

**THE REAL IN REAL ESTATE:
BUILDING SUSTAINABLE RESIDENCES
FOR A BETTER FUTURE.**



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ABOUT THE REPORT

At K Raheja Corp Real Estate Private Limited (“KRCREPL”), we prioritize excellence and sustainability. We are committed towards combining business success with community well-being and planet preservation. Sustainability is ingrained in the projects we deliver, showcasing eco-conscious and inclusive living spaces. Sustainable growth underlines every action we take - from site selection to conceptualization and design to construction to project completion and handover. Our commitment revolves around the well-being of our stakeholders, emphasizing mental, social, and physical welfare. This focus on advocating responsible real estate has made us one of the country’s leading developers of quality homes.

As a value-led organization, we are dedicated towards ethical business conduct and sustainable practices, acknowledging the global concerns of climate change, deforestation, and pollution. We promote a fair and just

culture across our business and are committed towards reducing our carbon footprint, positively impacting society and sustaining creating long-term value for our stakeholders.

Towards this, endeavour, we operate on Environmental, Social, and Governance (ESG) principles across diverse segments and align with India’s economic growth, continuously refining our ESG initiatives.

We are delighted to present our second ESG Report for FY 2024-25. The Report stands as a testament to our continued commitment to strengthen transparency of our disclosures among all our valued stakeholders. Through this disclosure, we provide them with a holistic perspective of our ESG Strategic Framework comprising of Stakeholder Engagement, Materiality Assessment, Decarbonization Roadmap, ESG Initiatives and ESG Performance for the fiscal year.

REPORTING PERIOD

The details disclosed in the Report pertain to the period April 1, 2024, to March 31, 2025, unless mentioned otherwise.

REPORTING STANDARDS AND PRINCIPLES

The Report complies with current sustainability-based disclosure mandates, prepares us for upcoming requirements, and aligns with globally recognized frameworks and reporting principles as follows:

The Global Reporting Initiative (GRI) Universal Standard 2021

The United Nations Sustainable Development Goals (UNSDGs)

International Financial Reporting Standards (IFRS) S2/Taskforce on Climate-related Financial Disclosures (TCFD) recommendations

REPORTING SCOPE AND BOUNDARY

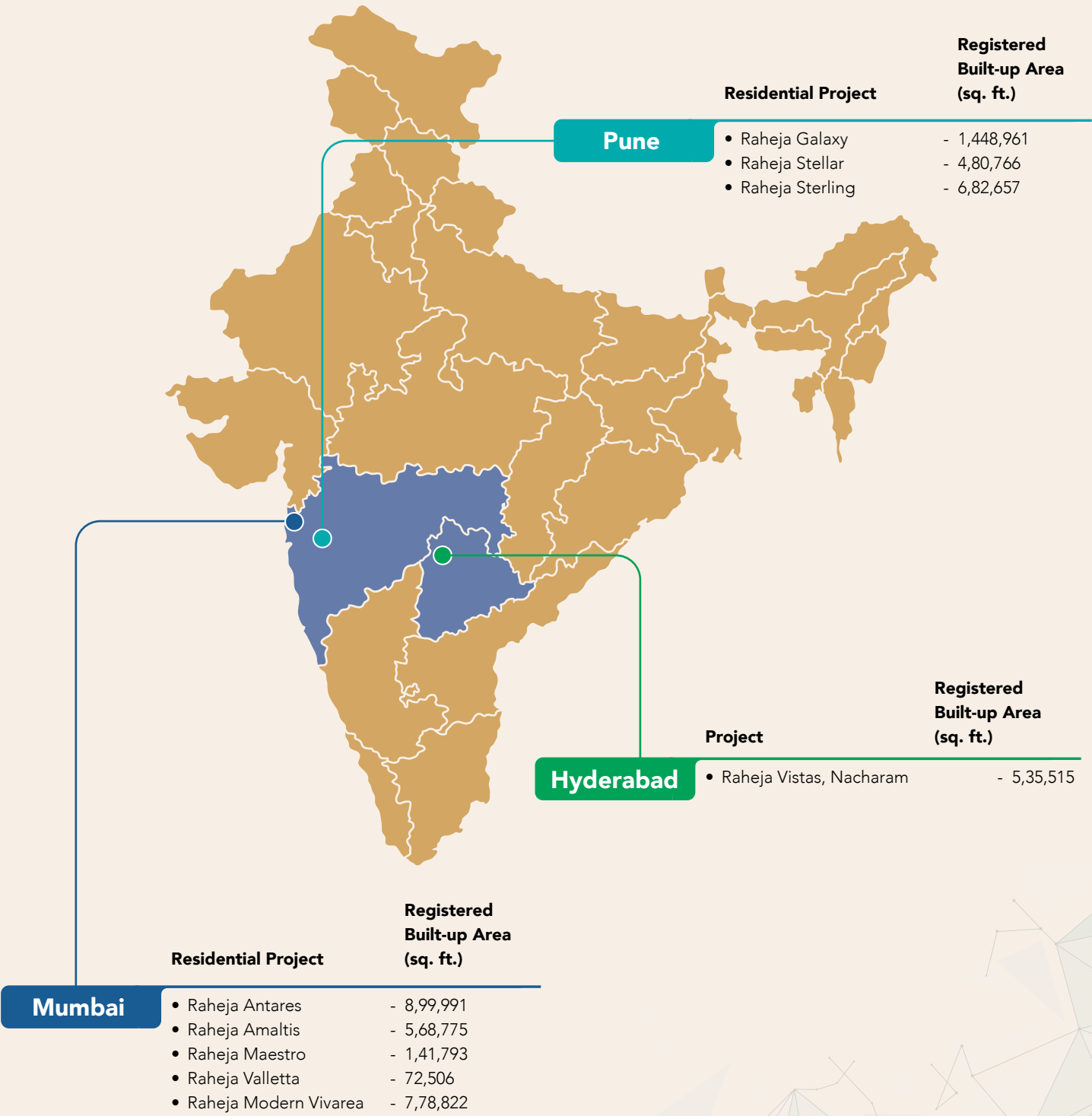
This Report covers the environmental, social and economic performance of 9 residential development projects of KRCREPL spread across 5.61 mil. sq. ft.

The Reporting Scope includes:

It is to be noted that

01 As a residential developer, our operational control over apartments, if any, extends for a maximum period of 2 years post which the locality and apartments are handed over for complete management and maintenance by occupants.

02 The projects listed below have been under different construction phases during the reporting period.



ASSURANCE

We have undertaken independent and external assurance of our non-financial performance by TÜV SÜD South Asia India Private Limited that involved reviewing our ESG strategy and approach to guide us in meeting our ESG objectives and commitments. The assurance engagement was conducted with reference to “Limited Level” as per ISAE 3000 (Revised) The assurance statement is provided on pg. 109 of this Report.

FORWARD-LOOKING STATEMENTS

The Report includes predictions about our future performance based on our current assumptions and expectations, including claims about our ESG targets, goals, commitments, programs and other business strategies, initiatives, and ambitions. These sentences frequently use verbs like “will,” “aim,” “anticipate,” “believe,” and “drive,” ‘estimate’, ‘expect’, ‘intend’, ‘may’, ‘plan’, ‘project’, ‘strategy’, ‘target’, ‘goal’, or words of a similar nature. The realization of the stated intents is subject to external factors and business decisions.

CONTACT



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Mumbai
Maharashtra, 400051



customerrelationship@kraheja.com

We solicit your feedback and comments on our ESG Report 2024-25. You may write to us at sustainability@kraheja.com.



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[K Raheja Corp Homes - Real Estate Builder in Mumbai, Pune, Hyderabad](#)

CORPORATE OVERVIEW

BUSINESS SNAPSHOT



3

Cities



₹10,857.63^{Mn}

Turnover



8,500+

Happy Families



5,143.37^{Mn}

Net Operating Margin



2,226

Units



8.92%

Weighted Average Cost of Debt



5.61

msf of Registered Built-Up Area



200+

Awards Won across Verticals

Raheja Ascencio



MESSAGE FROM THE MD & CEO



Dear Stakeholders,

I take immense pride in presenting KRCREPL's second Environmental, Social, and Governance (ESG) Report for FY 2024-25 emphasizing our ethos to design homes that are sustainable and adopt practices to decarbonize across our operations and value chain. The report demonstrates our efforts to create and sustain positive impact among all our valued stakeholders by ensuring effective transparency of our robust ESG strategic framework and ESG performance for FY 2024-25.

At KRCREPL, we are cognizant that integrating sustainable practices in real estate, assessing ESG performance and embedding climate considerations into our strategic endeavours not only aids the environment through proactive climate action but also brings economic and social value creation.

Economic Performance

With a legacy spanning over four decades, KRCREPL has firmly established itself as one of India's foremost premium luxury residential developers. Synonymous with opulence, world-class amenities, and state-of-the-art architecture, one of the hallmarks of KRCREPL is our diverse portfolio of luxury residential projects. With a strong presence in 3 cities of India, we have delivered 2,226 residential units spread across 100 lakh square feet, bringing joy to over 8,500 families. Our projects redefine the concept of urban living, blending modern comforts with sophistication and providing customer with better amenities. Remaining steadfast in delivering projects ahead of committed timelines to showcase resilience, our journey has been marked by an unwavering commitment to customer-centricity, integrity, and sustainable practices, setting new benchmarks in the real estate industry.

Environmental Performance

KRCREPL's core belief centres around creating living spaces that seamlessly blend luxury and comfort, with environmental stewardship. We have pioneered the industries' responsibility towards contributing to a green society, partnering with the CII-Green Building Council in 2007 to construct green buildings and securing IGBC Green Building Certifications across all our properties. Our properties emphasize ecological accountability through a holistic approach to luxury living, attracting discerning buyers for decades.

In addition to our eco-friendly constructions, we are also investing in designing and developing large, expansive green areas at each of our projects, focusing on energy and water efficiency, enhanced air quality, open green spaces, and organic waste management. Recognising the rising importance of renewable energy and energy conversation, we have diversified our share of energy mix, sourcing 80.85% of our energy from renewable energy sources. We have installed rainwater harvesting system and sewage treatment plants (STPs) to increase wastewater reuse and reduce dependence on freshwater consumption. Additionally, we implement organic waste composters (OWCs) and divert waste from landfills. We stand as a trailblazer in adopting green practices in construction, EV readiness and reducing our carbon footprint.

We have adopted several disruptive innovations to enhance our sustainability and integrate a digital approach, continuously striving to improve our operational efficiencies.

- Customized granite slabs are incorporated in flooring and wall cladding for reducing shipment weights which proactively address our carbon footprint during transportation
- Ready-made plaster is preferred over traditional sand and cement mix designs, significantly reducing the number of trips for procuring cement
- Efficient flush and flow fixtures are utilised to optimise our water consumption
- Wastewater is treated and repurposed for flushing, improving our water efficiency
- Daylight Simulation is effectively integrated in our IGBC Green Certified Homes using leading-edge software, ensuring optimal natural light levels
- Drought-resistant trees for our properties, which require minimal water and maintenance, while contributing to cleaner air and creating a healthier environment for all stakeholders
- Energy efficiency through regular energy audits and energy simulations in alignment with the ASHRAE 90.1 Standard - Energy Standard for Sites and Buildings Except Low-Rise Residential Buildings and the IGBC Green Homes v3.0 rating system

Social Performance

We believe in building strong relationships through regular engagement with our internal and external stakeholders. We prioritize the well-being of our employees to foster a diverse and inclusive work environment and we are working towards, investing in their growth and development through learning and leadership interventions thus we can further increase their share in leadership and management positions. In addition, we focus on training all employees to navigate their personal and professional growth while contributing to business growth. Along with that we strive towards promoting a safe working environment.

KRCREPL maintains a unique brand identity which aids in customer recognition, bolsters loyalty, creates positive word of mouth, and provides valuable insights to curate world-class

residential ecosystems. Towards this, a high percentage of our valued customers showcase their trust in our quality and service. Loyalty discounts are offered to reward long-term associations with customers, and customer satisfaction surveys are utilised to assess their perspective, promote customer upgrades within our properties, and highlight their appreciation for our amenities and services.

We also actively engage with communities around our projects and value chain partners. We support their development through our social responsibility endeavours by investing in community development projects, engaging in social welfare programs, prioritising sustainable material sourcing and promoting local procurement to ensure effective job creation, capability building and sustaining shared social value. As we expand our presence, we remain dedicated to creating outstanding residential communities that add significant value to the lives of our residents.

Governance Performance

Our prudent governance framework ensures sustained organizational success with the highest standards of corporate governance that promotes transparency and accountability across our operations and value chain. We maintain stakeholder trust through responsible business conduct, privacy protection and ethical practices, with utmost regulatory compliance to achieve our business objectives and ensure long-term success. Year after year, we have successfully achieved the remarkable feat of zero data breaches and zero incidents of non-compliance. Our focus on supply chain sustainability continuously promotes trust among our valued supply chain partners.

We continue to etch an indelible mark on India's luxury real estate landscape. With a rich legacy and unwavering commitment to sustainability and excellence, our brand remains steadfast to enhance ESG performance through environmental stewardship, social responsibility, and prudent governance, sustain long-term value for our stakeholders and shape the future of luxury living in India.

Warm Regards,

Vinod Rohira

ABOUT US

KRCREPL has been raising the standards of residential luxury as one of India’s leading players in the realty segment. Over the years, we have come to define fine lifestyles, world-class amenities, state-of-the-art architecture and unwavering quality. Backed by our values of customer centricity, integrity and environmentally sustainable practices, we have been delivering luxurious and quality residences to our valued customers over the last four decades. Our aspirational spaces have distinct characteristics and attributes, making each of our offerings unique.

As an industry leader, we take pride in being one of the early advocates in transitioning to responsible real estate development.

VISION

To be a trusted leader in the realty industry, as a creator of everlasting experiences for customers, partners and employees alike.

VALUES

At KRCREPL, we are creating exemplary designs inspired by a vital need to alter the real estate industry by revolutionising methods and approach to bring ultimate comfort and convenience to our customers.



Ideas before Results. We believe in embracing change to stimulate creativity and ingenuity that is central to bringing that is central to bringing new products and services for our clients.



Work as One. We harness differences and interdependencies to unleash the power of one.



Strive to add value and inspire our customers because we recognize that they come to us by choice.



We focus on results, act with ambition to be operationally competitive.



We uphold the highest standards of integrity in all our actions.



We are willing to take responsibility for our actions and their impact.

Raheja Stellar



MEMBERSHIPS AND ASSOCIATIONS



The National Real Estate Development Council (NAREDCO) is the preeminent industry association for real estate sector in India, providing a legitimate platform for the government, real estate industry, and the general public to address their concerns and find effective solutions to the challenges faced by the real estate sector.

Mr. Kishore Bhatija, Advisor at KRCREPL, is part of the Governing Council of the National Real Estate Development Council (NAREDCO) as a Founding Member.



The Confederation of Real Estate Developers Associations of India (CREDAI) is the apex body for private Real Estate developers in India. The CREDAI-Pune Metro is an Association of Builders and Promoters of Pune and Pimpri Chinchwad area with the objective to promote Real Estate Sector in the region for the benefit of its members over more than 36 years.

KRCREPL is a proud member of the CREDAI-Pune Metro.



The Indian Green Building Council (IGBC), India's premier certification body, is the founding member of World Green Building Council having 14,510 projects with a green footprint of over 12.3 billion sq. ft. and 5,820 projects which are certified & fully operational.

KRCREPL is a proud IGBC member and has received IGBC Silver and Gold-level certifications, demonstrating our commitment to green building practices.

AWARDS AND RECOGNITIONS



ET NOW BEST REALTY BRANDS 2024

The Realty Convention stands as a premier gathering where Real Estate Sector leaders convene to navigate industry shifts, regulatory dynamics, and establish pioneering benchmarks.

ET Now Best Realty Brands 2024 underscored a focus on unveiling innovative solutions tailored to the unique challenges confronting the real estate landscape, which spotlighted the transformative potential of technology and emphasized its pivotal role in elevating industry practices and driving superior outcomes.

KRCREPL won Best Realty Brands – Luxury 2024 by ET Now



16TH REALTY+ EXCELLENCE AWARDS 2024

With the theme of 'Turning Dreams into Reality', the 16th Realty+ Conclave & Excellence Awards felicitated top performers in the Indian Real Estate sector and were designed to inspire and engage a larger, more inclusive audience spanning across the country, while still adhering to the guidelines of safety and wellbeing.

KRCREPL took home two prestigious awards at the 16th Realty+ Excellence Awards 2024, West – Plotted Development Project of the Year for Raheja Viva and Consumer Connect Initiative of the Year for 'Royalty', their innovative loyalty and referral program. These recognitions highlighted the brand's commitment to delivering excellence in real estate and customer engagement.



11TH IGBC GREEN CHAMPION AWARDS 2024

The Indian Green Building Council (IGBC) Green Champion Award is a prestigious recognition for organizations demonstrating leadership in green building practices and sustainable development.

KRCREPL was honoured with the 11th IGBC Green Champion Award in the 'Organisation Encouraging IGBC Accredited Green Building Professionals' category for its dedication to promoting green building practices. Over 150 of our team members came together to complete their training and earn the IGBC Accredited Green Building Certification, making KRCREPL the organisation with the highest number of IGBC-accredited professionals in India.

ESG HIGHLIGHTS FY 2024-25

ENVIRONMENT

**80.85%**Renewable Energy Share
in Total Energy Mix**1,085** KL/dayRainwater Harvesting
System capacity installed**2,478** KL/daySewage Treatment
Plants (STPs) capacity
installed**4,190** KL/dayOrganic Waste
Composters (OWCs)
capacity installed**5.61** msfIGBC Registered Built-
Up Area**4.86** msfIGBC Gold Certified
Registered Built-Up Area**0.21** msfIGBC Silver Certified
Registered Built-Up Area**100%**Waste Diverted from
Landfill**1,286**

Trees Planted

SOCIAL

**18.1%**Share of Women in
Management Positions**7,532**Total Employee
Training Hours**15.03**Average Training Hours
per employee**14%**Total Employee
Turnover Rate**ZERO**Lost time injuries
and Fatalities**4.73**^{/5}Average Customer
Satisfaction Score**₹ 3.1** MnVoluntary Social
Contributions

GOVERNANCE

**90%**Building
Materials
Sourced Locally**100%**Critical Suppliers
covered under
SCoC**ZERO**Non-
compliances**ZERO**

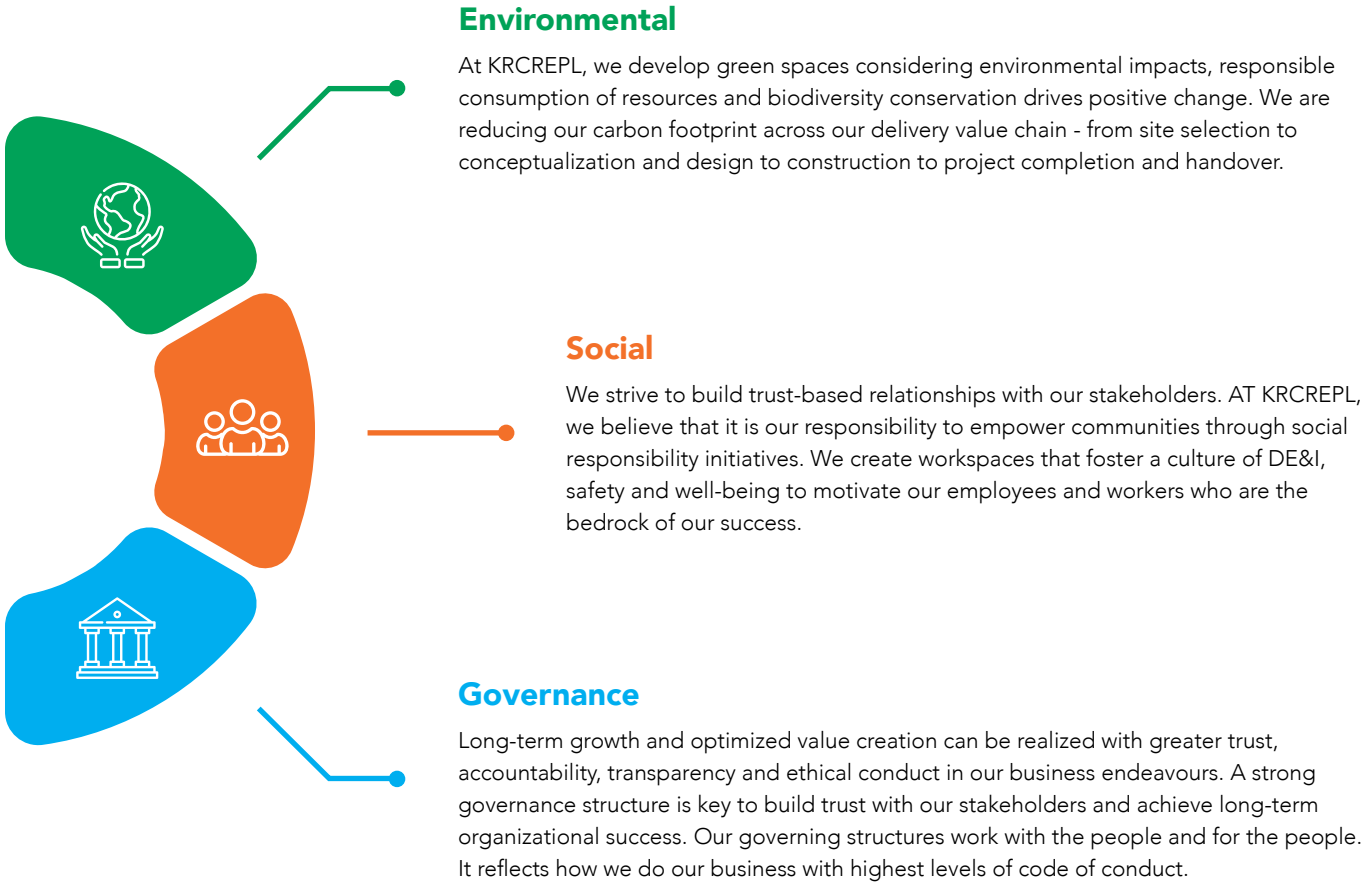
Data Breaches

OUR APPROACH TO SUSTAINABILITY

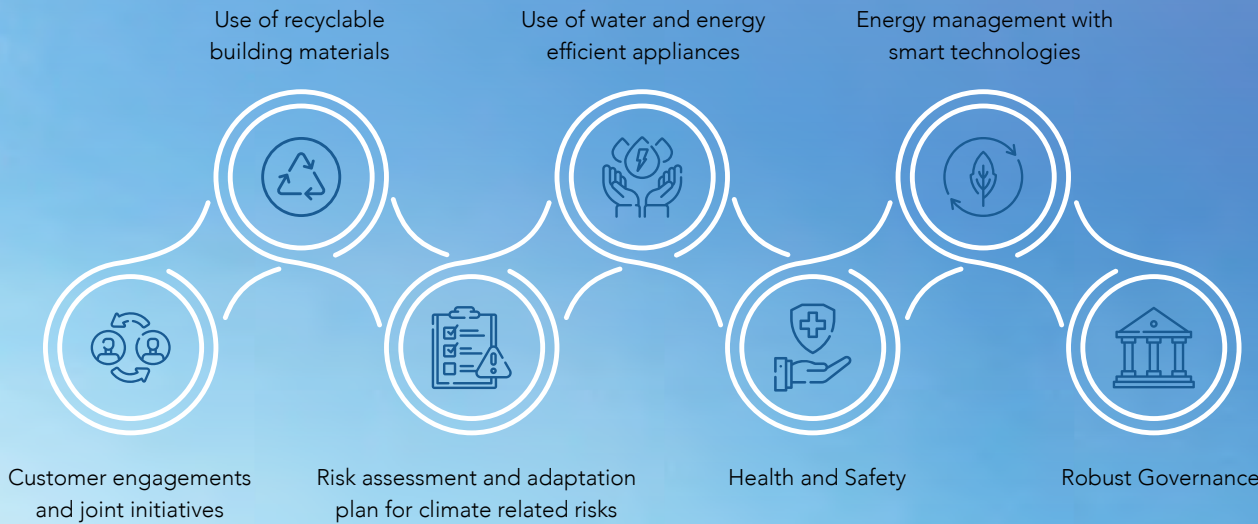
The real estate industry has a significant role in addressing growing challenges of climate change, deforestation, and pollution in mitigating carbon emission and conserving biodiversity. At KRCREPL, our vision prioritizes excellence and sustainability and aims to balance business success with community well-being and environmental stewardship to enhance value creation for stakeholders.

Through our eco-conscious and inclusive living spaces, we ingrain sustainability in project delivery and embed ESG principles in operations, in alignment with global and national goals of decarbonization towards a low-carbon economy and a Net Zero future.

EMBEDDING ESG



SUSTAINABILITY EXPECTATIONS FROM THE REAL ESTATE INDUSTRY



Raheja Reserve

OUR ESG STRATEGY

KRCREPL acknowledges that importance of climate action, and we actively support global and national efforts to address and solve climate change, deforestation, and pollution. We have established long-term and interim goals to contribute to managing current and emerging climate change threats proactively.

Led by a '4E Excellence with Sustainability Strategy', our green buildings proactively contribute to our progress toward

sustainable operations and offerings. We strive to become a zero-waste organization through recycling and remain committed to decarbonize our operations and value chain, conserve biodiversity, limit energy and water consumption, and utilize sustainable sourcing and procurement of materials.

4Es Excellence with Sustainability

Ensure Good Governance

- Corporate Governance
- Corporate Behaviour
- Certification and Ratings

Embrace Nature

- Climate Change
- Water Stewardship
- Waste Management

Engross Stakeholders

- Customer Engagement
- Brand Management
- Supply Chain Management

Empower Lives

- Employee Engagement and Talent Development
- Diverse and Inclusive Work Environment
- Community Welfare

OUR ESG STRATEGIC PILLARS



Embrace Nature

As a responsible corporate citizen, KRCREPL seeks to minimize our environmental impact through strategic interventions, which include adopting green practices in construction and operations, conserving resources, and decarbonizing our operations and value chain to create and sustain a better world for future generations.



Empower Lives

At KRCREPL, we believe in empowering our stakeholders to guide our endeavours in building stronger communities. We strive to create a vibrant workforce and empower local communities through regular capability building and development to promote healthy lifestyles which enables our talent to flourish and all stakeholders to perform better.



Engross Stakeholders

While customer happiness is at the core of KRCREPL's business strategy and organizational success, we make our best efforts to engage with all identified internal and external stakeholders to understand their needs and concerns, gather and assess their feedback and deliver what is best in their interests. Regular engagements help us make informed decisions for the benefit of all.



Ensure Good Governance

Trust and transparency are critical for our long-term stability. For us, the pillar is significant for fostering a sustainable work environment and strengthening long-term trust-based relationships with our identified internal and external stakeholders.

