

Ref: BHVL/NSEBSE/BRSR/14072026

July 14, 2026

Listing Department
National Stock Exchange of India Limited
Exchange Plaza, C-1, Block G
Bandra Kurla Complex
Bandra (E), Mumbai – 400 051

Department of Corporate Services – Listing
BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai – 400 001

Re.: Scrip Symbol: BRIGHOTEL /Scrip Code: 544457

Dear Sir/ Madam,

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

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing the Business Responsibility and Sustainability Report (“BRSR”) for the financial year 2025-26.

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

The BRSR is also available on the website of the Company at <https://bhvl.in/investors/corporate-governance/business-responsibility-and-sustainability-report/>.

Kindly take the same on your records.

Thanking you,

Yours faithfully,
For **Brigade Hotel Ventures Limited**

Akanksha Bijawat
Company Secretary & Compliance Officer

Encl.: a/a

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURES

Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable.

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

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

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

Principle 5: Businesses should respect and promote human rights.

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

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

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

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

SECTION A: GENERAL DISCLOSURES

I. Details of listed entity

S. No.	Particulars	Company Details
1	Corporate Identity Number (CIN) of the Listed Entity	L74999KA2016PLC095986
2	Name of the listed entity	Brigade Hotel Ventures Limited (BHVL)
3	Year of incorporation	August 24, 2016
4	Registered office address	29 th & 30 th Floor, World Trade Center, Brigade Gateway Campus 26/1, Rajkumar Road, Malleswaram-Rajajinagar, Bengaluru- 560 055
5	Corporate office address	29 th & 30 th Floor, World Trade Center, Brigade Gateway Campus 26/1, Rajkumar Road, Malleswaram-Rajajinagar, Bengaluru- 560 055
6	E-mail	investors@bhvl.in
7	Telephone	+91 80 4137 9200
8	Website	https://bhvl.in/
9	Financial year for which reporting is being done	2025-26
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE); BSE Limited
11	Paid-up Capital	3,79,84,25,650
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Akanksha Bijawat Telephone: +91 80 4137 9200 Email: investors@bhvl.in
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Consolidated
14	Whether the company has undertaken reasonable assurance of the BRSR core	No
15	Name of assurance provider	Not Applicable
16	Type of assurance obtained	Not Applicable

II. Products/Services

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

S. No.	Description of the main activity	Description of business activity	% of Turnover of the entity
1	Hospitality	The hospitality segment develops hotel projects which are operated by leading international operators.	100%

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

S. No.	Product/Service	NIC code	% of total Turnover contributed
1	Hospitality	55101	100%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	Nils	9	9
International	Nils	0	0

20. Markets served by the entity:

a. Number of locations

Locations	Number
National (no.of states)	4
International (no.of countries)	0

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

As BHVL is engaged in the hospitality business, exports are not applicable.

c. A brief on types of customers

BHVL serves a varied clientele across its hospitality operations. The hospitality vertical primarily caters to corporate travelers, multinational corporations, and leisure guests, including both domestic and international visitors across its hotel properties.

IV. Employees**21. Details at the end of the financial year****a. Employees and workers (including differently abled)**

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1	Permanent (D)	1,279	1,033	80.77	246	19.23
2	Other than permanent (E)	253	237	93.67	16	6.32
3	Total employees (D + E)	1,532	1,270	82.9	262	17.1
Workers						
4	Permanent (F)	14	9	64.28	5	35.71
5	Other than permanent (G)	6	5	83.33	1	16.67
6	Total employees (F + G)	20	14	70.00	6	30.00

b. Differently abled employees and workers:

S. No	Particulars	Total (A)	No. (B)	Male % (B/A)	No. (C)	Female % (C/A)
Differently Abled Employees						
1	Permanent (D)	15	12	80.00	3	20.00
2	Other than permanent (E)	0	0	0	0	0
3	Total employees (D + E)	15	12	80.00	3	20.00
Differently Abled Workers						
4	Permanent (F)	0	0	0	0	0
5	Other than permanent (G)	6	5	83.33	1	16.67
6	Total employees (F + G)	6	5	83.33	1	16.67

22. Participation/Inclusion/Representation of women

Details	Total (A)	No. and Percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	2	25
Key Management Personnel*	3	2	66.66

*Amongst the total, the Managing Director also forms part of KMP and is covered under the Board of Directors as well.

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

	FY(2025) current year			FY(2024) previous year			FY(2023) (year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	43.78%	50.21%	45.01%	First Time reporting			First Time reporting		
Permanent workers	* No baseline data is available, as this is being reported for the first time								

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

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

24. a. Names of holding/Subsidiary/Associate companies/Joint Ventures (JV)

S. No.	Name of the holding/subsidiary/associate companies/JV (A)	Indicate whether holding/Subsidiary/Associate/ Joint Venture	% of shares held by listed entity	Entities' participation in Business Responsibility Initiatives
1	Brigade Enterprises Limited	Holding	*74.09	Yes
2	SRP Prosperita Hotel Ventures Limited	Subsidiary	50.01	Yes

*This is the Shareholding of Brigade Enterprises Limited, Holding Company in Brigade Hotel Ventures Limited.

VI. CSR DETAILS

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

Turnover (in ₹) 4,54,35,76,692

Net worth (in ₹) 10,24,18,31,248

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	If Yes, then provide web-link for grievance redress policy	FY2025-26 Current Financial Year			FY2024-25 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	info@brigadehospitality.com	0	0	No Complaints			
Investors (Other than shareholders)	Yes	investors@bhvl.in	23	0	All complaints were resolved			
Shareholders								
Employees and workers (OHS related Complaints)	Yes	hrconnect@brigadegroup.com	18	0	All complaints were resolved			
Customers	Yes	info@brigadehospitality.com	63	0	All complaints were resolved			
Value Chain Partners	Yes	info@brigadehospitality.com	Nil	Nil	Nil			
Regulators (Consumer Court, KSPCB/BBMP/other regulatory bodies)	Nil	Nil	Nil	Nil	Nil			

First time reporting of BRSR

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

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

The double materiality assessment has been conducted at Brigade group level, including hospitality operations from BHVL. BHVL operates under the Brigade Group governance framework and follows the Group's policies and public commitments, which are implemented across all group companies.

S. No	Material Issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
1	Water Stewardship	Risk and Opportunity	Water is a critical operational resource for Brigade Group, across construction, lease rental, and facility management activities. The Group recognises both the strategic value and risk of water. Significant steps to embed sustainable water management practices across the value chain are taken.	Brigade demonstrates its strategic water management approach: • Increase water efficiency, rainwater harvesting • Adopting water-saving technologies, curing compounds, and widespread wastewater recycling has enhanced circularity • Achieve water positivity by 2030 • Increase wastewater recycling by 10% YoY • Conservation through partnerships and awareness programs • Use reclaimed water for flushing, cooling, and cleaning operations across projects.	Positive and Negative Implications
2	Energy and Emissions	Risk and Opportunity	Brigade Group recognises that climate change presents both a material risk and a strategic opportunity. Addressing greenhouse gas (GHG) emissions is central to the company's long-term sustainability vision and Net Zero commitment.	The pathway toward a detailed decarbonization roadmap to achieve Net Zero by 2045 consists: • Rigorous measurement and management of Scope 1 & 2 emissions • Track Scope 3 emissions • Aligning with evolving regulations and investor expectations on climate risks • Scale up certified green spaces under LEED, IGBC and other frameworks • Support 100% renewable-powered operations by 2040 by embracing long-term PPAs and expanding on-site solar thus increasing overall renewable energy consumption • Support cleantech innovation through REAP	Positive and Negative Implications

S. No	Material Issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
3	Regulatory Compliance and public policy	Opportunity	Transparent governance, strong stakeholder trust, and integrity enable Brigade to drive sustainable growth and long-term value. High ethical and compliance standards position the Group to enhance its reputation, attract responsible investors, and deepen stakeholder confidence.	- We have established an integrated ESG risk management framework to identify, assess, and manage sustainability-related risks and opportunities. - We have implemented processes to ensure environmental compliance while proactively managing environmental risks across our operations. - We have established robust mechanisms to ensure compliance with all applicable laws, regulations, and statutory requirements. - We have adopted a responsible approach to public policy engagement and advocacy, ensuring transparency, ethical conduct, and alignment with applicable regulations.	Positive Implications
4	Corporate Governance, Business Ethics and Transparency	Risk	Corporate Governance, Business Ethics and Transparency is classified primarily as a Risk due to the real estate sector's exposure to regulatory approvals, land acquisition processes, procurement activities, and interactions with multiple third parties. Weak governance practices, unethical conduct, corruption, or lack of transparency could lead to regulatory penalties, reputational damage, project delays, and litigation risks. Since these factors can directly impact Brigade's financial performance, stakeholder trust, and ability to operate effectively, this topic is primarily considered a governance and compliance-related financial risk under EFRAG.	- We Uphold the Code of Conduct and Ethics through annual compliance affirmations. - Strengthen governance through Board oversight and specialised Board Committees. - Maintain a Whistle Blower Policy and Anti-Bribery & Anti-Corruption framework to prevent unethical conduct. - Conduct regular employee training on ethics, anti-corruption, conflict of interest and POSH. - Periodically review governance policies and ensure transparent disclosures and regulatory compliance.	Negative Implications



S. No	Material Issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
5	Health-Safety and Wellbeing	Risk and Opportunity	Commitment to strong workforce, health and safety is imperative both legally and operationally, and is essential for building a strong reputation. Failure to achieve this may lead to employee distrust and increased liabilities.	Brigade's proactive approach toward health and safety of workforce includes: 100% workforce training in OHS, as a part of 2025 target. Maintain zero fatality record and minimise injuries. Boost employee morale through visible, proactive and preventive safety measures. Counselling and wellness programmes for strong mental health of workforce Advanced initiatives for continuous safety improvements at sites WELL certification target for all commercial (lease and rentals) by 2028.	Positive and Negative Implications
6	Human Rights	Risk	Brigade Group has a large and diverse stakeholder base, making adherence to human rights not only a significant responsibility but also an essential aspect of compliance. Failure to uphold or improve human rights standards could lead to reputational damage, legal liabilities, and reduced stakeholder trust, particularly in socially conscious markets and among investors, posing a substantial risk to the organization.	Brigade Group emphasizes its ongoing approach that involves: • Human Rights Policy covering 100% of employees • Implement a structured HR & Admin guide to enhance employee experience and query resolution. • Maintain zero tolerance for complaints, child labour, forced labour, or PoSH breaches. • Conduct human rights due diligence for all major contractors. • Progress toward achieving SMETA certification by 2025. • Aligning with UN Guiding Principles on Business and Human Rights. • Prepare to participate in the UN Global Compact. • Strengthen internal safeguards, build stakeholder trust, and attract socially responsible investors.	Negative Implications

