

DLF LIMITED

DLF Gateway Tower, R Block,
DLF City Phase – III, Gurugram – 122 002,
Haryana (India)
Tel.: (+91-124) 4396000, investor-relations@dlf.in



11th July 2026

The General Manager Dept. of Corporate Services BSE Limited P.J. Tower, Dalal Street, Mumbai – 400 001	The Vice-President National Stock Exchange of India Limited Exchange Plaza, Bandra Kurla Complex, Bandra(E), Mumbai – 400 051
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Sub: Business Responsibility and Sustainability Report for Financial Year (FY) 2025-26

Dear Sir/ Madam,

In compliance with Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report (BRSR) for FY 2025-26 along with Reasonable Assurance Statement for BRSR Core Indicators from an Independent Assurance provider.

The BRSR also forms part of the Annual Report of the Company for FY 2025-26, submitted to the Stock Exchange(s) vide letter dated 11th July 2026.

This is for your kind information and record please.

Thanking you,

Yours faithfully,
For **DLF Limited**

R. P. Punjani
Company Secretary

Encl.: As above

For Stock Exchange's clarifications, please contact: Mr. R. P. Punjani – 09810655115/ punjani-rp@dlf.in Ms. Nikita Rinwa – 09069293544/ rinwa-nikita@dlf.in

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. **Corporate Identification Number (CIN) of the Listed Entity:** L70101HR1963PLC002484
2. **Name of the Listed Entity:** DLF Limited ('DLF' the 'Company')
3. **Year of incorporation:** 1963
4. **Registered office address:** Shopping Mall 3rd Floor, Arjun Marg, Phase - I, DLF City Gurugram - 122 002 (Haryana)
5. **Corporate address:** DLF Gateway Tower R Block, DLF City, Phase-III Gurugram - 122 002 (Haryana)
6. **E-mail:** corporateaffairs@dlf.in
7. **Tel:** 0124-4334200 and 0124-4396000
8. **Website:** <https://www.dlf.in>
9. **Financial Year (FY) for which reporting is being done:** 2025-26
10. **Name of the Stock Exchange(s) where shares are listed:** BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11. **Paid-up Capital:** ₹ 495.06 crore
12. **Name and contact details (telephone, e-mail address) of the person who may be contacted in case of any queries on the BRSR report:**
Name: Mr. R.P. Punjani
Designation: Company Secretary and Compliance Officer
Telephone: 0124-4396000
E-mail ID: punjani-rp@dlf.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).**
The disclosures under this report are made on a consolidated basis i.e. for DLF Limited and its subsidiaries, including joint ventures and associates (including joint ventures and associates which are not consolidated as per the applicable accounting standards).
14. **Name of assessment or assurance provider:** SGS India Private Limited

15. **Type of assessment or assurance obtained:** Reasonable Assurance for BRSR Core Indicators

II. Products/ Services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Real Estate	Real Estate Activities with own or leased property	100

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

Sl. No.	Product/ Service	NIC Code	% of total Turnover contributed
1	Real Estate Development	681	100

III. Operations

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

Location	Number of plants	Number of offices	Total
National	Not applicable	16 ¹	16
International	Not applicable	0	0

19. **Markets served by the entity:**

a. Number of locations

Locations	Number
National (No. of States and Union Territories)	13 ²
International (No. of Countries)	Nil

- 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

DLF is one of the leading real estate companies striving to be at the forefront of sustainable urbanization in India. DLF has built a diverse portfolio encompassing

1 Includes own offices of DLF Group and project offices that are part of rental portfolio.

2 Includes 11 States and 2 Union Territories.

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residential, commercial and retail properties, each thoughtfully designed to fulfill the needs of both, businesses and individual customers. The Company's unwavering commitment to sustainability is reflected across its broad array of developments, which foster vibrant and environmentally conscious urban spaces.

- i. **Development portfolio** encompasses residential housing projects, designed to

meet the needs of residential customers (including under-construction projects);

- ii. **Rental portfolio** comprises operational commercial office spaces, retail offerings encompassing malls, shopping complexes and recreational spaces (including under-construction projects); and
- iii. **Hospitality portfolio** includes hotels and clubs.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and Workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/ A)	No. (C)	% (C/ A)
EMPLOYEES						
1	Permanent (D)	4,310	3,808	88.35	502	11.65
2	Other than Permanent (E)	Not Applicable ³				
3	Total employees (D+E)	4,310	3,808	88.35	502	11.65
WORKERS						
4	Permanent (F)	Not Applicable ⁴				
5	Other than Permanent (G)					
6	Total workers (F+G)					

b. Differently abled employees and workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/ A)	No. (C)	% (C/ A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	2	2	100	Nil	Nil
2	Other than Permanent (E)	Not Applicable ³				
3	Total differently abled employees (D+E)	2	2	100	Nil	Nil
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	Not Applicable ⁴				
5	Other than Permanent (G)					
6	Total differently abled workers (F+G)					

21. Participation/ Inclusion/ Representation of women:

Category	Total (A)	No. and % of Females	
		No. (B)	% (B/ A)
Board of Directors	12	5	41.67
Key Managerial Personnel (KMPs) ⁵	2	-	-

3 DLF does not have any 'Other than Permanent' employees. Hence, in all the sections, details sought for 'Other than Permanent' employee category are not applicable.

4 All of DLF's workforce is categorized as 'Employees' and it does not have any 'Workers'. Hence, in all the sections, details sought for the 'Workers' category are not applicable.

5 As on 31 March 2026, DLF had 5 KMPs. Out of these KMPs, 2 Managing Directors and 1 Whole-time Director designated as the Chairman, are reported under the Board of Directors. Mr. Badal Bagri, Group Chief Financial Officer and Mr. R.P. Punjani, Company Secretary and Compliance Officer, are reported under KMPs.

22. Turnover rate for permanent employees and workers:

Category	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18%	31%	20%	19%	35%	21%	18%	29%	19%
Permanent Workers	Not Applicable ⁴								

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

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

Sl. 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	Rajdhani Investments and Agencies Private Limited	Holding	-#	Yes, the Company's Policies on Code of Conduct, Corporate Governance and principles of BRSR are applicable and followed across the Company and its Subsidiaries. The Holding and Associate Companies do not participate in the Business Responsibility initiatives of the Company.
2	Amishi Builders & Developers Private Limited	Subsidiary	100.00	
3	Angelina Real Estates Private Limited	Subsidiary	100.00	
4	Breeze Constructions Private Limited	Subsidiary	100.00	
5	Dalmia Promoters and Developers Private Limited	Subsidiary	100.00	
6	Delanco Realtors Private Limited	Subsidiary	100.00	
7	Deltaland Buildcon Private Limited	Subsidiary	100.00	
8	DLF Aspinwal Hotels Private Limited	Subsidiary	100.00	
9	DLF Cochin Hotels Private Limited	Subsidiary	100.00	
10	DLF Property Developers Limited	Subsidiary	100.00	
11	DLF Home Developers Limited	Subsidiary	100.00	
12	DLF Homes Goa Private Limited	Subsidiary	100.00	
13	DLF Info Park (Pune) Limited	Subsidiary	100.00	
14	DLF Luxury Homes Limited	Subsidiary	100.00	
15	DLF Projects Limited	Subsidiary	100.00	
16	DLF Clubs and Hospitality Limited (formerly DLF Recreational Foundation Limited)	Subsidiary	99.74	
17	DLF Residential Partners Limited	Subsidiary	100.00	
18	DLF Southern Towns Private Limited	Subsidiary	100.00	
19	DLF Utilities Limited	Subsidiary	100.00	
20	Domus Real Estate Private Limited	Subsidiary	100.00	
21	Edward Keventer (Successors) Private Limited	Subsidiary	100.00	
22	Galleria Property Management Services Private Limited	Subsidiary	100.00	
23	Isabel Builders & Developers Private Limited	Subsidiary	100.00	
24	Lodhi Property Company Limited	Subsidiary	100.00	
25	Niobe Builders & Developers Private Limited	Subsidiary	100.00	
26	Paliwal Developers Limited	Subsidiary	100.00	
27	Riveria Commercial Developers Limited	Subsidiary	100.00	
28	DLF Builders and Developers Private Limited	Subsidiary	100.00	

Holds 61.53% in DLF Limited.

4 All of DLF's workforce is categorized as 'Employees' and it does not have any 'Workers'. Hence, in all the sections, details sought for the 'Workers' category are not applicable.

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Sl. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity ^s	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/ No)
29	Shivaji Marg Maintenance Services Limited	Subsidiary	100.00	
30	DLF Info City Hyderabad Limited	Subsidiary	100.00	
31	Kolkata International Convention Centre Limited	Subsidiary	99.90	
32	DLF Homes Panchkula Private Limited	Subsidiary	99.94	
33	Ananti Builders & Construction Private Limited	Subsidiary	100.00	
34	Blanca Builders & Developers Private Limited	Subsidiary	100.00	
35	Cadence Builders & Constructions Private Limited	Subsidiary	100.00	
36	Damalis Builders & Developers Private Limited	Subsidiary	100.00	
37	Garv Developers Private Limited	Subsidiary	100.00	
38	Karida Real Estates Private Limited	Subsidiary	100.00	
39	Kokolath Builders & Developers Private Limited	Subsidiary	100.00	
40	Milda Buildwell Private Limited	Subsidiary	100.00	
41	Mohak Real Estate Private Limited	Subsidiary	100.00	
42	Naja Estates Developers Private Limited	Subsidiary	100.00	
43	Nadish Real Estate Private Limited	Subsidiary	100.00	
44	Raeks Estates Developers Private Limited	Subsidiary	100.00	
45	Skyrise Home Developers Private Limited	Subsidiary	100.00	
46	Talvi Builders & Developers Private Limited	Subsidiary	100.00	
47	Uncial Builders & Constructions Private Limited	Subsidiary	100.00	
48	Zima Builders & Developers Private Limited	Subsidiary	100.00	
49	Cyrano Builders & Developers Private Limited	Subsidiary	100.00	
50	Hathor Realtors Private Limited	Subsidiary	100.00	
51	Hesper Builders & Developers Private Limited	Subsidiary	100.00	
52	Ken Buildcon Private Limited	Subsidiary	100.00	
53	Baal Realtors Private Limited	Subsidiary	100.00	
54	Gaynor Builders & Developers Private Limited	Subsidiary	100.00	
55	Hurley Builders & Developers Private Limited	Subsidiary	100.00	
56	Muriel Builders & Developers Private Limited	Subsidiary	100.00	
57	Rujula Builders & Developers Private Limited	Subsidiary	100.00	
58	Senymour Builders & Constructions Private Limited	Subsidiary	100.00	
59	Adana Builders & Developers Private Limited	Subsidiary	100.00	
60	Ati Sunder Estates Developers Private Limited	Subsidiary	100.00	
61	DLF WellCo Private Limited	Subsidiary	100.00	
62	First India Estates and Services Private Limited	Subsidiary	100.00	
63	Musetta Builders & Developers Private Limited	Subsidiary	100.00	
64	Niabi Builders & Developers Private Limited	Subsidiary	100.00	
65	Westpark Developers Private Limited (formerly Pegeen Builders & Developers Private Limited)	Subsidiary	51.00	
66	Sugreeva Builders & Developers Private Limited	Subsidiary	100.00	

Sl. 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)
67	Tatharaj Estates Private Limited	Subsidiary	100.00	
68	Zebina Real Estates Private Limited	Subsidiary	100.00	
69	DLF Office Developers Private Limited	Subsidiary	100.00	
70	DLF Assets Limited	Subsidiary	66.66	
71	DLF Cyber City Developers Limited	Subsidiary	66.66	
72	DLF Info City Developers (Chandigarh) Limited	Subsidiary	66.66	
73	DLF Info Park Developers (Chennai) Limited	Subsidiary	66.66	
74	DLF Power & Services Limited	Subsidiary	66.66	
75	DLF Promenade Limited	Subsidiary	66.66	
76	Nambi Buildwell Limited	Subsidiary	66.66	
77	Paliwal Real Estate Limited	Subsidiary	66.66	
78	DLF Info City Chennai Limited	Subsidiary	66.66	
79	Fairleaf Real Estate Private Limited	Subsidiary	66.66	
80	Atrium Place Developers Private Limited	Subsidiary	67.00	
81	DLF Midtown Private Limited	Subsidiary	50.00	
82	Chandrajyoti Estate Developers Private Limited	Subsidiary	100.00	
83	DLF Exclusive Floors Private Limited	Subsidiary	100.00	
84	Nellis Builders & Developers Private Limited	Subsidiary	100.00	
85	Rochelle Builders & Constructions Private Limited	Subsidiary	100.00	
86	Urvasi Infratech Private Limited	Subsidiary	100.00	
87	Naja Builders & Developers Private Limited	Subsidiary	100.00	
88	Qabil Builders & Developers Private Limited	Subsidiary	100.00	
89	Unicorn Real Estate Developers Private Limited	Subsidiary	100.00	
90	Tane Estates Private Limited	Subsidiary	100.00	
91	Zanobi Builders & Constructions Private Limited	Subsidiary	100.00	
92	Highvista Buildcon Private Limited (formerly Vikram Electric Equipment Private Limited)	Subsidiary	100.00	
93	Fleetrise IFSC Private Limited	Subsidiary	100.00	
94	Arizona Globalservices Private Limited	Associate	49.67	
95	Designplus Associates Services Private Limited	Associate	42.49	
96	DLF SBPL Developers Private Limited	Associate	50.00	
97	GHL Hospital Limited	Associate	50.00	

^{\$} Includes direct and indirect shareholding.

VI. Corporate Social Responsibility (CSR) Details

24. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: Yes

(ii) Turnover (in ₹): 3,984.47 crore

(iii) Net worth (in ₹): 31,995.17 crore

[The Turnover (Revenue from Operations) and Net worth have been mentioned, based on the Standalone Financial Statements of DLF Limited with respect to CSR details].

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 2025-26			FY 2024-25		
		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 (Refer Point 1)	Nil	Nil	-	Nil	Nil	-
Investors (other than shareholders)	Yes (Refer Point 2)	Nil	Nil	-	Nil	Nil	-
Shareholders	Yes (Refer Point 3)	14	Nil	Complaints pertained to transfer/ transmission of equity shares, issuance of duplicate share certificates, non-receipt of dividend etc.	12	1	Complaints pertained to the rematerialisation request, request for issuance of duplicate share certificates, non-receipt of dividend etc.
Employees and workers ⁴	Yes (Refer Point 4)	Nil	Nil	-	Nil	Nil	-
Customers	Yes (Refer Point 5)	8,828	23 ⁶	Complaints pertained to the delivery of services in DLF's rental properties, such as housekeeping, parking, security, plumbing and elevator operations etc. Further, it also includes complaints from customers across DLF's residential projects, addressed within the defined turnaround time. Also includes consumer complaints filed with judicial forums.	17,318	44	Complaints received pertained to the delivery of services in DLF's rental properties, such as housekeeping, parking, security, plumbing and elevator operations etc. These were addressed within the defined turnaround time. Also includes consumer complaints filed with judicial forums.
Value Chain Partners	Yes (Refer Point 6)	Nil	Nil	-	1	Nil	The complaint was duly investigated and closed.

Every stakeholder group has a grievance redressal platform in the organization, details of which are present on the Company's website.

1. Communities

DLF engages with community members via its social arm i.e. DLF Foundation. The community stakeholders can report their

concerns and grievances to DLF through dedicated channels provided on the website of DLF Foundation i.e. <https://www.dlffoundation.in/contact.php>, including contact number, e-mail ID and office address. Additionally, community members can e-mail their concerns or grievances, directly

⁴ All of DLF's workforce is categorized as 'Employees' and it does not have any 'Workers'. Hence, in all the sections, details sought for the 'Workers' category are not applicable.

⁶ The complaints pertain to the day-to-day operational issues.

to DLF Foundation's official e-mail ID i.e. dlf-foundation@dlf.in.

In addition, DLF is closely connected with communities as part of its CSR programmes.

The respective programme team engages with community stakeholders through field visits and community meetings, to receive and redress their concerns.

