TATA REALTY AND INFRASTRUCTURE LTD.



ESG Report 2024-25



Responsible
Spaces, Inspiring
Progress Driving Sustainability
Across the

Real-Estate Life-cycle

We set out to redefine the real estate sector, guided by a vision to promote 'Responsible Spaces' that embraces environmental stewardship and puts people's well being and inclusive growth at its core.

Adopting the theme 'Driving Sustainability Across the Real-Estate Life-cycle' for this year's sustainability report reflects the progress we have made in embedding sustainable practices across every stage of an asset's life cycle, from concept, design, and construction to daily operations. We design future-ready spaces that are intelligent, sustainable, and centered around people. Our developments are built to foster physical and mental health with a focus on well-being, improved indoor air quality, maximum daylight access, and integration of ergonomic design features. We view green, healthy buildings not just as a responsibility, but as a strategic enabler of human wellness, long-term economic value and sustainable growth. In the reporting year, we strengthened the implementation of responsible practices by undertaking a series of assessments to better understand the impact of our business activities on key environmental and social parameters

Throughout this journey, we have been guided by the Tata Group's legacy of ethical leadership, built on integrity, transparency, accountability, and trust. As we expand our portfolio, we remain energized about creating smart, sustainable, human centric spaces that promote productivity, holistic well being, collaboration, and innovation.



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TATA

Materiality

We undertake periodic materiality assessments with inputs from internal and external stakeholders to shape our ESG strategy and reporting. Our latest materiality assessment was conducted in FY 2022-23 and recalibrated in FY 2023-24. The assessment identified 21 key issues that guide our sustainability roadmap. Our efforts and resources are focused on addressing these material issues that are most important to our stakeholders and business so we can enhance value creation and positive impact on society and the environment.

Management **Responsibility Statement**

We hold the overall responsibility for the preparation and presentation of the report and acknowledge accountability for ensuring the accuracy, completeness, and reliability of all information disclosed therein. We are committed to upholding the integrity of the reporting process and providing stakeholders with transparent and credible disclosures in alignment with GRI and NGRBC Standards.

Reporting Scope and Boundary

The scope of this report encompasses the activities of our corporate and regional offices along with commercial assets (both operational and under development) owned and managed by us as outlined below.

Chennai

♦ Ramanujan Intellion Park



Gurugram

- ♦ Intellion Park
- ♦ Intellion Edge
- ♦ Trilium Avenue

Mumbai

- ♦ Intellion Square
- ♦ Intellion Park (IMCC) - Navi Mumbai



Reporting Standards

The report adheres to global and national standards and guidelines as outlined below and also showcases our contributions to the United Nations Sustainable Development Goals (UN SDGs).



Global Real **GRI Universal**

Estate Standards 2021 Sustainability Benchmark





National **Guidelines** for Responsible Business

Conduct

(NGRBC)



UN SDGs

Report Assurance

The data and information presented in this ESG Report have been assured (Limited Assurance) by the BSI Group India Pvt. Ltd following ISAE 3000(revised) standards and ISO 14064-3: 2019 standards for GHG-related information. The assurance statement can be found in the annexure of the report.

Re-Statement

The changes, if any, are mentioned on the respective pages as notes.

Forward-looking statement

The statements in this report regarding our objectives, projections, estimates, and expectations may be considered 'forward-looking statements' made following relevant laws and regulations. While we have made reasonable assumptions to form these expectations, actual outcomes may differ.

Feedback

(GRESB)

We look forward to your valuable feedback on this report. You can contact us at: csr@tatarealty.in.

To know more about Tata Realty and read our earlier ESG reports, log on to our website: https://tatarealty.in/

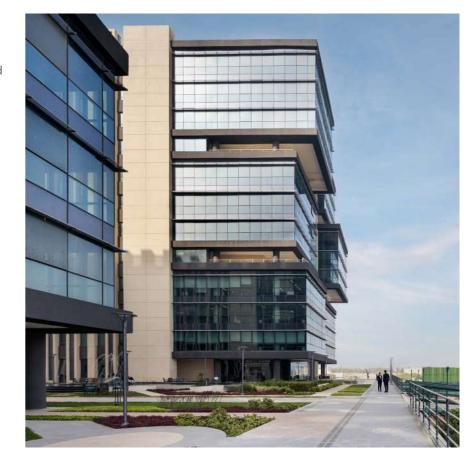
Date of publication of our previous reports

30 June 2023

Annual ESG Report FY 2022-23

30 June 2024

Annual ESG Report FY 2023-24



Introduction & **Organizational Overview**

Company Overview & Purpose

Established in March 2007, Tata Realty has grown to become one of India's leading real estate companies, at the forefront of driving the sustainable transformation of the industry. As part of the globally trusted Tata Group, we carry forward a legacy of integrity, innovation, and excellence in every project. we undertake

Our portfolio spans an area of 20.4 msf and includes six commercial developments (U/C and Operational), including Ramanujan Intellion Park, Chennai which became the first Indian campus to be recognized with the EDGE Zero Carbon certification by the International Finance Corporation (IFC) in 2022.

The Tata Group, founded in 1868 by the visionary Jamsetji Nusserwanji Tata, is one of India's most respected conglomerates, with a presence that spans industries from salt to software. As a 100% subsidiary of Tata Sons, Tata Realty has built world-class commercial properties in three key economic hubs of India - Chennai, Gurugram and Mumbai.

Gurugram

- ♦ Trilium Avenue
- ♦ Intellion Park
- ♦ Intellion Edge



Our Commercial Properties



Our Purpose, Vision, Mission, Values



OUR PURPOSE

Inspiring progress by building spaces responsibly and nurturing communities



OUR VISION

Driving future-ready spaces



OUR MISSION

Create and manage smart, secure, sustainable, and social spaces.



Our Core Values

Unity

Fostering strength through collaboration and shared purpose.

Responsibility

Nurturing a sense of duty towards sustainable development and societal well-being.

Understanding

Embracing empathy and open communication to build meaningful connections.

Integrity

Upholding honesty and ethical conduct in all endeavors.

Excellence

Commitment to achieving and maintaining the highest standards of quality.



♦ Intellion Square

♦ Intellion Park -Navi Mumbai

Chennai

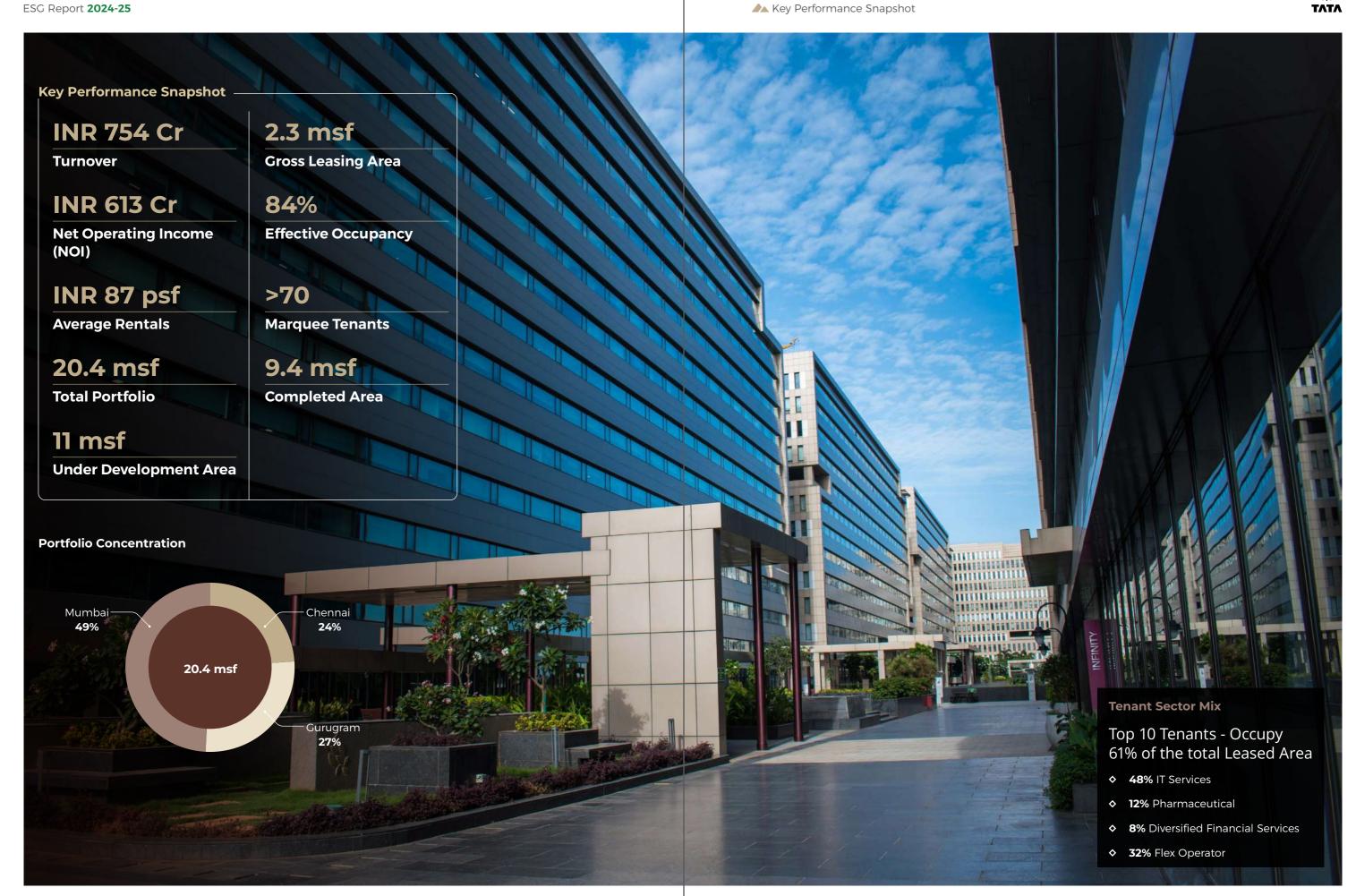
♦ Ramanujan Intellion Park



Tata Realty is headquartered in Mumbai, with regional offices in Bengaluru and Gurugram.

▲ Key Performance Snapshot





▶ Business Segments and Geographical Reach

Tenant Profile and Market Trend

Top 10 tenants occupy 61% of the total leased area as on 31st Mar 25

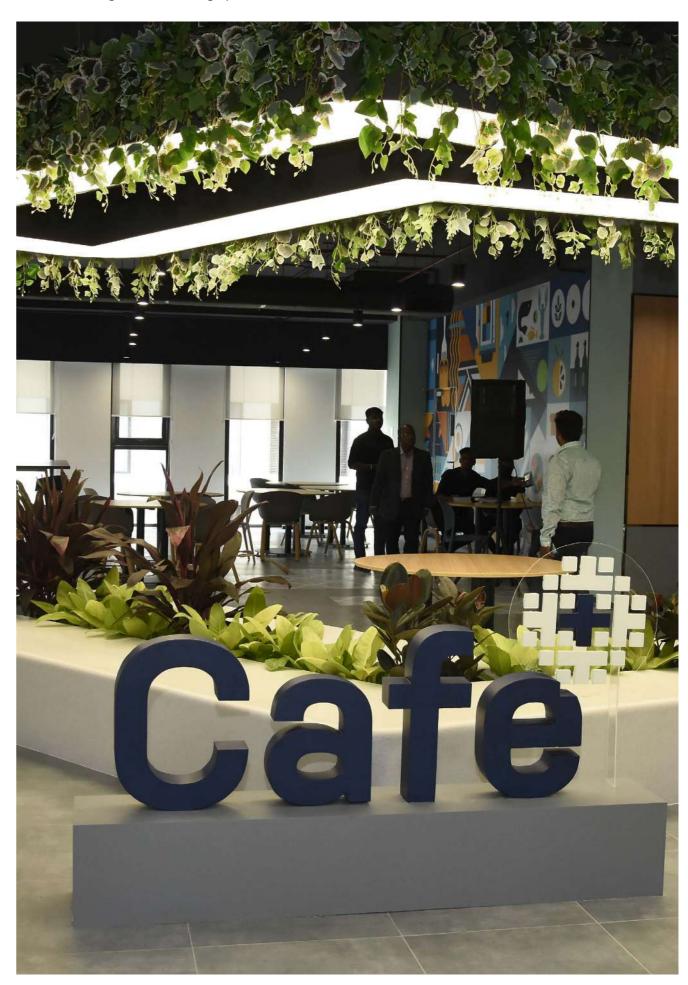
Tenant	Industry	Leasable Area (msf)	% of Top 10	% of Leased Area
Leading IT Firm	IT SERVICES	0.82	17%	10%
Leading Pharma Firm	PHARMACEUTICALS	0.57	12%	7%
Leading Product-based IT Firm	IT SERVICES	0.57	12%	7%
Leading Flex Operator Firm	FLEX OPERATOR	0.56	12%	7%
Leading Managed Workspace Firm	FLEX OPERATOR	0.53	11%	7%
Leading Tech & e-commerce Firm	IT SERVICES	0.47	10%	6%
Leading Flex Operator Firm	FLEX OPERATOR	0.45	9%	6%
Leading Non-Banking Financial Firm	DIVERSIFIED FINANCIAL SERVICES	0.41	9%	5%
Leading Financial Services Firm	IT SERVICES	0.22	5%	3%
Leading Product-based Firm	IT SERVICES	0.2	4%	3%
Total		4.8	100%	61%

Our Design Philosophy

Responsible Design for Smarter, Greener Spaces

Each of our properties is designed to bring to life our philosophy of crafting spaces that put people first and are integrated with smart technology solutions and sustainable attributes that promote collaboration and connection so occupants can be productive, safe, and resilient.







Business Segments and Geographical Reach

As a leading developer of responsible spaces, Tata Realty has built world-class workspaces that integrate sustainability from the blueprint stage through to construction and operation.

Intellion: Shaping Tomorrow's Workspaces Today

We manage 9.4 million sq. ft. of operational commercial space across five projects in three cities. This includes four office campuses, a retail destination in Gurgaon, and a hospitality asset in Chennai.

Intellion is our exclusive platform for office spaces, built to meet today's evolving workplace needs. We also take on select residential and infrastructure development projects alongside our core focus on commercial asset development and management.

At the core of every Intellion development lies our brand promise: delivering Smart, Secure, Sustainable, and Social workspaces. Blending efficiency, advanced technology, and aesthetic design, these office spaces are built to inspire innovation and operational excellence and propagate responsible actions.

Intellion projects are structured as flexible, and harmonious work environments to meet the evolving needs of modern businesses. These technologically smart environments facilitate networking, collaboration, and growth, enabling businesses to grow in a future-fit workspace. With integrated zones for work, collaboration, dining, leisure, and wellness, Intellion properties house a vibrant ecosystem where productivity and employee satisfaction go hand in hand.

Managed by a team of experts, every Intellion asset offers the optimal mix of functionality and care to deliver smooth occupant experiences that are comfortable and safe and further our commitment to environmental stewardship, and regulatory compliance.



Our Presence









India & Asia Pacific



Alliance for an Energy-Efficient Economy (AEEE)

An organization dedicated to advancing energy efficiency in India through data-driven and evidence-based policies and research.



APREA

One of the leading advocates for the real estate sector in Asia Pacific.



CREDAI MCHI

An apex body consisting of members from the real estate industry from Mumbai.



Confederation of Indian Industry (CII)

An industry body that focuses on nurturing an environment conducive to the development of India, partnering with industry, Government, and civil society.



FICCI

A non-governmental trade association and advocacy group.



NAREDCO

The premier real estate government industry association that works to find effective solutions for issues that plague real estate.

Industry Partnerships



Global



CORENET Global

ESG Report **2024-25**



GRESB

An opinion leader in corporate real estate benchmarking, workplace, and infrastructure management.

A body that provides validated ESG performance data and peer benchmarks for investors and managers.

GRI Club

A networking platform of 13,000+ C-Level executives from the real estate and infrastructure sectors drawn from 100+ countries.



International Well **Building Institute**

An evidence-based roadmap for applying WELL Building Standards.



ISO

The International Organization for Standardization publishes the guidelines and standards widely followed by global entities that serve to make life easier, safer, and better.



United States Green Building Council (US GBC)

Tata Realty is a Silver member of Leadership in Energy and Environmental Design (LEED), a framework that is the world's most widely used green building rating system.



Royal Institution of Chartered Surveyors (RICS)

An agency that promotes and enforces the highest professional qualifications and standards in the development and management of land, real estate, construction, and infrastructure.



URBAN LAND

The world's oldest and largest network of cross-disciplinary real estate and land use.



International Chamber of Commerce

One of the oldest non-governmental trade associations and advocacy groups.





IFC EDGE

EDGE is a green building certification system focused on making buildings more resourceefficient funded by IFC.



Awards and Recognitions



Awards and Recognitions

ESG Report **2024-25**

Tata Realty has received recognition across various platforms for achievements in sustainable development, design innovation, and operational excellence. These accolades reflect industry acknowledgment of our work in shaping responsible and future-ready real estate.

India Marketing Awards-2024 (South)

Sound Of Intellion - Sonic Identity in "Branded Content Real Estate" Category (Intellion Offices by TATA Realty)

India Marketing Awards-2024 (South)

Deserved Reserved - International Women's Day Campaign in "Sustainable Marketing - Social Impact" Category (Intellion Offices by TATA Realty)

The Economic Times Real Estate Awards

Iconic Project of the Year (South) -Ramanujan Intellion Park, Chennai

Chennai Corporation Highest Property Tax Assessee of the greater Chennai city - 2021

Ramanujan Intellion Park, Chennai (Small Category)

Winner - MY IDEA - Innovation Champ

Ramanujan Intellion Park, Chennai

CBRE Winner - MY IDEA -Innovation Championship - 2020

Ramanujan Intellion Park, Chennai Week 19 (Small Category)

TATA VOLCON Volunteering Awards -2024

Highest Total Volunteering Hours in FY 2023

TATA VOLCON Volunteering Awards - 2024

Highest Per Capita Volunteering Hours in FY 2023 (Small Category)

TATA VOLCON Volunteering Awards - 2024

Highest Total Volunteering Hours during Tata Volunteering Week 19 (Small Category)

CII Award for Employee Health and Safety amongst any IT Park in India - 2020

Intellion Park Chennai Week 18 (Small Category)

Best Architecture Project in India - 2020

Intellion Park Chennai, Chennai

Best Commercial Property in Chennai - 2020 Intellion Park Chennai

TATA VOLCON Volunteering Awards - 2024

Highest Total Volunteering Hours during Tata Volunteering Week 18 (Small Category)

2023 International Property

Best sustainable commercial development India Ramanujan Intellion Park, Chennai

UNDP Mahatma Award for Biodiversity - 2023

Award for sustainable approaches to biodiversity focusing on selfsustaining model

Financial Times UK Award for the World's Best Amenities Provider in IT SEZ - 2019

Intellion Park Chennai

Guiness Record for the world's largest gathering on Energy Efficiency - 2018

Intellion Park Chennai development India

World Leadership Award Business Leader of the Year

Brand excellence in real estate

National Safety Council of India Safety Awards - 2023 (Construction)

IMCC, Navi Mumbai

Asia Pacific Property Awards Development - 2023

Asia Pacific Property Awards Development - 2023

World CX Awards 2022 by **Trescon Global**

Top 100 CX Organization Organizations driving customer success

World Leadership Award Business Leader of the Year

Innovative launch campaign of the year happy place called homes

ICICI Lombard & CNBC TV18 **India Risk Management Awards**

Masters of risk private secto real estate

TATA Sustainability Group

Best collaboration award amongst TATA group companies

Commercial Project of the Year, Realty+ Conclave: **Excellence Awards** (North) - 2022

Intellion Edge, Gurugram

Awards (North) - 2022 Intellion Park, Gurugram

IT Park Project of the Year,

Realty+ Conclave: Excellence

Most Environment-friendly Commercial/Office, Realty+ Conclave - 2022

Intellion Park, Gurugram

TATA Sustainability Group

Highest Total Volunteering Hours (Small Category)

Greentech Award

Responsible, innovative practices and initiatives towards achieving sustainable goals

Asia Business Outlook

A non-governmental trade association and advocacy group

CIO 100 Award 2021 by **Enterprise IT World**

Successful implementations ASIA region

IDG CIO100 Awards - 2021 The futuristic 100 - Organizations

Realty+ Commercial Developer

of the year - 2021

Tata Realty and Infrastructure

Ltddriving digital transformation

driving digital transformation

Realty+ IT Park Project of the year - 2021

Intellion Park, Gurugram

MEPZ Chennai Export **Excellence Award - 2021**

Ramanujan Intellion Park, Chennai

ICC National Health & Safety Award

Promotion of effective organizational occupational Health and Safety system

Realty+ Most **Environmentfriendly** commercial/office space - 2021

Intellion Park, Gurugram

Certifications

Tata Realty has received recognition across various platforms for achievements in sustainable development, design innovation, and operational excellence. These accolades reflect industry acknowledgment of our work in shaping responsible and future-ready real estate.



100% Green Building Certified

Certified properties-

- ♦ Ramanujan Intellion Park
- ♦ Intellion Park, Gurugram
- ♦ Trilium Avenue
- ♦ Intellion Park, Mumbai
- ♦ Intellion Edge, Gurugram
- ♦ Intellion Square, Mumbai



100% of operational projects are WELL certified/ have WELL ratings

Certified properties-

- ♦ Ramanujan Intellion Park
- ♦ Intellion Edge
- ♦ Intellion Park
- ♦ Intellion Square



100% of the existing portfolio is certified by USGBC/IGBC.

All new projects are registered with USGBC/IGBC.

Certified properties-

- ♦ Intellion Edge
- ♦ Intellion Square
- ♦ Intellion Park, Gurugram
- ♦ Intellion Park, Navi Mumbai



67% of the operational portfolio is IFC-EDGE Zero Carbon Certified

 Ramanujan Intellion Park, Chennai First IFC EDGE Zero Carbon Building in India

Operating Environment & External Analysis

Overview of the Real Estate Sector in India:

India's real estate sector continues to witness strong momentum in 2025, backed by resilient economic fundamentals, rapid urbanization, and supportive government initiatives. With a population of 1.4 billion and a youthful demographic (median age projected at 31.4 years by 2030), India remains a consumption-driven economy and a magnet for global investment. Urban migration, estimated at nearly 10 million people annually, is driving demand for housing, infrastructure, and commercial spaces—positioning urban centers to contribute nearly 75% to India's GDP by 2030. The sector, valued at approximately USD 482 billion in 2024, is expected to surpass USD 1.1 trillion by 2033, growing at a CAGR of over 10%. While luxury and mid-income housing are seeing a surge in demand, the affordable housing segment is facing challenges due to rising input costs and lower developer interest. Meanwhile. commercial real estate, including office space and data centers, is expanding rapidly, with record leasing volumes and significant investment activity. According to IBEF and recent industry reports, the sector's contribution to GDP is anticipated to rise from around 7% in 2024 to 13% by 2030. Although the pandemic caused temporary disruptions, India's

real estate market has not only rebounded but is evolving into a more formalized, digitized, and sustainability-conscious industry.

Commercial Real Estate:

India's commercial real estate sector sustained its growth momentum in 2024, driven by strong occupier activity across major cities like Bengaluru, Hyderabad, and Chennai. According to Cushman & Wakefield, gross leasing volumes touched a record 89 million sq. ft., led by demand from Global Capability Centres (GCCs), BFSI, and technology firms. Enterprises remained increasingly focused on portfolio consolidation, employeecentric spaces, and high-quality developments. Flexible workspace operators maintained their foothold, reflecting the continued adoption of hybrid work models.

On the supply front, developers delivered steady additions, largely concentrated in South India. A significant share of new completions adhered to green building standards, with Commercial Design India reporting that around two-thirds of Grade A office stock in 2024 was green-certified. Sustainability, along with workplace innovation and resilience, remained central to occupier decision-making positioning India's commercial real estate market as forwardlooking and globally competitive.

2025 Office Market Outlook:

India's office real estate sector has maintained its robust growth trajectory into 2025, driven by a resurgence in occupier confidence and a steady return-to-office trend. In the first quarter of 2025, office leasing activity increased by 5% year-on-year, reaching approximately 18 million square feet, with Bengaluru, Delhi-NCR, and Mumbai collectively accounting for 64% of the leasing activity. GCCs have emerged as significant contributors, accounting for 35-40% of total office space absorption, particularly in South India.

Sustainability has become a central focus, with green-certified buildings dominating the market. Approximately 80-85% of office leasing is now concentrated in green-certified structures, which offer higher occupancy rates and command rental premiums of up to 24%. This shift reflects the growing emphasis on environmental responsibility and energy efficiency in commercial real estate.

Overall, India's office real estate sector in 2025 is characterized by strong demand from GCCs, a significant shift towards sustainable building practices, and the growing prominence of flexible workspaces. These trends highlight the sector's adaptability and resilience in the face of changing work dynamics and environmental considerations.

▲ Messages from Leadership



Leadership Approach and Stakeholder Engagement

Messages from Leadership



Our commitment to climate action is ongoing. This is demonstrated by ensuring that all our underconstruction and operational properties are 100% certified by Green Building Certification. We have incorporated green building design into our approach to designing, building, and operating our assets.

Dear Stakeholders,

It is with great pride and purpose that I present Tata Realty & Infrastructure Limited's Annual ESG Report for FY 2024-25. This year's theme, "Responsible Spaces, Inspiring Progress - Driving Sustainability Across the Real-Estate Life-cycle," reflects the essence of our journey; the one rooted in integrating sustainability in all steps of business, driven by innovation, and aligned with the broader vision of the Tata Group.

As a wholly owned subsidiary of the Tata Group, our mission is closely tied to the Group's commitment to responsible growth and long-term value creation. At Tata Realty, we are translating this vision into action by embedding sustainability across every stage of the real estate life-cycle from planning and development to operations and stakeholder engagement.

FY24-25 has been a transformative year. Our total managed portfolio has grown to 9.4 msf, demonstrating strategic expansion and operational excellence. While our development pipeline stands at 11 msf, we remain focused on delivering high-quality, future-ready spaces that meet the evolving needs of occupiers and communities.

Our commitment to climate action is ongoing. This is demonstrated by ensuring that all our under-construction and operational properties are 100% certified by Green Building Certification. We have incorporated green building design into our approach to designing, building, and operating our assets.

We have also expedited our transition towards renewable energy sources, in FY24-25 two-thirds (66%) of our total energy consumption within our portfolio was derived from renewable sources. As we strive to achieve the objectives of Project Aalingana, we are concurrently observing a reduction in emissions across our portfolio.

To align with Project Aalingana's biodiversity goals, we are conducting assessments of all our assets. This ensures that our design principles incorporate the preservation of nature and biodiversity in our surroundings.

