orders from competition or regulatory authorities were identified. Accordingly, this indicator is reported as Not Applicable.

Leadership Indicator

1. **Details of public policy positions advocated by the entity.**

   The Company is committed to responsible public policy engagement and participates in advocacy, either directly or through industry bodies, in a transparent, ethical and sustainable manner, including on matters relating to climate action and social responsibility. The Company maintains oversight mechanisms to ensure that such engagements are aligned with its disclosed ESG commitments.

8

PRINCIPLE

Businesses should promote inclusive growth and equitable development

[GRI 2-25, GRI 3-3, GRI 201-1, GRI 204-1, GRI 413-1]

Essential Indicators

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

   The Company's activities do not fall within the scope of the Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013. Accordingly, undertaking a formal Social Impact Assessment is not a statutory requirement for such projects.

2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.**

   During the reporting period, the Company's operations and project activities did not involve any displacement of local communities. Accordingly, none of the projects triggered requirements for Rehabilitation and Resettlement (R&R).

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

   The Company has established mechanisms to receive, address, and resolve grievances from communities and other stakeholders in a timely and transparent manner. Stakeholders may raise concerns through designated communication channels, including email, phone, and written communication. The Company Secretary & Compliance Officer acts as a key contact point for stakeholder and investor grievances, with contact details disclosed on the Company's website.

   The Company also has a grievance redressal mechanism/policy in place to review and address concerns relating to business operations, community impacts, ethical conduct, and stakeholder issues. Grievances received are assessed, recorded, and resolved through appropriate corrective actions and internal review processes.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	57.79%	41.60%
Sourced directly from within India	94.25%	88.87%

5. **Job creation in smaller towns - Disclose wages paid to persons employed (including employees or workers employed on permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost. (Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)**

Location	FY 2025-26	FY 2024-25
Rural	NA	NA
Semi - Urban	NA	NA
Urban	NA	NA
Metropolitan	100%	100%

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).**

   Not Applicable.

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

   The Company has not undertaken any CSR projects in designated Aspirational Districts.

3. (a) **Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)**

   (b) **From which marginalized /vulnerable groups do you procure?**

   (c) **What percentage of total procurement (by value) does it constitute?**

   No preferential procurement policy available.

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.**

   The Company does not derive any benefits from intellectual properties owned or acquired based on traditional knowledge.

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.**

   Not Applicable as the Company does not have any intellectual properties.

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
1	Tata Memorial Hospital – Provided treatment for Cancer Patients	110	100%
2	Bal Asha Trust – Provided Health and educational support for Abandoned & Rescued Children	50	100%
3	Apna Ghar Ashram – Provided health support for Destitute Adult Individuals	>1,000	100%
4	National Association of Blind (NAB) – Provided educational support for Persons with Disabilities and Visually Impaired Students	200	100%
5	Desire Society – Provided supplementary Nutrition Support to females aged 8–20 years with HIV	30	100%
6	The Sajjan Jain Support Trust *	~ > 1.5Lac	100%

* The company undertakes multiple CSR initiatives through The Sajjan Jain Support Trust focused on the welfare of construction workers, underprivileged students, differently abled individuals, and underserved communities across Mumbai and nearby regions. Key initiatives include food distribution, education and medical support, volunteer engagement, yoga sessions, and distribution of essential kits to improve health, well-being, and quality of life. Special focus was given to the Buttermilk Distribution Drive, which benefited around 140,000 individuals during summer by providing hydration and heat relief, and the Awareness Session on the ill-effects of tobacco, which educated over 1,500 construction workers on tobacco-related health risks and preventive healthcare.

9 PRINCIPLE

Businesses should engage with and provide value to their consumers in a responsible manner

[GRI 2-6, 2-25, 2-23, GRI 3-3, GRI 217-1, GRI 218-1, 416-2, GRI 417-1, GRI 418-1]

Essential Indicators

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

   The Company places strong emphasis on customer satisfaction and regularly collects customer feedback through structured mechanisms such as Customer Satisfaction Surveys (CSAT) and Net Promoter Score (NPS) assessments. Feedback links are shared with customers at key stages, including post-registration and post-possession, to evaluate service quality, customer experience and identify areas for improvement. Customers are also provided with direct communication channels, including an official WhatsApp contact, to raise queries or concerns. In addition, the Company has developed the "Arkade Family Circle" application, a dedicated digital platform designed to enhance engagement and provide a seamless and convenient experience for homeowners through user-friendly features and value-added services.

2. 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	NA
Safe and responsible usage	NA
Recycling and/or safe disposal	NA

3. Number of consumer complaints in respect of the following:

	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	NA	-	-	-
Advertising	0	0	NA	-	-	-
Cyber-security	0	0	NA	-	-	-
Delivery of essential services	0	0	NA	-	-	-
Restrictive Trade Practices	0	0	NA	-	-	-
Unfair Trade Practices	0	0	NA	-	-	-
Other	3	3	7 complaints resolved and 2 complaints at appeal level	0	7	NA

Note: These are RERA complaints published on Arkade website.

4. Details of instances of product recalls on account of safety issues.

Considering the nature of the Company's real estate operations, which involve development and delivery of project-specific immovable properties rather than standardised consumer products, the concept of product recalls arising from safety concerns is not applicable.

5. 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.

The Company has established internal IT governance and data protection measures to safeguard business and stakeholder information. A formal IT Policy governs user account management, access controls, password protocols and data storage requirements, ensuring that all business data is securely maintained on designated servers. Data access is restricted through secure VPN connectivity and role-based permissions, and the sharing of login credentials is strictly prohibited. Controls are in place to prevent unauthorised software installation, restrict external device usage, and limit internet access to approved websites. Regular data backups, firewall protections, anti-virus installations and monitoring systems are implemented to mitigate cyber risks and prevent data breaches. These measures collectively strengthen data privacy, confidentiality and information security across the organisation. The policy is available at https://arkade.in/esg-sustainability/.

6. 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.

There were no such incidents, hence the penalty/ actions are not applicable.

7. **Provide the following information related to data breaches:**

   (a). Number of instances of data breaches

   Nil.

   (b). Percentage of data breaches involving personally identifiable information of customers

   Nil.

   (c). Impact, if any, of the data breaches

   Not Applicable.

Leadership Indicators

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

   Information about the company's projects is available on website at www.arkade.in. Separate websites are created for each projects, for easy access. The company also uses different platforms like brochures, social media, sales offices, and WhatsApp to update and inform customers of company's new projects and offerings.

2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**

   The Company ensures that customers are provided with clear and relevant information through multiple engagement channels. This includes guided site walk-throughs, structured on-boarding interactions and the use of informational materials such as FAQs, which help customers understand project features, applicable policies and financial processes, thereby supporting transparency and informed decision-making.

3. **Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**

   The Company follows a structured communication approach to keep customers informed in the event of any project or service-related delays. Customers are proactively updated through direct communication channels such as phone calls and email, ensuring timely information sharing and transparency.

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.**

   Not Applicable. The Company provides customers with product-related information that goes beyond the minimum requirements prescribed under applicable laws. This includes detailed disclosures such as floor layouts, ventilation features, lifestyle amenities, visual representations through property models, standees, banners, hoardings and signage displayed across project and sales locations and design elements focused on family needs, enabling customers to make well-informed decisions.

   Did your entity carry out any survey about 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).

   The Company undertakes periodic customer satisfaction surveys at key stages of the customer journey, including site visits, booking, handover and post-possession. Feedback is collected through multiple channels such as telephone interactions, messaging platforms and on-site digital tools, enabling the Company to assess service quality, customer satisfaction levels and identify areas for improvement across its projects and locations.