July 08, 2026

To
BSE Limited
Corporate Relationship Dept.,
Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai 400001.

To
National Stock Exchange of India Ltd
Exchange Plaza, Plot No. C/1, G Block,
Bandra-Kurla Complex,
Bandra (East), Mumbai 400 051.

Scrip Code: 544280

Symbol: AFCONS

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

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015, please find enclosed the Business Responsibility and Sustainability Report ("BRSR"), for the Financial Year 2025-26 along with Limited Assurance Report on the BRSR Core Indicators (on Standalone basis) provided by Deloitte Haskins and Sells LLP (collectively called 'BRSR').

The BRSR forms an integral part of the Annual Report of the Company for the Financial Year 2025-26.

The BRSR and Annual Report of the Company for the Financial Year 2025-26 is also available on the website of the Company at: https://afcons.com/financials/#annual-reports-related.

You are requested to take the above information on record.

Thanking you,

Yours faithfully,
For Afcons Infrastructure Limited

GAURANG MAHESHCHANDRA PAREKH
Digitally signed by GAURANG MAHESHCHANDRA PAREKH
Date: 2026.07.08 16:07:46 +05'30'

Gaurang Parekh
Company Secretary and Compliance Officer
Membership No.: F8764

Encl.: As above

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

Business Responsibility and Sustainability Reporting (BRSR) is the practice of companies disclosing information about their environmental, social, and governance (ESG) performance. It goes beyond financial reporting to provide stakeholders with a comprehensive view of a company's non-financial impacts and contributions to sustainable development. BRSR covers topics such as environmental impact, social responsibility, and governance practices, aiming to promote transparency and accountability.

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sr. No.	Particulars	FY 2025-2026
1	Corporate Identity Number (CIN) of the Listed Entity	L45200MH1976PLC019335
2	Name of the Listed Entity	Afcons Infrastructure Limited
3	Year of incorporation	22nd November 1976
4	Registered office address	Afcons House, 16, Shah Industrial Estate, Veera Desai Road, Azad Nagar, Andheri (West), Mumbai - 400 053
5	Corporate address	Afcons House, 16, Shah Industrial Estate, Veera Desai Road, Azad Nagar, Andheri (West), Mumbai - 400 053
6	E-mail	secretarial@afcons.com
7	Telephone	+(91) 22-6719 1000
8	Website	http://www.afcons.com/
9	Financial year for which reporting is being done	1st April 2025 to 31st March 2026
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11	Paid-up Capital	₹3,67,78,46,310/- divided into 36,77,84,631 fully paid-up equity shares each of ₹10/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Gaurang Parekh Company Secretary and Compliance Officer brsr@afcons.com +(91) 22-6719 1000
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone Basis*
14	Name of assurance provider	Deloitte Haskins and Sells LLP
15	Type of assurance obtained	Limited Assurance on BRSR core indicators

Note: *Data excludes joint operations, unless derived from Standalone Financial Statements.

II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Construction & Civil Engineering	An Engineering, Procurement and Construction (EPC) company engaged in the execution of infrastructure projects across multiple sectors, including Roads and Highways, Bridges, Metros (elevated and underground), Mass Rapid Transit Systems (MRTS), Railways, Marine & Industrial infrastructure, Underground Tunnelling, Irrigation & Water Supply, and Oil & Gas.	100%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover Contributed
1.	Construction and Civil Engineering Projects (Roads, Railways, bridges, metro works)	4210	100%
2.	Construction of Utility projects	4220	
3.	Construction of other civil engineering projects (including waterways, harbours, dams and river works, marinas dredging of waterways)	4290	

III. Operations

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

Location	Number of plants	Number of offices	Total
National	77	5	**82**
International	13	0	**13**

Note: i) Number of plants indicate operating sites,

ii) Number of offices includes- 3 zonal offices & 2 offices in Mumbai

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	15
International (No. of Countries)	12

Note: Afcons operates across India and internationally, with a strong pan-India and global presence.

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

27.97%

c. **A brief on types of customers**

We are an Engineering, Procurement, and Construction (EPC) company focused on delivering high-quality infrastructure projects across key sectors such as Roads and Highways, Bridges, Metros (elevated and underground), Mass Rapid Transit systems, Railways, Marine and Industrial Infrastructure, Underground Tunnelling, Irrigation, Water Supply, and Oil and Gas.

As we move into the current year, we continue to strengthen our presence by partnering with a wide range of clients, including Central and State Government bodies, Municipal authorities, Public Sector Undertakings, and Government-Owned enterprises, both in India and internationally. We are also expanding our engagement with private sector clients across domestic and global markets, driven by our commitment to innovation, efficiency, and sustainable growth.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
	EMPLOYEES					
1	Permanent (D)	3,570	3,458	96.86%	112	3.14%
2	Other than Permanent (E)	160	157	98.13%	3	1.87%
3	**Total employees (D + E)**	**3,730**	**3,615**	**96.92%**	**115**	**3.08%**
	WORKERS					
4	Permanent (F)	56	56	100%	0	0%
5	Other than Permanent (G)	31,546	31,546	100%	0	0%
6	**Total workers (F + G)**	**31,602**	**31,602**	**100%**	**0**	**0%**

Note:

The data for "Other than Permanent" workers include workers employed directly by Afcons, through subcontractors and manpower suppliers.

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
	DIFFERENTLY ABLED EMPLOYEES					
1	Permanent (D)	0	0	0%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%
3	**Total differently abled employees (D + E)**	**0**	**0**	**0%**	**0**	**0%**
	DIFFERENTLY ABLED WORKERS					
4	Permanent (F)	0	0	0%	0	0%
5	Other than Permanent (G)	0	0	0%	0	0%
6	**Total differently abled workers (F + G)**	**0**	**0**	**0%**	**0**	**0%**

Note:

The Company employs differently abled individuals at both the Head Office and project sites. While a separate database is not currently maintained, the Company is in the process of streamlining data management for these employees and workers.

21. Participation/Inclusion/Representation of women

Particular	Total	No. and percentage of Females	
	(A)	No. (B)	% (B / A)
Board of Directors	12	1	8.33%
Key Management Personnel	5	0	0%

Note:

Total KMP includes the CFO, CS, Deputy MD, Managing Director, and Whole-Time Director.

22. Turnover rate for permanent employees and workers

Particular	FY 2025-26* (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	17.63%	8.18%	17.36%	17.00%	18.56%	17.04%	17.84%	14.61%	17.77%
Permanent Workers	52.79%	0%	52.79%	21.79%	0%	21.79%	18.85%	0%	18.85%

Note:

* For FY 25-26, the turnover ratio details for permanent workers available only for those who are directly employed by Afcons, hence results are not directly comparable.

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23. (a) Names of holding / subsidiary / associate companies / joint ventures

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business responsibility initiatives of the listed entity? (Yes/No)
1.	Hazarat & Company Private Limited	Subsidiary	100%	No
2.	Afcons Corrosion Protection Private Limited	Subsidiary	100%	No
3.	Afcons Hydrocarbons Engineering Private Limited	Subsidiary	100%	No
4.	Afcons Oil & Gas Services Private Limited	Subsidiary	100%	No
5.	Afcons Mauritius Infrastructure Limited	Subsidiary	100%	No
6.	Afcons Overseas Singapore Pte Limited	Subsidiary	100%	No
7.	Afcons Infrastructures Kuwait for Building, Road & Marine Contracting WLL	Subsidiary	49%	No
8.	Afcons Contracting Company	Subsidiary	90%	No
9.	Afcons Construction Mideast LLC	Subsidiary	100%	No
10.	Afcons Gulf International Project Services FZE	Subsidiary	100%	No
11.	Afcons Infra Projects Kazakhstan LLP	Subsidiary	100%	No
12.	Afcons Overseas Project Gabon SARL	Subsidiary	100%	No
13.	Afcons KPTL Joint Venture	Joint Venture	51%	No
14.	Strabag Afcons Joint Venture	Joint Venture	40%	No
15.	Afcons Sener LNG Construction Projects Private Limited*	Joint Venture	49%	No
16.	Afcons Gunanusa Joint Venture	Joint Venture	100%	No
17.	Transtonnelstroy Afcons Joint Venture	Joint Venture	99%	No
18.	Dahej Standby Jetty Project Undertaking	Joint Venture	100%	No
19.	Afcons Sibmost Joint Venture	Joint Venture	100%	No
20.	Afcons Pauling Joint Venture#	Joint Venture	100%	No
21.	Afcons SMC Joint Venture	Joint Venture	100%	No
22.	Afcon Vijeta PES Joint Venture	Joint Venture	100%	No
23.	Afcons Vijeta Joint Venture	Joint Venture	100%	No
24.	Afcons JAL Joint Venture	Joint Venture	100%	No
25.	Afcons Hindustan Joint Venture	Joint Venture	100%	No
26.	Afcons Vijeta Joint Venture**	Joint Venture	100%	No
27.	Afcons Infrastructure Ltd and Vijeta Projects and Infrastructures Ltd JV	Joint Venture	100%	No

Note:

i. * Afcons Sener LNG Construction Projects Private Limited is an Associate Company (i.e. Joint Venture Company). All other entities are unincorporated Joint Venture (i.e. Joint Operations) and Partnership Firm and are accounted in the Standalone/ Consolidated Financial Statements in terms IND AS-110 & IND AS-111, however these entities (i.e. Unincorporated Joint Operations and Partnership Firm) are not considered as Subsidiaries / Associates Companies /Joint Venture Company under Companies Act 2013.

ii. ** Afcons Vijeta JV is executing project in Zimbabwe.

iii. # The Board of Directors of the Company approved winding-up of Afcons Pauling Joint Venture on 27th March 2026.

