

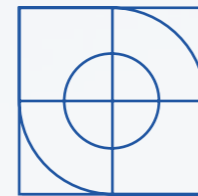
# Responsible Spaces, Inspiring **PROGRESS**

Making Sustainability a Priority

ESG Report  
2025-26

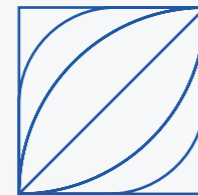
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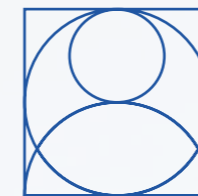
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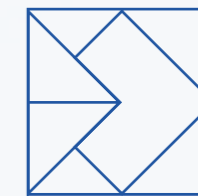
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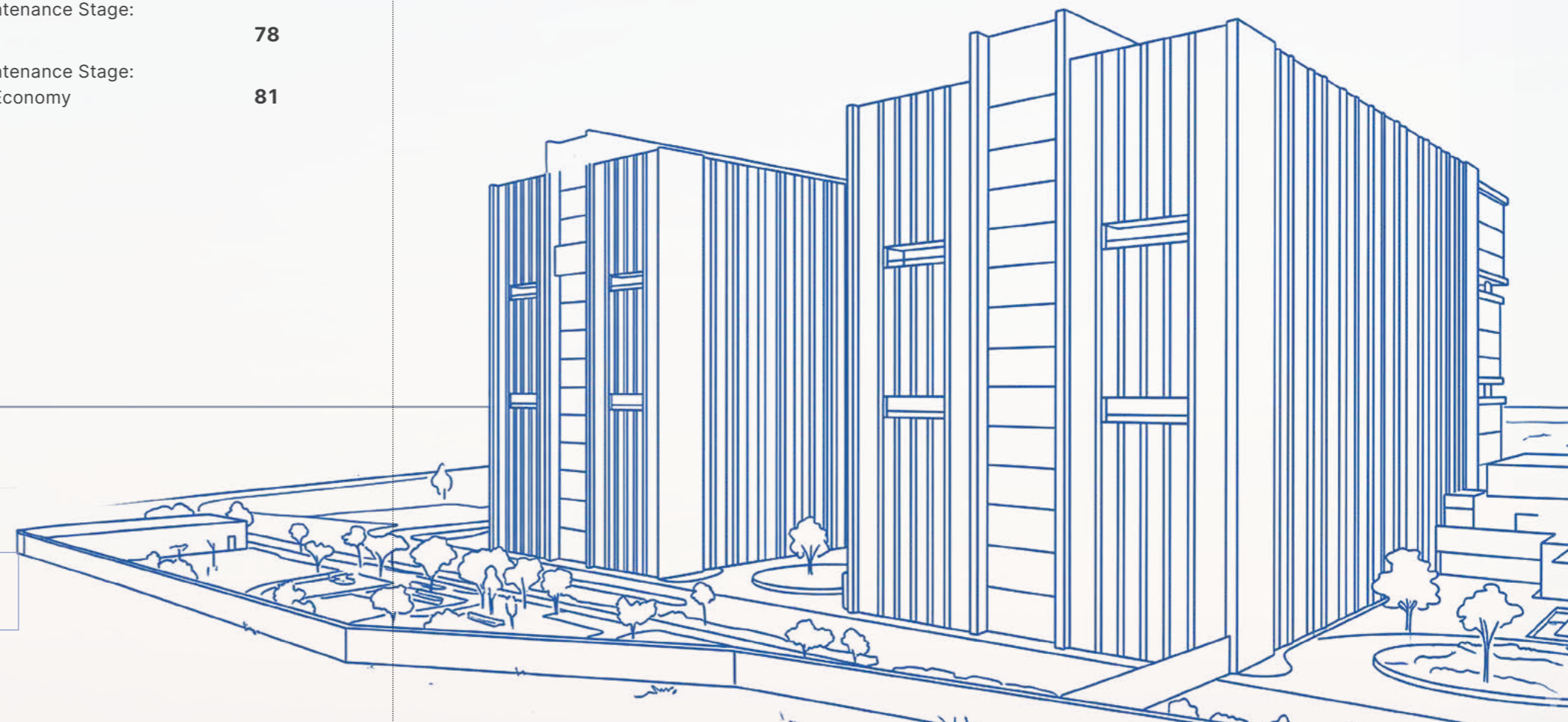


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# Responsible Spaces, Inspiring PROGRESS

## Making Sustainability a Priority

At Tata Realty, we believe the spaces we create have the power to shape the way people live, work, and connect. Guided by the Tata Group's values of responsibility, integrity, and long-term thinking, we continue to embed sustainability across every stage of the real estate lifecycle, from site selection and design to construction, operations, and redevelopment. Our approach focuses on combining thoughtful design with sustainable practices; we create environments that support well-being, encourage connection, and grow in harmony with their surroundings.

'Making Sustainability a Priority' reflects this commitment. It captures how we are strengthening responsible practices across our portfolio while creating spaces that are intelligent, sustainable, and people-centric. By integrating sustainability into the way we design, build, and operate our developments, we continue to create long-term value for communities, stakeholders, and the environment, while contributing to a more resilient and inclusive future.

Good buildings come  
from good people, and all  
problems are solved by  
good design.

— Stephen Gardiner

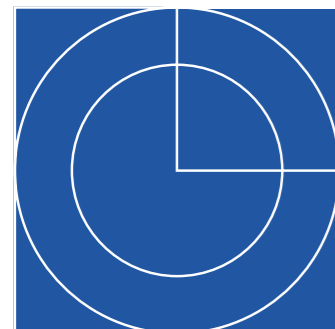


# About the Report

Tata Realty and Infrastructure Limited (hereafter referred to as 'Tata Realty', 'We', or 'Our Company'), one of India's leading real estate businesses, develops and maintains commercial spaces and critical infrastructure.

As part of our commitment to promote and manage responsible spaces, we have shared timely and accurate annual disclosures of our sustainability performance with our stakeholders since 2022. Our fourth Annual Sustainability Report continues to demonstrate the impact of our endeavours to

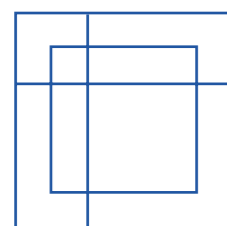
manage our environmental footprint, drive social transformation, empower our people, and uphold the strong governance principles that guide our actions and help us stay accountable as we grow our business and value for stakeholders.



## Reporting Period

The report details our Environment, Social, and Governance (ESG) performance between:

**April 1, 2025 to  
March 31, 2026.**



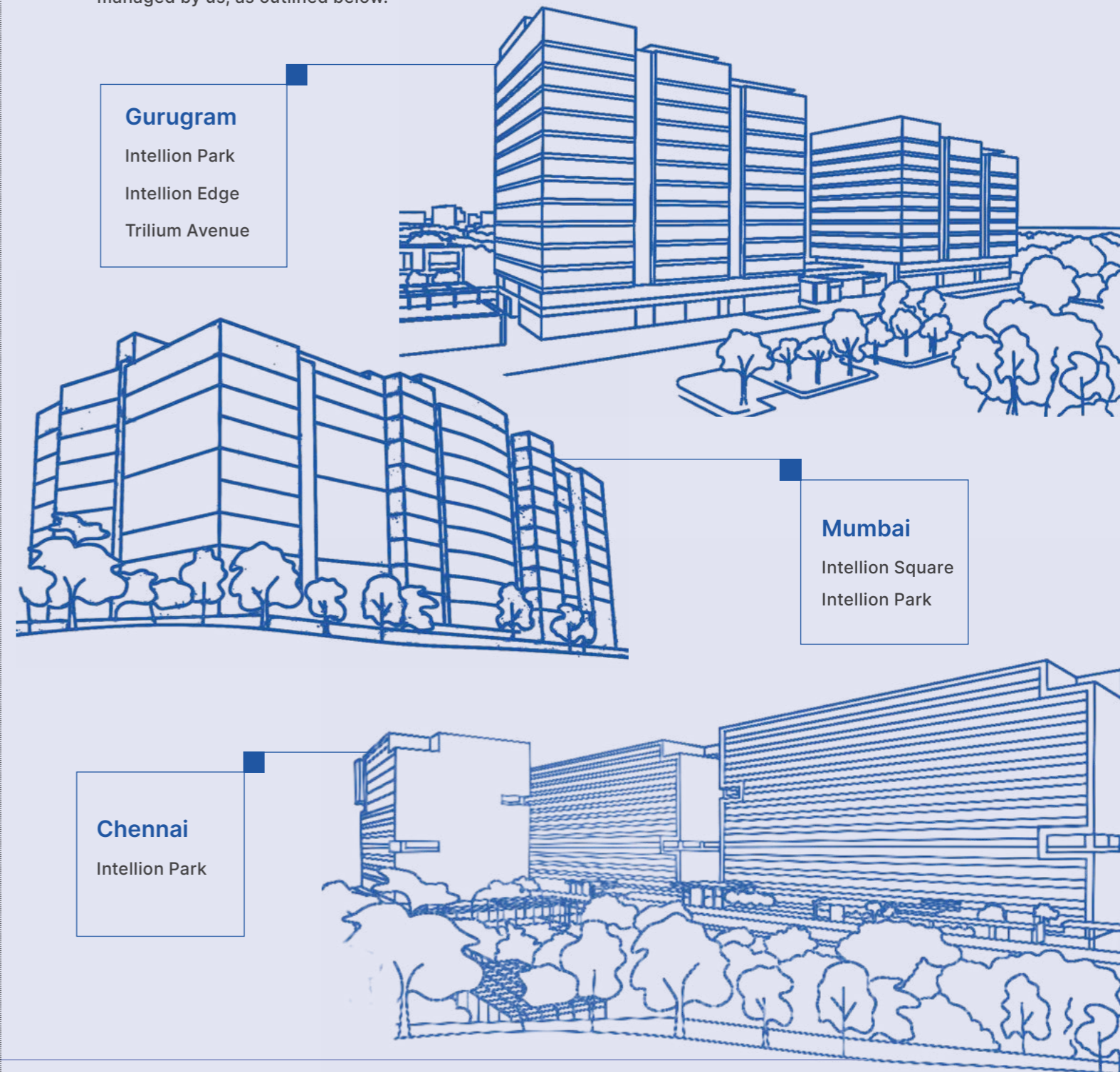
## Date of Publication of Our Previous Reports

|  |               |
|--|---------------|
| <a href="#">Annual ESG Report FY 2022-23</a> | June 30, 2023 |
| <a href="#">Annual ESG Report FY 2023-24</a> | June 30, 2024 |
| <a href="#">Annual ESG Report FY 2024-25</a> | June 30, 2025 |



## Reporting Scope and Boundary

The disclosures contained in this report cover the activities of our corporate and regional offices, including operational and under-development commercial assets owned and managed by us, as outlined below.



### Gurugram

- Intellion Park
- Intellion Edge
- Trilium Avenue

### Mumbai

- Intellion Square
- Intellion Park

### Chennai

- Intellion Park

## Reporting Standards

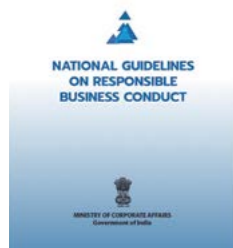
In making our disclosures, we have adhered to widely acknowledged global and national standards and guidelines as outlined below. The report also enumerates how our actions are making meaningful contributions to the United Nations Sustainable Development Goals (UN SDGs).



**GRI Universal Standards 2021**



**Global Real Estate Sustainability Benchmark (GRESB)**



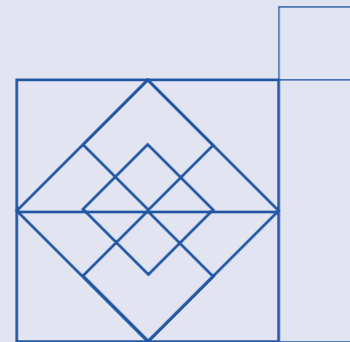
**National Guidelines for Responsible Business Conduct (NGRBC)**



**United Nations Sustainable Development Goals (UN SDGs)**

## Materiality Assessment

We undertake periodic materiality assessments to identify and prioritise the environmental, social, and governance (ESG) topics that are most relevant to our business, stakeholders, and long-term value creation. During FY 2025-26, we conducted a Double Materiality Assessment (DMA), integrating both impact and financial materiality perspectives to evaluate our significant impacts on people and the environment, as well as sustainability-related risks and opportunities that could influence business performance and resilience. The assessment drew on insights from key internal and external stakeholders and was guided by globally recognised frameworks. The identified material topics serve as the foundation of our sustainability strategy, aligned with the Tata Group's 'Project Aalingana' strategy and our broader ESG disclosure and risk management priorities.



**Double Materiality Assessment conducted in FY 2025-26.**

**20 Key Material Issues Identified**

## Management Responsibility Statement

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

## Report Assurance

The BSI Group India Pvt. Ltd has provided Limited Assurance of this report following ISAE 3000 (revised) standards and ISO 14064-3: 2019 standards for GHG-related information. The assurance statement can be found in the annexure of the report.

## Re-Statement

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

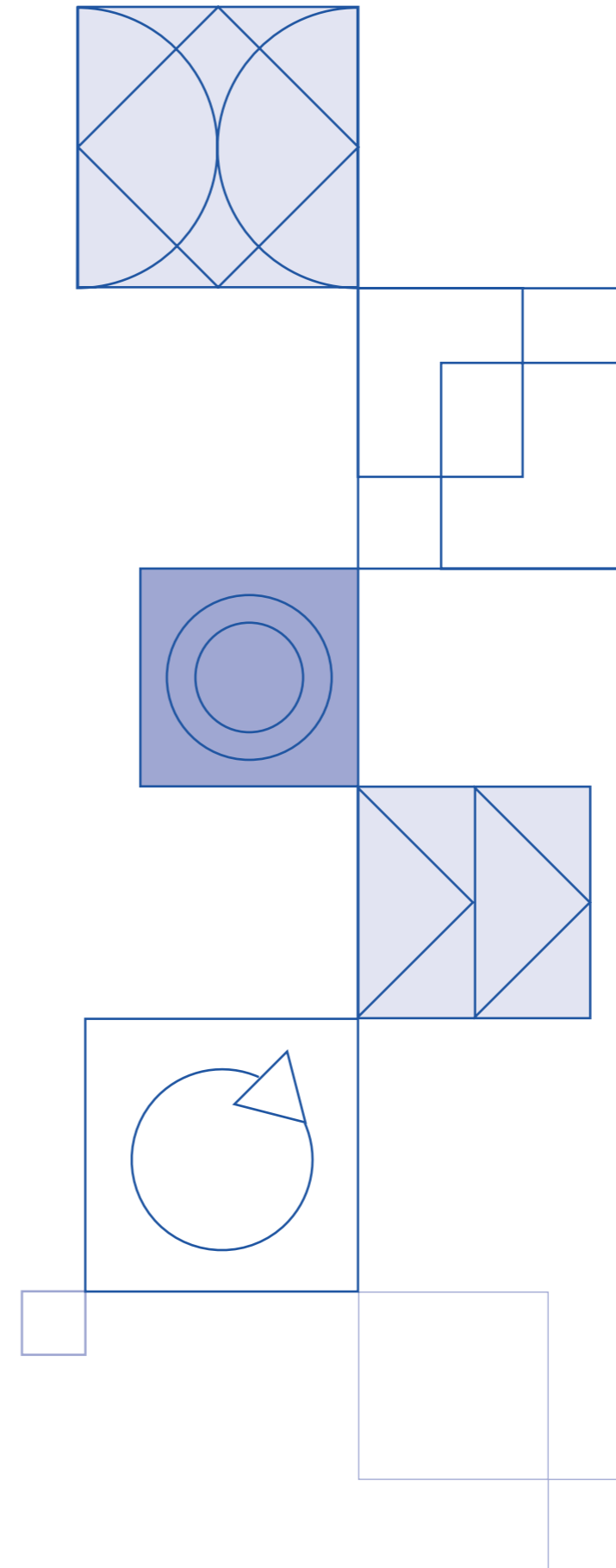
## Forward-Looking statement

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

## Feedback

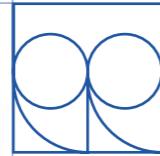
We look forward to your valuable feedback on this report. You can contact us at [sustainability@tatarealty.in](mailto:sustainability@tatarealty.in).

To know more about Tata Realty, access our website: <https://tatarealty.in/>



Leadership Perspective:

# From Commitment to Performance



**Dear Stakeholders,**  
At Tata Realty, sustainability sits at the core of how we build, operate and grow our business. As the real estate sector continues to evolve, responsible real estate is increasingly shaping asset quality, performance expectations, and long-term value creation.



The commercial real estate market is witnessing a fundamental shift in how value is defined. Investors are increasingly focused on resilient, well-governed assets that can demonstrate consistent performance and transparency, particularly in a changing regulatory and climate landscape. Tenants are prioritising energy-efficient, wellness-oriented, and future-ready workspaces that support productivity and reflect their own sustainability commitments. At the same time, global benchmarks and regulatory frameworks are becoming more stringent, driving greater accountability and comparability across portfolios. Together, these trends are reinforcing sustainability as a key driver of demand, capital allocation, and asset competitiveness.

In response to this shift, our focus has been on advancing responsible real estate across our portfolio. The Tata Group's Project Aalingana provides a clear opportunity to accelerate this direction—driving progress on decarbonisation, resource efficiency, and nature-positive development. This is reflected in our portfolio, where we continue to maintain 100% green-certified assets and 100% WELL coverage, alongside an 82% renewable energy share, demonstrating steady progress in translating these priorities into asset-level outcomes.

Our performance this year further reinforces this approach. We achieved a 5-Star GRESB rating across our entire portfolio, covering both standing investments and development assets. This milestone reflects the quality of our assets,

the consistency of our performance systems, and the robustness of our governance practices, while strengthening confidence among our investors and tenants.

During the year, we also completed our **Double Materiality Assessment**, which has helped sharpen our understanding of the key issues influencing business performance and stakeholder expectations. This has strengthened our ability to prioritise effectively, manage risks, and track performance in a more structured manner.

Our approach is further articulated through our refreshed strategy, the 4R Framework—Reimagine, Regenerate, Resonate, and Reaffirm, which provides a clear structure for delivering responsible real estate across the lifecycle of our assets, from development through to operations and stakeholder engagement.

Looking ahead, our direction remains focused on building low-carbon, resource-efficient, and resilient assets that respond to evolving market expectations. By maintaining this focus, we aim to further strengthen our position as a developer of high-performance, future-ready real estate, delivering sustained value for our stakeholders.

**Sanjay Dutt**

Managing Director and CEO

Leadership Perspective:

# From Commitment to Performance



**Dear Stakeholders,**  
 India's sustainability journey is gaining momentum, shaped by a range of evolving environmental, social, and economic factors. At Tata Realty, we recognise that climate change is reshaping the future of the real estate and infrastructure sector.

The growing demand for resilient, adaptable, and future-ready infrastructure reinforces the need to embed sustainability at the heart of business strategy.

Over the past year, our approach has evolved significantly. Sustainability is no longer viewed as an add-on to business; it is central to how we grow, remain resilient, and create long-term value. In line with this shift, we revisited our material topics and undertook a Double Materiality Assessment, integrating financial implications with the ESG matters most relevant to our business and stakeholders.

We also strengthened our ESG framework to align more closely with the ambitions of Project Aalingana. Guided by our 4R framework—Reimagine, Regenerate, Resonate, and Reaffirm—we are building a clear and actionable pathway to create meaningful impact across our portfolio.

Under Reimagine, we embed sustainability into the earliest stages of design and development. During the year, we conducted life cycle assessments for key projects to support more informed decisions on materials and finishes. We directed 57.7% of our allocated budget toward responsible sourcing and achieved the IFC EDGE Zero Carbon certification for one of our flagship assets, Intellion Park, Chennai.

Through Regenerate, we continue to improve resource efficiency and advance circular practices across operations. Today, 82% of our electricity consumption comes from renewable sources, 42% of our water demand is met through recycled sources, and 91% of freshwater consumption is replenished in water bodies. We also recycled and composted 90% of our non-hazardous waste and reduced energy intensity across assets by 8.6%, reflecting our focus on technology-led efficiency improvements.

Our Resonate pillar reflects our commitment to creating safe, inclusive, and community-focused built environments. During the year, we reported

zero fatalities, supported by 11,856 hours of safety training delivered to employees and contractors. We also encouraged employee volunteering, with each employee contributing at least 12 hours toward social causes. In another significant milestone, we became home to India's largest campus to receive the WELL Core Platinum certification, while all eligible assets remain WELL Precertified and continue progressing toward full certification.

As part of the Tata Group, we Reaffirm our commitment to strong governance, accountability, and responsible decision-making. Our double materiality assessment helped identify 20 priority topics, which were mapped across impacts, risks, and opportunities throughout the value chain. In parallel, our climate risk and biodiversity assessments at the acquisition and design stages ensure that resilience and nature-positive thinking are integrated into our development process from the outset.

These efforts have translated into strong outcomes. During the year, **we achieved GRESB 5-Star ratings for both our standing investment and development portfolios, with scores of 91 and 99, respectively. These recognitions reflect the rigour of our approach and strengthen our resolve to continue raising the bar.**

As we move toward our FY 2030 targets, our focus remains on deeply embedding sustainable practices across every aspect of our portfolio. Our aspiration is to deliver real estate that is not only efficient and resilient, but also responsible, inclusive, and inspiring for all our stakeholders.

**Ritesh Sachdev**

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

# Driving Performance Across Our Portfolio

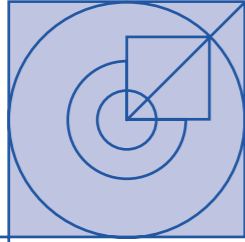
## About Us

Set up as a 100% subsidiary of Tata Sons Pvt. Ltd, founded by the great visionary Jamsetji Nusserwanji Tata, Tata Realty develops and maintains workspaces that offer fast-growing companies and new-age employees work environments that are **smart, secure, sustainable, and social**. These workspaces are designed to inspire productivity, innovation, and environmentally-conscious behaviours while protecting occupant well-being.



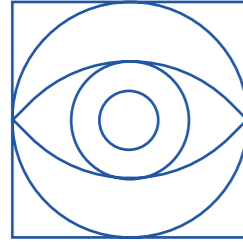
- ◆ Established in 2007 and headquartered in Mumbai with regional offices in Bangalore and Gurugram
- ◆ Campuses in three key economic hubs of India: **Chennai, Gurugram, and Mumbai**
- ◆ Intellion: Exclusive office spaces vertical of Tata Realty which is WELL Certified
- ◆ Largest commercial portfolio to be EDGE Certified
- ◆ Intellion Park, Chennai: India's 1<sup>st</sup> IFC EDGE Net-Zero Campus

## Our Purpose, Vision, Mission, and Values



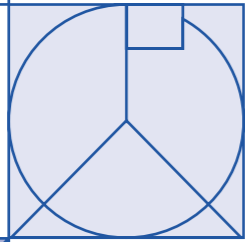
### OUR PURPOSE

Inspiring progress by building spaces responsibly and nurturing communities.



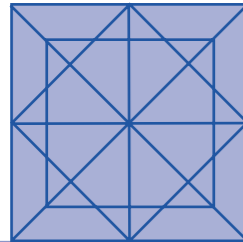
### OUR VISION

Driving future-ready spaces responsibly.



### OUR MISSION

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



### OUR CORE VALUES

#### Be Responsible

We will be accountable for our actions. We will empower people and practice sustainability.

#### Unite to Lead

We will be leaders in the industry by being an agile, innovative and collaborative team.

#### Inspire Trust

We will be fair and transparent.

#### Lead through Excellence

Excellence will be at the heart of everything we do.

#### Delight Customers

We will be empathetic to the needs of the customers and provide an exceptional customer experience.



## Our Commercial Properties

### Gurugram

Intellion Park  
Intellion Edge  
Trilium Avenue



### Mumbai

Intellion Square  
Intellion Park



### Chennai

Intellion Park

## Key Performance Snapshot

**INR 983 Cr**  
Turnover

**INR 90.7 psf pm**  
Average Rentals

**1.443 msf**  
Gross Leased Area

**9.4 msf**  
Completed Area

**90%**  
Effective Occupancy

**20.6 msf**  
Total Portfolio

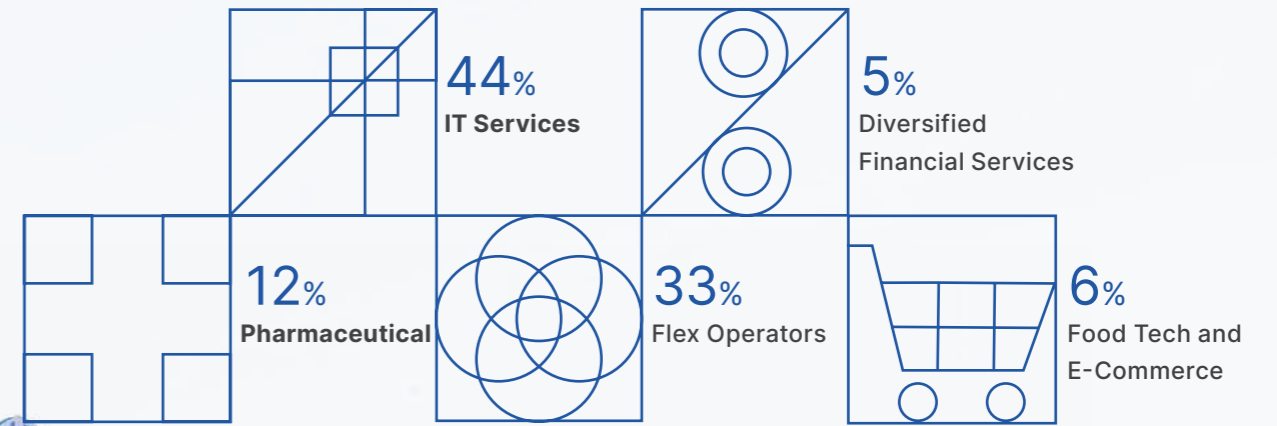
**3.7 msf**  
Under Construction Area

**INR 820 Cr**  
Net Operating Income (NOI)

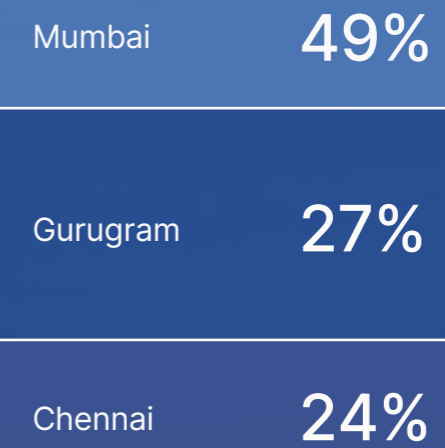
**10**  
Marquee Tenants

## Tenant Sector Mix

Top 10 Tenants: Occupy 59% of the Total Leased Area



## Portfolio Concentration

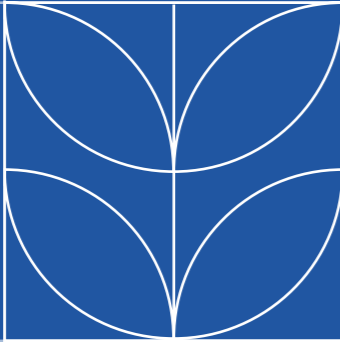
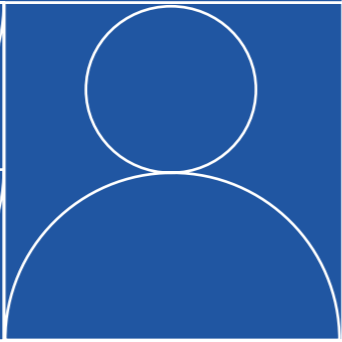

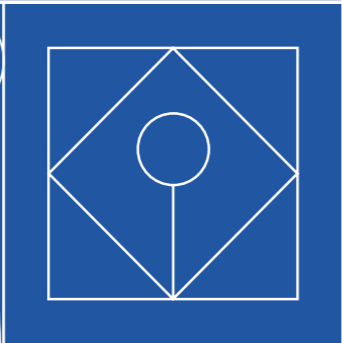


# Our Design Philosophy

## Responsible Design for Smarter, Greener Spaces

Led by our new brand promise of **'inspiring progress by building spaces responsibly and nurturing communities'**, our workspaces are architected to lead with a people-first approach, inspiring individuals to dream high, aspire anew, and work smart. In doing so, we are also cognisant of our responsibility to integrate social well-

being so that communities around us may flourish as we expand our footprint. Our design principle is geared to strengthen the foundations of our legacy of building responsible spaces that inspire progress and strengthen sustainability across our portfolio.


|   |  |   |
|---|--|---|
| <p><b>SUSTAINABLE</b></p>   |  | <p><b>SOCIAL</b></p>  |
| <p>Not just building sustainable structures; we believe in building a legacy.</p> <p>Intellion Park Chennai,<br/><b>India's 1<sup>st</sup> IFC EDGE Net-Zero Campus</b></p> |     | <p>Not just paving a road, for social impact; we believe in paving a way.</p> <p><b>Community-Centric and Wellness-Driven</b></p>                                   |
| <p>TATA REALTY AND INFRASTRUCTURE LTD</p>   |  |   |
| <p><b>SMART</b></p> <p>Not just high rises; we believe in taking you to new heights with smarter solutions.</p> <p><b>Smart Designs that Redefine Urban Living</b></p>      |   | <p><b>SECURE</b></p> <p>Not just creating spaces; we believe in securing your peace of mind.</p> <p><b>Safety of Every Space, Powered by Smarter Protection</b></p> |
|   |  |   |



# Business Segments and Geographical Reach

Tata Realty's commercial workspaces integrate sustainability principles across the real estate lifecycle—from concept to design and development, as well as operational phases. We manage 9.4 mn sq. ft. of operational commercial space across six projects in three cities. This includes five office campuses, and a retail destination in Gurugram

## Intellion Offices by Tata Realty

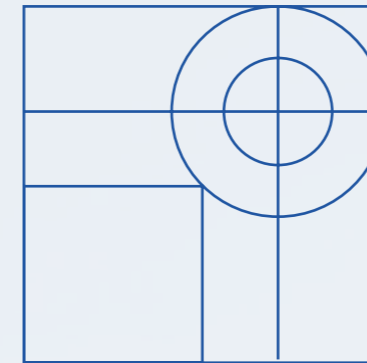


Intellion Offices' commitment to occupant well-being has been acknowledged by the WELL Certification from the International WELL Building Institute (IWBI), a global movement to transform health and well-being with its 'People-first' approach to buildings, organisations, and communities.

Intellion Offices received the WELL Materials Award for 2025 from IWBI, recognising our leadership in the Materials Concept.

Intellion, Tata Realty's platform for office spaces, offers leading businesses future-ready work environments to help them grow. Each Intellion project is designed to deliver smart, flexible, and harmonious work environments. The campuses include dedicated spaces designed for work, play, dining, or leisure, enabling organisations to nurture inclusive, holistic workplaces where people can be productive—helping companies to flourish and their employees to build fulfilling careers for themselves.

## Intellion Operational Highlights



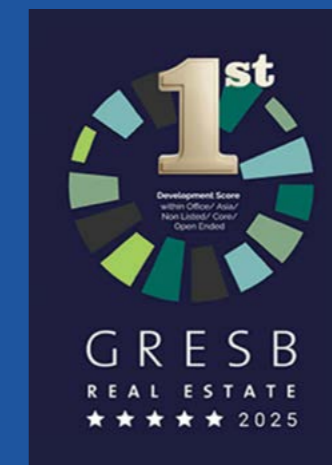
**9.4 MN. SQ. FT.**  
Commercial Operational Portfolio

**11.2 MN. SQ. FT.**  
Portfolio Under Development

With operational projects in Chennai, Gurugram, and Mumbai, every Intellion campus incorporates advanced technology solutions and architectural attributes to make it easy for occupants to network, collaborate, and grow. As the community of Intellion campuses grows, the platform is redefining the parameters of healthy and environmentally conscious workplaces that bridge the needs of employees with those of the organisation, offering experiences that are safe, adhere to regulations, and reinforce our commitment to protecting the environment.

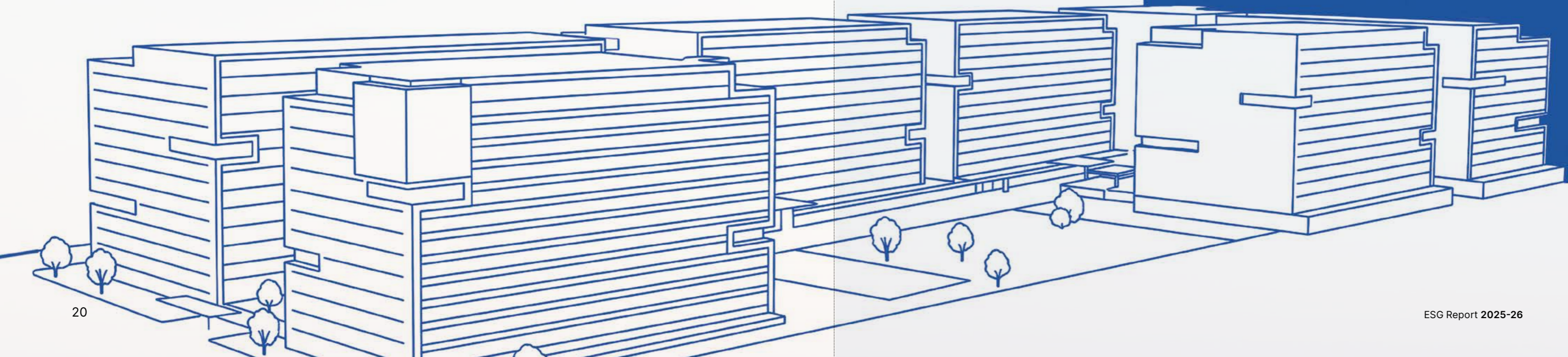
## Intellion's ESG Rating

Tata Realty's Intellion Wins the **1<sup>st</sup> Place in Development Score at GRESB 2025**



**99 out of 100**  
GRESB Score: Development Assets

**91 out of 100**  
GRESB Score: Standing Investments



# Memberships and Associations

As members of leading industry platforms, we play an active role in promoting the awareness and implementation of sustainable real estate nationally and across the world.

## India and Asia-Pacific



### Confederation of Indian Industry (CII)

Industry body that partners with industry, government, and civil society to nurture a positive environment for economic development in India.



### Alliance for an Energy-Efficient Economy (AEEE)

Promotes energy efficiency through data-driven and evidence-based policies and research in India.



### CREDAI MCHI

Apex body consisting of members from the real estate industry in Mumbai.



### NAREDCO

Premier real estate industry association focused on addressing sectoral issues.



### APREA

A leading advocate for the real estate sector in Asia-Pacific.



### FICCI

Non-governmental trade association and advocacy group.



## Global



### CORENET Global

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



### GRESB

Provides validated ESG performance data and peer benchmarks for investors and managers.



### GRI Club

Networking platform of 13,000+ C-Level executives in the real estate and infrastructure sectors across 100+ countries.



### Urban Land Institute

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



### International Organization for Standardization (ISO)

Publishes guidelines and standards widely followed by global entities.



### International WELL Building Institute

Provides an evidence-based roadmap for applying WELL Building Standards.



### United States Green Building Council (US GBC)

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



### Royal Institution of Chartered Surveyors (RICS)

Promotes and enforces the highest professional qualifications and standards in the development and management of land, real estate, construction, and infrastructure.

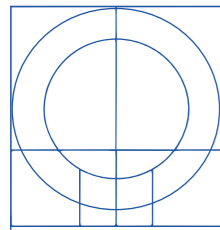


### IFC EDGE

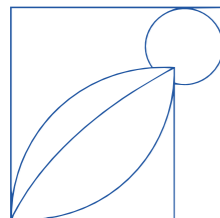
A green building certification system funded by IFC.

# Awards, Accolades, and Certifications

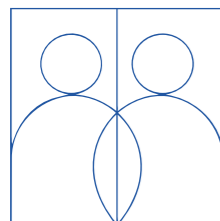
Our commitment to sustainability and promoting responsible spaces has earned our company several recognitions from peers and others through FY 2025-26.



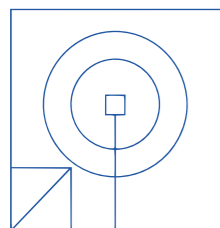
**ET Now Best Realty Brands 2025—South Edition**  
(Tata Realty and Infrastructure Limited)



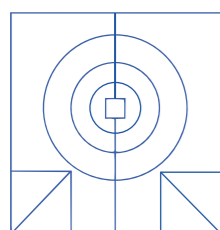
**Tata Sustainability Month (TSM) 2025 Most Engaging Company—Category: Small**  
(Tata Realty and Infrastructure Limited)



**Tata Sustainability Month (TSM) 2025 Volunteering Leads—Category: Small**  
(Tata Realty and Infrastructure Limited)



**GRESB 2025 Sector Leader—Global and Regional**  
(Tata Realty and Infrastructure Limited)



**WELL Materials Award for 2025**  
from IWBI, recognizing our leadership in the Materials Concept  
(Tata Realty and Infrastructure Limited)



**100%**  
Green Building Certified

**Certified Properties**

- ◆ Intellion Park, Chennai
- ◆ Intellion Park, Gurugram Trilium Avenue
- ◆ Intellion Park, Navi Mumbai
- ◆ Intellion Edge, Gurugram
- ◆ Intellion Square, Mumbai



**100%**  
Of the Existing Portfolio is Certified by USGBC/IGBC.

All new projects are registered with USGBC/IGBC.

**Certified Properties**

- ◆ Intellion Edge
- ◆ Intellion Square
- ◆ Intellion Park, Gurugram
- ◆ Intellion Park, Navi Mumbai
- ◆ Intellion Park, Chennai



**100%**  
Of Operational Office Spaces WELL Certified/Precertified

**Certified Properties**

- ◆ Intellion Park, Chennai—WELL v2 Core Platinum (All Towers)

**Precertified properties**

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

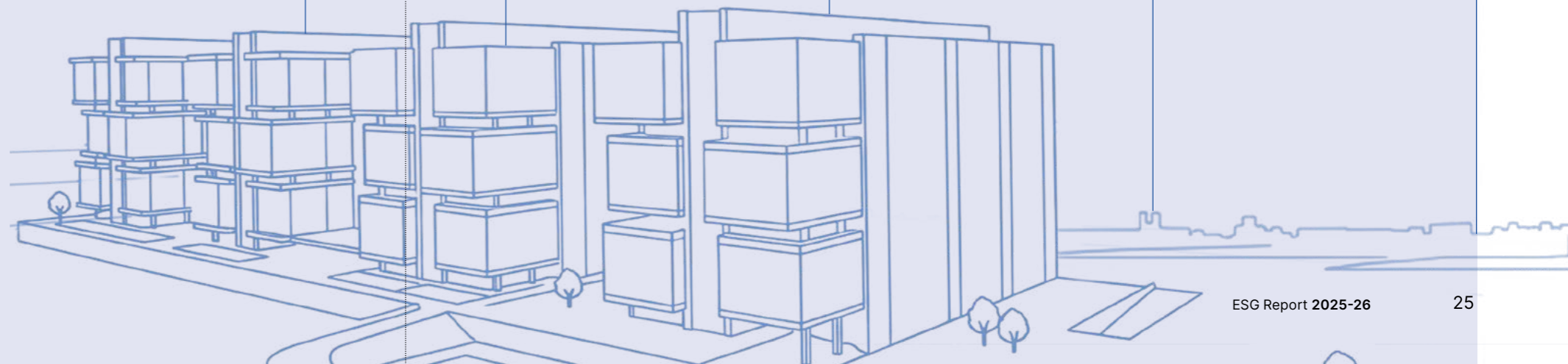


**74%\***  
Of the Operational Portfolio is IFC EDGE Zero Carbon Certified

**Certified Properties**

- ◆ Intellion Park, Chennai—1<sup>st</sup> IFC EDGE Zero Carbon Building in India
- ◆ Intellion Park, Gurugram: IFC EDGE Advanced
- ◆ Intellion Edge, Gurugram IFC Edge Advanced
- ◆ Taj Wellington Mews IFC EDGE Zero Carbon

\*Eligible portfolio



Our ESG Strategy and Roadmap

# Enabling Progress Through Responsible Action

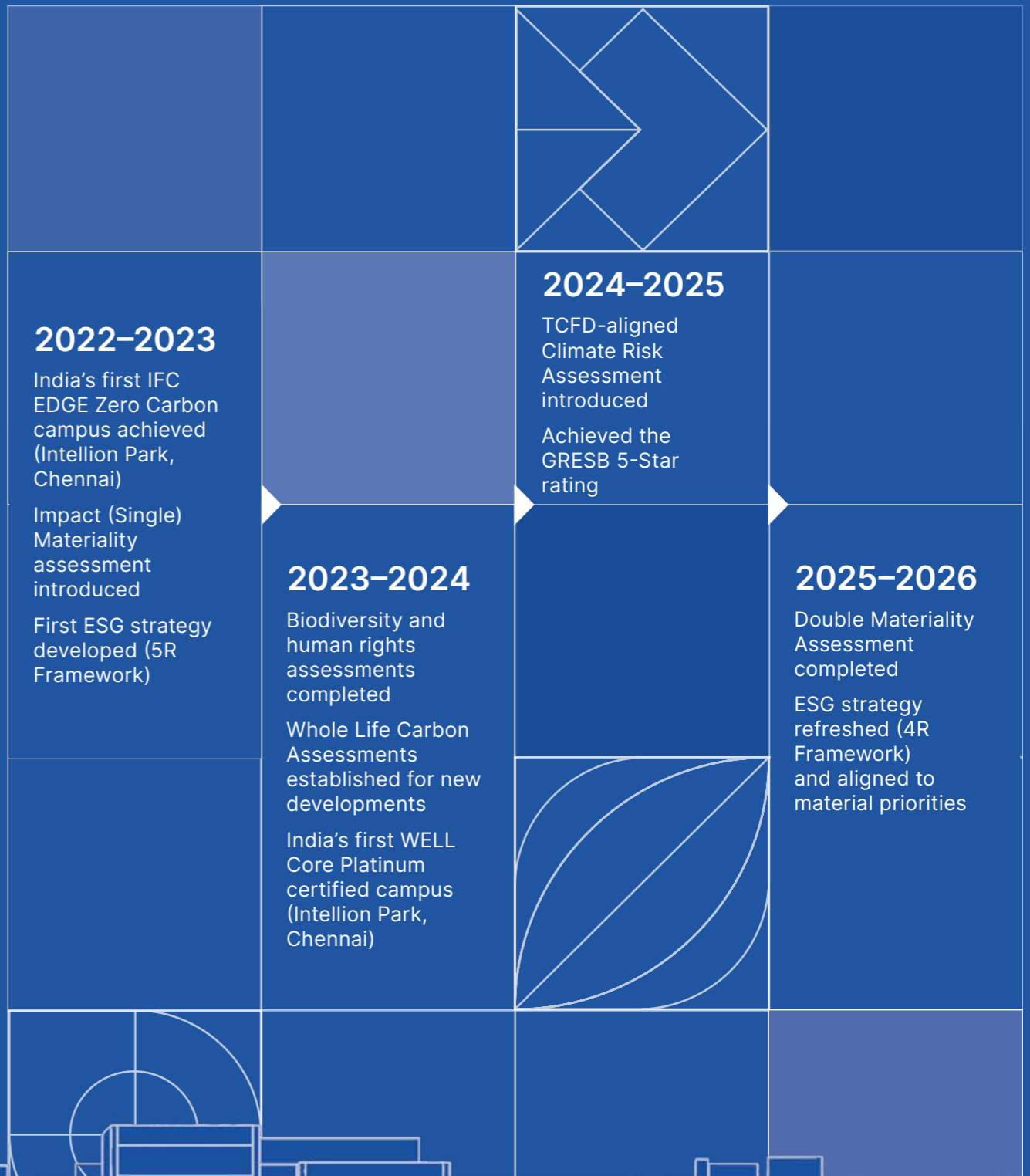
## Our ESG Journey So Far

### 2015–2019

Green design embedded in commercial developments  
LEED/IGBC certifications adopted as baseline

### 2020–2022

Formal ESG governance and reporting initiated  
Alignment with GRI, NGRBC, and UN SDGs



# Double Materiality

At Tata Realty, we recognise that sustainable value creation requires a comprehensive understanding of both the impacts our business has on people and the environment, and the sustainability-related risks and opportunities that may influence our long-term business resilience and financial performance. In FY 2025-26, we undertook a Double Materiality Assessment (DMA) to identify and prioritise the environmental, social, and governance (ESG) topics most relevant to our business, stakeholders, and broader value chain.