This year, we also initiated two key assessments to deepen our climate accountability. The Whole Life Carbon Assessment evaluated emissions across a 60-year lifecycle, helping us shape targeted mitigation strategies. And our first-ever Climate Risk Assessment, aligned with TCFD guidelines, examined both physical and transition risks, marking a significant step in integrating climate resilience into our strategic planning.

We continue to enhance resource efficiency with a 0.4% year-on-year reduction in water consumption intensity, 36.8% of total water consumed was recycled water, and we maintained 100% diversion of waste from landfill, reinforcing our commitment to circularity and environmental stewardship.

Our people remain at the heart of our progress. In FY 2024–25, we conducted comprehensive human rights assessments across five strategic assets, reinforcing our commitment to ethical and inclusive operations. We continue

to evolve our governance and policy frameworks in line with emerging standards, ensuring the rights and dignity of every individual are upheld across our value chain.

We are steadily advancing our diversity goals, with 18.34% female workforce representation. Our focus on safety and integrity is reflected in our record of zero human rights violations underscoring our dedication to creating a secure and respectful workplace for all.

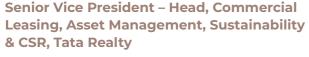
Our governance practices are firmly rooted in transparency, integrity, and accountability. We have achieved 100% training completion on the Tata Code of Conduct and POSH policies. These principles guide our interactions with employees, tenants, partners, and the communities we serve. Furthermore, 64% of our employees have completed ESG training, significantly enhancing sustainability literacy throughout our workforce.

Looking forward, our primary objective is to promote sustainability throughout the real estate life cycle, fostering environments that are economically dynamic, socially inclusive, and environmentally resilient.

I extend my sincere gratitude to our employees, partners, and stakeholders for their ongoing trust and collaboration. Together, we are crafting a future where real estate serves as a catalyst for positive change.

Sanjay Dutt

Managing Director & CEO





As we move forward, our focus remains clear: to create responsible spaces that inspire progress. Tata Realty is committed to driving sustainability across the real estate life-cycle, ensuring that our assets are not only economically viable but also socially enriching and environmentally resilient.

Dear Stakeholders,

In today's rapidly evolving real estate landscape, sustainability is no longer a peripheral consideration—it is central to value creation, stakeholder trust, and long-term resilience. At Tata Realty & Infrastructure Ltd., we believe that every space we build, lease, and manage must reflect our commitment to responsibility and progress. This belief drives our efforts to embed sustainability across the entire real estate life-cycle-from design and construction to operations and tenant engagement.

Our 5R Sustainability Strategy—Responsible Value Chain & Governance, Resilient Structures, Replenish Nature, Reap Talent, and Respect Lives—continues to guide our ESG journey. It enables us to integrate environmental stewardship, social impact, and governance excellence into every decision and action.

FY24-25 has been a year of inspired progress. We are proud to have achieved 100% Green Building Certification for our existing portfolio, setting a new benchmark in sustainable building practices. Our transition to clean energy has accelerated, with 66% of our energy now sourced from renewables, exceeding our interim target and reinforcing our climate commitment. Our environmental stewardship extends beyond carbon reduction. This year, we conducted a Biodiversity Impact Assessment across key assets resulting in the development of tailored Biodiversity Management Plans for each site. These initiatives reflect our holistic approach to sustainability, ensuring that our developments contribute positively to local ecosystems.

To ensure greater accountability and long-term impact, we conducted a Whole Life Carbon Assessment at Intellion Park, Gurugram. These findings now inform our mitigation strategies and will guide similar assessments across future developments.

We also undertook our firstever Climate Risk Assessment in 2024, aligned with TCFD recommendations. This initiative evaluated both physical risks such as extreme weather events and transition risks, including regulatory shifts and market dynamics. It marks a significant step in integrating climate resilience into our sustainability strategy and long-term planning.

We've deepened our focus on responsible sourcing, with 83% of input materials procured sustainably, enhancing both environmental performance and supply chain integrity. All our operational assets are WELL v2 certified or in the process of certification, ensuring healthier, more inclusive environments for our tenants and communities.

This year, we have also integrated digital tools to track our assets performance on Environmental Metrics. The integration of technology will help us drive significant change in how we collect, process and analyse data.

While employee volunteering averaged 9.29 hours per person

this year, we remain committed to fostering a culture of purpose and engagement. On the governance front, we achieved 100% training completion on our Code of Conduct and POSH policies, and maintained zero incidents of human rights violations, accidents, or fatalities, reflecting our unwavering commitment to ethical operations.

A significant milestone this year is the inclusion of green clauses in 1.1 mn sqft of our lease contracts, embedding sustainability into our core business relationships. Our Tenant Satisfaction Score remains strong at 94%, and we continue to listen, learn, and evolve to meet tenant expectations.

As we move forward, our focus remains clear: to create responsible spaces that inspire progress. Tata Realty & Infrastructure Ltd. is committed to driving sustainability across the real estate life-cycle, ensuring that our assets are not only economically viable but also socially enriching and environmentally resilient.

We sincerely value your continued support and cooperation.

Together, we are laying the groundwork for a future in which real estate generates fair and equitable value for society.

Ritesh Sachdev

Sr. Vice President. Head of Commercial Leasing Asset Management, Sustainability & CSR

Leading with Purpose

Leading with Purpose A strong Board of Directors steers our company and oversees the strategic direction and operational progress, aligned with the Tata Code of Conduct that propagates ethical business practices. **Board of Directors** 57% **Independent Directors** 12.5% **Female Board Members Committee Chairs** led by women 53 years **Average age of Directors** 5 + years 3 + years Average length of the Average length of the terms of office for terms of office for **Executive Directors and Independent Directors** non-Executive Directors;

Board of Directors – Composition*

The diverse experience of our Board, their deep understanding of our business, and alignment with our core values help us navigate challenging market conditions, meet evolving customer needs, address emerging risks, and tap new opportunities. The Board of Directors, Board Committees, and the Management team work in close coordination to develop agile, scalable strategies to help us achieve our business goals and progress toward a carbon-neutral future.

The Board maintains a balance of Independent and Non-Independent Directors for objective and fair decision-making. The Board is led by Dr. Praveer Sinha (Chairman) and Mr. Sanjay Dutt (Managing Director and CEO).



Dr. Praveer SinhaChairman and NonExecutive Director



Mr. Sanjay Dutt
Executive Director
and CEO



Mr. Nipun Sahni
Non-Executive and
Independent Director



Mrs. Sucheta Shah Non-Executive and Independent Director



Mr. Prabhakar Panda Non-Executive and Independent Director



Mr. Saurabh Sonthali
Non-Executive and
Independent Director



Mr. Ritesh Mandot
Non-Executive and
Independent Director



Mr. Sudip Mullick
Non-Executive and
Independent Director

^{*}Board Composition as on March 31st, 2025

To get to know our Board of Directors, log on to: https://tatarealty.in/board-of-directors

Board Committees



Board Committees

The Board of Directors is supported by Committees with defined areas of responsibility that work collaboratively to steer the Company ahead with transparency and accountability.

С

Nomination and

Mrs. Sucheta Shah

Mr. Praveer Sinha

Mr. Saurabh Sonthalia

Risk Management

Identifies, assesses, and mitigates

can navigate uncertainties while

protecting the company, people,

potential risks so Tata Realty

assets, and stakeholders.

Mr. Sanjay Dutt

Mr. Nipun Sahni

Mr. Saurabh Sonthalia

Committee

С

Remuneration Committee

Responsible for identifying and

and senior executives and fair and

transparent remuneration practices.

appointing qualified directors

Audit Committee

Oversees financial reporting, internal controls, and regulatory compliance and ensures accuracy, transparency, and integrity in financial operations.



Mr. Nipun Sahni



Mrs. Sucheta Shah

Mr. Saurabh Sonthalia

Mr. Sanjay Dutt

Stakeholder Relationship Committee

Focuses on stakeholder engagement by facilitating effective communication and addressing concerns to strengthen relationships.



Mrs. Sucheta Shah



Mr. Saurabh Sonthalia

Mr. Sanjay Dutt

c Chairperson

M Members

Board Nomination Process

Guided by a structured nomination process, we appoint leaders with relevant industry and functional expertise who share our economic, environmental, and social priorities and are committed to responsible business practices to join our Board.

Evaluating the Board's Performance

In line with statutory requirements, the Board of Directors conducts an annual evaluation covering the performance of the Board, its committees, and individual directors. The evaluation is based on criteria such as Board composition and structure, the effectiveness of Board processes, communications, and overall functioning.

Independent Directors hold a standalone meeting—without the presence of non-independent directors—to review the performance of the Board, the Chairman, and non-independent directors. This evaluation incorporates input from both Executive and Non-Executive Directors.

The Board evaluated the performance of its committees after obtaining feedback from committee members in the reporting year. The assessment considered factors such as the composition of each committee and the effectiveness of their meetings. These criteria were broadly aligned with the Guidance Note on Board Evaluation issued by the Securities and Exchange Board of India (SEBI) on January 5, 2017.

A separate meeting of the Independent Directors was held on May 2, 2024, without the participation of Non-Independent Directors. At this meeting, the Independent Directors reviewed and discussed the performance of the Non-Independent Directors, the Board as a whole, and the Chairman of the Company, incorporating perspectives from both Executive and Non-Executive Directors.

Assessing the Performance of Board Committees

Evaluations of Board committees are also conducted by the Board, guided by SEBI's Guidance
Note on Board Evaluation using feedback from members and considering factors such as committee composition, role clarity, and the effectiveness of meetings.

Board Remuneration

Our remuneration policy is structured to foster a highperformance culture aligned with the Tata Group's core values of integrity, excellence, and responsibility. It applies to directors, key managerial personnel, and senior employees, ensuring fair and performancelinked compensation. The policy is compliant with Section 178(3) of the Companies Act, 2013 and Regulation 19 and Part D of Schedule II of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. It aims to attract, retain, and motivate leadership that can drive sustainable growth and long-term value creation.

Management Team

The management team is responsible for translating the company strategy into impact-led activities adhering to policies and regulations and steering actions to achieve our business and ESG goals and performance targets.

Key Management Personnel

Mr. Dilip Agarwal
Chief Financial Officer

Ms. Rashmi Jain Company Secretary

ESG Governance

A well-defined ESG governance framework helps align business goals and stakeholder expectations to generate long-term value. The foundation of this framework is our ESG policy, which defines how we apply responsible practices across our strategic and operational lifecycle and serves as a practical guide for day-to-day decisions as well as long-term planning. The policy applies to all employees, contractors, and partners across our value chain and is aligned with:

- ♦ The Tata Code of Conduct
- Tata Sustainability Policy
- ♦ The Companies Act, 2013
- Global frameworks such as GRESB, Principles of BRSR, ISO 14001:2015, and ISO 45001:2018

Governance Structure and Executive Oversight

Our ESG governance framework is helmed by the ESG Leadership Committee. The committee is responsible for embedding ESG considerations into strategic planning and business execution following regulations.



ESG Leadership Committee

- ♦ The committee comprises of MD & CEO, CSO and CFO
- ♦ The committee provides strategic guidance and monitors progress on ESG.



ESG Head

- The Head is reponsible for implementation of ESG policies and strategies approved by the leadership committee.
- ♦ The Head reports on interventions to be undertaken and recommendation for integrating ESG practices to day-to- day operations
- Provide Guidance to asset managers in implementation of ESG-linked initiatives as well as monitoring and recording of performance data.



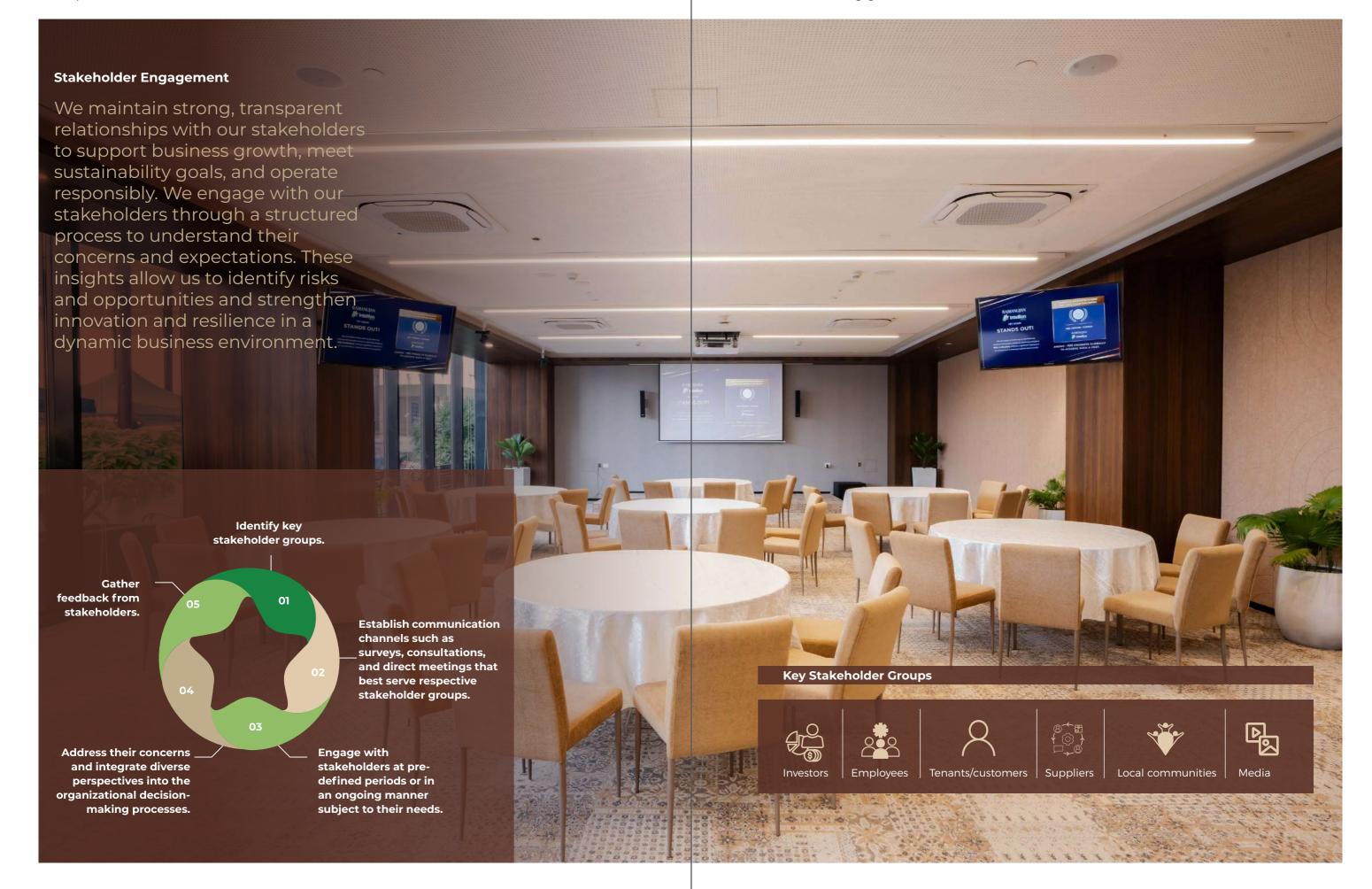
Sustainability & CSR Champions

- The Champions are responsible for recording, monitoring and analysing ESG data
- ♦ The Champions are also tasked with implementing ESG linked interventions and policies on ground

Performance Monitoring and Board Engagement

The performance of ESG programs is reviewed every quarter by the ESG committee, and the outcomes are reported biannually to the Board of Directors. These updates provide critical insights for implementation outcomes, risk management, and the effectiveness of initiatives.







Stakeholder Engagement Matrix

We disclose progress on our sustainability initiatives to our stakeholders through periodic publications like our Annual Report. Additionally, we engage with them through dedicated channels as outlined below.



Importance to Tata Realty	Stakeholder Expectations from Tata Realty	Engagement Channels and Frequency	Relevant Material Topics	Value Created
Retail and institutional equity investors provide the capital necessary for business expansion and realizing our goals.	Stable routes for consistent growth	 Regular investor meets Quarterly statutory announcements Annual financial results Annual General Meeting (AGM) 	 Climate change adaptation Emissions and energy management Water management Waste management Sustainable buildings Business ethics Corporate governance Brand management 	 Improved return on investment Effective risk management Transparent reporting Upholding integrity in business practices



Importance to Tata Realty	Stakeholder Expectations from Tata Realty	Engagement Channels and Frequency	Relevant Material Topics	Value Created
Employee expertise and dedication are pivotal for value creation and achieving business goals.	Providing an environment to facilitate professional growth and development.	 Regular townhalls Quarterly newsletters Annual performance reviews Tata group initiatives Rewards and recognition 	 Health and Safety Corporate governance and brand & business ethics Employee development Diversity & inclusivity 	 Career development opportunities Fair and timely compensation Health, safety, and well-being → Job satisfaction and productivity

Q

Tenants / Customers

Importance to Tata Realty	Stakeholder Expectations from Tata Realty	Engagement Channels and Frequency	Relevant Material Topics	Value Created
Tenants and customers have the most significant impact on our growth, revenue, reputation, and stakeholder value.	Exceeding tenants' and customers' expectations with superior service and workplaces in well-connected, prime locations.	 Regular events Mailers Newsletters Brochures Brand campaigns Sales pitches Customer visits Webinars Website and social media Tenants and Customer satisfaction surveys 	 ❖ Sustainable buildings ❖ Emissions and energy management ❖ Statutory compliance ❖ Risk management ❖ Tenant/customer engagement 	 ♦ Improved customer engagement, satisfaction, and loyalty ♦ Customer-driven advocacy ♦ Sustainable green buildings ♦ Resource efficiency ♦ Regulatory compliance



Local Communities

Importance to Tata Realty	Stakeholder Expectations from Tata Realty	Engagement Channels and Frequency	Relevant Material Topics	Value Created
Community collaborations strengthen our social license to operate, prevent disruptions, and facilitate shared prosperity and inclusive development.	Strengthened social bonds, improved quality of life, and holistic well-being through investments in the community.	 Regular community meetings CSR initiatives Procurement opportunities and contracts 	 Local community development Social impact assessment Waste management 	 Enhancing prosperity through economic development Job creation Investment in community development, education, and healthcare Environmental conservation





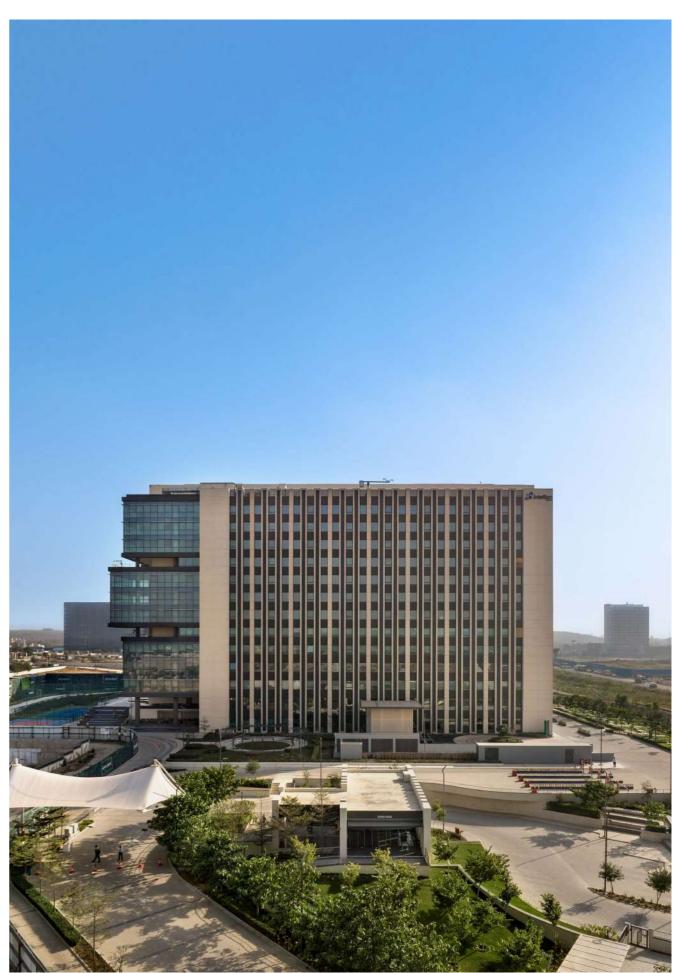


Suppliers & Vendors

Importance to Tata Realty	Stakeholder Expectations from Tata Realty	Engagement Channels and Frequency	Relevant Material Topics	Value Created
Suppliers and vendors provide the resources and expertise we need to build our assets, run operations, and drive mutual success and sustainable growth.	Fostering mutually beneficial relationships, leading to strengthened partnerships.	 Regular contract review meetings Annual Tata Code of Conduct and Policy training Suppliers and vendor evaluations 	 Business ethics Human rights, health, and safety Responsible supply chain 	 Equitable and transparent transactions Timely payments Providing opportunities for growth and collaboration Skill development and resource optimization



Importance to Tata Realty	Stakeholder Expectations from Tata Realty	Engagement Channels and Frequency	Relevant Material Topics	Value Created
Media is a critical channel for showcasing our progress, and achievements to boost brand visibility and credibility.	Opening avenues for business growth and long-term viability, establishing preferred communication allies, and broadening audience reach.	 ♦ When required: Press releases ♦ One-on-one interviews ♦ Quarterly investor conferences ♦ Annual AGM ♦ Website 	 ♦ Brand management ♦ Statutory compliance ♦ Accountability and transparency 	 Providing timely and relevant information Offering credible visibility for growth initiatives



Materiality



Materiality

We conduct periodic materiality assessments which serve as a key tool in forming our sustainability strategy and transitioning to a greener future. These assessments help us ascertain the most critical issues that could impact our business and stakeholders alike and form the focus areas of our ESG strategy and longterm growth agenda.

We revisit our material topics every 3 years so they remain relevant to changes in regulations, and customer and stakeholder needs. The last materiality assessment was conducted in FY 2022-23 and recalibrated in FY 2023-24 which identified 21 material topics.

Materiality Assessment Process

A structured process is deployed to conduct our materiality assessment as outlined below.

Universe Of Material Issues

Identification of material issues considering sectoral requirements objectives and business risks from industry-leading ESG standards and ratings including MSCI, DJSI, SASB, and GRESB.

Identification Of Business Objectives And Risks

Identification of key business through rigorous internal consultations and comprehensive discussions with our leadership

Stakeholder Interaction And External Requirements

Material issues are scored by stakeholder groups in terms of their impact to the business and by criticality to external requirements such as SDG and NGRBC

Mapping Of Risks And **Business Objectives With Material Issues**

The identified business objectives and risks are mapped to the material issues and scoring is done basis the impact of these risks and objectives to the material issue

Materiality Map

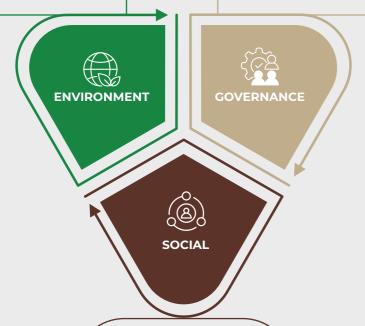
A materiality map is created from the scoring of material issues and key material issues are identified basis their priority



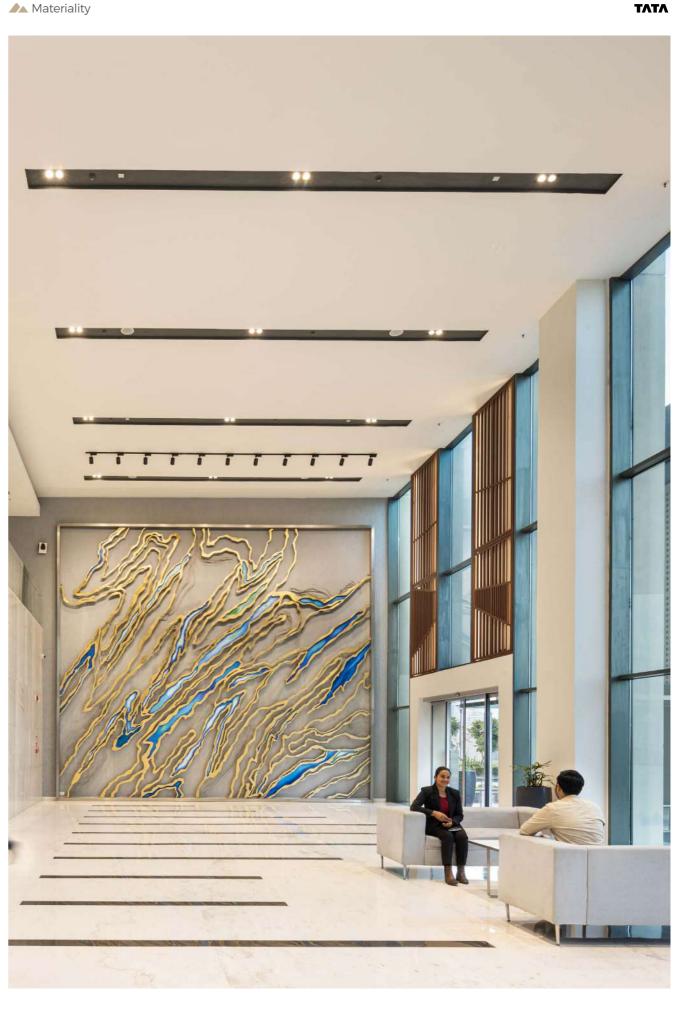
Our Material Topics

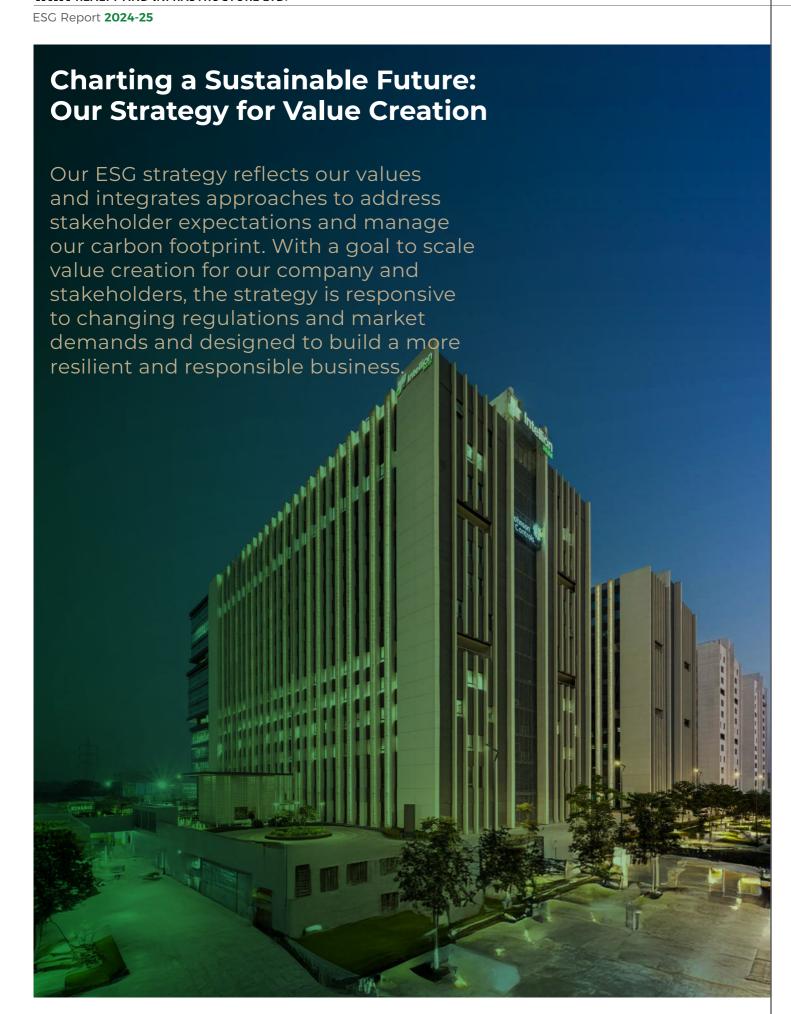
- Climate Change Adaptation
- Emissions and Energy Management
- ♦ Water Management
- ♦ Waste Management
- Biodiversity
- ♦ Sustainable Buildings

- ♦ Corporate Governance
- ♦ Technology and Innovation
- ♦ Brand Management
- ♦ Business Ethics
- Accountability and Transparency
- ♦ Risk Management
- ♦ Statutory Compliance



- ♦ Stakeholder Engagement
- ♦ Employee Development
- ♦ Health & Safety
- ♦ Diversity and Inclusion
- ♦ Responsible Supply Chain
- Tenant and Customer Engagement
- Local Community Development
- ♦ Social Impact Assessment





Strategic Focus across our Business Life-Cycle

We are committed to embedding ESG considerations at every stage of our asset lifecycle —from site selection and planning to operations, and maintenance. We engage proactively with our stakeholders and align on shared priorities to maximize positive impact and continuously monitor our performance against material topics to drive tangible progress.



