



August 29, 2023

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|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|
| The General Manager Dept. of Corporate Services National Stock Exchange of India Limited Bandra Kurla Complex Bandra (E) Mumbai-400051 | The Manager Dept of Corporate Services BSE Limited Floor 25, P J Towers Dalal Street Mumbai - 400 001 |
| SCRIP CODE : PRESTIGE | SCRIP CODE: 533274 |

Dear Sir/ Madam,

Sub: Submission of Business Responsibility and Sustainability Report for the year FY 2022-23

Ref: Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015

With reference to the above Captioned subject matter and in Compliance with Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we hereby enclose the Business Responsibility and Sustainability Report for the financial year 2022-23.

The Business Responsibility and Sustainability Report for the financial year 2022-23 along with the Annual Report and Notice of the Annual General Meeting is being dispatched to shareholders of the Company and is also available on the website of the Company at <https://www.prestigeconstructions.com/admin/uploads/investors/financial-performance/2022/annual/brsr-fy-22-23.pdf>.

Request you to kindly take this on record.

Thanking you,

Yours faithfully,

For **Prestige Estates Projects Limited**

**Manoj Krishna J V
Company Secretary & Compliance Officer**

Encl: a/a.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES



I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity L07010KA1997PLC022322
2. Name of the Listed Entity Prestige Estates Projects Limited
3. Year of incorporation 04-06-1997
4. Registered office address Prestige Falcon Tower, No.19, Brunton Road, Bangalore – 560025
5. Corporate address Prestige Falcon Tower, No.19, Brunton Road, Bangalore - 560025
6. E-mail investors@prestigeconstructions.com
7. Telephone 080-25591080
8. Website www.prestigeconstructions.com
9. Financial year for which reporting is being done FY 2022-23
10. Name of the Stock Exchange(s) where shares are listed
 1. National Stock Exchange of India Limited
 2. BSE Limited
11. Paid-up Capital Rs. 4,008,616,540/-
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report

Manoj Krishna J V
080-25591080, investors@prestigeconstructions.com
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).

Consolidated basis



II. Products/services


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

| S. No. | Description of Main Activity | Description of Business Activity | % of Turnover of the entity |
|--------|----------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------|-----------------------------|
| 1 | Development and construction of properties (Real estate) | Development and sale of residential and commercial projects. | 74% |
| 2 | Leasing of commercial properties (Lease rentals) | Leasing of commercial projects to tenants | 8% |
| 3 | Hospitality | Development of hospitality projects including golfcourse, clubhouses etc which are operated by leading international operators. | 8% |

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

| S. No. | Product/Service | NIC Code | % of Turnover contributed |
|--------|-----------------|----------|---------------------------|
| 1 | Real estate | 45201 | 74% |
| 2 | Lease rentals | 70106 | 8% |
| 3 | Hospitality | 55101 | 8% |

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III. Operations

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

| Location | Number of plants | Number of offices | Total |
|---------------|------------------|-------------------|-------|
| National | 0 | 214* | 214 |
| International | 0 | 1 | 1 |

*This includes 206 operational sites.

17. Markets served by the entity:

a. Number of locations


| Locations | Number |
|----------------------------------|--------|
| National (No. of States) | 7 |
| International (No. of Countries) | 1 |

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

0%

c. A brief on types of customers

Our customer base comprises Individuals, Multinational Corporations (MNCs), and Small Businesses. This diverse range of customers includes personal consumers and global corporations.



IV. Employees

18. Details as at the end of Financial Year :

a. Employees and workers (including differently abled):

| S. No. | Particulars | Total (A) | Male | | Female | |
|------------------|--------------------------|-----------|---------|-----------|---------|-----------|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| EMPLOYEES | | | | | | |
| 1. | Permanent (D) | 8,393 | 7,037 | 83.84% | 1,356 | 16.16% |
| 2. | Other than Permanent (E) | 3,752 | 1,545 | 41.18% | 2,207 | 58.82% |
| 3. | Total employees (D + E) | 12,145 | 8,582 | 70.66% | 3,563 | 29.34% |
| WORKERS | | | | | | |
| 4. | Permanent (F) | 0 | 0 | 0.00% | 0 | 0.00% |
| 5. | Other than Permanent (G) | 190 | 190 | 100.00% | 0 | 0.00% |
| 6. | Total workers (F + G) | 190 | 190 | 100.00% | 0 | 0.00% |

b. Differently abled Employees and workers:

| S. No. | Particulars | Total (A) | Male | | Female | |
|------------------------------------|-------------------------------------------|-----------|---------|-----------|---------|-----------|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| DIFFERENTLY ABLED EMPLOYEES | | | | | | |
| 1. | Permanent (D) | 18 | 15 | 83.00% | 3 | 17.00% |
| 2. | Other than Permanent (E) | 7 | 7 | 100.00% | 0 | 0.00% |
| 3. | Total differently abled employees (D + E) | 25 | 22 | 88.00% | 3 | 12.00% |
| DIFFERENTLY ABLED WORKERS | | | | | | |
| 4. | Permanent (F) | 0 | 0 | 0.00% | 0 | 0.00% |
| 5. | Other than permanent (G) | 0 | 0 | 0.00% | 0 | 0.00% |
| 6. | Total differently abled workers (F + G) | 0 | 0 | 0.00% | 0 | 0.00% |

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19. Participation/Inclusion/Representation of women

| | Total (A) | No. and percentage of Females | |
|--------------------------|--------------|-------------------------------|-----------|
| | | No. (B) | % (B / A) |
| Board of Directors | 9 | 2 | 22.22% |
| Key Management Personnel | 3 | 0 | 0.00% |

20. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

| | FY 23 (Turnover rate in current FY) | | | FY 22 (Turnover rate in previous FY) | | | FY 21 (Turnover rate in the year prior to the previous FY) | | |
|---------------------|----------------------------------------|--------|--------|-----------------------------------------|--------|--------|---------------------------------------------------------------|--------|--------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 33.00% | 31.79% | 32.80% | 32.48% | 24.39% | 31.12% | 41.75% | 34.27% | 40.43% |
| Permanent Workers | NA | NA | NA | NA | NA | NA | NA | NA | NA |


V. Holding, Subsidiary and Associate Companies (including joint ventures)
21. (a) Names of holding / subsidiary / associate companies / joint ventures

| S. No. | Name of the holding /subsidiary/ associate companies / joint ventures (A) | Indicate whether holding/ Subsidiary/ Associate/ Joint Venture | % of shares held by listed entity | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No) |
|--------|---------------------------------------------------------------------------|----------------------------------------------------------------|-----------------------------------|------------------------------------------------------------------------------------------------------------------------------|
| 1 | Avyakth Cold Storages Private Limited | Subsidiary | 100.00% | Yes |
| 2 | Dollars Hotel & Resorts Private Limited | Subsidiary | 65.92% | Yes |
| 3 | ICBI (India) Private Limited | Subsidiary | 82.57% | Yes |
| 4 | K2K Infrastructure (India) Private Limited | Subsidiary | 75.00% | Yes |
| 5 | Northland Holding Company Private Limited | Subsidiary | 100.00% | Yes |
| 6 | Prestige Bidadi Holdings Private Limited | Subsidiary | 99.94% | Yes |
| 7 | Prestige Builders and Developers Private Limited | Subsidiary | 100.00% | Yes |
| 8 | Prestige Construction Ventures Private Limited | Subsidiary | 100.00% | Yes |
| 9 | Prestige Exora Business Parks Limited | Subsidiary | 100.00% | Yes |
| 10 | Prestige Falcon Realty Ventures Private Limited | Subsidiary | 100.00% | Yes |
| 11 | Prestige Garden Resorts Private Limited | Subsidiary | 100.00% | Yes |
| 12 | Prestige Hospitality Ventures Limited | Subsidiary | 100.00% | Yes |
| 13 | Prestige Leisure Resorts Private Limited | Subsidiary | 57.45% | Yes |
| 14 | Prestige Retail Ventures Limited | Subsidiary | 100.00% | Yes |
| 15 | Sai Chakra Hotels Private Limited | Subsidiary | 100.00% | Yes |
| 16 | Shipco Infrastructure Private Limited | Subsidiary | 70.00% | Yes |
| 17 | Prestige Sterling Infra Projects Private Limited | Subsidiary | 90.00% | Yes |
| 18 | Prestige Mall Management Private Limited | Subsidiary | 100.00% | Yes |
| 19 | Prestige Garden Estates Private Limited | Subsidiary | 73.00% | Yes |
| 20 | Village-De-Nandi Private Limited | Subsidiary | 100.00% | Yes |
| 21 | Kochi Cyber Greens Private Limited | Subsidiary | 100.00% | Yes |

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| S. No. | Name of the holding /subsidiary/ associate companies / joint ventures (A) | Indicate whether holding/ Subsidiary/ Associate/ Joint Venture | % of shares held by listed entity | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No) |
|---------------|--------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------|
| 22 | Prestige Projects Private Limited | Subsidiary | 60.00% | Yes |
| 23 | Prestige Mulund Realty Private Limited (formerly Known as Ariisto Developers Private Limited) | Subsidiary | 100.00% | Yes |
| 24 | Prestige Acres Private Limited | Subsidiary | 51.00% | Yes |
| 25 | Prestige Warehousing & Cold Storage Services Private Limited | Subsidiary | 92.36% | Yes |
| 26 | Apex Realty Management Private Limited (w.e.f 24 June 2022) | Subsidiary | 60.00% | Yes |
| 27 | Prestige Falcon Malls Private Limited | Subsidiary | 100.00% | Yes |
| 28 | Prestige Falcon Mumbai Realty Private Limited | Subsidiary | 51.00% | Yes |
| 29 | Prestige Estates Projects Corp. (w.e.f February 1, 2023) | Subsidiary | 100.00% | Yes |
| 30 | Ace Realty Ventures | Subsidiary | 51.00% | Yes |
| 31 | Albert Properties | Subsidiary | 88.00% | Yes |
| 32 | Eden Investments & Estates | Subsidiary | 77.50% | Yes |
| 33 | Prestige AAA Investments | Subsidiary | 51.00% | Yes |
| 34 | Prestige AltaVista Holdings | Subsidiary | 99.00% | Yes |
| 35 | Prestige Habitat Ventures | Subsidiary | 99.00% | Yes |
| 36 | Prestige Kammanahalli Investments | Subsidiary | 75.00% | Yes |
| 37 | Prestige Nottinghill Investments | Subsidiary | 51.00% | Yes |
| 38 | Prestige Office Ventures | Subsidiary | 99.99% | Yes |
| 39 | Prestige Pallavaram Ventures | Subsidiary | 99.95% | Yes |
| 40 | Prestige Property Management & Services | Subsidiary | 97.00% | Yes |
| 41 | Prestige Southcity Holdings | Subsidiary | 51.00% | Yes |
| 42 | Prestige Sunrise Investments | Subsidiary | 99.99% | Yes |
| 43 | Silver Oak Projects | Subsidiary | 99.99% | Yes |
| 44 | The QS Company | Subsidiary | 98.00% | Yes |
| 45 | Prestige Century Landmark | Subsidiary | 55.00% | Yes |
| 46 | Prestige Century Megacity | Subsidiary | 45.00% | Yes |
| 47 | Southeast Realty Ventures (w.e.f. 20 March 2023) | Subsidiary | 99.99% | Yes |
| 48 | Prestige Falcon Business Parks | Subsidiary | 99.00% | Yes |
| 49 | Villaland Developers LLP | Subsidiary | 99.00% | Yes |
| 50 | West Palm Developments LLP | Subsidiary | 61.00% | Yes |
| 51 | Prestige Valley View Estates LLP | Subsidiary | 51.05% | Yes |
| 52 | Prestige Whitefield Investment and Developers LLP | Subsidiary | 99.99% | Yes |
| 53 | Prestige OMR Ventures LLP | Subsidiary | 100.00% | Yes |
| 54 | Apex Realty Ventures LLP (w.e.f. 24 June 2022) | Subsidiary | 59.94% | Yes |
| 55 | Morph | Subsidiary | 40.00% | Yes |
| 56 | Prestige Ozone Properties | Subsidiary | 47.00% | Yes |
| 57 | Prestige Whitefield Developers | Subsidiary | 47.00% | Yes |
| 58 | PSN Property Management and Services | Subsidiary | 50.00% | Yes |
| 59 | Prestige Devenahalli Developers LLP | Subsidiary | 45.00% | Yes |