2. Investors

Investors have access to the Company Secretary of DLF through a dedicated e-mail ID i.e. investor-relations@dlf.in, to report any concerns or grievances.

Additionally, the website of DLF also hosts a dedicated section for the Institutional Investors to post their queries.

3. Shareholders

Shareholders have access to the Company Secretary of DLF through a dedicated e-mail ID i.e. investor-relations@dlf.in, to report any concerns or grievances.

Refer link for Shareholders Rights Policy

4. Employees

DLF has a formal mechanism that allows employees to report any concerns or grievances to the Whistle Blower Committee or otherwise as mentioned under the Whistle Blower Policy. The Policy aims to ensure that genuine complainants can raise their concerns in full confidence, without any fear of retaliation or victimization and allows for anonymous reporting of complaints.

Refer link for Whistle Blower Policy

For any other issues, employees can report their grievances to HR Business Partners assigned to each employee. Further, there are internal processes in place for the employees to report their concerns.

5. Customers

A dedicated team of trained customer service professionals manages and resolves customer complaints, supported by a comprehensive digital complaint management system that allows customers to conveniently register issues through a user-friendly application. Each complaint is systematically logged, tracked and resolved within defined timeframes, ensuring accountability, process transparency and a consistently high-quality customer experience.

Customers may also raise concerns or grievances via the Customer Support Portal available on DLF's website: <https://www.dlf.in/customer-Support>.

Further, to reinforce its customer-centric approach, DLF has implemented a robust Customer Satisfaction Policy. This Policy underscores the Company's commitment to continuously enhance customer experience and the quality of its products and services. It applies across DLF's operational footprint, including all subsidiaries and associates.

Refer link for Customer Satisfaction Policy

6. Value Chain Partners

DLF's Whistle Blower Policy provides a transparent and secure channel to report concerns or complaints directly to the Whistle Blower Committee. Serving as an extension of DLF's Code of Conduct, the Policy reinforces the Company's commitment to ethical business practices by encouraging partners to disclose any instances of unethical or improper conduct.

All disclosures made in good faith are protected by appropriate safeguards, ensuring confidentiality and protection against retaliation.

Refer link for Whistle Blower Policy

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

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

Sl. No.	Material issue identified	Whether risk or opportunity	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Positive or negative implications)
1	Regulatory Compliance	Risk	Refer Point 1 below		Negative
2	Impacts of Climate Change	Risk	Refer Point 2 below		Negative
3	Health and Safety	Risk	Refer Point 3 below		Negative
4	Water and Wastewater Management	Risk	Refer Point 4 below		Negative
5	Energy Efficiency	Opportunity	Refer Point 5 below		Positive

1. Regulatory Compliance

Risk:

The constant changes in the applicable regulatory framework present an ongoing area of focus for the Company, requiring proactive monitoring and adaptive strategies to ensure compliance.

Any instance of non-compliance may result in fines, penalties, operational disruptions or legal action and may also lead to reputational damage and erosion of stakeholder confidence.

Additionally, non-compliance with evolving regulatory frameworks could hinder future project approvals and restrict business opportunities, thereby impacting the Company's growth prospects and market position.

Mitigation Measures:

DLF has institutionalized a culture of compliance that prevails at all levels of the organization. This commitment is reinforced by a zero-tolerance policy towards non-compliance and is supported by a comprehensive set of ESG-aligned Policies and procedures. The Company maintains a proactive stance in monitoring regulatory developments and continuously refines its internal systems to ensure alignment with prevailing legal frameworks and industry best practices.

Key initiatives include:

- Clearly defined governance structure ensures all requisite statutory and regulatory approvals are obtained prior to the commencement of any project or business activity.
- A structured disciplinary framework aimed at fostering ethical conduct and minimizing compliance-related risks.
- Systematic monitoring of compliance across all business verticals, including periodic internal reviews and annual third-party audits, to identify, assess and rectify any deviations from established norms.
- A robust and institutionalized compliance management framework that provides senior leadership and the Board of Directors with comprehensive oversight and assurance regarding the effectiveness of compliance controls.
- The deployment of a digital Compliance Management Tool enhances transparency, strengthens internal controls, facilitates real-time monitoring, regulatory updates and reporting through automation.

2. Impacts of Climate Change

Risk:

The increasing intensity and frequency of climate-related events, including extreme weather conditions, natural disasters, rising average temperatures and rise in sea-level, pose a material risk to the Company's operations. Such developments may lead to physical damage to assets, resulting in increased costs for repair and replacement, as well as subsequent property downtime, thereby impacting operational continuity and financial performance.

A notable consequence of deteriorating environmental conditions is the escalation of pollution levels, which has prompted regulatory authorities to impose temporary halts on construction activities at affected sites. Such Government-mandated stoppages directly contribute to project delays, impacting delivery timelines and increasing associated costs.

In addition, the Company is exposed to transition risks arising from the global shift towards a low-carbon economy. These include the need to adopt emerging technologies, implement sustainable energy solutions and secure adequate capital to support climate adaptation and mitigation initiatives.

To proactively address these challenges, the Company has undertaken a comprehensive Climate Change Risk Assessment (CCRA) for its rental business portfolio. This assessment, based on scenario analysis, evaluates both, physical and transition-related risks using scenarios recommended by the Taskforce on Climate-related Financial Disclosures across different time horizons.

Key Physical Risks Identified:

- **Acute Risks:** Sudden and severe events such as inland floods and coastal floods, storm surges, wind hazards and tropical cyclones.
- **Chronic Risks:** Long-term environmental pressures including drought, heatwaves, rising temperatures and sea-level rise.

Key Transition Risks Identified:

- **Policy and Legal:** Increasing regulatory demands, including enhanced emissions disclosure requirements on existing products and services.
- **Technological:** Capital-intensive transitions to low-emission technologies.
- **Market:** Evolving consumer preferences that favor environmentally responsible development.

Mitigation Measures:

In response to these identified risks, DLF has developed and implemented a comprehensive climate resilience strategy. This includes detailed mapping of physical vulnerabilities across both existing assets and planned developments. Based on these assessments, the Company has integrated a range of adaptation and mitigation measures designed to protect at-risk properties and ensure business continuity.

Key initiatives include:

- Buildings are engineered above the seismic safety standards applicable to their respective zones, thereby enhancing structural resilience against earthquakes. Additionally, rainwater harvesting systems have been installed to reduce flood risk and promote water conservation.
- Designing the majority of new developments in alignment with internationally recognised green building and sustainability standards. DLF's rental portfolio has achieved multiple certifications and accolades that reflect its commitment to resource-efficient and resilient construction. These include:
 - i. **Leadership in Energy and Environmental Design (LEED) Platinum Certification** from the U.S. Green Building Council (USGBC) for several assets.
 - ii. **LEED for Cities and Communities** in recognition of its strategic implementation of responsible, sustainable and targeted initiatives across natural systems, energy, water, waste, transportation and other key domains.
 - iii. **LEED Zero Water** Certification for all assets in the rental portfolio, demonstrating buildings that recycle entire wastewater generated from use of potable water and reduced water demand for a building by 50%.
 - iv. **LEED Zero Waste** and **LEED Zero Energy** Certifications for certain assets, showcasing excellence in waste management and energy efficiency.
 - v. **WELL Health-Safety Rating (HSR)** as well as **Sword of Honour** from the **British Safety Council**, which recognises excellence in safety management, environmental responsibility and emergency preparedness.

- vi. **Bureau of Energy Efficiency (BEE) 5-Star Rating** awarded to certain assets, recognizing outstanding energy performance.

These achievements form a core part of DLF's climate resilience strategy and reinforce its leadership in sustainable real estate development.

- Implementing a suite of physical and operational measures across the rental portfolio to address climate-related risks including flood resilience infrastructure, stormwater management systems, water-efficient technologies, third-party insurance coverage and the establishment of Standard Operating Procedures (SOPs) for emergency response. By combining structural reinforcements with procedural safeguards, DLF aims to minimize climate-related disruptions and enhance the long-term sustainability of its operations.

3. Health and Safety

Risk:

Given the scale of construction and property management operations, DLF recognises Occupational Health and Safety (OHS) as a critical operational risk. Construction activities inherently involve safety-related hazards, making the well-being of employees, contractors and nearby communities, a key priority. Insufficient safety measures or non-compliance with regulatory standards can increase the likelihood of occupational injuries or health issues, potentially affecting workforce productivity, causing operational delays and raising reputational concerns.

Furthermore, DLF is committed to ensure that all its leased properties provide a secure and safe environment for its customers, including occupants and tenants.

Mitigation Measures:

Health and Safety, including Fire Safety, are integral to DLF's operational ethos. The Company has established strategic partnerships with leading health and safety consultants and service providers to ensure adherence to global standards through regular audits, assessments and continuous improvement initiatives.

Key initiatives include:

- The establishment of a comprehensive Health and Safety Management System aligned with ISO 45001 and ISO 14001 standards. This system is supported by rigorous safety protocols and has earned DLF a Five Star Rating from the British

Safety Council, reflecting its commitment to excellence in occupational safety. Additionally, DLF has received the WELL Health-Safety Rating from the International WELL Building Institute, further affirming its commitment to creating safe, healthy and resilient environment for occupants.

- Extensive training programmes and awareness campaigns focused on safety, health and well-being are designed for employees, contractors and tenants across DLF's leased properties.
- A clearly articulated corporate objective of achieving 'zero harm', with a strong emphasis on eliminating fatalities and serious incidents across all facets of operations from asset development to ongoing portfolio maintenance.
- Implementation of targeted action plans aimed at continuously enhancing the effectiveness and responsiveness of the Company's OHS management system.
- Regular identification and assessment of potential hazards and risks, followed by the formulation and execution of mitigation strategies to proactively manage safety concerns.

4. Water and Wastewater Management

Risk:

Water is a critical input at every stage of real estate development. Its unavailability poses significant risks to project schedules, operational continuity and well-being of workers at site. With India's growing population and increasingly erratic monsoon patterns, water scarcity has become a material concern. National groundwater assessments indicate that numerous Indian cities are classified as 'critical' or 'over-exploited,' creating potential operational risks, particularly in water-stressed regions where DLF operates. These risks are further exacerbated by drought conditions, high competition for shared water resources across industrial, domestic and agricultural sectors and seasonal variability. In this context, effective water management including conservation, reuse and replenishment is essential for ensuring business continuity, optimizing operational costs and for fostering resilient and sustainable communities.

Mitigation Measures:

DLF has adopted a holistic and forward-looking approach to water stewardship, anchored in

the 4R strategy **Reduce, Reuse, Recycle and Replenish** to enhance water-use efficiency across its portfolio.

Key initiatives include:

- Rental and Hospitality assets are equipped with water recycling systems aimed at minimizing freshwater withdrawal. Rainwater harvesting infrastructure has been implemented to support groundwater recharge, thereby contributing to long-term water availability.
- Both residential and commercial developments are planned with Zero Liquid Discharge (ZLD) principles in mind. On-site wastewater treatment plants have been installed across managed properties. Treated water is repurposed for non-potable applications such as landscape irrigation and cooling systems for Heating, Ventilation and Air Conditioning (HVAC) and Diesel Generators (DG) sets. Dual plumbing systems further facilitate the use of recycled water for toilet flushing.
- The Company has integrated high-efficiency plumbing fixtures, sensor-based low-flow taps, leak detection systems and drip irrigation technologies to further reduce water consumption and prevent wastage.
- DLF's rental portfolio has achieved the prestigious LEED Zero Water Certification from the USGBC for all its properties, including five of its malls. This Certification affirms DLF's ability to maintain a net-zero potable water balance across its operations.
- In alignment with insights from the CCRA, DLF has implemented additional measures such as pressure-reducing valves, automated tank-filling systems and aerators to mitigate the risks associated with water scarcity and ensure long-term water security.

5. Energy Efficiency

Opportunity:

India's green infrastructure sector has been steadily advancing, supported by progressive Government policies and focused sustainability initiatives. This growth aligns with global trends that emphasize energy-efficient urban development and

environmentally responsible construction practices. Demand for certified green buildings particularly those aligned with LEED standards continues to strengthen among multinational corporations and sustainability-conscious tenants. Within this evolving landscape, DLF is well positioned to capitalize on emerging opportunities, advance energy efficiency, stay ahead of climate-related policy developments, enhance resilience to climate risks and further reinforce its competitive advantage and long-term value creation.

Measures:

DLF has embedded energy efficiency and low-carbon development principles into the design, construction and operation of its rental assets. The Company’s approach is guided by internationally recognised benchmarks and certification frameworks, ensuring that its portfolio meets the highest standards of environmental performance.

Key initiatives include:

- DLF has achieved LEED Platinum Certification from the USGBC which includes operational as well as under-construction projects. ~42.40 million square feet (msf) is certified under the Building Operations and Maintenance (O+M) category and ~8.75 msf under Building Design and Construction (BD+C) category, for its rental portfolio; with certain properties having certification under both categories, reflecting a strong commitment to sustainable asset development and management.
- The Company has implemented a comprehensive suite of energy efficiency and decarbonization measures to reduce its carbon footprint and mitigate transition risks. These include demand-side energy management, optimization of building design for energy conservation and a shift towards renewable energy sources. All buildings are designed in accordance with American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASHRAE) 90.1-2010 standards, as required under green building certification programmes such as USGBC LEED.

- DLF has adopted advanced technologies to enhance energy performance across its portfolio which includes LED lighting systems, motion sensors for lighting control, high-efficiency HVAC systems, automatic tube cleaning systems in chillers and thermal insulation for building envelopes. These measures collectively contribute to significant energy savings and operational efficiency.
- DLF has adopted renewable energy generation including solar and wind energy. Rooftop solar installations with a cumulative capacity of 4 MW have been deployed across rental properties such as, DLF Cyber City in Hyderabad runs entirely on renewable electricity, whereas DLF Cyber City in Chennai is powered 85% by green energy. Meanwhile, Mall of India in Noida achieves 50% renewable energy integration. Further, certain select commercial sites also tap into wind energy and open-access solar power to meet their energy needs.
- DLF’s leadership in sustainable real estate has been acknowledged by the USGBC, which recognises the Company as a global partner in advancing the transformation of the built environment. Additionally, the Company’s rental portfolio received a 5 Star rating in both the Development and Standing Investment categories in the 2025 Global Real Estate Sustainability Benchmark (GRESB) ESG assessment. DLF Cyber City Developers Limited (DCCDL) is recognized as a Global Leader in GRESB in development portfolio category. Further, DCCDL has received AAA credit rating with a Stable outlook by CRISIL (an S&P subsidiary) and ICRA (a Moody’s subsidiary), underscoring its commitment to environmental stewardship and responsible asset management.
- DLF Cyber City in Hyderabad has earned the LEED Zero Energy Certification, while several other assets have received BEE 5-Star Ratings reinforcing DLF’s position as a leader in energy-efficient and high-performance building operations.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's Policy/ Policies cover each principle and its core elements of the NGRBCs. (Y/ N)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the Policy been approved by the Board? (Y/ N)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	DLF's Business Responsibility and Sustainability Policy (BRSR Policy) is aligned with all the 9 Principles of NGRBC. The BRSR Policy can be referred at DLF BRSR Policy . In addition to the BRSR Policy, the Company also has in place additional policies that align with these principles. Please refer to Table 1 below for details								
2. Whether the entity has translated the Policy into procedures. (Y/ N)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted Policies extend to your value chain partners? (Y/ N)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/ certifications/ labels/ standards adopted by your entity and mapped to each principle.	Please refer to Table 2 below for details								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Please refer to Table 3 below for details								
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.									

Governance, leadership and oversight

7. Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.

DLF places strong emphasis on environmental stewardship, social responsibility and sound governance by actively engaging with its stakeholders. The Company's commitment to sustainable real estate is reflected in its adoption of globally recognised green building standards, with ~42.40 msf is certified under the Building Operations and Maintenance (O+M) category, while ~8.75 msf is certified under Building Design and Construction (BD+C) category for the rental portfolio, with certain properties holding certifications under both categories.

