

Business Responsibility & Sustainability Reporting

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sr. No.		
1	Corporate Identity Number (CIN) of the Listed Entity	CIN L55101DL2010PLC211816
2	Name of the Listed Entity	SAMHI Hotels Ltd.
3	Year of incorporation	2010
4	Registered office address	05 Floor, Unit No. Office - 11, Worldmark 4, Asset Area No. LP-1B-04, Gateway District, Delhi Aerocity, Near Indira Gandhi International Airport, New Delhi - 110037, India
5	Corporate address	05 Floor, Unit No. Office - 11, Worldmark 4, Asset Area No. LP-1B-04, Gateway District, Delhi Aerocity, Near Indira Gandhi International Airport, New Delhi - 110037, India
6	E-mail	compliance@samhi.co.in
7	Telephone	+91 11 49077700
8	Website	www.samhi.co.in
9	Financial year for which reporting is being done	April 2025 - March 2026
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE); National Stock Exchange of India (NSE)
11	Paid-up Capital	222,134,736
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Sanjay Jain +91 11 49077700 sanjay.jain@samhi.co.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	Name of assessment and assurance provider	Not Applicable
15	Type of assessment and assurance provider	Not Applicable

II. Products / Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Accommodation and Food Service	Hotel Services include accommodation/ rooms, food, and beverages, banquets, spa, fitness center, swimming pool, gym, etc.	100.0%

17 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	Accommodation and Food Service	55101	100.0%

III. Operations

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

Location	Number of hotels	Number of offices	Total
National	31	1	32
International	0	0	0

Note – Caspia Delhi was sold in August 2025 and is therefore not included in the above count of hotels

Business Responsibility & Sustainability Reporting (Contd.)

19 Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	11
International (No. of Countries)	0

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

Not Applicable

c. A brief on types of customers

The Company operates a multi-segment customer model serving in-house hotel guests, food and beverage consumers, and event participants. Our customer base includes individual travellers (leisure and business), extended-stay residents, corporate groups, wedding parties, and conference attendees, reflecting our diversified revenue streams across accommodation, dining, and event management services.

IV. Employees¹

20 Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No	Particulars	Total (A)	Male No. (B)	% % (B / A)	Female No. (C)	% % (C / A)
Employees						
1	Permanent (D)	2,774	2,233	80.5%	541	19.5%
2	Other than Permanent (E)	706	678	96.0%	28	4.0%
3	Total employees (D+E)	3,480	2,911	83.6%	569	16.4%
Workers						
4	Permanent (F)	Not Applicable				
5	Other than Permanent (G)					
6	Total workers (F + G)					

b. Differently-abled Employees and Workers:

Sr. No	Particulars	Total (A)	Male No. (B)	% % (B / A)	Female No. (C)	% % (C / A)
Differently-abled Employees						
1	Permanent (D)	25	20	80.0%	5	20.0%
2	Other than Permanent (E)	0	0	0.0%	0	0.0%
3	Total employees (D+E)	25	20	80.0%	5	20.0%
Differently-abled Workers						
4	Permanent (F)	Not Applicable				
5	Other than Permanent (G)					
6	Total workers (F + G)					

21 Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	1	14.3%
Key Management Personnel	3	0	00.0%

Business Responsibility & Sustainability Reporting (Contd.)

Note

Key Managerial Personnel (KMP):

The following individuals are designated as KMPs:

Mr. Ashish Jakhanwala – Chairman, Managing Director (MD), and Chief Executive Officer (CEO)

Mr. Rajat Mehra – Chief Financial Officer (CFO)

Mr. Sanjay Jain – Senior Director – Corporate Affairs, Company Secretary, and Compliance Officer

Senior Management (Corporate Office):

While Mr. Gyana Das, Executive Vice President and Head of Investment and Ms. Tanya Chakravarty, General Counsel are part of the senior management team at SAMHI's Corporate Office, they have not been considered under the definition of Key Managerial Personnel for the purpose of this report

¹ All employees on rolls have been reported under the head "Employees"

22 Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2026 (Turnover rate in current FY)			FY 2025 (Turnover rate in previous FY)			FY 2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	45.7%	50.3%	46.6%	45.5%	50.5%	46.3%	42.6%	49.2%	43.7%
Permanent Workers	Not Applicable								

Note: FY25 and FY24 numbers have been updated

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

23 Names of holding / subsidiary / associate companies / joint ventures

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether Holding / Subsidiary/ Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/ No)
1	SAMHI JV Business Hotels Private Limited	Subsidiary	65.0%	Yes
2	Argon Hotels Private Limited	Subsidiary	100.0%	Yes
3	Ascent Hotels Private Limited	Subsidiary	65.0%	Yes
4	Barque Hotels Private Limited	Subsidiary	100.0%	Yes
5	Caspia Hotels Private Limited	Subsidiary	100.0%	Yes
6	DUET India Hotels (Ahmedabad) Private Limited	Subsidiary	100.0%	Yes
7	DUET India Hotels (Chennai) Private Limited	Subsidiary	100.0%	Yes
8	DUET India Hotels (Hyderabad) Private Limited	Subsidiary	100.0%	Yes
9	DUET India Hotels (Jaipur) Private Limited	Step Down Subsidiary	100.0%	Yes
10	DUET India Hotels (Navi Mumbai) Private Limited	Step Down Subsidiary	100.0%	Yes
11	DUET India Hotels (Pune) Private Limited	Subsidiary	100.0%	Yes
12	Innmar Tourism and Hotels Private Limited	Subsidiary	100.0%	Yes
13	Paulmech Hospitality Private Limited	Step Down Subsidiary	100.0%	Yes
14	SAMHI Hospitality Ventures Private Limited (Formerly Known as ACIC Advisory Private Limited)	Subsidiary	100.0%	Yes
15	SAMHI Hotels (Ahmedabad) Private Limited	Subsidiary	100.0%	Yes
16	SAMHI Hotels (Gurgaon) Private Limited	Subsidiary	100.0%	Yes
17	SAMHI Skyline Private Limited	Subsidiary	100.0%	Yes

Business Responsibility & Sustainability Reporting (Contd.)

VI. CSR Details

24

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

Yes, this applies to SAMHI Hotels Ltd. and its entities — However, contribution was required to be made only in SAMHI Hotels Gurgaon Private Limited, Duet Hotels (Hyderabad) Private Limited, and Duet Hotels (Pune) Private Limited.

- ii. Turnover (in ₹) 12,789.98 mn

- iii. Net worth (in ₹) 21,821.80 mn

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2026 (Current Financial Year)			FY 2025 (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; https://samhi.co.in/wp-content/uploads/2025/07/Whistle-Blower-Policy.pdf	0	0		0	0	
Investors (other than shareholders)		0	0		0	0	
Shareholders		0	0		0	0	
Employees and workers	Yes, Operators have SOPs including Whistleblower, POSH, and Open-Door policies, Whistle-Blower Policy https://samhi.co.in/wp-content/uploads/2025/07/Whistle-Blower-Policy.pdf	4	0		8	0	
Customers	Consumers can contact via Medallia, Tripadvisor, etc.	0	0		0	0	
Value Chain Partners	Can directly connect with the company and respective operators	0	0		0	0	
Other	Not Applicable						

Only POSH-related complaints have been reported this period. FY25 numbers stand updated

Business Responsibility & Sustainability Reporting (Contd.)

