

**BRIGADE ENTERPRISES LIMITED**

Corporate Identity Number (CIN): L85110KA1995PLC019126
Registered Office: 29th & 30th Floors, World Trade Center
Brigade Gateway Campus, 26/1, Dr. Rajkumar Road
Malleshwaram-Rajajinagar, Bengaluru - 560 055, India

+91 80 4137 9200
enquiry@brigadegroup.com
www.brigadegroup.com

Ref: BEL/NSEBSE/BRSR/21072026

July 21, 2026

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: Business Responsibility and Sustainability Report for the Financial Year 2025-26:

Pursuant to Regulation 34(2)(f) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report (BRSR) for financial year 2025-26, along with Independent Assurance Statement on the BRSR Core Indicators. This also forms part of the Integrated Annual Report for FY 2025-26.

The BRSR is also available on the website of the Company at <https://www.brigadegroup.com/investor/corporate-governance/sustainability-report>

Thanking you,

Yours faithfully,
For **Brigade Enterprises Limited**

P. Om Prakash
Company Secretary & Compliance Officer

Encl.: a/a



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.



Business Responsibility and Sustainability Report

FY 2025-26

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	2025-26
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE); BSE Limited.
11	Paid-up Capital	2,44,59,34,640
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	Yes
15	Name of assurance provider	SGS India Pvt Ltd.
16	Type of assurance obtained	Reasonable Assurance

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.	68%
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.	22%
3	Hospitality	The hospitality segment develops hotel projects which are operated by leading international operators.	10%

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	68%
2	Lease Rentals (Property Management)	70106	22%
3	Hospitality	55101	10%

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	7	7
International	Nil	2	2

20. Markets served by the entity:

a. Number of locations

Locations	Number
National (no.of states)	5
International (no.of countries)	2 (Singapore and Dubai, excluding India)

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

As Brigade Group is engaged in real estate development and lease rentals business, exports are not applicable.

c. A brief on types of customers

We serve varied clientele bases across different vertical operations. For instance, in real estate vertical, our customers are individual home buyers or property owners. By contrast, the commercial and hospitality vertical deals with organizational clientele like multinational corporations, retailers, and similar enterprises.

IV. Employees

21. Details as at the end of the Financial year

a. Employees and workers (including differently abled)

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1	Permanent (D)	3392	2731	80.51	661	19.49
2	Other than permanent (E)	2484	2005	80.72	479	19.28
3	Total employees (D + E)	5876	4736	80.59	1140	19.40
Workers						
4	Permanent (F)	16	10	62.5	6	37.5
5	Other than permanent (G)	17845	16469	92.3	1376	7.71
6	Total Workers (F + G)	17861	16479	92.26	1382	7.74

b. Differently abled employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently Abled Employees						
1	Permanent (D)	18	13	72.22	5	27.78
2	Other than permanent (E)	0	0	0.00	0	0.00
3	Total employees (D + E)	18	13	72.22	5	27.78
Differently Abled Workers						
4	Permanent (F)	0	0	0	0	0.00
5	Other than permanent (G)	6	5	83.33	1	16.67
6	Total Workers (F + G)	6	5	83.33	1	16.67

22. Participation/Inclusion/Representation of women (FY25-26)

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

*Amongst the total no. of KMP, 3 are Executive directors of Brigade Enterprises Limited which is also covered under Board of Directors.

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

	FY (2026) current year			FY (2025) previous year			FY (2024) (year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	24.72%	24.81%	24.73%	30.75%	28.32%	30.30%	31%	29%	30%
Permanent workers	*No baseline data is available, as the number of permanent workers is being reported for the first time			0.00%	0.00%	0.00%	NA	NA	NA

*Permanent workers were classified under the "other than permanent workers" category in the previous year, resulting in a nil/insignificant permanent worker base. Accordingly, the turnover rate for permanent workers exceeds 100% and is not directly comparable across years.

**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	37.05	Yes
6	Aureya FM Services Private Limited (formerly WTC Trades & Projects Private Limited)	Subsidiary	100	Yes
7	Brigade Properties Private Limited	Subsidiary	51	Yes
8	BCV Developers Private Limited	Subsidiary	68.76	Yes
9	Brigade (Gujarat) Projects Private Limited	Subsidiary	100	Yes
10	Perungudi Real Estates Private Limited	Subsidiary	51	Yes
11	Mysore Projects Private Limited	Subsidiary	100	Yes
12	Brigade Hotel Ventures Limited	Subsidiary	74.09	Yes
13	Augusta Club Private Limited	Subsidiary	100	Yes
14	Brigade Flexible Office Spaces Private Limited	Subsidiary	100	Yes
15	Celebrations Private Limited	Subsidiary	100	No
16	Vibrancy Real Estates Private Limited	Subsidiary	100	Yes
17	Venusta Ventures Private Limited	Subsidiary	100	Yes
18	Zoiros Projects Private Limited	Joint Venture	50	Yes
19	Brigade Innovations LLP	Subsidiary	94	Yes
20	Propel Capital Ventures LLP	Subsidiary	94	Yes
21	Tetrarch Developers Limited	Subsidiary	100	Yes
22	BCV Real Estates Private Limited	Subsidiary	68.76	No
23	Tetrarch Real Estates Private Limited	Subsidiary	100	Yes
24	Ananthay Properties Private Limited	Subsidiary	51	Yes
25	Brigade HRC LLP	Subsidiary	67	No
26	Auraterra Developers LLP	Subsidiary	100	No
27	Brigade Kerala Private Limited (Formerly AMG Info Park 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 ₹)	59,09,01,09,873
Net worth (in ₹)	75,24,02,20,200

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)	If Yes, then provide web-link for grievance redress policy	FY 2025-26 Current Financial Year			FY 2024-25 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	here4you@brigadegroup.com	1051	Nil	Complaints resolved	984	Nil	Complaints resolved
Investors (Other than shareholders)	Yes	investors@brigadegroup.com	1	Nil	Complaints resolved	Nil	Nil	-
Shareholders	Yes	investors@brigadegroup.com				3	Nil	Complaints resolved
Employees and workers	Yes	here4you@brigadegroup.com	Nil	Nil	It covers HR & IT related complaints	Nil	Nil	-
Customers*	Yes	here4you@brigadegroup.com	7437	181	Complaints were driven by higher occupancy, centralized reporting platforms, and improved complaint tracking*	1,163	51	-
Value Chain Partners	Yes	here4you@brigadegroup.com	Nil	Nil	No Complaints	Nil	Nil	Nil from both procurement and contractors
Regulators (Consumer Court, KSPCB/ BBMP/other regulatory bodies)	Yes	investors@brigadegroup.com	4	Nil	Complaints resolved	75	3	-

*Note: Open cases were primarily reported by Legal, FM, Residential, Clubs, and Retail verticals. The increase in reported complaints was mainly driven by higher occupancy in residential projects, centralized complaint reporting through the Belong app and Here4You platform, and improved tracking mechanisms. In the FM vertical, client feedback and complaints are recorded under a common category, contributing to higher reported volumes. Overall, the increase reflects enhanced reporting and monitoring processes rather than a proportional rise in underlying issues.



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

Material Issues Identified

1. Water Stewardship

Risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate
Risk and Opportunity	Water is a critical operational resource for Brigade Group, across construction, lease rental, and facility management activities. The Group recognises both the strategic value and risk of water. Significant steps to embed sustainable water management practices across the value chain are taken.	Brigade demonstrates its strategic water management approach: • Increase water efficiency, rainwater harvesting • Adopting water-saving technologies, curing compounds, and widespread wastewater recycling has enhanced circularity • Achieve water positivity by 2030 • Increase wastewater recycling by 10% YoY • Conservation through partnerships and awareness programs • Use reclaimed water for flushing, cooling, and cleaning operations across projects.
Financial Implication	Positive and Negative Implications	

2. Energy and Emissions

Risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate
Risk and Opportunity	Brigade Group recognises that climate change presents both a material risk and a strategic opportunity. Addressing greenhouse gas (GHG) emissions is central to the company's long-term sustainability vision and Net Zero commitment.	The pathway toward a detailed decarbonization roadmap to achieve Net Zero by 2045 consists: • Rigorous measurement and management of Scope 1 & 2 emissions • Track Scope 3 emissions • Aligning with evolving regulations and investor expectations on climate risks • Scale up certified green spaces under LEED, IGBC and other frameworks • Support 100% renewable-powered operations by 2040 by embracing long-term PPAs and expanding on-site solar thus increasing overall renewable energy consumption • Support cleantech innovation through REAP
Financial Implication	Positive and Negative Implications	

3. Regulatory Compliance and public policy

Risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate
Opportunity	Transparent governance, strong stakeholder trust, and integrity enable Brigade to drive sustainable growth and long-term value. High ethical and compliance standards position the Group to enhance its reputation, attract responsible investors, and deepen stakeholder confidence.	• We have established an integrated ESG risk management framework to identify, assess, and manage sustainability-related risks and opportunities. • We have implemented processes to ensure environmental compliance while proactively managing environmental risks across our operations.

Risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate
		- We have established robust mechanisms to ensure compliance with all applicable laws, regulations, and statutory requirements. - We have adopted a responsible approach to public policy engagement and advocacy, ensuring transparency, ethical conduct, and alignment with applicable regulations.
Financial Implication	Positive Implications	

4. Corporate Governance, Business Ethics and Transparency

Risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate
Risk	Corporate Governance, Business Ethics and Transparency is classified primarily as a Risk due to the real estate sector's exposure to regulatory approvals, land acquisition processes, procurement activities, and interactions with multiple third parties. Weak governance practices, unethical conduct, corruption, or lack of transparency could lead to regulatory penalties, reputational damage, project delays, and litigation risks. Since these factors can directly impact Brigade's financial performance, stakeholder trust, and ability to operate effectively, this topic is primarily considered a governance and compliance-related financial risk under EFRAG.	- We Uphold the Code of Conduct and Ethics through annual compliance affirmations. - Strengthen governance through Board oversight and specialised Board Committees. - Maintain a Whistle Blower Policy and Anti-Bribery & Anti-Corruption framework to prevent unethical conduct. - Conduct regular employee training on ethics, anti-corruption, conflict of interest and POSH. - Periodically review governance policies and ensure transparent disclosures and regulatory compliance.
Financial Implication	Negative Implications	

5. Health-Safety and Wellbeing

Risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate
Risk and Opportunity	Commitment to strong workforce, health and safety is imperative both legally and operationally, and is essential for building a strong reputation. Failure to achieve this may lead to employee distrust and increased liabilities.	Brigade's proactive approach toward health and safety of workforce includes: 100% workforce training in OHS, as a part of 2025 target. - Maintain zero fatality record and minimise injuries. - Boost employee morale through visible, proactive and preventive safety measures. - Counselling and wellness programmes for strong mental health of workforce - Advanced initiatives for continuous safety improvements at sites - WELL certification target for all - commercial (lease and rentals) by 2028.
Financial Implication	Positive and Negative Implications	



6. Human Rights

Risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate
Risk	Brigade Group has a large and diverse stakeholder base, making adherence to human rights not only a significant responsibility but also an essential aspect of compliance. Failure to uphold or improve human rights standards could lead to reputational damage, legal liabilities, and reduced stakeholder trust, particularly in socially conscious markets and among investors, posing a substantial risk to the organization.	Brigade Group emphasizes its ongoing approach that involves: • Human Rights Policy covering 100% of employees • Implement a structured HR & Admin guide to enhance employee experience and query resolution. • Maintain zero tolerance for complaints, child labour, forced labour, or PoSH breaches. • Conduct human rights due diligence for all major contractors. • Progress toward achieving SMETA certification by 2025. • Aligning with UN Guiding Principles on Business and Human Rights. • Prepare to participate in the UN Global Compact. • Strengthen internal safeguards, build stakeholder trust, and attract socially responsible investors.
Financial Implication	Negative Implications	

7. Responsible marketing, advertising, and Customer Relations

Risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate
Risk and Opportunity	Brigade's customer centric operations, responsible procurement, and meaningful community engagement enhances its brand value, stakeholder trust and long-term resilience	The company's exceptional customer experience is driven by: • Customized leasing solutions, ESG- integrated design, premium amenities and refreshing older infrastructure. • Implementation of Group-wide Net Promoter Score (NPS) system by 2025. • Environmental commitment by adding Green clause in our lease rental contracts. • CSR initiatives in health, education, and skill development to strengthen social ties, ESG training, supplier assessments, and the use of green-certified materials for a responsible supply chain approach.
Financial Implication	Positive and Negative Implications	

8. Human Capital Development

Risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate
Opportunity	The culture of continuous learning, inclusivity, and performance-driven engagement empowers our workforce to drive Innovation, operational efficiency and long-term value creation.	Brigade's holistic human capital development approach involves: • Leadership training, mentoring, skill- building, cross-functional collaboration, and employee well-being • Women-centric leadership program enhancing gender diversity and high return-to-work rate for women post- maternity leave • SAP CONCUR tool for better operational efficiency • Supplier education and VCP training to promote sustainability and compliance
Financial Implication	Positive Implications	

