

JHL/SJ/2026/51

August 03, 2026

|                                                                                                                            |                                                                                                                            |
|----------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|
| National Stock Exchange of India Limited<br>Exchange Plaza,<br>Bandra Kurla Complex,<br>Bandra (East),<br>Mumbai - 400 051 | BSE Limited,<br>Corporate Relationship Department<br>Phiroze Jeejeebhoy Towers,<br>Dalal Street, Fort,<br>Mumbai - 400 001 |
| <b>Symbol: JUNIPER</b>                                                                                                     | <b>Scrip Code: 544129</b>                                                                                                  |

**Subject: Business Responsibility and Sustainability Report ("BRSR") for the financial year ended March 31, 2026**

Dear Sir/Madam,

In terms of provisions of Regulation 34(2)(f) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report ("BRSR") for the financial year ended March 31, 2026, which forms part of the Annual Report of the Company.

The aforementioned BRSR is also available on the website of the Company at [www.juniperhotels.com](http://www.juniperhotels.com).

This is for your information, record and appropriate dissemination.

Thanking You,

**For Juniper Hotels Limited**

**Sandeep L. Joshi**  
**Company Secretary and Compliance Officer**

Encl: a\ a

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR)

## SECTION A: GENERAL DISCLOSURE

### I. Details of the Listed Entity

|     |                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|-----|--------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.  | <b>Corporate Identity Number (CIN) of the Listed Entity</b>  | L55101MH1985PLC152863                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 2.  | <b>Name of the Listed Entity</b>                             | Juniper Hotels Limited                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 3.  | <b>Year of incorporation</b>                                 | September 16, 1985                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| 4.  | <b>Registered and Corporate Office Address</b>               | Off Western Express Highway, Santacruz East, Mumbai 400 055, Maharashtra, India                                                                                                                                                                                                                                                                                                                                                                                                |
| 5.  | <b>E-mail</b>                                                | <a href="mailto:complianceofficer@juniperhotels.com">complianceofficer@juniperhotels.com</a>                                                                                                                                                                                                                                                                                                                                                                                   |
| 6.  | <b>Telephone</b>                                             | 022 - 66761000/1012                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 7.  | <b>Website</b>                                               | <a href="http://www.juniperhotels.com">www.juniperhotels.com</a>                                                                                                                                                                                                                                                                                                                                                                                                               |
| 8.  | <b>Financial year for which reporting is being done</b>      | April 2025 - March 2026                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| 9.  | <b>Name of the Stock Exchange(s) where shares are listed</b> | BSE Limited (BSE);<br>National Stock Exchange of India Limited (NSE)                                                                                                                                                                                                                                                                                                                                                                                                           |
| 10. | <b>Paid-up Capital</b>                                       | ₹ 2,22,50,23,840 (As of March 31, 2026)                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| 11. | <b>Contact Person</b>                                        | Name of the Person: Mr. Sandeep L. Joshi<br>Role: The Company Secretary and Compliance Officer<br>Telephone: 022-66761000/1012<br>Email address: <a href="mailto:complianceofficer@juniperhotels.com">complianceofficer@juniperhotels.com</a>                                                                                                                                                                                                                                  |
| 12. | <b>Reporting Boundary</b>                                    | Consolidated Basis                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| 13. | <b>Name of Assessment &amp; Assurance provider</b>           | Conserve Consultants Private Limited                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| 14. | <b>Type of Assurance obtained</b>                            | The Company undertook a BRSR gap assessment covering policy maturity, data availability, evidence traceability, process controls and BRSR Core preparedness. This BRSR readiness assessment was facilitated by Conserve Consultants Private Limited, covering BRSR Principles 1-9 for 2 of our properties and the assessment findings were reviewed internally and a gap closure roadmap shall be prepared with department-wise responsibilities (only limited gap assessment) |

### II. Product/Services

#### 16. Details Of Business Activities

| S. No. | Description of Main Activity            | Description of Business Activity                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | % of Turnover of the entity |
|--------|-----------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|
| 1      | Hotel and Serviced Apartment Operations | Development, management, and operation of luxury, upper upscale, and upscale hotels, and serviced apartments under well-recognised brands. These properties are located in major business and tourist hubs across India, catering to both business and leisure travellers. The operations focus on providing high-quality accommodations, exceptional dining options, and personalized guest services. The properties are designed to offer luxurious amenities, including spa services, fine dining restaurants, and extensive conference and meeting facilities, which attract high-paying clientele and contribute significantly to the Company's revenue streams. | 100%                        |

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

**17 Products/Services sold by the entity**

| Sr. | Product/Service            | NIC Code  | % of Total Turnover contributed |
|-----|----------------------------|-----------|---------------------------------|
| 1.  | Accommodation Services     | 551       | 58.91%                          |
| 2.  | Food and Beverage Services | 561       | 30.33%                          |
| 3.  | Other Services             | 551 & 561 | 10.76%                          |

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

Juniper Hotels Limited (JHL) has a diversified hospitality portfolio comprising operational hotels, serviced apartments, proposed project or projects under development and corporate office:

| Location | Number of Hotels (Operational/ Development Completed) | Hotel Projects Under Development/ Proposed Project | Number of Offices | Total |
|----------|-------------------------------------------------------|----------------------------------------------------|-------------------|-------|
| National | 8 <sup>#</sup>                                        | 4                                                  | 1                 | 13    |

#We currently own two serviced apartment properties, of which one is operated as a standalone serviced apartment property in New Delhi

**Details of Properties:**

| Sr. No. | Property                              | Location               | Status                |
|---------|---------------------------------------|------------------------|-----------------------|
| 1.      | Grand Hyatt Mumbai Hotel & Residences | Mumbai, Maharashtra    | Operational           |
| 2.      | Andaz Delhi                           | New Delhi              | Operational           |
| 3.      | Hyatt Regency Ahmedabad               | Ahmedabad, Gujarat     | Operational           |
| 4.      | Hyatt Raipur                          | Raipur, Chhattisgarh   | Operational           |
| 5.      | Hyatt Regency Lucknow                 | Lucknow, Uttar Pradesh | Operational           |
| 6.      | Hyatt Place Hampi                     | Hampi, Karnataka       | Operational           |
| 7.      | Hyatt Delhi Residences                | New Delhi              | Operational           |
| 8.      | Westin, Bengaluru Phase I             | Bengaluru, Karnataka   | Development Completed |
| 9.      | Bengaluru Phase II                    | Bengaluru, Karnataka   | Under Development     |
| 10.     | Kaziranga                             | Assam                  | Under Development     |
| 11.     | Guwahati                              | Assam                  | Under Development     |
| 12.     | Dwarka                                | New Delhi              | Proposed Project      |
| 13.     | Corporate Office                      | Mumbai, Maharashtra    | Operational           |

**IV. Markets Served by Juniper Hotels Limited****19. Markets served by the entity:****a) Number of locations**

Juniper Hotels Limited operates in the following key states across India:

- Maharashtra (Mumbai)
- Delhi (National Capital Region)
- Gujarat (Ahmedabad)
- Chhattisgarh (Raipur)
- Uttar Pradesh (Lucknow)
- Karnataka (Hampi & Bengaluru)
- Assam (Kaziranga and Guwahati)

The Company currently operates across seven states, with additional hotel projects under development in Karnataka, Assam, and Delhi, which are expected to further strengthen its geographic presence.

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

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

Juniper Hotels Limited does not engage in export activities as its business model is caters around hospitality services within India. Therefore, there is no contribution from exports to the total turnover.

**c) A brief on types of customers:**

JHL's properties are strategically placed and caters to business travellers, tourists, event and conference attendees, wedding guests, food and beverage Patrons, crew members, Long Staying Guests etc. Please refer to this annual report for more details.

**IV. Employees****20. Details as at the end of Financial Year:****a) Employees and workers (including differently abled):**

| Sr.       | Particulars                        | Total (A) | Male    |         | Female  |         |
|-----------|------------------------------------|-----------|---------|---------|---------|---------|
|           |                                    |           | No. (B) | % (B/A) | No. (C) | % (C/A) |
| Employees |                                    |           |         |         |         |         |
| 1         | Permanent Employees (D)            | 952       | 762     | 80%     | 190     | 20%     |
| 2         | Other than Permanent Employees (E) | 12        | 10      | 83%     | 2       | 17%     |
| 3         | Total Employees (D+E)              | 964       | 772     | 80%     | 192     | 20%     |
| Workers   |                                    |           |         |         |         |         |
| 4         | Permanent Workers (F)              | 1,120     | 933     | 83%     | 187     | 17%     |
| 5         | Other than Permanent Workers (G)   | 317       | 252     | 79%     | 65      | 21%     |
| 6         | Total Workers (F+G)                | 1,437     | 1,185   | 82%     | 252     | 18%     |

**b) Differently abled Employees and Workers**

| Sr.                         | Particulars                        | Total (A) | Male    |         | Female  |         |
|-----------------------------|------------------------------------|-----------|---------|---------|---------|---------|
|                             |                                    |           | No. (B) | % (B/A) | No. (C) | % (C/A) |
| Differently abled Employees |                                    |           |         |         |         |         |
| 1                           | Permanent Employees (D)            | 0         | 0       | 0%      | 0       | 0%      |
| 2                           | Other than Permanent Employees (E) | 0         | 0       | 0%      | 0       | 0%      |
| 3                           | Total Employees (D+E)              | 0         | 0       | 0%      | 0       | 0%      |
| Differently abled Workers   |                                    |           |         |         |         |         |
| 4                           | Permanent Workers (F)              | 7         | 7       | 100%    | 0       | 0%      |
| 5                           | Other than Permanent Workers (G)   | 1         | 1       | 100%    | 0       | 0%      |
| 6                           | Total Workers (F+G)                | 8         | 8       | 100%    | 0       | 0%      |

**21. Participation / Inclusion / Representation of women:**

| Sr. | Category                  | Total (A) | Number of females (B) | % of females (B/A) |
|-----|---------------------------|-----------|-----------------------|--------------------|
| 1.  | Board of Directors        | 8         | 2                     | 25%                |
| 2.  | Key Management Personnel* | 3         | 0                     | 0%                 |

\*Chairman and Managing Director is included in the Board of Directors, hence not included in the no. of Key Management Personnel

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

| Category                   | 2025-26 |        |       | 2024-25 |        |       | 2023-24 |        |       |
|----------------------------|---------|--------|-------|---------|--------|-------|---------|--------|-------|
|                            | Male    | Female | Total | Male    | Female | Total | Male    | Female | Total |
| <b>Permanent Employees</b> | 41%     | 52%    | 43%   | 46%     | 65%    | 49%   | 38%     | 48%    | 40%   |
| <b>Permanent Workers</b>   | 57%     | 91%    | 63%   | 33%     | 47%    | 35%   | 41%     | 70%    | 45%   |

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

**V. Holding, Subsidiary and Associate Companies (including joint ventures)****23. Names of holding / subsidiary / associate companies / joint ventures**

| Sr. | Name of the Holding / Subsidiary / Associate Companies / Joint Ventures | Type       | % of Shares Held by Listed Entity | Participates in Business Responsibility initiatives of the listed entity? (Yes/No) |
|-----|-------------------------------------------------------------------------|------------|-----------------------------------|------------------------------------------------------------------------------------|
| 1.  | Chartered Hotels Private Limited                                        | Subsidiary | 100%                              | Yes                                                                                |
| 2.  | Mahima Holding Private Limited                                          | Subsidiary | 100%                              | No                                                                                 |
| 3.  | Jenipro Hotels Private Limited                                          | Subsidiary | 100%                              | No                                                                                 |

**VI. CSR Details****24. Whether CSR is applicable as per section 135 of Companies Act, 2013: No**

- **Turnover (In ₹):** 1,04,768.13 Lakhs
- **Net worth (In ₹):** 2,86,845.12 Lakhs

**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                          | Grievance Redressal Mechanism in Place (Yes/No) | Web-link for Grievance Redressal Policy                                                                                                                                     | 2025-26 (Current Financial Year)           |                                                              |                                                                                                                                                                                                                                                                                                                                                                                                      | 2024-25 (Previous Financial Year)          |                                                              |                                              |
|--------------------------------------------|-------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|--------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|--------------------------------------------------------------|----------------------------------------------|
|                                            |                                                 |                                                                                                                                                                             | Number of Complaints Filed During the Year | Number of Complaints Pending Resolution at Close of the Year | Remarks                                                                                                                                                                                                                                                                                                                                                                                              | Number of Complaints Filed During the Year | Number of Complaints Pending Resolution at Close of the Year | Remarks                                      |
| <b>Communities</b>                         | No                                              | <a href="https://juniperhotels.com/wp-content/uploads/2023/09/Whistle-Blower-Policy.pdf">https://juniperhotels.com/wp-content/uploads/2023/09/Whistle-Blower-Policy.pdf</a> | 1                                          | 1                                                            | At the close of the year, there was one pending complaint. This complaint does not pertain to Hotel Directly but relates to a third-party spa vendor (Halaros). The complaint has been duly logged in the Hyatt Risk Portal.                                                                                                                                                                         | 0                                          | 0                                                            | NA                                           |
| <b>Investors (other than shareholders)</b> | Yes                                             |                                                                                                                                                                             | 0                                          | 0                                                            | NA                                                                                                                                                                                                                                                                                                                                                                                                   | 0                                          | 0                                                            | NA                                           |
| <b>Shareholders</b>                        | Yes                                             |                                                                                                                                                                             | 0                                          | 0                                                            | NA                                                                                                                                                                                                                                                                                                                                                                                                   | 10                                         | 0                                                            | NA                                           |
| <b>Employees and workers</b>               | Yes                                             |                                                                                                                                                                             | 0                                          | 0                                                            | NA                                                                                                                                                                                                                                                                                                                                                                                                   | 0                                          | 0                                                            | NA                                           |
| <b>Customers</b>                           | Yes                                             |                                                                                                                                                                             | 2                                          | 2                                                            | At Hyatt Regency Ahmedabad, a guest reported that jewellery was misplaced from the room and alleged that the loss was attributable to hotel staff.<br><br>At Hyatt Place Hampi, as of year-end, one complaint remained pending. This complaint does not directly pertain to the hotel but relates to a third-party spa vendor (Halaros). The matter has been duly recorded in the Hyatt Risk Portal. | 1                                          | 1                                                            | Guest car damage in HR Ahemdabad car parking |