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| S. No. | Name of the holding /subsidiary/ associate companies / joint ventures (A) | Indicate whether holding/ Subsidiary/ Associate/ Joint Venture | % of shares held by listed entity | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No) |
|--------|---------------------------------------------------------------------------|----------------------------------------------------------------|-----------------------------------|------------------------------------------------------------------------------------------------------------------------------|
| 60 | Prestige Beta Projects Private Limited | Joint Venture | 40.00% | Yes |
| 61 | Thomsun Realtors Private Limited | Joint Venture | 50.00% | Yes |
| 62 | Bamboo Hotel and Global Centre (Delhi) Private Limited | Joint Venture | 50.00% | Yes |
| 63 | Pandora Projects Private Limited | Joint Venture | 50.00% | Yes |
| 64 | Prestige (BKC) Realtors Private Limited* | Joint Venture | 59.20% | Yes |
| 65 | Prestige Realty Ventures | Joint Venture | 49.90% | Yes |
| 66 | Prestige MRG Eco Ventures (w.e.f. 29 March 2023) | Joint Venture | 50.00% | Yes |
| 67 | Lokhandwala DB Realty LLP | Joint Venture | 50.00% | Yes |
| 68 | Turf Estate Joint Venture LLP | Joint Venture | 50.00% | Yes |

Note: The environmental data has been reported for significant sites, while a limited number of sites have been excluded due to their nature as plotted properties or their role primarily involving labour rather than direct engagement in water, power, and emission management as stipulated by contractual agreements.


VI. CSR Details

| | | |
|-----|-----------------------------------------------------------------------------------|------------------|
| 22. | (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) | Yes |
| | (ii) Turnover (₹) | 87,720,000,000/- |
| | (iii) Net worth (₹) | 99,753,000,000/- |





VII. Transparency and Disclosures Compliances

23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy) | FY 23 Current Financial Year | | | FY 22 Previous Financial Year | | |
|---------------------------------------------------|--------------------------------------------------------------------------------------------------------------|--------------------------------------------|--------------------------------------------------------------|-----------------------------------------------------------------|--------------------------------------------|--------------------------------------------------------------|---------|
| | | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks |
| Communities | Yes* | 0 | 0 | NA | 0 | 0 | NA |
| Investors (other than shareholders) | Yes** | 0 | 0 | NA | 0 | 0 | NA |
| Shareholders | Yes** | 1 | 0 | Non-receipt of dividend and the same was paid. | 0 | 0 | NA |
| Employees and workers | Yes | 0 | 0 | NA | 0 | 0 | NA |
| Customers | Yes*** | 454 | 1 | Reported 1 complaint on March 28, and closed on April 03, 2023. | 261 | 0 | NA |
| Value Chain Partners | Yes* | 0 | 0 | NA | 0 | 0 | NA |
| Other (please specify) | NA | 0 | 0 | NA | 0 | 0 | NA |

* <https://www.prestigeconstructions.com/admin/uploads/investors/pepl-policies/business-responsibility.pdf>



** https://www.prestigeconstructions.com/investors-contact/?utm_source=Adwords&utm_medium=Search&utm_campaign=BrandSearch&campid=1690417375&gad=1&gclid=CjwKCAjwg-GjBhBnEiwAMUvNWzRvXB23uFSUmRFLooJdGB5Xx3H1NIJG-agCHygSMNoHepi-d-wMRoCJikQAvD_BwE?utm_source=Adw

*** <https://www.prestigeconstructions.com/contact-us-corporate-office/>

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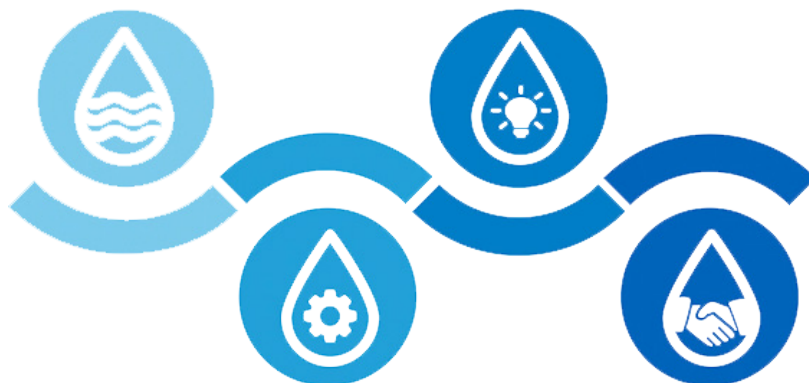
24. Overview of the entity's material responsible business conduct issues

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


| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|------------------------------------------|--------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
| 1 | GHG Emissions | Risk | Construction is an energy-intensive activity and generates significant direct and indirect greenhouse gas (GHG) emissions, including carbon dioxide and methane from fuel use. Uncontrolled pollutants and emissions during operation and associated activities impose legal and Environmental risks for the Company. | In order to minimise emissions caused by transportation, our entity actively encourages the adoption of local sourcing for raw materials. We also prioritise the conversion of Direct Current (DC) to Alternating Current (AC) for faucet and flush valves, thereby improving energy efficiency. Furthermore, we have implemented the use of Portland Pozzolana Cement (PPC) in all non-structural activities, aiming to reduce the carbon footprint associated with construction projects. These measures collectively contribute to our commitment to sustainability and environmental stewardship. | Negative |
| 2 | Energy Management | Opportunity | Developing and managing real estate requires a significant reliance on natural resources, including timber, water, and electricity. Managing the energy consumption becomes essential. |  | Positive |
| 3 | Sustainable construction and Procurement | Opportunity | Companies are evaluated according to the resource consumption and carbon intensity of their real estate assets, their potential vulnerability to environmental construction rules, and their efforts to enhance the environmental performance of their real estate assets. |  | Positive |

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| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|---------------------------|--------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
| 4 | Climate change | Risk | Climate change is impacting almost all geographies and industries. It can pose physical risks such as floods, wildfires and the structural integrity of infrastructure. It can also pose transitional risks such as compulsory use of renewable energy, change in regulations, etc. | Our entity is dedicated to combating climate change through various measures. These include adopting sustainable practices in design, technology, and safety systems, as well as implementing renewable energy sources like solar panels. Our goal is to make a significant contribution in mitigating the impacts of climate change. | Negative |
| 5 | Water Management | Risk | Water is a critical resource required during construction, operation and maintenance. Water use for various business activities impacts the quality and quantity of local water resources. Improper discharge of water can result in contamination of water bodies. This may lead to a negative impact on operating cost may impose a legal risk to the Company. | At our projects, we implement sewage treatment plants (STPs) to recycle water for landscaping, toilet flushes, and dust suppression activities. In new projects, we aim to install smart water meters to monitor water consumption effectively. We also utilise low-flow taps and aerators to minimise water flow rates and conserve water resources. These initiatives reflect our commitment to enhance our sustainable water management practices. | Negative |



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| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|-------------------------------------|--------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
| 6 | Waste Management | Risk | The Circular Economy model of production and consumption promotes the reusing, refurbishing and recycling of existing materials and products. The transition to a circular economy will affect a change in building design and material usage. A shift in regulations and demand, combined with new technology, has the potential to reduce costs. | We ensure proper disposal of waste materials through authorised vendors and implement buyback programs for batteries. Waste is segregated and managed at a centralised facility. We prioritise the processing and recycling of waste to derive benefits from it, as we believe in the concept of "Waste is wealth." During construction, we handle waste materials responsibly and strive to reuse them whenever possible, promoting a sustainable approach. | Negative |
| 7 | Employee Well-Being and Development | Risk | A higher employee retention rate reflects good company policies and practices that lead to higher employee satisfaction. However, a high attrition rate indicates low employee satisfaction. High attrition also increases the cost of replacing and training the employees, increases the risk of business getting impacted in case of critical roles and may reflect negatively on investors. | We are a certified "Great Place to Work" entity. We focus on reskilling and upskilling our employees in emerging technologies through digital learning initiatives. Identifying and retaining critical talent is prioritised to keep up with growth and competition. Team building activities foster a cohesive work environment. Health awareness programs, including health and wellness clubs, sports clubs, and access to a gym, promote employee well-being. We reward and recognise employees accordingly. We maintain a safe and inclusive workplace through initiatives like Prevention of Sexual Harassment at Workplaces (POSH) policies and an employee grievance redressal committee. | Negative |
| 8 | Diversity and Inclusion | Opportunity | A company's high diversity and inclusion rate reflects employees' sense of belonging and fairness within the Company. |  | Positive |

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| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|------------------------------------|--------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
| 9 | Customer Satisfaction | Opportunity | Customer satisfaction is a key indicator of success. It gauges how effectively businesses are delivering products and services that meet or exceed customers' expectations, providing insight into the overall performance of an organisation. | | Positive |
| 10 | Human rights and Labour Management | Risk | Real Estate Management Construction is labour-intensive and has been the focus of human rights organisations for their labour management practices. The complexity of their workforce (size, labour intensity, and operational locations), management-labour interactions, the effectiveness of worker rights and the effectiveness of engagement with their workers is crucial for the Company. | We have established a grievance redressal mechanism to promptly address complaints. Our policies adhere to the POSH guidelines, ensuring a safe environment for women. We uphold the principles of non-discrimination and equal opportunity for all, irrespective of gender, religion, or caste, emphasising our commitment to human rights. | Negative |