Further strengthening its environmental leadership, DLF has achieved significant milestones in resource efficiency, earning recognition from the USGBC for its LEED Zero Waste and LEED Zero Water certifications, highlighting the Company's efforts to minimize waste generation and optimize water management across its developments. Notably, the USGBC recognises DLF's portfolio of leased properties as the largest globally to achieve LEED Zero Water certification, underscoring its pioneering role in sustainable building operations.

Beyond environmental initiatives, DLF prioritizes occupant well-being and workplace safety across its properties. This commitment is reflected in the WELL Health-Safety Rating awarded by the International WELL Building Institute and the prestigious Sword of Honour Award from the British Safety Council, recognizing excellence in health, safety and environmental management. Additionally, DLF Cyber City, Gurugram holds the distinction of being the world's first developer owned community to receive the LEED Cities and Communities certification, followed by DLF Cyber City, Chennai.

Looking ahead, DLF remains committed to creating long-term stakeholder value by continuously integrating Environmental, Social and Governance (ESG) principles into its strategy, while advancing innovation and sustainable urban development.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy(ies).	Mr. Ashok Kumar Tyagi Managing Director DIN: 00254161	Mr. Devinder Singh Managing Director DIN: 02569464
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Y/ N). If yes, provide details.	<p>Yes</p> <p>During FY 2025-26, DLF had 2 (two) Board Committees which are responsible for decision making on sustainability related issues:</p> <p>Risk Management Committee</p> <p>Lt Gen Ajai Singh (Retd.) (Chairman), DIN: 10540436 Mr. Mahender Singh, DIN: 07850935 Ms. Vinati Kastia Kilambi, DIN: 08175434 Mr. Ashok Kumar Tyagi, DIN: 00254161 Mr. Devinder Singh, DIN: 02569464</p> <p>Corporate Social Responsibility Committee</p> <p>Ms. Pia Singh (Chairperson), DIN: 00067233 Ms. Priya Paul, DIN: 00051215 Mr. Vivek Mehra, DIN: 00101328 Lt Gen Ajai Singh (Retd.), DIN:10540436</p>	

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 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above Policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Quarterly								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances ⁷	Y	Y	Y	Y	Y	Y	Y	Y	Y	Quarterly								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Y/N). If yes, provide name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	Y*	N

* Deloitte Touche Tohmatsu India LLP

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Y/ N)	Not Applicable								
The entity is not at a stage where it is in the position to formulate and implement the policies on specified principles (Y/ N)									
The entity does not have the financial or/ human and technical resources available for the task (Y/ N)									
It is planned to be done in the next financial year (Y/ N)									
Any other reason (please specify)									

⁷ Statutory Compliance Certificate on applicable laws is provided by the Company Secretary and Compliance Officer to the Board of Directors on a quarterly basis.

Table 1- Annexure to 1(c): Web-link of the DLF Policies aligned to NGRBC Principles

Principle	DLF Policy	Principle	DLF Policy
P1	Code of Conduct	P6	Environment Policy
	Whistle Blower Policy		Supplier Code of Conduct
	Supplier Code of Conduct	P7	Code of Conduct
P2	Environment Policy	P8	CSR Policy
	Supplier Code of Conduct		Stakeholder Engagement Policy
P3	Human Rights Policy	P9	Customer Satisfaction Policy
	Supplier Code of Conduct		Code of Conduct
P4	Stakeholder Engagement Policy		Environment Policy
P5	Human Rights Policy	Human Rights Policy	

Table 2 - Annexure to 4 - National and International standards

Principles	Name of the national and international codes/ certifications/ labels/ standards
P1	Reporting on non-financial indicators aligned to GRI standards.
P2	<ul style="list-style-type: none"> ISO 14001:2015 Environment Management System. LEED Platinum Certification in O+M category from USGBC. LEED Pre-Certification for 'Platinum' rating for O+M and BD+C categories from USGBC. LEED Platinum for Cities and Communities from USGBC for DLF Cyber City, Gurugram and Chennai. LEED Zero Water Certification from USGBC for majority of rental properties. LEED Zero Waste Certification from USGBC for majority of rental properties. LEED Zero Energy Certification from USGBC for DLF IT Park, Hyderabad. LEED Platinum Certification – World's largest residential development from USGBC for 'The Crest', Gurugram. TRUE Platinum Certification for majority of rental properties. BEE 5 Star Ratings for DLF's rental properties.
P3	<ul style="list-style-type: none"> ISO 45001 Occupational Safety Management System. Sword of Honour from the British Safety Council – Five Star safety rating system, awarded to DLF's commercial, retail and hospitality properties. WELL Health and Safety Certification for Facility Operations and Management by International WELL Building Institute. LEED for Cities and Communities from USGBC for DLF Cyber City, Gurugram and Chennai.
P4	-
P5	DLF's Human Rights Policy is governed by Protection of Human Rights Act, 1993 and guided by international standards and principles, including UN Guiding Principles on Business and Human Rights.
P6	<ul style="list-style-type: none"> ISO 14001:2015 Environment Management System. LEED Platinum Certification in O+M category from USGBC. LEED Pre-Certification for 'Platinum' rating for O+M and BD+C categories from USGBC. LEED Platinum for Cities and Communities from USGBC for DLF Cyber City, Gurugram and Chennai. LEED Zero Water Certification from USGBC for DLF's rental properties. LEED Zero Waste Certification from USGBC for DLF's rental properties. LEED Zero Energy Certification from USGBC for DLF IT Park, Hyderabad. LEED Platinum Certification – World's largest residential development from USGBC for 'The Crest', Gurugram. TRUE Platinum Certification for DLF's rental properties. BEE 5-Star Ratings for DLF's rental properties.
P7	-
P8	DLF's Corporate Social Responsibility (CSR) Policy is in accordance with the provisions of Section 135 of the Companies Act, 2013 and the Rules made thereunder.

Principles	Name of the national and international codes/ certifications/ labels/ standards
P9	<ul style="list-style-type: none"> • ISO 14001:2015 Environment Management System. • ISO 9001 certified Quality Management System. • WELL Health and Safety Certification for Facility Operations and Management by International WELL Building Institute. • Sword of Honour from the British Safety Council - Five Star safety rating system, awarded to DLF's commercial, retail and hospitality properties. • WiredScore Platinum Certification for 20 out of 31 rental assets.

Table 3 - Annexure to 5 and 6 - Progress on Targets

Material Topic	Targets	FY 2026 Progress	Target Status
Environmental Stewardship	By 2030, reduce energy intensity in DLF's rental assets (energy consumption per sq. ft. of rental portfolio) by 15% using FY 2019-20 as the baseline.	0.0127 MWh/ sq. ft. energy intensity in rental assets (energy consumption in MWh per sq. ft. of rental portfolio).	In-Progress
	By 2030, increase the share of renewable energy consumption to 60% of total energy consumption in rental assets.	During FY 2025-26, the share of renewable energy consumption increased to 23% of total energy consumption in rental assets.	In-Progress
	By 2030, reduce the water intensity in DLF's rental assets (freshwater consumption per sq. ft. of rental portfolio) by 15%, using FY 2019-20 as baseline.	During FY 2025-26, water intensity (freshwater consumption in KL per sq.ft. of rental portfolio) in rental assets has decreased by 30% per sq. ft., from the baseline.	Achieved ⁸
Social Stewardship	To ensure zero harm each year, i.e. zero fatalities, resulting from operations each year, including operation and maintenance of portfolio and development of assets (construction).	Zero harm status maintained in FY 2025-26 i.e. there were no fatalities resulting from operations, including both operation and maintenance portfolio and development of assets.	Achieved ⁸
Green and Sustainable Buildings	Ensure compliance with the green building certification guidelines while designing and developing new buildings.	In FY 2025–26, projects adhered to the prescribed guidelines for green building certification. <ul style="list-style-type: none"> • LEED Zero Water Certification achieved by 30 commercial along with 4 malls, making DLF the global leader in LEED Zero Water. • Several other assets have been recognised, including 34 commercial and 2 malls for TRUE Platinum Certification and LEED Zero Waste, Hyderabad for LEED Zero Energy and 11 commercial buildings for BEE 5 Star Rating. 	In-Progress
	Adhere to all applicable regulatory standards and obligations.	Compliance with all applicable legal and regulatory standards, ensured during FY 2025–26.	Achieved ⁸
	By 2030, to ensure that at least 90% of the total rental portfolio is Green Building certified.	Achieved LEED Platinum Certification from the USGBC which includes operational as well as under-construction projects. ~42.40 msf of the rental portfolio certified under the O+M category and ~8.75 msf of the rental portfolio under BD+C category as on 31 March 2026.	Achieved ⁸

⁸ This is an annual target which was achieved for FY 2025-26.

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURES

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/ Principles covered under the training and its impact	% of persons in respective category covered by the awareness Programmes ^{\$}
Board of Directors (BoD)	56	ESG Principles covered as part of below sessions: <ul style="list-style-type: none"> • DLF Code of Conduct • Regulatory Updates • Risk Management • Project Updates • Orientation Programme • Functional Updates 	100
Key Managerial Personnel (KMPs)	4	ESG Principles covered as part of below sessions: <ul style="list-style-type: none"> • Regulatory Updates • Business Development • Prevention of Sexual Harassment at Workplace (POSH) • DLF Code of Conduct 	100
Employees other than BoD and KMPs	19	ESG Principles covered as part of below sessions: <ul style="list-style-type: none"> • Health, Safety, Security & Environment • New Joinee Induction • Graduate Engineer Trainee (GET) Aspire journey • Work at Height • Awareness on Standard Operating Procedures • Electrical Safety • DLF Code of Conduct • POSH • Hazard Identification & Risk Assessment (HIRA) • Responsibility Accountability Consulted Informed (RACI) • Soft Skills Trainings • Leadership Trainings • Finance & Real Estate/ Project Finance • Technical Trainings • Crisis Management • Management System Framework (MSF) • Permit to work • 7 Life Saver Safety Module – Excavation; Lifting & Support Loads; Mobile Equipment; Electrical Safety; Lock Out Tag Out & Try Out (LOTOTO); Hot Work; and Confined Space • Sustainable Safety and Security, Audit and Action Tracking, Compliance to Standards, Hazard Identification, Emergency Management & Training (SACHET) SOP 	81
Workers	Not Applicable ⁴		

^{\$} Percentage coverage by awareness programme is based on attendance at any of the training programmes under respective categories.

⁴ All of DLF's workforce is categorized as 'Employees' and it does not have any 'Workers'. Hence, in all the sections, details sought for the 'Workers' category are 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 Requirements) Regulations, 2015 and as disclosed on the entity's website]:

Monetary					
Category	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/ No)
Penalty/ Fine	Nil	-	Nil		-
Settlement					
Compounding fee					
Non-Monetary					
Category	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/ No)	
Imprisonment	Nil	-		-	
Punishment					

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

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

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

Yes, DLF's anti-corruption and anti-bribery guidelines form part of its Code of Conduct and Business Responsibility and Sustainability Policy. The policy documents can be referred at **DLF Code of Conduct** and **DLF BRSR Policy**, respectively.

DLF maintains a strong commitment to ethical business practices and adopts a zero-tolerance approach towards any form of bribery or corruption. Directors and employees are required to be aware of and comply with all applicable anti-corruption and anti-bribery laws in the jurisdictions where the Company operates.

The policy strictly prohibits the offering, receiving or facilitation directly or indirectly of any illegal payments, gifts, donations or benefits intended to obtain business advantages or any unethical favour.

In addition, all Directors and senior management personnel are required to submit an annual compliance declaration confirming their understanding of and adherence to these guidelines.

DLF has also established a Whistle Blower Mechanism that enables reporting of any suspected unethical practices, including bribery or corruption. Such concerns may be reported to the Whistle Blower Committee or escalated to the Chairman of the Audit Committee to ensure appropriate review and corrective action.

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

Category	FY 2025-26	FY 2024-25
Directors	Nil	Nil
KMPs		
Employees		
Workers	Not Applicable ⁴	

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

Category	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	-	Nil	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

⁴ All of DLF's workforce is categorized as 'Employees' and it does not have any 'Workers'. Hence, in all the sections, details sought for the 'Workers' category are not applicable.

DLF LIMITED

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:

Particular	FY 2025-26	FY 2024-25
Number of days of accounts payables	149.70	127.96

9. Open-ness of business

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	Nil	Nil
	b. Number of dealers/ distributors to whom sales are made	Nil	Nil
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	Nil	Nil
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	Nil	Nil
	b. Sales (Sales to related parties/ Total Sales)	0.99%	0.77%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	2.31%	12.52%
	d. Investments (Investments in related parties/ Total Investments made)	94.42%	94.05%

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes ⁹
11	<ul style="list-style-type: none"> • MSF • HSE Policies and Code of Conduct • Health, Safety, Environment (HSE) Induction • Hazard Identification & Risk Assessment (HIRA) • Awareness on all individual HSE SOPs • Crisis Management • Work at Height • Electrical Safety • Permit to Work • 7 Life Saver Safety Module - Excavation; Lifting & Support Loads; Mobile Equipment; Electrical Safety; LOTOTO; Hot Work; and Confined Space • SACHET Modules 	97

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

Yes, DLF maintains a robust and structured approach to managing conflicts of interest, reflecting its commitment to strong corporate governance. The Company's **Code of Conduct**

provides clear guidance for identifying, disclosing and managing potential conflicts across all levels of the organization, including the Board of Directors. These provisions ensure that decision-makers act with integrity, transparency and impartiality. Directors are required to disclose any actual or potential conflicts to the Board or its designated Committees and recuse

⁹ Value chain partners include contractors and vendors engaged in construction of projects and Facility Management Partners engaged in management of rental properties.

themselves from discussions or decisions where such conflicts may arise.

This framework is further reinforced by **DLF RPT Policy** which establishes a formal process for identifying, reviewing, approving and disclosing transactions with related parties. The policy explicitly requires any

Director with a potential conflict to abstain from participating in deliberations or voting on the matter.

Through these mechanisms, DLF reinforces its commitment to ethical governance, ensuring that all corporate decisions are made objectively and in the interest of its stakeholders.

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.

Category	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	1.04%	1.16%	<p>DLF's rental, development and hospitality properties continue to strengthen their commitment towards environmental sustainability and health & safety, through strategic investments.</p> <p>Environmental Impact:</p> <ul style="list-style-type: none"> • Procurement and installation of energy-efficient chillers and chiller pumps across rental properties to improve cooling efficiency and reduce operational energy consumption; • Installation of Organic Waste Converter (OWC) machines at rental and hospitality properties to support sustainable waste management and landfill reduction; • Installation of Variable Refrigerant Volume (VRV) systems, Variable Frequency Drives (VFDs), hot water systems and energy-efficient TV sets across hospitality properties to optimize energy efficiency; • Installation of Sewage Treatment Plant (STP) systems at hospitality properties to strengthen wastewater treatment and water recycling capabilities; • Replacement and installation of advanced chillers, new chiller plants and heat pumps for laundry operations at hospitality properties; • Installation of metal wall fans in service areas at hospitality properties to improve ventilation efficiency and reduce heat buildup; • LED lighting replacement and conversion of outdoor sports area lighting to LED fixtures at hospitality properties to reduce power consumption and improve illumination efficiency; and • Installation of air purifiers and enhanced kitchen ventilation systems at hospitality properties to improve indoor air quality and environmental conditions. <p>Social Impacts (Health & Safety):</p> <ul style="list-style-type: none"> • Installation and enhancement of Fire Life Safety (FLS) systems across hospitality properties to strengthen fire safety standards and emergency preparedness; • Installation of fire curtains, fire suppression systems for electrical panels and kitchen hood suppression systems at hospitality properties to improve fire prevention and operational safety; • Installation of diesel engine fire-fighting systems, fire line booster pumps and replacement of jockey pumps to ensure uninterrupted firefighting capability and compliance with fire safety requirements; • Installation of Automated External Defibrillator (AED) devices at hospitality properties to provide immediate emergency response capability during cardiac emergencies; • Purchase and deployment of Personal Protective Equipment (PPE) to strengthen workplace health and safety standards; and • Upgradation of electrical panels, server room panels and installation of industrial electrical sockets to ensure electrical safety, reliable power distribution and operational efficiency.

