

Brigade Enterprises Limited

Corporate Identity Number (CIN) : L85110KA1995PLC019126
Registered Office : 29th & 30th Floor, World Trade Center
Brigade Gateway Campus, 26/1, Dr. Rajkumar Road
Malleswaram - Rajajinagar, Bengaluru - 560 055, India
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Ref: BEL/AR/NSEBSE/15072024

15th July, 2024

Listing Department
National Stock Exchange of India Limited
Exchange Plaza
Bandra Kurla Complex, Bandra (East)
Mumbai - 400 051

Department of Corporate Services - Listing
BSE Limited
P. J. Towers
Dalal Street
Mumbai - 400 001

NSE Scrip Symbol: BRIGADE/ BSE Scrip Code: 532929

Dear Sir/ Madam,

Sub: Intimation under Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 - Annual Report for the financial year 2023-24

We are enclosing herewith the Twenty Ninth Annual Report of the Company along with the Notice of the Annual General Meeting and the Business Responsibility and Sustainability Report for the financial year 2023-24 being dispatched in electronic form to all eligible Shareholders whose email ids are registered with the Company/ Depositories as well as to all members holding shares in physical mode whose e-mail addresses are registered with the Company/Registrar & Transfer Agents of the Company('RTA' or 'KFintech').

The Twenty Ninth Annual General Meeting of the Company is scheduled on **Tuesday, 6th August, 2024** at 10.30 a.m. IST through Video Conferencing (VC)/ Other Audio-Visual Means (OAVM) in accordance with the various General Circulars issued by the Ministry of Corporate Affairs and Securities & Exchange Board of India.

The Annual Report can also be accessed from the website of the Company at <https://www.brigadegroup.com/investor/regulation-46/annual-reports> and that of the Registrar & Transfer Agents of the Company at <https://evoting.kfintech.com>.

The Annual Report is enclosed pursuant to Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015.

Thanking you,

Yours faithfully,

For **Brigade Enterprises Limited**

P. Om Prakash
Company Secretary & Compliance Officer

Encl.: a/a





BRIGADE

Building Positive Experiences

Business Responsibility and Sustainability Report FY 2023-24

Brigade Enterprises Limited
CIN: L85110KA1995PLC019126
(The Brigade Group)

Foreword

Brigade Group is one of India's leading Real Estate developers, with a diverse portfolio spanning Real Estate (Property Development), Lease Rentals (Property Management) and Hospitality sector. With a strong presence in Karnataka, Telangana, Tamil Nadu, Kerala, and Gujarat, Brigade has transformed urban landscapes with its iconic projects. Having completed over 280+ buildings and 80+ million sq. ft of space, Brigade epitomises excellence and sophistication.

As one of the top 500 listed companies on the Securities and Exchange Board of India, the Group continues to be committed to being a responsible citizen and providing transparent and accurate information to our stakeholders via this report and supports the fourteen of the Sustainable Development Goals of the United Nations.

Since 2019, the Group has published its environment, social, and governance (ESG) achievements in annual Sustainability Reports. From 2014, the Company has published Business Responsibility Report. In 2021-22 the Group published its first BRSR report followed by second BRSR report in 2022-23, which was voluntary for both years. This report marks our first mandatory BRSR report. The BRSR requirement is as per clause (f) of sub-regulation (2) of Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time (Listing Regulations).

BRSR Overview

Section A: General Disclosures

Section B: Management and Process Disclosures

Section C: Principle wise Performance Disclosures

Principle 1	Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable.
Principle 2	Businesses should provide goods and services in a manner that is sustainable and safe.
Principle 3	Businesses should respect and promote the well-being of all employees, including those in their value chains.
Principle 4	Businesses should respect the interests of and be responsive to all its stakeholders.
Principle 5	Businesses should respect and promote human rights.
Principle 6	Businesses should respect and make efforts to protect and restore the environment.
Principle 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
Principle 8	Businesses should promote inclusive growth and equitable development.
Principle 9	Businesses should engage with and provide value to their consumers in a responsible manner.

SECTION A: GENERAL DISCLOSURES

I. Details of listed entity		
1	Corporate Identity Number (CIN) of the Listed Entity	L85110KA1995PLC019126
2	Name of the listed entity	Brigade Enterprises Limited (BEL)
3	Year of incorporation	November 8, 1995
4	Registered office address	29 th & 30 th Floor, World Trade Center, Brigade Gateway Campus, 26/1, Dr. Rajkumar Road, Malleswaram-Rajajinagar, Bengaluru - 560 055
5	Corporate office address	29 th & 30 th Floor, World Trade Center, Brigade Gateway Campus, 26/1, Dr. Rajkumar Road, Malleswaram-Rajajinagar, Bengaluru - 560 055
6	E-mail	investors@brigadegroup.com
7	Telephone	91-80-41379200
8	Website	https://www.brigadegroup.com/
9	Financial year for which reporting is being done	2023-24
10	Name of the Stock Exchange(s) where shares are listed	The National Stock Exchange of India Limited (NSE); BSE Limited.
11	Paid-up Capital	INR 2,31,09,86,410
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: P. Om Prakash Telephone: 91-80-4137 9200 Email: investors@brigadegroup.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
14	Whether the company has undertaken reasonable assurance of the BRSR core	No
15	Name of assurance provider	Not Applicable
16	Type of assurance obtained	Not Applicable

II. Products/Services

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

S. No.	Description of the main activity	Description of business activity	% of Turnover of the entity
1	Real Estate (Property Development)	The real estate (property development) segment is involved in the development of residential, commercial- office spaces, and mixed-use projects.	72
2	Lease Rentals (Property Management)	In the lease rentals segment, the Group develops commercial - office and retail spaces and leases out the same to third parties.	19
3	Hospitality	The hospitality segment develops hotel projects which are operated by leading international operators.	9

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

S. No.	Product/Service	NIC code	% of total Turnover contributed
1	Real Estate (Property Development)	45201	72
2	Lease Rentals (Property Management)	70106	19
3	Hospitality	55101	9

III. Operations

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

Location	Number of plants	Number of offices	Total
National	Nil	6	6
International	Nil	1	1

20. Markets served by the entity:

a. Number of locations

Locations	Number
National (no.of states)	5
International (no.of countries)	1

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

As Brigade Group is engaged in business in Indian cities, there is no export of the products.

c. A brief on types of customers

We have a varied customer base depending on the different verticals that we operate in. For example, under real estate, customers are the individual home buyers/owners, who buy our properties; under commercial and hospitality the customer base changes to organisational customers, i.e., large MNCs, retail store owners, etc.

IV. Employees

21. Details as at the end of the Financial year
a. Employees and workers (including differently abled)

S.No	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1	Permanent (D)	2,588	2,144	82.84%	444	17.16%
2	Other than permanent (E)	2,004	1,424	71.06%	580	28.94%
3	Total employees (D + E)	4,592	3,568	77.70%	1,024	22.30%
Workers						
4	Permanent (F)	0	0	0	0	0
5	Other than permanent (G)	12,081	11,424	94.56%	657	5.44%
6	Total employees (F + G)	12,081	11,424	94.56%	657	5.44%

b. Differently abled employees and workers:

S.No	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
Differently Abled Employees						
1	Permanent (D)	6	3	50%	3	50%
2	Other than permanent (E)	0	0	0%	0	0%
3	Total employees (D + E)	6	3	50%	3	50%
Differently Abled Workers						
4	Permanent (F)	3	2	66.67%	1	33.33%
5	Other than permanent (G)	2	1	50%	1	50%
6	Total employees (F + G)	5	3	60%	2	40%

22. Participation/Inclusion/Representation of women

Details	Total	No. and Percentage of Females	
	(A)	No. (B)	% (B/A)
Board of Directors	12	3	25%
Key Management Personnel*	5	2	40%

* Amongst the total, three of the Executive Directors also form part of the KMP and are covered under the Board of Directors. Amongst women, all of the KMP's are also a part of the Board of Directors.

23. Turnover rate for permanent employees and workers (disclose trends for the past 3 years)

	FY (2024) current year			FY (2023) previous year			FY (2022) (year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	31%	29%	30%	18%	23%	19%	19%	18%	19%
Permanent workers	NA	NA	NA	36%	31%	35%	29%	25%	28%

V. Holding, Subsidiary and Associate Companies (including joint ventures)
24. a. Names of holding / Subsidiary / Associate companies / Joint Ventures (JV)

S.No.	Name of the holding/subsidiary/associate companies/JV (A)	Indicate whether holding/Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Entities' participation in Business Responsibility Initiatives
1	Brigade Tetrarch Private Limited	Subsidiary	100	Yes
2	Brigade Estates & Projects Private Limited	Subsidiary	100	Yes
3	Brigade Infrastructure & Power Private Limited	Subsidiary	100	Yes
4	Brigade Hospitality Services Limited	Subsidiary	100	Yes
5	SRP Prosperita Hotel Ventures Limited	Subsidiary	50.01	Yes
6	WTC Trades & Projects Private Limited	Subsidiary	100	Yes
7	Brigade Properties Private Limited	Subsidiary	51	Yes
8	BCV Developers Private Limited	Subsidiary	67.03	Yes
9	Brigade (Gujarat) Projects Private Limited	Subsidiary	100	Yes
10	Perungudi Real Estates Private Limited	Subsidiary	51	Yes
11	Mysuru Projects Private Limited	Subsidiary	100	Yes
12	Brigade Hotel Ventures Limited	Subsidiary	100	Yes
13	Augusta Club Private Limited	Subsidiary	100	Yes
14	Tandem Allied Services Private Limited	Subsidiary	100	Yes
15	Brigade Flexible Office Spaces Private Limited	Subsidiary	100	Yes
16	Celebrations Private Limited	Subsidiary	100	No
17	Vibrancy Real Estates Private Limited	Subsidiary	100	No
18	Venusta Ventures Private Limited	Subsidiary	100	Yes
19	Zoiros Projects Private Limited	Subsidiary	100	Yes
20	Brigade Innovations LLP	Subsidiary	95	Yes
21	Propel Capital Ventures LLP	Subsidiary	100	No
22	Tetrarch Developers Limited	Subsidiary	100	Yes
23	BCV Real Estates Private Limited	Subsidiary	67.03	No
24	Tetrarch Real Estates Private Limited	Subsidiary	100	No

VI. CSR DETAILS

25. i. Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes

Turnover (in Rs.)	22,24,00,10,015
Net worth (in Rs.)	42,07,13,54,543

VII. Transparency and Disclosures Compliances

26. 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)	FY 2023-24 Current Financial Year			FY 2022-23 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, the company has established structured mechanisms to receive and redress the grievances of the community that we work with. There is a dedicated mail id here4you@brigadegroup.com for raising any concerns by customers and the community. Additionally, the shareholders may also raise their concerns/ grievances at investors@brigadegroup.com	Nil	Nil		Nil	Nil	Nil
Investors (Other than shareholders)		Nil	Nil	Complaints resolved	33	Nil	
Shareholders		1	Nil		13	Nil	
Employees and workers		2	Nil	Employee complaints were related to IT	Nil	Nil	
Customers		12,530	248	Customer cases across all verticals included	268	4	
Value Chain Partners		Nil	Nil		Nil	Nil	
Regulators (Consumer Court, KSPCB/ BBMP/other regulatory bodies)		119	2	This includes cases from Consumer court /Labour dept/ KSPCB/ BBMP/SEIAA/ KGWA	4	Nil	

27. 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	Water Management	Risk and Opportunity	With increasing urbanisation, water scarcity is projected to rise. Given that real estate development is a water-intensive industry, it is essential to implement robust water management practices to ensure sustainable business operations.	Our commitment to sustainable water management is demonstrated through our vision and targets a) Water positive organisation by 2030. b) Increase wastewater recycling by 10% YoY. Our approach is to achieve this through a) water conservation, water optimisation through water efficient fixtures, planning for design through assessments of water stress. b) recycle and reuse to help reduce our dependence on fresh water. We use IoT based tools for real-time water monitoring and leak detection. Similarly for Commercial and Hospitality verticals, water efficiency projects and reuse & recycle approach helps in water reduction.	Risk-Negative: Higher cost of purchasing water; Drought situations that can disrupt water supplies. Opportunity-Positive: While there is an initial cost, but in the long term, efforts for effective water management will help in optimising costs for the buildings.
2	Green House Gas Emissions (GHG)	Risk and Opportunity	Climate change poses significant transitional and physical risks. Transitional risks may lead to regulatory changes, additional costs for renewable energy etc. Physical risks require to be addressed and incorporated at the building design stage, which can increase costs. Property values can be impacted by extreme weather vulnerabilities or such perceptions.	We are targetting Net Zero by 2045, and have committed to SBTi in 2024. To achieve these reductions, we are committed to green building norms for all buildings by 2030, and 100% renewables by 2040. Our comprehensive action plan addresses operational and embodied emissions by transitioning to renewable energy and enhancing energy efficiency with smart technologies.	Risk-Negative: Reducing emissions require energy efficient buildings, transition to renewables, and low carbon materials which can have huge financial implications. Opportunity-Positive: GHG reduction can help organisation reduce negative externalities, ensure stakeholder well-being, and become more climate conscious, ensuring long-term financial prosperity.