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| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|---------------------------|--------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
| 11 | Community Engagement | Risk | Construction activities contributes to social and economic development. However, they can also create a risk for local communities and the environment. Activities such as clearing, grading, and the use of hazardous chemicals can negatively impact the local community. In some situations, environmental concerns and resistance from the local community can lead to project delays and, in the worst-case scenario, project cancellations. This can have a negative impact on the Company's profitability and the opportunities it has for growth. | Our Company actively engages with the community through Corporate Social Responsibility (CSR) initiatives. We invest in projects and activities that address the social, environmental, and economic needs of the communities. By collaborating with the community, we strive to make a positive and lasting impact, improving the well-being of those around us. | Negative |
| 12 | Ethical Business Conduct | Risk | The key area relevant to business ethics is the management of issues such as fraud, executive misconduct, corrupt practices, money laundering, or anti-trust violations. Ethics violations can lead to police investigations, hefty fines, settlement costs, and damage to reputation. | We strive to set the standard for ethical business conduct with our investors, customers, value chain partners, and employees. We prioritise transparency by providing information on ongoing, completed, and upcoming projects. To foster a culture of fraud prevention, we have implemented an Anti-Fraud & Vigilance Policy that involves all stakeholders ensuring integrity and accountability. | Negative |



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| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|---------------------------|--------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
| 13 | Corporate Governance | Risk | Businesses are assessed based on their performance across all key governance issues, which include ownership & control, Board pay, accounting, business ethics, and tax transparency. This topic examines the effect that a company's corporate governance and business ethics practices have on its shareholders and other investors. | We maintain a commitment to corporate governance by conducting both internal and statutory audits to assess compliance and ensure adherence to standard operating procedures (SOPs). We provide training, manuals, and other resources to enhance compliance awareness. Additionally, an independent internal audit team evaluates the effectiveness of our risk management process, ensuring a comprehensive approach to risk assessment and mitigation. | Negative |
| 14 | Data Privacy and Security | Risk | Companies are assessed based on the amount of personal data they collect, their exposure to evolving or increasing privacy regulations, their vulnerability to potential data breaches, and their data protection systems. | To enhance security and protect against new threats, we have migrated our business application from SAP ECC to SAP Cloud AWS - S4 HANA SAP Rise. Access controls are implemented to restrict information to authorised personnel. We have also transitioned to Office 365, storing all files in OneDrive for improved identity, email, and network protection. In terms of cybersecurity, we have upgraded our endpoint security with advanced software, reducing risks and mitigating potential threats to both endpoint systems and servers. | Negative |

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SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

| Disclosure Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----|-----|-----|-----|-----|-----|-----|
| Policy and management processes | | | | | | | | | |
| 1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| b. Has the policy been approved by the Board? (Yes/No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| c. Web Link of the Policies, if available | https://www.prestigeconstructions.com/admin/uploads/investors/pepl-policies/business-responsibility.pdf?utm_source=Adwords&utm_medium=Search&utm_campaign=BrandSearch&campid=1690417375&gad=1&gclid=CjwKCAjwg-GjBhBnEiwAMUvNWzRvXB23uFSUmRFLooJdGB5Xx3H1NIJG-a | | | | | | | | |
| 2. Whether the entity has translated the policy into procedures. (Yes / No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| 3. Do the enlisted policies extend to your value chain partners? (Yes/No) | No | No | No | No | No | No | No | No | No |
| 4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. | 1. ISO 9001:2015 2. ISO 14001:2015 3. ISO 45001-2018 4. Wellness by IWCI (International Wellness Certification Institute) 5. LEED by IGBC & USGBC 6. ESG by GRESB 7. Certified Great Place to Work 8. DA1 + CRISIL GRADING. | | | | | | | | |
| 5. Specific commitments, goals and targets set by the entity with defined timelines, if any. | The entity is currently in the early phase of BRSR (Business Responsibility and Sustainability Reporting) reporting, and as a result, specific ESG goals and targets will be determined and finalised in the upcoming year. This period allows for comprehensive assessment and alignment with stakeholders to establish measurable objectives and strengthen the entity's commitment to responsible business practices. | | | | | | | | |
| 6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met. | NA | NA | NA | NA | NA | NA | NA | NA | NA |

Governance, leadership and oversight

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| <p>7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)</p> | <p>Dear stakeholders ,</p> <p>As the director responsible for our business responsibility report, it is with great pride and enthusiasm that I share our unwavering commitment to Environmental, Social, and Governance (ESG) challenges. At Prestige, sustainability is at the heart of everything we do, and we strive to set new industry standards in responsible practices.</p> <p>One of our primary focuses is on green building practices, which is evident throughout our projects' life cycle. Right from the design stage, we conduct thorough evaluations to identify areas for improvement, ensuring that each project aligns with our sustainability goals. We have integrated efficient water recycling and waste management practices into our property management services after asset handover. This not only minimises our environmental impact but also helps create a healthier and more sustainable living environment for our customers. We are also deeply committed to water conservation, and our efforts include the implementation of Sewage Treatment Plants across various locations. By incorporating water flow reducers, we not only save water but also enhance user satisfaction, as responsible water usage is a collective responsibility.</p> <p>Responsible waste disposal and smart design elements are integral components of our approach to energy efficiency. These measures enable us to optimise energy usage, and we are proud to be in compliance with the stringent criteria set forth by IGBC, LEED, and ECBC. Our accomplishments are a testament to our enduring dedication to creating a greener and more sustainable future for generations to come.</p> <p>Beyond our environmental commitments, our ESG efforts extend to addressing challenges in human rights, diversity, and inclusivity. We believe that fostering a diverse and inclusive workforce is essential for long-term success. To this end, we have set ambitious targets and implemented transparent communication channels that allow us to understand and address the needs of our employees effectively. These efforts have led to significant achievements in promoting a harmonious workplace where each individual feels valued and respected.</p> <p>At Prestige, we hold ourselves to the highest ethical standards, and our commitment to ethical corporate conduct and good governance is unwavering. We recognise that the behaviour of our employees significantly impacts our relationships with stakeholders, and therefore, we prioritise comprehensive policies that guide and support our people in their day-to-day roles.</p> <p>As we reflect on our accomplishments, we are inspired to do even more in our journey towards sustainability. We are dedicated to continuous improvement and innovation, always striving to find new ways to reduce our environmental footprint and positively impact the communities we serve.</p> <p>Thank you for your continued support and trust in our company. Together, we can create a brighter and more sustainable future.</p> <p>Sincerely, Director</p> |
| <p>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</p> | <p>Below are the ESG committee members.</p> <p>Mr Irfan Razack - Chairman & Managing Director Mr Amit Mor - Chief Financial Officer Mr Milan Khurana - Executive Director (HR, Admin, IT) Mr Faiz Rezwan - Executive Director (Contracts & Projects)</p> |

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| | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|
| 9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details. | Yes. The ESG committee. List of ESG committee members given above. |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|

10. Details of Review of NGRBCs by the Company:

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

| | | | | | | | | | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency. | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
| | Yes | Yes | Yes | No | Yes | Yes | No | No | No |

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

| Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---------------------------------------------------------------------------------------------------------------------------------|----|----|----|----|----|----|----|----|----|
| The entity does not consider the Principles material to its business (Yes/No) | | | | | | | | | |
| The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No) | | | | | | | | | |
| The entity does not have the financial or/human and technical resources available for the task (Yes/No) | | | | | | | | | |
| It is planned to be done in the next financial year (Yes/No) | | | | | | | | | |
| Any other reason (please specify) | | | | | | | | | |



SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

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

| Segment | Total number of training and awareness programmes held | Topics/ principles covered under the training and its impact | Percentage of persons in respective category covered by the awareness programmes |
|------------------------------------------|--------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|
| Board of Directors | 1 | Business Responsibility and Sustainability Reporting principles | 100% |
| Key Managerial Personnel | 23 | <ol style="list-style-type: none"> 1. India's Real Economy : Reforms & path ahead 2. Happiness Project - Learning to work as a team through Dance 3. Fireside Chat - Best practices in hospitality industry 4. India - The land of missed opportunities 5. Management Book Summary session on SPEED OF TRUST 6. Management Book Summary session on YOU ALREADY KNOW HOW TO BE GREAT 7. Development Centre - Assessments for High Potentials Identification of Key Talents 8. Outbound Training 9. Cyber Security Awareness 10. First Aid Training | 100% |
| Employees other than BoD and KMPs | 706 | <ol style="list-style-type: none"> 1. India's Real Economy : Reforms & path ahead 2. Happiness Project - Learning to work as a team through Dance 3. Fireside Chat - Best practices in hospitality industry 4. India - The land of missed opportunities 5. Management Book Summary session on -Speed of Trust 6. Management Book Summary session on YOU ALREADY KNOW HOW TO BE GREAT 7. Development Centre - Assessments for High Potentials Identification of Key talents 8. Outbound Training 9. Sales Training 10. To find insights within an organisation's data - Power BI 11. To create custom user-generated functions and speed up manual tasks by creating automated processes. 12. Email Writing Techniques | 2.84% |

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| Segment | Total number of training and awareness programmes held | Topics/ principles covered under the training and its impact | Percentage of persons in respective category covered by the awareness programmes |
|---------|--------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|
| | | <ul style="list-style-type: none"> 13. F2F and Virtual Induction 14. E learning - Cross Knowledge 15. SAP 16. Emergency 17. Training at JW Kitchen 18. Online training with regards to machinery upkeep 19. Diageo bar academy training for our service staff 20. Sula vineyard team training for our service staff 21. How to safeguard asset items particularly Shuttering/ Scaffolding material 22. First Aid Training 23. Cyber Security Awareness 24. Post Contract Cost Control In Construction Projects 25. Advance Construction Techniques 26. Code On Wages 27. Builder Hoist Erection & Maintenance. 28. Purpose and Procedure of Backfilling in Foundation 29. Worker PF Process 30. How to prevent misuses of material 31. Hazards Identification & Prevention 32. Resource And Material planning 33. Mode Of Measurement 34. Rope Suspended Platform 35. Material management 36. Water Proofing 37. Internal & External Painting 38. Preservation Of Material 39. Delay Analysis 40. Material Supply Process 41. Concrete Pump Maintenance 42. Tracking Of Expire Date of Material 43. Proper Accountability of Stock Items 44. External Painting 45. Finishing Work 46. Walk Behind Roller Maintenance and Spares | |

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| Segment | Total number of training and awareness programmes held | Topics/ principles covered under the training and its impact | Percentage of persons in respective category covered by the awareness programmes |
|---------------------------------------|--------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|
| Workers | 20 | <ol style="list-style-type: none"> 1. Rescuing from Lift 2. Lift, LT panel, Transformer and chiller operation, Hazard identification & work practice 3. Security Orientation 4. Housekeeping aspects 5. Water & Solid Waste handling 6. Training for Plumbers 7. Horticulture & Landscaping 8. Retailer Fire & Safety Training 9. POSH (Prevention of Sexual Harassment) 10. Electrical Safety 11. Fire Safety & Rescue 12. First Aid & CPR 13. Cyber Security Awareness 14. Water Proofing | 42.73% |
| Any Other Value Chain Partners | 44 | <p>On going - New launch project training and briefing on</p> <ol style="list-style-type: none"> 1. Marketing, 2. RERA Guidelines. <p>To train the Channel Partners around</p> <ol style="list-style-type: none"> 1. Prestige Products, 2. Inventor, 3. Offer & Pricing. | 100% |

Note- Trainings are conducted department wise or cluster wise.

