

July 10, 2025

BSE Limited

Scrip Code: 543287

Debt Segment – 975115, 975192, 975560, 976262, 976764, 976895

National Stock Exchange of India Limited

Trading Symbol: LODHA

Dear Sirs,

Sub: Submission of Business Responsibility and Sustainability Report for the FY 2024-25

Ref: Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended ('Listing Regulations')

Pursuant to Regulation 34(2)(f) of the Listing Regulations, we submit herewith the Business Responsibility and Sustainability Report ('BRSR') for the financial year ended March 31, 2025 along with the Independent Assurance Statement. The said BRSR also forms an integral part of the 4th Integrated Report for the FY 2024-25.

Kindly take the above information on record.

Thanking you,
Yours faithfully,

**For Lodha Developers Limited
(Formerly known as Macrotech Developers Limited)**

**Sanjyot Rangnekar
Company Secretary & Compliance Officer
Membership No. F4154**

Encl: As Above

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity [GRI 2-1,2-2,2-3,2-5]	
1	Corporate Identity Number (CIN) of the Listed Entity
	L45200MH1995PLC093041
2	Name of the Listed Entity
	LODHA DEVELOPERS LIMITED (Formerly known as Macrotech Developers Limited)
3	Year of Incorporation
	1995
4	Registered office address
	412, Floor- 4, 17G Vardhaman Chamber Cawasji Patel Road, Horniman Circle, Fort Mumbai 400 001
5	Corporate address
	One Lodha Place, Senapati Bapat Marg, Lower Parel, Mumbai 400 013
6	E-mail id
	investor.relations@lodhagroup.com
7	Telephone
	+91 22 6133 4400
8	Website
	www.lodhagroup.com
9	Financial year for which reporting is being done
	2024-25
10	Name of the Stock Exchange(s) where shares are listed
	BSE Limited and National Stock Exchange of India Limited
11	Paid-up capital (₹)
	₹ 9,975.7 Mn
12	Name and contact details of the person who may be contacted in case of any queries on the BRSR report
	Mr Aun Abdullah, Head ESG Tel: +91 22 6133 4400, Email: sustainability@lodhagroup.com Address: One Lodha Place, Senapati Bapat Marg, Lower Parel, Mumbai 400 013
13	Reporting boundary
	Disclosures are made on a consolidated basis for Lodha Developers Limited and its subsidiaries, unless otherwise specified.
14	Name of assurance provider
	DNV Business Assurance India Private Limited
15	Type of assurance provided
	Reasonable Assurance (for BRSR core indicators) and Limited Assurance (for other indicators)

II. Product and services [GRI 2-2,2-6]			
16. Details of business activities (accounting for 90% of the turnover)			
S. No.	Description of main activity	Description of business activity	% of turnover
1.	Construction	Development of residential projects, commercial projects and digital infrastructure parks	100%

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

S. No. Product/Service	NIC Code	% of total turnover contributed
1. Construction and development of real estate and allied activities	410	100%

III. Operations [GRI 2-2,2-6]

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

Location	Number of plants ¹	Number of offices	Total
National	46	10	56
International ²	0	1	1

Notes:

1. The Company does not have any plants. Total number of project offices is 46.
2. The Company has a representative sales office in Dubai.

19. Markets served by the entity

a. Number of locations

Locations	Number
National (No. of states)	2
International (No. of countries)	0

Note: The Company does not have any international projects.

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

Nil

c. A brief on types of customers

In our "for-sale" business, our customers are generally individuals. In our commercial annuity and digital infrastructure park business, our customers are financial institutions, business houses, high net worth individuals etc.

IV. Employees [GRI 2-2,2-7,2-8]

20. Details as at the end of the financial year

a. Employees and workers (including differently abled)

S. No. Particulars	Total(A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES					
1. Permanent (D)	5,359	4,350	81.2%	1,009	18.8%
2. Other than Permanent (E)	55	30	54.5%	25	45.5%
Total employees (D + E)	5,414	4,380	80.9%	1,034	19.1%
WORKERS¹					
4. Permanent (F)	0	0	0	0	0
5. Other than Permanent (G)	18,634	18,634	100%	0	0
Total workers (F + G)	18,634	18,634	100%	0	0

Notes:

1. Workers at our construction sites are employed by our contractors and their sub-contractors. There are no workers on our pay roll.

b. Differently abled employees and workers

S. No. Particulars	Total(A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES					
1. Permanent (D)	1	1	100%	0	0
2. Other than Permanent (E)	0	0	0%	0	0
3. Total differently abled employees (D + E)	1	1	100%	0	0
DIFFERENTLY ABLED WORKERS					
4. Permanent (F)	0	0	0	0	0
5. Other than Permanent (G)	0	0	0	0	0
6. Total differently abled workers (F + G)	0	0	0	0	0

21. Participation/inclusion/ representation of women [GRI 405-1]

	Total(A)	No and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	11	2	18.2%
Key Management Personnel	7	2	28.6%

22. Turnover rate for permanent employees and workers [GRI 401-1]

	FY 2025			FY 2024			FY 2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	21.8%	24.5%	22.3%	22.5%	24.8%	22.9%	22.7%	26.5%	23.4%
Permanent Workers				Not applicable					

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures [GRI 2-2]

S. No. Name of the holding /subsidiary / associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by the listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)	
			Yes	No
1. Sambhavnath Infrabuild and Farms Private Limited	Holding company	-		No
2. Bellissimo Induslogic Bengaluru1 Private Limited	Subsidiary	100%		No
3. Bellissimo Digital Infrastructure Development Management Private Limited	Subsidiary	100%		No
4. Bellissimo Digital Infrastructure Investment Management Private Limited	Subsidiary	100%		No
5. Bellissimo Finvest Private Limited	Subsidiary	100%		No
6. Brickmart Constructions and Developers Private Limited	Subsidiary	100%		No
7. Corrisance Developers Private Ltd	Subsidiary	100%		No
8. Cowtown Infotech Services Limited	Subsidiary	100%	Yes	
9. Digirealty Technologies Private Limited	Subsidiary	100%	Yes	
10. G Corp Homes Private Limited	Subsidiary	100%	Yes	
11. Goel Ganga Ventures India Private Limited	Subsidiary	100%	Yes	
12. Janus Logistics and Industrial Parks Private Limited	Subsidiary	100%	No	
13. National Standard (India) Limited	Subsidiary	73.9%	Yes	
14. Noverra Hospitality Private Limited	Subsidiary	100%	Yes	
15. One Box Warehouse Private Limited	Subsidiary	100%	No	
16. One Place Commercials Private Limited ¹	Subsidiary	100%	Yes	

S. No. Name of the holding /subsidiary / associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by the listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
17. Opexefi Services Private Limited	Subsidiary	100%	No
18. Palava City Management Private Limited ¹	Subsidiary	100%	No
19. Roselabs Finance Limited	Subsidiary	74.3%	No
20. Sanathnagar Enterprises Limited	Subsidiary	72.7%	Yes
21. Siddhivinayak Realties Private Limited	Subsidiary	100%	No
22. Simtools Private Limited	Subsidiary	48.48%	Yes
23. Thane Commercial Tower A Management Private Limited	Subsidiary	100%	No
24. V Hotels Limited	Subsidiary	100%	No
25. Bellissimo In City FC Mumbai Private Limited	Joint Venture	66.7%	No
26. Palava Induslogic 4 Private Limited	Joint Venture	66.7%	No
27. Palava Induslogic 2 Private Limited	Joint Venture	100%	No

Notes:

1. Merged with the Company on May 15, 2025

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013? – Yes
(ii) Turnover - ₹ 126.8 Bn
(iii) Net worth - ₹ 187.6 Bn

VI. Transparency and Disclosures Compliances

25. Complaints/ grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct (GRI 2-16)

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No). (If yes, then provide web-link for grievance redress policy)	FY 2025			Remarks	FY 2024			Remarks
		Number of complaints filed during the year	Number of pending resolution at close of the year	Number of complaints filed during the year		Number of pending resolution at close of the year	Number of pending resolution at close of the year	Number of pending resolution at close of the year	
Communities	Yes. www.lodhagroup.com/esg-sustainability-environmental-social-governance	0	0	0		0	0	0	0
Investors (other than shareholders)	NA	NA	NA	NA		NA	NA	NA	NA
Shareholders	Yes. www.lodhagroup.com/investor-relations	0	0	0		0	0	0	0
Employees and workers	Yes. www.lodhagroup.com/esg-sustainability-environmental-social-governance	1,815	0	0	2,515	0	0	0	All pending cases were closed.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No). (If yes, then provide web-link for grievance redress policy)	FY 2025			Remarks	FY 2024			Remarks
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year		Number of complaints pending resolution at close of the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	
Customers	Yes. www.lodhagroup.com/esg-sustainability-environmental-social-governance	2,546	45	All pending cases are closed as on date. 13 complaints were converted into litigation, of which 5 are resolved.	3,539	105	All pending cases are closed as on date. 17 complaints were converted into litigation, of which 11 are resolved.		
Value Chain Partners	Yes. www.lodhagroup.com/esg-sustainability-environmental-social-governance	3,399	3,394	All pending complaints closed as on date.	3,380	13	All pending cases were closed.		