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

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy and Emissions	Risk/ Opportunity	The hospitality sector's inherent energy intensity and carbon footprint present both operational challenges and strategic opportunities. SAMHI recognizes that systematic energy management and emissions reduction are critical to operational efficiency, cost optimization, and long-term sustainability. The Company is proactively implementing integrated measures to minimize its environmental footprint while enhancing operational resilience.	Efficiency by Design: - Development of hotel properties with optimized layouts and systems, reducing energy intensity relative to industry benchmarks Efficiency by Process and Technology: - Renewable Energy Transition: Systematic shift to renewable energy sources where operationally and legally permissible, with solar photovoltaic (PV) installations deployed across rooftop facilities - Smart Lighting: Energy-efficient LED lighting systems with sensor-based occupancy controls across guest and operational areas - Energy Management Platform: SAMConnect technology platform enabling real-time energy monitoring, consumption analytics, and optimization across all properties - Fuel Transition: Conversion from LPG to PNG-based cooking infrastructure to reduce emissions - Fleet Electrification: Progressive transition of corporate vehicle fleet to electric and low-emission alternatives	Negative (short-term capital investment) Positive (long-term operational cost savings, reduced energy consumption, regulatory compliance benefits, and enhanced brand value)

Business Responsibility & Sustainability Reporting (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Water and Waste Management	Risk/ Opportunity	Water scarcity and waste management present dual imperatives for the hospitality sector. SAMHI recognizes that resource conservation and circular economic principles are essential for operational sustainability, cost containment, and environmental stewardship. The Company has prioritized comprehensive water and waste management strategies to reduce environmental impact while achieving operational cost efficiencies.	Water Conservation and Management • Treatment and recycling wastewater in compliance with applicable environmental regulations • Reclaimed water systems for secondary applications (HVAC cooling, flushing systems, landscaping and irrigation) • Low-flow aerator technology deployed across guest and operational restrooms to reduce per-capita water consumption • Strategic amenity design: Optimization of water-intensive facilities (pools and bathtubs) representing 41.9% and 12.9% of total property inventory respectively Waste Management and Circular Economy: • Installation of bio-degradable waste composting units at operational facilities • Single-use plastic phase-out across all guest-facing and operational areas • Comprehensive waste segregation systems with staff training and accessibility to segregation equipment • Authorized vendor partnerships for certified disposal and recycling of dry waste and e-waste streams • In-house water bottling plants utilizing reusable glass bottles, reducing packaged water consumption Linen and Textile Reuse Program: • Staff and guest awareness campaigns promoting linen reuse protocols • Systematic recycling of end-of-life linen and towels as cleaning materials, reducing textile waste	Negative (short-term infrastructure and recycling system investment) Positive (long-term water cost reduction, waste disposal savings, operational efficiency gains, and regulatory compliance benefits)

Business Responsibility & Sustainability Reporting (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Talent Management and Equal Opportunity	Risk/ Opportunity	The hospitality sector offers significant employment opportunities while facing the industry-wide challenge of elevated staff attrition. SAMHI recognizes talent retention and development as critical to operational continuity, service quality, and competitive advantage. The Company is committed to building an inclusive, equitable workplace culture that attracts, develops, and retains high-performing talent while maximizing positive social impact across its national footprint.	Workforce Development and Retention: - National operational footprint strategically leveraged to generate sustainable employment across multiple geographies and communities - Competitive compensation frameworks calibrated to experience, qualifications, industry benchmarks, and full compliance with applicable labor regulations - Progressive workplace infrastructure investments in safety systems, employee amenities, and occupational health measures Inclusive and Equitable Culture: - Organizational commitment to equal opportunity principles embedded in recruitment, advancement, compensation, and performance management - Culture of fairness, dignity, and compassion integrated into all HR policies and employee engagement initiatives - Diversity and inclusion framework ensuring equitable representation and advancement pathways across all organizational levels Employee Engagement and Growth: - Skills development and continuous learning programs to enhance career progression and reduce attrition - Regular engagement channels for grievance redressal and workplace feedback	Negative / Positive (Initial investment in HR infrastructure, training programs, and workplace improvements offset by reduced attrition, improved service quality, enhanced productivity, stronger employer brand, and reduced recruitment costs)

Business Responsibility & Sustainability Reporting (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Data Privacy and Cyber Security	Risk	The hospitality sector faces heightened exposure to cyber threats and data security breaches, presenting significant operational and reputational risks. SAMHI acknowledges this vulnerability and has implemented comprehensive, internationally aligned security protocols to protect guest and operational data. Continuous investment in cybersecurity infrastructure and compliance remains essential to maintaining stakeholder trust and operational resilience.	International Security Standards and Certifications - ISO 27001:2022 certification across organizational information security management systems - ISO 27701 certification demonstrating privacy information management capability - Compliance with internationally recognized cybersecurity frameworks and best practices Data Protection and Governance - Comprehensive data security policies implemented across SAMHI and all operator partners, aligned with international hospitality industry standards - Regular third-party security audits and penetration testing conducted to identify and remediate vulnerabilities - Guest and employee data protected through encryption, access controls, and secure data handling protocols Regulatory Compliance - Full adherence to applicable data protection and privacy legislation in all jurisdictions of operation - Compliant data storage, processing, and retention procedures with documented audit trails	Negative (Ongoing investment in cybersecurity infrastructure, certifications, security audits, and staff training required to mitigate data breach risks and ensure compliance)

Business Responsibility & Sustainability Reporting (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Social Impact and Sustainable Procurement	Opportunity	SAMHI's national operational footprint generates significant employment, stimulates local economic development, and creates sustainable community value across all operating markets. The Company recognizes sustainable procurement and supply chain practices as strategic levers for broader social and economic impact, leveraging its market position to champion local entrepreneurship, SME development, and community-driven sustainable growth.	Local Economic Empowerment - Prioritization of local sourcing and supplier partnerships to maximize community economic participation and entrepreneurship development - Systematic engagement with local service providers and product suppliers, reducing import dependence and building self-reliant local supply chains - Preference for locally-sourced goods and services integrated into procurement policies and vendor selection criteria Supplier Diversity and SME Support - Advocacy and support programs to reduce barriers to entry and growth faced by small and medium enterprises (SMEs) - Transparent and inclusive vendor onboarding processes enabling SME participation across supply chains - Capacity building and technical support provided to supplier partners to enhance competitiveness and sustainability Community Engagement and Development - Structured engagement with local organizations, municipal bodies, and community groups to identify development priorities - Employment generation aligned with local skill development and community training initiatives - Stakeholder collaboration to ensure hospitality investments generate inclusive, shared prosperity	Positive (Strengthened local supply chains enhance operational resilience and cost efficiency; community goodwill strengthens market license to operate; social impact enhances brand reputation; sustainable procurement practices support long-term value creation and competitive differentiation)

Business Responsibility & Sustainability Reporting (Contd.)

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Sr. No	Disclosure Questions	P	P	P	P	P	P	P	P	P
		1	2	3	4	5	6	7	8	9
Policy and management processes										
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes								
	b. Has the policy been approved by the Board? (Yes/No)	Yes								
	c. Web Link of the Policies, if available	Policies – (https://samhi.co.in/)								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes								
4	Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	SAMHI's Operators and Hotels have adopted a comprehensive portfolio of national and international codes, certifications, and standards demonstrating organizational commitment to operational excellence, stakeholder protection, and sustainable business practices: Information Security and Data Privacy: • ISO 27001:2022 • ISO 27701 • PCI DSS Food Safety and Quality Management: • ISO 22000 • FSSAI (Food Safety and Standards Authority of India) • HACCP CODEX Environmental and Occupational Management: • ISO 14001 • ISO 45001 Data Protection and Regulatory Compliance: • GDPR (General Data Protection Regulation) • Applicable National Data Protection Laws These certifications are systematically mapped to BRSR principles ensuring alignment with business responsibility objectives across environmental, social, and governance dimensions.								

Business Responsibility & Sustainability Reporting (Contd.)

Sr. No	Disclosure Questions	P	P	P	P	P	P	P	P	P
		1	2	3	4	5	6	7	8	9
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	SAMHI Hotels has established a structured Environmental, Social, and Governance (ESG) Framework with clearly defined commitments, measurable targets, and timelines to drive sustainable value creation and positive impact: ESG Targets by FY2030: 1. Circular Economy - Single-Use Plastic Elimination 2. Fleet Decarbonization - Non-Emission Vehicle Transition 3. EV Charging Infrastructure Expansion 4. Sustainable Development Metrics and Monitoring These targets represent SAMHI's commitment to material environmental and social impact while supporting India's broader climate and sustainability ambitions aligned with SDGs (Sustainable Development Goals).								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	SAMHI Hotels remains committed to achieving its FY2030 ESG targets and has implemented robust governance mechanisms to monitor progress. Quarterly ESG performance reviews are conducted at organizational and property levels with Board and Executive Committee oversight ensuring accountability. Environmental Commitments – FY2026 Status: 1. Single-Use Plastic Elimination Status: Ongoing transition with measurable progress across guest-facing operations Progress Indicators: Phase-out in high-impact areas; implementation of alternative materials 2. Fleet Decarbonization Status: Progressive transition to electric/hybrid vehicles underway Progress Indicators: ~20% of fleet converted; charging infrastructure expansion 3. EV Charging Infrastructure Status: Expansion of charging stations at feasible property locations Progress Indicators: ~47 EV Chargers with ~91 EV Charging Points have been installed across feasible assets; coverage of 97% across portfolio 4. Sustainable Development Metrics Framework Status: Processes under development for comprehensive ESG data collection and assessment Progress Indicators: Frameworks established for key environmental, social, and governance metrics Risk Mitigation: Any timeline delays may be influenced by technology evolution, regulatory development, capital availability, and supply chain dynamics. The Company remains committed to transparently communicating progress and implementing corrective actions to achieve FY2030 ESG objectives.								