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

| Stakeholder Group             | Grievance Redressal Mechanism in Place (Yes/No) | Web-link for Grievance Redressal Policy | 2025-26 (Current Financial Year)           |                                                              |         | 2024-25 (Previous Financial Year)          |                                                              |         |
|-------------------------------|-------------------------------------------------|-----------------------------------------|--------------------------------------------|--------------------------------------------------------------|---------|--------------------------------------------|--------------------------------------------------------------|---------|
|                               |                                                 |                                         | Number of Complaints Filed During the Year | Number of Complaints Pending Resolution at Close of the Year | Remarks | Number of Complaints Filed During the Year | Number of Complaints Pending Resolution at Close of the Year | Remarks |
| Value Chain Partners          | No                                              |                                         | 0                                          | 0                                                            | NA      | 0                                          | 0                                                            | NA      |
| Other: ex-employee and others | Yes                                             |                                         | 0                                          | 0                                                            | NA      | 0                                          | 0                                                            | NA      |

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

| S. No.               | Material issue identified                      | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity<br>Rationale                                                                                                                                                                                                                                                                      | In case of risk, approach to adapt or mitigate                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Financial implications of the risk or opportunity<br>(Indicate positive or negative implications)                                                                                                                    |
|----------------------|------------------------------------------------|--------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Environmental</b> |                                                |                                            |                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                      |
| 1                    | <b>Climate Change and Environmental Impact</b> | Opportunity                                | The hospitality industry is increasingly exposed to climate-related risks, including regulatory changes, rising energy costs, and stakeholder expectations around sustainability. At the same time, this presents an opportunity to enhance operational efficiency and strengthen brand positioning through sustainable practices. | The Company is proactively implementing a comprehensive sustainability strategy focused on: <ul style="list-style-type: none"> <li>Adoption of energy-efficient technologies</li> <li>Increased use of renewable energy sources</li> <li>Water conservation and waste reduction initiatives</li> <li>Sustainable sourcing and green procurement practices</li> <li>Promotion of eco-friendly practices across guest operations</li> <li>The Company is also working towards long-term decarbonization goals, including progress toward net-zero emissions.</li> </ul> | Positive.<br>These initiatives are expected to result in reduced operating costs, improved energy efficiency, and long-term value creation, while also mitigating regulatory and climate-related risks.              |
| 2                    | <b>Green Buildings</b>                         | Opportunity                                | Increasing regulatory focus and stakeholder expectations are driving the need for sustainable infrastructure. Green buildings enhance energy efficiency, reduce environmental impact, and improve asset value.                                                                                                                     | The Company is focused on: <ul style="list-style-type: none"> <li>Retrofitting existing assets with energy-efficient systems</li> <li>Designing new developments based on green building principles</li> <li>Integrating sustainability into core business operations</li> <li>This includes emphasis on energy optimisation, water efficiency, waste management, and environmentally responsible materials.</li> </ul>                                                                                                                                               | Positive<br>Investments in green buildings are expected to deliver long-term cost savings, improved asset performance, and enhanced brand value, while supporting compliance with evolving environmental regulations |

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

| S. No.        | Material issue identified                         | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity Rationale                                                                                                                                                                                                                                                                                                                                                                             | In case of risk, approach to adapt or mitigate                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Financial implications of the risk or opportunity (Indicate positive or negative implications)                                                                                                                      |
|---------------|---------------------------------------------------|--------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3             | <b>Electric Vehicles (Green Mobility)</b>         | Opportunity                                | The shift towards low-carbon transportation is accelerating due to regulatory push and increased environmental awareness among consumers                                                                                                                                                                                                                                                                                               | The Company is promoting green mobility through:<br>- Installation of EV charging infrastructure at key properties, encouraging adoption of electric vehicles for guest and operational use, Exploring partnerships for sustainable transport solutions                                                                                                                                                                                                                                                                         | Positive<br>While requiring initial capital investment, these initiatives are expected to enhance guest experience, align with sustainability goals, and support long-term environmental and reputational benefits. |
| <b>Social</b> |                                                   |                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                     |
| 4             | <b>Human Capital Development</b>                  | Opportunity                                | The Company prioritizes the well-being of its employees, guests, and partners by fostering a strong safety culture and promoting clear communication of workplace risks and procedures. Recognizing the value of a capable workforce, it invests in human capital through training in managerial, technical, and interpersonal skills, aimed at building an engaged, high-performing team aligned with long-term organisational goals. | Our Learning and Development initiatives are strategically structured to combine formal training, employee engagement, and career growth opportunities. These programs equip employees with essential skills and knowledge to thrive in a dynamic, technology-driven hospitality environment. Designed as comprehensive platforms, they strengthen professional capabilities and encourage the practical application of learning, while building a strong pipeline of high-performing talent ready for future leadership roles. | Positive                                                                                                                                                                                                            |
| 5             | <b>Diversity, Equity and Inclusion (DE&amp;I)</b> | Opportunity                                | We are dedicated to creating an inclusive workplace that appreciates the diverse backgrounds, experiences, and talents of our colleagues. We believe diversity fosters collaboration, drives innovation, and contributes to overall success. Our culture ensures that every colleague feels valued, respected, and empowered to perform at their best.                                                                                 | Our collaboration with the Hyatt brand enables us to integrate global best practices with local expertise, delivering superior service, comfort, and care. With strong capabilities in asset and operations management, we continue to strengthen partnerships with leading hospitality brands, driving sustainable growth, enhancing brand equity, and elevating guest satisfaction.                                                                                                                                           | Positive                                                                                                                                                                                                            |

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

| S. No. | Material issue identified                     | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity Rationale                                                                                                                                                                                                                                                                                                     | In case of risk, approach to adapt or mitigate                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Financial implications of the risk or opportunity (Indicate positive or negative implications)                                                                                                     |
|--------|-----------------------------------------------|--------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 6      | <b>Occupational Health &amp; Safety (OHS)</b> | Risk                                       | The health, safety, and well-being of our colleagues, guests, and partners is a key priority. We promote a strong safety culture by identifying critical risk areas, raising awareness of potential hazards, and ensuring clear guidance on the appropriate use of safety equipment and procedures.                                                            | We adhere strictly to health and safety protocols as mandated by regulatory authorities across all areas of operation. Regular audits and inspections are carried out for both ongoing operations and projects in development. This thorough approach ensures compliance and fosters a proactive safety culture focused on achieving zero workplace incidents.                                                                                                                                                                                                                                                            | Negative                                                                                                                                                                                           |
| 7      | <b>Brand &amp; Reputation</b>                 | Opportunity                                | Delivering exceptional service remains central to our pursuit of excellence. As a managed hotel, in partnership with globally recognised hospitality brands, we are committed to providing world-class guest experiences through personalized service and consistently superior standards.                                                                     | Our association with the Hyatt brand enables each unit to seamlessly combine global standards with local expertise, delivering superior service, comfort, and guest care. Supported by strong asset and operational capabilities, we continue to build partnerships with leading international hospitality brands, driving sustained growth, strengthening brand equity, and enhancing overall guest satisfaction.                                                                                                                                                                                                        | Positive                                                                                                                                                                                           |
| 8      | <b>Sustainable Food Safety and Quality</b>    | Risk & Opportunity                         | In the hospitality industry, maintaining high standards of food safety and quality is critical to guest health, brand reputation, and regulatory compliance. Increasing consumer awareness around sustainability and responsible sourcing presents an opportunity to enhance value through safe, high-quality, and environmentally responsible food practices. | The Company follows a comprehensive framework to ensure food safety, quality, and sustainability across all operations:<br>1. Implementation of stringent food safety management systems aligned with regulatory standards and global best practices (e.g., HACCP principles)<br>2. Regular audits, inspections, and staff training to ensure hygiene, safe handling, and quality control.<br>3. Adoption of sustainable sourcing practices, including procurement from certified and responsible suppliers.<br>4. Focus on local sourcing and seasonal produce to reduce carbon footprint and support local communities. | Positive<br>These initiatives help in reducing food wastage costs, improving operational efficiency, and enhancing brand trust, leading to better guest satisfaction and long-term value creation. |

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

| S. No. | Material issue identified      | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity Rationale                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | In case of risk, approach to adapt or mitigate                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|--------------------------------|--------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
|        |                                |                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <p>5. Measures to minimize food waste, including portion control, waste tracking, and redistribution initiatives where feasible.</p> <p>6. Ensuring traceability and quality assurance across the supply chain.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                |
| 9      | <b>Supply Chain Management</b> | Opportunity                                | A strong supply chain transforms procurement from a back-end function into a strategic advantage, enabling operational excellence and delivering exceptional guest experiences across all hotels. Through seamless procurement, each property receives the highest-quality goods and services while achieving cost efficiencies, product synergies, and consistent brand standards. In line with its sustainability vision, Juniper Hotels Limited is evolving and implementing a dynamic procurement model, adapting to emerging trends to further enhance the guest experience. An adaptive supply chain empowers Juniper Hotels Limited to respond swiftly to changing market demands, ensure uninterrupted supply, and embrace sustainable sourcing—ultimately strengthening guest satisfaction and brand loyalty. | Juniper Hotels Limited continuously evaluates its supply chain operations to ensure robust support for its hotels. Through collaboration with trusted suppliers and manufacturers, and by adhering to standard specifications and vendor selection processes, JHL upholds quality, cost efficiency, and timely delivery. JHL conducts annual contract reviews for vendor evaluation and empanelment, maintaining a comprehensive vendor database as part of its contingency planning. The Company's supply chain management approach emphasizes quality, delivery performance, cost effectiveness, vendor track record, and alignment with JHL's brand standards. Supplier are required to adhere to the Supplier Code of Conduct. JHL monitor supplier for their certification as per the relevant government regulations. | Positive                                                                                       |

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

| S. No.            | Material issue identified                          | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity Rationale                                                                                                                                                                                                                                                                                                                                                                                                                                                         | In case of risk, approach to adapt or mitigate                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|-------------------|----------------------------------------------------|--------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
| 10                | <b>Customer Delight</b>                            | Opportunity                                | Customer experience directly impacts guest satisfaction, loyalty, and ultimately, the Company's bottom line. Our portfolio operates in the highly competitive hospitality industry, where quality of service and personalized experiences are important. By creating differentiation and product relevance we prioritize customer experience. Our hotels can differentiate itself from competitors, build strong brand loyalty, and attract repeat business through attention to detail and continuous engagement. | Our hotels commitment to exceptional guest experiences is evident through its integration of innovative technologies and personalized service. Embracing local culture, each hotel crafts custom experiences to enchant guests with Hyatt's renowned intuitive service. We have digitally optimised our operations, enriched guest interactions. Furthermore, we enhance our operational efficiency.<br><br>The Company continuously receives customer satisfaction assessment forms, direct feedbacks, Loyalty programme, Real-time social media engagement, Market research, Ads and marketing campaigns which facilitates long term customer relationship and continuous engagement with its customers. These periodic surveys helps to understand our guests evolving preferences, experiences, and satisfaction levels, fostering deeper relationships. | Positive                                                                                       |
| <b>Governance</b> |                                                    |                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                |
| 11                | <b>Disaster Resilience and Business Continuity</b> | Risk                                       | We are committed to adopting robust risk management and mitigation practices to ensure uninterrupted operations and long-term business sustainability. We believe that proactive planning and preparedness are essential to maintaining service excellence and strengthening operational resilience.                                                                                                                                                                                                               | To support this, follows a comprehensive Business Continuity Plan (BCP) that addresses a broad spectrum of potential risks—including financial volatility, operational disruptions, project-related challenges, legal and credit exposures, accidents, natural disasters, and unexpected or deliberate external threats. Our structured and proactive approach ensures we are well-equipped to respond swiftly and effectively, safeguarding our guests, colleagues, and business operations.                                                                                                                                                                                                                                                                                                                                                                | Negative                                                                                       |

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

| S. No. | Material issue identified                                   | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity Rationale                                                                                                                                                                                                                                                                                                                           | In case of risk, approach to adapt or mitigate                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|-------------------------------------------------------------|--------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
| 12     | <b>Sustainable Profitability &amp; Return on Investment</b> | Opportunity                                | The Company is committed to achieving operational excellence and industry-leading business efficiency. Its robust and proven business model provides a strong foundation for maximizing opportunities, creating long-term sustainable value, and delivering enhanced returns to stakeholders.                                                                                        | The Company has adopted a disciplined approach to maintaining a robust balance sheet and has collaborated closely with its operators to optimise operating costs. These measures have reinforced its financial resilience, preserved capital, and positioned the Company to capitalise on growth opportunities as they emerge.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Positive                                                                                       |
| 13     | <b>Data Privacy, Confidentiality and Cybersecurity</b>      | Risk                                       | The Company's systems and proprietary data, including sensitive personal and financial information is stored electronically. These systems may be vulnerable to cyber threats such as computer viruses, cybercrime, hacking, and unauthorised tampering. Additionally, they are at risk of ransomware attacks, which could block or restrict access and impair system functionality. | <ul style="list-style-type: none"> <li>Information Security Overview: The Company has implemented a comprehensive Information Security Policy to ensure that its information systems align with applicable laws, regulatory requirements, industry best practices, and internationally recognised standards for information security management.</li> <li>Cyber Security Alerts and Publications: The Cyber Security Alerts and Publications Hub serves as a central resource for sharing updates on the latest cybersecurity risks, trends, and best practices, helping users stay informed and vigilant.</li> <li>Cyber Security Annual Training: The Cyber Security Operations team conducts ongoing monitoring of targeted scams, including those delivered via text messages and instant messaging platforms such as WhatsApp. These scams often impersonate Hyatt colleagues, particularly individuals in leadership roles, to deceive users.</li> </ul> | Negative                                                                                       |