S. No	Material Issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
7	Responsible marketing, advertising, and Customer Relations	Risk and Opportunity	Brigade's customer centric operations, responsible procurement, and meaningful community engagement enhances its brand value, stakeholder trust and long-term resilience	The company's exceptional customer experience is driven by: • Customized leasing solutions, ESG- integrated design, premium amenities and refreshing older infrastructure. • Implementation of Group-wide Net Promoter Score (NPS) system by 2025. • Environmental commitment by adding Green clause in our lease rental contracts. • CSR initiatives in health, education, and skill development to strengthen social ties, ESG training, supplier assessments, and the use of green-certified materials for a responsible supply chain approach.	Positive and Negative Implications
8	Human Capital Development	Opportunity	The culture of continuous learning, inclusivity, and performance- driven engagement empowers our workforce to drive Innovation, operational efficiency and long- term value creation.	Brigade's holistic human capital development approach involves: • Leadership training, mentoring, skill- building, cross-functional collaboration, and employee well-being • Women-centric leadership program enhancing gender diversity and high return-to-work rate for women post- maternity leave • SAP CONCUR tool for better operational efficiency • Supplier education and VCP training to promote sustainability and compliance	Positive Implications
9	Responsible Sourcing	Risk	Harmful substances used in building materials pose a great risk to the health, safety and sustainability of our environment.	Brigade's approach minimizes environmental impact and empowers local economies: • Sustainable procurement policy • Prioritize green materials, low VOCs • Eliminate harmful materials through a stringent "Red List" • Embrace local procurement to strengthen local economies and reduce environmental impact • Identify and exclude conflict materials from the supply chain • Create healthier, more resilient space by progressing toward use of "green certified" material target.	Negative Implications

S. No	Material Issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
10	Green Buildings and Technology and Innovation	Opportunity	Green Buildings, Technology and Innovation is identified as an Opportunity due to the increasing market demand for sustainable, energy-efficient, and technology-enabled real estate assets. Investments in green buildings, smart infrastructure, energy-efficient technologies, and sustainable design practices can enhance Brigade's brand value, asset attractiveness, operational efficiency, and long-term competitiveness.	- We have both Internal policy Obligation and the OFI - We have target of achieving WELL building certification by 2028, NZ-C target by 2045 and OFI - We also have environment target of achieving 100% coverage of projects for GB certification.	Positive Implications
11	Waste Management	Risk and Opportunity	Improper disposal and excessive generation of waste can result in significant environmental, social, and reputational consequences. In particular, hazardous waste poses a serious risk to organizations and becomes a liability if not managed and treated responsibly. Effective waste management, particularly in handling hazardous waste, enables organisations to optimise resource utilisation, reduce operational costs, and demonstrate leadership in environmental stewardship.	Brigade has adopted a comprehensive approach to reducing water consumption and enhancing resource recovery, which includes: - Five-step waste hierarchy - Zero Liquid Discharge (ZLD) practices to ensure water is recycled within a closed-loop system - Secure storage solutions to minimize material wastage and leakage - Reuse excavated topsoil for landscaping and support local biodiversity	Positive and Negative Implications
12	Biodiversity	Risk	Land conversion from agricultural use to commercial or residential purposes in development projects can negatively impact biodiversity. Additionally, climate change contributes to biodiversity decline by altering ecological habitats and increasing the frequency of extreme weather events.	Brigade is committed to promoting biodiversity within its operations through a range of initiatives, including: - Comprehensive biodiversity policy - Afforestation drives, seedball campaigns, and protect biodiversity across all project sites - Restoration projects and strong partnerships - Commitment to TNFD framework	Negative Implications

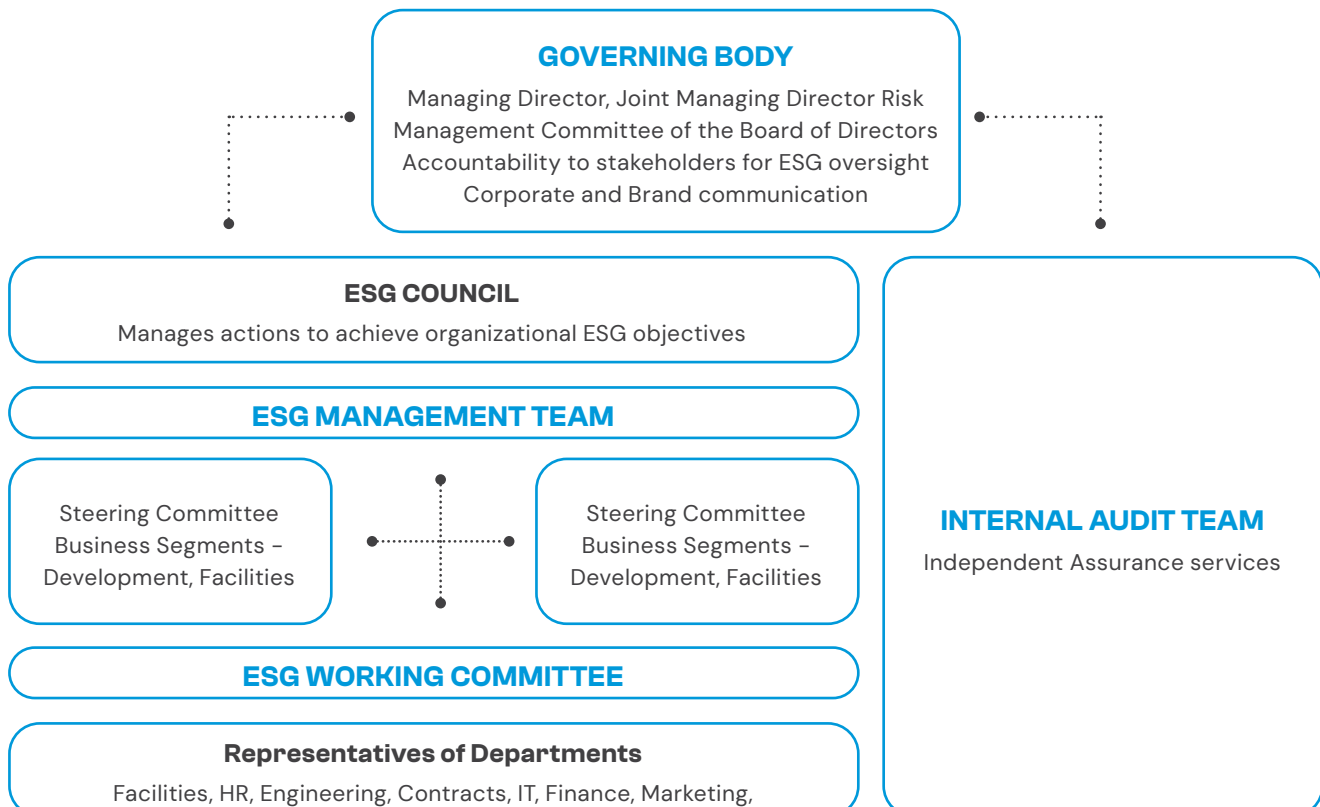
S. No	Material Issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
13	Corporate Social Responsibility	Opportunity	Brigade's community engagement initiatives, social investments, and local development programs directly affect surrounding communities and societal wellbeing. Through initiatives related to education, healthcare, livelihoods, infrastructure, and social development, the company can create positive social outcomes and strengthen community relationships.	We contribute to the social and economic development of the communities in which we operate through our CSR initiatives focused on education, healthcare, livelihoods, skill development, and community infrastructure. Through the Brigade Foundation and structured stakeholder engagement, we seek to create long-term social value while strengthening relationships with local communities.	Positive Implications
14	Data Privacy and Cybersecurity	Risk	Brigade's handling, storage, and processing of personal and business-related information can directly affect customers, employees, tenants, vendors, and other stakeholders. As the company increasingly adopts digital platforms, smart technologies, and integrated operational systems, any failure to adequately protect sensitive information may result in unauthorized access, misuse of data, identity theft, financial harm, or loss of privacy for affected individuals. In addition, disruptions to digital systems or weak cybersecurity practices may affect the reliability and security of services provided across residential, commercial, hospitality, and facility management operations.	We safeguard customer, employee, and business information by maintaining robust information security and cybersecurity practices, supported by IT governance, access controls, periodic risk assessments, and employee awareness programmes. We continuously strengthen our digital infrastructure to protect sensitive data, ensure business continuity, and comply with applicable data protection and information security requirements.	Negative Implications
15	Diversity, Equity and Inclusion	Opportunity	Brigade's employment practices directly influence workforce representation, equal opportunity, workplace culture, and employee wellbeing. Promoting diversity and inclusive practices can positively affect employees by improving workplace fairness, employee engagement, and career development opportunities.	We foster an inclusive and equitable workplace by promoting equal opportunity, diversity, and employee wellbeing across our operations. We strengthen inclusion through leadership development, women-centric initiatives, regular awareness programmes on non-discrimination and human rights, and a workplace culture that values fairness, respect, and employee engagement.	Positive Implications

S. No	Material Issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
16	Climate Resilience and Adaptability	Risk & Opportunity	Climate Resilience and Adaptability is identified as both a Risk and an Opportunity because increasing climate-related hazards, changing weather patterns, and evolving regulatory expectations may disrupt operations, increase costs, and affect asset performance. At the same time, strengthening climate resilience through adaptive design, resilient infrastructure, and climate-informed planning enhances business continuity, protects asset value, and improves long-term competitiveness.	We integrate climate-related risks and opportunities into our Enterprise Risk Management framework and strengthen climate resilience through scenario analysis, Board oversight, and climate risk assessments. We publicly disclose our climate and nature-related performance through our inaugural TCFD and TNFD reports, enhancing transparency on governance, strategy, risk management, metrics, targets, and our approach to managing climate- and nature-related risks while supporting long-term business resilience.	Positive and Negative implications

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

At Brigade Group (including BHVL) we have adopted the Three Lines Model advocated by the World Business Council for Sustainable Development (WBCSD) to strengthen ESG governance and align with the National Guidelines on Responsible Business Conduct (NGRBC) Principles. This framework enables effective top-down and bottom-up integration of sustainability considerations across the organization, ensuring robust oversight, accountability, and risk management.

BHVL's ESG strategy is organised around three strategic pillars: (1) Scaling sustainable operations for the planet (Environmental), (2) Scaling livable spaces for communities (Social), and (3) Scaling good governance for shareholders (Governance). Across each pillar, material topics are monitored, governed, and reported with full stakeholder accountability.