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)
3	Business Conduct and Compliance	Opportunity	In a dynamic environment with large scale changes in environmental, social and governance expectations of stakeholders, it is crucial for any business to step up and disclose information that helps build trust. Our alignment with nine NGRBC (National Guidelines for Responsible Business Conduct) principles help in following a structured approach.	<p>Our ESG policy includes a three-tier governance system to enhance integrity, efficiency, and stakeholder trust through transparency, active engagement, and adhering to industry best practices.</p> <p>We implement robust monitoring and reporting systems, enforce ethical compliance, foster innovation, and provide training for employees and suppliers. Pursuing industry certifications will validate our efforts.</p>	Opportunity-Positive: Responsible business conduct not only enhances brand value and brand reputation but also saves cost associated with the non-compliance and infringement of the nine NGRBC principles.
4	ESG Governance	Opportunity	Effective management of ESG-related risks, fostering long-term sustainability goals and to meet stakeholder expectations.	<p>With the three-line ESG governance, we aim to drive sustainable growth, mitigate risks, and build a resilient and responsible business that meets the expectations of stakeholders and contributes positively to society and the environment.</p> <p>We have set a target of achieving 50% gender diverse BoD by 2028; ESG KPIs for key executives; Board level traction for ESG areas of significance.</p>	Opportunity-Positive: Effective ESG and good governance practices can enhance organisation's value-creating ability in the long-run for all its stakeholders, fostering organisational goodwill.

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)
5	Health and Safety	Risk	Employee safety comes first and foremost. Any deviation on that leads to a setback for employee morale, leading to cost, productivity and reputational damage. It can also lead to additional liabilities.	Brigade’s approach to occupational health and safety is holistic as follows: a) extends to the entire employee and worker base. b) structured and systematic approach through ISO 45001 certification and maintaining systems and achieving results such as zero fatalities since 2018. c) train 100% of our staff by 2025 (workers and employees) d) Comprehensive health programmes, e) WELL certification target for all commercial (lease and rentals) by 2028.	Risk- Negative: Occupational health and safety requires an effective OHSMS to be put in place, which is done through financial investment in OHS-related employee benefits, training, health programmes, capacity building, adequate infrastructure, etc. Any lapse in compliance can also pose significant reputational risk to the organisation.
6	Human Rights	Risk	As a large organisation, with an extensive workforce, supply chain and a large customer base, everyone’s rights need to be protected at all times. Any miss on the fundamental responsibility of maintaining human dignity remains a risk.	We are committed to respecting and upholding the human rights of all our stakeholders. We have set a target to achieve SMETA certification for key suppliers by 2025, demonstrating our dedication to ethical trade practices. Brigade plans to align its labour standards with the UNGP, ILO, and the Declaration on Fundamental Principles and Rights at Work framework by 2026. Furthermore, Brigade Group intends to become a member of the UN Global Compact by 2028, reinforcing its commitment to global human rights standards.	Risk- Negative: Upholding and promoting Human Rights in the workplace is vital for employee and community well-being but requires certain financial costs to be incurred in the beginning which in turn reduces legal as well as reputational risk to the organisation, fostering long-term social sustainability.

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)
7	Tenants and Community	Opportunity	Managing tenants and communities offers opportunities to improve customer satisfaction, ensure long-term stability, mitigate risks, and cultivate a positive brand reputation.	We are committed to nurturing positive and lasting relationships with tenants and the community. We have set a target of sourcing more than 50% of materials locally. Furthermore, Brigade intends to introduce a Group-wide Net Promoter Score (NPS) by 2025 to gauge tenant satisfaction. We will integrate Green clauses into all our contracts within the Lease Rentals portfolio by 2027, demonstrating its dedication to environmental sustainability.	Opportunity-Positive: Lower costs in marketing because of higher NPS, providing financial benefits.
8	Human Capital Development	Opportunity	Skilled and proficient employees are a valuable asset to the company. Investing in their development enhances performance and equips them to manage work-related risks effectively.	Our diversity, equity, and inclusion (DEI) policy promotes an equitable and secure workplace. DEI training highlights the advantages of diversity, while various programmes enhance employee and community skills. We use a hybrid training approach and third-party platforms such as Udemy, Coursera, and LinkedIn Learning. We assess effectiveness of these initiatives with the Kirkpatrick model.	Opportunity-Positive: Although costs have to be incurred in developing organisation's human capital by investing in employee training, awareness programmes, employee benefits, etc., The benefits provided by long-term value creation outweighs the short-term costs.

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	Materials	Risk	<p>Materials have a huge impact on the overall life cycle emissions of a building. Additionally, considering the health attributes of materials, such as Volatile Organic Compounds (VOCs) can lead to health repercussions for the occupants.</p>	<p>We are committed to sustainable materials management through responsible procurement as outlined in our policy. We aim for Green building certification for all new projects. This encourages using recycled materials, reducing reliance on virgin resources and their environmental impact. We prioritize the health and sustainability of our workforce as well as the occupants with low-VOC paints for better indoor air quality. Our procurement policy includes a “Red List” which guides in eliminating hazardous substances and conflict materials, ensuring safety and compliance with industry standards.</p>	<p>Risk- Negative: Sustainable Materials Management practices including use of secondary raw materials (SRM), reusing and recycling practices, and LCA can be cost intensive for an organisation.</p>

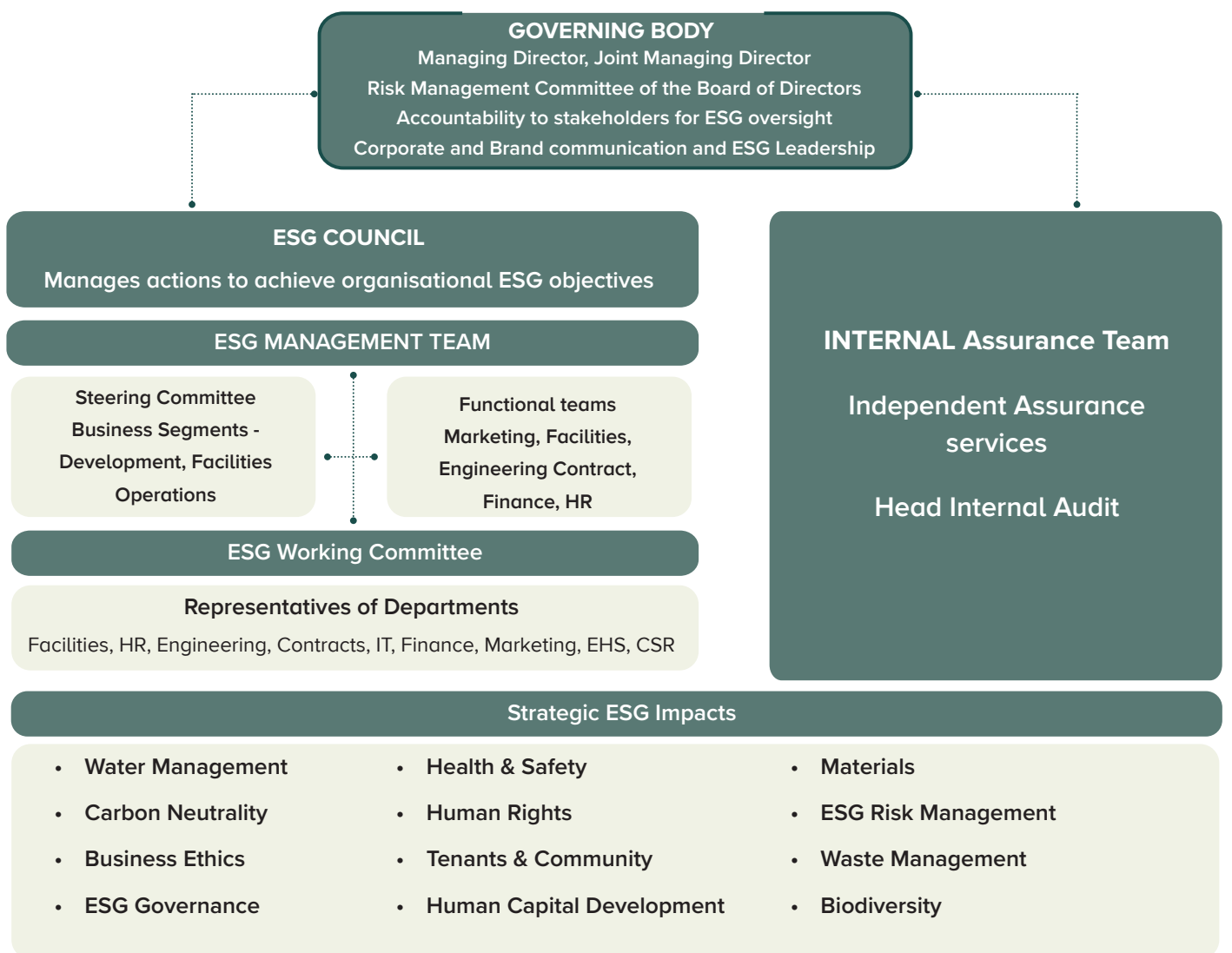
S.No	Material Issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
10	ESG Risk Management	Risk and Opportunity	<p>Effective risk and crisis management is vital for long-term financial planning and organisational flexibility. Identifying relevant ESG risks and opportunities under the risk framework is very important to minimise and eliminate any reputational damage and operational challenges such as negative environmental or social incidents and supply chain disruption.</p>	<p>ESG Policy and ESG Risk Management Committee at the Board level provide oversight to ESG risks along with other enterprise risks.</p> <p>Our approach is to progressively integrate ESG risks in our enterprise risk strategy was initiated in 2024.</p> <p>As climate change is an emerging risk, reporting on climate, through Task Force on Climate-Related Financial Disclosures (TCFD) framework is helping in organisation mapping and reporting significant transitional and physical climate risks.</p>	<p>Risk- Negative: Lack of understanding of ESG can have financial repercussions from investors, regulators, customers and other stakeholders along with increased spending on meeting climate-related goals such as net-zero.</p> <p>Positive: Initial spending on environmental and social governance initiatives can work towards long term financial stability of the organisation.</p>

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	Waste Management	Risk	Waste, if generated in high quantities and not disposed properly can lead to societal, environmental and reputational issues. Hazardous waste is a liability for organisations, if not disposed properly.	<p>We design buildings with integrated waste management solutions, with a focus on reducing waste generation. We have set a target of adopting circularity by increasing resource reuse. Efforts are in place to minimise waste generation and reduce waste sent to landfills.</p> <p>Zero Liquid Discharge (ZLD) Practices: At Brigade, we strictly follow Zero Liquid Discharge principles, ensuring that 96.6% of the water is recycled within a closed-loop system. This sustainable approach effectively prevents any adverse impact on groundwater and local ecosystems.</p>	Risk- Negative: Proper treatment and disposal of waste in an environmentally sound manner requires financial investment in adequate infrastructure (STP, WTP, etc.) and adoption of resource efficient practices for waste reduction.
12	Biodiversity	Risk	In development projects, conversion of land from agricultural to commercial/ residential can lead to loss of biodiversity. Overall climate change is known to be triggering biodiversity losses owing to changes in ecological niches and extreme weather situations.	<p>Our approach is to mitigate risk through ensuring that the action plans are oriented for outweighing the impacts through a mitigation hierarchy by assessing biodiversity during EIA; avoiding and minimising impact; rehabilitating if there is any impact, or offsetting that at another place.</p> <p>We collaborate with local communities to enhance biodiversity, fostering stakeholder ownership and ensuring long-term success</p>	Risk- Negative: Organisation needs to incur additional financial costs for managing and restoring biodiversity in and around the office spaces, fostering environmental sustainability.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

At Brigade, we have developed a three-line governance model, adapted from the World Business Council for Sustainable Development (WBSCD). This enables us to align with the NGRBC (National Guidelines on Responsible Business Conduct) Principles and integrate the rigor needed to manage ESG and Sustainability effectively, top-down, and bottom-up.