2. **Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format**

Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on e entity's website):

Monetary

| | NGRBC Principle | Name of the regulatory/ enforcement agencies/ judicial institutions | Amount (In ₹) | Brief of the Case | Has an appeal been preferred? (Yes/No) |
|------------------------|-----------------|---------------------------------------------------------------------|---------------|-------------------|----------------------------------------|
| Penalty/ Fine | NA | NA | 0 | NA | NA |
| Settlement | NA | NA | 0 | NA | NA |
| Compounding fee | NA | NA | 0 | NA | NA |

Non-Monetary

| | NGRBC Principle | Name of the regulatory/ enforcement agencies/ judicial institutions | Brief of the Case | Has an appeal been preferred? (Yes/No) |
|---------------------|-----------------|---------------------------------------------------------------------|-------------------|----------------------------------------|
| Imprisonment | NA | Nil | NA | NA |
| Punishment | NA | Nil | NA | NA |

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

| Case Details | Name of the regulatory/ enforcement agencies/ judicial institutions |
|--------------|---------------------------------------------------------------------|
| NA | NA |

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

Yes

ANTI-BRIBERY POLICY: Anyone acting on Prestige Group's behalf is expressly prohibited from making, promising, offering or authorising a payment of anything of value, either directly or indirectly to any Government official (including employees of Government owned companies) to influence any act or decision by such a Government official, or as an inducement to do or omit to do something in the conduct of business, which is dishonest, illegal or a breach of trust.

GIFTS & ENTERTAINMENT POLICY:

- Entertainment of any specific person / individual can be undertaken prior to certain approvals and the cost incurred on the same should be nominal in nature. Entertainment that includes travel and accommodation cannot be accepted nor offered.
- Prestige Group acknowledges that exchange of nominal gifts and sharing of entertainment is customary in many parts of the world during national, cultural and religious occasions.
- The giving or receipt of gifts by employees is not prohibited if the below requirements are met.
- No quid pro quo – There must always be a legitimate business purpose to support gifts related expenses. Customary gifts, meals, entertainment, travel or lodging must never be given or received in return for a Favour/favourable treatment or to refrain from doing something disadvantaging Prestige Group.
- It complies with all applicable Anti – bribery and Anti – corruption laws.
- It is given under the brand name Prestige Group and not any individual.
- It does not include cash or a cash equivalent (such as gift certificates or vouchers)
- The value of the gift exchanged should not exceed ₹ 1500/.
- It is given openly and not secretly.
- Gifts should not be offered to or accepted from Government officials, politicians or political parties without seeking the opinion of the top management.

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

| | FY 23 (Current Financial Year) | FY 22 (Previous Financial Year) |
|-----------|-----------------------------------|------------------------------------|
| Directors | 0 | 0 |
| KMPs | 0 | 0 |
| Employees | 0 | 0 |
| Workers | 0 | 0 |

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

| | FY 23 (Current Financial Year) | | FY 22 (Previous Financial Year) | |
|----------------------------------------------------------------------------------------------|-----------------------------------|---------|------------------------------------|---------|
| | Number | Remarks | Number | Remarks |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | 0 | NA | 0 | NA |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs | 0 | NA | 0 | NA |

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

Nil

PRINCIPLE 2 Businesses should provide Goods and Services in a manner that is Sustainable and Safe



Essential Indicators

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

| | Current Financial Year FY 23 | Previous Financial Year FY 22 | Details of improvements in environmental and social impacts |
|-------|---------------------------------|----------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| R&D | 0 | 0 | NA |
| Capex | 0.10% | 0.19% | The adoption of solar panels and EV chargers results in positive environmental and social effects. They reduce carbon emissions, air pollution, and reliance on fossil fuels while creating jobs, promoting energy independence, and providing sustainable transportation options. |

- | | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No) | Yes |
| b. If yes, what percentage of inputs were sourced sustainably? | 55% |
| 3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste. | a) Using High GSM Plastics and Recycling. b) Dispose through authorised vendor/agency. c) Disposed through CREDAI NGO/authorised agency. d) Dispose through authorised vendor/agency. |
| 4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same. | No |

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PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators



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

| Category | % of employees covered by | | | | | | | | | | |
|---------------------------------------|---------------------------|------------------|--------------|--------------------|--------------|--------------------|--------------|--------------------|--------------|---------------------|--------------|
| | Total (A) | Health insurance | | Accident insurance | | Maternity benefits | | Paternity Benefits | | Day Care facilities | |
| | | Number (B) | % (B / A) | Number (C) | % (C / A) | Number (D) | % (D / A) | Number (E) | % (E / A) | Number (F) | % (F / A) |
| Permanent employees | | | | | | | | | | | |
| Male | 7,037 | 7,037 | 100% | 7,037 | 100% | 0 | 0% | 0 | 0% | 0 | 0% |
| Female | 1356 | 1356 | 100% | 1356 | 100% | 1356 | 100% | 0 | 0% | 0 | 0% |
| Total | 8,393 | 8,393 | 100% | 8,393 | 100% | 1356 | 16% | 0 | 0% | 0 | 0% |
| Other than Permanent employees | | | | | | | | | | | |
| Male | 1545 | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Female | 2207 | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Total | 3752 | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |

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

| Category | % of workers covered by | | | | | | | | | | |
|-------------------------------------|-------------------------|------------------|--------------|--------------------|--------------|--------------------|--------------|--------------------|--------------|---------------------|--------------|
| | Total (A) | Health insurance | | Accident insurance | | Maternity benefits | | Paternity Benefits | | Day Care facilities | |
| | | Number (B) | % (B / A) | Number (C) | % (C / A) | Number (D) | % (D / A) | Number (E) | % (E / A) | Number (F) | % (F / A) |
| Permanent workers | | | | | | | | | | | |
| Male | 0 | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Female | 0 | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Total | 0 | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Other than Permanent workers | | | | | | | | | | | |
| Male | 190 | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Female | 0 | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Total | 190 | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |

2. Details of retirement benefits, for Current Financial Year and Previous Financial Year.

| Benefits | FY 23 Current Financial Year | | | FY 22 Previous Financial Year | | |
|-------------------------|----------------------------------------------------|------------------------------------------------|------------------------------------------------------|----------------------------------------------------|------------------------------------------------|------------------------------------------------------|
| | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) |
| PF | 100% | NA | Yes | 100% | NA | Yes |
| Gratuity | 100% | NA | Yes | 100% | NA | Yes |
| ESI | 69% | NA | Yes | 71% | NA | Yes |
| Others – Please Specify | NA | NA | NA | NA | NA | NA |

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3. Accessibility of workplaces

| | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard. | No However, most of the office and hotel premises are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016. |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

| | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy. | Yes https://www.prestigeconstructions.com/admin/uploads/investors/pepl-policies/business-responsibility.pdf?utm_source=Adwords&utm_medium=Search&utm_campaign=Brand Search&campid=1690417375&gad=1&gclid=CjwKCAjwg-GjBhBnEiwAMUvNWzRvXB23uFSUmRFLleoJdGB5Xx3H1NIJG- |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

| Gender | Permanent employees | | Permanent workers | |
|--------------|---------------------|----------------|---------------------|----------------|
| | Return to work rate | Retention rate | Return to work rate | Retention rate |
| Male | 0% | 0% | 0% | 0% |
| Female | 94% | 43% | 0% | 0% |
| Total | 94% | 43% | 0% | 0% |

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

| | Yes/No (If Yes, then give details of the mechanism in brief) |
|---------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Permanent Workers | <p>Grievance Redressal Procedure:</p> <p>Any complaint lodged verbally by an employee will be treated as a grievance. However, grievance will be regarded as formed when the dissatisfaction is given in writing. Such disputes which are of a reasonable magnitude arising out of ill feeling by an employee or group of employees may be regarded as grievance. The feeling of injustice may be related to wages, mode of its payment, leave, transfer, positions, promotion, and treatment by superiors, interpretation of code of conduct or even the food supplied in the canteen.</p> <p>The idea of framing the Grievance Redressal Mechanism in the Organisation is to solve the problem and the complaints of the employees (Permanent/Temporary). Through this mechanism every staff member has the right to express his/her grievance and there is a procedure to be followed. The redressal mechanism has been formulated taking the following into consideration:</p> <ul style="list-style-type: none"> • Employees are treated fairly at all times. • Complaints raised by employees are dealt with courtesy and on time. • All complaints are dealt fairly and efficiently. <p>Complaint Procedure</p> <p>Employees who have a job-related issue, question, or complaint, he / she should follow the following steps:</p> <p>Step - 1</p> <p>When an employee faces any grievance, he/she has to report it to his/her immediate superior. Such immediate superior officer is expected to give reply or find the solution to the grievance within the time stipulated according to the gravity of the grievance made.</p> |
| Other than Permanent Workers | |
| Permanent Employees | |
| Other than Permanent Employees | |

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| | Yes/No (If Yes, then give details of the mechanism in brief) |
|--|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | <p>If the matter is not settled or if the settlement made by him/her is not acceptable to the concerned employee, then the employee can directly contact the DC (Disciplinary Committee) either through verbal communication or by submitting a written application in person or via mail.</p> <p>The committee investigates on this matter and based on the findings it prepares a report to present before the chairperson of the committee who takes decision with the help of the submitted report.</p> <p>If there is any ambiguity in the case a detailed investigation and proceeding for expert opinion would be considered.</p> <p>Step - 2 (If he/she is not satisfied with the decision of DC)</p> <p>In the second stage, the employee concerned will be permitted to present his/ her grievance with the help of co-workers to the ED -HR, IT & Admin who in turn listens to the grievance and tries to give a solution and constitutes a committee according to the merit of the case or issue put before him.</p> |