Sustainability Governance at BHVL (that information in this table is at the group level)

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://bhvl.in/investors/corporate-governance/policies/								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rain forest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	1. National Building Code (NBC) – 2016 for construction and development 2. LEED-USGBC (US Green Building Council) and IGBC (Indian Green Building Council) Green Building Certification. 3. EDGE (Excellence in Design for Greater Efficiency from IFC) Green building certification. 4. "Great Place to Work" Certificate								
5. Specific commitments, goals, and targets set by the entity with defined timelines if any	Under our environmental pillar, "Scaling sustainable operations for the planet" across the group companies including BHVL we aim to: 1. Report on all waste generated, directed to landfill, and diverted from landfill—tracked on an ongoing basis. 2. Increase the overall waste reuse year-on-year. 3. Increase the use of "green certified" materials year-on-year across all new construction. 4. Increase in wastewater recycling by 10% year-on-year. 5. Increase biodiversity by 10% across all real estate and hospitality development sites by 2025 – Progress has been tracked and the target has been achieved. 6. Publish Brigade's first Task Force on Nature-related Financial Disclosures (TNFD) Report in 2025 – successfully published and now being reported on an annual basis. 7. Implement afforestation initiatives to offset carbon footprint – target year 2026. 8. Member of the Science Based Targets initiative (SBTi) – achieved in FY2023–24. 9. Achieve Water Positivity by 2030. 10. Adopt green building norms across all prospective projects by 2030. 11. Operations to be 100% renewable energy powered by 2040. 12. Achieve Net Zero emissions by 2045.								



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Under our social pillar “Scaling livable spaces for communities”. Across our group companies including BHVL Our targets are: 1. Increase women-centric leadership programmes. 2. Increase investment in workforce training. 3. Increase employee inclusion initiatives. 4. More than 50% of the materials to be locally sourced. 5. 100% of the workforce (including contractual employees) to be trained on Occupational Health and Safety – target year 2025 – Achieved. 6. Implement a Group-wide Net Promoter Score (NPS) to measure customer service excellence – target year 2025 – Achieved. 7. Attain SMETA certification – target year 2025 – Action initiated. 8. All contracts under the Lease Rentals portfolio will include “Green” clauses from 2027. 9. All Lease Rental properties to be WELL Health-Safety certified by 2028. 10. UN Global Compact member by 2028. Under our governance pillar “Scaling good governance for shareholders”. Across our group companies including BHVL Our targets are: 1. Progressively integrate ESG risks into the enterprise risk management strategy – integration initiated in FY2023–24 and continuing. 2. 100% of employees and suppliers trained on the Code of Conduct – target year FY2023–24. Employees: Achieved; Suppliers: On track. 3. Publish Brigade’s first Task Force on Climate-related Financial Disclosures Report (TCFD) in 2025 – On track.								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met	Brigade Group has taken up these public commitments during the year, and it will monitor & report the performance against these focus areas year on year going forward.								

Material Topic	Target by Date (All the targets are at Group Level including BHVL)	Status (2025–26)
Environmental pillar: Scaling sustainable operations for the planet		
Water Management	Water Positive by 2030	On track
	10% year-on-year increase in wastewater recycling	Ongoing
Green House Gas (GHG) Emissions*	Be a member of the Science Based Target Initiative (SBTi) by 2024, Net Zero strategy and roadmap prepared and got validated by SBTi in Dec 2025.	Achieved
	Adopt Green Building norms across all new projects by 2030	On Track and being adopted
	Operations to be 100% renewable energy powered by 2040	On track with improved efforts
	Achieve Net Zero emissions by 2045	On track, In progress
Materials	Implement Brigade’s Sustainable Procurement Policy by 2024	Achieved
	Increase the use of “green certified” materials year-on-year across all new construction	Ongoing with improved numbers
Waste Management	Report all waste generated and diverted from landfill by 2024	Being Achieved every year
	Increase overall waste reuse year-on-year	Ongoing with improved numbers

Material Topic	Target by Date (All the targets are at Group Level including BHVL)	Status (2025-26)
Biodiversity	Implement Biodiversity Policy by 2024	Achieved
	Increase biodiversity by 10% in real estate development sites by 2025	On going and achieved in FY2025-26
	Publish Brigade's first Task Force on Nature-related Financial Disclosures (TNFD) Report by 2025	Achieved and continues to be reported every year
	Implement afforestation initiatives – for carbon offset sequestration by 2026	On Going with improved numbers
Social pillar: Scaling livable spaces for communities		
Health & Safety	100% of the workforce trained on occupational health and safety by 2025	On track, being achieved
	All lease rentals properties to be WELL Health-Safety certified by 2028	Task Initiated, Under Progress
Human Rights	Implement Human Rights Policy by 2024	Achieved
	Be a SMETA (Sedex Members Ethical Trade Audit) certified organization by 2025	Under Progress
	Align labour standards with UNGP, ILO, and the Declaration on Fundamental Principles and Rights at Work framework by 2026	Under Progress
	UN Global Compact member by 2028	Task Initiated
Tenants & Community	Source more than 50% of materials locally	Achieved
	Implement a Group-wide Net Promoter Score (NPS) by 2025	Under Progress
	All contracts under the Lease Rentals portfolio will include green clauses by 2027	Under Progress
Human Capital Development	Increase investment in workforce training	On track, being achieved
	Increase women-centric leadership programmes	On track, being achieved
	Increase employee inclusion initiatives	On track, being achieved
Governance pillar: Scaling good governance for shareholders		
Business conduct and compliance	All employees and suppliers are trained on the Code of Conduct by 2024	Employees: Achieved Suppliers: On track
	Implement an ESG Policy by 2024	Achieved
ESG Governance	Establish a strong and diverse governance framework for ESG by 2028	Achieved
ESG Risk Management	Integrate ESG risk into enterprise risk strategy by 2024	Achieved
	Publish Brigade Group's first Task Force on Climate-related Financial Disclosures Report (TCFD) by 2025	Achieved and continues to be reported every year

I. Governance, leadership, and oversight

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

Sustainability is fundamental to long-term business resilience, stakeholder trust, and value creation at Brigade Hotel Ventures Limited. Guided by the Integrated Reporting Framework, BHVL adopts a balanced approach to strengthening the six capitals—Financial, Manufactured, Human, Social & Relationship, Intellectual, and Natural—while continuing to prioritize responsible, inclusive, and future-ready growth across its hospitality operations.

In the reporting year, significant progress was made in ESG integration across BHVL's operations and decision-making processes. Member of the Science Based Targets initiative (SBTi) achieved in FY 2023-24, with the Net Zero strategy and roadmap validated by SBTi in December 2025. BHVL's goal is to achieve 100% renewable energy usage across all operations by 2040. The company is also targeting water positivity by 2030, with a consistent year-on-year increase of 10% in wastewater recycling already on track.

Sustainable procurement policies have been implemented, and initiatives to increase the use of green-certified materials are actively underway. A biodiversity policy has been formulated, with a target to enhance biodiversity by 10% across development sites. Climate-related risk management is being strengthened in alignment with TCFD recommendations, enabling robust evaluation of transition and physical risks through advanced scenario analysis. Internal assessments aligned with the TNFD have been initiated, reflecting the recognition of emerging nature-related risks.

Beyond environmental commitments, BHVL continues to prioritize workforce well-being at all its hotel properties. The company has achieved 100% training coverage for employees on occupational health and safety. Women-centric



leadership programmes continue to be strengthened, and there is a year-on-year increase in total training hours. A target has been set to achieve WELL certifications for all properties by 2028, reinforcing the focus on healthier spaces for employees and guests alike.

Challenges around Scope 3 data capture, evolving regulatory expectations, and balancing short-term operational needs with long-term sustainability investments persist. BHVL remains attentive to these issues with focused leadership and collaborative action. Strong governance remains a cornerstone of the ESG agenda, with the Board and its Sustainability Committee providing ongoing oversight, ensuring ESG priorities are deeply embedded into business strategy, risk management, and performance evaluation frameworks.

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

DIN: 02750342

Name: Ms. Nirupa Shankar

Designation: Managing Director

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

Yes. Brigade group including BHVL has implemented a structured three layered ESG governance framework. The Board's Risk Management Committee holds overall responsibility for ESG oversight and stakeholder interests. Supporting this is the ESG Council, comprising the Managing Director, Directors, and functional heads, which formulates and drives ESG strategy across the organization. Execution is led by the ESG Management Team, Reporting Team, and Internal Audit Team, ensuring effective implementation, monitoring, and transparent disclosures. This structure enables proactive management of ESG risks and opportunities while aligning sustainability goals with business strategy.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The review is undertaken by the Committee of the Board. As a practice, the company's policies are reviewed periodically or as required. During this assessment, the efficacy of the policies is reviewed, and necessary changes to policies and procedures are implemented.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	That is carried out by the Committee of the Board.								
Performance against above policies and follow up action	That is carried out by the Committee of the Board annually. There are no instances of non-compliance with respect to								
	statutory requirements that are pertinent to the principles.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The company performs this task once in 2 years.								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No	No	No	No	No	No	No	No	No
12. If answer to question (1) above is "No" i.e., not ALL Principles are covered by a policy, reasons to be stated:									
Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is able to formulate and implement the policies on specified principles (Yes/ No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

BHVL is committed to upholding the highest standards of integrity, ethics, transparency, and accountability through a robust governance framework aligned with applicable legal and regulatory requirements. The organization promotes ethical business practices through well-defined codes of conduct and maintains transparent communication with all stakeholders.

Regular audits, compliance reviews, and proactive stakeholder engagement further strengthen accountability across its hospitality operations. BHVL recognizes strong corporate governance as a cornerstone for building stakeholder trust, enhancing organizational resilience, and sustaining its reputation within the hospitality sector.