OUR ESG COMMITMENTS

Environmental



Embrace Nature



Climate Change

Water Stewardship

Waste Management



- Renewable Energy Integration
- Green Building Certifications
- TCFD Alignment
- Water Conservation
- Waste Management



Pillar



Focus Area

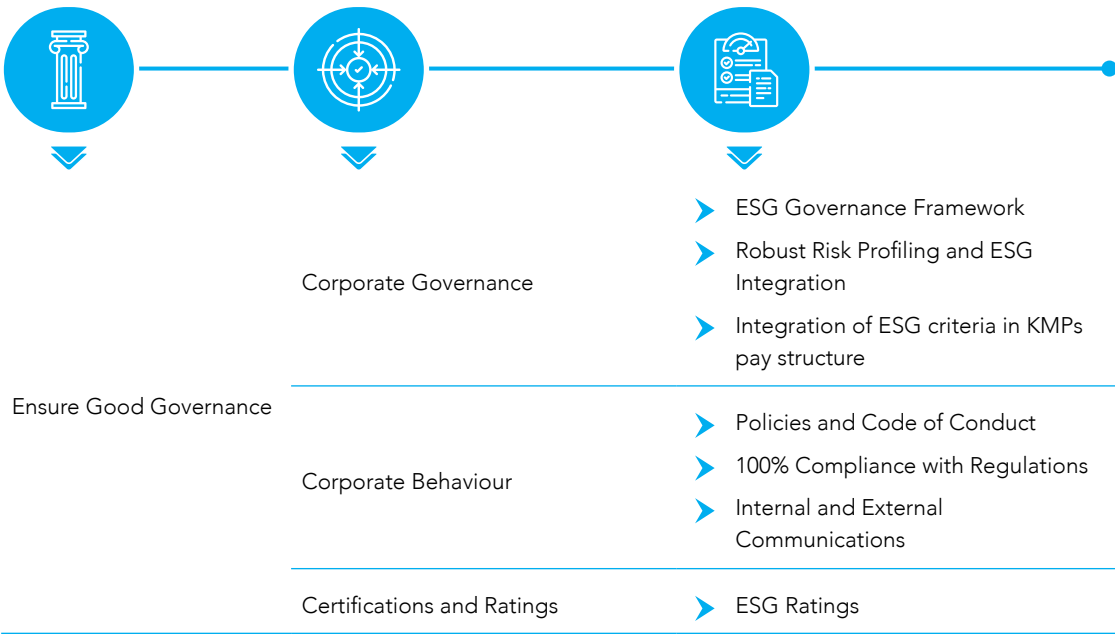


Key Performance Indicators (KPIs)

Social



Governance



STAKEHOLDER ENGAGEMENT

OUR APPROACH

KRCREPL is cognizant that effective stakeholder engagement is an essential part of our business activities across operations, supply chain and business partnerships. Towards this endeavour, we have instituted a robust engagement framework to address our material ESG aspects, business objectives and sustainability targets

while aligning them with the aspirations of key stakeholders to deliver long-term shared benefits to our stakeholders. Effective stakeholder engagement helps us proactively address business risks and opportunities while also ensuring progress on our ESG commitments for holistic value creation and sustenance.

STAKEHOLDER ENGAGEMENT MECHANISM

In line with the AA100 Stakeholder Engagement Standard, we have developed a robust stakeholder engagement mechanism for implementing engagement activities across our operations, value chain and business partnerships for existing and upcoming assets at corporate- and local-levels. Towards this endeavour, our stakeholder engagement mechanism incorporates:

- Outlining processes and methods towards identification and regular engagement with stakeholders that entails the scope, significance and frequency of engagement
- Sustaining continued stakeholder trust and confidence in all business endeavours, which are reflective of their needs and expectations
- Assigning responsibilities and allocate resources for regular stakeholder engagement
- Ensuring feedback and proactive engagement with all identified stakeholders in business activities across operations, supply chain and business partnerships
- Ensuring effective handling and redressal of all grievances in a timely, fair and equitable manner



OUR STRATEGIC APPROACHES ARE BEST GUIDED WHEN WE ENGAGE WITH OUR STAKEHOLDERS AND UNDERSTAND THEIR EXPECTATIONS AND INTERESTS

STAKEHOLDER IDENTIFICATION & CATEGORIZATION

Our approach towards stakeholder management entails identification of key stakeholders who are impacted by our operations and who have the ability to significantly impact our business performance.

We proactively incorporate factors like inclusivity and diversity in perspectives, degree of dependence and interest, and ability to influence business outcomes. Towards this, we identify and categorize all stakeholders as internal or external based on the nature of their association with us.



Internal Stakeholders

Individuals or groups of individuals within a business who work directly within the business. Internal stakeholders include the following:

- Employees
- Contractual Labour



External Stakeholders

Individuals or groups of individuals outside a business who are affected in some way by the decisions of the business. External stakeholders include the following:

- Investors and Lenders
- Customers
- Communities including local, vulnerable, marginalized and disadvantaged groups
- Value chain partners including suppliers, vendors and contractors
- Regulatory Authorities
- Media
- Third-party service providers including external consultants

Raheja Helios



STAKEHOLDER ENGAGEMENT MATRIX



Employees

Frequency of Engagement - Ongoing

Significance of Relationship

- Enhance employee engagement and satisfaction
- Sustain morale and team-building
- Personify the brand
- Prevent violation of Human Rights
- Build an efficient and safe work environment

Mode of Engagement

- Newsletters
- Employee engagement and satisfaction surveys
- Capacity Building Sessions on ESG and Sustainability
- Team-building activities
- Learning and development interventions including behavioural, skill-based trainings etc.
- Performance appraisal and review meetings
- Grievance Redressal Mechanism

Key Expectations

- Employee benefits and well-being (e.g. sick leave, payment of overtime, paid leave, flexible working hours, work-life balance, maternity and paternity leave, PF, ESIC, gratuity, medical coverage and health, safety and well-being programs etc.)
- Career growth opportunities
- Compliance with Human Rights (fair wages and remuneration, safe and healthy working conditions, information security, zero tolerance to discrimination and harassment, inclusive work environment etc.)
- Transparent governance
- Efficient grievance handling and redressal system



Contractual Labor

Frequency of Engagement - Ongoing

Significance of Relationship

- Deliver quality products and meet project timelines
- Prevent violation of Human Rights
- Build an efficient and safe work environment

Mode of Engagement

- Meetings
- Training on Occupational Health and Safety (OHS)
- Skill-based trainings
- Grievance Redressal Mechanism

Key Expectations

- Labor benefits and well-being (e.g. sick leave, payment of overtime, fair working hours, accommodation in labor camps with provision of electricity, food, cleaning drinking water, hygienic sanitation, ventilation, security and surveillance, PF, ESIC etc.)
- Compliance with Human Rights (timely payment of minimum wages, safe and healthy working conditions, information security, freedom of association and right to collective bargaining, zero tolerance to discrimination and harassment, inclusive work environment etc.)
- Efficient grievance handling and redressal system

Investors and Lenders

Frequency of Engagement - Quarterly



Significance of Relationship

- Build investor confidence
- Provide capital for business growth
- Ensure profitability and return on investment
- Sustain investor relations and expectations

Mode of Engagement

- Investor calls
- Investor presentations
- Press releases
- Meetings
- Corporate website
- Grievance Redressal Mechanism

Key Expectations

- Certainty of revenue stream
- Strong project pipeline in diversified product classes
- Demonstrate capability for timely completion of all activities involved in the residential real estate business within projected business plan parameters
- Responsiveness to investor concerns
- Transparency of ESG Performance
- Participation in ESG Ratings
- Efficient grievance handling and redressal system

Customers

Frequency of Engagement - Ongoing



Significance of Relationship

- Enhance customer engagement and satisfaction
- Build long-term trust in the market
- Sustain economic growth
- Improve brand positioning
- Motivate business performance to deliver high-quality service

Mode of Engagement

- Customer engagement and satisfaction surveys
- Health, safety and well-being programs
- Events
- Newsletters
- Brochures
- Webinars and seminars
- E-mails
- Grievance Redressal Mechanism

Key Expectations

- Quality of project delivery
- Transparency of ESG Performance
- Efficient grievance handling and redressal system
- Compliance with regulatory requirements

Community (including local, vulnerable, marginalized and disadvantaged groups)

Frequency of Engagement - Annually



Significance of Relationship

- Generating positive impact is critical to achieving social goals
- Establish clear communication channels for local community members
- Enhance community awareness and development

Mode of Engagement

- Community need assessment surveys
- Community interactions and meetings
- Community development programs and activities
- Community impact monitoring and assessment initiatives
- Capacity building and awareness sessions
- Local community feedback channels
- Employee volunteering initiatives
- Grievance Redressal Mechanism

Key Expectations

- Local community outreach
- Impact Assessment of beneficiaries
- Efficient grievance handling and redressal system

Regulatory Authorities

Frequency of Engagement - Ongoing



Significance of Relationship

- Support policies and laws towards industry development
- Obtain permissions and licenses to operate as per regulations

Mode of Engagement

- Corporate website
- Compliance submissions
- Written communications
- Query response
- Meetings
- Grievance Redressal Mechanism

Key Expectations

- Compliance with all applicable laws and regulations
- Sound internal compliance / monitoring systems
- Ethical, accountable and transparent business conduct
- Efficient grievance handling and redressal system

Value Chain Partners (including Suppliers, Vendors and Contractors)

Frequency of Engagement - Annually



Significance of Relationship

- Leverage costs and operational efficiency
- Sustain greater sustainability impacts
- Timely delivery of projects

Mode of Engagement

- Meetings
- Calls
- Capacity Building Sessions on ESG and Sustainability
- Value chain assessment activities on ESG parameters
- Grievance Redressal Mechanism

Key Expectations

- Timely payment on delivery of projects
- Safe and healthy working conditions
- Efficient grievance handling and redressal system

Media

Frequency of Engagement - Ongoing



Significance of Relationship

- Enhance brand visibility
- Improve visibility of ESG and Sustainability Performance

Mode of Engagement

- Press conferences
- Press releases
- Social media
- Leadership interviews
- Industry Association Meets

Key Expectations

- Transparency of Business Performance

Third-party service providers
(including external consultants)

Frequency of Engagement - Annually



Significance of Relationship

- Enable the creation of differentiated offerings with expertise

Mode of Engagement

- Memorandum of Understanding (MoU)
- Meetings
- Independent audits

Key Expectations

- Timely payment on delivery of services
- Transparent governance

STAKEHOLDER GOVERNANCE PROCESS

We have developed a robust Stakeholder Governance Process that incorporates the following aspects:

- Identification of risks to effective stakeholder engagement such as unresponsive stakeholders, conflict of interest, participation fatigue, disruptive stakeholders etc. prior to deciding the mode and frequency of engagement
- Assessing the profiles of all identified stakeholders and enabling open channels of communication which are anonymous, equitable, easily accessible, transparent and dialogue-based in nature to effectively address these risks
- Ensuring legitimacy, prohibiting retaliation towards effective engagement and expecting all identified stakeholders to be accountable and responsible for their own behaviour and practices

- Regularly assessing stakeholder capacity prior to deciding mode and frequency of engagement and undertaking capacity building measures to improve effectiveness of engagement
- Communicating results of stakeholder engagement in a timely manner to incorporate stakeholder feedback and periodically updating the stakeholder engagement process

Finally, we ensure effective disclosure and monitoring of performance against our prioritized material issues to guide our Board in informed decision-making for the mutual benefit of all stakeholders. At KRCREPL, stakeholder perspectives and feedback offer valuable insights and opportunities to guide us in our ESG journey to achieve excellence.

GRIEVANCE HANDLING AND REDRESSAL

Our approach to Grievance Handling and Redressal entails encouraging all identified stakeholders to share their feedback and concerns. We strive to identify, monitor and effectively monitor all stakeholder grievances in a timely manner. Towards this endeavour, we ensure stakeholder accessibility to anonymous and formal

channels through a robust grievance handling and redressal mechanism that acknowledge their grievances and feedback, as detailed in our publicly accessible Stakeholder Engagement Policy and Grievance Handling and Redressal Policy respectively.

MATERIALITY ASSESSMENT

KRCREPL is cognizant towards proactively addressing Environmental, Social, and Governance (ESG) topics which are imperative to our strategic business endeavours in close consultation with our internal and external stakeholders. Towards this, the identification and effective prioritization of material ESG

topics is significant to all identified stakeholders. Assessment of our material issues remains critical in maintaining regulatory compliance, improving transparency, aligning with global industry trends, guiding our ESG Strategy and facilitating better accountability through effective decision-making.

OUR APPROACH TO MATERIALITY

At KRCREPL, the Board of Directors ensure oversight of the Materiality Assessment process. We integrate the effective assessment of our material topics into our Enterprise Risk Management (ERM) framework.

Towards this, a comprehensive materiality assessment had been undertaken in 2021 that assessed the impact of most pertinent ESG topics to our business performance and were of strategic importance to our key stakeholders.

Consultations with internal and external stakeholders (including senior leadership) were facilitated in a structured manner that incorporated in-person meetings, virtual interactions and online surveys to gather their key ESG concerns and expectations. The assessment additionally incorporated trends in the global real estate sector among industry peers, monitored best practices and addressed key risks and opportunities for improving our business performance. Findings of this assessment were prioritized based on their significance to the business and feedback from key stakeholders was garnered to develop a comprehensive set of material ESG topics most relevant to our valued stakeholders and KRCREPL.

Raheja Valletta



Significance of Materiality



MATERIALITY ASSESSMENT PROCESS

Process for Material Topic Identification



ESG MATERIALITY

During the assessment, we had identified a broad universe of 18 material topics that were significantly important to our internal stakeholders and strategically pertinent to our business growth as the bedrock in guiding our ESG endeavours to approach, plan, monitor and disclosure ESG performance, facilitating robust decision-making and long-term business success.



PRUDENT GOVERNANCE AND RISK MANAGEMENT

ALIGNMENT WITH THE UN SDGS



KEY MATERIAL TOPICS



STAKEHOLDERS IMPACTED



OUR APPROACH

At KRCREPL, governance is integral to our long-term success and growth. We uphold the highest standards of accountability, transparency, and ethical integrity, recognizing that trust and transparency are key to maximizing value creation for all stakeholders. Our governance framework is meticulously designed to align with stakeholder interests and exemplify our core governance principles. It provides the structure for our decision-making, ensuring we meet regulatory requirements, industry standards, and maintain stakeholder confidence.

We emphasize a strong corporate governance framework built on transparency, accountability, and ethical decision-making. Our governance approach is focused on creating long-term value,

managing risks effectively, and reinforcing our commitment to ethical business practices. With a well-defined board structure, clear policies, and strict compliance measures, we ensure responsible corporate conduct, guided by our Code of Conduct.

We continually enhance our governance practices by integrating ESG factors into decision-making, strengthening risk management processes, and promoting ethical leadership. Through stakeholder engagement and the application of data-driven governance practices, KRCREPL strives to build a resilient and sustainable business that contributes positively to society and the environment.

For integrating sustainability and ESG considerations into our culture, business partnerships, and procedures, we have established a dedicated ESG Committee and ESG leadership at both the Board and Senior Management levels.

CORPORATE GOVERNANCE

At KRCREPL, corporate governance is built on a foundation of ethical conduct and integrity, guiding our actions with fairness and honesty across all areas of the business. Our governance framework is designed to uphold accountability and support transparent decision-making, ensuring that both financial and non-financial performance metrics are communicated clearly and effectively. We continually evolve our governance practices through the development and implementation of policies that reflect industry best practices, enabling us to manage risk and meet regulatory standards efficiently.

The Board plays a critical role in shaping the Entity's strategy and overseeing its execution, ensuring that decisions are made in the best interests of our shareholders and stakeholders. With an emphasis on independent oversight, the Board ensures that the Entity operates in compliance with legal standards, maintains accurate financial reporting, and upholds stakeholder trust through consistent communication.

Our Chief Executive Officer is responsible for driving the Entity's sustainability goals, ensuring that they are aligned with the entity's overall strategy. This strategic alignment ensures that KRCREPL not only meets its operational targets but also contributes to long-term, sustainable growth while maintaining a strong commitment to our values.

Our Leadership

Board of Directors



Mr. Ravi C. Raheja

Promoter



Mr. Neel C. Raheja

Promoter



Mr. Vinod N. Rohira

Managing Director and Chief Executive Officer



Mr. Sunil M. Hingorani

Non-Executive Director

Key Management Personnel



Mr. Ashish Dhami

Chief Officer - Sales, Marketing & Product Design



Mr. Sudhir Singhvi

Chief Financial Officer



Mr. Phanindra Komareddy

Senior Vice President – Projects (Engineering)



Ms. Ruchi Sathe

Company Secretary

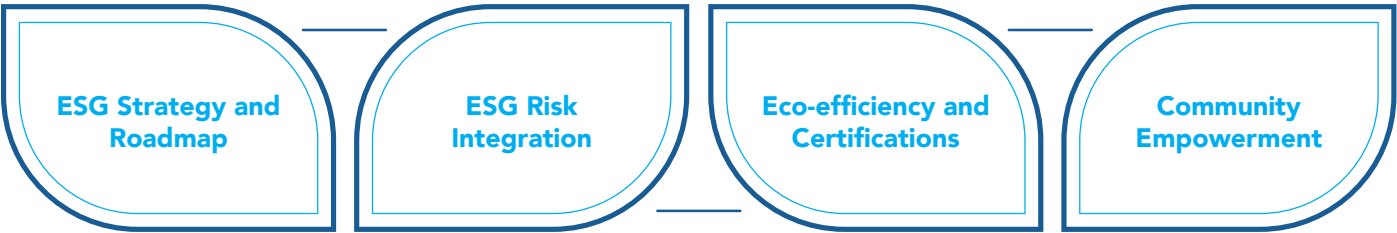
Board Oversight

At KRCREPL, the Board of Directors ensures independent oversight, guiding strategic direction, risk management, financial integrity, and regulatory compliance. The Board also oversees capital allocation, ethical business conduct, and human capital management, aligning corporate objectives with stakeholder expectations.

Governance and ESG Oversight

The Corporate Governance and Policy Committee oversees sustainability strategies, targets, stakeholder engagement, and reporting. ESG risks and opportunities are monitored to align with long-term business goals. The Chief Executive Officer (CEO) is responsible for overseeing management performance and ensuring operational alignment with corporate objectives.

At KRCREPL, we ensure that our Board of Directors regularly meet to proactively engage on integrating ESG in our business endeavours and facilitate decision-making on:



ESG Governance

At KRCREPL, ESG governance is structured to ensure that sustainability considerations are reflected across all levels of the organisation. Our governance model integrates ESG principles

ESG Integration in Board Oversight

KRCREPL integrates ESG considerations into corporate governance through:

- Regular discussions on sustainability performance at Board and Committee levels.
- Development of key performance indicators (KPIs) for energy, carbon emissions, and waste management.
- Transparent reporting and structured evaluations to enhance corporate value and stakeholder confidence.

Board Performance and Engagement in ESG

Board Performance	FY 2025
Board Attendance	100%
No. of Board Meetings	19

into operational decision-making and accountability structures, promoting consistency in approach and execution.

Our ESG governance framework operates through three structured tiers:



Executive Committee

The Executive Committee, comprising Board members and senior leadership, oversees the ESG policy. It defines the strategic direction, ensures alignment with regulatory expectations, and evaluates performance against stated ESG objectives. The committee is also responsible for reviewing ESG-related risks and opportunities and may constitute specialised task forces to support implementation when required. Regular updates are submitted to the Board of Directors to maintain oversight.

ESG Committee

Reporting to the Executive Committee, the ESG Committee comprises representatives from key functions including Sustainability, Marketing, Customer Relations, Finance, Sales, Procurement, Corporate Social Responsibility, Human Resources, and the Entity Secretariat. This committee plays a central role in evaluating past performance, setting ESG targets, approving resource allocation, and reviewing implementation progress. ESG performance is monitored quarterly and reported to the Executive Committee, supporting strategic reviews and recalibrations where needed.

Working Groups

These cross-functional teams are formed to execute specific ESG programmes or address targeted sustainability challenges. Drawn from various departments, the working groups are responsible for internal research, action planning, monitoring initiative-level progress, and escalating updates to the ESG Committee on a

monthly basis. This structure ensures operational-level ownership and consistent flow of information up the governance hierarchy.

ESG-linked Remuneration

To strengthen accountability and drive ESG integration, KRCREPL links specific management incentives to the achievement of ESG objectives. Key managerial personnel are evaluated on defined ESG performance indicators, which may include resource efficiency, health and safety, compliance metrics, and progress on sustainability targets. These performance indicators are periodically reviewed by the Executive Committee to ensure alignment with broader ESG strategy and stakeholder expectations. This approach reinforces shared responsibility across leadership levels and supports consistent delivery of measurable sustainability outcomes.

ESG-related Policies and Procedures

KRCREPL has established a structured set of publicly accessible and internal ESG-related policies and procedures that guide ethical conduct, regulatory compliance, and long-term sustainability alignment. These policies serve as operational references across our value chain and help integrate ESG considerations into business decisions. They cover key areas such as human rights, stakeholder engagement, grievance redressal, ethical sourcing, and anti-corruption, ensuring transparency and accountability.



Read More: KRCREPL ESG-related Policies

*These policies and procedures are available internally

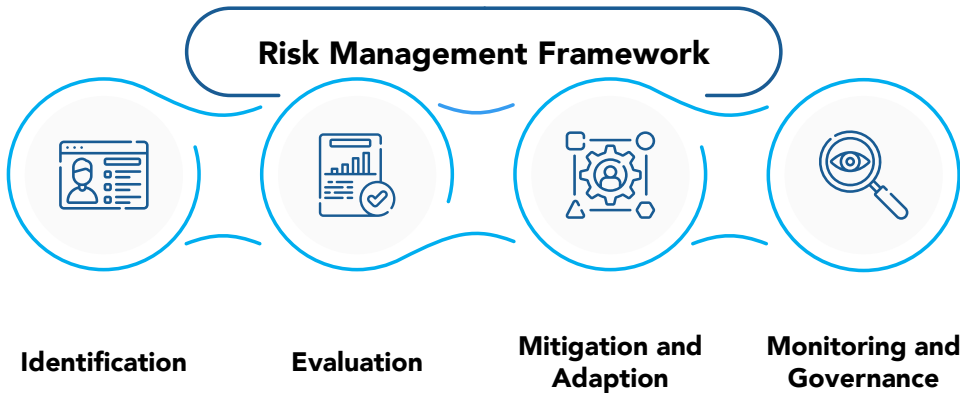
RISK MANAGEMENT FRAMEWORK @KRCREPL

At KRCREPL, our Risk Management and Internal Control Framework plays a pivotal role in enabling strategic growth while maintaining business continuity. The framework outlines clear processes for identifying, assessing, mitigating, and monitoring risks across the organisation. By integrating sustainability-related and climate risks into enterprise-wide decision-making, we strengthen governance and build resilience against both current and emerging challenges. Oversight of risk management responsibilities lies with the Corporate Governance and Policy Committee, ensuring that risk responses are aligned with business objectives, compliance obligations, and stakeholder expectations. As part of our


long-term vision, we are working towards incorporating the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) to enhance climate risk transparency.

Risk Management Framework

Our risk management framework is based on a structured, evidence-driven approach. Risks are identified and evaluated through an enterprise-wide lens, factoring in both internal and external risk vectors. Once identified, each risk is assessed in terms of its root causes, potential impact, and likelihood. This evaluation results in a risk rating which informs the development of tailored mitigation strategies.




Our risk management framework is structured in four key steps that enable us to proactively address potential threats and adapt to evolving challenges:




Identification

We continuously scan for risks originating from internal operations and external factors across financial, operational, and ESG dimensions. This early detection forms the basis of our risk management activities.




Evaluation

Detected risks are evaluated based on their likelihood and potential impact. This quantitative and qualitative assessment allows us to prioritise risks and allocate resources effectively.



Mitigation and Adaptation

Targeted strategies are developed to minimise the impact of identified risks. These include both preventative measures and adaptive actions that adjust our processes in response to changing risk landscapes.



Monitoring and Governance

Risks are tracked using robust dashboards and key performance indicators, with regular reviews by governance bodies. This oversight ensures that mitigation measures remain effective and that the risk environment is continuously reassessed.

Risk Register

Risk Description	Mitigation Measure & Plans
 <p>Cybersecurity & Data Privacy Risk: Potential data breaches may disrupt operations and compromise information security.</p>	<ul style="list-style-type: none">➤ Strengthen endpoint controls (e.g., USB/device access)➤ Conduct cloud provider risk assessments➤ Implement MDM strategies and improve employee cyber awareness
 <p>Project Management Risk: Absence of a structured project management framework may result in cost overruns, schedule delays, and reduced operational efficiency.</p>	<ul style="list-style-type: none">➤ Define thresholds (e.g. 10% lapse) to trigger governance response➤ Conduct vendor reviews and corrective action for lapses beyond 25%➤ Regular project review meetings across all levels➤ Implement risk-integrated PM framework➤ Use tools like MSP, SAP, BIM LOD350➤ Conduct project management training and cross-functional alignment sessions➤ Review cost-to-complete (CTC) quarterly
 <p>Digital Transformation Risk: Delayed or ineffective adoption of digital tools may hamper operational efficiency and stakeholder experience.</p>	<ul style="list-style-type: none">➤ Integrate with third-party platforms and deploy chatbot support➤ Upgrade ERP (SAP HANA) and HCM tools➤ Build formal risk assessment guidelines before tech implementations➤ Drive digital capability training and governance protocols
 <p>Business Resilience Risk: Lack of a formal BCP and DRP may hinder response to crises or extreme events.</p>	<ul style="list-style-type: none">➤ Develop BCM policy with business impact analyses (BIA)➤ Design continuity and recovery plans (BCP, DRP)➤ Stress-test BCP scenarios regularly➤ Conduct employee training on emergency response and crisis protocols➤ Create a feedback loop to capture lessons learned
 <p>ESG Risk: Weak alignment with ESG strategy and non-compliance with safety norms may impact brand and legal standing.</p>	<ul style="list-style-type: none">➤ Activate ESG committee to define annual roadmap and targets.➤ Monitor ESG progress regularly➤ Conduct site-specific safety and awareness training.➤ Improve ESG governance, reporting, and surveillance systems

Sustainability Branding at the Sales Offices of our Properties


‘Building sustainable communities starts with engaging our homeowners and sales personnel proactively’

As sustainability becomes a key differentiator in real estate, KRCREPL proposes a series of innovative customer engagement initiatives to educate and motivate homeowners on eco-conscious living. By integrating immersive branding, interactive technology, and experiential marketing into the sales process, this initiative will strengthen our sustainability messaging, foster long-term customer commitment, and position the organization as a leader in green residential development.