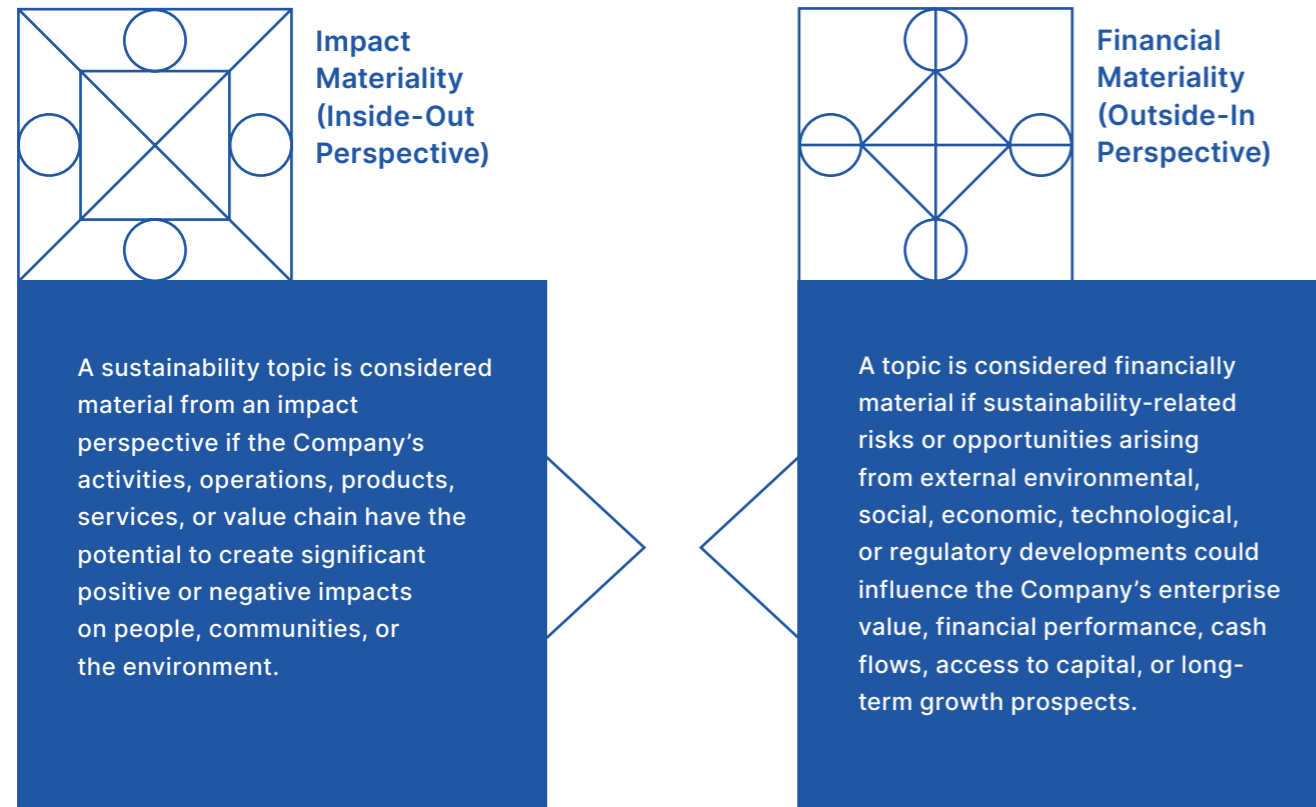
The assessment was conducted to strengthen strategic decision-making, enhance ESG integration across business functions, and support disclosure readiness in line with evolving global sustainability expectations. The DMA provides the foundation for our sustainability strategy, risk management

approach, target setting, and stakeholder engagement priorities, while enabling us to better align our business objectives with long-term environmental and social value creation.

The assessment methodology was informed by globally recognised frameworks and guidance, including the European Financial Reporting Advisory Group (EFRAG) Double Materiality Assessment guidance, the Global Reporting Initiative (GRI) Standards, and the International Financial Reporting Standards (IFRS) Sustainability Disclosure Standards. The exercise was undertaken through a structured, multi-stage process involving internal leadership teams and key external stakeholder groups to ensure a balanced and representative understanding of the issues most material to our organisation.

## Understanding Double Materiality

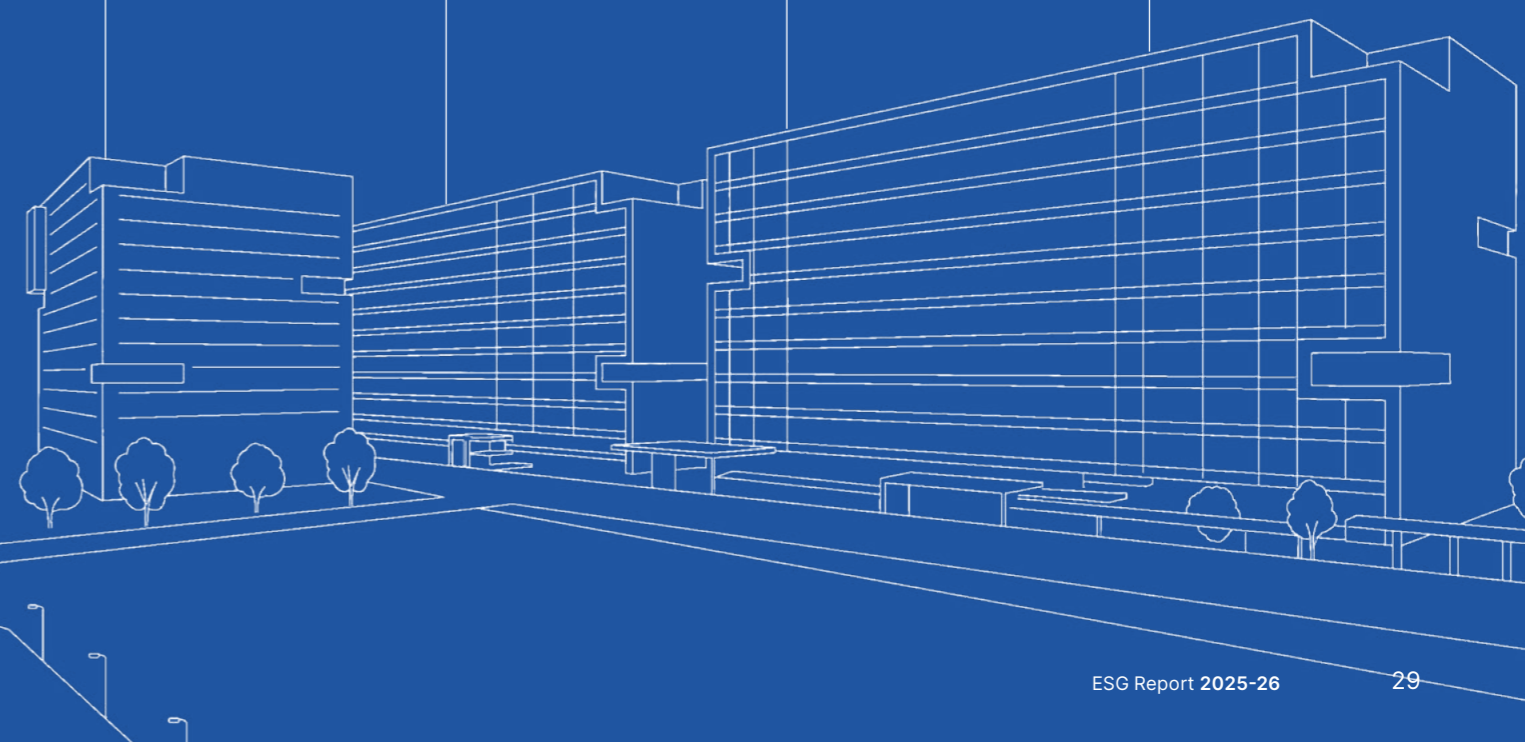
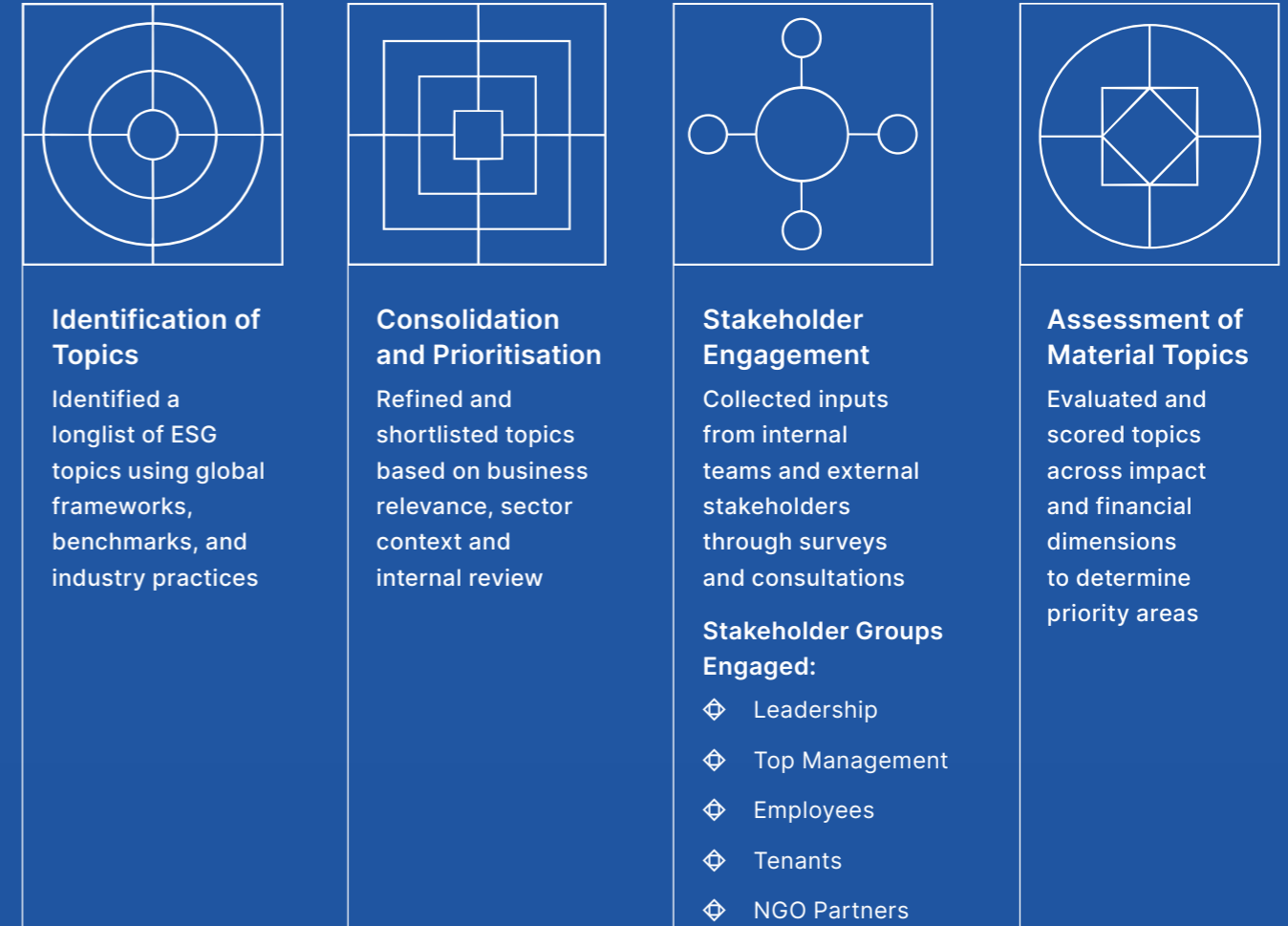
The DMA incorporated two complementary perspectives of materiality:



By integrating these two dimensions, the DMA enabled Tata Realty to develop a holistic understanding of the sustainability topics that are most significant from both business and stakeholder perspectives.

# Approach and Methodology

The Double Materiality Assessment (DMA) undertaken by Tata Realty followed a structured methodology comprising four key stages to identify, evaluate, and prioritise the ESG topics most relevant to the Company and its stakeholders.



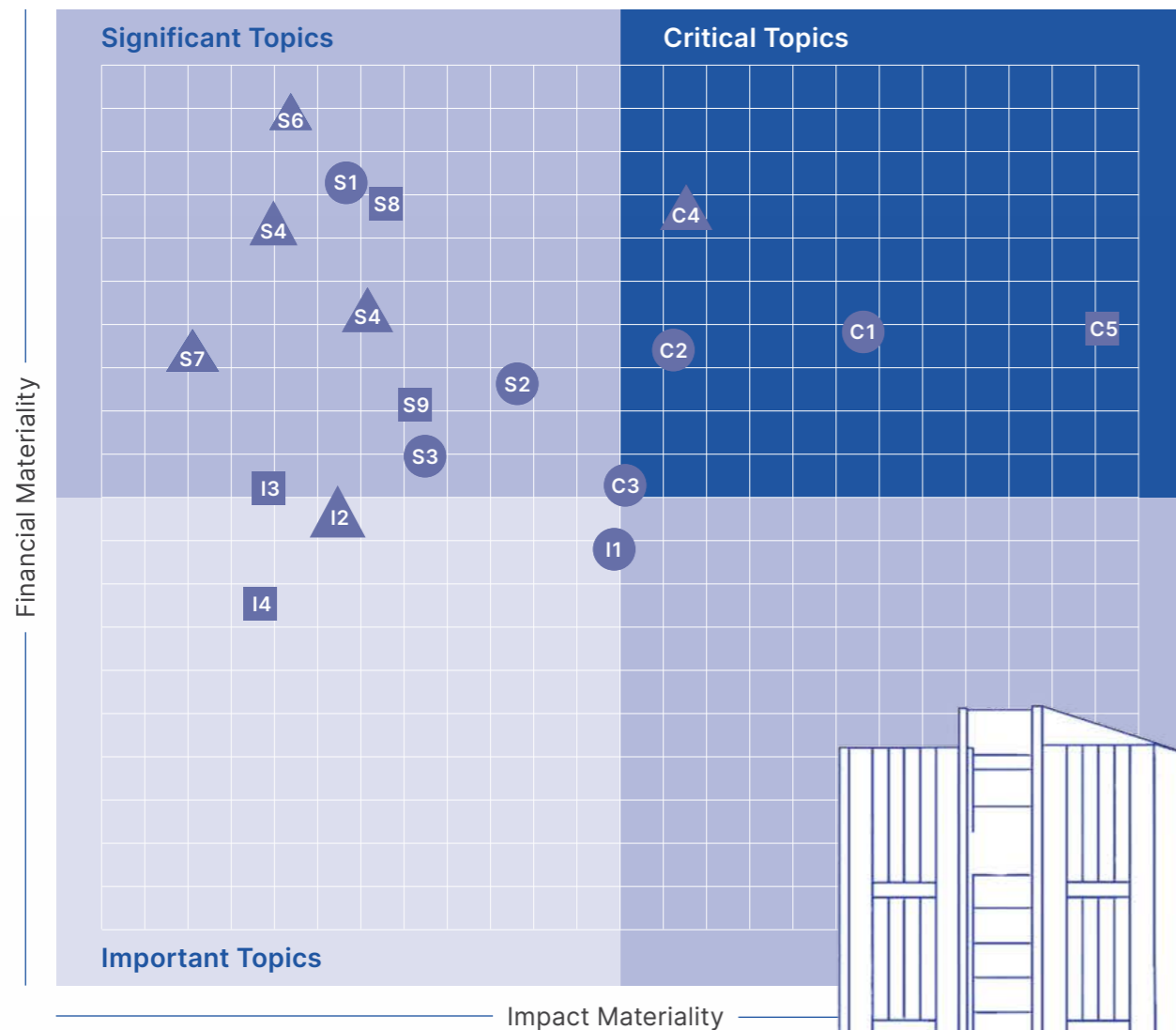
## Double Materiality Matrix and Prioritisation

The results of the assessment were consolidated into a Double Materiality Matrix, which mapped each topic based on its impact materiality and financial materiality significance. The matrix enabled Tata Realty to identify and prioritise ESG topics requiring focused management attention and strategic intervention.

Based on their relative positioning within the matrix, topics were categorised into the following tiers:

- ◆ **Critical Topics:** Topics with the highest significance from both impact and financial perspectives, requiring immediate attention, strong governance oversight, and active management
- ◆ **Significant Topics:** Topics with substantial relevance that require structured management approaches, monitoring, and stakeholder engagement
- ◆ **Important Topics:** Topics that remain material to the business and stakeholders and continue to be monitored and integrated into business practices

Tata Realty Double Materiality Matrix 2026



| Critical Topics   | Significant Topics  | Important Topics  |
|---|---|---|
| <ul style="list-style-type: none"> <li>C1 Climate Action and Resilience</li> <li>C2 Waste and Circular Economy</li> <li>C3 Biodiversity</li> <li>C4 Health, Safety, and Well-Being</li> <li>C5 Data Privacy and Cybersecurity</li> <li>C6 Corporate Governance</li> <li>C7 Risk Management</li> </ul> | <ul style="list-style-type: none"> <li>S1 Sustainable Buildings</li> <li>S2 Energy Consumption and Efficiency</li> <li>S3 Sustainable Resource Use</li> <li>S4 Human Rights</li> <li>S5 Human Capital Development</li> <li>S6 Tenant and Customer Engagement</li> <li>S7 Community Relations</li> <li>S8 Business Ethics and Compliance</li> <li>S9 Sustainable and Responsible Supply Chain</li> </ul> | <ul style="list-style-type: none"> <li>I1 Water Stewardship</li> <li>I2 Diversity, Equity, and Inclusion</li> <li>I3 Stakeholder Engagement</li> <li>I4 Transparency and Reporting</li> </ul> |

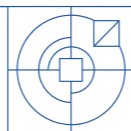
● Environment | ▲ Social | ■ Governance

\* While 'Corporate Governance' and 'Risk Management' do not appear on the Double Materiality Matrix because they were not scored, they are classified as Tier 1 (critical) topics by default due to their mandatory disclosure status under EFRAG-ESRS guidelines.

The outcomes of the DMA now serve as a key input into Tata Realty's sustainability strategy, disclosures, risk management priorities, and long-term value creation approach.

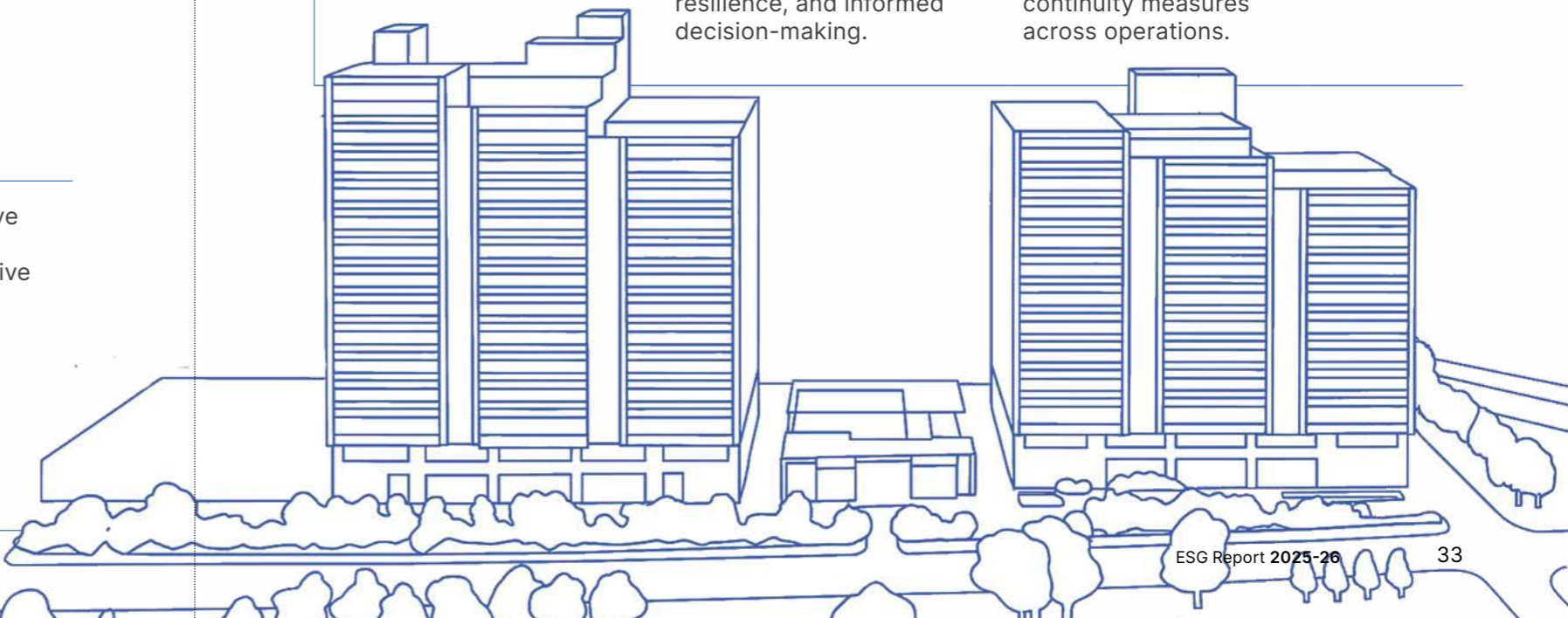
The assessment will continue to be reviewed periodically to ensure that the identified priorities remain aligned with evolving stakeholder expectations, regulatory developments, market dynamics, and emerging sustainability trends.

## Addressing Our Critical Material Topics



| Material Issue Identified          | Risk (R)/ Opportunity (O) | Rationale for Identifying the Risk/Opportunity (Business Case/Topic Relevance)  | Business Strategy/ Approach to Adapt or Mitigate/Capitalise   | Business Impact— Financial Implications |
|------------------------------------|---------------------------|---|---|---|
| Climate Action and Resilience<br>  | R&O                       | Climate-related physical risks such as extreme heat, flooding, and water stress can disrupt project execution, increase operational costs, and impact asset resilience. At the same time, demand for climate-resilient and low-carbon buildings is increasing among investors, tenants, and regulators. | Integrating climate risk assessments into project planning, improving asset resilience, adopting low-carbon construction practices, and aligning with green building standards and net-zero pathways. | Positive and Negative                   |
| Waste and Circular Economy<br>     | R&O                       | Construction and real estate operations generate significant material waste, creating regulatory, environmental, and cost-related risks. Circularity practices can reduce landfill disposal, optimise resource efficiency, and lower operational costs.   | Implementing construction waste management practices, promoting reuse and recycling of materials, and integrating circular economy principles into design and procurement.                            | Positive and Negative                   |
| Biodiversity<br>                   | R&O                       | Real estate development activities may impact local ecosystems, biodiversity, and natural habitats, potentially leading to regulatory scrutiny and community concerns. Biodiversity-sensitive developments can enhance long-term asset value and environmental performance.                             | Conducting biodiversity impact assessments, integrating green landscaping and ecological restoration measures, and incorporating biodiversity considerations into project design and site selection.  | Positive and Negative                   |
| Health, Safety, and Well-Being<br> | R&O                       | Construction and facility operations involve occupational health and safety risks for employees, contractors, and workers. Healthy and safe built environments also influence tenant satisfaction, workforce productivity, and business continuity.   | Strengthening HSE management systems, conducting regular safety trainings and audits, promoting employee well-being initiatives, and embedding safety-by-design principles across projects.           | Positive and Negative                   |

| Material Issue Identified          | Risk (R)/ Opportunity (O) | Rationale for Identifying the Risk/Opportunity (Business Case/Topic Relevance)  | Business Strategy/ Approach to Adapt or Mitigate/Capitalise   | Business Impact— Financial Implications |
|------------------------------------|---------------------------|---|---|---|
| Data Privacy and Cybersecurity<br> | R                         | Increasing digitisation of real estate operations and smart building technologies heightens exposure to cybersecurity threats and data privacy breaches, which may result in operational disruption, reputational damage, and regulatory penalties.     | Enhancing cybersecurity controls, strengthening IT governance frameworks, conducting periodic vulnerability assessments, and improving employee awareness on data security practices.                             | Negative                                |
| Corporate Governance<br>           | O                         | Strong corporate governance frameworks support ethical business conduct, transparent decision-making, regulatory compliance, and long-term stakeholder trust. Effective governance also strengthens organisational resilience and accountability.       | Strengthening Board oversight, enhancing governance policies and internal controls, reinforcing ethical business practices, and ensuring robust compliance and disclosure mechanisms.                             | Positive                                |
| Risk Management<br>                | R&O                       | Evolving business, regulatory, environmental, and market conditions expose the Company to strategic, operational, financial, and ESG-related risks. A robust risk management framework enhances preparedness, resilience, and informed decision-making. | Integrating ESG considerations into Enterprise Risk Management (ERM), strengthening risk identification and monitoring processes, and implementing mitigation and business continuity measures across operations. | Positive and Negative                   |



# Our ESG Strategy and Framework

## Responsible Spaces, Inspiring Progress: Making Sustainability a Priority

At Tata Realty, sustainability is embedded in how we design, build, and operate real estate, because long-term asset value is shaped by climate resilience, resource security, well-being-led workplaces, and trusted governance. In FY 2025–26, we refreshed our ESG strategy to reflect what matters most for commercial real estate today and to keep pace with evolving tenant expectations, investor requirements, and regulatory direction.

### Our ESG strategy is shaped by:



Together, these drivers translate into a clear, action-oriented framework—the 4Rs—supported by a practical roadmap and time-bound targets.



# The 4Rs: Our Strategy in Action

## Reimagine (Sustainable Spaces)

Reimagine is about making sustainability a defining feature of our core value offering—future-ready, high-performance buildings that create enduring value for customers and communities. It embeds low-carbon and resource-smart thinking into design choices, construction methods, and asset performance, enabling us to deliver workplaces that are efficient, healthy, and resilient over time.



### What this means in practice:

#### Designing for long-term performance:

Life, occupant well-being, adaptability, and resilience

#### Building smarter and cleaner:

Lower-carbon materials, circular construction methods, and mandatory low emission product specifications

#### Delivering proof:

Certifications, benchmarks, and measurable performance outcomes

## Regenerate (Environment)

Regenerate moves beyond reducing harm to actively improving environmental outcomes. It reflects our commitment to decarbonisation, circularity, water stewardship, and nature-positive development—recognising that resource constraints and climate volatility directly influence asset performance and long-term competitiveness.

### What this means in practice:

#### Cutting carbon at source:

Energy transition, operational efficiency, and decarbonisation

**Strengthening resource security:** Water conservation, reuse and recharge, and waste circularity

**Protecting and restoring nature:** Biodiversity enhancement and nature-based solutions

## Resonate (Social)

Resonate ensures our developments create meaningful value for people—employees, partners, tenants, and communities. It reflects our focus on health and safety, inclusion, human rights, and community outcomes, recognising that thriving people and strong social license are essential to sustainable growth.

### What this means in practice:

**Prioritising health and safety:** Creating safe, healthy workplaces and project sites

**Enabling inclusive growth:** Fair work, well-being, diversity, and development

**Building shared value with communities:** Structured engagement and long-term programs

## Reaffirm (Governance)

Reaffirm strengthens the trust engine that enables consistent delivery of ESG commitments. It embeds ethics, accountability, strong oversight, and risk discipline into decision-making—supporting transparency, compliance, and credible disclosures that stakeholders can rely on.

### What this means in practice:

Robust governance and oversight to translate commitments into execution

Strong policy architecture, ethical conduct, and responsible business practices

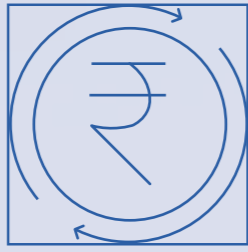
Risk management and data integrity to ensure reliability, resilience, and transparency

## Our Commitment to Project Aalingana

Our 4R Framework is aligned with Project Aalingana's enterprise-wide focus on:



Driving net-zero

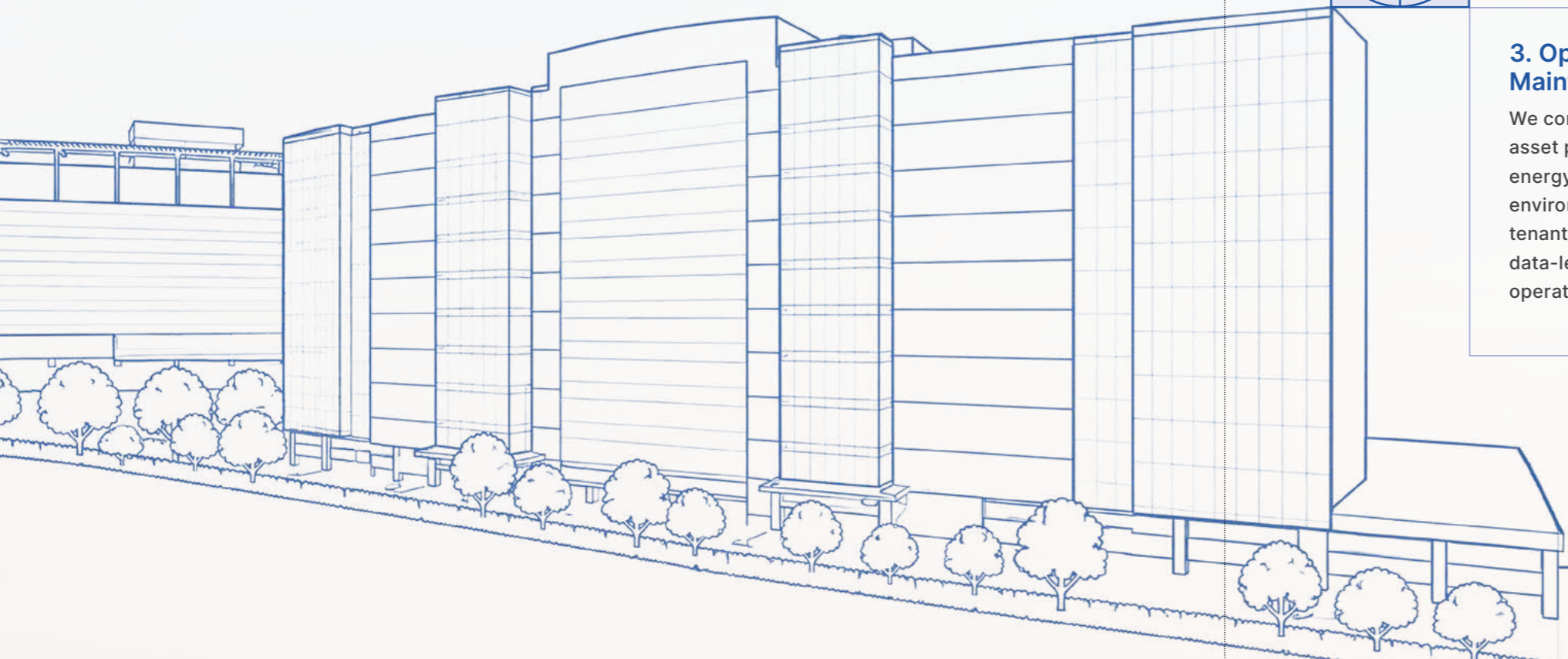


Pioneering circular economies



Preserving nature and biodiversity

Through the 4Rs, these priorities are translated into a real-estate-ready strategy—so our buildings, operations, and partnerships actively contribute to the Tata Group's long-term net-zero ambition and broader sustainability agenda.



## Our Roadmap—Delivering Impact Across the Real Estate Lifecycle

We execute the 4R Strategy through a lifecycle approach—embedding ESG decision-making at each stage:

|  |  |  |  |
|--|--|--|--|
|  | <p><b>1. Site Selection</b></p> <p>We screen for environmental and social sensitivities, integrate early-stage assessments, and make informed choices that reduce long-term risk and improve resilience.</p>                 |  | <p><b>2. Project Planning, Construction, and Development</b></p> <p>We apply whole-life thinking to design and material choices, strengthen responsible sourcing, and embed safety, quality, and human rights across project delivery.</p> |
|  | <p><b>3. Operations and Maintenance</b></p> <p>We continuously improve asset performance—energy, water, waste, indoor environmental quality, and tenant experience—using data-led monitoring and operational excellence.</p> |  | <p><b>4. Tenant and Community Engagement</b></p> <p>We collaborate with tenants and communities to scale impact, improve workplace well-being, and enable shared progress on sustainability outcomes.</p>                                  |

## Measuring Progress

Progress against the 4R Strategy is tracked through:

- ◆ Portfolio-level performance metrics (environment, people, governance, and asset performance)
- ◆ Project- and asset-level monitoring systems to drive continuous improvement
- ◆ Periodic reassessment of material priorities to keep the roadmap relevant
- ◆ Governance reviews to ensure accountability, decision-useful reporting, and delivery against commitments

This ESG Strategy and Roadmap positions Tata Realty to deliver responsible spaces that create long-term value—spaces that are future-ready, resource-secure, people-first, and governed with integrity.



| Reimagine (Sustainable Spaces)           | Regenerate (Environment)          | Resonate (Social)                | Reaffirm (Governance)          |
|--|-----------------------------------|----------------------------------|--------------------------------|
| Sustainable Buildings                    | Sustainable Resource Use          | Human Capital Development        | Corporate Governance           |
| Sustainable and Responsible Supply Chain | Climate Action and Resilience     | Human Rights                     | Risk Management                |
|  | Waste and Circular Economy        | Community Relations              | Data Privacy and Cybersecurity |
|  | Water Stewardship                 | Health, Safety, and Well-Being   | Business Ethics and Compliance |
|  | Biodiversity                      | Diversity, Equity, and Inclusion | Stakeholder Engagement         |
|  | Energy Consumption and Efficiency | Tenant and Customer Engagement   | Transparency and Reporting     |

## Sustainability Highlights: Targets and Progress FY 2026



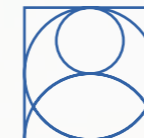
### Reimagine (Sustainable Spaces)

- ◆ **Target:** 100% green certification across the portfolio
- ◆ **Progress:** 100% operational portfolio green certified
- ◆ **Target:** WELL (or equivalent) coverage across assets
- ◆ **Progress:** 100% operational assets WELL certified/rated
- ◆ **Target:** Progress towards 60%+ zero-carbon portfolio
- ◆ **Progress:** 74% of the operational (eligible portfolio) is IFC Edge Zero Carbon Certified



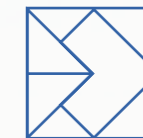
### Regenerate (Environment)

- ◆ **Target:** Zero waste to landfill
- ◆ **Progress:** 100% of hazardous waste recycled; 83% of non-hazardous waste recycled, 7% composted, and 10% incinerated.
- ◆ **Target:** Replenish freshwater and reduce freshwater use
- ◆ **Progress:** 42% water demand met through recycled sources; 91% of the fresh water consumed was replenished through CSR interventions
- ◆ **Target:** Strengthen nature and biodiversity outcomes
- ◆ **Progress:** Biodiversity assessments completed for 5 assets (99.5% of our portfolio); site-specific action plans initiated
- ◆ **Target:** Renewable electricity transition/emissions reduction
- ◆ **Progress:** 82% renewable electricity for our consumption



### Resonate (Social)

- ◆ **Target:** Zero human rights complaints
- ◆ **Progress:** Zero complaints reported in FY 2026
- ◆ **Target:** Strengthen health and safety and move towards zero harm
- ◆ **Progress:** Zero fatalities; 11,856 training hours delivered
- ◆ **Target:** Build an inclusive and high-performing workforce
- ◆ **Progress:** Women represent 17% of workforce; an average of 18.57 hours of employee training



### Reaffirm (Governance)

- ◆ **Target:** 100% completion of Code of Conduct/ POSH training
- ◆ **Progress:** 100% of employees completed Code of Conduct and POSH training in FY 2026
- ◆ **Target:** Strengthen ESG integration into risk and strategy
- ◆ **Progress:** Achieved—ESG integrated into risk management; climate risk assessment (TCFD-aligned); Double Materiality Assessment completed

# ESG Governance and Oversight

We run our business through transparent and ethical practices defined by robust governance principles. At the helm of our governance frameworks is our Board of Directors, who lead by example and guide us to translate our vision into effective strategies and long-term value for our Company and stakeholders. The framework sets out roles and responsibilities to seamlessly drive every initiative aligned with the Tata Group's governance philosophy of fair, transparent, accountable, and ethical management and protect the interests of all stakeholders, including shareholders, employees, customers, vendors, regulators, and society.

Led by the Executive Committee, our Sustainability Governance Framework includes ongoing monitoring of the progress and impact of our activities, along with the strategic decisions needed to further responsible business practices. Our Management team is responsible for implementing ESG policies, driving initiatives, and ensuring the achievement of our set targets and goals. The Board of Directors, Board Committees, and the Management team work in close coordination to develop agile, scalable strategies to help us achieve our business goals and progress toward a carbon-neutral future.

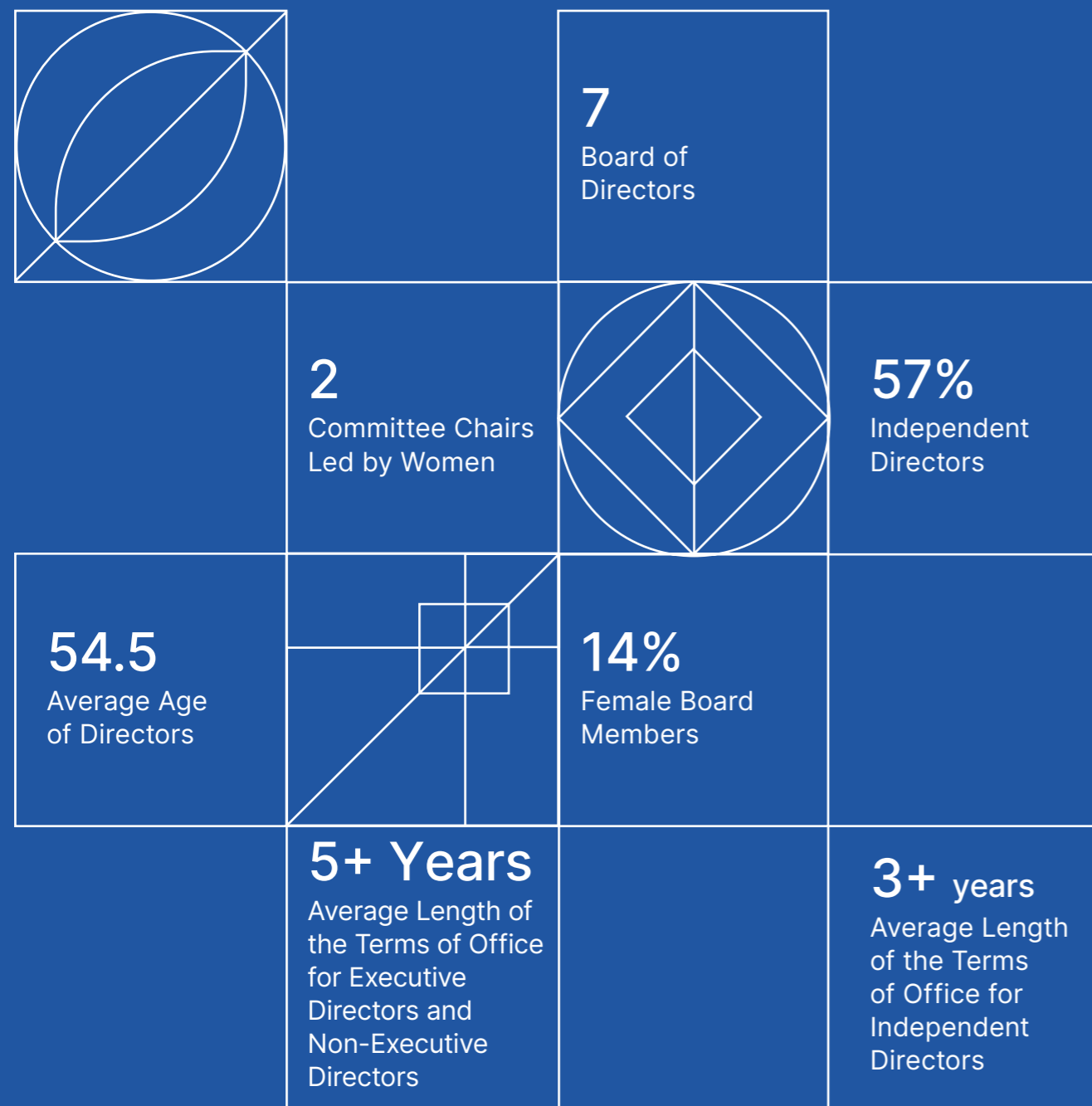
A structured ESG policy, aligned with the requirements of the Tata Code of Conduct, Tata Sustainability Policy, the Companies Act 2013, and global frameworks and disclosures such as GRESB, BRSR, ISO 14001:2015, and ISO 45001:2018, guides us in running our business sustainably and responsibly. The policy sets our expectations for all those who work with us and extends to our employees, contractors, and other value chain partners, as applicable. It is supplemented by a guidance document for implementation that serves as a practical reference for day-to-day decisions as well as long-term planning.



## Board of Directors: Composition

Our Board of Directors is drawn from a wide cross-section of industries and domains. They bring a rich set of skills and leadership experiences that are critical to help us leverage opportunities and navigate challenges seamlessly. Above all, their deep understanding of our business, the sector and alignment with our value system helps put our governance principles into enabling actions

that drive business growth through an inclusive, ethical and pragmatic approach, in compliance with regulations. The Board maintains a balance of Independent and Non-Independent Directors for objective and fair decision-making. The Board is led by Dr. Praveer Sinha (Chairman) and Mr. Sanjay Dutt (Managing Director and CEO).



### Board of Directors Composition

|  |  |
|--|--|
|  |  |
| <b>Dr. Praveer Sinha</b><br>Chairman and Non-Executive Director        | <b>Mr. Sanjay Dutt</b><br>Executive, Managing Director and CEO     |
|  |  |
| <b>Mr. Nipun Sahni</b><br>Non-Executive and Independent Director       | <b>Mrs. Sucheta Shah</b><br>Non-Executive and Independent Director |
|  |  |
| <b>Mr. Saurabh Sonthalia</b><br>Non-Executive and Independent Director | <b>Mr. Ritesh Mandot</b><br>Non Executive Director                 |
|  |  |
| <b>Mr. Sudip Mullick</b><br>Non-Executive and Independent Director     |  |

## Board Committees

The Board of Directors is supported by dedicated Committees, each with its own defined scope and responsibilities covering various aspects of Tata Realty's operations and strategic focus areas. These Committees work cohesively to translate strategic goals into tangible outcomes while adhering to regulatory requirements. They guide us to uphold our values of transparency, ethical conduct, and integrity, while maintaining accountability for our actions.