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity Rationale | In case of risk, approach to adapt or mitigate                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|---------------------------|--------------------------------------------|------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
|        |                           |                                            |                                                            | <ul style="list-style-type: none"> <li>• Cyber Security &amp; Acceptable Use Policy: The Cyber Security Policy outlines the mandatory requirements that all users must follow to safeguard Hyatt's technology resources and sensitive data.</li> <li>• Cyber Security Standards and Guidelines: Proper use of workstations, Best practices for securing user credentials, Protection of Hyatt and guest information, Use of only Hyatt-approved email, messaging, and web browsing platforms</li> <li>• Cyber Security Risk Management Framework: Hyatt has developed a Security Risk Management Framework (SRMF) aligned with its cybersecurity strategy. This framework is based on the Center for Internet Security (CIS) Critical Security Controls (Version 8) and includes 19 prioritized controls along with corresponding sub-controls. These controls are tailored to address risks specific to Hyatt's business operations.</li> </ul> |                                                                                                |
|        |                           |                                            |                                                            | <ul style="list-style-type: none"> <li>• Cyber Security Phishing Response Training: The Cyber Security team conducts simulated phishing exercises by sending test emails to users. These exercises help raise awareness of phishing patterns. Users who click on suspicious links are required to complete mandatory compliance training</li> <li>• Multi-Factor Authentication (MFA): User accounts are secured using Multi-Factor Authentication (MFA), providing an additional layer of protection. to prevent unauthorised access and safeguard user data from compromise.</li> </ul>                                                                                                                                                                                                                                                                                                                                                        |                                                                                                |

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

| S. No. | Material issue identified         | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity<br>Rationale | In case of risk, approach to adapt or mitigate                                                                                                                                                                                                                                                                                                                               | Financial implications of the risk or opportunity<br>(Indicate positive or negative implications) |
|--------|-----------------------------------|--------------------------------------------|---------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|
| 14     | Compliance and Regulatory Changes | Risk                                       | Non-compliance can result in fines and reputational damage.   | The Company is committed to maintaining a strong compliance culture through continuous monitoring of regulatory developments, periodic training initiatives to enhance employee awareness of applicable laws and best practices, and regular internal audits to evaluate compliance, identify areas for improvement, and ensure timely implementation of corrective actions. | Negative if unaddressed; Positive when maintained.                                                |

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

| <b>Disclosure Questions</b>                                                                                    | <b>P1</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <b>P2</b> | <b>P3</b> | <b>P4</b> | <b>P5</b> | <b>P6</b> | <b>P7</b> | <b>P8</b> | <b>P9</b> |
|----------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| <b>Policy and management processes</b>                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |           |           |           |           |           |           |           |           |
| 1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No) | Yes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |           |           |           |           |           |           |           |           |
| b. Has the policy been approved by the Board? (Yes/No)                                                         | Yes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Yes       | Yes       | Yes       | Yes       | Yes       | Yes       | Yes       | Yes       |
| c. Web Link of the Policies, if available                                                                      | <a href="https://juniperhotels.com/investor-relations-company-policies/">https://juniperhotels.com/investor-relations-company-policies/</a><br>1. Code of Conduct for Board of Directors and Senior Management<br>2. CSR Policy<br>3. Materiality Policy<br>4. NRC Policy<br>5. Policy for Familiarisation of ID<br>6. Prevention of Insider Trading under SEBI Insider Trading Regulations<br>7. Risk Management Policy<br>8. Succession Policy<br>9. Unpublished Price Sensitive Information Policy<br>10. Whistle Blower Policy<br>11. Policy on Diversity of Board of Directors<br>12. Preservation of Documents and Archival Policy<br>13. Policy on Materiality of RPT and Dealing with RPTs<br>14. Policy for Determining Material Subsidiary<br>15. Policy on Disclosure of Material Events and Information<br>16. Policy for Evaluation of Performance of the Board of Directors<br>17. Prevention of Sexual Harassment Policy<br>18. Dividend Distribution Policy |           |           |           |           |           |           |           |           |

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

[illegible]

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

[illegible]

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

[illegible]

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

## 10. Details of Review of NGRBCs by the Company

[illegible]

| Subject for review                                                                                              | Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify) |     |     |     |                       |     |     |     |     |
|-----------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------|-----|-----|-----|-----------------------|-----|-----|-----|-----|
|                                                                                                                 | P 1                                                                      | P 2 | P 3 | P 4 | P 5                   | P 6 | P 7 | P 8 | P 9 |
| Performance against above policies and follow up action                                                         |                                                                          |     |     |     |                       |     |     |     |     |
| Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances |                                                                          |     |     |     | Yes, on regular basis |     |     |     |     |

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.

Yes. An independent BRSR gap assessment and readiness evaluation was conducted by Conserve Consultants Private Limited as part of the Company's phased assurance preparedness program.

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

| Questions                                                                                                                       | P 1            | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
|---------------------------------------------------------------------------------------------------------------------------------|----------------|-----|-----|-----|-----|-----|-----|-----|-----|
| The entity does not consider the principles material to its business (Yes/No)                                                   | Not Applicable |     |     |     |     |     |     |     |     |
| The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No) |                |     |     |     |     |     |     |     |     |
| The entity does not have the financial or/ human and technical resources available for the task (Yes/No)                        |                |     |     |     |     |     |     |     |     |
| It is planned to be done in the next financial year (Yes/No)                                                                    |                |     |     |     |     |     |     |     |     |
| Any other reason (please specify)                                                                                               |                |     |     |     |     |     |     |     |     |

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

**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:**

| <b>Segment</b>                    | <b>Total number of training and awareness programmes held</b> | <b>Topics / principles covered under the training and its impact</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <b>%age of persons in respective category covered by the awareness programmes</b> |
|-----------------------------------|---------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|
| Board of Directors                | 6                                                             | The Directors were provided with familiarisation programmes covering key aspects of Corporate Governance, Sustainability Reporting, Risk Management, the nature of the industry, the Company's business model, financial performance, business overview, strategic initiatives, risk management practices and other topics related to global geopolitical situations. These programmes were designed to enhance the Directors' understanding of the Company's operations and business environment, enabling them to make informed and timely decisions and effectively contribute to the Company's growth and governance.                                     | 100%                                                                              |
| Key Managerial Personnel (KMPs)   | 4                                                             | <ul style="list-style-type: none"> <li>• Leadership skills and effective Communication</li> <li>• Time Management and Prioritization</li> <li>• Sustainability and ESG Awareness</li> <li>• Prevention of Sexual Harassment (POSH)</li> <li>• Anti-Corruption and Anti-Bribery Practices</li> <li>• Information Security and Data Privacy (including GDPR)</li> <li>• Ethics, Compliance and Code of Conduct</li> <li>• Health and safety awareness</li> </ul>                                                                                                                                                                                                | 100%                                                                              |
| Employees other than BoD and KMPs | 3,280                                                         | <ol style="list-style-type: none"> <li>1. Brand Standards Refresher</li> <li>2. Front Office Excellence</li> <li>3. Housekeeping Procedures and Hygiene Standards</li> <li>4. Food and Beverage Service Etiquette</li> <li>5. Kitchen Safety and Food Handling (HACCP-based)</li> <li>6. Basics of Hyatt Ways of Working</li> <li>7. Food and Beverage Service Etiquette</li> <li>8. Effective Communication and Interpersonal Skills</li> <li>9. Time Management and Prioritization</li> <li>10. Sustainability Awareness</li> <li>11. POSH (Prevention of Sexual Harassment) Training</li> <li>12. Housekeeping Procedures and Hygiene Standards</li> </ol> | 100%                                                                              |
| Workers                           | 5,167                                                         | <ol style="list-style-type: none"> <li>1. Handling Guest Complaints Professionally</li> <li>2. Creating Personalized Guest Experiences</li> <li>3. Telephone Etiquette and Professional Grooming</li> <li>4. Core task training</li> <li>5. Fire Evacuation Training</li> </ol>                                                                                                                                                                                                                                                                                                                                                                               | 100%                                                                              |

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

| Monetary        |                 |                                                                                   |                                                 |                                                                                                                             |                                        |
|-----------------|-----------------|-----------------------------------------------------------------------------------|-------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|----------------------------------------|
| Particulars     | NGRBC Principle | Name of the regulatory/ enforcement agencies/judicial institutions                | Amount (In ₹)                                   | Brief of the Case                                                                                                           | Has an appeal been preferred? (Yes/No) |
| Penalty/ Fine   | Principle 1     | National Stock Exchange of India Limited and BSE Limited                          | ₹ 5,25,100/- (incl. GST) by each stock exchange | Non-Compliance with Board Composition under Regulation 17(1) of SEBI Listing Regulations.                                   | No                                     |
|                 | Principle 1     | Income tax Department                                                             | ₹ 25,82,92,808/-                                | The Company had received the Demand Notice for the assessment year 2023-24.                                                 | Yes                                    |
|                 | Principle 1     | Assistant Assessor and Collector, H/East Ward, Brihanmumbai Municipal Corporation | ₹15,77,95,398/-                                 | The Company has received the Demand Notice with respect to past period of property tax for the property situated at Mumbai. | No                                     |
| Settlement      | NIL             |                                                                                   |                                                 |                                                                                                                             |                                        |
| Compounding fee |                 |                                                                                   |                                                 |                                                                                                                             |                                        |
| Non-Monetary    |                 |                                                                                   |                                                 |                                                                                                                             |                                        |
| Particulars     | NGRBC Principle | Name of the regulatory/ enforcement agencies/ judicial institutions               | Brief of the Case                               |                                                                                                                             | Has an appeal been preferred? (Yes/No) |
| Imprisonment    | NIL             |                                                                                   |                                                 |                                                                                                                             |                                        |
| Punishment      |                 |                                                                                   |                                                 |                                                                                                                             |                                        |

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

| Case Detail                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Name of the regulatory/ enforcement agencies/ judicial institutions |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|
| The Company has received a draft assessment order in respect of Assessment Year 2023 24 from the income tax authorities proposing certain additions. Subsequent to March 31, 2026, a final assessment order was received in respect of the aforesaid year, resulting in a demand of ₹ 2,583 lakhs (including applicable interest). Based on evaluation of the facts of the case, the management believes that the said demand is not sustainable and has filed appropriate legal proceedings challenging the same. The matter is currently sub judice. Accordingly, no adjustment has been made to these financial results as at March 31, 2026. | Writ Petition and Commissioner of Income Tax (Appeals)              |

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, Juniper Hotels Limited (JHL) has an established Anti-Corruption and Anti-Bribery Policy. The policy is available on the Company's website at <https://juniperhotels.com/investor-relations-company-policies/>

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

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

| Particulars                       | 2025-26<br>(Current Financial Year) | 2024-25<br>(Previous Financial Year) |
|-----------------------------------|-------------------------------------|--------------------------------------|
| Board of Directors                | None                                |                                      |
| Key Managerial Personnel (KMPs)   |                                     |                                      |
| Employees other than BoD and KMPs |                                     |                                      |
| Workers                           |                                     |                                      |

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

| Particulars                                                                                  | 2025-26<br>(Current Financial Year) |        | 2024-25<br>(Previous Financial Year) |        |
|----------------------------------------------------------------------------------------------|-------------------------------------|--------|--------------------------------------|--------|
|                                                                                              | Number                              | Remark | Number                               | Remark |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | None                                | Nil    | None                                 | Nil    |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs      |                                     |        |                                      |        |

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

Not Applicable

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

| Particulars                         | 2025-26<br>(Current Financial Year) | 2024-25<br>(Previous Financial Year) |
|-------------------------------------|-------------------------------------|--------------------------------------|
| Number of days of accounts payables | 82                                  | 80                                   |

9. 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                                                                                  | 2025-26 | 2024-25 |
|----------------------------|------------------------------------------------------------------------------------------|---------|---------|
| Concentration of Purchases | a. Purchases from trading houses as % of total purchases                                 | NA      | NA      |
|                            | b. Number of trading houses where purchases are made from                                | NA      | NA      |
|                            | c. Purchases from top 10 trading houses as % of total purchases from trading houses      | NA      | NA      |
| Concentration of Sales     | a. Sales to dealers / distributors as % of total sales                                   | NA      | NA      |
|                            | b. Number of dealers / distributors to whom sales are made                               | NA      | NA      |
|                            | c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors  | NA      | NA      |
| Share of RPTs in           | a. Purchases (Purchases with related parties / Total Purchases)                          | 22.57%  | NA      |
|                            | b. Sales (Sales to related parties / Total Sales)                                        | NA*     | NA      |
|                            | c. Loans & advances (Loans & advances given to related parties / Total loans & advances) | 16.83%  | 36.57%  |
|                            | d. Investments (Investments in related parties / Total Investments made)                 | Nil     | Nil     |

\*There have been no sales to any of the related parties

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

## 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 |
|-------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|
| 1                                         | Survey was carried out for approximately 200 value chain partners seeking details on conduct of business, health and safety, diversity and other related parameters | 10%                                                                                                                |

## 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, Juniper Hotels Limited (JHL) has established robust mechanisms to identify, disclose, and manage conflicts of interest involving members of the Board, thereby promoting integrity, transparency, and responsible governance.

The Company's approach is guided by its Code of Conduct for Board of Directors and Senior Management (policy link: [Code-of-Conduct-for-Board-of-Directors-and-Senior-Management.pdf](#)), which is applicable to all Directors, Key Managerial Personnel and Senior Management Personnel and sets out clear expectations regarding ethical conduct, independence of judgement, and the management of actual, potential, or perceived conflicts of interest. Directors are required to act in the best interests of the Company and its stakeholders and to promptly disclose any circumstances that may give rise to a conflict.

Key elements of JHL's conflict-of-interest management framework include:

- **Disclosure Requirements:** Directors are required to disclose any actual, potential, or perceived conflicts of interest and regularly update their interests, directorships, and other relevant disclosures.
- **Review and Assessment:** Disclosed conflicts are reviewed through appropriate governance mechanisms to determine the necessary course of action and ensure compliance with applicable laws and internal policies.
- **Recusal Procedures:** Directors with a conflict of interest are required to abstain from deliberations and decision-making on matters where such conflicts exist.
- **Related Party Transaction Oversight:** The Company has established processes for identifying, reviewing, approving, and monitoring related party transactions in accordance with the Companies Act, 2013 and SEBI regulations, ensuring transparency and appropriate safeguards against conflicts of interest.
- **Training and Awareness:** Periodic training and awareness initiatives are conducted to reinforce ethical standards and familiarise Directors with their responsibilities relating to conflict-of-interest management.