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	4	• Code of conduct,	100%
Key Managerial Personnel	4	• Ethical business practices, • Anti-bribery & Anti-corruption, • Conflict of interest ESG/Sustainability • Environment & Climate risks Skill up-gradation • PoSH • Inclusivity • Data privacy & cyber security	100%
Employees other than BoD and KMPs	91	• Leadership & Management Development • Skill Development & Certification Business, Finance & Compliance Training Health, Safety & Hygiene • Risk Management & Code of Conduct Diversity, Equity & Inclusion (DEI) Sensitisation • Onboarding & Organisational Culture Anti-Harassment & Human Rights Awareness • Environmental & Social Responsibility • Hospitality Service Excellence	100%
Workers	NA	NA	NA

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Integrity, Ethics, Transparency, and Accountability	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil		
Compounding fee	Nil	Nil	Nil		

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Nil	Nil
Nil	Nil

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes. BHVL Code of Ethics Policy encompasses comprehensive provisions on anti-corruption and anti-bribery, applicable to all employees. The policy strictly prohibits the acceptance of bribes, with violations resulting in immediate termination of employment. Employees are advised to exercise discretion and sound judgment when accepting gifts. The policy link: <https://bhvl.in/wp-content/uploads/2026/06/code-of-ethics-2026.pdf>

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

Directors/ KMPs/ employees/ workers	FY2025-26 (Current Financial Year)	FY2024-25 (Previous Financial Year)
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

Particulars	FY2025-26 (Current Financial Year)		FY2024-25 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil			Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

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

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

Particulars	FY2025-26 (Current Financial Year)	FY2024-25 (Previous Financial Year)
Accounts payable *365 days	39,13,22,275	34,38,10,071
Cost of goods/services procured	2,14,37,93,343	1,45,31,75,576
Number of days of accounts payables	67	86

9. Open-ness of Business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties.

Parameter	Metrics	FY2025-26 (Current Financial Year)	FY2024-25 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	Nil	Nil
	b. Number of dealers/distributors to whom sales are made	Nil	Nil
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	Nil	Nil
Share of RPTs in	a. Purchases (purchases with related parties)	2,26,00,000	2,04,00,000
	Total purchases	42,58,00,000	40,58,00,000
	Purchases (purchases with related parties) as % of total purchases	5.31%	5.03%
	b. Sales (sales to related parties)	4,60,00,000	2,22,00,000
	Total sales	4,54,35,76,692	4,03,53,48,032
	Sales (sales to related parties) as % of total sales	1.01%	0.55%
	c. Loans & advances (loans & advances given to related parties)	NA	NA
	Total loans & advances	NA	NA
	Loans & advances (loans & advances given to related parties) as % of total loan & advances	NA	NA
	d. Investments (investments in related parties/total Investments made)	54,45,00,000	-

*All absolute values are in ₹ Lakhs

Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
200	- Guidance to Apply for Green Certificates. - Importance of sustainable procurement. - Brigade 2045 Net-zero Target - Brigade's Procurement Policy - Code of Conduct, etc	About 65% of the Suppliers are reached through training. (321 out of 500 Suppliers at group level. As most of the suppliers are common across all group companies including BHVL)

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

BHVL focuses on delivering hospitality services in ways that are safe and sustainable. The organization has embraced sustainable solutions through responsible procurement, energy-efficiency practices, and sustainable design across all its hotel properties. BHVL is committed to quality and safety, creating excellent, environmentally responsible hospitality spaces.

Essential Indicators

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

Particulars	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	Nil	First Time	-
Capex	0.46%	Reporting	-

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

Yes. At Brigade's group level (Including BHVL) maintains a strict sourcing policy aligned with climate action and ESG objectives across its hospitality operations. The company encourages health, safety, and well-being throughout its supply chain. BHVL's Sustainable Sourcing Policy ensures:

- A zero-tolerance approach to conflict materials, restricted chemicals, child labour, forced labour, workplace harassment, discrimination, bribery, fraud, or theft.
- Support for responsible resource use, recycling, replenishment, and adoption of innovative and sustainable technologies.
- Regular feedback and monitoring of suppliers to improve sustainability performance.
- Identification and collaboration with suppliers committed to sustainability principles.
- Encouragement of local sourcing and employment, with particular focus on Micro, Small, and Medium Enterprises (MSMEs).

Link to the Sustainable Sourcing Policy:

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

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

Yes, supporting the 'Make in India' movement, BHVL sourced 84% of the required input materials domestically during the reporting period.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) b) e-waste c) Hazardous waste d) Other waste

As a hospitality services provider, BHVL's operations primarily focus on the operation and management of hotel spaces. No product reclamation activities were undertaken during the reporting period.

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

No. As BHVL is a hospitality services provider, Extended Producer Responsibility (EPR) does not apply to its business activities.

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
Nil	Nil	Nil	Nil	Nil	Nil

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

Name of product/service	Description of risk/concern	Action taken
Nil	Nil	Nil

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: Not Applicable.

Particulars	FY2025-26 Current Financial Year			FY2024-25 Previous Financial Year		
	Re-used	Recycled	Safely disposed	Re-used	Recycled	Safely disposed
Plastics (including packaging)	Nil			Nil		
e-waste						
Hazardous waste						
Other waste						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable. BHVL is a a hospitality services provider.	

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

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	1,033	1,033	100%	1,033	100%	Nil	Nil	1,033	100%	Nil	Nil
Female	246	246	100%	246	100%	246	100%	Nil	Nil	Nil	Nil
Total	1,279	1,279	100%	1,279	100%	246	19.23%	1,033	80.77%	Nil	Nil
Other than Permanent Employees											
Male	237	237	100%	237	100%	Nil	Nil	237	100%	Nil	Nil
Female	16	16	100%	16	100%	16	100%	Nil	Nil	Nil	Nil
Total	253	253	100%	253	100%	16	6.32%	237	93.67%	Nil	Nil

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	9	9	100%	9	100%	Nil	Nil	9	100%	Nil	Nil
Female	5	5	100%	5	100%	5	100%	Nil	Nil	Nil	Nil
Total	14	14	100%	14	100%	5	35.71%	9	64.28%	Nil	Nil
Other than Permanent Workers											
Male	5	5	100%	5	100%	Nil	Nil	5	100%	Nil	Nil
Female	1	1	100%	1	100%	1	100%	Nil	Nil	Nil	Nil
Total	6	6	100%	6	100%	1	16.67%	5	83.33%	Nil	Nil

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

Particulars	FY2025-26 Current Financial Year	FY2024-25 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.45%	First time reporting

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

Benefits	FY2025-26 (Current Financial Year)			FY2024-25 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/NA)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/NA)
PF	100%	100%	Yes			
Gratuity	100%	100%	Yes			
ESI	53%	62%	Yes			
Workmen compensation policy (WCP)	76%	91%	Yes			

First Time Reporting

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

Yes. Each BHVL hotel building is designed to meet the accessibility standards set by the National Building Code of India, ensuring that the needs of differently abled individuals are fully accommodated. Features include wheelchair ramps at all entry and exit points; designated parking spaces for differently abled individuals; smooth, non-slip footpaths with tactile guidance; and elevators equipped with braille-enabled buttons or voice guidance systems.

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

Yes. BHVL is an equal opportunity employer, fully compliant with the Rights of Persons with Disabilities Act, 2016. Selection is based solely on performance and merit Group level Brigade's Diversity, Equity and Inclusion (DEI) Policy

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

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

Benefits Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	-	-
Female	90.90%	100%	-	-
Total	99.20%	100%	-	-

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

Category FY2025-26 (Current Financial Year)	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Employees	Yes
Other than Permanent Employees	Yes
Permanent Workers	Yes
Other Than Permanent Workers	Yes

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

- Step 1: Employees can raise grievances by email to: emp-grievance@brigadegroup.com, using the internal grievance module, or by informing their Reporting Manager with a copy to the HOD and the grievance email. If the grievance involves the Reporting Manager or HOD, it can be submitted directly to the grievance email. For confidential matters, grievances may be sent directly to the Head HR or the Grievance Redressal Committee (GRC). The complaint must include the employee's name, ID, department, details of the grievance, and any supporting documents. Anonymous complaints are generally not entertained unless supported by valid evidence.
- Step 2: Upon receiving the grievance, the concerned redresser will acknowledge its receipt within 24 hours. The employee is informed of the next steps and the estimated timeline for resolution.
- Step 3: The HR department, in coordination with the relevant functional head, investigates the grievance through discussions, document checks, and consultations with involved stakeholders. Based on the complexity, the grievance is resolved within 3 working days (for minor issues), 15 working days (for internal investigations), or 30 working days (for senior management-level matters). The outcome and any corrective measures are communicated to the complainant.
- Step 4: If the employee is not satisfied with the resolution, the matter can be escalated first to the CHRO (Level 1), and if needed, to the Grievance Redressal Committee (Level 2) for further review and action.

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

Category	FY2025-26 (Current Financial Year)			FY2024-25 (Previous Financial Year)		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	1,279		Nil			First time reporting
Male	1,033					
Female	246					
Total Permanent Workers	14					
Male	9					
Female	5					

8. Details of training given to employees and workers

Category	FY2025-26 (Current Financial Year)					FY2024-25 (Previous Financial Year)				
	Total (A)	On Health & Safety Measures		On Skill upgradation		Total (D)	On Health & Safety Measures		On Skill upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Male	1,270	1,270	100.00%	1,270	100.00%	First Time Reporting				
Female	262	262	100.00%	262	100.00%					
Total	1,532	1,532	100.00%	1,532	100.00%					
Workers										
Male	14	14	100.00%	14	100.00%	First Time Reporting				
Female	6	6	100.00%	6	100.00%					
Total	20	20	100.00%	20	100.00%					

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

Category	FY2025-26			FY2024-25		
	Total (A)	Number (B)	% (B/A)	Total (C)	Number (D)	% (D/C)
Employees						
Male	1,270	951	74.88%			
Female	262	223	85.11%			
Total	1,532	1,174	76.63%			First Time Reporting
Workers						
Male	1	10	71.43%			
Female	6	4	66.67%			
Total	20	14	70.00%			First Time Reporting

10. Health and safety management system:

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

Yes. BHVL prioritizes the health and safety of all stakeholders across its hotel properties. The system covers all employees including contract workers and follows a structured approach to identifying, assessing, and managing health and safety risks.

Hazard identification uses routine and non-routine HIRA at all properties, with reviews every six months. Control measures include elimination, substitution, engineering controls, and appropriate PPE. Workers have access to multiple communication channels to report hazards, including toolbox talks, site walks, and safety committee meetings. Employees and workers also have access to non-occupational medical and healthcare services through on-site medical rooms, fortnightly doctor visits, monthly health camps, and tie-ups with local hospitals.

Additionally, our OHS Management System extends comprehensive coverage to all employees, including those contracted within the property development sector, underscoring our commitment to a safe and healthy workplace for all.

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

BHVL Hotels adopts a comprehensive and structured approach to identifying, assessing, and managing workplace hazards and risks across all its hotel properties. The scope of our Occupational Health and Safety (OHS) framework encompasses people, processes, the physical work environment, equipment, chemical agents, and biological agents — covering risks arising from machinery operation, hazardous substances used in housekeeping and F&B, noise in entertainment and banquet spaces, occupational stress, and ergonomic factors relevant to hospitality roles.

