VENTIVE
HOSPITALITY

August 03, 2026

To,	To
BSE Limited	**National Stock Exchange of India**
Corporate Relationship Department	Exchange Plaza, Plot No. C-1, Block G,
25th Floor, Phiroze Jeejeebhoy Towers,	Bandra Kurla Complex, Bandra (East)
Dalal Street, Mumbai- 400001	Mumbai -400051
Scrip Code: 544321	**NSE Symbol: VENTIVE**

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the Financial Year 2025-26 of the Company.

In terms of Regulation 34(2)(f) of the above referred Regulations, we herewith submit the soft copy of the Business Responsibility and Sustainability Report ("BRSR") for the Financial Year ended 31st March, 2026 which also forms part of Annual Report for the Financial Year ended 31st March, 2026.

The aforesaid Report has been uploaded on website of the Company at https://www.ventivehospitality.com/annual-report/

Kindly take the above information on record.

Thanking You,

For Ventive Hospitality Limited

PRADIP P BHATAMBREKAR

Digitally signed by PRADIP P BHATAMBREKAR
Date: 2026.08.03 18:08:23 +05'30'

Pradip Bhatambrekar
Company Secretary and Compliance Officer
Membership No: F14201

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L45201PN2002PLC143638
2.	Name of the Listed Entity	Ventive Hospitality Limited
3.	Year of Incorporation	2002
4.	Registered Office Address	Tech Park One, 2nd Floor, Tower D, Yerwada, Pune City, Maharashtra, India - 411006
5.	Corporate Address	Tech Park One, 2nd Floor, Tower D, Yerwada, Pune City, Maharashtra, India - 411006
6.	E-mail	cs@ventivehospitality.com
7.	Telephone	+91 20 6906 1900
8.	Website	www.ventivehospitality.com
9.	Financial year for which reporting is being done	1st April 2025 – 31st March 2026
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India , BSE
11.	Paid-up Capital	INR 23,35,41,608
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Pradip Bhatambrekar Company Secretary & Compliance Officer cs@ventivehospitality.com +91 20 6906 1900
13.	Reporting Boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Consolidated basis (covering the entity and all entities forming part of its consolidated financial statements)
14.	Name of Assurance Provider	IQRS (India) Private Limited.
15.	Type of Assurance Obtained	Reasonable Assurance

II. Products / Services

16. Details of Business Activities (accounting for 90% of turnover)

S. No.	Main Activity	Business Activity	% of Turnover
1	Accommodation and Food Services	Accommodation services provided by Hotels, Inns, Resorts, holiday homes etc	79%
2	Real Estate	Real estate activities with own or leased property.	19.04 %

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

S. No.	Product / Service	NIC Code	% of Total Turnover
1	Accommodation and Food Services	551	79%
2	Real Estate	701	19.04%

III. Operations

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

Location	Number of Plants (Hotels)	Number of Offices	Total
National	13	1	14
International	3	0	3

Note:

NAGENAHIRA RESORTS (PVT) LTD and KBJ HOTEL & RESTAURANTS PRIVATE LIMITED is yet to commence operations thus not included in above. FINEST-VN Business Park Private Limited (Soho House Mumbai) joined the consolidated group in February 2026, its data for the stub period is not included as systems integration was underway at year end. The entity will be covered from FY 2026-27.

19. Markets served by the entity

a. Number of locations

Location	Number of Plants (Hotels)
National (Number of States)	3
International (Number of Countries)	1

Note:

NAGENAHIRA RESORTS (PVT) LTD and KBJ HOTEL & RESTAURANTS PRIVATE LIMITED is yet to commence operations thus not included in above. FINEST-VN Business Park Private Limited (Soho House Mumbai) joined the consolidated group in February 2026, its data for the stub period is not included as systems integration was underway at year end. The entity will be covered from FY 2026-27.

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

Not Applicable. The Company does not engage in any exports.

c. A brief on types of customers

The Company's customers span both business-to-business (B2B) and business-to-consumer (B2C) segments. On the B2B side, customers include hotel brand partners under whose flags the Company operates its properties, corporates contracting bulk crew accommodation, and corporate tenants occupying leased commercial spaces. On the B2C side, customers comprise in-house guests at the Company's hotels and serviced apartments, patrons of its food and beverage outlets, and retail tenants and walk-in customers at its mixed-use developments.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and Workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (C)	Percentage (C/A)
Employees						
1.	Permanent Employees	38	24	63.16%	14	36.84%
2.	Other than Permanent Employees	3,070	2,482	80.85%	588	19.15%
3.	**Total Employees (1+2)**	**3,108**	**2,506**	**80.63%**	**602**	**19.37%**
Workers						
4.	Permanent Workers	0	0	0%	0	0%
5.	Other than Permanent Workers	3	1	33.33%	2	66.67%
6.	**Total Workers (4+5)**	**3**	**1**	**33.33%**	**2**	**66.67%**

(b). Differently Abled Employees and Workers

S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (C)	Percentage (C/A)
Differently Abled Employees						
1.	Permanent Employees	0	0	0%	0	0%
2.	Other than Permanent Employees	14	11	78.57%	3	21.43%
3.	Total Employees (1+2)	**14**	**11**	**78.57%**	**3**	**21.43%**
Differently Abled Workers						
4.	Permanent Workers	0	0	0%	0	0%
5.	Other than Permanent Workers	0	0	0%	0	0%
6.	**Total Workers (4+5)**	**0**	**0**	**0%**	**0**	**0%**

21. Participation / Inclusion / Representation of Women

Category	Total (A)	No. of Females (B)	% (B/A)
Board of Directors	6	1	16.67%
Key Management Personnel	3	0	0%
Employees (Other than BoD and KMP)	3105	602	19.39%
Workers	3	2	**66.67%**

22. Turnover Rate for Permanent Employees and Workers (3-year trend)

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	4.09%	0%	2.78%	NA	NA	NA	NA	NA	NA
Permanent Workers	**0%**	**0%**	**0%**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**

Note: FY 2025-26 is the Company's first BRSR reporting year; hence prior-year figures are not available. Turnover rates cover permanent employees and permanent workers only.

V. Holding, Subsidiary and Associate Companies (including Joint Ventures)

23 (a). Names of Holding / Subsidiary / Associate Companies / Joint Ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether Holding / Subsidiary / Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	EON-HINJEWADI INFRASTRUCTURE PRIVATE LIMITED [(a)]	Subsidiary	100%	Yes
2	PANCHSHIL CORPORATE PARK PRIVATE LIMITED [(a)] (Step-down subsidiary held through S. No. 1)	Subsidiary	50.001%	Yes
3	FINEST-VN BUSINESS PARK PRIVATE LIMITED [(b)] (Step-down subsidiary held through S. No. 2)	Subsidiary	50.001%	No
4	SOBOHO PRIVATE LIMITED (Step-down subsidiary held through S. No. 3)	Subsidiary	51%	No
5	WELLCRAFT INFRAPROJECTS PRIVATE LIMITED	Subsidiary	100%	Yes
6	URBANEDGE HOTELS PRIVATE LIMITED	Subsidiary	100%	Yes
7	NOVO THEMES PROPERTIES PRIVATE LIMITED	Subsidiary	100%	Yes
8	RESTOCRAFT HOSPITALITY PRIVATE LIMITED	Subsidiary	100%	Yes
9	MALDIVES PROPERTY HOLDINGS PVT LTD	Subsidiary	100%	Yes
10	SS & L BEACH PVT LTD	Subsidiary	100%	Yes
11	SOHAM LEISURE VENTURES PRIVATE LIMITED	Subsidiary	76%	Yes
12	KUDAKURATHU ISLAND RESORT PRIVATE LIMITED	Subsidiary	50.28%	Yes
13	KBJ HOTEL & RESTAURANTS PRIVATE LIMITED [(c)]	Subsidiary	100%	No
14	NAGENAHIRA RESORTS (PVT) LTD [(c)]	Subsidiary	100%	No

Notes:

(a) **(S. No. 1 and S. No. 2):** Ventive Hospitality Limited holds 100% of the equity share capital of Eon-Hinjewadi Infrastructure Private Limited, which in turn holds 50.001% of the equity share capital of Panchshil Corporate Park Private Limited. The shareholding of 50% shown against S. No. 2 accordingly represents the effective indirect holding of the listed entity in Panchshil Corporate Park Private Limited through Eon-Hinjewadi Infrastructure Private Limited.

(b) **(S. No. 3):** (i) Finest-VN Business Park Private Limited is a wholly owned (100%) subsidiary of Panchshil Corporate Park Private Limited. The shareholding of 50.001% shown against S. No. 3 accordingly represents the effective indirect holding of the listed entity through the shareholding chain described in note (a) above. (ii) Finest-VN Business Park Private Limited holds 51% of the equity share capital of Soboho Private Limited. Soboho Private Limited holds the SOHO Delhi assets, the Cities Without Houses (CWH) membership revenue, and the exclusive rights for expanding Soho House in India. Soboho Private Limited in turn holds 0.05% of the total number of shares issued (Class A, Class B and Class C) and 51% of the Class C (voting rights) shares issued by Junobo Hotels Private Limited ("Junobo"). Junobo holds the Soho House Mumbai assets. (iii) Soho House Mumbai (held through the structure described above) is not included in this BRSR report. The entity became part of the consolidated group in February 2026, i.e. towards the close of the reporting period, and its ESG data systems were under integration with the Company's sustainability reporting framework as at year end. Given the limited period of ownership, the exclusion has no material impact on the disclosures presented, and the entity will be covered within the reporting boundary from FY 2026-27.

(c) **(S. No. 12 and S. No. 13):** KBJ Hotel & Restaurants Private Limited and Nagenahira Resorts (Pvt) Ltd are yet to commence operations and are therefore not included in the operational disclosures of this Report. Accordingly, these entities do not currently participate in the Business Responsibility initiatives of the listed entity.

(d) **(General note applicable across this Report):** Hilton Goa Resort was acquired during FY 2025-26. Wherever previous year (FY 2024-25) comparative figures are presented in this Report, they have been compiled on a pro-forma basis to include Hilton Goa Resort, to enable meaningful like-for-like comparison.

VI. CSR Details

24	(i). Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
	(ii). Turnover (in million ₹)	24,610.5
	(iii). Net worth (in million ₹)	67,608

VII. Transparency and Disclosures Compliances

25. 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) (Provide web-link of Policy)	2025-26			2024-25		
		Number of Complaints Filed	Number of Complaints Pending at Close of Year	Remarks	Number of Complaints Filed	Number of Complaints Pending at Close of Year	Remarks
Communities	Yes. Contact details are uploaded on the website of the Company with the help of which the stakeholders can raise their concern / issues. Policies web link (https://www.ventivehospitality.com/wp-content/uploads/2024/07/VHL_Grievance-Redressal-Policy_External.pdf) (https://www.ventivehospitality.com/wp-content/uploads/2024/07/VHL_Grievance-Redressal-Policy_Internal.pdf) Web link for raising any complaints: (https://www.ventivehospitality.com/grievance/)	0	0	No complaints	0	0	No complaints
Investors (other than shareholders)		0	0	No complaints	0	0	No complaints
Shareholders		0	0	No complaints	0	0	No complaints.
Employees and Workers		0	0	No complaints	0	0	No complaints.
Customers		0	0	No complaints	0	0	No complaints
Value Chain Partners		0	0	No complaints	0	0	No complaints

26. 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

The Company conducted a materiality assessment during FY 2025-26, benchmarked against leading Indian hospitality peers, based on stakeholder input and business impact. Out of the identified universe of issues, fourteen material topics covering environmental, social and governance dimensions have been prioritised.

Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Energy Management	Opportunity	Energy is the quiet current beneath every welcome we extend the cool of a room at midday, the warmth of a kitchen at dawn, the light that turns a lobby into an arrival. It is also among our largest operating costs: our hotels, offices and retail spaces draw power continuously for HVAC, kitchens, laundry, lighting and shared areas. A significant share still flows from the grid, leaving us exposed to tariff volatility and weighing materially on our Scope 2 footprint. We choose to treat this not merely as a cost to manage but as a stewardship to master.	We are expanding open-access solar and wind contracts at our eligible properties and adding rooftop solar; we are deploying Building Management Systems to tune HVAC and lighting loads, and completing LED retrofits across the portfolio. We are pursuing LEED and IGBC green-building certifications, and hold ourselves to a 50% renewable electricity share by FY 2029-30.	Positive: every unit we draw from the sun or wind, and every load our systems trim, compounds into lower long-term energy costs, insulation from tariff shocks and stronger, more enduring operating margins.
Water Stewardship	Risk	Water is the most intimate of luxuries and the one we can least afford to take for granted. We operate across strikingly different water contexts, from the water-stressed basins of Pune to island resorts in the Maldives that rely on energy-intensive desalination. Shrinking freshwater availability, rising municipal tariffs and tightening discharge norms make water both a material cost and a question of operational continuity we are duty-bound to safeguard.	We are installing on-site Sewage Treatment Plants at all operational properties by FY 2026-27 and reusing treated water for landscaping, cooling towers and flushing. We are expanding rainwater harvesting and greywater recycling, managing brine discharge responsibly at our SWRO-equipped island resorts, and holding ourselves to a 15% reduction in water intensity by FY 2029-30.	Negative: water scarcity and escalating tariffs raise our procurement costs, and any lapse against discharge norms would expose us to penalties.
Waste Management & Circularity	Opportunity	Great hospitality is generous by nature, and generosity leaves a trail: substantial organic waste from our kitchens and banquets, alongside dry and recyclable streams from our offices and retail spaces. Handled poorly, this would expose us to regulatory action under Extended Producer Responsibility, Hazardous Waste Management and E-Waste rules, and to reputational harm. Handled well, it becomes a quiet expression of the care we bring to everything we do.	We are segregating waste at source across all properties and processing food waste through on-site biogas units. We route hazardous and e-waste through authorised handlers with full manifest tracking, are phasing single-use plastics out of our guest-facing areas, and are transitioning our housekeeping and laundry chemicals to green-certified alternatives.	Positive: reducing, recycling and converting waste to biogas lowers our disposal costs, generates real operational savings, and deepens the trust of sustainability-conscious guests enduring value drawn from what others discard.
Climate Strategy & Transition	Opportunity	The climate is the context for every destination we offer, and our stakeholders now expect a credible path through it. Regulators, investors and brand partners look to listed hospitality companies for a decarbonisation pathway built on science-based targets. We have established an externally assured emissions baseline; our Scope 3 inventory and a validated transition plan are still taking shape — work we are pursuing with candour rather than haste.	We are committing to net-zero operations by FY 2049-50, with interim milestones on renewable electricity, refrigerant transition and energy efficiency. We will complete a Scope 3 screening and a portfolio-wide decarbonisation roadmap in FY 2026-27, and are aligning our climate disclosures progressively with IFRS S2 requirements	Positive: decarbonising early lowers our future compliance costs, strengthens our ESG ratings, widens our access to green financing and deepens investor confidence in the legacy we are building.
Physical Climate Risk & Adaptation	Risk	The very shorelines that make our resorts extraordinary also expose them. Our high-value assets in coastal and island settings Goa and the Maldives face cyclones, storm surge and long-term sea-level rise, while our inland properties in Pune contend with urban flooding. A single severe event can damage property, disrupt operations, inflate insurance premiums and keep guests away in peak season. We plan for these possibilities so that we may keep our promise of welcome through them.	We embed climate-resilient specifications in new construction and major refurbishments, and periodically update our insurance coverage against climate-adjusted loss models. We incorporate climate-risk assumptions into our capital expenditure decisions and feed physical-risk findings into our Board-level Risk Management framework.	Negative: asset damage, business interruption and rising insurance premiums erode our profitability.
Biodiversity & Ecological Impacts	Opportunity	Nature is our finest host. Several of our properties sit in ecologically sensitive settings coral-island resorts in the Maldives and coastal properties under Coastal Regulation Zone conditions where the reef, the shoreline and the silence are the experience. Were these to degrade, we would risk both our construction licences and the very destination magic on which our luxury positioning rests. To safeguard them is simply to protect what our guests come for.	We comply with Maldives EPA approvals and CRZ conditions at all relevant properties, and run coral gardening and reef-monitoring programmes at our island resorts. We have eliminated single-use plastic bottles through on-site glass-bottled water, and conduct periodic 3D reef mapping and biodiversity surveys.	Positive: our conservation programmes protect the natural assets that draw our guests, support regulatory compliance, distinguish us within the luxury segment and reduce long-term licence and permit risk.

Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Customer Experience & Brand Reputation	Opportunity	Everything we are is expressed in a single guest's experience. Our promise rests on delivering service of consistent quality across six global brand standards : Marriott, Hilton, Anantara/Minor, Conrad, Oakwood and Atmosphere. Online reviews and social sentiment move our RevPAR directly, and guests increasingly weigh our sustainability credentials when they choose us. Reputation, for us, is care made visible.	We conduct brand-specific SOP audits and track Net Promoter Score and Guest Satisfaction Surveys monthly, at both property and corporate level. We monitor OTA and social-media sentiment in real time, weave sustainability into our guest engagement, and align our service standards with our brand operators on an ongoing basis.	Positive: consistent brands and delighted guests lift our occupancy, sustain premium pricing, earn repeat visits and compound into lasting brand equity across the portfolio.
Stakeholder Engagement & Community Relations	Opportunity	We are guests, too in every community that hosts us. Our social licence to operate matters most around our flagship Pune cluster and the island communities that neighbour our Maldivian resorts. Investors, regulators and rating agencies expect structured engagement; more than that, weak relationships can slow our expansion while strong, trusting ties steady it. We would rather be welcomed than merely permitted.	We maintain a comprehensive stakeholder map spanning employees, guests, communities, regulators, investors and value-chain partners, and direct our community spending to local villages and atoll communities. We offer accessible grievance channels email, web portal, helpline and an anonymous whistleblower route and refresh our materiality assessment annually with stakeholder input.	Positive: strong community relations shorten our project-approval timelines, lower social risk, enhance our reputation and underwrite our long-term expansion.
Occupational Health & Safety	Risk	No welcome is truly gracious unless it is safe. Our hotels hold a wide range of hazards across kitchens, chemical handling, fire systems, electrical installations, pools and high-footfall public spaces and a safety failure carries human, regulatory and reputational consequences we take with the utmost seriousness. We operate under ISO 45001:2018 and multiple brand-operator safety frameworks, though certification does not yet reach across our entire portfolio.	We are extending ISO 45001 certification across our domestic portfolio and conducting periodic fire and food-safety audits network-wide. At our Maldivian resorts we follow host-country protocols with on-site clinics and resident physicians, harmonise guest-safety SOPs across properties, and provide structured safety inductions for every new joiner and contractor.	Negative: safety incidents bring compensation claims, regulatory penalties, operational downtime and reputational damage.
Diversity, Equity & Inclusion	Opportunity	People are the heart of hospitality; the warmth our guests feel begins with the people who create it. Yet gender diversity across the Indian sector remains low, and women made up 19.37% of our workforce in FY 2025-26 against our target of 30% by FY 2029-30. In an industry marked by high attrition, deliberate investment in inclusion, career development and a workplace culture worth staying for is not optional it is how we honour our people.	We benchmark our compensation against market standards and run brand-specific training and career-pathway programmes, including a multi-brand management-trainee programme with internal talent mobility. We maintain non-discrimination, anti-harassment and grievance processes, ensure accessibility compliance under the RPwD Act, 2016, and hold ourselves to a 100% maternity return-to-work and retention rate.	Positive: an inclusive workplace improves our retention, lowers hiring costs, broadens our talent pool and elevates the service quality and guest satisfaction that define us.
Human Rights	Risk	Dignity is not something we can outsource. Our value chain draws on outsourced laundry, housekeeping, security and construction services, and on migrant workers at our Maldivian resorts the very places where wage, working-hour and accommodation issues can arise. With expectations rising through BRSR Principle 5, the EU CSDDD and the OECD Guidelines, we hold ourselves answerable for conduct across that chain, not only within our own walls.	We enforce a Human Rights Due Diligence policy with confidentiality and anti-retaliation safeguards, and a Supplier Code of Conduct covering labour standards, wages and working hours. We conduct third-party audits of high-risk suppliers, extend our grievance channels to contract and migrant workers, and maintain POSH Internal Committees at all applicable properties.	Negative: human-rights violations in our value chain would expose us to regulatory penalties, litigation, brand damage and lost investor confidence.
Food Safety & Quality	Opportunity	At a luxury table, trust is the first thing served. Our food and beverage operations contribute a significant share of our revenue, and a single food-safety incident at a luxury property can do brand damage far out of proportion to its cause. Obligations under the Food Safety and Standards Act and our brand-operators' hygiene frameworks make this one of the most critical operational areas we steward.	We conduct FSSAI compliance audits at every outlet, and maintain HACCP certification at our central kitchens and FSSAI 'Eat Right' certification at our hotel kitchens. We enforce cold-chain protocols for island and remote logistics, train and certify our food handlers periodically, disclose allergen and dietary information on our menus, and undergo additional brand-operator hygiene audits.	Positive: high food-safety standards protect our revenue, enable premium positioning, sustain our farm-to-table and allergen-transparency programmes, and help us win leisure and MICE business.
Corporate Governance	Opportunity	Trust, once earned, must be governed to endure. As a listed entity we are held to heightened scrutiny under SEBI LODR and BRSR Core assurance obligations, and our governance architecture is continually weighed by investors, rating agencies and regulators. We regard robust governance not merely as a regulatory baseline but as a lever of value creation - the discipline that keeps our access to capital markets open on favourable terms.	We operate a Board-level ESG Committee that meets quarterly to review material-topic KPIs under designated senior-leader ownership. We align to our Code of Conduct, Whistle-blower Policy and Information Security & Data Privacy Policy, enforce a zero-tolerance Anti-Corruption Policy, and are progressively integrating TCFD and IFRS S2 elements into Board-level reporting.	Positive: strong governance improves our ESG ratings, lowers our cost of capital, attracts institutional investors and reinforces the stakeholder trust on which our legacy depends.
Cybersecurity, Data Protection & Digital Transformation	Risk	Our guests entrust us with more than their stay; they entrust us with their data. Across multiple property-management platforms we process sensitive guest and payment information, in a sector that is among the most targeted in the world for cyberattacks. The Digital Personal Data Protection Act, 2023 sets material compliance obligations, and any breach of guest PII would carry regulatory, contractual and reputational consequences we are determined to prevent.	We implement an Information Security & Data Privacy Policy aligned with ISO 27001 and the DPDP Act, 2023, and maintain PCI-DSS compliance for payment processing. We conduct periodic penetration testing and vendor audits, hold cyber-insurance coverage, appoint a designated Data Privacy Officer for incident response, and provide mandatory information-security training to relevant employees.	Negative: data breaches bring regulatory fines, litigation and remediation costs, and severe reputational damage.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Policy and Management Processes

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
1. a. Whether your entity's policy / policies cover each principle and its core elements of the NGRBCs. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
b. Has the policy been approved by the Board? (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
c. Web Link of the policies, if available	Wherever mandated by applicable Rules and Regulations, the Company has posted the respective policies on its website as per details below: 1. https://www.ventivehospitality.com/wp-content/uploads/2024/07/VHL.CODE-OF-CONDUCT.pdf 2. https://www.ventivehospitality.com/wp-content/uploads/2024/07/VHL_CSR_Policy.pdf 3. https://www.ventivehospitality.com/wp-content/uploads/2024/07/VHL_Whistle-Blower-Policy.pdf 4. https://www.ventivehospitality.com/wp-content/uploads/2024/07/VHL_Anti-Corruption-Policy.pdf 5. https://www.ventivehospitality.com/wp-content/uploads/2024/07/VHL_Board-Diversity-Policy.pdf 6. https://www.ventivehospitality.com/wp-content/uploads/2024/07/VHL_Vendor-Code-of-Conduct-Policy.pdf 7. https://www.ventivehospitality.com/wp-content/uploads/2024/07/VHL_Stakeholder-Engagement-Policy.pdf 8. https://www.ventivehospitality.com/wp-content/uploads/2024/07/VHL_OccupationalHealthSafety-Environmental-Policy.pdf 9. https://www.ventivehospitality.com/wp-content/uploads/2024/07/Ventive_-Human_Rights_Policy.pdf 10. https://www.ventivehospitality.com/wp-content/uploads/2024/07/VHL_CSR_Policy.pdf 11. https://www.ventivehospitality.com/wp-content/uploads/2024/07/VHL_Whistle-Blower-Policy.pdf 12. https://www.ventivehospitality.com/wp-content/uploads/2024/07/VHL_Sustainable-Procurement-Policy-1.pdf 13. https://www.ventivehospitality.com/wp-content/uploads/2024/07/VHL_Training-Skill-Development-Policy.pdf 14. https://www.ventivehospitality.com/wp-content/uploads/2024/07/VHL_Board-Diversity-Policy.pdf 15. https://www.ventivehospitality.com/wp-content/uploads/2024/07/Ventive_Environmental-Sustainability_Policy.pdf 16. https://www.ventivehospitality.com/wp-content/uploads/2024/07/Ventive_-Human_Rights_Policy.pdf								
2. Whether the entity has translated the policy into procedures? (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
4. Name of the national and international codes / certifications / labels / standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The company and its subsidiaries have adopted the following internationally recognised management system standards and green building certifications across the operational portfolio. Certifications are held at the asset level and mapped against the relevant National Guidelines on Responsible Business Conduct (NGRBC) Principles below: 1. ISO 9001:2015 - Quality Management System (Principle 9) 2. ISO 14001:2015 - Environmental Management System (Principle 6) 3. ISO 45001:2018 — Occupational Health & Safety Management System (Principle 3) 4. LEED — Existing Buildings: Operations & Maintenance (Platinum / Gold) (Principle 6) 5. Green Globe Certification (Principle 3)								
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	The company has set the following time-bound ESG commitments across material environmental and social parameters: • **Renewable electricity:** Increase share of renewable energy (electricity) by 50% by FY 2029-30. • **Water intensity:** Achieve a 15% reduction in water intensity by FY 2029-30, supported by 100% coverage of operational properties by Sewage Treatment Plants (STPs) by FY 2026-27. • **Gender diversity:** Increase representation of women in the workforce from a baseline of 19.37% to 30% by FY 2029-30. • **Greenhouse gas emissions:** Achieve Net Zero emissions across the portfolio by FY 2049-50. These targets reflect the Company's current commitments as approved by management, and have been calibrated based on operational baselines, the maturity of available abatement levers within the Indian hospitality sector, and sectoral peer benchmarking. The Company intends to review these targets periodically in line with evolving regulatory expectations and asset-level performance.								
6. Performance of the entity against the specific commitments, goals, and targets along with reasons in cases the same are not met.	FY 2025-26 is treated as a baseline year; performance tracking against these commitments will be reported from FY 2026-27 onwards.								

Note:

*Policies are accessible at https://www.ventivehospitality.com/corporate-governance-policies/. All principal policies have been approved by the Board of Directors.

*Certifications listed above are held at the property / asset level by Ventive Hospitality Limited or its subsidiaries. The Company is progressively expanding the coverage of management system certifications and green building ratings across its hospitality and commercial portfolio.

Governance, Leadership and Oversight

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

We are committed to fulfilling our responsibility to society and the environment.

FY 2025-26 is Ventive Hospitality's first full reporting cycle as a listed entity, and we are pleased to present our Business Responsibility and Sustainability Report covering our hospitality and mixed-use portfolio across India and Maldives.