The Group is committed to delivering its best in an ethical, and responsible way and this includes a governance approach - aligned with our company philosophy. Our transparent and principled business practices continue to hold us accountable and protect the interests of our stakeholders, including customers and employees.



Sustainability Governance at the Brigade Group

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)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://www.brigadegroup.com/investor/corporate-governance/policies								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/ certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rain forest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	1. ISO 9001 – 2015 for Quality Management System (QMS) 2. ISO 14001 – 2015 for Environmental Management System (EMS) 3. ISO 45001 – 2018 for Occupational Health and Safety, Management System (OHSMS) 4. National Building Code (NBC) – 2016 for construction and development 5. LEED-USGBC (US Green Building Council) and IGBC (Indian Green Building Council) Green Building Certification 6. “Great Place to Work” Certificate								
5. Specific commitments, goals, and targets set by the entity with defined timelines if any	Under our environmental pillar, “Scaling sustainable operations for the planet” we aim to: 1. Report on all waste to and diverted from landfill. 2. Increase the overall waste reuse year-on-year. 3. Increase the use of “green certified” materials year-on-year across all new construction. 4. Increase in wastewater recycling by 10% year-on-year. 5. To increase biodiversity by 10% in real estate development sites by 2025. 6. Publish Brigade’s first Task Force on Nature-related Financial Disclosures (TNFD) Report in 2025. 7. Implement afforestation initiatives by 2026 - for carbon offset. 8. Be a member of the Science Based Target Initiative (SBTi) by 2024, which is achieved. 9. Be Water Positive by 2030. 10. Adopt green building norms across all prospective projects by 2030. 11. Operations to be 100% renewable energy powered by 2040. 12. Achieve Net Zero emissions by 2045.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	<p>Under our social pillar “Scaling livable spaces for communities”. Our targets are:</p> <ol style="list-style-type: none"> 1. Increase women-centric leadership programmes. 2. Increase investment in workforce training. 3. Increase employee inclusion initiatives. 4. More than 50% of the materials to be locally sourced. 5. 100% Workforce trained on Occupational health and safety by 2025. 6. Implement Group-wide Net Promoter Score by 2025. 7. SMETA certified by 2025. 8. All contracts under the Lease Rentals portfolio will include “Green” clauses from 2027. 9. All Lease Rental properties to be WELL Health-Safety certified by 2028. 10. UN Global Compact member by 2028. <p>Under our governance pillar “Scaling good governance for shareholders”. Our targets are:</p> <ol style="list-style-type: none"> 1. Our approach is to progressively integrate ESG risks in our enterprise risk strategy which was initiated in 2024. 2. 100% of employees and suppliers to be trained on the Code of Conduct in 2024. 3. Publish Brigade’s first Task Force on Climate-related Financial Disclosures Report (TCFD) in 2025. 4. 50% women representation at the Board of Director level by 2028. 								
<p>6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met</p>	<p>Brigade Group has taken up these public commitments during the year and it will monitor & report the performance against these focus areas year on year going forward.</p>								

Material Topic	Target by Date	Status
Environmental pillar: Scaling sustainable operations for the planet		
Water Management	Be Water Positive by 2030	On track
	10% year-on-year increase in wastewater recycling	On track
Green House Gas (GHG) Emissions*	Be a member of the Science Based Target Initiative (SBTi) by 2024	Achieved
	Adopt Green Building norms across all new projects by 2030	On track
	Operations to be 100% renewable energy powered by 2040	On track
	Achieve Net Zero emissions by 2045	On track
Materials	Implement Brigade's Sustainable Procurement Policy by 2024	Achieved
	Increase the use of "green certified" materials year-on-year across ALL new construction	Action initiated
Waste Management	Report all waste to and diverted from landfill by 2024	On track
	Increase overall waste reuse year-on-year	On track
Biodiversity	Implement Biodiversity Policy by 2024	Achieved
	Increase biodiversity by 10% in real estate development sites by 2025	On track
	Publish Brigade's first Task Force on Nature-related Financial Disclosures (TNFD) Report by 2025	On track
	Implement afforestation initiatives - for carbon offset sequestration by 2026	On track
Social pillar: Scaling livable spaces for communities		
Health & Safety	100% workforce trained on occupational health and safety by 2025	Achieved
	All lease rentals properties to be WELL Health-Safety certified by 2028	Action initiated
Human Rights	Implement Human Rights Policy by 2024	Achieved
	Be a SMETA (Sedex Members Ethical Trade Audit) certified organisation by 2025	Action initiated
	Align labour standards with UNGP, ILO, and the Declaration on Fundamental Principles and Rights at Work framework by 2026	Action initiated
	UN Global Compact member by 2028	Action initiated
Tenants & Community	Source more than 50% of materials locally	Achieved
	Implement a Group-wide Net Promoter Score (NPS) by 2025	Action initiated
	All contracts under the Lease Rentals portfolio will include Green clauses by 2027	Action initiated
Human Capital Development	Increase investment in workforce training	On-track
	Increase women-centric leadership programmes	On-track
	Increase employee inclusion initiatives	On-track
Governance pillar: Scaling good governance for shareholders		
Business conduct and compliance	All employees and suppliers are trained on the Code of Conduct by 2024	Employees: Achieved Suppliers: On track
	Implement an ESG Policy by 2024	Achieved
ESG Governance	Establish a strong and diverse governance framework for ESG by 2028	Achieved
ESG Risk Management	Integrate ESG risk into enterprise risk strategy by 2024	On track
	Publish Brigade Group's first Task Force on Climate-related Financial Disclosures Report (TCFD) by 2025	On track

* Target to be a member of RE100 initiative is removed because of its non-applicability.

Governance, leadership, and oversight

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

As we navigate the evolving landscape of the real estate sector, Brigade Group is resolute in its commitment to sustainability, recognising its pivotal role in driving positive environmental, social, and governance (ESG) outcomes. Our dedication to responsible land use, the well-being of our workforce, and the satisfaction of our customers underscores every decision we make. We are convinced that integrating sustainable practices not only enhances our profitability but also secures our long-term growth and resilience.

This year, we have increased our efforts to address the pressing challenges of climate change, resource efficiency, and social equity. Climate change needs to be understood by our stakeholders and that communication for different sets of audiences is daunting.

Our strategic sustainability vision is calibrated along three pillars to scale new heights for a sustainable future with ambitious targets across three core pillars.

1. Scaling sustainable operations for the planet:

We have set a science-based net zero target and our operations to be 100% renewable by 2040. We have already filed our official commitment to SBTi. We have set a target of becoming water-positive by 2030 and a 10% increase YoY in wastewater recycling, which is on track. As per our target, sustainable procurement policy implementation is in place, and we will work towards increasing the use of green-certified materials. We have formulated a biodiversity policy and a target of increasing biodiversity by 10% in real estate development sites is on track.

2. Scaling livable spaces for communities:

We are developing spaces that improve the quality of life of communities. We are providing a healthy and safe working environment to our employees and workers, and we strive to build positive and long-lasting relationships with tenants and the community. We have targeted 100% training coverage for all employees on occupational health and safety. We have numerous women-centric leadership programmes and increased the overall training hours. We have set a target of having all lease and rental buildings to be WELL-certified by 2028.

3. Scaling good governance for shareholders:

By conducting our business with the utmost integrity and good governance, we are working towards establishing a strong governance framework to manage ESG goals. We practice high standards of business ethics. We also measure and monitor all material risks including ESG risks and are working on mitigating the risks.

In the past year, we have made notable progress in these areas, achieving significant reductions in energy consumption, advancing our sustainable construction techniques, and launching impactful community programmes. Our efforts have been recognised through various sustainability awards and certifications, reinforcing our position as a leader in the industry.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

DIN: 08133119

Name: Ms. Pavitra Shankar

Designation: Managing Director

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 Brigade Group has adopted a three-line governance framework to address future sustainability-related issues. This framework comprises a governing body, the ESG council, and the potential for independent external assurance providers. The governing body includes the Risk Management Committee of the Board of Directors which is accountable to the stakeholders for ESG oversight. The Steering Committee (ESG Council) comprises the Managing Director, other Directors, business units, or department heads accountable for brand communication and ESG leadership. The ESG council manages actions to achieve organisational ESG objectives. This council consists of the ESG management team, the ESG reporting team, and the internal audit team.

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								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The review is undertaken by the Committee of the Board. As a practice, the company's policies are reviewed periodically or as per requirement. During this assessment, the efficacy of the policies is reviewed and necessary changes to policies and procedures are implemented.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	That is carried out by the Committee of the Board.								
Subject for Review	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The company performs this task annually.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	There are no instances of non-compliance with respect to statutory requirements that are pertinent to the principles								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No	No	No	No	No	No	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)	Not Applicable								
The entity is not at a stage where it is able 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.

Brigade Group is committed to integrity, ethics, transparency, and accountability, adhering to a robust governance framework for legal and regulatory compliance. It upholds strict codes of conduct, promotes ethical business practices, and ensures transparent communication with stakeholders. Regular audits and proactive engagement maintain accountability. Good governance is crucial for building trust and sustaining industry reputation.

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	%age of persons in respective category covered by the awareness programmes
Board of Directors	2	ESG vision and targets; Cyber security	33.3%
Key Managerial Personnel	49	Corporate governance; ESG vision and targets; ESG frameworks and reporting; ESOP & SEBI Regulations; Risk assessment; Insider Compliance Management system; Cyber security awareness; IC refresher; IGBC Green League;	100%
Employees other than BoD and KMPs	49	ESG vision and targets; ESG frameworks and reporting; ESOP & SEBI Regulations; ERT training; Engineer's meet; Labour compliances; Corporate governance; QA Process training; Safety at workplace; Risk assessment; Insider Compliance Management system; Personal data protection law; Cyber security awareness; PoSH e-learning; IGBC Green League;	100%
Workers	19,989	Job-specific; Health and well-being; Health camps; Compliances; Emergency preparedness;	100%

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 the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies / judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil				
Settlement					
Compounding fee					
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies / judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	Nil				
Punishment					

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
Nil	Nil

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. Under the Group's Code of Ethics Policy, anti-corruption and anti-bribery are covered. All employees are covered under this policy. Acceptance of bribes is prohibited, and any employee charged with accepting bribes will be discharged from their service. It also advises employees to accept gifts after careful consideration. The policy link:

<https://cdn.brigadegroup.com/assets/docs/investor/code-of-ethics/brigade-code-of-ethics.pdf>

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 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

There have been no incidents of corruption or conflict of interest during the reporting period.

8. Number of days of accounts payables ((Accounts payable * 365)/Cost of goods/services procured) in the following format:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Accounts payable * 365 days	2,77,42,555.00	2,68,15,455.00
Cost of goods/services procured	1,79,883.00	1,83,350.00
Number of days of accounts payables	154	146

9. Open-ness of Business

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

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	Nil	Nil
	b. Number of dealers / distributors to whom sales are made	Nil	Nil
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	Nil	Nil
Share of RPTs in	Purchases (purchases with related parties)	77	50
	a. Total purchases	1,79,883	1,83,350
	Purchases (purchases with related parties) as % of total purchases	0.04%	0.03%
	Sales (sales to related parties)	5,608	2701
	b. Total sales	5,06,415	3,56,321
	Sales (sales to related parties) as % of total sales	1.11%	0.76%
	Loans & advances (loans & advances given to related parties)	375	308
	c. Total loans & advances	38,438	43,134
	Loans & advances (loans & advances given to related parties) as % of total loan & advances	0.98%	0.71%
	d. Investments (investments in related parties / total Investments made)	Nil	Nil

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
125	ESG Assessment with guidance on processes	27

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

Yes. To manage and avoid conflicts of interest among its Board members, all members must submit annual disclosures and declarations, ensuring transparency regarding any changes in their directorship, committee positions, or shareholding. If a conflict of interest arises, the organisation requires the concerned Directors to abstain from participating in agenda items during Board and Committee Meetings in which they have a personal interest. By adhering to this protocol, the organisation promotes fairness, integrity, and impartial decision-making within its governance structure.