³ Operators have been referred to the Marriott, IHG, and Hyatt Portfolio

Business Responsibility & Sustainability Reporting (Contd.)

Sr. No	Disclosure Questions	P	P	P	P	P	P	P	P
		1	2	3	4	5	6	7	8
Governance, leadership and oversight									
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	At SAMHI Hotels, sustainability is a strategic imperative embedded in our business model and long-term vision. As we present our BRSR FY 2026, We are highlighting our progress, challenges, and commitments. Achievements in:FY 2026 • Maintained ~25% of capital expenditure toward sustainability initiatives • Installed 47 EV charging stations across 29 Feasible Assets • Deployed 24 Organic Waste Converters across properties • 39% of assets source power from renewable energy, including 29% equipped with on-site Solar Panels and 68% equipped with solar water heating systems • Achieved ISO 27001:2022 and ISO 27701 certifications • Sustained a workforce of 3,480+ employees with continued focus on diversity and equal opportunity Challenges: Energy intensity, water consumption, waste management, and staff attrition remain areas of consistent focus. Balancing short-term capital requirements with long-term sustainability investments, and developing robust Scope 3 emissions measurement frameworks, are ongoing priorities. FY2030 Targets: • Single-use plastic-free operations across all assets • 100% transition of corporate fleet to non-emission-based vehicles • Full EV charging infrastructure coverage across all feasible assets • Comprehensive sustainability metrics and reporting frameworks We remain resolute in our commitment to transparent governance, inclusive growth, and measurable sustainability progress year on year							
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Ashish Jakhanwala, MD & CEO							
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. SAMHI Hotels has established a dedicated Corporate Social Responsibility (CSR) & Environmental, Social, and Governance (ESG) Committee of the Board to provide oversight, strategic direction, and governance on all sustainability-related matters.							

Business Responsibility & Sustainability Reporting (Contd.)

Sr. No	Disclosure Questions	P	P	P	P	P	P	P	P	P
		1	2	3	4	5	6	7	8	9
		The Committee comprises – - Mr. Krishan Dhawan, Independent Director who is the Chairperson of the Committee - Mrs. Archana Capoor, Independent Director - Mr. Michael David Holland, Independent Director Committee Independence and Expertise: The Committee comprises three Independent Directors, ensuring objectivity and independence in decision-making on sustainability matters. The collective expertise and experience of Committee members enable informed deliberation on complex ESG issues and alignment with evolving global sustainability standards.								

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

11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
		1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
		Policies are currently evaluated internally and will be subjected to external audits as and when applicable.																	

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

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

Business Responsibility & Sustainability Reporting (Contd.)

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.**Essential Indicators****1 Percentage coverage by training and awareness programmes on any of the Principles during the financial year.**

Segment	Total no. of trainings and awareness programmes held	Topics / principals covered under the training and impact	% age of persons in respective category covered by the awareness programme
Board of Directors	1	SAMHI business model and portfolio discussion, Growth Opportunities including focus on risk mitigation	100.0%
Key Managerial Personnel	5	Prevention of Sexual Harassment (POSH), Safety Cyber Security Awareness Training, Fire Safety Drill, Compliance and Governance Portal (Legatrix), and Operation Efficiency and Energy Savings Portal (SAMConnect) and SiD (in-house analytical platform designed for asset management and data analytics)	100.0%
Employees other than BOD & KMPs	21,856	Prevention of Sexual Harassment (POSH) Insider Trading Information Security Compliance Technical Portal (Legatrix) Responsible Business Conduct Conflict of Interest Ethical Decision-Making Integrity Anti- Corruption & Anti Bribery Fire Safety Training Environment Safety Governance and Health & fire safety	100.0%
Workers	Not Applicable		

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 Principal	Name of the regulatory/ enforcement / judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty / Fine	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding Fee	Nil	Nil	Nil	Nil	Nil

Business Responsibility & Sustainability Reporting (Contd.)

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

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

Case Details	Name of the regulatory / enforcement agencies / judicial institutions
Not Applicable	

- 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.**

All our operators and the corporate office have implemented both the Anti – Corruption/Bribery and Whistle-Blower policies, which apply to individuals across all levels and grades. The policies are accessible here.

<https://samhi.co.in/wp-content/uploads/2025/08/Anti-Bribery-Anti-Money-Laundering-Policy.pdf>

<https://samhi.co.in/wp-content/uploads/2025/07/Whistle-Blower-Policy.pdf>

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

	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Directors	Nil	Nil
KMPS	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2026 (Current Financial Year)	Remarks	FY 2025 (Previous Financial Year)	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	Nil		Nil	

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

Not Applicable

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

	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Number of days of accounts payables	57.3	64.3

Business Responsibility & Sustainability Reporting (Contd.)

9 Open-ness of business

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

Parameter	Metrics	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Not Applicable	
	b. Number of trading houses where purchases are made from		
	c. Purchases from top 10 trading houses as % of total purchases from trading houses		

Parameter	Metrics	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Concentration of Sales	a. Sales to dealers / distributors as % of total sales		
	b. Number of dealers / distributors to whom sales are made		
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors		
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	Not Applicable	
	b. Sales (Sales to related parties / Total Sales)		
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)		
	d. Investments (Investments in related parties / Total Investments made)		

Leadership Indicators

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

Total no of awareness campaign held	Topics / Principals covered under the training	% age of value chain programme partners covered (by value of business done with such partners) under the awareness programmes
Not Available		

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

Yes. SAMHI Hotels has implemented comprehensive processes to identify, disclose, and manage conflicts of interest involving Board members.

Business Responsibility & Sustainability Reporting (Contd.)

Policy Framework:

The Company has adopted:

- **Policy on Materiality of Related Party Transactions** - Establishes definitions, threshold criteria, approval processes, and disclosure requirements for related party transactions in compliance with the Companies Act, 2013 and SEBI LODR Regulations, 2015 Link: <https://samhi.co.in/wp-content/uploads/2025/07/Policy-on-Materiality-of-Related-Party-Transactions.pdf>
- **Code of Conduct for Board of Directors and Senior Management** - Covers conflict of interest definitions, disclosure obligations, recusal guidelines, and consequences for non-compliance Link: <https://samhi.co.in/wp-content/uploads/2025/07/Code-of-Conduct-for-Board-Of-Directors-and-Senior-Management.pdf>

Operational Safeguards:

- Board members disclose potential conflicts at each meeting
- Conflicted Board members recuse themselves from relevant discussions and voting
- Audit Committee reviews and approves all related party transactions
- Regular Board training on conflict management
- Protected whistleblower mechanism for reporting conflicts

Governance Principles: Independence, transparency, accountability, and stakeholder protection are embedded in all conflict management processes.

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

Essential Indicators

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

	FY 2026 Current Financial Year	FY 2025 Previous Financial Year	Details of improvements in environmental and social impacts
R&D	Not Applicable	Not Applicable	As a hospitality and investment firm, formal R&D investments follow a capital-intensive deployment model. However, SAMHI continuously evaluates emerging technologies and sustainable practices for integration across operational properties.
Capex	~25%	~10%	SAMHI maintained consistent 7% ESG-focused capex investment demonstrating sustained organizational commitment: Renewable Energy & Emissions Reduction: Solar PV installations, LED lighting with sensor controls, SAMConnect technology platform, PNG-based cooking infrastructure Water Conservation: Low-flow aerators, recycled water systems for HVAC and landscaping, water treatment infrastructure Circular Economy: In-house water bottling plants with reusable glass bottles, bio-degradable waste composting units, single-use plastic phase-out infrastructure Property Infrastructure: Strategic amenity optimization and occupational health systems supporting social impact

Note: FY25 numbers have been updated

Business Responsibility & Sustainability Reporting (Contd.)