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

Yes, DLF's Supplier Code of Conduct/ General Conditions Contracts promotes integration of sustainability into its value chain.

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

Presently, DLF has not carried out an evaluation/ assessment on the percentage of inputs that were sourced sustainably.

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.

DLF is involved in real estate development sector and engages in the construction, operation and maintenance of a wide array of real estate properties, including residential properties, commercial office spaces, retail establishments such as malls and hospitality ventures which include hotels and clubs . Given the long-term nature of these developments, DLF is not involved in the reuse or recycling of these developed properties at the end of their lifecycle. Therefore, the reclamation of products at the end of life, is not relevant to the Company’s operations.

During the operational and maintenance phases, DLF implements robust waste management practices, including recycling of non-hazardous materials, conversion of organic waste into manure via OWC and safe disposal of hazardous and e-waste through certified vendors. The majority of DLF’s buildings have achieved LEED Platinum Certification in either ‘BD+C’ or ‘O+M’ categories with almost all of our assets in the rental portfolio are also recognised with LEED Zero Waste and LEED

Zero Water by the USGBC and TRUE Platinum Certification.

Concrete waste at project sites is stored at designated areas and collected by the Municipal Corporations. It is transported in covered, authorized vehicles to an approved dumping yard for recycling and/ or reuse.

These initiatives support efficient resource management, compliance with environmental standards and enhanced operational sustainability, while the Company continues to explore long-term opportunities to integrate circular economy principles.

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 EPR plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

EPR requirements are not applicable to DLF’s operations given the nature of its real estate development activities. Nonetheless, DLF has implemented protocols to ensure effective management of waste generated across the construction, operation and maintenance phases of its development. Waste is managed through responsible recycling, reuse and treatment practices in alignment with applicable regulatory standards.

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? Yes

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
681	Commercial building	N.A. ¹⁰	<p>A preliminary Life Cycle Assessment has been undertaken for the project’s structure and enclosure, based on a 60-year service life. The objective is to compare the environmental impact of the current design with the ASHRAE 90.1-2010 baseline building across six key impact categories:</p> <ul style="list-style-type: none"> • Global warming potential (greenhouse gases), in CO₂e; • Depletion of the stratospheric ozone layer, in kg CFC-11; • Acidification of land and water sources, in moles H⁺ or kg SO₂; • Eutrophication, in kg nitrogen or kg phosphate; • Formation of tropospheric ozone, in kg NO_x, kg O₃, or kg ethene; and • Depletion of non-renewable energy resources, in Mega Joules (MJ). 	Yes	No

¹⁰ The Life Cycle Assessment has being undertaken for one of the under construction commercial properties of the Company, by a third-party consultant.

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.

The Company's Life Cycle Assessment revealed a reduction in carbon emissions from 750 kg CO₂-eq/m² to 657 kg CO₂-eq/m², achieved through sustainable sourcing and resource-efficient production. DLF continues to implement measures to further minimize its environmental impact.

Name of Product/ Service	Description of the risk/ concern	Action Taken
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 Reused input material to total material	
	FY 2025-26	FY 2024-25
Fly Ash ¹¹	16.36%	6.28%
Ground Granulated Blast Furnace Slag used in RCC and PCC works	0.51%	0.34%

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:

Material	FY 2025-26			FY 2024-25		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics (Including packaging)	Not Applicable			Not Applicable		
E-waste						
Hazardous waste						
Other waste						

DLF operates in the real estate sector, focusing on the development, construction, operation and maintenance of real estate properties. Hence, reclamation of products and packaging material is not applicable due to nature of its business.

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable	

¹¹ In FY 2025-26, DLF increased the utilization of alternative recycled raw materials in its construction projects, resulting in an increased consumption of Fly Ash.

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	
		No. (B)	% (B/ A)	No. (C)	% (C/ A)	No. (D)	% (D/ A)	No. (E)	% (E/ A)	No. (F)	% (F/ A)
Permanent employees											
Male	3,808	3,808	100	3,808	100	N.A.	N.A.	-	-	N.A.	N.A.
Female	502	502	100	502	100	502	100	N.A.	N.A.	502	100
Total	4,310	4,310	100	4,310	100	502	100	-	-	502	100
Other than permanent employees											
Male	Not Applicable ³										
Female											
Total											

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	
		No. (B)	% (B/ A)	No. (C)	% (C/ A)	No. (D)	% (D/ A)	No. (E)	% (E/ A)	No. (F)	% (F/ A)
Permanent workers											
Male	Not Applicable ⁴										
Female											
Total											
Other than Permanent workers											
Male	Not Applicable ⁴										
Female											
Total											

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

Category	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the Company	0.09	0.10

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

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/ N/ N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/ N/ N.A.)
PF	100	Not Applicable ⁴	Y	100	Not Applicable ⁴	Y
Gratuity	100		Y	100		Y
ESI	-		N.A.	-		N.A.

3 DLF does not have any 'Other than Permanent' employees. Hence, in all the sections, details sought for 'Other than Permanent' employee category are not applicable.

4 All of DLF's workforce is categorized as 'Employees' and it does not have any 'Workers'. Hence, in all the sections, details sought for the 'Workers' category are not applicable.

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, DLF is committed to promote an inclusive workplace by ensuring that its facilities are accessible to persons with disabilities, in line with the provisions of the Rights of Persons with Disabilities Act, 2016. Accessibility considerations are embedded into the design and development of new offices and premises through the application of universal design principles. In parallel, the Company continues to undertake initiatives to progressively enhance accessibility across its existing offices and facilities in alignment with applicable regulatory standards.

To support an inclusive and accessible built environment, DLF has implemented several measures, some of which are illustrated as under:

- **Inclusive Communication:** DLF ensures that all communication channels are inclusive by providing information in alternative formats such as braille, large print and audio assistance, thereby enabling individuals with visual or auditory impairments to access essential content with ease.
- **Awareness and Training:** The organization conducts regular awareness/ training programmes to sensitize employees on disability inclusion and equip them with the knowledge to provide appropriate support to colleagues and visitors with disabilities.
- **Physical accessibility:** DLF has incorporated strategies into the architectural designs into its new constructions to ensure a barrier-free environment within the DLF premises. Few of the features of DLF's facilities are mentioned below:
 - i. Parking spots are designed in a convenient manner with well-defined signages and access to the lift lobby;
 - ii. Inclusion of ramps at all entry and exit points with anti-slip features and handrails on both sides to ensure appropriate support;
 - iii. Lifts are equipped with braille and audio assistance to aid visually impaired individuals;

- iv. Separate washroom facilities for differently abled with easy-access doors;
- v. Availability of wheelchairs at all atriums and malls;
- vi. Adequate width is ensured for the main walkways and pathways in the exterior areas, allowing for unobstructed movement; and
- vii. Leveled-floor maintained uniformly throughout, ensuring smooth and barrier-free movement.

- **Disability Awareness Training:** To foster an inclusive workplace culture, DLF conducts regular training sessions focused on disability awareness. These programmes are designed to equip employees and FM Partners with the knowledge and sensitivity required to engage effectively with persons with disabilities.
- **Commitment to Continuous Improvement:** DLF regularly evaluates its progress in meeting accessibility standards across the workplace. These assessments help identify gaps and inform enhancements, ensuring that the organization evolves in line with the needs of differently abled individuals.
- **Ongoing Evaluation and Enhancement:** DLF maintains a continuous improvement approach by periodically reviewing its accessibility practices, assessing compliance with workplace accessibility standards and identifying opportunities for further enhancement.

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, DLF is committed to fostering a workplace culture, grounded in trust, respect and inclusivity, thereby promoting a positive work environment for all employees. The Company ensures equal employment opportunities in alignment with the Rights of Persons with Disabilities Act, 2016. This commitment is articulated in the Company's Human Rights Policy and BRSR Policy, which can be referred at **DLF Human Rights Policy** and **DLF BRSR Policy**, respectively.

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	N.A.	N.A.	Not Applicable ⁴	
Female	100%	100%		
Total	100%	100%		

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

Category	Yes/ No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Not Applicable ⁴
Other than Permanent Workers	
Permanent Employees	Yes, a robust grievance redressal mechanism is in place across all project sites. Employees can raise concerns through HR Business Partners via e-mail or phone and issues reported through other channels are also addressed.
Other than Permanent Employees	Not Applicable ³

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

Category	FY 2025-26			FY 2024-25		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union(s) (B)	% (B/ A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union(s) (D)	% (D/ C)
Total Permanent Employees^{\$}	4,310	Nil	-	3,103	Nil	-
Male	3,808	Nil	-	2,788	Nil	-
Female	502	Nil	-	315	Nil	-
Total Permanent Workers	Not Applicable ⁴					
Male						
Female						

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/ A)	No. (C)	% (C/ A)		No. (E)	% (E/ D)	No. (F)	% (F/ D)
Employees										
Male	3,808	3,289	86.37	3,047	80.02	2,788	2,375	85.19	2,046	73.39
Female	502	276	54.98	451	89.84	315	160	50.79	305	96.83
Total	4,310	3,565	82.71	3,498	81.16	3,103	2,535	81.69	2,351	75.77
Workers										
Male	Not Applicable ⁴									
Female										
Total										

^{\$} The comparative increase in total number of employees during FY 2025-26 was primarily on account of project ramp ups and hospitality ramp ups.

³ DLF does not have any 'Other than Permanent' employees. Hence, in all the sections, details sought for 'Other than Permanent' employee category are not applicable.

⁴ All of DLF's workforce is categorized as 'Employees' and it does not have any 'Workers'. Hence, in all the sections, details sought for the 'Workers' category are not applicable.

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/ A)	Total (C)	No. (D)	% (D/ C)
Employees						
Male	3,808	3,410	89.55	2,788	2,360	84.65
Female	502	425	84.66	315	264	83.81
Total	4,310	3,835¹²	88.98	3,103	2,624	84.56
Workers						
Male	Not Applicable ⁴					
Female						
Total						

10. Health and safety management system:

a) Whether an occupational health and safety management system has been implemented by the entity? (Y/ N). If yes, the coverage of such system?

Yes. DLF operates under a comprehensive Occupational Health and Safety Management System that covers its entire operational footprint. This framework extends across all construction sites, residential developments, commercial offices, hospitality and retail malls. In alignment with DLF's vision, the system is built to meet leading international benchmarks. DLF's HSE Management System Framework is strictly integrated with ISO 45001 and ISO 14001, ensuring a consistent and rigorous approach to safety and environmental management across every business unit and managed property.

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

DLF has a systematic approach to identify work-related hazards and assess risks on a routine and non-routine basis as per details mentioned below:

- **Systematic Hazard Identification:**

DLF has established a robust, organization-wide framework to proactively identify work-related hazards across all operations. This process is carried out for routine and non-routine activities, embedded within the Management System Framework (MSF). Accountability for hazard identification is clearly

assigned across all leadership levels, ensuring each functional area actively manages its own risks. DLF follows a structured approach based on the Plan-Do-Check-Act cycle to ensure effective hazard identification and risk management.

- **Structured Risk Evaluation and Mitigation:**

Identified hazards are assessed using a structured methodology that evaluates both likelihood and potential severity against DLF's Health, Safety, Environment (HSE) and Security Risk thresholds. A 5x5 Risk Matrix prioritizes risks and informs mitigation actions, guided by a hierarchy of controls. This approach ensures that health, safety, environmental and security risks are addressed proactively and systematically.

- **Continuous Monitoring and Assurance:**

To reinforce the system, DLF conducts weekly safety walkthroughs and scheduled observational audits, involving trained employees, construction contractors and Facility Management Partners. Insights from Occupational Health and Safety (OHS) assessments, along with both leading and lagging safety indicators, are systematically recorded and reviewed. This continuous feedback loop drives compliance strengthens mitigation strategies and fosters ongoing improvement in workplace safety.

⁴ All of DLF's workforce is categorized as 'Employees' and it does not have any 'Workers'. Hence, in all the sections, details sought for the 'Workers' category are not applicable.

¹² Certain employees were not eligible for annual performance review, based on their date of joining. All eligible employees as at the end of FY, have received performance and career development reviews.

- **Health and Safety Audits:**

DLF's rental properties are subject to rigorous health and safety audits conducted by independent third-party agencies in accordance with ISO 45001:2018 and ISO 14001:2015 standards. In addition to scheduled evaluations, unannounced audits are also performed to assess real-time safety performance and adherence to protocols.

Annual risk reassessments are triggered by a variety of factors, including reported incidents, directives from regulatory bodies, insurer or auditor feedback, safety committee recommendations, changes in operational processes or updates to legal and safety standards. Based on these assessments, corrective actions and preventive measures are implemented across business units to eliminate recurrence and enhance overall safety resilience.

- **Integrated and Proactive Governance:**

By combining structured hazard identification, rigorous risk evaluation and continuous monitoring, DLF ensures a proactive and accountable approach to occupational health and safety. The framework embeds best practices into daily operations, creating a culture of safety and operational resilience across the organization.

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

Yes, DLF has established comprehensive procedures to manage the reporting, classification and investigation of health and safety incidents. This structured system allows employees to swiftly report work-related hazards while ensuring a clear framework for recording and examining incidents. Furthermore, it aids in identifying corrective and preventive measures and ensures that lessons learned are effectively shared to prevent similar occurrences. To mitigate these risks, DLF adheres to a standardized hierarchy of controls, striving to reduce hazards to an 'As Low As Reasonably Practicable' (ALARP) level.

DLF actively fosters a culture of safety by encouraging employee involvement in workplace health and safety practices through structured programmes and participatory mechanisms. Key initiatives include:

- **Safety Inspector of the Day (SIOD):**

As part of this initiative, a designated employee is appointed daily at each site to serve as the Safety Inspector. The SIOD is responsible for conducting a comprehensive inspection of the premises to identify unsafe conditions or potential hazards. Findings are documented by the SIOD, in a detailed report and submitted to the Facility Manager for implementation of corrective action.

- **Safety Suggestion Programme:**

This platform enables employees to contribute proactively to workplace safety by submitting suggestions for improving safety protocols or reporting unsafe practices. The initiative promotes a sense of ownership and continuous improvement in safety standards across the organization.

- **Spot the Hazard Campaign:**

Under this initiative, employees are encouraged to remain vigilant and report any observed risks or unsafe conditions. This proactive approach enhances employee awareness on hazard identification and hence strengthens the overall safety management system.

d) Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Y/ N)

Yes, DLF is committed to fostering a culture of holistic well-being that extends beyond occupational health. Each project site is equipped with advanced emergency response systems and 24*7 paramedic support, ensuring immediate medical assistance whenever needed. DLF has implemented several initiatives to support the health of its workforce including the following:

- **Preventive Healthcare and Wellness Programmes:**

To promote preventive healthcare and wellness awareness, DLF organizes regular health camps in collaboration with certified medical professionals. These camps provide employees with routine check-ups, screenings and consultations. Complementing these efforts, the Human Resources team conducts periodic wellness workshops and digital training sessions focused on lifestyle management, nutrition, mental health and stress reduction.

- **Access to Healthcare Services:**

DLF has partnered with external healthcare providers to offer seamless access to medical consultations through the Ekin app, enabling employees to connect with doctors via teleconsultation or in-person appointments. Employees also benefit from subsidized prescription medications and exclusive discounts on gym memberships, supporting sustained physical and mental well-being.

- **Financial Protection and Insurance Coverage:**

All employees are comprehensively covered under health insurance plans, ensuring access to quality

healthcare services and financial protection for both occupational and non-occupational medical needs.

- **Integrated Approach to Employee Health:**

By combining emergency preparedness, preventive care, digital health access and financial protection, DLF fosters a culture that prioritizes holistic health, resilience and sustained employee well-being across the organization.

- **Emergency Medical Support:**

All sites are equipped with emergency response equipment and supported by trained paramedics available at all times to handle medical situations.