The OHSMS systematically identifies and categorizes potential hazards and risks by severity and likelihood. We track both leading indicators (near-miss reporting, unsafe condition identification, safety training completion) and lagging indicators (incident frequency, injury rates) to monitor safety performance and drive continuous improvement. Hazard Identification and Risk Assessments (HIRA) are conducted routinely and for non-routine activities across all properties, with formal reviews undertaken every six months or as conditions require.

Control measures are applied following the hierarchy of controls – elimination, substitution, engineering controls, administrative measures, and provision of appropriate Personal Protective Equipment (PPE) tailored to the hospitality operating environment, including kitchens, housekeeping, engineering, and front-of-house areas.

For all managed hotel properties, we deliver comprehensive safety training programmes for employees across all departments, establish robust emergency response procedures, and conduct regular mock drills to ensure preparedness for events such as fires, earthquakes, and medical emergencies. Routine maintenance and inspection of critical infrastructure — including elevators, escalators, kitchen equipment, electrical systems, and fire suppression systems — is carried out to safeguard the health, safety, and well-being of employees, guests, tenants, and contractors at all times.

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

Yes. BHVL fosters active worker participation in occupational health and safety through joint management-worker committees, which include representatives from all job levels. These committees ensure that consultation is a two-way process, allowing both employers and workers to openly discuss and raise health and safety concerns. Feedback from workers is integral to decision-making, ensuring that their views and concerns are considered before any actions are taken.

Workers have access to multiple communication channels, including direct reporting systems and informal methods such as toolbox talks, site walks, and safety committee meetings. These platforms encourage open dialogue between workers and supervisors, ensuring that safety concerns are addressed promptly and effectively.

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

BHVL Hotels takes a holistic view of employee health and well-being, recognising that a healthy, supported workforce is fundamental to delivering exceptional guest experiences. Across all hotel properties, we ensure ready access to healthcare through on-site medical rooms staffed by trained nurses, doctor consultations held twice a week, and monthly medical camps covering preventive health check-ups and screenings. In the event of a medical emergency, each property maintains tie-ups with nearby hospitals and specialist healthcare facilities to ensure employees receive prompt access to advanced treatment without delay.

Beyond reactive care, we proactively invest in preventive health and lifestyle wellness initiatives across our workforce. These programmes are designed to reduce the incidence of lifestyle-related conditions — including those linked to the physically demanding and shift-based nature of hospitality work — and address key behavioural factors such as nutrition and balanced eating habits, physical fitness and regular exercise, responsible use of substances, and overall mental and physical wellness.

Through these initiatives, BHVL Hotels demonstrates its commitment to nurturing a workforce that is not only operationally capable but genuinely healthy, resilient, and motivated — reflecting our belief that employee well-being and business performance are intrinsically connected.

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

Safety Incident/Number	Category	FY2025-26 Current Financial Year	FY2024-25 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one Million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

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

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

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

	FY2025-26 Current Financial Year			FY2024-25 Previous Financial Year		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	24	0				
Health & Safety	11	0				First Time Reporting

14. Assessments for the year:

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

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/concerns arising from assessments of health & safety practices and working conditions.

No safety-related incidents or significant risks were reported during the assessments for FY2025- 26 regarding health, safety practices, and work conditions. This outcome demonstrates Brigade Group's continued commitment to a safe and healthy working environment through the following:

- Ensuring provision of safe equipment, appropriate resources and procedures provided that enable training for all staff.
- Active supervision at sites enables actions that monitor health and safety risks.

- Regular reviews and audits are made to evaluate performance to improve health, safety and well-being.
- Health and safety to all workers, both directly and indirectly, including the contractual work force.
- Regular assessments of all workers and sharing the results with stakeholders enable timely corrective actions.
- Workers are to operate in accordance with agreed and approved safe work methods with control measures enforced and maintained, using work permits and safety checklists.
- Work is to be undertaken in accordance with the Group's Health, Safety and Well-being Policy to ensure standards are in line with all of the Group's operations.

Leadership Indicators

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

(A) Employees (Y/N) (B) Workers (Y/N)

- (A) Employees: Yes. BHVL ensures that its employees and their family members are covered under the Company's medical insurance.
- (B) Workers: Yes. All Workers and their family members are covered under the worker's compensation policy and the Building and Other Construction Workers Act, 1996.

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

Yes. BHVL offers transition assistance programmes to support continued employability. Retired employees may be engaged as consultants on a retainer basis, while those facing termination are provided with two-month advance notice.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY2025-26 Current Financial Year	FY2024-25 Previous Financial Year	FY2025-26 Current Financial Year	FY2024-25 Previous Financial Year
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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

Yes. Brigade Group (including BHVL) offers transition assistance programmes to support continued employability. Retired employees may be engaged as consultants on a retainer basis, while those facing termination are provided with two-month advance notice.

5. Details on assessment of value chain partners:

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

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

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

Throughout the year, the evaluation of health and safety practices across all value chain partners did not reveal any significant hazards or concerns. BHVL ensures that all its contractors comply with applicable occupational health and safety regulations and standards.

To uphold these expectations, the Group conducts both scheduled and unscheduled audits to assess compliance. In instances where a contractors are not compliant, the Group sets out corrective actions which are carefully constructed, made clear, mutually agreed, and adhered to with respect to time. This confirms our commitment to ensuring a safe, responsible, and resilient supply chain.

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

BHVL values the interests of all stakeholders and seeks to identify those interests through a collaborative and co-created process. The organisation publishes regular updates to share developments about its hospitality properties and services. Structured feedback mechanisms ensure that stakeholders can share their views openly and securely, enabling continuous improvement.

Essential Indicators

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

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

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

Stakeholder Group	Whether identified as vulnerable & marginalized Group (yes/ no)	Channels of communication	Details of Other Channels of Communication	Frequency of engagement	Details of Other Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Board of Directors	No	Other	Board meetings and annual general meetings	- Annual - Others, please specify	Regular	Consultation, participation and sharing of information on: - Ensuring regulatory compliance. - Driving growth and profitability. - Maintaining fiduciary accountability to shareholders. - Defining company strategy for the company and the corporate governance including ESG. - Managing enterprise risks. - Discussion on CSR initiatives.
Channel Partners	No	Other	Meetings and feedback	- Quarterly - Others, please specify	- Weekly - Monthly	Consultation and information on: - Gaining insights into customer needs and market trends. - Understanding the competitive landscape. - Identifying suitable tenants, assessing creditworthiness, and aligning space requirements with property offerings. - Leveraging market insights, tenant demand trends, and negotiation expertise to maximize deal value for both parties. - Developing strategies for property promotion, tenant outreach, and market penetration.



Stakeholder Group	Whether identified as vulnerable & marginalized Group (yes/ no)	Channels of communication	Details of Other Channels of Communication	Frequency of engagement	Details of Other Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Contractual Workforce	Yes	Other	Induction program; Toolbox meetings; Job-specific EHS training awareness session; BOCW etc; Health Camps Hazard identification and Risk assessment; Safety committee meeting; Incident investigation; National safety week celebration; Road safety week; World environment day celebrations for planting trees; Height work safety; Emergency demonstration and conducting mock drills; Safety poster painting competition explain about BOCW act.	Others, please specify	- Regular - Weekly - Need-based	- Consultation on knowledge transfer and job training. - Creating awareness of EHS and other statutory compliances. - Discussing issues related to the workplace and working environment. - Sharing Information on changes required in internal processes. - Identifying the exact root cause of the incident - Construction activity Operational control procedures. - Conducting tree plantation drives - Sharing benefits of registering as BOCW beneficiary - Statutory compliances - Conducting kick off meeting before commencing the project - Workshop mode training for EHS implementation and monitoring - For all the construction activities Hazard identification and risk assessment - Demonstrating construction emergency - Celebrating Road Safety week, National safety week, Fire safety weeks - EHS concern meeting

Stakeholder Group	Whether identified as vulnerable & marginalized Group (yes/ no)	Channels of communication	Details of Other Channels of Communication	Frequency of engagement	Details of Other Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Other	Here4You (online feedback) Belong Community App for: Visitor management, Complaint management, Automatic no. plate recognition, Access control via Bluetooth, Community engagement, Notice Board, Amenity booking) Expos and Events Meetings Webinar	- Quarterly - Others, please specify	Monthly	- Consultation and sharing information on - Understanding customer preferences, behaviors, and expectations. - Discussing areas for improvement - Celebratory engagement during important days and festivals, fostering community and cultural inclusion. - Creating a dedicated help desk for managing feedback and resolving complaints - Biannual customer satisfaction (C-Sat) surveys for structured performance assessment. - Customer engagement in hotels is the process of building relationships with guests before, during, and after their stay. - It begins with understanding guest preferences through reservations, past stay history, and direct interactions. - Hotels engage guests through personalized communication, warm arrivals, recognition of special occasions, prompt service, and memorable experiences that make them feel valued. - During the stay, engagement is enhanced through proactive interactions, quick resolution of concerns, tailored recommendations, and personalized amenities. After departure, hotels continue to engage guests through feedback collection, loyalty programs, special offers, and regular communication to encourage repeat visits.



Stakeholder Group	Whether identified as vulnerable & marginalized Group (yes/ no)	Channels of communication	Details of Other Channels of Communication	Frequency of engagement	Details of Other Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Other	Town Halls; Team building activities; Leadership talks; Engineer's Meet; Surveys and Feedback; Celebration of festivals; Mentoring and Counselling; Virtual and Physical training; Team Lunch/ Dinners; Sports Events	- Quarterly - Half Yearly - Annual - Others, please specify	- Weekly - Need-based	- Consultation, participation and sharing of information on - Promoting health, safety, and overall wellbeing across all operations - Investing in upskilling, training, and continuous skill development opportunities - Advancing diversity, equity, and inclusion across roles and functions - Ensuring an equal opportunity workplace - that respects all individuals. - Reinforcing the importance of collaboration and teamwork to drive performance and innovation - Sharing regular updates on business performance to align teams with organisational goals - Organising team- building activities to strengthen cohesion and morale - Providing clear and accessible grievance redressal channels to foster a culture of trust and accountability
Government and Industry associations/ bodies (Regulators)	No	Other	Industry Associations/bodies: - Federation of Hotel & Restaurant Associations of India (FHRAI); - South India Hotels and Restaurants Association (SIHRA) – for our South Indian Hotels	- Annual - Others, please specify	Need-based	- Consultation and sharing information on - Regularly renewing permits/consents - Regularly submitting compliance reports. - Understanding the impact of current and upcoming regulations. - Exchanging sector-related experiences, opportunities, and challenges.