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

Yes. SAMHI Hotels has established comprehensive procedures and governance frameworks to ensure sustainable sourcing practices across its supply chain, reflecting organizational commitment to responsible procurement and supplier accountability.

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

Yes. All our operators have established sustainable sourcing procedures requiring all contracted vendors to sign and adhere to a Code of Conduct during onboarding, mandating compliance with applicable labour, environmental, and social welfare laws.

Key Measures:

- Vendor agreements explicitly incorporate sustainability and ethical business requirements
- Regular vendor audits ensure adherence to sustainability standards
- Centralised procurement teams reduce fragmented vendor interactions, lowering logistics emissions and improving resource efficiency
- Systematic integration of sustainable practices across supply chain

While SAMHI does not currently quantify a specific percentage of sustainably sourced inputs, the Company is progressively increasing sustainable sourcing through supplier diversity programs, SME capacity building, and ESG criteria in vendor selection. Enhanced sustainability metrics and tracking mechanisms are being developed for future quantified reporting.

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

- (a) **Plastics:** Segregated at source; single-use plastic phase-out; reusable alternatives (glass bottles, stainless steel) deployed; collected and recycled by authorized Pollution Control Board-certified vendors.
- (b) **E-waste:** Systematic collection of obsolete equipment and batteries; stored in secure facilities; disposed by certified e-waste partners; data security protocols ensure data destruction before disposal.
- (c) **Hazardous waste:** Identified and segregated (cleaning chemicals, oils, batteries); stored with secondary containment; disposed by authorized hazardous waste facilities; staff trained on handling protocols.
- (d) **Other waste:**
- Food waste: On-site composting or handed to authorized municipal composters
 - Dry waste: Segregated and recycled by authorized vendors
 - Textile waste: End-of-life linen recycled as cleaning materials partially and remaining given to authorised vendors

All waste is collected and disposed by third-party recyclers authorized by Pollution Control Boards and municipal corporations with verified certifications.

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. Extended Producer Responsibility (EPR) is not applicable to SAMHI Hotels.

Rationale: SAMHI operates as a hospitality service provider, not a manufacturer. EPR regulations apply to manufacturers and producers of goods, not service sector operations. SAMHI generates operational waste streams, not manufactured products subject to EPR compliance.

Applicable Framework: All our operators comply with all applicable waste management regulations including Solid Waste Management Rules 2016, Plastic Waste Management Rules, E-waste Management Rules, Hazardous Waste Management Rules, and municipal corporation regulations. The Company maintains full accountability through authorized waste collectors, proper segregation, and certified disposal partners.

Future Readiness: Should regulatory changes extend EPR to the hospitality sector, SAMHI commits to promptly assessing and implementing necessary compliance measures.

Business Responsibility & Sustainability Reporting (Contd.)

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
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Not Applicable

Note - As a hospitality service operator, formal Life Cycle Assessments are not currently conducted. The Company evaluates environmental impacts through operational monitoring and sustainability assessments

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

Name of the Product/Service	Description of the risk/concern	Action/Taken
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Not Applicable

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

Indicate Input Material	Recycled or re-used input material to total material	
	FY 2026 Current Financial Year	FY 2025 Previous Financial Year

Not Available

- 4 Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2026 Current Financial Year			FY 2025 Previous Financial Year		
	Re-used	Recycle	Safely Disposed	Re-used	Recycle	Safely Disposed
Plastics (including packaging)	Not Applicable. As SAMHI operates in the hospitality sector, which falls under the service industry, this disclosure is not applicable to our business operations.					
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
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Not Applicable

Business Responsibility & Sustainability Reporting (Contd.)

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains**Essential Indicators****1 a. Details of measures for the well-being of employees:**

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	2,233	2,233	100.0%	2,233	100.0%		0.0%	2,233	100.0%		0.0%
Female	541	541	100.0%	541	100.0%	541	100.0%		0.0%		0.0%
Total	2,774	2,774	100.0%	2,774	100.0%	541	100.0%	2,233	100.0%		0.0%
Other than Permanent employees											
Male	678	678	100.0%	678	100.0%		0.0%	678	100.0%		0.0%
Female	28	28	100.0%	28	100.0%	28	100.0%		0.0%		0.0%
Total	706	706	100.0%	706	100.0%	28	100.0%	678	100.0%		0.0%

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	Not Applicable										
Female											
Total											
Other than Permanent workers											
Male	Not Applicable										
Female											
Total											

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

	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the Company	1.92%	1.88%

Note: FY25 numbers have been updated

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

Benefits	FY 2026 Current Financial Year			FY 2025 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/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100.0%	Not Applicable	Yes	100.0%	Not Applicable	Yes
Gratuity	100.0%		Yes	100.0%		Yes
ESI	100.0%		Yes	100.0%		Yes
Others – please specify						

Business Responsibility & Sustainability Reporting (Contd.)

3 Accessibility of workplaces

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

Yes. All our operators ensure full accessibility for employees and workers with disabilities across all premises in compliance with the Rights of Persons with Disabilities Act, 2016.

We recognizes accessibility as both a legal obligation and organizational value, ensuring full participation for all employees and guests with disabilities.

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. SAMHI Hotels and their respective operators have adopted a comprehensive Equal Opportunity Policy ensuring non-discrimination and inclusive employment practices in full compliance with the Rights of Persons with Disabilities Act, 2016.

Key Policy Provisions:

- Equal opportunity in recruitment, selection, promotion, and compensation regardless of disability status
- Reasonable accommodations during recruitment and throughout employment
- Equal access to training, development, and career advancement
- Accessible workplace infrastructure and support mechanisms
- Protected grievance channels and non-retaliation protections
- Regular policy review and staff training on disability inclusion
- Data tracking on recruitment, retention, and advancement of employees with disabilities

Web-Link: <https://samhi.co.in/wp-content/uploads/2025/07/Equal-Opportunity-Policy.pdf>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100.0%	100.0%	Not Applicable	
Female	85.7%	100.0%		
Total	97.6%	100.0%		

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Not Applicable
Other than Permanent Workers	
Permanent Employees	SAMHI has established comprehensive grievance redressal mechanisms across all locations: (a) POSH Committees: Dedicated Prevention of Sexual Harassment committees at corporate office and all operating assets ensuring safe and respectful workplace (b) Whistleblower Policy: Protected channels for confidential reporting of misconduct, violations, and grievances with non-retaliation assurances
Other than Permanent Employees	

Business Responsibility & Sustainability Reporting (Contd.)

	Yes/No (If Yes, then give details of the mechanism in brief)
	(c) Code of Conduct: Well-defined behavioral standards and expectations for all employees
	(d) Open-Door Policy: Direct access to management at all levels for informal grievance discussion, escalation, and timely resolution. All mechanisms ensure fair, impartial, and confidential grievance handling

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

Category	FY 2026 (Current Financial Year)			FY 2025 (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 ©	No. of employees/workers in respective category, who are part of association(s) or Union(D)	% (D / C)
Total Permanent Employees	2,774	172	6.2%	2,799	178	6.4%
Male	2,233	138	6.2%	2,301	143	6.2%
Female	541	34	6.3%	498	35	7.0%
Total Permanent Workers	Not Applicable					
Male						
Female						

Note: FY25 numbers have been updated

8 Details of training given to employees and workers:

Category	FY 2026 (Current Financial Year)					FY 2025 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	2,911	2,911	100.0%	2,911	100.0%	2,952	2,952	100.0%	2,952	100.0%
Female	569	569	100.0%	569	100.0%	524	524	100.0%	524	100.0%
Total	3,480	3,480	100.0%	3,480	100.0%	3,476	3,476	100.0%	3,476	100.0%
Workers										
Male	Not Applicable									
Female										
Total										

Note: FY25 numbers have been updated

Business Responsibility & Sustainability Reporting (Contd.)

9 Details of performance and career development reviews of employees and workers:

Category	FY 2026 (Current Financial Year)			FY 2025 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	2,911	2,911	100.0%	2,952	2,952	100.0%
Female	569	569	100.0%	524	524	100.0%
Total	3,480	3,480	100.0%	3,476	3,476	100.0%
Workers						
Male	Not Applicable					
Female						
Total						

Note: FY25 numbers have been updated

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. SAMHI Hotels has implemented a comprehensive Occupational Health and Safety (OHS) Management System aligned with ISO 45001 standards and applicable regulations.