VI. CSR Details

24.	(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
	a. Turnover (in Rs. Crores)	11,938.32
	b. Net worth (in Rs. Crores)	5,032.76

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) *	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	-	0	0	-
Investors (other than shareholders)	Yes	0	0	-	0	0	-
Shareholders	Yes	3	0	-	109	0	-
Employees and workers	Yes	86	0	-	0	0	-
Customers	Yes	0	0	-	0	0	-
Value Chain Partners	Yes	0	0	-	0	0	-

Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)

Stakeholder group from whom complaint is received	Web Link for Grievance Policy
Communities	Communities can address their grievance with the Company at the coordinates provided on the website of the Company at link Contact Us - Afcons
Investors (other than shareholders)	The investor (other than shareholders) can address their grievance with the Company by writing to designed investors relationship email as provided on the website of the Company and can address their grievance with the Company Contact Us - Afcons
Shareholders	The Shareholder can address their grievance with the Company or the RTA at the coordinates provided on the website of the Company at link Contact Us - Afcons
Employees and workers	The Grievance mechanism for employees and workers of the Company is as per the Vigil Mechanism Policy which is posted on the website of the Company and can be accessed at https://www.afcons.com/en/policies-of-company
Customers	The Grievance mechanism for Customer is set out in the Sustainability Policy and Value Chain Code of Conduct which is posted on the website of the Company and can be accessed at https://www.afcons.com/en/policies-of-company
Value Chain Partners	The Grievance mechanism for Value Chain Partner is set out in the Sustainability Policy and Value Chain Code of Conduct which is posted on the website of the Company and can be accessed at https://www.afcons.com/en/policies-of-company

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

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Energy and GHG Emissions	R	The Company's operations, including construction activities, rely heavily on energy-intensive processes and fossil fuels, leading to high energy costs and substantial GHG emissions. These emissions contribute to environmental degradation and climate change, subjecting Afcons to regulatory risks such as stricter carbon emission standards and carbon pricing. Additionally, failure to manage emissions effectively can harm the Company's reputation among environmentally conscious stakeholders, reduce competitiveness in ESG-driven markets, and increase operational costs for compliance and energy efficiency initiatives.	• Continuously evaluating operational practices in line with current technologies, with a focus on adopting solutions that help minimize GHG emissions. • Maximizing the use of grid electricity wherever feasible to reduce reliance on more carbon-intensive energy sources. • Collaborating with industry experts to implement customized solutions that ensure emissions from plant and equipment remain within applicable regulatory standards.	Negative
2.	Water and Wastewater Management	R	The Company's operations rely heavily on water for activities such as concrete production, curing, dust suppression, and tunneling, leading to increased water consumption. This dependency may affect project timelines. Furthermore, inadequate wastewater treatment planning can result in improper discharge, causing environmental degradation, regulatory penalties, and reputational damage	• Implementing standard wastewater treatment systems across all project sites. • Promoting the use of recycled water in operations wherever feasible. • Conserving water by incorporating additives such as high-range water-reducing admixtures in concrete and using polymer-based drilling fluids.	Negative
3.	Occupational Health & Safety	R	Occupational Health & Safety is a critical aspect of the Company's operations, given the high-risk nature of its infrastructure projects. Hazards such as working at heights, excavation, and handling heavy machinery pose risks of injuries or fatalities if not managed effectively. These risks can lead to increased project downtime, legal liabilities, and reputational damage. Failure to comply with safety standards could result in regulatory penalties and reputational damage.	• Ensuring 100% of the workforce receives training on Occupational Health and Safety. • Conducting periodic safety audits in accordance with ISO 45001:2018 to maintain a strong and effective safety management system. • Delivering Behaviour-Based Safety training to all employees to reinforce a sustainable safety culture. • Leveraging digital tools, such as in-house safety applications, to enable employees to report unsafe practices and non-conformities promptly.	Negative

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4.	Workforce Well-being & Development	O	Prioritizing workforce well-being and development enhances productivity, safety, and job satisfaction, fostering a more resilient and motivated team. Comprehensive training programs equip employees with advanced skills, driving innovation and efficiency in project execution. Health and wellness initiatives reduce absenteeism and improve overall performance, while a strong focus on diversity and inclusion cultivates a collaborative and adaptable work culture. Investments in workforce development not only strengthen employee loyalty and retention but also position the Company as an employer of choice, contributing to sustainable growth and long-term success.	Not Applicable	Positive
5.	Product Quality & Safety	R	Maintaining high standards of product quality and safety is critical due to the scale and complexity of the projects handled by the Company. Any compromise in quality or safety can lead to structural failures, legal liabilities, and damage to the Company's reputation. Additionally, non-compliance with global safety standards or client expectations may result in project delays and financial penalties.	• Implementing a robust Quality Management System (QMS) aligned with ISO 9001:2015, along with an Occupational Health and Safety Management System (OHSMS) in accordance with ISO 45001:2018. • Conducting regular internal audits to ensure adherence to organizational QMS and OHSMS frameworks. • Promoting industry-leading knowledge management practices and comprehensive employee training programs to enable effective knowledge capture, retention, and dissemination across the workforce.	Negative
6.	Community Engagement	O	Through Corporate Social Responsibility (CSR) programs, the Company contributes to socioeconomic development by supporting education, healthcare, and skill building projects near its construction sites. Afcons has provided disaster relief, run community kitchens, supported orphanages, and enhanced livelihoods in project areas both in India and Overseas. These efforts build goodwill, ensure smooth project execution by addressing local concerns, and create lasting positive impacts on communities while reinforcing the Company's commitment to sustainable development.	Not Applicable	Positive
7.	Corporate Governance and Business Ethics	O	A strong governance framework, characterized by a balanced board structure, and robust risk management, fosters operational efficiency and resilience. By prioritizing transparency, accountability, and ethical practices, the Company builds stakeholder trust, enhances decision-making, and mitigates risks effectively. This commitment to good governance strengthens the Company's reputation, supports long-term sustainability, and ensures alignment with global best practices, driving both financial and operational success.	Not Applicable	Positive

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.

Sr. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Policy and management processes									
1. a	Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b	Has the policy been approved by the Board? (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c	Web Link of the Policies, if available	The below Policies of the Company available on the website https://afcons.com/corporate-governance/#policies addresses the NGRBC Principles and Core Elements: a. Vigil Mechanism Policy/ Whistle Blower Policy; b. Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information and Code of Conduct to Regulate, Monitor and Report Trading by Insiders; c. Code of Conduct for the Board of Directors and Senior Management; d. Policy to Board Diversity; e. Familiarization Programme for Independent Directors; f. Policy for determining material subsidiaries; g. Related Party Transaction Policy; h. Risk Management Policy; i. Policy for Determination of Materiality of Events/ Information; j. Nomination and Remuneration Policy; k. Policy on Preservation of Documents & Records; l. Policy on Evaluation framework of the Board of Directors; m. Dividend Distribution Policy; n. Policy on Prevention of Sexual Harassment at Workplace (POSH); o. Plan for Succession Planning for the BODs and the Senior Management; p. Sustainability Policy; q. Code of Conduct for Value Chain Partner								
2	Whether the entity has translated the policy into procedures. (Yes / No/ NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/ No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4	Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.*	The ISO and other labels/standards adopted by Afcons are as follows: • Principle 1: SEBI LODR, 2015 • Principle 2: ISO 9001:2015 and ISO 14001:2015 • Principle 3: ISO 45001:2018 • Principle 5: ISO 45001:2018 • Principle 6: ISO 14001:2015 • Principle 8: CSR disclosures as per Section 135 of the Companies Act, 2013.								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has adopted a Sustainability Policy and has undertaken several initiatives aimed at improving environmental performance, including energy and water conservation, emissions reduction, and material reuse. These efforts reflect the Company's commitment to continuous improvement in environmental stewardship and responsible resource management.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The sustainability performance at Afcons' is reviewed periodically by the CSR & Sustainability Committee (CSSR Committee), which also provides guidance to achieve the same.								

Governance, leadership and oversight

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

Sustainability is reshaping the global infrastructure landscape, influencing how projects are conceived, financed, and delivered. At Afcons, we are aligning our operations with evolving global ESG practices, embedding sustainability into our strategy to strengthen resilience, enhance competitiveness, and create long-term value. A key pillar of this commitment is our aspiration to be among the Top 10 companies globally in safety performance, while delivering responsible and future-ready infrastructure solutions.

Our approach is anchored across short, medium, and long-term horizons. In the near term, we are strengthening ESG governance and disclosures, enhancing safety systems, and improving resource efficiency across projects. Over the medium term, we are accelerating the adoption of digital and data-driven technologies to improve sustainability and safety outcomes. Over the long term, we aim to transition towards low-carbon, resource-efficient operations and lead in sustainable infrastructure delivery.

Safety remains our foremost priority. We continue to build a strong Zero Fatality culture. Our efforts are reinforced by consistent recognition at leading platforms, including the British Safety Council Awards and the Golden Peacock Occupational Health & Safety Award. These recognitions reflect the robustness of our systems and practices, while underscoring our continued focus on driving consistency in safety performance across projects.

We are equally focused on improving resource efficiency through optimized construction methodologies and the use of innovative materials and engineering solutions. Our knowledge-driven culture remains a key enabler in this journey. Afcons has been recognized with the Most Innovative Knowledge Enterprise (MIKE) Award for the 8th consecutive year, underscoring our strong emphasis on knowledge management. Notably, we are the only construction company to receive this honour for eight consecutive years, at both India and global levels across all editions. In addition, continued recognition at platforms such as the CII Industrial Innovation Awards highlights our ability to institutionalize innovation and scale best practices across geographies.

Our priorities are shaped by evolving global trends, including the transition to net zero, procurement of green energy from state DISCOMs, use of recycled and reused cementitious materials, and enhanced measurement of indirect emissions across the value chain (Scope-3 emissions). At the same time, increasing regulatory expectations, rising stakeholder demand for transparency and safety, and rapid digital adoption are reshaping the infrastructure landscape. We are aligning our capabilities to these shifts while strengthening our presence in sustainable infrastructure segments. Afcon's 'Green Business' portfolio continues to scale and contributed 43% of the Company's total revenues in FY25-26, in line with the FTSE Green Revenues Classification System 2.0 (GRCS 2.0)*.

Beyond our operational responsibilities, we remain committed to creating a positive social impact through our CSR initiatives. Our efforts are focused on key areas such as education, healthcare, community development, and skill enhancement, particularly in communities around our project locations. Through these initiatives, we aim to contribute to inclusive growth, improve quality of life, and create lasting value for the communities we serve.