Stakeholder Group	Whether identified as vulnerable & marginalized Group (yes/ no)	Channels of communication	Details of Other Channels of Communication	Frequency of engagement	Details of Other Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors and Shareholders	No	Other	Annual General Meeting Conferences Investor Meetings Press Release/Media Interaction	Others, please specify	Regular	Consultation and sharing information on - Assessing operational and financial performance - Defining long-term business strategy - Evaluating business model capability to generate value. - Building strategic collaborations and partnerships. - Discussing quarterly investor presentation on all the above.
Non-Government organisation (NGOs)	Yes	Other	ESG Steer co Meetings ESG Working Committee Meetings Monthly ESG Bulletin ESG Training and Awareness Workshops Feedback	Others, please specify	Regular	Participation, consultation and sharing of information on Identifying levers to reduce sustainability risks and create a positive impact in the long run
Suppliers and Vendors	No	Other	Meetings Press Conferences Media kit	Others, please specify	Regular	Participation, consultation and sharing of information on - Understanding business product and service requirements - Enhancing supply chain resilience and risk management - Gaining insights from their respective industries - Aligning expectations on sustainability integration via goods and services purchased or procured. - Adopting updated software for digitalizing the data collection process from vendors on their green practices. - Training vendors to use updated software to regularize the data collection process

Leadership Indicators

- 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.**

BHVL has established a structured multi-level process to facilitate consultation between stakeholders and the Board on key economic, environmental, and social matters. In FY2022–23, the Group conducted a comprehensive double materiality assessment involving in-depth stakeholder consultations to identify and prioritise sustainability topics. These discussions addressed a wide range of issues and ensured alignment with global frameworks such as GRI, BRSR, SASB, IFRS, TCFD and TNFD. Feedback from the Risk Management Committee and CSR Committee is regularly communicated to the Board, ensuring that stakeholder concerns are reflected in strategic decisions.

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

Yes. In FY2022–23, Brigade group (including BHVL) undertook targeted stakeholder consultations to identify the most significant and business-relevant sustainability topics. Insights from these engagements were instrumental in shaping a focused set of priority issues forming the foundation of the Group's ESG strategy. As a result, three strategic ESG pillars were defined, supported by 31 clearly measurable targets spanning environmental, social, and governance dimensions.

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

BHVL places strong emphasis on upholding the rights and well-being of vulnerable and marginalised stakeholder groups. The Group's Human Rights Policy strictly prohibits child labour and workplace discrimination, while actively promoting diversity, equity, and equal opportunity. The Brigade Foundation supports marginalised communities through skill development and healthcare access initiatives. A formal grievance redressal mechanism is in place for all stakeholders to raise concerns confidentially.

PRINCIPLE 5: Businesses should respect and promote human rights.

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

Essential Indicators

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

Category	FY2025-26 (Current Financial Year)			FY2024-25 (Previous Financial Year)		
	Total (A)	No.of employees/ workers covered (B)	% (B/A)	Total (C)	No.of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	1,279	1,279	100.00%	First Time Reporting		
Other than permanent	253	253	100.00%			
Total employees	1,532	1,532	100.00%			
Workers						
Permanent	14	14	100.00%	First Time Reporting		
Other than permanent	6	6	100.00%			
Total workers	20	20	100.00%			

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

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

Category	FY2025-26 (Current Financial Year)					FY2024-25 (Previous Financial Year)				
	Total (A)	Equal to Minimum wage		More than Minimum wage		Total (D)	Equal to Minimum wage		More than Minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	1,279	1,279	100%	1,279	100%	First Time Reporting				
Male	1,033	1,033	100%	1,033	100%					
Female	246	246	100%	246	100%					
Other than permanent	253	253	100%	253	100%					
Male	237	237	100%	237	100%					
Female	16	16	100%	16	100%					
Workers										
Permanent	14	14	100%	14	100%	First Time Reporting				
Male	9	9	100%	9	100%					
Female	5	5	100%	5	100%					
Other than permanent	6	6	100%	6	100%					
Male	5	5	100%	5	100%					
Female	1	1	100%	1	100%					

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

a. Median remuneration/wages:

Category	Male		Female	
	Number	Median remuneration/salary/ wages of respective category (in ₹)	Number	Median remuneration/salary/ wages of respective category (in ₹)
BOD	6	92,75,000	2	1,31,50,000
Senior Managers Personnel/KMP	3	1,83,50,000	2	63,50,000
Other employees**	1,024	10,55,411	242	9,34,644
Workers**	237	2,79,706	16	1,12,236

*Amongst the total, 2 Executive Directors form part of the KMP and are covered under the Board of Directors.

**The data for senior manager personnel, other employees and workers is restricted to real estate vertical.

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

	FY2025-26 Current Financial Year	FY2024-25 Previous Financial Year
Gross wages paid to females as % of total wages*	16.2%	First Time Reporting

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

4. Do you have a focal point (individual/committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (yes/no)

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

Name	Designation
Mr. Sujaya Nag	Sr. Vice President HR & Admin
Mr. Nagaraj M	Associate General Manager, Human Resources and Administration
Ms. Aishwarya N	Associate General Manager, Learning and Development

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

Customers: info@brigadehospitality.com

Investors and Shareholders: investors@bhvl.in

Employees and Management mail to: employeeemail@bhvl.in

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

BHVL's Whistleblower Policy is overseen by a prescribed committee, while safety-related issues are reviewed by the safety committee—both operating with Board-level oversight. The HR department acts as a single point of contact for all human rights-related concerns. Human rights are integrated into the Group's risk management framework, evaluated against both national and international standards (UNGP, ILO, NGRBC). All concerns are investigated and communicated to relevant parties within 45 days of receipt. Serious complaints are escalated to the Audit Committee.

Human Rights Compliance:

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

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

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

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

Grievance Redressal System:

BHVL ensures clear and accessible channels for raising human rights concerns. Customers can reach out to the Ethics Committee by emailing info@brigadehospitality.com or directly via written communication. Shareholders are encouraged to send their grievances directly to investors@bhvl.in. Brigade Group's Whistleblower Policy lays out the contact information, including physical address, email, telephone numbers, etc., for its internal stakeholders (employees and directors). All concerns are thoroughly investigated and the outcomes are communicated to the relevant parties within 45 days of receipt.

Escalation Matrix:

Serious complaints are escalated to the Audit Committee for independent review. In cases of policy violations, the Ethics Committee recommends that the Human Resources Department, led by the Chief Human Resources Officer, undertake suitable action. For highly sensitive matters, employees have the option to report directly to the Chairman of the Audit Committee at chairmanauditcommittee@bhvl.in. Any complaints to the Audit Committee will remain confidential and will ensure a senior member of the Committee is involved in the review process.

Training and Awareness:

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

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

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

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

Details	FY2025-26 (Current Financial Year)			FY2024-25 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace						
Child labour						
Forced labour/ Involuntary labour						
Wages						
Other Human rights related issues						

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

Particulars	FY2025-26 Current Financial Year	FY2024-25 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (PoSH)	Nil	Nil
Complaints on PoSH as a % of female employees/workers		
Complaints on PoSH upheld		

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

BHVL is dedicated to protecting individuals who report harassment, discrimination, or unethical conduct. We have put together a strong framework for all persons to contribute towards a safe and inclusive environment free from retaliation.

Key policies such as the Code of Ethics, Whistleblower Policy, and Human Rights Policy identify unacceptable behaviours, encourage reports of unacceptable behaviours, and ensure confidentiality. The Whistleblower Policy ensures individuals are protected from retaliation, including harassment, intimidation, discrimination, negative transfer, or denial of promotion. Furthermore, a temporary suspension from work during the pendency of the complaint. These policies uphold our accountability, fairness, and respect throughout the organisation.

Reporting systems

Brigade Group's grievance redressal mechanism operates on a structured due diligence process to assess the legitimacy of complaints. Emphasizing a dialogue-driven approach aimed at achieving mutually agreeable solutions, while taking corrective action to improve the grievance redressal mechanism and prevent future occurrences. The Ethics Committee and the Internal Committee facilitate the grievance process to ensure all parties act with fairness and respect, and that outcomes are aligned with both national regulations and international best practices.

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

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

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

10. Assessment of the year

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

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

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

For FY2025-26, there were no major human rights risks or violations reported. The Brigade Group's Internal Audit department regularly reviews adherence to relevant human rights regulations in its operations. The Group also requires all value chain partners to uphold these standards, with compliance serving as a key criterion in supplier evaluation and onboarding.

Leadership Indicators

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

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

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

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

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

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

Some of the features include:

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

4. Details on assessment of value chain Partners

A human rights assessment was conducted for 107 value chain partners. However, the Group requires all value chain partners to adhere to statutory laws related to human rights for which a declaration of 100% compliance with all assessments is obtained from all the contractors for contract staff and workers. Adherence to these requirements is regularly monitored by our project team.

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

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

No significant risks/ concerns were identified during the assessment conducted during the reporting period.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.**Essential Indicators****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	Unit	FY2025-26 Current Financial Year	FY2024-25 Previous Financial Year
From Renewable sources			
Total electricity consumption (A)	Gigajoule (GJ)	67,064.70	50,210.21
Total fuel consumption (B)	Gigajoule (GJ)	Nil	Nil
Energy consumption through other sources (C)	Gigajoule (GJ)	Nil	Nil
Total energy consumed from renewable sources (A+B+C)	Gigajoule (GJ)	67,064.706	50,210.21
From Non-Renewable sources			
Total electricity consumption (D)	Gigajoule (GJ)	31,790.94	77,811.41
Total fuel consumption (E)	Gigajoule (GJ)	36,442.39	18,067.10
Energy consumption through other sources (F)	Gigajoule (GJ)	0	0
Total energy consumed from non-renewable sources (D+E+F)	Gigajoule (GJ)	68,233.33	95,878.51
Total energy consumed (A+B+C+D+E+F)	Gigajoule (GJ)	1,35,298.04	1,46,088.72
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations in ₹ Crore)	Gigajoule (GJ)/ Revenue from operations	297.778719	310.3780097
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations in ₹ Crore adjusted for PPP)	Gigajoule (GJ)/ Revenue from operations	6,056.819143	7,101.448862
Energy intensity in terms of physical output	Gigajoule (GJ)/ Built up Area in Square Feet	0.062955472	0.072779806

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

No independent Assessment, evaluation or assurance has been carried out by an external agency in this reporting period.

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

No, Brigade Group covering BHVL does not operate any sites or facilities classified as Designated Consumers (DCs) under the Government of India's Perform, Achieve, and Trade (PAT) Scheme.