We have used the year to establish credible, externally assured baselines across our most material disclosures. Combined Scope 1 and Scope 2 emissions of 58,089.16 tCO_2e, energy intensity of 1.194 GJ per Occupied Room Night and water intensity of 1.479 KL per Occupied Room Night have been subjected to reasonable assurance by IQRS (India) Private Limited.

We recognise the road ahead is demanding. We have committed to net-zero operations by FY 2049-50, renewable energy (electricity) penetration of greater than 50% and a 15% reduction in water intensity by FY 2029-30, and women representation of 30% in our permanent workforce over the same horizon, against a current baseline of 19.37%. A portfolio-wide decarbonisation roadmap and full Scope 3 baseline are being developed for FY 2026-27, and physical climate risk is being progressively integrated into investment decisions.

Sustainability is overseen by our Board-level ESG Committee, which reviews progress quarterly. We thank our colleagues, brand operators and host communities for their continued partnership.

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

Mrs. Zarina Chinoy, General Counsel, is the highest authority responsible for implementation and oversight of the Company's Business Responsibility policies.

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

Yes, the Company has constituted an ESG Committee.

S. No.	Member	Role
1	Mr. Paresh Bafna	Chief Financial Officer
2	Mrs. Zarina Chinoy	General Counsel
3	Mr. Pradip Bhatambrekar	Company Secretary & Compliance Officer
4	Ms. Resham Chordia	Committee Member

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	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
	The ESG Committee maintains rigorous oversight of performance against established policies. By evaluating the strategic, operational, and reputational implications of ESG factors, the Committee ensures these insights are integrated into the Company's updated policies and long-term sustainability objectives.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	To ensure continuous compliance, the ESG Committee proactively reviews the evolving regulatory landscape, integrating NGRBC Principles and statutory requirements into the Company's strategic framework.								

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
Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)									
Performance against above policies and follow up action	All the policies are reviewed periodically or as the need may arise								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Compliances are reviewed on an on-going basis and action, if any, are taken								

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

P1	P2	P3	P4	P5	P6	P7	P8	P9
No	No	No	No	No	No	No	No	No

The Company has an internal structure auditing / evaluating the working of these policies with the help of outside consultants / auditors wherever required. However, there were no audits conducted by an external agency during the reporting period.

External assurance on the BRSR Core disclosures is being provided by IQRS (India) Private Limited. for FY 2025-26.

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)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any Other Reason (please specify)	NA	NA	NA	NA	NA	NA	Yes*	NA	NA

Note: NA – Not Applicable

*(Principle 7): The Company does not currently engage in public policy advocacy and is not a member of any trade or industry chamber or association. A policy governing responsible and transparent public policy engagement will be adopted as and when such engagement commences.

Eight of the nine NGRBC Principles are covered by Board-approved policies. In respect of Principle 7, the Company does not currently engage in public policy advocacy and is not a member of any trade or industry chamber or association; a policy governing responsible and transparent policy engagement will be adopted as and when such engagement commences. As a practice, policies are reviewed periodically or on a need basis by department heads, senior management personnel and the respective committees, and placed before the Board as required. During these reviews, the efficacy and alignment of each policy with current regulatory expectations and material ESG topics is assessed.

SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1

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

ESSENTIAL INDICATORS

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

Segment	Total number of training and awareness programmes held	Persons in Category	Persons Covered	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	6	3	50%
Key Managerial Personnel	6	3	3	100%
Employees (other than BoD and KMPs)	6	3105	3105	100%
Workers	0	3	0	0%

Training and awareness programmes conducted during FY 2025-26 covered the Company's governance, ethics, compliance and information-security framework. The Board of Directors participated in a Familiarisation and Independent Directors' Orientation Programme covering the Company's business, governance framework, directors' roles and responsibilities, and the fundamentals of ESG. Programmes for Key Managerial Personnel and employees addressed the Prevention of Sexual Harassment Act, 2013 (including complaint mechanisms and safe-workplace practices); cybersecurity, data protection and guest data security; the Whistleblower Policy (reporting channels, confidentiality and non-retaliation); and the Code of Conduct read with the Anti-Bribery and Anti-Corruption Policy.

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):

Case Details	Name of the regulatory / enforcement agencies / judicial institutions				
	NGRBC Principle	Name of the Regulatory / Enforcement Agencies / Judicial Institutions	Amount (in INR)	Brief of Case	Has an Appeal been Preferred? (Yes / No)
Monetary					
Penalty / Fine	P1	Deputy Commissioner of Income Tax, Circle 1, Pune	6,37,96,318/-	The said Rectification Application has been accepted by the Assessing Officer. Accordingly, the error in computation forming part of the assessment order has been rectified and there is no change in the income assessed. Consequently, the demand of ₹ 6,37,96,318/- (Rupees Six Crores Thirty-Seven Lakhs Ninety-Six Thousand Three Hundred and Eighteen Only) raised earlier on account of such error stands addressed and the same has been reduced to NIL. The order dated 23rd April 2026 was received on 27th April 2026. and same is intimated to stock exchange dated April 28, 2026	Yes
Settlement			NA		
Compounding Fee			NA		
Non-Monetary					
Imprisonment			NA		
Punishment			NA		

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
The demand of ₹ 6,37,96,318/- raised on account of a computation error in the assessment order stands nullified vide rectification order dated 23rd April 2026. Accordingly, no appeal or revision has been preferred.	Assessing Officer (Faceless Assessment Unit), Income Tax Department - Rectification Application filed under Section 154 of the Income Tax Act, 1961

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.

At Ventive, we are committed to upholding the highest standards of integrity, transparency and ethical conduct across all our operations. Through our Anti-Corruption and Anti-Bribery Policy, we reaffirm our dedication to preventing, identifying and remedying corrupt practices. The Policy applies to all directors, officers, employees, contractors and business partners, and sets out clear prohibitions on the offering or acceptance of bribes, facilitation payments, and improper benefits. Breach of the Policy attracts disciplinary action up to and including termination and is reinforced by a Whistleblower mechanism that protects reporting persons from retaliation. The Policy is reviewed by the Board periodically and is available on the Company's corporate-governance policies page.

Web Link - https://www.ventivehospitality.com/wp-content/uploads/2024/07/VHL_Anti-Corruption-Policy.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:

Category	Current FY	Previous FY
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	Current Financial Year 2025-26		Previous Financial Year 2024-25	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Not Applicable	Nil	Not Applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Not Applicable	Nil	Not Applicable

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.

Not applicable - no such cases during the reporting period.

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

	Current Financial Year 2025-26	Previous Financial Year 2024-25
Number of days of accounts payables	70.39	110.52

9. Open-ness of business

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

Parameter	Metrics	Current Financial Year 2025-26	Previous Financial Year 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of the total purchases	Not Applicable	
	b. Number of trading houses where purchases are made from		
	c. Purchases from top 10 trading houses as % of total purchases from trading houses		
Concentration of Sales	a. Sales to dealers / distributors as % of total sales		
	b. Number of dealers / distributors to whom sales are made		
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors		
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	2.88%	4.05%
	b. Sales (Sales to related parties / Total Sales)	0.14%	0.23%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	23.64%	87.12%
	d. Investments (Investments in related parties / Total Investments made)	100%	0%

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
Nil	Not applicable	Not applicable

During FY 2025-26, the Company did not conduct structured awareness programmes for its value chain partners on the NGRBC Principles. The Company engages with its key vendors, suppliers and service providers through routine commercial and operational interactions, during which expectations on ethical and responsible conduct are communicated. The Company intends to progressively introduce structured awareness and capability-building initiatives on responsible business conduct for its value chain partners in the forthcoming reporting periods.

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 line with the requirements of the Companies Act, 2013 and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company has adopted a Code of Conduct for its Board of Directors and Senior Management which addresses the avoidance and management of conflicts of interest. Directors disclose their interest in other entities at the time of appointment and annually thereafter, and any change in such interest is disclosed as and when it arises. Directors who are interested in any matter placed before the Board recuse themselves from the related deliberations and abstain from voting, and related party transactions are reviewed and approved by the Audit Committee in accordance with applicable law.

PRINCIPLE 2

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

ESSENTIAL INDICATORS

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

	Current Financial Year 2025-26	Previous Financial Year 2024-25	Details of improvements in Environmental and Social Impacts
R&D*	0	0	The Company hasn't carried a formal research and development function or associated expenditure.
Capex*	9.71%	0	9.71% of the Company's total capital expenditure for FY 2025-26 was directed towards technologies that improve environmental and social impacts, principally renewable energy (rooftop solar PV), energy-efficient HVAC and heat-pump systems, low-GWP refrigeration, smart building controls and metering, wastewater treatment and water-recycling infrastructure, and fire and life-safety systems. These investments reduce energy and water consumption and greenhouse gas emissions, and enhance guest and employee safety

2. Sustainable sourcing

Q. a. **Does the entity have procedures in place for sustainable sourcing?**

Yes. The Company's Supplier Code of Conduct encourages local sourcing, environmentally responsible packaging, and compliance with labour and safety standards. Key suppliers are assessed against these criteria during onboarding and renewal.

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

Ventive Hospitality Limited recognises sustainable sourcing as an integral element of responsible hospitality operations. The Company engages with suppliers under its Supplier Code of Conduct, which embeds expectations on environmental stewardship, responsible labour practices, and ethical business conduct. At the property level, preference is given to local suppliers for fresh produce and operational inputs, supporting regional economies and reducing transportation-related impacts. The Company is in the process of establishing systematic mechanisms to track and quantify the proportion of inputs sourced sustainably, and disclosures on this metric will be progressively strengthened in 2026-27 reporting cycle.

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 © Hazardous waste and (d) other waste.

Category	Reclamation Process
Plastics (including packaging)	The Company operates in the hospitality services sector and does not manufacture or sell physical products; consequently, the obligation to reclaim products at end of life does not extend to our business.
E-waste	
Hazardous waste	
Other waste (including food and organic waste)	

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, EPR in its conventional form is not applicable to hospitality services. The Company nonetheless complies with the Plastic Waste Management Rules for the plastic packaging it introduces into the market (bottled water, amenities and F&B packaging) through its authorised-recycler partnerships.

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
–	Nil - no LCA conducted in FY 2025-26	–	–	Not applicable	Not applicable

No. The Company did not conduct a formal Life Cycle Assessment for its services during FY 2025-26. Given the service-oriented nature of the hospitality business, the Company currently manages its environmental footprint through operational measures covering energy, water and waste, as disclosed under Principle 6. The Company will evaluate the adoption of life-cycle-based approaches for its key services in future reporting periods.

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

Not applicable. No Life Cycle Assessment was undertaken during FY 2025-26, and no significant social or environmental concerns or risks arising from the delivery of the Company's services were identified through other means during the year.

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	FY 2025-26 (% of input material by value)	FY 2024-25 (% of input material by value)
Recycled or re-used input material	Not separately tracked	Not separately tracked

The Company does not presently track the percentage of recycled or reused input material to total material by value, given the service-oriented nature of its operations. The Company is strengthening its procurement data systems and intends to capture and disclose this information in future reporting periods.

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.

Category	FY 2025-26 Re-Used	FY 2025-26 Recycled	FY 2025-26 Safely Disposed	FY 2024-25 Re-Used	FY 2024-25 Recycled	FY 2024-25 Safely Disposed
Plastics (including packaging)	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
E-waste	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Hazardous waste	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Other waste	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable

Not applicable. The Company is engaged in the hospitality business and does not place manufactured products on the market that require reclamation at end of life. Packaging waste arising from the Company's operations is managed through authorised recyclers and waste handlers, as disclosed under Principle 6 and under Question 4 (Extended Producer Responsibility) of the Essential Indicators of this Principle.

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 products sold
Not applicable – the Company does not place manufactured products on the market	Not applicable

Not applicable, for the reasons stated in the response to Question 4 above.

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)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	24	24	100%	24	100%	0	0%	0	0%	NA	NA
Female	14	14	100%	14	100%	14	100%	0	0%	NA	NA
Total	**38**	**38**	**100%**	**38**	**100%**	**14**	**36.84%**	**0**	**0%**	**NA**	**NA**
Other than Permanent Employees											
Male	2,482	2,454	98.87%	2396	96.54%	0	0%	2115	85.21%	NA	NA
Female	588	582	98.98%	565	96.09%	545	92.69%	0	0%	NA	NA
Total	**3,070**	**3,036**	**98.89%**	**2961**	**96.45%**	**545**	**17.75%**	**2115**	**68.89%**	**NA**	**NA**

Note: NA – Not Applicable

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

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	**0**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**
Other than Permanent Workers											
Male	1	0	0%	0	0%	NA	NA	NA	NA	NA	NA
Female	2	0	0%	0	0%	NA	NA	NA	NA	NA	NA
Total	**3**	**0**	**0%**	**0**	**0%**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**

Note: NA – Not Applicable

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

Parameter	Current FY	Previous FY
Cost incurred on well-being measures as % of total revenue of the Company	0.272	0.395

Note: Spending on well-being measures are on a consolidated basis.

2. Details of retirement benefits, for Current FY 2025-26 and Previous FY 2024-25:

Benefits	Current Financial Year 2025-26			Previous Financial Year 2024-25		
	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and Deposited with the authority (Yes / No / NA)	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and Deposited with the authority (Yes / No / NA)
PF	59.53%	100%	Yes	58.78%	100%	Yes
Gratuity	59.53%	100%	Yes	58.78%	100%	Yes
ESI	**38.58%**	**100%**	**Yes**	**26.00%**	**100%**	**Yes**

Note: * Maldives Properties does not have Retirement Benefits.

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", then whether any steps are being taken by the entity in this regard.

Yes. The Company's premises are accessible to differently-abled employees and workers as required by the Rights of Persons with Disabilities Act, 2016. Key properties incorporate ramps, accessible restrooms, elevator access, and reserved parking; new-build designs are reviewed for full accessibility at design stage.