Site Selection

Goals & Targets Material Topic

- ♦ Stakeholder Engagement
- Biodiversity
- ♦ Climate Change
- ♦ Social Impact Aument
- ♦ Risk Management
- ♦ Statutory Compliance

Key Stakeholders

- ♦ Investors
- Local Community Development
- Suppliers and Vendors



Planning, Construction and Development

Goals & Targets

- 60% of total energy usage to be powered by renewable energy
- WELL v2 ratings/certification for all operational and upcoming projects
- Zero complaints related to Human Rights Issues

Material Topic

- ♦ Health & Safety
- ♦ Sustainable Huldangs
- ♦ Responsible Supply Chain
- ♦ Waste Management
- ♦ Water Management
- ♦ Hindiversity
- Energy & Ensissions Managemeur
- ♦ Climate Change Adaptation
- ♦ Technology and Innovation
- Risk Management
- ♦ Employee Development
- ♦ Statutory Compliance
- ♦ Corporate Governance

Key Stakeholders

- ♦ Employees
- ♦ Investars.
- Suppliers and Vendors
- **♦** Local Communities
- **♦** Media



Sales & Marketing

Goals & Targets

 Green Certifications for all new and existing commercial assets

Material Topic

- Tenant & Customer Engagement
- ♦ Brand Management
- ♦ Accountability & Transparency
- Business Ethics
- Diversity and Inclusion
- Statutory Compliance

Key Stakeholders

- ♦ Tenants/Customers
- ♦ Investors
- **♦** Media
- Employees



Operations and Maintenance

Goals & Targets

- 100% of employees to be trained for the Tata Code of Conduct and POSH policies annually
- ♦ 60% of operational portfolio to be Zero Carbon
- Employees to volunteer at least 8 hours per annum for CSR activities

Material Topic

- ♦ Health and Safety
- Energy & Emissions Management
- ♦ Climate Change Adaptation
- ♦ Waste Management
- Water Management
- Climate Change Adaptation
- ♦ Tenant & Customer Engagement
- ♦ Technology & Innovation
- Risk Management
- Diversity and Inclusion
- ♦ Employee Development
- ♦ Statutory Compliance
- ♦ Corporate Governance

Key Stakeholders

- ♦ Tenants/Customers
- Employees
- Suppliers and Vendors

Aalingana – The Tata Group's Collective Commitment to Building a Sustainable Future

Aalingana, meaning "embrace" in Sanskrit, is the Tata Group's unified approach to embed sustainability into core business strategies to achieve net-zero emissions by 2045 and shape a better tomorrow through today's innovations.

Rooted in the visionary ideals of Jamsetji Nusserwanji Tata, this 'One Tata' initiative, brings together capabilities across companies to drive collective progress toward a sustainable and inclusive future. The framework is built around three interconnected pillars to advance climate action and environmental



carbon emissions by 2030 from 2020 baseline (Scope 1 & 2);

Net zero emissions across the group by 2045 for scope 1 & 2



Pioneering Circular Economies Preserving Nature & Biodiversity

More than double the content of renewable or recycled resources in products by 2025 over 2020 baseline

Replenish freshwater & zero waste to landfill by 2030

Replenish more freshwater than consumed by 2040



Invest in Nature-Based Solutions projects in India by 2025

Group is an NBS leader and has supported NBS market in India by 2030

Tata Realty's ESG Strategy: Optimizing Stakeholder Value Through Strategic Sustainability

Drawing on the core focus areas and pillars of Aalingana, the Tata Group sustainability framework, our ESG strategy brings together our focus on purpose-driven leadership and sustainable real estate practices to guide how we design, develop, and operate assets.

The strategy is built on the 5R sustainability framework and thirteen key focus areas.

Resilient Structures; Replenish Nature; Reap Talent; Respect Lives; Responsible Value Creation and Governance

The strategy is designed to address ESG challenges, improve business performance, and make a positive impact on people and the environment, adhering to the highest standards of ethics and integrity.

Our Performance:



ENVIRONMENT

Target	Performance: FY 2023-24	Performance: FY 2024-25
Green Certifications - all new and existing commercial assets would be certified by green body certification bodies like USGBC, IGBC, or IFC-EDGE.	96% of the existing portfolio is certified by USGBC/IGBC. All new projects are registered with USGBC/IGBC and WELL.	100% of existing portfolio is certified by USGBC/IGBC. All new projects are registering with USGBC/IGBC.
Over 60% of energy usage is to be powered by renewable sources.	Over 49% of energy usage is sourced through renewable energy sources.	66%* of energy usage is sourced through renewable energy sources/ RECs.
Over 60% of the operational portfolio to be Zero Carbon.	67% of the portfolio is IFC-EDGE Zero Carbon Certified.	67% of the portfolio is IFC- EDGE Zero Carbon Certified



SOCIAL

Target	Performance: FY 2023-24	Performance: FY 2024-25
Promote a culture of volunteering and ensure all employees volunteer at least 8 hours per annum for CSR activities.	15.66 Volunteering hours per employee	9.29 Volunteering hours per employee
All operational and upcoming projects are to be covered by WELL v2 ratings/certifications.	All operational projects are WELL certified/have WELL ratings or have applied for WELL v2 certifications/ratings.	100% of operational projects are WELL certified/have WELL ratings
Zero complaints related to Human Rights issues	Zero complaints received on Human Rights issues.	Zero complaints received on Human Rights issues

GOVERNANCE

Target	Performance: FY 2023-24	Performance: FY 2024-25
100% of employees to be trained for the Tata Code of Conduct and POSH policies annually	95% of all employees trained annually	100% of all employees trained annually

^{*7835} MWh of RECs have been included as part of the organisations total electricity consumption in FY 24-25

Environment



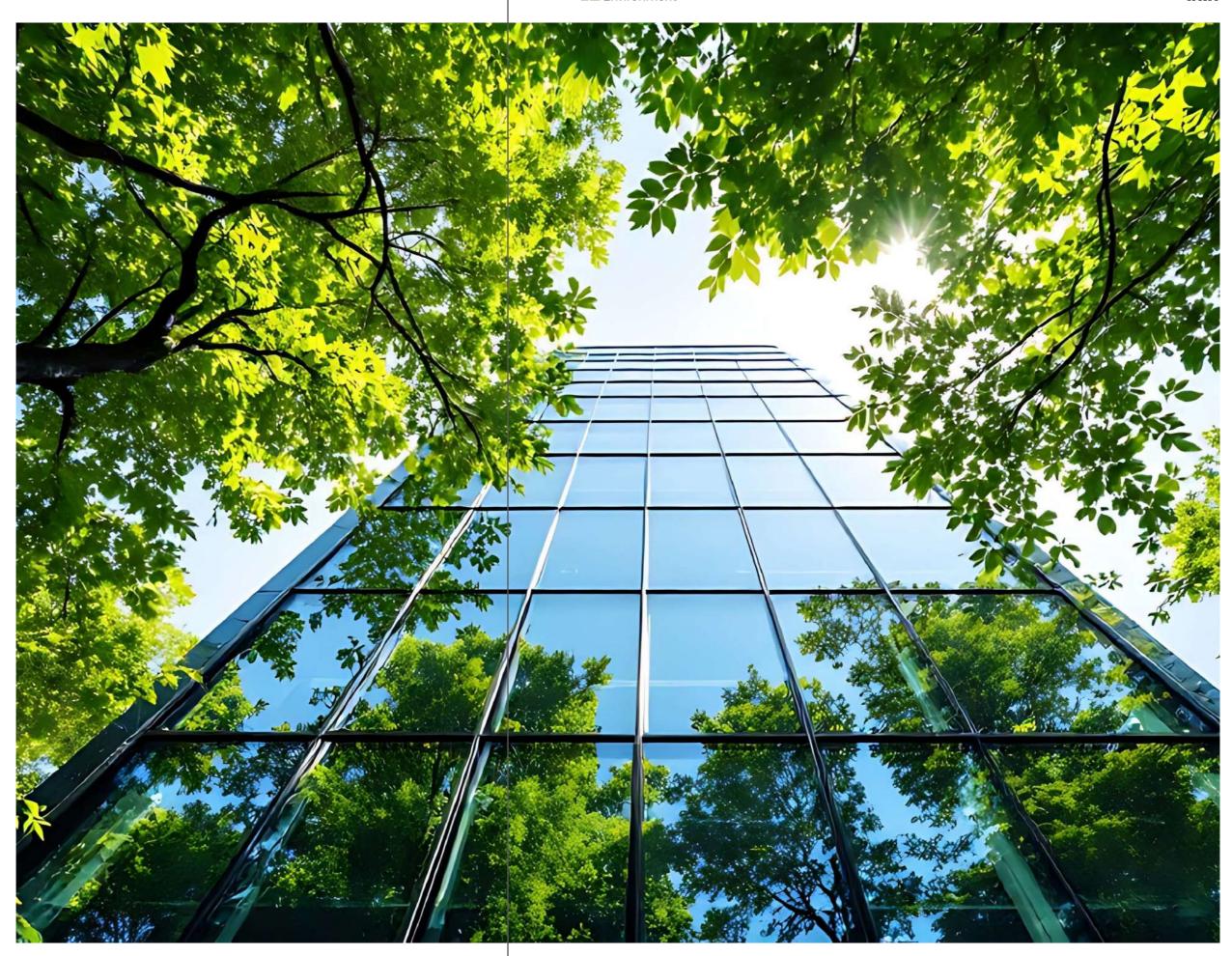
Environment

Resilient Structures

Structures designed for durability and adaptability are better equipped to manage the effects of climate change, meet evolving regulatory standards, and support asset value appreciation. This approach strengthens our portfolio and helps deliver sustained returns on investment. Incorporating green building solutions also enables more efficient lifecycle management and reduces operating costs for our company and tenants. A key part of our strategy is securing globally recognized sustainability certifications such as LEED and WELL. These certifications enhance the brand value of our assets, increase market appeal, and attract premium rentals. They also help attract leading organizations that share our vision for sustainable growth and seek high-quality, safe, and future-ready workspaces.

Replenish Nature

We focus on using resources efficiently throughout the project lifecycle-from design and construction to operations and beyond—while also encouraging sustainable practices among tenants, employees, and communities. Efforts to save energy, switch to green power, and install water-saving systems help us care for nature, reduce costs, and meet the growing demand for sustainable living and working spaces. Biodiversity is also an important focus. Choosing sites through stringent assessments and protecting natural habitats during and after construction helps create conducive ecosystems for people, flora, and fauna.





SOCIAL

Reap Talent

When our teams feel valued and empowered, they deliver better results, improve client satisfaction, and help reduce turnover costs while preserving knowledge and experience. Inclusive workplace policies help us attract and retain diverse talent in an environment where everyone feels respected and treated fairly. We focus on continuous learning and development so our teams can build the skills needed to stay relevant in a fast-changing

market. This helps them grow with the business and build meaningful careers. Our initiatives to enhance the overall well-being of our employees make them feel supported and stay healthy and engaged. A strong performance-driven culture encourages innovation and energizes our people to address the needs of people, the planet, and the business in a balanced manner with accountability and ethics.



Respect Lives

Our efforts to nurture holistic and inclusive value for our stakeholders help create a sense of belonging and shared purpose around our developments. Engaging with our stakeholders transparently allows us to build trust and deliver tangible value across our operations. Addressing their concerns is crucial to growing business, completing projects on time, and managing them without disruptions. Over time, this people-centric approach strengthens our brand, builds our reputation, and contributes to steady, responsible growth.



Responsible Value Chain & Governance

A responsible and efficient value chain plays a central role in driving sustainable real estate. We engage with suppliers who align with our standards of ethics, safety, and sustainability. From sourcing materials to executing construction and managing

ongoing operations, every step in the supply chain improves resource efficiency and reduces waste and environmental impact so we can deliver high-quality, future-ready spaces on time.

The foundational pillar that

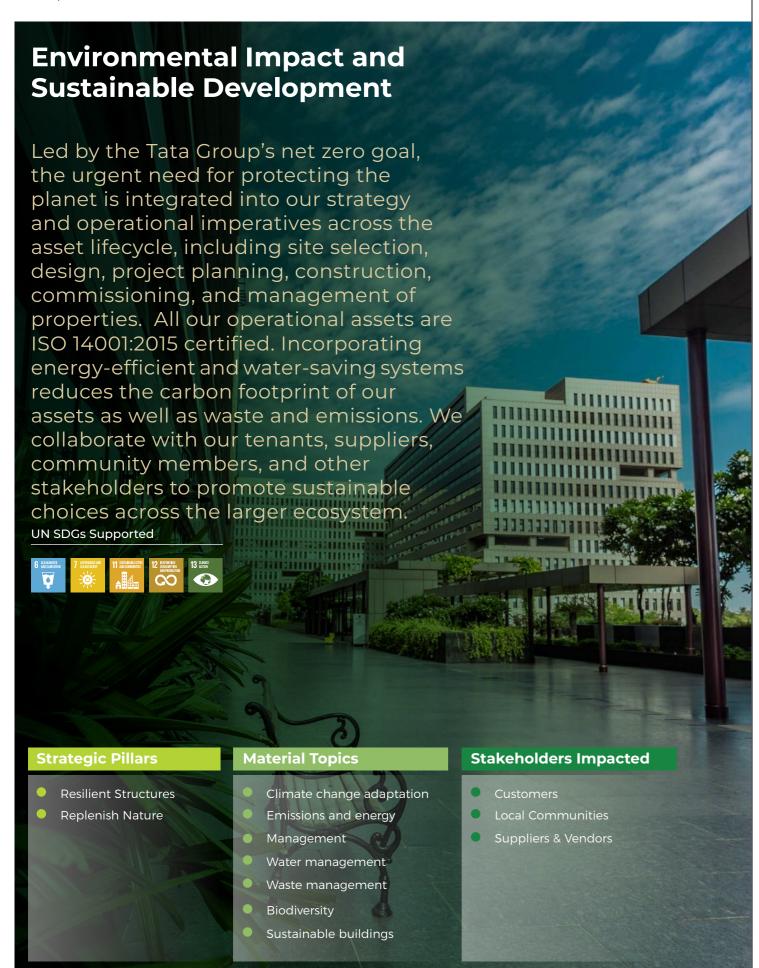


strengthens the resilience and effectiveness of our business is a strong commitment to sound governance principles, guided by the Tata Code of Conduct. This focus is essential for optimizing value and building stakeholder trust by upholding ethical standards, transparent disclosures, accountability, and regulatory compliance. Strong governance supports operational stability, drives consistent financial returns, and positions Tata Realty as a trusted partner for institutional investors, thereby enhancing shareholder value.

Risk-considered decisionmaking, supported by datadriven models and aligned with global best practices and national standards, helps us strengthen investor confidence and secure long-term capital to achieve our business goals.

▲ Environmental Impact and Sustainable Development





The Tata Climate Change Policy

Crafted by the then Group Chairman, Late Mr. Ratan Tata, the policy was adopted in 2009 and required Tata companies to measure their carbon footprint and strive to:

Be the benchmark in their industry on the carbon footprint of their operations. 02

Engage actively in climate change advocacy and shaping of regulations in their business Sectors.

03

Incorporating a 'green 'perspective in all key organizational processes.

Tata Realty is aligned with Project Aalingana Goals

Driving Net Zero

2030

2045

25% reduction in absolute carbon emissions*

Net Zero Emissions Across the Group-Scope 1 & 2 across companies

*(From 2020 baseline Scope 1 & 2)

Pioneering Circular Economies

2025

2030

Replenish freshwater & zero waste to landfill*

2040

Replenish more freshwater than consumed

*(Over 2020 baseline) (*Freshwater target for India operations only)

recycled resources in products*

More than double the net

content of renewable or

Preserving Nature and Biodiversity

2024

2030

Action plans for net positive impact

Invest in nature-based solutions (NBS) projects in India

The group is an NBS leader and has supported NBS in India.

TATA

Site Selection

Prior to commencing a project, we carefully evaluate each potential location to assess any negative impacts on the ecology and ensure minimal disruption to the environment and surrounding communities.

Project Life Cycle Assessment

Integrating project life cycle assessments from the site selection stage through to planning and development enables us to evaluate and better manage environmental impacts. These assessments help ascertain land use changes, potential effects on biodiversity, resource efficiency, and emissions across the entire project lifecycle promoting the development of responsible spaces.

Whole Life Carbon Assessment

We conducted a comprehensive whole life embodied carbon assessment for Tower 1 and Tower 2 at the Intellion Park site in Gurugram. This assessment evaluates a building's carbon emissions throughout its entire lifecycle, from raw material extraction to demolition and disposal.

The study included two key components:



Calculating embodied carbon (CO₂e) from construction and procurement activities up to practical completion

02

Estimating the carbon impact of material replacement over the 60-year lifecycle, including end-of-life processes.

The assessment measured the total embodied carbon associated with constructing and maintaining the buildings over a 60-year reference period. We followed the internationally recognized methodology outlined in BS EN 15978:2011 to evaluate the environmental performance of buildings and the RICS Professional Statement on whole-life carbon assessment for the built environment. In addition to aligning with global best practices, we considered local regulations, construction methods, and on-ground realities to ensure our approach was contextually relevant.

Key Takeaways

Total Carbon Emissions:

Across the full lifecycle of the project, total emissions are estimated at 290,385 tCO₂e. Of this, 64,117 tCO₂e (22%) comes from embodied carbon, while 226,268 tCO₂e (78%) is attributed to operational carbon over 60 years.

Carbon Intensity:

The intensity of embodied emissions from Modules A1-A5 is 709 kg CO₂e per square meter. Operational energy intensity is projected at 78 kWh/sqm/year, based on single-shift occupancy.

Embodied Carbon:

Embodied emissions are split into two main phases—50.785 tCO₂e at the time of project completion and 13.332 tCO₂e at end-of-life. The total also reflects a negative carbon value of -0.34 tCO₂e due to biogenic carbon sequestration.

Major Contributors (Upfront Embodied Carbon):

The largest contributors to upfront embodied carbon (A1-A5) are the upper floor structures, substructure works, and the building frame.
Together, these elements account for approximately 63% of total embodied emissions.

Major Contributors (Operational Carbon):

Receptacle equipment—including desktops, printers, floor and sound systems—is the leading source of operational carbon emissions. This is followed by space cooling systems and interior lighting. Combined, these components represent about 70% of the operational carbon footprint.

We are utilizing the findings from this assessment to develop a mitigation strategy for carbon emissions over the operating life of the asset. Additionally, we will evaluate our other sites and assets to create tailored mitigation strategies based on the specific characteristics of each building, to reduce both embodied and operational carbon footprints.

Following the study, targeted reduction strategies have been integrated and are expected to lower embodied carbon emissions by approximately 35% and operational carbon emissions by around 7%.

Environmental Impact Assessments (EIAs)

We conduct EIAs at all our project sites to identify and address environmental and social impacts before the construction of assets begins, adhering to regulations. EIA findings reflect any potential effects on local communities, cultural heritage, and public health that may result from our project development activities so we can refine our design strategies to preserve 15% to 20% of each site's natural topography.

A rigorous site selection process ensures that none of our projects are located in ecologically or culturally sensitive zones, including areas near World Heritage sites or IUCN Category I–IV protected areas. To date, there have been no reported negative impacts of our assets on biodiversity.



▲ Biodiversity & Ecosystem Conservation



Biodiversity & Ecosystem Conservation

Aligned with Project Aalingana's targets, our goal is to deliver a net positive impact on biodiversity. This includes developing assessment tools, tracking impacts regularly, and actively improving the biodiversity value of our sites over time. Biodiversity and ecosystem conservation are factored into the earliest stages of our project planning following our ESG policy and Environmental Management System (EMS) to avoid, reduce, or offset any negative impacts linked to new projects. We follow a detailed due diligence and risk assessment process that takes into account the unique ecological characteristics of each location, including adjacent areas and potential cumulative effects.

Every potential site undergoes a thorough impact assessment to understand its ecological context and identify biodiversity risks so we can take steps to avoid or minimize disruption to local ecosystems. We incorporate green infrastructure, urban forests, and responsible landscaping to preserve and enhance natural habitats within our developments and strengthen the biodiversity of our projects through partnerships focused on conservation and ecosystem restoration.

The total green area across our assets stands at **53,126** square meters.

Biodiversity Assessment and Management Plan for Intellion Projects

A biodiversity assessment was carried out for Intellion Edge, Intellion Square, RITC, IMCC, and Intellion Park to evaluate ecological features and identify conservation opportunities. Using literature reviews and field surveys, we gathered baseline data on habitat conditions, species diversity, and ecosystem interactions. These insights

now inform our approach to integrating biodiversity into urban planning.

We reviewed all recorded plant and animal species to determine their conservation status, using the IUCN Red List of Threatened Species as a reference. Additionally, the assessment considered the Wildlife (Protection) Amendment Act, 2022 and CITES guidelines to identify species under legal protection within the study areas.

Assessment Findings

0

Zero flora and fauna species were found to be categorized under the IUCN Red List of Threatened Species in four assets-Intellion Edge, Intellion Square, RITC, and Intellion Park.

02

In IMCC, three species of flora were recorded in the IUCN Red List, namely, Platycladus orientalis (Oriental Thuja), Saraca asoca (Sorrow less tree), and Swietenia macrophylla (Big-leaf mahogany).

Based on the findings, we designed strategies suited to the specific conditions of each site. These strategies balance practical feasibility with asset development while enhancing biodiversity. Each strategic approach is backed by a detailed action plan and implementation guidance to help achieve a net positive impact on biodiversity across all Tata Realty assets.

Tata Realty's Ramanujan Intellion Park in Chennai is India's first IFC EDGE Zero Carbon certification, setting a new benchmark for sustainable development and climate-resilient, future-ready real estate.



 S^{S}



Project Planning. Construction & Development Stage

Climate Resilience & Risk Management

We conducted our first-ever climate risk assessment in 2024, aligned with TCFD (Task force on climate-related financial disclosures) and IFRS S2 climate-related disclosures. This marks a significant step forward to integrate climate resilience into our organizational strategy.

As a real estate company, our assets and operations face significant exposure to climate-related hazards. A climate risk assessment allows us to systematically identify, evaluate, and manage the potential impacts of climate change on our organization and understand how climate-related risks and opportunities can affect our operations, financial performance, and strategic planning. It involves analyzing:



Physical risks due to extreme weather events and long-term climate shifts

02

Transition risks due to regulatory changes, market dynamics, and technological advancements related to the transition to a lowcarbon economy.

Physical Risk Assessment

As a real estate company, Tata Realty's properties and infrastructure can be directly impacted by physical climate risks like extreme heat, flooding, cyclones, and water stress. The assessment examines the direct impacts of these physical climate hazards on our assets which can disrupt operations, damage assets, and increase maintenance and insurance costs. Recognizing these risks on time empowers us to implement

appropriate mitigation strategies for asset protection and business continuity.

Transition Risk Assessment

Our business is increasingly exposed to external factors like climate regulations, customer demands, and investor scrutiny, which could influence capital spending, operational costs, and competitiveness. This aspect of the assessment reviewed risks and opportunities linked to the transition to a low-carbon economy, focusing on regulatory changes, market dynamics, and technological progress that could impact operations and finances. The analysis includes the effects of green building mandates, energy price fluctuations, and investor sentiment on the company.

Both assessments are crucial for us to develop a comprehensive climate strategy, enhance resilience, and capitalize on opportunities such as public sector incentives and green financing.

Data Sources for Baseline and Future Projections used in the assessment:

Natu	ural Hazard	Variables Assessed	Baseline	Future
	Water stress	Water Stress	WRI-Aqueduct Water Risk Atlas	Water Risk Atlas
	Riverine and coastal flood	Inundation Depth & Sea Level Rise	WRI-Aqueduct Flood Maps	WRI-Aqueduct Flood Maps & NASA-Sea Level Rise
· () ()	Extreme rainfall & flooding	Inundation Depth & 1- Day precipitation	Fathom 2.0 Model	IPCC Risk Atlas Available at IPCC WGI Interactive Atlas
<u>></u> 0:	Landslides	Landslide per year sq. km & 1-Day precipitation	Landslide Hazard Map- World Bank	IPCC Risk Atlas Available at IPCC WGI Interactive Atlas
	Extreme heat	Max. of Max. Temperature (°C) & Number of days > 35 °C	IPCC Risk Atlas Available at IPCC WGI Interactive Atla	IPCC Risk Atlas Available at IPCC WGI Interactive Atlas
	Cyclones	Cyclone Tracks	NOAA IBTrACS	Research Article

Tata Reality Sites Assessed for Physical Risks



Intellion Park Navi Mumbai

Scenarios Used

Physical Risks

SSP2-4.5 - "Middle of the Road" Shared Socioeconomic Pathway (SSP) scenario in climate modeling, representing a future with moderate greenhouse gas

emissions. It is characterized by a continuation of current trends in socioeconomic development and climate policies, with global surface temperatures potentially increasing by 2.1 to 3.5°C by the end of the 21st century relative to 1850-1900.