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

**PRINCIPLE 2: Providing Goods and Services in a Sustainable and Safe Manner****ESSENTIAL INDICATORS**

1. What is the percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of products and processes to total R&D and capex investments?

| Parameter | Current Financial Year | Previous Financial Year | Details of Improvements in Environmental and Social Impacts                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|-----------|------------------------|-------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| R&D       |                        |                         | Not Applicable                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Capex     | 100%                   | 100%                    | <p>Achieved open access renewable energy integration, with renewable energy contributing 26.4% (11.50 million kWh) of total electricity consumption across all hotel properties, reducing reliance on conventional energy sources.</p> <p>Grand Hyatt Mumbai - Replaced 14 Air Handling Units (AHUs) with energy-efficient EC fan-based systems and upgraded conventional pumps with energy-efficient alternatives, improving operational efficiency and reducing energy consumption. Also replaced two aging chillers with high-efficiency units, enhancing plant performance and lowering energy intensity.</p> <p>Andaz Delhi - Integrated solar power with existing waste-to-energy sources, establishing a hybrid renewable energy model expected to meet over 80% of the property's total energy requirement through green power.</p> <p>Andaz Delhi &amp; Hyatt Regency Ahmedabad - Upgraded Building Management Systems (BMS) to strengthen energy monitoring, control, and optimisation.</p> <p>Hyatt Regency Lucknow- Implemented open access renewable power, expected to meet approximately 75% of the property's total electricity requirement.</p> <p>Hyatt Raipur- Successfully completed the Variable Refrigerant Volume (VRV) system implementation, improving HVAC efficiency and operational reliability.</p> <p>Hyatt Place Hampi - Completed Phase 2 of the VRV project, further enhancing energy efficiency and climate control performance</p> |

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)
- Yes
- b. If yes, what percentage of inputs were sourced sustainably?
- The Company procures certain environmentally preferable products and other sustainable alternatives for its operations, wherever feasible. However, the percentage of inputs sourced sustainably could not be quantified for the reporting period. Going forward, the Company plans to strengthen procurement data tracking to capture sustainable sourcing spend as a percentage of total procurement value.
3. Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for (a) Plastics (including packaging), (b) E-waste, (c) Hazardous waste, and (d) Other waste.
- The Company recycles plastics and e-waste generated in its operations through third-party authorised recyclers.
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.
- Not Applicable

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

## LEADERSHIP INDICATORS

1. Has the entity conducted Life Cycle Perspective/Assessments (LCA) for any of its products (for the manufacturing industry) or for its services (for the 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) |
|----------|-------------------------|---------------------------------|------------------------------------------------------------------------|-----------------------------------------------------------|------------------------------------------------|
|----------|-------------------------|---------------------------------|------------------------------------------------------------------------|-----------------------------------------------------------|------------------------------------------------|

While the Company has not undertaken a formal Life Cycle Assessment for its hospitality services during the reporting period, it is progressively integrating life-cycle thinking into the planning and development of its assets. The Company is pursuing green building certification for properties under development, which supports improved resource efficiency, sustainable design, reduced environmental impact and will continue to assess the relevance and feasibility of undertaking Life Cycle Assessments in the future.

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.

| Name of Product/Service | Description of the Risk/Concern | Action Taken |
|-------------------------|---------------------------------|--------------|
|-------------------------|---------------------------------|--------------|

No. There were no significant social or environmental concerns and/or risks arising from production or disposal of our products/services, as identified in the lifecycle assessments undertaken during the reporting year.

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

| Particulars                                         | 2025-26<br>(Current Financial Year) | 2024-25<br>(Previous Financial Year) |
|-----------------------------------------------------|-------------------------------------|--------------------------------------|
| Indicate input material                             | NIL                                 |                                      |
| Recycled or reused input material to total material |                                     |                                      |

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.

| Parameter                      | 2025-26<br>(Current Financial Year)                                            |          |                 | 2024-25<br>(Previous Financial Year) |          |                 |
|--------------------------------|--------------------------------------------------------------------------------|----------|-----------------|--------------------------------------|----------|-----------------|
|                                | Re-Used                                                                        | Recycled | Safely Disposed | Re-Used                              | Recycled | Safely Disposed |
| Plastics (including packaging) | Not Applicable. The Company is in the hospitality business (services industry) |          |                 |                                      |          |                 |
| E-waste                        |                                                                                |          |                 |                                      |          |                 |
| Hazardous waste                |                                                                                |          |                 |                                      |          |                 |
| Other waste                    |                                                                                |          |                 |                                      |          |                 |

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

| Indicate Product Category                                                      | Reclaimed Products and their Packaging Materials as % of Total Products Sold in Respective Category |
|--------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|
| Not Applicable. The Company is in the hospitality business (services industry) |                                                                                                     |

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

**PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains****ESSENTIAL INDICATORS****1. a. Details of Measures for the Well-being of Employees**

| Category                       | % of employees covered by |                  |           |                    |         |                    |         |                    |         |                     |         |
|--------------------------------|---------------------------|------------------|-----------|--------------------|---------|--------------------|---------|--------------------|---------|---------------------|---------|
|                                | Total (A)                 | Health Insurance |           | Accident Insurance |         | Maternity benefits |         | Paternity Benefits |         | Day Care facilities |         |
|                                |                           | Number (B)       | % (B / A) | Number (C)         | % (C/A) | Number (D)         | % (D/A) | Number (E)         | % (E/A) | Number (F)          | % (F/A) |
| Permanent Employees            |                           |                  |           |                    |         |                    |         |                    |         |                     |         |
| Male                           | 762                       | 762              | 100%      | 762                | 100%    | NA                 | NA      | 762                | 100%    | 0                   | 0%      |
| Female                         | 190                       | 190              | 100%      | 190                | 100%    | 190                | 100%    | NA                 | NA      | 0                   | 0%      |
| Total                          | 952                       | 952              | 100%      | 952                | 100%    | 190                | 20%     | 762                | 80%     | 0                   | 0%      |
| Other than Permanent Employees |                           |                  |           |                    |         |                    |         |                    |         |                     |         |
| Male                           | 10                        | 10               | 100%      | 10                 | 100%    | NA                 | NA      | 10                 | 100%    | 0                   | 0%      |
| Female                         | 2                         | 2                | 100%      | 2                  | 100%    | 2                  | 100%    | NA                 | NA      | 0                   | 0%      |
| Total                          | 12                        | 12               | 100%      | 12                 | 100%    | 2                  | 17%     | 10                 | 83%     | 0                   | 0%      |

**1. b. Details of Measures for the Well-being of workers**

| Category                     | % of workers covered by |                  |           |                    |         |                    |         |                    |         |                     |         |
|------------------------------|-------------------------|------------------|-----------|--------------------|---------|--------------------|---------|--------------------|---------|---------------------|---------|
|                              | Total (A)               | Health Insurance |           | Accident Insurance |         | Maternity benefits |         | Paternity Benefits |         | Day Care facilities |         |
|                              |                         | Number (B)       | % (B / A) | Number (C)         | % (C/A) | Number (D)         | % (D/A) | Number (E)         | % (E/A) | Number (F)          | % (F/A) |
| Permanent Workers            |                         |                  |           |                    |         |                    |         |                    |         |                     |         |
| Male                         | 933                     | 933              | 100%      | 933                | 100%    | NA                 | NA      | 933                | 100%    | 0                   | 0%      |
| Female                       | 187                     | 187              | 100%      | 187                | 100%    | 187                | 100%    | NA                 | NA      | 0                   | 0%      |
| Total                        | 1120                    | 1120             | 100%      | 1120               | 100%    | 187                | 17%     | 933                | 83%     | 0                   | 0%      |
| Other than Permanent Workers |                         |                  |           |                    |         |                    |         |                    |         |                     |         |
| Male                         | 252                     | 252              | 100%      | 252                | 100%    | NA                 | NA      | 252                | 100%    | 0                   | 0%      |
| Female                       | 65                      | 65               | 100%      | 65                 | 100%    | 65                 | 100%    | NA                 | NA      | 0                   | 0%      |
| Total                        | 317                     | 317              | 100%      | 317                | 100%    | 65                 | 21%     | 252                | 79%     | 0                   | 0%      |

**1. c. Details of Measures for the Well-being of workers**

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

| Particulars                                                                  | 2025-26<br>(Current Financial Year) | 2024-25<br>(Previous Financial Year) |
|------------------------------------------------------------------------------|-------------------------------------|--------------------------------------|
| Cost incurred on well-being measures as a % of total revenue of the Company* | 0.75%                               | 1.51%                                |

\*Staff Welfare cost is considered as well-being cost.

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

| Benefits | 2025-26 (Current Financial Year)                   |                                                  |                                                      | 2024-25 (Previous Financial Year)                  |                                                  |                                                      |
|----------|----------------------------------------------------|--------------------------------------------------|------------------------------------------------------|----------------------------------------------------|--------------------------------------------------|------------------------------------------------------|
|          | No. of Employees covered as a % of total employees | No. of Workers covered as a % of total employees | Deducted and deposited with the authority (Y/N/N.A.) | No. of Employees covered as a % of total employees | No. of Workers covered as a % of total employees | Deducted and deposited with the authority (Y/N/N.A.) |
| PF       | 100%                                               | 100%                                             | Yes                                                  | 100%                                               | 100%                                             | Yes                                                  |
| Gratuity | 48%                                                | 30%                                              | Yes                                                  | 99%                                                | 82%                                              | Yes                                                  |
| ESI      | 100%                                               | 100%                                             | Yes                                                  | 100%                                               | 100%                                             | Yes                                                  |

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

**3. Accessibility of Workplaces**

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

Yes, the premises / offices of the Company are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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

Yes, the Company is committed to fostering an equal opportunity workplace by promoting fair, transparent, and non-discriminatory practices throughout the employee lifecycle, including recruitment, development, transfers, and career advancement. We endeavor to create an inclusive work environment founded on mutual trust, dignity, and respect for all individuals. Employment-related decisions are guided by the principles of meritocracy and are based on an individual's qualifications, performance, capabilities, and the requirements of the role and business.

**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   | 100%                | 100%           | 100%                | 100%           |
| Female | 100%                | 100%           | 100%                | 100%           |
| Total  | 100%                | 100%           | 100%                | 100%           |

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

|                                | Yes/No | (If Yes, give details of mechanisms in brief)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|--------------------------------|--------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Permanent Workers              | Yes    | <p>Our Company is committed to maintaining a transparent, safe, and accountable work environment. To ensure effective grievance redressal, the hotel has implemented a Whistleblower Policy and all employee related grievances are redressed by HR Department and with an escalation matrix to the Chief Executive Officer. Also, the Company has in place a dedicated POSH Committee which separately reviews the complaints. The Committee comprises of members from various departments along with one external member to ensure neutrality and fairness.</p> <p>An open and fair platform for raising of POSH grievances is in place which remains confidential only among the Internal Complaints Committee (ICC) as constituted under the POSH Act, 2013, where all the concerns can be raised by the victims against all allegations in a fearless manner.</p> <p>Regular classroom-based refresher training sessions are conducted to raise awareness on grievance redressal procedures. All investigations are carried out impartially, with no presumption of guilt, and all information shared during the process is treated with strict confidentiality, except where disclosure is necessary for conducting the investigation or taking corrective action.</p> |
| Other than Permanent Workers   | Yes    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Permanent Employees            | Yes    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Other than Permanent Employees | Yes    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

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

| Category                         | 2025-26 (Current Financial Year)                   |                                                                                                |            | 2024-25 (Previous Financial Year)                  |                                                                                                |            |
|----------------------------------|----------------------------------------------------|------------------------------------------------------------------------------------------------|------------|----------------------------------------------------|------------------------------------------------------------------------------------------------|------------|
|                                  | Total employees/workers in respective category (A) | No. of employees / workers in respective category, who are part of association(s) or Union (B) | % (B/A)    | Total employees/workers in respective category (C) | No. of employees / workers in respective category, who are part of association(s) or Union (D) | % (D/C)    |
| <b>Total Permanent Employees</b> |                                                    |                                                                                                |            |                                                    |                                                                                                |            |
| Male                             | 762                                                | 0                                                                                              | 0%         | 696                                                | 0                                                                                              | 0%         |
| Female                           | 190                                                | 0                                                                                              | 0%         | 161                                                | 0                                                                                              | 0%         |
| <b>Total</b>                     | <b>952</b>                                         | <b>0</b>                                                                                       | <b>0%</b>  | <b>857</b>                                         | <b>0</b>                                                                                       | <b>0%</b>  |
| <b>Total Permanent Workers</b>   |                                                    |                                                                                                |            |                                                    |                                                                                                |            |
| Male                             | 933                                                | 365                                                                                            | 39%        | 992                                                | 451                                                                                            | 45%        |
| Female                           | 187                                                | 61                                                                                             | 33%        | 206                                                | 88                                                                                             | 43%        |
| <b>Total</b>                     | <b>1,120</b>                                       | <b>426</b>                                                                                     | <b>38%</b> | <b>1,198</b>                                       | <b>539</b>                                                                                     | <b>45%</b> |

## 8. Details of training given to employees and workers:

| Category  | 2025-26 (Current Financial Year) |                               |         |                      |         | 2024-25 (Previous Financial Year) |                               |         |                      |         |
|-----------|----------------------------------|-------------------------------|---------|----------------------|---------|-----------------------------------|-------------------------------|---------|----------------------|---------|
|           | Total (A)                        | On Health and safety measures |         | On Skill upgradation |         | Total (D)                         | On Health and safety measures |         | On Skill upgradation |         |
|           |                                  | No. (B)                       | % (B/A) | No. (C)              | % (C/A) |                                   | No. (E)                       | % (E/D) | No. (F)              | % (F/D) |
| Employees |                                  |                               |         |                      |         |                                   |                               |         |                      |         |
| Male      | 772                              | 671                           | 87%     | 671                  | 87%     | 705                               | 542                           | 77%     | 542                  | 77%     |
| Female    | 192                              | 161                           | 84%     | 161                  | 84%     | 162                               | 116                           | 72%     | 116                  | 72%     |
| Total     | 964                              | 832                           | 86%     | 832                  | 86%     | 867                               | 658                           | 76%     | 658                  | 76%     |
| Workers   |                                  |                               |         |                      |         |                                   |                               |         |                      |         |
| Male      | 1,185                            | 1,185                         | 100%    | 1,185                | 100%    | 1,220                             | 925                           | 76%     | 925                  | 76%     |
| Female    | 252                              | 252                           | 100%    | 252                  | 100%    | 247                               | 188                           | 76%     | 188                  | 76%     |
| Total     | 1,437                            | 1,437                         | 100%    | 1,437                | 100%    | 1,467                             | 1,113                         | 76%     | 1,113                | 100%    |