9. Responsible Sourcing

Risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate
Risk	Harmful substances used in building materials pose a great risk to the health, safety and sustainability of our environment.	Brigade's approach minimizes environmental impact and empowers local economies: • Sustainable procurement policy • Prioritize green materials, low VOCs • Eliminate harmful materials through a stringent "Red List" • Embrace local procurement to strengthen local economies and reduce environmental impact • Identify and exclude conflict materials from the supply chain • Create healthier, more resilient space by progressing toward use of "green certified" material target.
Financial Implication	Negative Implications	

10. Green Buildings and Technology and Innovation

Risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate
Opportunity	Green Buildings, Technology and Innovation is identified as an Opportunity due to the increasing market demand for sustainable, energy-efficient, and technology-enabled real estate assets. Investments in green buildings, smart infrastructure, energy-efficient technologies, and sustainable design practices can enhance Brigade's brand value, asset attractiveness, operational efficiency, and long-term competitiveness.	• We have both Internal policy Obligation and the OFI • We have target of achieving WELL building certification by 2028, NZ-C target by 2045 and OFI • We also have environment target of achieving 100% coverage of projects for GB certification.
Financial Implication	Positive Implications	



11. Waste Management

Risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate
Risk and Opportunity	Improper disposal and excessive generation of waste can result in significant environmental, social, and reputational consequences. In particular, hazardous waste poses a serious risk to organizations and becomes a liability if not managed and treated responsibly. Effective waste management, particularly in handling hazardous waste, enables organisations to optimise resource utilisation, reduce operational costs, and demonstrate leadership in environmental stewardship.	Brigade has adopted a comprehensive approach to reducing water consumption and enhancing resource recovery, which includes: • Five-step waste hierarchy • Zero Liquid Discharge (ZLD) practices to ensure water is recycled within a closed-loop system • Secure storage solutions to minimize material wastage and leakage • Reuse excavated topsoil for landscaping and support local biodiversity
Financial Implication	Positive and Negative Implications	

12. Biodiversity

Risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate
Risk	Land conversion from agricultural use to commercial or residential purposes in development projects can negatively impact biodiversity. Additionally, climate change contributes to biodiversity decline by altering ecological habitats and increasing the frequency of extreme weather events.	Brigade is committed to promoting biodiversity within its operations through a range of initiatives, including: • Comprehensive biodiversity policy • Afforestation drives, seedball campaigns, and protect biodiversity across all project sites • Restoration projects and strong partnerships • Commitment to TNFD framework
Financial Implication	Negative Implications	

13. Corporate Social Responsibility

Risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate
Opportunity	Brigade's community engagement initiatives, social investments, and local development programs directly affect surrounding communities and societal wellbeing. Through initiatives related to education, healthcare, livelihoods, infrastructure, and social development, the company can create positive social outcomes and strengthen community relationships.	• We contribute to the social and economic development of the communities in which we operate through our CSR initiatives focused on education, healthcare, livelihoods, skill development, and community infrastructure. Through the Brigade Foundation and structured stakeholder engagement, we seek to create long-term social value while strengthening relationships with local communities.
Financial Implication	Positive Implications	

14. Data Privacy and Cybersecurity

Risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate
Risk	Brigade's handling, storage, and processing of personal and business-related information can directly affect customers, employees, tenants, vendors, and other stakeholders. As the company increasingly adopts digital platforms, smart technologies, and integrated operational systems, any failure to adequately protect sensitive information may result in unauthorized access, misuse of data, identity theft, financial harm, or loss of privacy for affected individuals. In addition, disruptions to digital systems or weak cybersecurity practices may affect the reliability and security of services provided across residential, commercial, hospitality, and facility management operations.	We safeguard customer, employee, and business information by maintaining robust information security and cybersecurity practices, supported by IT governance, access controls, periodic risk assessments, and employee awareness programmes. We continuously strengthen our digital infrastructure to protect sensitive data, ensure business continuity, and comply with applicable data protection and information security requirements.
Financial Implication	Negative Implications	

15. Diversity, Equity and Inclusion

Risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate
Opportunity	Brigade's employment practices directly influence workforce representation, equal opportunity, workplace culture, and employee wellbeing. Promoting diversity and inclusive practices can positively affect employees by improving workplace fairness, employee engagement, and career development opportunities	We foster an inclusive and equitable workplace by promoting equal opportunity, diversity, and employee wellbeing across our operations. We strengthen inclusion through leadership development, women centric initiatives, regular awareness programmes on non-discrimination and human rights, and a workplace culture that values fairness, respect, and employee engagement.
Financial Implication	Positive Implications	

16. Climate Resilience and Adaptability

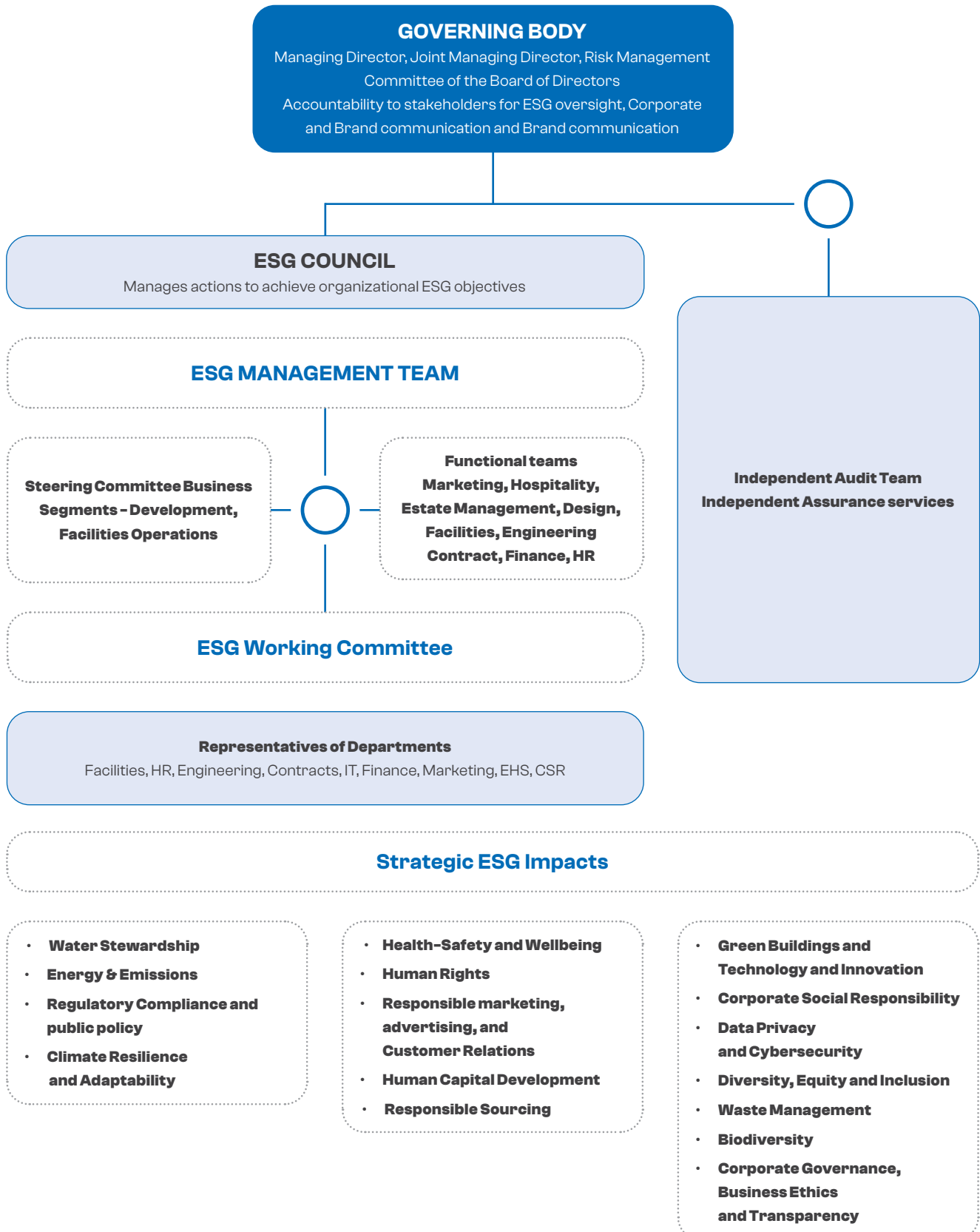
Risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate
Risk & Opportunity	Climate Resilience and Adaptability is identified as both a Risk and an Opportunity because increasing climate-related hazards, changing weather patterns, and evolving regulatory expectations may disrupt operations, increase costs, and affect asset performance. At the same time, strengthening climate resilience through adaptive design, resilient infrastructure, and climate-informed planning enhances business continuity, protects asset value, and improves long-term competitiveness.	We integrate climate-related risks and opportunities into our Enterprise Risk Management framework and strengthen climate resilience through scenario analysis, Board oversight, and climate risk assessments. We publicly disclose our climate and nature-related performance through our inaugural TCFD and TNFD reports, enhancing transparency on governance, strategy, risk management, metrics, targets, and our approach to managing climate- and nature-related risks while supporting long-term business resilience.
Financial Implication	Positive and Negative implications	



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 (WBCSD). 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. ISO 27001 – 2022 for Information Security Management System (ISMS) 5. National Building Code (NBC) – 2016 for construction and development 6. LEED-USGBC (US Green Building Council) and IGBC (Indian Green Building Council) Green Building Certification 7. "Great Place to Work" Certificate 8. International Standard on Assurance Engagements (ISAE 3410) for BRSR Core Reasonable Assurance								
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 generated, directed to landfill, and diverted from landfill - tracked on an ongoing basis. 2. Increase overall waste reuse year-on-year across operations. 3. Increase the use of green certified materials year-on-year in all new construction projects. 4. Increase wastewater recycling by 10% year-on-year. 5. Increase biodiversity by 10% across all 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 to offset carbon footprint - target year 2026. 8. Be a member of the Science Based Target Initiative (SBTi) by 2024. 9. Achieve Water Positive by 2030. 10. Adopt green building norms and certifications across all prospective projects by 2030. 11. Transition to 100% renewable energy across all operations by 2040. 12. Achieve Net Zero emissions by 2045.								



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Under our social pillar "Scaling livable spaces for communities". Our targets are:								
	1. Continue to increase women-centric leadership programmes. 2. Incrementally increase investment in workforce training year-on-year. 3. Expand employee inclusion initiatives on an ongoing basis. 4. Ensure more than 50% of construction materials are locally sourced. 5. 100% of the workforce (including contractual employees) to be trained on Occupational Health and Safety - target year 2025. 6. Implement a Group-wide Net Promoter Score (NPS) to measure customer service excellence - target year 2025. 7. Attain SMETA certification - target year 2025. 8. All contracts under the Lease Rentals portfolio will include "Green" clauses from 2027. 9. All Lease Rental properties to obtain WELL Health-Safety certification - target year 2028. 10. Become a member of the UN Global Compact - target year 2028.								
	Under our governance pillar "Scaling good governance for shareholders". Our targets are:								
	1. Progressively integrate ESG risks into the enterprise risk management strategy. 2. 100% of employees and suppliers to be trained on the Code of Conduct - target year FY 2023-24. 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.								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met	Brigade Group has undertaken these public commitments during the year and will continue to monitor and report the performance against these focus areas on a year-on-year basis going forward.								