4. Equal Opportunity Policy

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

Yes, the entity has an equal opportunity policy.

The policy is available at https://www.ventivehospitality.com/corporate-governance-policies/

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

Gender	Permanent Employees		Permanent Workers	
	Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate
Male	0%	0%	NA	NA
Female	100%	100%	NA	NA
Total	100%	100%	NA	NA

Note: 1 employee availed maternal leave during FY 2025-26 (1 female). All employees who took maternal leave returned to work and were retained.

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	Mechanism Available?	Details
Permanent Employees	Yes	Ventive Hospitality maintains a structured grievance management system with time-bound redressal processes. Permanent employees can raise concerns through a dedicated email (hr@ventivehospitality.com), a web portal (https://www.ventivehospitality.com/grievance-redressal/), an HR hotline, and an anonymous whistleblower channel. All grievances are triaged by Corporate HR, routed to the concerned function, and tracked to closure with SLA-based response.
Other than Permanent Employees	Yes	Grievance redressal is accessible to all stakeholders including contractual and temporary employees through confidential channels (email, web portal, helpline, whistleblower).
Permanent Workers	Yes	The Company does not have any permanent workers on its payroll.
Other than Permanent Workers	Yes	Ventive's Corporate HR is accessible for any support in case of formally raising grievances through appropriate channels.

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

Category	Current Financial Year 2025-26			Previous Financial Year 2024-25		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of Association(s) or Unions (B)	Percentage (%) (B/A)	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who are part of Association(s) or Unions (B)	Percentage (%) (B/A)
Total Permanent Employees	Not Applicable					
- Male						
- Female						
Total Permanent Workers	Not Applicable					
- Male						
- Female						

8. (a) Training given to employees and workers on "Health and Safety Measures":

Category	Current Financial Year 2025-26			Previous Financial Year 2024-25		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Male	2,506	2,403	95.89%	2,613	2,519	96.40%
Female	602	573	95.18%	611	575	94.11%
Total	**3,108**	**2,976**	**95.75%**	**3,224**	**3,094**	**95.97%**
Workers						
Male	1	0	0%	3	0	0%
Female	2	0	0%	2	0	0%
Total	**3**	**0**	**0%**	**5**	**0**	**0%**

(b) Training given to employees and workers on "Skill Upgradation":

Category	Current Financial Year 2025-26			Previous Financial Year 2024-25		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Male	2,506	1,942	77.49%	2,613	2234	85.50%
Female	602	450	74.75%	611	495	81.01%
Total	**3,108**	**2,392**	**76.96%**	**3,224**	**2,729**	**84.65%**
Workers						
Male	1	0	0%	3	0	0%
Female	2	0	0%	2	0	0%
Total	**3**	**0**	**0%**	**5**	**0**	**0%**

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

Category	Current Financial Year 2025-26			Previous Financial Year 2024-25		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Male	2,506	2,396	95.61%	2,613	2,519	96.40%
Female	602	561	93.19%	611	579	94.76%
Total	**3,108**	**2,957**	**95.14%**	**3,224**	**3,098**	**96.09%**
Workers						
Male	1	1	100%	3	3	100%
Female	2	2	100%	2	2	100%
Total	**3**	**3**	**100%**	**5**	**5**	**100%**

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 of such system?

Yes. The Company has implemented an Occupational Health and Safety Management System (OHSMS) across its portfolio, with coverage as follows:

Coverage dimension	Details
Workforce covered	All employees and workers, including permanent, contractual, trainee and third-party personnel, as well as guests and visitors on the Company's premises.
Operations covered	100% of operations, comprising all hotels, resorts and commercial properties in India and internationally.
Activities covered	All routine and non-routine activities with a potential health or safety impact.
Standards and certification	OHSMS at JW Marriott Pune is aligned with ISO 45001:2018. Branded properties are additionally governed by the safety and security standards of the respective hotel operators, and international properties comply with applicable host-country regulatory requirements.

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

Ventive employs a structured, multi-layered hazard identification and risk assessment framework applicable to both routine and non-routine work activities across all its business units. The process is designed to be proactive, participatory, and continuously improving.

Hazard Identification Mechanisms

The primary mechanisms deployed for identifying workplace hazards are as follows:

- Workplace Inspections: Scheduled and unannounced safety walkthroughs conducted by Loss Prevention, Security, and Engineering teams across all operational areas. Weekly property rounds, led by senior management including the Operations Manager, Chief Engineer, and Cluster Security Manager, systematically identify snags, unsafe conditions, and emerging hazards.
- Job Safety Analysis (JSA) / Job Hazard Analysis (JHA): Each high-risk or operationally significant task is broken down step by step, with potential hazards identified and control measures assigned at each stage.
- Hazard Identification and Risk Assessment (HIRA): Conducted department-wise on a periodic basis, covering physical, chemical, electrical, biological, ergonomic, and psychosocial hazard categories.
- Permit to Work (PTW) System: Mandated for all non-routine, high-risk activities such as hot work, confined-space entry, electrical isolation, and height work. A pre-task risk assessment and toolbox talk are integral to the PTW process.
- Incident and Near-Miss Reporting: All incidents, near misses, and unsafe acts are documented through the Incident Reporting System (including Marriott's proprietary Incident Reporting Application). Root Cause Analysis (RCA) findings feed back into the hazard register.
- Safety Data Sheet (SDS) Review: Material safety data sheets and chemical handling procedures are reviewed periodically and whenever new chemicals are introduced to ensure appropriate handling and storage protocols.
- Associate Feedback & Safety Committee Meetings: Monthly Joint Health & Safety Committee meetings with cross-departmental representation encourage associates to surface unsafe conditions and contribute to continuous risk reduction.
- Management of Change (MoC): Any change in process, equipment, layout, or materials triggers a fresh hazard assessment prior to implementation.
- Emergency Drills & Mock Exercises: Fire evacuation drills, medical emergency simulations, bomb-threat response drills, and active-shooter scenario training serve both as preparedness exercises and as hazard-awareness tools.

Risk Assessment and Control

Once hazards are identified, each is subjected to a formal risk assessment evaluating the likelihood of occurrence, severity of potential consequence, and frequency of associate exposure. Risks are classified as Low, Medium, or High and addressed through the Hierarchy of Controls:

Control Level	Application
Elimination	Remove the hazard at source (e.g., discontinuing use of a hazardous chemical).
Substitution	Replace with a less hazardous material or process.
Engineering Controls	Physical barriers, machine guards, ventilation, interlocks.
Administrative Controls	SOPs, shift rotation, Permit to Work, signage, toolbox talks.
Personal Protective Equipment (PPE)	Last line of defence — gloves, masks, safety shoes, helmets, goggles, aprons; usage monitored through regular inspections.

All HIRA and JSA records are maintained in the Safety Register, reviewed annually or triggered by any process change, new equipment introduction, or post-incident finding. Results are presented at monthly Safety Committee meetings and validated during annual internal and brand-specific safety audits.

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

Yes. Every property operates a confidential hazard-reporting mechanism, including supervisor escalation, safety committee channels and anonymous reporting, and workers have the right to stop work and remove themselves in the event of imminent danger.

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

Yes. All employees are covered by health insurance. On-site first-aid, nursing and physician services are available at flagship properties, and tele-consultation services are available across the portfolio.

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

Safety Incidents / Number	Category	Current Financial Year 2025-26	Previous Financial Year 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.86	0
	Workers	0	0
Total recordable work-related injuries	Employees	6	0
	Workers	0	0
Number of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	1	0
	Workers	**0**	**0**

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

Ventive Hospitality maintains a safe and healthy working environment through a multi-dimensional, policy-driven approach that integrates operational discipline, preventive health measures, robust emergency preparedness, and a culture of continuous improvement. Key measures institutionalised across the portfolio are described below.

1. **Policy Framework and Governance**

   A formal Occupational Health and Safety Policy, endorsed by senior leadership, articulates the Company's commitment to eliminating work-related injuries, ill-health, and hazardous conditions. OHS objectives — including zero lost-time incidents — are set, monitored, and reviewed through annual Management Review Meetings. A Joint Health & Safety Committee with cross-functional representation convenes monthly to review incident reports, inspection findings, and improvement plans, and to ensure accountability at all levels of the organisation.

2. **Hazard and Risk Management**

   Department-wise HIRA studies are conducted for all routine and non-routine activities. Risks are classified and controlled through the Hierarchy of Controls, with PPE deployment as the final layer of protection. Non-conformities identified during inspections or audits are tracked to closure through a Corrective and Preventive Action (CAPA) framework.

3. **Safety Training and Competency Building**

   All new associates undergo mandatory safety induction training prior to commencing operations. Role-specific refresher training, toolbox talks, and specialised programmes — covering chemical handling, electrical safety, kitchen fire prevention, confined-space awareness, and ergonomics — are conducted regularly. Front office and security personnel receive dedicated bomb-threat response training, while all associates are trained in fire evacuation, first aid, and CPR.

4. **Emergency Preparedness and Fire Life Safety**

   A comprehensive Emergency Response Plan covers fire, medical emergencies, natural disasters, and security threats. Quarterly fire evacuation and mock drills are conducted across properties, supported by:

   - A trained Core Firefighting Team at hotel properties capable of immediate pre-arrival response.
   - A Site Crisis Management Team to coordinate major emergency responses and business continuity.
   - Regular preventive maintenance (PPM) of fire alarm systems (including smoke detectors, Manual Call Points, and hooters), fire extinguishers, hydrant systems, sprinkler systems, Ansul suppression systems, fire pumps, and flooding systems — carried out quarterly or annually by certified third-party vendors.
   - Professional cleaning of kitchen ducts and hoods on a quarterly basis to mitigate fire risk.
   - Clear and maintained emergency exits, assembly points, and safety signage throughout all premises.

5. **Occupational Health and Hygiene**

   Ventive's health measures are structured to address both immediate and long-term well-being:

   - Mandatory pre-employment medical examinations for all new joiners.
   - Annual medical examinations for food handlers in compliance with food safety and hygiene regulations.
   - On-call medical services available at hotel properties for associates and guests.
   - On-site resort clinics with resident physicians at Maldives properties, providing primary care and facilitating hospital referrals.
   - Group health insurance cover for all eligible associates.
   - Periodic hygiene audits and food handler certification to maintain FSSAI and brand-compliance standards.
   - Ongoing environmental monitoring (air, water, noise, soil) at commercial and mixed-use properties.

6. **Sanitation, Housekeeping, and Visitor Safety**

   Rigorous sanitation protocols are maintained across all guest-facing and back-of-house areas, subject to periodic third-party audits. Entry and orientation protocols for visitors, vendors, and contractors — including a mandatory safety briefing — are enforced to mitigate third-party risk. An integrated Building Management System (BMS) at select properties enables centralised monitoring of security, HVAC, access control, and critical infrastructure.

7. **Employee Well-being and Psychosocial Health**

   Recognising that well-being extends beyond physical safety, Ventive has embedded psychosocial health initiatives within its OHS framework. These include Behaviour-Based Safety (BBS) observation programmes, mental health awareness sessions, employee assistance mechanisms, ergonomic workstation assessments for desk-based roles, and structured wellness reviews. The Company's sustained zero-incident record at its commercial properties is a testament to the efficacy of these preventive measures.

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

	Current Financial Year 2025-26			Previous Financial Year 2024-25		
	Filed	Pending Resolution at end of year	Remark	Filed	Pending Resolution at end of year	Remark
Working Conditions	0	0	No complaints received during FY 2025-26.	0	0	No complaints received during FY 2024-25.
Health and Safety	0	0	No complaints received during FY 2025-26.	0	0	No complaints received during FY 2024-25.

14. Assessments for the year

	% Of plants and offices that were assessed (By entity or statutory authorities or third party)
Health and 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.

Ventive Hospitality has established a rigorous incident reporting and investigation framework under which any near-miss, unsafe condition, or hazard is immediately identified and actioned prior to escalation into a recordable incident. The framework operates as follows:

- All incidents, near misses, and unsafe acts are reported through the Incident Reporting System and reviewed by the property-level Safety Committee.
- Root Cause Analysis (RCA) and a structured CAPA process are mandated for all reported incidents to prevent recurrence.
- Monthly Safety Committee meetings review safety performance metrics, update preventive criteria, and track the closure of outstanding CAPA items.
- Institutionalised safety walks conducted by line managers and safety officers proactively surface unsafe conditions, unsafe behaviours, and potential hazards across all operational areas.
- Findings from brand-specific audits (Marriott, Hilton) and third-party safety assessments are systematically fed into the improvement plan.

During the reporting period, one audit observation at Oakwood Residences Pune identified that a Safety Data Sheet (SDS) and spill kit were not co-located in the chemical storage area. Corrective action was implemented promptly, with both items repositioned near the storage room. No other significant OHS incidents were recorded across the domestic portfolio during the year. Conrad Maldives Rangali Island is in the process of expanding and upgrading its fire alarm system and smoke detector network as a planned enhancement to its fire life safety infrastructure.

The Company's strategic and preventive approach to OHS management has contributed to a sustained zero-lost-time-incident record across its commercial office and serviced residence portfolio, reinforcing Ventive's commitment to safeguarding the health and safety of its associates, contractors, and guests across all business segments.

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):**

Category	(Y/N)	Remarks
Employees	Yes	All employees are covered by group life insurance and compensatory benefits in the event of death.
Workers	Not applicable	The Company does not engage workers on its rolls. Coverage for contract workforce is a contractual obligation of the engaging agencies and compliance is reviewed periodically.

2. **Does the entity provide any measures to ensure that statutory dues have been deducted and deposited by the value chain partners?**

Yes. Agreements with manpower agencies and key service providers require compliance with all applicable labour laws, including timely deduction and deposit of statutory dues such as provident fund and employees' state insurance contributions. Supporting compliance documentation is obtained and reviewed periodically as part of the Company's contract administration and audit processes.