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

Parameter	FY2025-26 Current Financial Year	FY2024-25 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	1,11,780.12	47,392
(iii) Third party water*	2,27,744.56	2,42,824
(iv) Seawater/desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3,39,524.68	2,90,216.00
Total volume of water consumption (in kilolitres)	2,89,140.59	2,64,571.00
Water intensity per rupee of turnover (Total water consumption in kilolitres/ Revenue from operations in ₹ Crore)	636.37	562.10
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations in ₹ Crore adjusted for PPP)	12,943.81	12,860.93
Water intensity in terms of physical output (Total water consumption/Built up Area in Square Feet)	0.134	0.131

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

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

No independent assessment/evaluation/assurance conducted in the reporting period.

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

Parameter	FY2025-26 Current Financial Year	FY2024-25 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
• No treatment	Nil	Nil
• With treatment – please specify level of treatment	Nil	Nil
(ii) To Ground water		
• No treatment	Nil	Nil
• With treatment – please specify level of treatment	Nil	Nil
(iii) To Sea water		
• No treatment	Nil	Nil
• With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third parties		
• No treatment (sent to common BWSSB STP outside premises/ Third-party vendor)	175.64	Nil
• With treatment (within premises of integrated project/mixed use projects)– please specify level of treatment	50,208	25,645.00
(v) Others		
• No treatment	Nil	Nil
• With treatment – please specify level of treatment	Nil	Nil
Total	50,384.08	25,645.00

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

No independent assessment, evaluation or assurance has been carried out by an external agency in this reporting period.

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

Yes, Brigade Group follows Zero Liquid Discharge (ZLD) practices, ensuring that wastewater is treated and reused within a closed-loop system. As a result, we have recycled water in-house with, less than <1% of the water treated by a third-party facility. The overall goal of ZLD is to have the least amount of environmental impact and protect groundwater and local ecosystems.

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

Parameter	Please Specify Unit	FY2025-26 Current Financial Year	FY2024-25 Previous Financial Year
NOx	kg	298	First Time Reporting.
SOx	kg	3,776	
Particulate Matter (PM)	kg	846	
Persistent Organic Pollutants (POP)			
Volatile Organic Compounds (VOC)			
Hazardous Air Pollutants (HAP)		NA	
Others – please specify			

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

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

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

Parameter	Unit	FY2025-26 Current Financial Year	FY2024-25 Previous Financial Year
Total Scope 1 emissions (Break-up of the Green House Gas (GHG) into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	0	First time Reporting.
Total Scope 2 emissions (Break-up of the Green House Gas (GHG) into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	7.62895	

Parameter	Unit	FY2025-26 Current Financial Year	FY2024-25 Previous Financial Year
Total Scope 1 and Scope 2 emissions per rupee of turnover in ₹ Cr	tCO ₂ e/Total Revenue from operations in ₹ Cr	0.0167	
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	tCO ₂ e / Revenue from operations in ₹ Cr adjusted for PPP	0.341	
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ e/Built up Area in Square Feet	0.000003550	

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

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

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

Yes. Brigade Group including BHVL recognises the risks around GHG emissions and is proactively striving to achieve net-zero emissions by 2045. In FY2025-26, comprehensive accounting of Scope 1 and Scope 2 emissions was completed, and consistent efforts are underway for the Scope 3 emissions inventory.

Across new developments and the existing operational properties BHVL adopted a holistic strategy combining energy efficiency, renewable energy, and sustainable materials. Passive design measures include natural ventilation, daylight analysis, and high-performance glazing.

Key energy efficiency measures include: LED lights with motion sensors and dimmers; BEE Star-rated equipment; LEED and IGBC norms; rainwater harvesting; occupancy sensors in low-use areas; EV charging infrastructure at all properties.

Key GHG reduction initiatives undertaken during the reporting period include:

Energy Efficiency and Conservation:

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

- Designing energy-efficient buildings using sun path analysis, daylight simulation, and passive architectural strategies to reduce heat gain and enhance natural lighting.
- Using the Bureau of Energy Efficiency (BEE) Star-rated electro-mechanical equipment (e.g., pumps, drives, compressors) in projects.
- All existing hotels have been EDGE certified by IFC for sustainable operations.
- Adopting LEED and IGBC norms across all projects to promote sustainability.
- Implementing effective rooftop rainwater and stormwater harvesting systems in all projects to conserve water and reduce energy needs.
- Installing energy-efficient light fixtures, and LED lights with motion sensors, timers, and dimmers across all projects.
- Using occupancy sensors in rarely used areas such as restrooms, changing rooms, corridors, staircases, parking, and basements.
- Incorporating passive architectural features for enhanced thermal comfort through shading devices, reflective roofing materials, and strategic landscaping to reduce cooling loads.

Use of Renewable Energy:

Indirect GHG emissions from purchased electricity remain a key concern. To address this, Brigade Group has taken the following steps:

- Sourced 68% of total electricity consumption from renewable sources during the reporting period across all hotels.
- Entered long-term green power contracts with renewable energy developers to drive clean energy uptake and ensure that clients and occupants have a sustainable source of energy.

**Sustainable Procurement:**

The Group has adopted a Sustainable Sourcing policy that emphasizes using green-certified materials and prioritizing local sources. During the reporting period, the BHVL sourced 84% of its construction material domestically.

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

Parameter	Unit	FY2025-26	FY2024-25
Total Waste generated (in metric tonnes)			
Plastic waste (A)	Tonnes	16.0609	3.6010
E-waste (B)	Tonnes	0.2298	1.3
Bio-medical waste (C)	Tonnes	0.0001	-
Construction and demolition	Tonnes	79.9360	127.75
Battery waste (E)	Tonnes	2.89	1.5480
Radioactive waste (F)	Tonnes	0	-
Other Hazardous waste. (Oil soaked and used cotton waste, Used or spent oil and used oil filters) Please specify, if any.		2.0918	8.93
Other Non-hazardous waste generated (Dry waste, food waste, wet waste, glass waste, metal waste, Paper and cardboard waste and wood waste)	Tonnes	754.77	596.72
Other Non-hazardous waste generated (Excavated Soil)		13,749	Nil
(H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		Nil	Nil
Total (A+B + C + D + E + F + G + H)	Tonnes	14,604.99	739.86
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations in ₹ Crore)	Waste Generated in Tonnes/ Revenue from operations in ₹ Crore	32.144	1.57
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	Total waste generated/ Revenue from operations in ₹ Crore adjusted for PPP	653.81	35.96
Waste intensity in terms of physical output	Total waste generated in Tonnes/ Built up Area in Square Feet	0.006795843	0.00036859

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

Parameter	Unit	FY2025-26	FY2024-25
Category of waste			
(i) Recycled	Tonnes	197.64	309.68
(ii) Re-used (Excavated soil)	Tonnes	13,819.20	61.33
(iii) Other recovery operations	Tonnes	588.13	164.21
Total	Tonnes	14,604.99	535.23

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

Parameter	Unit	FY2025-26 Current Financial Year	FY2024-25 Previous Financial Year
Category of waste			
(i) Incineration	Tonnes	0.0029	-
(ii) Landfilling (General Wet & Dry garbage)	Tonnes	0	204.62
(iii) Other disposal operations	Tonnes	0	-
Total	Tonnes	0.0029	204.62

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

No independent assessment, evaluation or assurance has been carried out by an external agency in this reporting period.

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

All applicable hospitality properties classified as Bulk Waste generator under Solid Waste Management Rules comply with the applicable municipal requirements, with waste management strategy as below;

Waste Management Strategy:

All applicable hospitality properties classified as Bulk Waste generator under Solid Waste Management Rules comply with the applicable municipal requirements, with waste management strategy as below

- BHVL's waste management strategy, aligned with applicable waste management rules ensures proper segregation of hazardous and non-hazardous waste. The five-step hierarchy is:
- Reduce: Minimise over-ordering; use construction methods to minimise polystyrene; install ECOSTP systems; maintain a 'Red List' to avoid hazardous chemicals.
- Reuse: Reuse inert demolition debris; treated wastewater back in use, repurpose excavated topsoil for landscaping.
- Recycle: Maintain asset/project-wise records of recyclable waste; use labelled bins for paper, aluminium, and plastic.
- Recovery: Process wet waste using Organic Waste Converter (OWC) machines; use compost for in-house gardening.
- Disposal: General garbage sent to City Corporation approved waste handlers for segregation and further disposal, Hazardous and e-waste sent to SPCB authorized recyclers.

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

No. BHVL does not operate in or around ecologically sensitive areas such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, or coastal regulation zones.

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Nil			

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

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
Brigade Crest Municipal No. 349/320 (Old No.349/320/122/2) earlier bearing Survey No.122/2B, Ward No.40, NH4, Doddabidarakallu Village, Yeshwanthpura Hobli, Bengaluru North Taluk	SEIAA290CON2025	28.01.2026	YES	YES	https://parivesh.nic.in/newupgrade/#/organisation/project-detail?project=159533378

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

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

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

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

Leadership Indicators

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

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

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

Parameter	FY2025-26 Current Financial Year	FY2024-25 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	1,11,780.12	47,392
(iii) Third party water*	2,27,744.56	2,42,824
(iv) Seawater/desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3,39,524.68	2,90,216.00
Total volume of water consumption (in kilolitres)	2,89,140.59	2,64,571.00
Water intensity per rupee of turnover (Total water consumption in kilolitres/ Revenue from operations in ₹ Crore)	636.37	562.10
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations in ₹ Crore adjusted for PPP)	12,943.81	12,860.93
Water intensity in terms of physical output (Total water consumption/Built up Area in Square Feet)	0.134	0.131

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

Parameter	FY2025-26 Current Financial Year	FY2024-25 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
• No treatment	Nil	Nil
• With treatment – please specify level of treatment	Nil	Nil
(ii) To Ground water		
• No treatment	Nil	Nil
• With treatment – please specify level of treatment	Nil	Nil
(iii) To Sea water		
• No treatment	Nil	Nil
• With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third parties		
• No treatment (sent to common BWSSB STP outside premises/ Third-party vendor)	175.64	Nil
• With treatment (within premises of integrated project/mixed use projects)- please specify level of treatment	50,208	25,645.00
(v) Others		
• No treatment	Nil	Nil
• With treatment – please specify level of treatment	Nil	Nil
Total	50,384.08	25,645.00

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

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

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

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

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

Parameter	Unit	FY2025-26 Current Financial Year	FY2024-25 Previous Financial Year
Total Scope 3 emissions (Break-up of the Green House Gas (GHG) into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	13,662.96	27,683.69
Total Scope 3 emissions per rupee of turnover (Revenue from operations)	tCO ₂ e/Total Revenue from operations ₹ Crore	30.07	58.81
Total Scope 3 emission intensity physical output	tCO ₂ e/Built up Area in Square Feet	0.00635	0.01379

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

Throughout the reporting period, Brigade Group's operations, including BHVL had no significant direct or indirect impact on biodiversity. The organization remains proactive in safeguarding biodiversity through the following measures:

- Assessing potential biodiversity impacts during site assessments.
- Incorporating designs to conserve ecosystems and native plants with 10% net gain in biodiversity.
- Restoring degraded sites and prioritizing indigenous plants and habitat.
- Strictly avoiding ecologically sensitive areas such as wetlands, forests, wildlife sanctuaries, national parks, biosphere reserves, IUCN protected zones, World Heritage Sites, and coastal regulation zones in line with statutory norms.
- Collaborating with local communities to aid in supporting and enhancing biodiversity protection.