Material Topic	Target by Date	Status (2025-26)
Environmental pillar: Scaling sustainable operations for the planet		
Water Management	Water Positive by 2030	On track
	10% year-on-year increase in wastewater recycling	Ongoing
Green House Gas (GHG) Emissions*	Be a member of the Science Based Target Initiative (SBTi) by 2024, Net Zero strategy and roadmap prepared and got validated by SBTi in Dec 2025.	Achieved
	Adopt Green Building norms across all new projects by 2030	On Track and being adopted
	Operations to be 100% renewable energy powered by 2040	On track with improved efforts
	Achieve Net Zero emissions by 2045	On track, in progress
Materials	Implement Brigade's Sustainable Procurement Policy by 2024	Achieved
	Increase the use of "green certified" materials year-on-year across all new construction	Ongoing with improved numbers
Waste Management	Report all waste generated and diverted from landfill by 2024	Being Achieved every year
	Increase overall waste reuse year-on-year	Ongoing with improved numbers
Biodiversity	Implement Biodiversity Policy by 2024	Achieved
	Increase biodiversity by 10% in real estate development sites by 2025	On going and achieved in FY 2025-26
	Publish Brigade's first Task Force on Nature-related Financial Disclosures (TNFD) Report by 2025	Achieved and continues to be reported every year
	Implement afforestation initiatives - for carbon offset sequestration by 2026	On Going with improved numbers
Social pillar: Scaling livable spaces for communities		
Health & Safety	100% of the workforce trained on occupational health and safety by 2025	On track, being achieved
	All lease rentals properties to be WELL Health-Safety certified by 2028	Task Initiated, Under Progress

Material Topic	Target by Date	Status (2025-26)
Human Rights	Implement Human Rights Policy by 2024	Achieved
	Be a SMETA (Sedex Members Ethical Trade Audit) certified organization by 2025	Under Progress
	Align labour standards with UNGP, ILO, and the Declaration on Fundamental Principles and Rights at Work framework by 2026	Under Progress
	UN Global Compact member by 2028	Task Initiated
Tenants & Community	Source more than 50% of materials locally	Achieved
	Implement a Group-wide Net Promoter Score (NPS) by 2025	Under Progress
	All contracts under the Lease Rentals portfolio will include green clauses by 2027	Under Progress
Human Capital Development	Increase investment in workforce training	On track, being achieved
	Increase women-centric leadership programmes	On track, being achieved
	Increase employee inclusion initiatives	On track, being achieved
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	Achieved
	Publish Brigade Group's first Task Force on Climate-related Financial Disclosures Report (TCFD) by 2025	Achieved and continues to be reported every year

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)

Sustainability remains integral to Brigade Enterprises Limited's long-term business resilience, stakeholder trust, and value creation. Guided by the Integrated Reporting Framework, the Company continues to adopt a balanced approach towards strengthening all six capitals - Financial, Manufactured, Human, Social and Relationship, Intellectual, and Natural - while driving responsible, inclusive, and future-ready growth.

During FY 2025-26, Brigade made significant progress in further embedding Environmental, Social, and Governance (ESG) considerations into its operations and decision-making processes, while maintaining alignment with leading global sustainability frameworks. A key milestone during the year was the validation of the Company's Science Based Targets initiative (SBTi) targets, reinforcing its commitment to achieving science-based net-zero emissions.

The Company has also set an ambitious target of achieving 100% renewable energy consumption across its operations by 2040. In line with its water stewardship agenda, Brigade is committed to becoming water positive by 2030 and continues to enhance wastewater recycling, with a targeted year-on-year increase of 10%.

Sustainable procurement practices have been strengthened through the implementation of responsible sourcing policies and increased adoption of green-certified materials across projects. In addition, a biodiversity policy has been established, with a target to improve biodiversity by 10% across real estate development sites.

The Company continues to strengthen its climate risk management approach in alignment with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), enabling comprehensive assessment of both transition and physical climate risks through advanced scenario analysis. Brigade has also published its TCFD and Taskforce on Nature-related Financial Disclosures (TNFD) Reports for FY 2024-25 and continues to carry forward these disclosures in FY 2025-26, demonstrating its proactive approach to managing climate- and nature-related risks and opportunities.

Beyond environmental commitments, Brigade remains focused on enhancing workforce well-being, promoting responsible land use, driving innovation in construction practices, supporting community development, and fostering transparent stakeholder engagement, thereby contributing to sustainable long-term value creation. During the year, the Company achieved 100% employee training coverage on occupational health and safety and continued to strengthen women-centric leadership initiatives, alongside a year-on-year increase in overall training hours. Further, Brigade has set a target to achieve WELL certification across all lease and rental buildings by 2028, reinforcing its commitment to creating healthier and more sustainable spaces for occupants.

The Company acknowledges the ongoing challenges associated with Scope 3 emissions data capture, evolving regulatory requirements, and balancing near-term operational priorities with long-term sustainability investments. These challenges continue to be addressed through focused leadership, enhanced stakeholder collaboration, and continuous improvement initiatives.



Strong governance remains the foundation of Brigade's ESG strategy. The Board of Directors and the Sustainability Committee provide active oversight to ensure that ESG priorities are effectively integrated into business strategy, risk management, and performance evaluation frameworks. The Company remains committed to conducting its business with the highest standards of ethics, transparency, and accountability, while actively monitoring and managing material ESG risks.

As Brigade advances on its sustainability journey, it remains steadfast in its commitment to responsible growth, robust governance, and continuous alignment with evolving global sustainability frameworks, thereby building resilient communities and creating enduring value for all stakeholders.

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. Brigade Group has established a robust three-layered ESG governance framework to ensure effective oversight, strategic direction, and implementation of its sustainability agenda. The Board-level Risk Management Committee provides overall oversight of ESG matters and safeguards stakeholder interests.

Supporting the Committee, the ESG Council, comprising the Managing Director, Directors, and functional heads, is responsible for formulating and driving the organization's ESG strategy and priorities. Operational execution is led by the ESG Management Team, Reporting Team, and Internal Audit Team, which oversee implementation, monitoring, performance evaluation, and transparent disclosures.

This governance structure facilitates the proactive identification and management of ESG risks and opportunities while ensuring that sustainability objectives remain closely aligned with the Company's overall business strategy. Additionally, external assurance partners may be engaged, as required, to strengthen the credibility, transparency, and reliability of ESG reporting and disclosures.

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 (Half yearly) or as required. 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	That is carried out by the Committee of the Board annually. There are no instances of non-compliance with respect to statutory requirements that are pertinent to the principles.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The company performs this task annually.								
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)									
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)						Not Applicable			
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 upholds a strong commitment to integrity, ethics, transparency, and accountability through a comprehensive governance framework aligned with legal and regulatory standards. The organization enforces stringent code of conduct, fosters ethical business practices, and maintains open, transparent communication with all stakeholders. Regular audits and proactive stakeholder engagement reinforce accountability across operations. Brigade Group views sound corporate governance as fundamental to building stakeholder trust and sustaining its reputation within the industry.

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	16	Code of conduct	100%
Key Managerial Personnel	89	Ethical business practices, Anti-bribery & Anti-corruption, Conflict of interest ESG/Sustainability Environment & Climate risks Skill up-gradation PoSH Inclusivity Data privacy & cyber security	100%
Employees other than BoD and KMPs	3076	Leadership & Management Development Food Safety & Hygiene (incl. HACCP, FSSAI) Digital Guest Experience & Customer Interaction Skill Development & Certification Business, Finance & Compliance Training Health, Safety & Hygiene Risk Management & Code of Conduct Diversity, Equity & Inclusion (DEI) Sensitisation Onboarding & Organizational Culture Anti-Harassment & Human Rights Awareness Environmental & Social Responsibility Hospitality Service Excellence	100%
Workers	13,048	Health, Hygiene & Welfare Behavioral Safety & Specialized Training Fire Safety & Emergency Response Environmental Management & Waste Reduction Operational Safety	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 ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Integrity, Ethics, Transparency, and Accountability	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil
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
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, the Group's Code of Ethics Policy encompasses comprehensive provisions on anti-corruption and anti-bribery, applicable to all employees. The policy strictly prohibits the acceptance of bribes, with violations resulting in immediate termination of employment. Additionally, employees are advised to exercise discretion and sound judgment when accepting gifts, ensuring alignment with ethical standards and organizational values. 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 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

	FY 2025-26 (Current Financial Year)		FY 2024-25 (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 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Accounts payable* 365 days	3,21,82,050	2,86,80,605
Cost of goods/services procured	3,63,258	2,94,384
Number of days of accounts payables	89	97

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.

Parameter	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (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	a. Purchases (purchases with related parties)	582*	186*
	Total purchases	3,63,258	2,94,384
	Purchases (purchases with related parties) as % of total purchases	0.1602%	0.063%
	b. Sales (sales to related parties)	123*	88*
	Total sales	5,90,901	5,31,354
	Sales (sales to related parties) as % of total sales	0.0208%	0.02%
	c. Loans & advances (loans & advances given to related parties)	Nil	Nil
	Total loans & advances	Nil	Nil
	Loans & advances (loans & advances given to related parties) as % of total loan & advances	0%	0%
	d. Investments (investments in related parties/total Investments made)	Nil	Nil

*All absolute values are in ₹ Lakhs

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
200	Guidance to Apply for Green certificates. Importance of sustainable procurement. Brigade 2045 Net-zero Target Brigade's Procurement Policy Code of Conduct, etc	About 65% of the Suppliers are reached through trainings. (321 out of 500 Suppliers)

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. In order to maintain transparency and to avoid potential conflicts of interest within the Board, all members have to submit annual disclosures and declarations. These would report any changes in the directorship, committee roles, or shareholding. Whenever a conflict of interest occurs, such Directors must recuse themselves from participation in discussions or decisions related to agenda items in which they have a personal interest. This strengthens the organization's commitment to fairness, integrity, and impartiality in its governance processes.



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

Brigade Group focuses on innovative real estate solutions in ways that are safe and sustainable. We have embraced sustainable solutions in meaningful ways by practicing sustainable approaches, implementing new energy efficiency practices, and sustainable design. Brigade Group is committed to quality and safety, and is willing to create excellent, environmentally aware properties and leasing, as we dialogue with our responsibility as leaders in the real estate industry.

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	0.37%	0.45%	Installation of solar power plants, STPs and implementation of afforestation initiatives

Note: The reported CAPEX expenditure on investments in specific technologies aimed at improving the environmental and social impacts of products and processes for FY 2024-25 has been revised from 0.07% to 0.45% following a re-evaluation of the financial data.

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

Yes, Brigade Group maintains a robust sustainable sourcing policy aligned with its climate action commitments and broader Environmental, Social, and Governance (ESG) objectives across its real estate portfolio. The Company promotes responsible procurement practices and encourages suppliers to uphold high standards of health, safety, well-being, ethical business conduct, and environmental stewardship throughout their value chains.

Brigade's Sustainable Sourcing approach is founded on responsible and ethical procurement principles that support long-term sustainable development across its operations. The key elements of the policy include:

- Adopting a zero-tolerance approach towards the use of conflict materials, restricted substances, child labour, forced labour, workplace harassment or discrimination, bribery, fraud, and theft.
- Promoting efficient resource utilization, recycling and replenishment practices, and the adoption of innovative and sustainable technologies wherever feasible.
- Engaging with suppliers through regular feedback mechanisms, performance monitoring, and initiatives aimed at continuous sustainability improvement.
- Identifying, evaluating, and partnering with suppliers that demonstrate a strong commitment to sustainability principles and responsible business practices.
- Encouraging local sourcing and employment generation by prioritizing procurement from local vendors and Micro, Small, and Medium Enterprises (MSMEs), thereby contributing to regional economic development and community well-being.
- Through these measures, Brigade Group seeks to strengthen supply chain resilience, mitigate environmental and social risks, and create shared value for all stakeholders while advancing its sustainability commitments.
- Link to the Sustainable Sourcing Policy:

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

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

- 44% of input materials are sourced sustainably through the procurement of green-certified materials.
- Supporting the "Make in India" movement by the Government of India, Brigade Group sourced 99.62% 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 rental service provider, our operations primarily focus on the development and management of built spaces. No reclamation activities were undertaken during the reporting period.

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

No. As Brigade Group is a real estate developer and lease rentals provider, Extended Producer Responsibility (EPR) on C&D waste management does not apply to our business activities for the reporting period FY25-26.

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.
45201	Brigade Lumina	0*	Cradle to Grave	Yes	No

*Since Brigade Lumina is a residential project that was under construction during FY 2025-26, it did not contribute any turnover during the reporting period.

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 Lumina	Embodied carbon from cement usage	Replaced approximately 38% of cement in non-structural works and concrete with Ground Granulated Blast Furnace Slag (GGBS) to reduce embodied carbon
	Embodied carbon from steel usage	Incorporated reinforcement steel with 75% recycled scrap content to reduce embodied carbon intensity of structural materials
	Operational energy consumption during building use phase	Implemented energy-efficient design strategies including insulated texture paint, high-performance glazing, and efficient fixtures to reduce operational energy demand
	Resource consumption and environmental impact from material procurement	Promoted sustainable procurement practices and evaluation of low-carbon and green-certified materials during material selection
	Construction-related transportation emissions	Considered regionally applicable transportation scenarios and optimized sourcing approaches for key construction materials.