We also recognize the need to accelerate progress in key areas. Strengthening ESG data systems, improving real-time measurement, enhancing consistency in safety performance, and driving ESG alignment across our supply chain remain important priorities.

Looking ahead, we are mindful of the inherent challenges in our business, including dependence on carbon-intensive materials and the complexity of multi-location execution. Our focus will be on leveraging technology, strengthening governance, and scaling ESG practices consistently across our operations.

Our targets include achieving a position among the Top 10 companies globally in safety performance, increasing the share of our green portfolio, and enhancing the transparency and global comparability of our disclosures. With strong execution capabilities, a culture of continuous learning, and a clear strategic direction, we are confident of advancing our ESG journey with discipline and purpose.

We thank our stakeholders for their continued trust as we work towards building infrastructure that is not only world-class, but also sustainable and responsible.

Mr. Srinivasan Paramasivan
Managing Director
DIN No: 00058445

Note:
* While Afcons is not listed on the London Stock Exchange Group (LSEG), the company has proactively adopted the GRCS 2.0 framework from the FTSE index to enhance the transparency, consistency, and credibility of its sustainability disclosures. Globally accepted FTSE Green Revenues Classification System is a taxonomy used to define and measure industrial transition to a Green Economy. It captures environmental products and services covering 10 green sectors, 64 subsectors and 133 micro sectors. (https://www.lseg.com/en/ftse-russell/green-revenues-data-model)

8	**Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).**
	Mr. Srinivasan Paramasivan Managing Director DIN No: 00058445
9	**Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA). :** Yes
	If yes please provide details
	The Corporate Social Responsibility and Sustainability Committee (CSSR Committee) is responsible for decision making on sustainability related issues. The Committee comprises the following members: Mr. Subramanian Krishnamurthy (DIN - 00047592) - Executive Chairman Mr. Anurag Sachan (DIN - 08197908) - Independent Director Mr. Umesh Khanna (DIN - 03634361) - Non-Executive & Non-Independent Director

10 Details of Review of NGRBCs by the Company

	Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
a.	Performance against above policies and follow up action	Committee of the Board								
b.	Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Committee of the Board								
	Subject for Review	**Frequency (Annually / Half yearly /Quarterly/ Any other-please specify)**								
		P1	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
a.	Performance against above policies and follow up action	Other								
b.	Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The performance of the various policies is reviewed periodically, as required under applicable laws, by the Board and its respective Committees.								
11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).	No								
	If yes, provide name of the agency.	Not Applicable								

12	If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:	P1	P2	P3	P4	P5	P6	P7	P8	P9
a.	The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
b.	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
c.	The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
d.	It is planned to be done in the next financial year (Yes/No)									
e.	Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

(This principle focuses on the importance of ethical conduct and transparency in business operations. Companies should follow ethical business practices and adhere to high standards of integrity. They should also be transparent about their activities, operations, and financial reporting, as well as be accountable for their actions)

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	5	• Insights on ESG and BRSR • Insider Trading Regulation • Regulatory Updates on SEBI LODR Regulation • Updates on RPTs • Awareness on ESOP plans • Presentation on NFRA	100%
Key Managerial Personnel	5	--Same as above--	100%
Employees other than BOD and KMPs	547	The Company provides structured training to employees through classroom sessions, site workshops, and e-learning modules, delivered by internal and external experts. Key focus areas include the Code of Conduct, human rights, POSH awareness, skill development, soft skills, green construction, and HSE awareness along with lean practices (LPS, ISO/QMS). Employees also receive role-based technical training in project specific areas supported by leadership and behavioural programs to strengthen capability, accountability, and compliance.	100%
Workers	23,466	The Company supports construction workers with hands-on training delivered through toolbox talks, on-site demonstrations, and safety drills led by supervisors. Training focuses on everyday safety, helping workers identify risks through Hazard Identification and Risk Assessment (HIRA), work safely at heights or in confined and tunnel spaces, and handle equipment correctly. Additionally, workers receive task-specific training in areas such as concreting, formwork, piling, and equipment operations.	100%

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

Particular	Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹) (For Monetary Cases only)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine					
Settlement			Nil		
Compounding fee					

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable.	
Since there were no instances of fines, penalties, or punishments imposed on the entity, its directors, or KMPs during the financial year (as disclosed in Question 2), no appeals or revisions were required to be preferred.	

4. **Does the entity have anti-corruption or anti-bribery policy? (Yes/ No): Yes**

If Yes, provide details in brief

Afcons has firmly integrated its commitment to anti-bribery and anti-corruption within its Sustainability Policy, aligning with globally recognized frameworks such as the OECD Guidelines, the National Guidelines on Responsible Business Conduct (NGRBC), and BRSR requirements.

The policy establishes a zero-tolerance stance towards bribery, kickbacks, and facilitation payments. It also incorporates robust internal controls, due diligence processes, and promotes transparency, fair competition, and integrity in all procurement and financial dealings. The policy is applicable to all employees and stakeholders across geographies and organizational levels, ensuring consistent ethical standards throughout Afcons' operations.

If Yes, Provide a web link to the policy, if available -Web link anti-corruption or anti bribery policy is place

https://afcons.com/corporate-governance/#policies

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

Particular	FY 2025-26	FY 2024-25
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Case Details	FY 2025-26		FY 2024-25	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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. There have been no instances of fines, penalties, or legal actions taken against the entity, its directors, or KMPs involving cases of corruption or conflicts of interest during the reporting period. Consequently, no corrective actions were required to be initiated or are currently underway.

8. **Number of days of accounts payables in the following format:**

Particular	FY 2025-26	FY 2024-25
Number of days of accounts payables	176	182

Note:

i. The disclosures have been prepared in accordance with Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026 (the SEBI Master Circular).

ii. The calculation does not include capex procurement.

iii. Previous year figures have been restated to align with the current year's classification and methodology.

9. **Open-ness of business**

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	6.90%	6.56%
	b. Number of trading houses where purchases are made from	1,191	1,191
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	27.95%	27.86%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	0%	0%
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0%	0%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.48%	0.65%
	b. Sales (Sales to related parties / Total Sales)	1.48%	0.01%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	8.65%	28.06%
	d. Investments	97.26%	96.10%

Note:

i. The above disclosures are aligned with SEBI Master Circular.

ii. Previous year figures have been restated to align with the current year's classification and methodology.

iii. As per the defined criteria and definition of dealers/distributors, the Company does not have any sales to dealers or distributors on a standalone basis. Accordingly, this disclosure is not applicable considering the nature of the Company's business.

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	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
0	Not Applicable	0%

Note: Subsequent to the financial year end, Company has conducted Awareness program for value chain partners

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

Yes

If Yes, provide details of the same.

The Company maintains a practice of collecting annual disclosures from each Director at the beginning of the financial year to identify and manage potential conflicts of interest among Board members. Directors are also required to promptly report any changes in their interests during the year. Under this framework, any Director with a conflict of interest is prohibited from participating in discussions or voting on matters where their personal interests are involved.

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

(This principle highlights the importance of sustainable and safe production practices. Companies should strive to minimize the environmental impact of their activities and ensure that their products and services are safe for consumers and the environment.)

Essential Indicator

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

Sr. No.	Particular	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
1	**R&D**	0%	0%	Not Applicable
2	**Capex**	8.19%	16.14%	Afcons is strengthening its environmental and social impact through targeted investments in water purification, energy-efficient systems, air pollution control devices, and sewage treatment solutions. Initiatives such as RO plants, VFD drives, ash handling machine, and eco-friendly office equipment help reduce pollution, conserve resources, and improve the well-being of employees and surrounding communities.

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? 82.94%**

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)	Not Applicable. We construct large-scale, immovable infrastructure projects that are legally handed over to the client upon completion. As the entity does not retain ownership or operational control of the asset post-commissioning, the process of reclaiming products at the end of their life cycle is not applicable to our business model.
(b)	E-waste	
(c)	Hazardous waste	
(d)	other waste	

4. a **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No): No**

b **If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?**

Not Applicable

c **If not, provide steps taken to address the same**

Not Applicable

Leadership Indicators

1. **Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? (Yes/No)**

No

If yes, provide details in the following format?

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	If yes, provide the web-link.
The Company has not conducted any LCA during the reporting period for any of its products or services.						

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.**

Sr. No.	Name of Product/Service	Description of the risk/concern	Action Taken
Not Applicable. Since no formal Life Cycle Assessment was conducted (as disclosed in Question 1), there are no specific risks identified through that assessment.			

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

Sr. No.	Indicate input material	Recycled or re-used input material to total material (In % to Total Material considering the Value)	
		FY 2025-26	FY 2024-25
1.	Cement PSC (Cement produced reusable material)	0.47%	1.25%
2.	Cement PPC (Cement produced reusable material)	1.38%	0.39%
3.	Fly Ash	7.01%	5.19%
4.	GGBS	2.51%	1.31%

Note: The percentages represent recycled or reused cementitious materials relative to the total quantity of cementitious materials purchased.

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:**

Sr. No.	Particular	FY 2025-2026			FY 2024-2025		
		Re-Used (In MT)	Recycled (In MT)	Safely Disposed (In MT)	Re-Used (In MT)	Recycled (In MT)	Safely Disposed (In MT)
1	**Plastics (including packaging)**	0	0	0	0	0	0
2	**E waste**	0	0	0	0	0	0
3	**Hazardous waste**	0	0	0	0	0	0
4	**Other waste**	0	0	0	0	0	0

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

Sr. No.	Indicate product category	Reclaimed products and their packaging materials (as % of total products sold in respective category)
Afcons provides infrastructure construction services where assets are handed over to clients upon completion. As the entity does not retain ownership of these immovable assets post-commissioning, the concept of reclaiming products or packaging materials is not applicable to its business model.		

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

(This principle emphasizes the importance of employee well-being. Companies should provide safe and healthy working conditions, fair wages, and opportunities for career development to all employees in their value chains, including suppliers, contractors, and temporary workers.)