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe.

Brigade Group delivers real estate solutions focused on safety and sustainability, enhancing its reputation and community trust. The company employs eco-friendly practices, energy-efficient technologies, and green designs. By adhering to strict quality standards and comprehensive safety measures, Brigade Group ensures high-quality, environmentally responsible real estate and lease rentals.

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.

Particulars	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	Nil	Nil	-
Capex	4.6%	Nil	Installation of STPs, OWCs, rejuvenation of parks and public amenities.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes, Brigade Group has a well-defined sourcing policy that aligns with its climate action and other social and governance goals across its real estate portfolios. This policy promotes a culture of health, safety, and well-being throughout its supply chain and encourages suppliers to adhere to guidelines that generate a positive social impact. We follow sustainable sourcing through the work contracts specified for each supplier.

The Sustainable Sourcing Policy ensures:

- Zero tolerance for the use of conflict materials, banned chemicals or resources, child labour, forced labour, workplace harassment or discrimination, and bribery, fraud, or embezzlement.
- Support for responsible rural development, resource recycling or replenishment, and the adoption of innovative methods and technologies as appropriate for suppliers.
- Assistance for suppliers in improving their sustainability performance through regular feedback and monitoring.
- Identification and active collaboration with suppliers who are committed to sustainability.
- Support for local employment and economic growth by sourcing materials locally, particularly from Micro, Small, and Medium Enterprises (MSMEs).

Link to the Sustainable Sourcing Policy:

<https://cdn.brigadegroup.com/assets/docs/investor/policies/brigade-sustainable-sourcing-policy-23062023.pdf>

b. If yes, what percentage of inputs were sourced sustainably?

Yes, supporting the “Make in India” movement by the Government of India, Brigade Group sourced 98% of the required input materials domestically.

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 d) Other waste

As a real estate developer and lease rentals, our products and services are about creating spaces and managing them. There was no reclamation applicable in the reporting year.

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.

As Brigade Group is a real estate developer and lease rentals provider, Extended Producer Responsibility (EPR) does not apply to our business activities.

Leadership Indicators

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

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective /Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
-	Brigade Township Development (Brigade Orchards)	-	Product Stage (A1-A3)	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal

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

Name of product/service	Description of risk/concern	Action taken
Brigade Township Development (Brigade Orchards)	Land environment	Managing topsoil and preserving vegetation
	Material transportation & storage	Prevent spillage during transportation and storage
	Water contamination, pollution, habitat destruction	Water-saving, rainwater harvesting, recycled water, waste segregation
	Air & noise-related health impacts from PM	Air quality monitoring, noise control, ear protection, restricted activities
	Biological impact - loss of green cover	Adulteration-free fuel, vehicle maintenance, dust suppression, green belt
	OHS risks to construction workers	PPE use for safety; regular worker health monitoring

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
GGBS	1.83%	1.90%
Fly Ash	0.08%	0.003%
Recycled Wood	0.0002%	0%
Reused concrete waste	0.19%	0.13%
Reused content in steel	0.02%	0.02%

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Re-used	Recycled	Safely disposed	Re-used	Recycled	Safely disposed
Plastics (including packaging)	Nil			Nil		
e-waste						
Hazardous waste						
Other waste						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
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Not Applicable. Brigade Group is a real estate and lease rentals provider.

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	Total (A)	% of employees covered by									
		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	2,144	2,144	100%	2,144	100%	Nil	Nil	2,144	100%	303	14.13%
Female	444	444	100%	444	100%	444	100%	Nil	Nil	172	38.74%
Total	2,588	2,588	100%	2,588	100%	444	17.16%	2,144	82.84%	475	18.35%
Other than Permanent Employees											
Male	1,424	1,424	100%	1,424	100%	Nil	Nil	Nil			
Female	580	580	100%	580	100%	580	100%				
Total	2,004	2,004	100%	2,004	100%	580	28.94%				

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

Category	Total (A)	% of workers covered by									
		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	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Total	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Other than Permanent Workers											
Male	11,424	11,424	100%	11,424	100%	Nil	Nil	11,424	100%	47	0.41%
Female	657	657	100%	657	100%	657	100%	Nil	Nil	47	7.15%
Total	12,081	12,081	100%	12,081	100%	657	5%	11,424	95%	94	0.78%

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.30%	0.36%

2. Details of retirement benefits, for current FY and previous FY

Benefits	FY 2023-24 (Current Financial Year)			FY 2022-23 (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/NA)	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/NA)
PF	100%	NA	Yes	100%	100%	Yes
Gratuity	100%	NA	Yes	100%	Nil	Yes
ESI	5%	100%	Yes	5%	100%	Yes
Workmen compensation policy (WCP)	NA	100%	Yes	NA	100%	Yes

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

Yes. Every building adheres to the accessibility standards outlined in the National Building Code by the Bureau of Indian Standards, catering to the needs of differently-abled individuals. The organisation guarantees inclusivity by incorporating features such as wheelchair ramps at entry and exit points, designated parking spaces, and level, non-slip footpaths with tactile guidance. Additionally, all elevators are equipped with either braille-enabled buttons or voice guidance systems.

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.

Brigade is an equal opportunity employer as per the PWD Act, 2016. We do not discriminate against employees/ candidates based on gender, caste, race, colour, religion, sexual orientation or expression, pregnancy, age, nationality, disability, etc. Performance and merit are the only parameters for the selection, and equal opportunities are provided.

Diversity, Equity and Inclusion (DEI) Policy

<https://cdn.brigadegroup.com/assets/docs/investor/policies/brigade-del-policy-23062023.pdf>

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

Benefits	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Gender				
Male	Nil	Nil	NA	NA
Female	75%	75%	NA	NA
Total	75%	75%	NA	NA

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.

Category FY 2023-24 (Current Financial Year)	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Employees	Yes
Other than Permanent Employees	
Permanent Workers	No. Not Applicable
Other Than Permanent Workers	Yes

We have put in place a full-proof mechanism to address the grievances, and a mechanism, to resolve these in a time-bound manner. The following steps are adopted for effective grievance handling:

- Enable employees to air their grievance
- Clarify the nature of the grievance
- Investigate the reason for the dissatisfaction
- Help in finding a speedy resolution
- Inform the employees about their right to escalate the grievance to the next level, in the event of an unsuccessful resolution

We have the following initiatives as a mechanism to understand and hear from employees.

1. Write @ CMD: one-on-one with our CMD.
2. Skip Manager Meeting: A way to create a stronger bond with employees at all levels.
3. HR CONNECT Zonal HR: “Every good conversation starts with listening”- A platform to listen to employee concerns.
4. Whistle-blower @ Brigade: an opportunity for all to blow the whistle and raise their voice.
5. Criss-cross Connect: Leaders Connect and communicate with cross-functional teams for a PURPOSE.
6. KAFFEEKLATSCH: A lot can happen over a cup of coffee.
7. Ear to the ground Policy : An opportunity for the employee to stand up against anything harmful.

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (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	2,588	Nil	Nil	2,356	Nil	Nil
Male	2,144			1,978		
Female	444			378		
Total Permanent Workers	NA			426		
Male	NA			351		
Female	NA			75		

8. Details of training given to employees and workers

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	On Health & Safety Measures		On Skill upgradation		Total (D)	On Health & Safety Measures		On Skill upgradation	
Number (B)		% (B/A)	Number (C)	% (C/A)	Number (E)		% (E/D)	Number (F)	% (F/D)	
Employees										
Male	3,568	3,568	100%	3,568	100%	1,978	1,978	100%	1,978	100%
Female	1,024	1,024	100%	1,024	100%	378	378	100%	378	100%
Total	4,592	4,592	100%	4,592	100%	2,356	2,356	100%	2,356	100%

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	On Health & Safety Measures		On Skill upgradation		Total (D)	On Health & Safety Measures		On Skill upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Workers										
Male	11,424	11,424	100%	11,424	100%	13,747	13,747	100%	13,747	100%
Female	657	657	100%	657	100%	612	612	100%	612	100%
Total	12,081	12,081	100%	12,081	100%	14,359	14,359	100%	14,359	100%

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	Number (B)	% (B/A)	Total (C)	Number (D)	% (D/C)
Employees						
Male	3,568	1,823	51.09%	1,978	1,788	90.39%
Female	1,024	459	44.82%	378	330	87.30%
Total	4,592	2,282	49.70%	2,356	2,118	89.90%
Workers						
Male	11,424	141	1.23%	13,747	351	2.55%
Female	657	13	1.98%	612	75	12.25%
Total	12,081	154	1.27%	14,359	426	2.97%

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. As a property development and management entity, having a robust Occupational Health and Safety (OHS) Management System is paramount to mitigate health and safety risks effectively. This system aids in establishing clear protocols and comprehensive practices across both office spaces and construction sites. The organisation holds an ISO 45001:2018 certification for its OHS Management System, ensuring a methodical approach to identifying, assessing, and monitoring health and safety risks and opportunities.

Health and safety assessments within the organisation utilize a standardized severity versus likelihood framework to evaluate risks, leading to the development of necessary mitigation strategies. Through regular analysis of health and safety performance across all offices and construction sites, areas for enhancement are identified and addressed. The Group extends coverage of its OHS Management System to all employees, including those under contract in the property development sector.

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

Brigade Group adopts a proactive approach towards identifying and addressing occupational hazards and risks, which encompass a wide array of factors including physical, chemical, and biological elements originating from sources such as machinery, hazardous substances, noise, stress, and ergonomic issues. ISO 45001:2018 certified OHS management system outlines procedures and protocols to be adhered to across all managed premises and construction sites, ensuring compliance with relevant laws and regulations.

Within this system, potential hazards and associated control measures are meticulously identified, categorised based on severity and likelihood, and monitored using lagging and leading indicators such as incident reduction, near misses, first aid instances, unsafe acts, and conditions. Regular hazard identification and risk assessments (HIRA) are conducted at all real estate development sites prior to commencing both routine and non-routine activities, with reviews and revisions occurring biannually as necessary.

Control measures implemented include elimination, substitution, engineering and administrative controls, and personal protective equipment, with safety nets, lifelines, and fall arrestor systems among those utilised on-site. Daily site inspections ensure compliance, with exemplary workers recognized through a "Helmet of Honour" incentive scheme. Regular safety and equipment handling training, along with adherence to daily checklists, permits, and formats, ensure process quality.

For managed properties, employees and workers receive comprehensive safety training and emergency response protocols, with periodic mock drills conducted for scenarios such as fires and earthquakes. Guests and tenants are briefed on building safety measures, while routine maintenance checks are carried out on elevators, escalators, and machinery to guarantee the safety and well-being of all stakeholders.

c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)

Yes. Worker participation in occupational health and safety happens through joint management-worker health and safety committees. The committees have representation from all job levels. Consultation is a two-way process between employers and workers where both can talk to each other about health and safety matters - listen to and raise concerns - seek and share views and information. We take feedback from workers before decisions are made.

Workers are provided access to communication systems for sharing their concerns either directly or through indirect communication. Everyday toolbox talks are a direct communication mode available to the workers. Workers are encouraged to communicate to their supervisors during site walks and safety committee meetings.

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

Yes. The company goes beyond basic safety to ensure worker well-being. Weekly doctor visits and monthly medical camps provide easy access to non-occupational medical care. Every project site has a medical room staffed by a nurse, ready to assist with emergencies. Additionally, partnerships with nearby hospitals guarantee access to advanced care if needed.

The company takes a proactive approach to worker health by offering programmes that address major non-work-related health concerns. These programmes raise awareness of critical issues like healthy eating, smoking cessation, substance abuse, staying active

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

Safety Incident/Number	Category	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0.10
Total recordable work-related injuries	Employees	0	0
	Workers	3	5
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

12. Describe the measures taken by the entity to ensure a safe and healthy work place

The organisation implements various measures to ensure a safe and healthy workplace environment, including:

- » Providing comprehensive training to all employees and workers covering health and safety aspects, such as induction programmes for workers, job-specific training on the proper use of Personal Protective Equipment (PPEs), and hazard identification.
- » Incorporating all Environmental, Health, and Safety (EHS) requirements into project tender specifications, with newly onboarded contractors briefed during kickoff meetings.
- » Developing an emergency response plan, encompassing identification of potential emergencies, creation of effective response strategies, training of Emergency Response Team (ERT) members, and conducting regular mock exercises to assess readiness.
- » Ensuring 100% compliance with and monitoring of all applicable statutory requirements to maintain a safe and healthy workplace.
- » Holding regular “Engineer’s Meet” sessions to address EHS challenges and devise mitigation procedures.
- » Conducting routine inspections and obtaining certifications from the Inspector of Factories for material hoists, passenger lifts, suspended platforms, and lifting tools at project sites.