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

| Category | FY 23 (Current Financial Year) | | | FY 22 (Previous Financial Year) | | |
|----------------------------------|------------------------------------------------------|-----------------------------------------------------------------------------------------------|-----------|------------------------------------------------------|----------------------------------------------------------------------------------------------|-----------|
| | Total employees / workers in respective category (A) | No. of employees/ workers in respective category, who are part of association(s) or Union (B) | % (B / A) | Total employees / workers in respective category (C) | No. of employees/ workers in respective category, who are part of association(s) or Union(D) | % (D / C) |
| Total Permanent Employees | 8,393 | 0 | 0% | 7,191 | 0 | 0% |
| - Male | 7,037 | 0 | 0% | 6,013 | 0 | 0% |
| - Female | 1,356 | 0 | 0% | 1,178 | 0 | 0% |
| Total Permanent Workers | 0 | 0 | 0% | 0 | 0 | 0% |
| - Male | 0 | 0 | 0% | 0 | 0 | 0% |
| - Female | 0 | 0 | 0% | 0 | 0 | 0% |

8. Details of training given to employees and workers:

| Category | FY 23 Current Financial Year | | | | | FY 22 Previous Financial Year | | | | |
|------------------|---------------------------------|-------------------------------|----------------|----------------------|---------------|----------------------------------|-------------------------------|----------------|----------------------|--------------|
| | Total (A) | On Health and safety measures | | On Skill upgradation | | Total (D) | On Health and safety measures | | On Skill upgradation | |
| | | No. (B) | % (B / A) | No. (C) | % (C / A) | | No. (E) | % (E / D) | No. (F) | % (F / D) |
| Employees | | | | | | | | | | |
| Male | 8,582 | 3,428 | 39.94% | 4,175 | 48.65% | 7,558 | 300 | 3.97% | 647 | 8.56% |
| Female | 3,563 | 977 | 27.42% | 1,495 | 41.96% | 3,385 | 110 | 3.25% | 231 | 6.82% |
| Total | 12,145 | 4,405 | 36.27% | 5,670 | 46.69% | 10,943 | 410 | 3.75% | 878 | 8.02% |
| Workers | | | | | | | | | | |
| Male | 190 | 190 | 100.00% | 0 | 0.00% | 120 | 120 | 100.00% | 0 | 0% |
| Female | 0 | 0 | 0% | 0 | 0% | 0 | 0 | 0% | 0 | 0% |
| Total | 190 | 190 | 100.00% | 0 | 0.00% | 120 | 120 | 100.00% | 0 | 0% |

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

| Category | FY 23 Current Financial Year | | | FY 22 Current Financial Year | | |
|------------------|---------------------------------|--------------|---------------|---------------------------------|--------------|---------------|
| | Total (A) | No. (B) | % (B / A) | Total (C) | No. (D) | % (D / C) |
| Employees | | | | | | |
| Male | 8,582 | 3,051 | 35.55% | 7,558 | 2,467 | 32.64% |
| Female | 3,563 | 580 | 16.28% | 3,385 | 451 | 13.32% |
| Total | 12,145 | 3,631 | 29.90% | 10,943 | 2,918 | 26.67% |
| Workers | | | | | | |
| Male | 190 | 0 | 0% | 120 | 0 | 0% |
| Female | 0 | 0 | 0% | 0 | 0 | 0% |
| Total | 190 | 0 | 0% | 120 | 0 | 0% |

10. Health and safety management system:

| | |
|-------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system? | Yes Occupational health and safety management is a top priority for our company. We have implemented various measures, including the presence of AEDs, fire alarms, CCTV systems, and regular fire mock drills. We adhere to an Integrated Management System (IMS) based on ISO standards and comply with the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 to ensure the well-being and safety of our workforce. |
| b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity? | Our company follows a systematic approach to identify work-related hazards and evaluate risks on both routine and non-routine tasks. Safety measures such as the use of safety helmets, the provision of rope assistance for height-related work, and adherence to electrical safety protocols are implemented. We strictly adhere to management-approved occupational health and safety documents like Hazard Identification and Risk Assessment (HIRA), Standard Operating Procedures (SOP), and Hazard and Operability (HAZOP) analysis on a daily basis to ensure a safe working environment. |
| c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N) | Yes |
| d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No) | Yes |

11. Details of safety related incidents, in the following format:

| Safety Incident/Number | Category | FY 23 | FY 22 |
|---------------------------------------------------------------------------|-----------|------------------------|-------------------------|
| | | Current Financial Year | Previous Financial Year |
| Lost Time Injury Frequency Rate (LTIFR) (per one Mn-person hours worked) | Employees | 0 | 0 |
| | Workers | 0 | 0 |
| Total recordable work-related injuries | Employees | 10 | 0 |
| | Workers | 3 | 4 |
| No. of fatalities | Employees | 0 | 0 |
| | Workers | 0 | 0 |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | 0 | 0 |
| | Workers | 0 | 0 |

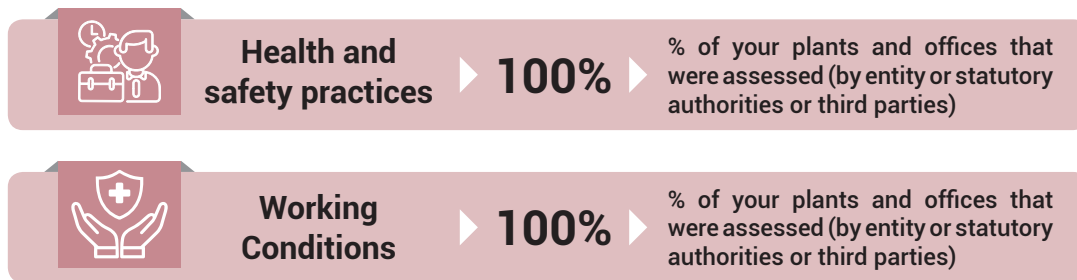
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| | |
|----------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 12. Describe the measures taken by the entity to ensure a safe and healthy workplace. | To prioritise employee well-being, our company provides a dedicated medical facility on the Ground floor of corporate office (Prestige Falcon Tower), offering immediate assistance. Additionally, at Prestige Golfshire, Bengaluru, we have collaborated with a renowned hospital to establish a clinic in the parking area, complete with an ambulance for emergency situations. |
|----------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

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

| | FY 23 (Current Financial Year) | | | FY 22 (Previous Financial Year) | | |
|--------------------|-----------------------------------|---------------------------------------|---------|------------------------------------|---------------------------------------|---------|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Working Conditions | 0 | 0 | NA | 0 | 0 | NA |
| Health & Safety | 0 | 0 | NA | 0 | 0 | NA |

14. Assessments for the year:



| | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|
| 15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions. | No major incident occurred during the reporting period and all necessary safety measures are in place. |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of

- (A) Employees (Y/N)** Yes, Employees and their family members are covered under the company's group medical insurance.
- (B) Workers (Y/N)** Yes Workers and their family members are also covered under ESI

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders



Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity. The importance of stakeholder identification to the accomplishment of our initiatives is something we place a lot of focus on. Our methodical approach begins with a precise analysis of operations to identify key stakeholders, Internal stakeholders encompass employees, board members, channel partners, vendors, as well as external stakeholders such as government agencies, community members, and media. We also consider how our initiatives will affect the communities in which we operate, and we value them as significant participants in our communication efforts. Understanding our stakeholders' needs allows us to anticipate their demands, reduce potential risks, and build lasting bonds that are essential to our success.

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

| Stakeholder Group | Whether identified as Vulnerable & Marginalised Group (Yes/No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other | Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|----------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|
| Customers | No | Email, Customer care contact number, Meetings, Letters, Customer portal. | Other-Regular | Advertisement, Queries, Presales (KYC, Documentation), Collections, Handover event. |
| Investors / Shareholders | No | Newspaper, Website, Email, Letters, meeting. | Other-Regular | Shareholder meeting to review Performance and growth, dividend. |
| Employees | No | Email, Notice Board, Phone, Intranet portal (Success factor), meeting. | Other-Regular | Policies, SOPs, KRA, Leadership talk, meetings, training, events. |
| Vendors / Suppliers | No | Email, Phone, letters, meeting. | Other-Regular | KYC, Pricing, Delivery & payments. |
| Govt and regulatory bodies | No | Email, letters, Govt Websites. | Other-Regular | Compliance with central/ state/ local bodies - RERA, PCBs, Taxation etc. |
| Community - 75% (Non-vulnerable) | No | Newspaper, Community meeting, Awareness camps. | Other-Regular | CSR, employment, local infrastructure, feedback. |
| Community - 25% (Vulnerable) | Yes | | | |
| Channel Partners (Agents) | No | Email, Phone, meeting. | Other-Regular | Meetings, Feedback |
| Media | No | Meeting, Press conference | Other-Regular | Publication of financial results, advertisement. |

BRSR (CONTD.)

PRINCIPLE 5 Businesses should respect and Promote Human Rights



Essential Indicators

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

| Category | FY 23 Current Financial Year | | | FY 22 Previous Financial Year | | |
|------------------------|---------------------------------|-----------------------------------|-----------|----------------------------------|-----------------------------------|-----------|
| | Total (A) | No. employees workers covered (B) | % (B / A) | Total (C) | No. employees workers covered (D) | % (D / C) |
| Employees | | | | | | |
| Permanent | 8,393 | 1,887 | 22% | 7,191 | 210 | 3% |
| Other than permanent | 3,752 | 0 | 0% | 3,752 | 0 | 0% |
| Total Employees | 12,145 | 1,887 | 22% | 10,943 | 210 | 3% |
| Workers | | | | | | |
| Permanent | 0 | 0 | 0% | 0 | 0 | 0% |
| Other than permanent | 190 | 190 | 100% | 120 | 0 | 0% |
| Total Workers | 190 | 190 | 100% | 120 | 0 | 0% |

2. Details of minimum wages paid to employees and workers, in the following format:

| Category | FY 23 Current Financial Year | | | | | FY 22 Previous Financial Year | | | | |
|-----------------------------|---------------------------------|-----------------------|-----------|------------------------|-----------|----------------------------------|-----------------------|---------|------------------------|---------|
| | Total (A) | Equal to Minimum Wage | | More than Minimum Wage | | Total (D) | Equal to Minimum Wage | | More than Minimum Wage | |
| | | No.(B) | % (B / A) | No. (C) | % (C / A) | | No.(E) | % (E/D) | No.(F) | % (F/D) |
| Employees | | | | | | | | | | |
| Permanent | | | | | | | | | | |
| Male | 7,037 | 353 | 5% | 6,684 | 95% | 6,084 | 143 | 2% | 5,870 | 96% |
| Female | 1,356 | 81 | 6% | 1,275 | 94% | 1,191 | 42 | 4% | 1,136 | 95% |
| Other than permanent | | | | | | | | | | |
| Male | 1,545 | 1,104 | 71% | 441 | 29% | 1,545 | 0 | 0% | 1,545 | 100% |
| Female | 2,207 | 2,187 | 99% | 20 | 1% | 2,207 | 0 | 0% | 2,207 | 100% |
| Workers | | | | | | | | | | |
| Permanent | | | | | | | | | | |
| Male | 0 | 0 | 0% | 0 | 0% | 0 | 0 | 0% | 0 | 0% |
| Female | 0 | 0 | 0% | 0 | 0% | 0 | 0 | 0% | 0 | 0% |
| Other than permanent | | | | | | | | | | |
| Male | 190 | 190 | 100% | 0 | 0% | 120 | 120 | 100% | 0 | 0% |
| Female | 0 | 0 | 0% | 0 | 0% | 0 | 0 | 0% | 0 | 0% |

BRSR (Contd.)