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	**3,458**	3,458	100%	3,458	100%	0	0%	3,458	100%	0	0%
Female	**112**	112	100%	112	100%	112	100%	0	0%	0	0%
Total	**3,570**	3,570	100%	3,570	100%	112	100%	3,458	100%	0	0%
Other than permanent employees											
Male	**157**	157	100%	157	100%	0	0%	157	100%	0	0%
Female	**3**	3	100%	3	100%	3	100%	0	0%	0	0%
Total	**160**	160	100%	160	100%	3	100%	157	100%	0	0%

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	**56**	56	100%	56	100%	0	0%	0	0%	0	0%
Female	**0**	0	0%	0	0%	0	0%	0	0%	0	0%
Total	**56**	56	100%	56	100%	0	0%	0	0%	0	0%
Other than permanent workers											
Male	**31,546**	31,546	100%	31,546	100%	0	0%	0	0%	0	0%
Female	**0**	0	0%	0	0%	0	0%	0	0%	0	0%
Total	**31,546**	31,546	100%	31,546	100%	0	0%	0	0%	0	0%

Note - The data for "Other than Permanent" workers include workers employed directly by Afcons, through subcontractors and manpower suppliers.

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

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the company	0.39%	0.34%

Note: The above disclosures are aligned with SEBI Master Circular. The well-being expenditure for the current year include costs related to life insurance, accidental insurance and paid leave for Maternity and Paternity Benefits.

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

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	0%	0%	No	0%	0%	No

Note:

Retirement benefits are paid as per the applicability and eligibility requirements of the local laws.

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?

Yes

If not, whether any steps are being taken by the entity in this regard.

Not Applicable

4. **Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?**

No

If so, provide a web-link to the policy.

Not Applicable.

While the entity does not have a standalone Equal Opportunity Policy specifically registered under the RPwD Act, the principles of non-discrimination and equal opportunity are formally integrated into the Company's Code of Conduct and HR Manual. Consequently, there is no separate web-link to provide for a dedicated policy at this time.

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 %	-	Not applicable	
Female	Not Applicable*	100%		
Total	Not Applicable	100%		

* For males, the Paternity Leave policy was formally introduced effective 1st September, 2025. For females, while Maternity Leave is provided as per statute, the only employee who availed of the leave during the period is currently on active leave and scheduled to rejoin in May 2026. As no return dates fell within the current financial year, there is no data to calculate a percentage.

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

Category	Yes/No	If Yes, then give details of the mechanism in brief
Permanent Workers	Yes	We have established strong mechanisms to allow employees to raise grievances and ensure their effective resolution. At each project site, HR and Admin personnel, HSE staff, and Project Managers serve as primary points of contact for employees to submit and address their concerns. The main communication channels include email and direct interactions. Grievances that cannot be satisfactorily resolved at the site level may be escalated to the Director – HR for further action.
Other than Permanent Workers		
Permanent Employees		
Other than Permanent Employees		

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

Category	FY 2025-26			FY 2024-25		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C.)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent employees	3,570	0	0%	3,724	0	0%
Male	3,458	0	0%	3,621	0	0%
Female	112	0	0%	103	0	0%
Total Permanent Workers	56	56	100%	69	69	100%
Male	56	56	100%	69	69	100%
Female	0	0	0%	0	0	0%

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (D)	On Health and Safety Measures		On Skill Upgradation	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (C / D)
					Employees					
Male	3,615	3,615	100%	3,615	100%	3,787	3,787	100%	3,635	96%
Female	115	115	100%	115	100%	105	105	100%	76	72.38%
Total	**3,730**	**3,730**	**100%**	**3,730**	**100%**	**3,892**	**3,892**	**100%**	**3,711**	**95.35%**
					Workers					
Male	31,602	31,602	100%	31,602	100%	29,068	29,068	100%	29,068	100%
Female	0	0	0%	0	0%	234	234	100%	234	100%
Total	**31,602**	**31,602**	**100%**	**31,602**	**100%**	**29,302**	**29,302**	**100%**	**29,302**	**100%**

Note:

Disclosure is provided for both permanent and other than permanent employees and workers incl. those who are directly employed by Afcons, through subcontractors and manpower suppliers.

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
			Employees			
Male	3,615	3,615	100%	3,787	3,787	100%
Female	115	115	100%	105	105	100%
Total	**3,730**	**3,730**	**100%**	**3,892**	**3,892**	**100%**
			Workers			
Male	31,602	182	0.58%	29,068	255	0.88%
Female	0	0	0%	234	0	0%
Total	**31,602**	**182**	**0.58%**	**29,302**	**255**	**0.87%**

Note:

Disclosure is provided for both permanent and other than permanent employees and workers, those who are directly employed by Afcons.

10. **Health and safety management system**

a. **Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No)**

Yes

If Yes, the Coverage such systems?

Afcons has established a comprehensive Occupational Health and Safety Management System (OHSMS) across all operational locations, including project sites, camps, workshops, and offices.

The system is aligned with ISO 45001:2018 standards and is supported by a strong Environment, Health, and Safety (EHS) policy. It provides a structured framework to identify, assess, and manage workplace hazards, ensuring consistent safety performance and risk mitigation.

The OHSMS is subject to regular third-party audits e.g., BVQI and holds ISO 45001:2018 certification, underscoring our commitment to maintaining a safe and healthy work environment for all employees.

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 Company's Occupational Health and Safety Management System (OHSMS) integrate risk management as a fundamental element at all operational levels. Every work location incorporates Health, Safety, and Environment (HSE) risk management practices into its daily operations.

The risk management process follows five key steps:

1. Hazard Identification
2. Risk Assessment and Evaluation
3. Risk Mitigation Planning
4. Implementation of Control Measures
5. Monitoring and Documentation

These steps are applied routinely and adapted for non-routine activities, with active involvement from cross-functional teams, including design and planning engineers, construction & execution engineers, CPE engineers and EHS team members as well as workmen are involved in the risk assessment and risk management process. For high-risk activities, site-specific Safe Work Method Statements and Permit to Work systems are prepared and implemented before work begins, ensuring that preventive controls are clearly defined, communicated, and effectively enforced.

c. **Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/ No)**

Yes

Afcons has implemented formal mechanisms that allow workers to report work-related hazards and withdraw from potentially unsafe situations without fear of reprisal. The AfconSafe mobile application enables real-time reporting of hazards, unsafe conditions, or near-miss incidents. Additionally, trained safety champions are deployed at work sites to proactively identify and escalate risks for timely corrective action.

Worker participation is institutionalized through multiple channels:

- Project HSE Committees with worker representation
- Daily toolbox talks and safety briefings
- Weekly subcontractor and safety walkthrough meetings
- Monthly safety committee meetings

These platforms ensure continuous feedback, active workforce engagement in safety governance, and the incorporation of frontline insights into risk mitigation strategies.

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

Yes

Afcons ensures that all personnel have access to comprehensive non-occupational medical and healthcare services at its sites. Each project location is equipped with Occupational Health centers and first-aid facilities. The Company has also partnered with nearby hospitals and nursing homes to provide priority access to medical care. Additionally, ambulances are stationed at work sites to respond promptly to emergencies, reflecting company's commitment to the overall health and well-being of its workforce beyond standard occupational requirements.

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

Safety Incident/Number	Category*	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	**Employees**	0.221	0.026
	Workers	0.164	0.047
Total recordable work-related injuries	**Employees**	2	1
	Workers	13	10
No. of fatalities	**Employees**	1	1
	Workers	5	4
High-consequence work-related injury or ill health (excluding fatalities)	**Employees**	0	0
	Workers	1	0
***Including the contract workforce**			

Note:

i. Above LTIFR calculations are based on total man-hours estimated using the year end headcount of permanent and non-permanent employees and workers for the reporting period.

ii. The Lost Time Injury figures reported above are based on work-related injuries that led to an absence from work of 48 hours or more.

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

The Company places the highest priority on occupational health, safety, and employee well-being, guided by its mission to ensure that every worker returns home safely. A structured HSE Management System is implemented across all project sites, where project-specific HSE plans are prepared in advance to identify hazards, assess risks, and establish appropriate control measures. Strong leadership oversight is demonstrated through allocation of resources, clear accountability, and continuous monitoring of safety performance.

In the event of any safety-related incident, the Company undertakes a thorough root cause analysis to identify systemic gaps. Based on the findings, corrective and preventive actions (CAPA) are promptly implemented. Recent actions have included:

- Revision of Standard Operating Procedures (SOPs)
- Enhancement of the Permit-to-Work system
- Strengthening controls for high-risk activities such as working at heights, material handling, excavation, and lifting operations

Regular internal and third-party audits are conducted to ensure compliance and strengthen safety systems, with enhanced focus on high-risk projects. Digital tools such as the AfconSafe app support real-time hazard reporting and learning from incidents. The Company also drives continuous improvement through behavior-based safety programmes, specialized training for high-risk activities, and knowledge-sharing initiatives like lessons learnt and expert-led sessions. These efforts have been recognized through multiple prestigious safety awards at national and international levels.

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

Particulars	FY 2025-26			FY 2024-25		
	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	77	0	-	0	0	-
Health & Safety	9	0	-	0	0	-

14. Assessment for the year:

Particulars	% 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 & safety practices and working conditions.**

None

Leadership Indicators

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

(A) Employees (Y/N) : Yes

(B) Workers (Y/N) : Yes

Note:
The Company provides Group Insurance Policy and Workmen Compensation Policy coverage to eligible employees and workers as part of its employee welfare and risk protection measures.

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

To ensure full compliance with statutory requirements, dedicated teams at both project sites and the Head Office actively monitor that all statutory dues are accurately deducted and deposited by our value chain partners. This structured approach ensures consistent adherence to regulatory standards across all operations.

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

Particular	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	0	0	0	0
Workers	0	0	0	0

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/ NA)

   No

5. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%
Working Conditions	100%

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.

   None

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

(This principle highlights the importance of stakeholder engagement. Companies should consider the interests and perspectives of all stakeholders, including shareholders, employees, customers, suppliers, and the communities in which they operate. They should also be responsive to stakeholder concerns and feedback.)