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

| Category         | 2025-26 (Current Financial Year) |              |             | 2024-25 (Previous Financial Year) |            |            |
|------------------|----------------------------------|--------------|-------------|-----------------------------------|------------|------------|
|                  | Total (A)                        | No. (B)      | % (B/A)     | Total (C)                         | No. (D)    | % (D/C)    |
| <b>Employees</b> |                                  |              |             |                                   |            |            |
| Male             | 772                              | 671          | 87%         | 705                               | 246        | 35%        |
| Female           | 192                              | 161          | 84%         | 162                               | 37         | 23%        |
| Others           | 0                                | 0            | 0%          | 0                                 | 0          | 0%         |
| <b>Total</b>     | <b>964</b>                       | <b>832</b>   | <b>86%</b>  | <b>867</b>                        | <b>283</b> | <b>33%</b> |
| <b>Workers</b>   |                                  |              |             |                                   |            |            |
| Male             | 1,185                            | 1,185        | 100%        | 1,220                             | 229        | 19%        |
| Female           | 252                              | 252          | 100%        | 247                               | 60         | 24%        |
| Others           | 0                                | 0            | 0%          | 0                                 | 0          | 0%         |
| <b>Total</b>     | <b>1,437</b>                     | <b>1,437</b> | <b>100%</b> | <b>1,467</b>                      | <b>289</b> | <b>20%</b> |

## 10. Health and Safety Management System

## a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage such system?

Yes, the hotel has an established Occupational Health & Safety Management System in place. The coverage extends across all operational and support areas including Engineering, Kitchen, Housekeeping, Food & Beverage, Front Office, Security, and Back-of-House operations. It includes contractor workforce operating within hotel premises as well.

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

The following processes are followed to identify and assess risks on both routine and non-routine basis

- Mandatory PPE usage (e.g., safety shoes, gloves, helmets, goggles depending on task)
- Fire safety systems including alarms, extinguishers, hydrants, and regular drills
- Electrical safety practices and lockout/tagout procedures
- Regular safety trainings and awareness sessions for employees
- Periodic safety inspections
- Preventive maintenance programs for plant and machinery
- Incident reporting and analysis
- Risk assessments before undertaking non-routine/high-risk activities (e.g., working at height, hot work permit)

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

Yes, employees are encouraged and empowered to report hazards through:

- Supervisor reporting channels and shift briefings
- Incident reporting systems
- Direct escalation to Engineering/Security teams

Employees are permitted to stop work and remove themselves from unsafe situations without fear of reprisal. Immediate corrective actions are initiated upon reporting.

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

Yes, employees have access to-

- On-site medical assistance/first aid facilities
- Tie-ups with nearby hospitals for emergency care
- Health insurance coverage as per company policy
- Periodic health check-ups and wellness initiatives.

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

| Safety Incident/Number                                                        | Category  | 2025-26<br>(Current<br>Financial Year) | 2024-25<br>(Previous<br>Financial Year) |
|-------------------------------------------------------------------------------|-----------|----------------------------------------|-----------------------------------------|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | 0                                      | 0                                       |
|                                                                               | Workers   | 0                                      | 0                                       |
| Total recordable work-related injuries                                        | Employees | 19                                     | 5                                       |
|                                                                               | Workers   | 43*                                    | 47                                      |
| No. of fatalities                                                             | Employees | 0                                      | 0                                       |
|                                                                               | Workers   | 0                                      | 0                                       |
| High consequence work-related injury or ill-health (excluding fatalities)     | Employees | 0                                      | 0                                       |
|                                                                               | Workers   | 0                                      | 0                                       |

\*Including the contract workforce

**12. Measures to Ensure a Safe and Healthy Workplace**

The Company is committed to maintaining high standards of health and safety across all operations. It identifies potential workplace hazards and ensures employees are informed about safety procedures, equipment usage, and necessary protective measures. The Company complies with all applicable statutory health and safety requirements and conducts regular audits of operational sites, projects under construction, and supplier/vendor premises to prevent safety violations and promote a zero-incident culture. Suppliers are expected to provide a safe and healthy work environment. This includes:

- Conducting occupational health and safety training for all employees
- Identifying and mitigating risks from physically demanding tasks (e.g., manual handling, heavy lifting, repetitive motions)

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

- Providing medical treatment or compensation to injured/ill workers as per applicable laws
- Assessing and controlling exposure to chemical, biological, and physical agents
- Providing appropriate personal protective equipment when engineering or administrative controls are insufficient
- Implementing machine safeguards and other protective measures to prevent workplace injuries
- Ensuring clean, safe facilities with potable water, hygienic food prep/storage areas, and clean toilet access
- Maintaining safe and hygienic worker dormitories with emergency exits, ventilation, and sufficient personal space

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

| Particulars        | 2025-26<br>(Current Financial Year) |                                       |         | 2024-25<br>(Previous Financial Year) |                                       |         |
|--------------------|-------------------------------------|---------------------------------------|---------|--------------------------------------|---------------------------------------|---------|
|                    | Filed during the year               | Pending resolution at the end of year | Remarks | Filed during the year                | Pending resolution at the end of year | Remarks |
| Working Conditions | NIL                                 | NIL                                   | NIL     | NIL                                  | NIL                                   | NIL     |
| Health & Safety    | NIL                                 | NIL                                   | NIL     | NIL                                  | NIL                                   | NIL     |

## 14. Assessments for the Year

|                             | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|-----------------------------|-------------------------------------------------------------------------------------------------------|
| 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 &amp; safety practices and working conditions.

All the Hotel Operations adhere strictly to all statutory health and safety regulations and conducts regular audits and inspections across all operational areas. This ensures full compliance with safety standards and reinforces our commitment to a zero-incident workplace culture.

## 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).

Yes, The Company's Group Mediciam Policy provides comprehensive medical coverage for employees and their families. This policy includes the employee plus up to three additional family members, such as spouse and children. Coverage under this policy begins from the very first day of the employee's joining.

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

The Company has a dedicated Internal and External Compliance Team for auditing & managing contractor compliance against the statutory dues and labour compliance.

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

|           | Total no. of affected employees/workers |                                      | No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment |                                      |
|-----------|-----------------------------------------|--------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|
|           | 2025-26<br>(Current Financial Year)     | 2024-25<br>(Previous Financial Year) | 2025-26<br>(Current Financial Year)                                                                                                               | 2024-25<br>(Previous Financial Year) |
| Employees | Nil                                     | Nil                                  | Nil                                                                                                                                               | Nil                                  |
| Workers   | Nil                                     | Nil                                  | Nil                                                                                                                                               | 1                                    |

## 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

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

## 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                                                                                         |

## 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.

All Hotel Operations adheres strictly to all statutory health and safety regulations and conducts regular audits and inspections across all operational areas. This ensures full compliance with safety standards and reinforces our commitment to a zero-incident workplace culture.

**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.

At Juniper Hotels Limited (JHL), we recognise that strong stakeholder relationships are fundamental to creating long-term value and supporting responsible business growth. We have established a systematic approach to identify, understand, and engage with stakeholders whose interests are linked to our operations and strategic objectives.

- **Stakeholder Identification and Prioritisation:** JHL undertakes a structured stakeholder assessment process to identify individuals and groups that influence, or are influenced by, our business activities. Stakeholders are evaluated based on factors such as their level of impact, interest, and engagement with the Company. This process enables us to effectively prioritise key stakeholder groups, including employees, guests, suppliers, investors, local communities, government bodies, and regulatory authorities.
- **Stakeholder Dialogue and Feedback Mechanisms:** We maintain regular communication channels to gather stakeholder perspectives, understand emerging expectations, and address concerns in a timely manner. Engagement is carried out through surveys, meetings, consultations, focus group discussions, feedback platforms, and direct interactions. Insights derived from these engagements help shape our decision-making processes, policies, and sustainability initiatives.
- **Continuous Evaluation and Enhancement:** As stakeholder expectations and business environments evolve, we periodically review the effectiveness of our stakeholder engagement framework. This ongoing evaluation helps us refine our engagement methods, strengthen relationships, and respond proactively to emerging issues and opportunities.

Through this proactive and inclusive approach, JHL seeks to build enduring partnerships founded on transparency, accountability, and mutual respect, thereby contributing to sustainable business success and shared value creation.

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

| Stakeholder Group      | Identified as Vulnerable & Marginalized Group (Yes/No) | Channels of Communication                             | Frequency of Engagement | Purpose and Scope of Engagement                                                                                              |
|------------------------|--------------------------------------------------------|-------------------------------------------------------|-------------------------|------------------------------------------------------------------------------------------------------------------------------|
| Employees              | No                                                     | Email, Internal Meetings, Training Programs           | Quarterly               | Engagement includes discussions on workplace conditions, career development, and feedback on company policies.               |
| Customers              | No                                                     | Email, Website, social media, Surveys                 | Continuously            | Engagement aims at gathering feedback on services, addressing concerns, and improving customer satisfaction.                 |
| Suppliers              | No                                                     | Email, Supplier Meetings, Survey and Audits           | Annually                | Ensuring compliance with contractual obligations, assessing performance, and discussing improvements.                        |
| Local Communities      | Yes                                                    | Community Meetings, Local Media                       | Annually                | Focused on understanding and addressing community needs, and discussing the impact of JHL's operations on local development. |
| Regulatory Authorities | No                                                     | Official Correspondence, Reports, Compliance Meetings | As required (Ad hoc)    | Ensuring compliance with regulations, discussing new laws, and maintaining transparent communication with authorities.       |

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

## 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.**

Juniper Hotels Limited (JHL) is committed to fostering transparent, inclusive, and meaningful engagement with its stakeholders on key economic, environmental, and social matters. The Company has established a structured framework to ensure that stakeholder perspectives are effectively communicated to and considered by the Board in its decision-making processes.

Key mechanisms include:

- **Stakeholder Engagement Forums:** JHL facilitates regular interactions with key stakeholder groups through structured engagement forums, enabling the exchange of views, identification of concerns, and sharing of recommendations. Insights gathered through these interactions support informed Board deliberations and strategic decision-making.
- **Open Communication Channels:** The Company maintains multiple channels for stakeholder engagement, including town halls, focused group discussions, surveys, and dedicated communication platforms. These avenues provide stakeholders with opportunities to share feedback, raise concerns, and engage directly with management.
- **Formal Feedback and Reporting Processes:** Feedback received through stakeholder engagement activities is systematically documented, analysed, and consolidated into periodic reports. These reports highlight key themes, concerns, and recommendations and relevant committees consider the same and implement appropriately.
- **Delegated Consultation Mechanisms:** Where stakeholder consultations are undertaken through designated committees, working groups, or management representatives, clear processes are established to capture, evaluate, and communicate stakeholder feedback to the Management. This ensures that stakeholder inputs are appropriately reflected in governance and operational discussions.
- **Continuous Improvement:** JHL regularly reviews the effectiveness of its stakeholder engagement practices and seeks opportunities to strengthen consultation processes. Feedback on engagement mechanisms is actively encouraged to ensure that the Company's approach remains transparent, responsive, and aligned with evolving stakeholder expectations.

Through these mechanisms, JHL integrates stakeholder perspectives into its strategic planning and operational decision-making processes, thereby promoting accountability, strengthening stakeholder trust, and supporting the creation of long-term sustainable value.

**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.**

At Juniper Hotels Limited (JHL), stakeholder engagement plays a central role in identifying and addressing environmental and social priorities. Illustrative examples include:

**Sustainability Projects:** Insights from environmental organisations and local communities have been instrumental in shaping our green initiatives. During 2025-26, the Company continued to advance its sustainability agenda through a combination of renewable energy adoption, energy-efficient infrastructure upgrades, and operational optimisation initiatives. Renewable energy integration through open access power contributed 26.4% (11.50 million kWh) of the Group's total electricity consumption, while additional solar power integration at Hyatt Andaz Delhi, alongside existing waste-to-energy sources, strengthened the transition towards cleaner energy. The Company also expanded open access power arrangements at key properties, including Hyatt Regency Lucknow, to further reduce dependence on conventional energy sources.

To enhance energy efficiency, the Company upgraded critical infrastructure across its portfolio, including the replacement of aging chillers, pumps, and Air Handling Units (AHUs) with high-efficiency systems, implementation of VRV technology, installation of water-to-water heat pumps, and deployment of automated condenser tube cleaning systems. Building Management Systems (BMS) were upgraded and strengthened to enable centralized monitoring, improved control, and data-driven energy management. Additional measures such as cooling tower optimisation, automated lighting controls, key-card-based room energy management, and the use of energy-efficient motors and HVAC systems further contributed to reducing energy intensity, lowering carbon emissions, improving operational efficiency, and enhancing guest comfort. The Company remains committed to driving sustainable growth through continuous investment in innovative technologies and responsible resource management.

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

**Community/ Culture and Heritage Focused Initiatives:** Dialogue with community representatives has influenced the design of our Community Upliftment programmes, which focus on education, healthcare, art, culture, heritage and social welfare.

The flagship examples of Community/ Culture and Heritage Focused Initiatives are as under:

- The Bodhgaya Hotel School in Bihar, which offers quality education and improved facilities to underprivileged children. This initiative fosters sustainable economic growth in the area while enabling our guests to be part of a meaningful, positive change.
- Hyatt Place Hampi is one such property where the Company's strategy to work and portray ancient and vast cultural heritage which India imbibes into. Hyatt Place Hampi blends seamlessly with its contemporary aesthetics portraying historical charm of Hampi, a UNESCO World Heritage site.

By embedding stakeholder perspectives into our decision-making, JHL ensures that our strategies and operations reflect both community expectations and our long-standing commitment to sustainable, responsible hospitality.