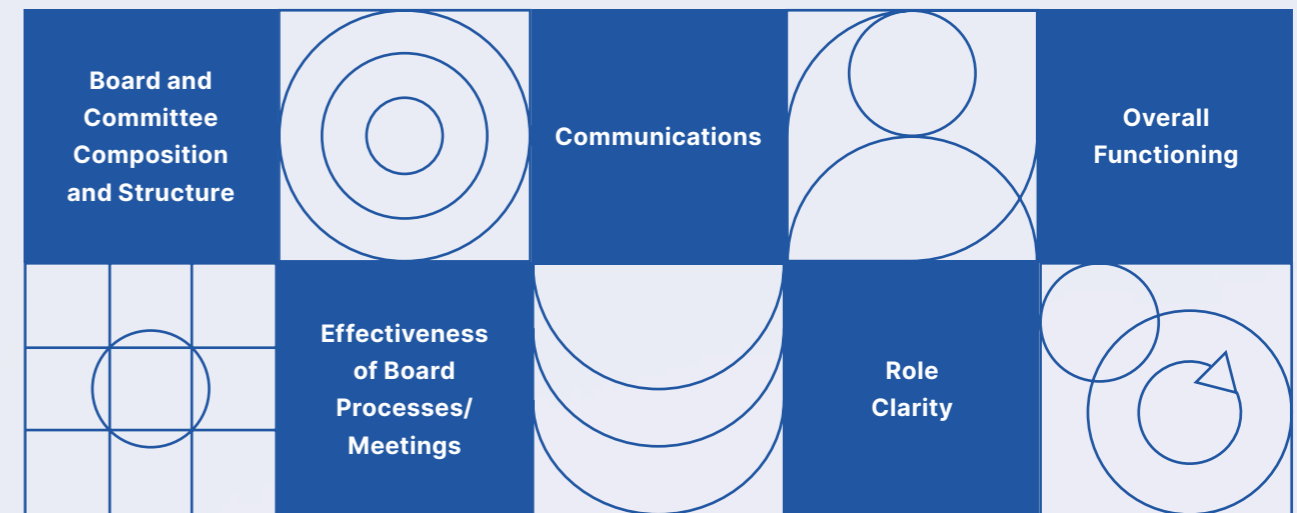
## Board Nomination Process

The Directors on the Board are appointed through a structured nomination process. We choose leaders with proven expertise and an understanding of our industry, who share our values and purpose of growing sustainably and are committed to responsible business conduct.

## Evaluating the Board's Performance

An annual evaluation, guided by the Securities and Exchange Board of India (SEBI)'s Guidance Note on Board Evaluation, is undertaken by the Board of Directors of its performance and that of the Board Committees, as well as individual Directors, following regulations.

### Evaluation Criteria



For Independent Directors, a standalone meeting is held without the presence of Non-Independent Directors to review the performance of the Board, the Chairman, and Non-Independent Directors, considering inputs from both Executive and Non-Executive Directors.

A separate meeting of the Independent Directors was held on March 5, 2026, without the participation of Non-Independent Directors. At this meeting, the Independent Directors reviewed and discussed the performance of the Non-Independent Directors, the Board as a whole, and the Chairman of the Company, incorporating perspectives from both Executive and Non-Executive Directors.

In FY 2025-26, the Board evaluated the performance of its Committees based on feedback from Committee members, assessing factors such as the composition of each Committee and the effectiveness of their meetings. These criteria are broadly aligned with the Guidance Note on Board Evaluation issued SEBI on January 5, 2017.

## Board Remuneration

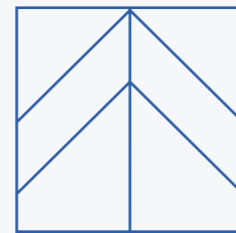
Our remuneration policy is structured to foster a high-performance culture aligned with the Tata Group's core values of integrity, excellence, and responsibility. It applies to Directors, key managerial personnel, and senior employees, ensuring fair and performance-linked compensation. It aims to attract, retain, and motivate leadership that can drive sustainable growth and long-term value creation.

The policy is compliant with Section 178(3) of the Companies Act, 2013, and Regulation 19 and Part D of Schedule II of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

## Management Team

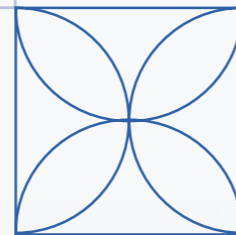
The Management team is responsible for translating company strategy into impact-led activities adhering to policies and regulations and steering actions to achieve our business and ESG goals and performance targets.

### Key Management Personnel



**Mr. Dilip Agarwal**  
Chief Financial Officer

**Ms. Rashmi Jain**  
Company Secretary



## ESG Governance

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

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

### Governance Structure and Executive Oversight

The ESG Leadership Committee has the overall responsibility of steering our sustainability endeavours and integrating ESG parameters into business decisions, aligned with global standards and national regulations.

#### ESG Leadership Committee

The Committee includes the MD and CEO, CSO, and CFO, providing oversight and monitoring performance.

#### Chief Sustainability Officer

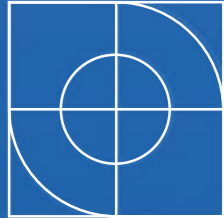
The Chief Sustainability Officer executes the ESG policy and strategy approved by the Leadership Committee and regularly updates on the progress of integrating ESG considerations into day-to-day operations. The role also entails guiding asset managers in implementing ESG-linked initiatives, as well as monitoring and recording performance data.

### Sustainability and CSR Champions

The Champions are responsible for recording, monitoring, and analysing ESG data and implementing ESG-linked interventions and policies on the ground.

### Performance Monitoring and Board Engagement

The ESG Leadership Committee is responsible for steering our ESG actions and reviewing the performance every quarter. The Board is updated on our ESG progress on a half-yearly basis.



# Reimagine

Reimagine is about building sustainability into the product itself. As a developer and operator of commercial real estate, Tata Realty has the opportunity and responsibility to influence outcomes from the earliest decisions: where we build, how we design, what we procure, and how we deliver performance over time.



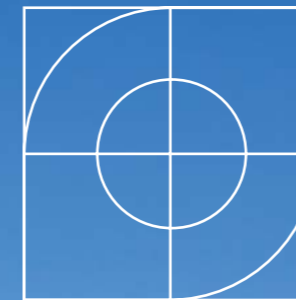
## Material Topics

Sustainable Buildings  
Sustainable and Responsible Supply Chain

## Stakeholders Impacted

Employees  
Customers  
Local Communities  
Suppliers and Vendors

## UN SDGs Supported



Through this pillar, every development is reimaged as a future-ready asset—resource-efficient, low-impact, and designed to support occupant well-being and long-term value. Our focus on product stewardship and a

resilient supply chain helps us create responsible spaces that meet the expectations of tenants, investors, and communities while staying aligned to evolving standards and market drivers.

## Site Selection Stage: Sustainable Buildings

Integrating nature-positive design principles even before commencing a project allows us to assess any negative impacts of each potential location on the ecology and ensure minimal disruption to the environment and surrounding communities.

We integrate Lifecycle Carbon Assessment (LCA) into our project planning to evaluate environmental impacts across each stage, from design and construction to operation and end-of-life. This enables us to identify opportunities to reduce carbon emissions, optimise resource use, and strengthen overall project efficiency through land use changes, potential effects on biodiversity, resource efficiency, and emissions across the entire project lifecycle. This helps us build resilient developments that balance long-term value creation with environmental stewardship.

### Lifecycle Carbon Assessment

To strengthen carbon-smart decision-making at the earliest stages of development, Tata Realty conducted lifecycle carbon assessments for two key assets during the reporting year: Intellion Park, Navi Mumbai and Intellion Park, Gurugram.

The objective of the assessments was to quantify and compare the lifecycle greenhouse gas emissions of each asset over its full-service life, and to identify high-impact design and material levers that reduce embodied carbon without compromising building performance.



### Methodology and Scope

The assessments were carried out using One Click LCA (Level(s) Lifecycle Carbon methodology) in line with EN 15804 +A1 (2012) and reported against Level(s) Macro-objective 1 (greenhouse gas emissions along a building's lifecycle).

**Service life assumed: 60 years.**

**Material scope included:** Key structural and envelope elements (foundations, slabs, columns, beams, walls, glazing, doors, roofs, stairs, and selected finishes for common/core areas).

**Exclusions (as per modelling assumptions):** Mechanical and electrical systems and controls, plumbing fixtures, fire detection/alarm fixtures, elevators/conveying systems, and certain site development items.

### Lifecycle modules covered:

- ◆ A1–A3 (product stage), A4 (transport), A5 (construction/installation)
- ◆ B1–B5 (use stage: maintenance/repair/replacement)
- ◆ C1–C4 (end-of-life: deconstruction, transport, processing, disposal)

A baseline design was created for each project to represent an industry-standard scenario and then compared with the proposed design. Baseline and proposed cases were kept equivalent in key performance aspects (e.g., comparable thermal performance assumptions and similar window/skylight size and placement) so that carbon reductions reflect material/design optimisation, not changes in function or energy performance.

### Key Takeaways and Insights

Across both assessments, the results indicate that material choices in structure and substructure are among the most influential levers for reducing whole life carbon, particularly through:

- ◆ Lower-carbon concrete mixes (e.g., use of blended cements and fly ash content) while maintaining the required structural performance
- ◆ Higher recycled content steel/reinforcement steel choices, demonstrating the role of responsible sourcing and material specifications in embodied carbon reduction
- ◆ Use of LCA as a design optimisation tool, enabling early identification of carbon hotspots and prioritisation of reduction actions across the building lifecycle

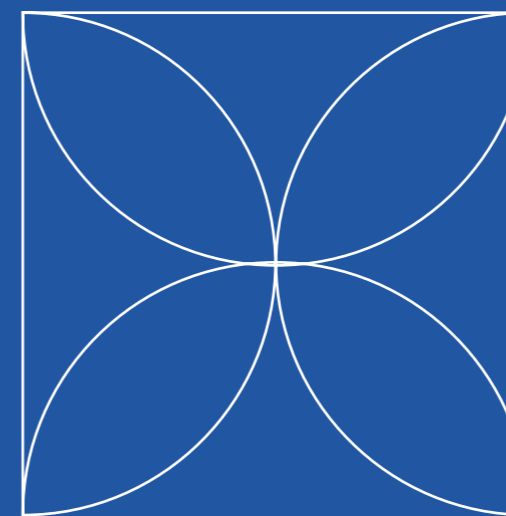
Over a 60-year service life, the whole life carbon results show measurable reductions in the proposed designs:

- ◆ **Intellion Park, Navi Mumbai:** 11.3% reduction in Global Warming Potential
- ◆ **Intellion Park, Gurugram:** 5.2% reduction in Global Warming Potential

These assessments provide a practical foundation to embed whole life carbon thinking into our development lifecycle, supporting more informed choices on materials, specifications, and design strategies, and strengthening readiness for evolving green building requirements and stakeholder expectations on low-carbon real estate.

## Environmental Impact Assessments (EIAs)

Environmental Impact Assessments are a critical exercise undertaken to identify potential environmental and social risks associated with our projects before construction. This process helps us assess any potential effects on local communities, cultural heritage, and public health that may result from our project development activities, in compliance with regulatory requirements and environmental standards. The findings of the EIA offer us an opportunity to refine our design strategies with the goal of protecting 15% to 20% of each site's natural topography.

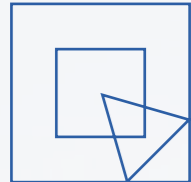


Our site selection process is designed to help us build assets away from ecologically and culturally sensitive areas, including those near World Heritage sites and IUCN Category I–IV protected areas. To date, we have not observed any adverse impacts of our developments on biodiversity.

Our biodiversity protection measures have facilitated **53,126 square meters** of green belts around our assets.

## Project Planning, Construction, and Development Stage: Sustainable and Responsible Supply Chain

Our supply chain integrates our values of ethics and integrity to help us run and grow operations efficiently and protect stakeholder interests. The long-term partnerships we share with our suppliers are critical to help us scale operational effectiveness and efficiency, deliver projects on time, and promote responsible resource use across the planning, construction, and development stages.

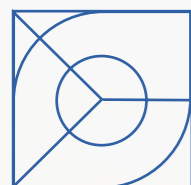


### Supplier Screening and Selection

We select suppliers who reflect our values of sustainability, safety, and fair labour practices to ensure that our value chain upholds the same responsible business conduct that guides our actions. Supplier evaluation and onboarding are governed by a structured Vendor Empanelment Process, under which all suppliers are assessed for their environmental, health, and safety (EHS) performance, ethical standards, and product quality. They are expected to follow the Tata Code of Conduct, which outlines requirements related to human and labour rights, environmental responsibility, and ethical behaviour. The empanelment process also evaluates suppliers' capabilities to consistently deliver high-quality products and services.

For critical categories, detailed factory assessments are conducted using comprehensive checklists covering environmental protection, health and safety practices, and regulatory compliance. These assessments are documented through formal inspection reports for transparent and objective evaluation, and identifying opportunities for continuous improvement.

In addition, we actively promote inclusive and equitable value creation by supporting the participation of small and medium enterprises, particularly those from marginalised communities, thereby enhancing livelihoods while strengthening our supply ecosystem.



### ESG Integration in the Supply Chain

Integrating ESG considerations across our supply chain and procurement processes is essential to delivering on our sustainability commitments while advancing operational efficiency and strategic growth. We undertake ESG assessments, site inspections, and audits to track carbon emissions, waste management practices, and compliance with human rights principles across our supplier organisations. A formal procurement policy guides the sourcing of environmentally responsible and sustainable materials.

Contractors and subcontractors are required to submit detailed safety plans and method statements before commencement of work and address any gaps guided by pre- and post-award discussions.

For high-emission inputs such as steel, we require Environmental Product Declarations (EPDs) to assess lifecycle emissions to help us make informed decisions on low-carbon materials led by our decarbonisation goals.



### Reimagine

Supplier contracts incorporate EHS clauses, and all critical supplies are subject to pre-delivery checks and factory assessments. Ongoing performance is monitored through both planned and surprise audits.

#### Percentages of Green Material Used

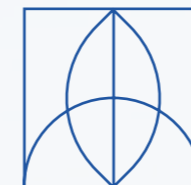
**12.04%**  
Energy Saving

**9.29%**  
Water Efficient Products as per IGBC

**1.40%**  
Eco-Friendly

**12.00%**  
Materials Procured Within a 500 km Radius of the Project

**1.40%**  
Recycled Scrap Material



### Sustainable Procurement

Our policy supports local sourcing and procuring materials within a 500 km radius, where feasible, to reduce transportation-related emissions. Our procurement systems also give preference to low-impact materials that meet recognised environmental benchmarks, including IGBC certified products, recyclability, and energy or water efficiency.

We promote the use of recycled materials, low-flow fixtures, energy-efficient products, and solar-based solutions, along with 5-star rated appliances to optimise energy consumption. We also encourage the effective management and reuse of scrap materials to strengthen circularity and minimise waste.

**12.00%**  
Percentage of Total Procurement Budget Allocated to Purchasing Materials from Local Suppliers

**35.75%**  
Percentage of Total Spent on Procurement of Green Materials

**14.47%**  
Percentage of Input Materials Sourced Sustainably

**91%**  
Rating in Voice of Partner (VoP) Survey in FY 2025-26



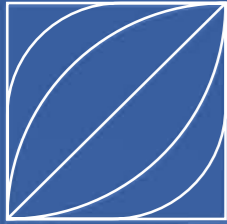
### ESG Training for Suppliers

We work closely with our partners to raise standards by offering training, sharing standardised resources, and conducting regular reviews. Any gaps identified are addressed through formal processes, and we also recognise and incentivise high-quality work. During the reporting year, we conducted a TCOC (Tata Code of Conduct), ESG Awareness, and Sustainability Standards session open to all our suppliers.



### Supplier Satisfaction

Our teams stay in close contact with our suppliers to understand their expectations, seek feedback on how to make our operations better, and implement their suggestions where feasible.



# Regenerate

At Tata Realty, we integrate sustainable principles into our core practices as a strategic effort to build resilient assets in the face of growing climate impacts and rising physical risks. This helps us meet the growing demand for environmentally responsible workspaces as our tenants increasingly seek to create safe, healthy, and productive environments for their people and meet their sustainability commitments.



## Material Topics

- Sustainable Resource Use
- Climate Action and Resilience
- Waste and Circular Economy
- Water Stewardship
- Biodiversity
- Energy Consumption and Efficiency

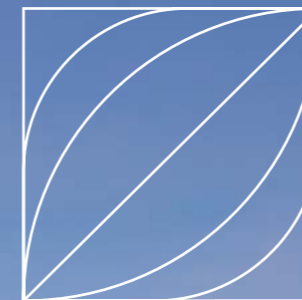
## Stakeholders Impacted

- Customers
- Local Communities
- Suppliers and Vendors

## UN SDGs Supported



## Certifications



Across the lifecycle of our projects—from concept to redevelopment—we take conscious steps toward responsible use of water and energy, effective waste management, increased recycling and reuse, and the protection of nature and biodiversity in and around our developments. Strengthening our environmental

stewardship allows us to operate in harmony with surrounding communities through the responsible use of shared resources such as water and energy, and prudent waste management. These efforts help us reduce our environmental impact while delivering sustained returns and growing long-term stakeholder value.


The Tata Climate Change Policy

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

- ◆ Be the benchmark in their industry on the carbon footprint of their operations.
- ◆ Engage actively in climate change advocacy and shaping of regulations in their business
- ◆ Incorporating a 'green perspective' in all key organizational processes

Tata Realty is Aligned with Project Aalingana Goals

Driving Net Zero



**2030**  
25% Reduction in Absolute Carbon Emissions\*  
\*(From 2020 baseline Scope 1 & 2)

**2045**  
Net-Zero Emissions Across the Group: Scope 1 & 2 Across Companies

Pioneering Circular Economies



**2030**  
Replenish Freshwater and Zero Waste to Landfill\*  
\*(Freshwater target for India operations only)

**2040**  
Replenish More Freshwater than Consumed

Preserving Nature and Biodiversity



**2025**  
Invest in Nature-Based Solutions (NBS) Projects in India

**2030**  
The Group is an NBS Leader and Supports the NBS Market in India

Site Selection: Biodiversity

Incorporating biodiversity and ecosystem conservation strategies from the earliest stages of project planning is crucial to further our goal of creating a net positive impact on biodiversity. Guided by our ESG policy and Environmental Management System (EMS) and aligned with the Tata Group's Project Aalingana targets, we undertake detailed due diligence and risk assessments that consider the unique ecological characteristics of each site, including surrounding areas and potential cumulative impacts.

For every site, we conduct an impact assessment to understand its ecological context and proactively reduce disruption to local ecosystems. We use appropriate assessment tools and continuously monitor biodiversity health around our projects and drive ongoing improvements. These measures allow us to avoid, minimise, or offset potential impacts associated with new developments. We also take proactive measures to improve biodiversity by incorporating green infrastructure, developing urban forests, and adopting sustainable landscaping practices, in collaboration with partners who are experts in conservation and ecosystem restoration.

Biodiversity Assessment and Management Plan for Intellion Projects

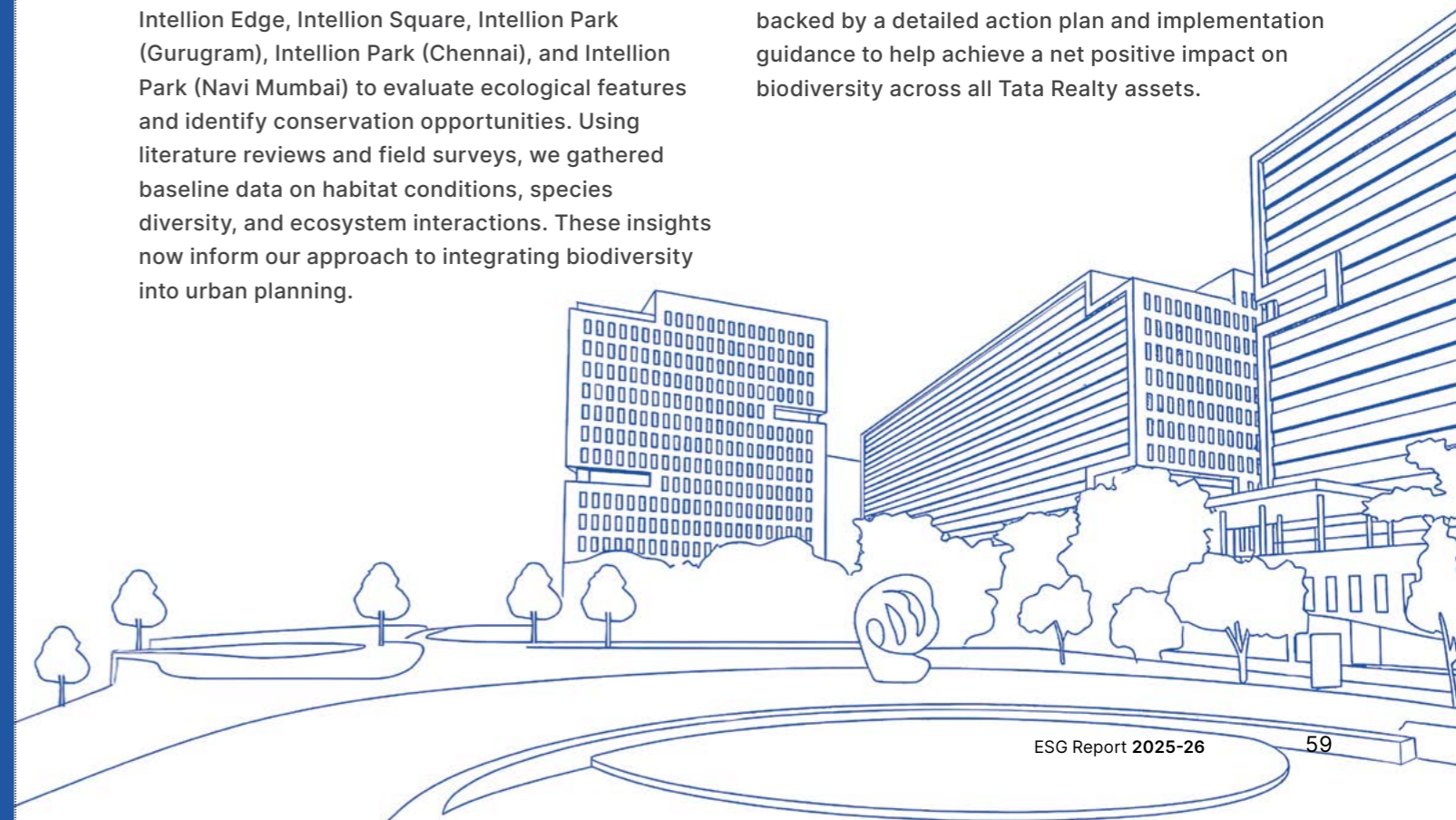
A biodiversity assessment was carried out for Intellion Edge, Intellion Square, Intellion Park (Gurugram), Intellion Park (Chennai), and Intellion Park (Navi Mumbai) to evaluate ecological features and identify conservation opportunities. Using literature reviews and field surveys, we gathered baseline data on habitat conditions, species diversity, and ecosystem interactions. These insights now inform our approach to integrating biodiversity into urban planning.

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

Assessment Findings

- ◆ Zero flora and fauna species were found to be categorised under the IUCN Red List of Threatened Species in four assets—Intellion Edge, Intellion Square, Intellion Park (Gurugram), and Intellion Park (Chennai).
- ◆ In Intellion Park Navi Mumbai, three species of flora were recorded in the IUCN Red List, namely, *Platyclusus orientalis* (Oriental thuja), *Saraca asoca* (sorrowless tree), and *Swietenia macrophylla* (big-leaf mahogany).

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



## Project Planning, Construction, and Development Stage: Climate Action and Resilience

### Climate Risk Assessment

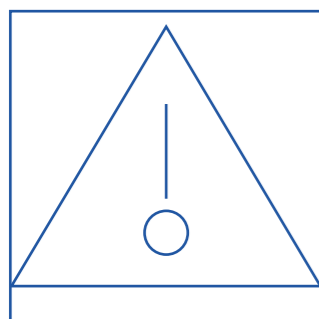
As part of our future-focused strategies to protect our business and assets against growing climate change impacts, we are integrating climate resilience and risk management into the planning, construction, and development of our projects through structured assessments.

Conducting climate risk assessments for our projects helps evaluate how climate change, including acute extreme weather and chronic shifts, can impact our assets, operations, financial stability, and the larger ecosystem. These assessments help analyse physical and transition risks that may disrupt or derail our business and operations, identifying hazards and assessing vulnerability and exposure so we can develop mitigation strategies on time.

Assessing the physical and transition risks early in the project lifecycle guides our efforts to design

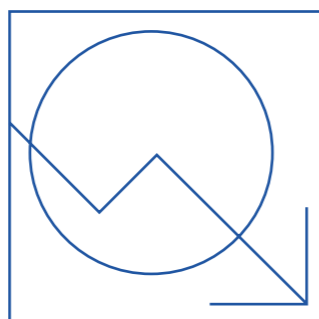
and build assets that can withstand climate-related stresses such as extreme weather events, temperature variations, and resource scarcity, amongst others. We draw on the findings to design adaptation strategies, strengthen the resilience of our business and properties while adhering to evolving regulatory requirements.

The first climate risk assessment we conducted in 2024, aligned with TCFD (Task Force on Climate-related Disclosures) and IFRS S2 climate-related disclosures, helped us adopt a structured approach to integrate climate resilience into our organisational strategy. Tata Realty's Intellion Park, Chennai, is India's first project to achieve IFC EDGE Zero Carbon certification, setting a benchmark for sustainable, climate-resilient, and future-ready real estate development. Additionally, we also have the largest commercial portfolio to be EDGE Certified.



#### Physical Risks

Physical risks arise due to the impacts of extreme weather events and long-term climate shifts. These include acute risks such as floods, wildfires, and severe storms that cause immediate damage or chronic risks, including rising temperatures, water stress, and sea level rise, which gradually impact asset performance, livability, and long-term value. Increasing frequency and severity of extreme weather events can lead to higher damage and repair costs, placing pressure on asset performance and insurance coverage.

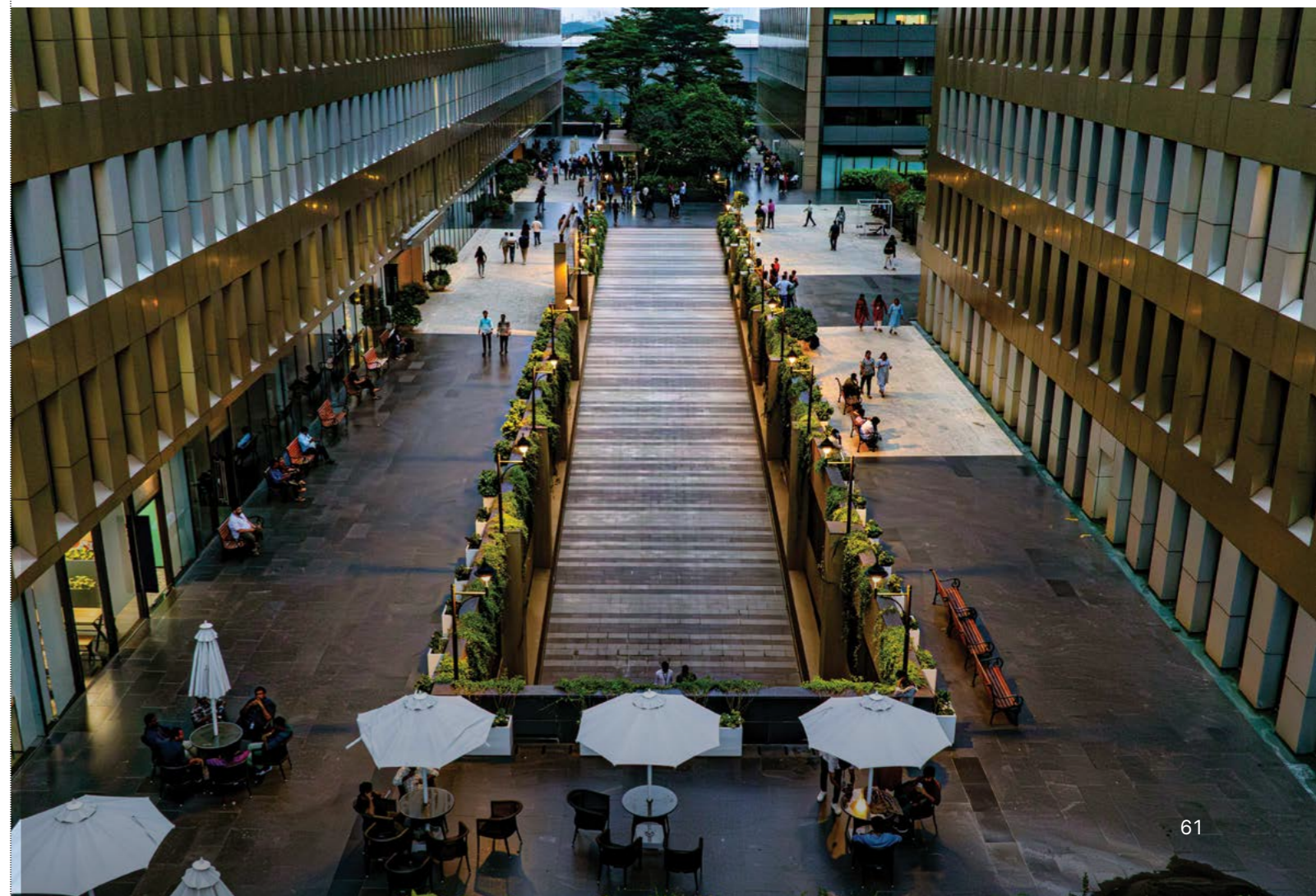


#### Transition Risks

Our business is increasingly exposed to risks triggered by external factors like climate regulations, customer demands, and investor scrutiny, which could influence capital spending, operational costs, and competitiveness. The climate risk assessment also reviews risks and opportunities linked to the transition to a low-carbon economy, focusing on regulatory changes, market dynamics, and technological progress that could impact operations and finances.

### Data Sources for Baseline and Future Projections used in the Assessment

| S. no. | Natural Hazard                | Variables Assessed                                       | Baseline  | Future   |
|--------|-------------------------------|--|---|--|
| 1      | Water Stress                  | Water Stress   | WRI-Aqueduct<br><a href="#">Water Risk Atlas</a>                              | Water Risk Atlas   |
| 2      | Riverine and Coastal Flooding | Inundation Depth and Sea Level Rise                      | WRI-Aqueduct<br><a href="#">Flood Maps</a>                                    | WRI-Aqueduct;<br><a href="#">Flood Maps and NASA-Sea Level Rise</a>            |
| 3      | Extreme Rainfall and Flooding | Inundation Depth and 1-Day precipitation                 | Fathom 2.0 Model  | IPCC Risk Atlas;<br>Available at<br><a href="#">IPCC WGI Interactive Atlas</a> |
| 4      | Landslides                    | Landslide Per Year/ sq. km and 1-Day precipitation       | Landslide Hazard Map—World Bank   | IPCC Risk Atlas;<br>Available at<br><a href="#">IPCC WGI Interactive Atlas</a> |
| 5      | Extreme Heat                  | Max. of Max. Temperature (°C) and Number of Days > 35 °C | IPCC Risk Atlas<br>Available at<br><a href="#">IPCC WGI Interactive Atlas</a> | IPCC Risk Atlas;<br>Available at<br><a href="#">IPCC WGI Interactive Atlas</a> |
| 6      | Cyclones                      | Cyclone tracks   | NOAA IBTrACS  | Research Article   |



**Tata Realty Sites Assessed for Physical Risks**



**Scenarios Used for Tata Realty's Physical and Transition Risk Assessment**

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

**Physical Risks**

**SSP2-4.5: 'Middle of the Road' Shared Socioeconomic Pathway (SSP) scenario**

This scenario visualises a future with moderate greenhouse gas emissions, along with current trends continuing in socioeconomic development and climate policies, with global surface temperatures potentially increasing by 2.1 to 3.5°C by the end of the 21<sup>st</sup> century relative to 1850-1900.

**SSP5-8.5: High-Emissions Scenario**

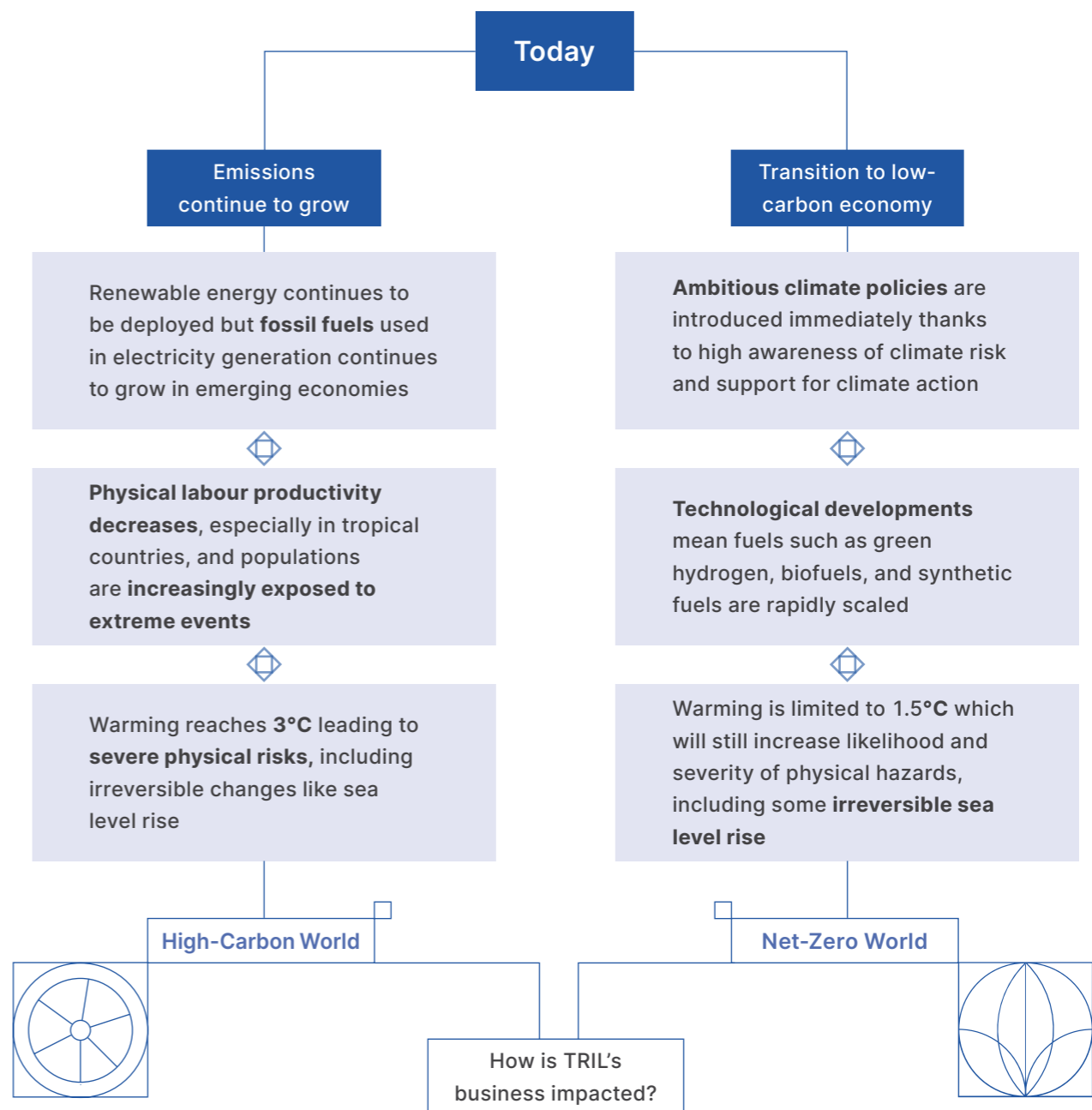
A scenario characterised by rapid economic growth fueled by fossil fuels and limited mitigation efforts, leading to significant increases in greenhouse gas concentrations and global temperatures. It is used in climate change modelling, which combines a 'fossil-fueled development' socioeconomic pathway (SSP5) with a high radiative forcing level (8.5 W/m<sup>2</sup>).

**Transition Risks**

Using the International Energy Agency (IEA) World Energy Outlook 2023 (WEO 2023) as the primary scenario data provider, we used two scenarios:

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

High carbon emissions (Stated Policies Scenario) that focus on what a business-as-usual world will look like with no future strengthening or weakening of policy and limited coordinated action leading to temperature increase.



**Time Horizon Used:** 2030 and 2050 under both scenarios.

### Our Approach

#### Physical Risks

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

#### Transition Risks and Opportunities

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

### Physical Risks: Across Assets



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

### Transition Risks and Opportunities



| Type | Transition Drive Name | Description   | Impact  | Financial Driver |
|------|-----------------------|---|---|------------------|
| Risk | Policy and Legal      | Increased regulatory requirements on building energy efficiency | Incur higher operational and capital costs, detracting from budgets, investments, etc.  | CapEx            |
| Risk | Technology            | Procurement of green building materials                         | Due to challenges in procuring green materials for construction, both from a supply and cost perspective, higher operational costs may pose a significant risk in the short, medium, and long term, which needs to be passed on to consumers. | OpEx             |
| Risk | Market                | Energy price volatility   | It is expected that costs from the energy sector will be passed on, in part, to the consumer, impacting our energy costs and downstream value chain through the short, medium, and long term.   | Revenue          |

|  |   |
|--|---|
|  | <p><b>Transition Risks</b><br/>High risks include the procurement of green materials and energy price volatility. Regulatory compliance and investor sentiment also pose medium to high risks.</p>                            |
|  | <p><b>Transition Opportunities</b><br/>Public sector incentives and green financing are key opportunities, especially in direct operations.</p>   |
|  | <p><b>Physical Risks</b><br/>At Gurugram, extreme heat and rainfall flooding are projected to intensify by 2050. The assets in Mumbai are at high risk for all hazards identified and will continue to intensify by 2050.</p> |

### Key Findings

Transition Risks and Opportunities



| Type                 | Transition Drive Name | Description  | Impact  | Financial Driver |
|----------------------|-----------------------|--|---|------------------|
| Risk                 | Reputation            | Negative brand perception from stakeholders due to a lack of climate performance | Negative coverage of our climate performance in our direct operations or supply chain may lead to a loss of trust among consumers, partners, and investors, affecting sales, partnerships, and investor relations.  | Revenue          |
| Risk/<br>Opportunity | Market                | Change in investor sentiment due to lacking/leading climate ambition             | We could face difficulty in raising capital, higher borrowing costs, and the potential withdrawal of existing investors.  | Revenue          |
| Opportunity          | Policy and Legal      | Public sector incentives and subsidies   | We are well aligned to leverage incentives in the building sector in terms of tax deductions and public sector incentives. Making use of government incentives would lead to decreased OpEx.  | OpEx             |
| Opportunity          | Finance               | Access to capital from green financing   | Leveraging green financing holds a reasonable opportunity and can reduce the cost of capital, as we can tap into funds available at more favourable rates compared to traditional financing. We have green certifications (e.g., LEED, EDGE) that have the potential to attract a broader range of ESG-focused investors, opening new pools of capital to fund the construction or retrofitting of energy-efficient buildings, low-carbon technologies, and resilient infrastructure. | CapEx            |

Transition Risks and Opportunities



| Type        | Transition Drive Name | Description                          | Impact   | Financial Driver |
|-------------|-----------------------|--------------------------------------|--|------------------|
| Opportunity | Market                | Increased demand for green buildings | We may experience reduced revenues due to lower demand from customers as they opt for more 'climate active' competitors. Additionally, increased pressure to retrofit or develop green buildings can lead to potentially higher costs but also offer opportunities for higher rents and sales prices for compliant properties. | Revenue          |

Physical Risks—Site-Specific Mitigation Measures

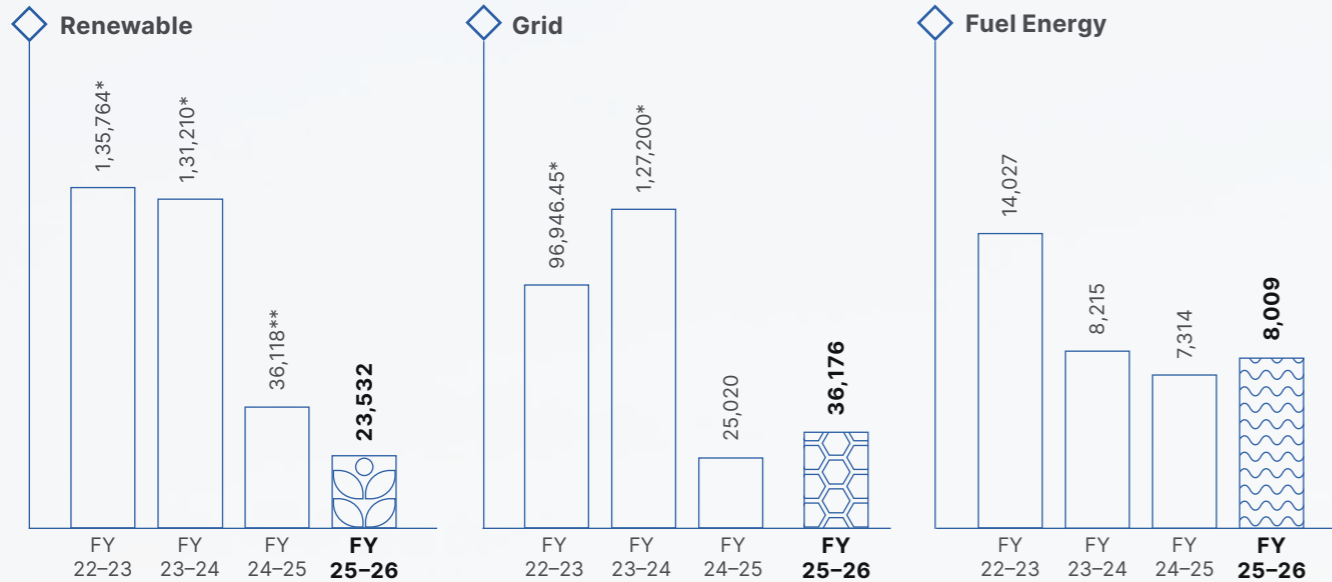


| Asset Location              | Key Physical Risks   | Baseline Risk Level | Future Risk Trend (2030/2050)               | Impacts  | Mitigation Measures  |
|-----------------------------|--|---------------------|---|--|--|
| Intellion Park, Gurugram    | Water Stress, Extreme Heat, Rainfall Flooding  | High                | Stable (Water), Increasing (Others)         | Productivity Loss, Equipment Damage, Flood-Related Business Interruption | Water-Efficient Tech, Insulation, Flood Insurance, Drainage Upgrades               |
| Intellion Edge, Gurugram    | Water Stress, Extreme Heat, Rainfall Flooding  | High                | Stable (Water), Increasing (Others)         | Productivity Loss, Equipment Damage, Flood-Related Business Interruption | Water-Efficient Tech, Insulation, Flood Insurance, Drainage Upgrades               |
| Intellion Park, Navi Mumbai | Water Stress, Extreme Heat, Rainfall and Riverine Flooding, Coastal Flooding, Cyclones, Landslides | Medium to High      | Increasing Across All Hazards               | Structural Damage, Access Issues, and Insurance Cost Surge               | Elevated Design, Waterproofing, Cyclone-Resilient Structures, Landslide Mitigation |
| Intellion Park, Chennai     | Water Stress, Extreme Heat, Rainfall and Riverine Flooding, Cyclones, Landslides                   | High                | Increasing (Cyclones, Rainfall, Landslides) | Infrastructure Damage, Health and Safety Risks, Operational Delays       | Resilient Design, Drainage, Emergency Response, and Insurance Review               |

## Project Planning, Construction, and Development Stage: Energy Consumption and Efficiency

We have adopted a broad spectrum of technology solutions, process transformations, and practices to manage our energy consumption to reduce the associated environmental footprint. The energy we use is drawn from the grid as well as renewable sources. We also use fossil fuels to run generators for backup power across our offices and assets.