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

Safety Incident/ Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	0.13
	Workers	Not Applicable ⁴	
Total recordable work-related injuries	Employees	-	-
	Workers	Not Applicable ⁴	
No. of fatalities	Employees	-	-
	Workers	Not Applicable ⁴	
High consequences work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	Not Applicable ⁴	

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

DLF places safety, security and well-being of its workforce at the core of its operations. The Company is dedicated to creating and maintaining workplaces that are safe, healthy and well-protected, aligning with all relevant codes and standards while striving to exceed them. Committed to Zero Harm, DLF has established a robust HSSE Management System Framework designed to enhance performance and minimize HSSE related risks. To achieve this, DLF implements HSE Management System and Plans, Competent Resourcing, Periodic Health Surveillance, Trainings, Audits and Management Reviews. Additionally, the Company offers a variety of health and safety trainings to ensure employees adhere to best practices in workplace safety such as:

- Permit to Work Safety Standard;
- Confined Space Entry Safety Standard;

- Lock Out & Tag Out Safety Standard;
- Electrical Safety Management Standard;
- Management of Change Standard;
- Hot Work Safety Standard;
- Work at Height & Façade Cradle Safety Standard;
- Safety Observations;
- Incident Investigation;
- Scaffolding Safety Standard;
- Excavation;
- Emergency Response Standard;
- Fit-out Standard;
- Personal Protective Equipment Standard;
- Office Safety;
- Barricading Standard;
- Management of Change Standard; and
- Contractor Safety Management Standard.

⁴ All of DLF's workforce is categorized as 'Employees' and it does not have any 'Workers'. Hence, in all the sections, details sought for the 'Workers' category are not applicable.

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Further, DLF provides training to all employees via professional trainers on Occupational Health and Safety Standards such as:

- Use and handling of lifting equipment;
- Use and handling of pressure system;
- Safe use and handling of work equipment;
- Management of noise and vibration;
- Handling and storage of materials;
- Personal Protective Equipment;
- Display Screen Equipment Risk Assessment;
- Fire Risk Assessment; and
- Control of Substances Hazardous to Health.

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

Category	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil			-		
Health & Safety	Nil			-		

14. Assessments for the year:

All development initiatives at DLF undergo independent audits to validate the Health, Safety, Security and Environment processes and their implementation. Additionally, all operational enterprises are subject to third-party audits for electrical, fire and life safety.

DLF's operational sites are annually assessed through the British Safety Council's Five Star Audits on Occupational Health and Safety. Notably, DLF holds 21, the highest number of Sword of Honour awards in a single year for its operating sites. Further, DLF has been conferred with 20 Sword of Honour during FY 2025-26.

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

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

There were no significant safety related incidents or concerns, that are required to be reported. In line with its proactive safety culture, DLF has undertaken several key initiatives to strengthen its Health, Safety and Environment framework:

- **Structured Audit Planning:** All project sites were directed to develop detailed activity plans, which were subsequently

subjected to a three-tier internal audit process followed by further second-party and third-party verifications, to ensure comprehensive oversight.

- **Lifecycle-based HSE Interventions:** Defined stage gates were introduced at critical phases of the building and asset lifecycle, enabling timely and targeted HSE interventions.
- **Leadership-Led Safety Walkthroughs:** Senior leadership was actively involved in conducting project site walkthroughs. These visits, guided by risk-based 'life saver' protocols, led to improved on-ground visibility and actionable safety outcomes.
- **Cross-Site Knowledge Sharing:** Learnings and best practices from safety observations and incident analyses were horizontally deployed across all sites to foster a culture of continuous improvement.
- **Digital Safety Management System (SACHET):** DLF leveraged its digital platform, SACHET enables real-time reporting, monitoring and implementation of safety measures across its operations.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/ N) (B) Workers (Y/ N).
 - i. **Employees:** Yes, all employees are insured under the Group Personal Accidental Insurance and in case of death of an employee by accident, Legal Heir receives the Insurance Coverage amount.
 - ii. **Workers:** Not Applicable⁴

⁴ All of DLF's workforce is categorized as 'Employees' and it does not have any 'Workers'. Hence, in all the sections, details sought for the 'Workers' category are 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.

The Company has partnered with third party payroll vendor to ensure deduction and deposit of statutory dues and the same is validated with the challans/ receipts submitted by the vendor.

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

Category	Total no. of affected employees/ workers		No. of employees/ workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	Nil	Nil	Nil	Nil
Workers	Not Applicable ⁴			

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

No

5. Details on assessment of value chain partners:

Category	% of value chain partners (by value of business done with such partners) that were assessed ¹³
Health and safety practices	100
Working Conditions	100

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

DLF has implemented the following actions to address significant risks/ concerns arising from assessment of health & safety practices and working conditions. Few key initiatives implemented are as under:

Corrective and Preventive Action (CAPA):

DLF has established a robust internal audit mechanism that is fully aligned with its internal management system framework, covering all construction sites, operational assets and associated facilities. Audit findings and instances of non-compliance are systematically documented and communicated to ensure timely resolution. CAPA reports are prepared for all second and third-party audits and are subject to periodic review across multiple organizational levels, enabling proactive identification and mitigation of recurring issues.

Compliance:

To reinforce statutory adherence, DLF maintains a comprehensive compliance register that captures all applicable obligations.

Independent third-party assessments of compliance documentation are conducted at regular intervals to ensure ongoing compliance and transparency, while continuous monitoring and updates prevent lapses and support sustained governance.

HSSE Performance Review:

HSSE performance is treated as a top organizational priority across its operations (including its value chain). Contractors engaged in DLF's projects are required to comply with the Company's Health and Safety Manual and appoint a designated Site Safety Officer responsible for implementing a comprehensive Site Safety Plan. Relevant Key Performance Indicators (KPIs) are rigorously tracked and any identified gaps prompt immediate corrective measures. Continuous monitoring and iterative improvements reinforce a proactive safety culture, preventing incidents before they occur and driving consistent operational excellence.

This integrated approach to audits, compliance and HSSE ensures that corrective and preventive actions are not only responsive but also anticipatory, strengthening governance, mitigating risk and institutionalizing lessons learned across the organization.

⁴ All of DLF's workforce is categorized as 'Employees' and it does not have any 'Workers'. Hence, in all the sections, details sought for the 'Workers' category are not applicable.

¹³ Value chain partners include contractors and vendors engaged in construction projects and Facility Management Partners engaged in management of the rental properties.

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.

DLF considers stakeholder engagement a strategic priority and a cornerstone of its business philosophy. The Company is committed to creating long-term, sustainable value for a wide range of stakeholders, including investors, employees, customers, suppliers, business partners, communities and the Government.

The process of stakeholder engagement at DLF is decentralized, where concerned departments/ functions are entrusted with the responsibility of engaging with relevant internal and external stakeholders. This approach ensures that engagement is both contextually relevant and responsive to stakeholder expectations.

DLF's engagement practices are governed by its Stakeholder Engagement Policy, which is publicly accessible on the Company's website at **DLF Stakeholders Engagement Policy**.

The policy outlines a structured framework for identifying and prioritizing stakeholders as individuals, groups or organizations:

- that are directly or indirectly dependent on DLF's activities, real estate portfolio or services or on whom DLF is dependent to operate;
- towards whom DLF has legal, commercial, operational or ethical/ moral responsibilities; and
- who can influence or have impact on DLF's strategic or operational decision making.

The policy also outlines key stakeholder categories, such as shareholders, customers, employees, local communities and strategic business partners. By following this structured and inclusive approach, DLF integrates stakeholder perspectives into its decision-making processes, fostering transparency, accountability and mutual trust across all its stakeholder relationships.

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
Customers	No	Channels of Communication includes: <ul style="list-style-type: none"> • E-mails • Direct customer calls • Advertisements • Customer satisfaction surveys • Promotion of sustainability programmes and initiatives • Customer engagement meetings • Customer newsletters 	Others - Ongoing	<ul style="list-style-type: none"> • Product launch awareness; • Customer service delivery; • Seeking customer feedback; and • Customer query and its resolution.
Suppliers and Contractors	No	Channels of Communication includes: <ul style="list-style-type: none"> • E-mails • Phone calls • Meetings 	Others - depending on the project requirements	<ul style="list-style-type: none"> • Timely delivery of material and work completion; • Enhancing the deployment of resources and manpower; • Timely resolution of payment related issues (if any); • Environment, Health and Safety (EHS) Performance of the contractors; and • Ensuring regulatory compliance.

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
Investors and Shareholders	No	Channels of Communication includes: <ul style="list-style-type: none"> • Annual General Meetings • Regular interaction with investors/ shareholders through conferences and meetings • Periodic disclosures including Quarterly presentations • Press releases • Corporate Announcements uploaded on the Stock Exchange(s) Websites and Company's Website • Quarterly Investor/ Analyst Calls • Letters/ E-mails for IEPF and Dividend related matters 	Others - Ongoing	<ul style="list-style-type: none"> • Economic performance and growth; • Shareholders awareness on business developments; • Key risks related to the Company, such as competition and market risk; and • Dividend payments.
Employees	No	Channels of Communication includes: <ul style="list-style-type: none"> • Employee newsletters • Intranet portal • E-mail and other written communication • Performance review meetings • Trainings & Offsites • Skip Level meetings 	Others - Ongoing	<ul style="list-style-type: none"> • Keep employees updated on organizational goals, vision, mission and objectives and also align with the business plans; • Learning and development; • Career advancement opportunities; • Insights on future business plans; • Performance Evaluation; • Rewards and Recognition; and • Transparent communication and grievance redressal.
Regulatory Bodies	No	Channels of Communication includes: <ul style="list-style-type: none"> • Electronic and physical correspondence with regulatory bodies • Face to face meetings • Through industry chambers • Annual Report 	Others - Ongoing	<ul style="list-style-type: none"> • Regulatory compliance; and • Deliberations and inputs on regulations and policies that have bearing on DLF's operations and businesses.
Community	Yes	Channels of Communication includes: <ul style="list-style-type: none"> • Awareness on sustainability programmes and initiatives through e-mails, newsletters and website • Stakeholder engagement meetings with Community and partner NGOs 	Others - Ongoing	<ul style="list-style-type: none"> • CSR activities and Programme implementation; • Programme related regular monitoring, evaluation and reporting; • Need and Impact Assessment; • Training and Development; • Engagement and Feedback; and • Volunteering and Advocacy Initiatives.

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.

The process of stakeholder engagement at DLF is decentralized where different departments regularly engage with stakeholders within their respective domains, continuously gathering feedback to understand their needs and expectations.

These engagements enable us to understand stakeholder perspectives and expectations. They include discussions on economic, environmental and social issues that are relevant to both the organization and its stakeholders.

This feedback is consistently communicated to senior leadership to enable informed and strategic 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, DLF periodically analyses the insights gathered through consultations with different stakeholder groups including tenants, customers, communities and regulatory bodies to determine environmental and social issues critical for the business. This feedback helps shape DLF's ESG strategy, influencing its policies, goals and objectives. For instance, DLF has implemented ESG Policies aligned with evolving stakeholder concerns, regulatory landscape, international standards and industry practices, including Policies on environment management, health and safety, human rights, supply chain sustainability and customer engagement.

Further, DLF has established long-term ESG targets to mitigate key environmental and social impacts within its portfolio, addressing areas such as health and safety, water conservation, energy efficiency and emissions reduction. Additionally, insights gathered through community need assessments guide the CSR strategy, enhancing development programmes to effectively address the most pressing needs of communities near the Company's operational areas.

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

DLF, through its social arm, DLF Foundation and other public charitable trusts, works

closely with underserved, vulnerable and marginalized communities to address their challenges and support inclusive development. DLF Foundation and other trusts regularly carry out need assessments in areas around DLF's projects to plan relevant CSR and community initiatives. Ongoing interaction with these communities also helps in assessing the effectiveness of these efforts and making necessary improvements. Some key instances of engagement with marginalized beneficiary groups include:

- **Enhancing Access to Government Welfare Schemes through the DLF Foundation Suvridha Kendra:**

People in urban slums and underserved communities often struggle to access Government welfare schemes due to low awareness, limited digital skills and lack of proper documents, especially migrant and informal workers. DLF Foundation Suvridha Kendra, in partnership with Haqdarshak, addressed this by organizing camps across Gurugram to help individuals identify eligible schemes, complete applications and register. Beneficiaries received Yojna Cards to track their benefits. The Project supported 2,729 people and facilitated 4,303 welfare scheme applications.

- **Access to Quality Eye Care for Migrants:**

Migrant labourers and daily wage workers face a high risk of preventable eye disorders due to harsh working conditions, low awareness and limited access to care. In partnership with AKAK Clearview Foundation, the Eye Screening Health and Wellness Programme improved access to primary eye care. Over 4,700 people were screened and 1,055 individuals, including labourers, senior citizens, students and teachers, received spectacles. Those with serious conditions such as cataract and diabetic retinopathy were supported with treatment and surgeries, strengthening preventive healthcare for vulnerable communities.

- **Animal Health and Welfare:**

The growing population of stray animals in the Delhi NCR has increased the need for accessible and quality veterinary care. Lack of advanced medical infrastructure, puts the injured, abandoned and vulnerable animals at greater risk. Through facilities set up by the CGS Public Charitable Trust in Delhi and Gurugram, DLF supports advanced diagnostic, surgical, physiotherapy and rehabilitation services, with a focus on stray and abandoned

animals. In collaboration with All Creatures Great and Small (ACGS), care including shelter, medical treatment, emergency support and nutrition is provided at the Faridabad sanctuary. In FY 2025-26, 20,697 stray and abandoned animals were supported, including 18,325 inpatient cases (IPDs), 1,021 outpatient cases (OPDs), 876 surgeries, 428 X-rays and 47 ultrasounds. In addition, 393 animals were rescued and brought to the sanctuary for care and rehabilitation.

- Saving Lives Through Safer Roads:**
 Rapid urbanisation in Gurugram has increased traffic and raised the risk of road accidents, especially for pedestrians. Daily wage workers, school children, elderly citizens and women from underserved communities are particularly vulnerable due to unsafe road crossings. In partnership with the Government authorities, DLF supported the development of pedestrian friendly walkways, a foot-over bridge and a subway to improve road safety and reduce accidents and fatalities.
- Sanitation for Tribal Girls:**
 Girls in tribal residential schools in Palghar district have limited access to safe and hygienic sanitation facilities. The lack of proper toilets affects their health, hygiene,

dignity and regular attendance, especially during menstruation. DLF supported the construction of a dedicated girls toilet block at the Government Ashramshala in Urse, Palghar. This improved sanitation, living conditions and well-being for about 200 tribal girls, helping increase attendance and support better learning outcomes.

- Scholarship in Education:**
 Students from underserved communities often face barriers to continuing their education due to financial constraints, lack of academic support and limited access to guidance on career and higher education pathways. These challenges limit their ability to pursue higher studies and reach their full academic potential. The DLF CARES Education Support Programme helps students from low-income families access and continue quality education. In FY 2025-26, over 4,247 scholars were supported, including 262 students pursuing higher education and 130 students from aspirational districts across 20 states of India. Beyond scholarships, the initiative has strengthened the education ecosystem through teacher development programmes that benefit over 10,000 educators and career counselling sessions impacting nearly 50,000 students, including partner schools.

PRINCIPLE 5: Businesses should respect and promote human rights.

Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees/workers covered (B)	% (B/ A)	Total (C)	No. of employees/workers covered (D)	% (D/ C)
Employees						
Permanent	4,310	4,310	100	3,103	3,103	100
Other than permanent	Not Applicable ³					
Total Employees	4,310	4,310	100	3,103	3,103	100
Workers						
Permanent	Not Applicable ⁴					
Other than permanent						
Total Workers						

All employees are provided familiarization/ training on Code of Conduct of the Company and Prevention of Sexual Harassment (POSH), which covers human rights related aspects.

3 DLF does not have any 'Other than Permanent' employees. Hence, in all the sections, details sought for 'Other than Permanent' employee category are not applicable.
 4 All of DLF's workforce is categorized as 'Employees' and it does not have any 'Workers'. Hence, in all the sections, details sought for the 'Workers' category are not applicable.