SSP5-8.5 - High-emissions scenario used in climate change modeling. It combines a "fossil-fueled development" socioeconomic pathway (SSP5) with a high radiative forcing level (8.5 Wm-2). This scenario is characterized by rapid economic growth fueled by fossil fuels and limited mitigation efforts, leading to significant increases in greenhouse gas concentrations and global temperatures.

Transition Risks

The International Energy Agency (IEA) World Energy Outlook 2023 (WEO2023) was used as the primary scenario data provider for this exercise, using two scenarios:

01

Low carbon emissions (Announced Pledges Scenario) - Scenarios that estimate what a <2°C world will look like in compliance with the Paris Agreement and involve a rapid shift away from fossil fuels.

High carbon emissions (Stated policies scenario) - Scenarios that focus on what a Businessas-Usual world will look like with no future strengthening or weakening of policy and limited coordinated action leading to temperature increase.

The time horizons used for analysis are 2030, 2040, and 2050.



Today

Renewable energy continues to be deployed but **fossil fuels** used in electricity generation continues to grow in emerging economies

Physical labour productivity decreases, especially in tropical countries and populations are increasingly exposed to extreme events.

Emissions continue to grow

Transition to low-carbon economy

Warming reaches reaches 3°C leading to **severe physical risks** including irreversible changes like sea level rise







Net zero world

business impacted?

How is TRIL's



Ambitious climate policies are introduced immediately thanks to high awareness of climate risk & support for climate action

Technological developments mean fuels such as green hydrogen, biofuels, and

synthetic fuels are rapidly scaled

Warming limited to 1.5°C which will still increase likelihood and severity of physical hazards including some irreversible sea level rise

The time horizon used is 2030 and 2050 under both scenarios.



Physical Risks

- Identification of relevant climate hazards for Tata Realty sites and overview of historical (baseline) hazard risk level.
- 2. Evaluation of climate-related physical risks for Tata Reality sites under different climate scenarios.
- 3. Identification of business implications, calibration through site visits, and risk management recommendations.

Transition Risks and Opportunities

- 1. Identification of climate transition drivers.
- 2. Development of an impact and likelihood rating of each identified transition driver.
- 3. Identification of relevant scenario analysis data.
- 4. Analysis of scenario data trend findings.

Key Findings

Transition Risks:

High risks include procurement of green materials and energy price volatility. Regulatory compliance and investor sentiment also pose medium to high risks.

Transition Opportunities:

Public sector incentives and green financing are key opportunities, especially in direct operations.

Physical Risks:

At Gurugram, extreme heat and rainfall flooding are projected to intensify by 2050. The assets in Mumbai are at high risk for all hazards identified and will continue to intensify by 2050.

Physical Risks - Across Assets

Туре	Category	Description	Implications
Risk	Physical – Extreme Heat	High temperatures affecting operations and materials	Health risks, reduced productivity, higher cooling costs
Risk	Physical - Rainfall Flooding	Flooding from extreme rainfall events	Infrastructure damage, business disruption
Risk	Physical – Water Stress	Limited water availability	Construction delays, higher water costs, operational constraints
Risk	Physical – Cyclones	Structural damage from high winds and rain	Repair costs, insurance premiums, business continuity risks

Transition Risks and Opportunities

Туре	Category	Description	Impact	Financial Driver
Risk	Transition - Policy and Legal	Increased Regulatory requirements on building energy efficiency	Incur higher operational and capital costs, detracting from budgets, investments, etc.	CAPEX
Risk	Transition - Technology	Procurement of green building materials	Due to challenges in procuring green materials for construction both from a supply and cost perspective, higher operational costs may pose a significant risk in the short, medium, and long term which needs to be passed on to consumers.	OPEX
Risk	Transition - Market	Energy price volatility	It is expected that costs from the energy sector will be passed on, in part, to the consumer impacting our energy costs and downstream value chain through the short, medium, and long term.	Revenue
Risk	Transition - Reputation	Negative brand perception from stakeholders due to lacking climate performance	Negative coverage of our climate performance in our direct operations or supply chain may lead to a loss of trust among consumers, partners, and investors, affecting sales, partnerships, and investor relations.	Revenue
Risk/ Opportunity	Transition - Market	Change in investor sentiment due to lacking/leading climate ambition	We could face difficulty in raising capital, higher borrowing costs, and potential withdrawal of existing investors	Revenue
Opportunity	Transition - Policy and Legal	Public sector incentives and subsidies	We are well aligned to leverage incentives in the building sector in terms of tax deductions and public sector incentives. Making use of government incentives would lead to decreased OpEx.	OPEX
Opportunity	Transition - Finance	Access to capital from green financing	Leveraging green financing holds a reasonable opportunity and can reduce the cost of capital as we can tap into funds available at more favorable rates compared to traditional financing. We have green certifications (e.g., LEED, EDGE) that have the potential to attract a broader range of ESG-focused investors, opening up new pools of capital to fund the construction or retrofitting of energy-efficient buildings, low-carbon technologies, and resilient infrastructure.	CAPEX
Opportunity	Transition - Market	Increased demand for green buildings	We may experience reduced revenues due to lower demand from customers as they opt for more 'climate active' competitors Additionally, increased pressure to retrofit or develop green buildings can lead to potentially higher costs but also offer opportunities for higher rents and sales prices for compliant properties.	Revenue

TATA

Physical Risks- Site-Specific Mitigation Measures

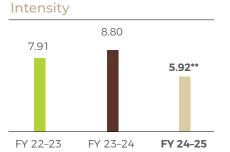
Asset Location	Key Physical Risks	Baseline Risk Level	Future Risk Trend (2030/ 2050)	Impacts	Mitigation Measures
Intellion Park, Gurugram	Water Stress, Extreme Heat, Rainfall Flooding	High	Stable (Water), Increasing (Others)	Productivity loss, equipment damage, flood-related business interruption	Water-efficient tech, insulation, flood insurance, drainage upgrades
Intellion Edge, Gurugram	Water Stress, Extreme Heat, Rainfall Flooding	High	Stable (Water), Increasing (Others)	Productivity loss, equipment damage, flood-related business interruption	Water-efficient tech, insulation, flood insurance, drainage upgrades
Intellion Park, Navi Mumbai	Water Stress, Extreme Heat, Rainfall & Riverine Flooding, Coastal Flooding, Cyclones, Landslides	Medium to High	Increasing across all hazards	Structural damage, access issues, insurance cost surge	Elevated design, waterproofing, cyclone-resilient structures, landslide mitigation
Intellion Park, RITC Chennai	Water Stress, Extreme Heat, Rainfall & Riverine Flooding, Cyclones, Landslides	High	Increasing (Cyclones, Rainfall, Landslides)	Infrastructure damage, health & safety risks, operational delays	Resilient design, drainage, emergency response, insurance review

Energy Consumption (GJ)



*For FY23 and FY24 tenant consumption was also included to compute energy consumption as bifurcated data for energy consumption of landlord (in this case TRIL) and tenant was not available.

Energy Intensity (kWh/sq.ft)



Energy Monitoring

We monitor energy usage in realtime across our buildings to track consumption patterns and improve efficiencies through digital tools. Continuous data analysis helps detect anomalies, monitor trends, and take timely action to reduce waste and operational costs. At Intellion Edge and Ramanujan, we use a cloud-based analytics tool to track building energy and equipment performance round the clock. The system identifies faults, inefficiencies, and areas for improvement, helping reduce energy use and operating costs. It also supports data-driven decisions through customizable dashboards and periodic reporting aligned with key performance indicators.

Energy Conservation

Our commercial assets integrate multiple systems designed to lower energy use and improve overall efficiency.

Energy-efficient LED lighting across operational areas	BEE 5-star rated equipment for reduced power consumption	Dedicated Outdoor Air Systems (DOAS) to improve air quality and lower HVAC load	Exterior Insulation Finishing Systems to minimize heat gain and cooling demand
Solar passive design to boost natural light and reduce cooling needs	Replacement of outdated AHU motors with energy-efficient EC motors	Intelligent elevator group controls for optimized energy use	Upgrades to the power train to support efficient operations

Annual Energy Savings:

3611.52 GJ

Energy Savings

1,003,200 kWh

Energy Savings

Energy Optimization at Ramanujan IT Park, Chennai

At the Ramanujam IT Park,
Chennai the aging Plate Heat
Exchanger (PHE) had become
inefficient due to poor flow
and wear. We undertook an
operational shift to bypass the
PHE which resulted in improved
pump performance, reduced
power consumption, and faster
achievement of chill water
temperature targets. This led to
monthly energy savings of 83,600
kWh, reducing costs by ₹8.3 lakhs
and lowering carbon emissions.

At the site, fuel efficiency has also improved with the replacement of older Perkins diesel generators with newer MTU models. At 75% load, MTU generators consume 288 liters of diesel, compared to 316 liters by Perkins units—cutting fuel use and emissions significantly.

Cleaner Power and Uninterrupted Operations

Power outages at Ramanujan IT Park previously affected the continuity of supply. The earlier changeover and synchronization system for backup power relied heavily on mechanical, electrical, and electronic interfaces, making the process complex, slower, and more susceptible to delays during power outages. To address this, we have implemented a fully automated programmable logic controller (PLC) -based changeover system that ensures a seamless transition between the main and backup power supply—eliminating interruptions for clients.

The new system resolves this by enabling automatic switching without manual intervention. Built on a PLC platform, the system is capable of withstanding challenging environmental conditions such as heat, humidity, and noise, while remaining easy to operate without requiring specialist expertise.

Additionally, we upgraded to CPCB IV+ compliant diesel generators, which improve fuel efficiency, reduce CO₂ emissions, and lower fuel costs. This transition not only ensures regulatory compliance but also supports our environmental goals by contributing to cleaner air and reduced pollution.



^{**}Energy Intensity calculated by excluding energy consumption and gross floor area of Taj Mews and tenant occupied area of Intellion Square since these are Tenant Controlled - Tenant Operated.

Renewable Energy Integration

We are steadily increasing the share of renewable energy across our properties to promote the adoption of cleaner and more sustainable energy sources. Our goal is to reduce dependency on fossil fuels and cut greenhouse gas emissions through long-term investment in renewable energy infrastructure. Solar rooftop systems and peripheral solar lighting have been installed in common areas to harness on-site renewable power. In addition to generating energy on our premises, we also source green power from wind and solar farms through partnerships with thirdparty providers.

In FY 2024-25, we have generated 1,486 MWh of renewable energy from solar rooftop and 12,029 MWh of renewable energy has been procured from offsite solar and wind energy installations. It also includes REC's of 7,835 MWh.

Managing GHG emissions

In the construction phase, emissions largely arise from the production of energy-intensive materials such as cement and steel. Once operational, buildings continue to contribute to emissions through fossil fuel use for heating, cooling, and lighting. Addressing both construction and operational impacts is essential to our strategy for managing emissions throughout the building lifecycle.

We continuously monitor our GHG emissions and implement targeted mitigation measures. These include shifting to cleaner energy sources and encouraging low-carbon practices across our assets and value chain.

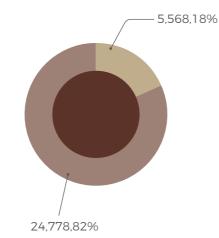
Scope 1 Emissions (tCO ₂ e)		Scope 2 Emissions (tCO ₂ e) (Market- Based)	Scope 3 Emissions (tCO2e)	Total GHG Emissions (tCO ₂ e)
	515	5,053	33,565	39,133
Scope 1 Emissions (tCO ₂ e)		Scope 2 Emissions (tCO ₂ e) (Location-Based)	Scope 3 Emissions (tCO ₂ e)	Total GHG Emissions (tCO ₂ e)
	515	13,798	33,565	47,878

In FY25, we recorded a total GHG emission intensity of 2.47 kgCO $_2$ e/sq. ft. based on market-based Scope 2 emissions. When assessed using location-based Scope 2 emissions, the intensity stood at 3.02 kgCO $_2$ e/sq. ft.. This dual reporting approach reflects our commitment to transparent and comprehensive emissions accounting, aligned with global best practices.

In FY 2024-25, Our overall scope 1 + 2 emissions decreased from 25.906.9 tCO2e in FY24 to 5.568 tCO2e in FY25. This reduction in emissions is attributed to a change in operational control for some of our assets, where a large portion of the electricity consumption is now controlled by our tenants. Within this period, our Scope 1 emissions declined by 15%, to 515 tCO2e and scope 2 emissions stood at 5,053 tCO2e. Under scope 1, 1.5 tCO2e came from fugitive Emissions related to Waste treated on-site and 16.05 tCO2e came from refrigerants and fire suppressants.

The emissions from tenant consumptions at TRIL's assets stood at 34,762 tCO2e. This includes emissions from both TRIL controlled but tenant operated as well as tenant controlled-tenant operated spaces.

TRIL v/s Tenant Consumption



- TRIL Consumption (tCO₂e)
- Tenant Consumption (tCO₂e)

In FY 2024-25, Tata Realty's Scope 3 greenhouse gas (GHG) emissions amounted to 33,565 tCO₂e. The calculation covers a comprehensive range of Scope 3 categories, including:

- Purchased goods and services
- Capital goods
- ◆ Fuel- and energy-related activities (not included in Scope 1 or 2)
- Waste generated in operations
- ♦ Business travel
- Employee commuting
- Upstream leased assets
- ♦ Downstream leased assets

In FY 2024-25, the reported scope 3 emissions reflect an increase of 3.2% compared to the previous year. This change is primarily attributable to improvements in data quality, enhanced clarity in activity data, and refinements in our calculation methodologies across Scope 3 categories. These efforts have enabled us to capture a more accurate and comprehensive representation of our indirect emissions footprint, in line with global reporting standards and best practices.

Among these categories, downstream leased assets emerged as the most significant contributor, accounting for 24,778 tCO₂e or 73.82% of total Scope 3 emissions.

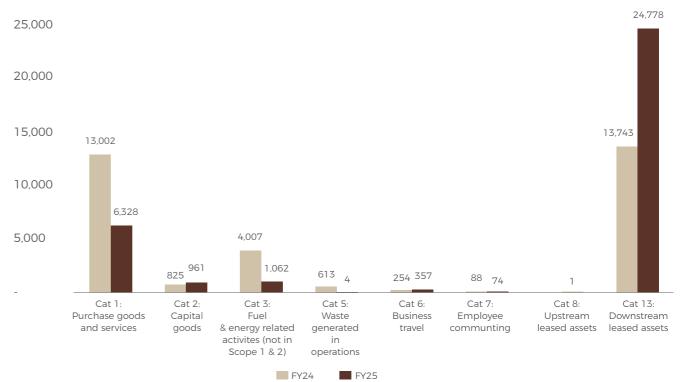
Aligned with the Tata Group's sustainability vision and Project Aalingana, Tata Realty remains committed to advancing decarbonization efforts across its value chain. This includes the development and implementation of targeted strategies to reduce emissions under Scope 1, Scope 2, and Scope 3, with a particular focus on high-impact categories.

Scope 3 Categories	GHG Emissions (tCO ₂ e) FY24	GHG Emissions (tCO ₂ e) FY25	% Share (FY25)
Cat 1: Purchased goods and services	13,002	6,328	18.85
Cat 2: Capital goods	825	961	2.86
Cat 3: Fuel & energy related activities (not in Scope 1 & 2)	4,007	1,062	3.16
Cat 5: Waste generated in operations	613	4	0.01
Cat 6: Business travel	254	357	1.06
Cat 7: Employee commuting	88	74	0.22
Cat 8: Upstream leased assets		1	0.002
Cat 13: Downstream leased assets	13,743	24,778	73.82
Total Scope 3	32,532	33,565	

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63

This year, we enhanced the accuracy and comprehensiveness of our Scope 3 emissions reporting by utilizing actual fuel consumption data from tenant operations, replacing the previously used emissions intensity-based estimates. Furthermore, the inclusion of data from Trillium Avenue has strengthened the coverage and reliability of our Scope 3 inventory.

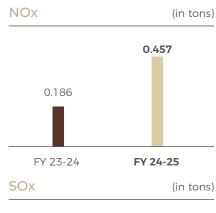


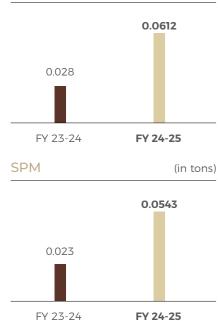


Managing Air Emissions

In the real estate sector, managing air quality is especially important given the scale of construction activity and ongoing building operations. We recognize our responsibility to reduce emissions that contribute to environmental and public health concerns.

Timely interventions and the use of cleaner technologies have delivered measurable progress in controlling air pollutants across our sites. This year, we emitted 0.0612 tons sulphur oxides (SOx), an 0.457 tons in nitrogen oxides (NOx), and an 0.0543 tons in suspended particulate matter (SPM).





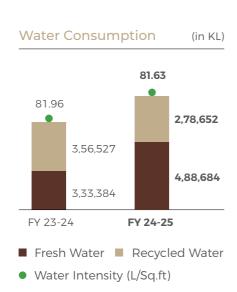
Operations and Maintenance

Water Conservation

Conserving water which is a shared and limited resource is critical for running our operations and preventing negative impacts on availability for the communities and biodiversity. We install water-efficient fixtures to prevent wastage, monitor usage, and continually strengthen our conservation efforts. In addition, we invest in rainwater harvesting systems, groundwater recharge, and wastewater treatment to reduce our dependence on freshwater sources.

We conduct regular water quality testing across our sites to ensure safe, clean drinking water and meet all regulatory requirements. These tests help identify potential health risks and maintain water standards by monitoring parameters such as pH, dissolved oxygen, and total dissolved solids.

Our teams also undergo regular training on water conservation practices and help expand the reach and impact of our endeavors.



consumption—including all operational sites was *7,67,336 KL. Of this, 36% (2,78,652 KL) was sourced from recycled and reused water, reflecting an 22% decrease in recycled water usage compared to the previous year. Freshwater consumption accounted for the remaining 64% (4,88,684 KL), representing a 47% increase from the previous year. Our water consumption intensity decreased by 0.4% from 81.96 to 81.63 L/ sq.ft. An additional 25,629 KL of freshwater was consumed in our under-construction sites, taking the total water consumption in the year to 7,92,965 KL. Moving forward, we are committed to reducing our overall water footprint and increasing our reliance on recycled water as part of our sustainability strategy.

In FY 2024-25, our total water

Managing Water Flows with Smart Fixtures

Auto sensor water taps have been installed across Intellion Square, Mumbai to enhance hygiene and reduce water usage. These touchless fixtures dispense water only when required, resulting in water savings and lower utility costs. Being touchless, they also minimize the spread of germs in shared areas.

Waste Management & Circular Economy

In the real estate sector, maximizing resource efficiency and minimizing waste is critical for long-term sustainability and operational efficiency. Across our projects, we use real-time monitoring systems to track resource consumption, address inefficiencies, and adopt circular practices to reduce waste going to landfills and encourage recycling.

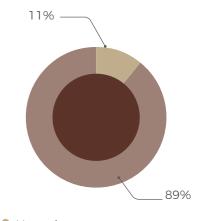
Our waste management strategy encompasses segregation at source, reuse and recycling where feasible, and disposal through authorized agencies, following regulations. We have set up Organic Waste Converters to turn organic waste into compost.

For materials like used oil and batteries, we run a buy-back program to ensure safe disposal and encourage circular use. Recycled construction materials are reused to reduce dependence on fresh resources.

Awareness-building campaigns engage employees and contractors in adopting responsible consumption practices and following structured waste management principles to help protect shared natural resources.

Authorized third-party waste handlers have been appointed to handle disposal following regulations.

Waste Generated



Hazardous

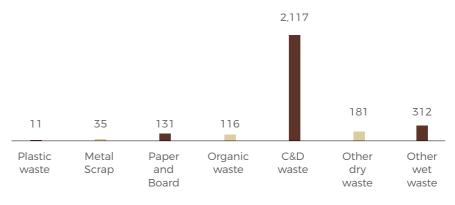
Non-Hazardous

Non-hazardous Waste





(MT)





In FY 2024-25, we generated a total of 2,979 metric tonnes (MT) of waste*, consisting of 2,665 MT of non-hazardous waste and 314 MT of hazardous waste. This data includes all operational sites as well as assets under construction. 73% of non-hazardous waste was from construction activities which was reused into the construction work. We will continue advancing waste minimization initiatives across our portfolio through responsible consumption and disposal practices.

*Total waste generated also includes waste generated and managed by our tenants.

^{*}Total water consumption also includes consumption by our tenants.

▲ ESG Report



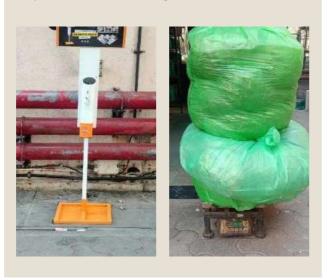
Type of Disposal (In MT)	FY 2023-2024	FY 2024-2025
Recycled	19.05	137.52
Incineration	0.02	0.03
Composting	3.68	176.88
Total	22.74	314.44

Non-Hazardous Waste Disposal

FY 2023-2024	FY 2024-2025
397.89	521.24
1.5	2,143.45
830	0
140.30	0
0	0
1369.70	2,664.69
	397.89 1.5 830 140.30

Cigarette Butt Recycling at Intellion Square, Mumbai

We launched a cigarette butt recycling initiative to tackle toxic litter and reduce pollution.
Collected waste is upcycled into eco-friendly products like diaries and clocks, turning harmful materials into useful items. This effort helps keep our premises cleaner, supports circular practices, and furthers innovative and responsible waste management.



Indoor Air Quality & Healthy Living Spaces

Innovative solutions have been installed across our properties to control and reduce air emissions such as SOx, NOx, and suspended particulate matter (SPM). Over the past fiscal year, these efforts have helped lower emissions and strengthen air quality management across our operations.

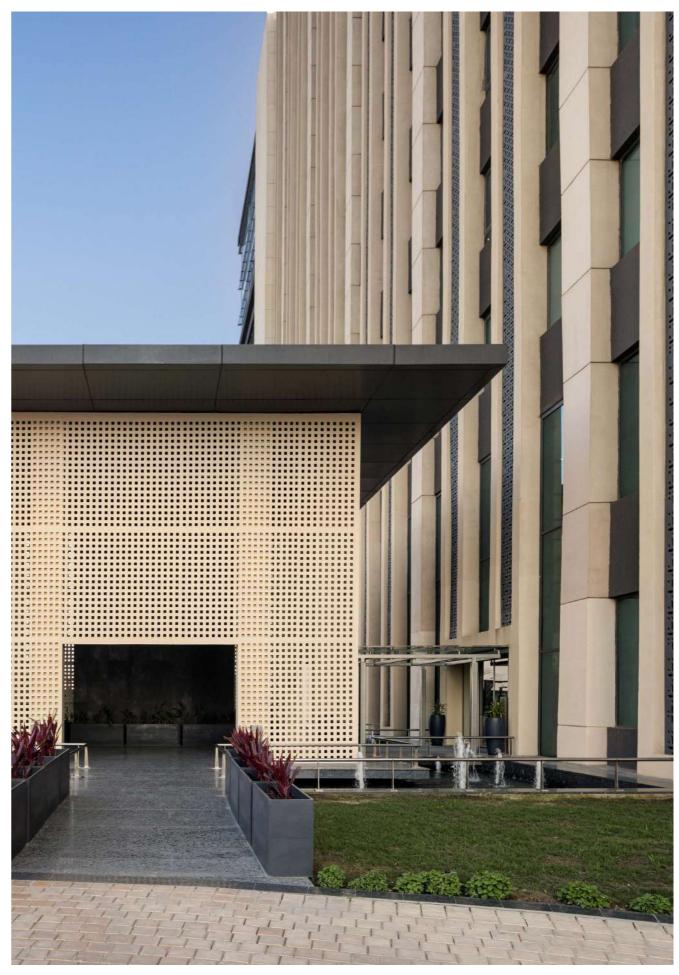
Indoor air quality is essential for maintaining the health, comfort, and productivity of our occupants. We regularly monitor indoor air and conduct IAQ tests to identify pollutants and ensure compliance with environmental standards. We use advanced CO₂

monitoring systems, highefficiency air filtration, and ventilation solutions. Materials with low Volatile Organic Compound (VOC) are used in our buildings to minimize harmful emissions. Eco-friendly materials and cleaning solutions are used to maintain hygiene and reduce environmental impact. Our buildings incorporate features to increase natural ventilation and lighting as well as biophilic elements to improve occupant well-being.

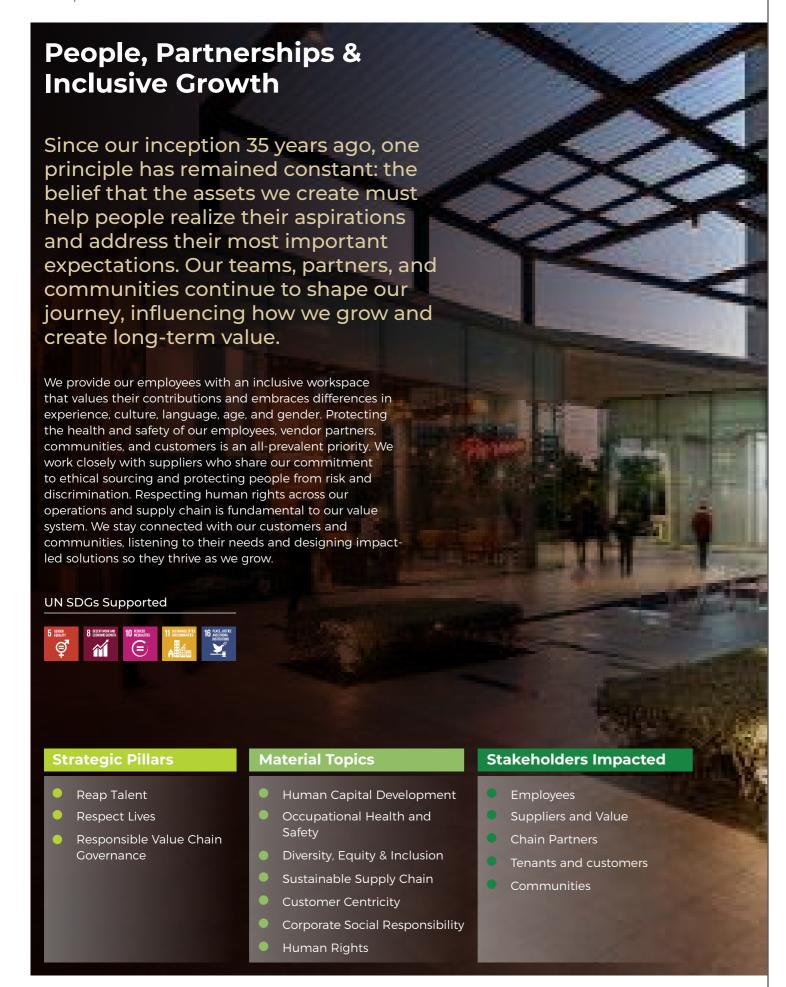
We engage with tenants and partners to raise awareness of the importance of maintaining air quality through responsible behavior.