Through this initiative, we strive to:


- Educate potential buyers on sustainability features (e.g., energy-efficient appliances, passive cooling, green certifications)
- Encourage adoption of eco-friendly behaviours through incentives
- Enhance brand perception by making sustainability a visible and engaging part of the customer journey

Our strategies to ensure effective stakeholder engagement include:




Sustainability Branding in Sales Offices

- Creating a dedicated certification display that spotlight green building achievements and certifications of our designs and constructions
- Provision of eco-friendly welcome kits (e.g., reusable bottles, bamboo products etc.) to new homeowners



Digital & Interactive Engagement

- Developing animated explainer videos on sustainable features for lobby displays at our properties
- Designing show flats with awareness displays and signages which details environmental benefits of our developments



Innovative Sustainability Demonstrations

- Deployment of an advanced air purification system that integrates eco-friendly technologies to enhance indoor air quality, demonstrating KRCREPL's commitment to environmental sustainability and improving the health and well-being of our residents

At KRCREPL, we are cognizant that educating our salesforce about our green initiatives is as equally important as educating our customers. Empowering our sales team with comprehensive knowledge of sustainability features enables them to better communicate the value of these features to our potential buyers. When our salesforce is well-versed in KRCREPL's environmental practices, they can confidently explain the long-term benefits, both financial and ecological, that come with adopting eco-friendly homes. This not only enhances customer trust but also creates an authentic and consistent brand experience throughout our sales process, ultimately leading to higher customer satisfaction and a stronger reputation for our business.

The expected outcomes of this initiatives include:

- Increased customer awareness and understanding of sustainability benefits
- Stronger brand differentiation as a forward-thinking, eco-conscious developer
- Higher engagement and satisfaction through interactive and transparent communication

To ensure effectiveness, our Key success metrics shall include customer engagement rates, sustainability feature adoption, and post-purchase satisfaction scores via customer surveys. This would significantly enhance customer awareness, improve joint endeavours for adoption of sustainable practices, strengthen our market position with increased media recognition, while delivering measurable environmental benefits including reduced energy consumption and carbon savings.

Anti-Corruption and Anti-Bribery

KRCREPL maintains a zero-tolerance approach to bribery and corruption. [The Anti-Bribery and Anti-Corruption Policy](#) clearly outlines prohibited conduct, including direct or indirect exchange of undue advantages, facilitation payments, or improper benefits to influence business decisions. The policy applies to all employees, contractors, consultants, and third parties acting on behalf of the Entity.

The policy sets specific criteria for acceptable business conduct, including thresholds for gifts, hospitality, travel, and charitable contributions. All such transactions must be transparently recorded, with pre-approvals and documentation where required.

To ensure effective implementation, the Entity conducts anti-corruption training for key personnel and mandates annual certification of policy compliance. Internal audits are conducted periodically to review practices, identify risks, and monitor compliance. Third-party engagements undergo due diligence to prevent exposure to reputational and legal risks.

Violations are addressed through a clearly defined process aligned with the Whistleblower Policy, with protection against retaliation for those reporting in good faith.

Vigil Mechanism and Whistleblower Mechanism

KRCREPL follows a formal [Vigil Mechanism and Whistleblower Policy](#) to enable employees, vendors, and stakeholders to raise concerns related to unethical conduct, regulatory breaches, or potential violations of the Entity's policies. The mechanism provides a confidential, accessible channel to report issues without fear of retaliation.

All complaints are handled in a time-bound, impartial manner, with investigations led by designated authorities. The policy guarantees non-retaliation for disclosures made in good faith.

Periodic updates on whistleblower matters are submitted to the Board, reinforcing transparency and governance accountability at the highest level.

KRCREPL's Proactive Approach to Information Privacy and Cybersecurity


In today's digital-first business environment, KRCREPL recognizes that robust cybersecurity measures are essential to protecting our operations, customer data, and corporate reputation. KRCREPL's cybersecurity strategy reflects our fundamental belief that data protection is not just an IT responsibility, but a core business function that impacts every aspect of our operations. By maintaining rigorous standards, fostering a culture of security awareness, and continuously enhancing our technical safeguards, we ensure the trust our customers and stakeholders place in us is always well-protected.

Our Commitment to Information Security

As cyber threats grow more complex, we remain committed to staying at the forefront of security innovation and best practices. Looking ahead, we are investing in next-generation security solutions to stay ahead of sophisticated cyber threats. Pilot programs are underway to implement AI-powered threat detection systems capable of identifying anomalous activity in real time. We're exploring blockchain technology to create more secure, transparent property transactions. Our training programs continue to evolve with role-specific modules being developed for different departments. These forward-looking initiatives demonstrate our commitment to making cybersecurity a sustainable competitive advantage.


Data Privacy and Cybersecurity Framework

We have implemented a comprehensive data privacy and cybersecurity framework that combines employee education, advanced technology solutions, and rigorous governance protocols to mitigate evolving digital threats. Our approach ensures we maintain the highest standards of data security while adapting to new challenges in the cyber landscape.



Information Security Management System (ISMS)


ISO 27001-aligned ISMS framework with supporting policies and regular audits



Risk Management and IT Governance


Oversight by CIO and Information Security Management Forum

Incident Monitoring and Response Planning




Employee Awareness and Engagement

Regular training, awareness campaigns and participation in security drills



Customer Data Protection

Secure data repository, encryption and access controls



Business Continuity and Disaster Resilience

Formal BCM plan, redundancy, backup and recovery protocols

Information Security Management System (ISMS)

Digital systems form the backbone of KRCREPL's operations, making information security and privacy essential. Our approach is built on a structured Information Security Management System (ISMS), guided by international standards and internal controls. This ensures business continuity, stakeholder data protection, and proactive cybersecurity risk management.

We follow an ISO 27001-aligned ISMS framework that defines protocols for managing digital assets, controlling access, detecting vulnerabilities, and addressing incidents. The ISMS is supported by well-defined policies and is subject to regular internal audits and management reviews. All third-party users and employees are expected to follow these standards across business operations.

ZERO

Data Breaches in FY 2025

Risk Management and IT Governance

Risk Management is a critical pillar of our cybersecurity program. Our dedicated IT Governance Committee oversees bi-annual risk assessments that evaluate threats across our network, applications, and third-party vendor ecosystem. Oversight of our information security is managed by a designated Chief Information Officer (CIO) and the Information Security Management Forum. This governance structure monitors compliance, reviews risks, and drives improvements in security posture. The ISMS is reviewed annually or when major system or process changes occur, ensuring it remains aligned with the organisation's risk environment and regulatory requirements.

We maintain a detailed incident response plan that enables rapid detection, containment, and resolution of potential breaches. These proactive measures have helped us maintain an impeccable security record, with zero major data breaches reported in FY 2025 despite increasing industry threats.

Employee Awareness and Engagement

At the heart of our strategy, there lies a strong emphasis on employee awareness and engagement through regular and periodic training. We conduct frequent cybersecurity sessions that cover critical topics including phishing detection, secure password management, and proper data handling procedures. These trainings are reinforced through simulated phishing exercises that test employee vigilance in real-world scenarios. This cultural integration of security awareness has been instrumental in reducing human error-related vulnerabilities.

Awareness campaigns, induction briefings, and refresher sessions are conducted to reinforce safe digital practices. Participation in phishing simulations and information security drills ensures active engagement. Awareness is also linked to individual performance assessments to promote ownership of information security responsibilities.

Customer Data Protection

Our technology infrastructure provides multiple layers of protection for sensitive information. A secure SAP platform serves as our secure, centralized data repository with strict role-based access controls and end-to-end encryption for all customer and stakeholder data. We've implemented mandatory multi-factor authentication across all internal systems, significantly reducing the risk of unauthorized access. Regular system audits along with Vulnerability Assessment and Penetration Testing (VAPT) help identify potential vulnerabilities before they can be exploited, while our partnership with leading cybersecurity firms ensures our defenses meet global standards.

Furthermore, our cybersecurity and data privacy policies ensure proper handling of customer information, while training modules and updates help employees remain alert to evolving threats. Data privacy is integrated into operational planning and considered a key element of customer trust.

Business Continuity and Disaster Resilience

We maintain a formal Business Continuity Management (BCM) plan to ensure resilience in the face of disruptions. The plan covers infrastructure redundancy, data backup and recovery protocols, and incident response mechanisms. These controls are regularly tested and updated to reflect the threat landscape and support uninterrupted service delivery.



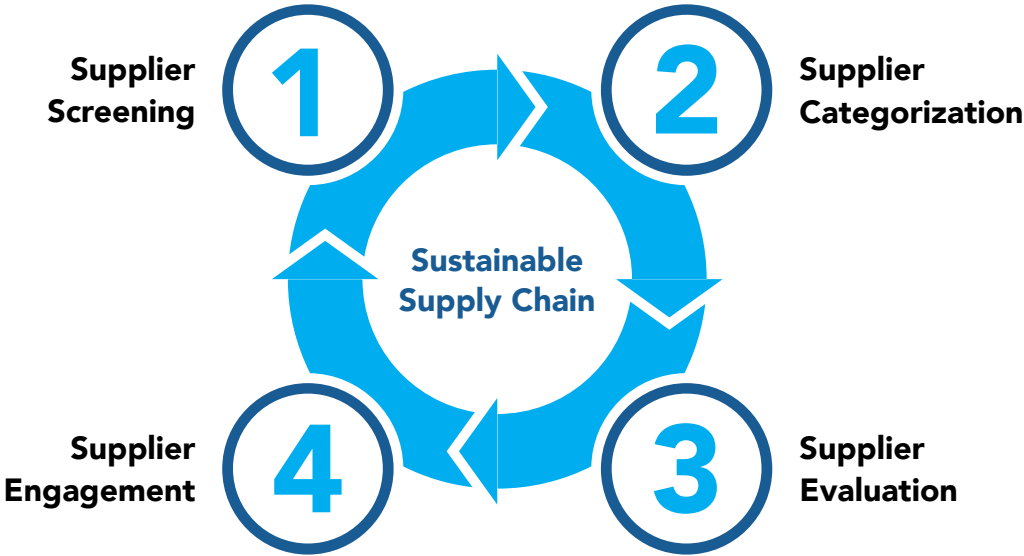
SUSTAINABLE SUPPLY CHAIN MANAGEMENT

KRCREPL views supply chain management not merely as a procurement function but as a strategic enabler of sustainability. Our approach is governed by internal policies that define supplier conduct, criticality assessment, and ESG integration across

sourcing decisions. This structured system strengthens resilience, transparency, and alignment with the organisation's broader sustainability goals.

"As we advance our journey towards sustainable business practices, we remain committed to shaping a supply chain that is responsible, resilient, and prepared for the future."

Supporting the Local Economy
90% of the total building materials (by cost) used in our buildings are manufactured locally within a distance of 1,000 km.



Supplier Screening

As part of our screening, potential vendors are assessed for ESG-related risks based on sector, scope of work, and prior compliance history. This may include evaluating their track record on labour rights, emissions, or health and safety incidents. Where necessary, background checks and third-party verifications are undertaken to ensure transparency. The screening outcome determines vendor risk profiles, which influence the depth of monitoring and engagement.

Supplier Categorization

Suppliers are categorised based on multiple dimensions: procurement spend, material or service criticality, geographical location, and ESG relevance. This categorisation helps us stratify

risk and focus monitoring efforts where impact potential is highest. For example, vendors with large material volumes or high ESG exposure receive more frequent audits and performance reviews. Categorisation also guides the frequency and type of engagement required.

Supplier Evaluation

KRCREPL evaluates its suppliers using a structured ESG Evaluation Tool designed to assess their alignment with our sustainability goals and operational standards. The tool assigns weightages to eight defined ESG themes that reflect both compliance requirements and material sustainability aspects. Each supplier's performance is scored based on documentation, onsite practices, and improvement measures.

ESG Themes used in Supplier Evaluation include:



Legal Compliance

Adherence to statutory requirements, licences, and applicable laws.



ESG Management Systems

Presence of formal sustainability policies, systems, and monitoring tools.



Business Integrity

Ethical business practices, anti-corruption measures, and transparency.



Pollution Management

Controls for air, water, and soil pollution; waste handling protocols.



Resource Efficiency & Circular Economy

Optimising use of energy, water, and materials; promoting reuse and recycling.



Climate Change & GHG Emissions

Monitoring and reducing carbon footprint; climate risk mitigation practices.



Labour & Working Conditions

Compliance with labour laws, fair treatment, and equal opportunity.



Occupational Health & Safety

Safety systems, training, PPE use, and incident prevention and reporting.

The evaluation outcomes are used to identify high-performing suppliers, flag risks, and initiate corrective action plans where required. Scores may also influence future procurement decisions and eligibility for long-term contracts.

Supplier Engagement

KRCREPL believes in proactive and continuous supplier engagement. We conduct training sessions, share toolkits on ESG compliance, and organise stakeholder dialogues to promote shared learning. We also conduct periodic feedback surveys to understand supplier concerns and identify improvement areas. Suppliers demonstrating good ESG practices are acknowledged and invited to showcase their efforts, helping create a culture of accountability and progress.

Supplier Assessment and Development Framework

KRCREPL follows a comprehensive approach to assess supplier suitability, criticality, and development in alignment with our ESG principles. This framework covers multiple stages—from pre-

qualification, criticality identification and ongoing evaluation to capability building, ensuring that our supply chain partners meet both operational needs and sustainability expectations.

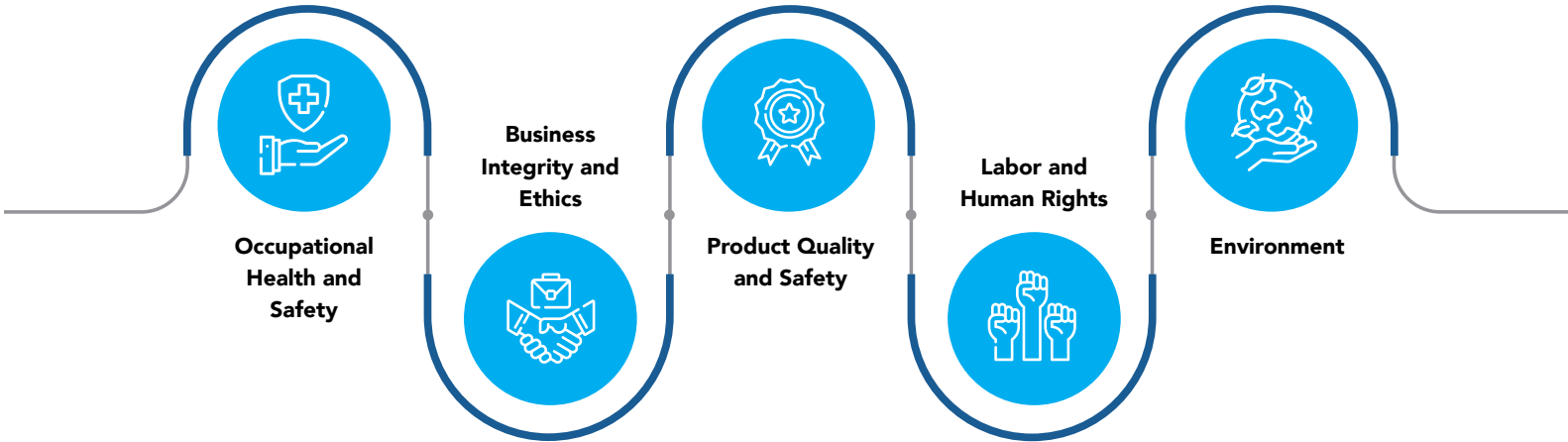
Supplier and Vendor Pre-Qualification

Before onboarding, suppliers are evaluated through a formal pre-qualification process. This includes verifying statutory licences, financial stability, and operational capacity. Suppliers must accept our Sustainable Procurement Policy and Supplier Code of Conduct, which detail expectations on labour practices, environmental responsibility, and ethical business conduct. This stage acts as a gatekeeper to ensure only credible, policy-aligned vendors enter the ecosystem.

Supplier and Vendor Compliance

KRCREPL requires all suppliers and vendors to comply with applicable laws and internal policies throughout the course of their engagement. Beyond statutory compliance, suppliers must align with our Supplier Code of Conduct, which outlines essential principles to ensure responsible and ethical operations.

Principles of Supplier Code of Conduct



Key expectations under the Supplier Code of Conduct Principles include:

- Occupational Health and Safety:** Suppliers must ensure safe working conditions and take adequate preventive measures to avoid workplace injuries or hazards.
- Business Integrity and Ethics:** A strict no-tolerance policy applies to bribery, facilitation payments, or any unethical practices. Suppliers are expected to maintain transparent and fair dealings.
- Product Quality and Safety:** Materials and services provided must meet agreed standards and undergo quality assurance. Suppliers are accountable for delivering safe, reliable products.
- Labour and Human Rights:** Vendors must prohibit child labour, forced labour, and discrimination. Fair wages, humane working hours, and legal employment terms are mandatory.
- Environment:** Suppliers must manage their environmental impact responsibly, including waste management, emissions control, and resource efficiency. Compliance with environmental regulations is non-negotiable.

We periodically assess suppliers for compliance with these principles. Depending on the nature and severity of any gaps, corrective actions may be initiated, including escalation or disengagement.

Selection of Critical Suppliers

Critical suppliers are identified using parameters laid out in our Critical Supplier Selection Policy. These include annual purchase

value, material importance to project timelines, availability of alternatives, and impact on safety or compliance. Cross-functional teams including Procurement, Sustainability, and Operations review supplier data before finalising criticality. This process enables early identification of potential supply chain risks and facilitates targeted mitigation planning.

Supplier and Vendor ESG Development

Beyond monitoring, we work with suppliers to support their ESG growth. Capacity-building programmes, policy templates, and site-level guidance are provided to vendors needing assistance. We encourage suppliers to adopt formal sustainability goals, implement grievance mechanisms, and track their own progress. This developmental focus strengthens our supply chain’s resilience while helping smaller suppliers mature in their ESG journey.

Responsible Procurement

Our Sustainable Procurement Policy ensures that purchasing decisions factor in social, environmental, and governance criteria alongside cost and quality. Sustainable sourcing and responsible procurement of building materials remains a strategic priority at KRCREPL. Towards this endeavour, we ensure that over 90% of building materials (by cost) used in our constructions are sourced locally within a 1,000 km radius. We favour vendors who demonstrate local employment generation, low emissions, and ethical labour practices, promoting a more inclusive and sustainable ecosystem.

ENVIRONMENTAL STEWARDSHIP FOR A CLIMATE-RESILIENT FUTURE

ALIGNMENT WITH THE UN SDGS



KEY MATERIAL TOPICS



STAKEHOLDERS IMPACTED



OUR APPROACH

As environmental stewards, KRCREPL integrates ESG principles into our corporate strategy, operations and value chain, from design to construction and handover to ensure a just transition to a low-carbon economy. We assess and monitor the environmental impact of our activities through a holistic approach which reinforces our leadership position as a responsible real estate

CLIMATE RESILIENT STRATEGY

Driven by our goal of decarbonizing our business and transitioning toward a low-carbon economy, we have developed a comprehensive climate resilience strategy and mitigation measures. We analyse the impact of climate-related risks and opportunities on our business initiatives. This allows us to integrate environmental parameters into our project evaluation processes to cover both potential risks and opportunities. To this end, we have aligned our climate resilient strategy with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) to holistically incorporate climate related risks and opportunities into our long-term business strategy.

Governance

A strategic Board-level oversight steers our progress on measures to strengthen the climate resilience of our assets, effectively manage climate-related risks and opportunities and ensure transparency and accountability through our disclosures. Our ESG Governance Structure comprises of an Executive Committee at the top supported by an ESG Committee, and Working Groups to ensure strategic oversight and direction, undertake on-ground implementation, and monitor progress on activities. The Risk Management Committee at the Board-level oversees our risk management framework that includes developing a comprehensive policy, detailed descriptions of identified internal and external risks, and integrating ESG considerations.

developer. Led by our commitment to minimize our environmental impact, we actively embrace strategic interventions and green practices to decarbonize our operations and value chain, conserve biodiversity, limit resource consumption, and ensure a climate-resilient future for our stakeholders.

Strategy

We have undertaken a comprehensive climate risk assessment that incorporates physical and transition risks to assess potential future climate scenarios and their implications across our operations and value chain, including upstream and downstream activities. In addition to addressing climate-related risks and evaluating their financial implications, we have aligned our climate resilience strategy with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations and Global Real Estate Sustainability Benchmark (GRESB) across the following timeframes.

Time Horizon	Period	Description
Short-term	1-5 years	Typical project duration from conceptualization to the completion of the construction phase
Medium-term	5-15 years	Typical timeframe to observe the probable impact of regulatory and policy changes
Long-term	15-25 years	Typical life of a building operation

Physical Risk Assessment

At KRCREPL, we comprehensively assessed the economic and financial losses that could arise from weather events and climate-related phenomena to address potential risks linked to climate change. These include immediate event driven impacts from acute risks and long-term shifts in climate patterns from chronic risks. Financial consequences can include direct damage to our assets, such as infrastructure or material damage during various



Acute Physical Risk

Event-driven risks, including increased severity of extreme weather events such as pluvial or fluvial floods and extreme rainfalls



Chronic Physical Risk

Risks emanating from longer-term shifts in climate patterns, such as sustained higher temperatures, rising sea levels, and changing precipitation patterns that may cause sea levels to rise or create chronic heat waves

Physical Risks Scenario Analysis

We have undertaken baseline and scenario analyses using Shared Socioeconomic Pathways (SSPs) to assess potential physical risks through SSP scenarios that include socioeconomic factors varying over the next century. Aligned with IPCC's sixth assessment report, the SSPs show five different ways in which the world might evolve, given the presence or absence of climate policy and the strength of societal changes. We considered five cities critical to our revenue streams in our climate related physical risk assessment, involving two pivotal scenarios: SSP2-4.5 and SSP5-8.5, each embodying distinct trajectories for GHG Emissions. The assessment considered SSP2, which was characterized by intermediate emissions with CO2 levels persisting around current benchmarks until 2050 before declining, and SSP5, which was marked by a threefold surge in CO2 emissions by 2075.

Additionally, conducted baseline and scenario analyses using Representative Concentration Pathways (RCPs), which are standardized climate change scenarios developed by the Intergovernmental Panel on Climate Change (IPCC). RCPs project possible future concentrations of greenhouse gases and their impact on radiative forcing. Each RCP outlines a distinct trajectory for greenhouse gas concentrations, ranging from strong mitigation (low emissions) to continued high emissions.

Aligned with IPCC guidance, we selected three pivotal RCP scenarios for our assessment: **RCP2.6, RCP4.5, and RCP8.5.** RCP2.6 represents a stringent mitigation pathway, assuming aggressive global efforts to reduce greenhouse gas emissions. Under this scenario, emissions peak early and decline rapidly, with the goal of limiting global warming to below 2°C by 2100. RCP4.5 represents a moderate emissions scenario where greenhouse gas emissions peak around 2040 and then decline, resulting in a projected global temperature increase of about 2°C to 3°C by 2100. In contrast, RCP8.5 assumes emissions continue to rise throughout the century, serving as a worst-case scenario with a projected temperature increase exceeding 4°C by 2100. By analysing these scenarios, we capture a range of possible climate futures—from moderate mitigation to high emissions—enabling

construction phases, as well as indirect effects like interruptions in upstream and downstream operations, project handover delays, increased labour costs, and reduced labour productivity. Additionally, our financial performance can be affected by floods, heavy rainfall and extreme rise in temperatures that could adversely impact our operations, value chain, transportation requirements, and employee safety.

us to evaluate the resilience of our assets and operations under varying degrees of climate change severity

Identified Physical Risks	
Acute Risk	➤ Extreme Rainfall
	➤ Droughts/Water stress
	➤ Floods
	➤ Strom
Chronic Risk	➤ Higher Temperatures
	➤ Rising Sea level
	➤ Extreme Heat Stress
	➤ Droughts/Water Stress

Transition Risks Analysis

Our transition risks are attributed to the dynamic shifts in the regulatory landscape, technological advancements aimed at GHG emissions reduction, evolving market trends, and consumer demand for sustainable solutions to ensure a just transition towards a low-carbon economy. The Net Zero 2050 Scenario (NZE Scenario) was considered to assess the implications of these transition risks across low, intermediate, and high-emission pathways. The NZE Scenario, developed by the International Energy Agency (IEA), is designed to achieve specific goals. These goals include keeping the global temperature increase by 2100 below 1.5 °C (with at least a 50% chance) while ensuring universal access to modern energy services by 2030 and making significant improvements in air quality. The NZE Scenario outlines a clear pathway to accomplish these objectives. We have considered parameters and assumptions, including discount rates, price of commodity/ products, asset value, technology, policy, on-site and offsite renewables, retrofits budget and assumptions. We analysed business and financial impacts caused by direct physical impacts on our operations and indirect business implications of value chain disruptions. Analytical choices include key transition risks assessed including increasing regulation, policy pressure, costs, and reputational risk.

Physical Risks - Acute

Extreme rainfall



Description

For RCP 8.5, a gradual increase in precipitation is projected from 2030 onwards for all locations in Mumbai and Hyderabad.

Impact on Business Strategy and Financial Planning

Operational

- Damage to buildings
- Delay in project handovers. The Real Estate Regulatory Authority (RERA) Act penalizes builders to pay 10% of the property value for delays.
- Higher insurance costs

Social

- Effect on the asset value

Financial

- OPEX: Delays in work hours resulting from workers being stranded by rainfall, increasing wage hours.
- Revenue: Delay in project handover, due to water stagnation at construction sites.

Floods



Description

The overflowing of the normal confines of a stream or other bodies of water or the accumulation of water in areas that are not normally submerged.

Impact on Business Strategy and Financial Planning

Operational

- Infrastructure and raw material damage due to floods and drainage problems

Social

- Frequent flooding can lead to a decline in property value as residents may opt to relocate due to the recurring risk

Financial

- CAPEX: Minor damages and repairs
- Revenue: Delay in project handover

Physical Risks – Chronic

Extreme Heat Stress



Description

All assets of KRCREPL face the risk of a gradual temperature rise. Specifically, under the RCP 8.5 scenario, assets located in Hyderabad were found to be at higher risk of temperature increase compared to other locations.

Under RCP 4.5 scenario, moderate and severe heat wave events show increasing trend compared to historical data of 40 years taken from Indian Meteorological Department (IMD)

Impact on Business Strategy and Financial Planning

Operational

- Supply chain disruption
- Delay in the construction process due to extreme heat conditions
- Manhour loss

Social

- A decline in labor productivity

Financial

- A decline in labor productivity leading to lost man hours
- Impact on energy usage leading to increased costs

Water Stress/Drought



Description

Droughts are caused by low precipitation over acute or an extended period. The use of the WRI Aqueduct water risk filter tool showed that assets located in Pune and Hyderabad are projected to face significant water stress.