Essential Indicators

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

Stakeholder interaction is a cornerstone of Afcons' sustainability management approach. Through open, transparent, and consistent dialogue, the Company gains valuable insights into stakeholder concerns and expectations, which are critical in shaping ESG initiatives that are both meaningful and relevant.

Afcons conducts stakeholder engagement at regular intervals and additionally as needed to address evolving priorities or emerging issues. The process involves:

- Identifying key stakeholders across projects and operations
- Ensuring purposeful and transparent communication to align expectations
- Maintaining regular interactions to foster ongoing dialogue
- Tracking and measuring engagement efforts to assess effectiveness
- Creating shared value for all stakeholders involved

This structured approach ensures that Afcons' sustainability initiatives are responsive, impactful, and closely aligned with the interests of the communities, clients, and partners it serves.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other- Please Specify)	Frequency of engagement (Annually, Half-yearly, Quarterly, others- Please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders/ Institutional investors	No	Email, Direct Communication, Notice Boards	Quarterly, as needed	• Declaring Earnings Results, Addressing Investor Queries, • Providing earnings outlook, uploading material disclosures on stock exchange / SEBI websites.
Financial Institutions	No	Email, Direct Communication	Quarterly, as needed	• Declaring Earnings Results, Publishing Annual Reports, • Providing regular updates on the Company's financial health
Government/ Regulatory authorities	No	Regulatory Filings	As needed	Statutory compliances as laid down by regulatory bodies such as SEBI, Pollution Control Board, DGFT and MCA
Customers	No	Email, Letters	As needed	Communicating project progress and other material information as per frequency set in the contract
Employees & Workers	No	Email, Notice Board, Intranet systems	As needed	Making announcements such as company business updates, new/ changed organizational policies, and other general notices
Community	No	Community Meetings, One on One meetings	As needed	Ensuring upliftment of the communities through CSR and allaying concerns if any

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other- Please Specify)	Frequency of engagement (Annually, Half-yearly, Quarterly, others- Please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Peers	No	Email, Direct Communication	As needed	Making Joint representations to Government/Industry Bodies for raising industry wide issues
Suppliers and Distributors	No	Email, Direct Communication	As needed	Requesting quotations, Issuing Work Orders, Communicating and redressing Grievances/ Complaints

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.**

   At Afcons, stakeholder consultation on ESG topics is a key part of our materiality assessment and sustainability governance framework. During the FY 2024-25 materiality assessment, we engaged a diverse set of internal and external stakeholders through surveys and focused group discussions. These consultations helped identify ESG topics that are most relevant to both our stakeholders and the business.

   The insights collected were systematically analysed and mapped using the double materiality approach. The outcomes were then consolidated and presented to the CSSR Committee of the Board, which oversees the implementation of Afcons' Sustainability Policy. This process ensures that the Board stays informed of stakeholder priorities, enabling strategic decision-making that aligns business objectives with sustainable development goals.

2. **Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No).**

   Yes

   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.

   Afcons actively leverages stakeholder consultation to identify and manage key environmental and social topics. During the FY 2024-25 materiality assessment, the Company engaged a variety of stakeholder groups through surveys, interviews, and discussions.

   The insights gathered from these interactions were used to validate and prioritize the most relevant environmental and social issues for both stakeholders and the business. These inputs were carefully reviewed by internal teams and the CSSR Committee of the Board, and subsequently integrated into Afcons' policies, strategies, and sustainability initiatives. This ensures that the Company's actions remain aligned with stakeholder expectations and responsive to evolving external challenges.

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

   At Afcons, engagement with vulnerable and marginalized stakeholder groups is a fundamental aspect of our Corporate Social Responsibility (CSR) strategy. We follow a participatory approach, working closely with local communities to understand their unique needs and challenges.

   Through ground-level consultations, we gather insights on critical areas such as education, healthcare, livelihoods, and basic infrastructure. Based on these findings, Afcons implements targeted interventions either directly or in partnership with trusted agencies and local institutions.

   These initiatives are designed to deliver lasting, positive impact, ensuring that our CSR efforts are inclusive, effective, and sustainable. Continuous stakeholder feedback is integrated into the planning and execution of projects, reinforcing Afcons' commitment to responsible and equitable development.

PRINCIPLE 5: Businesses should respect and promote human rights.

(This principle focuses on the importance of human rights. Companies should respect and promote human rights, including the rights to freedom of expression, association, and privacy. They should also prevent and address human rights violations in their operations and value chains.)

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**

Benefits	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	3,570	3,570	100%	3,724	3,724	100%
Other than permanent	160	160	100%	168	168	100%
Total Employees	**3,730**	**3,730**	**100%**	**3,892**	**3,892**	**100%**
Workers						
Permanent	56	56	100%	69	69	100%
Other than permanent	31,546	31,546	100%	29,233	29,233	100%
Total Workers	**31,602**	**31,602**	**100%**	**29,302**	**29,302**	**100%**

Note:

The data pertaining to "Other than Permanent workers" include workers directly employed by Afcons, through subcontractors and manpower suppliers.

2. **Details of minimum wages paid to employees and workers**

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B /A)	No. (C)	% (C /A)		No. (E)	% (E /D)	No. (F)	% (F /D)
Employees										
Permanent										
Male	3,458	0	0%	3,458	100%	3,621	0	0%	3,621	100%
Female	112	0	0%	112	100%	103	0	0%	103	100%
Total	**3,570**	**0**	**0%**	**3,570**	**100%**	**3,724**	**0**	**0%**	**3,724**	**100%**
Other than Permanent										
Male	157	0	0%	157	100%	166	0	0%	166	100%
Female	3	0	0%	3	100%	2	0	0%	2	100%
Total	**160**	**0**	**0%**	**160**	**100%**	**168**	**0**	**0%**	**168**	**100%**

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B /A)	No. (C)	% (C /A)		No. (E)	% (E /D)	No. (F)	% (F /D)
Workers										
Permanent										
Male	56	0	0%	56	100%	69	0	0%	69	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Total	**56**	**0**	**0%**	**56**	**100%**	**69**	**0**	**0%**	**69**	**100%**
Other than Permanent*										
Male	2,927	0	0%	2,927	100%	3,222	0	0%	3,222	100%
Female	0	0	0%	0	100%	234	0	0%	234	100%
Total	**2,927**	**0**	**0%**	**2,927**	**100%**	**3,456**	**0**	**0%**	**3,456**	**100%**

Note:

* The data pertaining to "Other than Permanent workers" includes workers those are directly employed by Afcons.

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

Particular	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BOD)	3	9,13,08,503*	0	0
Key Managerial Personnel	5	5,57,71,748*	0	0
Employees other than BOD and KMP	3,610	14,30,712	115	11,32,332
Workers	2,983	4,20,000	0	0

Note:

i. Key Managerial Personnel (KMP) includes Executive Directors.

ii. The median remuneration for workers includes workers who are directly employed by Afcons.

iii. *Please note that special one-time incentives are excluded from the salary.

iv. The remuneration considered above are the annual figures.

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

Particulars	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	1.24%	1.77%

Note:

i. In accordance with the guidance provided in the Master Circular dated 30th January, 2026, the above disclosure for permanent employees is based on salary and wage expenses reported in the audited financial statements, excluding retirement benefits, ESOP expenses, and staff welfare expenses, and has been reconciled with payroll records. For other than permanent employees/workers, actual wages paid to non-permanent employees/workers have been considered.

ii. For third-party contractual workers, subcontractor charges as per the audited financial statements have been considered as wages.

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

At Afcons, the Director (Human Resources) acts as the primary point of contact for addressing human rights impacts or concerns arising from the Company's operations. At project sites, designated personnel from Industrial Relations (IR), Administration, and Environment, Health & Safety (EHS) teams are responsible for managing human rights and labour-related issues.

This multi-level governance framework ensures that human rights concerns are addressed promptly and effectively, with a strong focus on compliance, accountability, and awareness. Continuous training programs including new employee inductions, HSE training, and POSH awareness sessions reinforce the Company's commitment to upholding human rights across all operations.

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

Afcons has implemented a structured internal grievance redressal mechanism to manage human rights-related issues across its operations. Employees and workers can raise concerns directly with HR & Admin personnel, HSE staff, or Project Managers at their respective sites, either in person or via email. If a grievance is not resolved satisfactorily at the site level, it can be escalated to the Director (Human Resources), who serves as the central point of contact for human rights matters within the organization.

In addition, Afcons has a POSH (Prevention of Sexual Harassment) Policy, supported by a dedicated POSH Committee to address complaints related to sexual harassment. Employees, workers, and channel partners can approach the Committee confidentially to seek redressal. These mechanisms ensure transparency, confidentiality, and timely resolution, reinforcing Afcons' commitment to protecting human rights and fostering an ethical, safe, and inclusive workplace.

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

Particulars	FY 2025-26			FY 2024-25		
	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	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour / Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

Note: There were a total of 86 complaints raised related to working conditions and health & safety measures.

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

Particulars	FY 2025-26	FY 2024-25
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.**

   Afcons has established a dedicated POSH Committee to oversee the prevention, investigation, and resolution of harassment and discrimination complaints. In accordance with its POSH Policy, the Company ensures that employees who raise concerns are protected from retaliation or any adverse consequences. Complainants and witnesses are safeguarded against victimization or discrimination throughout the investigation process, reinforcing a safe and respectful workplace for all.

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

   Yes

10. **Assessments for the year:**

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

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

    Not Applicable

Leadership Indicators

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

   No complaints received related to human rights violation in the current financial year.

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

   No Human rights due diligence was conducted during the year.

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/No)**

   Yes

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

Name of the Assessment	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%

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

   Basis assessment of the value chain partners is compliant; there is no significant risks / concerns arising from the assessments at Question 4 above. Hence, no corrective action required.

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

(This principle emphasizes the importance of environmental stewardship. Companies should minimize their impact on the environment, conserve natural resources, and promote environmental sustainability. They should also take steps to restore and rehabilitate degraded ecosystems.)