System Coverage:

- All employees across corporate office and operating assets
- All on-site employees, contractors, and temporary staff
- Hotel guests, restaurant patrons, event attendees, and visitors
- Supply chain and service provider partners at property locations

System Scope: Prevention of work-related injuries and occupational illnesses; hazard identification and risk assessment; emergency preparedness; health surveillance; incident reporting and investigation; regulatory compliance; and continuous improvement.

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

We use various processes to identify work-related hazards and assess risks:

Routine Hazard Identification and Risk Assessment:

- Compliance with all statutory health and safety provisions
- Safety and Security Assessment (SSA) - online assessment tool
- Daily property walk-arounds identifying hazards and safety concerns
- Equipment health checks and preventive maintenance schedules
- Monthly Safety Committee meetings reviewing incidents and implementing corrective actions
- Incident Tracking System for trend analysis
- Regular employee training on hazard recognition and safe work practices
- Maintained hazard registers by department/function

Non-Routine Hazard Assessment:

- Immediate incident investigation identifying root causes using structured analysis
- Comprehensive risk reassessment of processes and controls following incidents
- Change Management Assessment of new processes, equipment, or operational changes

Business Responsibility & Sustainability Reporting (Contd.)

- Seasonal and special event risk assessments
- Third-party safety audits and regulatory inspections
- Corrective action implementation to prevent recurrence

Documentation and Continuous Improvement: Assessment findings documented in safety records; quarterly performance reporting to management; continuous improvement cycle integrating assessment insights into policies and procedures.

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

Yes

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

Yes

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

**Including in the contract workforce*

Safety Incident/Number	Category	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one mn-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	7	1
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

Note: FY25 numbers have been updated

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

SAMHI Hotels has implemented comprehensive workplace safety measures:

Governance and Risk Management:

- Corporate Safety Guidelines and Policies establishing safety standards
- Asset Safety Risk Assessment identifying facility-level hazards
- Occupational Health and Safety Management System aligned with ISO 45001

Emergency Preparedness:

- Fire Alarm Systems and adequate fire extinguishing equipment
- CCTV surveillance for 24/7 security monitoring
- Emergency response procedures and regular drills

Health and Wellness:

- Employee Insurance and Medical Treatment programs
- Proper Hygiene and Sanitation Facilities
- Occupational Health and Safety Training for all employees
- Health surveillance and wellness programs

Business Responsibility & Sustainability Reporting (Contd.)

Incident Management:

- System for Injury and Illness Reporting
- Medical Treatment and Compensation as per applicable laws
- Incident investigation and corrective action procedures

Continuous Improvement:

- Monthly Safety Committee meetings
- Employee feedback mechanisms for safety concerns
- Regular third-party safety audits
- Ongoing training updates on emerging hazards and best practices

These integrated measures ensure all stakeholders are protected from preventable injuries and illnesses, with health and safety embedded in organizational culture.

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

	FY 2026 (Current Financial Year)			FY 2025 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	01	Nil		Nil	Nil	
Health & Safety	Nil	Nil		Nil	Nil	

14 Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100.0%
Working Conditions	100.0%

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.

All our operators maintain a proactive approach to managing safety incidents and addressing identified risks:

Incident Management:

- All safety-related incidents promptly reported, documented, and investigated
- Root cause analysis conducted to identify contributing factors
- Corrective and preventive actions (CAPA) implemented to prevent recurrence
- Incident trends analyzed to identify systemic risk areas

Risk Assessment and Identification:

- Regular internal audits and inspections across all operational properties
- Safety and Security Assessment (SSA) tool enables systematic hazard identification
- Third-party safety audits provide independent compliance verification
- Risk assessments prioritize and address significant workplace hazards

Corrective Action Implementation:

- Corrective actions documented with implementation timelines
- Responsible parties assigned ensuring accountability
- Effectiveness of actions monitored and verified

Business Responsibility & Sustainability Reporting (Contd.)

Regulatory Compliance:

- Full compliance with all applicable statutory health and safety regulations
- Adherence to occupational health and safety standards across all jurisdictions
- Regular compliance reviews ensuring ongoing adherence

Continuous Improvement:

- Health and safety practices strengthened based on incident learnings
- Employee feedback incorporated into safety enhancements
- Safety lessons and best practices shared across properties

Through systematic incident management, proactive risk assessment, and continuous improvement, SAMHI maintains a strong safety culture reducing workplace injuries while ensuring regulatory compliance.

Leadership Indicators

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

- (A) Employees (Y/N) - Yes
(B) Workers (Y/N) – Not Applicable

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

SAMHI Hotels ensures all statutory dues are properly deducted and deposited by value chain partners through:

Compliance Requirements:

- Statutory compliance requirements embedded in vendor contracts and agreements
- Vendors mandated to comply with all applicable labor, tax, and statutory regulations

Verification and Documentation:

- Payment receipts from respective authorities obtained and systematically filed
- Regular verification through documentation review and audit trails
- Reconciliation with regulatory authority records

Vendor Accountability:

- Onboarding process includes confirmation of statutory compliance capability
- Periodic vendor audits ensuring continued compliance
- Corrective actions for any identified non-compliance

Record-Keeping:

- Centralized filing system maintaining compliance documentation
- Records readily available for regulatory inspection
- Regular audits ensuring accuracy and completeness

These measures ensure value chain partners fulfil statutory obligations, maintaining organizational and regulatory compliance.

Business Responsibility & Sustainability Reporting (Contd.)

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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

No

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

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Sample assessment of the vendors have been conducted
Working Conditions	Sample assessment of the vendors have been conducted

Note - A sample-based assessment of key value chain partners was conducted, covering health and safety practices and working conditions.

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

Not Applicable

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

Essential Indicators

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

SAMHI identifies key stakeholders as any entity or personnel - internal or external - that contribute to value creation:

Internal Stakeholders:

- Shareholders
- Employees

External Stakeholders:

- Customers
- Operators
- Vendors
- Lenders
- Advisors
- Local Communities

This stakeholder classification enables SAMHI to engage effectively with all groups contributing to organizational value creation and sustainability.

Business Responsibility & Sustainability Reporting (Contd.)

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 (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	- Quarterly investor calls - investor presentations - Press releases - Stock exchange intimations - Company website - Annual reports, conferences - Social/electronic media	Quarterly and as required	Purpose - Information transparency - Building investor confidence - Ensuring informed decision-making Key topics - Summary Financials - Macro Dynamics - Growth drivers - Upcoming developments
Customers	No	- Direct feedback - Customer satisfaction surveys - Loyalty programs - Real-time social media engagement - Market research	Ongoing	Purpose - Understanding expectations and experiences - Improving delivery service Key Topics - Service feedback - Customer trends - Guest experience
Operators	No	- Business meetings - Regular communication	Ongoing	Purpose - Achievement of operating goals - Creating efficiencies - Growth opportunities Key topics - Annual budgets - Operational performance - Guest experience - Staff retention - Asset quality
Employees	No	- Emails - Townhalls - Regular meetings - Training programs - Company website/Portal - Notice Board - Daily briefings	Regular and ongoing	Purpose - Employee growth and performance - Improving collaborative - Sustainability awareness - Governance requirements Key topics - Performance feedback - Training and development - Improvement Suggestions - Rewards & Recognitions - Health, Safety and Well- Being

Business Responsibility & Sustainability Reporting (Contd.)

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Vendors	No	- Business meetings - Supplier feedback surveys - Robust onboarding - Open communication channels	Ongoing	Purpose - Sustainable relationships - Ensuring efficiency - Quality and reliability Key topics - Products/service quality - Procurement transparency - Competitive pricing - Legal compliance
Local Communities	No	- Direct Communication, - CSR activities - Local newspapers - Website, social media	Ongoing	Purpose - Community development - Local procurement - Social and Environmental impact Key topics - Environment and Social Impact - Sustainable Sourcing - Skill development

Overall Approach: SAMHI maintains regular, multi-channel engagement with all stakeholder groups ensuring transparency, responsiveness, and alignment with organizational sustainability and business objectives.