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/ A)	No. (C)	% (C/ A)		No. (E)	% (E/ D)	No. (F)	% (F/ D)
Employees										
Permanent	4,310	Nil	N.A.	4,310	100	3,103	Nil	N.A.	3,103	100
Male	3,808	Nil	N.A.	3,808	100	2,788	Nil	N.A.	2,788	100
Female	502	Nil	N.A.	502	100	315	Nil	N.A.	315	100
Other than Permanent	Not Applicable ³									
Male										
Female										
Workers										
Permanent	Not Applicable ⁴									
Male										
Female										
Other than Permanent										
Male										
Female										

3. Details of remuneration/ salary/ wages

a. Median remuneration/ wages:

Category	Male		Female	
	No.	Median remuneration/ salary/ wages of respective category (₹ in lakhs per annum)	No.	Median remuneration/ salary/ wages of respective category (₹ in lakhs per annum)
Board of Directors (BoD)*	8	106.32	5	61.00
Key Managerial Personnel (KMPs)	2	461.00	-	-
Employees other than BoD and KMPs	3,803	11.80	502	9.00
Workers	Not Applicable ⁴			

* For calculating median remuneration, total number of directors during the financial year (including those who ceased to be on the Board as on financial year end date) have been considered. Directors who are also KMPs have been considered under Board of Directors category.

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

Category	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	10.54	10.24

3 DLF does not have any 'Other than Permanent' employees. Hence, in all the sections, details sought for 'Other than Permanent' employee category are not applicable.

4 All of DLF's workforce is categorized as 'Employees' and it does not have any 'Workers'. Hence, in all the sections, details sought for the 'Workers' category are not applicable.

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 at DLF, the Human Rights Policy defines guidelines for addressing any human rights related issues or impacts. The Human Rights Policy is owned and maintained by the Human Resources (HR) Department that acts as a focal point and is responsible for ensuring the implementation of these guidelines across the organization. In addition, DLF has an Internal Committee (IC) that is responsible for addressing any incidents and complaints related to sexual harassment.

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

At DLF, HR function has the responsibility of ensuring implementation and addressing any concerns and grievances. Employees can raise any human rights concerns to the HR function through their respective HR Business Partners.

The IC provides a dedicated and structured platform for reporting incidents in accordance with the procedures detailed in DLF's Policy on Prevention of Sexual Harassment, ensuring timely, fair and effective resolution.

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

Category	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	-	Nil	Nil	-
Discrimination at workplace	Nil	Nil	-	Nil	Nil	-
Child Labour	Nil	Nil	-	Nil	Nil	-
Forced Labour/ Involuntary Labour	Nil	Nil	-	Nil	Nil	-
Wages	Nil	Nil	-	Nil	Nil	-
Other human rights related issues	Nil	Nil	-	Nil	Nil	-

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

Category	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees/ workers	N.A.	N.A.
Complaints on POSH upheld	N.A.	N.A.

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

DLF's Whistle Blower Policy enables the stakeholders to report concerns related to human rights without fear of retaliation. The Policy ensures that individuals raising issues in good faith receive appropriate protection and support. Its provisions are designed to safeguard the rights and well-being of the complainant.

Key aspects of the Policy include:

- The identity of the complainant is kept confidential, except where disclosure is required by law or regulatory authorities.
- Individuals are protected from any retaliatory actions for reporting concerns.

In line with the Human Rights Policy, DLF encourages all employees, suppliers and partners to report any potential violations or risks related to human rights.

- The Company strictly prohibits any form of discrimination, harassment or adverse employment action against whistle blowers. This includes protection from:
 - Retaliatory practices such as threats, suspension or termination;
 - Disciplinary actions like demotion, denial of promotion or forced transfers; and
 - Misuse of authority that may hinder the complainants' ability to perform their duties.

DLF remains committed to maintaining a fair, transparent and secure environment for reporting and addressing grievances.

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

Yes, DLF integrates human rights standards directly into its supply chain governance through its Supplier Code of Conduct and General Conditions of Contract. These frameworks set clear expectations for suppliers, contractors and service providers and other business partners on issues such as the prohibition of child and forced labour, fair remuneration, working hours and ethical labour practices. By requiring all partners to formally acknowledge and adhere to these obligations, DLF ensures alignment with international labour standards while reinforcing accountability and operational integrity across its value chain. This proactive approach not only protects worker welfare but also mitigates reputational and operational risks, embedding responsible sourcing as a core component of the Company’s long-term strategy.

10. Assessments for the year:

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100
Forced/ Involuntary Labour	100
Sexual Harassment	100
Discrimination at Workplace	100
Wages	100

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

During FY 2025-26, no instances of sexual harassment, workplace discrimination, child labour, forced labour or non-compliance with minimum wage requirements were identified through human rights-related assessments.

Leadership Indicators

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

DLF has not encountered any human rights related concerns or formal complaints within its operations or supply chain. Recognizing the importance of proactive risk management, the Company has strengthened its internal governance frameworks to anticipate, prevent and mitigate potential human rights risks across its business activities and value chain.

To further embed responsible practices, DLF has implemented a comprehensive Supplier Code of Conduct, which establishes clear human rights expectations for all partners, including

suppliers, contractors, vendors, service providers and other business associates. The Code emphasizes adherence to ethical labour standards, non-discrimination and strict prohibition on child and forced labour.

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

DLF has established a strong internal compliance framework to uphold human rights standards across all facets of its operations. This system ensures alignment with applicable laws and internal policies related to labour and human rights. However, no formal due diligence has been conducted.

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, DLF is committed to ensuring that its offices and premises are accessible and inclusive for persons with disabilities, in accordance with the Rights of Persons with Disabilities Act, 2016. The Company has proactively integrated accessibility, safety and user-friendly features into the design and development of all new projects to accommodate the needs of differently abled individuals.

In addition to these forward-looking measures, DLF is also undertaking systematic upgrades to its existing infrastructure to align with applicable regulatory standards. These efforts reflect the Company’s broader commitment to fostering an environment that supports equal access and dignity for all.

• **Physical accessibility:** DLF has incorporated strategies into the architectural designs into its new constructions to ensure a barrier-free environment within the DLF premises. Salient features of DLF’s facilities are mentioned below:

- i. Parking spots are designed in a convenient manner with well-defined signages and access to the lift lobby;
- ii. Inclusion of ramps at all entry and exit points with anti-slip features and handrails on both sides to ensure appropriate support;
- iii. Lifts are equipped with braille and audio assistance to aid visually impaired individuals;
- iv. Separate washroom facilities for differently abled with easy-access doors;
- v. Availability of wheelchairs at all atriums and malls;
- vi. Adequate width is ensured for the main walkways and pathways in the exterior areas, allowing for unobstructed movement; and

vii. Leveled-floor are maintained, ensuring smooth and barrier-free movement.

- **Accessible Communication:** DLF has implemented measures to ensure that information is effectively communicated to individuals with disabilities. This includes the provision of written materials in accessible formats such as braille and audio assistance, enabling inclusive access to essential content.
- **Disability Awareness Training:** To foster an inclusive workplace culture, DLF conducts regular training sessions focused on disability awareness. These programmes are designed to equip employees and FM Partners with the knowledge and sensitivity required to engage effectively with persons with disabilities.
- **Commitment to Continuous Improvement:** DLF regularly evaluates its progress in meeting accessibility standards across the workplace. These assessments help identify gaps and inform enhancements, ensuring

that the organization evolves in line with the needs of differently abled individuals.

4. Details on assessment of value chain partners:

Category	% of value chain partners (by value of business done with such partners) that were assessed ¹⁴
Sexual Harassment	Nil
Discrimination at workplace	
Child Labour	
Forced Labour/ Involuntary Labour	
Wages	

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

No formal assessments were conducted. However, no significant human rights related risks or issues of concern were noticed across its value chain partners.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.¹⁵

Essential Indicators

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

Parameter	Unit	FY 2025-26	FY 2024-25
From renewable sources [in Giga Joules (GJ)]			
Total electricity consumption (A)	GJ	2,19,963.59	1,93,583.91
Total fuel consumption (B)	GJ	-	-
Energy consumption through other sources (C)	GJ	-	-
Total energy consumed from renewable sources (A+B+C)	GJ	2,19,963.59	1,93,583.91
From non-renewable sources [in Giga Joules (GJ)]			
Total electricity consumption (D)	GJ	8,21,371.19	7,53,679.20
Total fuel consumption (E) ¹⁶	GJ	3,48,826.76	2,51,949.58
Energy consumption through other sources (F)	GJ	-	-
Total energy consumed from non-renewable sources (D+E+F)	GJ	11,70,197.95	10,05,628.78
Total energy consumed (A+B+C+D+E+F)	GJ	13,90,161.54	11,99,212.69
Energy intensity per rupee of turnover¹⁷ (Total energy consumed/ Revenue from operations)	Total energy consumption in GJ/ per turnover in Rupee	0.000017	0.000015
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)¹⁸ (Total energy consumed/ Revenue from operations adjusted for PPP)	Total energy consumed in GJ/ per turnover adjusted for PPP in Rupee	0.000345	0.000310
Energy intensity in terms of physical output	Total energy consumption in GJ/ area of portfolio (including total leasable and saleable area) in sq. mtrs.	0.128	0.123

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, assurance of data herein has been carried out by SGS India Private Limited.

14 DLF promotes its value chain partners to adopt environmentally and socially sustainable practices by incorporating environment impact and labour law-related clauses in the General Conditions Contacts/ Service Level Agreements.

15 For data reported under Principle 6, the boundary includes all of DLF's rental portfolio and hospitality portfolio that was operational and development/ residential projects where construction was ongoing.

16 In FY 2025-26, there was an increase in the construction activities at DLF, resulting in higher energy consumption and waste generation.

17 Turnover is total 'Revenue from Operations'. However, it may be noted that as per the accounting standards, the revenue of DLF Cyber City Developers Limited, a material subsidiary of the Company is not consolidated in the Consolidated Turnover and is accounted as a Joint Venture. This is in alignment with the previous reportings.

18 The turnover has been adjusted to the Purchasing Power Parity prices as published by the International Monetary Fund (IMF) for FY 2025-26 and FY 2024-25, respectively.

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 2025-26	FY 2024-25
Water withdrawal by source [in Kilolitres (KL)]		
(i) Surface water	-	-
(ii) Groundwater	3,41,385.95	3,31,793.81
(iii) Third party water	68,09,701.28	69,25,059.81
(iv) Seawater/ desalinated water	-	4,130.00
(v) Others	-	-
Total volume of water withdrawal (in KL) (i+ii+iii+iv+v)	71,51,087.23	72,60,983.62
Total volume of water consumption (in KL)¹⁹	1,15,65,017.94	1,15,53,788.21
Water intensity per rupee of turnover¹⁷ (Total water consumption/ Revenue from operations) (Water consumed in KL/ Turnover in Rupee)	0.000141	0.000145
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)¹⁸ (Total water consumption/ Revenue from operations adjusted for PPP)	0.002871	0.003307
Water intensity in terms of physical output [Total water consumption in KL/ area of portfolio (including total leasable and saleable area) in sq. mtr.]	1.07	1.18

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, assurance of data herein has been carried out by SGS India Private Limited.

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment [in Kilolitres (KL)]		
(i) To Surface water	-	-
-No treatment	-	-
-With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
-No treatment	-	-
-With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
-No treatment	-	-
-With treatment – please specify level of treatment	-	-
(iv) Sent to third parties	59,064.29	42,443.32
-No treatment	59,064.29	42,443.32
-With treatment – please specify level of treatment	-	-
(v) Others	-	-
-No treatment	-	-
-With treatment - please specify level of treatment	-	-
Total water discharged in KL²⁰	59,064.29	42,443.32

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, assurance of data herein has been carried out by SGS India Private Limited.

17 Turnover is total 'Revenue from Operations'. However, it may be noted that as per the accounting standards, the revenue of DLF Cyber City Developers Limited, a material subsidiary of the Company is not consolidated in the Consolidated Turnover and is accounted as a Joint Venture. This is in alignment with the previous reportings.

18 The turnover has been adjusted to the Purchasing Power Parity prices as published by the International Monetary Fund (IMF) for FY 2025-26 and FY 2024-25, respectively.

19 This includes freshwater withdrawal along with water recycled from on-site sewage treatment plants for reuse within facilities.

20 In FY 2025-26, the total volume of water discharged has increased due to increase in water discharge at specific sites.

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

DLF has effectively implemented the Zero Liquid Discharge (ZLD) mechanism across its rental assets, clubs and select residential and development projects, underscoring its strong commitment to responsible and sustainable water management. This initiative, coupled with the achievement of the LEED Zero Water Platinum Certification, highlights the Company's steadfast commitment to responsible water management.

At the core of this initiative, deployment of advanced sewage treatment systems, including Sequencing Batch Reactor and Extended Aeration Technology, which enable the reuse of treated wastewater for non-potable applications including toilet flushing, softscape irrigation, gardening, cooling tower operations and dust suppression.

At locations where on-site treatment facilities are not available such as certain club assets, wastewater is routed to Resident's Welfare Association (RWA) managed or centralized third-party treatment systems, ensuring ZLD

compliance even at under construction and operational sites.

To further enhance water sustainability, DLF has adopted a suite of advanced wastewater treatment technologies and water efficiency measures at its rental properties and hospitality portfolio, including:

- Installation of meters and sub-meters to monitor water usage in real time;
- Leak detection systems and proactive maintenance to minimize water loss;
- Reuse of condensate from air handling units and optimized plumbing systems;
- Sensor-based and low-flow fixtures to reduce water consumption;
- Automation and pressure regulation in water supply systems for efficient distribution;
- Recirculation of rejected water from treatment systems for secondary uses; and
- Rainwater harvesting systems to support groundwater recharge and reduce reliance on municipal water supply.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NO _x	(mg/ Nm ³)	245.58	256.65
SO _x	(mg/ Nm ³)	22.23	23.29
Particulate Matter (PM) ²¹	(mg/ Nm ³)	76.56	44.04
Persistent Organic Pollutants (POP)	(mg/ Nm ³)	25.70	25.70
Volatile Organic Compounds (VOC)	(mg/ Nm ³)	1.55	3.10
Hazardous Air Pollutants (HAP)	(mg/ Nm ³)	3.41	44.85
Carbon Monoxide (CO) ²²	(mg/ Nm ³)	61.86	29.00
Ammonia (NH ₃)	(mg/ Nm ³)	-	-
Ozone (O ₃)	(mg/ Nm ³)	-	-
Hydrocarbon (HC)	(mg/ Nm ³)	54.82	57.20

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, laboratories approved and accredited by National Accreditation Board Limited/ Ministry of Environment, Forest and Climate Change (MoEFCC) carried out Independent Assessment for Rental Assets.

²¹ In FY 2025-26, amount of PM emissions has increased from the previous year, due to increase in construction activities.
²² In FY 2025-26, amount of CO emissions has increased due to increased consumption of fuels at specific sites.

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions ^{23, 16} (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	27,728.57	22,343.18
Total Scope 2 emissions ²⁴ (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	1,63,181.34	1,52,168.43
Total Scope 1 and Scope 2 emission intensity per rupee of turnover ¹⁷ (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	Metric tonnes of CO ₂ e per rupee of turnover	0.0000023	0.0000022
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) ¹⁸ (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP)	-	0.0000474	0.0000449
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO ₂ e per sq. mtr. of portfolio (including total leasable and saleable area) in sq. mtr.	0.018	0.018

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, assurance of data herein has been carried out by SGS India Private Limited.

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

Yes, DLF is committed to improving energy efficiency and lowering greenhouse gas (GHG) emissions across its managed assets and real estate portfolio. With a strategic focus, the Company has introduced various initiatives aimed at fostering energy conservation and sustainability throughout its properties towards reducing carbon footprints. A central element of this strategy is compliance with LEED Green Building standards with numerous DLF buildings earning LEED Platinum certification from USGBC. DLF prioritizes energy efficient designs and technologies into its developments and to support these efforts, DLF emphasizes the use of high-efficiency equipment and appliances. At select locations, the Company has implemented the following measures:

a. Increasing the inclusion of renewable energy generation to reduce reliance on fossil fuels

- Rooftop solar installations with a cumulative capacity of ~5 MW have been deployed across rental properties. Additionally, certain rental properties have entered into Power Purchase Agreements (PPAs) to procure solar energy, enabling 100% green energy usage in select buildings. For instance, DLF Cyber City, Hyderabad operates entirely on renewable electricity, while DLF Cyber City, Chennai sources 85% of its power from green energy. DLF Mall of India, Noida has currently achieved 50% renewable energy integration. Additionally, certain select commercial assets, utilize wind energy and open-access solar power to further diversify clean energy procurement

16 In FY 2025-26, there was an increase in the construction activities at DLF, resulting in higher energy consumption and waste generation.