Notes: Number of customer complaints includes complaints received /addressed of any nature.

26. Overview of the entity's material responsible business conduct issues [GRI 3-2, 3-3, 201-2]

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

S. No. Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Climate Change	Risk	<p>Increased frequency of extreme weather events, rising temperatures and shifting climate patterns can disrupt construction schedules, inflate material costs, strain energy and water resources and expose projects to evolving regulatory and investor scrutiny.</p>	<ul style="list-style-type: none"> Use of climate data in project and infrastructure design Using nature based solutions to counter storm events, achieve water resilience and mitigate heat waves. Net-zero targets validated by SBTi to guide emissions reduction. Launched Lodha Net Zero Urban Accelerator to accelerate action on resilience and decarbonization.
2.	Energy and Energy Efficiency	Risk & Opportunity	<p>Risk:</p> <p>Inefficient energy usage, high dependency on non-renewables and delayed integration of clean energy solutions can lead to elevated operational costs, reduced asset performance, lower ESG ratings and misalignment with regulatory and market expectations</p>	<ul style="list-style-type: none"> Progressively increase the share of renewable electricity to 100% through Power Purchase Agreements (PPA) and other procurement models, including IRECs, across construction sites and standing assets.

S. Material issue No. identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3. Water Management	Risk	<p>Opportunity:</p> <p>Accelerating energy efficiency and clean energy adoption reduces operating expenses, boosts asset value, improves ESG credentials and enables premium pricing, faster sales and access to green financing</p>	<ul style="list-style-type: none"> Implementing passive design strategies and energy-efficient systems across projects to reduce demand. 	
4. Health and Safety	Risk	<p>Lapses in health and safety can lead to workplace injuries, fatalities, legal liabilities, construction delays and reputational damage. This also impacts workforce morale, contractor productivity and overall execution efficiency.</p>	<ul style="list-style-type: none"> We recycle 100% of treated wastewater across projects for reuse in landscaping and other non-potable applications All developments incorporate rainwater harvesting systems to reduce dependence on municipal water and support groundwater recharge Efficient fixtures, pressure regulation and building level metering are used to minimise consumption and losses 	Negative
5. Human Rights and Labor Management	Risk	<p>Inadequate protection of human rights, unfair labour practices, or unsafe working conditions for employees and workers can lead to non-compliance, reduced productivity, workforce dissatisfaction, attrition and reputational damage, affecting long-term business continuity.</p>	<ul style="list-style-type: none"> Comprehensive EHS Management aligned with ISO 45001 implemented across all sites Deployment of digital tools for safety monitoring Third-party audits and continuous monitoring of safety KPIs including LTIFR Regular capability building and safety leadership programs for employees and workers 	Negative

S. No. Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6. Business Ethics, Transparency, Resilience and Governance	Risk	Weak governance, ethical lapses, or lack of transparency can lead to regulatory penalties, loss of investor confidence, reputational damage and erosion of stakeholder trust	<ul style="list-style-type: none"> Board-led governance framework with clear oversight on ethics, compliance and ESG performance Company-wide Code of Conduct and Whistleblower Policy with anonymous reporting channels Disclosures aligned with SEBI, BRSR and global sustainability standards to ensure transparency 	Negative

For more details refer to the Risk Management section on pg 42 of the Integrated Report.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the policies [GRI 2-23]	www.lodhagroup.com/esg-sustainability-environmental-social-governance								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4.	Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trusteal) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	All our policies are in alignment with international standards such as ISO 45001: 2018, ISO 14001:2015, IGBC, GBCI and LEED								

	P1	P2	P3	P4	P5	P6	P7	P8	P9
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any. [GRI 3-3]	We have set specific Environmental, Social and Governance (ESG) goals and have defined our strategy to deliver consistent, competitive, profitable and responsible growth. Top goals include:							
		<p>1. Environment:</p> <ul style="list-style-type: none"> a. 97.9% reduction in Scope 1 & 2 emissions by FY2028 b. Achieve 51% reduction in Scope 3 emission intensities by FY2030 c. Scope 3 emission reduction pathway aligned with 1.5°C goal, i.e. achieving Net Zero by FY2050 <p>2. Social:</p> <ul style="list-style-type: none"> a. Achieve gender diversity target of 30% (excluding construction management team). b. Ensure a safe working environment at sites to achieve zero fatality, zero hospitalization and lowest LTIFR in the industry. 							
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	We constantly monitor our performance against our ESG goals and take adequate actions wherever required.							
		<p>1. Environment</p> <ul style="list-style-type: none"> a. Achieved carbon neutrality in our operations (scope 1, 2 emissions). b. Focusing on creating innovative and scalable solutions for decarbonisation under Lodha Net Zero Urban Accelerator, in partnership with RMI India Foundation. <p>2. Social</p> <ul style="list-style-type: none"> a. Gender diversity at 25.9% in FY25 (excluding construction workforce). b. 0.04 lost time injury frequency rate (LTIFR) and zero fatality in FY25 							

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) [GRI 2-22]

Refer the MD & CEO's statement on page 17 of the Integrated Report

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy. [GRI 2-9,2-13]

Mr Abhishek Lodha, Managing Director & CEO of the Company is responsible for decision making on sustainability related issues.

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details. [GRI 2-9,2-11,2-13,2-14]

CSR Committee: The CSR committee governs and reviews the CSR activities of the Company. It also recommends the annual plan for CSR initiatives to the Board for approval. The CSR Committee also reviews the update on the performance of the Company against the CSR plan.

ESG Committee: The ESG Committee approves the ESG goals, targets and strategy and reviews implementation, execution, progress and impact of the Company's ESG initiatives and targets.

Risk Management Committee: The RMC reviews the risk management processes and ensures that appropriate methodology, processes and systems are in place to identify, monitor, evaluate and mitigate risks associated with the business of the Company including financial, operational, sectoral, sustainability, information, cyber security risks etc.

Stakeholders' Relationship Committee: This Committee considers and resolves the grievances of the shareholders, debenture holders and other security holders of the Company, including complaints relating to non-receipt of Annual Report, transfer and transmission of securities, non-receipt of dividends/interests and such other grievances.

10. Details of review of NGRBCs by the Company

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action									Yes									Quarterly review
Compliance with statutory requirements of relevance to the principles and rectification of non-compliances										Yes, the review is undertaken by the MD & CEO								Quarterly review

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/ No). If yes, provide name of the agency. [GRI 2-5]

In FY22, Price Waterhouse Coopers Services LLP had done an assessment on working of our Sustainable Design and the CSR policies and a Human Rights Due Diligence evaluating implementation of our Human Rights, Diversity and inclusion policies.

DNV Business Assurance India Private Limited has provided a reasonable assurance on BRSR Core indicators and a limited assurance on select BRSR indicators in FY25.

The Company has also obtained certification under various national and international standards, including ISO 14001, ISO 45001 etc. These certifications also include assessment of the policies of the Company by independent external assessor.