Leadership Indicators

1 Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

Stakeholder Consultation Processes:

- Feedback collection from multiple channels
- Meetings with key stakeholder groups
- Social media interactions and vendor communication
- Periodic compilation and structured reporting to the Board for informed decision-making

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

Yes. Stakeholder feedback is incorporated into policy and activity development:

Process:

- Feedback from all stakeholders considered for identification and assessment of environmental and social risks
- Ensures inclusive risk management incorporating diverse perspectives

Business Responsibility & Sustainability Reporting (Contd.)

Implementation Examples:

- “Learning Fridays” initiative developed based on stakeholder input
- Environmental awareness collateral placed in guest rooms as stakeholder feedback outcome

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

Hotels Community Engagement:

- Hotels regularly engage with local communities based on property locations
- Engagement explores synergies for sustainable development
- Actions address local community concerns and development needs aligned with business operations

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Essential Indicators

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

Category	FY 2026 (Current Financial Year)			FY 2025 (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	2,774	2,774	100.0%	2,799	2,799	100.0%
Other than permanent	706	706	100.0%	677	677	100.0%
Total Employees	3,480	3,480	100.0%	3,476	3,476	100.0%
Workers						
Permanent	Not Applicable					
Other than permanent						
Total Workers						

Note: FY25 numbers have been updated

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

Category	FY 2026 (Current Financial Year)					FY 2025 (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	2,774	0	0.0%	2,774	100.0%	2,799	0	0.0%	2,799	100.0%
Male	2,233	0	0.0%	2,233	100.0%	2,301	0	0.0%	2,301	100.0%
Female	541	0	0.0%	541	100.0%	498	0	0.0%	498	100.0%
Other than Permanent	706	0	0.0%	706	100.0%	677	0	0.0%	677	100.0%
Male	678	0	0.0%	678	100.0%	651	0	0.0%	651	100.0%
Female	28	0	0.0%	28	100.0%	26	0	0.0%	26	100.0%

Business Responsibility & Sustainability Reporting (Contd.)

Category	FY 2026 (Current Financial Year)					FY 2025 (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)
Workers										
Permanent	Not Applicable									
Male										
Female										
Other than Permanent										
Male										
Female										

Not Applicable

Note: FY25 numbers have been updated

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

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	17,00,000	1	20,00,000
Key Managerial Personnel	3	6,94,46,867	0	Not Applicable
Employees other than BoD and KMP	2,206	2,74,949	527	2,30,470
Workers				Not Applicable

Note

Board of Directors (BoD) and Key Managerial Personnel Compensation

Board of Directors: Independent Directors receive sitting fees in accordance with applicable governance norms.

Key Managerial Personnel (KMP):

- Mr. Ashish Jakhanwala – Chairman, Managing Director (MD), and Chief Executive Officer (CEO)
- Mr. Rajat Mehra – Chief Financial Officer (CFO)
- Mr. Sanjay Jain – Senior Director – Corporate Affairs, Company Secretary, and Compliance Officer

Senior Management

- Mr. Gyana Das – Executive Vice President and Head of Investment
- Ms. Tanya Chakravarty – General Counsel

Note: Senior Management personnel are not designated as Key Managerial Personnel for reporting purposes.

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

	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Gross wages paid to females as % of total wages	16.6%	15.0%

Note: FY25 numbers have been updated

Business Responsibility & Sustainability Reporting (Contd.)

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. SAMHI has established focal points for addressing human rights issues:

Formal Structure:

- Internal Complaint Committees (ICCs) at various levels addressing Prevention of Sexual Harassment (POSH) complaints
- Designated HR managers and senior management serving as focal points for all human rights-related issues

Objective: Ensure a respectful and inclusive workplace environment addressing human rights concerns.

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

- Internal Complaint Committees (ICCs) and Grievance Redressal Committees
- Complaint drop boxes at all hotel locations
- Whistleblower Policy for confidential reporting
- Robust training and awareness programs on human rights
- Free and fair communication channels at all organizational levels
- Confidentiality protection for all complaints
- Impartial investigation and timely resolution processes

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

	FY 2026 (Current Financial Year)			FY 2025 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	4	0	Not Applicable	8	0	Not Applicable
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

Note: FY25 numbers have been updated

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

	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	4	8
Complaints on POSH as a % of female employees / workers	0.7%	1.5%
Complaints on POSH upheld	4	8

Note: FY25 numbers have been updated

Business Responsibility & Sustainability Reporting (Contd.)

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

Protection Mechanisms:

- Policy Framework
- Dedicated Prevention of Sexual Harassment (POSH) Policy with formal committees and reporting structure
- All complaints mandated to be confidential

Support and Communication:

- Regular training programs sensitizing staff on fair and sensitive complaint handling
- HR managers and relevant function heads designated as accessible points of contact for grievances
- Whistleblower and related policies enabling open communication with complainant protection

Outcome: These mechanisms ensure complainants are protected from retaliation and adverse consequences, fostering a safe environment for reporting concerns.

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

Yes. Human rights requirements are embedded in the respective operator's policy, business agreements and contracts:

Integration Approach:

- Human rights principles form the foundational basis for key organizational policies
- Human rights requirements incorporated into contractual provisions with operating partners
- Principles embedded across operational practices ensuring dignity, equality, and respect for all stakeholders

Scope: Suppliers, vendors, operators, and all business partners are required to comply with human rights standards aligned with organizational values and applicable regulations.

10 Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	100.0%
Forced/involuntary labor	100.0%
Sexual harassment	100.0%
Discrimination at workplace	100.0%
Wages	100.0%
Others – please specify	

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

Not Applicable

Leadership Indicators

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

Not Applicable

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

Human rights due diligence has been conducted across all assets, covering areas such as child labor, forced labor, wages, working conditions, and discrimination at the workplace. For value chain partners, a sample-based assessment was carried out covering vendors on similar parameters. Formal tracking of full value-chain coverage is being developed for future reporting cycles.

Business Responsibility & Sustainability Reporting (Contd.)

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 SAMHI locations have been designed accessible to individuals with disabilities in accordance with the Rights of Persons with Disabilities Act, 2016:

Accessibility Features:

- Barrier-free access and inclusive design across all shared facilities
- Wheelchair-accessible entrances, pathways, and restrooms
- Accessible parking and facility layouts
- Accessible information systems and communication formats

These measures ensure all visitors, regardless of disability status, can access and utilize facilities with dignity and independence.

4 Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Sample-based assessment conducted
Discrimination at workplace	Sample-based assessment conducted
Child Labor	Sample-based assessment conducted
Forced/Involuntary Labor	Sample-based assessment conducted
Wages	Sample-based assessment conducted
Others – please specify	Not Applicable

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

Not Applicable

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

Parameter	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
From renewable sources (In GJ)		
Total electricity consumption (A)	50,229	46,505
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	50,229	46,505
From non-renewable sources (In GJ)		
Total electricity consumption (D)	148,099	155,110
Total fuel consumption (E)	49,162	49,058
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	197,262	204,168
Total energy consumed (A+B+C+D+E+F)	247,491	250,673
Energy intensity per mn rupees of turnover (Total energy consumption in GJ/Revenue from operations in mn)	19.83	22.18

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

Yes, Internal Assessment

Note: FY25 numbers have been updated

Business Responsibility & Sustainability Reporting (Contd.)

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

Not Applicable

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

Parameter	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water	-	-
(ii) Groundwater	131,343	138,485
(iii) Third party water	657,494	609,944
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	788,838	748,429
Total volume of water consumption (in kiloliters)	788,838	748,429
Water intensity per mn rupees of turnover (Water consumed in kiloliters/ Revenue from operations in mn₹)	63.22	66.23

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

Yes, Internal Assessment

Note: FY25 numbers have been updated

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

Parameter	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	Nil	
No treatment	-	-
With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
No treatment	13,134	13,489
With treatment – please specify level of treatment	Tertiary Treatment	
(iii) To Seawater	Nil	
No treatment	-	-
With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
No treatment	65,749	60,994
With treatment – please specify level of treatment	Tertiary Treatment	
(v) Others		
No treatment	Nil	
With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	78,884	74,483

Note – Our operator applies Tertiary Treatment to 100% of all water consumed, meeting mandatory CPCB requirements.

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

Yes, Internal Assessment

Note: FY25 numbers have been updated

Business Responsibility & Sustainability Reporting (Contd.)