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 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Concrete	40%	30%
Cement	60%	20%
AAC Blocks	65%	Nil
Steel	70%	70%

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 2025-26 Current Financial Year			FY 2024-25 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
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	%	Number	%	Number	%	Number	%	Number	%
		(B)	(B/A)	(C)	(C/A)	(D)	(D/A)	(E)	(E/A)	(F)	(F/A)
Permanent Employees											
Male	2731	2731	100%	2731	100%	Nil	Nil	2731	100.00%	Nil	Nil
Female	661	661	100%	661	100%	661	100.00%	Nil	Nil	Nil	Nil
Total	3392	3392	100%	3392	100%	661	19.49%	2731	80.51%	Nil	Nil
Other than Permanent Employees											
Male	2005	2005	100%	2005	100%	Nil	Nil	2005	100%	Nil	Nil
Female	479	479	100%	479	100%	479	100.00%	Nil	Nil	Nil	Nil
Total	2484	2484	100%	2484	100%	479	19.28%	2005	80.72%	Nil	Nil

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	10	10	100%	10	100%	Nil	Nil	Nil	Nil	Nil	Nil
Female	6	6	100%	6	100%	Nil	Nil	Nil	Nil	Nil	Nil
Total	16	16	100%	16	100%	Nil	Nil	Nil	Nil	Nil	Nil
Other than Permanent Workers											
Male	16469	16469	100%	16469	100%	Nil	Nil	Nil	Nil	Nil	Nil
Female	1376	1376	100%	1376	100%	Nil	Nil	Nil	Nil	Nil	Nil
Total	17845	17845	100%	17845	100%	Nil	Nil	Nil	Nil	Nil	Nil

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.54%	0.42%

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

Benefits	FY 2025-26 (Current Financial Year)			FY 2024-25 (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%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	13.88%	Yes
ESI	30%	55%	Yes	NA	9.05%	Yes
Workmen compensation policy (WCP)	88%	95%	Yes	NA	77.51%	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. All our buildings are designed in accordance with the accessibility requirements prescribed under the National Building Code (NBC) of India, ensuring that the needs of persons with disabilities are effectively addressed. The Company remains committed to fostering an inclusive built environment by incorporating essential accessibility features such as wheelchair ramps at entry and exit points, designated parking spaces, and smooth, non-slip pathways with tactile indicators. In addition, elevators are equipped with braille-enabled controls and/or voice guidance systems to enhance accessibility and facilitate ease of movement for all occupants and visitors.

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

Yes. Brigade Group is an equal opportunity employer, fully compliant with the PWD Act, 2016. We do not discriminate based on gender, caste, race, religion, sexual orientation, age, nationality, disability, or other personal characteristics. Selection is based solely on performance and merit, ensuring equal opportunities for all.

Diversity, Equity and Inclusion (DEI) Policy <https://cdn.brigadegroup.com/assets/docs/investor/policies/brigade-dei-policy-23062023.pdf>

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

Benefits Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	-	-
Female	90.9%	100%	-	-
Total	99.2%	100%	-	-

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 2025-26 (Current Financial Year)	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Employees	Yes
Other than Permanent Employees	Yes
Permanent Workers	Yes
Other than Permanent Workers	Yes

We have established a comprehensive, time-bound grievance policy to effectively address and resolve employee concerns. The process includes the following key steps:

Step 1: Employees can raise grievances by email to: emp-grievance@brigadegroup.com, using the internal grievance module, or by informing their Reporting Manager with a copy to the HOD and the grievance email. If the grievance involves the Reporting Manager or HOD, it can be submitted directly to the grievance email. For confidential matters, grievances may be sent directly to the Head HR or the Grievance Redressal Committee (GRC). The complaint must include the employee's name, ID, department, details of the grievance, and any supporting documents. Anonymous complaints are generally not entertained unless supported by valid evidence.

Step 2: Upon receiving the grievance, the concerned redresser will acknowledge its receipt within 24 hours. The employee is informed of the next steps and the estimated timeline for resolution.

Step 3: The HR department, in coordination with the relevant functional head, investigates grievance through discussions, document checks, and consultations with involved stakeholders. Based on the complexity, grievance is resolved within 3 working days (for minor issues), 15 working days (for internal investigations), or 30 working days (for senior management-level matters). The outcome and any corrective measures are communicated to the complainant.

Step 4: If the employee is not satisfied with the resolution, the matter can be escalated first to the CHRO (Level 1), and if needed, to the Grievance Redressal Committee (Level 2) for further review and action.

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (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	3392	Nil	Nil	3,043	Nil	Nil
Male	2731			2,478		
Female	661			565		
Total Permanent Workers	16			NA		
Male	10			NA		
Female	6			NA		

**8. Details of training given to employees and workers**

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	Total (A)	On Health & Safety Measures		On Skill upgradation		Total (D)	On Health & Safety Measures		On Skill upgradation	
		Number	%	Number	%		Number	%	Number	%
		(B)	(B/A)	(C)	(C/A)		(E)	(E/D)	(F)	(F/D)
Employees										
Male	4736	4736	100.00%	4736	100.00%	4,481	4,481	100.00%	4,481	100.00%
Female	1140	1140	100.00%	1140	100.00%	1,046	1,046	100.00%	1,046	100.00%
Total	5876	5876	100.00%	5876	100.00%	5,527	5,527	100.00%	5,527	100.00%

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	Total (A)	On Health & Safety Measures		On Skill upgradation		Total (D)	On Health & Safety Measures		On Skill upgradation	
		Number	%	Number	%		Number	%	Number	%
		(B)	(B/A)	(C)	(C/A)		(E)	(E/D)	(F)	(F/D)
Workers										
Male	16479	16479	100.00%	16479	100.00%	15,850	15,850	100.00%	15,850	100.00%
Female	1382	1382	100.00%	1382	100.00%	1,359	1,359	100.00%	1,359	100.00%
Total	17861	17861	100.00%	17861	100.00%	17,209	17,209	100.00%	17,209	100.00%

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	Number (B)	% (B/A)	Total (C)	Number (D)	% (D/C)
Employees						
Male	4736	2441	51.54%	4,481	1,750	39.05%
Female	1140	571	50.1%	1,046	426	40.73%
Total	5876	3012	51.26%	5,527	2,176	39.37%
Workers						
Male	16479	192	1.16%	15,850	80	0.50%
Female	1382	14	1.01%	1,359	16	1.18%
Total	17861	206	1.15%	17,209	96	0.56%

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 real estate development and property management organization, we place the highest priority on the health, safety, and well-being of all stakeholders through a robust Occupational Health and Safety (OHS) Management System. The system is designed to effectively identify, assess, and mitigate health and safety risks across both corporate offices and construction sites. Aligned with the requirements of ISO 45001:2018, our OHS framework follows a systematic approach to managing health and safety risks and opportunities, ensuring compliance with established standards and fostering a culture of continuous improvement.

Health and safety risk assessments are conducted using a standardized methodology that evaluates risks based on their likelihood and potential severity, enabling the implementation of appropriate control measures and mitigation strategies. In addition, regular performance reviews and monitoring across office locations and project sites help identify opportunities for improvement, thereby strengthening our overall safety performance and reinforcing our commitment to a safe and healthy work environment.

Additionally, our OHS Management System provides comprehensive coverage to all employees, including contract workers within the property development sector, reinforcing our commitment to ensuring a safe and healthy workplace for everyone.

- 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 Enterprises Ltd. adopts a comprehensive approach to identifying, assessing, and mitigating workplace hazards across people, processes, work environments, equipment, and chemical and biological agents. Key risks, including those related to machinery, hazardous substances, noise, ergonomics, and psychosocial factors, are managed through an ISO 45001:2018-certified Occupational Health and Safety Management System (OHSMS), ensuring compliance with applicable laws and regulations.

The OHSMS incorporates routine and non-routine Hazard Identification and Risk Assessment (HIRA) processes across all development sites, with periodic reviews to strengthen risk mitigation measures. Safety performance is monitored using both leading and lagging indicators, including incidents, near misses, and unsafe conditions, to drive continuous improvement.

Control measures follow the hierarchy of controls, including elimination, substitution, engineering controls, and the use of personal protective equipment (PPE), supported by regular site inspections to ensure compliance. At managed properties, comprehensive safety training, emergency preparedness procedures, mock drills, and routine maintenance of critical equipment such as elevators and escalators help safeguard the health, safety, and well-being of employees, tenants, and visitors.

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

Yes. Brigade Enterprises Ltd. promotes active worker participation in occupational health and safety through joint management-worker committees comprising representatives from various levels of the organization. These committees facilitate open communication, consultation, and the timely resolution of health and safety concerns, ensuring that worker feedback is incorporated into decision-making processes.

Workers can raise concerns through multiple channels, including direct reporting mechanisms, toolbox talks, site inspections, and safety committee meetings, fostering a proactive and collaborative safety culture across operations.

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

Yes. The company has a holistic view of workers' health and well-being. They ensure access to healthcare by offering doctors twice a week, medical camps once a month, and onsite medical rooms with trained nurses at each project site. In an emergency, the project has tie-ups with local hospitals where workers can go for immediate access to specialized treatment.

In addition, the company proactively targets health initiatives to prevent lifestyle conditions. These initiatives highlight the potential impact of commitment to healthier behaviors with regard to food, exercise, use of substances, and overall health and wellness.

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

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
		Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one Million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	2
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 workplace

The organization provides a safe and healthy working environment through a variety of mechanisms including the organization's infrastructure, training, and health initiatives:

- **Health & Safety Training:** All employees and workers undergo training on health and safety through a series of comprehensive training, including induction and PPE training.
- **EHS Requirements:** EHS (Environment, Health and Safety) requirements are included in project tenders, with contractors receiving a briefing in project kick-off meetings.
- **On-site Medical Professional:** Each site has a medical room, staffed with a nurse and supported by weekly doctor visits, monthly camps, and hospital tie-ups for emergencies.
- **Emergency Preparedness:** All sites have an Emergency Response Plan (ERP) in place, with trained teams and conducted mock drills, with clear lines of communication and reporting.
- **Wellness Initiatives:** The organization has various wellness initiatives that target nutrition, substance abuse prevention, smoking cessation and physical activity.
- **Statutory Compliance:** We fully comply with the statutory norms around safety, through regular inspections and certifications for the equipment that is classified as essential.
- **Processes in Continuous Improvement:** We regularly hold "Engineer's Meet" to address EHS based problems and to establish possible mitigation plans.

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

	FY 2025-26 Current Financial Year			FY 2024-25 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	263	1	Majority of complaints were resolved during the reporting period, with continuous efforts to strengthen grievance redressal mechanisms	74	Nil	Complaints were addressed through the existing grievance redressal mechanism
Health & Safety	248	1	Majority of complaints were resolved during the reporting period, with continued focus on strengthening health and safety practices	36	Nil	Complaints were addressed through the existing health and safety management system.

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 reported during the assessments for FY2025- 26 regarding health, safety practices, and work conditions. This outcome demonstrates Brigade Group's continued commitment to a safe and healthy working environment through the following:

- Ensuring provision of safe equipment, appropriate resources and procedures provided that enable training for all staff.
- Active supervision at sites enables actions that monitor health and safety risks.
- Regular reviews and audits are made to evaluate performance to improve health, safety and well-being.
- Health and safety to all workers, both directly and indirectly, including at labour camps.
- Regular assessments of all workers and sharing the results with stakeholders enable timely corrective actions.
- Workers are to operate in accordance with agreed and approved safe work methods with control measures enforced and maintained, using work permits and safety checklists.
- Work is to be undertaken in accordance with the Group's Health, Safety and Well-being Policy to ensure standards are in line with all the Group's operations.

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 tracked through the Group's Compliance Management System, with all invoices verified for compliance before 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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment.

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year	FY 2025-26 Current Financial Year	FY 2024-25 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 offers transition assistance programmes to support continued employability. Retired employees may be engaged as consultants on a retainer basis, while those facing termination are provided with two-month advance notice.

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%

*A declaration of 100% compliance with all assessments is obtained from the contractor for contract staff and workers. Our project team regularly monitors adherence to these requirements.

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.

Throughout the reporting year, assessments of health and safety practices across the value chain did not identify any significant hazards or concerns. Brigade Group expects all suppliers and business partners to comply with applicable occupational health and safety laws, regulations, and standards.

To ensure adherence, the Group conducts both scheduled and surprise audits to monitor compliance. Where gaps are identified, appropriate corrective actions are defined, mutually agreed upon, and implemented within specified timelines. This approach reinforces Brigade's commitment to maintaining a safe, responsible, and resilient supply chain.

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

Brigade Group values the interests and expectations of all stakeholders and adopts a collaborative approach to stakeholder identification and engagement. To promote transparency and effective communication, the Group regularly publishes newsletters and updates on project developments and property management services for external stakeholders.

Structured feedback mechanisms enable stakeholders to share their views securely and openly, supporting continuous improvement. Internally, employees are encouraged to express their perspectives through both direct and anonymous channels. The Group also actively engages with local communities through the Brigade Foundation, addressing community needs and contributing to social development initiatives.

Through these efforts, Brigade Group strives to build and sustain trusted, long-term relationships with all its stakeholders while advancing its corporate social responsibility commitments.

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

To identify key stakeholder groups, Brigade Group follows a structured and inclusive process guided by its Stakeholder Engagement Policy. The Group defines stakeholders as individuals, groups, or organizations that either impact or are impacted by their operations and overall performance. Stakeholder identification begins with mapping all entities connected to the business ecosystem, followed by evaluating their level of influence and interest. This collaborative, co-created process ensures a comprehensive understanding of stakeholder expectations.