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:**

Category	Total no. of affected employees/ workers – FY 2025-26	Total no. of affected employees/ workers – FY 2024-25	No. of employees/ workers rehabilitated / family members placed in suitable employment – FY 2025-26	No. of employees/ workers rehabilitated / family members placed in suitable employment – FY 2024-25
Employees	1	NA*	Nil**	NA*
Workers	0	NA*	Nil	NA*

*FY 2025-26 is the Company's first BRSR reporting year; prior-year figures are not available.

**The affected employee was supported through the Company's medical and insurance provisions; rehabilitation or alternative placement was not required.

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

No. The Company does not currently operate a formal transition assistance programme. Retiring employees are supported through the retirement benefits disclosed under Question 2 of the Essential Indicators of this Principle. The Company will evaluate the introduction of structured transition assistance initiatives in future reporting periods.

5. **Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Nil
Working conditions	Nil

The Company did not undertake formal assessments of the health and safety practices and working conditions of its value chain partners during FY 2025-26. A structured value chain assessment programme covering these parameters will be progressively introduced in the forthcoming reporting periods.

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.**

Not applicable, as no formal assessments of value chain partners were undertaken during FY 2025-26.

PRINCIPLE 4

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

ESSENTIAL INDICATORS

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

The Company follows a stakeholder-led approach to engagement. Key stakeholder groups are first identified and prioritised using the criteria of inclusivity, dependence, influence and the diversity of perspectives each group brings to the business. Engagement then takes place through the modes and channels most accessible to each group, with the emphasis on understanding what stakeholders expect of the Company's brands and how they assess its performance as an organisation. The feedback so gathered is routed to the relevant functions, senior leadership and the Board, where it informs strategy and decision-making. Through this process, every identified group is able to participate in and shape the sustainability topics relevant to it, as well as the Company's strategic response to those topics. While each stakeholder remains accountable for its own conduct and practices, stakeholder expectations are a significant determinant of the Company's sustainability priorities and of how it responds to their needs and concerns. The stakeholder map is revisited each year and anchors the Company's materiality assessment and engagement plan.

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	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders and Investors	No	Annual General Meeting, postal ballots, stock exchange disclosures, statutory reports, investor meets and email communications	Annually, half-yearly and need-based	To inform shareholders of financial and operating performance, major developments and other relevant updates, and to seek approvals where required
Guests and Customers	No	Guest satisfaction surveys, in-stay feedback, online review platforms, loyalty programmes and front-office interactions	Ongoing	To understand guest expectations and feedback on service quality, safety, food quality and overall experience, and to address grievances
Employees	No	Email, employee engagement surveys, town halls, grievance channels and performance reviews	Frequent and need-based	To create a safe, inclusive workplace, understand employee concerns, and provide merit-based opportunities for professional development
Government and Regulators	No	Statutory filings and reports, representations before regulators, and engagement through industry associations	Need-based	To ensure compliance, provide feedback on draft policies, and contribute to sector advancement through industry associations

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.**

   Stakeholder consultation is delegated to the respective functional teams, which engage with each stakeholder group through the channels and at the frequencies described under Question 2 of the Essential Indicators of this Principle. Feedback from these consultations is provided to the Board through defined governance routes: investor and shareholder matters are reported to the Stakeholders Relationship Committee, community and CSR-related inputs are placed before the CSR Committee, and material economic, environmental and social matters arising from stakeholder engagement are escalated by senior management to the Board and its Committees as part of periodic reviews, informing strategy and decision-making.

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

   Yes. Stakeholder consultation formed the basis of the materiality assessment conducted during FY 2025-26, through which the Company's material environmental and social topics disclosed under Question 26 of Section A were identified and prioritised. Instances of incorporation include: guest feedback informing the Company's focus on guest safety and food safety and quality; employee engagement inputs shaping wellbeing and diversity initiatives; community and regulatory expectations informing the energy, water and waste management priorities and the related commitments disclosed under Question 5 of this Section; and supplier engagement informing the adoption of the Supplier Code of Conduct and responsible sourcing practices.

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

   The Company engages with local communities, including villages in the vicinity of its Pune properties and the island communities neighbouring its Maldivian resorts, through its CSR programmes and community initiatives. No concerns from vulnerable or marginalised stakeholder groups requiring redressal were reported during FY 2025-26. Specific instances of engagement and the actions taken will be disclosed as and when they arise.

PRINCIPLE 5

Businesses should respect and promote human rights

ESSENTIAL INDICATORS

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

Category	FY 2025-26 (Current)			FY 2024-25 (Previous)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent Employees	38	38	100%	34	0	0%
Other than Permanent	3,070	2,546	82.93%	3,190	2,587	81.10%
Total Employees	**3,108**	**2,584**	**83.14%**	**3,224**	**2,587**	**80.24%**
Workers						
Permanent Workers	0	0	0%	0	0	0%
Other than Permanent	3	0	0%	5	0	0%
Total Workers	**3**	**0**	**0%**	**5**	**0**	**0%**

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

Category	FY 2025-26 (Current)					FY 2024-25 (Previous)				
	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 Employees	38	0	0%	38	100%	34	0	0%	34	100%
Male	24	0	0%	24	100%	25	0	0%	25	100%
Female	14	0	0%	14	100%	9	0	0%	9	100%
Other than Permanent Employees	3,070	1,344	43.78%	1,726	56.22%	3,190	1,310	41.07%	1,880	58.93%
Male	2,482	1,108	44.64%	1,374	55.36%	2,588	1,071	41.38%	1,517	58.62%
Female	588	236	40.14%	352	59.86%	602	239	39.70%	363	60.30%
Workers										
Permanent Workers	0	0	0%	0	0%	0	0	0%	0	0%
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Other than Permanent Workers	3	3	100%	0	0%	5	5	100%	0	0%
Male	1	1	100%	0	0%	3	3	100%	0	0%
Female	2	2	100%	0	0%	2	2	100%	0	0%

Note: Employees engaged at the Company's overseas (Maldives) properties are not classified under the equal-to / more-than minimum wage categories above, as minimum wages under applicable Indian law do not apply to overseas locations. Accordingly, the category-wise counts do not add up to the total number of employees.

3 **(a). Details of remuneration/salary/wages a. Median remuneration / wages:**

Category	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors (BoD)	5	10,00,000	1	50,00,000
Key Managerial Personnel	3	1,00,64,134	0	–
Employees other than BoD and KMP	2503	4,70,319	602	3,49,062
Workers	1	1,84,704	2	1,84,704

3 **(b). Gross wages paid to females as % of total wages paid by the entity.**

	FY 2025-26 (Current)	FY 2024-25 (Previous)
Gross wages paid to females as % of total wages	16.79%	15.83%

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. The Company has a designated Human Rights focal point / committee responsible for addressing human-rights impacts or issues caused or contributed to by the business.

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

The Company has established a structured Grievance Management System to address concerns relating to human rights across its operations, with defined channels of intake, time-bound investigation, and documented closure. Employees, workers (including those engaged on a contractual basis), guests, and members of the local community may raise grievances through multiple confidential channels, including a dedicated email address, the Company's web-based grievance portal, an HR helpline, an anonymous whistle-blower channel, and grievance boxes placed at property level.

All grievances received are triaged on receipt, investigated in accordance with the Company's Human Rights Policy with timelines calibrated to the severity of the matter and closed with documented outcomes communicated to the complainant where appropriate. The Policy expressly prohibits any form of retaliation against persons raising concerns in good faith, and confidentiality of the complainant is maintained throughout the process. A summary of grievances received, status of resolution, and trends across categories is reviewed periodically by senior management and the ESG Committee, with serious matters escalated to the Audit Committee in line with the Whistle-blower Policy and Vigil Mechanism.

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	5	0	All complaints were investigated and resolved within the timelines prescribed under the POSH Act	2	0	All complaints resolved within prescribed timelines
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour / Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

Note: The complaints reported above pertain to properties operated by subsidiaries of Ventive Hospitality Limited and are included within the consolidated reporting boundary of this Report. At VHL there is no complaint filed. All complaints were investigated and resolved by the respective Internal Committees within the timelines prescribed under the POSH Act, with nil complaints pending as at the year end.

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

Parameter	Current FY 2025-26	Previous FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	5	2
Complaints on POSH as a % of female employees / workers	0.83%	0.33%
Complaints on POSH upheld	0	0

Note: The complaints reported above pertain to properties operated by subsidiaries of Ventive Hospitality Limited and are included within the consolidated reporting boundary of this Report. At VHL there is no complaint filed. All complaints were investigated and resolved by the respective Internal Committees within the timelines prescribed under the POSH Act, with nil complaints pending as at the year end.

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

The Company has put in place a robust framework to safeguard complainants from any adverse consequences arising from the good-faith reporting of human-rights concerns or misconduct. All complaints are handled with strict confidentiality, with the identity of the complainant protected throughout the investigation. Under the Company's Human Rights Policy (Section 7 - Confidentiality and Anti-Retaliation), any form of retaliation including demotion, transfer, denial of opportunities, intimidation, or threats - is expressly prohibited and itself attracts disciplinary action. Sexual-harassment complaints are addressed by the Internal Committee constituted under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in accordance with the procedures and timelines prescribed therein. Concerns raised through the Whistle-blower channel are similarly protected, with serious matters escalated to the Audit Committee in line with the Company's Whistle-blower Policy and Vigil Mechanism.

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

Yes. Supplier contracts, brand-operator agreements and engagement letters incorporate representations and warranties on compliance with applicable labour laws, prohibition of child and forced labour, non-discrimination, payment of minimum wages, and adherence to the Supplier Code of Conduct.

10. **Assessments for the year**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced / involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%

11. **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 or concerns were identified during the assessment period. Accordingly, no corrective actions were required or undertaken.

LEADERSHIP INDICATORS

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

The complaints received during FY 2025-26, as disclosed under Questions 6 and 7 of the Essential Indicators of this Principle, were investigated and resolved within the prescribed timelines. While no fundamental modification of business processes was necessitated, the learnings from these cases have been incorporated into the Company's training, awareness and sensitisation programmes to strengthen prevention and early redressal.

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

A standalone human rights due-diligence exercise was not conducted during FY 2025-26. Human rights considerations are embedded in the Company's Code of Conduct, Human Rights Policy, human resource policies and grievance redressal mechanisms, which apply across all operations and worker categories. The Company will evaluate the conduct of a structured human rights due-diligence exercise in future reporting periods.

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. Consistent with the disclosure under Question 3 of the Essential Indicators of Principle 3, the Company's premises are accessible to differently-abled visitors. Key properties incorporate ramps, accessible restrooms, elevator access and reserved parking, and new-build designs are reviewed for accessibility at the design stage.

4. Details on assessment of value chain partners:

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

The Company did not undertake formal human rights assessments of its value chain partners during FY 2025-26. Contractual arrangements with vendors and service providers require compliance with applicable labour and human rights laws, and the Company intends to introduce a structured value chain assessment programme covering these parameters in the forthcoming reporting periods.

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

Not applicable, as no formal assessments of value chain partners were undertaken during FY 2025-26 and no significant risks or concerns were identified.

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.

Parameter	FY 2025-26 (Current)	FY 2024-25 (Previous)
From renewable sources (in Gigajoules)		
Total electricity consumption (A)	85,864.499	82,155.621
Total fuel consumption (B)	220.865	126.374
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	**86,085.364**	**82,281.995**
From non-renewable sources		
Total electricity consumption (D)	89,494.047	95,417.222
Total fuel consumption (E)	433,637.589	444,347.716
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	**523,131.635**	**539,764.938**
Total energy consumed (A+B+C+D+E+F)	**609,217.000**	**622,046.934**
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (GJ per million INR)	24.75	38.76
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)^ (GJ per INT. US$)[1]	503.578	778.302
Energy intensity per Occupied Room Night (GJ/Occupied Room Nights)[2]	1.194	1.320

Notes:

1. (Refers to the PPP-adjusted energy intensity row) Computed using the implied PPP conversion factors published by the International Monetary Fund (IMF) for the respective financial years – ₹20.343 per international $ for FY 2025-26 and ₹20.080 per international $ for FY 2024-25.
2. (Refers to the energy intensity per Occupied Room Night row) Disclosed as an optional, sector-relevant intensity metric. Occupied Room Nights pertain to hotel properties only; commercial office assets are excluded from this metric.

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. Reasonable assurance of the energy disclosures has been carried out by IQRS (India) Private Limited as part of the BRSR Core assurance.

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. The Company does not have any sites or facilities identified as designated consumers (DCs) under the PAT Scheme of the Government of India.

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	0	0
(iii) Third party water	549,480.21	550,080.26
(iv) Seawater / desalinated water	1,329,764.57	1,198,952.70
(v) Others	143.00	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**1,879,387.78**	**1,749,032.96**
Total volume of water consumption (in kilolitres)[1]	**997,427.07**	**961,465.38**
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (KL per ₹ million)	40.53	59.92
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (KL per international $)[2]	824.47	1,202.98
Water intensity per Occupied Room Night (KL per Occupied Room Night)[3]	1.479	1.544

4. Provide the following details related to water discharged (in kilolitres):

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	0	0
– No treatment	0	0
– With treatment	0	0
(ii) To Groundwater	0	0
– No treatment	0	0
– With treatment	0	0
(iii) To Seawater	852,858.71	764,769.58
– No treatment	0	0
– With treatment - reject water (brine) from seawater desalination plants, managed and discharged in accordance with applicable permits[4]	852,858.71	764,769.58
(iv) Sent to third parties	29,102.00	22,798.00
– No treatment	22,532.00	16,246.00
– With treatment – treated in on-site sewage treatment plants prior to discharge[5]	6,570.00	6,552.00
(v) Others	0	0
– No treatment	0	0
– With treatment	0	0
Total water discharged (in kilolitres)	**8,81,960.71**	**7,87,567.58**

Notes:

1. (Refers to total water consumption) Water consumption is derived as total water withdrawal less total water discharged for the respective year.
2. (Refers to the PPP-adjusted water intensity row) Computed using the implied PPP conversion factors published by the International Monetary Fund (IMF) for the respective financial years – ₹ 20.343 per international $ for FY 2025-26 and ₹ 20.080 per international $ for FY 2024-25.