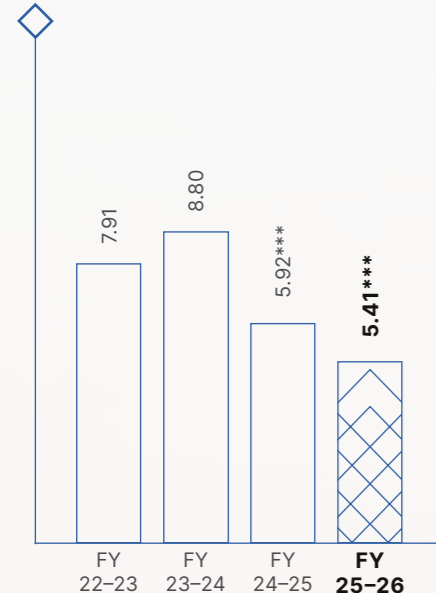
### Energy Consumption (GJ)



\*In FY 2022-23 and FY 2023-24, tenant energy consumption formed part of the total energy consumption figures due to non-availability of bifurcated landlord- and tenant-level data. From FY 2024-25 onwards, energy consumption has been computed based on separately identified landlord and tenant consumption, where such data is available.

\*\* In the FY 2025 ESG report, total renewable energy consumption was originally reported as 48,654 GJ, entirely attributed to iREC purchases. This has now been revised to reflect actual consumption: 36,118 GJ from onsite and offsite solar and wind sources, with 15,670 GJ fulfilled through iREC redemption.

### Energy Intensity (kWh/sq. ft)



### Monitoring Energy Usage

Digital tools and process-led monitoring systems track our energy use in real time. Ongoing analysis of the monitoring data generated helps us identify consumption trends, detect gaps and anomalies, and uncover opportunities to improve efficiency, reduce energy intensity, and lower operational costs. A cloud-based analytics platform at Intellion Edge and Intellion Park, Chennai, tracks energy and equipment performance in real time and helps identify faults and inefficiencies. Its customisable dashboards strengthen data-driven decision-making and accurate tracking of key performance indicators.

\*\*\*Energy Intensity calculated by excluding energy consumption and gross floor area of Taj Wellington Mews (Chennai) and tenant-occupied area of Intellion Square since these are Tenant Controlled-Tenant Operated.

## Energy Conservation

We have installed integrated systems and smart solutions across our commercial assets to optimise energy use and drive higher operational efficiency. These include:

| Energy-Efficient Systems and Equipment |   |  |
|--|---|--|
|  | <p><b>Energy-Efficient LED Lighting</b><br/>Across All Operational Areas</p> <p><b>Upgrading AHU Motors</b><br/>With Energy-Efficient EC Motors</p> | <p><b>BEE 5-Star Rated Equipment</b><br/>To Reduce Power Consumption</p> <p><b>Powertrain Upgrades</b><br/>To Improve Overall Efficiency</p> |
|  | <h3>HVAC Optimisation and Insulation</h3>   |  |
|  | <p><b>Dedicated Outdoor Air Systems (DOAS)</b><br/>To Improve Air Quality and Optimise HVAC Loads</p>   | <p><b>Exterior Insulation Finishing Systems</b><br/>To Reduce Heat Gain and Cooling Demands</p>  |
|  | <h3>Environment-Friendly Design</h3>  |  |
|  | <p><b>Solar Passive Design</b><br/>To Maximise Natural Daylight and Minimise Cooling Needs</p>  |  |
|  | <h3>Smart Systems and Controls</h3>   |  |
|  | <p><b>Intelligent Elevator</b><br/>Group Controls for Optimised Energy Usage</p>  |  |
|  | <p><b>Annual Energy Savings: FY 2025-26</b></p> <p><b>629.81 GJ</b> Energy Savings      <b>1,74,947 kWh</b> Energy Savings</p>                      |  |

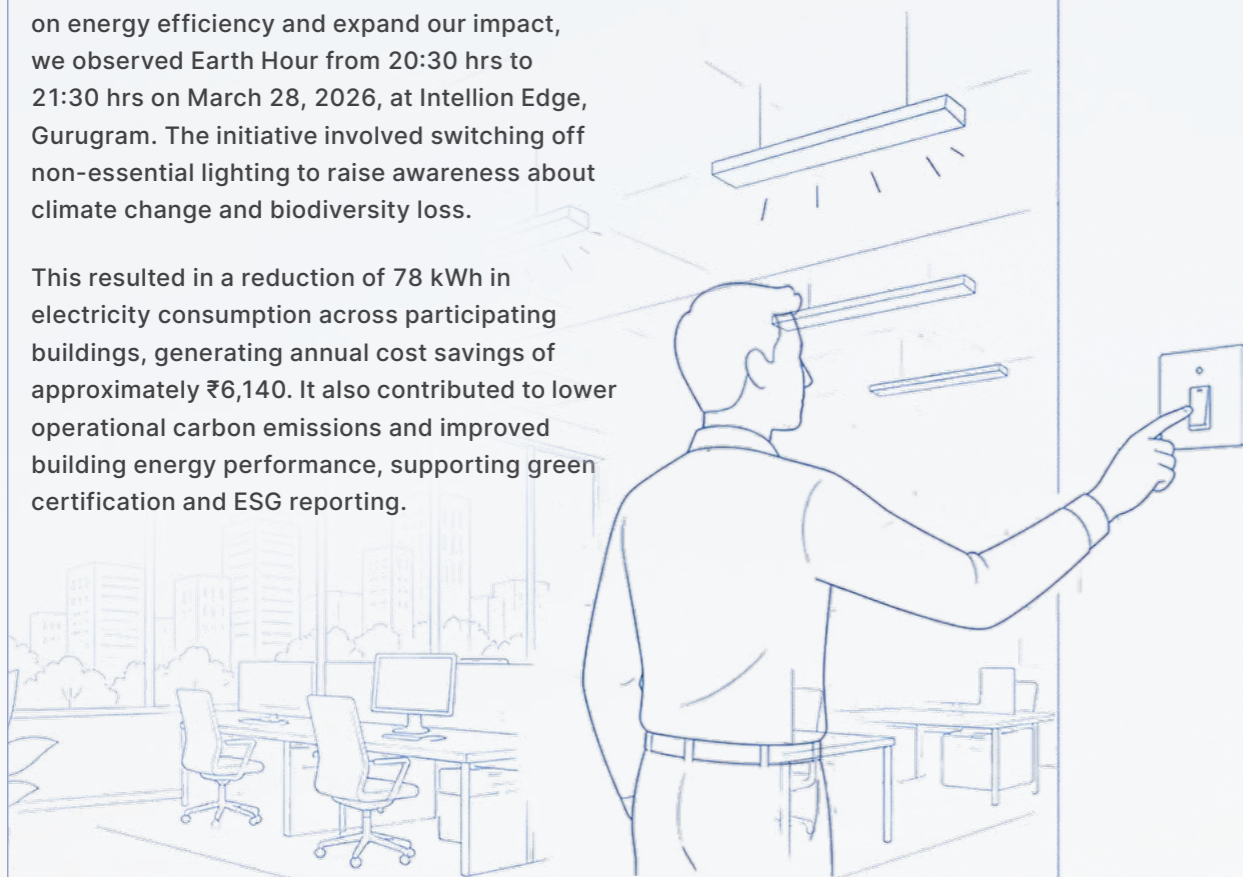
### Earth Hour at Intellion Edge, Gurugram

Case Study



As part of our efforts to engage employees on energy efficiency and expand our impact, we observed Earth Hour from 20:30 hrs to 21:30 hrs on March 28, 2026, at Intellion Edge, Gurugram. The initiative involved switching off non-essential lighting to raise awareness about climate change and biodiversity loss.

This resulted in a reduction of 78 kWh in electricity consumption across participating buildings, generating annual cost savings of approximately ₹6,140. It also contributed to lower operational carbon emissions and improved building energy performance, supporting green certification and ESG reporting.



### Energy Efficient Smart Sensor Lighting Initiative

Case Study



Upgrading to sensor-based lighting helped Intellion Square, Mumbai, to:

Reduce Electricity Consumption by

**66%**

Achieve Annual Cost Savings of Approximately

**₹0.22 Million**

Lower Operational Carbon Emissions by

**4,723 kg CO<sub>2</sub> per year**

Improve Building Energy Performance Led by

**Green Certification and ESG Reporting Requirements**

Electricity consumption at Intellion Square, Mumbai, is largely driven by HVAC, lighting systems, and associated equipment, with limited monitoring affecting the ability to identify inefficiencies and optimise energy use.

To address this, sensor-based, dimmable LED lighting was installed to reduce consumption and minimise wastage. The broader program also included HVAC automation upgrades, smart meter installations, and integration of a centralised dashboard to enable real-time monitoring and identify optimisation opportunities.

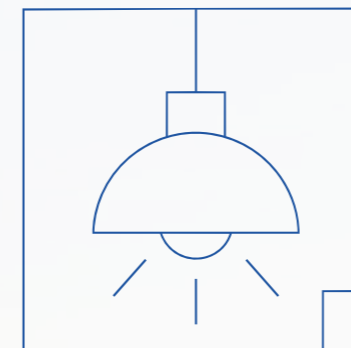


Regenerate



### System Performance

Energy savings by replacing a conventional 20W LED tube light with a sensor-based dimmable LED tube light (20W/4W)

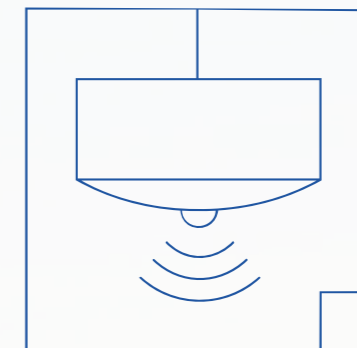


#### Conventional Lighting

Rated Power  
**20W**

Operation  
**24 hrs Full Brightness**

Control  
**Manual**



#### Sensor-Based LEDs

Rated Power  
**20W (Active)/4W (Idle)**

Operation  
**Motion-Based**

Control  
**Automatic Sensor**

## Enhancing HVAC Resilience Through System Redundancy

Case Study



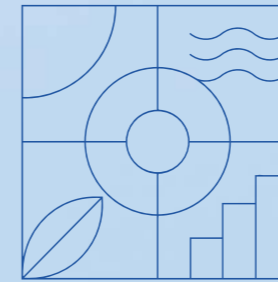
At Intellion Park, Chennai, redundancies were introduced in the air-conditioning system to ensure uninterrupted cooling, reduce overloading, and improve operational reliability during peak demand. The intervention addressed risks related to insufficient standby capacity, frequent equipment tripping, and premature component failures.

In a large commercial food court, the existing air-conditioning system operated continuously at peak load, resulting in high condenser pressure, inadequate air circulation, frequent compressor failures, and elevated maintenance costs. To address these challenges, a 15 TR chilled water CSU unit with a 5.5 kW motor was installed, leveraging the existing chilled water network. This transition from multiple outdoor DX systems to a centralised chilled water solution eliminated the need for outdoor units and refrigerant-based systems, reducing mechanical failures

and simplifying maintenance. The upgraded system also lowered the refrigerant footprint and improved overall system efficiency, delivering more reliable performance, and enhanced occupant comfort.

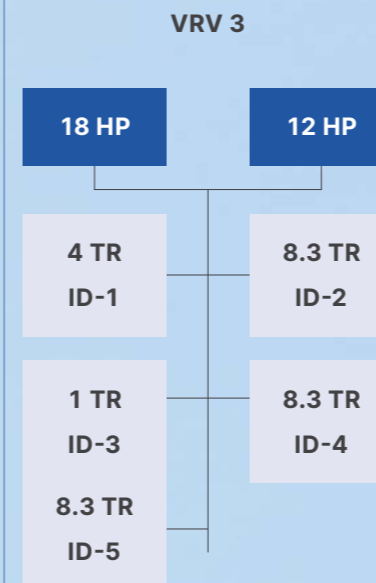
In an office workspace within the asset, the existing VRV air-conditioning system operated at high load without redundancy, leading to frequent tripping and operational disruptions. To mitigate this, additional outdoor units were installed, along with reconfiguration of indoor units and associated piping and cabling to enable balanced load distribution. This intervention reduced system stress, introduced redundancy, and ensured stable performance under peak conditions.

Regenerate

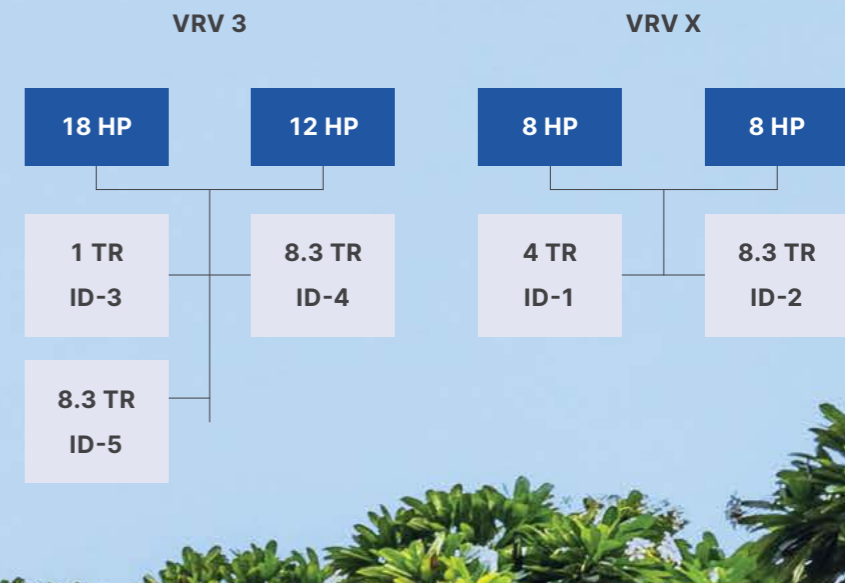


Overall, the initiative eliminated frequent breakdowns, reduced maintenance requirements, improved system reliability, and enhanced occupant comfort, while supporting more efficient and sustainable HVAC operations.

### Existing System



### Proposed System



### Transition to Sensor-Based Lighting Systems

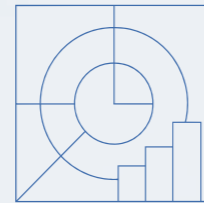
Case Study



At Intellion Park, Chennai, refuge area lighting operated continuously, resulting in daily consumption of approximately 645 kWh, elevated costs, and inefficient usage during low-occupancy periods.

The initiative reduced lighting hours across five buildings, Achieved Annual Savings of Approximately ₹5.92 Lakh against a one-time investment of ₹9 Lakh, while also lowering the asset's environmental footprint.

To address this, 360° PIR motion sensor switches were installed to enable occupancy-based lighting automation. This solution ensured optimal coverage with minimal maintenance and a short payback period, allowing lights to operate only when required and improving overall efficiency.



Achieved Annual Savings of Approximately

**₹5.92 lakh**

### Cooling Tower Motor Speed Optimisation

Case Study

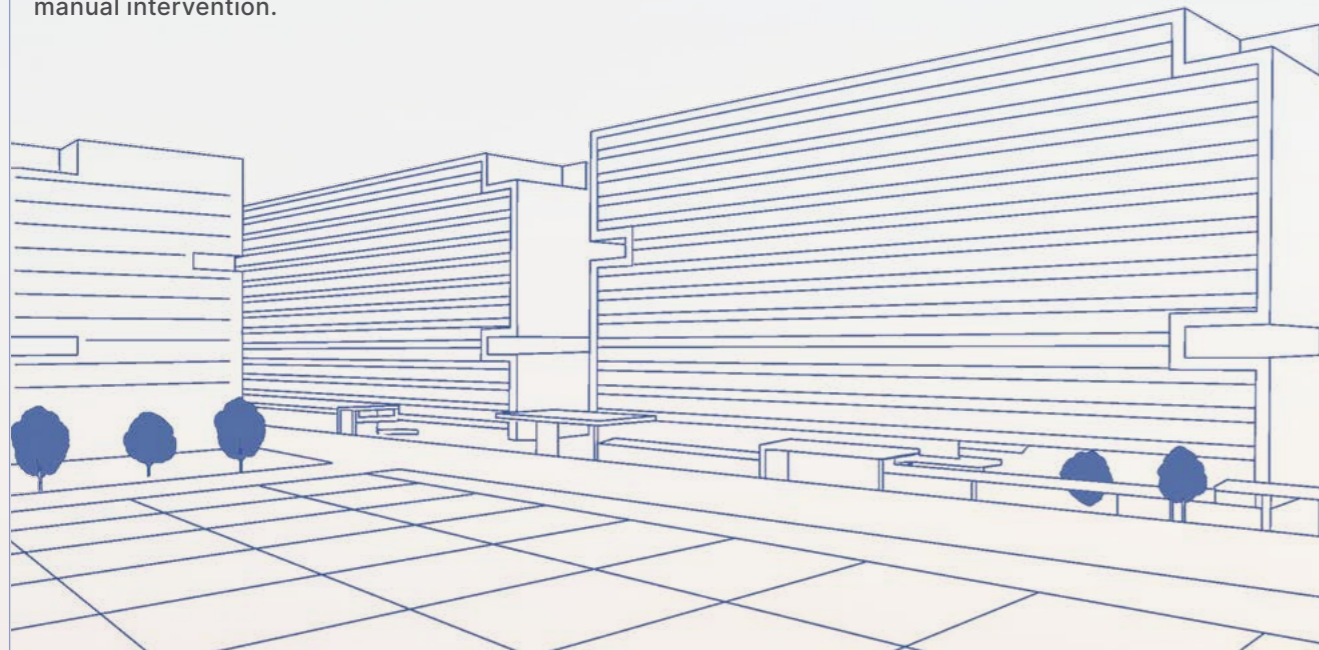


At Intellion Park, Chennai, cooling tower motors operated at constant speed, irrespective of water temperature or ambient conditions, resulting in unnecessary energy consumption and higher operating costs.

The initiative improved cooling tower efficiency, reduced equipment stress and operating hours, and extended motor life. It also enhanced overall system performance and operational reliability.

**Annual savings of approximately ₹68,850 per cooling tower** were achieved through the implementation of PID-based control systems.

To optimise performance, PID temperature controllers were installed to automate motor speed based on real-time cooling tower water temperature and ambient conditions. This enabled dynamic adjustment of motor operation, reducing energy consumption and eliminating manual intervention.



### Renewable Energy Adoption

Driven by growing demand for sustainable buildings and aligned with our sustainability strategy, we are expanding the use of renewable energy across our operations. This helps us reduce our environmental footprint associated with fossil fuel-based energy, lower GHG emissions, and manage operational costs, while also enabling our assets to function as energy producers.

third-party providers, further strengthening our transition to a low-carbon energy mix.

In FY 2025–26, we generated 1,365 MWh of green energy from rooftop solar installations, compared to 1,486 MWh in the previous reporting year. Further, we sourced 4,486 MWh of green energy from off-site solar and wind energy providers, redeemed 7,065 MWh through Renewable Energy Certificates (RECs/ I-RECs), and paid a green premium for grid power totalling 686 MWh. Accordingly, total green energy generated, sourced and redeemed during FY 2025–26 stood at 13,602 MWh. In FY 2024–25, green energy sourced stood at 12,029 MWh, including 7,835 MWh through RECs.

We are making long-term investments in renewable energy infrastructure, including the installation of rooftop solar systems to generate on-site clean energy, and peripheral solar lighting in common areas. In addition, we source green power from wind and solar farms through partnerships with

### Managing GHG Emissions

Real estate emissions are primarily driven by two major sources. Operational emissions account for a significant share, arising from day-to-day energy use for heating, cooling, and electricity across commercial buildings. Embodied carbon represents another key contributor, generated from the production of construction materials such as steel and concrete, as well as transportation and on-site construction activities. Aligned with the Tata Group's sustainability vision and Project Aalingana, we are committed to reducing emissions across our value chain. We are implementing targeted actions to lower emissions across Scope 1, Scope 2, and key Scope

3 categories, focusing on areas where we can create the greatest impact.

To address these emissions, comply with regulations, and progress toward our net-zero goals, we are improving energy efficiency through retrofitting and optimising building systems such as insulation, lighting, and HVAC. We are also increasing the use of renewable energy through on-site solutions and the procurement of green power. In parallel, we promote the use of sustainable materials with lower embodied carbon, including recycled and alternative materials, to reduce upfront emissions.

|  |  |  |   |   |
|--|--|--|---|---|
|  | <b>577</b><br>Scope 1 Emissions (tCO <sub>2</sub> e) | <b>2,119</b><br>Scope 2 Emissions (tCO <sub>2</sub> e) (Market-Based)    | <b>55,648</b><br>Scope 3 Emissions (tCO <sub>2</sub> e) | <b>58,343</b><br>Total GHG Emissions (tCO <sub>2</sub> e) |
|  | <b>577</b><br>Scope 1 Emissions (tCO <sub>2</sub> e) | <b>10,807</b><br>Scope 2 Emissions (tCO <sub>2</sub> e) (Location-Based) | <b>55,648</b><br>Scope 3 Emissions (tCO <sub>2</sub> e) | <b>67,031</b><br>Total GHG Emissions (tCO <sub>2</sub> e) |

In FY 2026, we recorded a total GHG emission intensity of 3.99 kgCO<sub>2</sub>e/sq. ft. based on market-based Scope 2 emissions. When assessed using location-based Scope 2 emissions, the total GHG emission intensity stood at 4.59 kgCO<sub>2</sub>e/sq. ft. This dual reporting approach reflects our commitment to transparent and comprehensive emissions accounting, aligned with global best practices.

In FY 2026, our overall Scope 1 + 2 emissions increased from 5,568 tCO<sub>2</sub>e in FY 2025 to 7,712 tCO<sub>2</sub>e in FY 2026. Within this period, our Scope 1 emissions increased by 12% to 577 tCO<sub>2</sub>e, and Scope 2 emissions stood at 2,119 tCO<sub>2</sub>e, when accounting for I-RECs. The emissions from tenant consumption at TRIL's assets stood at 36,502 tCO<sub>2</sub>e. This includes emissions from both TRIL controlled but tenant operated as well as tenant-controlled-tenant-operated spaces.

In FY 2026, Tata Realty's Scope 3 greenhouse gas (GHG) emissions amounted to

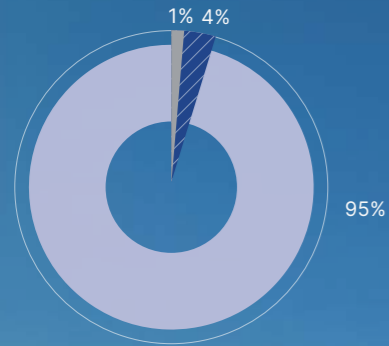
**55,648 tCO<sub>2</sub>e**

The calculation covers a comprehensive range of Scope 3 categories, including:

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

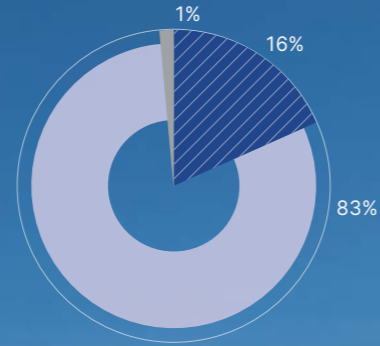
**Breakdown of Emission Share (Market-Based)**

- Scope 1 Emissions (tCO<sub>2</sub>e)
- ▨ Scope 2 Emissions (tCO<sub>2</sub>e)(Location-Based)
- Scope 3 Emissions (tCO<sub>2</sub>e)



**Breakdown of Emission Share (Location-Based)**

- Scope 1 Emissions (tCO<sub>2</sub>e)
- ▨ Scope 2 Emissions (tCO<sub>2</sub>e)(Location Based)
- Scope 3 Emissions (tCO<sub>2</sub>e)

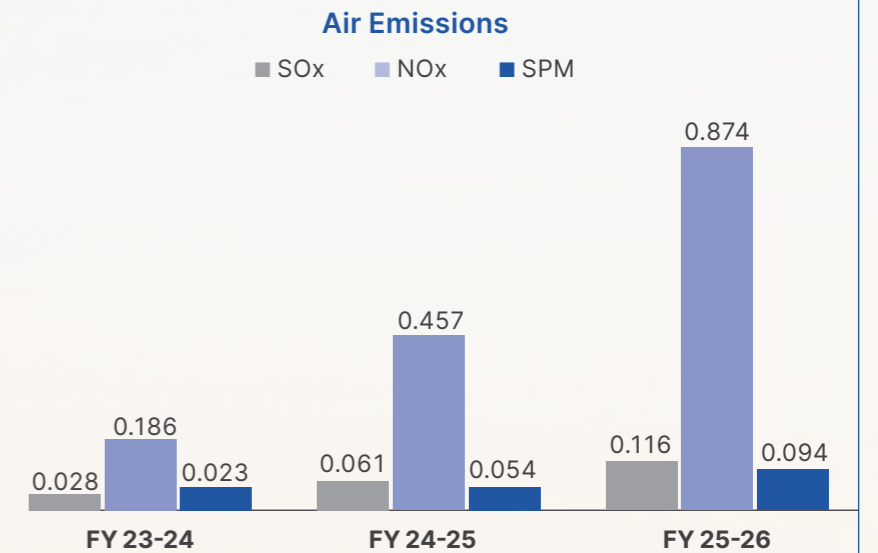


| Scope 3 Categories   | GHG Emissions (tCO <sub>2</sub> e) FY25 | GHG Emissions (tCO <sub>2</sub> e) FY26 | % Share (FY26) |
|--|---|---|----------------|
| Cat 1: Purchased goods and services                            | 6,328                                   | 15,914                                  | 28.60%         |
| Cat 2: Capital goods   | 961                                     | 958                                     | 1.72%          |
| Cat 3: Fuel and energy related activities (not in Scope 1 & 2) | 1,062                                   | 1,440                                   | 2.59%          |
| Cat 5: Waste generated in operations                           | 4                                       | 10                                      | 0.02%          |
| Cat 6: Business travel   | 357                                     | 733                                     | 1.32%          |
| Cat 7: Employee commuting                                      | 74                                      | 76                                      | 0.14%          |
| Cat 8: Upstream leased assets                                  | 1                                       | 14.5                                    | 0.03%          |
| Cat 13: Downstream leased assets                               | 24,778                                  | 36,502                                  | 65.60%         |
| <b>Total Scope 3</b>   | <b>33,565</b>                           | <b>55,648</b>                           | <b>100%</b>    |

| Pollutant (in tons) | FY 2023-24 | FY 2024-25 | FY 2025-26 |
|---------------------|------------|------------|------------|
| SOx                 | 0.028      | 0.061      | 0.253      |
| NOx                 | 0.186      | 0.457      | 1.064      |
| SPM                 | 0.023      | 0.054      | 0.190      |

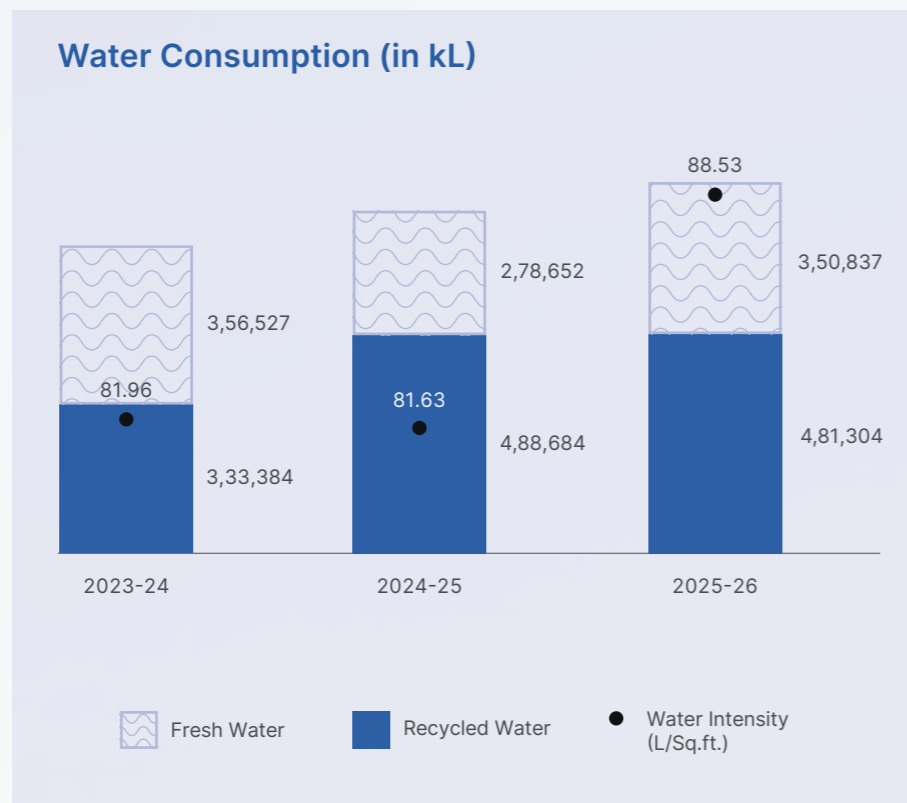
**Managing Air Emissions**

We recognize that clean air is increasingly influencing asset value and impacting the well-being of our people and communities. In response, we are taking steps to manage air pollution across our sites through cleaner technologies and improved operational practices. This includes enhancing energy efficiency and the use of cleaner energy as well as leveraging smart building technologies to monitor and optimize energy use in real time.



## Operations and Maintenance Stage: Water Stewardship

We require water across various stages of our projects—from construction to operations. Our water needs are met through a mix of freshwater sources drawn from third-party tankers, municipal water supply, rainwater harvesting, and drinking water networks. Recognising the growing challenge of water scarcity and its importance as a shared resource, we are proactive about preventing wastage and increasing the reuse of recycled water for applications such as landscaping, flushing, and cooling.



In FY 2025–26, our total water consumption, including all operational sites, was 8,32,141 kL. Of this, 42% (3,50,837 kL) was sourced from recycled and reused water, reflecting a 26% increase in recycled water usage compared to the previous year. Freshwater consumption accounted for the remaining 58% (4,81,304 kL), representing a

2% decrease from the previous year. Our water consumption intensity increased by 8% from 81.63 to 88.53 L/sq.ft. Moving forward, we are committed to reducing our overall water footprint and increasing our reliance on recycled water as part of our sustainability strategy.

### Water Conservation

**In FY2025–26, 91% of the freshwater consumed has been replenished through CSR interventions, reflecting our strong commitment to responsible water stewardship and long-term environmental sustainability.**

Our water conservation approach is focused on reducing impact on local water availability, while supporting the needs of surrounding communities and biodiversity. We monitor usage closely and adopt a range of solutions to conserve water. We also engage our teams through regular training on water conservation practices, helping drive behavioural change and extend the impact of our water stewardship efforts.

#### Conservation Measures

- Water-efficient fixtures to prevent wastage
- Rainwater harvesting systems to recharge groundwater
- Wastewater treatment to reduce our dependence on freshwater sources

Ongoing water quality testing helps us monitor parameters such as pH, dissolved oxygen, and total dissolved solids to provide safe, clean drinking water across sites, in compliance with regulatory standards.

### Managing Water Flows with Smart Fixtures

Case Study

Common area washrooms at Intellion Square, Mumbai, experienced higher water consumption due to manual fixtures, resulting in avoidable wastage and increased operational costs in high-traffic areas.

To address this, auto-sensor taps were installed across selected buildings, enabling controlled and efficient water usage, while supporting improved hygiene in shared spaces.

The intervention has resulted in a 50–60% reduction in water consumption, along with lower energy use associated with water treatment and pumping. The transition to contactless fixtures has also enhanced hygiene standards, particularly in frequently used common areas.



### Revamping Sewage Treatment Plant for Water Efficiency

Case Study

At Intellion Park, Chennai, the 900 kLD MBR-based STP was operating at approximately 120 kLD due to challenges including poor MLSS development, membrane damage, diffuser failures, low dissolved oxygen levels, pump inefficiencies, and water imbalance. This resulted in operational inefficiencies and increased dependence on freshwater procurement.

A comprehensive revamp was undertaken, including diffuser renewal, stabilisation of dissolved oxygen levels, membrane cleaning and repairs, pump line modifications, SCADA-PLC automation, pH correction, and enzyme dosing. These interventions restored biological performance and system efficiency.

**Post-intervention, STP capacity was fully restored to 900 kLD, enabling 100% reuse of treated water for flushing, irrigation, and cooling tower operations. This eliminated the need for approximately 780 kL per day of freshwater procurement, reduced operating costs, strengthened regulatory compliance, and significantly improved water management and sustainability performance.**



### Reuse of RO Reject Water for Flushing

Case Study

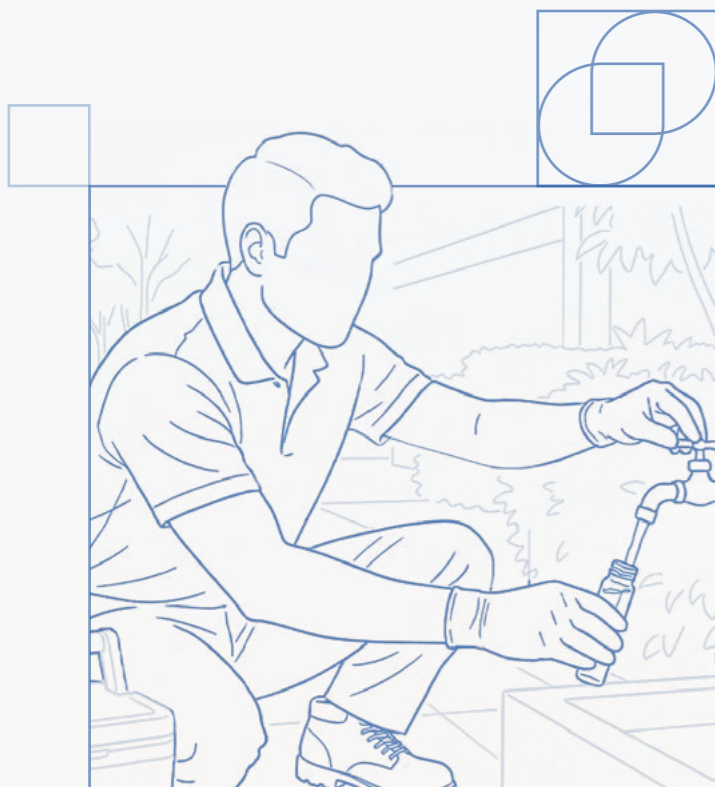
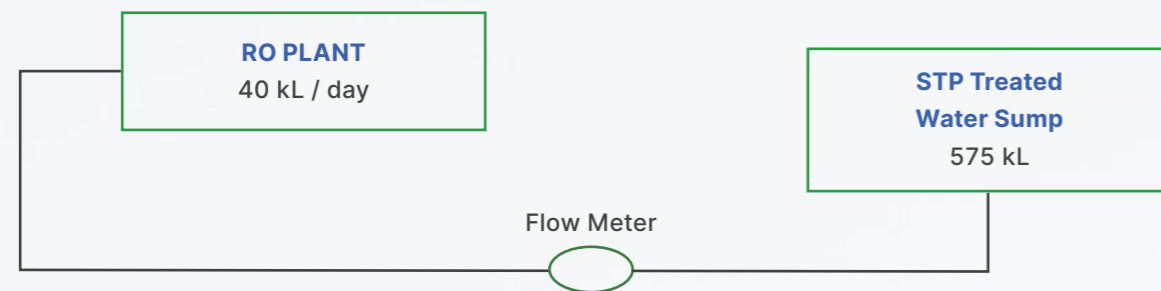


At Intellion Park, Chennai, water rejected from the Reverse Osmosis (RO) system was discharged without reuse, increasing dependence on freshwater sources.

To address this, RO reject water was diverted to the STP for treatment and reuse within the flushing network. The integration involved targeted

feasibility assessment and system modifications to enable seamless reuse.

**This intervention reduced freshwater consumption and delivered annual cost savings of approximately ₹1.46 lakhs, strengthening sustainable water management at the asset.**



### Water Quality

Maintaining water quality across our assets is critical to safeguarding the health and safety of tenants, employees, and surrounding communities, while ensuring regulatory compliance. Given that contaminants may not be visibly detectable, regular testing is essential to mitigate health and operational risks.

Water samples are collected monthly from designated supply points and analysed at certified laboratories under controlled conditions. Findings are shared with facility teams to enable timely corrective action, where required.

Testing covers key physical, chemical, and microbiological parameters, including turbidity, pH, hardness, TDS, chlorine, heavy metals, and pathogens. These assessments ensure the safety of drinking and utility water, support compliance with applicable standards, and help identify contamination risks. Water quality data is also used for sustainability certifications, transparently communicated to occupants, and benchmarked against national standards to drive continuous improvement.

## Operations and Maintenance Stage: Waste and Circular Economy

Maximising resource efficiency and minimising waste is critical to long-term sustainability, operational efficiency, and protecting human health. We track resource consumption in real time, address inefficiencies, and adopt circular practices to reduce waste going to landfills while encouraging recycling.

Integrating circular economy principles such as reusing materials, designing for adaptability, and reducing construction waste, helps us transform waste into valuable resources while lowering environmental impact and lifecycle costs. This approach delivers cost savings through reduced construction and operating expenses, lowers our carbon footprint and reliance on virgin materials, and helps us comply with regulations.

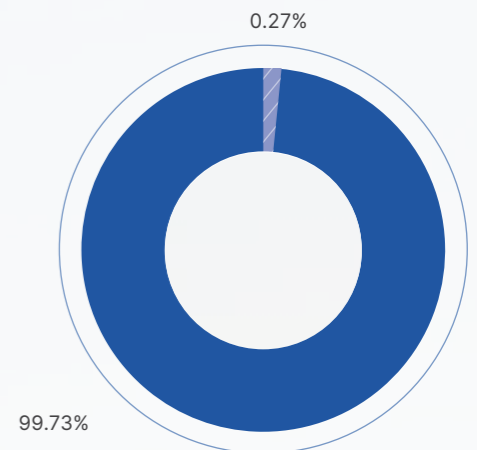


### Waste Management Measures

- ◆ Segregation at source; disposal through authorised third-party waste handling agencies, following regulations
- ◆ Reuse and recycling where feasible
- ◆ Organic Waste Converters to turn organic waste into compost
- ◆ Buy-back program for materials like used oil and batteries for safe disposal and reuse
- ◆ Reuse recycled construction materials to reduce dependence on fresh resources
- ◆ Run awareness-building campaigns for employees and contractors to promote responsible consumption following waste management principles to protect shared natural resources

### Waste Generated

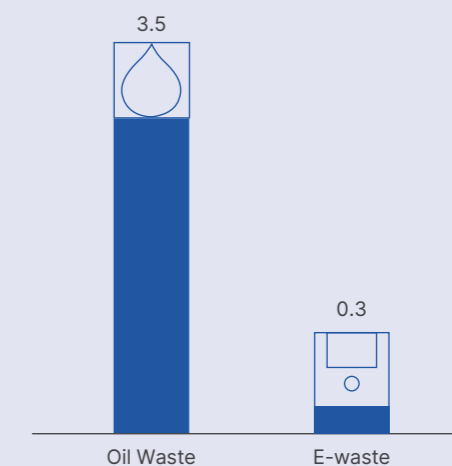
- Hazardous
- Non-Hazardous



### Hazardous Waste Disposal

| Type of Disposal (in MT) | FY 2023-24   | FY 2024-25*   | FY 2025-26  |
|--------------------------|--------------|---------------|-------------|
| Recycled                 | 19.05        | 16            | 3.80        |
| Incineration             | 0.02         | 0.001         | 0           |
| Composting               | 3.68         | 0             | 0           |
| <b>Total</b>             | <b>22.74</b> | <b>16.001</b> | <b>3.80</b> |

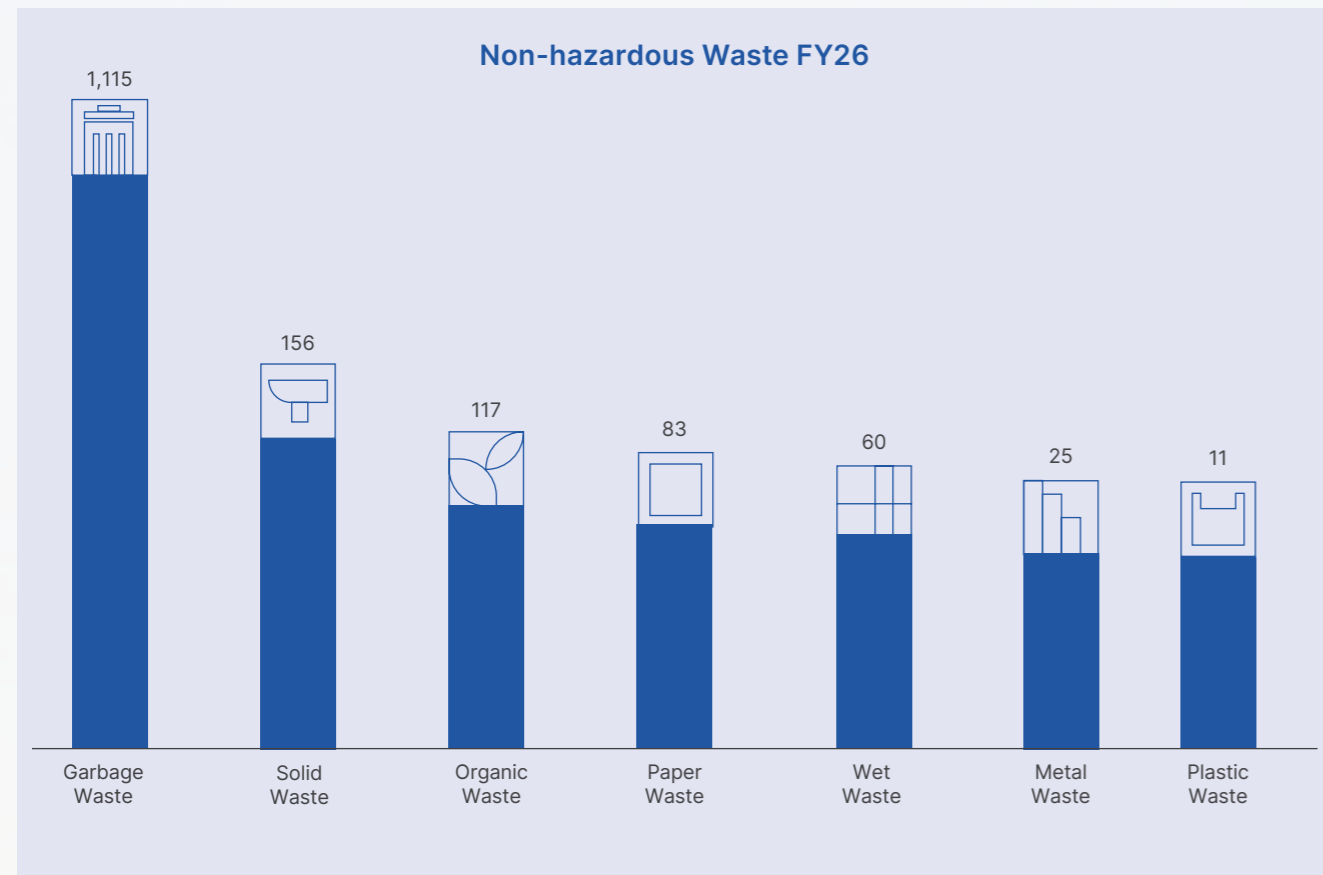
### Hazardous Waste FY26



Non-Hazardous Waste Disposal

| Type of Disposal (In MT) | FY 2023-24      | FY 2024-25*     | FY 2025-26      |
|--------------------------|-----------------|-----------------|-----------------|
| Recycled                 | 397.89          | 582.24          | 1,294.41        |
| Reused                   | 1.5             | 2,143.45        | 0               |
| Incineration             | 830             | 0               | 156.03          |
| Composting               | 140.30          | 176.88          | 117.12          |
| Sent to Landfill         | 0               | 0               | 0               |
| <b>Total</b>             | <b>1,369.70</b> | <b>2,902.57</b> | <b>1,567.56</b> |

Note: \*In FY 2024-25, waste management data was misreported due to accounting errors; this has been corrected in the current reporting period.