Impact on Business Strategy

Operational

- Changes in water costs
- Droughts have the potential to impact the stability of buildings
- Due to soil desiccation, posing a threat to the building's foundation, plumbing system, and other structural elements
- Increased operational expenses in terms of sourcing water from external sources like 3rd party tankers

Rising Sea Levels



Description

Sea levels are expected to rise prominently beyond 2050 and can be seen as a risk to assets in Mumbai. In Mumbai, the tidal data shows a trend of 0.8 mm/yr. of sea level rise using the tide gauge data alone. According to MoEF&CC, large areas of Mumbai would experience 51% of inundation due to coastal flooding. The city, with a population density of 19,652/km², stands at a high risk of coastal flooding. Other locations such as Pune and Hyderabad are not directly exposed to sea level and coastal flooding. Hence sea level rise poses a low risk in these areas.

Impact on Business Strategy

Operational

- Increased risk of coastal floods
- Disruption to building operations and increased operational costs
- Increased bio-geophysical impacts such as flood and storm damage and erosion

Transition Risks

Regulatory Risks (Short-term to Medium Term)



Description

- Emerging environmental and sustainability-related disclosure mandates, regulations, guidance, or taxes that apply to KRCREPL and its operations could increase compliance costs or require the entity to alter business or operating activities
- India's Nationally Determined Contributions (NDCs), Net Zero targets, Net Zero targets, BRSR Disclosure, and Carbon Pricing measures could impact investor strategies or buyer preferences related to K Raheja Corp Real Estate

Impact on Business Strategy

Operational

- National decarbonization targets may translate into specific actions for the real estate sector, which could potentially increase OPEX and CAPEX
- The imposition of carbon taxes is an emerging risk
- Elevated expenses and/or diminished demand due to penalties and legal rulings

Social

- Dynamic ESG disclosures and assurance requirements increase compliance costs

Technology Risks (Medium to Long Term)



Description

- Technology improvements or innovations that support the transition to lower-carbon, energy-efficient systems.
- Global shift towards cleaner technologies, increasing use of renewable energy, the proliferation of energy monitoring software and energy efficiency technologies etc., could lead to technology risks at K Raheja Corp Real Estate
- Increase in the cost of construction materials due to technological cost increment and environmental / climate regulations at the supplier end (cement, steel etc.)

Impact on Business Strategy

Operational

- Increased capital expenditure to adopt cleaner energy
- The depreciation and premature decommissioning of current assets

Market Risks



Description

- KRCREPL's profitability may be exposed to changes in customer expectations and needs, as well as reluctance from the market to pay a premium to account for costs to construct and manage green buildings, which could pose significant challenges. For example, increase in cost of raw materials like cement, steel, and wood

Impact on Business Strategy

Operational

- Increased production costs due to changing input prices (e.g., energy, water) and output requirements (e.g., waste treatment)
- Loss of business due to lack of customer interest for Non – Green portfolio

Reputation Risks



Description

- Failing to address climate change can affect an organization's reputation. Setting targets to reduce or minimize climate change impacts and demonstrating a commitment to reduce our carbon footprint is important to stakeholders, especially investors, and essentially for protecting our reputation.

Impact on Business Strategy

Operational

- Loss of stakeholder confidence
- Increased cost of capital

Social

- Litigation and activism

Climate-related Opportunities

Resource Efficiency



- Efficient use of water resources
- Use of energy-efficient technologies
- Use of water-efficient technologies in construction activities and project sites
- Improved construction & demolition waste management



- Reduce operating costs

Energy Source



- Building automation and renewable technologies might reduce investments, e.g., efficient cooling systems



- Reduce operating costs
- Return on Investment on low emission technology

Products and Services



- Introduce flood-resistant materials in the designing stage.
- Promote energy-efficient buildings and facilities.
- Research & Innovation in resilient infrastructure development
- Provision of Electric Vehicle (EV) Charging stations due to the growing EV market
- Market Differentiation: Offering a green energy tariff as a standard feature can differentiate us, based on willingness to pay a premium for sustainability
- Increased opportunities due to green portfolio



- Increased demand and revenue due to climate-resistant portfolio
- Reduction in costs incurred due to damage after a natural disaster

Resilience



- Development of elevated infrastructure at regions exposed to high-risk



- Increased revenue through new products and services related to ensuring resiliency

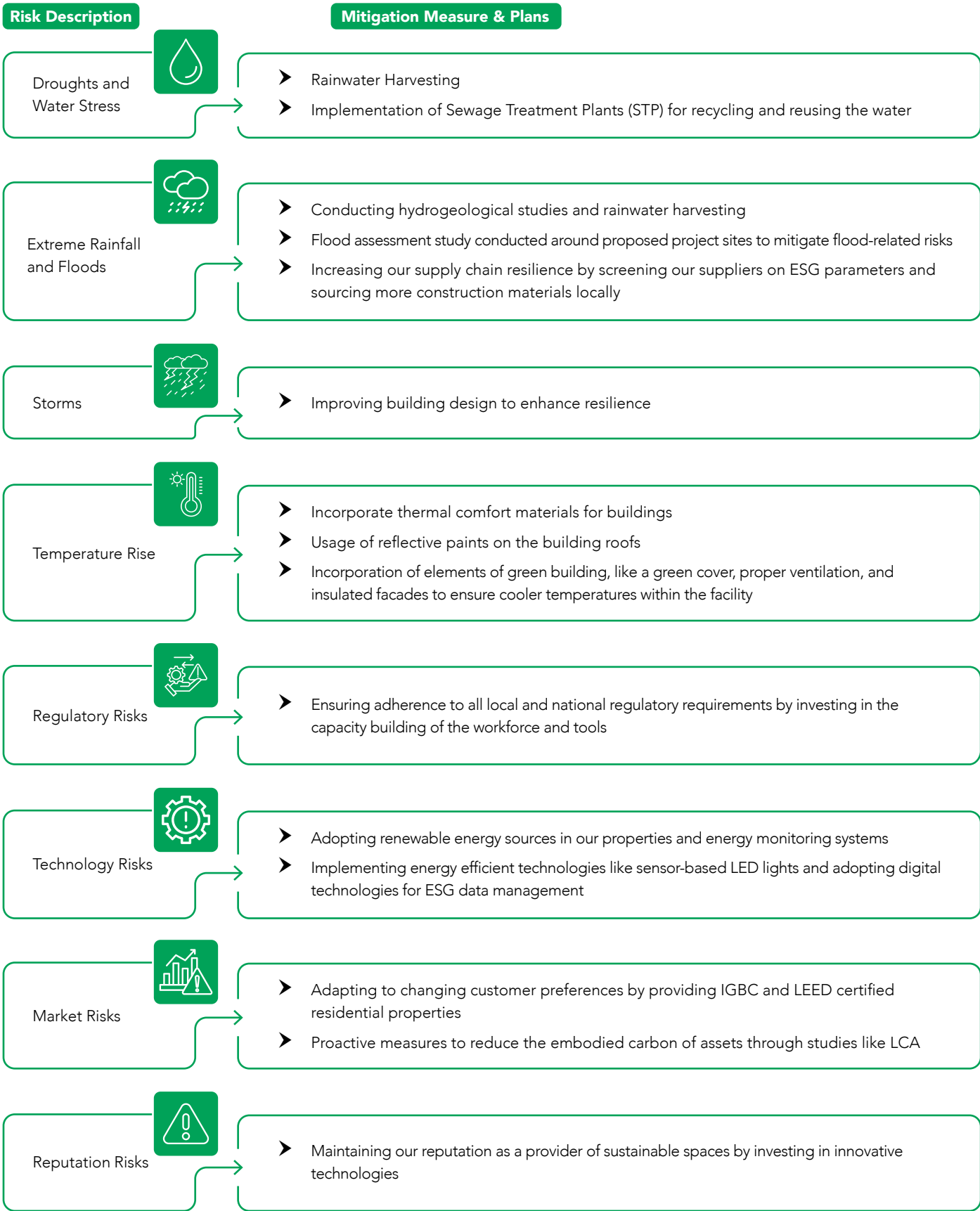


Opportunity Description



Potential Financial Impact

Climate Adaptation and Mitigation Strategy



ENVIRONMENTAL MANAGEMENT SYSTEM (EMS)

KRCREPL implements a robust and comprehensive Environmental Management System (EMS) in accordance with the ISO 14001: 2015 standard which provides a framework to improve environmental performance, ensure regulatory compliance to assess any non-compliances and violations (if any), and promote sustainability. Our EMS integrates a structured approach to identify, manage, monitor and mitigate any environmental, occupational health and safety risks for our employees and workers under these key governance principles:

- **Environmental Policy & Leadership:** Adopt a comprehensive Environmental Policy aligned with business goals and maintain transparency and accountability with ethical business conduct

- **Risk Management & Compliance:** Identify and monitor environmental risks, implement risk mitigation strategies and comply with all applicable laws and regulations
- **Operational Control & Sustainability:** Enhance resource efficiency, manage impacts through product lifecycle assessments, and ensure disaster resilience and emergency preparedness
- **Continuous Improvement & Performance Evaluation:** Set performance targets and monitor progress through Key Performance Indicators (KPIs), undertake regular internal and annual third-party audits through authorized agencies, engage stakeholders periodically through trainings, awareness and capability buildings sessions and ensure transparent reporting

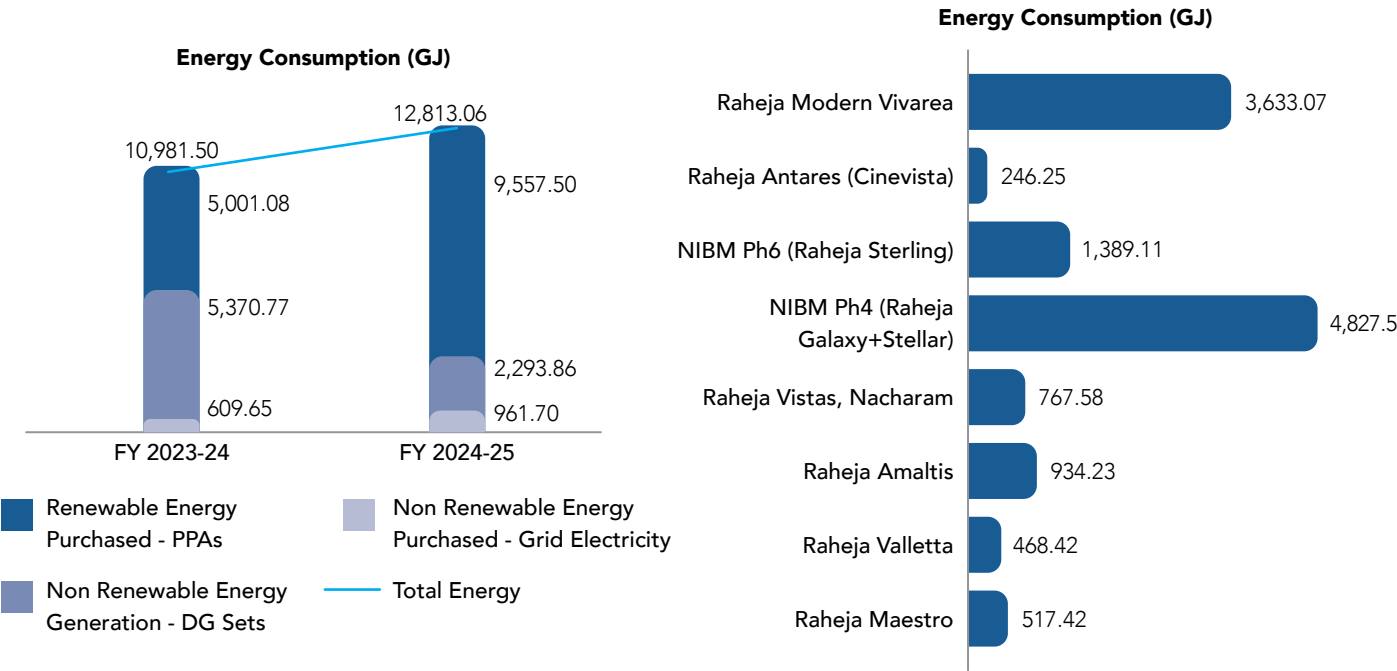
ENERGY MANAGEMENT

In line with our decarbonization roadmap, our approach to energy management places high emphasis on reducing energy consumption, adopting energy efficiency measures, integrating the use of renewable energy in our total energy mix, and adopting emerging technologies to improve our energy performance.

Energy Efficiency and Conservation

For KRCREPL, energy used during the initial construction and development phase of our projects is drawn from diesel generators

(DG sets) and purchased electricity from the grid along with renewable electricity sourced from power purchased agreements (PPAs). In FY 2025, 961.70 GJ was drawn from DG sets, 2,293.86 GJ was purchased from the grid and 9,557.50 GJ of renewable energy was sourced from power purchased agreements, bringing our total energy consumption to 12,813.06 GJ with an energy intensity of 0.0127 GJ per sq. ft. of constructed area.



Energy efficiency and conservation is a cornerstone of our ESG endeavours. To reduce our energy consumption across our operations, we adopt best practices and emerging eco-friendly technologies.

Solar PV installed for onsite renewable energy

Energy meters installed for regular monitoring of energy consumption for outdoor lighting, municipal water pumps and STP

Low 'e' double-glazed glass employed to minimize heat ingress, improve indoor comfort and reduce energy costs

Use of Energy-efficient pumps and motors (IE-3) have efficiency more than 60%* & 75%*

Car parking and utility provided ventilation as per NBC 2016

LED lighting controlled through a timer to reduce illumination in communal areas by 10%.

Raw and filtered fresh air provided as per ASHRAE standard 62.1-201

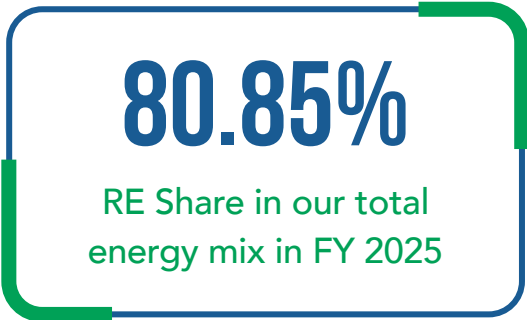
Raheja Amaltis



Pictorial depiction of energy efficient features in our projects

Renewable Energy (RE)

At KRCREPL, we are scaling our efforts to integrate renewable energy in powering our operations. The design and features installed across our properties enable us to make our homes energy efficient. We focus on sourcing RE, predominantly through solar photovoltaic (PV) modules installed in our residential projects for common area lighting. Our RE Performance is mainly attributed to renewable energy purchased from Power Purchase Agreements (PPAs), which is reflective through a share of 80.85% in our total energy mix in FY 2025.



Green Power Patriots

At KRCREPL, our projects have received Green Energy Certificates upon sourcing 100% renewable energy (1,250.34 MWh) through Green Tariffs under Adani Electricity's 'Switch to Green' initiative for powering common areas within our residential developments.

GHG EMISSIONS MANAGEMENT

KRCREPL monitors and assesses Greenhouse Gas (GHG) emissions annually across our operations and supply chain to develop a comprehensive GHG Inventory that integrates direct and indirect emissions categorized Scopes 1, 2 and 3 GHG emissions. We are committed to addressing GHG emissions reduction in our operations through reducing energy consumption and incorporating the use of renewable energy, along with decarbonizing our value chain by mitigating Scope 3 emissions for all applicable categories.

We acknowledge that embodied carbon in residences significantly contribute to the real estate sector's carbon intensity. We strive to collaborate with the cement and steel industries to reduce embodied carbon in the most cost-effective way possible and embrace innovative modern construction solutions going forward.

Green Design for Energy and Emission Reduction

At KRCREPL, we utilize solar energy to light the common areas of our residential buildings. Towards this, we have installed solar PVs across our development projects during the reporting year as follows:

Residential Project	Solar Panel Capacity (kWp)
Raheja Antares	54.00
Raheja Amaltis	49.20
Raheja Maestro	8.00
Raheja Valletta	-
Raheja Modern Vivarea	32.00
Raheja Galaxy	97.81
Raheja Stellar	-
Raheja Sterling	113.00
Raheja Vistas, Nacharam	3.00
Overall Capacity	357 kWp

Other Highlights:

- Use of cut-to-size granite slabs for floorings/ wall claddings to reduce the shipment weights and carbon footprint during transportation
- Use of ready-made plaster in place of traditional plaster mix designs using sand and cement, to avoid multiple transportations of cement.

GHG Emissions Profile

Scope 1 GHG Emissions

Our Scope 1 GHG Emissions are attributed to combustion of fuels used in our diesel generators (DGs) for meeting energy requirements during the construction and operational phases of our developments, prior to the project being handed over to our customers.

Scope 2 GHG Emissions

Our Scope 2 GHG Emissions are attributed to energy sourced from State Electricity Distribution Companies (DISCOMs).

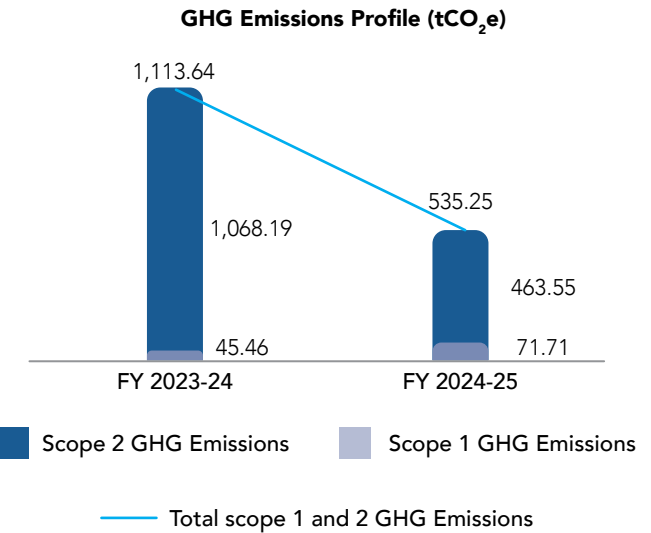
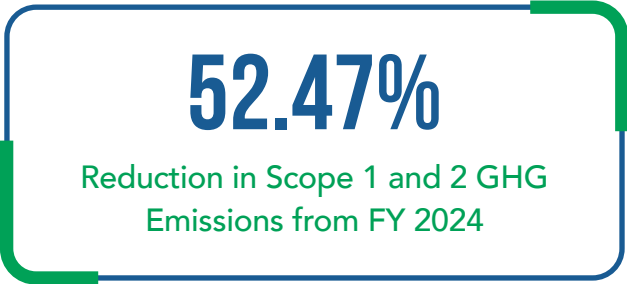
Scope 3 GHG Emissions

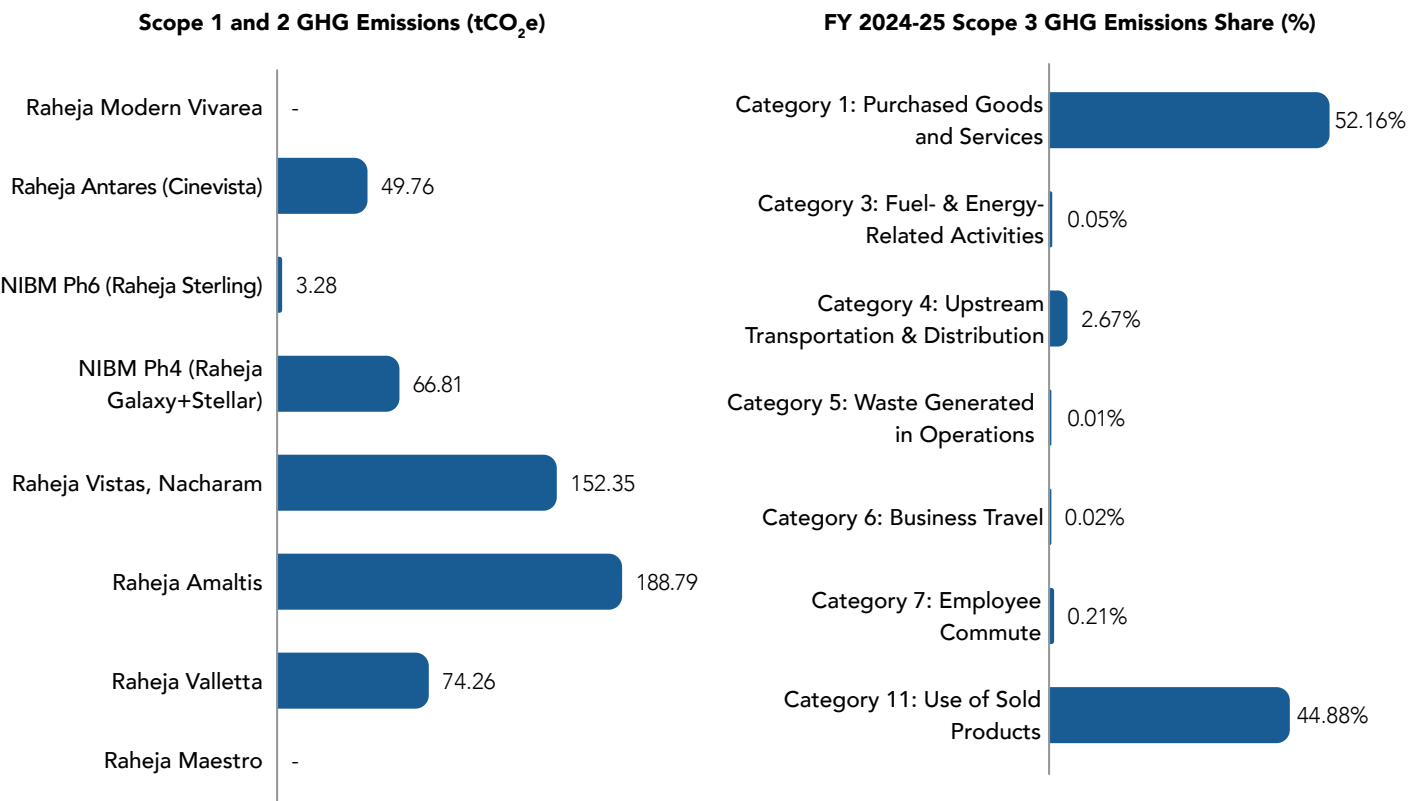
During the reporting year, we have additionally estimated carbon emissions of relevant Scope 3 GHG Emissions categories to effectively address our indirect carbon emissions across our value chain, encompassing both upstream and downstream activities in accordance with The GHG Protocol - Value Chain (Scope 3) Accounting and Reporting Standards, which provide guidelines and methodologies to quantify and report Scope 3 GHG Emissions in a consistent and transparent manner.

GHG Emissions Performance

Scope 1 and 2 GHG Emissions

Our Scope 1 GHG emission accounts for 13.40% of our combined Scope 1 and 2 GHG emissions. In FY 2025, Scope 1 GHG Emissions stood at 71.71 tCO₂e and our Scope 2 GHG Emissions stood at 463.55 tCO₂e, bringing our combined Scope 1 and 2 GHG Emissions to 535.25 tCO₂e with a Scope 1 and 2 GHG Emissions intensity of 0.0005 tCO₂e per sq. ft. of constructed area.





Scope 3 GHG Emissions

At KRCREPL, Scope 3 GHG Emissions account for 99.76% of GHG Emissions Profile across Scope 1, 2 and 3 GHG Emissions. During the reporting year, our Scope 3 GHG Emissions stood at 2,23,096 tCO₂e, wherein Categories 1 (Purchased Goods and Services) and 11 (Use of Sold Products) account for more than 90% of our overall Scope 3 GHG Emissions.

Relevant Scope 3 GHG Emissions Category	Emissions (tCO ₂ e)	Share (%)
Category 1: Purchased Goods and Services	1,16,366	52.16
Category 3: Fuel- & Energy-Related Activities	115	0.05
Category 4: Upstream Transportation & Distribution	5,964	2.67
Category 5: Waste Generated in Operations	12	0.01
Category 6: Business Travel	46	0.02
Category 7: Employee Commute	473	0.21
Category 11: Use of Sold Products	1,00,121	44.88

Energy Performance Index (EPI) Analysis

As part of estimating our Scope 3 GHG Emissions across our value chain, KRCREPL has analysed carbon emissions associated with Category 11: Use of Sold Products that addresses our annual energy consumption (kWh) for constructed buildings as sold products during the reporting year. This involved estimating the annual energy consumption of our residential developments by utilizing Energy Performance Index (EPI) analysis (kWh per sq. mt.) based on the guidelines provided by Indian Green Building Council (IGBC) Green Certified Homes, Green Rating for Integrated Habitat Assessment (GRIHA) and Bureau of Energy Efficiency (BEE) Residential Building Star Rating Plan and additionally incorporating the average lifespan for each constructed building.

Towards this, we used the DOE-2 methodology to simulate building energy performance and evaluate heating, cooling, lighting, and ventilation requirements. This approach incorporated the following pre-processing and data inputs:

- **Building Geometry:** Input dimensions, floor plans, and thermal zones
- **Material Properties:** Specific thermal properties of building components (walls, windows, roofs, etc.)
- **HVAC Systems:** Model heating, cooling, and ventilation systems, including efficiency and schedules
- **Internal and External Gains:** Include factors like lighting, equipment, occupancy, and outdoor climate (weather data)

The DOE-2 methodology assessed our buildings across different thermal zones, each with specific heating/cooling demands and simulations of energy flow (heat gain/loss) in and out of each zone based on the following factors:

- **Internal Factors:** Lighting, equipment, and people
- **External Factors:** Solar radiation, outdoor temperature, and wind
- **Heat Transfer:** Through building envelope such as walls, windows with different materials

This methodology further simulated interactions with HVAC systems to maintain temperature and humidity within each zone, adjusting based on the system type and operational schedules. Energy demand for heating, cooling, lighting, and ventilation was calculated based on the interactions between systems, zones, and environmental conditions to determines the peak load along with the overall energy consumption of the building. Energy consumption reports were generated detailing energy usage by end-use (heating, cooling, lighting, etc.) which included cost analysis (based on utility rates) and estimation of GHG Emissions in tonnes of carbon dioxide equivalent (tCO₂e).

Simulations were conducted for two projects, considering each apartment type (1BHK, 2BHK, 3BHK, etc.) based on the average area. The total energy consumption was estimated by analysing the energy demand for air conditioning, improved indoor air quality through enhanced ventilation and filtration systems, lighting (HVAC) and other equipment. Based on these calculations, the Energy Performance Index (EPI) was determined as tentative total energy consumption per total area (kWh/sq.mt.). The calculated EPI values fell within the range defined by the BEE Residential Building Star Rating Plan.

- The derived EPIs were used to estimate the Overall Energy Consumption of the asset
- The average occupancy period of each apartment type is considered as 60 years including handover period
- Energy Consumption for each topology is estimated as EPI* Sold Units* Occupancy Period

Electric Mobility

At KRCREPL, we take proactive measures to ensure effective EV readiness. During the reporting year, we have installed 316 EV Charging sockets across our properties to advocate the use of

green mobility options and meet customer expectations. We encourage the use of alternate fuel vehicles and equipped 16-amp sockets for at least 5% of the total car parks provided in each of our buildings.