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

Not applicable

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURES

PRINCIPLE 1

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

Essential Indicators

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

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programs
Board of Directors	7	The Board & KMPs dedicated time throughout the year to stay informed on business developments, regulatory changes, economic trends and sustainability issues.	100%
Key Managerial Personnel	7	The Board & KMPs dedicated time throughout the year to stay informed on business developments, regulatory changes, economic trends and sustainability issues.	100%

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programs
Employees other than Board and KMPs	1,945	All 9 principles	100%
Workers	3,670	Ethics, Environment, Health and Safety and well- being	100%

Note: Impact of training

1. Awareness and understanding on organisation commitment towards ethical business practices, human rights, health and safety.
2. Building awareness on organisation commitment and targets on ESG.
3. Zero cases of any violation on ethical business practices, human rights, discrimination and harassment.

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

Nil

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

N.A.

4. **Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy. [GRI 205-1]**

Yes. The Company has adopted an Anti Money laundering, Anti corruption and Anti Bribery policy. The Policy is applicable to all our stakeholders and seeks to ensure that there are adequate procedures to prevent any involvement in any activity related to bribery, facilitation payments, corruption or money laundering etc. Employees affirm the policy annually while other stakeholders like vendors, channel partners etc at the time of onboarding and at the time of entering into contracts with the Company. The policy is available on our website at www.lodhagroup.com/esg-sustainability-environmental-social-governance. There were no breaches on account of bribery or corruption or money laundering in FY25.

5. **Number of Directors/KMPs/employees/ workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption. [GRI 205-3]**

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

6. **Details of complaints with regard to conflict of interest [GRI 2-15]**

There were no complaints with regard to conflict of interest of any Directors or KMPs.

7. **Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.**

Nil

8. **Number of days of accounts payables ((Accounts payable *365) / Cost of goods/ services procured).**

Particulars	FY 2025	FY 2024
Number of days of accounts payables	89	85

9. Open-ness of business

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

Parameter	Metrics	FY 2025	FY 2024
Concentration of Purchases	a) Purchases from trading houses as % of total purchases	-	-
	b) Number of trading houses where purchases are made from	-	-
	c) Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a) Sales to dealers / distributors as % of total sales	-	-
	b) Number of dealers / distributors to whom sales are made	-	-
	c) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	-	-
Share of RPTs in	a) Purchases (Purchases with related parties / Total Purchases)	1.1%	0.8%
	b) Sales (Sales to related parties / Total Sales)	0.3%	3.3%
	c) Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	0.1%
	d) Investments (Investments in related parties / Total Investments made)	-	2.2%

Leadership Indicators

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

Total number of awareness programs held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programs
4	Safety trainings, mock drills, implementation of ISO 45001:2018, National Safety Day, World Environment Day, Road Safety Week and Fire Service Day are also celebrated, safety communications, safety assessment exercise, Health Safety & Environment, Human Rights	~30%

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same. [GRI 2-15]

Yes. Our Code of Conduct for Board members mandates that all Directors prioritize the Company's interests and ensure that their other business or personal affiliations do not create conflict of interest. Any actual or potential conflicts must be promptly reported and necessary approvals sought in accordance with applicable law and Company policies. The Company annually receives a declaration from each Director affirming their adherence to this Code, including the provisions addressing conflicts of interest. The Code of Conduct for directors is available on the Company's website at www.lodhagroup.com/investor-relations.

PRINCIPLE 2

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

Essential Indicators

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

	FY 2025	FY 2024	Details of improvements in environmental and social impacts
R&D	10.2%	8.6%	In-house innovations in product design and strategic partnerships to ensure environmentally sustainable buildings, which has led to increase in our green certified portfolio. We are also addressing our full-spectrum of emissions through the Lodha Net Zero Urban Accelerator in partnership with RMI India Foundation.
Capex	19.9%	17.1%	Significant use of sustainable products in our developments, ensuring considerations of circularity by use of recycled materials and operational efficiency in the form of system renewable energy, recycled steel, fly ash and ggbs, AAC blocks, star rated air conditioners and geysers, sewage treatment plants, performance facade systems etc.

- a. Does the entity have procedures in place for sustainable sourcing? [GRI 308-1]

Yes. Our Sustainability Procurement Policy is centered around promoting sustainable sourcing and a circular economy model. We actively partner with local communities and vendors, creating jobs and stimulating regional economic growth. Through rigorous assessment and monitoring, we ensure that our vendors uphold our high standards for quality, safety and sustainability, ultimately contributing to the socioeconomic well-being of the areas where we operate. The policy is available on our website www.lodhagroup.com/esg-sustainability-environmental-social-governance. For more details refer the Social and Relationship Capital section on page 146 of the Integrated Report.

- If yes, what percentage of inputs were sourced sustainably?

We have completed geo-mapping for approximately 88% of our total material procurement and our analysis revealed that approximately 94% of our materials are sourced from within a 400 km radius. For more details refer the Social and Relationship Capital section on page 148 of the Integrated Report.

- Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

Since our products have a long lifecycle, we do not reclaim them post-handover. However, construction and operational waste is managed through on-site reuse and disposal via authorized recyclers. Plastic, e-waste and hazardous waste is handled as per regulatory norms, aligned with our circular construction and waste minimization goals.

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

Not applicable

Leadership Indicators

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
410	Construction of buildings	16.6%	Cradle to site	Yes	Yes. https://www.lodhagroup.com/blogs/sustainability/embodied-carbon-in-high-rise-buildings-insights-from-a-baselining-study

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

Name of Product / Service	Description of the risk / concern	Action Taken
Construction of buildings	The LCA confirmed that the embodied carbon emissions outweigh the overall emissions in the near-term. It is therefore imperative for us to engage with the supply chain and also devise innovative designs to reduce these upstream Scope 3 emission	Actions directed towards reducing the overall lifecycle emissions of buildings: Higher usage of supplementary cementitious materials (SCMs) in concrete, procurement of high-quality recycled steel, establishment of a central formwork yard to reduce aluminium wastage and enhance structural durability, pilots conducted for technologies such as super-efficient air conditioners , etc.

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry). [GRI 301-2]

Indicate input material	Recycled or re-used input material to total material	
	FY 2025	FY 2024
Steel	14.5%	13.7%
Fly ash and ground granulated blast furnace slag (ggbs)	0.9%	0.8%

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled and safely disposed. [GRI 301-3]

Not Applicable

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

Not Applicable

PRINCIPLE 3

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

Essential Indicators

1. a. Details of measures for the well-being of employees [GRI 401-2]

Category	Total	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		(A)	(B)	(B/A)	(C)	(C/A)	(D)	(D/A)	(E)	(E/A)	(F)
Permanent employees											
Male	4,350	4,350	100%	4,350	100%	0	0	4,350	100%	1,129	26.0%
Female	1,009	1,009	100%	1,009	100%	1,009	100%	0	0	124	12.3%
Total	5,359	5,359	100%	5,359	100%	1,009	18.8%	4,350	81.2%	1,253	23.4%
Other than Permanent employees											
Male	30	30	100%	30	100%	0	0	30	100%	2	6.7%
Female	25	25	100%	25	100%	25	100%	0	0	2	8.0%
Total	55	55	100%	55	100%	25	45.5%	30	54.5%	4	7.3%

Note: Health insurance, accident insurance, parental leave is applicable only for permanent employees and full time consultants.

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

The Company ensures that all workers have a "Fit for Work" medical certificate before induction. The Company provides labour welfare facilities including accommodation, food, recreation facilities, rest rooms, drinking water, toilets and urinals and health care facilities including first aid facilities, qualified doctors and nurses, ambulance & emergency care. Regular pest control, fogging, sanitisation is conducted at sites. For more details refer to the Human Capital section on page 132 of the Integrated Report.

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

	FY 2025	FY 2024
Cost incurred on well-being measures as a % of total revenue of the Company	0.06%	0.07%

2. Details of retirement benefits for current FY and previous FY. [GRI 201-3]

Benefits	FY 2025			FY 2024		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
Provident Fund (PF)	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	N.A.	N.A.	100%	N.A.	N.A.
Employee State Insurance (ESI)	0.3%	100%	Yes	0.6%	100%	Yes
National Pension Scheme (NPS)	4.7%	N.A.	Yes	4.9%	N.A.	Yes

Note: ESIC is applicable to employees as per the threshold limit prescribed under the ESIC Act.

3. Accessibility of workplaces

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

Yes

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

Yes. The Equal Opportunities Policy is available on our website at www.lodhagroup.com/esg-sustainability-environmental-social-governance.