3. Details of remuneration/salary/wages, in the following format:

| | Male | | Female | |
|-----------------------------------------|--------|-----------------------------------------------------------|--------|-----------------------------------------------------------|
| | Number | Median remuneration/ salary/ wages of respective category | Number | Median remuneration/ salary/ wages of respective category |
| Board of Directors (BoD) | 7 | 500,000/- | 2 | 6,200,000 /- |
| Key Managerial Personnel | 3 | - * | 0 | 0 |
| Employees other than BoD and KMP | 8115 | 281,868/- | 1492 | 286,578/- |
| Workers | 0 | NA | 0 | NA |

* With a view to ensure healthy & cordial human relations at all levels and considering the confidential nature of the information, the remuneration details of Key Managerial Personnel have not been disclosed in the interest of the company

| | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No) | Yes, we have ED -HR, IT & Admin Head as SPOC for Human rights Committee, we also have committee at each location which takes care of all human rights impacts or issues. |
| 5. Describe the internal mechanisms in place to redress grievances related to human rights issues. | To address grievances related to human rights issues, our company has established an Internal Complaints Committee (ICC) specifically designed to handle matters concerning the prevention of sexual harassment (POSH). This mechanism ensures that employees have a platform to voice their concerns and seek redressal in a safe and confidential manner. |

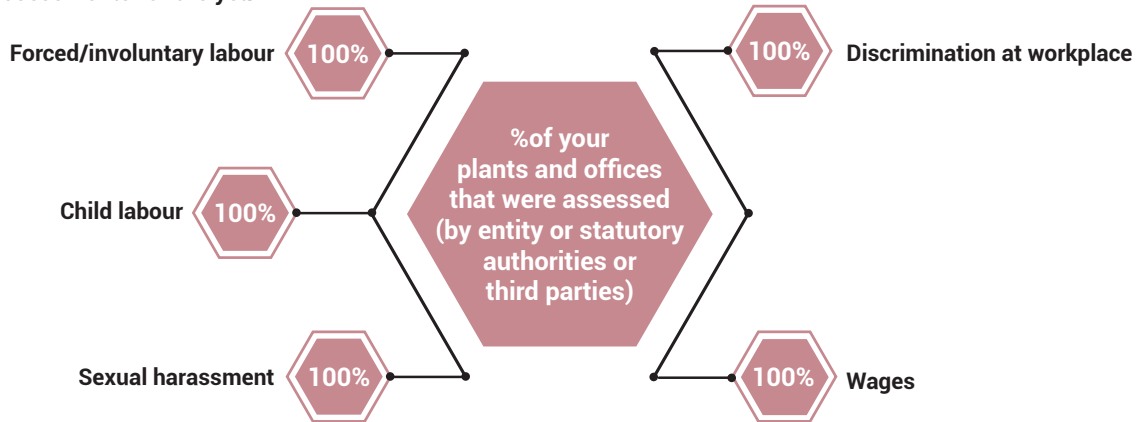
6. Number of Complaints on the following made by employees and workers:

| | FY 23 Current Financial Year | | | FY 22 Previous Financial Year | | |
|-----------------------------------|---------------------------------|---------------------------------------|---------|----------------------------------|---------------------------------------|---------|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Sexual Harassment | 0 | 0 | NA | 0 | 0 | NA |
| Discrimination at workplace | 0 | 0 | NA | 0 | 0 | NA |
| Child Labour | 0 | 0 | NA | 0 | 0 | NA |
| Forced Labour/Involuntary Labour | 0 | 0 | NA | 0 | 0 | NA |
| Wages | 0 | 0 | NA | 0 | 0 | NA |
| Other human rights related issues | 0 | 0 | NA | 0 | 0 | NA |

| | |
|----------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|
| 7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases. | Yes, we ensure there is no discrimination / harassment happening to complainant. |
| 8. Do human rights requirements form part of your business agreements and contracts?(Yes/No) | No |

BRSR (CONTD.)

9. Assessments for the year :



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| 10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above. | Nil |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------|-----|

Leadership Indicators

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| 1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints. | NA |
| 2. Details of the scope and coverage of any Human rights due diligence conducted . | No |
| 3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016? | <p>Yes,</p> <p>Our Workplace has been mandated to take steps to safeguard the rights of persons with disabilities.</p> <p>It's been built with an aim to provide maximum accessibility and usability to its visitors.</p> <p>The objective is to increase accessibility in all our premises / buildings.</p> <ul style="list-style-type: none"> a) Provision of features of accessibility such as wide staircases, ramps, wide entry gates, reserved parking and disabled friendly toilets, accessible elevators, etc. b) Wide doors and foldable ramps for ease of boarding by wheelchair users. c) Emergency response devices - alarm buttons and fire extinguishers located at reachable heights. d) Reserved space for wheelchair users with secure locks and belts and reserved seating for elderly, pregnant women and persons with disabilities. e) Information made available using graphical and braille signage in elevators. f) Disability friendly toilets with anti-skid floor, emergency button, latches, easy to operate handles and lever type taps with long neck and sensors. |
| 4. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above. | Nil |

BRSR (CONTD.)

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

| Parameter | FY 23 (Current Financial Year) | FY 22 (Previous Financial Year) |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|--------------------------------------|
| Total electricity consumption (A) | 705,102.07 Giga Joules | 444,279.40 Giga Joules |
| Total fuel consumption (B) | 91,773.31 Giga Joules | 66,880.53 Giga Joules |
| Energy consumption through other sources (C) | - | - |
| Total energy consumption (A+B+C) | 796,875.38 Giga Joules | 511,159.93 Giga Joules |
| Energy intensity per rupee of turnover (Total energy consumption/turnover in ₹) | 9.08 (Giga Joules / ₹ in Million) | 7.74 (Giga Joules / ₹ in Million) |
| Energy intensity (optional) – the relevant metric may be selected by the entity | | |
| Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. | | No |

| | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any. | <p>Yes (Only for Hotel)</p> <ol style="list-style-type: none"> we are using wheeling energy of solar power which is around 80% of total electricity consumption. Hilton is committed to reducing our water use intensity by 50% by 2030, and implementing 20 community water projects to increase access and resilience. Reuse of water 100% to landscape and Flushing purpose. Travel with Purpose is Hilton's Environmental, Social and Governance (ESG) strategy to drive responsible travel and tourism globally. Through Travel with Purpose, we seek to create positive environmental and social impact across our operations, supply chain, and communities. Hilton is committed to reducing our waste intensity in managed operations by 50% by 2030. Hilton is committed to reducing our Scope 1 and 2 carbon intensity by 75% by 2030, in line with our science-based targets, and our Scope 3 carbon intensity from franchised hotels by 56% by 2030. |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

3. Provide details of the following disclosures related to water, in the following format:

| Parameter | FY 23 (Current Financial Year) | FY 22 (Previous Financial Year) |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|------------------------------------|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | | |
| (ii) Groundwater | 787,565 | 593,824 |
| (iii) Third party water | 2,082,037 | 1,694,788 |
| (iv) Seawater / desalinated water | | |
| (v) Others | 2,662,732 | 1,981,991 |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) | 5,532,335 | 4,270,603 |
| Total volume of water consumption (in kilolitres) | 5,532,335 | 4,270,603 |
| Water intensity per rupee of turnover (Water consumed / turnover) | 63.06 (KL/ ₹ in Mn) | 64.70 (KL/ ₹ in Mn) |
| Water intensity (optional) – the relevant metric may be selected by the entity | | |
| Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. | | No |

BRSR (CONTD.)

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|-----------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation. | <p>Yes</p> <p>STP treated water recycled and used for garden, flushing and HVAC cooling towers and floor cleaning purpose.</p> <p>We are using Rainwater harvesting in our projects.</p> |
|-----------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

| Parameter | Please specify unit | FY 23 (Current Financial Year) | FY 22 (Previous Financial Year) |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|------------------------------------|
| Nox | (mg/Nm ³) | 1,232.37 | 496.31 |
| Sox | (mg/Nm ³) | 245.43 | 106.611 |
| Particulate matter (PM) | (mg/Nm ³) | 1,071.89 | 592.04 |
| Persistent organic pollutants (POP) | | | |
| Volatile organic compounds (VOC) | | | |
| Hazardous air pollutants (HAP) | | | |
| Others– please specify | | | |
| Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. | <p>Yes</p> <ol style="list-style-type: none"> 1. SLN Testing Laboratory 2. Bangalore Analytical Research Centre (P) Limited 3. Eco Services India Private Limited | | |

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

| Parameter | Unit | FY 23 (Current Financial Year) | FY 22 (Previous Financial Year) |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|--------------------------------------------|--------------------------------------------|
| Total Scope 1 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available) | Metric tonnes of CO₂ equivalent | 7,789.99 | 7,491.43 |
| Total Scope 2 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available) | Metric tonnes of CO₂ equivalent | 108,322.34 | 70,275.53 |
| Total Scope 1 and Scope 2 emissions per rupee of turnover ((Total Scope 1 and Scope 2 emissions / turnover in ₹)) | | 1.32 (CO ₂ / ₹ in Mn) | 1.18 (CO ₂ / ₹ in Mn) |
| Total Scope 1 and Scope 2 emission intensity (optional)– the relevant metric may be selected by the entity | | | |
| Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. | No | | |

| | |
|------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|
| 7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details. | <p>Yes</p> <p>Solar lighting for common area lighting and renewable energy is purchased from outside.</p> |
|------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|

BRSR (CONTD.)