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	Details of Other Channels of Communication	Frequency of engagement	Details of Other Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Board of Directors	No	Other	Board meetings and annual general meetings	Annual		- Consultation, participation and sharing of information on: - Ensuring regulatory compliance. - Driving growth and profitability. - Maintaining fiduciary accountability to shareholders. - Defining company strategy for the company and the corporate governance including ESG. - Managing enterprise risks. - Discussion on CSR initiatives.
Channel Partners	No	Other	Meetings and feedback	Others, please specify	- Weekly - Monthly	- Consultation and information on: - Gaining insights into customer needs and market trends. - Understanding the competitive landscape. - Identifying suitable tenants, assessing creditworthiness, and aligning space requirements with property offerings.

Stakeholder Group	Whether identified as vulnerable & marginalized Group (yes/ no)	Channels of communication	Details of Other Channels of Communication	Frequency of engagement	Details of Other Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Channel Partners						- Leveraging market insights, tenant demand trends, and negotiation expertise to maximize deal value for both parties. - Developing strategies for property promotion, tenant outreach, and market penetration.
Contractual Workforce	Yes	Other	- Induction program - Toolbox meetings - Job-specific EHS training and other awareness sessions - BOCW etc. - Health Camps - Hazard Identification and Risk assessment - Safety committee meeting - Incident investigation - National safety week celebration - Road safety week - Fire service week - World environment day celebrations for planting trees	Others, please specify	- Regular - Weekly - Need-based	- Consultation on knowledge transfer and job training. - Creating awareness of EHS and other statutory compliances. - Discussing issues related to the workplace and working environment. - Sharing Information on changes required in internal processes. - Identifying the exact root cause of the incident - Construction activity Operational control procedures. - Conducting tree plantation drives - Sharing benefits of registering as BOCW beneficiary - Statutory compliances



Stakeholder Group	Whether identified as vulnerable & marginalized Group (yes/ no)	Channels of communication	Details of Other Channels of Communication	Frequency of engagement	Details of Other Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Contractual Workforce			• Work-at-height safety demonstrations • Emergency response demonstrations and mock drill exercises • Safety poster painting competition to create awareness on the BOCW Act			• Conducting kick off meeting before commencing the project • Workshop mode training for EHS implementation and monitoring • For all the construction activities Hazard identification and risk assessment • Demonstrating construction emergency • Celebrating Road Safety week, National safety week, Fire safety weeks • EHS concern meeting
Customers	No	Other	Here4You (online feedback) Belong Community App for 1. Visitor management 2. Complaint management 3. Automatic no. plate recognition 4. Access control via Bluetooth 5. Community engagement 6. Notice Board 7. Amenity booking) Expos and Events Meetings Webinar	• Others, please specify	• Monthly	Consultation and sharing information on • Understanding customer preferences, behaviors, and expectations. • Discussing areas for improvement • Celebratory engagement during important days and festivals, fostering community and cultural inclusion. • Creating a dedicated help desk for managing feedback and resolving complaints • Biannual customer satisfaction (C-Sat) surveys for structured performance assessment.

Stakeholder Group	Whether identified as vulnerable & marginalized Group (yes/ no)	Channels of communication	Details of Other Channels of Communication	Frequency of engagement	Details of Other Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers						- Monthly client meetings for updates and discussions - FM Insight- our monthly newsletter to share updates, initiatives and achievements. - Conducting safety focused activities including periodic evacuation drills - Engaging informally through flea markets, sports events and blood donation camps. - Organising occasional community meals such as gala dinners and lunches to enhance relationship building
Employees	No	Other	- Town Halls - Team building activities - Leadership talks - Engineer's Meet - Surveys and Feedback - Celebration of festivals - Mentoring and Counselling - Virtual and Physical training - Team Lunch/ Dinners - Sports Events	Others, please specify	- Weekly - Need-based	Consultation, participation and sharing of information on - Promoting health, safety, and overall wellbeing across all operations - Investing in upskilling, training, and continuous skill development opportunities - Advancing diversity, equity, and inclusion across roles and functions - Ensuring an equal opportunity workplace that respects all individuals.



Stakeholder Group	Whether identified as vulnerable & marginalized Group (yes/ no)	Channels of communication	Details of Other Channels of Communication	Frequency of engagement	Details of Other Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Other	Town Halls; Team building activities; Leadership talks; Engineer's Meet; Surveys and Feedback; Celebration of festivals; Mentoring and Counselling; Virtual and Physical training; Team Lunch/ Dinners; Sports Events	- Quarterly - Half Yearly - Annual - Others, please specify	- Weekly - Need-based	- Consultation, participation and sharing of information on - Promoting health, safety, and overall wellbeing across all operations - Investing in upskilling, training, and continuous skill development opportunities - Advancing diversity, equity, and inclusion across roles and functions - Ensuring an equal opportunity workplace - that respects all individuals. - Reinforcing the importance of collaboration and teamwork to drive performance and innovation - Sharing regular updates on business performance to align teams with organisational goals - Organising team- building activities to strengthen cohesion and morale - Providing clear and accessible grievance redressal channels to foster a culture of trust and accountability
Government and Regulators	No	Other	Ministry of Corporate Affairs (MCA); SEBI; State Pollution Control Boards; Local Municipal Authorities; Labour Department; Fire Department; Tourism Department; Pollution Control Authorities	Annual; Quarterly; Need-based	Regular/ Statutory	- Regulatory compliance and statutory reporting. - Submission of permits, licences and consents. - Environmental, labour and safety compliance. - Discussion on upcoming regulations and policy changes - Addressing inspections, audits and compliance observations.

Stakeholder Group	Whether identified as vulnerable & marginalized Group (yes/ no)	Channels of communication	Details of Other Channels of Communication	Frequency of engagement	Details of Other Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Industry Association	no	other	Confederation of Indian Industry (CII); CREDAI; Federation of Hotel & Restaurant Associations of India (FHRAI); South India Hotels & Restaurants Association (SIHRA); Other relevant hospitality forums	Annual; Quarterly; Need-based	Regular	- Sharing industry best practices. - Participating in policy advocacy and consultations. - Knowledge sharing on ESG, sustainability and hospitality trends - Capacity building, conferences and technical forums. - Exchanging sector experiences, opportunities and emerging challenges. - Collaborating on industry-wide sustainability initiatives
Investors and Shareholders	No	Other	Annual General Meeting Conferences Investor meetings Press Release/ Media Interaction	• Others, please specify	• Regular	Consultation and sharing information on - Assessing operational and financial performance - Defining long-term business strategy - Evaluating business model capability to generate value. - Building strategic collaborations and partnerships. - Discussing quarterly investor presentation on all the above.
Non-Government organization (NGOs)	Yes	Other	ESG Steer co Meetings ESG Working Committee Meetings Monthly ESG Bulletin ESG Training and Awareness Workshops Feedback	• Others, please specify	• Regular	Participation, consultation and sharing of information on Identifying levers to reduce sustainability risks and create a positive impact in the long run
Suppliers and Vendors	No	Other	Meetings Press Conferences Media kit	• Others, please specify	• Regular	Participation, consultation and sharing of information on - Understanding business product and service requirements - Enhancing supply chain resilience and risk management - Gaining insights from their respective industries - Aligning expectations on sustainability integration via goods and services purchased or procured. - Adopting updated software for digitalizing the data collection process from vendors on their green practices. - Training vendors to use updated software to regularize the data collection process

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.

Brigade Group has established a structured governance framework to facilitate stakeholder consultation on key economic, environmental, and social matters. The Group's materiality assessment process incorporates extensive stakeholder engagement to identify and prioritize material sustainability topics, considering regulatory developments, industry trends, competitive dynamics, and stakeholder expectations. The assessment is aligned with leading global frameworks, including GRI, SASB, S&P Global, and MSCI.

Stakeholder engagement is embedded within the Group's governance mechanisms. The Risk Management Committee oversees the integration of sustainability-related risks into the broader enterprise risk management framework and considers stakeholder perspectives on emerging issues. Similarly, the CSR Committee addresses community-related matters and recommends initiatives for Board review and approval.

Insights and feedback received through these channels are regularly communicated to the Board, ensuring that stakeholder priorities are effectively incorporated into strategic decision-making and the Company's sustainability agenda.

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. In FY 2025-26, Brigade Group undertook targeted stakeholder consultations to identify the most significant and business relevant sustainability topics. Insights from these engagements were instrumental in shaping a focused set of priority issues that form the foundation of the Group's ESG strategy. As a result, three strategic ESG pillars were defined, supported by 31 clearly measurable targets spanning environmental, social, and governance dimensions.

These strategic focus areas have served as a guiding framework for the Group throughout the current reporting period, ensuring alignment with stakeholder expectations, consistency in ESG efforts, and meaningful progress toward long-term sustainable value creation.

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

Brigade Group is committed to safeguarding the rights and well-being of vulnerable and marginalized stakeholders through an inclusive and responsible approach. The Group's Human Rights Policy establishes clear expectations across its operations and value chain, strictly prohibiting child labour, discrimination, and any form of unfair treatment, while promoting diversity, equity, and equal opportunity.

To strengthen awareness and accountability, Brigade has achieved 100% training coverage on its Human Rights Policy for both employees and workers, including topics such as anti-discrimination and child labour prevention. The Brigade Foundation further supports marginalized communities through skill development programmes and access to essential healthcare services.

In addition, the Group has established a formal grievance redressal mechanism that enables stakeholders to raise concerns confidentially, ensuring that issues are addressed effectively and in a timely manner.

PRINCIPLE 5: Businesses should respect and promote human rights.

Human rights are a fundamental principle of Brigade Group, which incorporates fairness, dignity, and inclusivity across all aspects of the company. Brigade is pledged to provide equal opportunity and safe work conditions for all of its employees. Brigade also provides fair compensation and is committed to opposing any form of discrimination based on race, gender, or religion.

By asserting these values, Brigade fosters a workplace culture built on respect, equity, and empowerment, reinforcing its dedication to ethical and responsible business conduct.

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 2025-26 (Current Financial Year)			FY 2024-25 (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	3392	3392	100.00%	3,043	3,043	100.00%
Other than permanent	2484	2484	100.00%	2,484	2,484	100.00%
Total employees	5876	5876	100.00%	5,527	5,527	100.00%
Workers						
Permanent	16	16	100.00%	Not Applicable	Not Applicable	Not Applicable
Other than permanent	17845	17845	100.00%	17,209	17,209	100.00%
Total workers	17861	17861	100.00%	17,209	17,209	100.00%

Training was conducted in the areas of code of conduct, and sexual harassment as part of the Human Rights training 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 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	Total (A)	Equal to Minimum wage		More than Minimum wage		Total (D)	Equal to Minimum wage		More than Minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	3392	0	0%	3392	100%	3,043	0	0%	3,043	100%
Male	2731	0	0%	2731	100%	2,478	0	0%	2,478	100%
Female	661	0	0%	661	100%	565	0	0%	565	100%
Other than permanent	2484	0	0%	2484	100%	2,484	0	0%	2,484	100%
Male	2005	0	0%	2005	100%	2,003	0	0%	2003	100%
Female	479	0	0%	479	100%	481	0	0%	481	100%
Workers										
Permanent	16	0	0%	16	100%	NA	NA	NA	NA	NA
Male	10	0	0%	10	100%	NA	NA	NA	NA	NA
Female	6	0	0%	6	100%	NA	NA	NA	NA	NA
Other than permanent	17845	5018	28.12%	12827	71.88%	17,209	17,209	100.00%	0	0%
Male	16469	4856	29.48%	11613	70.51%	15,850	15,850	100.00%	0	0%
Female	1376	162	11.77%	1214	88.23%	1,359	1,359	100.00%	0	0%

3. Details of Remuneration/salary/wages in the following format

a. Median remuneration/wages:

Category	Male		Female	
	Number	Total remuneration/ salary/ wages of respective category (in ₹)	Number	Total remuneration/ salary/ wages of respective category (in ₹)
BOD - ID	5	1,79,33,000	1	41,00,000
BOD - ED	4	8,33,64,425	2	4,28,39,794
KMP	2	1,17,07,649	0	-
Other employees	1,254	2,45,65,40,688	350	51,02,20,377
Workers		NA		

Note: The above table pertains to Brigade Enterprises Limited.

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Gross wages paid to females as % of total wages*	16.8%	16.23%

*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's Human Rights Policy outlines clear expectations for upholding human rights across its operations and value chain. The following personnel are designated to ensure effective implementation, monitoring and compliance with the policy:

Name	Designation
Mr. Sajid Iqbal	Sr. Vice President - Human Resources & Admin
Mr. Nagaraj M	Associate General Manager, Human Resources and Administration
Ms. Aishwarya N	Associate General Manager, Learning and Development
Mr. Mahesh Naik	General Manager, Administration and Compliance

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

mail to : ethicscommittee@brigadegroup.com or mail to: chairmanauditcommitteebel@gmail.com

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

Brigade Group recognizes the importance of effectively managing human rights issues and the potential financial, operational, and reputational risks associated with non-compliance. The Group has established a comprehensive framework to identify, assess, address, and monitor human rights-related risks and concerns across its operations and value chain.