5. Return to work and retention rates of permanent employees and workers that took parental leave.[GRI 401-3]

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	78.5%	N.A	N.A
Female	96.3%	77.8%	N.A	N.A
Total	99.5%	78.4%	N.A	N.A

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief. [GRI 102-33]

Yes/No. (If Yes, then give details of the mechanism in brief)

Permanent Workers	This is not applicable as the Company does not have any permanent workers.
Other than Permanent Workers	Yes. Grievances can be registered in on-site complaint registers or online via our Stakeholders' Grievance redressal portal. Site staff address and resolve these complaints, with details shared monthly with Project EHS associates. EHS Associates conduct periodic camp inspections and check complaint registers to ensure timely resolution. Outstanding complaints are reviewed during monthly project committee meetings.
Permanent Employees	Yes. Employees can raise grievances with their designated Human Resources Business Partners or submit them online via the Stakeholders Grievance Redressal Portal. Additionally, a whistleblower mechanism is available for reporting violations of our Code of Conduct or any illegal or unethical practices. This channel allows for anonymous submissions, consistent with our Whistleblower Policy.
Other than Permanent Employees	

7. **Membership of employees and worker in association(s) or Unions recognised by the listed entity. [GRI 2-30]**

Employees are allowed to associate with any trade union or seek collective bargaining agreements. As on March 31, 2025, no employees were part of any independent trade union or collective bargaining agreements.

8. **Details of training given to employees and workers. [GRI 404-1]**

Category	FY 2025					FY 2024				
	Total	On Health and safety measures		On Skill upgradation		Total	On Health and safety measures		On Skill upgradation	
		No.	%	No.	%		(E)	(E / D)	(F)	(F / D)
Employees										
Male	4,380	1,906	43.5%	4,281	97.7%	3,754	1,899	50.6%	3,499	93.2%
Female	1,034	186	18.0%	1,018	98.5%	857	164	19.1%	800	93.3%
Total	5,414	2,092	38.6%	5,299	97.9%	4,611	2,063	44.7%	4,299	93.2%
Workers										
Male	18,634	18,634	100%	0	0	17,626	17,626	100%	0	0
Female	0	0	0	0	0	0	0	0	0	0
Total	18,634	18,634	100%	0	0	17,626	17,626	100%	0	0

9. **Details of performance and career development reviews of employees and workers. [GRI 404-3]**

Category	FY 2025			FY 2024		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	4,380	3,627	82.8%	3,754	3,336	88.9%
Female	1,034	819	79.2%	857	737	85.9%
Total	5,414	4,446	82.1%	4,611	4,073	88.3%

Note: Trainees and Interns are not included

10. **Health and safety management system**

a. **Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system? [GRI 403-1]**

Yes. The Company is certified for ISO 45001:2018 a globally recognized standard for Occupational Health and Safety Management Systems. A robust OHS framework is fully implemented across all our facilities and projects in India, covering 100% of both our office footprint and the people footprint within these locations. Our comprehensive OHS Management System includes a well-defined policy, manual and supporting processes to ensure the safety and well-being of our employees and workers.

b. **What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity? [GRI 403-2]**

Our ISO 45001:2018 Occupational Health and Safety Management System incorporates a proactive approach to risk management. We follow a documented procedure for assessing work-related hazards and risks through various methods, including hazard identification

and risk assessment sessions, daily site inspections, weekly management walkabouts and regular audits for all routine and non-routine activities at all our facilities and projects. Process owners, working closely with safety experts, identify potential hazards and risks and are accountable for implementing appropriate controls to mitigate identified OHS risks. For more details refer the Occupational Health and Safety section on page 132 of the Integrated Report.

c. **Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/ N) [GRI 403-2]**

Yes. We have implemented a comprehensive system for reporting OHS observations and incidents including unsafe conditions and acts, accidents, near misses etc. This allows us to ensure that all observations are closed and every work-related incident is investigated to put corrective and preventive measures in place. Our 'Stop Work Policy' gives all employees and workers the authority to take immediate action to remove themselves and co-workers from any OHS risks. For more details refer the Occupational Health and Safety section on page 132 of the Integrated Report.

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

Yes. We are deeply committed to the physical, mental and emotional well-being of our employees. We provide a diverse range of programs and benefits covering mental health, ergonomic well-being, physical health and safety. To support mental health, we have implemented programs that help employees and their families cope with stress and anxiety. Our comprehensive health benefits include medical insurance and 24/7 free doctor consultations, alongside access to an in-house nutritionist. For our women employees, we offer maternity benefits, a crèche facility and other wellness initiatives, fostering a supportive work environment and promoting a healthy work-life balance. Qualified doctors and NGOs regularly conduct health campaigns and awareness sessions in worker camps and we also organize medical check-ups. Furthermore, to ensure a safe and healthy work environment, we've implemented a "Substance Abuse Policy" across all our projects. For more information, please refer to the Human Capital section on page 136 of our Integrated Report.

11. Details of safety related incidents. [GRI 403-9, 403-10]

Safety Incident/Number	Category	FY2025	FY2024
Lost Time Injury Frequency Rate (LTIFR)(per one million-person hours worked)	Employees	0.12	0
	Workers	0.03	0.049
Total recordable work-related injuries	Employees	1	0
	Workers	15	12
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

12. Describe the measures taken by the entity to ensure a safe and healthy work place. [GRI 403-2,3-3,403-9,403-10]

We conduct thorough hazard identification and risk assessment processes to pinpoint each risk and implement proper mitigation measures, ensuring a healthy and safe work environment at all our offices and project sites. We have implemented a range of measures to ensure a safe and healthy workplace environment for all employees. Measures include creating awareness through induction, OHS trainings, deployment of competent work force, implementation of preventive measures as per risk assessment of the activity, adopting safe work methods, adopting zero tolerance to OHS violations, implementation of disciplinary and reward programs, etc.

Mitigation measures to prevent or mitigate significant occupational health & safety impacts include:

- Provision and maintenance of fire detection, alarm and suppression systems.
- Regular mock drills for fire as well as medical emergencies
- Regular site OHS inspections and audits
- Provision of ergonomically designed chairs and workstations to prevent musculoskeletal disorders and low radiation computer monitors for better visual health
- Digital monitoring of indoor air quality and periodic cleaning of the HVAC ducts to avoid sick building syndrome.
- Monitoring of air quality & noise monitoring at construction sites which is conducted by third party vendor to ensure emission is within MPCB permissible limit.
- Regular training on occupational health & safety training to sensitize employees on OHS aspects to inculcate a culture of safety
- Employee engagement campaigns on health & safety topics such as Everyone home safe, fire safety, road safety, emergency evacuation, ergonomics among others.

13. Number of complaints on the following made by employees and workers. [GRI 2-16, GRI 2-25]

Benefits	FY 2025			FY 2024		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	1,344	0	All complaints	2,097	0	All complaints
Health & Safety	471	0	are addressed	418	0	are addressed

14. Assessments for the year [GRI 3-3]

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

Note: Assessment of ISO 45001 & ISO 14001 management system was by an external agency and working conditions were assessed internally.

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions. [GRI 403-10]

There were no significant risks or major concerns identified from the health and safety assessments conducted this year. There were a few slip, trip and fall related incidents during the year, which were investigated and closed with necessary corrective and preventive actions. For further details on the safety measures taken at our sites, refer the Occupational Health and Safety section on page 132 of the Integrated Report.

Leadership Indicators

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

Employees – Yes

Workers – Yes

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

Contractors are required to submit valid PF and ESIC registrations and copies of attendance & wage registers, workmen compensation policy and challans as a proof of payment of statutory dues on an ongoing basis.

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

Total no. of affected employees/ workers	No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment			
	FY 2025	FY 2024	FY 2025	FY 2024
Employees	0	0	0	0
Workers	0	0	0	0

Note: In case of contract workers, it is the responsibility of the contractor to provide compensation/rehabilitation/alternate employment.

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

No. The Company does not have any formal policy on transition assistance, however, support is provided on case to- case basis.

5. Details on assessment of value chain partners

% of value chain partners (by value of business done with such partners) that were assessed

Health and safety practices	~59%
Working Conditions	

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

Value chain partners as well as contractors working on our project sites must adhere to the Supplier's Code of Conduct and the general conditions of the contract regarding maintaining safe working conditions. All health and safety measures, working conditions, risk identification and corrective measures are consistent across the entire project.