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

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Green buildings	In line with its commitment to sustainable development, the BHVL has integrated green building standards, adhering to EDGE guidelines, across all operational hotels and adopting LEED certification aligned design considerations for new developments.	All 9 hotels are EDGE certified with Improved operational efficiency with improved energy, water, and waste footprint.
2	Water efficiency	• Groundwater recharge through dedicated systems • Reuse of treated wastewater from STPs for flushing and cooling tower operations • Use of curing compounds during construction to minimise water usage • Regular maintenance and rectification to prevent leaks in flush tanks, health faucets, and cooling tower makeup lines. • Installation of water flow restrictors in guest rooms and public areas to control consumption • Aerators fitted in all washbasins taps and health faucets to reduce water flow • Rainwater used for irrigation purpose. • Use of TCCA90 chemicals at water bodies to prevent algae formation reduced the cleaning sequences. • Drip irrigation systems employed for efficient landscaping water use	Improved water efficiency by reducing the freshwater dependency with enhanced recycling of treated wastewater.

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
3	Energy efficiency and conservation	- Replaced incandescent and CFLs with LED lighting and optimised lighting usage through regular monitoring. - Optimisation of common area power consumption by introducing timer based control. - Installed additional timers and integrated BMS schedules to reduce operational hours of equipment such as water features, fresh air units, and air conditioning systems. - Installed VFDs in the restaurant and lobby CSUs. - Fresh air units installed. - Installed motorised valves and timers in Air Handling Units(AHUs) to lower chiller energy consumption. - Installed the photo light sensor in streetlights.	Improved Energy efficiency with reduced energy demand and the carbon emissions.
4	Waste Reduction	- Waste minimisation was achieved through awareness campaigns and regular client meetings to promote properwaste segregation and responsible disposal practices. - All wet waste generated on-site is processed using Organic Waste Converter (OWC) machines. - Compost is used for in-house gardening and landscaping, supporting circular waste management.	Reduced waste generation with improved diversion from landfill, thereby reduced environmental impact.
5	Technological Integration	Implemented new data collection SaaS based AI enabled ESG software to enable real-time monitoring and improve the accuracy, efficiency, and transparency of sustainability-related data.	Enabled proactive decision-making, streamlined ESG compliance, and reduced manual errors and resource usage in data management.

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

Yes. The Brigade group, including BHVL has established Business Continuity and Disaster Management Policy to minimise downtime and maintain operational resilience across all hotel properties. Key components include risk identification, mitigation strategies, disaster response and recovery plans, and seamless stakeholder communication.

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

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

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

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

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

100 % of value chain partners were assessed during the reporting period (At group level including BHVL).

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

a. By the listed entity: Nil

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

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

Essential Indicators

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

BHVL, through Brigade Group, is affiliated with 10 trade and industry chambers/associations

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Bengaluru Chamber of Industry and Commerce	State
2	Federation of Karnataka Chamber of Commerce and Industry	State
3	Institute for Research Development and Training of Construction Trades and Management (INSTRUCT)	State
4	Confederation of Indian Industry (CII)	National
5	National Safety Council (NSC)	National
6	Confederation of Real Estate Development Association of India (CREDAI)	National
7	Federation of Indian Export Organisation	National
8	Indian Green Building Council (IGBC)	National
9	Export Promotion Council for EOUs and SEZ	National
10	World Trade Centers Association, New York	International

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

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

Name of authority	Brief of the case	Corrective action taken
Nil		

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board Annually/Half yearly/Quarterly/ others/please specify)	Web Link/If Available
	Not Applicable				

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

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

Essential Indicators

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
Brigade Crest Municipal No. 349/320 (Old No.349/320/122/2) earlier bearing Survey No.122/2B, Ward No.40, NH4, Doddabidarakallu Village, Yeshwanthpura Hobli, Bengaluru North Taluk	SEIAA290CON2025	28.01.2026	YES	YES	https://parivesh.nic.in/newupgrade/#/organisation/project-detail?project=159533378

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY(In ₹)
There was no Rehabilitation and Resettlement (R&R) undertaken by the organisation						

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

BHVL is committed to a relationship-based approach to community engagement, ensuring opportunities for open dialogue and feedback.

Pre-commencement of projects

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

Ongoing projects

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

Community feedback mechanism

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

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

Particulars	FY2025-26 Current Financial Year	FY2024-25 Previous Financial Year
Directly sourced from MSMEs/ small producers	85%	First Time
Sourced directly from within the district and neighbouring districts	84%	Reporting

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

Location	FY2025-26 Current Financial Year	FY2024-25 Previous Financial Year
Rural	7.4%	First Time Reporting
Semi-Urban*	0%	
Urban*	22.9%	
Metropolitan*	69.61%	
(Place to be categorised as per RBI Classification System – rural/semi-urban/urban/metropolitan)		

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

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not applicable, As there are no negative impacts identified.	

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

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

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

No.

According to its Sustainable Procurement Policy, Brigade Group including BHVL focuses on sourcing MSMEs and fostering local development and employment. For the reporting period, 85% of input material had been sourced directly from MSMEs or small producers, which may have included MSMEs in vulnerable and marginalized groups.

- b. **From which marginalized /vulnerable groups do you procure?**

Brigade's (including BHVL) current procurement process does not track the specific categories of MSME suppliers it purchases from.

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

Nil. During the reporting period, the BHVL sourced 85% of its input materials from MSMEs. However, it does not currently categorise these suppliers into marginal and vulnerable groups.

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

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

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

Name of authority	Brief of the Case	Corrective action taken
NA		

6. **Details of beneficiaries of CSR Projects:**

S. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Brigade Centre of Excellence & Skills Foundation	435	Not quantified got FY25-26

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

BHVL promotes inclusive growth and equitable development through the CSR arm of Brigade Group the Brigade Foundation. Key focus areas are towards skill development.

Essential Indicators

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

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

Customer engagement channels:

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

- Each hotel has got dedicated website, where customers can reach out for any feedback and complaints.
- Customers at hotels can directly reach out to respective help desk for any concerns
- Website: Brigade Hotel Ventures Limited (<https://bhvl.in>)
- Social media (Twitter, Facebook, LinkedIn, Instagram)
- Customer web portal info@brigadehospitality.com
- Telephone (1800 102 9480/NRI: +91 96112 18222)
- 24/7 Customer Care Services

Customer feedback mechanism:

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

During this reporting period, the BHVL's customer complaints resolution rate was 100%.

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

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

BHVL operates across real estate (property development), and hospitality vertical. Its products and services are oriented towards livable and functional space. From development to maintenance, all BHVL projects have a strict adherence to environmental and social compliance, and new projects are developed after obtaining all clearances and permissions from the relevant authorities.

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

Details	FY2025-26 (Current Financial Year)			FY2024-25 (Previous Financial Year)		
	Received during the year	Pending resolution at the end of the year	Remarks	Received during the year	Pending resolution at the end of the year	Remarks
Data privacy	Nil	Nil	There were No complaints received on these aspects/areas in the reporting year.	Nil	Nil	Nil
Advertising	Nil	Nil		Nil	Nil	
Cyber security	Nil	Nil		Nil	Nil	
Delivery of essential services	Nil	Nil		Nil	Nil	
Restrictive Trade Practices	Nil	Nil		Nil	Nil	
Unfair Trade Practices	Nil	Nil		Nil	Nil	
Other	Nil	Nil		Nil	Nil	

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

4. Details of instances of product recalls on account of safety issues: Not Applicable

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

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web link of the policy.

Yes. Brigade group including BHVL recognizes that cybersecurity threats can adversely impact business continuity, data privacy, financial integrity, and stakeholder trust. To mitigate these risks, BHVL has implemented appropriate information security controls and cybersecurity measures to safeguard sensitive information, protect digital assets, and ensure the confidentiality, integrity, and availability of critical business systems.

BHVL remains committed to continuously strengthening its cybersecurity framework by investing in technology, enhancing information security practices, and maintaining secure and trusted interactions with its customers, business partners, and other stakeholders.

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

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

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

Oversight:

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

Training:

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

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

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on safety of products/services.

During the reporting period, no issues or penalties were recorded related to advertising, restrictive trade practices, and unfair trade practices. However, BHVL received 18 complaints related to employees, workers, and customers. All complaints were resolved within the stipulated timeline, with none pending at the end of the period.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches: Nil
 - b. Percentage of data breaches involving personally identifiable information of customers: Nil
- Impact, if any, of the data breaches:** No significant impact

Leadership Indicators

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

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

1. Brigade website: <https://www.brigadegroup.com/>
2. Brigade Hotel Ventures Limited: (<https://bhvl.in>)
3. Customer Portal (MyKey): info@brigadehospitality.com

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

Our hotels encourage guests to use its facilities and services safely and responsibly by providing clear information through in-room guides, signage, digital platforms, and guest service teams. Information on hotel amenities, safety procedures, sustainability initiatives, and responsible practices is made available through multiple channels, including the website, social media, guest communications, and other digital and on-site touchpoints.

Some initiatives are listed below:

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

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

BHVL ensures timely communication of service disruptions to our guests through in-room communication channels, digital platforms, emails, and the front office. The Hotel Operations and Facility Management teams promptly inform guests about planned maintenance, temporary service interruptions, or emergencies. Regular safety drills and awareness programmes are also conducted to prepare employees for emergency situations such as fires, floods, medical incidents, and other unforeseen events, ensuring the safety and well-being of guests and staff.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Product Information:

Yes. BHVL's hospitality business ensures transparent communication of key information for both hotel projects and operational hotels. Details such as hotel location, accommodation and facilities, dining options, amenities, accessibility features, safety and security measures, parking, connectivity to public transport, proximity to airports, healthcare facilities and major attractions, as well as Green Building certifications and sustainability initiatives, are shared through the corporate website, hotel websites, brochures, social media platforms, and other guest communication channels.

Consumer Satisfaction

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

Hospitality:

As part of the customer experience monitoring, feedback forms are collected from the guests at the time of checkout. After departure, hotels continue to engage guests through feedback collection, loyalty programs, special offers, and regular communication to encourage repeat visits.