Governance and Oversight

The Whistleblower Policy is governed by a designated committee responsible for investigating reported concerns, while safety-related matters are reviewed by the Safety Committee, with both mechanisms operating under Board-level oversight. In addition, the Human Resources function serves as a central point of contact for addressing human rights-related grievances and impacts across the organization.

Human Rights Compliance

Human rights considerations are embedded within the Group's enterprise risk management framework and aligned with leading national and international standards, including:

- United Nations Guiding Principles on Business and Human Rights (UNGPs)
- International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- National Guidelines on Responsible Business Conduct (NGRBC)

These expectations are also extended to suppliers and business partners through the Group's Supplier Code of Conduct, which requires compliance with applicable labour laws and regulations, including:

- Contract Labour (Regulation and Abolition) Act, 1970
- Minimum Wages Act, 1948
- Payment of Wages Act, 1936
- Other applicable regulations relating to fair wages, occupational health and safety, and worker welfare

Grievance Redressal Mechanism

Brigade Group ensures clear and accessible channels for raising human rights-related concerns. Customers can reach out to the Ethics Committee by emailing here4you@brigadegroup.com or through written communication. Shareholders are encouraged to submit their grievances to investors@brigadegroup.com. For internal stakeholders, including employees and directors, the Group's Whistleblower Policy provides multiple reporting channels, including email, telephone, and physical addresses.

All concerns are investigated in a fair, confidential, and timely manner, with appropriate actions taken and outcomes communicated to the relevant parties within 45 days of receipt.

Escalation Process

Serious complaints are escalated to the Audit Committee for independent review and appropriate action. In cases involving policy violations, the Ethics Committee recommends suitable corrective measures to the Human Resources Department under the leadership of the Chief Human Resources Officer.

For highly sensitive matters, employees may report concerns directly to the Chairman of the Audit Committee at chairmanauditcommittee@bel@gmail.com. All complaints submitted to the Audit Committee are treated with strict confidentiality and are reviewed with the involvement of a senior member of the Committee to ensure an impartial and effective resolution process.

Training and Awareness:

All employees and workers receive training in 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 2025-26 (Current Financial Year)			FY 2024-25 (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 2025-26 Current Financial Year	FY 2024-25 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

Brigade Group is committed to protecting individuals who report harassment, discrimination, or unethical conduct and fostering a safe, inclusive, and retaliation-free work environment. The Group has established a robust framework to ensure that all stakeholders can raise concerns without fear of adverse consequences.

Key policies, including the Code of Ethics, Whistleblower Policy, and Human Rights Policy, define unacceptable behaviours, encourage the reporting of misconduct, and maintain confidentiality throughout the grievance resolution process. The Whistleblower Policy provides safeguards against retaliation, including harassment, intimidation, discrimination, unfair transfers, or denial of promotion. Where appropriate, temporary suspension from work may also be considered during the investigation process. These measures reinforce the Group's commitment to fairness, accountability, and respect across the organization.

Reporting Systems

Brigade Group's grievance redressal mechanism follows a structured due diligence process to assess and address complaints in a fair and timely manner. The process emphasizes constructive dialogue and mutually agreeable resolutions while implementing corrective actions to strengthen the mechanism and prevent recurrence. The Ethics Committee and Internal Committee oversee the grievance process, ensuring that all matters are handled with integrity, respect, and in accordance with applicable regulations and recognized best practices.

**9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)**

Yes. Brigade Group requires all suppliers, contractors, subcontractors and their affiliates to comply with Brigade Group's Supplier Code of Conduct and all applicable local and international laws. This includes compliance with regulations in relation to work hours, wages, child and forced labour, suitable working conditions and non-discriminatory practices in employment.

Suppliers shall also develop internal grievance mechanisms for their workforce to raise concerns directly to them. Brigade Group has the right to conduct scheduled and un-scheduled audits to verify compliance. Should the Contractor not comply, they shall take corrective action within specified timeframes.

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

*A declaration of 100% compliance with all assessments is obtained from the contractor for contract staff and workers. Our project team regularly monitors adherence to these requirements.

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

For FY 2025-26, there were no major human rights risks or violations reported. The Brigade Group's Internal Audit department regularly reviews adherence to relevant human rights regulations in its operations. The Group also requires all value chain partners to uphold these standards, with compliance serving as a key criterion in supplier evaluation and onboarding.

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

During the reporting period, we included a clause in the work association documents to ensure human rights are not violated in our value chain.

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

Contracts with major suppliers include specific clauses requiring adherence to human rights. Although formal human rights due diligence was not conducted during the reporting period, declarations of compliance were obtained from all suppliers. The organisation remains firmly committed 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 Persons with Disabilities Act, 2016?

Yes, all Brigade Group office buildings and properties are designed to meet the National Building Code of India (NBC) and the Rights of Persons with Disabilities Act, 2016, which aims to address the needs of Persons with Disabilities.

Some of the features include:

- Non-slip ramps at all entrances and exits to support wheelchair users and individuals with walking aids.
- Reserved parking spaces for differently abled people
- Elevators with braille-enabled buttons and voice guidance
- Wheelchair-accessible restrooms with necessary support features

4. Details on assessment of value chain Partners

A human rights assessment was conducted for 107 value chain partners during the reporting period. In addition, Brigade Group requires all value chain partners to comply with applicable statutory human rights requirements and obtains declarations confirming 100% compliance from contractors engaging contract staff and workers. Adherence to these requirements is regularly monitored and reviewed by the project teams to ensure ongoing compliance.

Details	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	
Discrimination at workplace	
Child labour	100%
Forced labour/involuntary labour	
Wages	

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

No significant risks/ concerns were identified during the assessment 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:

Parameter	Unit	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
From renewable sources			
Total electricity consumption (A)	Gigajoule (GJ)	2,41,374.64	89,476.78
Total fuel consumption (B)	Gigajoule (GJ)	0	0
Energy consumption through other sources (C)	Gigajoule (GJ)	0	0
Total energy consumed from renewable sources (A+B+C)	Gigajoule (GJ)	2,41,374.64	89,476.78
From non-renewable sources			
Total electricity consumption (D)	Gigajoule (GJ)	4,98,825.87	4,30,153.87
Total fuel consumption (E)	Gigajoule (GJ)	78,403.219	1,06,440.32
Energy consumption through other sources (F)	Gigajoule (GJ)	0	0
Total energy consumed from non-renewable sources (D+E+F)	Gigajoule (GJ)	5,77,229.09	5,36,594.19
Total energy consumed (A+B+C+D+E+F)	Gigajoule (GJ)	8,18,603.73	6,26,070.97
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations in ₹ Cr)	Gigajoule (GJ)	138.534	123.382
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations in ₹ Cr adjusted for PPP)	Gigajoule (GJ)/ Revenue from operations in ₹ Cr	2,817.79	2,823.001
Energy intensity in terms of physical output	Gigajoule (GJ)/Built up Area in Million Square Feet	18,970.02	18,286.80

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.

Yes, an independent assessment/ evaluation/ assurance was conducted during the reporting period by SGS India Pvt. Ltd.

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 operate any sites or facilities classified as Designated Consumers (DCs) under the Government of India's Perform, Achieve, and Trade (PAT) Scheme.

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

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	10,67,768.91	4,88,875.40
(iii) Third party water*	26,50,456.37	*12,90,226.1
(iv) Seawater/desalinated water	Nil	Nil
(v) Others(Rain water)	6,707	3,370
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	37,24,932.28	17,82,471.50
Total volume of water consumption (in kilolitres)	34,72,908.10	17,27,647.50
Water intensity per rupee of turnover (Total water consumption in kilolitres/Revenue from Operations in ₹ Cr)	607.801	340.476
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations in ₹ Cr)	12,362.677	*7,790.094
Water intensity in terms of physical output (Total water consumption/Built up Area in Million Sq ft)	83,228.19	52,868.68

*Surface water declared last year has been reclassified and added in the third-party water

**Water intensity PPP has been recalculated and added in the table

*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.

Yes, an independent assurance was conducted during the reporting period by SGS India Pvt. Ltd.

4. Provide the following details related to water discharged:

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 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	Nil
• With treatment - please specify level of treatment	0.00	0
(iii) To Sea water		
• No treatment	Nil	Nil
• With treatment - please specify level of treatment	Nil	Nil
(iv) Sent to third-parties		
• Sent to BWSSB for treatment/Third-party	67,283.029	29,179.00
• With treatment (STP part of larger premises)	66,145.094	25,645
(v) Others		
• No treatment	Nil	Nil
• With treatment - please specify level of treatment	Nil	Nil
Total water discharged (in kilolitres)	1,33,428.12	54,824.00

Water discharge has been re-classified as per the treatment provided.

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.

Yes, an independent assurance was conducted during the reporting period by SGS India Pvt. Ltd.

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

Yes, Brigade Group follows Zero Liquid Discharge (ZLD) practices, ensuring that wastewater is treated and reused within a closed-loop system. Of the total water consumed, 1.9% is recycled & reused within the premises through in-house STP. The overall goal of ZLD is to have the least amount of environmental impact and protect 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 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
NOx	kg	5,220	355.33
SOx	kg	3,848	191.73
Particulate Matter (PM)	kg	4,544	636.49
Persistent Organic Pollutants (POP)			
Volatile Organic Compounds (VOC)			
Hazardous Air Pollutants (HAP)	NA		
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 2025-26 Current Financial Year	*FY 2024-25 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)	tCO ₂ e	3,492	7,990.08
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)	tCO ₂ e	91,829.939	85,873.11
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO ₂ e/Total Revenue from operations in ₹ Cr	16.131	18.498
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	tCO ₂ e / Revenue from operations in ₹ Cr adjusted for PPP	328.116	423.236
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ e/Built up Area in Million Square Feet	2,208.951	2,872.359

*FY 24-25 emissions have been reclassified based on internal calculations, metric changes and reclassification in scope 1,2 and 3 accordingly the intensities have also been updated

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.

Yes, an independent assurance was conducted during the reporting period by SGS India Pvt. Ltd.

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

Yes, Brigade Group recognises the risks around greenhouse gas (GHG) emissions and is proactively striving to achieve net-zero emissions by 2045 and 100% renewable energy by 2040. In FY 2025-26, the Group completed a comprehensive accounting of its Scope 1 and Scope 2 emissions and consistent efforts in the inventory process for Scope 3 emissions, to be used for a focused decarbonization journey.

To reduce GHG emissions at Brigade Lumina & Brigade HRC, we adopted a holistic strategy combining energy efficiency, renewable energy, and sustainable materials. Passive design measures such as natural ventilation, daylight analysis, and high-performance glazing to lower energy demand, while optimised lighting and other efficiency measures to further enhance energy efficiency. Solar PV system powers 100% of common area lighting, cutting grid reliance and emissions. On the materials front, we incorporated 38% GGBS in concrete, used Portland Slag Cement for non-structural works, and sourced steel with 75% recycled content, significantly reducing embodied carbon. In the use phase, we are adopting insulated textures, high SRI paints and tiles, efficient pumps, and low-flow fixtures that will collectively reduce energy consumption. These integrated measures ensure substantial GHG emission reductions throughout the building's lifecycle.

Key GHG reduction initiatives undertaken during the reporting period include:

Energy Efficiency and Conservation:

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

- Designing energy-efficient buildings using sun path analysis, daylight simulation, and passive architectural strategies to reduce heat gain and enhance natural lighting.
- Using Bureau of Energy Efficiency (BEE) Star-rated electro-mechanical equipment (e.g., pumps, drives, compressors) in projects.
- Adopting LEED and IGBC norms across all projects to promote sustainability.
- Implementing effective rooftop rainwater and stormwater harvesting systems in all projects to conserve water and reduce energy needs.
- 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 for enhanced thermal comfort through shading devices, reflective roofing materials, and strategic landscaping to reduce cooling loads.
- Supporting clean mobility by offering EV charging infrastructure at project sites.
- Use of Renewable Energy:
- Indirect GHG emissions from purchased electricity remain a key concern. To address this, Brigade Group has taken the following steps:



- 30% of total energy consumption sources from renewable sources during the reporting period.
- Implemented solar energy solutions for water heating and lighting and has installed solar PV panels at all commercial projects.
- Entered long-term green power contracts with renewable energy developers to drive clean energy uptake and ensure that clients and occupants have a sustainable source of energy.

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 99.62% of its construction material domestically.