*The 15 joint operations included in the financial statements are not considered for disclosures of the Environment Performance indicators under Principle 6.

Essential Indicators

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

Parameter	FY 2025-26 (in Giga Joules)	FY 2024-25 (in Giga Joules)
From renewable sources		
Total electricity consumption (A)	2,851.36	216.00
Total fuel consumption (B)	0.00	0.00
Energy consumption through other sources (C)	0.00	0.00
Total energy consumed from renewable sources (A+B+C)	**2,851.36**	**216.00**
From non-renewable sources		
Total electricity consumption (D)	2,31,491.57	1,86,983.63
Total fuel consumption (E)	13,89,831.44	12,17,721.38
Energy consumption through other sources (F)	0.00	0.00
Total energy consumed from non-renewable sources (D+E+F)	**16,21,323.01**	**14,04,705.01**
Total energy consumed (A+B+C+D+E+F)	**16,24,174.37**	**14,04,921.01**
Energy intensity per rupee of turnover [Total energy consumed (in GJ) / Revenue from operations (in rupees)]	0.0000136047	0.0000112394
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [Total energy consumed (in GJ)/ Revenue from operations in rupees adjusted for PPP]	0.0002767199	0.0002322066
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?	Yes	
If yes, name of the external agency.	**Deloitte Haskins and Sells LLP**	

Note:

i. Electricity consumption has been calculated using spend-based method for locations where actual consumption was not readily available.

ii. The revenue from operations has been adjusted for Purchasing Power Parity (PPP) using the latest PPP conversion factor published by the International Monetary Fund (IMF) for India which is 20.34 for FY 2025-26 and 20.66 for FY 2024-25.

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? (Yes/No)**

   No

   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	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	83,017	2,33,991
(ii) Groundwater	8,29,910	7,09,486
(iii) Third party water	8,79,908	7,19,906
(iv) Seawater / desalinated water	2,81,965	4,19,800
(v) Others – *Rainwater pit in Ahmedabad elevated project	0	5,307*
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**20,74,800**	**20,88,490**
Total volume of water consumption (in kilolitres)	**9,98,926**	**11,63,000**
Water intensity per rupee of turnover [Total water consumption (in KL) / Revenue from operations (in rupees)]	0.0000083674	0.0000093041
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [Total water consumption (in KL) / Revenue from operations in rupees adjusted for PPP]	0.0001701927	0.0001922217
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No)	Yes	
If yes, name of the external agency.	**Deloitte Haskins and Sells LLP**	

Note:

i. The revenue from operations has been adjusted for Purchasing Power Parity (PPP) using the latest PPP conversion factor published by the International Monetary Fund (IMF) for India which is 20.34 for FY 2025-26 and 20.66 for FY 2024-25.

ii. Recycled water constitutes 0.44% of our total water withdrawal for FY 25-26 and 19.5% for FY 24-25.

iii. For FY 2025-26, our third-party water withdrawal includes 1,05,432 KL as purchased tertiary treated water from state municipality.

iv. Water consumption for domestic use is estimated @45lpcd for employees and @100lpcd for workers at most of the sites.

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
No treatment	6,422	16,009
With treatment – primary treatment through sedimentation tanks	0	6,011
(ii) To Groundwater		
No treatment	0	0
With treatment – primary treatment	0	0
(iii) To Seawater		
No treatment	44,372	2,63,054
With treatment – primary treatment through sedimentation tanks	0	0
(iv) Sent to third-parties		
No treatment	9,27,327	66,253
With treatment – primary treatment in septic tanks	0	65,340

Parameter	FY 2025-26	FY 2024-25
(v) Others		
No treatment	73,665	3,52,945
With treatment – primary treatment through sedimentation tanks	24,087	1,55,878
Total water discharged (in kilolitres)	**10,75,873**	**9,25,490**
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	Yes	
If yes, name of the external agency.	**Deloitte Haskins and Sells LLP**	

Note:

i. Water discharge from domestic consumption is estimated as 80% of withdrawal basis CGWA water requirement guidelines.

ii. Water discharge from industrial activities is placed in "Others" discharge category and is estimated at 20% of the water withdrawal for these activities.

iii. Domestic water consumption at project location is discharged into third-party water management systems such as sewerage systems, or nearby STPs for further treatment.

5. **Has the entity implemented a mechanism for Zero Liquid Discharge?**

   No

   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	Please specify unit	FY 2025-26	FY 2024-25
NOx	**Mg/Nm3**	100.71	116.58
SOx	**Mg/Nm3**	39.91	53.97
Particulate matter (PM)	**Mg/Nm3**	53.26	39.54
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)			Yes
If yes, name of the external agency.	Global Enviro Laboratories LLP, SkyLab Analytical Laboratory, Idma Laboratories and others		

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	1,06,959.68	94,243.26
Total Scope 2 emissions* (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	46,133.44	37,760.30
Total Scope 1 and Scope 2 emissions per rupee of turnover [Total Scope 1 and Scope 2 GHG emissions (in MTCO2e) / Revenue from operations (in rupees)]	-	0.0000012824	0.0000010560
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [Total Scope 1 and Scope 2 GHG emissions (in MTCO2e) / Revenue from operations in rupees adjusted for PPP]	-	0.0000260834	0.0000218177

Parameter	Unit	FY 2025-26	FY 2024-25
Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N)		Yes	
If yes, name of the external agency.		**Deloitte Haskins and Sells LLP**	

Note:

i. For FY 2024-25, the total Scope 1 & 2 emissions and intensities figures have been restated as per the updated current financial year methodology.

ii. The revenue from operations has been adjusted for Purchasing Power Parity (PPP) using the latest PPP conversion factor published by the International Monetary Fund (IMF) for India which is 20.34 for FY 2025-26 and 20.66 for FY 2024-25.

iii. *The Scope 2 emissions calculated using the location-based approach for the reporting year are 46,695.8 tCO2e.

iv. The reported emissions have been calculated using emission factors sourced from the US EPA GHG Emission Factors Hub, India CEA Grid Emission Database (Version 21), and the Ecoinvent database, as applicable.

8. Does the entity have any project related to reducing Green House Gas emission? (Yes/ No)

Yes

If Yes, then provide details.

Details are provided in the leadership indicator disclosure- P.6.L.4

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	152.50	3,697.50
E-waste (B)	10.10	4.36
Bio-medical waste (C)	0.36	0.45
Construction and demolition waste (D)	1,57,303.97	60,545.80
Battery waste (E)	30.62	14.71
Radioactive waste (F)	0.00	0.00
Other Hazardous waste (G)	264.50	54.74
Other Non-hazardous waste generated (H). **Please specify, if any.** (Break-up by composition i.e. by materials relevant to the sector)	-	-
Cardboard	35.76	1.71
Empty Cement bags	66.68	41.16
Concrete cubes	5,678.77	3,152.09
Metal and Welding Scrap	19,212.82	6,879.55
Rubber	46.45	0.00
Wooden Scrap	954.80	173.86
Total (A+B + C + D + E + F + G + H)	**1,83,757.33**	**74,565.93**
Waste intensity per rupee of turnover [Total waste generated (in MT) / Revenue from operations (in rupees)]	0.0000015392	0.0000005965
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) Total waste generated (in MT) / Revenue from operations in rupees adjusted for PPP	0.0000313078	0.0000123243
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		

Parameter	FY 2025-26	FY 2024-25
Category of waste	**FY 2025-26**	**FY 2024-25**
(i) Recycled	0.00	315.64
(ii) Re-used	60,656.48	55.96
(iii) Other recovery operations	0.00	1,150.58
Total	**60,656.48**	**1,522.18**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	**FY 2025-26**	**FY 2024-25**
(i) Incineration	0.00	0.00
(ii) Landfilling	0.00	0.00
(iii) Other disposal operations	20,140.51	67,049.37
Total	**20,140.51**	**67,049.37**
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	Yes	
If yes, name of the external agency.	**Deloitte Haskins and Sells LLP**	

Note:

The total quantity of waste recovered and disposed during the reporting period is lower than the total waste generated because a 1,02,037 MT of construction and demolition (C&D) waste generated, where in the disposal will be made at the end of the project.

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.

Afcons implements a structured waste management system across all project locations, focusing on segregation, safe storage, and responsible disposal in compliance with applicable regulations. Waste generated during daily operations is segregated at the source under the supervision of activity-specific personnel. The segregated waste is then transferred to centralized site stores, where designated staff maintain accurate records. All materials are securely stored in designated areas until they are handed over to authorized recyclers or disposal agencies, supported by documented waste manifests and in line with statutory requirements.

As an EPC contractor, Afcons primarily executes projects using client-specified materials and designs. Nonetheless, the Company is committed to minimizing the use of hazardous and toxic substances wherever possible. Through value engineering, material optimization, and adoption of safer alternatives, Afcons reduces environmental impact while maintaining quality and meeting client expectations. These measures demonstrate Afcons' commitment to responsible resource use and broader environmental stewardship goals.

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:

Sr. 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.
1.	Airoli to Katainaka Road Project Phase-III works (NH4 to Katainaka Road)	Construction of Road project	Yes	-
2.	Creek Bridge from Kasaravadavali to Kharbav	Construction of Bridge project	Yes	-

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					

Note:

EIA is conducted by the project proponent. As an EPC contractor, Afcons is not involved in the preparation or approval process.