BUILDING BEAUTIFUL AND SUSTAINABLE LANDSCAPES

KRCREPL recognizes landscapes as canvases for fostering positive environmental change beyond mere aesthetics. We strive to create living spaces in equilibrium with the surrounding environment by incorporating sustainable landscapes which act as opportunities to create a positive environmental impact. By

incorporating sustainable practices, we seek to build a green portfolio and design landscapes that conserve water, mitigate heat islands, and promote biodiversity – all the while enhancing the beauty and value of assets.

Sustainable Design in Action @ Raheja Viva Hillside Homes: Built with Care for Nature and People

At KRCREPL, we transcend known perceptions of luxury and embrace nature to promote low density living surrounded by multiple open green spaces towards a life of well-being for our valued residents.

Towards this, Raheja Viva Hillside Homes at Pirangut has thoughtfully integrated sustainability into every stage of design and construction — demonstrating that true progress means balancing environmental responsibility with human well-being. We have designed residences as rare collections of single-detached, duplexes and townhouses within a tropical hillside with ample privacy and calm. These exclusive villas are embedded with lush forest seatings like precious jewels waiting to be discovered in the splendor of nature. This includes a man-made forest of big shade trees and some fruit bearing trees, which have been conserved to form a closed canopy of dense foliage, sheltering the houses. Each villa is complimented with medium sized trees, creating a unique sense of privacy in an enclave of natural beauty.

A naturally formed lake has been preserved and enhanced to collect rainwater, turning it into a functional and aesthetic rainwater harvesting feature. When the lake overflows, excess water is channelled through a natural stream into a nearby river, maintaining ecological balance. Additionally, we maintain landscaping pockets to repurpose treated wastewater through on-site Sewage Treatment Plant (STP).

In contrast to flattening or altering the terrain, the original topography has been retained, maintaining natural drainage patterns. Excavated soil has been recycled and reused in compound wall construction and earth filling — a zero-waste approach that reduces both cost and environmental impact.

Our concept for landscaping is that of ecogenesis, wherein tropical undergrowth soothes the lines of the structures, complementing the vertical and linear with organic textures and forms. Looking from afar, trees and flowering plants frame the architectural elements with rich colour palette of a rainforest acting as green veils between villas for greater exclusivity and privacy.

Luxury is Opulent and Elegant, But in its Finest Versions is also Sustainable and Empathetic at Raheja Antares

At Raheja Antares, the world of privileges has been built on a platform of sustainability and care for the environment to ensure a higher quality of life for our residents.

Energy Efficiency

- Electric car charging for 4-wheelers & 2-wheelers
- Solar panels for reduced electricity consumption
- Intelligent apartment orientation that ensures ample sunlight
- Reflective paint on rooftop to manage the heat ingress in habitable spaces

Water Conservation

- Rainwater Harvesting
- Efficient water fixtures to manage potable water consumption
- Landscape designed for efficient water consumption
- Low Plumbing fixtures to save 30% of potable water usage
- 100% treatment and reuse of water water

Waste Management

- Segregation of waste and recycling
- Use of Organic Waste Composter (OWC) to repurpose organic waste
- 100% treatment of organic waste

Green Certified Homes

- Applied for IGBC Gold Pre-Certification



Raheja Amaltis

Sustainability: Not a Luxury, But the Way of Life at Raheja Maestro

Energy Efficiency

- Electric car charging for 4-wheelers & 2-wheelers
- Provision of solar panel for reduced electricity consumption
- 5-star rated appliances and equipment for efficient electricity consumption
- Intelligent apartment orientation that ensures ample sunlight
- Reflective paint on rooftop to manage the heat ingress in habitable spaces

Water Conservation

- Rainwater Harvesting
- Efficient water fixtures to manage potable water consumption
- Landscape designed for efficient water consumption

Waste Management

- Segregation of waste and recycling
- Use of Organic Waste Composter (OWC) to repurpose organic waste

Green Certified Homes

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Water Conservation Measures at our Residential Developments

Water is an essential resource for our construction activities, owing to the size of our infrastructure. Given that our water requirements are primarily covered by municipal supplies and tankers, KRCREPL seeks to minimize its reliance on third-party potable water and emphasize water stewardship during the design phase of our new development projects. During FY 2025, our water withdrawal was 86.79 ML, which was entirely consumed across our residential constructions.

Water Consumption and Water Intensity

Metric	FY 2023-24	FY 2024-25
Water Consumption (KL)	78,101	86,586
Water Intensity (KL per sq. ft.)	0.009	0.015

At KRCREPL, sustainability is at the heart of our residential developments with the responsible water management practices we undertake. Water conservation is a key component of our commitment to building environmentally responsible homes that provide long-term value to our residents while minimizing their ecological footprint. As part of our comprehensive approach to sustainable living, we have integrated a variety of water-saving technologies and design strategies in our residential projects to ensure the efficient use of water, a critical and finite resource. Some of our water conservation initiatives undertaken during the reporting year at our residential developments are as follows:

Low-Flow Fixtures in Common Areas

To reduce water consumption in the common areas of our residential developments, low-flow fixtures are installed under the developer’s scope. These fixtures, which include water-efficient faucets, showerheads, and toilets, help reduce water usage without compromising performance. These water-saving solutions are implemented in shared spaces such as lobbies, gyms, and clubhouse facilities, ensuring that our developments minimize water consumption in high-traffic areas. By using advanced technology to reduce water flow, these fixtures can save up to 50% more water compared to traditional fixtures, contributing to more sustainable, eco-friendly building operations. All projects target a minimum of 30% reduction in water consumption from baseline specified by IGBC.

Drip Irrigation for Landscaping

Landscaping is an essential element of many of our residential developments, representing a significant portion of our water consumption. To ensure water efficiency, we incorporate drip irrigation systems in all our outdoor green spaces. Drip irrigation delivers water directly to the plant roots, ensuring that each plant gets the precise amount of water it needs. This targeted approach reduces water loss due to evaporation and runoff, making it much more efficient than traditional sprinkler systems. As a result, our developments have greener, healthier outdoor spaces while minimizing the environmental impact of landscaping. Turf and each type of bedding area is segregated into independent zones based on watering needs.

At least 50% of our landscapes have drip irrigation with the following properties incorporating central shut-off valves to prevent unnecessary water loss, pressure-regulated devices to maintain optimal pressure of water flow and weather-based timer-controlled smart irrigation systems to optimize watering schedules, prevent wastage of water and ensure efficient water use.

High-Efficiency Sprinkler Systems

In areas where broader irrigation is required, high-efficiency sprinkler systems are implemented to further reduce water consumption. These systems utilize weather sensors, moisture sensors, and smart controllers that monitor the environmental conditions and adjust the watering schedules accordingly. By ensuring that the landscape is only watered when necessary and in optimal amounts, these advanced systems help prevent overwatering and conserve water resources. This also helps in maintaining the aesthetic appeal of our residential developments while managing water use more responsibly.

Rainwater Harvesting

KRCREPL recognizes the integration of rainwater harvesting as another effective water conservation strategy in our residential developments. By collecting and storing rainwater, we reduce our reliance on groundwater to limit pollution of natural water flow and further reduce municipal water consumption for non-potable uses such as landscaping irrigation, cleaning, and even flushing toilets.

These systems capture runoff water from rooftops and store it in tanks for later use, helping to lower both water consumption and utility costs for residents. Rainwater harvesting is particularly beneficial in areas with erratic rainfall patterns, providing a sustainable alternative to traditional water sources. All projects target to have either rainwater harvesting tanks that cater to at least 50% of peak day rainfall or rainwater recharge pits.

62

63

Towards this, we take proactive measures to install rainwater harvesting system with an overall storage capacity of 1,085 KLD which effectively collects and stores rainwater from rooftops and other impermeable surfaces in dedicated tanks for landscaping, irrigation & flushing. Materials like permeable concrete allow rainwater to infiltrate the ground, replenishing groundwater and lessening stormwater drainage.

1,085 KL/DAY

Rainwater Harvesting System capacity installed

By intercepting rainwater before it becomes runoff, these systems have reduced the volume of water flowing over surfaces, which is then redirected for irrigation, non-potable water applications, or groundwater recharge and effectively has reduced our reliance on potable water. When rainwater falls on permeable surfaces such

as soil, grass, or pervious pavement, it could infiltrate into the ground. To address this, we have adopted an infiltration technique to replenish groundwater supplies, which has reduced the volume of water flowing over the surface as runoff.

Xeriscaping
We implement Xeriscaping by incorporating drought-tolerant native flora into our building design considerations. We integrate strategic grouping of plant species near our properties according to water needs, utilizing recycled water, and selective allocation of turf areas based on specific design requirements collectively contribute to a significant reduction in overall water demand.

Stakeholder Engagement and Awareness
At KRCREPL, we proactively engage with our residents through regular training, awareness sessions and joint initiatives on water conservation practices and improve water management.

Water Discharge
At KRCREPL, all of the water used for curing during the construction phase is evaporated. Our residential properties are designed to effectively treat wastewater generated through installation of Sewage Treatment Plants (STPs) post construction phase.



Benefits of Water Conservation in Residential Developments
The integration of water conservation measures at our residential developments offers several key benefits for both residents and the environment:



KRCREPL strives to continuing our commitment to water conservation. We recognize that the future of sustainable living is deeply tied to responsible water management. In the years to come, we shall endeavour to continue innovating and improving our water conservation practices across our residential developments.
We are also committed to educating our homeowners about the importance of water conservation and encouraging them to adopt water-saving practices in their daily routines. By making water conservation a priority in every project, we shall continue creating homes that are both eco-friendly and future-ready.

alignment with our biodiversity-related targets to achieve Net Positive Impact (NPI) on biodiversity annually in consultation with all stakeholders across our operations, business partnerships and value chain. We ensure that biodiversity-related targets are set for priority areas to work towards no net loss.

KRCREPL's Commitment to Biodiversity Conservation in Real Estate
At KRCREPL, we continuously strive to adopt biodiversity conversation measures and compensate with reforestation in

Strategic Approach to Protecting Ecosystems
As urbanization accelerates across India, the real estate sector plays a pivotal role in shaping landscapes—both built and natural. Recognizing this responsibility, KRCREPL has embedded biodiversity conservation into its core business strategy through its Biodiversity, Habitat and Land Use Policy. This policy ensures that every project, from residential complexes to commercial developments, aligns with ecological sustainability while meeting regulatory and stakeholder expectations.

Biodiversity, Habitat and Land Use Policy

During the reporting year, we have adopted a dedicated policy on Biodiversity, Habitat and Land Use with the aim to work towards the conservation of biodiversity and habitat and ensure minimal impact on the surrounding biodiversity across operations, supply chain and business partnerships.

The policy acknowledges the integration of biodiversity considerations into our Environment Impact Assessment (EIA) process and biodiversity considerations in our ESG Strategy for projects under development, Environmental Management System (EMS) and Enterprise Risk Management (ERM) framework.

Furthermore, the policy addresses the development of a comprehensive biodiversity management framework with robust strategies and mitigation hierarchy across avoidance, minimization and restoration to assess biodiversity-related dependencies and impacts and support climate resilience.

We support local, national and applicable conservation initiatives involving strategic partnerships and proactive stakeholder engagement for collaboration through joint initiatives, capacity building workshops, trainings, awareness sessions etc.

Integrating Biodiversity into Project Lifecycles

At KRCREPL, we avoid operational activities near sites containing globally or nationally important biodiversity. Our approach begins with integrating rigorous Biodiversity Risk Assessments at the planning stage to identify any risks and apply mitigation measures to address any identified risks. Before any construction begins, environmental experts evaluate potential impacts on local flora,

fauna, and ecosystems—particularly in areas near wetlands, forests, or protected zones. These assessments feed into Environmental Impact Assessments (EIAs), ensuring compliance with MoEFCC and State-level Environment Impact Assessment Authority (SEIAA) guidelines while identifying opportunities for habitat preservation.

To minimize ecological disruption, we follow a robust mitigation hierarchy:



Sustainable Land Use and Green Infrastructure

Beyond compliance, KRCREPL actively enhances biodiversity through green infrastructure. Projects incorporate urban forests, native plant landscaping, and vertical gardens to support local wildlife while improving air quality and microclimates. Stormwater management systems prevent runoff pollution, safeguarding nearby water bodies. In ecologically sensitive regions, we maintain mandatory buffer zones, ensuring that construction does not encroach on critical habitats.

and hardscape areas. This proactive approach not only fosters a cooler environment but also reduces energy consumption within buildings, ensuring enhanced comfort. Moreover, the incorporation of permeable surfaces facilitates rainwater infiltration, replenishing aquifers and minimizing runoff, thus further contributing to sustainable urban cooling solutions.

Heat Island Reduction

We address the heat island effect by strategically situating trees with expansive canopies to provide ample shading for pathways

Native Haven

We strive to enhance our biodiversity impacts by integrating native plants across our developments. These plants create a natural habitat for pollinators and wildlife, require less maintenance, reduce frequent use of pesticides and foster a healthier ecosystem.

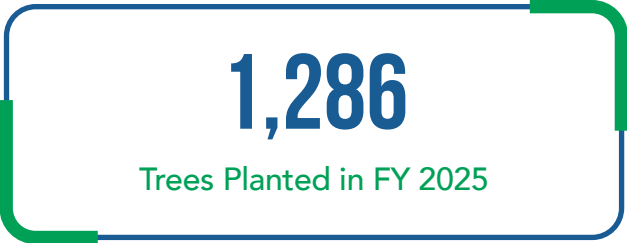


Green Envelope

We curate and advocate for drought-resistant trees and native flora across our properties, which require minimal use of water and maintenance. The lush foliage contributes to cleaner air, creating a healthier environment for all stakeholders.

Project-Level Biodiversity Implementation

KRCREPL integrates biodiversity assessments into all development projects, applying consistent metrics to track ecological performance from ongoing projects:



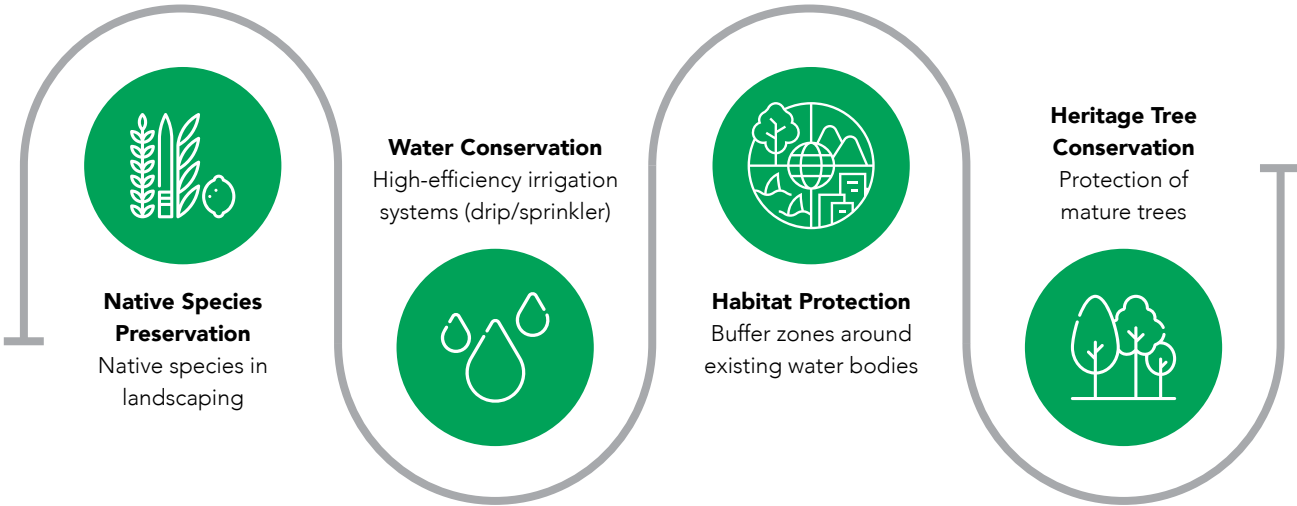
Residential Project	Native Plant Species		Flora and Trees Planted	
	Existing (No.)	Proposed (No.)	Existing (No.)	Proposed (No.)
Raheja Antares	35	187	37	187
Raheja Amaltis	0	91	1	91
Raheja Maestro	38	133	47	133
Raheja Valletta	7	22	7	22
Raheja Modern Vivarea	25	185	26	185
Raheja Galaxy	0	168	0	168
Raheja Stellar	0	50	0	50
Raheja Sterling	0	172	0	172
Raheja Vistas, Nacharam	35	155	5	155
Total	1,303		1,286	

Collaboration and Capacity Building

Recognizing that biodiversity conservation requires collective action, KRCREPL partners with local NGOs, research institutions, and government bodies to monitor and protect ecosystems. Employees, contractors, and suppliers undergo regular training on sustainable practices, reinforcing our commitment to environmental stewardship. Additionally, community engagement initiatives—such as awareness campaigns—foster a culture of conservation among residents and stakeholders.

Building Responsibly for the Future with Standardized Conservation Measures

By prioritizing ecological balance in every project, we demonstrate that real estate growth and environmental preservation can go hand in hand. Towards this endeavor, all of our development projects incorporate standardized biodiversity conservation measures:



As urbanization continues, KRCREPL's approach serves as a model for the industry, proving that responsible development is not just possible — it is essential for a sustainable future.

Green Buildings

We recognize that sustainable buildings not only reduce GHG emissions, water, and waste usage, but they also improve the well-being of our occupants, employees and the communities in which we operate.

We are committed to developing smart and futuristic buildings and integrating digital interventions that result in reduced power consumption, enhanced water savings, and improved overall resource efficiency. Our continuous investments in smart building technologies such as sub-metering, smart irrigation, leak detection, and real-time indoor air quality monitoring demonstrate our commitment towards these goals.

Integrated Building Management System (IBMS)

Our residential constructions are equipped with an Integrated Building Management System (IBMS) that centralizes control

Residential Project	Fire Alarm System	Public Address System	CCTV System	Access Control System	BMS System
Raheja Antares	✓	✓	✓	✓	✓
Raheja Amaltis	✓	✓	✓	✓	✓
Raheja Maestro	✓	✓	✓	✓	✓
Raheja Valletta	✓	✓	✓	✓	✓
Raheja Modern Vivarea	✓	✓	✓	✓	✓
Raheja Galaxy	✓	✓	✓	✓	-
Raheja Stellar	✓	✓	✓	✓	-
Raheja Sterling	✓	✓	✓	✓	-
Raheja Vistas, Nacharam	✓	✓	✓	-	-

Indoor Environmental Quality

We recognize that the indoor air of buildings significantly impacts the health of those living in them. Towards this end, we focus on improving the indoor environment quality (IEQ) by implementing specific design elements, training and educating occupants and buyers on our IEQ practices:

- All apartments are designed and constructed to integrate natural lighting
- All common areas in the development have been declared as 'No Smoking' zones
- Operable windows or doors in all regularly occupied spaces are provided for adequate ventilation of fresh air
- Kitchens and bathrooms are adequately ventilated
- Low VOC paints, coatings, adhesives and sealants have been proposed for all interiors of the building

Building Lifecycle Assessment (LCA) and Evaluation

We incorporate green building principles during the planning and design stages of developing our properties by effectively addressing architectural design, responsible material consumption,

over heating, ventilation, air conditioning, lighting, and other critical systems. We utilize an integrated and centralized approach enhances security, occupant comfort, operational efficiency, and leads to reduced energy consumption and operating costs.

PIONEERED GREEN STEPS

KRCREPL signed a memorandum of understanding with the CII-Green Building Council to construct green buildings, back in 2007.

resource efficiency and waste circularity and implementing robust R&D strategies. We strive to develop eco-conscious and future-fit spaces for our residents that minimizes our environmental impact and ensures judicious resource consumption.

At KRCREPL, we prioritize green certified apartments and homes to promote a sustainable future to incorporate energy efficiency, water conservation, and effective waste management. Towards this, we strive to align our portfolio of properties with IGBC standards and incorporate lifecycle assessment to ensure effective risk management and mitigate embodied and operational emissions.

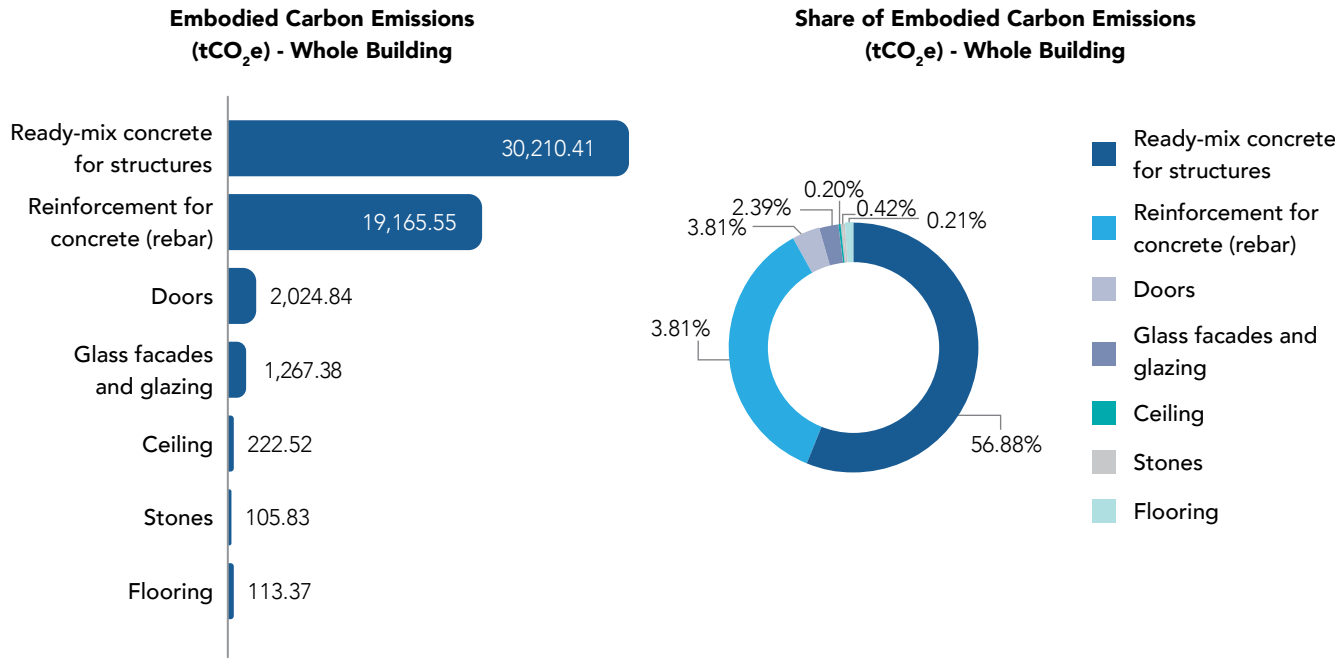
50%

of the regularly occupied areas have achieved the 110 lux levels

Whole Building Life Cycle Assessment (WBLCA) @ Raheja Modern Vivarea

KRCREPL utilizes Whole Building Life Cycle Assessments (WBLCA) as an effective method to comprehensively assess the environmental impacts associated with all stages of its constructions, from raw material extraction through to its processing, manufacture, distribution, use, repair, maintenance, and disposal or recycling.

Towards this endeavour, we have undertaken comprehensive Whole Building Life Cycle Assessment (WBLCA) for Raheja Modern Vivarea during the reporting year which incorporated embodied carbon emissions analysis associated with various building materials used during its construction including ready-mix concrete for structures, reinforcement for concrete (rebar), doors, glass facades and glazing, ceiling, stones and flooring, as follows:



The assessment utilized One Click LCA software for a cradle-to-grave evaluation, considering various parameters, including global warming potential (CO₂e), depletion of stratospheric ozone layer (kg CFC-11), acidification (moles H⁺ or kg SO₂), eutrophication (kg nitrogen or kg phosphate), formation of tropospheric ozone (kg NO_x or kg ethene) and depletion of non-renewable energy resources (MJ). Some of the resulting benefits of this assessment include:

- Better understanding of the lifetime consequences of design decisions on the project
- Quantification of impacts of design choices on the environment and effective mitigation in a cost-effective manner
- Identification of carbon benefits of using alternate or recycled materials and re-use of existing materials instead of new materials
- Optimization of sourcing building materials and processes involved in assembling them into buildings
- Identification of impacts of maintenance, repair and replacement over a building's life cycle
- Increased long-term paybacks through better decision-making
- Analysis of Environmental Product Declarations (EPDs) of building materials from materials/product suppliers to make informed choices
- Robust benchmarking against other buildings

IGBC Green Certified Homes

Green certified residences present a remarkable opportunity for us to contribute to a more sustainable future. Towards this endeavour, we have received prestigious Indian Green Building Council (IGBC) certifications and have developed IGBC Green Certified Homes that incorporate effective utilisation of site resources, water conservation, energy efficiency, handling of household waste, optimum material utilization and design to ensure healthy, comfortable & environmentally friendly homes across India.

5.61 MSF
IGBC Registered Built-up
Area in FY 2025

Mumbai

- Raheja Amaltis, Mumbai – IGBC Gold
- Raheja Antares, Mumbai – IGBC Gold
- Raheja Maestro, Mumbai – IGBC Silver
- Raheja Valletta, Mumbai – IGBC Silver
- Raheja Galaxy, Mumbai – IGBC Gold
- Raheja Stellar, Mumbai – IGBC Gold
- Raheja Sterling, Mumbai – IGBC Gold
- Raheja Modern Vivarea, Mumbai - IGBC Gold
- Raheja Artesia, Worli Mumbai – IGBC Gold
- Raheja Vistas, Chandivali Mumbai - IGBC Gold

Pune

- Raheja Vistas Phase 1, Pune – IGBC Certified
- Raheja Vistas Phase 2, Pune – IGBC Certified
- Raheja Vistas Phase 3, NIBM Pune – IGBC Silver
- Raheja Vistas Premiere, Pune - IGBC Gold

Hyderabad

- Raheja Vistas, Nacharam Hyderabad – IGBC Silver
- Raheja Vistas, Tower C, Nacharam Hyderabad – IGBC Silver
- Raheja Vista, Tower D, Nacharam Hyderabad – IGBC Silver
- Raheja Vistas, Tower E, Nacharam Hyderabad – IGBC Silver
- Raheja Vistas, Tower F, Nacharam Hyderabad – IGBC Silver
- Quiescent Heights, Hyderabad – IGBC Gold

IGBC Green Certified Homes – Gold Rating for Raheja Modern Vivarea

- Diligent pollution control during construction
- Vehicles tire cleaning and car washing facility at parking levels
- Topsoil preservation through collection and handover to a nursery
- Safe relocation of existing trees
- Promoting use of alternative fuel with 16-amp sockets for at least 5% of total car parking
- Special care for the differently abled through barrier-free design, dedicated parking spaces and toilets provided near the ground floor entrance lobby
- Rainwater collection in roof and non-roof areas for further use in landscaping and flushing
- High solar reflective material used on roof surfaces and vegetated roofs to reduce heat and minimize impact of the microclimate
- Reduction in light pollution through the use DGU glass

4.86 MSF
IGBC Gold Certified in FY 2025

0.21 MSF
IGBC Silver Certified in FY 2025

Energy Simulations and Audits

At KRCREPL, we undertake energy simulations and audits across our residential developments in the pursuit of surpassing standard energy performance benchmarks with the objective to reduce our environmental footprint caused by high energy usage. To comply with the Performance Rating Methodology of Energy Modelling and Simulation, we have included specific assumptions and details in the model. These modifications are in line with the directives given in Annexure 6 of IGBC Green Homes v3.0, which is the prevailing standard adopted by the IGBC Green Homes rating system.