PRINCIPLE 4

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

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity. [GRI 2-29]

A stakeholder is any individual, group, or entity that is impacted by our operations, products and/or services, or has the ability to influence and/or has an interest in our operations, products and/or services. Key stakeholders are identified based on the level of influence they have on our company and vice versa. We categorize our stakeholders as either internal or external, depending on the nature of their association with the Company. For more details refer the Stakeholder Engagement section on page 35 of the Integrated Report.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group. [GRI 2-12, 2-29]

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors and Lenders	No	<ul style="list-style-type: none"> Investor and analyst conferences Periodic meetings Annual report Press releases or media updates Earnings calls Press conferences Press releases Leadership conversations and interviews Industry events Product launches Familiarization visits Social media Participate in industry news with trend stories Mitigate crisis situations Performance updates 	Ongoing	<ul style="list-style-type: none"> Focus on strong operating and financial performance. Focus on highlighting sustainability commitments and disclosures.
Media	No	<ul style="list-style-type: none"> Community meetings CSR initiatives 	Ongoing	<ul style="list-style-type: none"> Enhancing traditional and digital media presence Enhanced perception for the brand Broadening media horizon with national news
Local Communities	No	<ul style="list-style-type: none"> Coffee with CEO Townhalls HR connect Project reviews Offsites Rewards & recognition Employee engagement surveys Lodha World newsletter 	Ongoing	<ul style="list-style-type: none"> Enabling sustainable livelihoods Providing access to education Empowering women and promoting equality
Employees	No	<ul style="list-style-type: none"> Coffee with CEO Townhalls HR connect Project reviews Offsites Rewards & recognition Employee engagement surveys Lodha World newsletter 	Ongoing	<ul style="list-style-type: none"> Attracting & retaining diversity in talent Providing a learning environment Providing engaging & enriching culture Providing career & growth opportunities

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Channel Partners	No	<ul style="list-style-type: none"> Channel partner meets Product training Lodha CP portal Website Business reviews 	Continuous	<ul style="list-style-type: none"> Generating business and leads Expanding reach of innovative business models and offerings
Suppliers	No	<ul style="list-style-type: none"> One-on-one meetings Training and awareness drives on sustainability topics Townhalls CEO meets 	Continuous	<ul style="list-style-type: none"> Ensuring quality & and meeting project schedules Expanding reach & impact of sustainability initiatives by integrating sustainability principles across the supply chain
Contractual Support Staff	Yes	<ul style="list-style-type: none"> Periodical review meetings CSR interventions EHS training Skill building trainings Sponsored events Mailers & newsletters Brochures Brand campaigns Sales pitches 	Continuous	<ul style="list-style-type: none"> Building responsible citizenry Socio-economic upliftment
Customers	Yes	<ul style="list-style-type: none"> Customer visits Website Webinars Media and social media Customer satisfaction Surveys Community events 	Continuous	<ul style="list-style-type: none"> Understanding customer requirements Identifying opportunities to improve our products & services
Government	No	<ul style="list-style-type: none"> Face-to-face and electronic correspondence Public policy and advocacy Making representations 	Need basis	<ul style="list-style-type: none"> Licensing and permission Sector sustainability Ensuring smooth operations

Leadership Indicators

- Provide the processes for consultation between stakeholders and the Board on economic, environmental and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board. [GRI 2-29]

We regularly engage with our stakeholders on key economic, environmental and social matters, including on material issues. The insights gathered are crucial for conducting our materiality assessment and directly influence the development of our sustainability strategy and initiatives. These proposals are subsequently reviewed by the ESG Committee and the collective feedback from both the committee and the Board is integrated into the final implementation of our plans.

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

Yes. Stakeholder consultation plays a vital role in identifying and managing environmental and social topics. For the community development programs, an extensive stakeholder consultation process was implemented to gather insights on the skills, employability and aspirations of community members residing in low-cost housing developments and in peri-urban areas around our developments in Palava, Upper Thane, Alibaug and Bengaluru. This was achieved through surveys, interviews and focussed group discussions with key community members and deeper discussions with women. Similarly, for the Lodha Genius Program, surveys and interviews were conducted with academically gifted students, their teachers and parents to understand the challenges they face in nurturing and developing their talents. As the programme evolves, we are continuing deeper discussions with our beneficiaries, their families and educators to ensure the programme continues to meet their needs effectively. The insights gained from these consultations were used to determine key interventions for the program.

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

The local business development team actively engages with marginalized stakeholder groups in communities near our projects. In addition, our community development team regularly interacts with local communities to gain insight into their challenges. Our initiatives are developed based on the feedback received from these communities, ensuring that they address the specific needs of the local population.

The Lodha Unnati program is a targeted initiative aimed at empowering women from marginalized sections of society. Our engagement has primarily focused on women who are either not currently employed or who are earning less than ₹15,000 per month. Now this program has expanded beyond women, to include measures to improve community school infrastructure, provide jobs to men and scholarships to meritocratic students. For the Lodha Genius Program, we have reached out to extensive networks of NGO schools such as the Akanksha Foundation and Teach for India, as well as Government schools like Jawahar Navodaya Vidyalaya which have children from the most marginalized sections of society. Almost 50% of the children in our cohorts every year come from extremely marginalized backgrounds.

PRINCIPLE 5

Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025			FY 2024		
	Total	No. of employees / workers covered (B)	%	Total	No. of employees / workers covered (D)	%
Employees						
Permanent	5,359	5,359	100%	4,560	4,560	100%
Other than permanent	55	55	100%	51	51	100%
Total Employees	5,414	5,414	100%	4,611	4,611	100%
Workers						
Permanent	0	0	0	0	0	0
Other than permanent	18,634	18,634	100%	17,626	17,626	100%
Total Workers	18,634	18,634	100%	17,626	17,626	100%

2. Details of minimum wages paid to employees and workers. [GRI 405-2]

	FY 2025						FY 2024					
	Equal to Minimum Wage			More than Minimum Wage			Total	Equal to Minimum Wage			More than Minimum Wage	
	Total	No.	%	No.	%	(C/A)		No.	%	(E/D)	(F)	%
Employees												
Permanent	5,359	0	0	5,359	100%		4,560	0	0	4,560	100%	
Male	4,350	0	0	4,350	100%		3,727	0	0	3,727	100%	
Female	1,009	0	0	1,009	100%		833	0	0	833	100%	
Other than permanent	55	0	0	55	100%		51	0	0	51	100%	
Male	30	0	0	30	100%		27	0	0	27	100%	
Female	25	0	0	25	100%		24	0	0	24	100%	
Workers												
Permanent	0	0	0	0	0		0	0	0	0	0	
Male	0	0	0	0	0		0	0	0	0	0	
Female	0	0	0	0	0		0	0	0	0	0	
Other than permanent	18,634	0	0	18,634	100%		17,626	0	0	17,626	100%	
Male	18,634	0	0	18,634	100%		17,626	0	0	17,626	100%	
Female	0	0	0	0	0		0	0	0	0	0	

3. Details of remuneration/salary/wages [GRI 2-19,2-20,2-21]

a. Median remuneration / wages

	Number	Male	Female	
		Median remuneration/salary/ wages of respective category (₹ Mn)	Number	Median remuneration/salary/ wages of respective category (₹ Mn)
Board of Directors (BoD)	9	9.0	2	16.3
Key Managerial Personnel (KMP)	1	27.2	1	13.2
Employees other than BoD and KMP	4,344	0.9	1,007	0.9
Workers	-	-	-	-

b. Ratio of Annual total compensation of highest-paid employee to the median annual total compensation for all employees (excluding the highest-paid individual) : 137.1

c. Ratio of % increase in annual total compensation of highest-paid employee to the median % increase for all employees (excluding the highest-paid individual) : 1.2

d. Ratio of basic salary and remuneration of women to men

S. No.	Employee Category	Average Basic Salary of Men (₹ Mn)	Average Basic Salary of Women (₹ Mn)	Average Remuneration of Men (₹ Mn)	Average Remuneration of Women (₹ Mn)	Ratio of Basic Salary of Women to Men	Ratio of Basic Remuneration of Women to Men
1	Senior Management	8.6	7.3	10.6	8.7	84.6%	82.3%
2	Middle Management	1.6	1.4	1.8	1.7	91.7%	91.6%
3	Junior Management	0.6	0.6	0.6	0.6	93.9%	101.0%
4	Consultants -Part time	0.9	1.5	0.9	1.5	162.8%	162.8%
5	Consultants -Full time	2.2	3.0	2.5	3.2	134.5%	132.2%
6	Interns	0.2	0.2	0.2	0.2	90.2%	90.2%
7	Temporary	0.6	0.6	0.6	0.6	107.5%	107.5%

e. Gross wages paid to females as % of total wages paid by the entity.