In FY 2025-26, We Generated a Total of **1,571.36** Metric Tonnes (MT) of Waste, Consisting of

**1,567.56** MT of Non-hazardous Waste

**3.8** MT of Hazardous Waste.

This data includes all operational sites as well as assets under construction. Approximately 83% of non-hazardous waste was managed through recycling initiatives, with garbage waste contributing the largest share. We will continue advancing waste minimization initiatives across our portfolio through responsible consumption and disposal practices.

Construction and Demolition (C&D) Waste Storage and Disposal

We recognise that construction and demolition activities generate significant waste, which, if not managed properly, can lead to environmental pollution and regulatory non-compliance. We have adopted a structured approach to manage, store, and dispose of C&D waste through authorised vendors, in line with applicable regulations.

C&D waste is segregated at source and stored temporarily on-site before disposal through State Pollution Control Board (SPCB)-approved vendors. Detailed documentation, including waste manifests and vendor authorisations, is maintained to support traceability and compliance with Central Pollution Control Board (CPCB) and SPCB requirements.

Regular monitoring ensures compliance with regulations related to C&D waste handling and storage. We also undertook awareness programs and training for site personnel to acquaint them with responsible waste management practices.

This approach has reduced environmental risks and statutory non-compliances at project sites, while improving overall waste handling practices. It also makes our workplaces safer and cleaner for employees, workers, and contractors, and minimises risks of soil and groundwater contamination.



# Resonate

Tata Realty's rise as a leader in India's real estate market over the last three and a half decades is a testament to our dedicated team members and their exceptional talent and determination. Our ongoing success and growth hinges on empowering employees through ongoing skilling and learning and offering them a fair and safe workplace, where diversity of thought and backgrounds are welcomed.

## Material Topics

Human Capital Development  
Human Rights  
Community Relations  
Health, Safety, and Well-being  
Diversity, Equity, and Inclusion  
Tenant and Customer Engagement

## Stakeholders Impacted

Employees  
Suppliers and Value  
Chain Partners  
Tenants and Customers  
Communities

## UN SDGs Supported



This spirit of collaboration extends to our value chain, where we work closely with suppliers to help them scale capability, operate sustainably, respect human rights, and support us with operational excellence and timely delivery. Our customers are the reason we exist. We stay focused on their evolving needs and develop sustainable

assets that fulfil their requirements for productive, healthy, and secure workspaces. Above all, we remain committed to responsible business practices that strengthen the communities we serve through developmental interventions that empower and enable them to thrive and be partners in our journey.

## Site Selection Stage: Community Relations

### Social Impact Assessment

We undertake Social Impact Assessments (SIA) to understand how our projects affect the people and communities around them. From the very beginning, even when choosing a site, we look beyond just the technical details to see how our work touches lives, from local health and safety to jobs and cultural heritage. This assessment is critical to proactively

understand any issues by listening to the community, using their feedback to guide our decisions, including resettlement needs, if any, as well as planning for improvements to local infrastructure. SIAs are an important part of our strategy to grow responsibly, deepen stakeholder trust, and build a better future for our company and our stakeholders.

## Project Planning, Construction, and Development Stage: Human Rights

Guided by a robust Human Rights Policy that adheres to the UN Guiding Principles on Business and Human Rights, the Tata Code of Conduct, and the standards set by the International Labour Organization (ILO), we mandate the respect of human rights across our Company and projects, as well as our value chain.

grievance channels and whistleblower platforms with a structured resolution process that include non-retaliation clauses to protect complainants.

We are active proponents of fair labor practices and ensure fair wages, safe working conditions, and equal opportunities for all. The use of child labor and forced labor is strictly prohibited across our Company. Suppliers and contractors working on our projects are expected to follow the same standards.

We conduct routine audits and checks across our supply chain and construction sites for human rights adherence. Any gaps identified are addressed through corrective action.

We have zero tolerance for any violations of human rights and fair labour practices. Our employees and security staff are provided with an in-depth understanding of our Code of Conduct and trained to identify potential human rights violations or risks and report them promptly. Any concerns related to human rights violations can be raised through

**Zero complaints**  
Related to Human Rights in  
FY 2025-26

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



## Human Rights Assessment

### Prevention of Sexual Harassment

Maintaining a safe workplace where our employees are protected from any form of sexual harassment and discrimination is integral to our value system. We have formulated a comprehensive policy on the Prevention of Sexual Harassment (POSH), aligned with the Companies Act, 2013. All our employees are mandated to undergo training on the provisions of the POSH policy, so they have a clear understanding of what constitutes harassment, their responsibilities to keep the workplace a safe and inclusive place for all, and identify and prevent any form of conduct that does not align with our values and POSH policy. Any grievances or violations are handled with the strictest measures, with an Internal Complaints Committee (ICC) addressing any such reports objectively, adhering to process, and assuring complainants of confidentiality and sensitivity.

In FY 2025-26, we received  
**zero complaints**  
related to sexual harassment

### Collective Bargaining

While we have no formal worker unions or collective bargaining agreements during the reporting year, we are strong advocates of the power of collective bargaining and encourage free and transparent communication between employees and management.



## Project Planning, Construction, and Development Stage: Health, Safety, and Well-being

Protecting the health, safety, and well-being of our employees, contract workers, and other stakeholders is intrinsic to our project planning approach. This ensures that our people can execute projects on time and according to plans across the asset development lifecycle. All Tata Realty assets and project locations are certified under ISO 45001:2015, which defines the highest standards of occupational health and safety across operations.

### Safety Approach

At the initiation of every project, we conduct a comprehensive hazard identification and risk assessment (HIRA) to identify potential hazards and risks linked to key project activities so we can take appropriate control measures to prevent incidents and offer a safe working environment to our people.

All sites have an Occupational Health Centre (OHC) with a visiting doctor and a qualified nurse, along with additional support from nearby hospitals for any emergencies and ambulance services. Employees and contractors are mandated to wear personal protective equipment (PPE), including helmets, on sites. To manage ambient dust and pollution that may be triggered by construction sites, we sprinkle water, put up green netting, deploy dust extraction grinders, and provide dust masks to our contractors and employees.

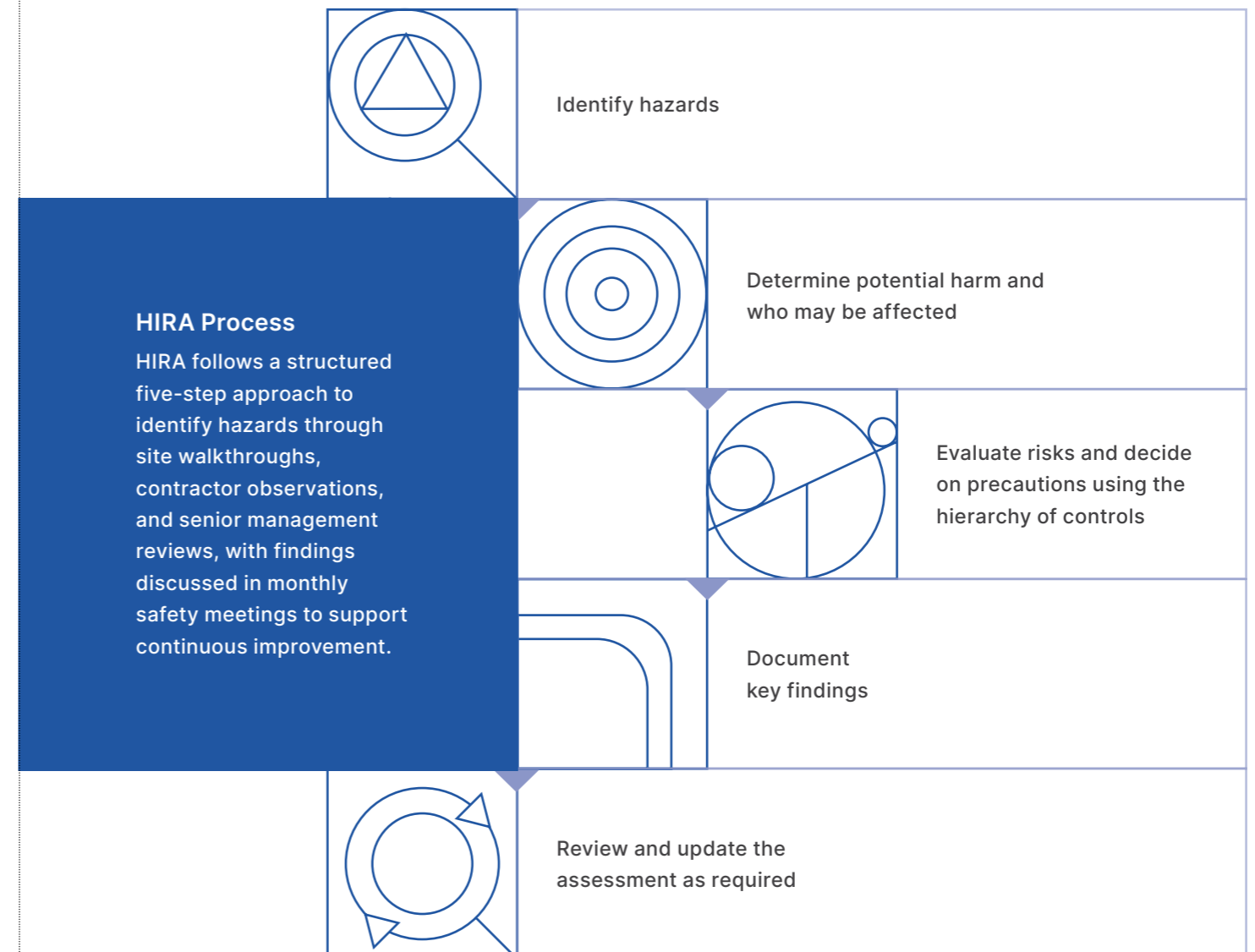
### Zero Incidents

of Non-Compliance with Regulations and/or Voluntary Codes Concerning the Health and Safety Impacts of Products and Services in FY 2025-26



## Hazard Identification and Risk Assessment (HIRA)

The HIRA process, developed by a multidisciplinary team comprising representatives from operations, safety, and frontline workers, applies to all routine and non-routine activities.



### Control Measures and Risk Management

Each risk is assessed based on its probability and severity, and classified as high, medium, or low. These risks are further evaluated under the ALARP (As Low as Reasonably Practicable) principle to determine the adequacy of control measures.

### Applying the Hierarchy of Controls

A structured hierarchy of controls is applied to manage the risks identified through HIRA.

- ◆ **Elimination** – Completely remove the hazard where possible
- ◆ **Substitution** – Replace the hazard with a safer alternative
- ◆ **Engineering Controls** – Isolate people from hazards through design solutions
- ◆ **Administrative Controls** – Implement procedures and training to reduce exposure
- ◆ **Personal Protective Equipment (PPE)** – Use as the final safeguard

### Incident Management and Learning Culture

We encourage our employees, contractors, and other stakeholders to report incidents such as near-misses, injuries, and high-risk events. Workers are empowered to stop work if unsafe conditions are observed.

In FY 2025-26, We Continued to Maintain Our Record of

**Zero Fatalities**

as a Result of worker-related Ill Health and

**Zero cases**

of Recordable Work-Related Ill Health Since the Previous Reporting Year

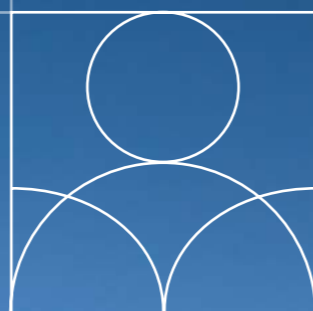
On receiving such reports, we undertake investigations through a transparent process. Responses to initial reports are completed within hours. Thereafter, progress on the resolution of the reports is shared with relevant people and authorities as required. Investigations involve root cause analysis to ascertain the core trigger for the incident. The findings of the investigation and suggested solutions are reported and documented formally. The learnings from incidents are thereafter shared across the Company through Employee Health and Safety (EHS) bulletins to strengthen awareness and understanding of the root causes and avoid a recurrence of such incidents.

Our process also includes the provision of escalating incidents to appropriate Company representatives, depending on their severity, be it at the project, corporate, or Tata Group leadership levels. In FY2025-26, we recorded one high-consequence work-related injury (excluding fatalities).

|                     | FY 2023-24 | FY 2024-25 | FY 2025-26 |
|---------------------|------------|------------|------------|
| Fatalities          | 0          | 0          | 0          |
| Reportable Injuries | 0          | 0          | 1          |
| LTIFR               | 0          | 0          | 1.3        |
| Near-misses         | 90         | 97         | 72         |

### Safety Awareness and Training

Safety training programs are regularly conducted for workers and staff during the construction phase to improve understanding of occupational health risks and ways to prevent incidents.

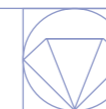


**11,856 hours**  
EHS training were provided to workers in FY 2025-26



### Safety Awareness and Training

Case Study



Assessments across project sites identified gaps in hazard recognition, inconsistent use of PPE, and variations in safety practices. This highlighted the need for a more structured and continuous approach to strengthening safety awareness.

In response, a comprehensive EHS training and awareness program was implemented to build consistency in safety practices and improve risk understanding across employees and contractors.

#### Key Initiatives Included:

- ◆ Daily toolbox talks and weekly safety sessions
- ◆ Specialised training on work at height, electrical safety, lifting and rigging, hot work, and emergency response
- ◆ Expert-led sessions and live safety demonstrations
- ◆ Knowledge sharing through EHS bulletins and digital displays
- ◆ Use of safety parks and model workstations for visual learning

These efforts have resulted in improved safety behaviour and compliance across sites, with increased participation in safety engagements, reduction in unsafe practices, and stronger near-miss reporting. This has contributed to safer work environments, improved audit outcomes and a more robust safety culture across operations.



### Safety Monitoring and Governance

Safety Committees at every project site have been set up, adhering to labour laws. These Committees include an equal mix of workers and office staff to represent the broad cross-section of individuals engaged at the construction site. Led by the Project Head, the Committee meets every month to check on health and safety plans and address any gaps.

#### Strengthening Monitoring and Governance

As we expand our asset footprint and engage with multiple contractors, EHS risks increase, often leading to audit observations and compliance gaps. Inconsistencies in monitoring and delays in closing observations can impact overall safety performance, highlighting the need for a structured governance framework.

We have implemented a comprehensive monitoring and governance framework to strengthen compliance with ISO 14001 and ISO 45001 standards, improve EHS performance, and integrate accountability into leadership KPIs.

#### Key Measures:

- ◆ Internal and external audits aligned with ISO 14001 and ISO 45001
- ◆ Site EHS performance scoring linked to Project Head KPIs
- ◆ Monthly EHS Committee meetings
- ◆ Weekly site EHS walks

These measures have strengthened compliance with statutory and ISO requirements, improved governance through structured monitoring and reviews, and increased leadership involvement through KPI-linked performance tracking. Further, regular site walks have strengthened risk tracking so we can take corrective actions on time.

## Operations and Maintenance Stage: Health, Safety, and Well-being

Guided by an EHS Policy endorsed by our MD & CEO, we promote a safety-first culture to achieve zero occupational illnesses, injuries, and environmental harm. This commitment is supported by a two-tier framework that provides oversight and accountability at both the corporate and project levels. A robust occupational health and safety (OHS) management system has been implemented across every property and stage of our asset lifecycle, covering 100% of our operations and workforce.

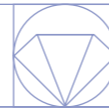
### Safety Communication

Health and safety expectations are established at the very outset, from the time an employee joins Tata Realty through a comprehensive induction. Safety is an all-pervasive focus and a daily priority.

We conduct regular toolbox talks, weekly site walk-downs, and monthly EHS meetings. Emergency contact details, evacuation routes, and procedures are prominently displayed at every site for awareness. Regular updates, alerts, and educational materials are shared via EHS notice boards, bulletins, and digital platforms to strengthen readiness and preparedness to handle safety incidents and prevent their occurrence. Additionally, visitors receive specialised safety briefings when they come to our sites. Clearly visible signage is set up across vantage points to inform visitors and keep them safe during their time on-site.

### Digitising EHS Processes

Case Study



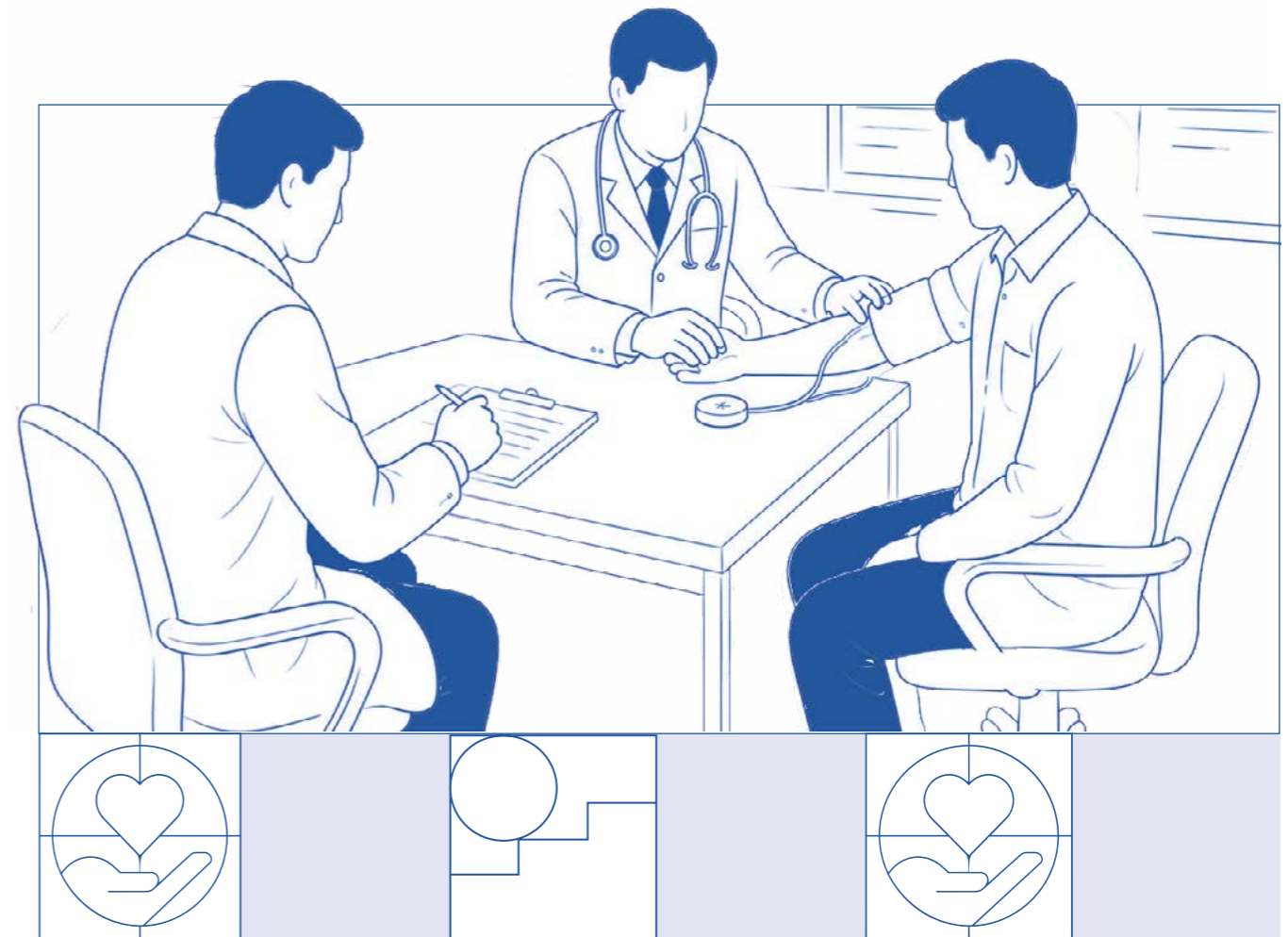
While ongoing audits support EHS compliance, manual inspection and reporting processes led to data inconsistencies, delayed corrective actions, and limited visibility into risks across sites.

To address this, a structured pilot program was initiated to digitise EHS processes, improving data accuracy, transparency, and responsiveness across operations through technology-enabled systems.

#### Key Initiatives Included:

- ◆ Deployment of a mobile-based EHS audit application
- ◆ Weekly corporate EHS bulletins to strengthen communication
- ◆ Digitisation of EHS management information systems (MIS)
- ◆ QR code-based reporting for suggestions, observations, and near-misses
- ◆ Standardisation through digitised EHS templates
- ◆ Introduction of digital inspection tools

Note: Full rollout expected by Q1 FY 2026-27.



The initiative has led to improved audit quality and faster closure of observations, supported by real-time tracking and enhanced data visibility. Increased participation in safety reporting and improved communication have strengthened compliance, accountability, and overall safety performance across sites.

### Employee Wellness

Construction activities expose workers to multiple health risks, including heat stress, fatigue, vision issues, and injuries. Lack of monitoring these medical risks can lead to delayed treatment, reduced productivity, and compliance gaps. To prevent these risks, we have integrated a comprehensive occupational health program across our projects. The program provisions for qualified medical staff and on-site medical facilities, strong management commitment to workforce well-being, active participation from contractors and workers, regular monitoring and documentation of health records, and integration with the broader EHS management system.

#### Key Initiatives

- ◆ On-site medical centres with an MBBS doctor and a staff nurse
- ◆ Pre-employment and periodic medical examinations
- ◆ Tetanus Toxoid (TT) vaccination camps
- ◆ Eye check-up camps with vision assessment and distribution of spectacles
- ◆ Heat stress management programs
- ◆ Blood donation drives

These measures help early detection and treatment of health issues and strengthen the management of occupational risks. Regular health monitoring, vaccination coverage, and awareness programs have improved workforce fitness, reduced absenteeism, and enhanced safety awareness, contributing to stronger productivity and compliance.

### Emergency Preparedness and Medical Response

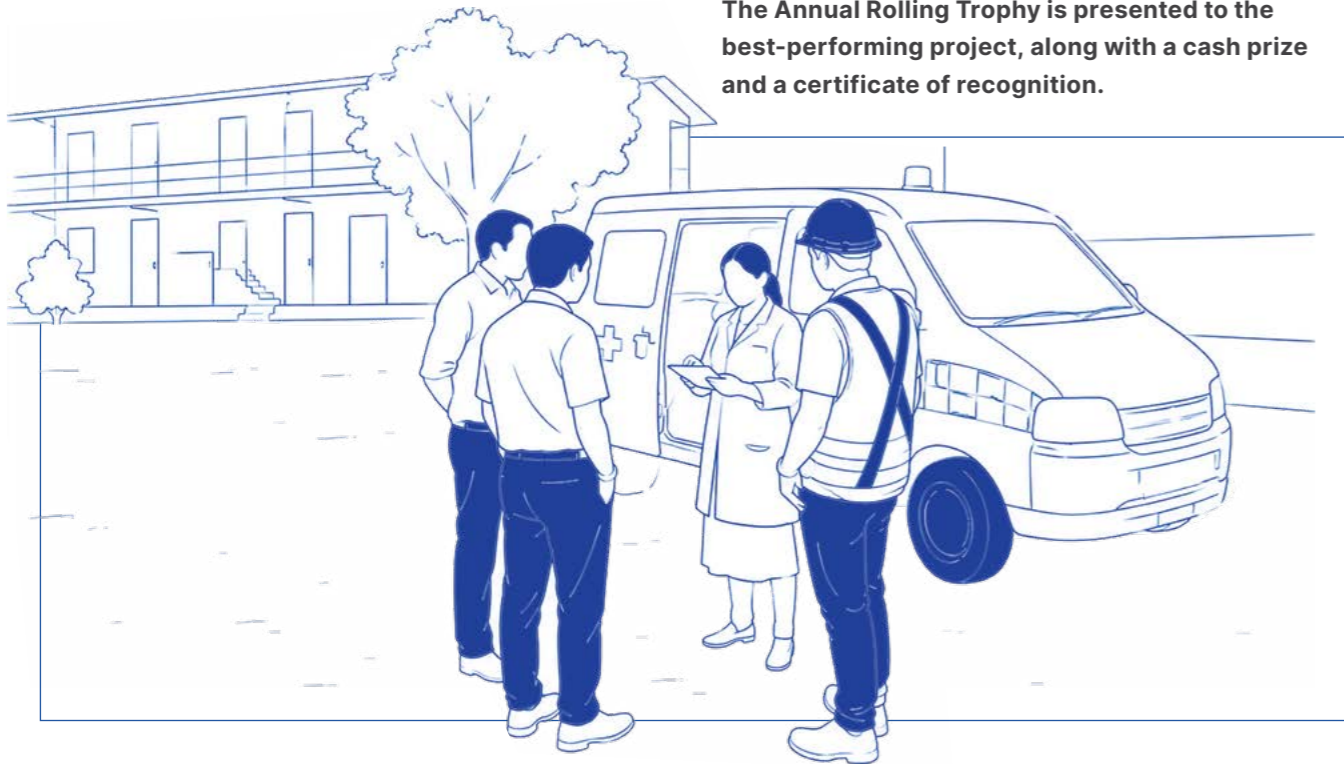
Project sites are equipped with comprehensive medical support to address health and safety needs effectively. Guided by detailed Emergency Action Plans, each location maintains robust protocols for potential scenarios, including assigned response roles, evacuation procedures, and emergency contact networks.

In addition to On-site facilities, mock drills are conducted at regular intervals to sharpen team coordination and test the effectiveness of our emergency response readiness and systems.

### Deepening the Safety Culture

We promote a strong safety culture by recognising contributions and deepening awareness across our workforce. Awareness is strengthened through campaigns linked to key health, safety, and environmental milestone observances such as Road Safety Week, National Safety Week, Fire Service Week, World Environment Day, and World Health Day, along with on-site health camps. We conduct contests, set up notice boards, and host leadership-led sessions to engage our employees in delivering on the shared responsibility for maintaining safe and healthy workplaces.

At the same time, we recognise strong safety performance through monthly EHS awards for employees, contractors, and project teams. **The Annual Rolling Trophy is presented to the best-performing project, along with a cash prize and a certificate of recognition.**



### Safety Governance and Oversight

At the organisational level, we conduct:

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

Our senior leadership plays a key role in reinforcing the importance of health and safety across the Company. We host annual town hall meetings where our executives engage with employees at various sites to address challenges and foster open dialogue. Furthermore, we conduct leadership site visits to facilitate interactions with workers and contractors, so they have an opportunity to directly share their feedback and insights with the top management for further action.

### Strengthening the Safety Culture

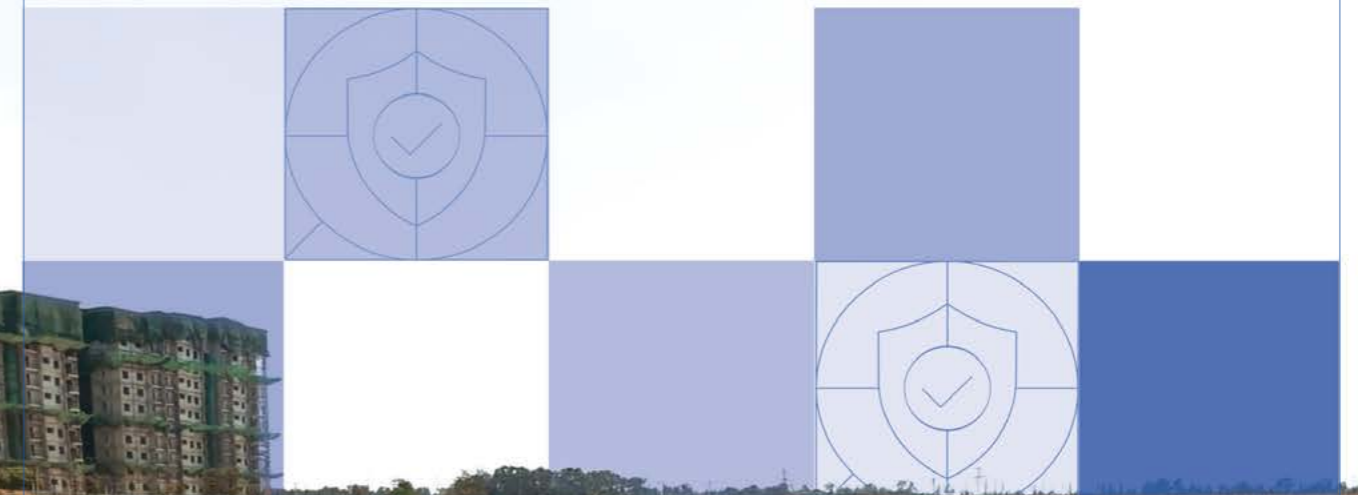
Case Study



Sustaining a strong safety culture across a large and diverse workforce requires continuous engagement and reinforcement of safe behaviours.

During FY 2025–26, a range of initiatives including Monthly and Annual EHS recognition programs, awareness campaigns, safety engagement activities, and observance of key EHS days—were conducted to encourage proactive safety participation. Employees demonstrating exemplary safety practices were also recognised to reinforce positive behaviour.

These efforts have led to improved engagement, increased near-miss and hazard reporting, and stronger adherence and fostering shared accountability for workplace safety. Participation in EHS activities has also increased, while recognition programs have boosted morale, reduced unsafe practices, and strengthened ownership of safety among contractor teams.



Reinforcing Leadership Commitment to EHS Principles

Case Study



Visible leadership commitment plays a critical role in strengthening EHS accountability and embedding a safety-first culture across projects. To reinforce this, leadership teams actively engaged through targeted communication initiatives, including personalised messaging, integration of EHS priorities in town halls, and participation in recognition programs. EHS Excellence Awards were also incorporated into annual platforms to enhance visibility.

Leaders further reinforced safety priorities through site engagements and inclusion of EHS performance in Management Review Meetings, strengthening oversight and accountability.

These efforts have improved adherence to EHS practices, strengthened audit closure accountability, and increased participation in safety reporting and discussions.



Indoor Air Quality and Healthy Living Spaces

The quality of air is critical to providing healthy workspaces where our tenants' people can thrive and be productive. With rising pollution levels and increasing concerns around indoor air quality, we maintain a strong focus on ensuring high air quality standards across our buildings. We regularly conduct indoor air quality (IAQ) assessments to identify pollutants and ensure compliance with environmental standards. Our buildings are designed to enhance natural ventilation, daylight, and incorporate biophilic elements to support occupant well-being. We actively engage with tenants and partners to promote awareness and encourage responsible practices that help maintain and improve air quality.

We have implemented advanced technologies and measures to filter dust, pollen, and other airborne pollutants, ensuring clean air for occupants at all times. Our properties are equipped with solutions to monitor and reduce air emissions such as SO<sub>x</sub>, NO<sub>x</sub>, and suspended particulate matter (SPM), contributing to improved air quality across our operations. We also promote the use of low-VOC materials in construction and eco-friendly cleaning products to minimise harmful emissions.





**UV Ultra COIL – UVGI Emitters**

Case Study



Air Handling Units (AHUs) at Intellion Park, Chennai, experienced frequent coil blockages due to oil-laden return air in the food court area. This led to reduced cooling efficiency, repeated maintenance, and impacts on occupant comfort and air quality.

To address this, UVGI emitters were installed within the AHUs to maintain coil hygiene and improve system performance through continuous, chemical-free disinfection.

This intervention resulted in an approximately 70% improvement in indoor air quality, along with reduced coil fouling and elimination of recurring cooling issues. It also restored system efficiency, lowered maintenance requirements, and reduced long-term operating costs, supporting more reliable and sustainable HVAC operations.

**Controlling Dust and Noise Pollution Around Projects**

Case Study



Construction activities increase risks related to dust and air quality as well as pollution, particularly during winter months when AQI levels are low. These risks are further heightened in the absence of real-time monitoring, leading to health impacts from dust exposure, worker discomfort due to noise, regulatory non-compliance, and frictions with surrounding communities.

At Tata Realty, we have adopted a proactive approach to managing these risks through continuous monitoring and advanced technology solutions. An integrated framework has been

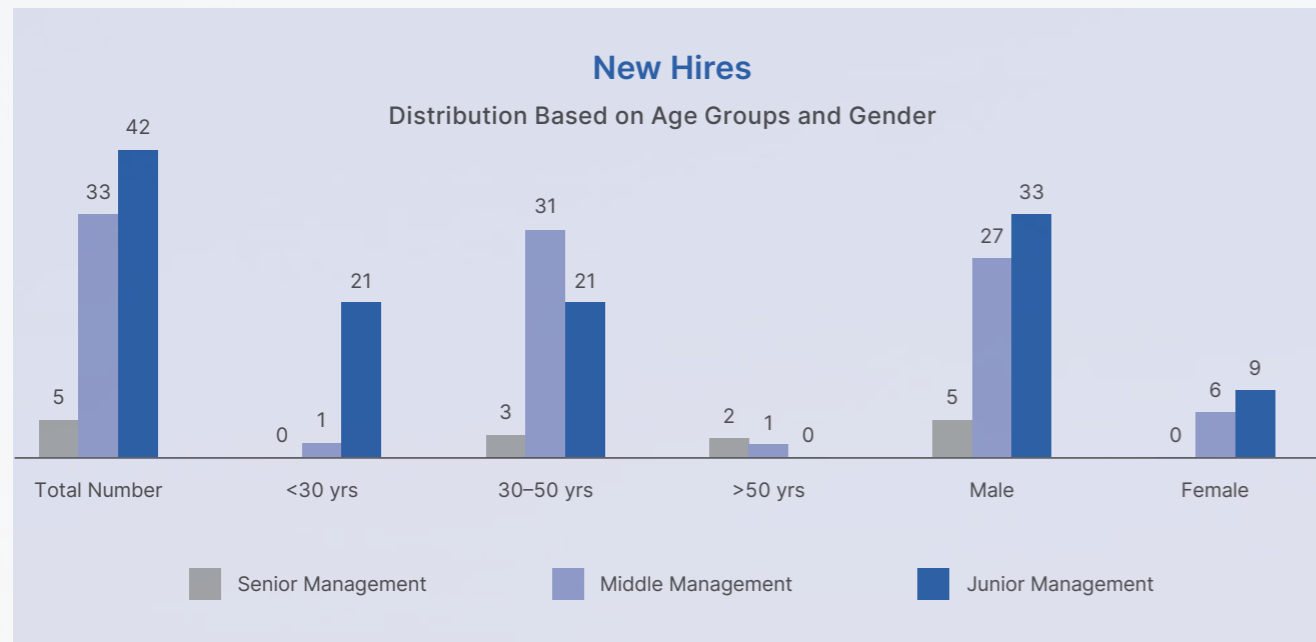
implemented across project sites, including dust control grinders, building enclosures, anti-smog guns integrated with air monitors and anti-noise panels. We also undertake daily monitoring of air quality, especially during winter, to identify issues early and take timely corrective actions. Digital AQI displays provide transparent visibility of air quality, while third-party verification and regular audits support performance tracking, reinforcing accountability beyond regulatory requirements. These measures have improved air quality and noise control across sites, strengthened compliance, while supporting health and productivity.

## Operations and Maintenance Stage: Diversity, Equity, and Inclusion (DEI)

Our identity stems from the Tata Group's dedication to the 'whole self,' where a person's professional life should nourish their personal growth. This commitment creates a high-energy workspace defined by collaborative leadership and a sharp focus on tangible results.

to help us create the right balance of skills, expertise, and experience we need to stay abreast of stakeholder needs. We offer employees and their representatives a three-month notice period before significant shifts occur, allowing for an easier adjustment period. Our teams actively monitor attrition rates and diversity of our workforce so we can develop targeted strategies to bridge any organisational gaps.

Diversity of age, gender, cultures, and expertise defines our workforce. Our hiring mix includes campus recruits as well as experienced professionals



In FY 2025-26, our commitment to fostering a supportive work culture and investing in employee development remained strong. We recorded a turnover rate of 25%. We remain committed to diverse hiring, with women making up 19% of the new hires during this period. To better understand workforce trends and enhance our retention efforts, we continuously monitor attrition rates.

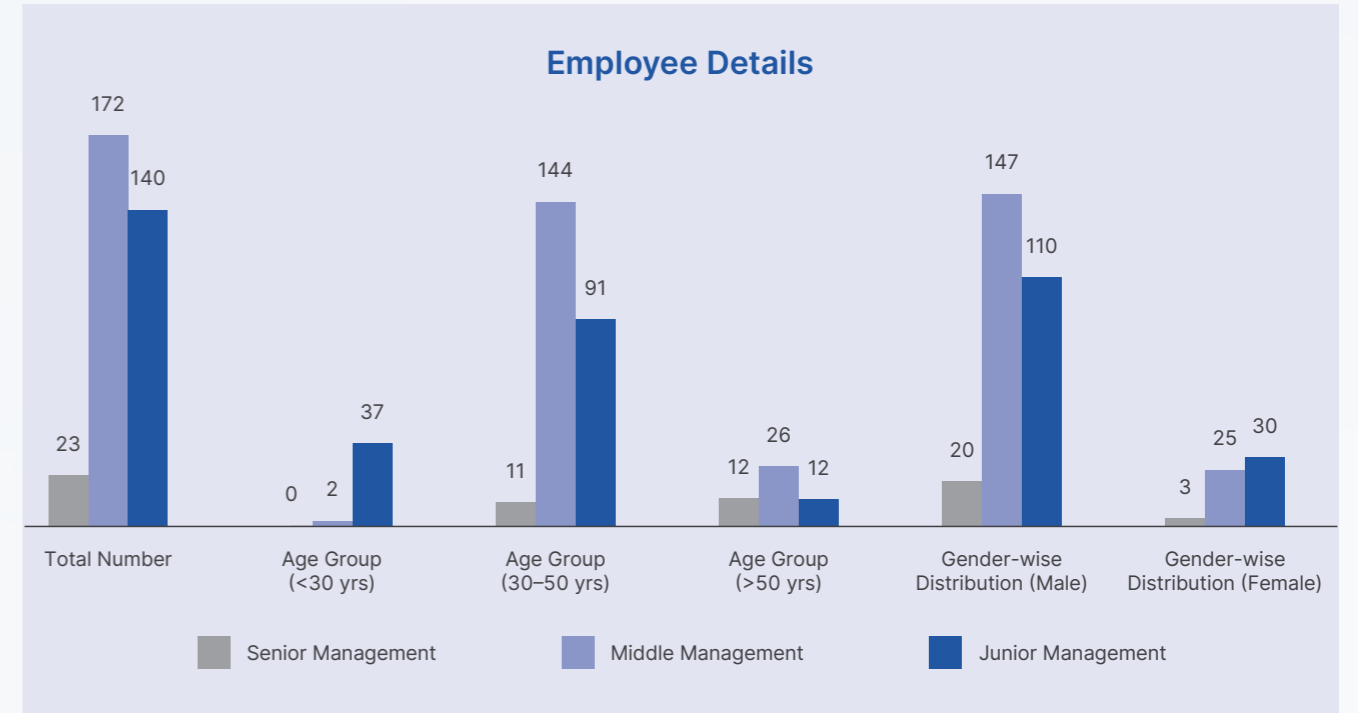
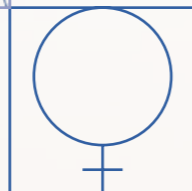
Our attrition rate for FY 2025-26 (25%) decreased compared to the previous year, reflecting progress in employee retention.



**80 Employees**  
Hired During the Reporting Year

**15 Women**  
Hired During the Reporting Year

**335 Employees**  
Form Total Permanent Employee Base as of March 31, 2026



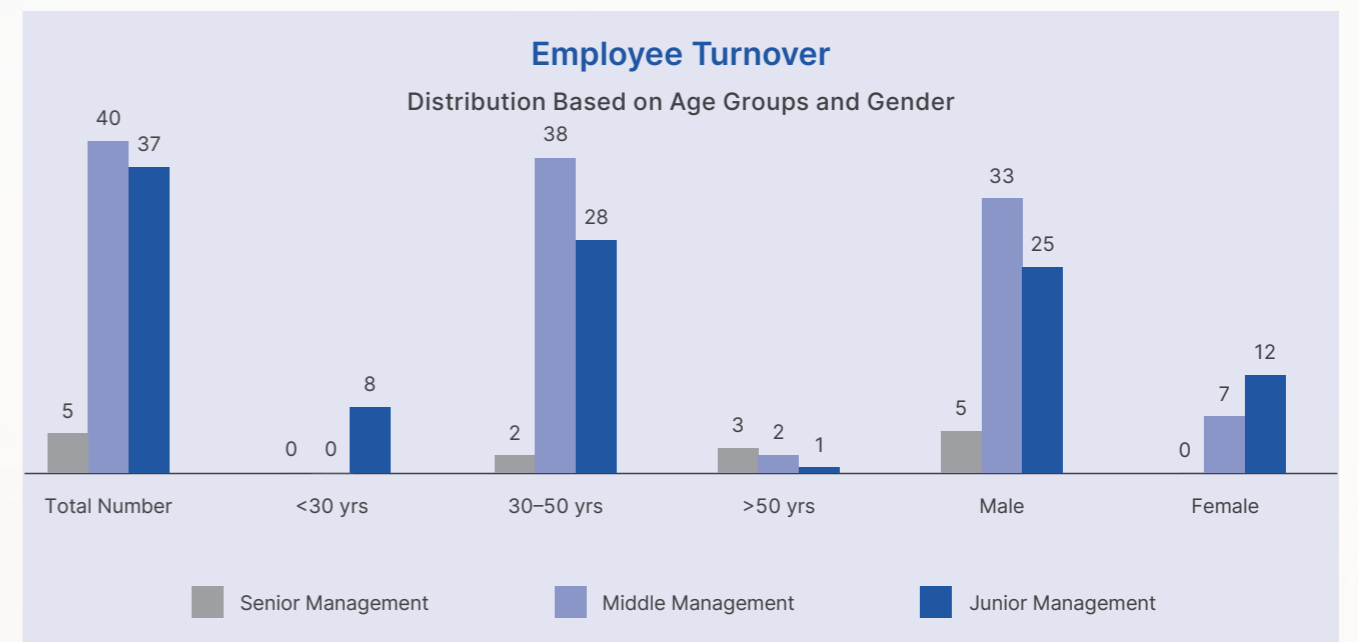
### Employee Turnover

Inclusion functions as the heartbeat of our company culture and defines our people-facing practices and organisational culture. Our workforce thrives as they operate in a free and fair workplace where every individual feels respected and valued, and their well-being, health, and safety are a priority. We have zero tolerance for discrimination of any kind, be it based on race, caste, religion, gender, sexual orientation, age, disability, nationality, or any other identity.