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

	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	114	Nil	37% reduction in cases	180	Nil	Error in previous year data rectified.
Health & Safety	64	Nil	53% reduction in cases	144	Nil	

14. Assessments for the year:

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

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 safety-related incidents or significant risks were identified during this year’s assessments of health, safety practices, and working conditions. This achievement reflects Brigade Group’s strong focus on safety, demonstrated through various initiatives such as:

- » Providing adequate resources, safe tools, and support, along with necessary information, instructions, training.
- » Supervision to manage health, safety, and well-being risks for all stakeholders.
- » Ensuring ongoing improvement in health, safety, and well-being performance through regular monitoring.
- » Extending health, safety, and well-being provisions to both direct and indirect workforce at sites and labour camps.
- » Conducting regular assessments and monitoring of health, safety, and well-being issues, with results communicated.
- » Relevant stakeholders for timely corrective actions.
- » Adhering to approved safe work methods and implementing work permits and checklists.
- » Additionally, further measures to enhance health, safety, and well-being are outlined in the Group’s Health, Safety, Wellbeing policy.

Leadership Indicators

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

(A) Yes, the Group ensures that its employees and their family members are covered under the Company's medical insurance.

(B) Yes, all Workers and their family members are also covered under the worker's compensation policy and the Building and Other Construction Workers Act 1996.

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

Yes, statutory compliances are monitored through the Group's Compliance Management System. All invoices are verified for statutory compliances at the invoice monitoring stage after which they are sent for processing.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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

Yes. Brigade Group provides transition assistance programmes to facilitate continued employability for retirees as consultants on retainerhip.

In case of termination, the organisation provides a two-month advance notice to the employee.

5. Details on assessment of value chain partners:

	% of your value chain partners (by value of business done with such partners) that were assessed
Health & Safety practices	100%
Working Conditions	100%

* Value chain partners imply contractors, which we consider high priority for assessments.

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

No noteworthy risks or concerns were identified from evaluations of health and safety practices and working conditions among our value chain partners throughout the year. The Group guarantees that suppliers adhere to relevant occupational safety and health regulations and standards to maintain a safe and healthy workplace. The organisation retains the authority to conduct both scheduled and unscheduled audits to evaluate suppliers' compliance. Should a supplier fail to meet the requirements, appropriate corrective measures will be recommended, agreed upon, and implemented within defined timeframes.

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

Brigade Group is committed to prioritizing the interests of all its stakeholders by promoting a culture of inclusivity and responsiveness. The Group engages with external stakeholders, including customers and residents, through regular newsletters that update about the development and managed property services.

The Group actively maintains feedback channels to allow stakeholders to express their opinions safely and systematically. Additionally, they engage with communities through corporate social initiatives, primarily conducted by the Brigade Foundation, to meet community needs and support their development. The organisation also provides transparent channels for employees to give feedback, whether through open dialogue or anonymously. By respecting diverse stakeholders and utilizing various communication methods, Brigade Group ensures harmonious and mutually beneficial relationships with everyone involved.

Essential Indicators

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

Brigade Group's Stakeholder Engagement Policy outlines the process of identifying, prioritizing, and engaging relevant stakeholders. Additionally, the Group has a systematic grievance redressal mechanism to effectively address any concerns raised.

Stakeholder Identification Process:

The Group defines its stakeholders as individuals, groups, or organisations that impact or could be impacted by the organisation's operations and performance. Stakeholders are classified into internal and external groups based on their relationship with the Group's operations. The identified stakeholder groups include:

- Board of Directors
- Channel Partners
- Contractual Workforce
- Customers
- Employees
- Government and Regulators
- Investors and Shareholders
- Non-Government Organisations (NGOs)
- Suppliers and Vendors

Stakeholders are prioritised based on relevance and profiled into distinct categories depending upon the specific context of engagement.

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 & marginalized Group (yes/no)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Board of Directors	No	<ul style="list-style-type: none"> • Board Meetings • Annual General Meeting 	<ul style="list-style-type: none"> • Regular • Annual 	Consultation, participation and sharing of information on <ul style="list-style-type: none"> • Updates on regulatory compliance. • Growth and profitability. • Fiduciary accountability to shareholders. • Strategy for the company and the corporate governance including ESG. • Enterprise Risk Management. • Discussion on CSR initiatives.
Channel Partners	No	<ul style="list-style-type: none"> • Meetings • Feedback 	<ul style="list-style-type: none"> • Weekly • Monthly • Quarterly 	Consultation and information on <ul style="list-style-type: none"> • insights into customer needs • market trends • competitive landscape

Stakeholder Group	Whether identified as vulnerable & marginalized Group (yes/no)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Contractual Workforce	Yes	<ul style="list-style-type: none"> • Induction programme. • Toolbox meetings • Job-specific EHS training, BOCW and other awareness sessions. • Health camps. • Hazard identification and risk assessment • Safety committee meeting. • Incident investigation. • National safety week celebration. • Road safety week. • Fire safety week. • World environment day celebrations for planting trees. • Height work safety demonstration. • Emergency demonstration and conducting mock drills. • Safety poster painting competition. 	<ul style="list-style-type: none"> • Regular • Daily • Weekly • Need-Based 	<ul style="list-style-type: none"> • Consultation on knowledge transfer and job training. • Create awareness of EHS and other statutory compliances. • Discuss issues related to the workplace and working environment. • Sharing Information on changes required in internal processes. • HIRA to get exact hazards and risks in day-to-day job-specific construction activity. • To identify the exact root cause of the incident. • Construction activity operational control procedures. • For planting trees. • Benefits of registering as BOCW beneficiary. • Statutory compliances.

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	<ul style="list-style-type: none"> • Here4You (online feedback) • Expos and Events • Meetings • Webinar 	<ul style="list-style-type: none"> • Monthly • Quarterly 	Consultation and sharing information on: <ul style="list-style-type: none"> • Customer preferences, behaviours and expectations • Areas for improvement
Employees	No	<ul style="list-style-type: none"> • Townhalls • Team building activities • Leadership talk • Engineer's meet • Surveys and feedback • Celebration of festivals • Mentoring and counselling • Virtual and physical training • Team lunch/dinners • Sports events 	<ul style="list-style-type: none"> • Weekly • Quarterly • Annual • Need based 	Consultation, participation and sharing of information on: <ul style="list-style-type: none"> • Health, safety, and well-being • Training and skill development • Diversity and inclusion • Equal opportunity workplace • Importance of collaboration & teamwork
Government and Regulators	No	<ul style="list-style-type: none"> • SPCB • SEIAA • MCA • SEBI • Stock Exchanges 	<ul style="list-style-type: none"> • Annual • Need based 	Consultation and sharing information on: <ul style="list-style-type: none"> • Regular renewal of permits/consents • Regular compliance Submissions/reporting • Impact of current and upcoming regulations • Sector-related experiences, opportunities, and challenges

Stakeholder Group	Whether identified as vulnerable & marginalized Group (yes/no)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors and Shareholders	No	<ul style="list-style-type: none"> • Annual general meeting • Conferences • Investor meetings • Press release/media Interaction 	Regular	Consultation and sharing information on: <ul style="list-style-type: none"> • Operational and financial performance • Long-term business strategy. • Business model capability to generate value. • Strategic collaborations and partnerships. • Quarterly investor presentation on all the above.
Non-government Organisations (NGOs)	Yes	<ul style="list-style-type: none"> • Meetings • Feedback 	Regular	Participation, consultation and sharing information on <ul style="list-style-type: none"> • Levers to reduce sustainability risks and create a positive impact in the long run.
Suppliers and Vendors	No	<ul style="list-style-type: none"> • Meetings • Press conferences, Media kit • Visit to vendor facilities including factories and manufacturing plants • Visiting various exhibitions conducted by different agencies 	Regular	Participation, consultation and sharing information on: <ul style="list-style-type: none"> • Business product and service requirements. • Supply chain resilience and risk management. • Insights from their respective industries. • Expectations on sustainability integration via goods and services purchased or procured.

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

In 2022-23, Brigade re-evaluated its key sustainability topics. We examined the regulatory environment we operate in, including global standards and frameworks such as GRI, S&P, SASB, and MSCI, as well as emerging industry trends in sustainability. Additionally, we analyzed our competitive landscape and considered the expectations of our key stakeholder groups including customers, shareholders, partners, and employees. Consultation with stakeholders on economic, environmental, and social topics is henceforth crucial in evaluating our key material topics and is facilitated through various committees and engagement mechanisms at the Brigade such as the Risk Management Committee and Corporate Social Responsibility (CSR) Committee. The Risk Management Committee oversees the integration of sustainability risks into the Group's risk management process and ensures regular communication and consultation with stakeholders, whereas the CSR Committee formulates CSR strategies and recommends them to the Board. Feedback from these consultations is then provided to the Board for approval and implementation.

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

Yes, stakeholder consultations were conducted in 2022-23 to identify the material topics which are of high priority and have maximum impact on the business. These high material areas formed the foundation of our ESG strategy and the cornerstone for the identification and development of our three ESG pillars and 31 different targets for excellence in environmental, social, and governance areas. In the current reporting period, we continue to work on the previously identified goal areas.

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

Brigade Group addressed concerns of vulnerable and marginalized stakeholders through several initiatives. We have implemented a Human Rights Policy, extended to all employees, suppliers, and partners, which prohibits child labour and workplace discrimination while promoting diversity and inclusion. Training sessions on human rights, child labour, and anti-discrimination were conducted for 90% of employees. Additionally, Brigade Foundation supported marginalized communities by providing skill development and healthcare facilities. Complaints and violations can be reported anonymously via formalized channels.

PRINCIPLE 5: Businesses should respect and promote human rights.

The Brigade Group champions human rights as a core value, emphasizing fair and inclusive practices throughout its operations and treating everyone with dignity and respect. The company is committed to providing equal opportunities, maintaining a safe and inclusive work environment, and offering fair compensation and benefits to its employees. The Brigade Group stands against discrimination of any kind, including race, gender, religion, or nationality. By prioritizing human rights, the company fosters a culture of respect, equality, and empowerment.

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 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No.of employees / workers covered (B)	% (B/A)	Total (C)	No.of employees / workers covered (D)	% (D/C)
Employees						
Permanent	2,588	2,588	100%	2,118	2,118	100%
Other than permanent	2,004	0	Nil	238	0	Nil
Total employees	4,592	2,558	56.36%	2,356	2,118	89.90%
Workers						
Permanent	Not Applicable	Not Applicable	Not Applicable	426	426	100%
Other than permanent	12,081	12,081	100%	13,933	0	Nil
Total workers	12,081	12,081	100%	14,359	426	2.97%

Training was conducted in the areas of code of conduct, and sexual harassment in the areas of Human Rights during the reporting period. This training is mandatory for all employees and workers.

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

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (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/A)	No. (F)	% (F/D)
Employees										
Permanent	2588	2588	100%	2588	100%	2118	2118	100%	2118	100%
Male	2,144	2,144	100%	2,144	100%	1788	1,788	100%	1,788	100%
Female	444	444	100%	444	100%	330	330	100%	330	100%
Other than permanent	2004	2004	100%	2004	100%	238	238	100%	238	100%
Male	1,424	1,424	100%	1,424	100%	190	190	100%	190	100%
Female	580	580	100%	580	100%	48	48	100%	48	100%
Workers										
Permanent	NA	NA	NA	NA	NA	426	426	100%	426	100%
Male	NA	NA	NA	NA	NA	351	351	100%	351	100%
Female	NA	NA	NA	NA	NA	75	75	100%	75	100%
Other than permanent	12,081	12,081	100%	12,081	100%	13,933	13,933	100%	13,933	100%
Male	11,424	11,424	100%	11,424	100%	13,396	13,396	100%	13,396	100%
Female	657	657	100%	657	100%	537	537	100%	537	100%

3. Details of Remuneration/salary/wages in the following format
a. Median remuneration / wages:

Category	Male		Female	
	Number	Median remuneration/salary/wages of respective category (in Rs.)	Number	Median remuneration/salary/wages of respective category (in Rs.)
Board of Directors	9	1,51,18,120	3	1,04,06,320
Key Managerial Personnel*	3	87,93,400	2	-
Employees other than BoD & KMP**	2,139	10,27,520	442	8,65,410
Workers	11,424	16,744	657	16,744

* Amongst the total, three of the Executive Directors also form part of the KMP and are covered under the Board of Directors. Amongst women, all of the KMP's are also a part of the Board of Directors.