	FY 2025	FY 2024
Gross wages paid to females as % of total wages	16.43%	17.18%

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/ No) [GRI 2-12]

Yes

5. Describe the internal mechanisms in place to redress grievances related to human rights issues. [GRI 2-16, GRI 2-25]

We have provided stakeholders with a grievance mechanism, encouraging them to report any concerns or potential violations related to our Code of Conduct, ethical standards, company policies or legal requirements, including human rights. This system is designed for quick and effective resolution of all reported issues. Our Stakeholder Grievance Policy is available on our website at www.ladhagroup.com/esg-sustainability-environmental-social-governance.

6. Number of complaints on the following made by employees and workers. [GRI 406-1]

	FY 2025			FY 2024		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

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

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases [GRI 2-25]

We guarantee protection to complainants against any form of retaliation, punishment, intimidation, coercion, dismissal, or victimisation as per the Policy for prevention of Sexual Harassment Policy (POSH). This protection extends to those who report genuine concerns in good faith, regardless of whether their claims are proven. Anyone who attempts to victimise any person who complains, co-operates, or provides information/data relating to an investigation or complaint, is liable to face punitive action. All matters and proceedings relating to the complaint including the identity of the complainant and respondent remain strictly confidential and is not disclosed except to a competent court or a governmental agency that has the right under the law and regulation to obtain such information. Any person who breaches the confidentiality requirement is penalised.

9. Do human rights requirements form part of your business agreements and contracts? (Yes/ No). [GRI 2-23, 2-22]

Yes. The Suppliers' Code of Conduct defines the standards and expectations for our business partners. A core element of this Code is our strong commitment to human rights, which partners must affirm when they join us. We expect our partners to consistently uphold and respect human rights across all their operations and activities.

10. Assessments for the year

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)

Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	100%

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

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

Leadership Indicators

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

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

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

An independent external agency conducted a thorough human rights assessment of our operations in FY22. This evaluation covered our entire workforce, including employees and contractors. The scope of the assessment covered key areas such as child labour, forced labour, harassment, discrimination, work-life balance, training and education and occupational health and safety.

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

Yes

4. Details on assessment of value chain partners

% of value chain partners (by value of business done with such partners) that were assessed

Sexual Harassment	
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	~59%
Wages	
Others – please specify	

Note: Value chain partners covered in the assessment were suppliers and contractors

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

There were no significant risks / concerns.

PRINCIPLE 6

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

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity. [GRI 302-1, 302-3]

Parameter	FY 2025	FY 2024
From renewable sources		
Total electricity consumption (A)	1,03,831.67	1,09,810.33
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	1,03,831.67	1,09,810.33
From non-renewable sources		
Total electricity consumption (D)	19,329.47	9,560.43
Total fuel consumption (E)	9,347.33	13,135.78
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	28,676.80	22,696.22
Total energy consumed (A+B+C+D+E+F)	1,32,508.47	1,32,506.55
Energy intensity per rupee of turnover (Total energy consumption in GJ/Revenue from operations in ₹ crore)	9.62	12.84
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total energy consumption in GJ/Revenue from operations adjusted for PPP in Crore USD)	198.67	269.23
Energy intensity in terms of physical output (GJ/sqft of area developed)	0.0092	0.0113

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2025 by IMF which is 20.66 for India.

For FY25, DNV Business Assurance India Private Limited (DNV) conducted an independent assessment and has given reasonable assurance for core indicators and limited assurance for non-core indicators. The energy consumption values are in GJ. For energy consumption intensities linked with the area constructed or leased during the year, please refer to the Energy Consumption table in the Natural Capital section on page 90.

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

No

3. Provide details of the following disclosures related to water. [GRI 303-3, 303-5]

Parameter	FY 2025	FY 2024
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	1,487.00
(iii) Third party water	9,67,284.00	7,72,108.63
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	9,67,284.00	7,73,595.63
Total volume of water consumption (in kilolitres)	9,66,600.00	7,73,595.63
Water intensity per rupee of turnover (Water consumed in kilolitres / Revenue from operations in ₹ crore)	70.15	74.99
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total water consumption in kilolitres / Revenue from operations adjusted for PPP in Crore USD)	1,449.25	1,571.79
Water intensity in terms of physical output (Total water consumption in kilolitres/ sqft of area developed)	0.067	0.066

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2025 by IMF which is 20.66 for India.

For FY25, DNV Business Assurance India Private Limited (DNV) conducted an independent assessment and has given reasonable assurance for core indicators and limited assurance for non-core indicators. For water consumption intensities linked with the area constructed or leased during the year, please refer to the Water Management table in the Natural Capital section on page 92 of the report.

4. Provide the following details related to water discharged

Parameter	FY 2025	FY 2024
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(ii) To Groundwater	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iii) To Seawater	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third-parties	684	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(v) Others	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
Total water discharged (in kilolitres)	684	Nil

For FY25, DNV Business Assurance India Private Limited (DNV) conducted an independent assessment and has given reasonable assurance for core indicators and limited assurance for non-core indicators.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation. [GRI 303-1, 303-2]

All our standing assets are equipped with chilled water systems, where excess treated water is reused in cooling towers. At one of the sites, during the initial phase and in the absence of an on-site STP, 684 KL of wastewater was handed over to a municipality-authorised vendor out of a total withdrawal of 9,67,284 KL. However, as of 31st March 2025, 100% of the water withdrawn across all facilities is consumed on-site, with no local discharge.

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

Parameter	Please specify unit	FY2025	FY2024
NOx	mg/m3	0.08	0.08
SOx	mg/m3	0.08	0.08
Particulate matter (PM)	mg/m3	0.06	0.06
Persistent organic pollutants (POP)	mg/m3	N.A.	N.A.
Volatile organic compounds (VOC)	mg/m3	N.A.	N.A.
Hazardous air pollutants (HAP)	mg/m3	N.A.	N.A.
Others- please specify	mg/m3	N.A.	N.A.

For FY25, DNV Business Assurance India Private Limited (DNV) conducted an independent assessment and has given reasonable assurance for core indicators and limited assurance for non-core indicators.

We conduct a six monthly assessment of outdoor air quality at our sites and consistently maintain values below the limits specified in the table below and ensure that the emission parameters are within the limits prescribed by Maharashtra Pollution Control Board (MPCB).

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity. [GRI 305-1,305-2,305-4]

Parameter	Unit	FY2025	FY2024
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃)	Metric tonnes of CO ₂ equivalent	3,179.76	2,231.51
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃)	Metric tonnes of CO ₂ equivalent	0.00 [#]	2,185.62
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO ₂ e/₹ crore of revenue	0.23	0.43
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	tCO ₂ e/Revenue from Operations adjusted for PPP in crore USD	4.77	8.97
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ e/sqft of area developed	0.00022	0.00038

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2025 by IMF which is 20.66 for India. Scope 2 emissions are market-based.

#Scope 2 market based emissions before offsets were 3,917.28 tCO₂e. Scope 2 location based emissions were 24,446 tCO₂e.

For FY25, DNV Business Assurance India Private Limited (DNV) conducted an independent assessment and has given reasonable assurance for core indicators and limited assurance for non-core indicators.

8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.[GRI 305-5]

Yes, we have undertaken comprehensive projects to reduce Greenhouse Gas (GHG) emissions across Scope 1, 2 and 3.