**17%**  
Women in the total workforce

**14%**  
Women in the Board

**50%**  
Women Key Managerial Personnel



Accessible Washrooms for Persons with Disability

Case Study

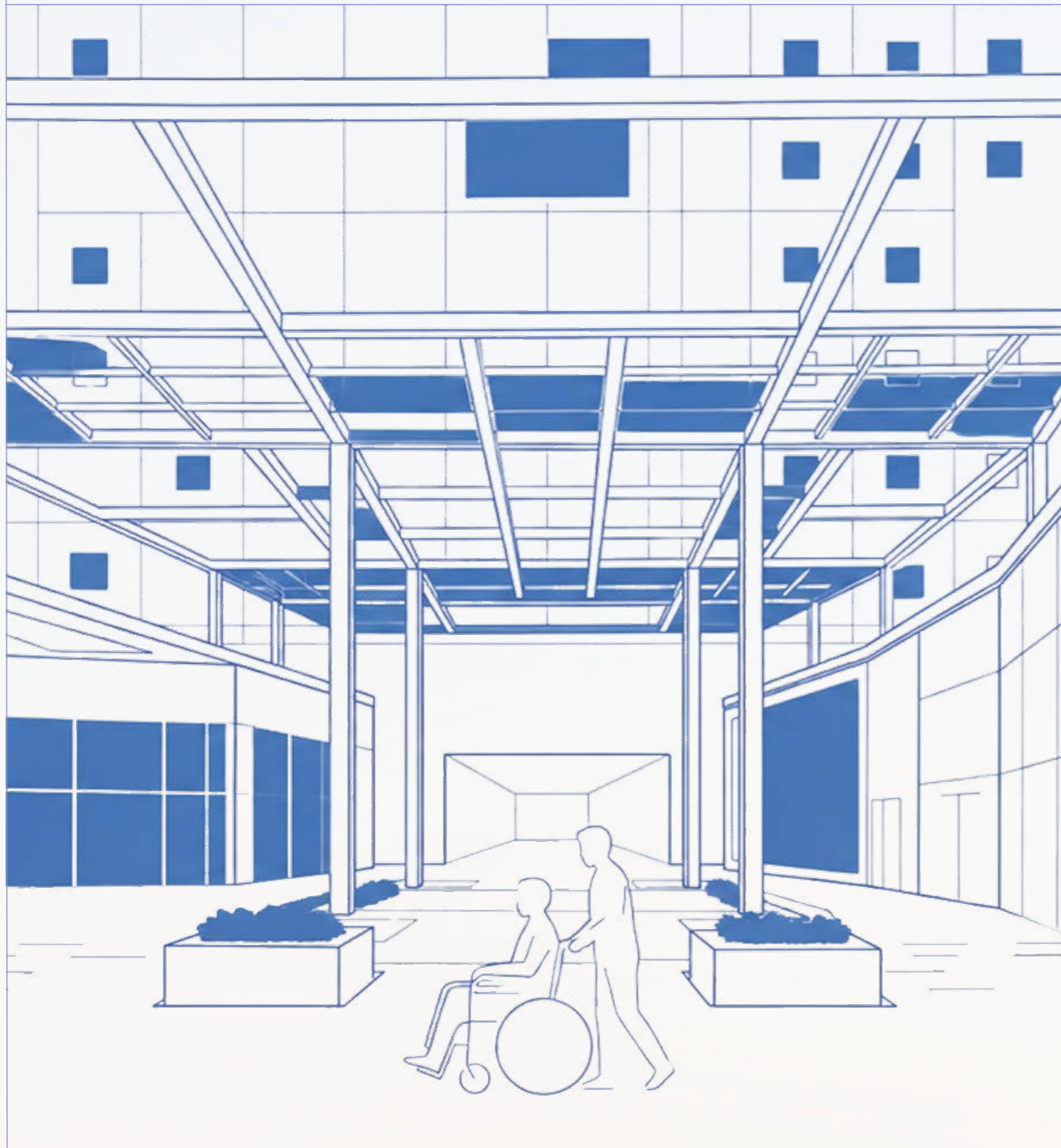


Washroom facilities at Intellion Square, Mumbai, were not fully aligned with accessibility requirements, creating challenges for persons with disabilities in using essential amenities safely and comfortably.

To address this, washrooms across the asset were upgraded with inclusive design features, including

grab bars, accessible basins, anti-slip flooring and clear signage, to improve ease of use and safety.

These enhancements have improved accessibility and user experience for persons with disabilities, including employees, tenants and visitors, while strengthening inclusivity across the asset.



Improving Diversity at Intellion Offices, Gurugram

Case Study



An imbalance in gender representation at Intellion Offices, Gurugram, was limiting inclusivity and the effectiveness of decision-making, as well as employee engagement. We implemented a targeted programme to improve gender diversity by increasing the hiring and inclusion of women across roles, including security and housekeeping. This approach strengthened workplace inclusivity, safety, and representation, increasing the gender diversity ratio from 6% to 10%.

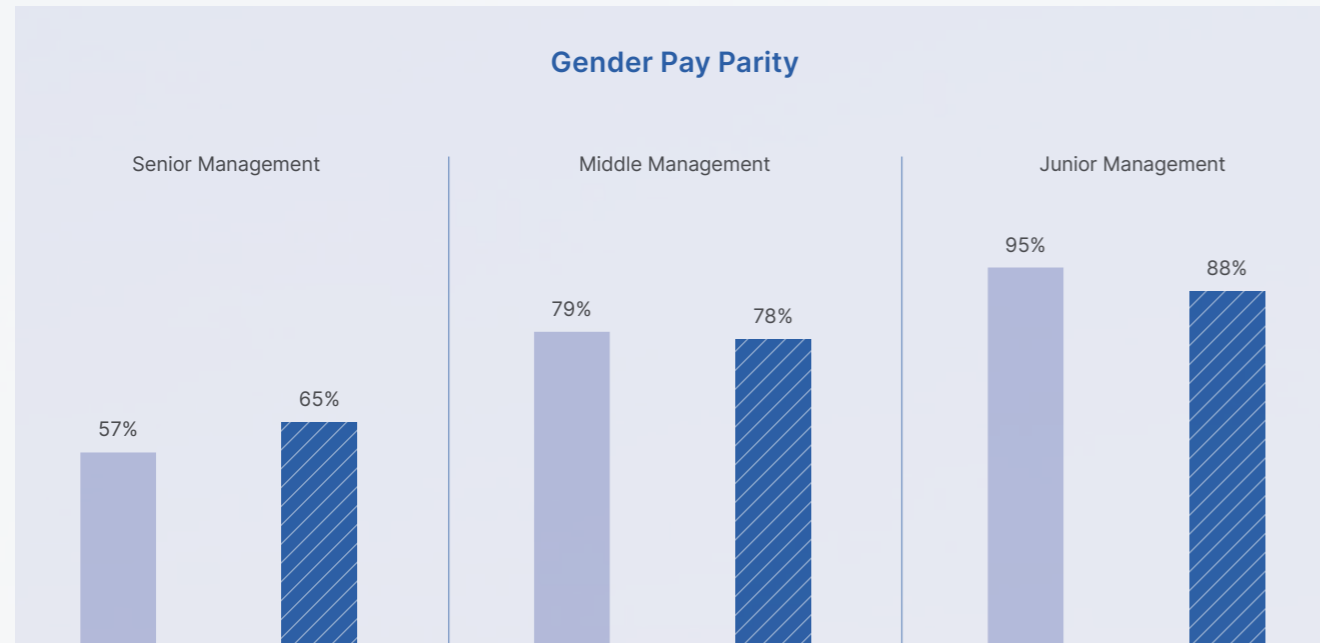
We continue to build on this progress through leadership commitment to diversity and inclusion, inclusive policies on hiring, promotion, and pay parity, ongoing training and awareness programmes, regular monitoring of diversity metrics, and a safe and supportive work environment supported by POSH compliance and flexible practices.



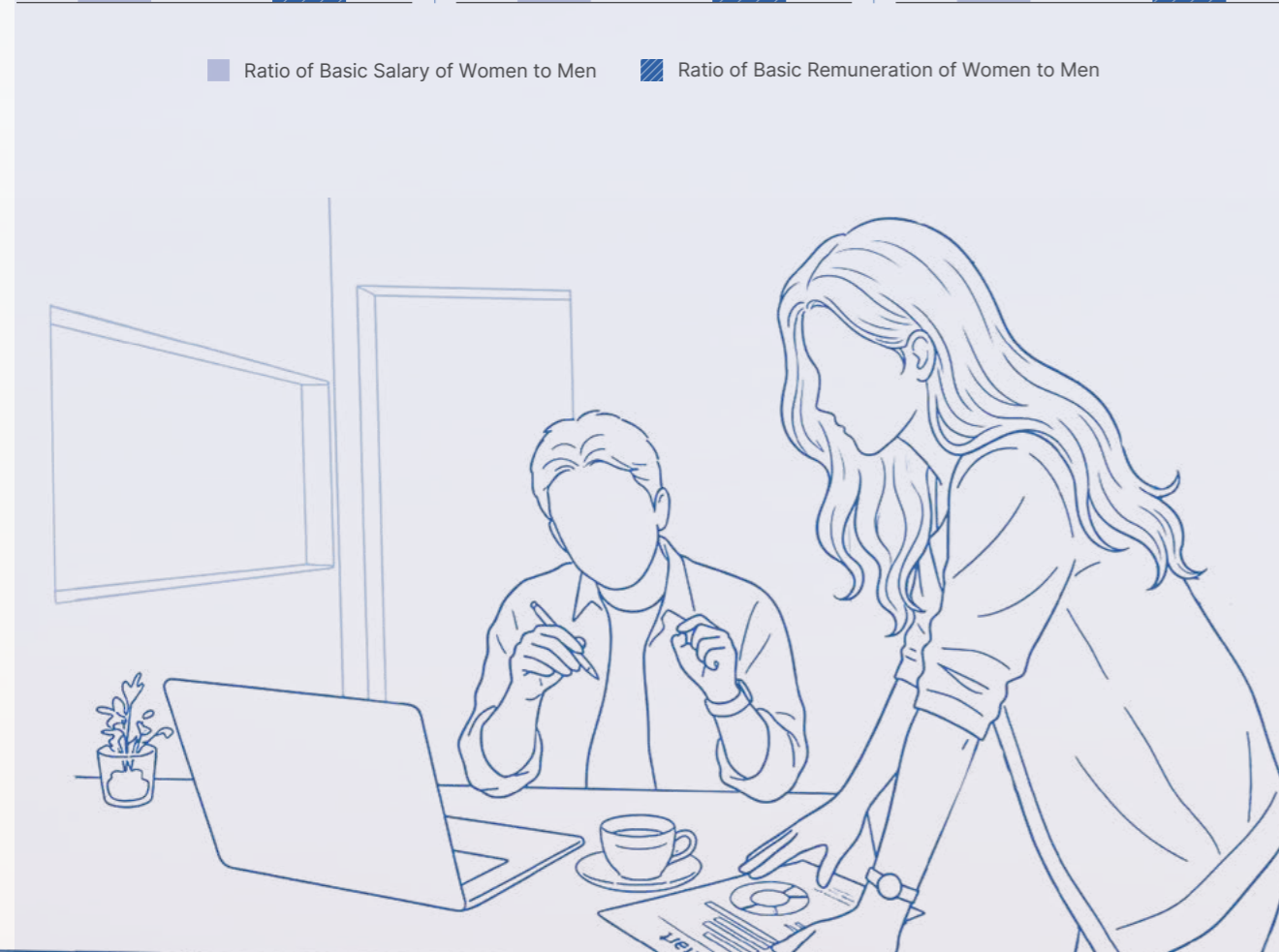
### Pay Parity

Financial equity and fair compensation are the cornerstones of our organisational philosophy. Every team member receives a competitive salary that mirrors their contribution and is aligned with the expertise and experience they bring to the table,

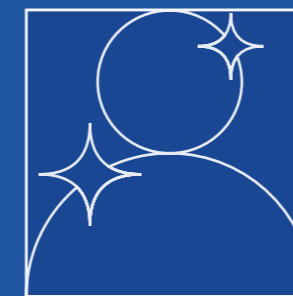
with a specific focus on closing the gender pay gap across all levels of the organisation. Regular reviews of our compensation structures enable us to benchmark against market standards and strengthen pay parity across genders and job levels.



■ Ratio of Basic Salary of Women to Men ■ Ratio of Basic Remuneration of Women to Men



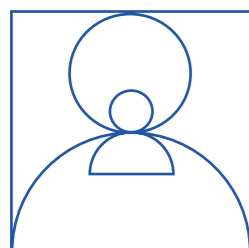
### Operations and Maintenance Stage: Human Capital Development



#### Employee Benefits

In addition to providing competitive, market-aligned compensation, we offer a broad set of benefits to help employees meet their needs more effectively and painlessly. A Board-level Remuneration Committee reviews and guides salary structures and employee benefits to align them to financial goals, cost of living, and market benchmarks.

|                      |                                  |                      |   |
|----------------------|----------------------------------|----------------------|---|
| Other Benefits       |                                  |                      | Health Care   |
| Life Insurance       | Group Term Insurance             | Parental Leave       | 100%<br>Return-to-work Rate Among Employees Who Took Parental Leave |
| Extended Paid Leave  | Advance Leave                    | Sabbatical           |   |
| Accidental Insurance | Disability & Invalidity Coverage | Retirement Provision | 100%<br>of Our Employees are Covered Under PF and Gratuity Benefits |
| Redundancy Payment   |                                  |                      |   |



### Parental Leave

#### Expecting Joy: Extending Care for New Parents

The, Expecting Joy Maternity Support Program supports women employees' transition to their maternity leave and return to work seamlessly.

#### Pre-maternity Support

Women undergoing IVF treatment for ongoing care have access to free advice from medical experts through Tata 1mg, the online platform, before and after childbirth. They can also avail themselves of reduced working hours to balance the needs of work and well-being.

#### During Pregnancy

While pregnant, women employees can take up to 26 weeks of maternity leave following statutory norms. Employees are also provided with facilities like a dedicated parking space, maternity travel allowance, reduced working hours and work-from-home options four months before the expected delivery date, along with a specially curated gift box.

#### During Maternity Leave

During maternity leave, employees are supported through a structured engagement approach to help them stay connected with the organisation. Each employee is paired with a Saheli (peer buddy), who provides informal support and helps them stay updated on workplace developments, enabling a smoother transition upon return. In addition, the HR team maintains regular check-ins to support employee well-being and ensure they continue to feel connected to the organisation, even while away from the workplace.

#### Returning to Work

Employees are offered flexible work schedules upon returning from maternity leave, along with access to daycare support and travel assistance when required. Sahelis continue to provide guidance and support during the transition back to work, helping employees reintegrate smoothly. Employees also receive a welcome hamper on rejoining, reinforcing a sense of belonging and appreciation.

| Parameter  | FY 2025-26 |        |       |
|--|------------|--------|-------|
|  | Male       | Female | Total |
| Total number of employees who were entitled for parental leave   | 277        | 58     | 335   |
| Total number of employees who took parental leave  | 9          | 4      | 13    |
| Total number of employees that returned to work in the reporting period after parental leave ended                                       | 9          | 4      | 13    |
| Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work | 9          | 4      | 13    |
| Return to work of employees that took parental leave   | 100%       | 100%   | 100%  |
| Retention rates of employees that took parental leave  | 100%       | 100%   | 100%  |
| Other Benefits: Number of employees covered under PF and gratuity benefits   | 277        | 58     | 335   |



### Festivals and Celebrations

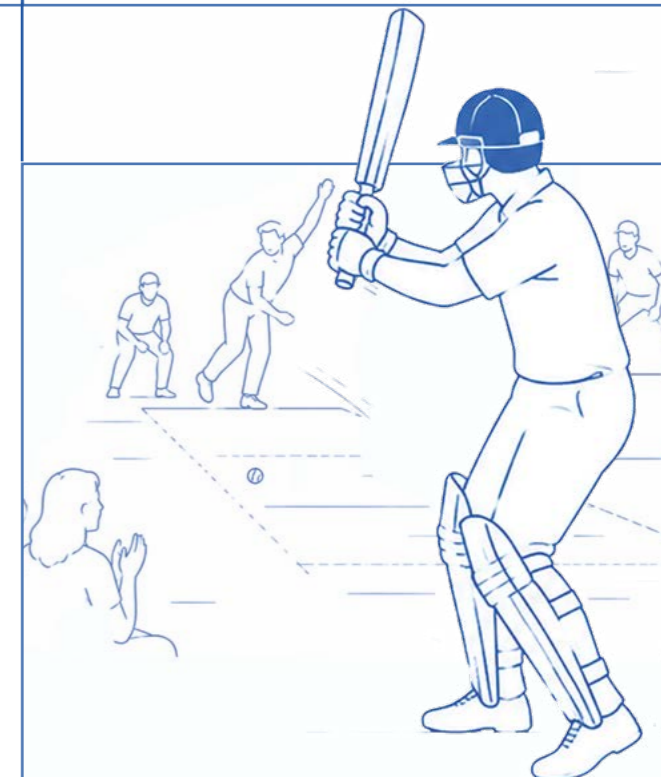
We bring our teams together by celebrating a wide array of national and cultural occasions, including Diwali, Christmas, and International Women's Day. These gatherings allow us to pause, connect, and celebrate the diverse cultures that make our organisation strong. To keep this energy alive year-round, our regional and corporate offices also host regular birthday events, karaoke, and Friday social hours, adding a sense of fun and appreciation to our collective work life.

### Employee Engagement

We recognise employee engagement as a key catalyst in shaping a workplace where our people feel genuinely connected, valued, and energised. Our employee engagement initiatives are designed to celebrate the individual as well as make them feel a part of a collective mission beyond their daily roles and responsibilities.

#### Employee Engagement Committee

We have established a committee comprising team members from various functions to lead our organisation-wide employee engagement initiatives. This Committee focuses on breaking down silos and bringing people together to ensure a culture of collaboration, mutual support, and inclusivity.



### Sports

Sports tournaments featuring football and cricket allow our teams to compete and deepen connections and team spirit.



### Employee Volunteering

Across the Tata Group, we believe in giving back to society by sharing our expertise and time in developmental activities, transforming communities through inclusive growth. At Tata Realty, employees, along with their families, retirees, along with contract and temporary workers, actively participate in structured volunteering initiatives through Tata ProEngage—an accessible platform enabling skill-based contributions to nonprofit organisations through flexible engagement formats.

During FY 2025–26, employee volunteering was channelled through key programs such as Tata Volunteering Week (24<sup>th</sup> and 25<sup>th</sup> editions) and Tata Sustainability Month, bringing together employees across locations to contribute to community development and environmental stewardship. Activities undertaken during the year focused on education, environmental awareness, and resource circularity. Under Tata Volunteering Week–24<sup>th</sup> Edition, employees engaged in a range of educational and creative initiatives, including Braille card creation, teaching-learning material (TLM) development, homonyms flashcard creation, digital learning content development, and handcrafted notebook making, supporting inclusive and accessible education. Environmental and community-focused efforts included seed ball making and clothes, e-waste, and book donation drives.

During Tata Sustainability Month, employees participated in sustainability-focused activities such as building compost bins, paper bag making, bottle planter making, and bird feeder creation, promoting environmental consciousness and waste reduction practices. The Tata Volunteering Week–25<sup>th</sup> Edition further strengthened engagement through activities such as learning aid creation, clean-up drives, and seed ball initiatives, reinforcing the organisation's commitment to environmental protection and community wellbeing.

In addition, through Tata ProEngage (22<sup>nd</sup> Edition), employees had access to over 2,800 skill-based volunteering opportunities spanning one to six months, enabling them to contribute professional expertise to nonprofit projects and enhance long-term community impact.

In FY 2025-26, Our Employees Averaged

**12.06 Hours**

of Volunteering Per Employee Towards Our CSR Initiatives

### Performance Management

Performance management at Tata Realty is positioned as a strategic enabler of both individual development and organisational progress. A structured performance management process that uses an assessment grid evaluates an employee's current outcomes and future potential to derive a balanced view of contribution and growth potential. The assessment recognises an employee's individual contributions and their relevance to furthering business goals.

Ongoing discussions around performance are encouraged beyond the annual reviews, giving employees time to work on feedback shared, address shortcomings, and improve performance for a fair and balanced appraisal at the end of the year.

Additionally, we also have a wide range of coaching and development resources available for employees to continually enhance their skills, succeed in their current roles and prepare for future opportunities.

A performance-linked incentive structure that incorporates ESG considerations has been incorporated into the evaluations of senior management personnel, the ESG portfolio manager, key functional heads, and dedicated ESG teams. Key Result Areas (KRAs) aligned with our Company's overarching ESG priorities form part of the goal-setting process, with a portion of incentives linked to the achievement of these goals for accountability and integration of ESG into core business performance.

**100%**

of Our Eligible Employees Received a Career Development Review in FY 2026

### Rewards and Recognitions

Celebrating the dedication, innovation, and teamwork of our employees helps build a culture where individuals feel valued, motivated, and connected to their work. During the reporting year, we hosted our Annual Rewards and Recognition (R&R) event, 'ASCEND', where employees from across India came together to celebrate the spirit of collaboration and culture of high performance that powers our ongoing success.

The following awards were presented to our employees this year:

|  |                        |  |                                |                       |
|--|------------------------|--|--------------------------------|-----------------------|
|  | Super Star of the Year |  | Super Collaborator of the Year |                       |
|  |                        |  | Super Squad of the Year        |                       |
|  | Popular Choice Award   |  |                                | MD's Excellence Award |
|  |                        |  | Tata Innovista Award           |                       |



## Learning and Development

Our learning and development framework supports our team members across every level and function of the organisation to foster a culture of continuous growth where every individual has the resources they need to succeed and evolve.

We offer support at every stage of the employee lifecycle and their specific needs, including refining technical skills, strengthening leadership capabilities, or expanding their knowledge of behavioural and compliance standards.

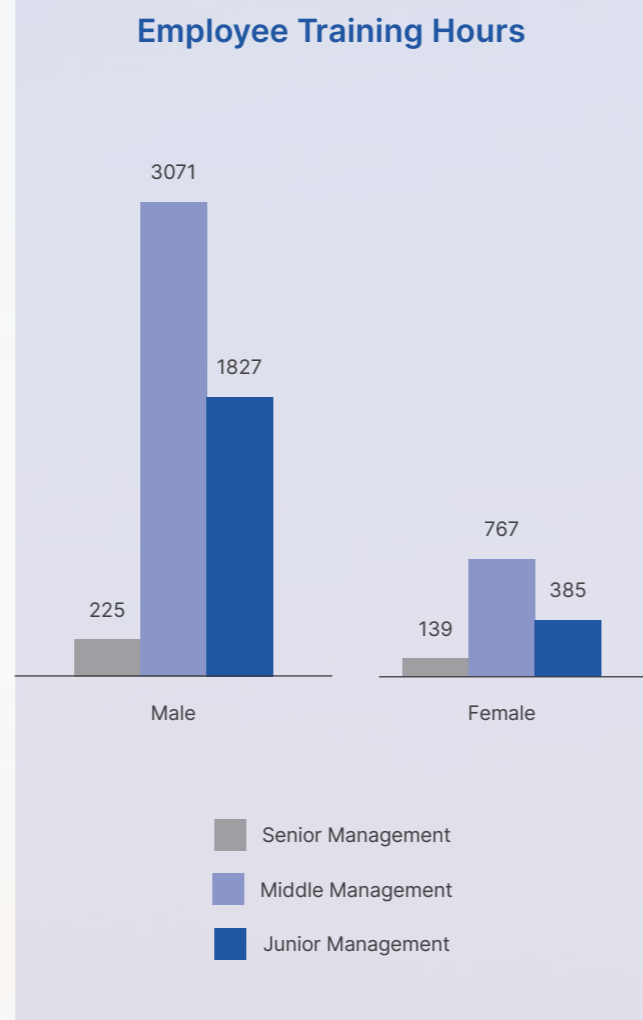
Partnering with leading institutions and experts allows us to integrate the best ideas and industry practices into our curriculum and gain access to the latest insights, industry trends, and proven tools. These partnerships enable us to deliver practical and up-to-date learning experiences that equip our employees with relevant skills to perform effectively today while strengthening readiness to shoulder responsibilities of tomorrow.



**18.57 Hours**

Average Training Hours Per Employee in FY 2025-26

During FY 2025-26, we conducted 19 programs covering compliance, behavioural, technical, functional, and leadership development through a mix of in-house, online, and external training sessions to strengthen employee skills. Four leadership programs and five functional training programs were also facilitated for improving employability and career transitions. 100% of our employees underwent career development reviews through the Talent Review and Performance Management processes. 100% of our security personnel received formal training on human rights policies along with third-party organisations providing security services.



| Description                      | Unit         | FY 2025-2026                |           |
|----------------------------------|--------------|-----------------------------|-----------|
|                                  |              | Male                        | Female    |
|                                  |              | Total No. of Training hours |           |
| Senior Management                | Person-hours | 255                         | 139       |
| Middle Management                | Person-hours | 3,071                       | 767       |
| Junior Management                | Person-hours | 1,827                       | 385       |
| <b>Total</b>                     | Person-hours | 5,153                       | 1,291     |
|                                  | Person-hours | <b>6,444</b>                |           |
| <b>Total Number of Employees</b> | No.s.        | <b>287</b>                  | <b>60</b> |

### Strengthening ESG Awareness as part of Learning and Development

Case Study



To strengthen ESG awareness across the organisation, we introduced structured sustainability learning modules for all employees, including new joiners. This was done to build foundational awareness of sustainability and ESG across the employee lifecycle, integrate sustainability into onboarding (Pehchaan) and mandatory learning (SOCH) that enable employees to understand our sustainability journey, progress, and long-term goals.

For new joiners, a module was embedded within the Pehchaan onboarding journey, covering climate change, ESG concepts and our Company's goals, initiatives and certifications, followed by an assessment. Since its launch in FY 2025-26, the module has been completed by 20 new joiners.

For existing employees, a curated course on the business value of climate action and sustainability was integrated into the SOCH mandatory learning program. Integration with SOCH has driven scale and compliance, with around **80% employees having completed the learning module**. The assessments at the end of the module have improved engagement and knowledge retention period.



## Operations and Maintenance Stage: Tenant and Customer Engagement

Beyond providing world-class office spaces, we cultivate a vibrant ecosystem where every tenant feels seen, valued, and genuinely connected. We curate a diverse calendar of site-specific events to transform these spaces into dynamic social hubs that foster connection and collaboration.

Additionally, we stay connected with our tenants through regular feedback and service reviews to understand and cater to their changing needs. This helps us improve our services, sustainability features, and create a better overall experience. We also share newsletters and conduct on-site sessions on safety, environmental practices, and building updates with our tenants.

### Green Gestures 2025

Case Study



As part of monitoring our ESG progress, we observed that despite having strong infrastructure in place, consistent participation and behavioural change on sustainability programs among employees and tenants had gaps. This highlighted an opportunity to make sustainability practices more visible and actionable by engaging tenants, visitors, and employees to adopt eco-friendly habits and put them into practice at home and the workplace.

The campaign strengthened ESG outcomes through increased tenant participation and sustained adoption of sustainable practices, reinforcing the brand philosophy of responsible real estate.

**1,800+**

Participants Engaged in Green Gestures 2025

We launched Green Gestures 2025, a gamified sustainability campaign implemented across Intellion assets in Chennai, Gurugram, and Mumbai— combining digital platforms with on-ground engagement to promote everyday sustainable practices. Participants were encouraged to complete and track green actions, fostering awareness, engagement, and long-term behavioural change.

**2 Lakh+**

Campaign Impressions Generated

**5,996**

Green Actions Completed



### Intellion Futsal League (Play for Good)

Case Study



We organised the Intellion Futsal League V as a multi-city tenant engagement platform across Intellion Park – Chennai and Gurugram, and Intellion Edge – Gurugram. The initiative aimed to build a strong tenant engagement platform through sport, promote inclusivity and diversity, integrate sustainability into large-scale events, and create measurable social impact.

It featured 185 matches and attracted over 30,000 attendees across locations.

As part of the initiative, 60 football kits were donated to underserved communities. Sustainability was also embedded through the use of jerseys made from recycled plastic, helping reduce environmental impact. The event saw strong tenant participation across all locations and demonstrated how an integrated approach to ESG and sport can create value for people and the environment through responsible and inclusive approaches.

The league brought together over 860 participants across 107 teams under the theme 'Play for Good,' combining sport with sustainability and community engagement while strengthening tenant relationships.





### Safety Training and Awareness Campaigns

We conduct regular training sessions, so our tenants stay well-informed and fully prepared for any emergencies. Our fire drills and safety demonstrations follow the National Building Code of India, providing occupants with the skills to react effectively during emergencies. Beyond safety, these sessions cover essential building guidelines, house rules, and operational procedures for everything from fit-outs and relocations to daily facility use. This approach makes it easier for tenants to manage their spaces while following our building protocols.

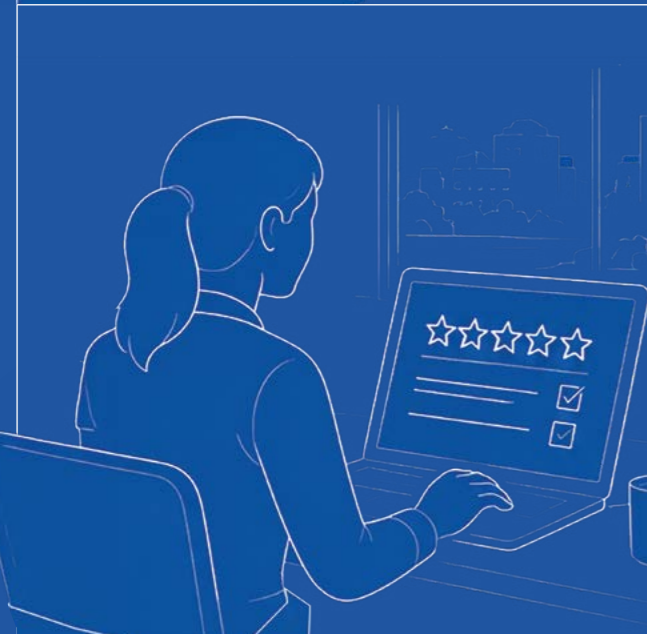
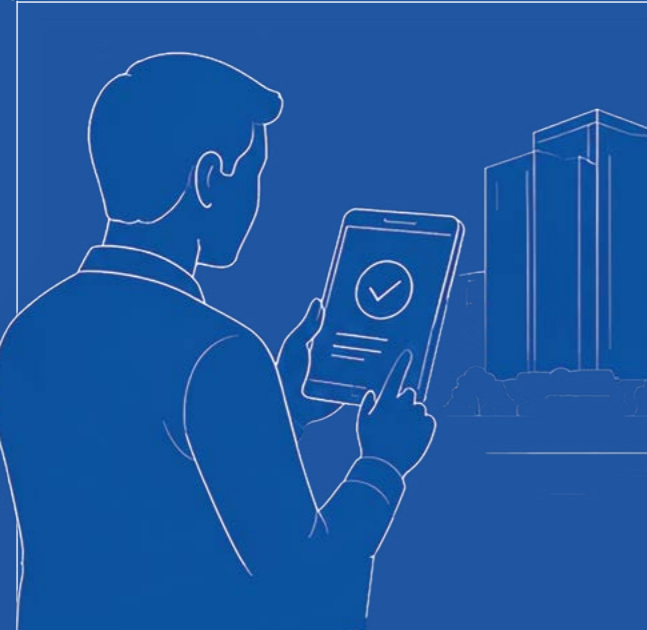
### Grievance Redressal

Tenants at Intellion Park, Gurugram, now have a more efficient way to report and track issues through the newly launched Punctuality application. This online complaint management system simplifies the entire reporting process, providing users with greater visibility and ensuring faster resolutions for service-related concerns. Data gathered from the application allows for a deeper analysis of service trends and drives improvements in day-to-day operations. The use of this digital platform has helped us collect and manage feedback more effectively while improving response times and tenant experiences.

### Tenant Satisfaction Survey

We conduct an annual tenant satisfaction survey that covers various aspects of our engagement with tenants, including facility management and service quality, as well as our sustainability efforts. The survey gives us deep insights into what is working well and highlights where we can improve. We use these insights to formulate plans better aligned to the needs and expectations of our tenants.

**95.3%**  
Average CSAT Score



## Operations and Maintenance Stage: Community Relations

Drawing from the vision of our Founder, Jamsetji Tata, we lead with compassion and view community development as core to our Company priorities. This philosophy serves as the foundation for our Corporate Social Responsibility (CSR) initiatives, which focus on delivering long-term, transformational benefits to the environment and the communities where we operate.

A robust CSR policy that complies with Schedule VII of the Companies Act, 2013, and contributes to the United Nations Sustainable Development Goals (UN SDGs), guides our CSR mission and provides guidelines for resource and budget allocation and monitoring mechanisms. These systems allow us to continually refine our strategies to maximise outreach, improve outcomes, and deepen our overall impact.

### Community Development Highlights: FY 2025-26

**4,37,000** kiloliters of Freshwater Replenished Through Watershed Development and Lake Restoration Projects

**~12,000** Lives Impacted Through Our CSR Programmes

**₹2,84,96,374** CSR Spends

**85,285** Beneficiaries

### CSR Pillars and Approach

Our approach is centered around five themes integrated into the **H.E.L.P. framework** and focuses on **Healthcare, Education, Environmental Protection, Livelihood, and Public Welfare**. Our projects are implemented in partnership with expert third-party agencies and non-governmental organisations.

#### Healthcare

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



#### Education

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



#### Environmental Protection

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



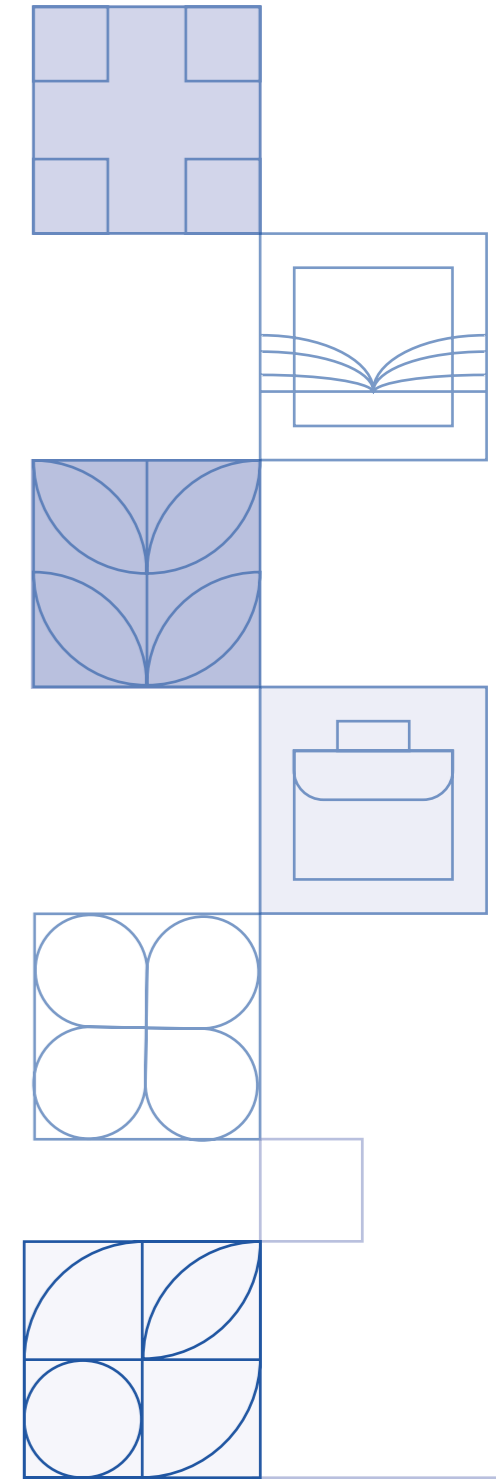
#### Livelihood

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



#### Public Welfare

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



### Community Consultations

Our community development initiatives are designed in consultation with community members to understand their most critical needs as well as address social and environmental challenges that impact them most. We encourage community participation at every stage of program conceptualisation and implementation to co-create inclusive, relevant, and sustainable solutions and deepen a sense of ownership to drive long-term impact.

A structured communication plan guides our engagement with local communities throughout the planning, development, and operational phases of our projects. This framework ensures that community perspectives, concerns, and expectations are captured accurately, integrated into the programs and effectively addressed across the entire project lifecycle.

### Environmental Protection

#### Project Neer: Urban Waterbody Restoration

Case Study



Ganesh Talav in Pune had degraded due to siltation, poor water quality, and reduced storage capacity, impacting its ecological function and community use. During FY 2025-26, a structured restoration was undertaken, including dewatering, desilting, bund strengthening, strengthening of the lake bund, and installation of solar-powered aeration systems.

The intervention restored the lake's capacity, improving water retention, groundwater recharge, ecological balance, and flood mitigation.

**6,000+**

Community Members Benefited from the Project



### Healthcare

#### Project Roshni: Vision Care for Communities

Case Study



Uncorrected vision problems among children often go undetected due to limited access to basic eye care, affecting learning outcomes, productivity, and overall quality of life. There was a clear need for a preventive healthcare intervention targeting underserved communities.

The initiative focused on screening children, identifying visual impairments, providing corrective support, and enabling access to advanced care where required.

In FY 2025-26, Tata Realty implemented Project Roshni across Gurugram and Delhi-NCR to improve access to primary vision care.

Project Roshni has also expanded access to preventive healthcare services that are often unaffordable for local communities, supporting broader goals of community health and well-being, and inclusive growth.

**163**

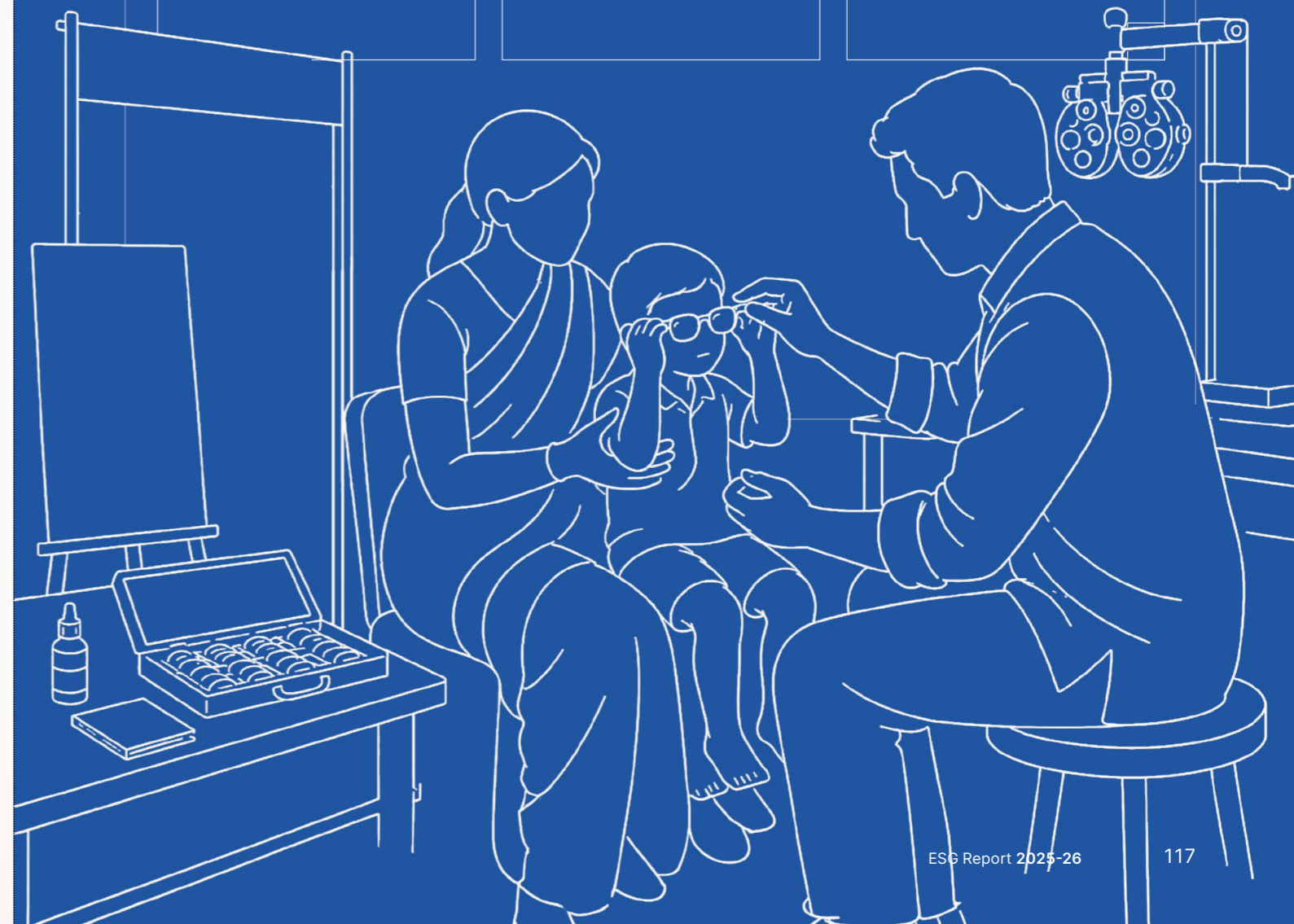
Free Corrective Spectacles Provided

**7**

Cases Referred for Advanced Medical Care

**2,156**

Beneficiaries Screened



Education

| Project Shiksha and Shikshana Saathi: Strengthening Education Outcomes  |   | Case Study |   |
|---|---|------------|---|
| <p>Access to quality education in underserved regions continues to be constrained by poor infrastructure, limited learning resources, and lack of support systems, affecting attendance, retention, and overall student development.</p> <p>During FY 2025–26, Tata Realty implemented two targeted interventions to address these gaps across Ratnagiri (Maharashtra) and Bengaluru (Karnataka).</p> | <p>In Ratnagiri, infrastructure upgrades across 10 Zilla Parishad schools improved classrooms, sanitation, water, and electrical systems, benefiting over 1,100 students and enhancing safety, attendance, and retention, particularly among girls.</p> <p>In Bengaluru, a holistic education program supported 95 underserved students through holistic academic assistance, digital literacy, counselling, and extracurricular exposure, strengthening learning outcomes and overall mental and emotional wellbeing. The initiatives have contributed to:</p> |            |   |
|   | <p><b>Students</b><br/>Improved learning outcomes, digital literacy, and well-being</p>   |            | <p><b>Communities</b><br/>Increased trust in education systems and higher retention</p> |
| <p><b>Teachers</b><br/>Better classroom environments and engagement</p>   |   |            |   |
| <p>Overall, the programs demonstrate a structured approach to bridging gaps in access, quality, and continuity of education, aligned with Tata Realty's focus on community development, education, health, and inclusive growth</p>   |   |            |   |

Livelihood

| Conscious Market: Enabling Inclusive Livelihoods through Corporate Market Access  |   | Case Study |  |
|---|---|------------|--|
| <p>Entrepreneurs from underserved communities often rely on intermediaries to reach customers, limiting income realisation and the confidence to scale. To bridge this gap, Tata Realty's Conscious Market initiative (FY 2025–26) created curated marketplaces across Chennai, Mumbai, and Gurugram, enabling direct, dignified access to a corporate consumer base.</p> <p>The program prioritised women-led Self Help Groups (SHGs), persons with disabilities, and transgender entrepreneurs, supporting <b>56 SHGs</b> through a two-day engagement that generated <b>~₹4.29 Lakh in direct sales.</b></p> | <p>By reducing dependence on intermediaries, the initiative helped strengthen household incomes for <b>~300 families</b> and extended livelihood impact to <b>~1,200 individuals</b>, while building visibility, customer connections, and long-term income stability. It also encouraged conscious and responsible consumption of locally made sustainable products while strengthening the potential for long-term partnerships between consumers and grassroots entrepreneurs.</p> |            |  |
|   |   |            |  |
| <p><b>Community Grievance Redressal</b><br/>A structured community grievance mechanism enables community members to raise any concerns they may have, which are addressed through transparent and process-driven interventions. We review all feedback received through Tata Realty's grievance channels as well as inputs shared by NGO partners involved in our CSR initiatives.</p>  |   |            |  |

# Reaffirm

Since its inception over a century and a half ago, Tata companies have remained anchored in the values and ideals of our Founder. At the heart of our operations lies a strong commitment to trust and responsibility, upheld through a robust governance framework. We believe that sustainable growth is built on transparency, ethical conduct, and accountability to all stakeholders.