Site selection stage

Social Impact Assessment

We integrate social and environmental considerations from the start of every project, starting at the site selection stage. Each location is assessed not only for technical and commercial viability but also for its impact on surrounding communities.

A Social Impact Assessment Study helps us understand how a project may affect local populations. This includes evaluating community engagement efforts, identifying resettlement needs where applicable, and planning for improvements in local infrastructure. We include measures that ensure that stakeholder inputs shape key project decisions.

Project Planning, Construction & Development Stage

Health, Safety & Well-being

We undertake stringent health and safety measures to protect our employees, contract workers, and other stakeholders across the project life cycle- from site selection to the commissioning stage. All Tata Realty assets and project locations are certified under ISO 45001:2015.

Zero incidents of noncompliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services.

Safety Approach

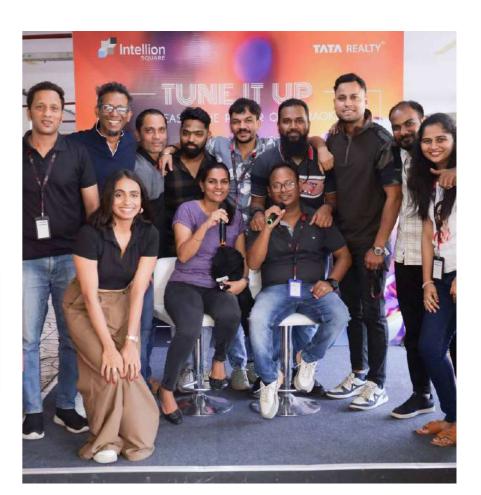
Every project begins with a hazard identification and risk assessments for all critical activities. Controls are implemented based on the hierarchy of risk. We undertake dust management at construction sites including dust extraction grinders, water sprinkling, green netting, and the use of protective gear like dust masks.

Each site is equipped with a fully functional Occupational Health Centre (OHC), staffed with a visiting doctor and a qualified nurse. We maintain linkages with nearby hospitals for emergency care and provide ambulance services when needed. All employees and contractors receive personal protective equipment (PPE) and access to healthcare services designed to address both physical and mental health.

Hazard Identification and Risk Assessment (HIRA)

The HIRA process forms the backbone of our safety approach. It applies to all routine and nonroutine activities and is developed by a multidisciplinary team comprising representatives from operations, safety departments, and frontline workers.

All relevant teams are trained to follow HIRA protocols, which include identifying hazards, documenting them, and managing the associated risks. A structured five-step matrix helps assess each risk based on probability and severity. Risks are then classified as high, medium, or low and reviewed under the ALARP (As Low As Reasonably Practicable) principle to determine whether additional control measures are necessary.





Identify hazards



Determine potential harm and the individuals who may be affected

Evaluate the risk and decide on precautions based on the hierarchy of controls



Review and update the assessment as needed

We proactively identify hazards using a multi-level approach, including site walkthroughs, contractor observations, and senior management reviews. Findings are discussed during monthly safety meetings to drive continuous improvement.

Control Measures and Risk Management

A structured hierarchy of controls is applied to reduce risks effectively. Eliminating the hazard is always the first approach, followed by substitution with a safer option. Engineering controls are introduced to isolate people from hazards, while administrative controls guide procedures and behaviors that reduce exposure. The use of Personal Protective Equipment (PPE) strengthens risk management measures.

Applying the Hierarchy of Controls

To manage risks effectively, we apply a structured hierarchy of controls:



Elimination

Completely remove the hazard where possible



Engineering Controls

Isolate people from hazards through design solutions



Personal Protective Equipment (PPE)

Use as the final safeguard



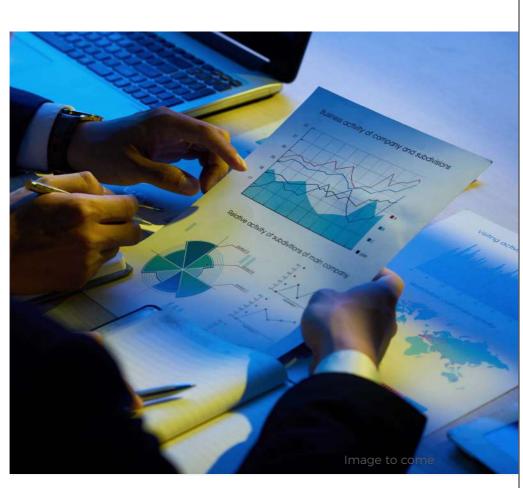
Substitution

Replace the hazard with a safer alternative



Administrative Controls

Implement procedures and training to reduce exposure



Incident Management and Learning Culture

A structured system is in place for reporting and investigating incidents such as near misses, injuries, and high-risk events. Workers are empowered to stop work if unsafe conditions are observed.

Incidents are escalated promptly depending on their severity and are shared with project, corporate, and Tata Group leadership. The initial reporting is completed within hours, and updates are shared with relevant authorities as required.

The focus remains on identifying root causes using methods such as root cause analysis. Findings and recommendations are compiled in formal reports, and the insights are shared across the organization via EHS bulletins to prevent recurrence and build collective awareness.

In FY 2024-25, we continued to maintain our record of zero fatalities and zero LTIFR since the previous reporting year.

Fatalities

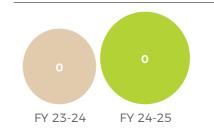


Reportable Injuries

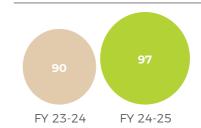




LTIFR



Near Misses



Safety Governance

At the project level, Safety
Committees are formed in
compliance with applicable
labor regulations. The Committee
includes equal representation
from workers and staff and
meets monthly to monitor the
implementation of health and
safety plans and resolve issues.
These meetings are chaired by the
Project Head.

Safety Awareness and Training

TATA

We conduct regular safety training programs to deepen understanding of occupational risks among all workers and staff during construction. Our incident reporting system and grievance mechanism ensure that safety concerns are addressed promptly and transparently, reinforcing a culture of accountability across sites.

In FY 2024-25, 8641 hours of EHS training were provided to workers.





Human Rights & Fair Labor Practices

We are committed to respecting the dignity, rights, and wellbeing of everyone we work with, including our employees, suppliers, and communities. Our Human Rights Policy adheres to the UN Guiding Principles on Business and Human Rights, the Tata Code of Conduct, and the standards set by the International Labour Organization (ILO).

Our labor rights policies ensure fair wages, safe working conditions, and equal opportunities for all. We strictly prohibit the use of child labor and forced labor, and have zero tolerance for any form of discrimination. Suppliers and contractors working on our projects are expected to follow the same standards.

All employees and security staff receive regular training on our Code of Conduct and ways of identifying and reporting potential human rights risks. Any concerns related to human rights violations can be raised through dedicated grievance channels and whistleblower platforms which are designed to provide objective resolution with a commitment of non-retaliation against the complainants.

Regular audits for adherence to human rights are conducted across our supply chain, including firms providing contract labor for our construction sites. Any gaps identified are addressed through established processes.

Zero complaints related to human rights in FY 2024-25.

Zero incidents of discrimination based on race, color, sex, religion, political opinion, national extraction, or social origin.

Human Rights Assessment

Based on the findings, we

and enhance the overall

policy framework. These

to strengthen Board oversight

compliance requirements and

real estate sector-specific best

practices across policies related

to strengthen our human rights

practices in response to these

to human rights. We will continue

findings and remain committed to

upholding the highest standards

of protection for all employees

and workers.

recommendations addressed both

During the reporting period, we conducted human rights assessments at Intellion Park (Navi Mumbai), Intellion Square, Intellion Edge, Intellion Park (Gurugram), and Ramanujan Intellion Park. These assessments were guided by the UN Guiding Principles on Business and Human Rights (UNGPs).

The process involved desk-based data review, on-site evaluations, stakeholder interviews, report preparation, and management discussions. In addition, we carried out a gap assessment of our existing human rights policy.

Key observations and action areas for each asset, aligned with compliance requirements and industry best practices:



Wages and remuneration



Human rights training (including



General safety practices



Emergency Preparedness



Waste management



Grievance handling and redressal

Prevention of Sexual Harassment developed recommendations

A workplace free from sexual harassment and discrimination is essential to maintaining a safe, respectful, and inclusive environment. In compliance with the Companies Act, 2013, a comprehensive Policy on the Prevention of Sexual Harassment (POSH) has been adopted.

An Internal Complaints Committee (ICC) is responsible for addressing grievances related to sexual harassment. All matters are handled with fairness, confidentiality, and sensitivity,

ensuring due process and protection for all parties involved.

Mandatory POSH training is provided to all employees. These sessions are designed to build awareness, clarify responsibilities, and support the identification and prevention of inappropriate conduct in the workplace.

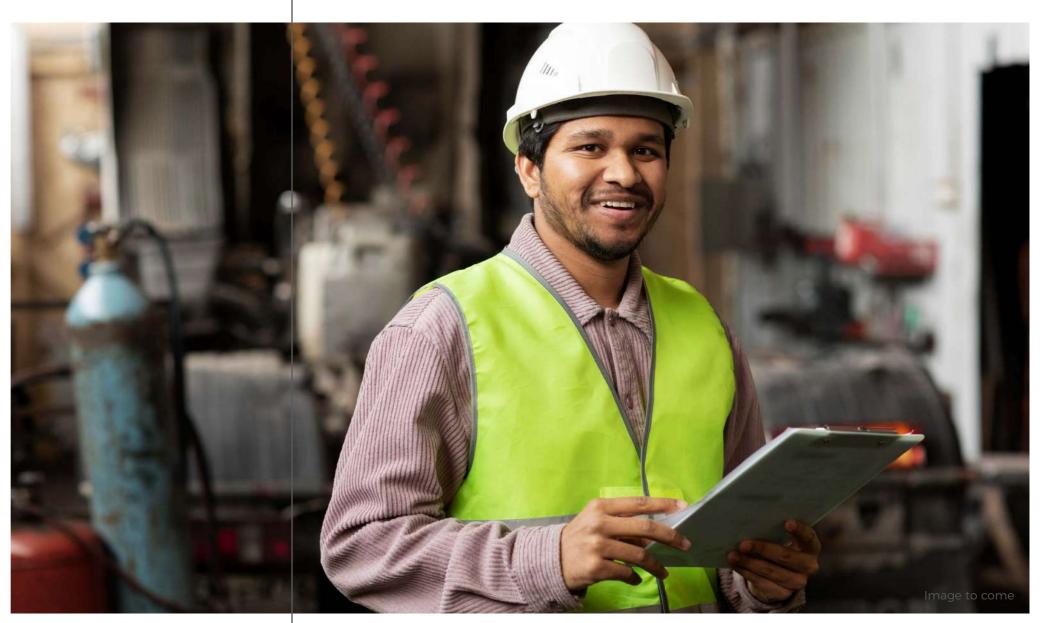
In FY 2024-25, we received

zero

complaints related to sexual harassment.

Collective Bargaining

During the reporting period, our workforce was not represented by any formal unions, and no collective bargaining agreements were in place. Despite this, we remain committed to maintaining open, transparent communication between employees and management.





Sustainable & Responsible Supply Chain

We build and run our supply chain with a strong focus on ethical practices, efficient resource use, and long-term value creation.

Supplier Screening & Selection

Our approach starts with selecting suppliers who align with our values of sustainability and focus on safety and fair employment practices. Every vendor goes through a structured empanelment process, which includes screening for environmental, health, and safety (EHS) performance, ethical practices, and product quality. All suppliers are expected to align with the Tata Code of Conduct. which outlines guidelines around labor rights, environmental responsibility, and ethical behavior.

The supplier evaluation and onboarding process is guided by a structured Vendor Empanelment Process. This ensures that partners meet defined standards related to ethical conduct, product and service quality, and sustainable business practices. We prioritize working with small and medium enterprises, particularly those from marginalized communities, whose participation adds social value to procurement decisions.

For critical items, a detailed factory visit checklist is applied, covering environmental protection, health and safety practices, and compliance with applicable standards. These visits result in formal inspection reports, supporting consistent evaluation and improvement.

ESG Integration in the Supply Chain

Green Material Categories and Their Share in Sustainable Sourcing

Our green materials span several sustainability-focused categories, each contributing to our overall approach to responsible sourcing.

7.0%

500 KM Distance

0.3%

Water efficent as per IBGC

77.4%

Eco Friendly Products

5.3%

Energy Saving



We integrate sustainability criteria into our procurement decisions. This includes ESG assessments, site inspections, and audits that evaluate how suppliers manage carbon emissions, waste, and compliance with human rights principles. Our procurement practices are guided by a formal Procurement Policy that prioritizes the sourcing of environmentally friendly and sustainable materials. For high-emission materials such as steel, we actively request Environmental Product Declarations (EPDs) to assess the associated emissions across their life cycle. This approach enables informed decisionmaking and supports our broader decarbonization goals.

Local sourcing is encouraged to strengthen regional economies and reduce transportation impacts. Using materials sourced within a 500 km radius, where possible, helps reduce emissions while promoting circularity across projects. Our procurement system also favors low-impact materials that meet environmental benchmarks such as IGBC certification, recyclability, and energy or water efficiency.

Supplier contracts carry EHS clauses, and all critical supplies undergo pre-delivery checks and factory assessments. Our teams conduct both planned and surprise audits to track ongoing performance.

Contractors and subcontractors are required to submit detailed safety plans and method statements before work begins. Any gaps are addressed during pre- and post-award meetings.

20%

of the total procurement budget allocated to purchasing materials from local suppliers

83%

of input materials were sourced sustainably

90%

of the total procurement spend was on green materials

ESG Training for Suppliers

We work with our partners to improve practices by offering training, sharing templates, and conducting regular evaluations. Compliance is tracked closely and non-compliance draws corrective action, while strong performance is recognized and rewarded.

Supplier Satisfaction

We believe trusted and long-term supplier relationships are key to efficient and responsible project delivery. Our teams regularly engage with our suppliers to stay abreast of their expectations. Suppliers are encouraged to share inputs on process improvements, and we act on those insights where possible.

Sales & Marketing

Tenant & Customer Engagement

We focus on making tenants feel involved, appreciated, and part of a wider community. Each location brings its own flavor of activities, making our parks more than just places to work.

Regular feedback, service reviews, and open communication allow us to stay abreast of our tenants' evolving needs, respond to their needs, and improve building services, sustainability features, and overall experience. Ongoing updates are shared through newsletters, awareness sessions, and on-site interactions covering topics such as safety, environment, and building operations.

Our engagement calendar for tenants and their employees includes fitness sessions, Futsal tournaments, karaoke nights, cultural celebrations, and skill-based contests. We also organize wellness campaigns and mental health awareness drives. Participation in global initiatives like Earth Hour highlights our collective focus on environmental responsibility.

The Intellion Futsal League IV has introduced inclusive formats with a women's team and environmental friendly features like sustainable jerseys made from recycled PET bottles.



Intellion Square, Mumbai

Karaoke sessions brought tenants together in an informal setting, where employees joined in for music, laughter, and collective participation. The atmosphere shifted from routine to celebratory, creating moments of joy across the campus. Drum Jam sessions added to the rhythm, with participants engaging in collaborative music-making that left lasting energy in the workspace.





Intellion Park, Gurugram

Stand-up comedy nights gave employees a chance to unwind. The presence of popular performers turned the office into a space filled with laughter. Drum Jam sessions in the park saw strong participation, helping strengthen workplace camaraderie. These initiatives created shared memories that made daily routines more enjoyable.

Ramanujan Intellion Park, Chennai

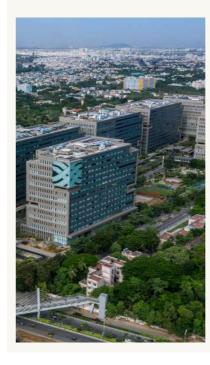
Ramanujan Park hosted some of the most diverse engagement activities. From the "Lock the Box" book fair featuring author Ankur Warikoo to a high-spirited chess tournament, the focus was on both learning and recreation. The celebration of International Yoga Day through Zen Day drew attention to well-being, while ELEVATE, our ESG learning series, created a knowledge-sharing platform for industry professionals.



ELEVATE: Building ESG Capabilities in Real Estate

We launched ELEVATE as a knowledge-sharing platform for professionals from the real estate sector to exchange ideas and practical solutions. This initiative helps strengthen industry awareness and equips stakeholders with tools that can shape more responsible business outcomes.

Hosted in partnership with the Royal Institution of Chartered Surveyors (RICS), the first session was held at Ramanujan Intellion Park. Chennai. on June 26. 2024. An Advanced Real Estate Certificate Course in ESG Basics was launched at the session. A panel discussion titled "Building Resilience: Preparing Business for Environmental and Social Shifts" brought together experts from across industries. Topics included ESG risks, integration strategies, and sustainable leasing models relevant to today's commercial real estate landscape.



Green Gestures - Building Everyday Impact Across Intellion Campuses

We launched the Green Gestures campaign alongside our ESG Report for FY 2023–24. The idea was to demonstrate how small actions, repeated across workplaces, can add up to real environmental impact. The goal was to get our tenants involved in sustainability in ways that were easy to act on and relevant to their daily lives.

The campaign ran from October 7 to 15, 2024 across all Intellion Park and Intellion Edge in Gurugram, Ramanujan Intellion Park in Chennai, and Intellion Square in Mumbai. Digital outreach, on-ground activations, and interactive content helped drive participation.

We focused on four practical steps:

1 Share Your Journey

Encouraging people to carpool, cycle, or use public transport.

2 Turn It Off

Switching off unused appliances and electronics.

3 Reduce Single-Use Plastic

Replacing disposables with reusable bottles, mugs, and containers.

4 Raise a Degree

Adjusting air conditioner settings to reduce energy use.

More than **1,300** participants submitted **3,730** entries. The response was enthusiastic, with over **54,000** impressions and more than **47,000** people reached across digital platforms. The impact of these small actions added up—**1180** shared journeys matched the carbon absorption of **462** trees, and **750** air conditioners set a degree higher saved electricity equivalent to powering **90** homes for a day.

We encourage our tenants to take part in the CSR activities we organize, creating a shared sense of purpose across our campuses.

The Conscious Market

We hosted a Flea Market that brought together 15 women's self-help groups (SHGs), providing a platform for them to showcase and sell eco-friendly products. Tenants actively participated in the event, engaging with the entrepreneurs and supporting their efforts.

Project Udaan

In collaboration with Seva Samajam School and Shelter Home, Project Udaan supports 50 underprivileged children by providing them with sports shoes. The aim was to encourage regular participation in physical activity and build confidence. Tenants contributed to the cause, further strengthening the link between our workspaces and the wider community.



We run regular training sessions to help tenants stay informed and prepared. Fire drills and safety demonstrations are conducted in line with the National Building Code of India, helping occupants respond effectively in case of an emergency. Our training also covers building guidelines, house rules, and operational procedures. This includes fit-outs, relocations, and day-to-day facility use. Tenants receive practical information that makes it easier to manage their space while staying aligned with building protocols.

Tenant training efforts emphasize topics to strengthen the safety and well-being of our occupants. Key topics covered during tenant training included First Aid & CPR training, Height rescue training, and fire drills for emergency preparedness. We also educate tenants on essential guidelines and house rules, equipping our occupants with the knowledge to manage fit-outs, relocations, and day-to-day operations.





Grievance Redressal

We have introduced an online complaint management system at Intellion Park, Gurugram, to make issue reporting simple and efficient. Tenants can now raise and track complaints using the Punctuality application, which brings greater visibility and faster resolution to service-related concerns. This system helps us manage feedback more effectively while improving response times. It also gives us access to data that help analyze trends and improve our day-to-day operations.

Tenant Satisfaction Survey

An annual tenant satisfaction survey is undertaken to understand how our services and spaces are performing. The feedback we receive shapes our efforts to improve day-to-day experiences across our properties. The survey covers a range of areas, including service quality, facility management, and sustainability practices. Responses help us identify what's working well and where adjustments are needed. This ongoing engagement helps us align our operations with tenant expectations and deliver a better workplace experience.

94% Average CSAT Score

Operations and Maintenance

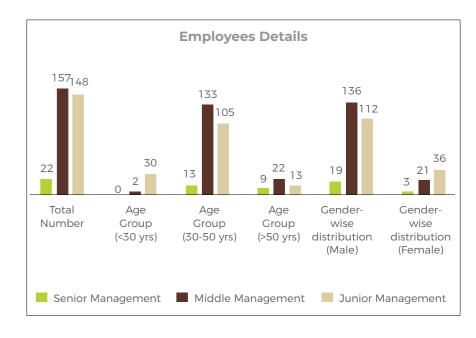
People Initiative: Our Employees

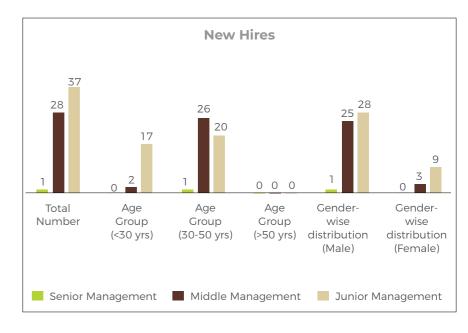
Guided by the Tata Group's people-centric philosophy, we aim to create a work environment that supports the development of the individual as a "whole self." Our culture is rooted in strong values, collaborative leadership, agility, and a results-oriented mindset.

We hire talent through campus recruitment across India and bring in experienced professionals who offer a diverse mix of expertise across functions and domains

TATA

During the reporting year, we hired 66 employees, of whom 12 were women. Our total permanent employee base stands at 327 as of March 31, 2025.

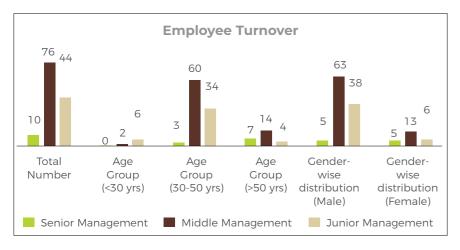




In FY 2024-25, our commitment to fostering a supportive work culture and investing in employee development remained strong. We recorded a turnover rate of 36%. We remain committed to diverse hiring, with women making up 18% of the new hires during this period. To better understand workforce trends and enhance retention efforts, we continuously monitor attrition rates.

Our attrition rate for FY 2024-25 (36%) decreased compared to the previous year, reflecting progress in employee retention.

We provide 3 months of notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them.

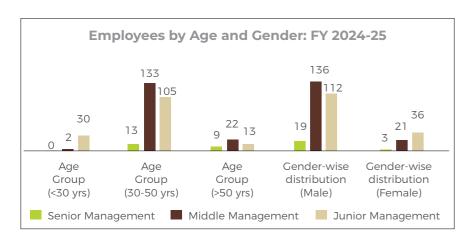


Diversity, Equity & Inclusion (DEI)

DEI principles shape how we think about people, opportunity, and progress at Tata Realty. We aim to create a workplace where every individual feels respected, valued, and able to contribute fully. We have zero tolerance for discrimination based on race, caste, religion, gender, sexual orientation, age, disability, nationality, or any other identity.

Our hiring practices are inclusive, helping us attract talent from a wide variety of backgrounds. Inclusion at Tata Realty goes beyond recruitment and is embedded across the employee lifecycle in how we work together and ensure everyone has a voice.

Women form 18.3% of our total workforce; 12.5% of the Board; and 50% of Key Managerial Personnel



Pay Parity

Ensuring that everyone is compensated fairly for their work is fundamental to how we operate. All employees receive equitable and competitive pay, and we are committed to achieving gender pay parity across our workforce. Regular reviews of compensation structures are conducted to identify and address any gaps.

Gender Pay Parity:



We continually adopt proactive steps to improve the pay parity across genders and job levels.

Women to Men

Women to Men

People Initiative: Employee Benefits, Well-being & Engagement

Employee Benefits

Beyond offering our employees industry-benchmarked compensation, we have developed a comprehensive benefits plan that supports them for various critical needs. The Board-level Remuneration Committee oversees salary structures and broader employee benefits tailored to meet the evolving needs of our workforce.

Other Benefits



Parental Leave

Retirement Provision

Health Care



Life Insurance

Advance Leave

Accidental Insurance



Group Term Insurance



Extended Paid Leave

Medi Care

TATA





Sabbatical





Disability & Invalidity Coverage



Redundancy Payment



100%

return-to-work rate among employees who took parental leave

100%

of our employees are covered under **PF and Gratuity Benefits**

Parental leave					
Darameter		FY 2024-25			
Parameter	Male	Female	Total		
Total number of employees who were entitled to parental leave	267	60	327		
Total number of employees who took parental leave	8	3	11		
Total number of employees that returned to work in the reporting period after parental leave ended	8	3	11		
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	8	3	11		
Return to work of employees who took parental leave	100%	100%	100%		
Retention rates of employees who took parental leave	100%	100%	100%		

In FY 2024-25, 100% of the eligible employees who went on parental leave returned to work, and 100% of those who took parental leave are still employed with Tata Realty after 12 months.

Expecting Joy: Extending Care for New Parents

Our "Expecting Joy" Maternity Support Program offers support for women employees before, during, and after maternity to make their tasks easier to manage during this time.

Pre-Maternity Support

Women undergoing IVF treatment are offered the option of reduced working hours to help them manage their health and well-being with greater ease. In addition, they have access to zero-cost online sessions with medical experts through Tata 1 mg, available both before and after childbirth.

During Pregnancy

During pregnancy, employees are entitled to up to 26 weeks of maternity leave, in line with statutory benefits. Beginning four months before the expected due date, they receive a range of supportive facilities. These include a dedicated parking space, maternity travel allowance, reduced working hours, the option to work from home, and a specially curated gift box.

During Maternity Leave

During maternity leave, each employee is paired with a Saheli who serves as a peer guide and emotional support buddy, helps them stay connected, and offers assistance as needed. In addition, regular HR checkins are conducted to ensure ongoing support and help the employee feel connected to the

workplace during their time away.

Returning to Work

To ease the transition back to work, returning employees are offered a flexible work schedule, along with daycare benefits to support working parents and official travel support when needed. They continue to have access to their Saheli for guidance and encouragement and are welcomed back with a thoughtful hamper to make rejoining the workplace a warm and positive experience.

Employee Engagement

We see employee engagement as a powerful force to groom a workplace where people feel connected, valued, and energized. These experiences shape a work environment that is vibrant, inclusive, and emotionally fulfilling where everyone has a chance to contribute, grow, and feel part of something larger than delivering on their individual roles and responsibilities.