The energy simulations identify and evaluate energy conservation opportunities in our buildings by simulating various energy parameters in eQUEST, an energy modelling software that uses DOE-2.2 as the simulation engine. This analysis can be carried out at all stages of the design process, from the initial concepts to the final design stages.

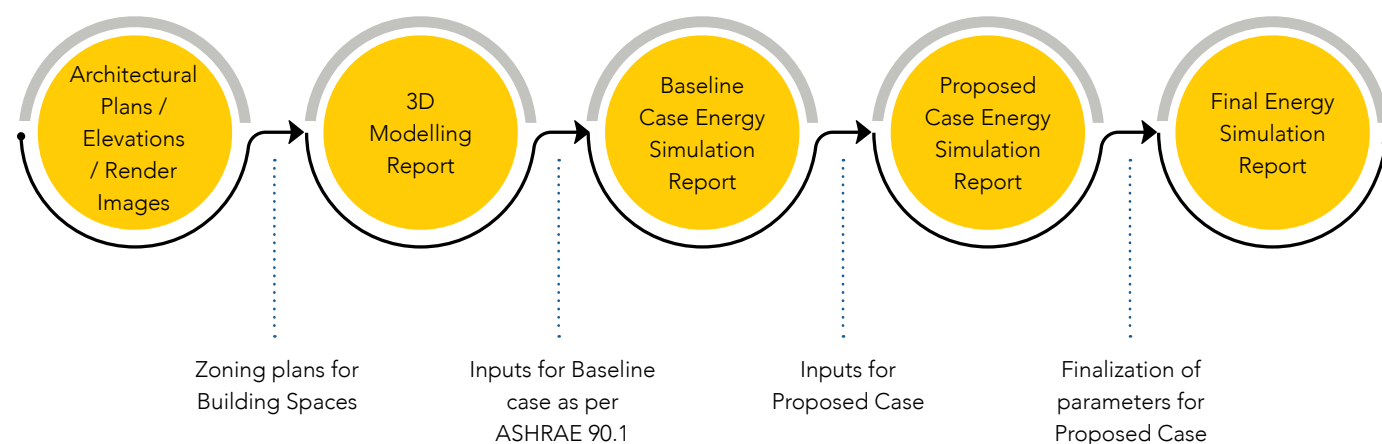
eQUEST has the ability to explicitly model the following:

- Hourly variations in occupancy, lighting power, miscellaneous equipment power, thermostat setpoints and HVAC system operations
- Thermal mass effects

- Part-load performance curves for mechanical equipment
- Capacity and efficiency correction curves for mechanical heating and cooling equipment
- Energy consumption details of different equipment for all 8,760 hours of operation

We analyse our annual energy consumption and implement energy efficiency strategies in accordance with IGBC credits for the Energy Performance category. The IGBC Green Homes v3.0 rating system requires our energy simulations to showcase energy savings for our proposed building designs. As per IGBC Green Homes v3.0 rating, EE: Minimum Energy Performance, the proposed designs for our constructions need to meet the building performance of the baseline cases as part of the mandatory requirement.

We address energy efficiency through regular energy audits and energy simulations, undertaken in alignment with the American Society of Heating, Refrigerating, and Air Conditioning Engineers (ASHRAE) 90.1 Standard - Energy Standard for Sites and Buildings Except Low-Rise Residential Buildings. Our buildings are modified through these assessments to enhance energy savings using various Energy Conservation Measures (ECMs) for proposed designs with respect to baseline case design by using the below mentioned simulation process.



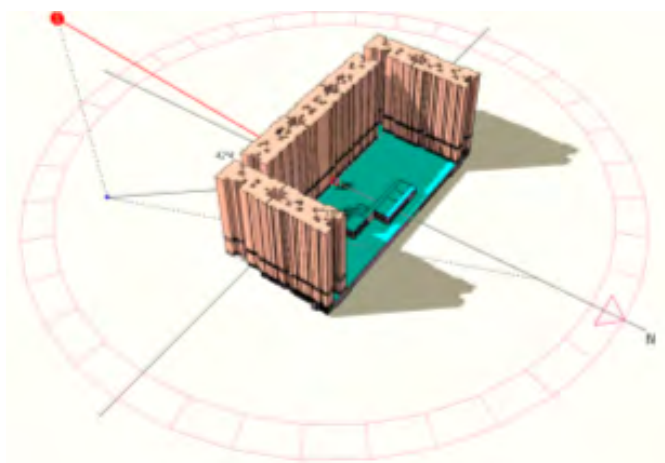
During FY 2025, energy simulations and audits were carried out by KRCREPL at Raheja Antares and Raheja Vistas, Nacharam to assess the performance of the buildings through which the energy consumption could be optimized in order to reduce their operational costs for the entire 8,760 hours of the year.

Daylight Simulations

Our IGBC Green Certified Homes incorporate daylight simulations to ensure energy efficiency, occupant health and well-being, visual comfort etc. These simulations are facilitated through a software to assess natural light levels in commonly used spaces like living rooms, dining rooms, bedrooms, and kitchens, excluding areas like staircases, elevators, corridors, and toilets. Our buildings are modelled in SketchUp based on detailed drawings and schedules wherein each tower undergoes a simulation & results are generated as per simulation to provide a range in which daylight is obtained in each zone.

This involves the generation of a Point in Time Illuminance using the software and its inbuilt database which was then compared with the average illuminance from the simulation with the minimum daylight requirement of 110 lux specified in IGBC Green Certified Homes v3.0. Shadow analysis as per daylight standards.

By accurately modeling the space and simulating illuminance at a specific point in time, we effectively assess compliance with the daylight requirements outlined in IGBC Green Certified Homes v3.0. Our approach to thoughtful daylight design promotes energy efficiency, occupant well-being, and environmental sustainability. Moving forward, these insights shall inform further design decisions and strategies aimed at optimizing daylight utilization within the building, ultimately contributing to a healthier, more sustainable built environment.



WASTE MANAGEMENT

Waste Generation

Effective management of non-hazardous waste through segregation of dry waste and wet waste at the household level is a hallmark of our buildings. Concrete waste is an inevitable part of the construction process, whether from wastage of ready-mix concrete during pumping and placing operations or unexpected equipment breakdowns. Through systematic identification, collection, and reuse of leftover concrete, we successfully reduce our waste generation and environmental impact while maximizing resource utilization.

Our Approach to Waste Management

At KRCREPL, we endeavour to adhere to all regulatory requirements related to different categories of waste (hazardous waste, solid waste, biomedical waste, and e-waste). In line with our efforts, we align our commitments to the United Nations Sustainable Development Goal 12: Responsible Consumption and Production. Waste management plans form an integral component of the project design process for all our existing and development projects, with project-specific targets established for waste reduction, recycling, or reuse. As part of our waste management plans, we adopt and implement a comprehensive waste management approach that incorporates:

- Minimizing waste at source and optimizing resource use at our operations for reduction of waste
- Reusing broken concrete generated as part of refurbishments in planters and common areas as a replacement for soil and soiling
- Training our workforce and contractors on advanced waste management techniques for the successful implementation of C&D waste management initiatives

- Identifying different categories of waste such as hazardous and non-hazardous and ensuring appropriate handling mechanisms are in place for managing the waste
- Segregating hazardous and non-hazardous waste streams at the source to avoid cross-contamination
- Ensuring all construction waste is brought to a centralized waste facility for segregation and either reuse or sale to a responsible third-party recycler
- Diverting construction waste from landfills for reuse or recycling
- Ensuring storage of waste (hazardous and non-hazardous) in compliance with relevant legal requirements
- Providing adequate signages and necessary fire protection at storage yards, along with training personnel handling the waste
- Ensuring waste and debris disposal as per applicable legal requirements
- Repurposing leftover concrete for various cast-in-situ elements, such as mullions, RCC bands, and precast paver blocks, to minimize waste

Construction & Demolition (C&D) Waste Management

As a leading real estate developer, we are conscious of our responsibility to manage the construction and demolition (C&D) waste generated across our sites to minimize environmental impact, optimize resource utilization and ensure compliance with all applicable laws and regulations including the C&D Waste Management Rules of 2016. We collaborate with authorised waste recycling vendors to ensure compliance with all environmental regulations and maximise resource recovery.


Construction & Demolition (C&D) Waste Management Policy


During the reporting year, we have adopted a dedicated asset-level [Construction & Demolition \(C&D\) Waste Management Policy](#) which provides a structured and sustainable approach to handling, reducing and reusing C&D waste, while diverting it from landfills and conserving valuable natural resources. The policy is applicable to all stakeholders involved in our construction activities with coverage across our operations and value chain with the aim to minimize our environmental impacts, ensure compliance with regulatory requirements and promote resource efficiency.

The policy outlines effective construction methodologies for waste segregation and minimisation at source to promote efficient material usage and best practices that reduce excess material generation. Through this policy, we integrate circular economy principles, where viable reusable and recyclable construction materials (e.g., concrete, metals, wood, packaging etc.) are effectively sorted at the point of generation, repurposed or sent for recycling instead of being sent to landfills.


Furthermore, the policy mandates on-site waste tracking and reporting to enhance accountability and transparency in our waste management practices, foster sustainable construction, reduce our environmental footprint, and align with our long-term commitment to responsible resource management and waste reduction.


Our approach to sustainable construction incorporates the following practices:


- 


➤ **Waste Identification, Segregation & Reduction:** C&D waste is identified, segregated at construction sites and categorized into concrete, wood, metal, plastic, bricks, hazardous, and recyclable materials. To minimize waste generation, source reduction strategies are implemented. Efficient segregation ensures that at least 75% of materials, such as concrete, metal, wood, and plastic, are properly sorted for reuse or recycling.
- 

➤ **Storage, Handling & Safety:** C&D waste is then brought to a centralized waste facility with a designated storage area, dedicated bins for steel, other metals, plastic, wood and special bins for hazardous waste to prevent contamination of soil and underground water.
- 

➤ **Reuse & Recycling Strategies:** Materials such as bricks, blocks steel, aluminium, paint, concrete, and wood are reused on-site to reduce reliance on virgin resources. Recycling facilities are engaged to process steel scrap, plastic, and gypsum waste, incorporating recovered materials into new projects.
- 

➤ **Collaboration with Recycling Facilities:** Metals, plastics, and gypsum are processed through strategic partnerships with authorized C&D waste recyclers to reinforce sustainable construction waste management.
- 

➤ **Transportation & Disposal Compliance:** Authorized waste handlers are engaged, and hazardous waste is directed to designated treatment facilities to ensure regulatory compliance.
- 

➤ **Monitoring & Reporting:** Monitor waste through a structured waste tracking system and data validation process. Assess waste management performance, analyse trends, and implement necessary corrective actions to enhance efficiency and compliance through quarterly review meeting. Undertaken internal audits and mandate external audits through authorized agencies annually to verify compliance with waste management policies, assess the effectiveness of waste tracking systems, and enhance transparency in operations.
- 

➤ **Training & Awareness Programs:** Structured training interventions and awareness sessions educate workers on waste segregation, safe handling, disposal procedures, and legal requirements. Workshops, demonstrations, and certification courses enhance awareness and improve waste management efficiency.

To reduce waste generation, we use construction materials judiciously, recycle content materials, locally source manufactured building materials with recycled content and actively pursue circularity in our operations. 100% of our construction waste is processed and recycled through authorized and government-registered waste recyclers and scrap dealers diverted from disposal and landfilling. Furthermore, we explore recovered

resources and reuse of materials, in line with the objectives of the Swachh Bharat Mission. These efforts are helping us pioneer the transition to low carbon economy that promotes sustainable construction and drives positive outcomes across our operations, value chain and business partnerships.

Wastewater and Organic Waste Recycling: Key Pillars of Sustainability in Residential Projects

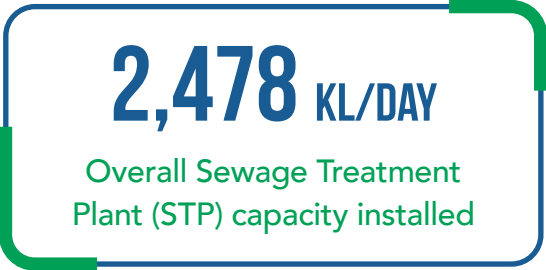
At KRCREPL, sustainability is at the core of our vision to create eco-friendly, energy-efficient, and resilient communities. Our commitment to sustainable practices is evident in every aspect of our residential projects. Two key components that underscore our dedication to environmental stewardship are the Sewage Treatment Plants (STPs) and Organic Waste Composters (OWCs) implemented across all our developments.

Wastewater Treatment: Ensuring Clean and Safe Water Management

We integrate on-site Sewage Treatment Plants (STPs) with an overall capacity of 2,478 KL/day across our properties to ensure that all treated wastewater is used for landscaping, irrigation & flushing purposes, adhering to the permissible limit of recycle quality in alignment with State Pollution Control Board (SPCB) regulations and standards. Additionally, we incorporate grey water recycling that involves proper treating and reusing all of the wastewater generated from sinks and showers to effectively conserve water and support sustainable water management.

At KRCREPL, we ensure that wastewater from all our residential projects is treated and recycled through state-of-the-art on-site

STPs. The treatment process ensures that the vast majority of wastewater generated in our communities is processed effectively, significantly reducing its impact on local water bodies and preserving precious natural resources.



Advanced MBBR-Based Sewage Treatment

The STPs employed in all of our residential projects utilize the Moving Bed Biofilm Reactor (MBBR) technology, which is widely recognized as one of the most advanced and efficient methods of wastewater treatment. The MBBR system is known for its ability to provide high-quality effluent, even under varying loads, and is particularly effective in residential settings where wastewater volumes may fluctuate.

The MBBR process works by creating a biofilm of microorganisms on floating plastic media. As wastewater flows through the reactor, these microorganisms degrade organic pollutants, such as oils, fats, and other biodegradable substances. The floating media allows for a large surface area, promoting a more efficient biological treatment process.

Some key benefits of the MBBR system include:

- High Efficiency

The system delivers superior treatment even in fluctuating conditions, ensuring consistent water quality.
- Compact Design

The MBBR system's design reduces the footprint compared to conventional treatment methods, making it ideal for residential settings.
- Low Energy Consumption

The MBBR system is energy-efficient, which is important for minimizing the operational costs and the environmental impact of the treatment process
- Flexibility

The system can handle both small and large volumes of wastewater and can be easily scaled up or down depending on the needs of the development project

By using MBBR technology, KRCREPL ensures that our residential projects achieve optimal wastewater treatment, meeting the highest environmental standards while conserving valuable water resources.



Organic Waste Recycling: From Wet Waste to Fertilizer

We have deployed an Organic Waste Management System consisting of installed Organic Waste Composters (OWCs) with an overall capacity of 4,190 Kg to ensure environmentally sound decomposition of biodegradable waste as 100% of our organic waste is processed through specialized composting units that turn food waste and other biodegradable materials and repurposed into nutrient-rich compost.

The compost produced is used as valuable plant fertilizer used in horticulture, landscaping and indoor plants within our residences, reducing the need for chemical fertilizers and further enriching the soil. This not only promotes healthier plant growth but also contributes to the overall greening of the community. In some cases, any excess compost is sold to authorized waste recyclers, ensuring that the waste is responsibly managed and recycled for further use.

In line with our commitment to zero waste and responsible waste management, at KRCREPL we ensure that the wet waste generated in our residential projects is recycled and repurposed into compost. By recycling wet waste into compost, we significantly reduce landfill dependency and minimize the environmental impact associated with waste disposal. This circular approach to waste management helps lower our carbon footprint and aligns with global sustainability goals.

Synergizing Wastewater Treatment and Organic Waste Recycling

The integration of MBBR-based STPs and OWCs is a perfect example of our holistic approach to sustainability. Together, these systems help us close the loop on waste management by effective treatment of wastewater and recycling of organic waste in a way that benefits both the environment and the community. The combination of water conservation and nutrient recycling strengthens the resilience of our projects, creates a sustainable living environment for current and future generations.

To provide an overview of the scale of our wastewater treatment and waste recycling efforts, the table below outlines the capacities of the STPs and OWCs implemented across 9 of our residential projects:

4,190 KG/DAY

Organic Waste Composter (OWC) capacity installed



Residential Project	STP Capacity (KL/day)*	OWC Capacity (Kg/day)**
Raheja Antares	413	800
Raheja Amaltis	165	325
Raheja Maestro	45	60
Raheja Valletta	30	44
Raheja Modern Vivarea	325	537
Raheja Galaxy	555	882
Raheja Stellar	215	242
Raheja Sterling	460	800
Raheja Vistas, Nacharam	270	500
Overall Capacity	2,478 KL/day	4,190 Kg/day

- Note:
- STP Capacity (KL/day)*: This represents the daily wastewater treatment capacity of the STP (in Kilo Liters per Day) for each project. The capacity is designed to meet the demands of the specific residential community, ensuring that all wastewater is effectively treated and recycled.
 - OWC Capacity (Kg/day)**: This is the daily capacity of the Organic Waste Composter (in Kilograms per Day). The composter is capable of processing organic waste produced within the community and converting it into compost that can be used for landscaping or sold to authorized recyclers.

At KRCREPL, we understand the importance of responsible resource management in residential developments. By ensuring wastewater treatment and recycling of wet waste into compost through advanced MBBR-type STPs, we are not only minimizing our environmental footprint but also fostering sustainable communities. These initiatives are just a few of the ways we continue to innovate and lead the way in sustainable residential development.

Through these efforts, we are committed to creating a cleaner, greener future, one project at a time.

Resource Efficiency and Circularity

To enable us to deliver on customer needs for quality homes on time, we need to have an uninterrupted supply of raw materials like bricks, cement, steel, iron etc. We maximise the use of certified green products that have low embodied carbon in construction processes as feasible.

Material Consumption

Towards responsible consumption of materials, we ensure that the stock of materials from previous years are utilized first, and only materials required for additional demand are procured. During the reporting period, we procured the following major materials for building projects:

1

Cement

2,254 MT

2

Steel

16,593 MT

3

Tiles

87,332 sq. ft.

4

RMC

98,794 m3

5

Marble & Granite

3,62,542 sq. ft.

6

Blockwork

6,806 Nos.

SOCIAL ACTION AND WELL-BEING FOR ALL

ALIGNMENT WITH THE UN SDGS



KEY MATERIAL TOPICS



STAKEHOLDERS IMPACTED



OUR APPROACH

KRCREPL prioritizes diversity with strong female representation and fair pay practices. Employee well-being is supported through programs addressing work-life balance and mental health. We promote a positive culture via continuous training, leadership

development, and high engagement. Safety is managed through certified systems and a solid safety record. Customer satisfaction remains central, reflecting the KRCREPL's commitment to responsible and sustainable business.

“

Urvi Aradhya– Head HR

“ESG is most certainly a priority, and for good reason. It brings in transparency, tells an authentic story of the Entity, puts the spotlight on what the Entity is doing for its people while improving equity, diversity and inclusion. HR plays a key role in shaping the S of ESG, curating a culture where people choose to work, collaborate and thrive. Shaping policy and purpose also become a key part of the human resource role when driving the narrative for the Entity.”

”

EQUAL OPPORTUNITY EMPLOYER

At KRCREPL, our dedicated employees are the cornerstone of our sustainable excellence. We champion equal opportunities and actively encourage candidates from diverse backgrounds of age, positions and gender to join our team. Considering the nature of our business, we do not have any on-roll staff and workers in our workforce. All staff and workers employed in our workforce are off-roll.

Workforce Management

Breakup of employees provided below:

Breakup of personnel	Total	Age			Gender		
		<30 Years	30-50 Years	>50 Years	Male	Female	Other
Senior Management	46	NA	32	14	35	11	NA
Middle Management	335	28	275	32	268	66	1
Junior Management	120	23	79	18	106	14	NA
Total	501	51	386	64	409	91	1

Breakup of off-roll staff and workers provided below:

Breakup of personnel	Total	Age			Gender		
		<30 Years	30-50 Years	>50 Years	Male	Female	Other
Senior Management	18	1	10	7	18	0	NA
Middle Management	23	2	17	4	23	0	NA
Junior Management	165	6	149	10	164	1	NA
Workers	1,225	182	1,039	4	1,204	30	NA
Staff	145	18	117	10	145	0	NA
Total	1,576	209	1,332	35	1,554	31	NA

Diversity, Equity and Inclusion (DE&I)

KRCREPL strives to transform the real estate sector that has historically struggled with gender diversity. Towards this, we foster diversity, equity and inclusion (DE&I) within our workplace through programs and policies such as Pride Side Policy, PowHer among others. Our robust policies ensure a safe and respectful environment for all employees, particularly women, in line with our Code of Conduct. Our inclusive recruitment process evaluates talent based solely on merit and values, promoting a

diverse workforce. We maintain a strict zero-tolerance stance on discrimination and have implemented a comprehensive POSH policy to safeguard our employees from harassment or assault. Additionally, we offer a grievance mechanism through our WeCare Grievance Handling Policy. We are dedicated to creating an equitable environment, firmly opposing gender bias in all operations. To abide by it we provide mandatory POSH training to ensure the safety and well-being of all our employees.

LGBTQ Inclusion @KRCREPL

Inclusivity isn't just a value, it's a responsibility

At KRCREPL, we understand that creating a safe, supportive, and empowering workplace for every individual, regardless of their gender identity or sexual orientation, is fundamental to driving progress, compassion, and innovation. This belief is reflected in our continuous efforts to champion diversity, equity, inclusion and a sense of belonging across the organisation. We have always made sure that inclusivity reflects in every aspect of our corporate ethos—not just in policy but in spirit

Commitment in Action

We recognise that diverse teams are stronger, smarter, and more innovative. We're committed to ensuring that everyone—regardless of their background—feels seen, heard, and valued. This commitment is more than just a checkbox; it is woven into the very culture of our organisation.

Right from onboarding, KRCREPL has encouraged individuals to share their preferred pronouns and are assigned a buddy to ease the integration process. This year, we were proud to have a member from the LGBTQ community join our workforce.

Gender Diversity Indicator*	FY 2023-24	FY 2024-25
Share of women in all management positions, including junior, middle and top management (as % of total management positions)	18%	18.1%
Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)	3.2%	11.6%
Share of women in management positions in revenue-generating functions (Accounts, CRM, Legal, sales, Marketing) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	40%	34%
Share of women in STEM-related positions (as % of total STEM positions) - Accounts & Finance, HR & Admin, Engineering	13.55%	20%

Gender Pay Parity

We regularly conduct grade wise internal fitment checks to identify and address any pay related disparities, fostering a fair and equitable workplace. Our dedication to transparency and accountability drives us to create an environment where every employee feels valued and rewarded based on their contributions.

Employee Category	Ratio of Basic Salary of Women to Men	Ratio of Basic Remuneration of Women to Men
Senior Management	79%	102%
Middle Management	111%	115%
Junior Management	80%	80%

Pride Side Policy

AT KRCREPL, we strive to foster an environment where employees feel safe and are encouraged to express themselves freely and be their authentic selves at work. Towards this, we implement the Pride Side Policy to reiterate our support for transgender staff members so they can deliver their best at the workplace while balancing their personal lives. The policy includes provisions for financial aid for gender reassignment procedures, adoption assistance benefits, health insurance for partners of the same sex, and access to professional counselling services. Regular training sessions on inclusive practices are conducted for our employees to sensitize them on appropriate behaviours and

NURTURING A VIBRANT WORKFORCE

At KRCREPL, prioritizing the well-being of our employees goes beyond just an organizational objective. It is integral to our strategic vision of fostering a dynamic workforce that is engaged, healthy, and productive. This commitment enables us to meet stakeholder expectations and drive value creation for all involved.

ReachOut

‘ReachOut’ is a targeted program that has been crafted to offer our employees access to expert advisory on ways to balance their mental health and physical wellness with work priorities. We have partnered with 1to1 Help, a leading Employee Assistance Programme (EAP) Provider. Our employees can seek assistance and advice anytime from professionally qualified and experienced counsellors of 1to1 Help through online or telephonic/ video counselling on personal, work life, stress management, relationships, anxiety management, parenting, wellness coaching, diet planning, lifestyle management etc

At KRCREPL, we recognize that professional counselling is expensive and have extended the following services free of cost

conduct when they are working with colleagues transcending genders and personal preferences. Our workplaces are built to promote inclusivity and incorporate gender-neutral restrooms. We have instated an adoption assistance committee to support our LGBTQ+ employees on their journey to adopt children and experience the joy of parenthood.

Aanchal Policy – Balancing work - Life as a new mother

KRCREPL recognizes the challenges expectant mothers face in balancing career and personal responsibilities. To support them, we implement the Maternity Support Programme – Aanchal, aimed at supporting female employees during pregnancy, maternity leave, and their return to work.

Aanchal’ involves delivery of professional counselling sessions to help expectant and new mothers reduce uncertainties and any stress they may be feeling while managing their new responsibilities with children. It also included allowances for transportation and being sensitive to work overload issues who have just returned to work after maternity leave and prevent them from exiting the workforce.

As part of this, ‘My Saheli’ is an initiative that looks at connecting pregnant women employees with a team member, so they feel linked to the workplace and happenings there till they return to work. This approach has played an impactful role in helping women on maternity breaks feel part of the larger ecosystem even when they are on leave. We house crèches and day-care facilities at our buildings to help new parents manage their changed work-life priorities better and help them ensure their children are taken care of and stay healthy and safe.

to our employees and their families: • Unlimited Professional Counselling - 6 sessions per issue per employee per year • 6 Wellness coaching sessions i.e. dietician & nutritionist assistance, work with a coach online or on the telephone to achieve wellness goals • Legal & Financial assistance - 30 minute session with a qualified Lawyer and a Chartered Accountant, per user, per year • Access to self-help tools, e-workshops, webinars & assessments Through ReachOut, all employees can access EAP services, Online or Telephone Counselling, Self-Assessment Tests, Online HRA, wellness coaching and articles on the portal for their family members as well.

Health and Wellness talks

As part of our efforts to draw on experts to guide our employees on healthy lifestyles, we invited Pooja Makhija and Yasmin Karachiwala to conduct ‘Health and Wellness’ talks for our employees on nutrition, exercise, and mental health.