3. (Refers to the water intensity per Occupied Room Night row) Disclosed as an optional, sector-relevant intensity metric. Occupied Room Nights pertain to hotel properties only; commercial office assets are excluded from this metric.
4. (Refers to discharge to seawater, with treatment) Represents reject water (brine) from the seawater desalination plants at the Maldivian properties, discharged to sea in accordance with applicable host-country environmental permits.
5. (Refers to discharge to third parties, with treatment) Represents wastewater treated in on-site sewage treatment plants before discharge to municipal or third-party systems.

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. Reasonable assurance of the water disclosures has been carried out by IQRS (India) Private Limited as part of the BRSR Core assurance.

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

ZLD has not been implemented portfolio-wide however, all domestic properties are equipped with on-site STPs, and treated wastewater is reused for horticulture, cooling tower make-up, and flushing wherever feasible thereby reducing freshwater withdrawal and effluent discharge to municipal systems.

6. Air emissions (other than GHG)

Parameter	Unit	Current FY	Previous FY
NOx	kg	77.81	Within permissible Limit
SOx	kg	121.09	Within permissible Limit
Particulate Matter (PM)	Kg	304.62	Within permissible Limit
Persistent Organic Pollutants (POP)	Kg	Within permissible Limit	Within permissible Limit
Volatile Organic Compounds (VOC)	Kg	Within permissible Limit	Within permissible Limit
Hazardous Air Pollutants (HAP)	kg	Within permissible Limit	Within permissible Limit

Note:

(i) As part of its regular environmental monitoring process, the Company periodically measures other air emissions through authorized external agencies, in accordance with the requirements of the respective State Pollution Control Boards. Based on the reports received during the reporting year, all measured emissions were observed to be within the prescribed permissible limits.

(ii) **Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) – Yes.** Independent assurance on the disclosed environmental parameters has been carried out by IQRS (India) Private Limited.

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 GHG into CO_2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)[1]	Metric tonnes of CO_2 equivalent	40,438.929	37,753.525
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)[2]	Metric tonnes of CO_2 equivalent	17,650.228	18,590.497
Total Scope 1 and Scope 2 emissions	Metric tonnes of CO_2 equivalent	**58,089.157**	**56,344.022**
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO_2e per ₹ million	2.36	3.51
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)[3]	tCO_2e per international $	48.02	70.50
Total Scope 1 and Scope 2 emission intensity per Occupied Room Night[4]	tCO_2e per Occupied Room Night	0.1131	0.1187

Notes:

1. (Refers to Scope 1 emissions) Emissions have been computed in accordance with the GHG Protocol Corporate Accounting and Reporting Standard, covering CO_2, CH4 and N2O from fuel combustion and refrigerant losses, expressed as CO_2 equivalent.
2. (Refers to Scope 2 emissions) Scope 2 emissions are reported on a location basis using the grid emission factors applicable to the respective geographies of operation.
3. (Refers to the PPP-adjusted emission intensity row) Computed using the implied PPP conversion factors published by the International Monetary Fund (IMF) for the respective financial years – ₹ 20.343 per international $ for FY 2025-26 and ₹ 20.080 per international $ for FY 2024-25.
4. (Refers to the emission intensity per Occupied Room Night row) Disclosed as an optional, sector-relevant intensity metric. Occupied Room Nights pertain to hotel properties only; commercial office assets are excluded from this metric.

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. Reasonable assurance of the GHG emission disclosures has been carried out by IQRS (India) Private Limited as part of the BRSR Core assurance.

8. GHG reduction projects

The Company does not currently operate a formal GHG reduction project. However, multiple efficiency and decarbonisation initiatives are underway across the portfolio contracted open-access renewable power, rooftop solar installations, LED retrofits, BMS-led HVAC efficiency, low-GWP refrigerant transitions, and biogas generation from food waste - that contribute to emission intensity reduction. A formal portfolio-wide decarbonisation roadmap (covering Scope 1, 2 and material Scope 3 categories) is being developed for FY 2026-27 alongside the completion of baseline inventories.

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

Total Waste generated (in metric tonnes):

Parameter	FY 2025-26 (Current)	FY 2024-25 (Previous)
Plastic waste (A)	279.359	302.706
E-waste (B)	2.898	0.822
Bio-medical waste (C)	0.000	0.000
Construction and demolition waste (D)	190.720	154.446
Battery waste (E)	0.562	0.010
Radioactive waste (F)	0.000	0.000
Other Hazardous waste (G)1	43.123	52.208
Other non-hazardous waste (H)	5,088.407	2,860.958
Total (A+B+C+D+E+F+G+H)	**5,605.069**	**3,371.150**
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations) (MT per million INR)	0.228	0.210
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (MT per INT. US$)2	4.633	4.217
Waste per Occupied Room Night (MT/Occupied Room Nights)3	0.0093	0.0063

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

Category of waste	FY 2025-26 (Current)	FY 2024-25 (Previous)
(i) Recycled	2,099.126	1,597.588
(ii) Re-used	255.198	0
(iii) Other recovery operations	2,208.194	1,125.256

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

Category of waste	FY 2025-26 (Current)	FY 2024-25 (Previous)
(i) Incineration	0	0
(ii) Landfilling	561.252	182.204
(iii) Other disposal operations	481.299	466.102

Notes:

1. (Refers to other non-hazardous waste) Primarily comprises food and wet waste, garden waste, paper, cardboard, glass and metal scrap arising from hotel and commercial operations.
2. (Refers to the PPP-adjusted waste intensity row) Computed using the implied PPP conversion factors published by the International Monetary Fund (IMF) for the respective financial years – ₹ 20.343 per international $ for FY 2025-26 and ₹ 20.080 per international $ for FY 2024-25.
3. (Refers to the waste intensity per Occupied Room Night row) Disclosed as an optional, sector-relevant intensity metric. Occupied Room Nights pertain to hotel properties only; commercial office assets are excluded from this metric.
4. (Refers to other disposal operations) Other disposal operations include wet, food and garden waste handed over to municipal collection systems for disposal. The Company is strengthening the downstream classification of municipally collected waste to enable fuller categorisation in future reporting periods
5. (Refers to total waste generated) The increase in total waste generated in FY 2025-26 as compared to FY 2024-25 is primarily attributable to improvements in the Company's waste measurement, monitoring and reporting systems, including more comprehensive on-site quantification and categorisation of waste streams across properties. This has enabled fuller capture of waste quantities, particularly other non-hazardous waste, which were previously not fully measured. The Company continues to strengthen its waste data collection and reporting processes to further improve the completeness and accuracy of its disclosures.

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. Reasonable assurance of the waste disclosures has been carried out by IQRS (India) Private Limited as part of the BRSR Core assurance.

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.

The Company's waste management approach is anchored in the globally recognised waste hierarchy of reduce, reuse, recycle, recover, and dispose, applied consistently across all properties in the portfolio. The principal practices in operation include:

- **Source segregation:** Wet, dry, recyclable, and hazardous waste streams are segregated at the point of generation across kitchens, guest rooms, housekeeping, and back-of-house areas, supported by staff training and periodic compliance audits.
- **Recycling and material recovery:** Cardboard, paper, and plastic waste is routed to authorised recyclers, with documentation maintained for traceability.
- **Hazardous and regulated waste:** E-waste, used batteries, used oil, and other hazardous wastes are disposed of exclusively through authorised vendors registered under the applicable rules (Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016, and E-Waste (Management) Rules, 2022), with manifest-based tracking maintained for each consignment.
- **Single-use plastic phase-out:** Structured programmes are in place to eliminate single-use plastics across guest-facing and back-of-house operations.

Hazardous and toxic chemicals usage and management:

The Company actively works to minimise the use of hazardous and toxic chemicals across its operations. Cleaning, laundry, and pest-control chemistries are progressively being replaced with green-certified and biodegradable alternatives wherever operationally viable. Engineering controls, dilution-dispensing systems, and quantity-restricted storage protocols further reduce the volume of chemicals in active use. Handling, storage, and disposal of all chemicals are governed by Standard Operating Procedures (SOPs) drawn from the relevant Material Safety Data Sheets (MSDS), with property-level training conducted for all personnel involved in chemical handling. Spent chemicals and contaminated containers are disposed of through authorised hazardous-waste handlers in line with applicable regulatory requirements.

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

Location	Type of Operations	Compliant with EC / Clearance?	Remarks
Anantara Dhigu, Anantara Veli, Naladhu (South Male Atoll, Maldives)	Resort operations on coral island	Yes	Operated in accordance with Maldives EPA approvals and coral-reef monitoring programme in place
Conrad Maldives Rangali Island (Alifu Dhaalu Atoll)	Resort operations on coral island	Yes	Operated in accordance with Maldives EPA approvals and reef conservation and plastic-free initiatives
Raaya by Atmosphere (Raa Atoll)	Resort operations on coral island	Yes	Operated in accordance with Maldives EPA approvals
Hilton Goa Resort, Saipem, Candolim	Hotel operations within Coastal Regulation Zone (CRZ)	Yes	Operated in accordance with CRZ conditions and applicable Goa-State approvals

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Y/N)	Results communicated in public domain (Y/N)	Relevant Web link
Not Applicable. No projects requiring an Environmental Impact Assessment under the EIA Notification, 2006 or other applicable laws were undertaken by the Company during FY 2025-26.					

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. The Company is compliant with the applicable environmental laws, regulations and guidelines in India, including the Water (Prevention and Control of Pollution) Act, 1974, the Air (Prevention and Control of Pollution) Act, 1981, and the Environment (Protection) Act, 1986 and the rules thereunder. Operations outside India comply with the environmental regulations of the respective host countries. No instances of non-compliance, fines or penalties were reported during FY 2025-26, and accordingly the table below is not applicable.

Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not Applicable			

LEADERSHIP INDICATORS

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

Name of the area	Nature of operations	Water withdrawal, consumption and discharge (in kilolitres)
–	–	Not assessed for FY 2025-26

A formal mapping of operational sites against recognised water-stress indices was not undertaken during FY 2025-26, and accordingly, site-wise water withdrawal, consumption and discharge in areas of water stress has not been separately quantified for the year. Water disclosures for the Company's operations as a whole are provided under Questions 3 and 4 of the Essential Indicators of this Principle. The Company intends to complete a water-stress assessment of its operational locations and provide this disclosure in future reporting periods.

2. **Please provide details of total Scope 3 emissions and 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 GHG into CO_2 CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	Not quantified	Not quantified
Total Scope 3 emission intensity per rupee of turnover	tCO_2e e per ₹ of turnover	Not quantified	Not quantified
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	–	Not quantified	Not quantified

The Company has not quantified its Scope 3 (other indirect) greenhouse gas emissions for FY 2025-26. A Scope 3 inventory covering the relevant value chain categories, including purchased goods and services, fuel- and energy-related activities, waste generated in operations and business travel, is under development, and the Company intends to disclose Scope 3 emissions and intensity from future reporting periods onwards.

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.**

The Company's resorts in the Maldives operate in proximity to coral-reef ecosystems and associated marine biodiversity. To prevent and remediate potential impacts, structured conservation programmes are in place, including coral-reef monitoring and restoration through coral gardening and out-planting at the Anantara Maldives properties, scientific monitoring using three-dimensional reef-mapping and Coral Point Count (CPCe) surveys, dedicated conservation programmes for key marine species such as nurse sharks and sea turtles, and Green Fins Digital Membership at Conrad Maldives, Raaya by Atmosphere and Anantara Dhigu and Veli, aligning operations with the UNEP Reef-World Foundation marine-tourism sustainability framework. Operational safeguards, including brine-reject management at the SWRO desalination units and the elimination of single-use plastic bottles through on-site glass bottling, further mitigate ecological risk. No significant adverse impact on biodiversity was reported during the year as a result of the Company's operations.

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:**

Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
Rooftop Solar Photovoltaic Installations	Rooftop solar PV systems have been installed at selected properties to displace grid-based electricity consumption with on-site renewable generation.	Increased share of renewable energy in the overall energy mix; reduction in Scope 2 emissions.
Open-Access Renewable Energy Procurement	Procurement of solar and wind power through the open-access route under the Electricity Act, 2003, supplementing on-site generation.	Progressive substitution of conventional grid power with renewable sources, supporting the Company's long-term Net Zero ambition.
Intelligent Building Management Systems (BMS)	Deployment of BMS at flagship hotels to optimise HVAC, lighting and equipment loads through real-time monitoring and adaptive control.	Improved energy performance of hotel operations; enhanced ability to track and manage peak loads.
Sea Water Reverse Osmosis (SWRO) Desalination with Brine-Reject Management	SWRO systems at the Maldivian resorts, supported by structured brine-reject management protocols to safeguard the surrounding marine ecosystems.	Reduced reliance on imported potable water; protection of reef and lagoon ecosystems adjoining the resort properties.
Transition to Low-GWP Refrigerants	Progressive migration to refrigerants with lower Global Warming Potential across HVAC and refrigeration systems, in line with global best practice.	Reduction in fugitive Scope 1 emissions; alignment with evolving regulatory standards on refrigerants and ozone-depleting substances.

Note:

1. The quantified outcomes of the energy, emission and resource efficiency initiatives listed above are reflected in the disclosures under Questions 1, 7 and 8 of the Essential Indicators of this Principle.

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

Yes. The Company's properties operate under established emergency preparedness and response protocols covering fire safety, medical emergencies, natural disasters and other business disruption events. These protocols include periodic risk assessments, evacuation plans, fire detection and suppression systems, trained emergency response teams, regular mock drills and coordination arrangements with local emergency services. Business-critical functions are supported by contingency arrangements designed to ensure continuity of guest services and the safety of guests, employees and assets.