Employee Engagement Committee

A dedicated Committee of a crossfunctional group of enthusiastic team members lead and plan initiatives across the organization. Their efforts bring together people from all departments, encouraging collaboration, community, and a sense of belonging.

Festivals and Celebrations

We mark important festivals and national occasions with great energy, celebrating Ganesh Chaturthi, Diwali, Navratri, Holi, Christmas, Independence Day, International Women's Day, and Yoga Day across our offices in India which gives us the chance to connect, and appreciate each other's cultures and contributions.

At our corporate and regional offices, we celebrate birthdays and host Karaoke sessions, and Friday socials, adding rhythm and joy to our everyday work lives.



Sports

Sports tournaments are organized for our teams to compete in football and cricket, building camaraderie and team spirit in a different setting.



Employee Volunteering

Giving back to society is something we value deeply. Our employees enthusiastically participate in volunteering activities like tree plantations, wall painting, beach clean-ups, blood donation drives, visits to old-age homes and NGOs, and hosting underprivileged children at our corporate office for special activities like T-shirt painting. In FY2025, our employees averaged 9.29 hours of volunteering per employee towards our CSR initiatives and giving back to the community.

Performance Management

Performance management is approached as a strategic tool to support both individual growth and organizational progress. The goal is to build a system that enables people to do their best work, contribute meaningfully, and grow with clarity and direction. A structured framework is used to guide this process. One

component includes a performance assessment grid that considers both current results and future potential. This allows for a balanced view of contribution and growth opportunity, aligning employee efforts with broader business goals.

Regular feedback, coaching, and access to development resources are integrated into the process to support progress at every stage. The aim is to ensure each person has what they need to succeed in their role and continue evolving in their career.

We have instituted a performancebased incentive structure that integrates ESG considerations into employee evaluations. This framework is applicable to relevant senior management personnel, ESG portfolio manager, Key Functional Heads, and dedicated ESG staff. Key Result Areas (KRAs) for these roles are aligned with the company's overarching ESG goals through a structured internal goal-setting process. A percentage of performance incentives are contingent upon the achievement of these KRAs, ensuring accountability and embedding ESG priorities into core business performance.

100%

of our eligible employees received a career development review in FY 2024-25.

Performance conversations are ongoing, and not limited to annual reviews. This allows for timely course correction, recognition, and alignment with changing expectations.



Acknowledging the commitment, creativity, and collaboration of our teams helps foster a culture where people feel valued, inspired, and proud of the work they do. This year, we conducted our Annual Rewards & Recognition (R&R) Event where employees from across India came together to participate in 'ECHO,' an event that symbolized the collective energy of Tata Realty employees uniting under one roof.

A total of 51 awards were presented, including:



Super Star of the Year



Super Squad of the Year



Super Collaborator of the Year



MD's Excellence Award



Popular Choice Award



Tata Innovista Award

People Initiative: Employee Health, Safety (EHS) and Wellness

We follow a structured system across all our properties to manage health and occupational risks effectively. Our occupational health and safety (OHS) management system covers 100% of our workforce and operations. A two-tier EHS framework has been put in place, covering both corporate and project-level functions.

Guided by an EHS Policy, signed by the MD & CEO, we advocate a safety-first culture that aspires to zero occupational illness, injuries, and environmental harm.

Safety Communication

A multi-layered communication system keeps all employees, workers, vendors, and visitors informed about safety practices. Health and safety expectations are outlined during induction for every new team member. Safety remains a daily priority through toolbox talks, weekly walk-downs, and monthly EHS meetings.

Emergency contact details, evacuation routes, and procedures are displayed at every site. Additional communication tools include EHS notice boards, bulletins, and digital platforms used to share updates, alerts, and educational materials. Visitors receive safety briefings and are guided by visual signage to remain informed during their time on-site.

Employee Wellness

We take a holistic approach to wellness, offering a range of initiatives that help our workforce stay healthy, both at work and in their personal lives. Our teams conduct health campaigns during the year that focus on topics such as heart health, yoga, and holistic living. Breast cancer screening camps were organized for women across all our offices in India, making preventive health more accessible. We also hosted skin and hair analysis camps and conducted yoga sessions open to all employees, promoting mindfulness and movement during the workday.

To promote mental and emotional health, we conducted webinars on topics like "The Importance of Seeking Counseling" and "Understanding Adult Friendships,". These sessions helped employees feel more comfortable discussing mental health and building strong support systems. Additionally, special training on emergency response protocols for suicidal behavior was rolled out for a select group of SPOCs (Single Points of Contact) across regional and site offices to ensure timely and sensitive support in critical situations.

Personal health-related information shared by workers is treated with strict confidentiality and managed following applicable privacy standards. Participation in occupational health services is entirely voluntary and does not influence any employment-related decisions. Health data is never used to justify favorable or unfavorable treatment. The goal is to support the well-being of every worker while maintaining trust, dignity, and fairness in how information is handled.

TATA

Emergency Preparedness and Medical Response

Each site is guided by a comprehensive Emergency Action Plan that outlines possible scenarios, assigned roles, emergency contacts, evacuation procedures, and response actions. Mock drills are conducted at regular intervals to ensure readiness and to improve coordination among teams.

Medical support is readily available at project sites. Facilities include First Aid Rooms staffed with nurses, ambulances equipped with emergency supplies, and partnerships with nearby hospitals to handle critical situations.





Encouraging a strong safety culture also involves recognizing the people who make it possible. Monthly EHS awards are given to employees, contractors, and project teams for demonstrating exceptional safety performance. The Annual Rolling Trophy, awarded to the best-performing project, includes a cash prize and a certificate of recognition.

Awareness is reinforced through campaigns that align with globally recognized health, safety, and environmental days. These include:



Road Safety Day/ Week



National Safety
Day/Week



Fire Service Day/ Week



World
Environment Day



World AIDS Day



World No Tobacco Day



World Health Day



Health Camps organized on-site

These events, combined with contests, bulletin displays, and leadership-led sessions, encourage a collective sense of responsibility to maintain safe, healthy workplaces.

Safety Training at Intellion Square, Mumbai

During FY 2024–25, a series of focused training sessions were conducted at Intellion Square, Mumbai, to strengthen on-site safety practices and emergency response preparedness.

One of the key highlights was the height rescue training specifically arranged for façade contractors. This hands-on program equipped workers with essential skills to handle high-risk scenarios involving suspended access systems and façade maintenance. Practical simulations were carried out to demonstrate safe rescue techniques, the use of harnesses, and response coordination during

emergencies. The training also included first aid drills and medical response readiness, ensuring quick action in the event of an incident.

In addition, we ran practical sessions on firefighting pump operations, access and crowd control, LOTO procedures, and fire evacuation drills. Training was also provided on first aid and CPR, reinforcing our emergency response capabilities. Monthly training for occupant ERT teams and refresher sessions on SOPs and MSDS protocols helped keep awareness high across all levels.



Monthly Training and Audit Program at Trillium Avenue

At Trillium Avenue, regular training sessions and audits were implemented across the Engineering & Maintenance (E&M), Security, and Housekeeping (HK) departments in FY 2024-25. This initiative was designed to strengthen adherence to standard operating procedures (SOPs) and improve day-to-day operational efficiency.

Monthly sessions focused on procedural compliance, taskspecific responsibilities, and incident readiness. Trainers worked closely with staff to reinforce protocols and assess implementation through periodic audits. This structured approach helped identify gaps and provided hands-on guidance to address them.

As a result, the site recorded a 100% improvement in SOP compliance. Employees also reported increased confidence in their roles, reflecting the effectiveness of ongoing engagement and practical learning in building workforce capability and discipline.

Safety Governance and Oversight

At the organizational level, we conduct:

TATA

- An Annual EHS Management Review chaired by our MD & CFO
- Regular EHS Committee
 Meetings to discuss incidents, audits, and initiatives
- Quarterly Corporate EHS
 Reviews focused on office-level
- EHS Connect sessions to facilitate dialogue with project-level coordinators

We also hold annual town hall meetings where senior leadership interacts directly with employees across sites to share updates, discuss challenges, and reinforce the company's EHS vision. During site visits, top management engages with workers and contractors to understand onground issues and gather input for improvement.



Our learning and development framework is designed to support employees across every level and function. Employees are supported at every stage—whether they are building technical skills, developing leadership capabilities, or improving behavioral and compliance knowledge. The focus is on helping them perform effectively in their current roles while preparing for future responsibilities.

We partner with top institutions and experts to bring the best ideas and practices into our programs. These collaborations provide global insights, industry trends, and proven tools, helping us deliver learning experiences that are upto-date, practical, and effective.





In FY 2024-25, our learning and development efforts continued to evolve in line with emerging business needs and personal growth aspirations. Employees actively engaged with a wide range of learning content, showing strong interest in both technical and strategic areas.

22.78 hrs

Average training hours per employee in FY 2024-25



Digital Awareness

Among the most popular courses accessed by employees on LinkedIn Learning were "Cybersecurity Awareness: Phishing Attacks (2022)" and "Excel with Copilot: Al-Driven Data Analysis," reflecting the growing relevance of digital security and Al-driven tools in our everyday work.



Project Management

We also introduced a functionallevel initiative called the PMG Meet-Excellence Elevator, a focused program curated for employees in project management roles. It created a platform to exchange insights, build competencies, and drive excellence in execution.



Sustainability

There was also growing interest in learning related to sustainability and corporate responsibility. Around 64% of employees completed ESGfocused content, including courses such as "Corporate Finance: Environmental, Social, and Governance (ESG)," "ESG and Buildings," and "Introduction to ESG and Sustainability Strategies."



Leadership Development

Select mid-to-senior level women employees participated in group-level leadership training programs, offering them access to tools, mentorship, and frameworks to strengthen their leadership journeys.

Inclusive Growth Initiative: Community Impact & Social Investments

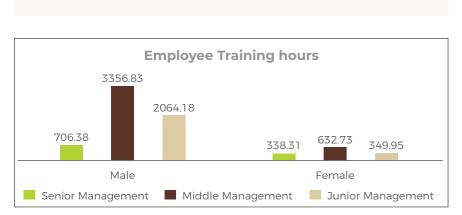
Drawing on the vision of our Founder, Jamsetji Tata, we believe in leading with compassion and see communities as the very purpose of our existence, going beyond being a key stakeholder. Our Corporate Social Responsibility (CSR) initiatives reflect this belief by focusing on long-term, meaningful impact across the communities we serve and the environment.

A well-developed CSR policy guides our community-facing actions adhering to the provisions of Schedule VII of the Companies Act, 2013, and ensures our endeavors contribute to the UN Sustainable Development Goals. The policy also defines the process to ascertain and approve budgets and resources for various projects along with mechanisms to review progress and refine approaches as needed to amplify outreach, outcome, and impact.

In FY 2024-25

5,952

lives were impacted through our CSR work



Community Development Highlights: FY 2024-25

INR 2.24 Cr

CSR Spends

5,952

Beneficiaries

15 acres

Of Lakes Reiuvenated

25.000

Trees Planted

CSR Pillars and Approach

Our approach is centered around the H.E.L.P. framework— Healthcare. Education. Environmental Protection. Livelihood, and Public Welfare.

These five pillars guide every step we take toward making a tangible difference in people's lives. Our projects are implemented in partnership with expert third-party agencies and non-governmental organizations.



Healthcare

UN SDG Linkage





Raise awareness about sanitation, hygiene, and health issues in marginalized communities.





Education

UN SDG Linkage



Empower youth and underserved groups by supporting education and improving access to learning.





Environmental Protection

UN SDG Linkage







Livelihood









Strengthen environmental resilience through initiatives in renewable energy, biodiversity, and climate change



Focus on skill development and entrepreneurship to boost employability and economic independence.





Public Welfare

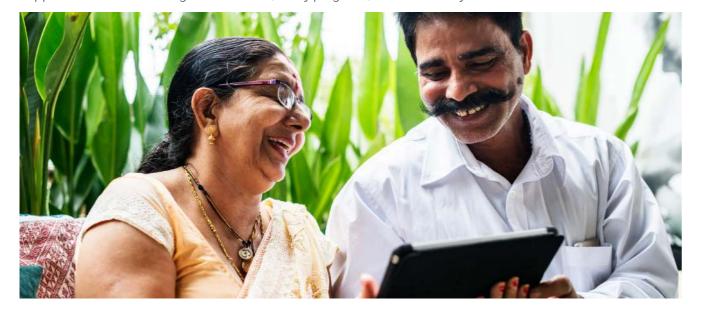
UN SDG Linkage







Support communities through disaster relief, safety programs, and community resilience efforts.



Community Consultations

We focus our community development initiatives to catalyze positive change for those most in need and address critical societal and environmental challenges. Our developmental interventions are designed in consultation with community members to understand their needs and co-create solutions that are sustainable, inclusive, and impactful. We involve community members in every phase of program execution. This participatory approach ensures ownership, relevance, and long-term sustainability of our programs. Additionally, a structured communication plan has been developed to guide interactions with local communities during the project planning, development, and operational phases. This plan is designed to ensure that community perspectives, concerns, and expectations are systematically gathered, considered, and appropriately addressed throughout the project lifecycle.

Employee Volunteering

Giving back to society is embedded in our work culture, and we encourage our employees to volunteer their time and expertise toward our community development projects. Employees, along with their families, retired staff, and contract and temporary workers, are all welcome to participate in our volunteering initiatives.

Volunteering at Tata Realty is a team effort, shaped by open participation. Employees from different regions and project sites form volunteer groups, combining their diverse skills and experiences. These teams plan and lead activities that reflect shared ideas and respond to the

needs of the local community. Our flagship platform, Tata ProEngage, connects employees with nonprofit projects where they can apply their professional expertise. These assignments vary in duration, making it easy for volunteers to contribute regardless of their schedule.

We organize a wide range of activities—from solo contributions to team-based efforts-throughout the year to keep our employees engaged and motivated about volunteering opportunities. Tata Volunteering Week (TVW 22) was celebrated this year from 5th September to 7th October 2024. A wide range of volunteering activities were undertaken during this period, including the creation of audiobooks for the visually impaired, bookmark and learning aid creation, crafting sparrow homes from shoeboxes, tree

plantation drives, blood donation camps, and cleanliness initiatives.

TATA

At TRIL, volunteering opportunities span from individual-led initiatives to structured corporate programs conducted throughout the year. Notably, Tata Volunteering Week (TVW) enables employees to engage in activities aligned with their personal interests and skills, fostering a culture of meaningful community contribution.

In FY 2024-25, 327 employees contributed 3,038 hours of their time and expertise to support projects across India.

Employees at Tata Realty are provided up to five days of paid volunteering leave each year.







Environmental Protection

Restoration of Pazhar Lake in Pimpri-Chinchwad, Pune Restoration of Pazhar Lake in Pimpri-Chinchwad, Pune

Our recent lake restoration project at Pazhar Lake in Pimpri-Chinchwad, Pune, revived a long-neglected water body. The project was undertaken in collaboration with the Environmentalist Foundation of India (EFI) and helped restore local ecosystems and improve groundwater recharge for nearby villages, creating lasting environmental and community benefits.

When we began, the 22-acre lake was facing serious ecological challenges. It was inundated with invasive weeds, clogged with silt, and suffering from broken embankments and blocked water channels. Working closely with

EFI, we designed a comprehensive restoration approach.

The process started with deweeding roughly 2.5 acres of the lake's surface. We repurposed this cleared biomass into two nesting islands, helping restore ecological balance.

Next came desilting, where over 13,000 cubic meters of silt were removed from 3.5 acres of dry lakebed and used to reinforce the embankments. We also constructed 320 meters of new embankments and strengthened 750 meters of existing ones, improving the lake's holding capacity and resilience.

We took care to clear and restore the lake's natural inflows of five inlets and one outlet, all situated within the hilly terrain that improved water flow and flood management. Pre and postrestoration drone surveys helped us monitor progress and impact throughout the project.

Impact Created

- ♦ The lake's total water holding capacity increased by over 138 million liters—a 51.82% rise.
- Groundwater recharge in the region improved by 35%, and nearby wells saw a visible increase in water levels, rising from 30 to 42 feet.
- ♦ The restored lake benefits around 3,000 people across two villages, offering a reliable source of water and a revived natural habitat.

Urban Afforestation

A key environmental restoration project we undertook was the Urban Afforestation Initiative in Oragadam, Tamil Nadu, where we planted 25,000 saplings on a 2-acre plot of government-owned land.

This project, which spanned a year between March 2024 and 2025, aimed to expand the green cover, promote biodiversity, and contribute to long-term carbon sequestration. The site, located in the SIPCOT industrial region, presented an opportunity to transform underutilized space into a thriving urban forest. We planted a diverse mix of 15 native species in carefully spaced grids, supported by a dedicated team of full-time and part-time workers handling watering, de-weeding, and plant health management. A water source has been set up to support irrigation and keep the plants healthy.

Despite challenges, such as clay soil and a 13% mortality rate, we have already seen promising growth. As of March 2025, many saplings have reached six feet in height, which is double the expected growth for this phase. With proper care, we anticipate they will grow up to 14 feet within three years, significantly increasing the area's green footprint.

Beyond ecological benefits, the initiative also generated employment for local workers, both full-time and seasonal. Over 15,000 labor hours were invested in nurturing this green space, and a dedicated water source was established to support yearround irrigation. With just 25% of the oxygen generated and carbon sequestered factored in, we anticipate the forest to sequester 18906 Tons of carbon per year after 10 years.

Impact Created

25,000

saplings planted

15,000

Labor Hours Utilized







Livelihood

Project Udaan

We hosted a three-day initiative, Project Udan, at Ramanujan IT City, Chennai, that brought together employees, visitors, and SHGs, creating a shared sense of community and collaboration. It also raised awareness about the value of supporting local entrepreneurs.

In collaboration with COMMUNITREE, a social impact group focused on sustainability and community action, we hosted a vibrant bazaar or market featuring 15 self-help groups (SHGs) from across Tamil Nadu. The bazaar showcased traditional and handmade products, helping preserve local crafts while promoting sustainable consumption. Led mostly by women, the participating self-help groups (SHGs) gained a platform for financial independence and greater community visibility.

The SHGs generated a total of

₹2.57 lakh

in sales, benefitting more than 50 families and 300 lives.

The market featured SHGs from Chennai, Chengalpattu, Tanjore, and Thiruvallur, where entrepreneurs showcased handmade bags, sarees, snacks, and more. For many of these women-led groups, this wasn't just about selling products—it was about building confidence, learning market skills, and stepping closer to financial independence.

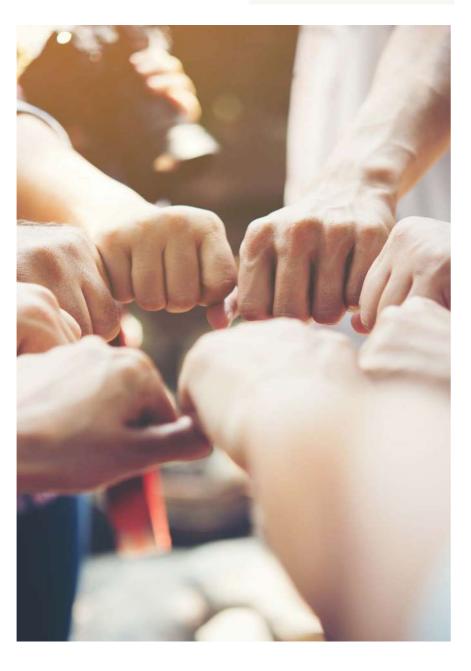
We also brought the spirit of teamwork to life with a spirited **futsal tournament** that engaged employees from companies across the IT Park. It was a celebration of sportsmanship and community spirit, reminding us how shared experiences can strengthen bonds beyond the workplace.

To expand the impact of the initiative, we distributed 51 pairs of shoes and footballs to children so they can be comfortable and keep them safe while they play the sport.

In total, more than

100 students

benefited from this outreach, saving schools nearly ₹60.000 in costs.



Skill Development in Tharamani

We partnered with the Sambhav Foundation to launch a Skill Development initiative for 102 people from underprivileged communities in the Tharamani region of Chennai, Tamil Nadu.

Sambhav Foundation is a not-forprofit organization, dedicated to transforming the lives of women, youth, and the differently-abled by providing them with the necessary knowledge, skills, and opportunities to boost sustainable livelihoods.

The program aimed to impart practical skills to participants in the electrical trade to help secure stable employment through handson training, certification, and job placements. A "deploy and train" model helped participants learn on-site at L&W Constructions Pvt. Ltd. After the program was over, many of them became full-time employees on the same site.

102 participants trained

100%

of participants completed the course and received certification

100% placement rate

The curriculum included industry-relevant technical and soft skills to take up roles such as assistant electrician, electrical technician, electrical apprentice, or specialists in areas like solar energy, Heating, Ventilation, and

apprentice, or specialists in areas like solar energy, Heating, Ventilation, ar Air Conditioning (HVAC), fire alarms, or positions in the construction and maintenance sectors.

TATA Realty: Skill Development Training Program



102

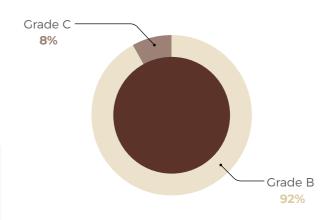
Enrolled Candidates



100%

Placement Rate

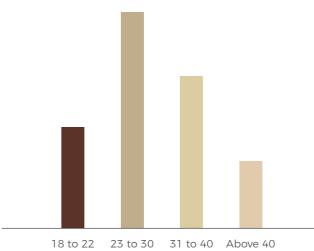
Candidate Performance



Highlights

Most of the candidates have good performance since 92% scored a Grade B while 8% scored Grade C.

Age Range of Candidates



18 to 22 23 to 30 31 to 40 Above 4

Age of the candidate

Highlight:

The program particularly provided training to men between the ages of 23 and 30, constituting 40% of the cohort. Indicating that it mostly engaged the young working population.



Most of our trainees were young men between the ages of 23 and 30, but the program also saw participation from those in their 40s—people eager to upskill and build a better life. Over half came from OBC backgrounds, and nearly 30% were from Scheduled Castes, which reflects our commitment to inclusion and equity. Many of the participants were previously working part-time or in gig jobs. Today, they have stepped into stable roles, earning steady incomes and gaining real career momentum.



Yuvaraj, 26Chennai
L&W Construction Pvt. Ltd.



My name is Yuvaraj, and I work as a staff member at L&W Construction Pvt. Ltd. I attended the assistant electrician training and gained essential foundational knowledge that has been highly beneficial in my work. The beginner-level content was easy to understand and directly applicable to my tasks. I am grateful to Sambhav Foundation and Tata Realty for this wonderful opportunity.



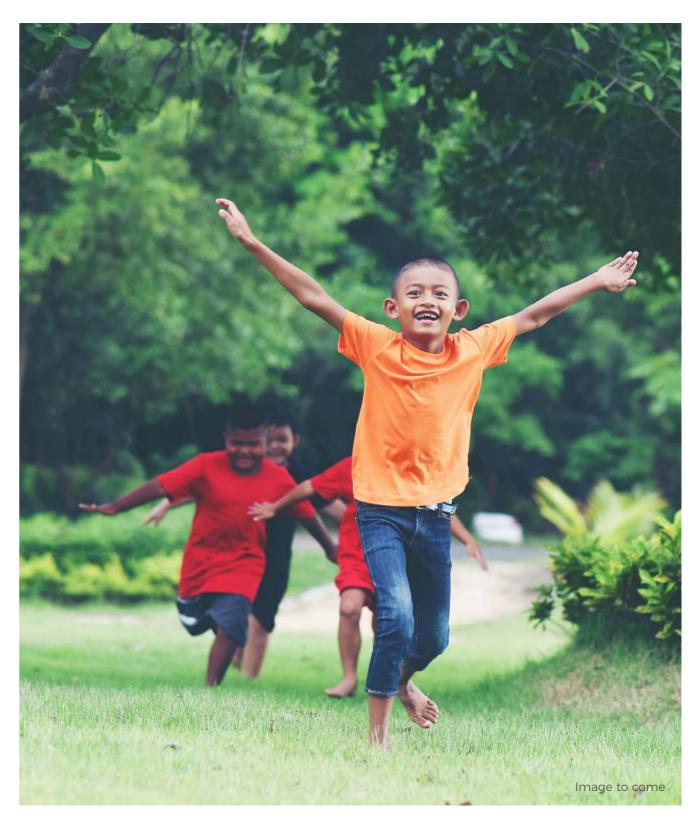
Saravanan, 38Chennai
L&W Construction Pvt. Ltd.



I am Saravanan, an electrician at L&W Construction Pvt. Ltd. The training sessions have been invaluable, especially in teaching us how to handle emergencies such as fire hazards and first-aid situations during electrical work. These practical lessons have significantly enhanced my confidence and safety awareness. I sincerely thank Sambhav Foundation and Tata Realty for this beneficial training.

Community Grievance Redressal

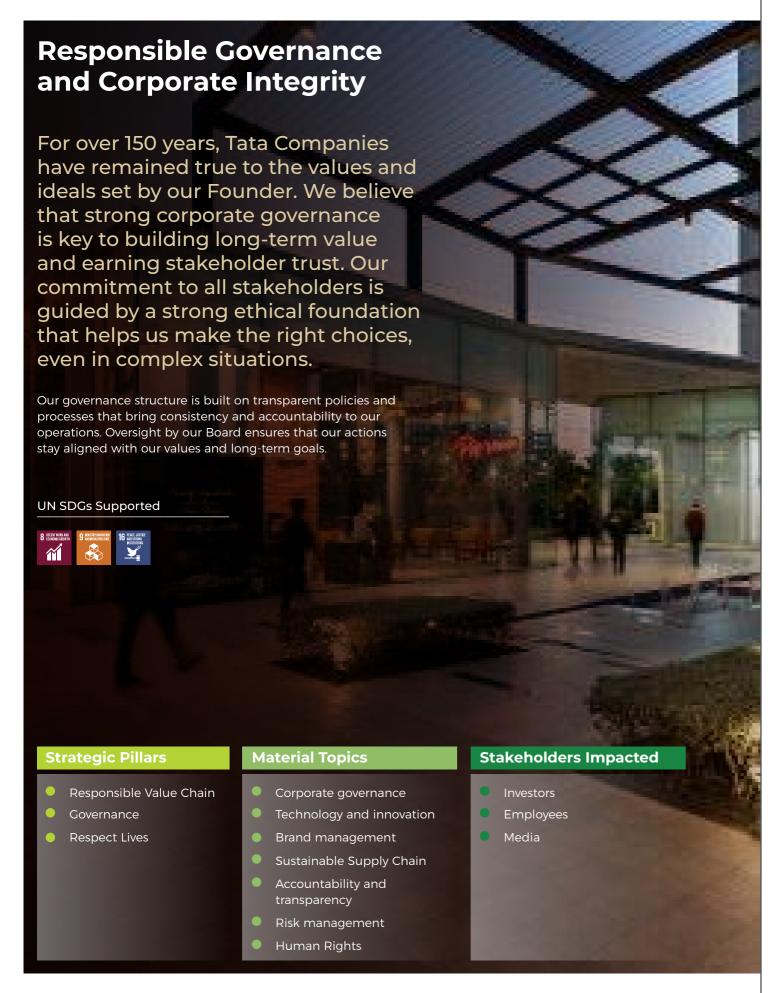
We have a structured community grievance mechanism in place to ensure that concerns are heard, addressed promptly, and resolved transparently. We prioritize addressing the concerns and grievances of our stakeholders and carefully review all feedback received through Tata Realty's grievance channels as well as through NGO partners involved in our CSR initiatives.