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

Yes. All our operators have implemented comprehensive Zero Liquid Discharge (ZLD) mechanisms across all assets:

Coverage:

- All SAMHI assets are equipped with advanced tertiary-level sewage and wastewater treatment plants
- 100% conversion of on-site wastewater into reusable water

Treatment Process:

- Sand bed filtration and softening
- Chlorination, ozonization, and UV treatment
- Results in water virtually free from microorganisms and non-biodegradable pollutants
- Water Reuse Applications:
 - Irrigation and landscaping
 - Cleaning and flushing systems
 - Horticulture and gardening

Quality Assurance:

- Regular testing by NABL-accredited laboratories
- Compliance with Central and State Pollution Control Board standards
- Systematic monitoring ensuring water quality and safety

Outcome: SAMHI's ZLD implementation eliminates liquid waste discharge while conserving water resources and supporting environmental sustainability objectives.

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

Parameter	Please specify unit	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
NOx	µg/m ³	1,761.8	1,170.2
SOx	µg/m ³	511.7	773.6
Particulate matter (PM)	µg/m ³	1,018.6	972.0
Persistent organic pollutants (POP)	µg/m ³	-	-
Volatile organic compounds (VOC)	µg/m ³	-	-
Hazardous air pollutants (HAP)	µg/m ³	-	-
Others – please specify	µg/m ³	-	2.76

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

Yes, NABL-accredited labs

Note: FY25 numbers have been updated

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

Parameter	Unit	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2,738	2,783

Business Responsibility & Sustainability Reporting (Contd.)

Parameter	Unit	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	33,767	35,365
Total Scope 1 and Scope 2 emission intensity per mn rupees of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		2.93	3.38

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

Note: FY25 numbers have been updated

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

Yes. SAMHI has implemented comprehensive projects to reduce greenhouse gas emissions:

Energy Efficiency:

- LED lighting and motion sensors in public areas
- VFDs on high-power motors, exhaust fans, and cooling tower fans
- Hot water line insulation and heat recovery wheels
- Heat reflective terrace painting
- Partnership with Zenatrix for energy monitoring

Renewable Energy:

- Solar PV and Flat Plate Collector (FPC) installations
- Increasing renewable energy share in total consumption

Transportation:

- EV chargers at hotel locations
- DG set retrofitting with emission control devices

Other Measures:

- Low-flow faucets and shower heads reducing water consumption
- Exploring carbon offset programs

Outcome: Integrated approach reducing greenhouse gas emissions and operational environmental impact while supporting FY2030 ESG targets.

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

Parameter	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	27.4	33.4
E-waste (B)	8.5	5.7
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	3.4	604.0
Battery waste (E)	-	0.3
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	2.2	1.2

Business Responsibility & Sustainability Reporting (Contd.)

Parameter	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Other Non-hazardous waste generated (H) . Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1,800	1,897
Total (A+B + C + D + E + F + G + H)	1,842	2,542
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	92.86	114.60
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	1,842	2,542
Total	1,842	2,542

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

Yes, Internal Assessment

Note: FY25 numbers have been updated

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.

Recycling E-waste and other hazardous waste through authorized waste recyclers

Waste Management Practices:

Organic and General Waste:

- Recycling of wet waste through Organic Waste Converters (OWC) and authorised waste recyclers
- Recycling of e-waste and other hazardous waste through authorized waste recyclers
- In-house water bottling plant replacing plastic bottles with glass bottles
- Phased wise single-use item elimination with reusable or recyclable alternatives
- Food waste reduction through "prevent, donate, divert" strategy

Sustainable Procurement:

- Procurement of sustainable solutions from carbon-neutral certified suppliers
- Furniture and fabric covers made from recycled plastic materials
- Preference for eco-friendly and non-hazardous alternatives

Hazardous Waste Management:

- Used batteries, lube oil from DG sets/blowers, and other hazardous waste handed over to authorized recyclers
- Full compliance with Central and State Pollution Control Board regulations
- Proper segregation, storage, and disposal of hazardous materials
- Outcome: Integrated waste management strategy minimizing environmental impact through reduction, recycling, and responsible hazardous waste disposal.

Business Responsibility & Sustainability Reporting (Contd.)

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable			

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

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

- 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

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

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
- Nature of operations
- Water withdrawal, consumption and discharge in the following format :

Parameter	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
(i) Surface water	Not Available; based on preliminary mapping against CGWB groundwater stress classifications, approximately 21 of the entity's 31 properties are located in over-exploited/critical groundwater regions, including Bengaluru, Chennai, Delhi-NCR, Hyderabad, and Jaipur. Facility-level water withdrawal, consumption, and discharge data specific to these locations has not yet been separately tracked; this is planned for future reporting cycles."	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		

Business Responsibility & Sustainability Reporting (Contd.)

Parameter	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
No treatment		
With treatment – please specify level of treatment		
(ii) Into Groundwater		
No treatment		
With treatment – please specify level of treatment		
(iii) Into Seawater		
No treatment		
With treatment – please specify level of treatment		
(iv) Sent to third-parties		
No treatment		
With treatment – please specify level of treatment		
(v) Others		
No treatment		
With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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

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

Parameter	Unit	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)			
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent	Not Available	Not Available
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

"The Company is in the process of developing frameworks to measure and report Scope 3 emissions and expects to report data in future reporting cycles."

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

Not Applicable

3 With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable

Business Responsibility & Sustainability Reporting (Contd.)

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:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1	Renewable Energy Use	Solar PV - Installed across 9 assets (~29% of total portfolio) Solar Water Heating - Implemented across 21 assets (~68% of total portfolio) Renewable Energy Sources (overall) - Adopted across 12 assets (~39% of total portfolio)	Reduced reliance on grid electricity, lower carbon footprint Reduced energy consumption for water heating, cost savings Contributes to reduction in Scope 1/2 emissions and supports FY2030 renewable energy targets
2	EV Charging Infrastructure	Installation of 47 EV charging stations across feasible 29 assets and 91 charging points	Supports transition to non-emission vehicles, reduces Scope 1/3 emissions from vehicular use, and progresses toward the FY2030 target of 100% EV charging coverage across feasible units
3	Organic Waste Converter (OWC)	Installation of 24 OWC units	Enables on-site composting of food/organic waste, reducing landfill dependency and supporting circular waste management
4	Water Bottling Plant	Installation of 4 bottling plants at largest hotels	Eliminates single-use plastic bottles, reduces packaging waste, enhances sustainability
5	Smart Energy Management (Zenatrix)	Partnership with Zenatrix for energy and water monitoring through sensor technology	Improved energy efficiency, real-time consumption tracking, significant cost savings
6	LED lighting	Energy efficient, long-lasting, eco friendly lighting solution	Reduces electricity consumption, lowers operational costs, extends fixture lifespan
7	Variable Frequency Drives (VFDs)	Installation on high-power motors, exhaust fans, cooling tower fans	Reduces electricity consumption, protects equipment, improves operational efficiency
8	Sewage Treatment Plants (STPs)	Advanced tertiary-level treatment enabling 100% wastewater recycling	Saves water usage through reuse for HVAC, flushing, irrigation, landscaping
9	Heat Pump Systems	Energy-efficient heating and cooling technology	Reduces utility costs, lowers carbon emissions, improved thermal efficiency
10	Single-Use Item Elimination (SUI)	Commitment to eliminate single-use items or transition to reusable/recyclable alternatives	Reduces waste, lowers operational costs, enhances environmental sustainability

Overall Impact: SAMHI's integrated initiatives demonstrate commitment to resource efficiency, emissions reduction, and circular economy principles, delivering both environmental and financial benefits while supporting FY2030 ESG targets.

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

Yes. SAMHI and its operators have comprehensive Business Continuity and Disaster Management Plans protecting guests, employees, and assets.

Plan Components:

- Emergency Response procedures
- Crisis Management protocols
- Disaster Recovery procedures
- Business Resumption strategies

Business Responsibility & Sustainability Reporting (Contd.)

Key Features:

- Documented procedures for emergency response and contingency operations
- Post-disruption recovery plans ensuring business process continuity within expected recovery times
- Damage and loss mitigation strategies
- Critical resource availability measures
- Regular training and awareness programs for all staff

Maintenance:

- Plan reviewed and updated every two years ensuring ongoing relevance and effectiveness

Outcome: Systematic approach ensuring organizational resilience and rapid recovery from disruptions.

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.

Adverse Environmental Impact: No significant adverse environmental impact has been reported by any value chain partners.