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

Juniper Hotels Limited (JHL) is committed to engaging with vulnerable and marginalised groups and taking tangible steps to address their needs. Notable examples include:

- **Advancing Education:** Collaboration with underserved communities inspired the creation of the Bodhgaya Hotel School, an initiative that delivers high-quality education to children from disadvantaged backgrounds. Beyond supporting the region's long-term economic growth, the project invites guests to be part of a meaningful social impact journey. The school blends strong academic instruction with practical hospitality training, equipping students with the skills required to succeed in the industry. For further insights, refer to the Social and Relationship Capital section.
- **Strengthening Health & Safety:** Feedback from at-risk groups has driven enhancements to our health and safety framework. This includes upgrading safety measures, conducting frequent fire safety and emergency preparedness drills, and offering regular training on topics such as cybersecurity. These steps ensure a secure and supportive environment for all. More details are available in the Human Capital section.
- **Fostering Economic Inclusion:** JHL actively supports India's economic inclusion agenda by collaborating with local small and medium enterprises (SMEs). We integrate these businesses into our supply chain and provide mentoring and capacity-building opportunities to help them improve operations, expand reach, and strengthen competitiveness. Through these efforts, we help nurture a fairer, more resilient business ecosystem. Further information can be found in the Social & Relationship Capital section.

These initiatives reflect JHL's dedication to protecting stakeholder interests and addressing their concerns through impactful, inclusive, and sustainable actions. By championing diversity, empowerment, and opportunity, we contribute to the social and economic well-being of the communities in which we operate.

## 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               | 2025-26<br>(Current Financial Year) |                                           |             | 2024-25<br>(Previous Financial Year) |                                           |             |
|------------------------|-------------------------------------|-------------------------------------------|-------------|--------------------------------------|-------------------------------------------|-------------|
|                        | Total (A)                           | No. of employees /<br>workers covered (B) | % (B / A)   | Total (C)                            | No. of employees /<br>workers covered (D) | % (D / C)   |
| <b>Employees</b>       |                                     |                                           |             |                                      |                                           |             |
| Permanent              | 952                                 | 952                                       | 100%        | 857                                  | 857                                       | 100%        |
| Other than permanent   | 12                                  | 12                                        | 100%        | 10                                   | 10                                        | 100%        |
| <b>Total Employees</b> | <b>964</b>                          | <b>964</b>                                | <b>100%</b> | <b>867</b>                           | <b>867</b>                                | <b>100%</b> |
| <b>Workers</b>         |                                     |                                           |             |                                      |                                           |             |
| Permanent              | 1120                                | 1120                                      | 100%        | 1198                                 | 1198                                      | 100%        |
| Other than permanent   | 317                                 | 317                                       | 100%        | 269                                  | 269                                       | 100%        |
| <b>Total Workers</b>   | <b>1437</b>                         | <b>1437</b>                               | <b>100%</b> | <b>1467</b>                          | <b>1467</b>                               | <b>100%</b> |

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

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

| Category             | 2025-26<br>(Current Financial Year) |                          |         |                           |         | 2024-25<br>(Previous Financial Year) |                          |         |                           |         |
|----------------------|-------------------------------------|--------------------------|---------|---------------------------|---------|--------------------------------------|--------------------------|---------|---------------------------|---------|
|                      | Total<br>(A)                        | Equal to<br>Minimum Wage |         | More than<br>Minimum Wage |         | Total<br>(D)                         | Equal to<br>Minimum Wage |         | More than<br>Minimum Wage |         |
|                      |                                     | No. (B)                  | % (B/A) | No. (C)                   | % (C/A) |                                      | No. (E)                  | % (E/D) | No. (F)                   | % (F/D) |
| Employees            |                                     |                          |         |                           |         |                                      |                          |         |                           |         |
| Permanent            |                                     |                          |         |                           |         |                                      |                          |         |                           |         |
| Male                 | 762                                 | NIL                      | NIL     | 762                       | 100%    | 620                                  | NIL                      | NIL     | 620                       | 100%    |
| Female               | 190                                 | NIL                      | NIL     | 190                       | 100%    | 134                                  | NIL                      | NIL     | 134                       | 100%    |
| Other than Permanent |                                     |                          |         |                           |         |                                      |                          |         |                           |         |
| Male                 | 10                                  | NIL                      | NIL     | 10                        | 100%    | 9                                    | NIL                      | NIL     | 9                         | 100%    |
| Female               | 2                                   | NIL                      | NIL     | 2                         | 100%    | 1                                    | NIL                      | NIL     | 1                         | 100%    |
| Workers              |                                     |                          |         |                           |         |                                      |                          |         |                           |         |
| Permanent            |                                     |                          |         |                           |         |                                      |                          |         |                           |         |
| Male                 | 933                                 | NIL                      | NIL     | 933                       | 100%    | 992                                  | NIL                      | NIL     | 992                       | 100%    |
| Female               | 187                                 | NIL                      | NIL     | 187                       | 100%    | 206                                  | NIL                      | NIL     | 206                       | 100%    |
| Other than Permanent |                                     |                          |         |                           |         |                                      |                          |         |                           |         |
| Male                 | 252                                 | NIL                      | NIL     | 252                       | 100%    | 228                                  | NIL                      | NIL     | 228                       | 100%    |
| Female               | 65                                  | NIL                      | NIL     | 65                        | 100%    | 41                                   | NIL                      | NIL     | 41                        | 100%    |

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

## a. Median remuneration/wages

| Category                         | Male   |                                                                 | Female |                                                                 |
|----------------------------------|--------|-----------------------------------------------------------------|--------|-----------------------------------------------------------------|
|                                  | Number | Median remuneration/salary/ wages of respective category (In ₹) | Number | Median remuneration/salary/ wages of respective category (In ₹) |
| Board of Directors (BoD)         | 1      | 13,53,22,900                                                    | 0      | N.A.                                                            |
| Key Managerial Personnel (KMP)*  | 3      | 1,89,32,388                                                     | 0      | N.A.                                                            |
| Employees other than BoD and KMP | 762    | 4,61,338                                                        | 190    | 3,96,394                                                        |
| Workers                          | 933    | 2,39,648                                                        | 187    | 1,61,358                                                        |

\* Chairman and Managing Director is included in the Board of Directors, hence not included in the no. of Key Management Personnel

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

|                                                | 2025-26<br>(Current Financial Year) | 2024-2025<br>(Previous Financial Year) |
|------------------------------------------------|-------------------------------------|----------------------------------------|
| Gross wages paid to female as % of total wages | 15.39%                              | 16.03%                                 |

## 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

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

The Company has a dedicated Human Rights Policy that includes a grievance redressal mechanism and annual (or as needed) stakeholder consultations for feedback. Confidentiality is maintained to the extent possible, and retaliation against individuals reporting violations is strictly prohibited. Any form of retaliation may lead to disciplinary action, including termination. Additionally, concerns related to sexual harassment are addressed through the Internal Complaints Committee (ICC), established as per the POSH Act, 2013, ensuring a safe and respectful workplace.

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

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

| Complaint Type                    | 2025-26<br>(Current Financial Year) |                                       |         | 2024 - 25<br>(Previous Financial Year) |                                       |         |
|-----------------------------------|-------------------------------------|---------------------------------------|---------|----------------------------------------|---------------------------------------|---------|
|                                   | Filed during the year               | Pending resolution at the end of year | Remarks | Filed during the year                  | Pending resolution at the end of year | Remarks |
| Sexual Harassment                 | 0                                   | 0                                     | NIL     | 0                                      | 0                                     | NIL     |
| Discrimination at workplace       | 0                                   | 0                                     | NIL     | 0                                      | 0                                     | NIL     |
| Child Labour                      | 0                                   | 0                                     | NIL     | 0                                      | 0                                     | NIL     |
| Forced Labour/Involuntary Labour  | 0                                   | 0                                     | NIL     | 0                                      | 0                                     | NIL     |
| Wages                             | 0                                   | 0                                     | NIL     | 0                                      | 0                                     | NIL     |
| Other human rights related issues | 0                                   | 0                                     | NIL     | 0                                      | 0                                     | NIL     |

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

|                                                                                                                                    | 2025-26<br>(Current Financial Year) | 2024-25<br>(Previous Financial Year) |
|------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|--------------------------------------|
| Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013(POSH) | 0                                   | 0                                    |
| Complaints on POSH as a % of female employees / workers                                                                            | 0                                   | 0                                    |
| Complaints on POSH upheld                                                                                                          | 0                                   | 0                                    |

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

The Company is committed to providing a safe, inclusive, and respectful workplace and maintains a strict zero-tolerance approach towards discrimination, harassment, and retaliation. To safeguard complainants from any adverse consequences arising from the reporting of concerns, the Company has established robust mechanisms, including:

- Maintenance of strict confidentiality throughout the complaint handling and investigation process.
- Enforcement of a non-retaliation policy to protect complainants, witnesses, and other participants from any form of victimisation or adverse treatment.
- Prompt and impartial redressal of complaints through a duly constituted and trained Internal Complaints Committee (ICC) in accordance with applicable laws and Company policies.
- Regular follow-up and monitoring to ensure that no retaliatory actions are taken against the complainant.
- Periodic awareness programmes and training sessions, including Prevention of Sexual Harassment (POSH) training, to promote a culture of dignity, respect, and accountability across the organisation.

These measures help foster an environment where employees can raise concerns without fear and seek redressal through a fair and transparent process.

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

Yes.

## 10. Assessments for the year:

| Category                    | % of Properties and Offices Assessed |
|-----------------------------|--------------------------------------|
| Child labour                | 100%                                 |
| Forced/involuntary labour   | 100%                                 |
| Sexual harassment           | 100%                                 |
| Discrimination at workplace | 100%                                 |
| Wages                       | 100%                                 |
| Others – please specify     | NA                                   |

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

Not Applicable

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

## LEADERSHIP INDICATORS

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

Juniper Hotels Limited (JHL) recognises its human capital as a vital asset and a key driver of the Company's sustainable growth and long-term success. The Company has established a robust and comprehensive grievance redressal mechanism that enables employees and other stakeholders to raise concerns, including those related to human rights, in a safe, transparent, and confidential manner.

Based on periodic reviews and feedback received through these channels, JHL continuously evaluates and strengthens its people management practices. The Company has enhanced oversight of working hours and related processes, where required, to promote compliance with applicable laws, improve employee well-being, and drive operational effectiveness across its properties.

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

The Company considers human rights a key priority and conducts Human Rights Due Diligence (HRDD). The Company is in compliance with the statutory requirements of pertaining to the protection of human rights. Company has in place best human right practices, policies and standard operating procedures.

## 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, the Company ensures that all hotel properties are equipped with the necessary facilities to accommodate persons with disabilities, in compliance with the requirements of the Rights of Persons with Disabilities Act, 2016.

## 4. Details on assessment of value chain partners:

|                                  | % of value chain partners<br>(by value of business done with such partners) that were assessed |
|----------------------------------|------------------------------------------------------------------------------------------------|
| Sexual Harassment                | 0                                                                                              |
| Discrimination at workplace      | 0                                                                                              |
| Child Labour                     | 0                                                                                              |
| Forced Labour/Involuntary Labour | 0                                                                                              |
| Wages                            | 0                                                                                              |
| Others - please specify          | 0                                                                                              |

## 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

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

## ESSENTIAL INDICATORS

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

| Parameter                                                       | 2025-26<br>(Current<br>Financial Year) | 2024-25<br>(Previous<br>Financial Year) |
|-----------------------------------------------------------------|----------------------------------------|-----------------------------------------|
| <b>From renewable sources</b>                                   |                                        |                                         |
| Total electricity consumption (A)                               | 41,410                                 | 35,390                                  |
| Total fuel consumption (B)                                      | 0                                      | 0                                       |
| Energy consumption through other sources (C)                    | 0                                      | 0                                       |
| <b>Total energy consumed from renewable sources (A+B+C)</b>     | <b>41,410</b>                          | <b>35,390</b>                           |
| <b>From non-renewable sources</b>                               |                                        |                                         |
| Total electricity consumption (D)                               | 1,14,959                               | 1,18,323                                |
| Total fuel consumption (E)                                      | 46,390                                 | 40,232                                  |
| Energy consumption through other sources (F)                    | 0                                      | 0                                       |
| <b>Total energy consumed from non-renewable sources (D+E+F)</b> | <b>1,61,349</b>                        | <b>1,58,555</b>                         |
| <b>Total energy consumed (A+B+C+D+E+F)</b>                      | <b>2,02,759</b>                        | <b>1,93,945</b>                         |

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

| Parameter                                                                                                                                                       | 2025-26<br>(Current<br>Financial Year) | 2024-25<br>(Previous<br>Financial Year) |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|-----------------------------------------|
| <b>Energy intensity per rupee of turnover</b><br>(Total energy consumed / Revenue from operations)                                                              | 1.94                                   | 2.05                                    |
| <b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)#</b><br>(Total energy consumed / Revenue from operations adjusted for PPP) | 39.36                                  | 42.43                                   |
| <b>Energy intensity in terms of physical output*</b>                                                                                                            | 107.85                                 | 103.22                                  |
| Energy intensity (optional) – the relevant metric may be selected by the entity**                                                                               | 0.39                                   | 0.28                                    |

\*No. of keys is considered as physical output

\*\* No. of room nights available is considered as optional metric

**Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

Yes. An independent BRSR gap assessment and readiness evaluation was conducted by Conserve Consultants Private Limited as part of the Company's phased assurance preparedness program.

# Source for PPP: International Monetary Fund (IMF) <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND> as per 2026 list as extracted on June 17, 2026.

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.**

Not Applicable.