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▲ ESG Report





Effective Governance

Our corporate governance practices are aligned with regulatory requirements and reinforced by internal policies that drive accountability across the organization. Sustainability and climate-related risks are factored into our strategy, helping us stay prepared for changing market and environmental conditions. We maintain structured internal controls and risk management systems that support consistent decisionmaking and operational discipline. Our ethical framework sets expectations for conduct, covering areas such as compliance. stakeholder interaction, and responsible sourcing. Information security and data protection are managed through robust systems, while business continuity plans ensure readiness in the face of disruptions.

Policy Framework

We have put in place a broad set of policies approved by the Executive Committee that address key environmental, social, and governance areas across our operations. These policies also extend to our value chain. We expect our vendors and collaborators to align with the standards we uphold, particularly when it comes to sustainability, labor practices, and ethical conduct. We review and update our policies regularly to stay in step with evolving laws, industry frameworks, and stakeholder expectations.

List of Policies

Environmental



Health, Safety and Environment (HSE) Policy



ESG Policy



TRIL Risk Management Policy

Social



Corporate Social Responsibility (CSR) Policy



Tata Realty Volunteering Policy



Human Rights Policy



Remuneration Policy

Governance



Quality Policy



Vigil Mechanism



Whistle Blower Policy



Archival Policy



Related Party Transaction Policy



Policy on
Determining
Material Subsidiaries



Appointment of Independent Director Policy



Familiarisation
Programme Policy

Our policies are available on our website.



Compliance & Ethics

Ethical behavior shapes how we work, make decisions, and build relationships. The Tata Code of Conduct provides the foundation for navigating complex situations, avoiding conflicts of interest, and maintaining a respectful and safe workplace.

In FY 2024-25, there were zero reported complaints related to ethics and corruption.

This commitment extends across our value chain. Business partners and suppliers are expected to follow the same high standards. This outcome reflects a strong commitment to responsible governance and a firm stance against bribery or misconduct.

Employees, partners, and stakeholders are encouraged to raise concerns if they witness anything that conflicts with our values, which are resolved through a transparent process with an assurance of non-retaliation.

In FY 2024-25, there were zero incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications.

Data Privacy and Cyber Security

Protecting data privacy and maintaining strong information security standards are integral to how we operate. We use advanced technologies to enhance efficiency while staying vigilant against potential risks. Regular assessments help us evaluate

vulnerabilities and reinforce our preparedness. Our Security Operations Center (SoC) manages a suite of tools and applications designed to protect sensitive data and detect threats in real-time.

Employees receive ongoing training in information security practices, ensuring they understand their role in safeguarding data and upholding confidentiality. This continuous focus helps maintain data integrity and ensures that our entire workforce remains informed and equipped.

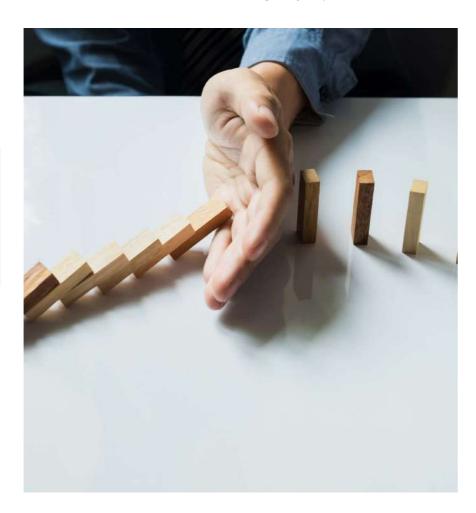
In FY 2024-25, there were zero complaints regarding data privacy and zero data breaches.

Risk Management & ESG Integration

We follow a structured Enterprise Risk Management (ERM) framework that guides how we identify and respond to risks across our business. This includes ESG risks such as climate transition, regulatory change, and social impact.

Our teams use tools like scenario analysis and materiality assessments to understand how these risks may affect operations and investment decisions. ESG considerations are integrated into our risk evaluation process, helping align actions with long-term business goals.

We track emerging risks, including those linked to climate and compliance, and share updates regularly as part of our disclosures.



Risk Management Framework

Our Enterprise Risk Management (ERM) framework is supported by a comprehensive policy and charter that supports early identification, assessment, and mitigation of potential risks in day-to-day operations as well as long-term planning.

This framework, aligned with ISO 31000:2009 standards, reflects a strong commitment to managing uncertainty while protecting value. It is built on three defined levels of oversight:

Project and Functional Risk Review

Risks identified at the project or functional level are evaluated regularly. High and critical risks are reviewed during monthly Project Review Meetings (PRMs), where progress is assessed against pre-established risk thresholds.

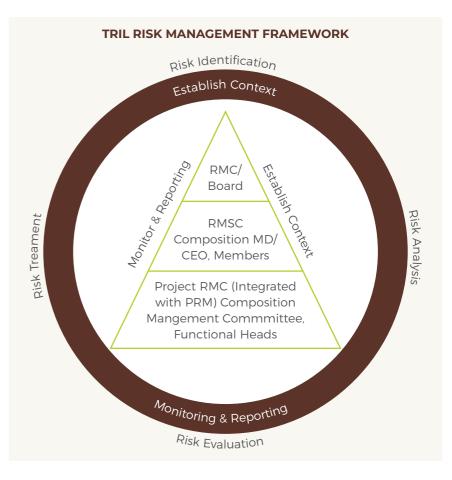
Risk Management Steering Committee (RMSC)

The RMSC plays a key role in reviewing significant risks at a functional and project level. It meets at regular intervals to

track emerging issues and reviews strategic enterprise risks on a halfyearly basis to support leadership decisions.

♦ Risk Management Committee (RMC) and Board Oversight

The RMC and Board conduct in-depth reviews of the top five organizational risks twice a year.





Strategic Risk Management Process

Regular assessments help identify and prioritize potential threats, while well-defined response protocols allow timely and effective action when risks arise. Insights from across the organization are considered during the risk evaluation process. Engaging teams at all levels provides a broader understanding of risk exposure and improves overall preparedness. Employees also receive regular training, equipping them with the skills needed to identify, evaluate, and respond to risks with confidence.

Compliance with relevant risk management standards, including ISO 31000:2009, supports consistency and accountability. Risk owners and the Head of Risk follow these guidelines while managing responsibilities across the organization.

Risk is reviewed across several categories:

- ♦ Tactical Risks involve shortterm decisions that may affect daily operations.
- ♦ Operational Risks arise from ongoing business processes, systems, or workforce-related challenges.
- ♦ Strategic Risks relate to long-term goals and overall direction.
- ♦ Critical Risks pose serious threats to essential operations or key objectives and demand urgent attention.
- ♦ High Risks carry a high likelihood of occurrence or significant impact and require immediate mitigation planning.

Project-level Risk Management Committees (RMCs) are responsible for developing mitigation strategies. When significant risks are identified, owners consult the Apex Risk Management Steering Committee (RMSC) for direction and approval. Final mitigation plans are developed after considering costs

and benefits to ensure informed decisions.

Monitoring of the risk environment takes place at regular intervals. All key findings are documented, helping refine the process over time and build a more resilient and responsive risk management system.

Frequency of risk assessment	Conducted by	Reported to	Risk type
Monthly	Project RMC	Project/ Operations Head	All Tactical and Operational
As per criticality	Project/ Operations Head	Apex RMSC	High/Critical, Tactical and Operational
Half-yearly	Head Risk/Risk Owner	Apex RMSC	Strategic and other High/ Critical risks
Half-yearly	Head Risk	RMC	Strategic and other High/ Critical risks



Risk Categories

We classify identified risks into four key categories, each of which plays a role in shaping how we respond to challenges and protect business value. Each of these categories is closely monitored and managed as part of our broader risk management framework to ensure resilience and sustained performance.



Operational Risk

Involves potential disruptions from day-to-day activities that can impact business continuity, efficiency, and overall performance.



Includes exposure to market volatility, liquidity constraints, credit issues, and other financial uncertainties that may affect fiscal stability.



Strategic Risk

Financial Risk

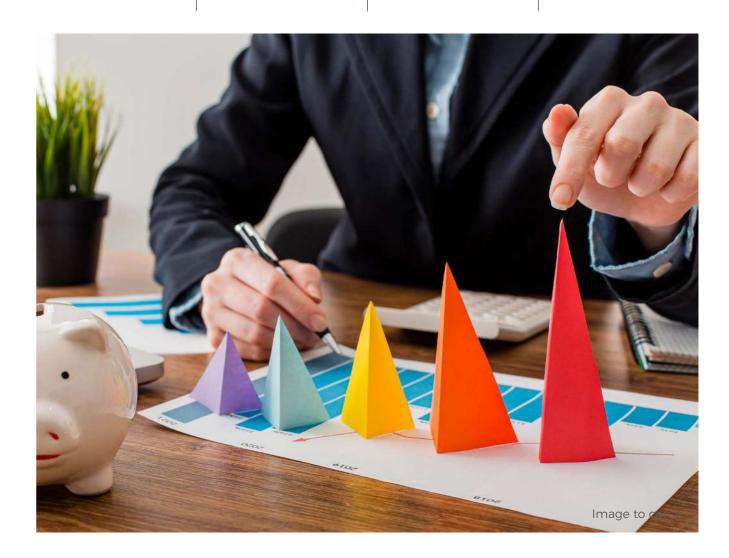
Arises from longterm business decisions and external factors such as market dynamics, technological advancements, and shifts in the competitive landscape that can influence strategic direction.



Compliance Risk

Covers the risk of non-compliance with legal, regulatory, and internal policy requirements that govern our operations and industry practices.

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Risk Matrix

ESG Report **2024-25**

Operational Risks	
Risk	Po
Operational Health and Safety	Ina to s of I thr
Climate Risk (Physical)	→
	\$

otential Impact

adequate site vigilance leads safety issues, injuries, and loss life (including fire hazards and reats by anti-social elements).

Mitigation Plan

- Design and implement an Emergency Planning and Response Plan (EPRP).
- ♦ Conduct regular training and drills.
- ♦ Ensure availability of fire extinguishers and PPE.
- ♦ Enhance site surveillance and staff security and support personnel.
- ♦ Establish Occupational Health Centres with medical staff and ambulance access.
- Maintain comprehensive incident records for management reporting.
- Periodic Awareness Campaigns.
- Increased business disruption across operations and supply chains due to natural disasters
- Flood
- ♦ Acute and chronic water shortage
- ♦ Loss of the top layer of soil due to excavation
- ♦ Air and Water Pollution
- ♦ Reduction in vegetation cover by conversion of agricultural land
- ♦ Rising temperatures

- Workforce Management
- ♦ Delays and disruption in construction due to labor shortages.

- ♦ Innovative HVAC and climate-responsive designs. Strategies for flood-resilient buildings and landscaping.
- ♦ Planting urban forests to increase tree cover.
- Retaining older trees at project sites.
- Water conservation strategies, including low-flow fixtures, rainwater harvesting, and increased use of recycled water.
- ♦ Innovation to move towards net zero buildings and enhance energy productivity in products.
- Provision of smart technologies for assets to monitor consumer behavior.
- Provide on-site accommodation and necessary utilities to workers.
- ♦ Encourage workers' participation from the local community to reduce reliance on distant or external labor sources.

Financial Risks

Risk

High Debt leads to lower profitability & financial trap

Potential Impact

Legacy investments not in line with strategic priorities and market evolution

Mitigation Plan

- ♦ Partially divest projects and sell select land parcels to reduce debt, pending Board approval.
- ♦ Consider Real Estate Investment Trusts (REITs) for added liquidity and debt reduction.
- ♦ Align investments with strategic priorities and market trends to optimize portfolio and financial performance.

Delay in monetization and liquidation of existing assets.

- ♦ Restriction to raise funds through FDI
- ♦ Revenue loss due to lower sales
- Misalignment of cash flows and managing funds
- Managing Debt to Equity Ratio
- Increasing interest rates

- ♦ Infusion of equity by Tata Sons to enable further leverage.
- ♦ Balance short-term and long-term debt for optimal capital structure.
- ♦ Document annual pricing changes, ensuring compliance with Delegation of Authority (DOA).
- ♦ Monitor cash flow alignment with company objectives and market scenarios.
- Explore Private Equity (P/E) infusion to bolster equity.
- ♦ Maintain balanced fixed-rate and floating-rate loans, with prepayment options for managing interest rate risks.

Compliance Risks

Risk

Policy and Regulations (Transition)

Potential Impact

- Increased input/operating costs for high-carbon activities
- ♦ Threats of limitations on license to operate for high carbon activities

Mitigation Plan

- ♦ Implement Energy Conservation Building Code (ECBC) for residential and commercial sectors to cut carbon footprint and costs
- ♦ Adhere to green building and sustainability standards to meet regulations.
- Proactively comply with environmental requirements and shift to cleaner energy sources to mitigate risks.
- ♦ Increase renewable energy use and develop net-zero buildings to align with regulations and reduce carbon impact.



Compliance Risks

ESG Report **2024-25**

Risk

Statutory Noncompliances related to Business & inability to proactively envisage, understand & comply with the regulatory changes.

Litigation due to an organization's actions/

inactions

Potential Impact

- Non-compliance with debt instrument listing guidelines
- Failure to anticipate regulatory changes for statutory compliance
- Inability to assess the impact and legal repercussions of events
- Inability to review issues on a timely basis and provide legal feedback & guidance
- Ineffective communication/ gaps in the escalation matrix resulting in delayed responses

Mitigation Plan

- Track funds usage and maintain an audit trail for compliance, obtaining end-use certificates promptly
- Implement a compliance tracker to monitor statutory liabilities payment for the project.
- Anticipate regulatory changes with inputs from CREDAI, consultants, and authorities.
- Assess and communicate notice criticality promptly, providing compliance guidance to project teams.
- Establish a process for timely sharing and escalating site communications to the corporate legal team.
- Utilize in-house legal resources or consultants for issue evaluation and responses
- Implement litigation management tools for tracking legal matters efficiently.
- Conduct internal weekly issue reviews and regular meetings with the MD and Management Team for proactive legal risk management.

Strategic Risks

Risk

Market (Transition)

Potential Impact

- Decline in market demand for fossil-intensive products
- Rise in demand for energyefficient, low-carbon products amid low market demand.

Mitigation Plan

- Innovate towards net-zero buildings and enhance energy productivity in products to align with market demands.
- Implement smart technologies in assets to monitor consumer behavior and adapt offerings accordingly to meet evolving market demands.

Strategic Risks

Risk

Technology (Transition)

 Resistance to adopting low fossil-intensive construction methods/technologies impacting future demand

Potential Impact

Mitigation Plan

- Monitor new market technologies and invest in R&D for building efficiency improvement.
- Embrace innovative methods to overcome resistance and promote low-carbon solutions adoption in construction.

Reputation (Transition)

 Growing tenant/customer expectations for responsible material consumption during construction, operations, and maintenance (O&M)

- Enhance market position with greencertified amenities and sustainable practices.
- Ensure compliance with marketed green features to meet customer expectations.
- Prioritize responsible material consumption to meet evolving customer demands.

Non-execution of strategy

- Incorrect Annual Business
 Plan leading to inaccurate
 estimation of company goals
 & targets
- Inability to raise required funds for organizational growth aspirations
- Gather departmental inputs for financial models to finalize the Annual Business Plan approved by the MD and CFO
- Set up strong systems to secure funding from project conception to execution to support organizational growth objectives.

Regulatory Compliance & Industry Standards

Regulatory alignment forms a key part of our sustainability and governance strategy. This includes adherence to leading global ESG frameworks such as the SEBI Business Responsibility and Sustainability Reporting (BRSR) guidelines, the Global Reporting Initiative (GRI) Standards, and the Global Real Estate Sustainability Benchmark (GRESB). These frameworks guide our disclosures, shape our ESG priorities, and

ensure consistency with both national and international best practices.

Transparent reporting of our ESG performance keeps us accountable to our stakeholders. We track and disclose key metrics related to our environmental impact, social initiatives, and governance practices, ensuring stakeholders have a clear view of our progress. Independent

third-party audits are conducted regularly to assess the quality and accuracy of our ESG data.

Participation in sustainability indexes and alignment with industry benchmarks allows us to measure our performance against peers, stay informed on evolving standards, and raise the bar on our practices.



GHG Calculation Methodology

We conduct annual measurement and reporting of our greenhouse gas (GHG) emissions. This annexure outlines the methodology followed for calculating Scope 1 and Scope 2 emissions, in line with globally recognized practices. Our approach is based on the GHG Protocol Corporate Standard, an industry-led framework for emissions accounting.

Fuel Type	Parameter	UoM	Factor	Source
Diesel	Net Calorific value	MJ/Kg	43	
Diesel	Density	kg/litre	0.91	
Diesel	Emission Factor	kgCO2e/L	2.93	
Petrol	Net Calorific value	MJ/Kg	44.3	IPCC 2006
Petrol	Emission Factor	kgCO2e/L	2.30	Guidelines
PNG	Net Calorific value	MJ/Kg	48	for National Greenhouse Gas
PNG	Emission Factor	kgCO2e/SCM	1.89	Inventories
LPG	Net Calorific value	MJ/Kg	47.3	
LPG	Emission Factor	kgCO2e/kg	2.99	
Grid Electricity	Conversion Factor	GJ/KWH	0.0036	
Grid Electricity	Emission Factor	kgCO2e/kWh	0.727	CEA Version 20
R22	Emission Factor	tCO2e/Kg	1.96	IPCC 2006 Guidelines for National Greenhouse Gas Inventories
CO2	GWP		1	
CH4	GWP		27.9	
N2O	GWP		273	

ESG Factsheet

Particulars		Unit	FY 2024–25
Energy	Renewable	GJ	48,654
	Grid	GJ	25,020
	Fuel Energy	GJ	7,314
	Intensity	kWh/sq.ft	5.92
	-	Ŧ	-



Particulars		Unit	FY 2024–25
	Scope 1	tCO ₂ e	515
	Scope 2	tCO ₂ e	5,053
	Scope 2 (Location-based)	tCO ₂ e	13,798
Emissions	Scope 3 Category Emissions	tCO ₂ e	33,565
	GHG Emissions Intensity Scope 1, 2 (market-based) & 3	kgCO2e/sq. ft.	2.47
	GHG Emissions Intensity Scope 1, 2 (location-based) & 3)	kgCO2e/sq. ft.	3.02
	NOx	Tons	0.457
Air Emissions (Pollutants)	SOx	Tons	0.0612
(. 5.1.5.5.1.55)	SPM	Tons	0.0543
	Fresh Water	KL	4,88,684
Water	Recycled Water	KL	2,78,652
	Intensity	L/sq.ft	81.63
Marka Camanaka d	Hazard	MT	314
Waste Generated	Non-Hazard	MT	2,665
	Recycled	MT	137.52
Waste Disposed (Hazardous)	Incineration	MT	0.03
(rid2diddda)	Composting	MT	176.88
	Recycled	MT	521.24
	Reused	MT	2,143.45
Waste Disposed (Non-Hazardous)	Incineration	MT	-
(itori i iazai aoao)	Composting	MT	-
	Sent to Landfill	MT	-
	Fatalities	No.	0
FLIC	Reportable Injuries	No.	0
EHS	LTIFR	No.	0
	Near Misses	No.	97.00
The ratio of Basic	Senior Management	Percentage	50.00
Salary of Women to	Middle Management	Percentage	78.00
Men	Junior Management	Percentage	90.00
The ratio of Basic	Senior Management	Percentage	54.00
Remuneration of	Middle Management	Percentage	83.00
Women to Men	Junior Management	Percentage	84.00

ESG Report **2024-25**

Particulars		Unit			FY 2024-25
			Male	Female	Total
	Senior management	No.	19.00	3.00	22.00
Employee Count	Middle management	No.	136.00	21.00	157.00
	Junior management	No.	112.00	36.00	148.00
	Total	No.	267.00	60.00	327.00
	Senior management	Hrs	706.38	338.31	1,044.69
Total Employee Training Hours	Middle management	Hrs	3,356.83	632.73	3,989.56
Halfillig Hours	Junior management	Hrs	2,064.18	349.95	2,414.13
	Total	Hrs	6,127.39	1,320.99	7,448.38
	Senior management	Hrs	37.18	112.77	47.49
Average Training	Middle management	Hrs	24.68	30.13	25.41
Hours	Junior management	Hrs	18.43	9.72	16.31
	Total	Hrs	22.95	22.02	22.78
	Senior management	No.	1.00	-	1.00
New Hires	Middle management	No.	25.00	3.00	28.00
	Junior management	No.	28.00	9.00	37.00
	Total	No.	54.00	12.00	66.00
	Senior management	No.	5.00	5.00	10.00
Employee	Middle management	No.	63.00	13.00	76.00
Turnover	Junior management	No.	38.00	6.00	44.00
	Total	No.	106.00	24.00	130.00

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Particulars		Unit			FY 2024–25
			Male	Female	Total
	Total number of employees who were entitled to parental leave	No.	267.00	60.00	327.00
Parental Leave -	Total number of employees who took parental leave	No.	8.00	3.00	11.00
Parental Leave	Return to work of employees who took parental leave	Percentage	100.00	100.00	100.00
	Retention rates of employees who took parental leave	Percentage	100.00	100.00	100.00
			<30 years	30-50	>50
	Senior management	No.		13.00	9.00
Employee Count	Middle management	No.	2.00	133.00	22.00
	Junior management	No.	30.00	105.00	13.00
	Total	No.	32.00	251.00	44.00
	Senior management	No.	-	1.00	-
New Hires	Middle management	No.	2.00	26.00	-
-	Junior management	No.	17.00	20.00	-
-	Total	No.	19.00	47.00	-
	Senior management	No.		3.00	7.00
Employee	Middle management	No.	2.00	60.00	14.00
Turnover	Junior management	No.	6.00	34.00	4.00
_	Total	No.	8.00	97.00	25.00



GRI Index

Tata Realty has reported the disclosures in reference to the GRI Standards 2021 for the period April 1, 2024, to March 31, 2025.

GRI Standard	GRI Indicator	GRI Description	BRSR Disclosure	Section Name / Data / Comment	Page No.	Mapping with SDG
GRI 2: General Disclosures	GRI 2-1	Organizational details	A2, A5	Company overview and purpose	2-7	
	GRI 2-2	Entities included in the organization's sustainability reporting	A13, A23	Report Overview	2-5	
	GRI 2-3	Reporting period, frequency, and contact point	A6, A7, A8, A9, A12	Report Overview	2-5	
	GRI 2-4	Restatements of information		Report Overview	2-5	
	GRI 2-5	External assurance	A14, A15, B11	Annexure	128-132	
	GRI 2-6	Activities, value chain, and other business relationships	A16, A17, A18, A19	Business Segments and Geographical Reach	12-15	
	GRI 2-7	Employees	A-20	People Initiative: Our Employees	79-80	8
	GRI 2-8	Workers who are not employees	A-20	NA	-	8
	GRI 2-9	Governance structure and composition	B8, B9	Leading with Purpose	28-31	5 mm.
	GRI 2-10	Nomination and selection of the highest governance body	P1 - L2	Leading with Purpose	28-31	
	GRI 2-11	Chair of the highest governance body	B8, B9	Leading with Purpose	28-31	
	GRI 2-12	Role of the highest governance body in overseeing the management of impacts	B5	Leading with Purpose	28-31	

GRI Standard	GRI Indicator	GRI Description	BRSR Disclosure	Section Name / Data / Comment	Page No.	Mapping with SDG
	GRI 2-13	Delegation of responsibility for managing impacts	B8, P5 - E4	Leading with Purpose	28-31	
	GRI 2-14	Role of the highest governance body in sustainability reporting	B8, B9	Leading with Purpose	28-31	
	GRI 2-15	Conflicts of interest	P1 - L2	Compliance and Ethics	100	
	GRI 2-16	Communication of critical concerns	P1 - E6	Leading with purpose; Compliance and Ethics	28-31, 100	
	GRI 2-17	Collective knowledge of the highest governance body	P1 - E1	Leading with Purpose	28-31	
	GRI 2-18	Evaluation of the performance of the highest governance body		Leading with Purpose	28-31	
	GRI 2-19	Remuneration policies	P5 - E3	Leading with Purpose	28-31	
	GRI 2-20	Process to determine remuneration		Leading with Purpose	-	
	GRI 2-21	Annual total compensation ratio	P5 - E3	Refer to the annual report	24-27	
	GRI 2-22	Statement on sustainable development strategy	B7	Messages from Leadership	24-27	
	GRI 2-23	Policy commitments	B1, B3, P1 - E4, P5 - E9, P9 - E5	Policy Framework	99	
	GRI 2-24	Embedding policy commitments	B2, P1 - E1, P5 - E1, P5 - E9	Leading with Purpose	28-31	8 marana

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GRI Standard	GRI Indicator	GRI Description	BRSR Disclosure	Section Name / Data / Comment	Page No.	Mapping with SDG
	GRI 2-25	Processes to remediate negative impacts	A25, P1 - E6, P3 - E6, P3 - E13, P5 - E5, P5 - E6, P5 - E8, P5 - L1, P8 - E3, P9 - E1	Risk Matrix; Tenant & Customer Engagement; Health, Safety & Well-being; Human Rights & Fair Labor Practices	104- 107, 69-73, 75-79	
	GRI 2-26	Mechanisms for seeking advice and raising concerns		Tenant & Customer Engagement; Health, Safety & Well-being; Human Rights & Fair Labor Practices	69-73, 75-79	
	GRI 2-27	Compliance with laws and regulations	P1 - E2, P1 - E3, P6 - E13	Compliance and Ethics	100	8 ::::::::::::::::::::::::::::::::::::
	GRI 2-28	Membership associations	P7 - E1, P7 - L1	Industry Partnerships	16-19	
	GRI 2-29	Approach to stakeholder engagement	P4 - E1, P4 - E2, P4 - L1, P4 - L3	Stakeholder Engagement	32-26	
	GRI 2-30	Collective bargaining agreements	P3 - E7	Human Rights & Fair Labor Practices	72-73	
GRI 3: Material Topics	GRI 3-1	Process to determine material topics	A26, P4 - E2, P4 - L2	Materiality	38-40	
	GRI 3-2	List of material topics	A26	Materiality	38-40	
	GRI 3-3	Management of material topic	A26, B5, B6, P1 - E4, P2 - E3, P3 - E12, P3 - E14, P3 - E15, P5 - E9, P5 - E11, P5 - L1, P5 - L4, P6 - E2, P6 - E10, P6 - L4, P7 - E2, P8 - E3, P8 - L1, P8 - L3, P9 - E5, P9 - L2	Environmental Impact and Sustainable Development; People, Partnerships & Inclusive Growth; Responsible Governance and Corporate Integrity	50-107	