## Material Topics

- Corporate Governance
- Risk Management
- Data Privacy and cybersecurity
- Business Ethics
- well-being Compliance
- Stakeholder Engagement
- Transparency and Reporting

## Stakeholders Impacted

- Investors
- Employees
- Tenants and Customers
- Suppliers and Vendors

## UN SDGs Supported



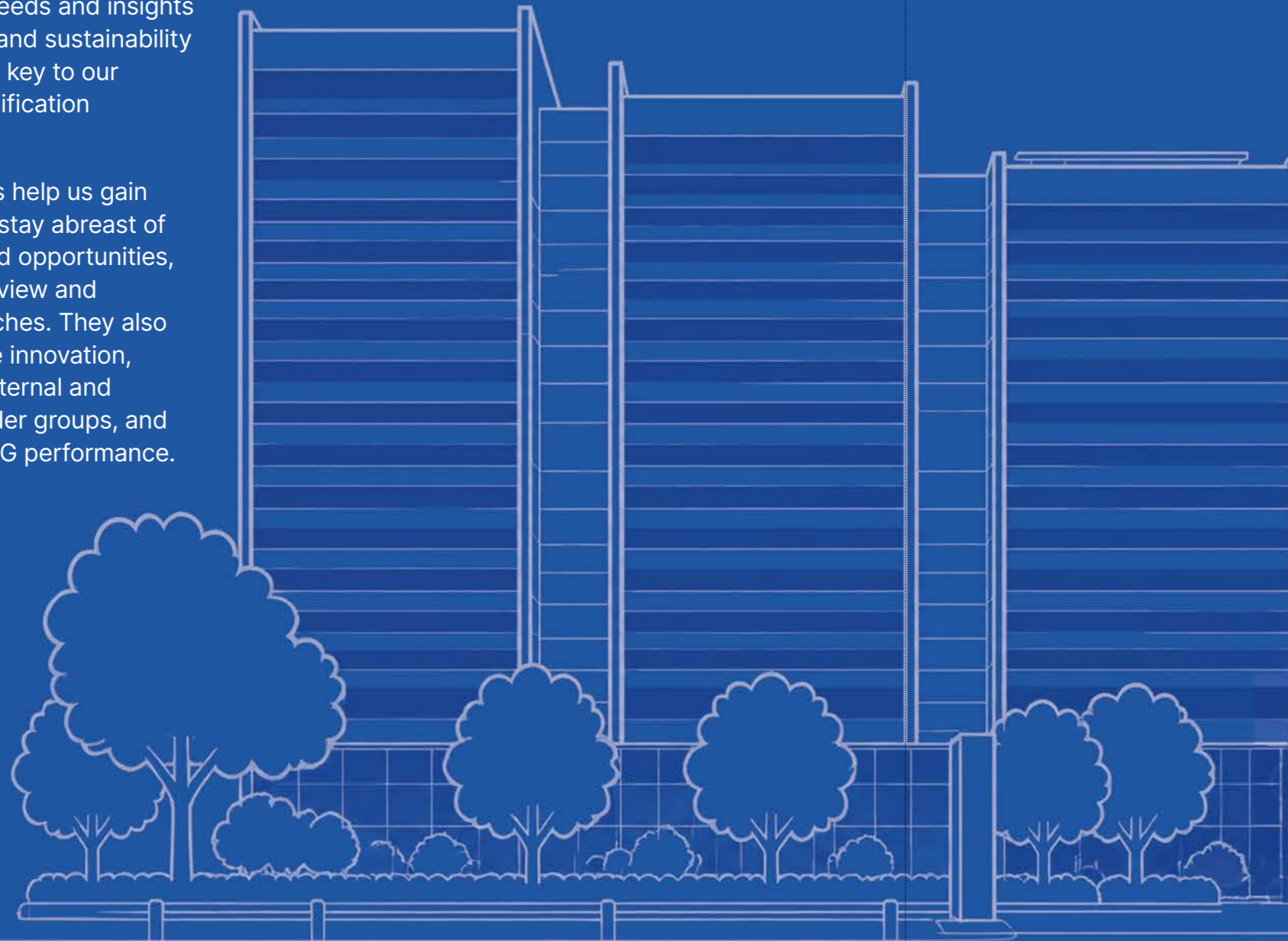
By embedding these principles into our decision-making processes, we ensure that our practices go beyond regulatory compliance and reflect the highest standards

of integrity. This governance-led approach enables effective risk management, while fostering a culture driven by purpose and long-term value creation.

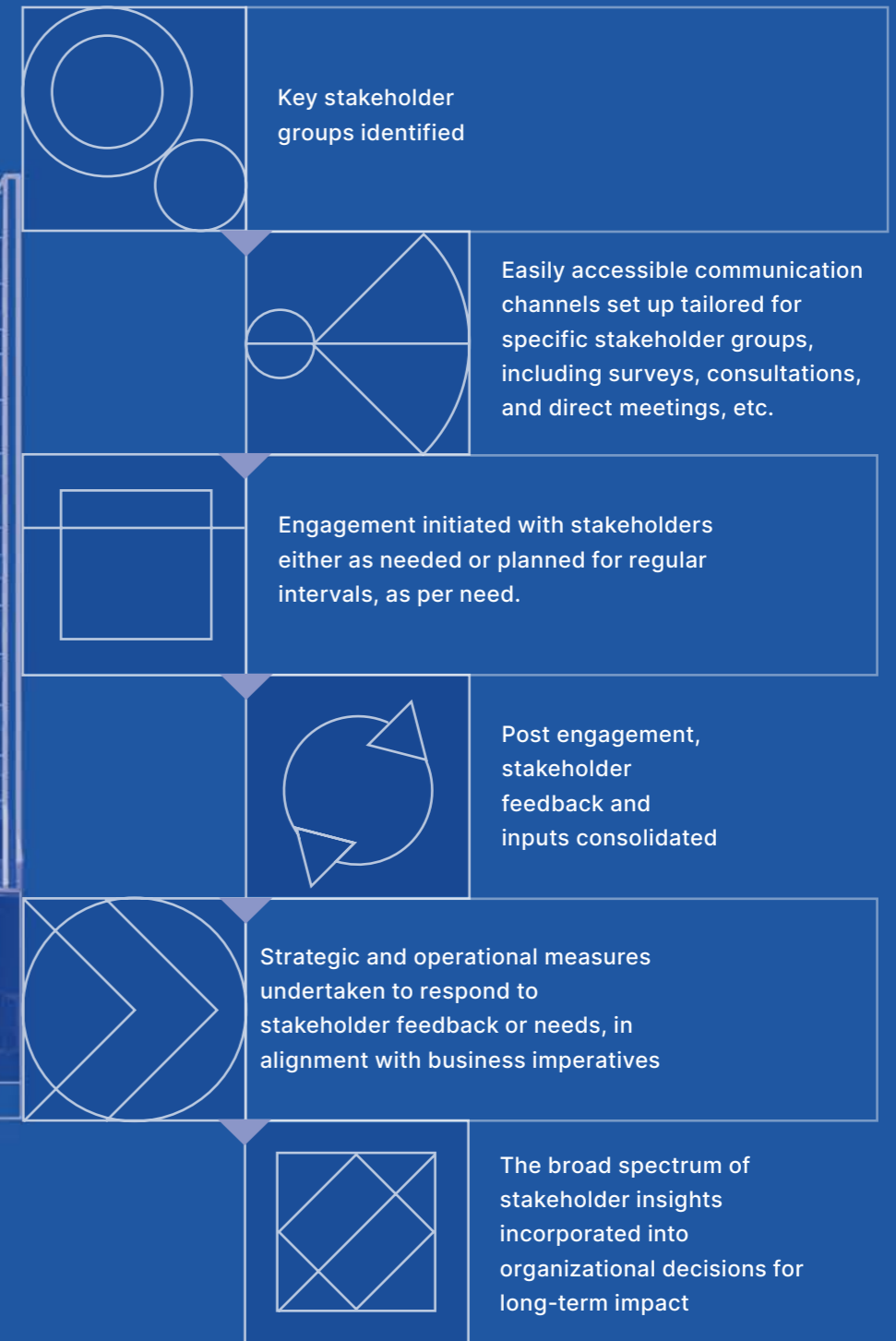
# Stakeholder Engagement

Engaging our stakeholders and integrating their needs and insights into our business and sustainability strategy has been key to our growth and diversification since inception.

These interactions help us gain valuable insights, stay abreast of emerging risks and opportunities, and continually review and refine our approaches. They also help us accelerate innovation, create value for internal and external stakeholder groups, and strengthen our ESG performance.



## Step-by-Step Process to Engage with Stakeholders



## Key Stakeholder Groups



## Stakeholder Engagement Matrix

We have established structured channels and mechanisms to engage with stakeholders, share our progress and challenges, and encourage two-way communication.

### Investors

| Importance to Tata Realty  | Stakeholder Expectations from Tata Realty | Engagement Channels and Frequency   | Relevant Material Topics   | Value Created  |
|--|---|---|--|--|
| Retail and institutional equity investors provide the capital necessary for business expansion and realising our goals | Stable routes for consistent growth       | <ul style="list-style-type: none"> <li>Regular investor meets</li> <li>Quarterly statutory announcements</li> <li>Annual financial results</li> <li>Annual General Meeting (AGM)</li> </ul> | <ul style="list-style-type: none"> <li>Climate Action and Resilience</li> <li>Energy Consumption and Efficiency</li> <li>Water Stewardship</li> <li>Waste management</li> <li>Sustainable buildings</li> <li>Business Ethics &amp; Compliance</li> <li>Corporate Governance</li> </ul> | <ul style="list-style-type: none"> <li>Improved return on investment</li> <li>Effective risk management</li> <li>Transparent reporting</li> <li>Upholding integrity in business practices</li> </ul> |

### Employees

| Importance to Tata Realty   | Stakeholder Expectations from Tata Realty                                  | Engagement Channels and Frequency   | Relevant Material Topics   | Value Created   |
|---|--|---|--|---|
| Employee expertise and dedication are pivotal for value creation and achieving business goals | Providing an environment to facilitate professional growth and development | <ul style="list-style-type: none"> <li>Regular townhalls</li> <li>Quarterly newsletters</li> <li>Annual performance reviews</li> <li>Tata group initiatives</li> <li>Rewards and recognition</li> </ul> | <ul style="list-style-type: none"> <li>Health, Safety &amp; Wellbeing</li> <li>Corporate governance</li> <li>Business Ethics &amp; Compliance</li> <li>Human Capital Development</li> <li>Diversity, Equity &amp; Inclusion</li> </ul> | <ul style="list-style-type: none"> <li>Career development opportunities</li> <li>Fair and timely compensation</li> <li>Health, safety, and well-being</li> <li>Job satisfaction and productivity</li> </ul> |

### Tenants/Customers

| Importance to Tata Realty  | Stakeholder Expectations from Tata Realty  | Engagement Channels and Frequency   | Relevant Material Topics   | Value Created  |
|--|--|---|--|--|
| Tenants and customers have the most significant impact on our growth, revenue, reputation, and stakeholder value | Exceeding tenants' and customers' expectations with superior service and workplaces in well-connected, prime locations | <ul style="list-style-type: none"> <li>Regular events</li> <li>Mailers</li> <li>Newsletters</li> <li>Brochures</li> <li>Brand campaigns</li> <li>Sales pitches</li> <li>Customer visits</li> <li>Webinars</li> <li>Website and social media</li> <li>Tenants and Customer Satisfaction Surveys</li> </ul> | <ul style="list-style-type: none"> <li>Sustainable buildings</li> <li>Energy Consumption and Efficiency</li> <li>Climate Action and Resilience</li> <li>Business Ethics &amp; Compliance</li> <li>Risk management</li> <li>Tenant and Customer Engagement</li> </ul> | <ul style="list-style-type: none"> <li>Improved customer engagement, satisfaction, and loyalty</li> <li>Customer-driven advocacy</li> <li>Sustainable green buildings</li> <li>Resource efficiency</li> <li>Regulatory compliance</li> </ul> |

### Local Communities

| Importance to Tata Realty   | Stakeholder Expectations from Tata Realty   | Engagement Channels and Frequency  | Relevant Material Topics  | Value Created   |
|---|---|--|---|---|
| Community collaborations strengthen our social license to operate, prevent disruptions, and facilitate shared prosperity and inclusive development. | Strengthened social bonds, improved quality of life, and holistic well-being through investments in the community | <ul style="list-style-type: none"> <li>Regular community meetings</li> <li>CSR initiatives</li> <li>Procurement opportunities and contracts</li> </ul> | <ul style="list-style-type: none"> <li>Community Relations</li> <li>Waste and Circular Economy</li> </ul> | <ul style="list-style-type: none"> <li>Enhancing prosperity through economic development</li> <li>Job creation</li> <li>Investment in community development, education, and healthcare</li> <li>Environmental conservation</li> </ul> |

Suppliers and Vendors

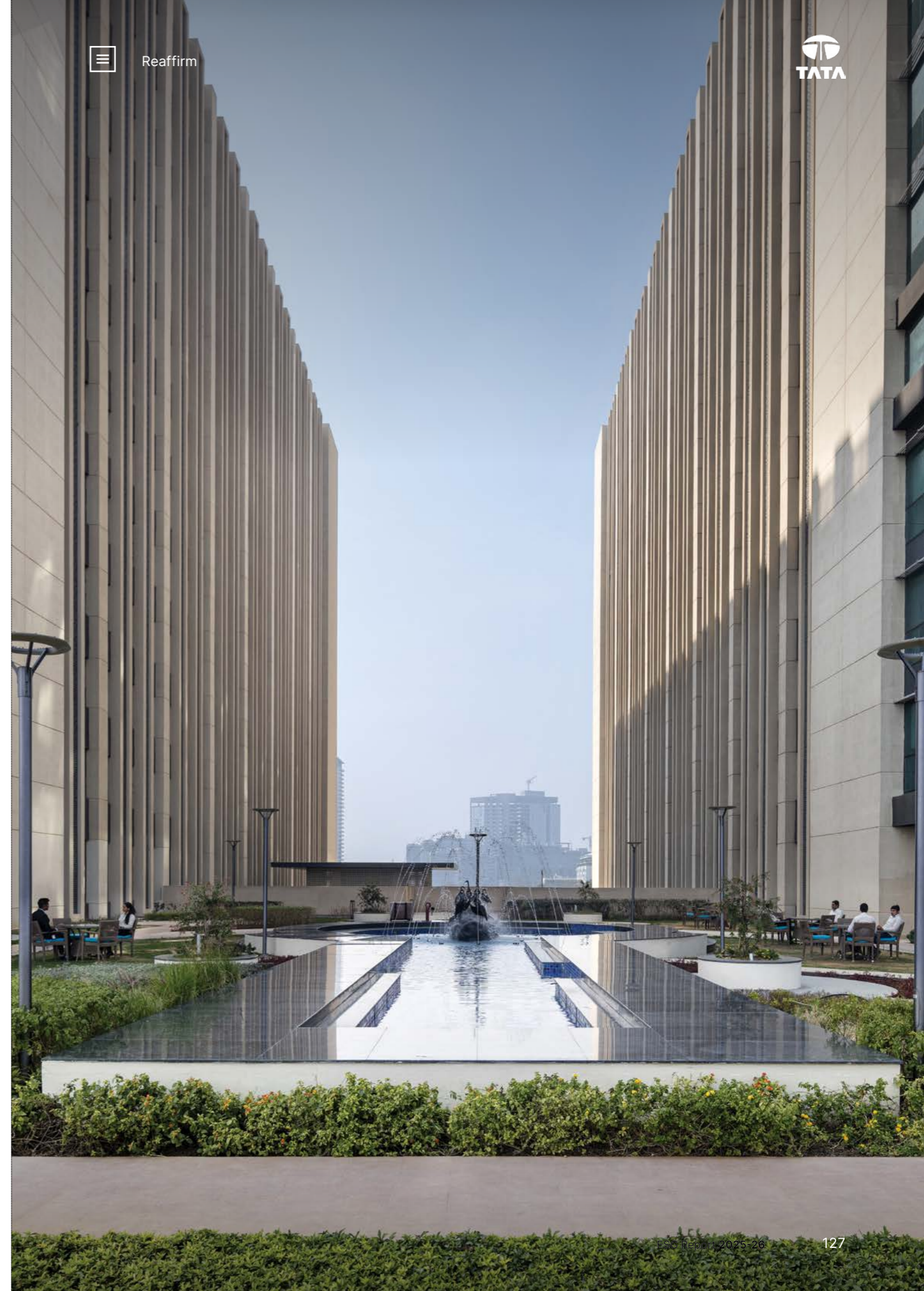


| Importance to Tata Realty  | Stakeholder Expectations from Tata Realty   | Engagement Channels and Frequency   | Relevant Material Topics   | Value Created  |
|--|---|---|--|--|
| Suppliers and vendors provide the resources and expertise we need to build our assets, run operations, and drive mutual success and sustainable growth | Fostering mutually beneficial relationships, leading to strengthened partnerships | <ul style="list-style-type: none"> <li>Regular contract review meetings</li> <li>Annual Tata Code of Conduct and Policy training</li> <li>Suppliers and vendor evaluations</li> </ul> | <ul style="list-style-type: none"> <li>Business Ethics &amp; Compliance</li> <li>Human rights</li> <li>Health, Safety &amp; Wellbeing</li> <li>Sustainable and Responsible Supply Chain</li> </ul> | <ul style="list-style-type: none"> <li>Equitable and transparent transactions</li> <li>Timely payments</li> <li>Providing opportunities for growth and collaboration</li> <li>Skill development and resource optimization</li> </ul> |

Media



| Importance to Tata Realty  | Stakeholder Expectations from Tata Realty  | Engagement Channels and Frequency   | Relevant Material Topics   | Value Created  |
|--|--|---|--|--|
| Media is a critical channel for showcasing our progress and achievements to boost brand visibility and credibility | Opening avenues for business growth and long-term viability, establishing preferred communication allies, and broadening audience reach. | <ul style="list-style-type: none"> <li>When required: Press releases</li> <li>One-on-one interviews</li> <li>Quarterly investor conferences</li> <li>Annual AGM</li> <li>Website</li> </ul> | <ul style="list-style-type: none"> <li>Business Ethics &amp; Compliance</li> <li>Transparency &amp; Reporting</li> </ul> | <ul style="list-style-type: none"> <li>Providing timely and relevant information</li> <li>Offering credible visibility for growth initiatives</li> </ul> |

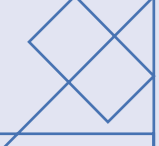


## Corporate Governance

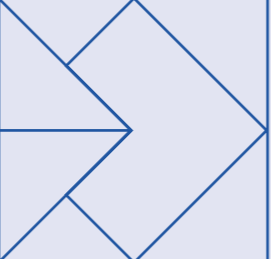
Our corporate governance framework is aligned with regulatory requirements and supported by internal policies that reinforce accountability across the organisation. A well-documented ethical framework guides our business conduct, including compliance, stakeholder engagement, and responsible sourcing. We maintain strong internal controls and risk management systems for disciplined operations and informed decision-making. Sustainability and climate-related risks are integrated into our core strategy, enabling us to remain resilient in a changing market and environmental landscape. In parallel, robust systems protect information security and data privacy and business continuity plans ensure readiness to respond effectively to potential disruptions.

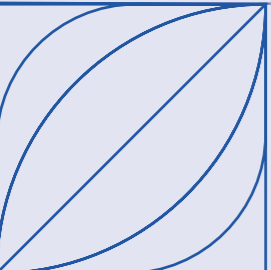
### Policy Framework

Our Executive Committee has approved a comprehensive suite of policies that govern key ESG aspects across our operations and value chain. We require our vendors and partners to operate with transparency and integrity, mirroring our values and meeting our standards for sustainability, labour practices, and ethical conduct. These policies are reviewed and updated regularly to align with evolving regulations, industry frameworks, and stakeholder expectations.



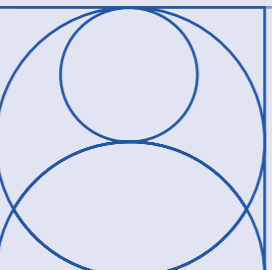
### List of Policies





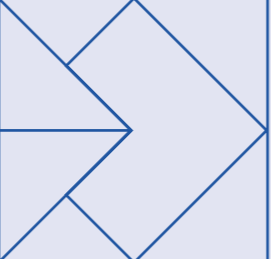
#### Environmental

- ◆ Health, Safety, and Environment (HSE) Policy
- ◆ ESG Policy
- ◆ TRIL Risk Management Policy
- ◆ Net Zero Policy



#### Social

- ◆ Corporate Social Responsibility (CSR) Policy
- ◆ Tata Realty Volunteering Policy
- ◆ Human Rights Policy
- ◆ Remuneration Policy



#### Governance

- ◆ Quality Policy
- ◆ Vigil Mechanism
- ◆ Whistle Blower Policy
- ◆ Archival Policy
- ◆ Related Party Transaction Policy
- ◆ Policy on Determining Material Subsidiaries
- ◆ Appointment of Independent Director Policy
- ◆ Familiarisation Programme Policy

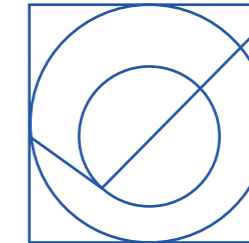
Our policies are available on our website.

## Business Ethics and Compliance

Ethical behaviour defines how we work, make decisions, and build relationships. We rely on the Tata Code of Conduct as our fundamental guide for navigating complex situations, avoiding conflicts of interest, and upholding a respectful and safe workplace. Embedding these principles into our daily operations ensures that integrity remains the driving force behind our organisational culture and long-term success.

Our commitment to ethics applies to our value chain as well. We expect our business partners and suppliers to maintain these same high standards of ethics and integrity. We have zero tolerance for any misconduct or instances of bribery or corruption in any form.

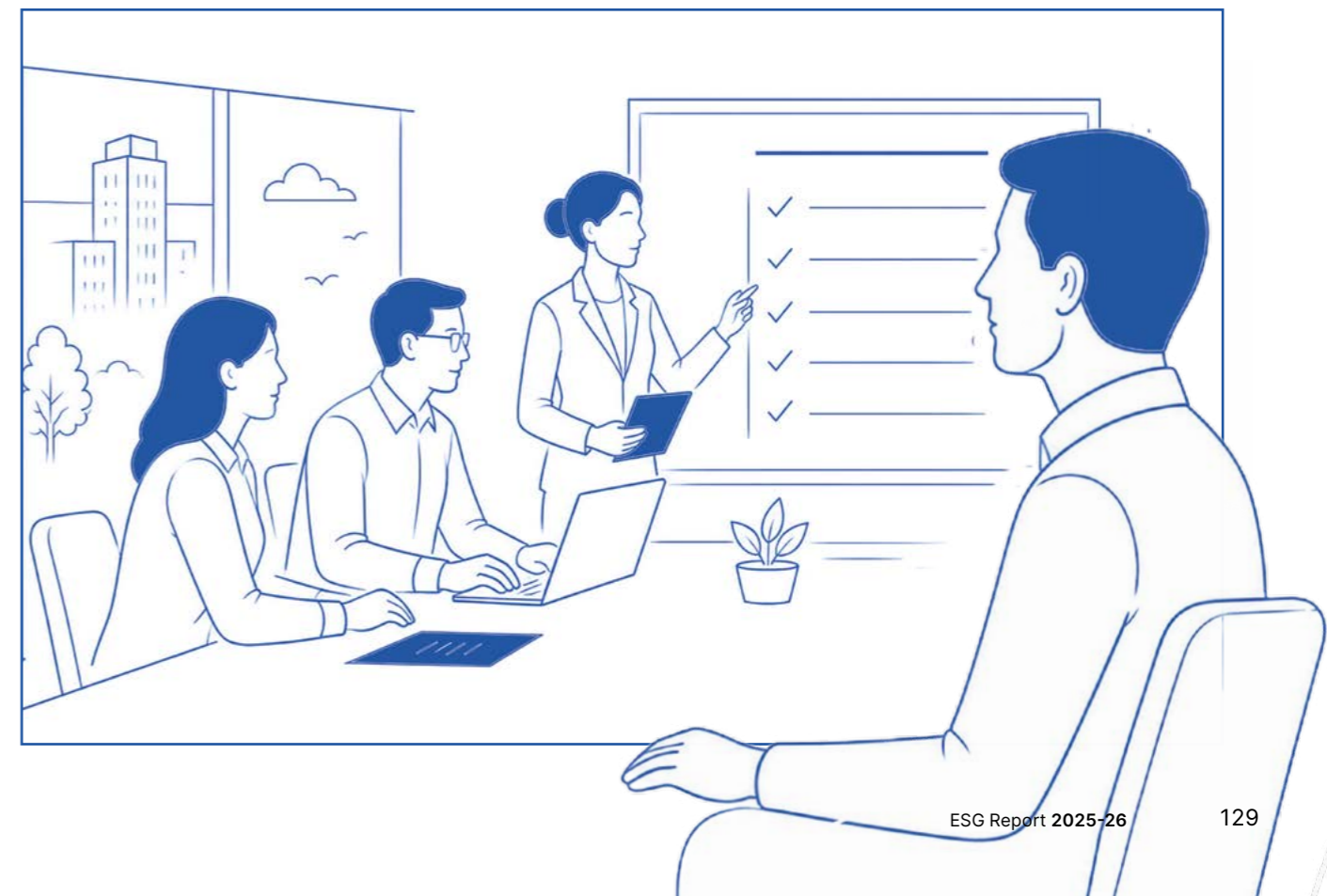
Several grievance redressal mechanisms have been instituted for our employees, partners, and stakeholders to raise concerns about any potential violation of our Code of Conduct or dissonance with our values. These concerns are resolved through a transparent process with an assurance of non-retaliation.



In FY 2025-26, There Were  
**Zero Incidents**  
of Non-Compliance with Regulations and/or Voluntary Codes Concerning Marketing Communications

In FY 2025-26, There Were  
**Zero Incidents**  
of Non-Compliance with Regulations and/or Voluntary Codes Concerning Marketing Communications

In FY 2025-26, There Were  
**Zero Reported Complaints**  
Related to Ethics and Corruption



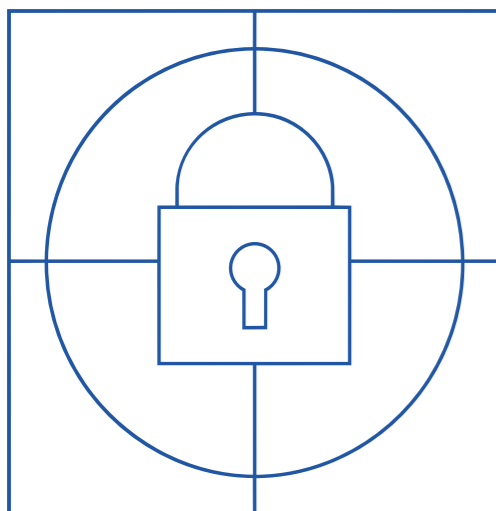
## Data Privacy and Cybersecurity

We employ rigorous systems and protocols to safeguard information security and data privacy across all digital touchpoints.

A proactive approach ensures the protection and integrity of our stakeholders' information as well as operational resilience against evolving cyber threats. In FY 2025-26, there were zero complaints regarding data privacy and our data breach case.

Advanced technologies have been deployed to monitor potential risks to data privacy and cybersecurity. Ongoing assessments of our systems and processes allow us to proactively identify vulnerabilities, ensuring we are better prepared to address emerging threats. A dedicated Security Operations Centre (SoC) manages a specialised suite of tools and applications designed to protect sensitive data and detect security incidents in real time.

All employees are trained regularly on information security practices to understand the critical role each one plays in maintaining data integrity and confidentiality and defending our Company against digital risks.



In FY 2025-26, there were **zero** complaints regarding data privacy

## Risk Management

We utilise a comprehensive Enterprise Risk Management (ERM) framework to identify and address risks throughout our business operations.

The process involves monitoring emerging risks, particularly those related to climate change and regulatory compliance, which we report as part of our regular disclosures. We leverage tools such as scenario analysis and materiality assessments to evaluate how these risks could influence our operations and investment strategies and deploy solutions to mitigate or adapt to them.

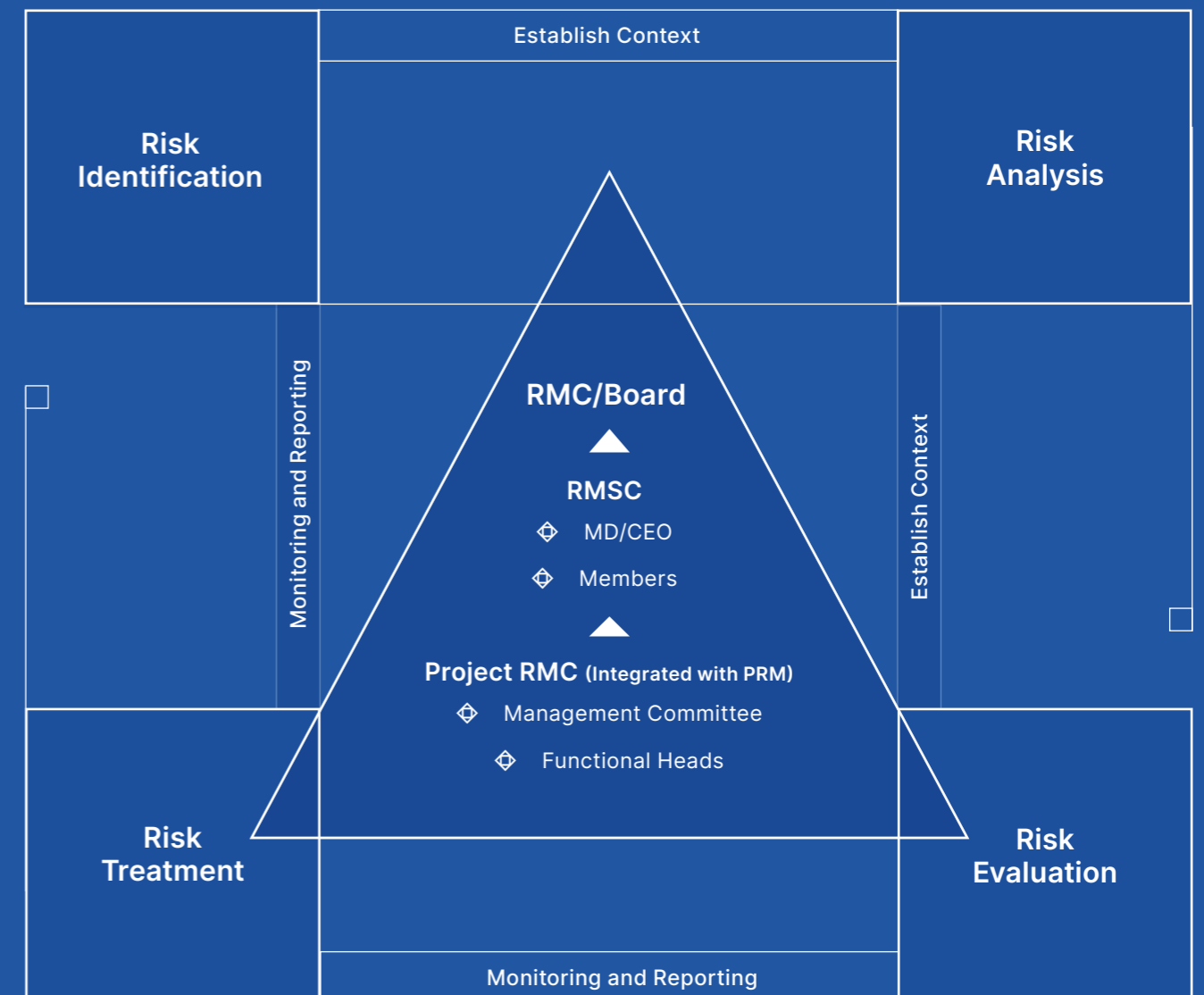
ESG considerations, including climate transition, social impact, and evolving regulations, are integrated into our risk evaluation process to align our actions with long-term business and sustainability goals.



## Risk Management Framework

A comprehensive policy and charter underpin our ERM framework, facilitating the early detection, evaluation, and mitigation of potential risks across daily operations and long-term planning, aligned with ISO 31000:2009 standards. Oversight of the ERM is maintained through three levels of accountability:

- ◆ **Project and Functional Risk Reviews**  
To identify risks at the project or functional level. High and critical risks are reviewed during monthly Project Review Meetings (PRMs), where progress is assessed against pre-established risk thresholds.
- ◆ **Risk Management Steering Committee (RMSC)**  
Reviews significant risks at a functional and project level. It meets at regular intervals to track emerging issues and assesses strategic enterprise risks on a half-yearly basis to support leadership decisions.
- ◆ **Risk Management Committee (RMC) and Board Oversight**  
conducts in-depth reviews of the top five organisational risks twice a year.



### Strategic Risk Management Process

A well-defined response protocol ensures that we take timely, effective action whenever risks arise. Our risk management approach follows the requirements of ISO 31000:2009 for consistency and accountability across our portfolio. Risk owners and the Head of Risk follow these guidelines strictly while managing their respective responsibilities.

The risk management process integrates insights from across the organisation, enabling a comprehensive understanding of risk exposure and strengthening preparedness. Employees are equipped with the skills to identify, assess, and respond to risks with confidence. This structured approach embeds risk management as a continuous discipline across the lifecycle of projects and organisational functions.

Organisational risks are reviewed across the following categories:

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



Project-level Risk Management Committees (RMCs) take the lead in identifying potential risks and designing tailored mitigation strategies. Should a risk be classified as significant, risk owners consult the Apex Risk Management Steering Committee (RMSC) for strategic guidance and formal approval. We finalise all mitigation plans after undertaking a cost-benefit analysis to make informed, value-driven decisions.

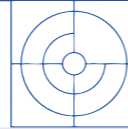
The risk environment is monitored through regular, scheduled reviews and documenting all key observations so we can continuously refine processes and strengthen the risk management framework.

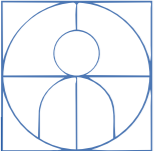
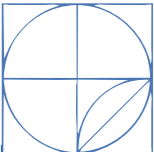
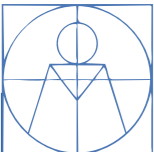
| Frequency of Risk Assessment | Conducted by            | Reported to             | Risk Type                                |
|------------------------------|-------------------------|-------------------------|--|
| Monthly                      | Project RMC             | Project/Operations Head | All Tactical and Operational             |
| As per criticality           | Project/Operations Head | Apex RMSC               | High/Critical, Tactical, and Operational |
| Half-yearly                  | Head-Risk/Risk Owner    | Apex RMSC               | Strategic and Other High/Critical Risks  |
| Half-yearly                  | Head-Risk               | RMC                     | Strategic and other High/Critical Risks  |



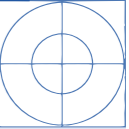
Risk Matrix

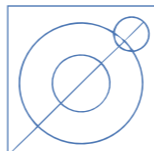
Operational Risks

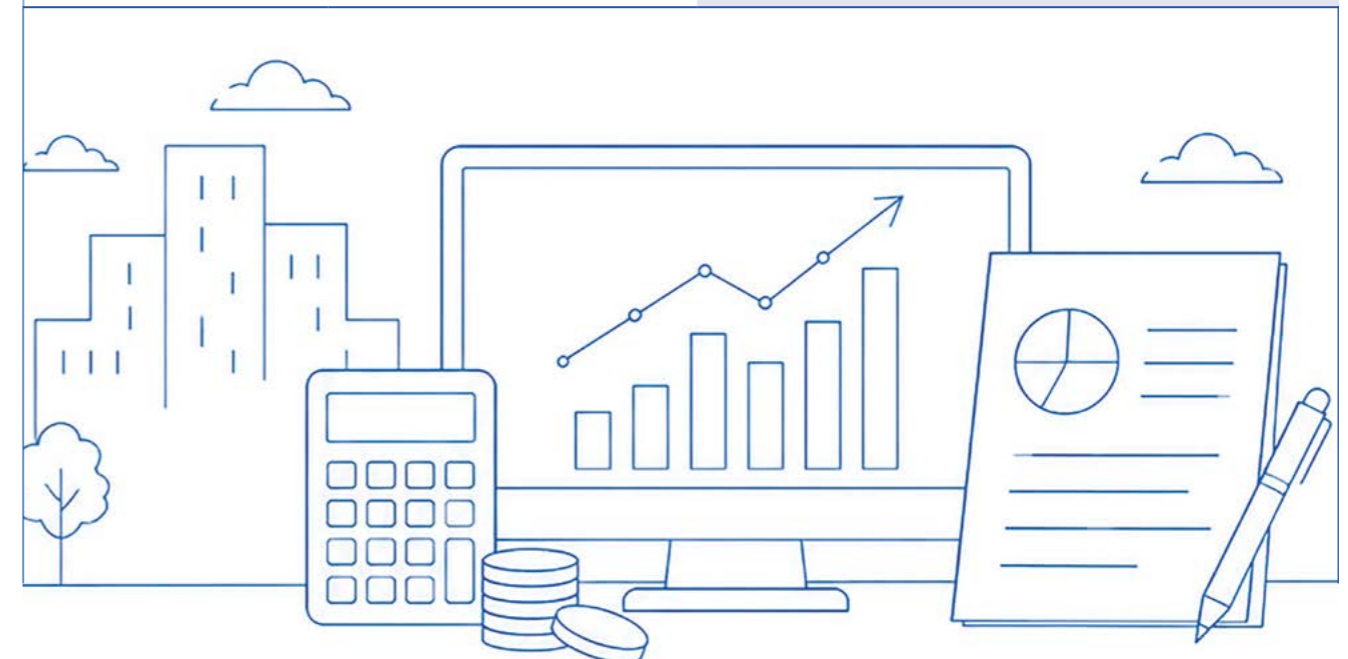


| Risk   | Potential Impact  | Mitigation Plan  |
|--|---|--|
| Operational Health and Safety<br> | Inadequate site vigilance leads to safety issues, injuries, and loss of life (including fire hazards and threats by anti-social elements)   | <ul style="list-style-type: none"> <li>- Design and implement an Emergency Planning and Response Plan (EPRP).</li> <li>- Conduct regular training and drills. Ensure availability of fire extinguishers and PPE.</li> <li>- Enhance site surveillance and staff security and support personnel.</li> <li>- Establish Occupational Health Centres with medical staff and ambulance access.</li> <li>- Maintain comprehensive incident records for management reporting.</li> <li>- Periodic Awareness Campaigns.</li> </ul>   |
| Climate Risk (Physical)<br>     | <ul style="list-style-type: none"> <li>- Increased business disruption across operations and supply chains due to natural disasters such as flood</li> <li>- Acute and chronic water shortage</li> <li>- Loss of the top layer of soil due to excavation</li> <li>- Air and Water Pollution</li> <li>- Reduction in vegetation cover by conversion of agricultural land</li> <li>- Rising temperatures</li> </ul> | <ul style="list-style-type: none"> <li>- Innovative HVAC and climate-responsive designs. Strategies for flood-resilient buildings and landscaping.</li> <li>- Planting urban forests to increase tree cover. Retaining older trees at project sites.</li> <li>- Water conservation strategies, including low-flow fixtures, rainwater harvesting, and increased use of recycled water.</li> <li>- Innovation to move towards net-zero buildings and enhance energy productivity in products.</li> <li>- Provision of smart technologies for assets to monitor consumer behaviour.</li> </ul> |
| Workforce Management<br>        | <ul style="list-style-type: none"> <li>- Delays and disruptions in construction due to labour shortages</li> </ul>  | <ul style="list-style-type: none"> <li>- Provide on-site accommodation and necessary utilities to workers.</li> <li>- Encourage workers' participation from the local community to reduce reliance on distant or external labor sources.</li> </ul>  |

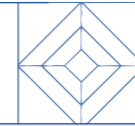
Financial Risks

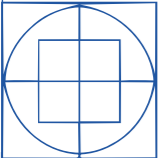
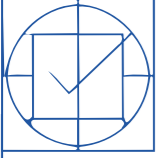



| Risk   | Potential Impact   | Mitigation Plan   |
|--|--|---|
| High Debt leads to lower profitability and financial trap<br> | Legacy investments not in line with strategic priorities and market evolution  | <ul style="list-style-type: none"> <li>- Partially divest projects and sell select land parcels to reduce debt, pending Board approval.</li> <li>- Consider Real Estate Investment Trusts (REITs) for added liquidity and debt reduction</li> <li>- Align investments with strategic priorities and market trends to optimise portfolio and financial performance.</li> </ul>   |
| Delay in monetisation and liquidation of existing assets<br> | <ul style="list-style-type: none"> <li>- Restriction on raising funds through FDI</li> <li>- Revenue loss due to lower sales</li> <li>- Misalignment of cash flows and managing funds</li> <li>- Managing Debt to Equity Ratio</li> <li>- Increasing interest rates</li> </ul> | <ul style="list-style-type: none"> <li>- Infusion of equity by Tata Sons to enable further leverage.</li> <li>- Balance short-term and long-term debt for optimal capital structure.</li> <li>- Document annual pricing changes, ensuring compliance with Delegation of Authority (DOA).</li> <li>- Monitor cash flow alignment with company objectives and market scenarios.</li> <li>- Explore Private Equity (P/E) infusion to bolster equity.</li> <li>- Maintain balanced fixed-rate and floating-rate loans, with prepayment options for managing interest rate risks.</li> </ul> |

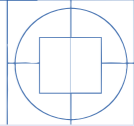


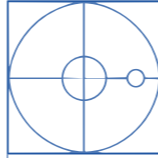
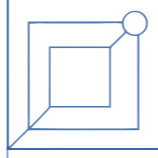
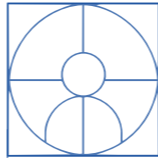
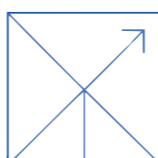
Compliance Risks



| Risk   | Potential Impact  | Mitigation Plan  |
|--|---|--|
| Policy and Regulations (Transition)<br>   | Increased input/operating costs for high-carbon activities<br>Threats of limitations on the license to operate for high-carbon activities   | Implement the Energy Conservation Building Code (ECBC) for residential and commercial sectors to cut carbon footprint and costs. Adhere to green building and sustainability standards to meet regulations. Proactively comply with environmental requirements and shift to cleaner energy sources to mitigate risks. Increase renewable energy use and develop net-zero buildings to align with regulations and reduce carbon impact. |
| Statutory Non-compliances related to Business inability to proactively envisage, understand, and comply with the regulatory changes<br> | Non-compliance with debt instrument listing guidelines<br>Failure to anticipate regulatory changes for statutory compliance<br>Inability to assess the impact and legal repercussions of events | Track funds usage and maintain an audit trail for compliance, obtaining end-use certificates promptly<br>Implement a compliance tracker to monitor statutory liability payments for the project. Anticipate regulatory changes with inputs from CREDAI, consultants, and authorities. Assess and communicate notice criticality promptly, providing compliance guidance to project teams.  |
| Litigation due to an organisation's actions/inactions<br>   | Inability to review issues on a timely basis and provide legal feedback and guidance<br>Ineffective communication/gaps in the escalation matrix resulting in delayed responses                  | Establish a process for timely sharing and escalating site communications to the corporate legal team. Utilise in-house legal resources or consultants for issue evaluation and responses. Implement litigation management tools for tracking legal matters efficiently. Conduct internal weekly issue reviews and regular meetings with the MD and Management Team for proactive legal risk management.                               |

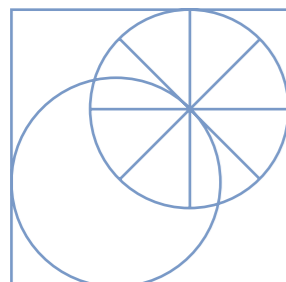
Strategic Risks



| Risk   | Potential Impact   | Mitigation Plan  |
|--|--|--|
| Market (Transition)<br>         | Decline in market demand for fossil-intensive products<br>Rise in demand for energy-efficient, low-carbon products amid low market demand  | Innovate towards net-zero buildings and enhance energy productivity in products to align with market demands. Implement smart technologies in assets to monitor consumer behavior and adapt offerings accordingly to meet evolving market demands. |
| Technology (Transition)<br>     | Resistance to adopting low fossil-intensive construction methods/technologies can impact future demand   | Monitor new market technologies and invest in R&D for building efficiency improvement. Embrace innovative methods to overcome resistance and promote low-carbon solutions adoption in construction.  |
| Reputation (Transition)<br>   | Growing tenant/customer expectations for responsible material consumption during construction, operations, and maintenance (O&M)   | Enhance market position with green-certified amenities and sustainable practices. Ensure compliance with marketed green features to meet customer expectations. Prioritise responsible material consumption to meet evolving customer demands.     |
| Non-execution of Strategy<br> | An incorrect Annual Business Plan leading to inaccurate estimation of company goals and targets<br><br>Inability to raise the required funds for organisational growth aspirations | Gather departmental inputs for financial models to finalise the Annual Business Plan approved by the MD and CFO. Set up strong systems to secure funding from project conception to execution to support organisational growth objectives.         |

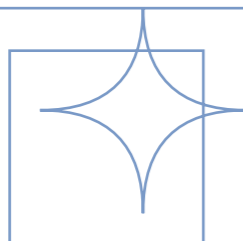
## Transparency and Reporting

At Tata Realty, our commitment to regulatory compliance and industry standards underpins our operational integrity. We recognise that meeting the highest legal and professional benchmarks is not only a statutory requirement but also essential to building long-term trust with our stakeholders. Adhering to leading ESG frameworks, including SEBI's BRSR, GRI Standards, and GRESB, helps strengthen our disclosures, aligned with international best practices.