17 Turnover is total 'Revenue from Operations'. However, it may be noted that as per the accounting standards, the revenue of DLF Cyber City Developers Limited, a material subsidiary of the Company is not consolidated in the Consolidated Turnover and is accounted as a Joint Venture. This is in alignment with the previous reportings.

18 The turnover has been adjusted to the Purchasing Power Parity prices as published by the International Monetary Fund (IMF) for FY 2025-26 and FY 2024-25, respectively.

23 DLF's Scope 1 GHG emissions include emissions from stationary and mobile combustion of fuels consumed including Diesel, PNG, LPG, Acetylene, Petrol, Coal and CNG, emissions from Refrigerants and Fire extinguishers.

24 DLF's Scope 2 GHG emissions include emissions from the generation of purchased electricity i.e. electricity purchased from grid as well as purchase of DG units not owned or operated by DLF.

and reduce carbon intensity. These initiatives have cumulatively helped DLF reduce its dependency on grid electricity and lower the overall carbon footprint.

b. Demand side management, to improve energy efficiency across managed assets

- Transition to LED lighting across its development, commercial and residential developments, including common areas, clubs and basements. Passive Infrared (PIR) based sensor lighting has been deployed in low-occupancy zones to further optimize energy use;
- Transition to battery operated golf carts and electric scooters at

residential developments and select hospitality locations;

- Deployment of Energy-efficient HVAC systems, including VRVs, chillers and AHUs with variable frequency drives resulting in enhanced thermal insulation of building envelopes;
- Incorporating insulated roofing into building designs to reduce heat gain, thereby lowering cooling loads and related emissions; and
- Replacement of Liquefied Petroleum Gas (LPG) to Piped Natural Gas (PNG) in kitchen operations in select hospitality sites, resulting in reduction of carbon emissions.

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated [in metric tonnes (MT)]		
Plastic waste (A)	549.75	481.36
E-waste (B)	29.90	27.61
Bio-medical waste (C)	0.05	0.02
Construction and demolition waste (D) ¹⁶	2,23,136.52	47,706.73
Battery waste (E)	105.26	107.61
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any (G)		
I. Used Lube Oil	48.06	53.06
II. Used DG filters and Cotton Waste	61.20	56.38
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
I. Paper Waste	3,783.12	3,397.08
II. Scrap Metal ¹⁶	2,259.63	1,048.98
i. Aluminum	247.14	0.23
ii. Iron	1,164.14	771.10
iii. Other Scrap Metal	848.35	277.65
III. Organic Waste	4,651.96	5,425.39
IV. Miscellaneous ²⁵	1,836.48	4,380.97
Total (A+B+C+D+E+F+G+H)¹⁶	2,36,461.93	62,685.19
Waste intensity per rupee of turnover¹⁷ (Total waste generated/ Revenue from operations)	0.00000289	0.00000078
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)¹⁸ (Total waste generated/ Revenue from operations adjusted for PPP)	0.00005870	0.00001794
Waste intensity in terms of physical output (Total waste generated in MT/ area of portfolio (including total leasable and saleable area) in sq. mtr.	0.02181601	0.00641069

16 In FY 2025-26, there was an increase in the construction activities at DLF, resulting in higher energy consumption and waste generation.

17 Turnover is total 'Revenue from Operations'. However, it may be noted that as per the accounting standards, the revenue of DLF Cyber City Developers Limited, a material subsidiary of the Company is not consolidated in the Consolidated Turnover and is accounted as a Joint Venture. This is in alignment with the previous reportings.

18 The turnover has been adjusted to the Purchasing Power Parity prices as published by the International Monetary Fund (IMF) for FY 2025-26 and FY 2024-25, respectively.

25 Miscellaneous waste comprises of glass, wood, cotton and cardboard waste.

Parameter	FY 2025-26	FY 2024-25
For each category of waste generated, total waste recovered through recycling, reusing or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	11,482.64	11,031.06
(ii) Reused	1,512.43	7,122.24
(iii) Other recovery operations	15.45	-
Total	13,010.52	18,153.30
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	2.00	0.91
(ii) Landfilling	105.45	147.62
(iii) Other disposal operations ²⁶	2,22,614.04	44,383.32
Total	2,22,721.49	44,531.85

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, assurance of data herein has been carried out by SGS India Private Limited.

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.

DLF has adopted a structured and comprehensive waste management system across all its operations, ensuring alignment with national regulations, municipal guidelines and global sustainability frameworks such as LEED. The Company systematically drives waste minimization, source-level segregation, reuse, recycling and safe disposal through certified vendors. In parallel, it embeds responsible procurement and operational practices to reduce hazardous and toxic materials, reinforcing its commitment to sustainable operations.

Few of the salient practices adopted by DLF includes:

i. Waste Collection, Segregation and Management measures

It is a constant effort to ensure all generated waste is suitably treated and no waste is sent to landfill. Construction waste generated during concrete and plastering process is collected, segregated and reused in filling underneath the stich slab. Steel scrap is used in non-structural members of the building to reduce waste. In addition, to divert waste from landfills, DLF tries to source or sell to recycling

facilities. For example, DLF has a battery buy-back policy.

DLF has established dedicated waste collection areas and waste separation facilities at its managed sites. Solid waste undergoes segregation in specific assigned areas, where it is directed for reuse, recycling or energy recovery, depending on the type of waste.

Three types of waste are segregated and monitored as mentioned below:

- **Green Bin:** Biodegradable organic waste such as food waste, wet waste collected through these bins, is transferred to organic waste composters installed on-site for composting. The manure generated from this process is used as a fertilizer for horticulture purpose in landscaping.
- **Blue Bin:** Other non-hazardous recyclable waste such as plastic, paper, metal waste are sorted as dry waste and is further directed for reuse, recycling through authorised vendors or sent to waste-to energy plants.
- **Black Bin:** Hazardous waste items such as sanitary waste and e-waste. The e-waste and hazardous waste like used lube oil and batteries are safely disposed through Government authorized vendors, in line with regulatory requirements.

²⁶ In FY 2025-26, there was an increase in the construction and demolition waste due to increase in construction activities. This was sent to authorized third party vendors, leading to an increase in waste disposed through 'other disposal operations', as compared to the previous year.

ii. Solid and Organic Waste Management

- DLF has implemented a strict waste segregation protocol at all sites using color-coded bins for dry, wet, recyclable and hazardous waste. Dedicated waste collection areas and organized storage facilities have been established to facilitate systematic diversion;
- Dry waste such as paper, cardboard, plastic, metal and Autoclaved Aerated Concrete blocks is handed over to authorized recyclers;
- Wet waste is processed through Organic Waste Composters (OWCs) installed at various rental sites. The compost generated is reused for horticulture and landscaping. At majority of hospitality sites, wet waste is handed over to the municipal bodies, authorized vendors or local RWAs; and
- Food and kitchen waste generated from commercial, retail and hospitality properties, are either composted on-site or handed over to authorized NGOs and municipal vendors.

iii. Hazardous and E-Waste Management

- E-waste is collected and safely disposed of through Pollution Control Board authorized recyclers and other certified vendors. All necessary documentation and compliance certificates are properly maintained;
- Battery waste is periodically sold to authorized recyclers, with all relevant records being maintained;
- Used lube oil is collected and sold to certified recyclers for recovery and reuse. Oil-contaminated waste, including DG filters and cleaning cloths are disposed of through CPCB/SPCB-authorized handlers;
- Used cooking oil is disposed of through licensed vendors, ensuring safe recycling or reuse; and
- Bio medical waste generated from on-site clinics is stored in color-coded

bins and collected by authorized biomedical waste disposal agencies. Records of collection and disposal are maintained in accordance with regulatory requirements.

iv. Toxic Waste Management and Chemical Safety

DLF has established a robust system to minimize and manage hazardous and toxic substances, including the following:

- **Material Safety Data Sheets (MSDS):**
DLF has adopted the use of MSDS for all materials used in construction and operations. MSDS provides detailed information on potential hazards including health effects, fire and reactivity risks, storage, handling, disposal and spill/ leak procedures. Materials are screened and approved based on MSDS, ensuring that only safe and compliant products are used, thereby preventing the use of materials with toxic content.
- **Sustainable Procurement:**
DLF promotes the use of low-VOC paints, non-toxic adhesives and eco-friendly construction materials to reduce chemical exposure and environmental impact.
- **Safe Handling and Disposal:**
Hazardous substances such as solvents, sealants and chemicals are properly labeled and stored in designated areas. These materials are disposed of through CPCB/SPCB-authorized agencies. No toxic chemicals are used on-site beyond essential items such as lubrication oil, which are also handled responsibly.

DLF's waste management and toxic substance reduction practices are reinforced through regular audits, vendor compliance checks and employee awareness programmes, ensuring adherence to environmental standards.

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:

Sl. 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 ²⁷			

27 None of DLF's operations are located around ecologically sensitive areas.

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
Proposed Expansion of Group Housing Project 'The Arbour' (25.087 acres), Village Maidawas, Sector-63, Gurugram, Haryana	EC23B039HR116175	Compliance Report submitted on 10 November 2025	Yes	Yes	https://www.dlf.in/homes/luxury/thearbour/compliance
DLF IT Park, Chennai	SEIAA-TN/F.6645/EC/8(b)/689/2020	Compliance Report submitted on 2 December 2025	Yes	No	-
The Grove, Gurugram, Haryana	SEIAA/HR/2021/490	Compliance Report submitted on 26 November 2025	Yes	No	-

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:

Sl. 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 (in ₹)	Corrective action taken, if any
1	Graded Response Action Plan (GRAP) directions	Non-compliance of GRAP Direction at one of the DLF's sites pertaining to construction and maintenance of building materials	6,90,000	Unit closed all construction and demolition activities with immediate effect. Preventive and corrective measures have been undertaken at the site as per issued direction.

Leadership Indicators

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

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

- (i) **Name of the area:** DLF has operations across the locations of National Capital Region (including Gurugram and New Delhi), Chennai, Mumbai and Hyderabad.
- (ii) **Nature of operations:** Development for construction and infrastructure; Rental for commercial properties; and Hospitality for clubs and hotels, as mentioned in Section A.19(c).
- (iii) **Water withdrawal, consumption and discharge in the following format:**

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source [in Kiloliters (KL)]		
(i) Surface water	-	32,440.00
(ii) Groundwater	2,12,361.00	2,70,488.81
(iii) Third party water	54,83,077.03	27,79,942.01
(iv) Seawater/ desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal in KL	56,95,438.03	30,82,870.82
Total volume of water consumption in KL¹⁹	90,74,233.03	65,59,561.51

19 This includes freshwater withdrawal along with water recycled from on-site sewage treatment plants for reuse within facilities.

Parameter	FY 2025-26	FY 2024-25
Water intensity per rupee of turnover (Water consumed/ turnover)¹⁷	0.000111	0.000082
Water intensity in terms of physical output [Total water consumption in KL/ area of portfolio (including total leasable and saleable area) in sq. mtr.]	0.84	0.67
Water discharge by destination and level of treatment (in KL)		
(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	11,150.00	12,248.22
- No treatment	11,150.00	12,248.22
- With treatment- please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment- please specify level of treatment	-	-
Total water discharged (in KL)	11,150.00	12,248.22

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, assurance of data herein has been carried out by SGS India Private Limited.

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)	Metric tonnes of CO ₂ equivalent	-	-
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent	-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO ₂ equivalent	-	-

The Company is in process of building the capability to monitor Scope 3 emissions for future reporting. At present, the same is not being monitored.

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 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities.

Not Applicable²⁷

¹⁷ Turnover is total 'Revenue from Operations'. However, it may be noted that as per the accounting standards, the revenue of DLF Cyber City Developers Limited, a material subsidiary of the Company is not consolidated in the Consolidated Turnover and is accounted as a Joint Venture. This is in alignment with the previous reportings.

²⁷ None of DLF's operations are located around ecologically sensitive areas.

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:

Sl. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1.	Green Energy Solutions	<p>Measures undertaken to promote green energy solutions include:</p> <ul style="list-style-type: none"> • Approximately one-third of terrace space is being utilized for solar panel installations to generate clean energy at some of the development sites; • Rooftop solar installations with a cumulative capacity of ~5 MW have been deployed across rental properties; • DLF Cyber City, Hyderabad operates entirely on renewable electricity, while DLF Cyber City, Chennai sources 85% of its power from green energy and DLF Mall of India, Noida has currently achieved 50% renewable energy integration; • Select commercial assets utilize wind energy and open-access solar power to further diversify clean energy procurement and reduce carbon intensity; • Select retail properties have entered into Power Purchase Agreement (PPA) with third-party solar energy provider(s) to supplement renewable energy sourcing; • Existing wind energy PPAs at select rental properties continue to contribute to the renewable energy mix; and • Transitioned from LPG to PNG in kitchens at select hotels to support cleaner fuel usage and reduce carbon emission. 	Increased green power consumption resulting in lower GHG emissions.
2.	Energy Efficiency Measures	<p>Measures undertaken to promote energy efficiency include:</p> <ul style="list-style-type: none"> • Replaced all conventional lighting with energy-efficient LED fixtures across assets. Further, some buildings are equipped with motion sensors and timer-based lighting controls; • Automatic tube cleaning systems for chillers, Variable Frequency Drives (VFDs) for secondary pump, installation of high energy efficient Air Handling Unit (AHUs) with EC fans, energy efficient motors and enhanced thermal insulation of building envelope at our rental properties; • Upgraded traditional pumps with high-efficiency pump systems at rental and hotel properties; • Installed VFDs on AHUs panels at certain hotels to optimize energy use; • Deployed new Fan Coil Units at select commercial sites to enhance HVAC efficiency; • Installed energy-efficient pumps and exhaust fans to reduce overall power consumption; • Replaced conventional air-cooled chillers with advanced, energy-efficient models to lower emissions and improve system performance at select hotel and commercial sites; • Smart grid/ smart building technologies installed across properties; and • Wall and roof insulation. 	Reduced energy consumption and lower operational costs across buildings.
3.	Air Quality Improvement Measures	<p>Measures undertaken to promote air quality improvement include:</p> <ul style="list-style-type: none"> • Initiated the installation of Retrofit Emission Control Devices (RECDs) across all diesel generator sets at the malls, significantly reducing particulate and gaseous emissions, improving air quality and ensuring environmental compliance; • MERV filters installed in all AHUs, improving AQI and maintaining it at safe levels; • Replaced conventional air-cooled chillers with advanced, energy-efficient models to lower emissions and improve system performance at some of the rental properties; • Treated water from STPs for dust suppression; • High Efficiency Particulate Air (HEPA) filter-based air purification systems installed in DLF malls (retail properties) to enhance indoor air quality and reduce pollution; and • Use of anti-smog guns at construction sites to reduce air pollution. 	Effectively reducing and regulating all key emission parameters at rental sites. Indoor air quality improvement and reduction in air pollution.