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

No significant adverse impact to the environment arising from the Company's value chain was identified during FY 2025-26. The Company encourages its vendors and service providers to adopt environmentally responsible practices and will progressively formalise environmental expectations within its procurement processes.

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

Nil. The Company did not undertake formal environmental assessments of its value chain partners during FY 2025-26. A structured value chain assessment programme covering environmental parameters will be progressively introduced in the forthcoming reporting periods.

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 company has no affiliations with trade and industry chambers / associations.

1 **(b). List of top 10 trade / industry chambers and associations**

S. No.	Name of Trade / Industry Chamber / Association	Reach (State / National)
The company is not a part of any trade / industry chambers and associations.		

2. **Corrective action on anti-competitive conduct**

Name of Authority	Brief of the Case	Corrective Action Taken
Not applicable	No adverse orders from any regulatory authority relating to anti-competitive conduct were received during FY 2025-26	Not applicable

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)	Web Link, if available
1	Nil	Not applicable	Not applicable	Not applicable	Not applicable

The Company did not directly advocate any public policy positions during FY 2025-26. As disclosed under Question 1 of the Essential Indicators of this Principle, the Company is not presently a member of any trade or industry chambers or associations; any future participation in policy discourse will be conducted in a responsible and transparent manner.

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

ESSENTIAL INDICATORS

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Y/N)	Results communicated in public domain (Y/N)	Relevant Web link
Ventive was not required to undertake any Social Impact Assessment (SIA) during FY 2025-26 as per applicable law.					

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

Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
No project for Rehabilitation and Resettlement has been undertaken by the Company in FY 2025-26.					

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

The Company provides multiple channels for members of the local community and other external stakeholders to raise concerns relating to its operations:

- **Dedicated email:** Concerns may be addressed to whistleblower@ventivehospitality.com.
- **Online grievance portal:** A web-based portal is available at https://www.ventivehospitality.com/grievance/, accessible to any stakeholder, including community members.

All grievances are acknowledged, examined, and addressed in a timely manner, with confidentiality of the complainant maintained throughout. The Company does not permit retaliation against persons raising bona fide concerns, and serious matters are escalated to senior management in line with the Whistle-blower Policy and Vigil Mechanism.

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

	FY 2025-26 (Current)	FY 2024-25 (Previous)
Directly sourced from MSMEs / small producers	16.003%	22.801%
Sourced directly from within India	100%	100%

Note: The above disclosure on input material sourced from suppliers covers only Ventive's Indian operations. Overseas subsidiaries/ properties have been excluded from this disclosure, as the indicator relates to sourcing from MSMEs / small producers as defined under the Micro, Small and Medium Enterprises Development Act, 2006, which is applicable only within India.

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)	FY 2024-25 (Previous)
Rural	0%	0%
Semi-urban	5.80%	7.09%
Urban	0%	0%
Metropolitan	94.20%	92.91%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

* Wages of overseas properties (Anantara, Raaya, Conrad — Maldives) are excluded as RBI classification is applicable only to Indian locations.

* Percentages are computed on total wages paid across Indian operations.

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 for FY 2025-26, since the Company was not required to undertake a Social Impact Assessment (SIA) under applicable law.	

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

S. No.	State	Aspirational District	Amount spent (In INR)
1	-	-	Nil

The Company did not undertake CSR projects in designated aspirational districts during FY 2025-26. The Company's CSR initiatives are presently focused on communities in and around its areas of operation, and it will evaluate opportunities to extend its programmes to aspirational districts in future reporting periods.

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/ vulnerable groups? (Yes/No) (b) From which marginalized/ vulnerable groups do you procure? (c) What percentage of total procurement (by value) does it constitute?

(a) No. However, the Company has Supplier Code of Conduct and sustainable sourcing practices that enables preferential procurement from the suppliers from marginalized / vulnerable groups

(b) Not applicable.

(c) Not applicable. The Company sources goods and services from local suppliers where feasible, which supports local economies in the vicinity of its properties, and it will evaluate the adoption of a formal preferential procurement framework in future reporting periods.

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:

Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
Nil	Not applicable	Not applicable	Not applicable

The Company does not own or has not acquired any intellectual property based on traditional knowledge, and accordingly, no benefits were derived or shared during FY 2025-26.

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
Not applicable	No disputes involving traditional knowledge were reported in FY 2025-26	Not applicable

Not applicable. No intellectual property related disputes involving the usage of traditional knowledge were reported during FY 2025-26, and no adverse orders were received.

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	As set out in the Annual Report on CSR Activities forming part of the Board's Report	Not separately quantified for FY 2025-26	Not separately quantified for FY 2025-26

The details of the Company's CSR projects, spends and beneficiaries for FY 2025-26 are set out in the Annual Report on CSR Activities forming part of the Board's Report. The Company has not separately quantified the number of persons benefitted from its CSR projects and the percentage of such beneficiaries belonging to vulnerable and marginalised groups for the year, and it is strengthening its beneficiary tracking mechanisms to enable this disclosure in future reporting periods.

PRINCIPLE 9

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

ESSENTIAL INDICATORS

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

The Company has put in place a structured mechanism to receive, track, and resolve guest complaints and feedback across its properties. The key features of this mechanism are set out below:

- All consumer complaints and feedback are received and logged through a website-based system, which serves as the single point of capture across properties and brands.
- Each complaint is assigned to the relevant department or property team for action. The Company aims to close all complaints within 7 business days of receipt, with escalation protocols in place for matters requiring senior management attention.
- Every complaint is tagged against defined categories including Human Rights, Product and Service, and Health & Safety to enable trend analysis, identify recurring issues, and inform corrective and preventive measures.

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

Parameter	As a % of Total Turnover
Environmental and social parameters relevant to the product	Not applicable
Safe and responsible usage	
Recycling and / or safe disposal	

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

Category	Current FY 2025-26 Received	Pending	Previous FY 2024-25 Received	Pending	Remarks
Data privacy	0	0	0	0	Nil
Advertising	0	0	0	0	Nil
Cyber-security	0	0	0	0	Nil
Delivery of essential services	0	0	0	0	Nil
Restrictive Trade Practices	0	0	0	0	Nil
Unfair Trade Practices	0	0	0	0	Nil
Other	0	0	0	0	Nil

Note: No consumer complaints were recorded across data privacy, advertising, cyber security, delivery of essential services, and restrictive or unfair trade practices in either the current or previous financial year.

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

Type	Number	Reasons for Recall
Voluntary recalls	Not Applicable as the company operates in the service industry.	
Forced recalls		

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. The Company's Information Security and Data Privacy Policy align with the principles of ISO 27001 and the Digital Personal Data Protection Act, 2023. It covers access control, data lifecycle management, vendor risk, incident response, and privacy-by-design. The policy can be viewed at this link: https://www.ventivehospitality.com/corporate-governance-policies/

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, there were no incidents involving advertising standards, essential-service delivery, cyber-security, or data privacy. No product recalls occurred and no regulatory penalties were issued regarding product safety, advertising standards, or unfair trade practices. Routine preventative controls cybersecurity monitoring, vendor audits, and periodic penetration testing continue to operate.

7. Provide the following information relating to data breaches:

	Parameter	Value
a.	Number of instances of data breaches	0
b.	Percentage of data breaches involving personally identifiable information of customers	0
c.	Impact, if any, of the data breaches	NA

LEADERSHIP INDICATORS

1. Channels / platforms where product / service information can be accessed

Information pertaining to the Company's products and services is accessible across the following channels:

(i) **Corporate website:** Comprehensive information on the Company, its portfolio of hospitality assets, and associated service offerings is available at https://www.ventivehospitality.com/

(ii) **Brand-operator websites:** Property-level information, reservations, and service particulars are also accessible through the digital platforms of the Company's hotel operating partners, namely Marriott International, Hilton, Anantara (Minor Hotels), Oakwood, and Atmosphere Hotels & Resorts.

(iii) **Online Travel Agencies (OTAs):** Booking-related information and property listings are further available across leading OTA platforms.

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

The Company has instituted a multi-touchpoint communication framework to inform and educate guests on the safe, responsible, and sustainable use of its hospitality offerings. Information is disseminated through prominently displayed signage, in-room collateral, printed cards, and digital displays positioned across guest rooms, recreational facilities, and other designated guest-usage areas. The communication covers, inter alia:

- Safe usage of in-room amenities and electrical equipment
- Pool, gymnasium, and spa safety protocols
- Responsible consumption of alcoholic beverages, in line with applicable regulatory requirements

- Sustainability initiatives, including linen and towel re-use programmes, water conservation measures, and energy-saving practices
- Fire-safety procedures, evacuation routes, and emergency contact information

Front-office and guest-services personnel are additionally trained to brief guests on relevant safety protocols at the point of check-in and during their stay, thereby reinforcing written communications through direct engagement.

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

Not applicable. As per the Essential Services Maintenance Act, and given the nature of the business, Ventive Hospitality does not fall under essential services. In the event of disruption to material guest-facing services (e.g., utility outages, weather-related operational changes), guests are informed through front-desk communication, in-room notifications, website and mobile-channel alerts, and, where relevant, compensatory service arrangements.

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**

No, standard product labelling does not apply directly to the Company's hospitality services. However, the Company shares additional information with guests beyond what is required by law. This includes allergen and dietary details on food and beverage menus, sourcing information for select items, sustainability features of in-room amenities (such as eco-friendly toiletries and responsibly sourced linen), and details of energy and water conservation practices, communicated through in-room cards, signage, and digital channels.

Consumer satisfaction relating to major products / services of the entity:

Yes. The Company measures guest satisfaction through several methods such as brand-led Guest Satisfaction Surveys (GSS), Net Promoter Score (NPS) tracking, post-stay feedback forms at the property level, and regular monitoring of guest reviews on OTA and online platforms. Results are reviewed every month at the property level and periodically at the corporate level. The findings help improve services, update SOPs, and shape staff training programmes.

Independent Assurance Statement

VENTIVE HOSPITALITY LIMITED

Assurance Statement on Business Responsibility and Sustainability Reporting (BRSR Core) of VENTIVE HOSPITALITY LIMITED

For

Reporting Period:

April 01, 2025 – March 31, 2026

Assurance Statement No.: IRQS/264200891

Introduction and Objective of Work

INDIAN REGISTER QUALITY SYSTEMS (IRQS) has been engaged by **VENTIVE HOSPITALITY LIMITED** (hereinafter referred to as "the Company" or "Ventive") to conduct an independent **Reasonable Assurance engagement** of the sustainability parameters disclosed in its **Business Responsibility and Sustainability Reporting (BRSR Core)** forming part of the Company's Annual Report for the reporting period **01.04.2025 to 31.03.2026**.

This assurance statement applies to the information included within the defined scope of work as described in this report.

The objective of this engagement is to provide **reasonable assurance** on whether the selected **BRSR Core disclosures** are free from material misstatement and are prepared, in all material respects, in accordance with the applicable requirements of the **SEBI BRSR Core Framework**, the **SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015** and **ISAE 3000 (Revised)**.

The selection of reporting criteria, reporting period, reporting boundary, data monitoring, measurement systems, consolidation and presentation of information for the BRSR Core disclosures are the sole responsibility of the management of **VENTIVE HOSPITALITY LIMITED**.

Indian Register Quality Systems (IRQS) was not involved in the preparation, compilation, or presentation of the underlying data or disclosures of the Company. Our responsibility is limited to conducting independent assurance procedures and expressing an assurance conclusion on the BRSR Core disclosures based on the evidence obtained.

Intended User

This assurance statement is issued solely for **VENTIVE HOSPITALITY LIMITED ("the Company") and its stakeholders**, in accordance with the governing contractual terms and conditions of the assurance engagement between **the Company and Indian Register Quality Systems (IRQS)**.

To the extent permitted by applicable law, we do not accept or assume any responsibility or liability to any party other than **VENTIVE HOSPITALITY LIMITED** for the work performed, or for the conclusions expressed in this assurance statement and related report.

Scope of Work

- Assessment of whether the BRSR Core disclosures and associated sustainability data for the reporting period **01.04.2025 to 31.03.2026** are fairly presented and free from material misstatement or misrepresentation, based on the evidence obtained during the assurance engagement.
- Evaluation of the appropriateness, completeness and robustness of the underlying reporting systems, processes and internal controls used by the Company for the collection, consolidation, validation and reporting of BRSR Core sustainability information.
- Review of selected BRSR Core indicators covering environmental, social and governance parameters, including greenhouse gas emissions, energy consumption, water management, waste management, occupational health and safety, employee-related disclosures and governance practices, on a sample basis.
- Assessment of data accuracy, consistency, traceability and reliability of sustainability information disclosed by the Company through supporting records, systems and management representations.
- Verification of selected information through document review, data testing and onsite/remote assessment activities as defined within the agreed assurance boundary.