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

| Parameter | FY 23 (Current Financial Year) | FY 22 (Previous Financial Year) |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|------------------------------------|
| Total Waste generated (in metric tonnes) | | |
| Plastic waste (A) | 199.62 | 140.03 |
| E-waste (B) | 51.81 | 83.56 |
| Bio-medical waste (C) | NA | NA |
| Construction and demolition waste (D) | 2,214.60 | 1,470.36 |
| Battery waste (E) | 14.06 | 13.16 |
| Radioactive waste (F) | NA | NA |
| Other Hazardous waste. – (Lube oil, Oil filters, waste cotton etc.) Please specify, if any. (G) | 20.89 | 21.74 |
| Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) | | |
| Wet Waste (Kitchen, Garden) | 2,576.21 | 1,467.93 |
| Dry Waste (Paper, Carton box, Clothes etc.) | 1,304.08 | 736.78 |
| Scrap metal | 616.09 | 201.12 |
| Wood scrap | 349.78 | 74.45 |
| Vehicle scrap | 0.00 | 3.47 |
| Glass (broken glass, bottles etc) | 23.91 | 33.46 |
| Total (A+B + C + D + E + F + G + H) | 7,371.04 | 4,246.07 |
| For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes) | | |
| Category of waste | | |
| (i) Recycled | 1,342.29 | 723.91 |
| (ii) Re-used | 885.35 | 644.71 |
| (iii) Other recovery operations | 1,313.65 | 428.70 |
| Total | 3,541.29 | 1,797.32 |
| For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes) | | |
| Category of waste | | |
| (i) Incineration | 0.00 | 0.00 |
| (ii) Landfilling | 894.60 | 336.36 |
| (iii) Other disposal operations | 2,935.15 | 2,112.40 |
| Total | 3,829.75 | 2,448.76 |
| Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. | No | |

BRSR (CONTD.)

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|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes .</p> | <ol style="list-style-type: none"> 1) We sort all waste based on its characteristics, categorising it into hazardous, non-hazardous, biodegradable, and non-biodegradable types. The hazardous waste, mainly consisting of waste oil from diesel generator sets, as well as paint and varnish remnants, is responsibly disposed of through authorised third-party vendors, following the regulations of the State Pollution Control Board. 2) For biodegradable waste, we adopt an eco-friendly approach by converting it into organic manure, which we then use for landscaping at our operational sites. This practice not only prevents the biodegradable waste from ending up in landfills but also significantly reduces the release of fugitive methane emissions. 3) The wet waste (kitchen waste) is segregated and kept in separate Green Bin/Bucket. The wet waste is disposed in green bins with lid without lining which will be collected everyday morning. 4) The dry waste like packing materials, paper, wrappers etc are disposed in Blue Bin / bucket which will be collected on Wednesday and Saturday (second half). 5) Medical and sanitary waste is wrapped in newspaper and disposed in red bins with lid which will be collected everyday morning. (Sanitary waste to be sealed properly before disposing in red bins). 6) Segregation of mixed garbage is becoming a tough task for the house keeping staff to segregate in large quantities, but it is easy at the originators (home) level. 7) Organic Waste Compositer (OWC) is used to recycle wet waste. 8) Hotels: We are installing a new drinking water bottling plant to reduce use of plastic. |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format :

| S. No. | Location of operations/offices | Type of operations | Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any. |
|--------|--------------------------------|--------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|
| NA | | | |

BRSR (CONTD.)

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

| Name and brief details of project | EIA Notification No. | Date | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|-------------------|--------------------------------------------------------------------|---------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Prestige 13 Degree North: M/s. Prestige Garden Resorts Private Limited, Bengaluru have Proposed a Commercial (Retail/FEC/ Food Court, Restaurant, Banquet/Meeting hall, Cinema), Hotel & Office Development at Sy Nos. 186 & 189(Part), Doddajala Village, Sy. No.79 (New No.112), Shettigere village, Jala Hobli, Bengaluru North Taluk, Bengaluru on a plot area of 31,689.56 Sqmt (7 Acres 33.22 Guntas). The total built up area is 1,42,494.12 Sqmt. The proposed project is sprawled across 3B+LG+UG+1UF to 4UF+Ser.F+5UF to 10UF with a maximum height of 49.95m. | SEIAA 108 CON 2021 | December 29, 2021 | Yes | Yes | https://environment-clearance.nic.in/proposal_status_state.aspx?pid=ClosedEC&statename=Karnataka |
| Prestige Green Gables: M/s. Prestige Estates Projects Limited has proposed for Mixed Use Development at Sy. Nos. 83/2, 86/4, 88/2, 88/3B, 88/4, 89/2, 89/3, 89/4 & 96/1, Panathur Village, Varthur Hobli, Bengaluru East Taluk, Bengaluru on a Documented site area of 59,817.4 Sqmt (14 Acres 31.25 Guntas) and Physical site area of 59,166.0526 Sqmt (14 Acres 24.81 Guntas). The built-up area for residential block is 66,530.57 Sqmt and built-up area for commercial block is 1,25,247.58 Sqmt. Total Built-up area is 1,91,778.15 Sqmt .The project comprises of 406 Nos. of residential units, club house and 3 commercial buildings. The residential units are sprawled across as B+G+12UF with a maximum height of 40.10m, club house is sprawled as B+G+1UF with a maximum height of 9.15m and commercial buildings are sprawled across as 2B+G+9UF/G+1UF with maximum height of 39.45m. | SEIAA 46 CON 2020 | February 23, 2021 | Yes | Yes | https://environment-clearance.nic.in/proposal_status_state.aspx?pid=ClosedEC&statename=Karnataka |

BRSR (CONTD.)

| Name and brief details of project | EIA Notification No. | Date | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|--------------------|-------------------------------------------------------------|--------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Prestige Water Ford: M/s. Prestige Estates Projects Limited has proposed for Residential Development at Survey Nos. 123, 127 (P) & 128, Pattandur Agrahara Village, K R Puram Hobli, Bengaluru East Taluk, Bengaluru on a plot area of 68,571.4 Sqmt (16 Acres 37.6 Guntas). The Total Built-up area is 1,70,752.88 Sqmt. The project comprises of 689 Nos. of residential units and a club house which is sprawled across in 5 Blocks. Block 1 consists of Wing A, Wing B with configuration of B+G+23UF with a height of 74.95 m, Block 2 consists of Wing A, Wing B with configuration of B+G+23UF with a height of 73.95 m, Block 3 & 4 having a configuration of B+G+24UF with a height of 77.0 m and Block 5 having a configuration B+G+24UF with a height of 79.45 m</p> | SEIAA 12 CON 2019 | December 11, 2019 | Yes | Yes | https://environmentclearance.nic.in/proposal_status_state.aspx?pid=ClosedEC&statename=Karnataka |
| <p>Prestige City: M/s. Prestige Projects Private Limited has proposed for Residential and Commercial/Retail Development (Mixed Use Development) by name "Prestige City" at Sy. Nos. 6/5, 12, 13/1, 13/2, 13/3, 13/4, 18, 19, 20, 21, 22, 23, 24/1, 24/2, 25/1, 25/2, 26/1A, 26/1B, 26/1C, 26/2, 27, 28, 29/1, 29/2, 29/3, 30, 31, 32/1, 32/2, 32/3, 32/4, 33, 34/1, 34/2, 35/1, 35/2, 35/3, 35/5, 37/1, 37/2 of Yamare Village, Sy. Nos. 19/2, 19/3, 19/4, 20/1, 20/2, 21/1, 21/2, 21/3, 21/4, 21/5, 22/1, 22/2A, 22/2B, 22/3, 23/2, 23/3, 23/4, 23/5, 24/1, 24/2, 24/3, 25, 26, 29/2, 29/3A, 30/1, 30/2, 31/1, 31/2, 32/1, 32/2, 32/3, 33, 35, 36, 37, 38/2, 38/3, 38/4, 54, 55, 56, 57, 58, 59, 62, 63/1, 63/2, 63/3, 63/4, 63/5, 63/6, 63/7, 63/8 of Valagere Kallahalli Village, Sarjapura Hobli, Anekal Taluk, Bengaluru on a</p> | SEIAA 165 CON 2018 | September 17, 2019 | Yes | Yes | https://environmentclearance.nic.in/proposal_status_state.aspx?pid=ClosedEC&statename=Karnataka |

BRSR (CONTD.)

| Name and brief details of project | EIA Notification No. | Date | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|--------------|-------------------------------------------------------------|--------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| plot area of 3,70,638.38 Sqmt (91 Acres 23.52 Guntas). The -Total Built-up area is 10, 78,418.74 Sqmt. The project comprises of 5,756 Nos. of Apartments, 148 Nos. of Villas, 6 Club Houses and a Commercial/ Retail (Amenity) Building. The apartments are sprawled across as 2B+G+24UF/27UF with a maximum height of 85.85m, the Villas are sprawled across as G+1UF with a height of 7.40m, the Club Houses are sprawled across as G+2UF/3UF and Commercial/Retail (Amenity) Building is sprawled across as 2B+G+4UF with a maximum height of 29.95m. | | | | | |
| Prestige Willow tree: M/s. Prestige Estates Projects Limited have proposed for Residential Development project by name "Prestige Willow Tree" at Khatha No. 241/51/1/52/53/54, Narasipura Village, Yelahanka Hobli, Bengaluru North Taluk, Bengaluru on a plot area of 27,956.774 Sqmt (6A 36.32G). The total built up area is 86,238.11 Sqmt. The Proposed project consists of 451 Nos. of residential units and a club house which is sprawled across in 3 buildings with 5 towers. Building 1 consists of Tower 1 & Tower 2 with configuration of 2B+G+11UF with a height of 37.05m, Building 2 consists of Tower 3 with configuration of 2B+G+10UF with a height of 34.0m and Building 3 consists of Tower 4 and Tower 5 with configuration of B+G+11UF with a height of 37.05m and Club House with configuration of B+G+1UF with a height of 14.95m. | SEIAA 52 CON 2018 | May 18, 2018 | Yes | Yes | https://environment-clearance.nic.in/proposal_status_state.aspx?pid=ClosedEC&statename=Karnataka |

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format: Yes

| S. No. | Specify the law/ regulation/ guidelines which was not complied with | Provide details of the non-compliance | Any fines / penalties /action taken by regulatory agencies such as pollution control boards or by courts | Corrective action taken, if any |
|--------|---------------------------------------------------------------------|---------------------------------------|----------------------------------------------------------------------------------------------------------|---------------------------------|
| NA | | | | |

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Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

| Parameter | FY 23 (Current Financial Year) | FY 22 (Previous Financial Year) |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|------------------------------------|
| From renewable sources | | |
| Total electricity consumption (A) | 223,669.46 | 131,943.70 |
| Total fuel consumption (B) | 0 | 0 |
| Energy consumption through other sources (C) | 0 | 0 |
| Total energy consumed from renewable sources (A+B+C) | 223,669.46 | 131,943.70 |
| From non-renewable sources | | |
| Total electricity consumption (D) | 481,432.62 | 312,335.70 |
| Total fuel consumption (E) | 91,773.31 | 66,880.53 |
| Energy consumption through other sources (F) | 0 | 0 |
| Total energy consumed from non-renewable sources (D+E+F) | 573,205.93 | 379,216.23 |
| Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. | No | |

PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent



Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations. 11
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

| S. No. | Name of the trade and industry chambers/ associations | Reach of trade and industry chambers/ associations (State/National) |
|--------|-----------------------------------------------------------------------------|---------------------------------------------------------------------|
| 1 | BCIC - Bangalore Chamber of Industry and Commerce | Chamber – State |
| 2 | CREDAI - The Confederation of Real Estate Developers' Associations of India | Association – National |
| 3 | CRISIL - Real Estate Developer Grading | National |
| 4 | FIABCI - International Real Estate Federation, India | Federation – International |
| 5 | NAREDCO - National Real Estate Development Council | National |
| 6 | CII - Confederation of Indian Industry | National |
| 7 | MCHI - Maharashtra Chamber of Housing | Chamber – State |
| 8 | The Federation of Hotel and Restaurant Associations of India | Federation – National |
| 9 | Karnataka Employers Association | Association – State |
| 10 | Shopping Center Association of India | Association – National |

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

| Name of authority | Brief of the case | Corrective action taken |
|-------------------|-------------------|-------------------------|
| Nil | | |

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PRINCIPLE 8 Businesses should promote inclusive growth and Equitable Development



Essential Indicators

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

| Name and brief details of project | SIA Notification No. | Date of notification | Whether conducted by independent external agency (Yes /No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|-----------------------------------|----------------------|----------------------|------------------------------------------------------------|--------------------------------------------------|-------------------|
|-----------------------------------|----------------------|----------------------|------------------------------------------------------------|--------------------------------------------------|-------------------|

Nil

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

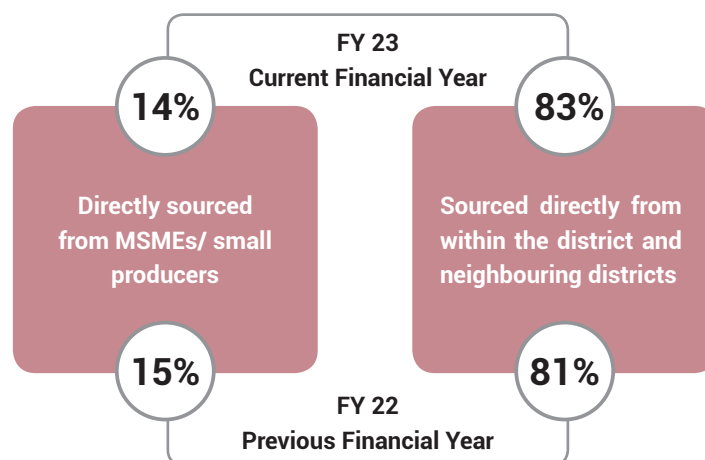
| S. No. | Name of Project for which R&R is ongoing | State | District | No. of Project Affected Families (PAFs) | % of PAFs covered by R&R | Amounts paid to PAFs in the FY (In ₹) |
|--------|------------------------------------------|-------------|----------|-----------------------------------------|--------------------------|---------------------------------------|
| 1 | Prestige Jasdan Classic* | Maharashtra | Mumbai | 66 units | 100% | 0 |
| 2 | Prestige Daffodils* | Maharashtra | Mumbai | 16 units | 100% | 0 |
| 3 | The Prestige City | Maharashtra | Mumbai | 775 units | 100% | 2,500,000 |
| 4 | BKC 101* | Maharashtra | Mumbai | 712 units | 100% | 0 |
| 5 | Prestige Nautilus* | Maharashtra | Mumbai | 453 units | 100% | 0 |
| 6 | The Prestige* | Maharashtra | Mumbai | 99 units | 100% | 0 |

* These Projects have been initiated by the Company and the work is currently on-going

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

As per Inclusive Growth & Equitable Development policy: Any grievances/ complaints with respect to violation of the policy shall be reported to the Vigilance Officer as per the Vigil Mechanism Policy (Whistle Blower Policy) adopted by the Company. E-mail ID: acchairman@prestigeconstructions.com

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



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Leadership Indicators

1. Details of beneficiaries of CSR Projects:

| S. No. | CSR Project | No. of persons benefitted from CSR Projects | % of beneficiaries from vulnerable and marginalised groups |
|--------|--------------------------------------------------------------|---------------------------------------------|------------------------------------------------------------|
| 1 | Ulsoor Lake Development & Maintenance | 1000 | 30% |
| 2 | St. Marks Road - both side garden and water body maintenance | 100 | 10% |
| 3 | Prestige Pinewood surrounding park - 4 numbers | 400 | 30% |

Note: CSR Projects are public places, so number of beneficiaries are based on assumption made by company based on per day visitors count.

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner



Essential Indicators

| | |
|--------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback. | <p>Construction related</p> <ol style="list-style-type: none"> 1) Emails 2) Phone Calls 3) Service Tickets in customer Portal: Customer can raise 3 types of tickets (Query, Request, Complaint) 4) Customer Survey Feedback <p>All tickets shall be resolved within 7 working days. If not resolved auto escalation mail triggers to next level of CRM.</p> <p>Property Management related</p> <ol style="list-style-type: none"> 1. Complaint management software deployed by various SAAS based service providers have been deployed at the property to record complaints raised by the residents. This is monitored at site level by the Helpdesk and escalation are monitored by their superiors. 2. An annual customer feedback survey is carried out by sharing a link with predefined questionnaire requesting all residents to participate in this survey. <p>Escalation matrix available and it varies property to property.</p> |
|--------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

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

| | As a percentage to total turnover |
|-------------------------------------------------------------|-----------------------------------|
| Environmental and social parameters relevant to the product | NA |
| Safe and responsible usage | NA |
| Recycling and/or safe disposal | NA |

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

| | FY 23 (Current Financial Year) | | Remarks | FY 22 (Previous Financial Year) | | Remarks |
|--------------------------------|-----------------------------------|-----------------------------------|-----------------------------------------------------------------|------------------------------------|-----------------------------------|---------|
| | Received during the year | Pending resolution at end of year | | Received during the year | Pending resolution at end of year | |
| Data privacy | 0 | 0 | NA | 0 | 0 | NA |
| Advertising | 0 | 0 | NA | 0 | 0 | NA |
| Cyber-security | 0 | 0 | NA | 0 | 0 | NA |
| Delivery of essential services | 0 | 0 | NA | 0 | 0 | NA |
| Restrictive Trade Practices | 0 | 0 | NA | 0 | 0 | NA |
| Unfair Trade Practices | 0 | 0 | NA | 0 | 0 | NA |
| Other | 454 | 1 | Reported 1 complaint on March 28, and closed on April 03, 2023. | 261 | 0 | NA |

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

| | Number | Reasons for recall |
|-------------------|--------|--------------------|
| Voluntary recalls | NA | NA |
| Forced recalls | NA | NA |

| | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|
| 5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy . | Yes https://www.prestigeconstructions.com/privacy/ |
| 6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services . | No |

Leadership Indicators

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|------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available). | <p>Prestige Group displays information of products and services in multiple channels as mentioned below:</p> <ol style="list-style-type: none"> 1. Prestige Group website: https://www.prestigeconstructions.com/ 2. Prestige Customer portal: https://www.prestigeconstructions.com/falcon-connect/ 3. RERA website: <ol style="list-style-type: none"> a. https://rera.karnataka.gov.in/home?language=en b. https://rera.kerala.gov.in/ c. https://rera.tn.gov.in/ d. https://maharera.maharashtra.gov.in/ e. http://rera.telangana.gov.in/ f. https://rera.goa.gov.in/reraApp/ 4. Prestige Group quarterly magazine: Falcon news |
|------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

BRSR (CONTD.)

| | |
|----------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.</p> | <p>To educate clients & occupants, Prestige Group has formulated guidelines and rules for Interior work and for Living.</p> <p>Below are few important guidelines:</p> <ol style="list-style-type: none"> a. All visitors / service providers are required to adhere to the QHSE protocols implemented at the properties such as work permits along with safety belts, helmets etc. b. All completed properties are equipped with fire prevention systems such smoke detectors, sprinklers, fire extinguishers, fire hose reels etc. Conduct fire mock drill annually and demonstrate all the fire emergency procedures along with emergency safety protocols. Feedbacks will be obtained for improvement. c. Occupants are provided with emergency services contact details like ambulance, police, fire, utility services etc. d. Signages depicting the safe use of amenities such as elevators, swimming pool, club house including driveways are in place for maximum effectiveness. e. Do's and Don'ts for safety of occupants etc. |
| <p>3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.</p> | <p>The Property Management Team of Prestige Group has a structured communication in place to inform occupants/tenants regarding any disruption/discontinuation of essential services. Prior intimation will be given in case of Planned Preventive Maintenance (such as Water tank cleaning, Lift maintenance etc.) to occupants through the below channels.</p> <ol style="list-style-type: none"> i. Alert message through the Apps. https://dashboard.mygate.com/login (or) https://adda.io/ ii. Notice boards iii. Printed notices at doorstep. |

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|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/ Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)</p> | <p>Product Information</p> <p>Yes,</p> <p>Based on the nature of the business, it is identified into Five products and one service as below:</p> <ol style="list-style-type: none"> Residential units developed for sale. Commercial office space developed for lease. Retail Malls developed for lease. Hospitality assets. Property Management Services <p>Accordingly, information on the 'product' is displayed in the marketing collaterals, advertisement campaigns, brochures, application form, Customer/Client Agreements, Company Website, Social Media Channels, Certifications if any relating to the product and all other relevant documents as per the requirements of local laws and RERA are published and made available publicly.</p> <p>Customer Satisfaction</p> <p>Yes, Prestige Group conducts Customer satisfaction survey on a regular basis across all its asset classes. This is driven by the management which strives for continuous improvement.</p> <p>Customer Satisfaction Surveys are a norm in the organization for, Quarterly Surveys are sent out to our customer base and the feedback is analysed and shared with the management team as well as for the executives to improve their service levels across Residential, Commercial, Property Management Verticals.</p> <p>Hospitality & Retail Malls division use live feedback and rating tools for its guests across all the properties.</p> <p>In case of Property Management services, they conduct annual customer feedback survey which covers Security services, Cleanliness of common areas, Water supply, Backup power, Landscape maintenance and Staff behaviour & Courteousness.</p> |
| <p>5. Provide the following information relating to data breaches:</p> | |
| <p>a. Number of instances of data breaches along-with impact</p> | <p>Nil</p> |
| <p>b. Percentage of data breaches involving personally identifiable information of customers</p> | <p>Nil</p> |