Adoption Assistance Policy

We have instated an adoption assistance policy to support employees who have recently adopted a child manage their responsibilities better. Provisions of this policy include financial support and paid leave to allow new parents to engage and bond with their child while securing their professional stability.

WeCare - Grievance Sharing Platform

Our employees have access to a structured grievance mechanism ‘WeCare’ to raise their concerns with the assurance of timely redressal without fear of reprisal. Violations of KRCREPL’s Code of Conduct can be sent to wecare@raheja.com. We assure complainants that they will receive a response to the grievances raised within 48 hours of the complaint being raised through a direct conversation or documented correspondence. Our Human Resources team is available for personal discussions to understand and solve any issues regarding motivation and involvement. Apart from the dedicated channels for raising written complaints, we also host quarterly virtual meetings or E-Connect sessions where employees can bring issues and concerns to KRCREPL’s notice and seek redressal. Finally, our employees are encouraged to contact the Human Resources team with any issues at any time

Buddy Program

A buddy program has been instituted to help new employees assimilate into the organization better. We assign a senior colleague as a buddy for the new employee who can be contacted to learn more about, our work practices and their roles and responsibilities.

PowHER - Women’s Employee Resource Group (ERG)

Peer networking and seamless knowledge sharing propels an organization’s intellectual and leadership prowess and offers employees, especially women, a broad range of opportunities to learn and grow. In FY 2023-24, we rolled a unique program, the Women’s Employee Resource Group (ERG) and which is conducted as part of annual programme - PowHer which features employee volunteers driving innovative initiatives to empower women to connect, collaborate, accelerate their professional growth and promote inclusiveness at the workplace. This year, 16 women from KRCREPL participated, contributing to a total of 88 participants.

Wheels of Kindness

KRCREPL is committed to creating meaningful social impact through employee engagement. Through its ‘Time off for Volunteering Policy’, KRCREPL united teams from various business units with over 30 employees from diverse departments including HR, Architecture, ESG, IT, Leasing etc coming together to assemble seven wheelchairs for Cheshire Homes, a respected NGO that has empowered thousands of people with disabilities across India by enhancing their mobility and independence. Partnering with Korelate Learning, the event combined hands-on wheelchair assembly with engaging team-building challenges, all completed within four hours. This unique experience not only provided essential mobility aids to 15 individuals at Cheshire Homes but also fostered teamwork, empathy, and a strong sense of community among participants.



“

“Beyond its social impact, ‘Wheels of Kindness’ played a vital role in fostering teamwork, enhancing employee engagement, and strengthening bonds within our organization. At KRCREPL, we are committed to creating meaningful change in the community through impactful initiatives. This unique experience saw our people come together, enjoy the process, and contribute to a cause that truly makes a difference by providing wheelchairs to those in need.”

Urvi Aradhya - CHRO of KRCREPL

”

Employee Engagement

Our employees embody our brand, and their contributions are essential to our success. We are committed to enhancing productivity, fostering employee satisfaction, and retaining top talent to ensure the prosperity of our organization. Additionally, we promote community engagement by encouraging our

employees to participate in local projects through our volunteering policy.

Each year, we partner with Great Place to Work to conduct an external survey that anonymously assesses employee satisfaction. This survey offers us valuable insights into the overall satisfaction levels within our workforce.

Our employee-centric practices have earned us the prestigious ‘Great Place to Work’ certification for the 4th consecutive year. Parameters assessed include fairness, credibility, respect, camaraderie, and collaboration. We are proud to announce that we have received a positive evaluation for all these criteria.

Scoring Parameters for Employee Satisfaction Survey (Great Place to Work):



88

Employee Satisfaction Score
in FY 2025

Employee Support and Well-being

We prioritize mental and physical health not only to enhance employee morale but also to reduce attrition. A strong focus on well-being cultivates a resilient workforce, driving overall organizational success.

Particular	FY 2025
Paid parental leave for the primary caregiver	26 weeks
Paid parental leave for the non-primary caregiver	1 week

Outbound Programs

Participating in physically exhilarating and mentally challenging outdoor activities amidst nature has shown remarkable results for improving human health, both mental and physical. We conduct several outbound programs and adventure sports in safe and healthy environs to encourage multi-departmental employee engagements where they accumulate varied experiences, exchange knowledge and have enriching dialogues and debates on a broad perspective of topics.

Human Capital Development

Our employees embody our brand, and their contributions are fundamental to our success. We are committed to enhancing productivity, boosting employee satisfaction, and retaining

top talent to drive our organization forward. Additionally, we encourage our team members to participate in community initiatives through our volunteering policy.

PERFORMANCE EVALUATIONS
ARE CARRIED OUT FOR 100%
OF THE WORKFORCE.

Future-Forward Leadership Program

K Raheja Corp. partnered with Harvard Business Publishing to design and deliver the Future-Forward Leadership Program, targeting senior leaders across its group companies. The program aimed to equip CXO-level executives with the skills necessary to lead a future-focused organization. Core learning themes included driving group synergies, fostering customer-centric innovations, and achieving leadership excellence.

The curriculum combined interactive case study discussions, immersive business simulations, and real-world Business Impact Projects to ensure practical application of concepts. This blended approach helped senior leaders enhance their strategic capabilities and prepare the organization for evolving market challenges.

Raheja Modern Vivarea

Shikhar Leadership Development Program

A future-fit leadership development program, Shikhar, is at the forefront of our leadership development measures that enables employees with behavioural and functional skills they need to become effective leaders. High-performing employees who display the traits we look for in leaders and have the potential to steer the business on sustainable growth paths are selected for Shikhar after careful deliberations. Scope: Phase 1 involves a Selection Assessment aimed at shortlisting high-potential employees. Phase 2 focuses on the Development Journey, emphasizing four key areas: (1) Developing and Nurturing Talent, (2) Problem Solving and Decision Making, (3) Change and Innovation, and (4) Strength-Based Leadership. The program facilitates learning on various organizational goals that are imperative for business growth, including customer satisfaction, talent development, accelerating innovation, and strategic thinking. Using a mix of experiential learning, task-based assignments and access to LinkedIn modules, Shikhar encourages participants to think out of the box and apply their learnings in their work situations to assess the impact. Workshops and group coaching sessions that are conducted as part of the program offer significant opportunities for participants to forge strong partnerships and boost teamwork.

Shikhar also incorporates opportunities for employees to take on roles beyond their defined areas of expertise or comfort zones to test their capabilities to lead in entirely different or new segments. This opportunity to gain experience of working in different areas of the business helps engage and motivate our top talent and strengthens retention.

Skill Enhancement and Employee Development (SEED)

As part of skill development, KRCREPL has created a learning intervention tailored to the specific roles and responsibilities of employees to strengthen behavioural and managerial skills. In the

first phase, individual contributors are being trained to be more organized in their work, enhance engagement with stakeholders, and manage conflicts more effectively. For early managers, the program aims to improve their skills in delivering feedback, delegating, and influencing. SEED typically involves two-day facilitator-led programs with assignments that include application-oriented and circumstantial questions based on topics covered through training modules. The assignments are to be submitted after the training sessions.

Ideathon

The Sustainability Ideathon, was a 60-day initiative launched in November 2024 by our Parent Entity and aimed to address Environmental, Social, and Governance (ESG) challenges through cross-departmental collaboration and the development of practical, scalable solutions at KRCREPL. Ideathon Teams of 4-6 members from various departments participated, with a total of 75+ participants across the organisation, submitting ideas and preparing detailed presentations covering aspects such as idea overview, visuals, working principles, proposed implementation sites, and costing details. A jury evaluated presentations based on innovation, technical understanding, cost-effectiveness, communication clarity, and implementation feasibility. We received over 20 ideas with 13 of them shortlisted for entity-wide implementation. We have already implemented certain ideas while the rest are in the pipeline. Key achievements included cross-departmental collaboration, generating innovative solutions aligned with ESG goals, and addressing sustainability challenges within the business parks. The Ideathon successfully promoted innovation and teamwork, generating solutions with real-world potential; future events will look to expand in scope, incorporate external expertise, and aim to implement the most promising ideas as part of R&D initiatives.

Employees who received a career development review	Gender (%)	
	Male	Female
Senior Management	8.57%	18.18%
Middle Management	1.12%	1.52%
Junior Management	0%	0%

Learning and Development

Employee training is vital for organizations as it enhances skills and knowledge, leading to improved performance and productivity. It fosters a culture of continuous learning, boosts

employee morale, and helps retain top talent. Additionally, well-trained employees are better equipped to adapt to changes and drive innovation, ultimately contributing to the organization's success and competitiveness.

Proactive Engagements with Site and Sales teams on ESG aspects

KRCREPL's sustainability team has proactively undertaken site visits to under-construction residential projects, engaging with both the Site and Sales teams to reinforce KRCREPL's ESG commitments. During these visits, the Site team was presented with comprehensive videos—available in regional languages—highlighting KRCREPL's ESG policies, construction workforce safety (EHS), waste management practices, and social responsibility initiatives. The Sales team viewed tailored content designed to demystify ESG principles and green certification processes in accessible terms. This initiative enhances the Sales team's understanding of sustainable construction practices, enabling them to effectively communicate KRCREPL's ESG efforts and green credentials to prospective customers. Educating the Sales team not only improves their confidence and credibility during client interactions but also supports informed decision-making among customers, fostering trust and long-term relationships. Simultaneously, raising awareness among the construction workforce empowers them with knowledge about their rights and safety protocols, promoting a safer work environment. The sustainability team remains committed to ongoing site engagements to continuously support internal stakeholders and advance our mission of responsible development. Through these efforts, we aim to drive greater transparency, sustainability, and social responsibility across all project levels.



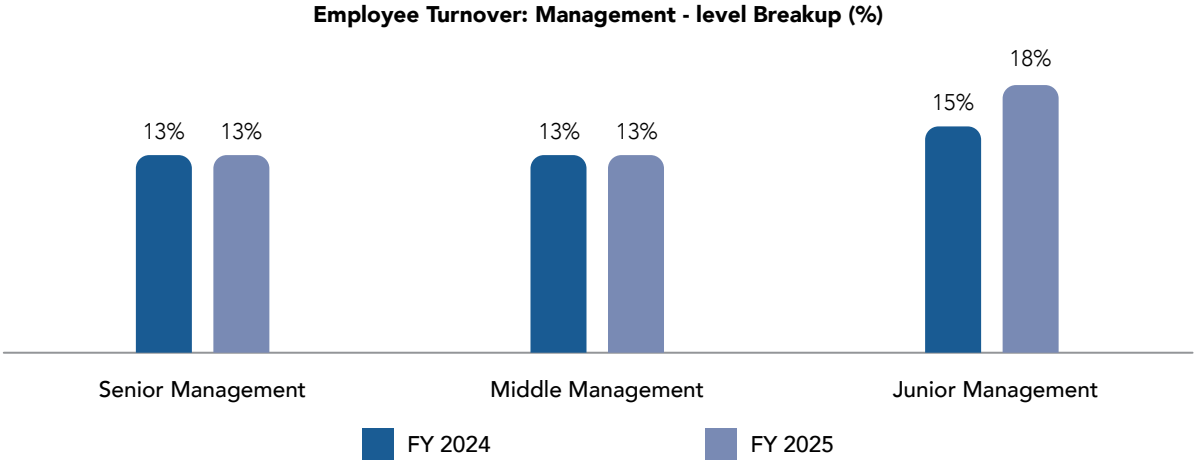
L&D Training Highlights:

Employee Category	Training Hours (No.)	
	FY 2024	FY 2025
Senior management	281	656
Middle management	1,373	2,908
Junior management	429	3,164
Total Training Hours	2,083	7,532

ESG Training Sessions

We implemented specialized ESG training sessions for all employees, aimed at enhancing their understanding of ESG principles and the associated risks and opportunities. These sessions not only covered fundamental concepts but also emphasized the importance of human rights awareness in line with global standards. We provided practical guidance on addressing these issues and highlighted individual actions that can contribute to a positive impact. This initiative underscores our unwavering commitment to sustainability and the achievement of our ESG goals.

In the reporting period, we invested 2234 training hours across 501 unique employees through a variety of development programs addressing diverse ESG areas as described below:



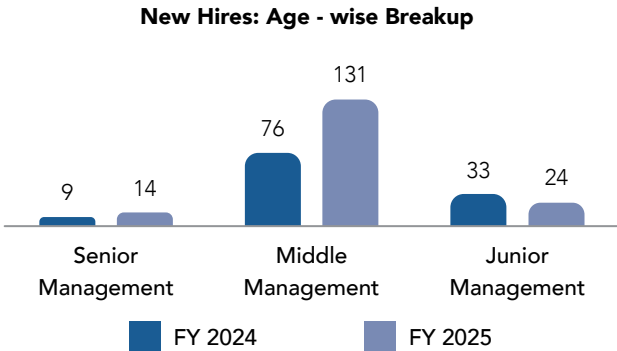
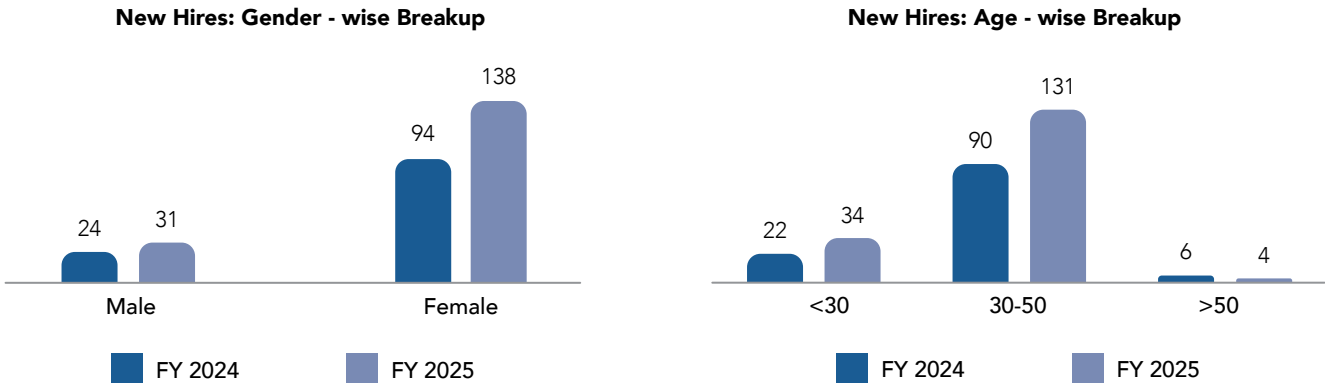
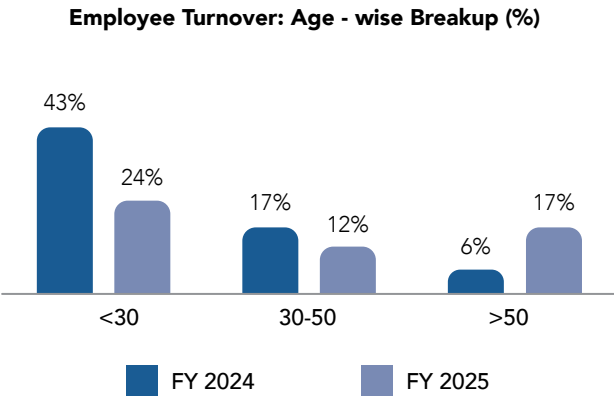
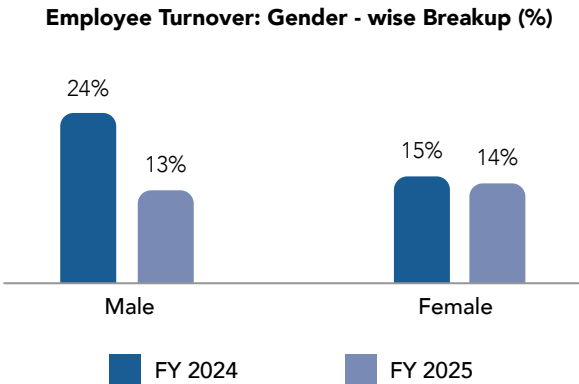
New Hires						
Employee Category	Total	Age Group			Gender	
		<30	30-50	>50	Male	Female
Senior Management	14	0	11	3	12	2
Middle Management	131	24	106	1	106	25
Junior Management	24	10	14	0	20	4
Total	169	34	131	4	138	31

Talent Attraction and Retention

Skilled employees drive innovation and performance. Retaining top talent reduces recruitment costs and ensures continuity in knowledge and expertise. We focus on talent management by conducting career development programs such as SEED and conducting career performance reviews and feedback sessions

to foster a motivated workforce. Individual performance and contributions to the Entity’s goals are evaluated, and internal talent is groomed for advanced roles through a systematic talent assessment and succession planning framework. Most of our leadership team is sourced from the Entity’s existing talent pool.

Employee Turnover					
Total	Age Group (%)			Gender (%)	
	<30	30-50	>50	Male	Female
14%	23.5%	11.9%	17.1%	13.9%	13.1%



Relaunch

Our employees represent our brand, and their efforts are key to our achievements. We are dedicated to increasing productivity, employee satisfaction, and keeping talented staff for the success of our organization. We also encourage our employees to get involved in community projects through our volunteering policy. We collaborate with Great Place to Work each year to conduct an external survey, anonymously gauging employee satisfaction levels. This survey provides us with a detailed overview of employee satisfaction.

HUMAN RIGHTS

KRCREPL is committed to uphold and protect human rights in business activities across all operations, value chain, and business partnerships. We ensure complete compliance with all legal requirements as mandated in The Constitution of India. We abide by the highest standards of business ethics to promote a safe, clean and healthy work environment free from harassment or misuse of any kind.

Labour Welfare, Safety and Community Upliftment @ Raheja Viva Hillside Homes

Equally commendable are KRCREPL's local community and labour welfare initiatives at Raheja Viva Hillside Homes, Pirangut, which reflect a holistic and inclusive vision of sustainability endeavours.

- We have designated a registration camp, encouraging our contractual labour to register under The Building and Other Construction Workers (BOCW) Scheme, wherein 90% workers have been registered, 70% workers have availed benefits of essential & safety kits and additionally, workers have availed scholarships under the BOCW Educational Scheme during the reporting year
- We have established a robust labour camp which incorporates separate sanitary facilities for men and women, RO drinking water, a TV and carrom room, summer restrooms, dedicated creche for children and encourage reading through a dedicated library inside the labour camp for our contractual labour
- We ensure effective hygiene and safety through weekly doctor visits, medical aid and health checkup arrangements, TT injection and eye checkup camps for contractual labour and special arrangements for female occupants and pregnant ladies like sanitary pad vending machines and disposers as measures to control pollution
- Biological control is facilitated by using fish such as guppies that feed on mosquito larvae has been proposed and widely used to eliminate mosquitoes and reduce the incidence of these diseases
- Regular pest control is undertaken to keep the labour camp and site premises free from harmful insects, reptiles & any diseases
- Organic waste from our labour camp is repurposed into compost for horticulture and gardening through dedicated Organic Waste Composter (OWC) and effectively managed in partnership with the local gram panchayat to promote healthy and safe surroundings for site personnel and neighbouring local communities
- To minimize the usage of single-use plastics in the labour camp & project site, all plastic waste is collected on-site & donated to authorized agencies for the purposes of reuse, recycle & reduce
- Over 30 trees have been planted within the labour camp to provide shade and comfort for our contractual labour
- As a unique feature, water dispensers for birds and animals have been installed — crafted from upcycled materials, highlighting the team's compassion and creativity

This project sets a strong example of how design and construction can be leveraged not just to build spaces with nurtured ecosystems, but also to uplift and empower our site personnel including contractual labour and local communities.

Human Rights Commitment

At KRCREPL, we incorporate due diligence in line with globally recognized frameworks to assess human rights compliance, prevent human rights abuses, mitigate potential adverse impacts of issues, and resolve grievances from affected stakeholders in a

timely and efficient manner. We ensure a zero-tolerance approach towards modern slavery, human trafficking, forced/compulsory/ involuntary labor, child labor, any form of discrimination and harassment among other human rights non-compliances across our business activities.



Read More: [KRCREPL ESG-related Policies](#)

*These policies and procedures are available internally

Human Rights Assessment

We undertake Human Rights Due Diligence (HRDD) assessments across our properties as a crucial risk management strategy to prevent, identify and mitigate adverse human rights impacts in business activities entailing operations, value chain and business partnerships.



In FY 2025, KRCREPL authorized an independent third-party to conduct a HRDD assessment at NIBM, Phase 4, Pune in addition to the HRDD assessment undertaken at Raheja Modern Vivarea, Mahalaxmi, Mumbai in FY 2024. We strive to extend the scope of such HRDD assessments towards covering all assets in our portfolio.

The HRDD exercise incorporated a comprehensive assessment of our publicly accessible policies against the following globally recognized human rights standards and frameworks:

- Universal Declaration of Human Rights (UDHR)
- United Nations Global Compact (UNGC) Principles:
 - Human Rights (Principles 1 and 2)
 - Labor (Principles 3, 4, 5, and 6)
 - Anti-Corruption (Principle 10)
- The Constitution of India (105th Amendment Act 2021)
- National Guidelines on Responsible Business Conduct
- The Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Business Conduct
- The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- United Nations Guiding Principles on Business and Human Rights (UNGPs)

The assessment further addresses the following human rights aspects:

Governance	Focus Areas	
Topics covered		
➤ Board-level Oversight	➤ Management-level Monitoring	
➤ Management-level Oversight	➤ Policy Commitment	
Labor Compliance	Focus Areas	
Topics covered		
➤ Principal Employer and Contractual Labor Compliance	➤ Child Labor	
➤ Forced/Involuntary Labor	➤ Wages and Remuneration	
Collective Bargaining	Focus Areas	
Topics covered		
➤ Freedom of Association	➤ Right to Collective Bargaining	
➤ Union participation		
Information Security	Focus Areas	
Topics covered		
➤ Data Privacy, Cybersecurity and Confidentiality	➤ Customer Data Privacy and Protection	
Discrimination and Equality	Focus Areas	
Topics covered		
➤ Protection from Discrimination	➤ Minorities	
➤ Sexual Harassment	➤ Diversity and Inclusion	
➤ Freedom of Expression	➤ Persons with Disabilities (PwDs)	
➤ Indigenous People impacted		
Grievance Handling and Redressal	Focus Areas	
Topics covered		
➤ Grievance Redressal Mechanism		
Health and Safety	Focus Areas	
Topics covered		
➤ Employee Health and Safety	➤ Worker Health and Safety	
Learning and Development	Focus Areas	
Topics covered		
➤ Skill Development and Training		

Working Conditions	Focus Areas	
Topics covered		
➤ Safe and Healthy Working Conditions	➤ Work-Life Balance	
Community Well-being	Focus Areas	
Topics covered		
➤ Community Development		

We also finalized evaluation criteria, prepared checklists, and conducted a training session on Human Rights, apart from performing the on-site HRDD assessment.

Through the HRDD assessment, the authorized agency engaged in proactive management consultations with senior leadership in close departmental interactions with Operations, EHS, HR, Procurement, Security etc. On-ground interviews and stakeholder interaction were facilitated with employees and contractual workers during the physical visit on the site.

This resulted in the development of a detailed report of the assessment, which was presented to the senior leadership

for effective decision-making and oversight. No human rights violations were identified during the HRDD assessment at NIBM, Phase 4, Pune.

Grievance Handling and Redressal
KRCREPL is committed to maintain confidentiality and ensure non-retaliation against those who report any human rights violations and non-compliances with disciplinary action. We actively seek stakeholder feedback on a regular basis and ensure the provision of anonymous channels for reporting grievances on human rights violations confidentially.

OCCUPATIONAL HEALTH AND SAFETY (OHS)

OHS Commitment
At KRCREPL, our objective is to create a safe and healthy work environment that enables our employees and contractors to thrive. We emphasize shared responsibility for safety and well-being, achieved through strong collaboration with our workforce and support teams. As an organization certified under ISO 14001:2015 and 45001:2018, we promote an inclusive safety culture where everyone understands the importance of safety protocols. We conduct thorough Hazard Identification and Risk Assessments (HIRA) to evaluate risks, and we continuously identify and monitor potential hazards through internal audits across our operations. This proactive strategy enables us to swiftly detect and address any hazards.

OHS Management System
Our Occupational Health and Safety (OHS) management system is designed to safeguard everyone associated with our organization, including employees, visitors, contractors, and clients. We adhere to legal standards such as the Building and Other Construction Workers (BOCW) Act of 1996, Gas Cylinder Rules, and Electricity Rules. Our compliance process is efficiently managed through the Legatrix system, which securely stores all necessary documentation. To identify site hazards, assess risks, and implement appropriate control measures, we utilize methodologies such as Hazard Identification and Risk Assessment (HIRA), Job Safety Analysis (JSA), and Work Method Statements.

Each construction site is supported by a dedicated safety officer from KRCREPL, along with safety officers from contractor firms, whose primary responsibility is to ensure safety. In certain cases, a Project Management Consultant (PMC) is appointed, who also has a safety officer to oversee operations in collaboration with the contractors' safety personnel. The Head of Environmental, Health, and Safety (EHS) regularly conducts site inspections to ensure compliance with all regulations and to assess the awareness and preparedness of everyone regarding safety measures. Our operational framework integrates procedural systems for assessing both ordinary and extraordinary risks, including provisions for modifying existing systems as needed. We encourage our personnel to report incidents promptly and strive to ensure that any affected employees or workers receive timely medical support.

Hazard Identification & Risk Assessment (HIRA)
Hazard Identification and Risk Assessment (HIRA) is our primary system for identifying site hazards, assessing risks, and implementing control measures to mitigate them. On a broad level the assessment process involves classifying construction site activities, identifying hazards (e.g., falls, equipment), assessing risks (likelihood and severity), determining risk acceptability, creating risk control plans, and reviewing plan effectiveness for a safe site.



Conducted before critical activities, these assessments are led by qualified safety officers, with input from other staff as needed. HIRA documents are regularly reviewed and updated in response to changes in systems, technologies, incidents, or audit findings, with a focus on non-routine activities where hazards may be less predictable. Workers are encouraged to report any observed hazards immediately to their supervisor and safety officer. An EHS suggestion box is available for anonymous reporting, ensuring concerns can be raised without fear of reprisal. Regular Toolbox Talks (TBTs) and job-specific training reinforce the importance of reporting unsafe conditions.

In the event of an incident, initial information is communicated to management, followed by an investigation by a cross-functional team to determine root causes and implement corrective actions.

A detailed report is prepared and shared with management, and safety alerts are issued to inform other projects of the incident and preventive measures, while maintaining confidentiality about the project’s name and location. Site safety officers then train workers on the root causes and ensure corrective actions are effectively implemented.