** Employees from hospitality vertical are not included.

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Gross wages paid to females as % of total wages*	15.43%	15.32%

* The boundary for this data is restricted to Real Estate vertical.

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. Brigade Group has a Human Rights Policy which provides guidance on the organisation's commitment to uphold human rights and its expectation from stakeholders. The below-identified personnel within the organisation are responsible for the oversight and implementation of the human rights policy:

Name	Designation
Mr. Chidambar R S	Chief Human Resources Officer
Mr. Nagaraj M	Associate General Manager, Human Resources and Administration
Ms. Aishwarya N	Deputy General Manager, Learning and Development
Mr. Mahesh Naik	General Manager, Administration

We have a whistleblower policy, and the whistleblower committee looks after any violations that is brought to the notice of the committee. Safety violations are taken care of by the safety committee. These committees have Board level traction. The HR department is the designated focal point responsible for addressing any sort of Human Rights-related concerns and impacts.

Customers

here4you@brigadegroup.com

Investors and Shareholders

investors@brigadegroup.com

Employees and Management

ethics_committee@brigadegroup.com or chairmanauditcommittee@brigadegroup.com

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

The Group prioritises managing human rights issues due to the financial, operational, and reputational risks posed by non-compliance. To address this, the organisation has a robust internal mechanism to identify, evaluate, and resolve human rights concerns.

Human Rights Compliance:

Human rights are integrated into the Group's risk management framework, with internal operations evaluated against both national and international standards such as:

- United Nations Guiding Principles on Business and Human Rights
- International Labour Organisation Declaration on the Fundamental Principles and Rights at Work
- National Guidelines on Responsible Business Conduct

These human rights standards are also extended to external partners. The Group's Supplier Code of Conduct enables all value chain partners to adhere to regulations such as:

- Contract Labour (Regulation and Abolition) Act 1970
- Minimum Wages Act 1948
- Payment of Wages Act 1936 and other local regulations related to fair wages, health, safety, and worker welfare

Grievance Redressal System:

Customers can raise human rights concerns through the here4you@brigadegroup.com interface or by direct written communication with the Ethics Committee. Shareholders can send their grievances to investors@brigadegroup.com. The Group's Whistleblower Policy provides contact details (physical address, email, and telephone numbers) for internal stakeholders (employees and directors) to report issues. All reported concerns are thoroughly investigated, with outcomes communicated to the involved parties within 45 days of receipt.

Escalation Matrix:

Serious complaints are escalated to the Audit Committee. In cases of violations, the Ethics Committee instructs the Human Resources department, led by the Chief Human Resources Officer, to take action. Employees can report highly sensitive concerns directly to the Audit Committee Chairman at chairmanauditcommitteebel@gmail.com.

Training and Awareness:

All employees and workers receive training on human rights. These sessions include information on the organisation's confidentiality policy and protection against retaliation for complainants. Training programmes conducted during the reporting period include:

1. Prevention of Sexual Harassment (PoSH) e-learning course
2. PoSH refresher
3. Internal Committee (IC) Refresher training
4. Labour compliances

Department heads are required to communicate the whistleblower policy details to their teams, and the Human Resources department ensures new hires are informed. The policy is also available on the HR Connect platform and the company website.

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

Details	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	Nil			Nil		
Discrimination at workplace						
Child labour						
Forced labour / Involuntary labour						
Wages						
Other Human rights related issues						

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (PoSH)	Nil	Nil
Complaints on PoSH as a % of female employees / workers		
Complaints on PoSH upheld		

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases

At Brigade Group, we have established comprehensive measures to safeguard individuals who report incidents of harassment and discrimination. Our organisation is committed to fostering a safe and inclusive environment, ensuring effective resolutions, and protecting the rights and well-being of all complainants.

Policies such as the Code of Ethics, Whistleblower, and Human Rights, outline prohibited behaviours, the organisation's perspective, emphasis on reporting incidents, and the assurance of confidentiality. The Whistleblower Policy aims to ensure that employees who report any unacceptable, improper, or unethical practices are protected from retaliatory actions. This includes protection against discrimination, harassment, and any other unfair employment practices such as threats, intimidation, transfers, demotions, or denial of promotions.

Reporting systems

The organisation's grievance redressal system follows a formal due diligence process to evaluate the authenticity of the complaint. It ensures a dialogue-based approach to arrive at mutually agreed solutions and implements relevant measures to improve the mechanism and prevent future harm. The Ethics and the Internal Committee ensure that the parties involved engage fairly and respectfully and that the investigation's outcome aligns with national and international norms.

9. Do human rights requirements from part of you business agreements and contracts? (Yes/No)

Yes. All suppliers, vendors, contractors, their employees, subsidiaries, affiliates, and subcontractors are required to adhere to our 'Supplier Code of Conduct'.

They must also comply with all applicable laws and regulations of the countries and regions in which they operate.

Suppliers, sub-contractors, and sub-vendors are required to abide by all applicable laws and regulations pertaining to statutory issues like working hours, minimum wages, child labour, working conditions, forced/bonded compulsory labour, slavery, occupational health and safety, and legal employment age. They are required to implement fair, humane, and non-discriminatory employment practices and have suitable mechanisms and grievance-handling procedures in place to enable their employees to raise concerns and complaints directly with their management.

The Group reserves the right to conduct (scheduled and unscheduled) audits to assess suppliers' compliance with requirements. If the supplier is found non-compliant, suitable corrective action would be implemented within specified timelines.

10. Assessment of the year

Details	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others - please specify	Not applicable

In the reporting period, our Real estate (Property Development), Lease Rentals (Property Management) and Hospitality segments were assessed periodically by the Department of Labour, State Fire & Emergency Services, State Pollution Control Board (SPCB), and Chief Electrical Inspector to Government (CEIG), etc.

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

During the FY 2023-24, no notable risks or issues concerning human rights were reported. The Internal Audit team regularly conducts assessments to ensure adherence to statutory human rights laws within the organisation. Additionally, the Group mandates that its value chain partners also comply with these laws, which serves as a criterion for evaluating new suppliers.

Leadership Indicators

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

During the reporting period, no business processes were modified/introduced as there were zero complaints/grievances regarding human rights.

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

We have clauses specifying adherence to human rights in our contracts for major suppliers. No human rights due diligence was conducted in the reporting period; however, the organisation ensures strict adherence to its Human Rights Policy.

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

Yes, our office buildings and all properties are designed and constructed as per the requirements of the National Building Code of India (NBC) and ensure accessibility and inclusivity of people who are differently abled as per the Rights of Persons with Disabilities Act, 2016.

Below mentioned are a few examples of amenities provided at the properties underscoring the Group’s commitment towards an accessible and inclusive experience for the visitors -

- » Dedicated non-slip ramps at all entry and exit points for wheelchair accessibility and to provide support for walking aid equipment.
- » Exclusive parking spots for differently abled individuals
- » Elevators equipped with braille-enabled buttons and voice prompts.
- » Restrooms designed with wheelchair accessibility and support for differently abled individuals

4. Details on assessment of value chain Partners

No human rights assessment was conducted for value chain partners. However, The Group requires all value chain partners to adhere to statutory laws related to human rights.

Details	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Nil
Discrimination at workplace	
Child labour	
Forced labour / involuntary labour	
Wages	
Others - please specify	

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

Not Applicable as human rights assessment of value chain partners was not conducted during the reporting period.

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:

		FY 2023-24	FY 2022-23
Revenue from operations (in Rs.)		48966871767.00	34446147731.00
Parameter	Unit	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
From renewable sources			
Total electricity consumption (A)	Joules (J)	3,14,33,85,00,00,000.00	1,00,72,00,00,00,000.00
Total fuel consumption (B)	Joules (J)	0.00	0.00
Energy consumption through other sources (C)	Joules (J)	0.00	0.00
Total energy consumed from renewable sources (A+B+C)	Joules (J)	3,14,33,85,00,00,000.00	1,00,72,00,00,00,000.00
From non-renewable sources			
Total electricity consumption (D)	Joules (J)	30,97,01,63,37,60,000.00	13,22,11,00,00,00,000.00
Total fuel consumption (E)	Joules (J)	8,14,30,43,03,39,160.00	6,74,13,00,00,00,000.00
Energy consumption through other sources (F)	Joules (J)	0.00	0.00
Total energy consumed from non-renewable sources (D+E+F)	Joules (J)	39,11,32,06,40,99,160.00	19,96,24,00,00,00,000.00
Total energy consumed (A+B+C+D+E+F)	Joules (J)	42,25,65,91,40,99,160.00	20,96,96,00,00,00,000.00
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	Joules (J)	8,629.628539676	6,087.6473513839
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	Joules (J)	0.00	0.00
Energy intensity in terms of physical output	Joules (J)	0.00	0.00
Energy intensity (optional) - the relevant metric may be selected by the entity	Joules (J)	0.00	0.00

* FY 2022-23 data boundary was Real Estate, Hospitality and Estate Management. FY 2023-24, all Group verticals are included.

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 independent Assessment, evaluation or assurance has been carried out by an external agency in this reporting period.

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

No. Brigade Group does not have any sites or facilities identified as designated consumers (DCs) under the Performance, Achieve, and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	6,07,860	4,77,629
(iii) Third party water*	8,03,100	6,73,709
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	1,380	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	14,12,340	11,51,338
Total volume of water consumption (in kilolitres)	13,64,590	11,40,460
Water intensity per rupee of turnover (Total water consumption in kilolitres / Revenue from operations)	0.0000278676	0.0000301085
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	-	-
Water intensity in terms of physical output	-	-

* Third party water also includes water from municipal authorities which may include surface water for which the data is not available

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 independent Assessment, evaluation or assurance has been carried out by an external agency in this reporting period.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	Nil	Nil
- With treatment - please specify level of treatment	Nil	Nil
(ii) To Ground water		
- No treatment	Nil	1,800
- With treatment - please specify level of treatment	Nil	Nil
(iii) To Sea water		
- No treatment	Nil	Nil
- With treatment - please specify level of treatment	Nil	Nil
(iv) Sent to third-parties		
-No treatment- sent to Campus STP	3,625	12,878
- With treatment - please specify level of treatment	Nil	Nil
(v) Others		
- No treatment	Nil	Nil
- With treatment - please specify level of treatment	44,125	Drained out to concerned city drainage system after tertiary treatment 21,282
Total water discharged (in kilolitres)	47,750	35, 960

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 independent assessment, evaluation or assurance has been carried out by an external agency in this reporting period.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Yes, Brigade adheres to Zero Liquid Discharge (ZLD) practices. This approach has ensured that the water is getting recycled within closed-loop system, and only 3.38% is recycled with the help of a third party, effectively preventing any adverse impact on groundwater and local ecosystems.

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

Parameter	Please Specify Unit	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
NOx	kg	508.79	523
SOx	kg	236.55	217
Particulate Matter (PM)	kg	683.19	682
Persistent Organic Pollutants (POP)	NA		
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.

No independent assessment, evaluation or assurance carried out by an external agency.

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

Parameter	Unit	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Total Scope 1 emissions (Break-up of the Green House Gas (GHG) into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	6,542	6,265
Total Scope 2 emissions (Break-up of the Green House Gas (GHG) into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	20,147	26,075
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO ₂ e/Total Revenue from operations in INR	0.000000545	0.0000009389
Total Scope 1 and Scope 2 emission intensity (optional)– the relevant metric may be selected by the entity	tCO ₂ e/Built up Area in Square Feet	0.0005	0.001

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 independent assessment, evaluation or assurance carried out by an external agency.