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

Parameter	Unit	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Total Waste generated (in metric tonnes)			
Plastic waste (A)	Tonnes	47,579	14.12
E-waste (B)	Tonnes	1,056	2.2
Bio-medical waste (C)	Tonnes	0.087	Nil
Construction and demolition waste (D)	Tonnes	33,924.845	42,717.00
Battery waste (E)	Tonnes	9.908	10.66
Radioactive waste (F)	Tonnes	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	Tonnes	12.442	16.07
Other Non-hazardous waste generated	Tonnes	19,89,697.557	2,76,716.96
Total (A+B+C+D+E+F+G+H)	Tonnes	20,23,693.47	3,19,477.01
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations in ₹ Cr)	Revenue from operations in ₹	342.475	62.960
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations in ₹ Cr adjusted for PPP)		6,965.958	1,440.546
Waste intensity in terms of physical output	Total waste generated in Tonnes/ Built up Area in Million Square Feet	46,896.325	9,776.49

*Entire waste has been re-classified from last year to include soil in the Non-hazardous waste generated And accordingly intensities have been changed

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

Parameter	Unit	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Category of waste			
(i) Recycled	Tonnes	580.177	2,255.81
(ii) Re-used	Tonnes	20,18,898.938	2,79,064.79
(iii) Other recovery operations	Tonnes	4,154.827	935.00
Total	Tonnes	20,23,633.942	2,82,255.60

Parameter	Unit	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Category of waste			
(i) Incineration	Tonnes	0.121	0
(ii) Landfilling	Tonnes	58.8	37,220.54
(iii) Other disposal operations	Tonnes	0	0
Total	Tonnes	58.921	37,220.537

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.

Yes, an independent assurance was conducted during the reporting period by SGS India Pvt. Ltd.

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:

Brigade Group's waste management strategy, aligned with ISO 14001:2015, ensures segregation of hazardous and non-hazardous waste, with proper treatment and disposal. Teams are guided through documented recycling methods, and regular awareness programs are held to strengthen compliance. A waste hierarchy is established, outlining the hierarchy order that drives actions and initiatives, which is as follows:

Reduce:

- Minimising over-ordering and wastage of construction materials.
- Using construction and design methods to minimise polystyrene use where possible.
- Selecting formwork designs that enable more reuse of standard wooden panels or using other materials such as steel or plastic.
- Installing ECOSTP systems - power-free, chemical-free and self-operating wastewater treatment solutions.
- Reducing curing water by spraying collected wastewater and using hessian cloth covers.
- Maintaining a 'Red List' to avoid the use of hazardous chemicals and construction materials.
- Reducing resource wastage through better handling and storage to reduce the loss of material.

Reuse:

- Reusing inert demolition debris as general fill material.
- Encouraging suppliers to use recyclable packaging and collaborating with contractors to reuse it.
- Repurposing excavated topsoil for landscaping and green zone development.

Recycle:

- Maintaining project-wise records of recyclable waste and using labelled bins for paper, aluminium, and plastic to support solid waste segregation and recycling.
- Ensuring waste generated at project sites is recycled through authorised recyclers.

Disposal:

- Construction and demolition waste is deposited in waste facilities approved by the State Pollution Control Board (SPCB) through assigned collectors from the SPCB's list of registered collectors.
- Sewage is disposed of only by authorised and approved contractors.
- All e-waste is collected for disposal in a responsible manner through SPCB approved vendors.

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, Brigade Group does not engage in operations or developments in ecologically sensitive areas. The Group is committed to preserving biodiversity and its strict policy is not to undertake any construction in biologically sensitive areas which includes any wetland, forest, national park, wildlife sanctuary, biosphere reserve, biodiversity hotspot, IUCN protected area, World Heritage Site, and coastal regulation zone, in full compliance with 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
Brigade Innovation Gardens	SIA/KA/INFRA2/549157/2025	11/25/2025	Yes	Yes	https://parivesh.nic.in/newupgrade/#!/trackYourProposal
Brigade Industrial Park	SIA/KA/INFRA2/557200/2025	1/27/2026	Yes	Yes	https://parivesh.nic.in/newupgrade/#!/trackYourProposal
Brigade Toledo	SIA/TN/INFRA2/529470/2025	7/15/2025	Yes	Yes	https://parivesh.nic.in/newupgrade/#!/trackYourProposal
HRC Atrium	SIA/KA/INFRA2/528138/2025	21/04/2025	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:

- Name of the area: Brigade Group has its development projects Pan-India as mentioned in section A of the report.
- Nature of operations: Property development, facility management and hospitality.
- Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	10,67,768.91	4,88,875.40
(iii) Third party water*	26,50,456.37	*12,90,226.1
(iv) Seawater/desalinated water	Nil	Nil
(v) Others(Rain water)	6,707	3,370
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	37,24,932.28	17,82,471.50
Total volume of water consumption (in kilolitres)	35,91,504.15	17,27,647.50
Water intensity per rupee of turnover (Total water consumption in kilolitres/ Revenue from operations in ₹ Cr)	607.801	340.476
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations in ₹ Cr)	12,362.677	*7,790.094
Water intensity in terms of physical output (Total water consumption/ Built up Area in Million Sq ft)	83,228.19	52,868.68

*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 carried out by an external agency.

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 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	Nil
• With treatment - please specify level of treatment	0	0
(iii) To Sea water		
• No treatment	Nil	Nil
• With treatment - please specify level of treatment	Nil	Nil
(iv) Sent to third-parties		
• Sent to BWSSB for treatment/Third-party	67,283.029	29,179.00
• With treatment (STP part of larger premises)	66,145.094	25,645
(v) Others		
• No treatment	Nil	Nil
• With treatment - please specify level of treatment	Nil	Nil
Total water discharged (in kilolitres)	1,33,428.12	54,824.00

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

Parameter	Unit	FY 2025-26 Current Financial Year	FY 2024-25 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)	tCO ₂ e	3,55,055.64	4,63,269
Total Scope 3 emissions per rupee of turnover (Revenue from operations)	tCO ₂ e/Total Revenue from operations in ₹ in Cr	60.087	91.298
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	tCO ₂ e/Built up Area in Million Square Feet	8,226.027	13,531.546

**Scope 3 emissions have been re-classified and the intensities have changed accordingly.

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, Brigade Group's operations had no significant direct or indirect impact on biodiversity. The organisation remains proactive in safeguarding biodiversity through the following measures:

- Assessing potential biodiversity impacts during site assessments.
- Incorporating designs to conserve ecosystems and native plants and animals.
- Restoring degraded sites and prioritizing indigenous plants and habitat.
- Strictly avoiding ecologically sensitive areas such as wetlands, forests, wildlife sanctuaries, national parks, biosphere reserves, IUCN protected zones, World Heritage Sites, and coastal regulation zones in line with statutory norms.
- Collaborating with local communities to aid in supporting and enhancing biodiversity protection.



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	In line with its commitment to sustainable development, the Group has integrated green building standards, adhering to LEED and IGBC guidelines, across all its projects.	- Overall certified green building delivered 8.743 Million sq. Ft (SBA). 480,650 sq. ft certified green building in the reporting period. 77% (21.79 Million sq.ft) of active portfolio that is green-certified / pre-certified.
2	Water efficiency	- Groundwater recharge through dedicated systems - Reuse of treated wastewater from STPs for flushing and cooling tower operations - Use of curing compounds during construction to minimise water usage - Regular maintenance and rectification to prevent leaks in flush tanks, health faucets, and cooling tower makeup lines. - Installation of water flow restrictors in guest rooms and public areas to control consumption - Aerators fitted in all washbasins taps and health faucets to reduce water flow - Rainwater used for irrigation purpose. - Use of TCCA90 chemicals at water bodies to prevent algae formation reduced the cleaning sequences. - Drip irrigation systems employed for efficient landscaping water use	1164.8 Million litres of water conserved through recycle and reuse 6.7 Million liters are conserved through rain water harvesting
3	Renewable Energy transition	Solar street lighting is deployed across most engineering sites, reducing grid dependency for outdoor lighting. Onsite solar rooftop installations generate renewable energy directly at facilities, cutting reliance on conventional power sources. Power Purchase Agreements (PPAs) are in place across multiple facilities, including hotels, enabling access to renewable energy without upfront capital investment. Wind and solar PPAs are in place across multiple facilities, including hotels, enabling access to renewable energy.	We have achieved 30% renewable energy from 14.7% in FY 24-25.
4	Waste Reduction	- Waste minimisation was achieved through awareness campaigns and regular client meetings to promote proper waste segregation and responsible disposal practices. - All wet waste generated on-site is processed using Organic Waste Converter (OWC) machines. - Compost is used for in-house gardening and landscaping, supporting circular waste management.	A total of 2023633.942 Mt of waste has been recycled, reused and recovered this year.
5	Technological Integration	Implemented new data collection software to enable real-time monitoring and improve the accuracy, efficiency, and transparency of sustainability-related data.	Enabled proactive decision-making, streamlined ESG compliance, and reduced manual errors and resource usage in data management.

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

Yes. Brigade Group has an established Business Continuity and Disaster Management Policy intended to minimise downtime and maintain operational resilience. The policy outlines procedures to mitigate the affected functions in an emergency situation and to recover swiftly to business as usual. The policy protects people, data, and property, and continuity of services along the entire value chain resources during disruptive situations.

Key components include risk identification, mitigation strategies, disaster response and recovery plans, and maintaining seamless communication with clients, partners, and stakeholders. The policy ensures compliance with all legal, regulatory, and contractual requirements, enabling the organisation to respond effectively to unforeseen events while preserving business integrity.

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 on 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:

6.5% of value chain partners were assessed during the reporting period.

8. How many Green Credits have been generated or procured:

a. By the listed entity: Nil

b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners: Nil

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
Not Applicable					

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

Brigade Group promotes inclusive growth and equitable development through its CSR arm, Brigade Foundation. With Mr. R Jaishankar as Managing and Lifetime Trustee, the Foundation operates within a structured hierarchy of review and executive committees for effective delivery of programmes. Key areas include support to education institutions, access to health care facilities, environmental sustainability and community development which aligns to a positive impact against eight of the UN Sustainable Development Goals respectively. All activities are focused within education, health, skill development and welfare by the Brigade Foundation.

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

(Social Impact Assessment (SIA) is part of Environmental Impact Assessment process, hence it is same as updated in Principle 6 Essential Indicator Q no 12)

Name and brief details of project	SIA Notification No	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
Brigade Innovation Gardens	SIA/KA/INFRA2/549157/2025	11/25/2025	Yes	Yes	https://parivesh.nic.in/newupgrade/#!/trackYourProposal
Brigade Industrial Park	SIA/KA/INFRA2/557200/2025	1/27/2026	Yes	Yes	https://parivesh.nic.in/newupgrade/#!/trackYourProposal
Brigade Toledo	SIA/TN/INFRA2/529470/2025	7/15/2025	Yes	Yes	https://parivesh.nic.in/newupgrade/#!/trackYourProposal
HRC Atrium	SIA/KA/INFRA2/528138/2025	21/04/2025	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 ₹)
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 a relationship-based approach to community engagement, ensuring opportunities for open dialogue and feedback.

Pre-commencement of projects

Before project initiation, Brigade Group conducts detailed assessments to evaluate potential community impacts. Identified concerns are addressed through appropriate mitigation measures. Formal procedures are in place to collect feedback and manage complaints effectively.

Ongoing projects

The Group maintains regular engagement with the local community during project development, promptly addressing concerns and taking appropriate actions to ensure community well-being.

Community feedback mechanism

The Group has provided a dedicated email for community concerns: here4you@brigadegroup.com. Each project site also has a committee, led by the respective project manager, to promptly address and resolve local grievances.

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Directly sourced from MSMEs/ small producers	31%	44%
Sourced directly from within the district and neighbouring districts	71%	80%

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

Location	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Rural	1%	-
Semi-Urban*	0.14%	8.5%
Urban*	1.95%	1.5%
Metropolitan*	96.91%	90%
(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 ₹)
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 its Sustainable Procurement Policy, Brigade Group focuses on sourcing from MSMEs and fostering local development and employment. For the reporting period, 31% of input material had been sourced directly from MSMEs or small producers, which may have included MSMEs in vulnerable and marginalized groups.

(b) From which marginalized /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?

Nil. During the reporting period, the Group sourced 31% 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*	41,355	2.91%

*St. John's Hospital commenced operations in November 2024.



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

Brigade Group acknowledges the profound impact real estate has on people's lives and takes its responsibility to customers seriously. As part of its customer-centric approach, it focuses on creating high-quality spaces and is continuously getting better at it by incorporating feedback from customers. Brigade Group believes in developing long-term relationships that are mutually based on trust, care, and excellence by making sure that the client's complaints are resolved in a timely manner, ensuring openness and transparency, which leads to the satisfaction of all its customers.

Essential Indicators

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

Brigade Group is dedicated to delivering top-tier real estate developments and professional property management services. Valuing customer feedback as a key driver for continuous improvement, the Group has implemented a robust multi-channel system to capture and address consumer concerns. This approach ensures prompt, transparent, and effective resolution of complaints, while strengthening customer trust and enhancing overall satisfaction across every touchpoint.