13. **Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N/NA).**

Yes

If not, provide details of all such non-compliances, in the following format:

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

Leadership Indicators

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

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

(i) **Name of the Area**
Agra Metro, Kanpur Metro, Jaipur Metro, Bangalore Metro Projects, DMRC-05, NCRTC Meerut and Mumbai Metro Line5

(ii) **Nature of Operations**
Business unit - Urban Infrastructure

(iii) **Water withdrawal, consumption and discharge in the following format:**

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	50,482.13	-
(iii) Third party water	1,79,353.74	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	**2,29,835.87**	**-**
Total volume of water consumption (in kilolitres)	**1,16,853.56**	**-**
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000009788	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
No treatment	0	-
With treatment	0	-

Parameter	FY 2025-26	FY 2024-25
(ii) To Groundwater		
No treatment	0	-
With treatment	0	-
(iii) To Seawater		
No treatment	0	-
With treatment	0	-
(iv) Sent to third-parties		
No treatment	96,269.69	-
With treatment	0	-
(v) Others		
No treatment	456.96	-
With treatment – primary treatment in septic tanks	16,255.66	-
Total water discharged (in kilolitres)	1,12,982.31	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	No	
If yes, name of the external agency.	Not Applicable	

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	tCO_2e	6,69,730.06	-
Total Scope 3 emissions per rupee of turnover [Total Scope 3 emissions (in MTCo2e) / Revenue from operations (in rupees)]	-	0.0000056099	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		No	
If yes, name of the external agency.		Not Applicable	

Note: Scope 3 emissions include emissions from the seven categories of upstream activities, i.e.,
Category 1: Purchased goods and services
Category 2: Capital goods
Category 3: Other Fuel and energy related activities
Category 4: Upstream Transportation and Distribution
Category 5: Waste generated in Operations
Category 6: Business Travels
Category 7: Employee commuting

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

Not Applicable

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

Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
LED lights & Five Star Electrical appliances	All sites have transitioned to energy- efficient LED lighting for area and office illumination, alongside adopting 5-star rated ACs to reduce overall energy consumption.	Reduction in energy consumption	-
Refrigerants having low ODPs	Sites utilize R410A refrigerants known for their low ozone depletion potential (ODP), aligning with our commitment to responsible cooling solutions.	Reduction in GHG Emissions	-
Reduction in use of OPC cement to reduce carbon footprint	Sites have used industry byproducts like fly ash and GGBS to replace OPC in concrete. These byproducts not only reduce the carbon footprint of concrete but also improve the long-term strength and durability, thereby increasing the service life of the structure	Reduction in carbon footprint of concrete	-
Reduction in water consumption in concrete	Sites have used specialized chemical admixtures to reduce the water requirement for producing concrete.	Reduction in water consumption	-
VFDs in electrical installations	All energy-intensive equipment including TBMs, ventilation systems, gantry cranes, pumps, and plants are equipped with VFDs to optimize energy consumption and improve operational efficiency.	Energy reduction	-
Retro fitment of DG sets	Installation is underway in compliance with local statutory authority requirements, with initiatives already commenced on projects in Jammu & Kashmir, Maharashtra state projects and NCR region.	Reduction in PM emissions	-
Treatment of Nallah wastewater	Design of an intake system for the withdrawal of Nallah Wastewater and use the treated water for slurry treatment during the process of bentonite slurry generated during Tunnelling operations.	Reduction in water intake	-
Glass Fiber Reinforcing Plastic (GFRP) Rebars	Used in C2 pkg of High-Speed Rail Project and Bhopal Metrorail project replacing the steel reinforcement	Advantages in logistics; reduction in quantity & time-labor cost in tying the lapping zone	-

5. **Does the entity have a business continuity and disaster management plan? (Yes/No)**

Yes

Give details in 100 words/ web link.

Afcons has established a comprehensive Business Continuity Plan as part of its Internal Controls and Crisis Management framework. A dedicated Crisis Management Committee is responsible for risk preparedness, developing response protocols, and ensuring effective communication during emergencies.

To enhance resilience, the Company regularly conducts mock drills, scenario-based training, and disaster recovery simulations to assess readiness against high-impact and high-velocity risks. These proactive efforts are designed to minimise operational disruptions and protect personnel, assets, and critical business functions.

The BCP framework supports operational continuity, rapid recovery, and compliance with regulatory expectations, reinforcing Afcons' commitment to preparedness and resilience.

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

None

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

(This principle highlights the importance of responsible advocacy. Companies should engage in policy advocacy in a responsible and transparent manner, and avoid engaging in activities that could undermine the public interest or the democratic process.)

Essential Indicators

1. a. **Number of affiliations with trade and industry chambers/ associations.**

   9

   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.**

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National/ International)
1.	Construction Federation of India	National
2.	Central Board of Irrigation and Power	International
3.	The Federation of Indian Chambers of Commerce and Industry	National
4.	International Road Federation-India Chapter	International
5.	Confederation of Indian Industry	National
6.	Bombay Chamber of Commerce and Industry	State
7.	Ministry of Commerce and Industry- Directorate General of Foreign Trade	National
8.	Project Export Promotion Council	National
9.	Federation of Indian Export Organization	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	

Leadership Indicators

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

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half Yearly/ Quarterly/ Others- Please specify)	Web Link, if available

Afcons actively engages with a wide range of stakeholders, including government ministries, regulatory bodies, industry chambers, and associations, to represent its perspectives on key infrastructure sector issues. These include banking reforms, taxation, dispute resolution, promotion of project exports, and other ministry-specific matters.

The Company's top management is frequently invited by the central government to participate in policy discussions and pre-budget consultations, ensuring that Afcons' insights contribute to informed decision-making in the infrastructure sector.

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

(This principle emphasizes the importance of promoting inclusive and equitable economic development. Companies should create economic opportunities for all, including disadvantaged and marginalized groups. They should also contribute to the development of local communities and support social and economic empowerment.)

Essential Indicators

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

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

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

Sr. 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. **Describe the mechanisms to receive and redress grievances of the community.**

   Afcons maintains ongoing interaction with local communities at project sites through one-on-one meetings and regular community gatherings. These platforms allow community members to raise concerns, which are subsequently reviewed and addressed promptly and transparently, fostering trust and positive relations with the communities where the Company operates.

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

Particular	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	30.27%	19.47%
Directly from within India	80.03%	72.98%

Note: The above disclosures are aligned with SEBI Master Circular.

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

Particular	FY 2025-26	FY 2024-25
Rural	5.56%	11.32%
Semi-urban	25.37%	27.94%
Urban	20.76%	45.54%
Metropolitan	48.31%	2.27%

Note:

i. The above disclosure covers employees and workers of the Company employed at locations within India.

ii. In accordance with the guidance provided in the Master Circular dated 30th January, 2026, the above disclosure for permanent employees is based on salary and wage expenses reported in the audited financial statements, excluding retirement benefits, ESOP expenses, and staff welfare expenses, and has been reconciled with payroll record. For other than permanent employees/workers, actual wages paid to non-permanent employees/workers have been considered.

iii. For third-party contractual workers, subcontractor charges as per the audited financial statements have been considered as wages

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

Sr. No.	State	Aspirational District	Amount spent (In ₹)
1.	Maharashtra	Osmanabad	50,00,000

Note: Project undertaken is Rural Development through Women Livelihood Skilling to be implemented by Swayam Shikshan Prayog at Dharashiv (Formerly Osmanabad).

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

   Yes

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

   MSME

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

   30.27%

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:

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

Note: The Company does not use intellectual properties based on traditional knowledge for conducting business.

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:**

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Educational activity and skill development at Anudanit Prathamik v Madhyamik Adivasi Ashramshala at Padasare, through Jnana Prabodhini	250 students	100%
2.	Educational activity and skill development at Anudanit Prathamik v Madhyamik Adivasi Ashramshala at Padasare, through Vigyan Ashram	98 students	100%
3.	Educational activity and skill development at Pen and Sudhagadh based Ashramshala, through Jnana Prabodhini	600 students	100%
4.	Farmer livelihood and skilling through Global Vikas Trust	151 farmers	100%
5.	Improving water access through water harvesting check dams through Aakar Charitable Trust	2,669 families 19,926 individuals	100%
6.	Signal School upgradation school infrastructure and purchase of education related equipment – Thane through Samarth Bharat Vyaspeeth Trust ("SBVT")	105 students	100%
7.	Women Livelihood skilling & rural Entrepreneurship through Swayam Shikshan Prayog	1000 women	90%
8.	Emergency diagnostic support for children with suspected cancer through Tata Memorial Hospital	94 children	100%
9.	Rural Healthcare strengthening through PHC upgradation through "Doctors for You"	11,846 people	90%
10.	Supporting education of children of economically & socially disadvantage section studying at Olcott Memorial Higher Secondary School through Olcott Education Society	375 students	100%
11.	51-seater Bus for daily commute for 150+ children from Kendra to local School through Mahamanav Baba Amte Bahuudeshiy Samajik Vikas Seva Sanstha	150 students	100%
12.	51-seater Bus for daily commute of children residing at Balgram to attend schools, colleges, training institutes and also for regular travel for healthcare, extracurricular activities and social exposure through Aai Janhit Bahuedeshiy Seva Sanstha	103 students	100%
13.	Basic Life Support (BLS) ambulance to enhance emergency medical services and healthcare access at SEARCH Hospital, Gadchiroli through Society for Education, Action and Research in Community Health (SEARCH)	800 patients	100%
14.	Skill-based education and vocational training to persons from rural community and enabling them to secure sustainable livelihood through Swami Vivekanand Rural Community College Through Sadguru Sri Gnanananda Seva Trust	22 students	100%

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

(This principle highlights the importance of responsible consumer engagement. Companies should provide safe, high-quality products and services, and ensure that they are marketed and sold ethically and responsibly. They should also be transparent about their products and services, and provide consumers with the information they need to make informed choices.)

Essential Indicators

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

As an infrastructure construction company, each project under Afcons operates with a dedicated grievance redressal mechanism as defined in the respective contract documents. These mechanisms are designed to address stakeholder concerns and consumer feedback in a structured and timely manner, ensuring transparency, accountability, and effective resolution throughout the project lifecycle.

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

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

Note: This is not relevant as the Company is primarily engaged as an EPC Contractor.

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

Particular	FY 2025-26		Remark	FY 2024-25		Remark
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	0	0	-	0	0	-

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

Particular	Number	Reason for recall
Voluntary recalls	**0**	Not Applicable
Forced recalls	**0**	

5. **Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No)**

Yes

If available, provide a web link of the policy

The policy is available on the Company's internal intranet and is accessible to all relevant stakeholders.

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.**

   Afcons follows a continual improvement approach to proactively identify and manage risks across its operations. No significant incidents have been reported in the specified areas. Corrective and preventive actions are routinely implemented as part of risk management practices and internal audits, ensuring ongoing compliance and the maintenance of high safety standards.