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

| Parameter                                                                                                                                                       | 2025-26<br>(Current<br>Financial Year) | 2024-25<br>(Previous<br>Financial Year) |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|-----------------------------------------|
| <b>Water withdrawal by source (in kiloliters)</b>                                                                                                               |                                        |                                         |
| (i) Surface water                                                                                                                                               | 0                                      | 0                                       |
| (ii) Groundwater                                                                                                                                                | 1,80,290                               | 1,67,622                                |
| (iii) Third party water                                                                                                                                         | 3,96,736                               | 3,92,980                                |
| (iv) Seawater / desalinated water                                                                                                                               | 0                                      | 0                                       |
| (v) Others (Rainwater storage)                                                                                                                                  | 0                                      | 0                                       |
| <b>Total volume of Water Withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>                                                                                 | <b>5,77,026</b>                        | <b>5,60,602</b>                         |
| <b>Total volume of Water Consumption (in kiloliters)</b>                                                                                                        | <b>5,77,026</b>                        | <b>5,60,602</b>                         |
| <b>Water intensity per rupee of turnover</b><br>(Total water consumption / Revenue from operations)                                                             | 5.51                                   | 5.94                                    |
| <b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b><br>(Total water consumption / Revenue from operations adjusted for PPP) | 112.03                                 | Not Available                           |
| <b>Water intensity in terms of physical output*</b>                                                                                                             | 306.93                                 | 298.35                                  |
| <b>Water intensity</b> (optional) – the relevant metric may be selected by the entity**                                                                         | 1.11                                   | 0.82                                    |

\*No. of keys is considered as physical output

\*\* No. of room nights available is considered as optional metric

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

Yes. An independent BRSR gap assessment and readiness evaluation was conducted by Conserve Consultants Private Limited as part of the Company's phased assurance preparedness program.

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

## 4. Provide the following details related to water discharged:

| Parameter                                                                    | 2025-26<br>(Current<br>Financial Year) | 2024-25<br>(Previous<br>Financial Year) |
|------------------------------------------------------------------------------|----------------------------------------|-----------------------------------------|
| <b>Water discharge by destination and level of treatment (in kiloliters)</b> |                                        |                                         |
| (i) To Surface water                                                         | 0                                      | 0                                       |
| - No treatment                                                               |                                        |                                         |
| - With treatment – please specify level of treatment                         |                                        |                                         |
| (ii) To Groundwater                                                          | 0                                      | 0                                       |
| - No treatment                                                               |                                        |                                         |
| - With treatment – please specify level of treatment                         |                                        |                                         |
| (iii) To Seawater                                                            | 0                                      | 0                                       |
| - No treatment                                                               |                                        |                                         |
| - With treatment – please specify level of treatment                         |                                        |                                         |
| (iv) Sent to third-parties                                                   | 0                                      | 0                                       |
| - No treatment                                                               |                                        |                                         |
| - With treatment – please specify level of treatment                         |                                        |                                         |
| (v) Others – Discharged to State Sewerage Board                              | Yes                                    | Yes                                     |
| - No treatment                                                               |                                        |                                         |
| - With treatment – please specify level of treatment                         | Yes, Sewage<br>treatment plants        | Yes, Sewage<br>treatment plants         |
| <b>Total water discharged (in kiloliters)</b>                                |                                        |                                         |

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes. An independent BRSR gap assessment and readiness evaluation was conducted by Conserve Consultants Private Limited as part of the Company's phased assurance preparedness program.

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

Not Applicable

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

| Parameter                           | Unit              | 2025-26<br>(Current<br>Financial Year) | 2024-2025<br>(Previous<br>Financial Year) |
|-------------------------------------|-------------------|----------------------------------------|-------------------------------------------|
| NOx                                 | µg/m <sup>3</sup> | Less than 50                           | Less than 50                              |
| SOx                                 | µg/m <sup>3</sup> | Less than 50                           | Less than 50                              |
| Particulate matter (PM)             | µg/m <sup>3</sup> | Less than 50                           | Less than 50                              |
| Persistent organic pollutants (POP) | µg/m <sup>3</sup> | Not Applicable                         | Not Applicable                            |
| Volatile organic compounds (VOC)    | µg/m <sup>3</sup> | Not Applicable                         | Not Applicable                            |
| Hazardous air pollutants (HAP)      | µg/m <sup>3</sup> | Not Applicable                         | Not Applicable                            |
| Others – please specify             |                   |                                        |                                           |

**Note:** Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes. An independent BRSR gap assessment and readiness evaluation was conducted by Conserve Consultants Private Limited as part of the Company's phased assurance preparedness program.

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

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

**Greenhouse Gas Emissions Data:**

| Parameter                                                                                                                                                                                                   | Unit                                                        | 2025-26<br>(Current<br>Financial Year) | 2024-25<br>(Previous<br>Financial Year) |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|----------------------------------------|-----------------------------------------|
| Total SCOPE 1 emissions<br>- CO <sub>2</sub> ; - CH <sub>4</sub> ; - N <sub>2</sub> O; - HFCs; - PFCs; - SF <sub>6</sub> ; - NF <sub>3</sub>                                                                | Metric tonnes of<br>CO <sub>2</sub> equivalent              | 1227.18                                | 1833.8                                  |
| Total SCOPE 2 emissions<br>- CO <sub>2</sub> ; - CH <sub>4</sub> ; - N <sub>2</sub> O; - HFCs; - PFCs; - SF <sub>6</sub> ; - NF <sub>3</sub>                                                                | Metric tonnes of<br>CO <sub>2</sub> equivalent              | 28335.13                               | 25392.58                                |
| Total Scope 1 and Scope 2 emission intensity per rupee<br>of turnover<br>(Total Scope 1 and Scope 2 GHG emissions/ Revenue<br>from operations)                                                              | Metric tonnes of<br>CO <sub>2</sub> equivalent per<br>rupee | 0.28                                   | 0.29                                    |
| Total Scope 1 and Scope 2 emission intensity per rupee<br>of turnover adjusted for Purchasing Power Parity (PPP)<br>(Total Scope 1 and Scope 2 GHG emissions / Revenue<br>from operations adjusted for PPP) |                                                             | 5.74                                   | 5.96                                    |
| Total Scope 1 and Scope 2 emission intensity in terms of<br>physical output*                                                                                                                                |                                                             | 15.72                                  | 14.49                                   |
| Total Scope 1 and Scope 2 emission intensity (optional)**                                                                                                                                                   | The relevant metric                                         | 0.06                                   | 0.04                                    |

\*No. of Keys is considered as physical output

\*\*No. of Room Nights Available is considered as optional metric

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

Yes. An independent BRSR gap assessment and readiness evaluation was conducted by Conserve Consultants Private Limited as part of the Company's phased assurance preparedness program.

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

Yes, we are planning to replace all our old refrigerant gas to more ozone friendly refrigerant gases in future .

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

Here is the waste management details for Juniper Hotels Limited (JHL) in table format:

| Parameter                                                                                                                                                     | 2025-26<br>(Current<br>Financial Year) | 2024-25<br>(Previous<br>Financial Year) |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|-----------------------------------------|
| <b>Total Waste Generated (in metric tonnes)</b>                                                                                                               |                                        |                                         |
| Plastic waste (A)                                                                                                                                             | 46.79                                  | 48.61                                   |
| E-waste (B)                                                                                                                                                   | 4.1                                    | 3.3                                     |
| Bio-medical waste (C)                                                                                                                                         | Not applicable                         | Not Applicable                          |
| Construction and demolition waste (D)                                                                                                                         | 257                                    | 510                                     |
| Battery waste (E)                                                                                                                                             | 0.02                                   | 0                                       |
| Radioactive waste (F)                                                                                                                                         | Not Applicable                         | Not Applicable                          |
| Other Hazardous waste (G)                                                                                                                                     | 32.6                                   | 23.6                                    |
| Other Non-hazardous waste generated (H)                                                                                                                       | 1,207.76                               | 972.63                                  |
| <b>Total (A+B+C+D+E+F+G+H)</b>                                                                                                                                | <b>1,548.27</b>                        | <b>1,558.14</b>                         |
| <b>Waste intensity per rupee of turnover</b><br>(Total waste generated / Revenue from operations)                                                             | <b>0.01</b>                            | <b>0.02</b>                             |
| <b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b><br>(Total waste generated / Revenue from operations adjusted for PPP) | <b>0.30</b>                            | <b>0.34</b>                             |
| <b>Waste intensity in terms of physical output*</b>                                                                                                           | <b>0.82</b>                            | <b>0.31</b>                             |
| Waste intensity(optional) - the relevant metric may be selected by the entity**                                                                               | 0.003                                  | 0.009                                   |

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

| For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes) | 2025-26<br>(Current<br>Financial Year) | 2024-25<br>(Previous<br>Financial Year) |
|-----------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|-----------------------------------------|
| <b>Category of waste</b>                                                                                                                |                                        |                                         |
| (i) Recycled                                                                                                                            | 538.4                                  | 371.78                                  |
| (ii) Re-used                                                                                                                            | 0                                      | 0                                       |
| (iii) Other recovery operations                                                                                                         | 0                                      | 0                                       |
| <b>Total</b>                                                                                                                            | <b>538.4</b>                           | <b>371.78</b>                           |

| For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes) | 2025-26 (Current<br>Financial Year) | 2024-25 (Previous<br>Financial Year) |
|------------------------------------------------------------------------------------------------------------|-------------------------------------|--------------------------------------|
| <b>Category of waste</b>                                                                                   |                                     |                                      |
| (i) Incineration                                                                                           | 32.6                                | 23.6                                 |
| (ii) Landfilling                                                                                           | 322.22                              | 572.37                               |
| (iii) Other disposal operations                                                                            | 655                                 | 590.39                               |
| <b>Total</b>                                                                                               | <b>1,009.82</b>                     | <b>1,186.36</b>                      |

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.

Not Applicable, as the Company does not have operations around ecologically sensitive areas during the reporting period.

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:

| S. No. | Location of Operations/ Offices | Type of Operations | Whether the Conditions of Environmental Approval / Clearance are Being Complied With? (Y/N) | If No, the Reasons Thereof and Corrective Action Taken, if Any |
|--------|---------------------------------|--------------------|---------------------------------------------------------------------------------------------|----------------------------------------------------------------|
|--------|---------------------------------|--------------------|---------------------------------------------------------------------------------------------|----------------------------------------------------------------|

Not Applicable during the reporting period

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 (Yes / No) | Results Communicated in Public Domain (Yes / No) | Relevant Web Link |
|-----------------------------------|----------------------|------|-------------------------------------------------------------|--------------------------------------------------|-------------------|
|-----------------------------------|----------------------|------|-------------------------------------------------------------|--------------------------------------------------|-------------------|

Not Applicable during the reporting period

13. **Compliance with Environmental Laws and Regulations:** 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, Company is in compliance with the applicable environmental laws/ regulations/ guidelines

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

Not Applicable

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

**LEADERSHIP INDICATORS****1. Water Withdrawal, Consumption, and Discharge in Areas of Water Stress**

Not applicable as the Company does not have operations in water stressed area. However, the Company ensures zero water discharge with 100% of water recycling mechanism for all operational properties through Sewage Treatment Plants (STPs), Effluent Treatment Plants for each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area: Not Applicable
- (ii) Nature of operations: Not Applicable
- (iii) Water withdrawal, consumption, and discharge in the following format:

| Parameter                                                                              | 2025-26<br>(Current<br>Financial Year) | 2024-25<br>(Previous<br>Financial Year) |
|----------------------------------------------------------------------------------------|----------------------------------------|-----------------------------------------|
| <b>Water withdrawal by source (in kilolitres)</b>                                      |                                        |                                         |
| (i) Surface water                                                                      | 0                                      | 0                                       |
| (ii) Groundwater                                                                       | 1,80,290                               | 1,67,622                                |
| (iii) Third party water                                                                | 3,96,736                               | 3,92,980                                |
| (iv) Seawater / desalinated water                                                      | 0                                      | 0                                       |
| (v) Others                                                                             | 0                                      | 0                                       |
| <b>Total volume of water withdrawal (in kilolitres)</b>                                | <b>5,77,026</b>                        | <b>5,60,602</b>                         |
| <b>Total volume of water consumption (in kilolitres)</b>                               | <b>5,77,026</b>                        | <b>5,60,602</b>                         |
| <b>Water intensity per rupee of turnover</b> (Water consumed / turnover)               | 5.51                                   | 5.94                                    |
| <b>Water intensity</b> (optional) – the relevant metric may be selected by the entity* | 112.03                                 | 0.82                                    |
| *No. of Room Nights Available is considered as relevant metric                         |                                        |                                         |
| <b>Water discharge by destination and level of treatment (in kilolitres)</b>           |                                        |                                         |
| (i) Into Surface water                                                                 | 0                                      | 0                                       |
| - No treatment                                                                         |                                        |                                         |
| - With treatment – please specify level of treatment                                   |                                        |                                         |
| (ii) Into Groundwater                                                                  | 0                                      | 0                                       |
| - No treatment                                                                         |                                        |                                         |
| - With treatment – please specify level of treatment                                   |                                        |                                         |
| (iii) Into Seawater                                                                    | 0                                      | 0                                       |
| - No treatment                                                                         |                                        |                                         |
| - With treatment – please specify level of treatment                                   |                                        |                                         |
| (iv) Sent to third-parties                                                             | 0                                      | 0                                       |
| - No treatment                                                                         |                                        |                                         |
| - With treatment – please specify level of treatment                                   |                                        |                                         |
| (v) Others                                                                             | Yes                                    | Yes                                     |
| - No treatment                                                                         |                                        |                                         |
| - With treatment – please specify level of treatment                                   | Yes , Sewage<br>treatment plants       | Yes , Sewage<br>treatment plants        |
| <b>Total water discharged (in kilolitres)</b>                                          |                                        |                                         |

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

Yes. An independent BRSR gap assessment and readiness evaluation was conducted by Conserve Consultants Private Limited as part of the Company's phased assurance preparedness program.

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

## 2. Details of Total Scope 3 Emissions &amp; Its Intensity

| Parameter                                                                                                                                                                | Unit           | 2025-26<br>(Current<br>Financial Year) | 2024-25<br>(Previous<br>Financial Year) |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|----------------------------------------|-----------------------------------------|
| Total Scope 3 emissions<br>(Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available) | Not Applicable | Not Applicable                         | Not Applicable                          |
| Total Scope 3 emissions per rupee of turnover                                                                                                                            |                |                                        |                                         |
| Total Scope 3 emission intensity (optional)- the relevant metric may be selected by the entity                                                                           |                |                                        |                                         |

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

Not Applicable.