8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

Yes, the Group has recognized the risks associated with greenhouse gas emissions and is working towards setting targets to achieve net zero emissions by 2045 and 100% renewable energy usage by 2040. During the reporting year, the organisation thoroughly accounted for its Scope 1 and Scope 2 emissions and is in the process of inventorising its Scope 3 emissions. This effort will enable the Group to develop a strategic plan for achieving net zero emissions. Below are some initiatives undertaken by the organisation to reduce Green House Gas (GHG) emissions during the reporting period:

Energy Efficiency and Conservation:

Energy conservation and environmental protection are integral to the Brigade Group's real estate design and development. The organisation focuses on creating energy-efficient spaces to reduce Green House Gas (GHG) emissions by:

- Incorporating energy efficiency and sustainability into building design, reducing heat loss through energy-efficient planning, sun path, and daylighting simulation and modelling.
- Using Bureau of Energy Efficiency (BEE) Star-rated electro-mechanical equipment (e.g., pumps, drives, compressors) in projects.
- Adopting Green Building norms as per LEED and IGBC in all projects.
- Implementing effective rooftop rainwater and stormwater harvesting systems in all projects to conserve water and energy.
- Installing energy-efficient light fixtures, and LED lights with motion sensors, timers, and dimmers across all projects.
- Using occupancy sensors in rarely used areas such as restrooms, changing rooms, corridors, staircases, parking, and basements.
- Incorporating passive architectural features such as planting tall trees for shading, designing fixed shading devices on building facades, ensuring cross ventilation for air circulation, and using solar reflective paints on rooftops to reduce energy demand for cooling systems.
- Providing charging points for electric vehicles to encourage the use of alternative fuels and reduce dependence on fossil fuels.

Use of Renewable Energy:

Indirect emissions from purchased electricity consumption are a significant source of Green House Gas (GHG) emissions. To reduce these emissions, the Group has:

- Sourced 8% of its total energy consumption from renewable sources during the reporting period.
- Utilised solar energy for water heating and lighting in projects and harnessed solar energy through solar PV panels at all commercial projects.
- Procured green power through long-term agreements with green energy developers, encouraging the installation of renewable energy systems and providing clean energy for clients and occupants.

Sustainable Procurement:

The Group has adopted a Sustainable Sourcing policy that emphasizes using green-certified materials and prioritizing local sources. During the reporting period, the Group sourced 98% of its construction material domestically.

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

Parameter	Unit	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Total Waste generated (in metric tonnes)			
Plastic waste (A)	Tonnes	21.86	16
E-waste (B)	Tonnes	0.71	5
Bio-medical waste (C)	Tonnes	Nil	Nil
Construction and demolition waste (D)	Tonnes	3,28,732	62,826
Battery waste (E)	Tonnes	1.3	0.2
Radioactive waste (F)	Tonnes	Nil	Nil
Paint waste	Tonnes	28.98	9
Oil waste	Tonnes	139.97	5
Other Hazardous waste. Please specify, if any. (G)	Tonnes	0.95	13
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Tonnes	5,992	33,982
Total (A+B + C + D + E + F + G + H)	Tonnes	3,34,917.77	96,856.20
Parameter	Unit	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	Waste Generated in Tonnes/ Revenue from operations in INR	0.0000068397	0.0000028118
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)		-	-
Waste intensity in terms of physical output		-	-
Waste intensity (optional) – the relevant metric may be selected by the entity		-	-

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Parameter	Unit	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Category of waste			
(i) Recycled	Tonnes	68,225.00	1,016.00
(ii) Re-used	Tonnes	91,566.00	0.30
(iii) Other recovery operations	Tonnes	202.00	527.00
Total	Tonnes	1,59,993.00	1,543.30

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Parameter	Unit	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Category of waste			
(i) Incineration	Tonnes	1.29	353.00
(ii) Landfilling	Tonnes	1,74,923.00	94,959.00
(iii) Other disposal operations	Tonnes	0	0
Total		1,74,924.29	95,312.00

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 independent assessment, evaluation or assurance has been carried out by an external agency in this reporting period.

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

Waste Management Strategy:

The Group has a comprehensive strategy for waste management. The operational procedures are aligned with ISO 14001:2015. The organisation ensures all waste generated at project sites are segregated as hazardous and non-hazardous and the best practices are followed for treatment and disposal. All project teams, contractors, and concerned personnel responsible for site-wise waste management are provided with detailed documentation of recycling and reuse methods. The Group also conducts periodic environmental management awareness programmes to educate the employees and contractors. The strategy outlines the most to least preferred course of action and the initiatives and methodologies, which is as follows:

Reduce:

- » Minimizing over-ordering and wastage of construction materials
- » Deploying construction and design methods that reduce the use of polystyrenes wherever feasible
- » Adopting design formwork to maximize the use of standard wooden panels, steel or plastic alternatives to achieve higher reuse
- » Installing environment-friendly wastewater treatment system called ECOSTP which operates without consuming any power, chemicals, or human intervention
- » Minimizing curing water wastage by using a spray system through collected wastewater, and covering concrete surfaces with hessians cloth
- » Leveraging a 'Red List' of banned chemicals and materials for construction activities
- » Optimising resource efficiency through proper handling and storage techniques that prevent deterioration and wastage

Reuse:

- » Reusing of inert demolition wastes as general filling materials
- » Influencing suppliers to use recyclable packaging and collaborating with third-party contractors/suppliers to reuse packaging material
- » Reusing of excavated topsoil for landscaping and creating green areas

Recycle:

- » Maintaining project-wise records of waste recycled, and using separate labelled containers for paper, aluminum, and plastic bottles to facilitate the recycling of domestic solid waste
- » Waste generated at the project sites are recycled through authorized recyclers

Disposal:

- » Construction and demolition waste are disposed at State Control Board approved waste management sites, and the organisation also appoints authorized collector(s) (from SPCB's list of approved registered waste collectors) to collect and dispose waste
- » Ensuring sewage handling and disposal by authorized and approved contractors
- » All e-waste generated is collected and disposed through SPCB authorized vendor

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

No, The Group has no operations in any ecologically sensitive areas. Brigade Group is committed to creating a positive biodiversity impact by avoiding construction in biologically sensitive sites like wetlands, national parks, wildlife sanctuaries, biosphere reserves, biodiversity hotspots, forests, World Heritage sites, IUCN protected areas, coastal regulation zones as per the statutory requirements.

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."
Nil			

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

Environmental impact assessments are being conducted for applicable projects as per EIA notification, 2006 (for built-up area over 1,50,000 Sq. Mt)

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
Name of project: Brigade Orchards Total site area: 107.19 Acres (4.33 lakh Sq.m) Total built-up-area: 6.05 lakh Sq.m Details: Township development consisting of 2,682 dwelling units, office and retail complex, school, sports ground, club house and medical centre with 50 beds.	SIA/KA/INFRA2/446629/2023	17-10-2023	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal

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

Yes, Brigade Group is 100% compliant with all applicable environmental laws, regulations and guidelines in India.

- » Environment (Protection) Act, 1986 and Environment (Protection) Amendment Rules, 2022
- » The Water (Prevention and Control of Pollution) Act, 1974
- » The Air (Prevention and Control of Pollution) Act, 1981 and the Amendment Act, 1987
- » Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016
- » Bio Medical Waste Management Rules – 2016
- » Municipal Solid Wastes (Management and Handling) Rules, 2000

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

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area: Brigade Group has its development projects across six cities in India as mentioned in section A of the report.
- (ii) Nature of operations: Property development and facility management.
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	6,07,860	4,77,629
(iii) Third party water	8,03,100	6,73,709
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	1,380	Nil
Total volume of water withdrawal (in kilolitres)	14,12,340	11,51,338
Total volume of water consumption (in kilolitres)	13,64,590	11,40,460
Water intensity per rupee of turnover (Water consumed / turnover)	0.00002786 kilo Litres/ Total Revenue in INR	0.0000331085 kilo Litres/ Total Revenue in INR

* Third party water also includes water from municipal authorities which may include surface water for which the data is not available.

Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(ii) Into Groundwater		
- No treatment	Nil	1,800
- With treatment – please specify level of treatment	Nil	Nil
(iii) Into Seawater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third-parties		
- No treatment - sent to Campus STP	3,625	12,878
- With treatment – please specify level of treatment	Nil	Nil
(v) Others (Drained out to concerned city drainage system after tertiary treatment)		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	44,125	21,282
Total water discharged (in kilolitres)	47,750	35,960*

* In 2022-23, it was reported as no operations in water stress areas. We are correcting this as per the water stress situation in India.

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 independent assessment, evaluation or assurance carried out by an external agency.

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Total Scope 3 emissions (Break-up of the Green House Gas (GHG) into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent (tCO ₂ e)	3,46,637**	4,48,741*
Total Scope 3 emissions per rupee of turnover (Revenue from operations)	tCO ₂ e/Total Revenue from operations in INR	0.00000708	0.0000013
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	tCO ₂ e/Built up Area in Square Feet	0.0068	0.02

*Total scope 3 emissions reported for 2022-23, is being corrected as 4,48,741 tCO₂e as rectification of baseline.

**Reduction in Scope 3 emissions are from change in GHG inventurisation approach for purchased goods for the real estate vertical which in FY 2023-24 is average-data method and in FY 2022-23 was spend-based method.

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 independent assessment, evaluation or assurance carried out by an external agency.

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

Throughout the reporting period, the Group's operations had no significant direct or indirect effects on biodiversity. The organisation undertakes various initiatives to ensure the protection of biodiversity in and around its operations, including:

- » Evaluating biodiversity impacts during the site selection process.
- » Incorporating design features to safeguard high-value biodiversity elements, such as natural ecosystems and associated flora and fauna.
- » Restoring degraded ecosystems to support biodiversity, with a focus on indigenous vegetation and habitat creation.
- » Ensuring a positive impact on biodiversity by avoiding biologically sensitive areas like wetlands, national parks, wildlife sanctuaries, biosphere reserves, biodiversity hotspots, forests, World Heritage Sites, IUCN.
- » Protected areas, and coastal regulation zones, in compliance with statutory requirements.
- » Partnering with local communities to support and enhance local biodiversity conservation efforts.

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

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Green buildings	Aligning with the vision of sustainable development, the Group has adopted green building norms as per LEED and IGBC across all its projects.	<ul style="list-style-type: none"> • Overall certified green building delivered 6.9 Million sq. ft • 0.17 Million sq.ft certified green building in the reporting period. • 11.6 Million sq.ft aiming for certification.
2	Water efficiency	<ul style="list-style-type: none"> • Recharging groundwater • Re-using STP treated water- for flushing and cooling tower. • Usage of curing compounds for construction • Arrest leakage in the flush tank, health faucet & cooling tower makeup line by servicing & rectification. • Water flow restrictors are installed in all the rooms and public areas. • Aerator in all the washbasin taps and health faucets. • Drip irrigation for landscaping 	A total of 2,23,953 kL of water saved

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
3	Energy efficiency and conservation	<ul style="list-style-type: none"> • Implemented LED lighting by replacing halogen bulbs and minimised the lighting system on a regular basis. • Adjusted chiller set points during the monsoon season. • Additional timers and BMS schedules used to reduce the running hours of the equipment (water bodies, Fresh air and AC units etc.). • Fixed the VFD in the restaurant and lobby CSU. • Non-inverter split AC converted to Inverter type. • Fixed the motorized valve In AHU and timer, reducing the energy consumption of the chiller. • Participated in Earth Hour activities. 	A total of 2,414 GJ of energy was saved.
4	Risk Management	<p>New technologies were identified to improve business processes through the 'Brigade Real Estate Accelerator Programme'. Web link: https://brigadereap.com/</p>	Implemented SAP ERP to integrate various processes and operations.

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

At Brigade Group we have a well-defined Business Continuity and Disaster Management policy.

This policy aims to manage or mitigate risks or uncertainties that may disrupt business as usual. The policy seeks to document the business procedures necessary to keep our operations running both under normal conditions and during times of emergency.

Our Disaster Management and Business Continuity Policy ensures the security of personnel, data, and resources during disruptive situations. We have developed comprehensive guidance on handling catastrophes and disasters that may impact our operations and facilitate a swift return to business as usual. This includes defining and prioritizing risks and enabling teams to create robust risk mitigation strategies for disaster identification, response, and recovery. We establish action plans to address identified risks and maintain a continuous supply chain between upstream and downstream operations. Additionally, we keep communication channels open for transactions and discussions with clients and partners, ensuring adherence to all relevant legal, regulatory, and contractual obligations.