Mitigation and Adaptation Measures:

- Continuous engagement with value chain partners ensuring environmental standards alignment
- Proactive monitoring for potential environmental risks
- Mitigation and adaptation measures embedded within operational practices
- Sustainability principles integrated across supplier relationships
- Regular compliance reviews and audits of supplier environmental performance

Outcome: SAMHI maintains commitment to upholding sustainability and environmental responsibility across entire value chain.

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

Nil

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

- By the listed entity – Not Available
- By the top ten (In terms of value of purchases and sales, respectively) value chain partners – Not Available

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.

8

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	Confederation of Indian Industry (CII)	National
2	Federation of Hotel & Restaurant Associations of India (FHRAI)	National
3	Hotel & Restaurant Association of India	National
4	Puna Hoteliers Association	State

Business Responsibility & Sustainability Reporting (Contd.)

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
5	Hotel & Restaurant Association of Karnataka (HRAK)	State
6	Hotel & Restaurants Association of Andhra Pradesh	State
7	Hotel & Restaurant Association of Rajasthan	State

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

Name of authority	Brief of the case	Corrective action taken
Not Applicable		

Leadership Indicators

1 Details of public policy positions advocated by the entity:

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

Essential Indicators

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

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

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

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

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

Community Grievance Mechanisms:

SAMHI operators have established multiple channels for receiving and addressing community grievances:

Communication Channels:

- Email submissions
- Written letters
- Direct communication with hotel management
- Contact information clearly listed on hotel websites and property signage

Grievance Management Process:

- All grievances, suggestions, and feedback systematically received and documented
- Transparent review and assessment of community concerns
- Timely response and resolution of identified issues
- Proactive engagement with community stakeholders

Business Responsibility & Sustainability Reporting (Contd.)

Commitment:

- Transparent communication fostering trust and collaboration
- Effective addressing of community concerns
- Continuous improvement based on feedback
- Support for sustainable development of shared environment

Outcome: SAMHI's community grievance mechanisms ensure local voices are heard and community concerns are addressed, strengthening stakeholder relationships and social license to operate.

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

Location	FY 2026 (Current Financial Year)	FY 2025 (Current Financial Year)
Directly sourced from MSMEs/ small producers	14.6%	13.2%
Sourced directly from within the district and neighbouring districts	44.5%	35.9%

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

Location	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Rural	0.0%	0.0%
Semi-Urban	0.0%	0.0%
Urban	0.0%	0.0%
Metropolitan	100.0%	100.0%

Note: SAMHI Hotels operates across 31 assets spanning 11 states, predominantly located in metropolitan and Tier-1 cities including Delhi, Mumbai, Bengaluru, Hyderabad, Chennai, Pune, and Ahmedabad, among others. The Company's wage cost is therefore entirely attributable to metropolitan locations. While the current portfolio is metropolitan-focused, SAMHI continues to generate significant indirect economic impact in local communities through procurement partnerships, employment of local service providers, and CSR initiatives.

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No.	State	Aspirational District	Amount spent (In ₹ mn)
1	Uttarakhand	Nainital	18.9
2	Pan India	Multiple Cities	2.50
3	Haryana	Gurgaon	0.05
4	Maharashtra	Pune	0.04
5	Karnataka	Bengaluru	0.02
6	Telangana	Hyderabad	0.02
7	Gujarat	Ahmedabad	0.02
8	Maharashtra	Nashik	0.01

Business Responsibility & Sustainability Reporting (Contd.)

- 3 (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) - Yes
- (b) From which marginalized /vulnerable groups do you procure? - MSMEs and smaller local communities
- (c) What percentage of total procurement (by value) does it constitute? - Data on percentage of total procurement (by value) from marginalized/vulnerable groups is currently being compiled; this will be disclosed in future reporting cycles as tracking mechanisms are formalized.

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

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

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

Name of authority	Name of authority	Corrective action taken
Not Applicable		

6 Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons to be benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Education Support (Aarohi)	~300	100
2	Clothes Donation Drive	~300	100
3	Health and wellbeing	~60	100
4	Ration Distribution	~50	100
5	Old Age Home	~30	100
6	Wellbeing	~25	100
7	Uniform Donation Drive	~25	100
8	Women Education (Sponsored Course in Hospitality)	~20	100
9	Enhance Safety Awareness	~20	100
10	Empower local vendor	~20	100
11	Community Nutrition	~18	100
12	Health and wellbeing	~18	100
13	Community Nutrition	~15	100
14	Animal Shelter	~15	100
15	Cleanliness Drive	~15	100

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

Essential Indicators

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

Consumer Feedback Channels:

SAMHI has established multiple channels for receiving and responding to guest complaints and feedback:

Digital Platforms:

- Operator websites and booking portals
- Online Travel Agencies (OTAs)
- Third-party review agencies (TripAdvisor, etc.)
- Social media platforms

Business Responsibility & Sustainability Reporting (Contd.)

Physical Feedback:

- In-property feedback forms and comment cards
- Direct communication with hotel staff and management
- Guest service desks

Feedback Management:

- Systematic collection and documentation of all feedback
- Timely response and resolution of complaints
- Continuous monitoring of feedback trends
- Regular review for service improvement opportunities

Outcome: Multi-channel approach ensuring guest concerns are promptly addressed, driving service excellence and customer satisfaction.

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

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

2 Number of consumer complaints in respect of the following:

	FY 2026 (Current Financial Year)		Remarks	FY 2025 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	Not Applicable	0	0	Not Applicable
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	3	Nil		4	Nil	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	0	0		0	0	

Note - FY25 numbers have been updated

3 Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	Not Applicable	
Forced recalls		

4 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. SAMHI has established a robust framework for cybersecurity and data privacy:

Security Certifications:

- ISO 27001:2022 certification demonstrating commitment to information security management
- ISO 27701 certification for privacy information management

Data Protection Policies:

- Comprehensive data privacy policies implemented across SAMHI and all operating partners
- Alignment with global data protection standards and regulations (GDPR, applicable national laws)

Business Responsibility & Sustainability Reporting (Contd.)

Key Measures:

- Encryption and access controls protecting guest and employee data
- Regular security audits and penetration testing
- Incident response procedures for potential breaches
- Staff training on data protection and cybersecurity best practices
- Compliance with PCI DSS for payment card security

Continuous Improvement:

- Regular policy review and updates
- Third-party security assessments
- Stakeholder engagement on data security matters

Outcome: SAMHI's integrated cybersecurity and data privacy framework ensures protection of sensitive information while maintaining stakeholder trust and regulatory compliance.

Weblink - <https://samhi.co.in/privacy-policy/>

5 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.

Not Applicable

6 Provide the following information relating to data breaches:

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

None

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

None

Leadership Indicators

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

Information Access Channels:

SAMHI provides comprehensive information about services across multiple platforms:

Digital Platforms:

- Official websites of individual properties with detailed service information
- Social media channels (Facebook, Instagram, LinkedIn, etc.)
- Online Travel Agencies (OTAs) and booking platforms
- Third-party review agencies (TripAdvisor, Google Reviews, etc.)

Physical Channels:

- Front desk and guest service information
- Hotel signage and directory boards
- In-room information materials

Outcome: Multi-channel approach ensures guests and consumers can easily access comprehensive information about SAMHI's products and services through preferred platforms.

Web Links: Respective asset/operator websites can be reached out for above information.

Business Responsibility & Sustainability Reporting (Contd.)

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

Consumer Education Initiatives:

SAMHI operators promote safe and responsible usage of products and services:

In-Property Communication:

- In-room informational collaterals encouraging sustainable usage of amenities and services
- Guest orientation materials on health, safety, and environmental practices
- Signage promoting responsible consumption

Digital Outreach:

- Social media platforms actively used to spread awareness on responsible consumption
- Digital campaigns promoting sustainability practices
- Guest communication on environmental and social responsibility

Service Guidance:

- Staff training ensuring knowledgeable guidance on safe service usage
- Guest assistance on property amenities and facilities
- Communication of house rules and safety protocols

Outcome: Integrated approach ensuring guests understand and practice safe, responsible, and sustainable usage of SAMHI's products and services.

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

Please refer to the response under Principal 6 on Disaster Recovery Mechanism

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

Not Applicable

5 Provide the following information relating to data breaches:

a. Number of instances of data breaches

None

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

None