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 queries and concerns are systematically logged into the complaint management system and routed to the relevant departments, such as Customer Relationship Management (CRM), Customer Care Services (CCS), Estate Management (EM), Sales, and Brigade Plus, for timely and effective resolution.

During this reporting period, the Group's customer complaints resolution rate was 97.99%.

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	100%

Brigade Group operates across real estate (property development), lease rentals (property management) and hospitality vertical. Its products and services are oriented towards livable and functional space. From development to maintenance, all Brigade Group Projects have a strict adherence to environmental and social compliance, and new projects are developed after obtaining all clearances and permissions from the relevant authorities. Key environmental compliance details are made available to customers at the time of launch through marketing brochures so that the end-user is fully informed.

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

Details	FY 2025-26 (Current Financial Year)			FY 2024-25 (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	Nil	Nil	The increase in reported complaints was mainly driven by higher occupancy in residential projects, centralized complaint reporting through the Belong app and Here4You platform, and improved tracking mechanisms	7	Nil	Nil
Advertising	Nil	Nil		Nil	Nil	
Cyber security	Nil	Nil		Nil	Nil	
Delivery of essential services	3710	Nil		459	Nil	
Restrictive Trade Practices	Nil	Nil		Nil	Nil	
Unfair Trade Practices	Nil	Nil		Nil	Nil	
Other	1970	89		697	51	

Customer complaints from all verticals are captured. It also includes customer regulatory cases, including Legal, RERA & Consumer court.

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. Brigade Group is aware that cybersecurity threats have the potential to disrupt business, damage reputation, and result in financial and data loss. The Brigade Group has implemented several safeguards to protect sensitive information to improve security over all aspects of its organisation, including financial integrity, intellectual property protection, and maintain trusted dealings with customers and vendors. Brigade is committed to investing in technology continuously and ensuring overall digital security across its organisation.

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

Brigade Group implemented cyber security, information security and information privacy policies to proactively manage cybersecurity risks and data privacy. They provide the framework for protecting, maintaining, and managing sensitive information in the organisation. The Policies conform to applicable local regulations and best practices and provide safeguards against data breaches and ensure adequate protections for the information asset. Regular reviews by the Group's Risk, Internal Audit, and IT International Transfer Indirect Tax teams ensure that the policies remain robust, relevant, and responsive to evolving threats.

The policies can be accessed at <https://cdn.brigadegroup.com/assets/docs/investor/policies/cyber-security-policy-15072023.pdf>

Oversight:

Brigade Group has appointed a Vice President – Digital & IT Systems to lead information management and cybersecurity initiatives. The Chief Information Security Officer has led to the implementation of an Information Security Management System (ISMS) that aligns with the Group's Cyber Security, Information Security, and Information Privacy Policies. These systems ensure monitoring and management of all electronic data and documents in accordance with local laws and internal policies, securing sensitive information and supporting business continuity.

Training:

Brigade Group empowers employees as the first line of defense against cyber threats through regular, focused training. Specifically designed training on cloud security, data governance, and cyber risk awareness for teams to be vigilant, compliant, and ready to protect digital assets and stakeholder trust.

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.

During the reporting period, no issues or penalties were recorded related to advertising, restrictive trade practices, and unfair trade practices. However, the Group received 0 complaints related to cybersecurity and data privacy, and 0 complaints concerning the delivery of essential services. All complaints were resolved within the stipulated timeline, with none pending at the end of the period.

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 0 cases related to customer data breaches.

Percentage of data breaches involving personally identifiable information of customers: 0%.

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

No significant 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 encourages the safe and responsible use of its spaces by providing readily available user guides, product brochures, and online information. These materials are made accessible to customers through multiple engagement channels, including newsletters, social media, webinars, and more.

Some initiatives are listed below:

1. Residents are informed about safety protocols through the Belong property management app.
2. Occupants are provided with emergency contact details for paramedics, ambulance, police, and fire services.
3. Both completed and under-construction properties are equipped with fire safety systems such as smoke and CO alarms, sprinklers, extinguishers, and hose reels.
4. Clear signage is installed near amenities like elevators, swimming pools, escalators, and gyms to guide safe usage.
5. Safety Data Sheets (SDS) and Standard Operating Procedures (SOPs) are maintained for all applicable products to ensure safe use, regulatory compliance, and efficient facility management.
6. All visitors must comply with EHS protocols at project sites, including wearing hard hats.

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

Brigade Group ensures timely communication of service disruptions through the Belong App, emails, and association committees. The Facility Management team alerts residents about planned outages, maintenance, or emergencies and conducts regular safety drills to prepare for incidents like fires, floods, or pandemics, webinars, and more.

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 core offerings encompass real estate development, lease rentals, and hospitality. Key project compliance details—such as type, location, size, layout, features, amenities, technology, security, parking, connectivity to public transport, and proximity to healthcare, schools, and shopping centers—along with RERA approval status and Green Building certifications, are transparently communicated via corporate websites, social media, brochures, and pamphlets.

Consumer Satisfaction

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

Real Estate (Property Development):

Yes. Regular feedback is gathered through interactions with Associations, Adhoc Committees, and individual customers via random engagements. This helps in addressing concerns promptly and improving overall service quality. 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 conducts regular online Customer Satisfaction (CSAT) surveys to engage with occupants and tenants, gather feedback, and evaluate the quality of services. The feedback is used to improve user experience and proactively address complaints. These surveys are conducted every six months.

Hospitality:

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



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INDEPENDENT ASSURANCE STATEMENT

Independent Assurance Statement to Brigade Group on its BRSR Report for FY 2025-26

The Board of Directors,

Brigade Group,
29th & 30th floor, World Trade Center,
Brigade Gateway Campus,
26/1, Dr Rajkumar Road,
Malleswaram, Rajajinagar,
Bengaluru, Karnataka 560055.

Nature of Assurance

SGS India Private Limited (hereinafter referred to as 'SGS India') was engaged by Brigade Group (the 'Company') to conduct an independent assurance of the Company's Business Responsibility (BRSR) (the 'Core') for the reporting period of April 1, 2025, to March 31, 2026. SGS India has conducted a Reasonable level of Assurance for the BRSR core indicators. This assurance engagement was conducted in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised) & ISAE 3410.

Reporting Framework

The Report has been prepared following

1. Master Circular for compliance with the provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 by listed entities: BRSR Core and Non-Core Framework for Assurance and ESG Disclosures for Value Chain (Circular No. HO/49/14/14(7)2025-CFD-POD2/II/3762/2026), dated 30 January 2026 circular.
2. Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard

Intended Users of this Assurance Statement

This Assurance Statement is provided with the intention of informing all Brigade Group internal and external Stakeholders.

Responsibilities

The information in the report and its presentation is the responsibility of the management of the Company. SGS India has not been involved in the preparation of any of the material included in the report.

Our responsibility is to express an opinion on the text, data, and statements within the defined scope of assurance, aiming to inform the management of the Company, and in alignment with the agreed terms of reference. We do not accept or assume any responsibility beyond this specific scope. The Statement shall not be used for interpreting the overall performance of the Company, except for the aspects explicitly mentioned within the scope.

Assurance Standard

SGS has conducted the engagement in accordance with the International Standard on Assurance Engagement (ISAE) 3000 (Revised) and (ISAE) 3410, Assurance Engagements other than Audits or Reviews of Historical Financial Information. Our evidence-gathering procedures were designed to obtain a 'Reasonable' level of assurance, which is a high level of assurance in accordance with ISAE 3000 (Revised) standard but is not absolute certainty. It involves obtaining sufficient appropriate evidence



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to support the conclusion that the information presented in the report is fairly stated and is free from material misstatements

Statement of Independence and Competence

The SGS Group of companies is the world leader in inspection, testing, and assurance, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social, and ethical auditing and training; and environmental, social, and sustainability report assurance. SGS India affirms our independence from Brigade Group, being free from bias and conflicts of interest with the organization, its subsidiaries, and stakeholders.

The assurance team was assembled based on their knowledge, experience, and qualifications for this assignment, and comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SA8000, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification, and GHG Validation Lead Auditors, and experience on the SRA Assurance.

Scope of Assurance

The assurance process involved assessing the quality, accuracy, and reliability of BRSR Indicators, including all KPI's within the report for the period April 1, 2025, to March 31, 2026. The reporting scope and boundaries, including One Corporate office and Multiple project sites and operational buildings (Projects-40, existing Resi building-24, Hotels & Clubs and Construction sites-23, Corporate Office-07, Existing commercial & retail buildings-18, and BuzzWorks Coworking Space-16).

Assurance Methodology

The assurance comprised a combination of desktop review, interaction with the key personnel engaged in the process of developing the report, on-site visits, and remote verification of data. Specifically, SGS India undertook the following activities:

- Assessment of the suitability of the applicable criteria in terms of their comprehensiveness, reliability, and accuracy.
- Interaction with key personnel responsible for collecting, consolidating, and calculating the BRSR core, and non-core indicators, and assessing the internal control mechanisms in place to ensure data quality.
- Application of analytical procedures and verification of documents on a sample basis for the compilation and reporting of the KPIs.
- Assessing the aggregation process of data at the Head Office level.
- Critical review of the report regarding the plausibility and consistency of qualitative and quantitative information related to the KPIs.

Limitations

SGS India did not come across any limitation to the agreed scope of the assurance engagement. SGS India verified data on a sample basis; the responsibility for the authenticity of the data entirely lies with the Company. The assurance scope excluded forward-looking statements, product- or service-related information, external information sources, and expert opinions. SGS India has not been involved in the evaluation or assessment of any financial data/performance of the company. Our opinion on financial indicators is based on the third-party financial reports audited by the Company. SGS India does not take any responsibility for the financial data reported in the audited financial reports of the Company.

The assurance scope excludes:

- Disclosures other than those mentioned in the assurance scope.
- Data reviews outside the operational sites as mentioned in the reporting boundary.
- Validation of any data and information other than those presented in "Findings and Conclusions."
- The assurance engagement considers an uncertainty of $\pm 5\%$ based on the materiality threshold for Assumption/estimation/measurement errors and omissions.
- The Company's statements that describe the expression of opinion, belief, aspiration, expectation, aim to future intention provided by the Company, and assertions related to Intellectual Property Rights and other competitive issues.
- Mapping of the Report with reporting frameworks other than those mentioned in the Reporting Criteria above.

Findings and Conclusions



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BRSR Core Indicators:

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the data reported (Annexure A) in the BRSR report are not prepared, in all material respects, in accordance with the reporting criteria.

For and on behalf of SGS India Private Limited

 Kalpesh Thombare Technical Reviewer and National Manager – ESG & Sustainability Services, SGS India. 7th June 2026.	 Tushar Girigosavi Lead Verifier – ESG & Sustainability Services, SGS India. Team Member: John 7th June 2026.
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Annexure A

The BRSR Core indicators that were subject to verification under limited assurance engagement are detailed below:

S.No.	BRSR Core Attribute	BRSR Core Indicator
1	Greenhouse gas (GHG) footprint	~ Total scope 1 emissions ~ Total scope 2 emissions ~ GHG emission intensity (scope 1 +2)
2	Water footprint	~ Total water consumption ~ Water consumption intensity ~ Water discharge by destination and levels of treatment
3	Energy footprint	~ Total energy consumed ~ % of energy consumed from renewable sources ~ Energy intensity
4	Embracing circularity	~ Plastic waste ~ E-waste ~ Bio medical waste ~ Battery waste ~ Construction and demolition waste (D) ~ Other hazardous waste ~ Other non-hazardous waste ~ Total waste generated ~ Waste intensity ~ Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations. ~ For each category of waste generated, the total waste disposed of by the nature of the disposal method
5	Employee well-being and safety	~ Spending on measures towards wellbeing of employees and workers –cost incurred as a % of total revenue of the company ~ Details of safety-related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites) ~ Number of permanent disabilities ~ Lost Time Injury Frequency Rate (LTIFR) (per one million person-hours worked) ~ Number of fatalities
6	Enabling gender diversity in business	~ Gross wages paid to females as % of wages paid. ~ Total Complaints on Sexual Harassment (POSH) reported ~ Complaints on POSH as a % of female employees/workers ~ Complaints on POSH upheld
7	Enabling inclusive development	~ Input material sourced from MSMES/ small producers and from within India as % of total purchases (by value). ~ Job creation in smaller towns: Wages paid to people employed in smaller towns (permanent or nonpermanent /on contract) as % of total wage cost
8	Fairness in engaging with customers and suppliers	~ Instances involving loss/breach of data of customers as a percentage of total data breaches or cybersecurity events. ~ Number of days of accounts payable
9	Openness of business	~ Concentration of purchases & sales done with trading houses, dealers, and related parties ~ Loans and advances & investments with related parties ~ Purchases from trading houses as % of total purchases ~ Number of trading houses where purchases are made from ~ Purchases from top 10 trading houses as % of total purchases from trading houses