Our HIRA procedure involves assessing the likelihood and consequences of a hazardous event. This assessment considers normal, abnormal, and potential emergency situations. All legal requirements and potential emergencies are treated as significant factors, and risk control procedures are established accordingly. The process of risk assessment involves several basic steps, outlined as follows:

Training imparted to workers and staff during FY 2024-25:

Topics	Number of Workers	Training Man-hours	Number of Staff	Training Man-hours
Risk Assessments	NA	NA	NA	NA
Spotting Hazards*	NA	NA	NA	NA
Electrical Safety	256	127.5	66	55
Work Permit Systems	143	72	80	69.5
Hot Work	373	186	57	57
Height work safety	1485	999.5	274	251.5
Electrical safety	632	431	163	146.5
Hot works	437	221.5	61	55
Scaffolding	221	137.5	85	77.5
Importance of PPE	429	305	120	108.5
Manual material handling	579	404.5	190	190
Hygiene	427	251.5	83	73
Emergency response	801	570	325	305
Dust mitigation	338	169	50	50
Housekeeping	247	170.5	228	189.5

*Applicable for only KRC staff and contractors’ staff

EHS Initiatives and Performance

We proactively prioritize safety across all campuses through periodic comprehensive evaluations encompassing safety training, internal/external audits, monthly multi-departmental walkthroughs, and strict adherence to work permit systems. Our commitment to local and national regulations and Standard Operating Procedures (SOPs) resulted in a Zero Lost Time Injury

Frequency Rate (LTIFR) in FY 2024-25. Regular safety training, ongoing alerts, and monthly topic-specific sessions (including risk assessment, hazard identification, and work permits) keep our stakeholders informed. Trainings on specialised areas like Height Works rescue, hoist operations, hot works etc have been conducted. Training effectiveness is reinforced through daily site visits and direct engagement with workers.

Incident	FY 2025
Non-reportable injuries (contractual) first Aid cases	230
Lost time Injuries	0
Fatalities	0
Near Misses	17



Periodical health check camp arrangement for workers & their family.

National Safety Week

In FY 2025, we conducted many events to celebrate the National Safety Week as part of annual event. Events included taking a safety pledge, conducting mock drills, demonstrations of the use of fire extinguishers and recognizing workers and contractors who have shown exceptional safety behaviours, etc. As part of this programme, we conducted more than 100 engaging activities for more than 8 regions nationwide.

Road Awareness Drive

Promoting road safety awareness by educating people on the importance of adhering to traffic rules and regulations to prevent accidents is crucial to ensuring health and safety. These awareness programs involve improving understanding of risks and safety measures, such as using seatbelts, helmets, and pedestrian crossings, and not driving under the influence of alcohol or other stimulants. Awareness programs aim to inculcate the significance of being alert and cautious while on the road, encouraging responsible behaviour for one's own and others' safety. We conducted a road safety awareness drive on the streets of Mumbai along with the local RTO (Regional Transport Office) personnel to create awareness on the importance of road safety measures.

Safety Committee Meetings

Workers' representatives are invited to monthly Safety Committee meetings with a set agenda. Workers are urged to share their comments or raise any concerns using suggestion boxes placed onsite each month. These suggestions are then recorded in the MIS, and complaints are addressed promptly. To ensure fairness, different workers participate in the Safety Committee meetings each month. Final decisions regarding safety measures for the entire group are made by Project Heads at KRCREPL.

We also implement various measures to improve the health and safety of our people and processes throughout our operations:

Pre-employment medical check-ups of workers involved in hazardous processes: Pre-employment medical checks ensure that all workers at KRCREPL's sites are physically and medically capable. Those handling hazardous tasks must pass medical fitness tests required by the BOCW Act 1996 before starting work, and their fitness certificates are collected through a dedicated process managed by KRCREPL.

Induction of workers on the first day of joining: All new workers receive an orientation to familiarize them with the Entity's safety protocols on the first day. This includes information about the project, such as the locations of meeting points, drinking water, and other essential facilities. No workers are permitted to work on the sites until they complete this orientation. All workers receive Identity Cards to control access to the Entity's premises and activities. They are provided with essential Personal Protective Equipment (PPE) such as Safety Shoes, Helmets, and Reflective Jackets for free after their orientation. Damaged or worn-out PPEs are replaced when needed. Additionally, workers are given job-specific PPE like Shoulder Pads and Hand Gloves at no cost.

Toolbox Talks before starting work: Each day, before beginning work, the area supervisor and safety officers hold a toolbox talk

with the workers. During this talk, they discuss the potential risks associated with the tasks ahead. This helps the workers stay alert and respond appropriately in case of emergencies.

On the job safety practices Training: Based on incident trends or the adoption of new work methods, Safety Officers hold on-site trainings for specific job roles. These sessions aim to inform workers about safe procedures. The frequency of these trainings depends on the importance of the topic.

Regular Job Rotations: Job Rotations are implemented for workers during extreme weather or for tasks with vibrations or confined spaces to prevent health issues. Rest areas are set up for workers during the summer months to offer relief from intense heat.

Clean and Hygienic Drinking Water: Water tanks are cleaned on a weekly basis and are strategically positioned across our sites to ensure that water is freely available to workers on-site. To ensure quality and safety, water is tested quarterly according to IS 10500 – 1983 standards. Test results and the next cleaning date are posted on the tanks for transparency. During the summer, clay pots filled with chilled drinking water are placed at various locations on site for the workers. Additionally, ORS/Electrolyte Powder is distributed to prevent dehydration cases.

First Aid: First Aid rooms, equipped with visiting doctors, trained first aiders, and essential amenities like beds, stretchers, and first aid kits as per BOCW Act 1996 requirements, are available at all of our project sites. Doctors visit once or twice a week depending on the worker count, conducting basic medical checks and offering advice on health issues and first aid. Some team members are trained to administer first aid in the absence of a doctor. Collaboration with nearby hospitals ensures priority care for employees and contractors in case of emergencies. Life support ambulances are also stationed at the sites.

Guppy Fish: Poecilia reticulata, commonly known as Guppy fish, are extensively utilized across all our sites to manage mosquito populations and prevent associated diseases. We've established dedicated tanks at the workers' camps for breeding these fish. Guppies reproduce quickly and consume mosquito larvae in stagnant water. Since implementing this method, none of our projects have reported diseases like Dengue, Malaria, or Chikungunya.

Labour Well-being: Hygienic living quarters for workers are provided, overseen by a Camp Boss. Contractors are allocated a designated area on-site or sometimes outside the site to set up clean and comfortable rooms for workers. A full-time Camp Boss is responsible for maintaining cleanliness and ensuring workers' well-being in the camps. Separate toilet and bathroom facilities are available for men and women, and families are provided separate accommodations away from bachelor quarters. All necessary electrical safety measures are in place, and rooms are adequately lit and ventilated.



Incident Monitoring System

KRCREPL requires all incidents to be promptly reported and investigated to identify causes and prevent recurrence. The Site Engineer/Supervisor must submit a preliminary HSE report within 12 hours, followed by an immediate on-site investigation. A team including the Project Manager, Site Engineer, subcontractors, and HSE Officer will conduct a detailed investigation and recommend preventive measures. The investigation report must be shared with relevant stakeholders within 24 hours. Findings will be communicated to all HSE personnel to ensure corrective actions are implemented across projects.

ZERO

Lost Time Injuries in FY 2025

ZERO

Fatalities in FY 2025

CUSTOMER ENGAGEMENT AND SATISFACTION

At KRCREPL, our residents are at the heart of everything we do, and our mission is to deliver homes that align perfectly with their needs and aspirations.

We strive to educate and empower our residents to adopt eco-friendly lifestyles that promote balance and well-being. Towards this endeavour, our projects incorporate a range of green features

designed to conserve resources and minimize environmental impact. These include renewable energy integration, rainwater harvesting, waste recycling, OWCs, STPs etc. We are also installing electric vehicle (EV) charging stations to support the growing adoption of clean transportation and using low-VOC paints to ensure healthier indoor air quality.

Customer Engagement Initiatives

KRCREPL’s steadfast dedication to prioritizing customer satisfaction extends beyond the transfer of our assets and distinguishes us prominently within the real estate industry. We strive to stand by 3 major objectives:

- Create thriving communities;
- Empower customers to build their own community; and
- Generate goodwill for the brand of KRCREPL

These principles are embodied in ‘ROYALTY’, an initiative tailored exclusively for our residents. In pursuit of these objectives, a series of engagement programs, spanning both online and offline platforms, are meticulously planned and executed on a quarterly basis across all our projects.

In every initiative we undertake, our guiding principles for enhancing engagement and customer delight



Multiple assets mainly Raheja Vihar, Raheja Vistas Premiere Raheja Viva & Raheja Vistas Elite launched an exclusive initiative called The Royalty Sports Bash, an annual sports event To promote sports and fitness among residents and encourage the adoption of a healthy lifestyle. This year, the event attracted over 815 participants across all age groups.

The Royalty Sports Bash fosters not only a healthy lifestyle but also a spirit of healthy competition. The initiative includes a diverse range of activities categorized into four groups: competitive tournaments such as badminton and carrom; race challenges

like slow cycling and obstacle circuits; and strength and agility competitions designed for fitness enthusiasts. The event is inclusive, engaging kids, adults, and senior citizens alike.

Our various activities as part of the the Royalty program brings residents together through a mix of online and offline experiences everything from festive contests and skill workshops to neighbourhood meet ups and community trivia. By fostering inclusivity, sparking fun, and offering opportunities to learn new skills, we’re building a vibrant built community.



Enhancing Customer Awareness

Homes are essential for life, and at KRCREPL, constructing homes means constructing livelihoods. Our customers, who live in these homes, are at the center of everything we do. We are dedicated to providing homes that perfectly match our customers’ needs. Our goal is not only to build sustainable homes but also

to educate our residents on living a balanced life that cares for the planet. The real estate sector is actively striving to lessen its environmental impact. We believe that involving our customers and residents in sustainability efforts can amplify our initiatives and broaden their influence.

Green Construction Booklet

At KRCREPL, our customers increasingly inquire about the eco-friendly features of our residential developments such as Organic Waste Composters (OWCs), Sewage Treatment Plants (STPs), Water Recycling, Electric Vehicle (EV) Charging Stations, Low VOC Paints among others. While all our projects incorporate green elements, some buyers perceive these investments as additional expenses, presenting a business challenge. To bridge this understanding gap, we consistently educate our customers about the significance of sustainability in preserving the planet for current and future generations.

Towards this, we have developed a comprehensive ‘Green Construction Booklet’, designed to inform both potential and existing buyers about the green features integrated into our constructions. The booklet serves to inspire and guide local communities in adopting responsible living practices through simple rules and routines.

Customer Satisfaction Assessment

We gauge and enhance our competitive edge by creating and tracking metrics that reflect customer engagement through valuable interactions. These metrics are integrated into our employee performance assessments, motivating them to enhance our customer engagement ratings, foster stronger brand loyalty, and expand our referral network. We conducted customer feedback surveys during registration and onboarding to assess their experience with the project handover for each asset. During FY 2025, our average Customer Satisfaction (CSAT) Score was 4.73 out of 5.

Furthermore, we gathered customer feedback by conducting Net Promoter Score (NPS) surveys to measure customer satisfaction and loyalty. 29% of our bookings in FY 2025 were through referrals,

while few bookings were from existing customers displaying our strengthening brand loyalty and the commitment to provide exceptional service to our customers. We believe that the best way to create value is by aligning our goals with the needs and satisfaction of our customers. To ensure this alignment, we regularly conduct structured exercises to monitor customer satisfaction and surveys to understand their needs. These surveys are specifically designed to track a customer’s journey and experience with us from the moment they inquire about our services. By deeply understanding our customers’ needs, we can adapt our business to better meet their changing demands. During FY 2025, we received 37 customer complaints, all of which were promptly identified, addressed and resolved with an average turnaround time of 5 days.



SOCIAL RESPONSIBILITY

Community outreach research was carried out to evaluate the social infrastructure needs in the Navi Mumbai region. Satisfaction scores were gathered to assess education facilities, hospitals, sanitation, gardens, and other related aspects.

Community Development Program

“WE WILL” a corporate social responsibility campaign integrated into our Royalty loyalty program. This initiative has been brought to life through partnerships with NGOs across Mumbai, Pune, and Hyderabad. Through our efforts, we’ve managed to gather more than 650 articles of clothing, 600 books, and 100 toys to aid those in need including both kids and adults. Additionally, we organized an art exhibit featuring creations by especially abled children and members of underprivileged sectors, successfully raising Rs. 1 lakh. The “WE WILL” initiative has made a significant difference in the lives of over 300 people, underscoring our dedication to nurturing and strengthening community bonds.

S.L. Raheja Hospital: S.L. Raheja Hospital, a member of the Fortis Healthcare network in India, is a prestigious 200-bed tertiary medical centre located in Mumbai. The hospital is distinguished for its all-encompassing diabetes management programs, in collaboration with the Diabetic Association of India and the Marrow Donor Registry India (MDRI) for bone marrow donor recruitment. It provides all medical services, including Nuclear Medicine, Paediatric Cardiac Surgery, Kidney Transplantation, Urology, Nephrology, Neurology, and Neurosurgery. Through partnerships with the Fortis Foundation and various NGOs, the hospital facilitates complimentary Paediatric Heart Surgeries, supporting its dedication to delivering accessible and high-quality medical care.

Apparel Training Centre in Andhra Pradesh: We have established a training centre in Andhra Pradesh that offers specialized garment industry training to women from remote villages. The program includes an extensive 45-day theoretical course followed by 15 days of hands-on, on-the-job training, tailored to meet the demands of the local apparel market.

Partnership with Vipla Foundation: In collaboration with the Vipla Foundation, we provide training to underprivileged women in Navi Mumbai, focusing on essential life skills and job readiness for careers in facility management as well as the beauty and wellness sectors. Our graduates secure employment with reputable companies, transforming their lives and enabling them to financially support their families.

Education and Empowerment: Recognizing the critical role of education in shaping our country’s future, we are dedicated to educating and empowering the next generation of leaders through various community educational initiatives. To support this mission, we partner with the Sadhana Educational Society, emphasizing a curriculum centred on ecological awareness, environmental responsibility, and sustainable development.

Teaching Tree Initiative: The Teaching Tree program was founded on the belief in the transformative power of education and knowledge. In partnership with the NGO ‘Teach For India’, we strive to provide high-quality educational opportunities to children from economically disadvantaged backgrounds, empowering them to build fulfilling lives.

Charitable, Political and Social Contributions

Our internal Anti-Bribery and Anti-Corruption Policy (ABAC) governs charitable, political, and social contributions, ensuring all payments—whether contractual or voluntary—comply with Anti-Corruption Laws and require prior approval from the Accounts Department or Board.

In alignment with the ABAC Policy, no KRCREPL funds are used for political contributions to political parties or candidates in any country that are intended to secure an unfair or improper business advantage for us.

KRCREPL believes in contributing to the communities in which we conduct business. Towards this, we permit reasonable donations to charities, in accordance with the procedures set out in the ABAC Policy.

Voluntary Social Contributions @KRCREPL

During the reporting year, we proactively facilitated ₹ 3.1 Mn in social contributions made voluntarily towards associations and charities including The National Real Estate Development Council (NAREDCO), The Confederation of Real Estate Developers Associations of India (CREDAI), United Way of Mumbai and Samast Gawhari Mandal, Pirangut.

ANNEXURES

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ESG REPORTING - RESTATEMENTS

Reporting Period

April 1, 2023, to March 31, 2024

Transparency and Accountability through ESG Restatements

At KRCREPL, we undertake a comprehensive review of our ESG Disclosures to ensure accuracy and transparency in reporting our ESG Performance. Towards this, we have identified specific areas in our ESG Report FY 2023-24 that require restatements to accurately report revised ESG data corrections. Through these restatements, we strive to empower our valued stakeholders with the most reliable ESG performance and enhance the integrity of our ESG Disclosures. Towards this, our restatements are meticulously formulated, stating quantitative impacts on respective ESG indicators and metrics.

Energy Efficiency Performance

In FY 2024, 609.65 GJ was drawn from DG sets (vs. 556.19 GJ reported in ESG Report FY 2023-24), 5,370.77 GJ was purchased from the grid (vs. 8,533.18 GJ reported in ESG Report FY 2023-24) and 5,001.08 GJ of renewable energy was sourced from Power Purchase Agreements (PPAs) (vs. 1,817.87 GJ reported in ESG Report FY 2023-24), bringing our total energy consumption to 10,981.50 GJ (vs. 10,907.25 GJ reported in ESG Report FY 2023-24).

This increase in our energy consumption for FY 2023-24 is attributed to a combination of the following factors:

- Consumption of 3,082 litres of High Speed Diesel (HSD) by Raheja Modern Vivarea (vs. 1,602 litres considered in ESG Report FY 2023-24), amounting to an energy consumption of 2,554 GJ (vs. 2,501 GJ considered in ESG Report FY 2023-24)
- Purchase of 26,134 KWh as renewable electricity through PPA for Raheja Maestro (vs. 20,358 KWh considered in ESG Report FY 2023-24), amounting to an energy consumption of 112 GJ (vs. 91 GJ considered in ESG Report FY 2023-24)

Renewable Energy (RE) Performance

Given that KRCREPL's RE Performance is mainly attributed to renewable energy purchased from PPAs, subsequently, this was reflective through a share of 48.22% share in our total energy mix in FY 2024 (vs. 16.67% reported in ESG Report FY 2023-24)

Scope 1 and 2 GHG Emissions Performance

Our Scope 1 GHG Emissions accounted for 4.08% of our combined Scope 1 and 2 GHG emissions during FY 2023-24 (vs. 2.38% reported in ESG Report FY 2023-24), wherein Scope 1 GHG Emissions stood at 45.46 tCO2e (vs. 41.46 tCO2e reported in ESG Report FY 2023-24) and our Scope 2 GHG Emissions stood at 1,068.19 tCO2e (vs. 1,697.16 tCO2e reported in ESG Report FY 2023-24), bringing our combined Scope 1 and 2 GHG Emissions to 1,113.64 tCO2e (vs. 1,738.62 tCO2e reported in ESG Report FY 2023-24).

The marginal increase in Scope 1 GHG Emissions for FY 2023-24 is attributed to consumption of 3,082 litres of High Speed Diesel (HSD) by Raheja Modern Vivarea (vs. 1,602 litres considered in ESG Report FY 2023-24), amounting to Scope 1 GHG Emissions of 147 tCO2e (vs. 143 tCO2e reported in ESG Report FY 2023-24).

Additionally, the significant decrease in Scope 2 GHG Emissions for FY 2023-24 is attributed to a combination of the following factors:

- Purchase of 6,20,203 KWh as renewable electricity through PPA for Raheja Reserve (vs. 6,20,203 KWh considered as non-renewable electricity purchased from the grid in ESG Report FY 2023-24), amounting to Scope 2 GHG Emissions of 0 tCO2e (vs. 480 tCO2e of Scope 1 and 2 GHG Emissions reported in ESG Report FY 2023-24, given that there was no Scope 1 GHG Emissions)
- Purchase of 2,58,248 KWh as renewable electricity through PPA for Raheja Sterling (vs. 6,20,203 KWh considered as non-renewable electricity purchased from the grid in ESG Report FY 2023-24), amounting to Scope 2 GHG Emissions of 0 tCO2e (vs. 185 tCO2e of Scope 1 and 2 GHG Emissions reported in ESG Report FY 2023-24, given that there was no Scope 1 GHG Emissions)

ASSURANCE STATEMENT



Assurance statement on third-party verification of sustainability information

Unique identification no.: 3153072285

TÜV SÜD South Asia Pvt. Ltd. (hereinafter TÜV SÜD) has been engaged by K. Raheja Corp Real Estate Private Limited, Plot No.C-30, Block 'G' Raheja Tower, Opp. SIDBI, Bandra Kurla Complex, Bandra (E), Mumbai, Maharashtra - 400051 India to perform an independent assurance of disclosure of sustainability information in the Sustainability Report by K. Raheja Corp Real Estate Private Limited (hereinafter "Company") for the period from 01 April 2024 to 31 March 2025. The verification was carried out according to the steps and methods described below.

Scope of the verification

The third-party verification was conducted to obtain limited assurance about whether the sustainability information is prepared "with reference to" the reporting criteria of the Sustainability Reporting Standards of the Global Reporting Initiative 2021 version (hereinafter "Reporting Criteria").

The following selected disclosures are included in the scope of the assurance engagement for reporting year 01 April 2024 to 31 March 2025 the disclosures of following sustainability indicators in the SUSTAINABILITY REPORT", published at K. Raheja Corp Real Estate Private Limited Website

- GRI 2: General Disclosure
- GRI 3: Material topics
- GRI 201: Economic Performance – 201-2, 201-3
- GRI 202: Market Presence – 202-1
- GRI 203: Indirect Economic Impacts – 203-1, 203-2
- GRI 204: Procurement Practices – 204-1
- GRI 205: Anti-corruption – 205-1, 205-2, 205-3
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- GRI 301: Materials – 301-1, 301-2
- GRI 302: Energy– 302-1, 302-3, 302-4, 302-5
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- GRI 304: Biodiversity – 304-1,304-2, 304-3
- GRI 305: Emissions – 305-1, 305-2, 305-3, 305-4, 305-5
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- GRI 403: Occupational Health and Safety – 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-6, 403-7, 403-8, 403-9, 403-10



- GRI 404: Training and Education – 404-1, 404-2, 404-3
- GRI 405: Diversity and Equal Opportunity – 405-1, 405-2
- GRI 406: Non-discrimination – 406-1
- GRI 407: Freedom of Association and Collective Bargaining-407-1
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Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the integrated reporting, and accordingly, we do not express a conclusion on this information. It was not part of our engagement to review product- or service-related information, references to external information sources, expert opinions and future-related statements in the Report.

Responsibility of the Company

The legal representatives of the Company are responsible for the preparation of the sustainability information in accordance with the Reporting Criteria. This responsibility includes in particular the selection and use of appropriate methods for sustainability reporting, the collection and compilation of information and the making of appropriate assumptions or, where appropriate, the making of appropriate estimates. Furthermore, the legal representatives are responsible for necessary internal controls to enable the preparation of a sustainability report that is free of material - intentional or unintentional - erroneous information.

Verification methodology and procedures performed

The verification engagement has been planned and performed in accordance with the verification methodology developed by the TÜV SÜD Group, which is based upon the ISAE 3000, and ISO 17029. The applied level of assurance was "limited assurance". Because the level of assurance obtained in a limited assurance, the engagement is lower than in a reasonable assurance engagement, the procedures the verification team performs in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. A limited assurance engagement consists of making inquiries, primarily of persons responsible for the preparation of the Sustainability information and applying analytical and other limited assurance procedures.

The verification was based on a systematic and evidence-based assurance process limited as stated

above. The selection of assurance procedures is subject to the auditor's own judgment.

The procedures included amongst others:

- Inquiries of personnel who are responsible for the stakeholder engagement und materiality analysis to understand the reporting boundaries.
- Evaluation of the design and implementation of the systems and processes for compiling, analysing, and aggregating sustainability information as well as for internal controls
- Inquiries of company's representatives responsible for collecting, preparing and consolidating sustainability information and performing internal controls
- Analytical procedures and inspection of sustainability information as reported at group level by all locations.
- Assessment of local data collection and management procedures, along with control mechanisms, through offsite verification and onsite survey at selected multiple sites:

Below sites were selected for onsite visit.

Sl. No.	Company Name	Site Address
1	K. Raheja Corp Real Estate Private Limited	Raheja Modern Viverea -Modern Mill Tower 1,2 25 A, Sane Guruji Marg, RTO Colony, Mumbai Central, Mumbai, Maharashtra 400011
2		Raheja Valletta -Valletta, Juhu Tara Rd, next to Neha Apartments, Airport Area, Juhu, Mumbai, Maharashtra, 400049
3		Raheja Maestro -BR House, Juhu Tara Rd, opposite Hotel Sea Princess, Airport Area, Juhu, Mumbai, Maharashtra 400049
4		Raheja Amaltis -Somaiya, Raheja Amaltis BKC Connector Bridge, Eastern Express Highway, Samarath Nagar, Chunabhatti, Sion, Mumbai, 400022
5		Raheja Antares -Cinevista, Raheja Antares, Opposite Powai telephone exchange, Laxmi Udyog Nagar, Kanjurmarg West, Bhandup West, Mumbai, Maharashtra, 400078
6		Raheja Stellar -NIBM Ph 4 T1-4A, T11, Raheja Stellar, NIBM Rd, near Dorabjee Mall, Pune, Maharashtra, 411060
7		Raheja Sterling -NIBM Ph 6, Survey No. 42/5, Cloud 9, Raheja Sterling, Mohammed wadi, Pune, Maharashtra 411060
8		Raheja Galaxy -2 and 3, Raheja Tower, Off, NIBM Rd, Raheja Vista, Mohammed Wadi, Pune, Maharashtra 411060
9		Raheja Vistas -Nacharam G, H, I Plot no. 127 A, IDA Nacharam, Uppal Mandal Nacharam Village, Hyderabad, Telangana, 500076

Conclusion

On the basis of the assessment procedures carried out from 2025-01-27 - 2025-06-23, TÜV SÜD has not become aware of any facts that lead to the conclusion that the selected sustainability information has not been prepared, in all material aspects, in reference to the Reporting Criteria.

Limitations

The assurance process was subject to the following limitations:



The subject matter information covered by the engagement are described in the “scope of the engagement”. Assurance of further information included in the integrated reporting was not performed. Accordingly, TÜV SÜD do not express a conclusion on this information.

Financial data were only considered to the extent to check the compliance with the economic indicators provided by the GRI Standards and were drawn directly from independently audited financial accounts. TÜV SÜD did not perform any further assurance procedures on data, which were subject of the annual financial audit.

The assurance scope excluded forward-looking statements, product- or service-related information, external information sources and expert opinions.

Use of this Statement

The Company must reproduce the TÜV SÜD statement and possible attachments in full and without omissions, changes, or additions.

This statement is by the scope of the engagement solely intended to inform the Company as to the results of the mandated assessment. TÜV SÜD has not considered the interest of any other party in the selected sustainability information, this assurance report or the conclusions TÜV SÜD has reached. Therefore, nothing in the engagement or this statement provides third parties with any rights or claims whatsoever.

Independence and competence of the verifier

TÜV SÜD South Asia Pvt Ltd. is an independent certification and testing organization and member of the international TÜV SÜD Group, with accreditations also in the areas of social responsibility and environmental protection. The assurance team was assembled based on the knowledge, experience and qualification of the auditors. TÜV SÜD South Asia Pvt Ltd hereby declares that there is no conflict of interest with the Company.

Mumbai, 27 June, 2025

A handwritten signature in black ink, appearing to read 'Prosenjit Mitra'.

Prosenjit Mitra
General Manager- Verification, Validation and Audit
Management System Assurance

A handwritten signature in black ink, appearing to read 'Brototi Das'.

Brototi Das
Verification Team Leader, TÜV SÜD
Management System Assurance