In FY24, we became the first real estate developer in India to receive validation of our near-term and long-term net-zero targets from the Science Based Targets initiative (SBTi). These targets align with the 1.5°C goal of the Paris Agreement. Our near-term targets include a 97.9% reduction in absolute Scope 1 and 2 emissions by FY28 from a FY22 baseline and a 51.6% reduction in Scope 3 emissions per square meter of area developed by FY30. We aim to achieve net-zero emissions across Scope 1, 2 and 3 by FY50.

To support this goal, we have transitioned to 100% renewable energy across our construction sites and operational assets through on-site and off-site procurement models. We prioritise energy efficiency by adopting passive design strategies, conducting regular energy audits and installing high-efficiency systems such as 5-star rated air conditioners and building automation solutions.

We also focus on reducing embodied carbon through material-efficient design and low-carbon alternatives. This includes increased use of supplementary cementitious materials, recycled steel and a pilot implementation of Limestone Calcined Clay Cement (LC3) in collaboration with IIT-Delhi. Additionally, our "UrjaAnk" initiative benchmarks household energy use to identify opportunities for improving residential efficiency. We provide 5 star air conditioners and other high efficiency equipment in our buildings and recently also supported the testing of next generation super-efficient air conditioners.

9. Provide details related to waste management by the entity.[GRI 306-3,306-4,306-5]

Parameter	FY 2025	FY 2024
Total Waste generated (in metric tonnes)		
Plastic waste (A)	69.50	92.05
E-waste (B)	8.72	0.04
Bio-medical waste (C)	0.01	0.06
Construction and demolition waste (D)	1,58,837.59	1,56,811.31
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste (Thermocol, Chemicals, etc.) (G)	10.83	9.19
Other Non-hazardous waste generated (Organic Waste, Miscellaneous waste) (H)	1,218.90	799.73
Total (A+B + C + D + E + F + G + H)	1,60,145.55	1,57,712.39
Waste intensity per rupee of turnover (Total waste generated in tonnes / Revenue from operations in ₹ crore)	11.62	15.29
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total waste generated in tonnes / Revenue from operations adjusted for PPP in Crore USD)	240.11	320.44
Waste intensity in terms of physical output (Total waste generated in tonne/ sqft of area developed)	0.0111	0.0135
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	12,629.05	9,899.60
(ii) Re-used	1,45,875.07	1,39,044.75
(iii) Other recovery operations	0	0
Total	1,58,504.15	1,48,944.35
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	8,708.00
(iii) Other disposal operations	1,641.34	60.14
Total	1,641.34	8,768.14

The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2025 by IMF which is 20.66 for India.

For FY 25, DNV Business Assurance India Private Limited (DNV) conducted an independent assessment and has given reasonable assurance for core indicators and limited assurance for certain other indicators.

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such waste. [GRI 306-2]

Waste expected from a project is determined after a thorough examination of project activities. Waste generated from a project is segregated according to type and stored in designated yards. Waste is further segregated for reuse or recycling depending on the quality of waste. Waste requiring treatment before disposal is given to an approved vendor.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details. [GRI 304-1]

Not Applicable

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year. [GRI 2-27]

S. No.	Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/ No)	Relevant Web link
1.	Proposed Residential & Commercial Development Located at CTS No. 141/1,2,3, 144, 145/1,2,4, 146/2,3,4(Part), 148/1, 148/2/1(Part), 145/3/1(Part), 412/2(Part), 414/2, Village – Majiwade, Thane, Maharashtra M/S. Kothari Auto Parts Manufacturers Pvt Ltd	SO 1533	18.10.2024	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal/proposal-details?proposalId=IA%2FMH%2FINFRA2%2F462898%2F2024&proposal=47010463
2.	Proposed expansion of residential and commercial project with MCGM car parking Lot at C. S. No. 464, Senapati Bapat Marg, Lower Parel, Mumbai -400013	SO 1533	21.10.2024	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal/proposal-details?proposalId=IA%2FMH%2FINFRA2%2F464603%2F2024&proposal=50758796
3.	Residential Construction Project at Bund Garden by Homecrest Construction Pvt. Ltd. and Lodha Developers Limited.	SO 1533	12.11.2024	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal/proposal-details?proposalId=SIA%2FMH%2FINFRA2%2F466371%2F2024&proposal=54595443
4.	Proposed Residential & Commercial Project by Shangrilla Garden Co-Op Housing Society.	SO 1533	12.11.2024	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal/proposal-details?proposalId=SIA%2FMH%2FINFRA2%2F465894%2F2024&proposal=53369102
5.	Expansion of "Mahakali Darshan" - of SRA Scheme on plot bearing C.T.S No 78A to 78H of village-Gundavali at W. Express highway Andheri (E), Mumbai. By M/S. Havemore Realty Pvt. Ltd.	SO 1533	12.11.2024	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal/proposal-details?proposalId=SIA%2FMH%2FINFRA2%2F466740%2F2024&proposal=54772593
6.	Residential and Commercial development at Block 'C', Wadala Truck Terminus, Mumbai by Lodha Developers Limited	SO 1533	12.11.2024	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal/proposal-details?proposalId=SIA%2FMH%2FINFRA2%2F419468%2F2023&proposal=3239258

S. No.	Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/ No)	Relevant Web link
7.	"Proposed Residential cum Commercial development at C. S. No. 1913 of Byculla Division Building situated at Maulana Azad Road, Mumbai-400007 by Lodha Developers Ltd."	SO 1533	26.11.2024	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal/proposal-details?proposalId=SIA%2FMH%2FINFRA2%2F468283%2F2024&proposal=58374629
8.	Redevelopment Project 'Amrut Tara CHSL' on plot bearing C.T.S. No. 1231/4 & 1231/5 of Village Versova, off Yari Road, Andheri-West, Mumbai by M/s. Meghvarnam Realty Private Limited	SO 1533	26.11.2024	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal/proposal-details?proposalId=SIA%2FMH%2FINFRA2%2F4697999%2F2024&proposal=61509119
9.	Residential cum commercial building construction project at Kharadi by M/s. Annuj Goel	SO 1533	02.12.2024	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal/proposal-details?proposalId=SIA%2FMH%2FINFRA2%2F493432%2F2024&proposal=95035179
10.	Redevelopment of Rajuji Manaji Chawl located at Plot bearing CS No. 1/157 of Lower Parel division in G/South Ward situated at Sitaram Jadhav Marg, Mumbai	SO 1533	02.12.2024	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal/proposal-details?proposalId=SIA%2FMH%2FINFRA2%2F469365%2F2024&proposal=60900003
11.	Proposed Scheme on Plot bearing CTS No. 859 of Juhu Village situated in K/W Ward under Reg. 33(11) of DCPR 2034 by M/s V Hotels Limited	SO 1533	09.12.2024	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal/proposal-details?proposalId=SIA%2FMH%2FINFRA2%2F472183%2F2024&proposal=66563040
12.	Proposed redevelopment on plot bearing of C.S. No. 6, Part of C.S. No. 7 and Part of C.S. No. 41 sion Division in F/North Ward and barracks No. T-57, T-58, T-59 Sion Matunga Estate Scheme No. 6, on plot bearing Part of C.S. No. 6 & barracks No. T-70, T-71, T-72 & T-6 of Sion Matunga Estate Scheme No. 6 on Plot bearing Part of C.S. No. 6 of Sion Division at Bhau Daji Road, Sion, Mumbai by M/s. Safal Developers Pvt. Ltd	SO 1533	09.12.2024	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal/proposal-details?proposalId=SIA%2FMH%2FINFRA2%2F476969%2F2024&proposal=72064849
13.	Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances. [GRI 302-1]					

We are fully compliant with applicable environment laws/ regulations / guidelines in India. There were no non compliances during the year.

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres). [GRI 303-4]

Not Applicable

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

Parameter	Unit	FY 2025	FY 2024
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	13,80,388.89	10,85,865.33
Total Scope 3 emissions per rupee of turnover	tCO ₂ e/₹ crore of revenue	100.18	105.26
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	tCO ₂ e/sqm of area developed	1.03	1.00

For FY25, DNV Business Assurance India Private Limited (DNV) conducted an independent assessment and has given reasonable assurance for core indicators and limited assurance for certain other indicators.

In FY25, emission factors for select materials were updated, resulting in a marginal increase in Scope 3 intensity. Prior years' emissions have not been retrospectively adjusted.

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

We do not have any project in ecologically sensitive areas.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives.