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GRI Standard	GRI Indicator	GRI Description	BRSR Disclosure	Section Name / Data / Comment	Page No.	Mapping with SDG
GRI 201: Economic Performance	GRI 201-1	Direct economic value generated and distributed	A24, P8 - L4	Key Performance Snapshot	08-09	
	GRI 201-2	Financial implications and other risks and opportunities due to climate change	A26	Risk Matrix	104-107	
	GRI 201-3	Defined benefit plan obligations and other retirement plans	P3 - E1, P3 - E2	NA	-	
	GRI 201-4	Financial assistance received from government		NA	-	8 mentional months
GRI 202: Market Presence	GRI 202-1	Ratios of standard entry- level wage by gender compared to local minimum wage	P5 - E2	Human Rights & Fair Labor Practices	72-73	5 mm. 8 mm. mm. mm. mm. mm. mm. mm. mm. m
	GRI 202-2	Proportion of senior management hired from the local community		NA	-	
GRI 203: Indirect Economic Impacts	GRI 203-1	Infrastructure investments and services supported		Key Performance Snapshot; Inclusive Growth Initiative: Community Impact & Social Investments	08-09, 88-97	
	GRI 203-2	Significant indirect economic impacts		NA	-	
GRI 204: Procurement Practices	204-1	Proportion of spending on local suppliers	P8 - E4, P8 - L3	Sustainable & Responsible Supply Chain	74-75	12 marsh CO

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GRI Standard	GRI Indicator	GRI Description	BRSR Disclosure	Section Name / Data / Comment	Page No.	Mapping with SDG
GRI 205: Anti- corruption	GRI 205-1	Operations assessed for risks related to corruption		Compliance & Ethics	100	
	GRI 205-2	Communication and training about anti- corruption policies and procedures	P5 - E1	Compliance & Ethics; Human Rights & Fair Labor Practices	100, 72- 73	
	GRI 205-3	Confirmed incidents of corruption and actions taken	P1 - E4, P1 - E5, P1 - E7	Compliance & Ethics	100	
GRI 206: Anti- competitive Behavior	GRI 206-1	Legal actions for anti-competitive behavior, anti- trust, and monopoly practices	P7 - E2	Compliance & Ethics	100	
GRI 207: Tax	GRI 207-1	Approach to tax		NA	-	
	GRI 207-2	Tax governance, control, and risk management		NA	-	
	GRI 207-3	Stakeholder engagement and management of concerns related to tax		NA	-	
	GRI 207-4	Country- by-country reporting		NA	-	
GRI 301: Materials	GRI 301-1	Materials used by weight or volume	P6 - L4	Sustainable & Responsible Supply Chain	74-75	
	GRI 301-2	Recycled input materials used	P2 - L3, P6 - L4	Sustainable & Responsible Supply Chain	74-75	
	GRI 301-3	Reclaimed products and their packaging materials	P2 - L5, P6 - L4	NA	-	

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GRI Standard	GRI Indicator	GRI Description	BRSR Disclosure	Section Name / Data / Comment	Page No.	Mapping with SDG
GRI 302: Energy	GRI 302-1	Energy consumption within the organization	P6 - E1, P6 - E2, P6 - L4	Energy Consumption	60	7 mm 8 mm 11 mm 12 mm 12 mm 12 mm 13 mm 12 mm 13 mm 14
	GRI 302-2	Energy consumption outside of the organization	P6 - E2, P6 - L4	NA	-	
	GRI 302-3	Energy intensity	P6 - E1, P6 - E2, P6 - L4	Energy Intensity	60	7 minutes 8 minutes 11 minutes 12
	GRI 302-4	Reduction of energy consumption	P6 – E2, P6 – L4	Energy Consumption	60	7
	GRI 302-5	Reductions in energy requirements of products and services	P6 - E2, P6 - L4	NA	-	
GRI 303: Water and Effluents	303-1	Interactions with water as a shared resource	P6 - E5, P6 - E12, P6 - L4	Water Conservation	64	6 statements
	303-2	Management of water discard-related impacts	P6 - E5, P6 - L4	Water Conservation	64	6 antwents
	303-3	Water withdrawal	P6 - E3, P6 - L1, P6 - L4	Water Conservation	64	B RELEASED TO THE RELEASED TO
	303-4	Water discharge	P6 - E4, P6 - L1, P6 - L4	Water Conservation	64	3 settleda. -/\rightarrow 12 sections COO
	303-5	Water consumption	P6 - E3, P6 - L4	Water Conservation	64	3 100000000 6 10000000000000000000000000
GRI 304: Biodiversity	GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	P6 – E11, P6 – E12, P6 – L4	NA	-	15 thus

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GRI Standard	GRI Indicator	GRI Description	BRSR Disclosure	Section Name / Data / Comment	Page No.	Mapping with SDG
	GRI 304-2	Significant impacts of activities, products, and services on biodiversity	P6 - L3, P6 - L4	Biodiversity & Ecosystem Conservation	54	15 # <u>♣</u>
	GRI 304-3	Habitats protected or restored	P6 - L3, P6 - L4	Biodiversity & Ecosystem Conservation	54	15 Mars
	GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	P6 - L4	Biodiversity & Ecosystem Conservation	54	
GRI 305: Emissions	GRI 305-1	Direct (Scope 1) GHG Emissions	P6 - E7, P6 - L4	Managing GHG Emissions	62-63	3 mentals 13 mm -/// 13 mm 13 m
	GRI 305-2	Energy Indirect (Scope 2) GHG Emissions	P6 - E7, P6 - L4	Managing GHG Emissions	62-63	3 MINISTER 13 MINI -W\$
	GRI 305-3	Other indirect (Scope 3) GHG Emissions	P6 - E7, P6 - L4	Managing GHG Emissions	62-63	3 minimum. 13 minimum. ———————————————————————————————————
	GRI 305-4	GHG Emission Intensity	P6 - E7, P6 - L2, P6 - L4	Managing GHG Emissions	62-63	3 sesses 13 ses
	GRI 305-5	Reduction of GHG Emissions	P6 - E8, P6 - L4	Managing GHG Emissions	62-63	3 seesas 13 sees
	GRI 305-6	Emissions of ozone-depleting substances (ODS)	P6 - L4	Managing GHG Emissions	62-63	3 mass. 11 masses. 12 masses. 14 masses. 15
	GRI 305-7	Nitrogen oxides (NOx), Sulfur oxides (Sox), and other significant air emissions	P6 - E6, P6 - L4	Managing Air Emissions	64	3 mm 11 mm 11 mm 1 mm 1 mm 1 mm 1 mm 1
GRI 306: Waste	GRI 306-1	Waste generation and significant waste-related impacts	P6 - L4	Waste Management and Circular Economy	65-66	8 ===== 12 ====

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GRI Standard	GRI Indicator	GRI Description	BRSR Disclosure	Section Name / Data / Comment	Page No.	Mapping with SDG
	GRI 306-2	Management of significant waste-related impacts	P2 - E3, P2 - L2, P6 - E10, P6 - L4	Waste Management and Circular Economy	65-66	8 martines 12 martines (CO)
	GRI 306-3	Waste Generated	P6 - E9, P6 - L4	Waste Management and Circular Economy	65-66	12 months country CO
	GRI 306-4	Waste diverted from disposal	P6 - E9, P6 - L4	Waste Management and Circular Economy	65-66	8 materials 12 materials CO
	GRI 306-5	Waste Directed to disposal	P6 - E9, P6 - L4	Waste Management and Circular Economy	65-66	8 more and 12 more
GRI 308: Supplier Environmental Assessment	GRI 308-1	New suppliers that were screened using environmental criteria	P2 - E2, P6 - L7	Sustainable & Responsible Supply Chain	74-75	12 servers COO
	GRI 308-2	New suppliers that were screened using environmental criteria	P6 - L6, P6 - L7	Sustainable & Responsible Supply Chain	74-75	12 months consents CO
GRI 401: Employment	GRI 401-1	New employee hires and employee turnover	A22	People Initiative: Our Employees	79-80	5 (1907) 8 (1907) 10 (1907) 10 (1907) (10 (1907)
	GRI 401-2	Benefits provided to full- time employees that are not provided to temporary or part-time employees	P3 - E1a	People Initiative: Employee Benefits, Well-being & Engagement	81-84	8 monagement
	GRI 401-3	Parental leave	P3 - E5	Employee Benefits	81-84	5 (1904) (190
GRI 402: Labor/ Management Relations	GRI 402-1	Minimum notice periods regarding operational changes		People Initiative: Our Employees	79-80	8 mayanan.



GRI Standard	GRI Indicator	GRI Description	BRSR Disclosure	Section Name / Data / Comment	Page No.	Mapping with SDG
GRI 403: Occupational Health and Safety	GRI 403-1	Occupational health and safety management system	P3 - E10 a	People Initiative: Employee Health, Safety (EHS) and Wellness	85-88	3 annua 8 annua 4 Annu
	GRI 403-2	Hazard identification, risk assessment, and incident investigation	P3 - E10 b, P3 - E10 c, P3 - E12	People Initiative: Employee Health, Safety (EHS) and Wellness	85-88	3 mentals 8 minutes of the control o
	GRI 403-3	Occupational health services	P3 - E10	People Initiative: Employee Health, Safety (EHS) and Wellness	85-88	3 minutes. -/// -/// 8 minutes. 6 minutes.
	GRI 403-4	Worker participation, consultation, and communication on occupational health and safety		Health, Safety & Well-being	69-71	3 mentures -//
	GRI 403-5	Worker training on occupational health and safety	P3 - E8, P5 - E1	Health, Safety & Well-being	69-71	4 sages
	GRI 403-6	Promotion of worker health	P3 - E10 d	People Initiative: Employee Health, Safety (EHS) and Wellness	85-88	4 mm
	GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		People Initiative: Employee Health, Safety (EHS) and Wellness	85-88	3 marries 8 marries 1 marr
	GRI 403-8	Workers covered by an occupational health and safety management system		People Initiative: Employee Health, Safety (EHS) and Wellness	85-88	3 menon. ———————————————————————————————————

GRI Standard	GRI Indicator	GRI Description	BRSR Disclosure	Section Name / Data / Comment	Page No.	Mapping with SDG
	GRI 403-9	Work-related injuries	P3 - E11, P3 - E12, P3 - E15	People Initiative: Employee Health, Safety (EHS) and Wellness	85-88	3 interiors
	GRI 403-10	Work-related ill health	P3 - E11, P3 - E12, P3 - E15	People Initiative: Employee Health, Safety (EHS) and Wellness	85-88	3 menutus -//\rightarrow 8 mm manus 2 mm manus 2 mm manus 2 mm manus 3 mm manus 3 mm manus 3 mm manus 4 mm ma
GRI 404: Training and Education	GRI 404-1	Average hours of training per year per employee	P3 - E8, P5 - E1	People Initiative: Learning & Leadership Development	87-88	4 min
	GRI 404-2	Programs for upgrading employee skills and transition assistance programs	P3 - E8, P3 - L4	People Initiative: Learning & Leadership Development	87-88	4 1000
	GRI 404-3	Percentage of employees receiving regular performance and career development reviews	P3 - E9	People Initiative: Learning & Leadership Development	87-88	4 men. 8 meneran.
GRI 405: Diversity and Equal Opportunity	GRI 405-1	Diversity of governance bodies and employees	A20, A21, P3 - E3, P3 - E4	People Initiative: Our Employees: Diversity Equity & Inclusion (DEI)	80	5 mm 8 mm m m m m m m m m m m m m m m m
	GRI 405-2	Ratio of basic salary and remuneration of women to men	P5 - E2	People Initiative: Our Employees: Diversity Equity & Inclusion (DEI)	80	5 mm 8 mm m m m m m m m m m m m m m m m
GRI 406: Non- discrimination	GRI 406-01	Incidents of discrimination and corrective actions taken	P5 - E6, P5 - E7, P5 - L3	Human Rights & Fair Labor Practices	72-73	10 10 10 10 10 10 10 10 10 10 10 10 10 1

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GRI Standard	GRI Indicator	GRI Description	BRSR Disclosure	Section Name / Data / Comment	Page No.	Mapping with SDG
GRI 407: Freedom of Association and Collective Bargaining	GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	P3 - E7	Human Rights & Fair Labor Practices	72-73	
GRI 408: Child Labor	GRI 408-1	Operations and suppliers at significant risk for incidents of child labor		Human Rights & Fair Labor Practices	72-73	8 ::::::::::::::::::::::::::::::::::::
GRI 409: Forced or Compulsory Labor	GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		Human Rights & Fair Labor Practices	72-73	8 manuar.
GRI 410: Security Practices	GRI 410-1	Security personnel trained in human rights policies or procedures	P5 - E9	Human Rights & Fair Labor Practices	72-73	8 maranes
GRI 411: Rights of Indigenous Peoples	GRI 411-1	Incidents of violations involving the rights of indigenous people		NA	-	8 maranes
GRI 413: Local Communities	GRI 413-1	Operations with local community engagement, impact assessments, and development programs	P6 - E12, P8 - E1, P8 - E2, P8 - E3, P8 - E5, P8 - L1, P8 - L2, P8 - L6	Community Impact & Social Investments	88-97	4 ******
	GRI 413-2	Operations with significant actual and potential negative impacts on local communities	P8 - E5	Community Impact & Social Investments	88-97	4 *****

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GRI Standard	GRI Indicator	GRI Description	BRSR Disclosure	Section Name / Data / Comment	Page No.	Mapping with SDG
GRI 414: Supplier Social Assessment	GRI 414-1	New suppliers that were screened using social criteria	P2 - E2, P5 - E9, P5 - L4	Sustainable & Responsible Supply Chain	74-75	12 months
	GRI 414-2	Negative social impacts in the supply chain and actions taken	P3 - L5, P3 - L6, P5 - E9, P5 - L4, P5 - L5	Sustainable & Responsible Supply Chain	74-75	22 months
GRI 415: Public Policy	415-1	Political contributions	P7 - L1	No Political Contributions	-	
GRI 416: Customer Health and Safety	GRI 416-1	Assessment of the health and safety impacts of product and service categories		Health, Safety & Well-being; Employee Health, Safety (EHS) and Wellness	69-71, 85-88	11 200000000
	GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	P9 - E2, P9 - E4, P9 - E6	Health, Safety & Well-being	69-71	11 ***********************************
GRI 417: Marketing and Labeling	GRI 417-1	Requirements for product and service information and labeling	P9 - E2, P9 - L2, P9 - L4	NA	-	
	GRI 417-2	Incidents of non-compliance concerning product and service information and labeling	P9 - L4	NA	-	
	GRI 417-3	Incidents of non - compliance concerning marketing communications		Compliance & Ethics	100	
GRI 418: Customer Privacy	GRI 418-1	Substantiated complaints received concerning breaches of customer privacy and loss of customer data	P9 - E3, P9 - E5, P9 - E7	Data Privacy and Cyber Security	100	

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BRSR Index

Additional BRSR Indicator	Indicator	Section Name / Data / Comment	Page No.
	Section A		
1	Corporate Identity Number (CIN) of the Listed Entity	BRSR Index	U70102MH2007PLC168300
3	Year of incorporation	BRSR Index	2007
10	Name of stock exchange(s) where shares are listed	NA	NA
11	Paid-up capital	NA	NA
16	Percentage of turnover that is derived from each asset.	NA	NA
20	Number of differently abled employees and workers engaged by Tata Realty (permanent and other than permanent).	NA	NA
26	Overview of the entity's material responsible business conduct issues	Materiality	
	Section B		
4	Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	BRSR Index	ISO 9001:2015, ISO 45001:2018, ISO 14001:2015, GRI standards, ECBC, IGBC and IFC Edge
10	Performance against above policies and follow up action Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances Policies	Effective Governance	
	Section C Princip	ole 1	
P1 - E8	Number of days of accounts payables	NA	NA
P1 - E9	Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along with loans and advances & investments with related parties	NA	NA
P1 - L1	Awareness programmes conducted for value chain partners on any of the Principles during the financial year	NA	NA
	Section C Princip	le 2	

Additional BRSR Indicator	Indicator	Section Name / Data / Comment	Page No.
P2 - E1	Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively	NA	NA
P2 - E4	Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No). If Yes, whether details thereof have been furnished in line with the Extended Producer Responsibility (EPR) application submitted to Pollution Control Boards? If not provide steps taken to address the same.	NA	NA
P2 - L1	Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes provide details	Project Life Cycle Assessment	
P2 - L2	If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along with action taken to mitigate the same.	Project Life Cycle Assessment	
P2 - L4	Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed	NA	NA
	Section C Princip	le 3	
P3 – E3	Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.	Energy Efficiency & Green Buildings	

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Additional BRSR Indicator	Indicator	Section Name / Data / Comment	Page No.
P3 - E4	Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web link to the policy.	Energy Efficiency & Green Buildings	
P3 - L1	Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)	BRSR Index	Employees-Yes
P3 - L2	Provide measures undertaken by entity to ensure that statutory dues have been deducted and deposited by value chain partners.	NA	NA
P3 – L3	Provide number of employees/workers having suffered high consequence work-related injury/ill-health/fatalities), who have been rehabilitated or placed in suitable employment or whose family members have been placed in suitable employment.	Incident Management and Learning Culture	
	Section C Princip	le 5	
P5 - L2	Details of scope and coverage of Human Rights due diligence conducted.	Human Rights & Fair Labor Practices	
P5 – L3	Is the premise/office of the entity accessible to differently abled visitors as per the requirements of the Rights of Persons with Disabilities Act, 2016?	Energy Efficiency & Green Buildings	
	Section Principl	e 6	
P6 - L2	Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.	NA	NA
P6 - L5	Does the entity have a business continuity and disaster management plan? Give details in 100 words/web link.	Risk Management & ESG Integration, Strategic Risk Management Process	

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Additional BRSR Indicator	Indicator	Section Name / Data / Comment	Page No.				
	Section Principle 8						
P8 - E2	Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.	NA	NA				
P8 - E5	Disclose wages paid to persons employed on a permanent / non-permanent / on contract basis as % of total wage cost, with respect to job creation in smaller towns	NA	NA				
P8 - L2	CSR projects undertaken by your entity in designated aspirational districts	NA	NA				
P8 - L5	Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.	NA	NA				
	Section Princip	e 9					
P9 - E2	Turnover of products and/or services as a percentage of turnover from all products/ services that carry information on environmental impact	BRSR Index	100.00%				
P9 - E6	Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence instances of product recalls; penalty/action taken by regulatory authorities regarding safety of products/services.	NA	NA				
P9 - L1	Channels/platforms where information on products and services of the entity can be accessed (provide web link, if available).	BRSR Index	Website, Our Assets				
P9 - L3	Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.	BRSR Index	Informed via e-mail for planned shutdown				



INDEPENDENT ASSURANCE OPINION STATEMENT

To Mr. Sanjay Dutt, Managing Director & Chief Executive Officer, Tata Realty and Infrastructure Limited (TRIL)

Holds Statement No.: SRA 828746

The British Standards Institution (**BSI**) has conducted a Limited level assurance engagement on the sustainability information (described in the "Scope") in the ESG Report for FY 2024-2025 of **Tata Realty and Infrastructure Limited (TRIL)**, E Block, Voltas Compound, Tukaram, Bhikaji Kadam Marg, Chinchpokli, Mumbai, Maharashtra 400033

Scope

The scope of engagement agreed upon with Tata Realty and Infrastructure Limited (TRIL) includes the following:

The assurance covers the information of the following material topics (non-financial information) in the ESG report for the reporting period of 1st April 2024 to 31st March 2025 (FY 2024-2025), "with reference to" the GRI universal standards 2021:

Topic	GRI Disclosure Reference	
Emission and Energy Management	GRI 302: Energy 2016: GRI 302-1,3,4	
	GRI 305: Emissions 2016: GRI 305-1 to 7	
Water Management	GRI 303: Water and effluents 2018: GRI 303-1 to 5	
Waste Management	GRI 306: Waste 2020: GRI 306-1 to 5	
Sustainable Buildings & Responsible Supply Chain	GRI 204: Procurement Practices 2016: GRI 204-1	
	GRI 301: Materials 2016: GRI 301-1,2	
	GRI 308: Supplier Environment Assessment 2016: GRI 308-1,2	
Health & Safety	GRI 403: Occupational Health & Safety 2018: GRI 403-1 to 10	
Diversion & Inclusion	GRI 404: Training & Education 2016: GRI 404-1 to 3	
	GRI 401: Employment 2016: GRI 401-1 to 3	
	GRI 406: Non-Discrimination 2016: GRI 406-1	
	GRI 408: Child Labor 2016: GRI 408-1	

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Local Community Development	GRI 413: Local Communities 2016: GRI 413-1,2
Corporate Governance	GRI 205: Anti-Corruption 2016: GRI 205-1 to 3.
	GRI 206: Anti-competitive behaviour 2016: GRI 206-1
	GRI 418: Customer Privacy 2016: GRI 418-1
Risk Management	GRI 201: Economic Performance 2016: GRI-201-2

The report also is written, following with the GRESB 2025 real estate reference guide for below KPIs.

Performance: GHG: GH1
 Performance: Water: WT1
 Performance: Energy: EN1
 Performance: Waste: WS1

The selected information's are reported "with reference to the GRI universal standards 2021" and GRESB 2025 real estate reference guide for GHG, water, waste and energy KPIs.

For locations under assessment, please refer to Appendix A in this independent assurance opinion statement.

Opinion Statement

We have conducted a limited level assurance engagement on the sustainability information described in the "Scope" above.

In our opinion, based on the procedures we have performed and the evidence we have obtained , nothing has come to our attention that causes us to believe that the accompanying Sustainability Information is not prepared, in all material respects, & with reference to the GRI universal standards 2021, also following GRESB 2025 real estate reference guide for GHG, Water, Waste and Energy KPIs for the reporting period 1st April 2024 to 31st March 2025.

While assessing the information, the evidence were gathered at limited level assurance to ensure that the organization has practices and procedures in place to demonstrate the characteristics of relevance, completeness, reliability, neutrality and understandability in their data collection, consolidation and presentation in the annual ESG report.

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Methodology

Our assurance engagements were carried out in accordance with ISAE3000 (Revised) assurance standard following the principles of Integrity, Objectivity, Professional competence and due care, Confidentiality, and Professional behaviour. ISO 14064-3:2019 assurance standard is used for information related to GHG statement. Our work was designed to gather evidence on which to base our opinion conclusions.

We undertook the following activities:

- · Assessment of organization's control over the operational assets, landlord and tenant boundaries, property management approach.
- Consolidation of ESG information: KPIs covered under material topics.
- Assessment of the organization's reporting and management processes concerning this reporting against the principles of relevance, completeness, reliability, neutrality, understandability.
- Data verification on limited level sampling.
- Interviews with staffs involved in sustainability management, ESG report preparation, ESG data management and calculation of final numbers.
- Document review of relevant systems, policies, and procedures wherever available.
- Review of supporting evidence for claims made in the reports.

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- Traceability of information from the origin and testing at site for measurement procedures.
- Review of data pertaining to the sampled units of TRIL, to confirm the data collection processes, record management practices, and check ESG material KPI's physically and through virtual mode.

Responsibility

Tata Realty and Infrastructure Limited (TRIL) is responsible for the preparation and fair presentation of the sustainability information in accordance with the agreed criteria. BSI is responsible for providing an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

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Independence, Quality Control and Competence

BSI is independent to Tata Realty and Infrastructure Limited (TRIL) and has no financial interest in the operation of Tata Realty and Infrastructure Limited (TRIL) other than for the assurance of the sustainability statements contained in the ESG report (non-financial KPIs covered under list of material topics).

This independent assurance opinion statement has been prepared for the stakeholders of Tata Realty and Infrastructure Limited (TRIL), only for the purposes of verifying its statements relating to its environmental, social and governance (ESG) KPI's as reported by the organization in its ESG report, more particularly described in the Scope above.

This independent assurance opinion statement is prepared on the basis of review of information provided to BSI by Tata Realty and Infrastructure Limited (TRIL). In making this independent assurance opinion statement, BSI has assumed that all information provided to it by Tata Realty and Infrastructure Limited (TRIL) is true, accurate and complete. BSI accepts no liability to any third party who places reliance on this statement.

BSI applies its own management standards and compliance policies for quality control, in accordance with ISO/IEC 17021-1:2015 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

BSI is a leading global standards and assessment body founded in 1901. The BSI assurance team has extensive experience in conducting verification over environmental, social and governance (ESG), GRI Universal Standard 2021, AA1000AS, ISO10002, ISO 14001, ISO 45001, ISO 14064, ISO 14067, ISO 14068. ISO 50001, and ISO 9001, etc. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

Issue Date: 27-06-2025 For and on behalf of BSI: Ishan Mehrotra Ishan Mehrotra, Lead Assurer Theuns Kotze, Managing Director - IMETA Assurance

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Appendix A: List of locations included in the assurance boundary:

S. No.	States	Locations	Property Addresses
1	Haryana	Gurugram	Trillium Avenue Near HUDA city Metro Station, Sector 29, Gurugram, Haryana, Haryana 122009
2	Haryana	Gurugram	Trillium Park Khewat No 221/274 Village Behrampur, Golf Course Extension, near Sector 59, Gurugram
3	Haryana	Gurugram	Tata Intellion Edge Tower-A, Sector 72, Gurugram, Haryana 122004
4	Tamil-Nadu	Chennai	Ramanujan Intellion Park Rajiv Gandhi Salai, Tharamani, Chennai, Tamil Nadu 600113
5	Maharashtra	Mumbai	Intellion Square Infinity IT Park, Gen, General Arun Kumar Vaidya Marg, Malad, Raheja Housing and Commercial Complex, Malad East, Mumbai, Maharashtra 400097
6	Maharashtra	Mumbai	Intellion Park Plot No. 23 & 24, Trans Thane Creek, Thane - Belapur Rd, MIDC Industrial Area, Ghansoli, Navi Mumbai, Maharashtra 400701

Below opportunities for improvement were identified as an outcome of assurance activity:

- Reporting of C&D waste generated and discarded for under construction sites may be incorporated.
 LTI (Lost time incidents) record for operational sites may also be included in the calculations.
 Organization may look for how tenant contracts and organization's ESG expectations may be further aligned, to ensure ownership and attribution of fuel consumption, water and waste management indicators.

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TATA REALTY

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