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

   a. **Number of instances of data breaches along-with impact**

      0

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

      0%

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

      Not Applicable

Leadership Indicator

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

   1. Company Website: https://www.afcons.com/en

   2. LinkedIn: https://www.linkedin.com/company/afcons-infrastructure-limited/posts/?feedView=all

   These platforms provide regular updates, project highlights, and key information about our services and capabilities.

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

   Not Applicable

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

   Not Applicable

INDEPENDENT PRACTITIONER'S LIMITED ASSURANCE REPORT ON IDENTIFIED SUSTAINABILITY INFORMATION IN AFCONS INFRASTRUCTURE LIMITED'S BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

To the Board of Directors

of AFCONS INFRASTRUCTURE LIMITED

1. We have undertaken to perform limited assurance engagement, for **AFCONS INFRASTRUCTURE LIMITED** (the "Company") vide our engagement letter dated 30th January, 2026, in respect of the agreed Sustainability Information listed below (the "Identified Sustainability Information") in accordance with the Criteria stated in paragraph 3 below. This Sustainability Information is included in the Company's Business Responsibility and Sustainability Report (the "BRSR Report" or the "Report") included within the Annual Report (the "AR") of the Company for the year ended 31st March, 2026. This engagement was conducted by a multidisciplinary team including assurance practitioners, environmental engineers and specialists.

2. IDENTIFIED SUSTAINABILITY INFORMATION

Our scope of limited assurance consists of the Sustainability Information listed in the Appendix I to our report. The reporting boundary of the BRSR Report is as disclosed in Question 13 of Section A: General Disclosure of the BRSR Report with exceptions disclosed by way of note under respective questions of the BRSR Report, where applicable.

Our limited assurance engagement was with respect to the year ended 31st March, 2026 information only unless otherwise stated and we have not performed any procedures with respect to earlier periods or any other elements included in the BRSR Report and, therefore, do not express any conclusion thereon.

3. CRITERIA

The Criteria used by the Company to prepare the Identified Sustainability Information is listed below:

- Regulation 34(2)(f) of the Securities and Exchange Board of India (the "SEBI") (Listing Obligations and Disclosure Requirements), Regulations, 2015 as amended; and
- Business Responsibility and Sustainability Reporting Requirements for listed entities per Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated 30th January, 2026 (the "SEBI Master Circular").

4. MANAGEMENT'S RESPONSIBILITY

The Company's management is responsible for selecting or establishing suitable criteria for preparing the Sustainability Information including the reporting boundary of the BRSR Report, taking into account applicable laws and regulations, if any, related to reporting on the Sustainability Information, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation and maintenance of internal controls relevant to the preparation of the BRSR Report and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error.

5. INHERENT LIMITATIONS

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between companies.

6. OUR INDEPENDENCE AND QUALITY CONTROL

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics issued by the Institute of Chartered Accountants of India (the "ICAI") and the SEBI Master Circular and its clarifications thereto and have the required competencies and experience to conduct this assurance engagement.

We apply Standard on Quality Control ("SQC") 1, "Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements", and accordingly maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

7. OUR RESPONSIBILITY

Our responsibility is to express a limited assurance conclusion on the Identified Sustainability Information listed in Appendix I based on the procedures we have performed and evidence we have obtained.

We conducted our engagement in accordance with the Standard on Sustainability Assurance Engagements (SSAE) 3000, "Assurance Engagements on Sustainability Information", and Standard on Assurance Engagements (SAE) 3410 Assurance Engagements on Greenhouse Gas Statements (together the "Standards"), both issued by the Sustainability Reporting Standards Board (the "SRSB") of the ICAI.

These Standards require that we plan and perform our engagement to obtain limited assurance about whether the Identified Sustainability Information listed in Appendix I and included in the BRSR Report is free from material misstatement.

As part of limited assurance engagement in accordance with the Standards, we exercise professional judgment and maintain professional skepticism throughout the engagement.

A limited assurance engagement involves assessing the suitability in the circumstances of the Company's use of the Criteria as the basis for the preparation of the Identified Sustainability Information as listed in Appendix I, assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the Identified Sustainability Information.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal controls, and the procedures performed in response to the assessed risks.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents and evaluating the appropriateness of quantification methods and reporting policies and agreeing with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above, we:

- Obtained an understanding of the Identified Sustainability Information and related disclosures;
- Obtained an understanding of the assessment criteria and their suitability for the evaluation and/or measurements of the Identified Sustainability Information;
- Made inquiries of Company's management, including Health and Safety team, finance team, compliance team, human resources team amongst others and those with the responsibility for preparation of the BRSR Report;
- Obtained an understanding of the key systems, processes and controls for recording, processing and reporting on the Identified Sustainability Information at the corporate office and at project sites on a sample basis. Our procedures did not include evaluating the suitability of design, obtaining evidence about their implementation or testing operating effectiveness of particular control activities;
- Based on the above understanding and the risks that the Identified Sustainability Information may be materially misstated, determined the nature, timing and extent of further procedures;
- Reviewed the key assumptions, emission factors and methodologies used for calculation of Greenhouse Gas (the "GHG") emissions;
- Reviewed the Company's process for collating the sustainability information through agreeing or reconciling the Identified Sustainability Information with the underlying records on a sample basis; and
- Reviewed the consolidation for project sites on a sample basis and corporate office under the reporting boundary for ensuring the completeness of data being reported.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether the Identified Sustainability Information have been prepared, in all material respects, in accordance with the Criteria.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

8. EXCLUSIONS

Our assurance scope excludes the following and therefore we do not express a conclusion on:

- Operations of the Company other than the Reporting Boundary set out in Question 13 of Section A: General Disclosures of the BRSR Report, for mentioned in the Identified Sustainability Information listed in Appendix I;

- Aspects of the BRSR Report and the data/ information (qualitative or quantitative) other than the Identified Sustainability Information;
- Data and information outside the defined reporting period i.e. the financial year ended 31st March, 2026; and
- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Company.

9. LIMITED ASSURANCE CONCLUSION

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Company's Identified Sustainability Information listed in Appendix I and presented in the BRSR Report for the year ended 31st March, 2026 are not prepared, in all material respects, in accordance with the Criteria as stated in paragraph 3 above.

10. RESTRICTION ON USE

Our Limited Assurance report has been prepared and addressed to the Board of Directors of the Company at the request of the Company solely, to assist the Company in reporting on Company's sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the Company. Our Limited Assurance report should not be used for any other purpose or by any person other than the addressees of our report. We neither accept nor assume any duty of care or liability for any other purpose or to any other party to whom our report is shown or into whose hands it may come without our prior consent in writing.

For **Deloitte Haskins & Sells LLP**
Chartered Accountants
(Firm's Registration No. 117366W / W-100018)

Pratiq Shah
Partner
Membership No. 111850
UDIN: 26111850PJXUQW5783

Place: Mumbai
Date: 19th June, 2026

APPENDIX I

Identified Sustainability Information subject to Limited Assurance

BRSR CORE INDICATORS SUBJECT TO LIMITED ASSURANCE

Sr. No	Reporting Standard Reference	Description of Indicator
Section C: Principle [P] Wise Performance Disclosures - Essential Indicators [E]		
1	P-1 [E], Question 8	Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured)
2	P-1 [E], Question 9	Open-ness of business: Details of concentration of purchases and sales with trading houses and with dealers/ distributors respectively, and with related parties along-with loans and advances & investments, with related parties.
3	P-3 [E], Question 1(c)	Spending on measures towards well-being of employees and workers (including permanent and other than permanent)
4	P- 3 [E], Question 11	Details of safety related incidents: Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) (employees and workers) Total recordable work-related injuries (employees and workers) - No. of fatalities (employees and workers) - High consequence work-related injury or ill-health (excluding fatalities) (employees and workers)
5	P-5 [E], Question 3(b)	Gross wages paid to females as % of total wages paid by the entity
6	P-5 [E], Question 7	Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 - Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) - Complaints on POSH as a % of female employees/workers - Complaints on POSH upheld
7	P-6 [E], Question 1	Details of total energy consumption (in Joules or multiples) and energy intensity: - Total energy consumed from renewable sources - Total energy consumption from non-renewable sources
8		- Total energy consumed
9		Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)
		Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)

Sr. No	Reporting Standard Reference	Description of Indicator
Section C: Principle [P] Wise Performance Disclosures - Essential Indicators [E]		
10	P-6 [E], Question 3	Water withdrawal by source (in kilolitres) - Surface water, Groundwater, Third-Party Water, Seawater/desalinated water, Others - Total volume of water withdrawal (in kilolitres) - Total volume water consumption (in kilolitres)
11		Water intensity per rupee of turnover (Total water consumption / Revenue from operations)
		Water intensity per rupee of turnover adjusted for PPP (Total water consumption / Revenue from operations adjusted for PPP)
12	P-6 [E], Question 4	Water Discharge by destination and level of treatment (in kilolitres)
13	P-6 [E], Question 7	Greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity - Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)
14		- Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)
15		- Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)
		- Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)
16	P-6 [E], Question 9	Details related to waste management by the entity: Total waste generated: Plastic waste, E-waste, Construction demolition waste, Biomedical waste, Battery waste, Radioactive waste, Other Hazardous waste and Non-hazardous waste.
17		- Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) - Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)
18	P-6 [E], Question 9	For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)
19	P-6 [E], Question 9	For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Sr. No	Reporting Standard Reference	Description of Indicator
Section C: Principle [P] Wise Performance Disclosures - Essential Indicators [E]		
20	P-8 [E], Question 4	Percentage of input material (inputs to total inputs by value) sourced from suppliers. - Directly sourced from MSMEs/ small producers - Directly from within India
21	P-8 [E], Question 5	Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the Rural, Semi-urban, Urban and Metropolitan locations, as a percentage of total wage cost.
22	P-9 [E], Question 7	Information relating to data breaches: - Number of instances of data breaches - Percentage of data breaches involving personally identifiable information of customers - Impact, if any, of the data breaches