### Transparency and Accountability

We track and disclose comprehensive ESG metrics to provide stakeholders with an objective, accurate view of our progress. Independent third-party audits and assurance are undertaken for these disclosures to validate the integrity and accuracy of our data.



### Benchmarking Excellence

Participating in global sustainability indices allows us to measure our performance against industry peers, stay ahead of evolving standards, and continuously refine our strategies to lead the real estate sector in excellence.



## Annexure

### GHG Calculation Methodology

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

| Fuel Type        | Parameter           | UoM                     | Factor | Source   |
|------------------|---------------------|-------------------------|--------|--|
| Diesel           | Net Calorific value | MJ/kg                   | 43     | IPCC 2006 Guidelines for National Greenhouse Gas Inventories |
| Diesel           | Density             | kg/L                    | 0.91   |  |
| Diesel           | Emission Factor     | kgCO <sub>2</sub> e/L   | 2.93   |  |
| Petrol           | Net Calorific value | MJ/kg                   | 44.3   |  |
| Petrol           | Emission Factor     | kgCO <sub>2</sub> e/L   | 2.30   |  |
| PNG              | Net Calorific value | MJ/kg                   | 48     |  |
| PNG              | Emission Factor     | kgCO <sub>2</sub> e/SCM | 1.89   |  |
| LPG              | Net Calorific value | MJ/kg                   | 47.3   |  |
| LPG              | Emission Factor     | kgCO <sub>2</sub> e/kg  | 2.99   |  |
| Grid Electricity | Conversion Factor   | GJ/kWh                  | 0.0036 |  |
| Grid Electricity | Emission Factor     | kgCO <sub>2</sub> e/kWh | 0.710  |  |
| R22              | Emission Factor     | tCO <sub>2</sub> e/kg   | 1.96   | IPCC 2006 Guidelines for National Greenhouse Gas Inventories |
| CO <sub>2</sub>  | GWP                 |                         | 1      |  |
| CH <sub>4</sub>  | GWP                 |                         | 27.9   |  |
| N <sub>2</sub> O | GWP                 |                         | 273    |  |

### ESG Factsheet

| Particulars | Unit  | FY 2025-26         |        |
|-------------|---|--------------------|--------|
| Energy      | Renewable   | GJ                 | 23,532 |
|             | Grid  | GJ                 | 36,176 |
|             | Fuel Energy   | GJ                 | 8,009  |
|             | Intensity   | kWh/sq.ft          | 5.41   |
| Emissions   | Scope 1   | tCO <sub>2</sub> e | 577    |
|             | Scope 2 (Market-based)                                | tCO <sub>2</sub> e | 2,119  |
|             | Scope 2 (Location-based)                              | tCO <sub>2</sub> e | 10,807 |
|             | Scope 3 - Tenant Emissions (Downstream Leased Assets) | tCO <sub>2</sub> e | 36,502 |

| Particulars                                     | Unit  | FY 2025-26                  |          |
|---|---|-----------------------------|----------|
|   |   |                             |          |
| Energy  | Renewable   | GJ                          | 23,532   |
|   | Grid  | GJ                          | 36,176   |
|   | Fuel Energy   | GJ                          | 8,009    |
|   | Intensity   | kWh/sq.ft                   | 5.41     |
| Emissions                                       | Scope 1   | tCO <sub>2</sub> e          | 577      |
|   | Scope 2 (Market-based)                                  | tCO <sub>2</sub> e          | 2,119    |
|   | Scope 2 (Location-based)                                | tCO <sub>2</sub> e          | 10,807   |
|   | Scope 3 - Tenant Emissions (Downstream Leased Assets)   | tCO <sub>2</sub> e          | 36,502   |
|   | Scope 3 Category Emissions                              | tCO <sub>2</sub> e          | 55,648   |
|   | GHG Emissions Intensity Scope 1, 2 (market-based) & 3   | kgCO <sub>2</sub> e/sq. ft. | 3.99     |
|   | GHG Emissions Intensity Scope 1, 2 (location-based) & 3 | kgCO <sub>2</sub> e/sq. ft. | 4.59     |
| Air Emissions (Pollutants)                      | NOx   | Tons                        | 0.874    |
|   | SOx   | Tons                        | 0.116    |
|   | SPM   | Tons                        | 0.094    |
| Water   | Fresh Water   | kL                          | 4,81,304 |
|   | Recycled Water  | kL                          | 3,50,837 |
|   | Intensity   | L/sq.ft                     | 88.53    |
| Waste Generated                                 | Hazard  | MT                          | 3.8      |
|   | Non-Hazard  | MT                          | 1,568    |
| Waste Disposed (Hazardous)                      | Recycled  | MT                          | 3.8      |
|   | Incineration  | MT                          | 0        |
|   | Composting  | MT                          | 0        |
| Waste Disposed (Non-Hazardous)                  | Recycled  | MT                          | 1,294    |
|   | Reused  | MT                          | 0        |
|   | Incineration  | MT                          | 156      |
|   | Composting  | MT                          | 117      |
|   | Sent to Landfill  | MT                          | 0        |
| EHS   | Fatalities  | No.                         | 0        |
|   | Reportable Injuries                                     | No.                         | 1        |
|   | LTIFR   | No.                         | 1.3      |
|   | Near Misses   | No.                         | 72       |
| The ratio of Basic Salary of Women to Men       | Senior Management                                       | Percentage                  | 57%      |
|   | Middle Management                                       | Percentage                  | 79%      |
|   | Junior Management                                       | Percentage                  | 95%      |
| The ratio of Basic Remuneration of Women to Men | Senior Management                                       | Percentage                  | 65%      |
|   | Middle Management                                       | Percentage                  | 78%      |
|   | Junior Management                                       | Percentage                  | 88%      |



| Particulars                   | Unit              | FY 2025-26 |              |              |              |
|-------------------------------|-------------------|------------|--------------|--------------|--------------|
|                               |                   | Male       | Female       | Total        |              |
| Employee Count                | Senior management | No.        | 20           | 3            | 23           |
|                               | Middle management | No.        | 147          | 25           | 172          |
|                               | Junior management | No.        | 110          | 30           | 140          |
|                               | <b>Total</b>      | No.        | <b>277</b>   | <b>58</b>    | <b>335</b>   |
| Total Employee Training Hours | Senior management | Hrs        | 255          | 139          | 394          |
|                               | Middle management | Hrs        | 3,071        | 767          | 3,838        |
|                               | Junior management | Hrs        | 1,827        | 385          | 2,212        |
|                               | <b>Total</b>      | Hrs        | <b>5,153</b> | <b>1,291</b> | <b>6,444</b> |
| Average Training Hours        | <b>Total</b>      | Hrs        | <b>17.95</b> | <b>21.52</b> | <b>18.57</b> |
| New Hires                     | Senior management | No.        | 5            | 0            | 5            |
|                               | Middle management | No.        | 27           | 6            | 33           |
|                               | Junior management | No.        | 33           | 9            | 42           |
|                               | <b>Total</b>      | No.        | <b>65</b>    | <b>15</b>    | <b>80</b>    |
| Employee Turnover             | Senior management | No.        | 5            | 0            | 5            |
|                               | Middle management | No.        | 33           | 7            | 40           |
|                               | Junior management | No.        | 25           | 12           | 37           |
|                               | <b>Total</b>      | No.        | <b>63</b>    | <b>19</b>    | <b>82</b>    |





| Particulars       | Unit  | FY 2025-26 |           |            |           |
|-------------------|---|------------|-----------|------------|-----------|
|                   |   | Male       | Female    | Total      |           |
| Parental Leave    | Total number of employees who were entitled to parental leave | No.        | 277       | 58         | 335       |
|                   | Total number of employees who took parental leave             | No.        | 9         | 4          | 13        |
|                   | Return to work of employees who took parental leave           | Percentage | 100%      | 100%       | 100%      |
|                   | Retention rates of employees who took parental leave          | Percentage | 100%      | 100%       | 100%      |
|                   |   |            | <30 years | 30-50      | >50       |
| Employee Count    | Senior management   | No.        | 0         | 11         | 12        |
|                   | Middle management   | No.        | 2         | 144        | 26        |
|                   | Junior management   | No.        | 37        | 91         | 12        |
|                   | <b>Total</b>  | No.        | <b>39</b> | <b>246</b> | <b>50</b> |
| New Hires         | Senior management   | No.        | 0         | 3          | 2         |
|                   | Middle management   | No.        | 1         | 31         | 1         |
|                   | Junior management   | No.        | 21        | 21         | 0         |
|                   | <b>Total</b>  | No.        | <b>22</b> | <b>55</b>  | <b>3</b>  |
| Employee Turnover | Senior management   | No.        | 0         | 2          | 3         |
|                   | Middle management   | No.        | 0         | 38         | 2         |
|                   | Junior management   | No.        | 8         | 28         | 1         |
|                   | <b>Total</b>  | No.        | <b>8</b>  | <b>68</b>  | <b>6</b>  |

## GRI Index

Tata Realty has reported the disclosures in reference to the GRI Standards 2021 for the period April 1, 2025, to March 31, 2026.







| GRI Standard               | GRI Indicator | GRI Description   | BRSR Disclosure     | Section Name / Data / Comment  | Page No.     | Mapping with SDG |
|----------------------------|---------------|---|---------------------|--|--------------|------------------|
| GRI 2: General Disclosures |               |   |                     |  |              |                  |
| GRI 2-1                    |               | Organisational details  | A2, A5              | About the Report; Key Performance Snapshot                               | 4, 16        |                  |
| GRI 2-2                    |               | Entities included in the organization's sustainability reporting            | A13, A23            | About the Report   | 5            |                  |
| GRI 2-3                    |               | Reporting period, frequency, and contact point                              | A6, A7, A8, A9, A12 | About the Report   | 4-7          |                  |
| GRI 2-4                    |               | Restatements of information   |                     | About the Report   | 7            |                  |
| GRI 2-5                    |               | External assurance  | A14, A15, B11       | Annexure   | 7            |                  |
| GRI 2-6                    |               | Activities, value chain, and other business relationships                   | A16, A17, A18, A19  | About us   | 11,17, 20,22 |                  |
| GRI 2-7                    |               | Employees   | A-20                | Resonate: Diversity, Equity & Inclusion (DEI); Human Capital Development | 100          |                  |
| GRI 2-8                    |               | Workers who are not employees   | A-20                | NA   |              |                  |
| GRI 2-9                    |               | Governance structure and composition  | B8, B9              | ESG Governance & Oversight   | 42-29        |                  |
| GRI 2-10                   |               | Nomination and selection of the highest governance body                     | P1 – L2             | ESG Governance & Oversight   | 42-29        |                  |
| GRI 2-11                   |               | Chair of the highest governance body  | B8, B9              | ESG Governance & Oversight   | 42-29        |                  |
| GRI 2-12                   |               | Role of the highest governance body in overseeing the management of impacts | B5                  | ESG Governance & Oversight   | 42-29        |                  |
| GRI 2-13                   |               | Delegation of responsibility for managing impacts                           | B8, P5 – E4         | ESG Governance & Oversight   | 42-29        |                  |
| GRI 2-14                   |               | Role of the highest governance body in sustainability reporting             | B8, B9              | ESG Governance & Oversight   | 42-29        |                  |
| GRI 2-15                   |               | Conflicts of interest   | P1 – L2             | Reaffirm: Business Ethics & Compliance                                   | 129          |                  |


















| GRI Standard           | GRI Indicator | GRI Description  | BRSR Disclosure   | Section Name / Data / Comment   | Page No.                         | Mapping with SDG  |
|------------------------|---------------|--|---|---|----------------------------------|---|
|                        | GRI 2-16      | Communication of critical concerns                           | P1 – E6   | ESG Governance & Oversight, Reaffirm: Business Ethics & Compliance  | 44-49, 129                       |   |
|                        | GRI 2-17      | Collective knowledge of the highest governance body          | P1 – E1   | ESG Governance & Oversight  | 44-49                            |   |
|                        | GRI 2-18      | Evaluation of the performance of the highest governance body |   | ESG Governance & Oversight  | 44-49                            |   |
|                        | GRI 2-19      | Remuneration policies  | P5 – E3   | ESG Governance & Oversight  | 44-49                            |   |
|                        | GRI 2-20      | Process to determine remuneration                            |   | ESG Governance & Oversight  | 44-49                            |   |
|                        | GRI 2-21      | Annual total compensation ratio                              | P5 – E3   | Resonate: Diversity, Equity & Inclusion (DEI); Pay Parity   | 104                              |   |
|                        | GRI 2-22      | Statement on sustainable development strategy                | B7  | Leadership Perspective: From Commitment to Performance  | 8-11                             |   |
|                        | GRI 2-23      | Policy commitments   | B1, B3, P1 – E4, P5 – E9, P9 – E5   | Reaffirm: Corporate Governance  | 128                              |   |
|                        | GRI 2-24      | Embedding policy commitments                                 | B2, P1 – E1, P5 – E1, P5 – E9   | ESG Governance & Oversight  | 44-49                            |  |
|                        | GRI 2-25      | Processes to remediate negative impacts                      | A25, P1 – E6, P3 – E6, P3 – E13, P5 – E5, P5 – E6, P5 – E8, P5 – L1, P8 – E3, P9 – E1 | Reaffirm: Risk Management; Resonate: Tenant & Customer Engagement; Health, Safety & Wellbeing; Human Rights | 134-137, 112 – 114, 88-96, 86-87 |   |
|                        | GRI 2-26      | Mechanisms for seeking advice and raising concerns           |   | Resonate: Tenant & Customer Engagement; Health, Safety & Wellbeing; Human Rights                            | 112 – 114, 88-96, 86-87          |   |
|                        | GRI 2-27      | Compliance with laws and regulations                         | P1 – E2, P1 – E3, P6 – E13  | Reaffirm: Business Ethics & Compliance  | 129                              |  |
|                        | GRI 2-28      | Membership associations                                      | P7 – E1, P7 – L1  | Memberships & Associations  | 22-23                            |   |
|                        | GRI 2-29      | Approach to stakeholder engagement                           | P4 – E1, P4 – E2, P4 – L1, P4 – L3  | Reaffirm: Stakeholder Engagement  | 122-126                          |   |
|                        | GRI 2-30      | Collective bargaining agreements                             | P3 – E7   | Resonate: Human Rights  | 86-87                            |   |
| GRI 3: Material Topics | GRI 3-1       | Process to determine material topics                         | A26, P4 – E2, P4 – L2   | Double Materiality  | 28-33                            |   |

| GRI Standard                       | GRI Indicator | GRI Description  | BRSR Disclosure  | Section Name / Data / Comment                                    | Page No.            | Mapping with SDG  |
|------------------------------------|---------------|--|--|--|---------------------|---|
|                                    | GRI 3-2       | List of material topics  | A26  | Double Materiality: Double Materiality Matrix and Prioritisation | 28-33               |   |
|                                    | GRI 3-3       | Management of material topic   | A26, B5, B6, P1 – E4, P2 – E3, P3 – E12, P3 – E14, P3 – E15, P5 – E9, P5 – E11, P5 – L1, P5 – L4, P6 – E2, P6 – E10, P6 – L4, P7 – E2, P8 – E3, P8 – L1, P8 – L3, P9 – E5, P9 – L2 | Reimagine; Regenerate; Resonate; Reaffirm                        | 40, 50, 56, 84, 120 |   |
| GRI 201: Economic Performance      | GRI 201-1     | Direct economic value generated and distributed                                | A24, P8 – L4   | Key Performance Snapshot   | 16                  |   |
|                                    | GRI 201-2     | Financial implications and other risks and opportunities due to climate change | A26  | Regenerate: Climate Action and Resilience                        | 60-67               |   |
|                                    | GRI 201-3     | Defined benefit plan obligations and other retirement plans                    | P3 – E1, P3 – E2   | NA   |                     |   |
|                                    | GRI 201-4     | Financial assistance received from government                                  |  | NA   |                     |   |
| GRI 202: Market Presence           | GRI 202-1     | Ratios of standard entry-level wage by gender compared to local minimum wage   | P5 – E2  | Resonate: Human Rights   | 86-87               |   |
|                                    | GRI 202-2     | Proportion of senior management hired from the local community                 |  | NA   |                     |   |
| GRI 203: Indirect Economic Impacts | GRI 203-1     | Infrastructure investments and services supported                              |  | Key Performance Snapshot   | 16                  |   |
|                                    | GRI 203-2     | Significant indirect economic impacts  |  | NA   |                     |   |
| GRI 204: Procurement Practices     | 204-1         | Proportion of spending on local suppliers                                      | P8 – E4, P8 – L3   | Reimagine: Sustainable and Responsible Supply Chain              | 54-55               |    |
| GRI 205: Anti-corruption           | GRI 205-1     | Operations assessed for risks related to corruption                            |  | Reaffirm: Business Ethics & Compliance                           | 129                 |   |
|                                    | GRI 205-2     | Communication and training about anti-corruption policies and procedures       | P5 – E1  | Reaffirm: Business Ethics & Compliance; Resonate: Human Rights   | 129, 86-87          |   |
|                                    | GRI 205-3     | Confirmed incidents of corruption and actions taken                            | P1 – E4, P1 – E5, P1 – E7  | Reaffirm: Business Ethics & Compliance                           | 129                 |   |

| GRI Standard                        | GRI Indicator | GRI Description  | BRSR Disclosure            | Section Name / Data / Comment   | Page No. | Mapping with SDG |
|-------------------------------------|---------------|--|----------------------------|---|----------|------------------|
| GRI 206: Anti-competitive Behaviour | GRI 206-1     | Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices | P7 – E2                    | Reaffirm: Business Ethics & Compliance  | 129      |                  |
| GRI 207: Tax                        | GRI 207-1     | Approach to tax  |                            | NA  |          |                  |
|                                     | GRI 207-2     | Tax governance, control, and risk management                                     |                            | NA  |          |                  |
|                                     | GRI 207-3     | Stakeholder engagement and management of concerns related to tax                 |                            | NA  |          |                  |
|                                     | GRI 207-4     | Country-by-country reporting   |                            | NA  |          |                  |
| GRI 301: Materials                  | GRI 301-1     | Materials used by weight or volume   | P6 – L4                    | Reimagine: Sustainable and Responsible Supply Chain   | 54-55    |                  |
|                                     | GRI 301-2     | Recycled input materials used  | P2 – L3, P6 – L4           | Reimagine: Sustainable and Responsible Supply Chain   | 54-55    |                  |
|                                     | GRI 301-3     | Reclaimed products and their packaging materials                                 | P2 – L5, P6 – L4           | NA  |          |                  |
| GRI 302: Energy                     | GRI 302-1     | Energy consumption within the organization                                       | P6 – E1, P6 – E2, P6 – L4  | Regenerate: Energy Consumption and Efficiency: Energy Consumption (GJ)                            | 68       |                  |
|                                     | GRI 302-2     | Energy consumption outside of the organization                                   | P6 – E2, P6 – L4           | NA  |          |                  |
|                                     | GRI 302-3     | Energy intensity   | P6 – E1, P6 – E2, P6 – L4  | Regenerate: Energy Consumption and Efficiency: Energy Intensity (kWh/sq.ft)                       | 68       |                  |
|                                     | GRI 302-4     | Reduction of energy consumption  | P6 – E2, P6 – L4           | Regenerate: Energy Consumption and Efficiency: Monitoring Energy Usage; Renewable Energy Adoption | 68-75    |                  |
|                                     | GRI 302-5     | Reductions in energy requirements of products and services                       | P6 – E2, P6 – L4           | NA  |          |                  |
| GRI 303: Water and Effluents        | 303-1         | Interactions with water as a shared resource                                     | P6 – E5, P6 – E12, P6 – L4 | Regenerate: Water Stewardship   | 78-80    |                  |
|                                     | 303-2         | Management of water discard-related impacts                                      | P6 – E5, P6 – L4           | Regenerate: Water Stewardship   | 78-80    |                  |
|                                     | 303-3         | Water withdrawal   | P6 – E3, P6 – L1, P6 – L4  | Regenerate: Water Stewardship   | 78-80    |                  |
|                                     | 303-4         | Water discharge  | P6 – E4, P6 – L1, P6 – L4  | Regenerate: Water Stewardship   | 78-80    |                  |

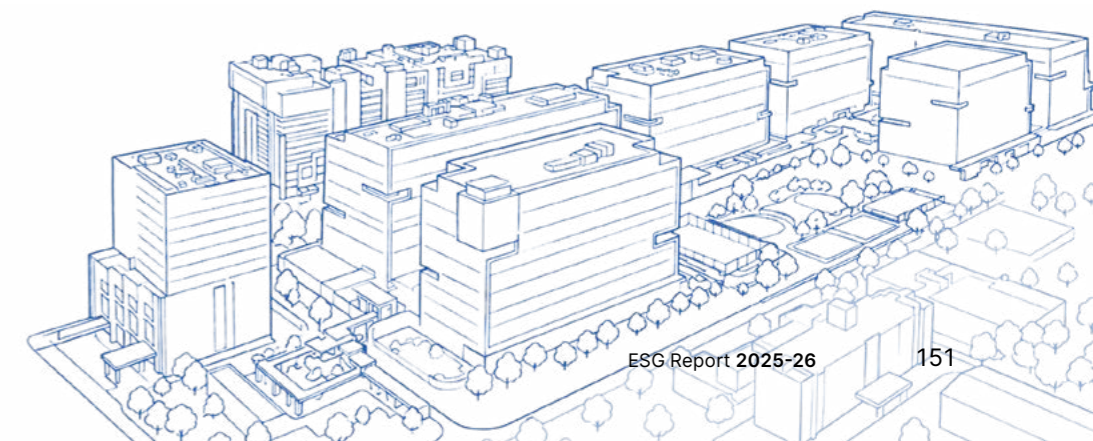
| GRI Standard          | GRI Indicator | GRI Description   | BRSR Disclosure             | Section Name / Data / Comment   | Page No. | Mapping with SDG |
|-----------------------|---------------|---|-----------------------------|---|----------|------------------|
|                       | 303-5         | Water consumption   | P6 – E3, P6 – L4            | Regenerate: Water Stewardship   | 78-80    |                  |
| GRI 304: Biodiversity | GRI 304-1     | Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | P6 – E11, P6 – E12, P6 – L4 | NA  |          |                  |
|                       | GRI 304-2     | Significant impacts of activities, products, and services on biodiversity   | P6 – L3, P6 – L4            | Regenerate: Biodiversity  | 59       |                  |
|                       | GRI 304-3     | Habitats protected or restored  | P6 – L3, P6 – L4            | Regenerate: Biodiversity  | 59       |                  |
|                       | GRI 304-4     | IUCN Red List species and national conservation list species with habitats in areas affected by operations                                | P6 – L4                     | Regenerate: Biodiversity  | 59       |                  |
| GRI 305: Emissions    | GRI 305-1     | Direct (Scope 1) GHG Emissions  | P6 – E7, P6 – L4            | Regenerate: Energy Consumption and Efficiency: Managing GHG Emissions | 75-77    |                  |
|                       | GRI 305-2     | Energy Indirect (Scope 2) GHG Emissions   | P6 – E7, P6 – L4            | Regenerate: Energy Consumption and Efficiency: Managing GHG Emissions | 75-77    |                  |
|                       | GRI 305-3     | Other indirect (Scope 3) GHG Emissions  | P6 – E7, P6 – L4            | Regenerate: Energy Consumption and Efficiency: Managing GHG Emissions | 75-77    |                  |
|                       | GRI 305-4     | GHG Emission Intensity  | P6 – E7, P6 – L2, P6 – L4   | Regenerate: Energy Consumption and Efficiency: Managing GHG Emissions | 75-77    |                  |
|                       | GRI 305-5     | Reduction of GHG Emissions  | P6 – E8, P6 – L4            | Regenerate: Energy Consumption and Efficiency: Managing GHG Emissions | 75-77    |                  |
|                       | GRI 305-6     | Emissions of ozone-depleting substances (ODS)   | P6 – L4                     | Regenerate: Energy Consumption and Efficiency: Managing GHG Emissions | 75-77    |                  |
|                       | GRI 305-7     | Nitrogen oxides (NOx), Sulphur oxides (Sox), and other significant air emissions  | P6 – E6, P6 – L4            | Regenerate: Energy Consumption and Efficiency: Managing Air Emissions | 75-77    |                  |

| GRI Standard                               | GRI Indicator | GRI Description  | BRSR Disclosure                     | Section Name / Data / Comment  | Page No. | Mapping with SDG  |
|--|---------------|--|-------------------------------------|--|----------|---|
| GRI 306: Waste                             | GRI 306-1     | Waste generation and significant waste-related impacts   | P6 - L4                             | Regenerate: Waste & Circular Economy: Waste Management Measures          | 81-83    |     |
|  | GRI 306-2     | Management of significant waste-related impacts  | P2 - E3, P2 - L2, P6 - E10, P6 - L4 | Regenerate: Waste & Circular Economy: Waste Management Measures          | 81-83    |     |
|  | GRI 306-3     | Waste Generated  | P6 - E9, P6 - L4                    | Regenerate: Waste & Circular Economy: Waste Management Measures          | 81-83    |    |
|  | GRI 306-4     | Waste diverted from disposal   | P6 - E9, P6 - L4                    | Regenerate: Waste & Circular Economy: Waste Management Measures          | 81-83    |     |
|  | GRI 306-5     | Waste Directed to disposal   | P6 - E9, P6 - L4                    | Regenerate: Waste & Circular Economy: Waste Management Measures          | 81-83    |     |
| GRI 308: Supplier Environmental Assessment | GRI 308-1     | New suppliers that were screened using environmental criteria                                      | P2 - E2, P6 - L7                    | Reimagine: Sustainable and Responsible Supply Chain                      | 54-55    |    |
|  | GRI 308-2     | New suppliers that were screened using environmental criteria                                      | P6 - L6, P6 - L7                    | Reimagine: Sustainable and Responsible Supply Chain                      | 54-55    |    |
| GRI 401: Employment                        | GRI 401-1     | New employee hires and employee turnover   | A22                                 | Resonate: Diversity, Equity & Inclusion (DEI); Employee Turnover         | 100-101  |    |
|  | GRI 401-2     | Benefits provided to full-time employees that are not provided to temporary or part-time employees | P3 - E1a                            | Resonate: Human Capital Development: Employee Benefits                   | 105-107  |    |
|  | GRI 401-3     | Parental leave   | P3 - E5                             | Resonate: Human Capital Development: Employee Benefits                   | 88-96    |     |
| GRI 402: Labor/ Management Relations       | GRI 402-1     | Minimum notice periods regarding operational changes   |                                     | Resonate: Diversity, Equity & Inclusion (DEI); Human Capital Development | 88-96    |    |
| GRI 403: Health, Safety & Wellbeing        | GRI 403-1     | Health, Safety & Wellbeing management system   | P3 - E10 a                          | Resonate: Health, Safety & Wellbeing                                     | 88-96    |     |

| GRI Standard                    | GRI Indicator | GRI Description   | BRSR Disclosure                  | Section Name / Data / Comment  | Page No. | Mapping with SDG  |
|---------------------------------|---------------|---|----------------------------------|--|----------|---|
|                                 | GRI 403-2     | Hazard identification, risk assessment, and incident investigation  | P3 - E10 b, P3 - E10 c, P3 - E12 | Resonate: Health, Safety & Wellbeing: Hazard Identification and Risk Assessment (HIRA); Incident Management and Learning Culture | 88-96    |       |
|                                 | GRI 403-3     | Occupational health services  | P3 - E10                         | Resonate: Health, Safety & Wellbeing   | 88-96    |       |
|                                 | GRI 403-4     | Worker participation, consultation, and communication on Health, Safety & Wellbeing                           |                                  | Resonate: Health, Safety & Wellbeing: Safety Communication   | 88-96    |       |
|                                 | GRI 403-5     | Worker training on occupational health and safety   | P3 - E8, P5 - E1                 | Resonate: Health, Safety & Wellbeing: Safety Communication   | 88-96    |    |
|                                 | GRI 403-6     | Promotion of worker health  | P3 - E10 d                       | Resonate: Health, Safety & Wellbeing   | 88-96    |    |
|                                 | GRI 403-7     | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships |                                  | Resonate: Health, Safety & Wellbeing   | 88-96    |       |
|                                 | GRI 403-8     | Workers covered by an occupational health and safety management system  |                                  | Resonate: Health, Safety & Wellbeing: Safety Governance and Oversight  | 88-96    |   |
|                                 | GRI 403-9     | Work-related injuries   | P3 - E11, P3 - E12, P3 - E15     | Resonate: Health, Safety & Wellbeing: Incident Management and Learning Culture   | 88-96    |   |
|                                 | GRI 403-10    | Work-related ill health   | P3 - E11, P3 - E12, P3 - E15     | Resonate: Health, Safety & Wellbeing: Incident Management and Learning Culture   | 88-96    |   |
| GRI 404: Training and Education | GRI 404-1     | Average hours of training per year per employee   | P3 - E8, P5 - E1                 | Resonate: Human Capital Development: Learning & Leadership Development   | 110-111  |    |

| GRI Standard  | GRI Indicator | GRI Description  | BRSR Disclosure   | Section Name / Data / Comment  | Page No. | Mapping with SDG |
|---|---------------|--|---|--|----------|------------------|
|   | GRI 404-2     | Programs for upgrading employee skills and transition assistance programs                                      | P3 - E8, P3 - L4  | Resonate: Human Capital Development: Learning & Leadership Development | 110-111  |                  |
|   | GRI 404-3     | Percentage of employees receiving regular performance and career development reviews                           | P3 - E9   | Resonate: Human Capital Development                                    | 105-109  |                  |
| GRI 405: Diversity and Equal Opportunity                  | GRI 405-1     | Diversity of governance bodies and employees   | A20, A21, P3 - E3, P3 - E4  | Resonate: Diversity, Equity & Inclusion (DEI)                          | 100-103  |                  |
|   | GRI 405-2     | Ratio of basic salary and remuneration of women to men   | P5 - E2   | Resonate: Diversity, Equity & Inclusion (DEI): Pay Parity              | 100-103  |                  |
| GRI 406: Non-discrimination                               | GRI 406-01    | Incidents of discrimination and corrective actions taken   | P5 - E6, P5 - E7, P5 - L3   | Resonate: Human Rights   | 86-87    |                  |
| GRI 407: Freedom of Association and Collective Bargaining | GRI 407-1     | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | P3 - E7   | Resonate: Human Rights   | 86-87    |                  |
| GRI 408: Child Labor                                      | GRI 408-1     | Operations and suppliers at significant risk for incidents of child labor                                      |   | Resonate: Human Rights   | 86-87    |                  |
| GRI 409: Forced or Compulsory Labor                       | GRI 409-1     | Operations and suppliers at significant risk for incidents of forced or compulsory labor                       |   | Resonate: Human Rights   | 86-87    |                  |
| GRI 410: Security Practices                               | GRI 410-1     | Security personnel trained in human rights policies or procedures  | P5 - E9   | Resonate: Human Rights   | 86-87    |                  |
| GRI 411: Rights of Indigenous Peoples                     | GRI 411-1     | Incidents of violations involving the rights of indigenous people  |   | NA   |          |                  |
| GRI 413: Local Communities                                | GRI 413-1     | Operations with local community engagement, impact assessments, and development programs                       | P6 - E12, P8 - E1, P8 - E2, P8 - E3, P8 - E5, P8 - L1, P8 - L2, P8 - L6 | Resonate: Community Relations  | 115-119  |                  |

| GRI Standard                        | GRI Indicator | GRI Description   | BRSR Disclosure                             | Section Name / Data / Comment                                      | Page No.       | Mapping with SDG |
|-------------------------------------|---------------|---|---|--|----------------|------------------|
|                                     | GRI 413-2     | Operations with significant actual and potential negative impacts on local communities              | P8 - E5                                     | Resonate: Community Relations                                      | 115-119        |                  |
| GRI 414: Supplier Social Assessment | GRI 414-1     | New suppliers that were screened using social criteria  | P2 - E2, P5 - E9, P5 - L4                   | Reimagine: Sustainable and Responsible Supply Chain                | 54-55          |                  |
|                                     | GRI 414-2     | Negative social impacts in the supply chain and actions taken                                       | P3 - L5, P3 - L6, P5 - E9, P5 - L4, P5 - L5 | Reimagine: Sustainable and Responsible Supply Chain                | 54-55          |                  |
| GRI 415: Public Policy              | 415-1         | Political contributions   | P7 - L1                                     | No Political Contributions   |                |                  |
| GRI 416: Customer Health and Safety | GRI 416-1     | Assessment of the health and safety impacts of product and service categories                       |   | Resonate: Health, Safety & Wellbeing; Tenant & Customer Engagement | 88-99, 112-114 |                  |
|                                     | GRI 416-2     | Incidents of non-compliance concerning the health and safety impacts of products and services       | P9 - E2, P9 - E4, P9 - E6                   | Resonate: Health, Safety & Wellbeing; Tenant & Customer Engagement | 88-99, 112-114 |                  |
| GRI 417: Marketing and Labelling    | GRI 417-1     | Requirements for product and service information and labelling                                      | P9 - E2, P9 - L2, P9 - L4                   | NA   |                |                  |
|                                     | GRI 417-2     | Incidents of non-compliance concerning product and service information and labelling                | P9 - L4                                     | NA   |                |                  |
|                                     | GRI 417-3     | Incidents of non-compliance concerning marketing communications                                     |   | Reaffirm: Business Ethics & Compliance                             | 129            |                  |
| GRI 418: Customer Privacy           | GRI 418-1     | Substantiated complaints received concerning breaches of customer privacy and loss of customer data | P9 - E3, P9 - E5, P9 - E7                   | Reaffirm: Data Privacy and Cyber Security                          | 130            |                  |



## BRSR Index

| Additional BRSR Indicator    | Indicator  | Section Name / Data / Comment   | Page No./Information  |
|------------------------------|--|---|---|
| <b>Section A</b>             |  |   |   |
| 1                            | Corporate Identity Number (CIN) of the Listed Entity   | About us  | U70102MH2007PLC168300   |
| 3                            | Year of incorporation  | About us  | 2007  |
| 10                           | Name of stock exchange(s) where shares are listed  | NA  | NA  |
| 11                           | Paid-up capital  | NA  | NA  |
| 16                           | Percentage of turnover that is derived from each asset.  | NA  | NA  |
| 20                           | Number of differently abled employees and workers engaged by Tata Realty (permanent and other than permanent).   | NA  | NA  |
| 26                           | Overview of the entity's material responsible business conduct issues  | Double Materiality  | 28-33   |
| <b>Section B</b>             |  |   |   |
| 4                            | Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. | Reporting Standards; Memberships & Associations; Certifications; ESG Governance and Oversight         | ISO 9001:2015, ISO 45001:2018, ISO 14001:2015, GRI standards, ECBC, IGBC and IFC Edge |
| 10                           | Performance against above policies and follow up action Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances Policies   | ESG Governance and Oversight; Business Ethics & Compliance; Risk Management; Transparency & Reporting | 36-49, 130-138  |
| <b>Section C Principal 1</b> |  |   |   |
| P1 – E8                      | Number of days of accounts payables  | NA  | NA  |
| P1 – E9                      | Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along with loans and advances & investments with related parties   | NA  | NA  |
| P1 – L1                      | Awareness programmes conducted for value chain partners on any of the Principles during the financial year   | ESG Training for Suppliers  | 55  |
| <b>Section C Principal 2</b> |  |   |   |
| P2 – E1                      | Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively                      | NA  | NA  |

| Additional BRSR Indicator    | Indicator  | Section Name / Data / Comment   | Page No./Information         |
|------------------------------|--|---|------------------------------|
| P2 – E4                      | Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No). If yes, whether details thereof have been furnished in line with the Extended Producer Responsibility (EPR) application submitted to Pollution Control Boards? If not provide steps taken to address the same. | NA  | NA                           |
| P2 – L1                      | Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes provide details  | Lifecycle Carbon Assessment   | 52-53                        |
| P2 – L2                      | If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along with action taken to mitigate the same.  | Lifecycle Carbon Assessment   | 52-53                        |
| P2 – L4                      | Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed  | NA  | NA                           |
| <b>Section C Principal 3</b> |  |   |                              |
| P3 – E3                      | Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.  | Operations and Maintenance Stage: Diversity, Equity & Inclusion (DEI)           | 100-104                      |
| P3 – E4                      | Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web link to the policy.  | Operations and Maintenance Stage: Diversity, Equity & Inclusion (DEI)           | 100-104                      |
| P3 – L1                      | Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N) Workers- No   | Operations and Maintenance Stage: Human Capital Development – Employee Benefits | Employees-Yes<br>Workers- No |
| P3 – L2                      | Provide measures undertaken by entity to ensure that statutory dues have been deducted and deposited by value chain partners.  | NA  | NA                           |
| P3 – L3                      | Provide number of employees/workers having suffered high consequence work-related injury/ill-health/fatalities), who have been rehabilitated or placed in suitable employment or whose family members have been placed in suitable employment.   | Incident Management and Learning Culture  | 90                           |
| <b>Section C Principal 5</b> |  |   |                              |
| P5 – L2                      | Details of scope and coverage of Human Rights due diligence conducted.   | Human Rights Assessment   | 86-87                        |

| Additional BRSR Indicator  | Indicator   | Section Name / Data / Comment   | Page No./Information                     |
|----------------------------|---|---|--|
| P5 – L3                    | Is the premise/office of the entity accessible to differently abled visitors as per the requirements of the Rights of Persons with Disabilities Act, 2016?  | Operations and Maintenance Stage: Diversity, Equity & Inclusion (DEI) | 100-104                                  |
| <b>Section Principal 6</b> |   |   |  |
| P6 – L2                    | Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any. | NA  | NA                                       |
| P6 – L5                    | Does the entity have a business continuity and disaster management plan? Give details in 100 words/web link.  | Risk Management   | 130-137                                  |
| <b>Section Principal 8</b> |   |   |  |
| P8 – E2                    | Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.   | NA  | NA                                       |
| P8 – E5                    | Disclose wages paid to persons employed on a permanent / non-permanent / on contract basis as % of total wage cost, with respect to job creation in smaller towns   | NA  | NA                                       |
| P8 – L2                    | CSR projects undertaken by your entity in designated aspirational districts   | NA  | NA                                       |
| P8 – L5                    | Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.   | NA  | NA                                       |
| <b>Section Principal 9</b> |   |   |  |
| P9 – E2                    | Turnover of products and/or services as a percentage of turnover from all products/ services that carry information on environmental impact   | NA  | 100.00%                                  |
| P9 – E6                    | Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence instances of product recalls; penalty/action taken by regulatory authorities regarding safety of products/services.                            | NA  | NA                                       |
| P9 – L1                    | Channels/platforms where information on products and services of the entity can be accessed (provide web link, if available).   | Tenant and Customer Engagement  | Website, Our Assets                      |
| P9 – L3                    | Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.  | Tenant and Customer Engagement  | Informed via e-mail for planned shutdown |



## INDEPENDENT ASSURANCE OPINION STATEMENT

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

Holds Statement No.: **SRA 828746**

The British Standards Institution (**BSI**) has conducted a Limited level assurance engagement on the sustainability information (described in the "Scope") in the ESG Report for FY 2025-26 of **Tata Realty and Infrastructure Limited (TRIL)**, E Block, Voltas Compound, Tukaram, Bhikaji Kadam Marg, Chinchpokli, Mumbai, Maharashtra 400033

### Scope

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

The assurance covers the information of the following material topics (non-financial information) in the ESG report for the reporting period of 1<sup>st</sup> April 2025 to 31<sup>st</sup> March 2026 (FY 2025-26), "with reference to" the GRI universal standards 2021:

| Topic  | GRI Disclosure Reference  |
|--|---|
| Emission and Energy Management                   | GRI 302: Energy 2016: GRI 302-1,3,4<br>GRI 305: Emissions 2016: GRI 305-1 to 7  |
| Water Management                                 | GRI 303: Water and effluents 2018: GRI 303-1 to 5   |
| Waste Management                                 | GRI 306: Waste 2020: GRI 306-1 to 5   |
| Sustainable Buildings & Responsible Supply Chain | GRI 204: Procurement Practices 2016: GRI 204-1<br>GRI 301: Materials 2016: GRI 301-1,2<br>GRI 308: Supplier Environment Assessment 2016: GRI 308-1,2                                  |
| Health & Safety                                  | GRI 403: Occupational Health & Safety 2018: GRI 403-1 to 10   |
| Diversion & Inclusion                            | GRI 404: Training & Education 2016: GRI 404-1 to 3<br>GRI 401: Employment 2016: GRI 401-1 to 3<br>GRI 406: Non-Discrimination 2016: GRI 406-1<br>GRI 408: Child Labor 2016: GRI 408-1 |
| Local Community Development                      | GRI 413: Local Communities 2016: GRI 413-1,2  |
| Corporate Governance                             | GRI 205: Anti-Corruption 2016: GRI 205-1 to 3.<br>GRI 206: Anti-competitive behaviour 2016: GRI 206-1<br>GRI 418: Customer Privacy 2016: GRI 418-1                                    |
| Risk Management                                  | GRI 201: Economic Performance 2016: GRI-201-2   |

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The report also is written in accordance with the GRESB 2026 real estate reference guide for below KPIs.

Performance: GHG: GH1

Performance: Water: WT1

Performance: Energy: EN1

Performance: Waste: WS1

The selected information's are reported "with reference to the GRI universal standards 2021" and GRESB 2026 real estate reference guide for GHG, water, waste and energy KPIs.

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

### Opinion Statement

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

In our opinion, Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the accompanying Sustainability Information is not prepared, in all material respects, & with reference to the GRI universal standards 2021, also following GRESB 2026 real estate reference guide for GHG, Water, Waste and Energy KPIs for the reporting period 1st April 2025 to 31st March 2026.

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

### Methodology

Our assurance engagements were carried out in accordance with ISAE 3000 (Revised) assurance standard following the principles of Integrity, Objectivity, Professional competence and due care, Confidentiality, and Professional behaviour. ISO 14064-3:2019 assurance standard is used for information related to GHG statement. Our work was designed to gather evidence on which to base our opinion conclusions.

We undertook the following activities:

- Assessment of organization's control over the operational assets, landlord and tenant boundaries, property management approach
- Consolidation of ESG information: KPIs covered under material topics
- Assessment of the organization's reporting and management processes concerning this reporting against the principles of relevance, completeness, reliability, neutrality, understandability
- Data verification on limited level sampling
- Interviews with staffs involved in sustainability management, ESG report preparation, ESG data management and calculation of final numbers
- Document review of relevant systems, policies, and procedures wherever available
- Review of supporting evidence for claims made in the reports
- Traceability of information from the origin and testing at site for measurement procedures
- Review of data pertaining to the sampled units of TRIL, to confirm the data collection processes, record management practices, and check ESG material KPI's physically and through virtual mode.

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### Responsibility

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

### Independence, Quality Control and Competence

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

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

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

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

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

Issue Date: 21-05-2026  
For and on behalf of BSI:

Mitta Venkateswara Kumar

**Mitta Venkateswara Kumar**

Lead Assurer

**Emmanuel Herve**

Managing Director, South & South East Asia (S&SEA)

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

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

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

- a- Organization may look for how tenant contracts and organization's ESG expectations may be further aligned, to ensure ownership and attribution of water and waste management indicators.

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