## 3. Details of Green Credits Generated or Procured

- Has the entity generated or procured any Green Credits under relevant environmental programs? (Y/N)
- If Yes, provide details in the following format:

| Parameter                                             | 2025-26<br>(Current<br>Financial Year) | 2024-25<br>(Previous<br>Financial Year) |
|-------------------------------------------------------|----------------------------------------|-----------------------------------------|
| Total Green Credits Generated                         | 0                                      | 0                                       |
| Total Green Credits Procured                          | 0                                      | 0                                       |
| Value Chain Partners Reporting Green Credits (Top 10) | 0                                      | 0                                       |

## 4. With respect to the ecologically sensitive areas reported in Question 10 of Essential Indicators above, Juniper Hotels Limited (JHL) has conducted thorough assessments to understand our impact on biodiversity.

Not Applicable, as the Company does not have operations around ecologically sensitive areas.

## 5. Specific Initiatives and Outcomes: (See chapter on Natural Capital within this Annual Report for more details.)

| Sr. No | Initiative Undertaken                            | Details of the Initiative (Web-link, if any, may be provided along-with summary)                                                                                | Outcome of the Initiative                                                                              |
|--------|--------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|
| 1      | Renewable Energy Integration (Open Access Power) | Achieved group-level open access renewable energy integration, with renewable energy accounting for 26.4% (11.50 million kWh) of total electricity consumption. | Reduced dependence on conventional energy sources and lowered carbon emissions.                        |
| 2      | Hybrid Renewable Energy Model at HAD             | Integrated solar power with existing waste-to-energy sources to create a hybrid renewable energy model.                                                         | Expected to increase green power contribution to over 80% of total energy consumption at HAD.          |
| 3      | Open Access Power at Hyatt Regency Lucknow       | Implemented open access renewable power from December 2025.                                                                                                     | Expected to meet approximately 75% of the property's total power requirement through renewable energy. |
| 4      | Renewable Energy Expansion Planning              | Continued discussions with multiple partners for implementation of open access power solutions at GH and HRA.                                                   | Supports future renewable energy adoption and reduction in conventional energy usage.                  |

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

| Sr. No | Initiative Undertaken                                | Details of the Initiative (Web-link, if any, may be provided along-with summary)                                                             | Outcome of the Initiative                                                                                                        |
|--------|------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|
| 5      | Replacement of AHUs with EC Fan-Based Systems (GHM)  | Replaced 14 Air Handling Units with energy-efficient EC fan-based systems.                                                                   | Improved airflow efficiency, enhanced energy performance, and reduced electricity consumption.                                   |
| 6      | Energy-Efficient Pump Replacement (GHM)              | Replaced conventional pumps with energy-efficient pumps.                                                                                     | Improved operational efficiency and reduced energy consumption.                                                                  |
| 7      | High-Efficiency Chiller Replacement (GHM)            | Replaced two aging chillers with high-efficiency chillers.                                                                                   | Significantly improved HVAC plant efficiency and reduced energy intensity.                                                       |
| 8      | VRV System Implementation (Hyatt Raipur)             | Completed implementation of Variable Refrigerant Volume (VRV) system.                                                                        | Improved HVAC efficiency, operational reliability, and energy performance.                                                       |
| 9      | VRV Project Phase 2 (Hyatt Place Hampi)              | Completed Phase 2 of the VRV system project.                                                                                                 | Enhanced energy efficiency and optimised HVAC operations.                                                                        |
| 10     | Building Management System (BMS) Upgradation         | Upgraded BMS at HAD and HRA and strengthened BMS capabilities across properties for centralized monitoring and control.                      | Improved energy monitoring, operational control, and data-driven decision-making for energy optimisation.                        |
| 11     | Cooling Tower Optimisation                           | Undertook continuous cooling tower optimisation initiatives.                                                                                 | Enhanced chiller performance and improved overall plant efficiency.                                                              |
| 12     | Automated Condenser Tube Cleaning Systems            | Installed automatic condenser tube cleaning systems.                                                                                         | Sustained heat transfer efficiency and reduced energy consumption.                                                               |
| 13     | Water-to-Water Heat Pumps                            | Implemented water-to-water heat pumps for hot water generation.                                                                              | Improved energy efficiency and reduced environmental impact of hot water production.                                             |
| 14     | Automated Lighting Controls                          | Installed automated lighting controls in public areas and key-card-based master switches in guest rooms.                                     | Minimized energy usage during non-occupancy and improved overall energy efficiency.                                              |
| 15     | Sustainable Design and Energy Management Initiatives | Incorporated passive and active energy-saving measures in project design and strengthened performance monitoring through smart technologies. | Improved operational efficiency, enhanced guest comfort, reduced carbon emissions, and supported long-term sustainability goals. |

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

**6. Business Continuity and Disaster Management Plan: Does the entity have a business continuity and disaster management plan?**

Yes, Juniper Hotels Limited (JHL) has a comprehensive Business Continuity and Disaster Management Plan designed to ensure operational resilience and preparedness. The plan includes risk assessments, emergency response procedures, regular drills, and measures to address natural disasters, technological incidents, and other potential disruptions. It also incorporates stakeholder communication protocols, resource allocation mechanisms, and coordination with relevant authorities to minimize operational impact. JHL remains committed to regularly reviewing and enhancing these measures to safeguard its guests, employees, assets, and business operations.

**7. Significant Adverse Impact on Environment from the Value Chain: 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?**

Not Applicable

**8. Environmental Impact Assessment of Value Chain Partners: Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts**

Not Applicable

**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.**

Juniper Hotels Limited (JHL) is affiliated with trade and industry chambers/associations as mentioned below.

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

| S. No. | Name of the Trade and Industry Chambers/ Associations          | Reach of Trade and Industry Chambers/ Associations State/ National) |
|--------|----------------------------------------------------------------|---------------------------------------------------------------------|
| 1      | Hotel & Restaurant Association of Western India                | State                                                               |
| 2      | Federal of Hotels & Restaurant Association of India (FHRAI)    | National                                                            |
| 3      | Federation of Indian Chambers of Commerce and Industry (FICCI) | National                                                            |

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

| Name of Authority | Brief of the Case | Corrective Action Taken |
|-------------------|-------------------|-------------------------|
| Not Applicable    |                   |                         |

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

## Principle 8: Promoting Inclusive Growth and Equitable Development

## ESSENTIAL INDICATORS

1. What are the details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws in the current financial year?

| Name and brief details of project           | SIA Notification No. | Date of notification | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|---------------------------------------------|----------------------|----------------------|-------------------------------------------------------------|--------------------------------------------------|-------------------|
| Not Applicable during the reporting period. |                      |                      |                                                             |                                                  |                   |

2. What are the details of ongoing Rehabilitation and Resettlement (R&R) projects?

| S. No.         | Name of Project for which R&R is ongoing | State | District | No. of Project Affected Families (PAFs) | % of PAFs covered by R&R | Amounts Paid to PAFs in the FY (In ₹) |
|----------------|------------------------------------------|-------|----------|-----------------------------------------|--------------------------|---------------------------------------|
| Not Applicable |                                          |       |          |                                         |                          |                                       |

3. What are the mechanisms to receive and redress grievances of the community?

Juniper Hotels Limited (JHL) has established comprehensive mechanisms to receive and redress community grievances. These mechanisms include a dedicated grievance redressal cell, and an online portal where community members can register their complaints. A structured process ensures timely resolution of grievances, with periodic reviews by senior management to ensure effectiveness and transparency in addressing community issues.

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

| Parameter                                   | 2025-26<br>(Current Financial Year) | 2024-25<br>(Previous Financial Year) |
|---------------------------------------------|-------------------------------------|--------------------------------------|
| Directly sourced from MSMEs/small producers | 55.6%                               | 47.2%                                |
| Directly from within India                  | 77.2%                               | 97.3%                                |

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

| Location     | 2025-26<br>(Current Financial Year) | 2024-25<br>(Previous Financial Year)                         |
|--------------|-------------------------------------|--------------------------------------------------------------|
| Rural        | 3%                                  | Company is in the process of deriving the required break-up. |
| Semi-urban   | 0%                                  |                                                              |
| Urban        | 4%                                  |                                                              |
| Metropolitan | 93%                                 |                                                              |

## 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 during the reporting period.  |                         |

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 ₹) |
|---------------------------------------------|-------|-----------------------|---------------------|
| Not Applicable during the reporting period. |       |                       |                     |

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

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

No. However Juniper is aligned with Hyatt policies towards supporting individuals from marginalized / vulnerable groups.

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

Nil.

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

NA

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

| S. No.         | Intellectual Property based on traditional knowledge | Owned/ Acquired (Yes/No) | Benefit shared (Yes / No) | Basis of calculating benefit share |
|----------------|------------------------------------------------------|--------------------------|---------------------------|------------------------------------|
| Not Applicable |                                                      |                          |                           |                                    |

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    |                   |                         |

6. Details of beneficiaries of CSR Projects:

| S. No. | CSR Project                                       | No. of persons benefitted from CSR Projects | % of beneficiaries from vulnerable and marginalized groups |
|--------|---------------------------------------------------|---------------------------------------------|------------------------------------------------------------|
| 1      | Blood Donation                                    | 421                                         | 100%                                                       |
| 2      | Visit to NGO                                      | 395                                         | 100%                                                       |
| 3      | Plantation Drive                                  | 100                                         | 100%                                                       |
| 4      | Food Donation Drive                               | 530                                         | 100%                                                       |
| 5      | Clothes Donation Drive                            | 785                                         | 100%                                                       |
| 6      | Health Camp                                       | 632                                         | 100%                                                       |
| 7      | Walkathon                                         | 53                                          | 100%                                                       |
| 8      | Cleaning Drive                                    | 53                                          | 100%                                                       |
| 9      | Session on Women's Day for under privileged women | 18                                          | 100%                                                       |
| 10     | Youth Opportunity, Emporium College               | 10                                          | 100%                                                       |

## Principle 9: Engaging with and Providing Value to Consumers in a Responsible Manner

### ESSENTIAL INDICATORS

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

Juniper Hotels Limited (JHL) has established multiple channels to receive and respond to consumer complaints and feedback. These include:

- A dedicated customer service hotline
- Feedback opportunities at our hotel properties
- Social media platforms

All feedback is logged and addressed by the customer service team, with regular reviews to ensure timely resolution and continuous improvement.

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

| Parameter                                                   | As a percentage to total turnover |
|-------------------------------------------------------------|-----------------------------------|
| Environmental and social parameters relevant to the product | Not Applicable                    |
| Safe and responsible usage                                  |                                   |
| Recycling and/or safe disposal                              |                                   |

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

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

| Category                       | 2025-26<br>(Current Financial Year) |                                   | Remarks | 2024-25<br>(Previous Financial Year) |                                   | Remarks |
|--------------------------------|-------------------------------------|-----------------------------------|---------|--------------------------------------|-----------------------------------|---------|
|                                | Received during the year            | Pending resolution at end of year |         | Received during the year             | Pending resolution at end of year |         |
| Data privacy                   | 0                                   | 0                                 | NA      | 0                                    | 0                                 | NA      |
| Advertising                    | 0                                   | 0                                 | NA      | 0                                    | 0                                 | NA      |
| Cyber-security                 | 0                                   | 0                                 | NA      | 0                                    | 0                                 | NA      |
| Delivery of essential services | 0                                   | 0                                 | NA      | 0                                    | 0                                 | NA      |
| Restrictive Trade Practices    | 0                                   | 0                                 | NA      | 0                                    | 0                                 | NA      |
| Unfair Trade Practices         | 0                                   | 0                                 | NA      | 0                                    | 0                                 | NA      |
| Other                          | 0                                   | 0                                 | NA      | 0                                    | 0                                 | NA      |

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

| Number                                                         | Reasons for Recall | Voluntary Recalls | Forced Recalls |
|----------------------------------------------------------------|--------------------|-------------------|----------------|
| Not Applicable as the Company operates in the service industry |                    |                   |                |

## 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 has in place a secured data base and information system in compliance with the applicable laws, industry best practices. The same is periodically reviewed by internal audit controls and risk mitigation methods are discussed and approved by the Board of Directors.

The Company has a secured cloud based server for protection, maintenance and periodic archival of all documents as per the Preservation of Documents and Archival Policy.

To ensure the compliance and awareness, all employees including new joiners are required to undergo IT training based on Information Security.

In addition, few supporting policies have been established to address cybersecurity and data privacy risks, including:

- Acceptable Use policy
- Code of Business Conduct (Ethics and Compliance)
- Email Security policy
- Internet Access Policy
- Cybersecurity Policy

## 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.

| Sr. No. | Topic                                 | Correct Action |
|---------|---------------------------------------|----------------|
| 1.      | Advertising                           | N.A.           |
| 2.      | Delivery of Essential Services        | N.A.           |
| 3.      | Cybersecurity & Data Privacy Services | N.A.           |
| 4.      | Product Recalls                       | N.A.           |
| 5.      | Product safety/Services               | N.A.           |

During the said period, no issues were raised related 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 hence no corrective action was required to be taken.

## Business Responsibility &amp; Sustainability Report (BRSR) (Contd.)

**7. Provide the following information relating to data breaches:**

| Parameter                                                                              | Details                                                  |
|----------------------------------------------------------------------------------------|----------------------------------------------------------|
| Number of instances of data breaches along-with impact                                 | Not Applicable. There were no data breaches for 2025-26. |
| Percentage of data breaches involving personally identifiable information of customers |                                                          |
| Impact, if any, of the data breaches                                                   |                                                          |

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

Information on JHL's products and services can be accessed through:

- Company website: <https://juniperhotels.com>
- Hotel property brochures and information desks

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

Juniper Hotels Limited (JHL) undertakes several initiatives to inform and educate guests on the safe and responsible use of its services. These include:

- In-room information materials that provide guidance on hotel amenities, safety protocols, and emergency procedures.
- Safety briefings and demonstrations conducted by trained staff, particularly in areas involving guest safety and facility usage.
- Online resources and FAQs available on the Company's official website to offer accessible and up-to-date information for guests before and during their stay.

These efforts are part of JHL's commitment to ensuring a safe, informed, and comfortable experience for all guests.

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

JHL has mechanisms to inform consumers of service disruptions, including:

- Direct communication via phone, email or SMS
- Notices posted at hotel properties
- Updates on the Company website and social media platforms

**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)**

Not Applicable. The Company has an online mechanism to collect feedback on the services rendered to its guests at all of the hotel premises.