The Policy on Business Continuity and Disaster Management can be accessed at

<https://cdn.brigadegroup.com/assets/docs/investor/policies/brigade-business-continuity-and-disaster-management-policy-23062023.pdf>

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

No significant adverse impact to the environment in the reporting period, arising from the value chain.

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

No assessment of the value chain partners was conducted during the reporting period.

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.

The Brigade Group is affiliated with 10 trade and industry chambers/associations.

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	Bengaluru Chamber of Industry and Commerce	State
2	Federation of Karnataka Chamber of Commerce and Industry	State
3	Institute for Research Development and Training of Construction Trades and Management (INSTRUCT)	State
4	Confederation of Indian Industry (CII)	National
5	National Safety Council (NSC)	National
6	Confederation of Real Estate Development Association of India (CREDAI)	National
7	Federation of Indian Export Organisation	National
8	Indian Green Building Council (IGBC)	National
9	Export Promotion Council for EOUs and SEZ	National
10	World Trade Centers Association, New York	International

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

We have had no cases for which corrective action had to be undertaken on any issues related to anti-competitive conduct by the Brigade Group, based on adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action taken
	Nil	

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board Annually/Half yearly/Quarterly/ others/please specify)	Web Link/If Available
1	Real Estate sector representation for various policy changes	This is done through representation in various Industry bodies like CREDAI, CII etc. Mr. Amar Mysuru, Executive Director of the Company is the President of the CREDAI Bengaluru Chapter.	No	Annually	Not Applicable
2		Represented Brigade Group and shared our views at the technical discussion forum, on using treated sewage water for construction activities with KSPCB officials, CREDAI, Industrial players and other relevant stakeholders.	No	As and when we receive intimation from concerned authorities.	Not Applicable

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.

Brigade Group promotes inclusive growth and equitable development through its CSR arm, the Brigade Foundation. Led by Mr R Jaishankar as the managing and lifetime trustee, the Foundation has a structured hierarchy with a review and executive committee to ensure efficient programme implementation. Key initiatives include supporting educational institutions, providing healthcare services, promoting environmental sustainability, and engaging in community development. By focusing on education, health services, skill development, and community welfare, the Foundation aligns with eight UN Sustainable Development Goals.

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
Name of project: Brigade Orchards Total site area: 107.19 Acres (4.33 lakh Sq.m) Total built-up-area: 6.05 lakh Sq.m Details: Township development consisting of 2,682 dwelling units, office and retail complex, school, sports ground, club house and medical centre with 50 beds.	SIA/KA/INFRA2/446629/2023	17-10-2023	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal

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 INR)
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There was no Rehabilitation and Resettlement (R&R) undertaken by the organisation

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

Brigade Group is committed to fostering opportunities for communities to share their feedback through a relationship-based approach to community engagement.

Pre-commencement of projects

Before commencing any development, the Group conducts a comprehensive evaluation to assess the impact on the local community. Necessary measures are taken to address any concerns identified during the evaluation. The Group has also established formal procedures for collecting general feedback and handling formal complaints.

Ongoing projects

The Group regularly interacts with the local community throughout the development of the project to understand any concerns and takes prompt action to address and find remedies for them.

Community feedback mechanism

The Group has established a dedicated mail address here4you@brigadegroup.com for the community to raise any concerns. In addition, there is also a site-level committee headed by respective project managers to address and provide effective resolutions for the complaints received from the community at the project level.

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Directly sourced from MSMEs/ small producers	32%	27%
Sourced directly from within the district and neighbouring districts	98%	99%

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

Location	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Rural	-	-
Semi-Urban	10.36%	11.96%
Urban	1.51%	1.34%
Metropolitan	88.13%	86.70%
(Place to be categorised as per RBI Classification System - rural / semi-urban / urban / metropolitan)		

* The boundary for this data is restricted to Real Estate vertical.

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not applicable	

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

S. No	State	Aspirational District	Amount spent (in INR)
NA			

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

No.

According to the Sustainable Procurement Policy, the organisation prioritizes sourcing materials from Micro, Small & Medium Enterprises (MSMEs) to support local employment and stimulate economic growth. In the reporting period, Brigade Group sourced 32% of its input materials directly from MSMEs or small producers, which may include those from vulnerable or marginalised communities.

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

Brigade’s current procurement process does not track the specific categories of MSME suppliers it purchases from.

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

During the reporting period, the Group sourced 32% of its input materials from MSMEs. However, it does not currently categorise these suppliers into marginal and vulnerable groups.

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

S. No	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit Shared (Yes/No)	Basis of calculating benefit share
NA				

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

Name of authority	Brief of the Case	Corrective action taken
NA		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Construction of St John's Hospital at Brigade Meadows	9000*	10
2	Health Centre at Brigade Meadows	100*	10
3	Promotion of Art & Culture - Indian Music Experience Trust	0	0

* The number derived is approximate, as the Hospital is being developed and is not operational yet. The Brigade Foundation is developing this Hospital.

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

As a player in the real estate sector, Brigade Group recognizes the significant role it plays in individuals' personal and professional lives. Consequently, the organisation emphasizes responsible customer engagement. The Group is dedicated to continually enhancing its products and services, offering an exceptional customer experience by incorporating feedback and promptly addressing any concerns. Brigade Group is committed to building lasting relationships founded on trust and contributing to the overall well-being and satisfaction of its customers.

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Brigade Group is committed to providing high-quality real estate developments and professionally managed property services. Great importance is given to the voice of its customers as it offers deep insights to enhance its offerings and improve customer satisfaction. The Group has developed a multi-channel approach to gathering and managing consumer complaints to ensure effective and quick resolution.

Customer engagement channels:

The organisation engages with customers through the following channels to foster trust, strengthen transparency, and respond to their concerns and inquiries:

- » Walk-ins at head office and site offices
- » Email address (here4you@brigadegroup.com)
- » Social media (Twitter, Facebook, LinkedIn, Instagram)
- » Customer web portal (<https://www.brigadegroup.com/mykey>)
- » Telephone (1800 102 9480 / NRI: +91 96112 18222)
- » Brigade Group Chat (Customer chat bot)
- » Qwikspec (App made for customers to check and give feedbacks on their purchased deals)
- » 24/7 Customer Care Services

Customer feedback mechanism:

All customer concerns and queries raised are recorded in the complaint management system and assigned to the appropriate departments such as Customer Relation Management (CRM), Customer Care Services (CCS), Estate Management (EM), Sales departments, and Brigade Plus for resolution.

During this reporting period, the Group's customer complaints resolution rate was 98%.

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

	As a percentage of total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	NA

Brigade Group’s operations are classified as real estate (property development), lease rentals (property management) and hospitality services, therefore the products and services deal with living / usable space. All our properties are developed and maintained with all clearances from the regulatory authority with respect to environmental and social parameters. During the launch stage of the products, all relevant details regarding environmental compliances are listed in the marketing brochures.

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

Details	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Received during the year	Pending resolution at the end of the year	Remarks	Received during the year	Pending resolution at the end of the year	Remarks
Data privacy	11	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil		Nil	Nil	
Cyber security	Nil	Nil		Nil	Nil	
Delivery of essential services	266	Nil		5,392	61	
Restrictive Trade Practices	Nil	Nil		Nil	Nil	
Unfair Trade Practices	Nil	Nil		Nil	Nil	
Other	12,519*	248		1,21,182 **	2,284	

* FY 2023-24 data captures customer complaints from all verticals. It also includes customer regulatory cases including Legal, RERA & Consumer court.

** Data reported for FY 2022-23 includes all customer tickets raised, including enquiries.

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

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

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. Cyber security threats can disrupt operations, harm our reputation, and cause financial and data loss.

At Brigade Group, we have implemented measures to protect sensitive data, ensure financial security, safeguard intellectual property, maintain customer and vendor relationships, and comply with legal requirements. Our commitment to investing in technology and creating secure environments for everyone remains unwavering.

Our Cyber Security, Information Security, and Information Privacy Policy:

We have implemented three policies namely the Cyber Security, Information Security, and Information Privacy Policy which outlines the management and approach to mitigate cyber security and data privacy risks. It also details how the Brigade Group protects, preserves and maintains information within the organisation. These policies – aligned to local regulations and best practices - serve as a guideline to protect the Group from breaches and ensure proper handling of sensitive information. All three policies are reviewed regularly by the Group's Risk, Internal Audit, and Information Technology International Transfer Indirect Tax teams.

The policies can be accessed at <https://www.brigadegroup.com/investor/corporate-governance/policies>

Oversight:

The Group has appointed a Vice President - Digital & IT Systems who oversees information management and cyber security across the organisation. An Information Security Management System has been implemented by the Chief Information Security Officer aligned with the Group's policies stated above. All electronic information is monitored and is in compliance with local laws and company policy.

Training:

As employees are the first line of defense against cyber threats, the Group regularly trains its workforce on identifying and responding to cyber threats. This includes best practices for secure online behaviour and reporting these to the relevant teams. Below are some examples of the training programmes conducted during the reporting period:

1. Cyber security awareness covering Cloud security
2. Data privacy, governance, and compliance focusing on "How to classify and inventorise your data"
3. Webinar on Cyber security
4. Cyber security R&D & innovation roadshow.

The Policy relating to cyber security can be accessed at

<https://cdn.brigadegroup.com/assets/docs/investor/policies/cyber-security-policy-15072023.pdf>

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 issues were identified, or penalties imposed during the reporting period with respect to advertising and delivery of essential services.

However, in the reporting period, there were a total of 11 complaints concerning cyber security and data privacy.

All complaints are closed within the stipulated time and no complaints are pending.

7. Provide the following information relating to data breaches:**a. Number of instances of data breaches:**

In the reporting period, there were a total of 11 cases related to customer data breaches. All the cases were closed and no cases are pending.

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

0%.

c. Impact, if any, of the data breaches:

No impact

Leadership Indicators

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

Brigade Group provides multiple channels to access information on the products and services provided by the entity.

The major channels are:

1. Brigade website: <https://www.brigadegroup.com/>
2. RERA website: <https://rera.karnataka.gov.in/>
3. Customer Portal (MyKey): <https://www.brigadegroup.com/mykey>

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

The organisation undertakes numerous measures to inform and educate its customers about the safe and responsible usage of its spaces. Accessible user-friendly guides, product brochures, and informative online resources are readily available. Awareness of these resources is disseminated through various engagement channels utilized by the company, such as newsletters, social media platforms, webinars etc,

Some initiatives are listed below:

1. All visitors are required to adhere to the EHS protocols implemented at the project site such as hard hats.
2. Occupants are provided with emergency services contact details of paramedics, ambulance, police, and fire safety personnel.
3. All completed and under-construction properties come equipped with fire prevention systems such as smoke and carbon monoxide alarms, sprinklers, fire extinguishers, and fire hose reels.
4. Signages depicting the safe use of amenities such as elevators, swimming pools, escalators, and gymnasiums are placed in proper places for maximum effectiveness.

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

The facility management team has established a structured communication matrix to inform tenants of any service disruptions at the property. Information about scheduled power outages, major traffic deviations, strikes, and maintenance activities is communicated through official emails. To ensure emergency preparedness, the team conducts periodic safety mock drills to train tenants on standard operating procedures for natural calamities or catastrophes, such as fire outbreaks, flash floods, or earthquakes. Tenants also receive official emails detailing mandatory operating procedures in the event of a pandemic outbreak.

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)

Product Information:

Yes. Brigade Group's primary offerings include real estate development, lease rentals and hospitality. All critical compliance details about projects, including project type, location, size, layout, features, amenities, technology and security provisions, parking and transportation facilities, proximity to public transport systems, medical facilities, schools, and shopping centres, as well as RERA approval status and Green Building certifications attained, are promptly showcased across corporate websites, social media platforms, brochures, and pamphlets.

Consumer Satisfaction

Yes, the Group conducts customer satisfaction surveys across its business verticals:

Real Estate (Property Development):

The customer service team of the organisation conducts surveys during the onboarding stage and also six months after the handover of the unit.

Lease Rentals (Property Management):

The facility management team of the organisation conducts periodic interactions with the occupants/tenants through online surveys. These surveys are conducted every six months. The team analyzes the survey responses to understand the satisfaction level of its customers and develops action plans based on the identified areas of improvement.

Hospitality:

As part of the customer experience monitoring, feedback forms are collected from the guests at the time of checkout.