Reporting Criteria

The reporting framework is based on the **Business Responsibility and Sustainability Reporting (BRSR) Core**, including **Annexure I – Format of BRSR Core disclosures** and the applicable requirements of **updated BRSR Annexure II**, as prescribed under the **SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015**.
The assurance engagement includes verification of data and information related to selected material **BRSR Core topics** reported by **VENTIVE HOSPITALITY LIMITED** for the reporting period **01.04.2025 to 31.03.2026**, including:

- **Greenhouse Gas (GHG) Footprint**
- **Water Footprint**
- **Energy Footprint**
- **Embracing Circularity – Waste Management and Resource Efficiency**
- **Enhancing Employee Wellbeing and Occupational Health & Safety**
- **Enabling Gender Diversity in Business**
- **Enabling Inclusive Development**
- **Fairness in Engaging with Customers and Suppliers**
- **Transparency and Openness of Business Practices (Governance Disclosures).**

Sr.No.	Attribute	Parameter
1	Green-house gas (GHG) footprint	**Total Scope 1 emissions in tCO_2e**
	*Greenhouse gas emissions have been quantified in accordance with the **GHG Protocol Corporate Accounting and Reporting Standard**, following the **operational control approach**. Emission factors have been applied based on **DEFRA 2024 (Gross CV basis) for fuel combustion sources** and **IPCC AR5 Global Warming Potentials (GWP) for refrigerants**.*	**Total Scope 2 emissions in tCO_2e**
		Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)
		Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP).
		Total Scope 1 and Scope 2 emission intensity in terms of physical output (Occupied Room Night basis)**.**
2	Water footprint	**Total water consumption**
		Water consumption intensity
		Water Discharge by destination and levels of Treatment
		Water withdrawal by source (in kilolitres)
		(i) Surface water
		(ii) Groundwater
		(iii) Third party water
		(iv) Seawater / desalinated water
		(v) Others
		Total volume of water withdrawal (inkilolitres) (i + ii + iii + iv + v).

		Total volume of water consumption (in kilolitres).
		Water intensity per rupee of turnover (Water consumed / Revenue from operations).
		Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Water consumption / Revenue from operations adjusted for PPP).
		Water intensity in terms of physical output (Occupied Room Night basis)**.**
3	Energy footprint	**Total energy consumed**
		% of energy consumed from renewable sources
		Energy intensity
		Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations).
		Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP).
		Energy intensity in terms of physical output (Occupied Room Night basis).
4	Embracing Circularity – Waste Management and Resource Efficiency	**Plastic waste (A)**
		E-waste (B)
		Bio-medical waste (C)
		Construction and demolition waste (D)
		Battery waste (E)
		Radioactive waste (F)
		Other Hazardous waste. Please specify, if any. (G)
		Other Non-hazardous waste generated (H).Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)
		Total waste generated ((A+B + C + D + E + F + G + H)
		Waste intensity
		Waste intensity per rupee of turnover (Total waste generated / Revenue from operations).
		Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP).
		Waste intensity in terms of physical output (Occupied Room Night basis).
		Each category of waste generated, total wasterecovered through **Recycling, Re-using or other Recovery operations.**
		For each category of waste generated, total waste disposed by **nature of disposal method.**

5	Enhancing Employee Wellbeing and Occupational Health & Safety	Spending on measures towards well- being 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).
		Lost Time Injury Frequency Rate *(LTIFR per million person-hours worked).*
		Facilities for differently-abled employees and workers.
6	Enabling Gender Diversity in Business	Gross wages paid to females as % total of wages paid.
		Complaints on POSH.
7	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases – ***Directly sourced from MSMEs/ small producers and from within India.***
		Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) **as % of total wage cost.**
8	Fairness in Engaging with Customersand Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches orcyber security events.
		Number of days of accounts payable.
9	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers and related parties Loans and advances & investments with relatedparties.

Assurance Standards Used

Indian Register Quality Systems (IRQS) conducted a **Reasonable Assurance Engagement** on the BRSR Core disclosures of **Ventive Hospitality Limited** for the financial year **2025–26**. The assurance engagement was carried out in accordance with the requirements of the SEBI BRSR Core framework, including Annexure I – BRSR Core and Annexure II and was performed using IRQS assurance methodologies and procedures designed to obtain reasonable assurance on the reported disclosures.

The engagement included evaluation of data management systems, review of supporting evidence, verification of calculations, assessment of reporting processes and testing of selected disclosures to determine whether the BRSR Core information has been prepared, in all material respects, in accordance with the applicable reporting criteria.

Scope, Boundary and Limitations of Assurance

The scope of this Reasonable Assurance engagement covers the Business Responsibility and Sustainability Reporting (BRSR) Core disclosures of VENTIVE HOSPITALITY LIMITED ("VHL") for the reporting period from 01 April 2025 to 31 March 2026, in accordance with the SEBI BRSR Core Framework.

Reporting Boundary

The assurance engagement covered the following corporate office and operational locations:

Corporate Office

- Second Floor, Tower D, Techpark One, Yerwada, Pune, Maharashtra – 411006

Operational Locations

1. JW Marriott, Pune
2. The Ritz-Carlton, Pune
3. Anantara, Maldives
4. Conrad, Maldives
5. Raaya, Maldives
6. Marriott Suites, Pune
7. DoubleTree by Hilton, Pune
8. Oakwood Residences, Pune
9. Marriott Aloft, ORR Bangalore
10. Courtyard by Marriott, Pune
11. Marriott Aloft, Whitefield Bangalore
12. Hilton Goa
13. Business Bay, Pune
14. ICC Offices (Plot A, B & C), Pune
15. Panchshil Tech Park, Pune

The reported qualitative and quantitative information was assessed through review of supporting documentation, management records, source data, calculations and evidence maintained by the Company, including records available through the OREN Sustainability Hub platform. Selected non-financial data and disclosures were verified through sampling techniques, interviews with responsible personnel, review of management systems and examination of supporting evidence.

Indian Register Quality Systems (IRQS) evaluated the methodologies, assumptions, calculation approaches, conversion factors and reporting processes used by VHL for monitoring, quantifying, consolidating and reporting BRSR Core performance indicators and found them to be consistent with the applicable BRSR Core reporting requirements.

The assurance engagement was conducted in accordance with the applicable requirements of the **SEBI BRSR Core Framework** and **International Standard on Assurance Engagements (ISAE) 3000 (Revised).** The assurance process also included an Independent Technical Review to ensure the appropriateness of the assurance approach, conclusions and compliance with applicable assurance requirements.

Limitations of Assurance

The assurance engagement was limited to the scope defined in this assurance statement and excludes the following:

- Data and information related to the Company's financial statements and financial performance disclosures.
- Activities, events, transactions and practices occurring outside the reporting period of 01 April 2025 to 31 March 2026.
- Forward-looking statements, future commitments, projections, targets, aspirations, strategic plans, expressions of opinion, belief, or intent made by the Company.

- Activities, operations, facilities, subsidiaries, joint ventures, suppliers, contractors, or business partners that fall outside the defined reporting boundary and assurance scope.
- Assessment of compliance with applicable legal, statutory, regulatory, or contractual obligations, except where specifically covered under the BRSR Core disclosure requirements.
- Statements relating to corporate reputation, brand value, market position, or other subjective assessments.

The assurance opinion is based on the information, data, records and supporting evidence made available to Indian Register Quality Systems (IRQS) during the course of the assurance engagement. Non-financial data is subject to inherent limitations associated with estimation techniques, measurement methodologies and reporting practices.

Methodology Adopted for Assurance

Indian Register Quality Systems (IRQS) conducted the BRSR Core Reasonable Assurance engagement in accordance with the applicable requirements of the **SEBI BRSR Core Framework** and **International Standard on Assurance Engagements (ISAE) 3000 (Revised).** The assurance process involved obtaining sufficient and appropriate evidence to evaluate the accuracy, completeness, reliability and consistency of the sustainability information and disclosures reported by **VENTIVE HOSPITALITY LIMITED** for the reporting period from **01 April 2025 to 31 March 2026.**

The assurance procedures included, but were not limited to, the following:

- Review of the scope of assurance, reporting boundaries, applicable BRSR Core disclosure requirements and reporting criteria adopted by the organization.
- Understanding the organizational structure, operational activities, sustainability governance framework, ESG management systems and reporting processes established by VENTIVE HOSPITALITY LIMITED.
- Review of relevant policies, procedures, management systems, internal guidelines and documented information related to environmental, social and governance aspects covered under the BRSR Core framework.
- Assessment of systems and processes established for data collection, compilation, validation, aggregation, monitoring and reporting of sustainability information.
- Evaluation of internal controls and data management mechanisms implemented to ensure the accuracy, completeness, consistency, traceability and reliability of reported disclosures.
- Review of the methodologies, assumptions, emission factors, conversion factors, calculation approaches and estimation techniques applied for quantification of sustainability performance indicators.
- Verification of quantitative and qualitative disclosures through examination of supporting documents, source records, statutory submissions, calculations, management representations and other relevant evidence on a sample basis.
- Assessment of month-wise sustainability data and trend analysis for selected indicators to evaluate consistency and reliability of reported information.
- Discussions and interviews with relevant personnel responsible for sustainability data management, operational controls and BRSR reporting processes.
- Verification of sustainability data and supporting evidence maintained through the OREN Sustainability Hub platform.
- Review of stakeholder engagement processes, materiality considerations and sustainability governance mechanisms relevant to the BRSR Core reporting requirements.
- Performance of sample-based audit trail verification to assess traceability of reported information from source records to final disclosures included in the BRSR Report.
- Evaluation of the overall presentation, transparency, completeness and alignment of disclosures with the requirements of the SEBI BRSR Core Framework.
- Physical onsite verification was conducted at:
    - The Ritz-Carlton, Pune

- Head Office: Second Floor, Tower D, Techpark One, Yerwada, Pune, Maharashtra – 411006
- Remote and online verification activities were conducted for the remaining locations included within the assurance boundary.
- Review of corrective actions taken by the organization against observations identified during the assurance process and verification of the effectiveness of implemented actions.

The assurance procedures were designed to obtain sufficient and appropriate evidence to support a Reasonable Assurance Opinion on the selected BRSR Core disclosures and sustainability information reported by VENTIVE HOSPITALITY LIMITED within the defined assurance scope.

Conclusions

Based on the methodology adopted and the assurance procedures performed as described above, it is our opinion that the **BRSR Core disclosures of VENTIVE HOSPITALITY LIMITED for FY 2025–26**, covering the reporting and disclosure of applicable Environmental, Social and Governance (ESG) parameters within the defined reporting boundary and reporting period, are fairly presented, in all material respects, in accordance with the applicable requirements of the **SEBI BRSR Core Framework**.

During the course of the assurance engagement, observations identified were communicated to the management of VENTIVE HOSPITALITY LIMITED. All findings requiring corrections were addressed by the Company and the revised disclosures and supporting evidence were reviewed and verified by IRQS prior to the issuance of this Assurance Statement.

Accordingly, based on the evidence obtained and assurance procedures performed, we conclude that the BRSR Core disclosures of VENTIVE HOSPITALITY LIMITED are prepared, in all material respects, in accordance with the applicable BRSR Core reporting criteria and meet the requirements for a **Reasonable Assurance Engagement** conducted in accordance with **ISAE 3000 (Revised)**.

Accordingly, we issue a **Reasonable Assurance Opinion** on the Company's BRSR Core disclosures for FY 2025–26.

For more information, refer: *IRQS Audit Report BRSR Core Assurance_35.*

Responsibilities

VENTIVE HOSPITALITY LIMITED is responsible for the preparation and presentation of its BRSR Core disclosures, including the identification of material topics, establishment of reporting boundaries, selection of reporting criteria, maintenance of appropriate records and the design and implementation of systems and processes for collecting, monitoring, measuring, consolidating and reporting sustainability information.

The management of **VENTIVE HOSPITALITY LIMITED** is solely responsible for the accuracy, completeness and presentation of the information and data included in the BRSR Core disclosures for the reporting period from **01 April 2025 to 31 March 2026.**

Indian Register Quality Systems (IRQS) was not involved in the preparation of the BRSR Core disclosures or the underlying source data. Our responsibility was to perform an independent Reasonable Assurance engagement on the selected BRSR Core disclosures within the defined scope and to express an assurance opinion based on the procedures performed and evidence obtained.

The assurance engagement was conducted on the basis that the information and explanations provided by **VENTIVE HOSPITALITY LIMITED** were complete and accurate in all material respects. IRQS does not accept responsibility for any decisions made by stakeholders or any other third parties based on this Assurance Statement.

Users of this Assurance Statement should read it in conjunction with the Scope of Assurance, Reporting Criteria, Methodology Adopted for Assurance and Limitations and Exclusions described herein and recognize the inherent limitations associated with sustainability data, estimation techniques and reporting practices.

Uncertainty

The reliability of assurance is subject to uncertainty(ies) that is inherent in the assurance process. Uncertainties stem from limitations in quantification models used, assumptions, or data conversion factors used or may be present in the estimation of data used to arrive at results. Our conclusions with respect of this assurance are naturally subject to any inherent uncertainty(ies) involved in the assurance process.

Statement of independence, impartiality and competence

Indian Register Quality Systems (IRQS) is an independent assurance and certification body with extensive experience in providing assurance, verification, certification and sustainability-related assessment services across various industry sectors.

IRQS has established policies and procedures to maintain the highest standards of professional integrity, independence, impartiality and ethical conduct in all assurance engagements. These requirements are embedded within our management systems and are applied throughout the assurance process to prevent any actual or perceived conflicts of interest.

The assurance engagement team involved in this assignment was independent of **VENTIVE HOSPITALITY LIMITED**, its management and personnel responsible for the preparation of the BRSR Core disclosures. No member of the assurance team has any business relationship with the Company beyond that required for the execution of this assurance engagement. The engagement was conducted objectively and independently and no conflict of interest was identified during the course of the assurance process.

IRQS confirms that it possesses the necessary competence, resources and experience to undertake this assurance engagement. The assurance team comprised qualified professionals with expertise in sustainability reporting, ESG performance assessment, greenhouse gas accounting, environmental management, social performance evaluation and assurance methodologies. The engagement team has extensive experience in conducting assurance engagements in accordance with the **SEBI BRSR Core Framework** and **ISAE 3000 (Revised)** requirements.

IRQS further confirms that this assurance engagement was performed in accordance with its established assurance methodologies, quality management procedures and professional standards to ensure the reliability, credibility and integrity of the assurance conclusions presented in this statement.

Technical Assessment by:

Dr. Anand Hiremath & Mr. Navin Kumar Gupta

Authorized Signatory

ISSPL LIMITED MUMBAI

Shashi Nath Mishra
Chief Operating Officer
05-June-2026
Mumbai