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Installation of BEE 5 star air conditioning units in apartments	5-star installations in our residential apartments yields superior performance and lower energy consumption, ultimately benefiting both the environment and customers in the long term.	Results in reduction of 25,430 GJ or 5,757 tCO ₂ e on an annual basis.
2.	Installation of high performance glass facade	The energy-saving building envelope design we implement features like optimized shading and advanced glazing that surpasses the standards recommended by the Energy Conservation Building Code (ECBC) in residential buildings and exceed the ECBC + standards for commercial buildings. By incorporating these superior glazing, our building envelope significantly reduces the energy consumption in buildings. A well-designed facade not only minimizes thermal transfer but also optimizes indoor temperature regulation, leading to reduced reliance on heating and cooling systems. Consequently, this results in substantial energy savings and a more sustainable, cost-effective solution for both residential and commercial buildings..	Results in reduction of 2,108 GJ or 477 tCO ₂ e on an annual basis.
3.	Increased usage of Supplementary Cementitious Materials(SCMs) in concrete	We continue to adopt low-carbon materials to reduce the environmental impact of our construction activities. We use SCMs such as GGBS, fly ash and recycled aggregates across our projects. Recently, we partnered with IIT-Delhi to pilot an innovative cement blend—LC3 (Limestone Calcined Clay Cement)—which has the potential to reduce emissions by up to 40% compared to Ordinary Portland Cement (OPC). Preliminary trials are complete and the pilot is expected to conclude within FY25.	~30% reduction in embodied carbon compared with conventional concrete mix.

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
4.	Water resilience - Onsite wastewater treatment	We have incorporated sewage treatment plants (STPs) in all our projects to recycle sewage, which is reused for flushing and irrigation. This process significantly reduces our dependence on potable water, thereby conserving precious water resources. In FY 25, our total installations were 7,057 kilolitres.	7,057 kilolitres of water will be effectively treated within the premises per day, diverting it away from the municipal nallah.
5.	Waste management - Onsite organic waste composting	We provide organic waste composters in all our developments to manage wet waste directly at the source. This helps reduce the burden on municipal waste systems and promotes circular waste practices. In FY25, we installed composting capacity totaling 4,000 kg per day across our projects, enabling onsite treatment of organic waste generated within the premises.	4,000 kg of organic waste will be treated onsite daily, reducing load on municipal waste collection and promoting circular waste practices.

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

Yes. Our comprehensive Business Resilience Framework is designed to ensure our ability to withstand and recover from disruptions. This framework integrates several critical components: the Business Continuity and Disaster Recovery Plan, which outlines strategies for maintaining essential operations and restoring systems after an incident; the Emergency Response Policy, detailing immediate actions and protocols during crises; and the Crisis Communication Policy, ensuring timely, accurate and consistent communication with all stakeholders. Together, these elements form a robust system for proactive risk management and effective response to unforeseen events.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

Our supply chain accounts for significant Scope 3 GHG emissions. To address this, we have initiated various steps with our value chain partners to gradually reduce these emissions. For more details refer the Natural Capital section on page 87 and the Social & Relationship Capital on page 148 of the Integrated Report.

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

Our Supplier Code of Conduct is applicable to all suppliers and is an integral part of new contracts and new vendor empanelment process. We have surveyed top ~140 suppliers on ESG parameters who contribute more than ~37% of our construction spend. For further details refer the Social and Relationship Capital Section on page 148 of this Integrated Report.

PRINCIPLE 7

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

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations [GRI 2-28]

2

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to. [GRI 2-28]

S. Name of the trade and industry chambers/

No. associations

Reach of trade and industry chambers/

associations (State/National)

1 Indian Green Building Council (IGBC)

National

2 United States Green Building Council (USGBC)

International

2. Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.[GRI 3-3, 206-1]

No such cases were reported.

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1	Decarbonization of the built environment by addressing the full spectrum of emissions, from embodied and operational to supply-side emissions.	Founded Lodha Net Zero Urban Accelerator, in partnership with RMI India Foundation	Yes	Annually	https://www.lodhagroup.com/lodha-net-zero-urban-accelerator
2	Acceleration in the decarbonisation of India's construction sector via increased use of low-carbon building materials including cement, concrete, glass, steel.	Member of Build Ahead Coalition by Xynteo	Yes	Annually	https://xynteo.com/coalitions/build-ahead/
3	Value Chain Approach to Decarbonize the Building and Construction sector in India.	Signatory to Decarbonization Business Charter by WRI India and AEEE	Yes	Annually	https://india-dev.wri.org/news/line-cop26-commitments-business-charter-launched-indian-companies
4	Advance the green building movement in India by actively engaging with the Indian Green Building Council and other relevant agencies, with a commitment to certify all buildings in the portfolio under recognized green building certification programs.	Founding member of Indian Green Building Council	Yes	Annually	https://www.lodhagroup.com/press-release/lodha-goes-the-green-way-with-IGBC

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year. [GRI 413-1]
Not Applicable for this reporting period.
2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.
Not applicable.
3. Describe the mechanisms to receive and redress grievances of the community. [GRI 2-25,413-1]

Local communities can raise grievances via a dedicated email address as outlined in our Stakeholder Grievance Redressal Policy. To ensure easy accessibility, we also provide an option to reach out directly to our business development officers at local site offices. Additionally, grievances can be submitted through our stakeholder grievance portal.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers. [GRI 204-1]

	FY 2025	FY 2024
Directly sourced from MSMEs/ small producers	28.4%	28.8%
Directly from within India	99.9%	99.8%

Note: This also includes high value materials procured through contractors.

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost.

Location	FY 2025	FY 2024
Rural	Nil	Nil
Semi-urban	Nil	Nil
Urban	Nil	Nil
Metropolitan	100%	100%

(Places are categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Classification is based on the RBI Guidelines and latest census. All urban is classified as Metropolitan based on the population index.

Leadership Indicators

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

Not applicable

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

Nil

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

No

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

Not Applicable

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

Not applicable

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

Not applicable

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

Not applicable

6. Details of beneficiaries of CSR Projects

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Lodha Unnati Program	1,785	60%
2.	Lodha Genius Program	300	28%

PRINCIPLE 9

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

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback. [GRI 2-25]

Customers are provided with multiple mechanisms to report complaints or feedback. Every customer is assigned a Relationship Manager, who serves as their primary contact for raising concerns, seeking clarifications, or sharing inputs. Customers can also reach our Customer Experience Centre via our Community Portal, dedicated phone lines and email address or in person. Our Stakeholder Grievance Redressal policy sets out the mechanism to receive, address and ensure that customer complaints are dealt with on priority. We conduct CSAT surveys periodically, to assess customer's satisfaction with our products and services and NPS surveys to gauge customer loyalty and willingness to recommend our products to others.

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

As a percentage to total turnover

Environmental and social parameters relevant to the product

Safe and responsible usage

Not applicable

Recycling and/or safe disposal

3. Number of consumer complaints in respect of the following: [GRI 418-1]

	FY 2025			FY 2024		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	2,546	45	All 45 pending cases closed as on date. 13 complaints converted into litigation of which 5 were closed successfully.	3,539	105	All pending cases are closed as on date. 17 complaints were converted into litigation, of which 11 are resolved.

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

Not applicable

Web link to the policy:

www.lodhagroup.com/esg-sustainability-environmental-social-governance

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy. [GRI 2-23]

Yes. We have an Information Security Policy that outlines our framework for managing cybersecurity risks and ensuring data privacy.

The policy covers key areas including secure software usage, password protocols, access controls, incident response and regular security audits. We also have the Lodha cyber security incident report process.

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

Not applicable

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

Nil

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

Nil

c. Impact, if any, of the data breaches

Not applicable

Leadership Indicators

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

Information related to our products is available on our website www.lodhagroup.com. We also use different platforms to update and inform customers of our new projects and offerings. We provide customers with easy access to self-information at all times through our community portal. This portal allows customers to access all the information pertaining to their unit, including the status of the project, payment information, other important details and information about new and upcoming projects. Our super app 'Bellevie' will also act as a one stop solution, offering customers access to premium quality brands across home products and services along with wide ranging society management services.

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

Not applicable

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

Not applicable

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

Not applicable