Sl. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
4.	Water Conservation Measures	<p>Measures undertaken to promote water conservation include:</p> <ul style="list-style-type: none"> • Installed CP fittings with aerators at certain commercial sites to reduce water flow without compromising functionality; • Implemented water conservation measures including low-flow plumbing fixtures, metering and sub-metering, automated tank filling and supply and RO discharge utilization at some rental sites; • Deployed IoT-based flow meters for real-time monitoring and management of water consumption at rental properties; • Reuse of treated water from STPs for dust suppression, reducing reliance on municipal freshwater and supporting improved air quality around project sites; • Implemented metering and sub-metering systems to track and optimize water usage at granular levels; • Automated tank filling and water supply systems to prevent overflow and ensure efficient distribution; • Re-purposed RO system discharge water for non-potable applications, further reducing water wastage; • Implemented Condensate Water Utilization (refers to the practice of collecting and reusing water formed through condensation) from AHUs; and • Installed foot operated sink in kitchen area to save the water at certain DLF hotels. 	Improved water usage efficiency and reduced reliance on freshwater for consumption.
5.	Resource Conservation Measures	<p>Measures undertaken to promote resource conservation include:</p> <ul style="list-style-type: none"> • Adopted post-tensioned (PT) concrete slab design to reduce slab thickness by ~50 mm, leading to material savings and structural efficiency; • Incorporated fly ash a byproduct of coal combustion into concrete mixes to reduce the use of high-carbon Portland cement, thereby lowering embodied carbon and promoting circular use of industrial waste; • Implemented post-tensioned (PT) concrete slab systems to optimize structural efficiency and reduce slab thickness compared to conventional slab design; resulting in minimized concrete usage, thereby lowering embodied carbon emissions and generating associated cost savings; • Maximize the use of coil steel to minimize material wastage compared to conventional cut and bend steel bars, processed onsite; • Implemented on-site segregation of construction and demolition (C&D) waste, reusing suitable materials in plain cement concrete (PCC) under stitch slabs to reduce overall waste generation; and • Installation of organic waste converters at our managed sites to recycle organic waste into nutrient-rich compost, which is then used for horticultural purposes, eliminating the use of chemicals for gardening purposes. 	These initiatives collectively reduce embodied carbon, minimize material and waste generation and result in significant cost savings.

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

Yes, DLF has implemented a robust Business Continuity and Disaster Management Plan under its Emergency Response and Preparedness Plan (ERPP) framework, encompassing all operational and construction activities. The plan addresses a broad spectrum of potential risks, including natural disasters (earthquakes, floods, cyclones, etc.), fire outbreaks, gas leaks, power outages, civil unrest, epidemics and other human-induced incidents. The plan is structured to ensure the safety of personnel, protection of assets and continuity of operations, while minimizing disruption and enabling rapid recovery during emergencies.

Key features of the ERPP include:

- Deployment of Emergency Response Teams across all managed sites, aligned with ISO 45001:2018 compliant Safety Management Systems;
- Regular emergency preparedness training, mock drills and awareness campaigns to equip employees and contractors with the skills to respond effectively;
- Advanced fire safety systems such as early warning detection, automatic sprinklers and suppression systems, installed across all buildings;
- Seismic-resilient infrastructure, with all real estate projects designed one level above the applicable seismic zone requirements;

DLF LIMITED

- Flood mitigation measures, including rainwater harvesting wells at project sites;
- Clearly marked assembly points and evacuation maps at construction sites to ensure safe congregation during emergencies;
- Dedicated safety teams at all sites to monitor compliance and ensure continuous improvement in emergency readiness; and
- Tie-ups with local hospitals to provide immediate medical support during emergencies.

Through these integrated and proactive approach, DLF ensures business continuity, operational resilience and the well-being of all stakeholders.

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.

Real estate is an energy intensive sector, with construction and operation of buildings contributing significantly towards global GHG emissions, making energy and resource efficiency essential to business operations, building designs as well as extended to its value chain partners. However, in FY 2025-26, there has been no significant adverse impact to the environment arising from DLF's operations.

Instilling climate resilient building practices at the design stage, maintaining compliance with all applicable regulatory requirements, responsible development practices, promoting use of renewable energy and procuring sustainable construction material are a few ways that DLF ensures minimization of adverse impacts and risks arising from the value chain. Additionally, preventive or mitigative measures are undertaken in cases of high risks, if detected.

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

DLF encourages its value chain partners to adopt environmentally sustainable practices by integrating environmental impact-related clauses into General Conditions of Contracts and Service Level Agreements. However, no formal assessment is being made in this regard.

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

- By the listed entity**
- By the top ten (in terms of value of purchases and sales, respectively) value chain partners**

During the reporting year, DLF procured 1,28,529 Green Credits for ₹ 12.80 crore for rental properties. Further, DLF do not monitor such procurement by its value chain partners.

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.

DLF maintains affiliation with 11 trade and industry chambers/ associations operating at both national and state levels. Through these affiliations, the Company actively contributes to sectoral policy advocacy and promotes enhanced standards of transparency and corporate governance.

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.

Sl. 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 Indian Chambers of Commerce & Industry (FICCI)	National
3	The Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
4	National Real Estate Development Council (NAREDCO)	National
5	World Travel and Tourism Council, India Initiative	National
6	Confederation of Indian Industry (CII), New Delhi	State
7	Confederation of Real Estate Developers' Associations of India (CREDAI), NCR	NCR
8	CREDAI, Goa	State
9	CREDAI, Chennai	State
10	National Real Estate Development Council, Haryana	State

In addition, the Company is also a member of Asia Pacific Real Estate Association, Singapore (International).

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

There were no incidents of anti-competitive conduct by DLF during FY 2025-26.

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

Leadership Indicators

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

Sl. 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
1	Non-requirement of approval of Layout Plan for a single plot in case of Municipal Corporation of Delhi's Building Plan Approval System, whereas there is no such provision in Delhi Development Authority's or New Delhi Municipal Corporation's Building Plan Approval System.	Through trade chambers	Yes	Others-Need Based	-
2	Eligibility of Input Tax Credit on expenses incurred in the construction of immovable property intended for further supply of commercial leasing services.	Through trade chambers	Yes	Others-Need Based	-
3	Applicability of Green Building Incentives or Green Blue Factor as per the Ratings for Integrated Habitat Assessment (GRIHA) in the Master Plan of Delhi 2041.	Through trade chambers	Yes	Others-Need Based	-
4	Fast Track Clearance of the appeal cases filed with the Appellate Committee for grant of height permission of High-rise building projects from Airports Authority of India.	Through trade chambers	Yes	Others-Need Based	-
5	Issuance of desired height permission during the initial height NOC stage from Airports Authority of India.	Through trade chambers	Yes	Others-Need Based	-
6	Consent for any other alteration in the sanctioned plans, layout plans, structural designs and specifications of the buildings or the common areas within the project should be changed from 2/3 rd to 1/3 rd of the allottees for timely completion.	Through trade chambers	Yes	Others-Need Based	-
7	Simplification of withdrawal of balance funds from escrow accounts, once project is complete.	Through trade chambers	Yes	Others-Need Based	-

^{\$} The need-based review is done by the Senior Management of the Company.

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
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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:**

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

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

DLF engages with local communities through its dedicated social arm, DLF Foundation and other public charitable trusts. Community stakeholders are provided with multiple avenues to express concerns and submit grievances, including contact details, e-mail ID and office locations, listed on the official website of the DLF Foundation.

Additionally, the concerns may be directly communicated via the Foundation’s designated e-mail ID (dlf-foundation@dlf.in, dlfcares@dlf.in), ensuring accessibility and responsiveness.

A structured grievance redressal framework is in place to facilitate timely and equitable resolution of issues. Feedback and complaints received through both digital and in-person channels are escalated to appropriate officials and senior management for review. The process emphasizes impartiality, confidentiality and thorough documentation to uphold transparency and accountability across all projects.

DLF further strengthens its community relations through ongoing CSR initiatives, maintaining regular dialogue with stakeholders via meetings and feedback sessions to proactively address emerging concerns and foster inclusive development.

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

Category	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ Small Producers	23	27
Directly from within India	100	100

5. **Job creation in smaller towns - Disclose wages paid to persons employed (including employees or workers⁴ employed on a permanent or non-permanent/ on contract basis) in the following locations, as % of total wage cost:**

Location	FY 2025-26	FY 2024-25
Rural	-	-
Semi-urban	-	-
Urban	78	78
Metropolitan	22	22

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):**

Details of negative social impact identified	Corrective action taken
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Not Applicable

⁴ All of DLF’s workforce is categorized as ‘Employees’ and it does not have any ‘Workers’. Hence, in all the sections, details sought for the ‘Workers’ category are not applicable.

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

Sl. No.	State	Aspirational District	Amount spent (In ₹)
1	Maharashtra	Palghar (Dahanu Block)	10,00,000.00
2	Haryana	Mewat	40,000.00
3	Bihar	Aurangabad, Banka, Gaya, Sheikhpura, Jamui, Muzaffarpur, Nawada, Sitamarhi	13,67,535.00
4	Rajasthan	Karauli	40,000.00
5	Uttar Pradesh	Fatehpur, Bahraich, Chandauli	2,44,538.00
6	Jharkhand	Chatra, Giridih, Godda, Bokaro, Ranchi, Gumla, Simdega	2,56,170.00
7	Madhya Pradesh	Chhatarpur	46,300.00

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

No

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

Not Applicable

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

Not Applicable

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:

DLF does not have any intellectual properties owned or acquired based on traditional knowledge.

Sl. No.	Intellectually Property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit shared (Yes/ No)	Basis of calculating Benefit Shared
Not Applicable				

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

Name of Authority	Brief of Case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

Sl. No.	CSR Project/ Programme	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Environment Sustainability - Adoption, Development & Maintenance of Public Green Belts: Public green belts spanning nearly 6,29,045 square metres, including 3,936 trees and 2,69,210 shrubs were planted.	General Public	N.A.
2	Environment Sustainability – Development of an eco-friendly Shanti Sthaan Crematorium: In partnership with Haryana Shehri Vikas Pradhikaran (HSVP), a well-designed and environmentally sustainable crematorium is being developed in Gurugram across 6.26 acres of land. Designed to serve a population of over 1.5 million people, Phase 1 of the project is nearing completion. Upon completion, the crematorium will be handed over to the Government and opened for public use.	General Public	N.A.

Sl. No.	CSR Project/ Programme	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
3	<p>Saving Lives Through Safer Roads:</p> <p>Public Pedestrian Subway: Developed a public pedestrian subway on NH-48 in partnership with National Highways Authority of India (NHAI) and Gurugram Metropolitan Development Authority, connecting Udyog Vihar with Mousari Avenue Metro Station.</p> <p>Public Foot-over Bridge: Developed Public pedestrian Foot-over Bridge in partnership with Gurugram Metropolitan Development Authority connecting Chakarpur Village with Sikanderpur/ Ashoka Crescent Marg at Raghvendra Marg.</p>	24,18,262 Beneficiaries	100
4	<p>Support to Family Health Centre: The Programme supported a Family Health Centre in Gurugram that provides accessible quality OPD, diagnostics and medication to underserved rural and slum communities.</p> <p>Individuals from low-income backgrounds benefited from the Centre and various activities including cancer screening, eye care camps and awareness sessions on maternal and child health, nutrition and hygiene were organized.</p>	8,595 Beneficiaries	100
5	<p>Eye Screening & Wellness Programme: The programme screened beneficiaries, ensuring timely diagnosis, provision of spectacles and necessary treatment for sight-restoring Cataract and Diabetic Retinopathy surgeries.</p>	4,700 Beneficiaries	100
6	<p>Supporting Dignified Care for Alzheimer's Patients: Extended support to the ASHA Dementia Centre in New Delhi to support elderly beneficiaries living with dementia-related conditions and those coming for day care therapies. The Centre supports therapeutic interventions, such as physiotherapy, cognitive stimulation, music engagement and emotional counselling for the residents at the Centre.</p>	50 Beneficiaries	100
7	<p>24*7 Emergency Ambulances: 3 Basic Life Support ambulances were deployed across Gurugram and Delhi, operating 24*7 to ensure rapid response and accessibility. This initiative provided vital critical emergency care to individuals.</p>	541 Beneficiaries	100
8	<p>Naturopathy & Alternative Medicine: Access to natural and preventive healthcare was promoted through Naturopathy, Magnet and Acupressure Therapy initiative across Delhi and Gurugram. During the year, beneficiaries received personalised treatments and consultations under the programme.</p>	7,548 Beneficiaries	100
9	<p>Medical Assistance to the people in Need: Patients received medical support, including treatment for chronic liver infection, kidney transplantation, paralysis, brain tumour and breast cancer.</p>	42 Beneficiaries	100
10	<p>Redevelopment of the Pasha Wing at CGS: Redevelopment of the Pasha Wing, spread across 7,300 sq. ft., is being undertaken as a dedicated veterinary facility for injured and abandoned stray animals. The facility has been designed to provide specialized care and treatment and construction is currently underway.</p>	7,000 Animals	100
11	<p>Medical Diagnostic Equipment support to CGS Veterinary Hospital: The Company strengthened veterinary healthcare services by equipping CGS Veterinary Facility with modern diagnostic equipment like underwater treadmill for rehabilitation of injured animals requiring physiotherapy and hydrotherapy, thereby improving the quality of care for small animals, especially dogs and cats.</p>	30 Animals	100

Sl. No.	CSR Project/ Programme	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
12	<p>Shelter and Medical Support to Stray Animals:</p> <p>20,697 stray and abandoned animals residing in the ACGS shelter were supported, including 18,325 IPDs, 1,021 OPDs, 876 surgeries, 428 X-rays and 47 ultrasounds.</p> <p>In addition, 393 animals were rescued and brought to the sanctuary for care and rehabilitation.</p>	21,090 Animals	100
13	<p>DLF CARES Education Support Programme:</p> <p>Scholars were supported, including students pursuing higher education and students from aspirational districts across 20 states of India. Beyond scholarships, the initiative has strengthened the education ecosystem through teacher development programmes that benefit educators and career counselling sessions impacting students, including partner schools.</p>	4,247 Beneficiaries	100
14	<p>Grameen Yuva Kendra:</p> <p>The project supported 132 students, of whom 14 have made it to the merit list for the UPSC Civil Services Examination (CSE) 2025, having cleared the competitive exams and interview and will join the service in FY 2026-27.</p>	132 Students	100
15	<p>Education support for the construction of a school in rural area:</p> <p>In collaboration with Sai Shiksha Sansthan, a Primary School in Kangoda Village, Dadri (U.P.) was supported with construction of three classrooms and two washrooms, for the primary school students.</p>	35 Students	100
16	<p>Support for the construction of a toilet in the Educational Institute:</p> <p>Supported Saanvi Social Welfare Organisation (SSWO) in developing a toilet block at Shaskiya Ashramshala, a residential school in Dahanu, Palghar District, Maharashtra, to support and improve sanitation for girl students hailing from tribal communities.</p>	200 Girl Students	100
17	<p>WISE Initiative (Women in Sustainable Employment):</p> <p>Implemented the WISE Programme in collaboration with the VISAN Foundation to equip women from vulnerable backgrounds with industry-relevant healthcare and IT skills and facilitated their placement in roles aligned with their training.</p>	41 Women	100
18	<p>Supporting Chief Minister's Good Governance Associates 2025:</p> <p>In partnership with the Global Village Foundation, the Project supported the Government of Haryana's Chief Minister's Good Governance Associates training programme. The programme provides practical learning to selected young associates who work with administrative heads of different districts in Haryana to coordinate and lead social projects, strengthen implementation frameworks and bridge the gap between policy and execution.</p>	10 Youth	100
19	<p>Education and Skill Development:</p> <p>Education and skills development initiatives were supported in rural areas around Tehri Garhwal, where rural women received vocational training in knitting, sewing and dairy farming. The programme enabled entrepreneurship, strengthened financial independence and contributed to improved economic resilience within rural communities.</p>	12 Women	100
20	<p>Nutrition Support for Students:</p> <p>In partnership with Annamrita Foundation, supported a nutrition initiative by providing two vehicles for transporting meals to Government Schools in Gurugram, enabling the delivery of 3.65 lakh freshly cooked meals.</p>	8 Government Schools	100

Sl. No.	CSR Project/ Programme	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
21	<p>Development of a Residential Training Centre for Women:</p> <p>In partnership with Devi Ahalya Bai Samarak Samiti (DASS), the construction of two floors of a residential Training Centre for Women in Nagpur, Maharashtra was supported. The Centre will provide a safe, inclusive and enabling environment for the holistic development of women beneficiaries, through structured training and skill development in digital literacy, vocational skills, entrepreneurship, personal safety and life skills.</p>	400 Women (Expected to benefit)	100
22	<p>DLF Engage Volunteering Programme:</p> <p>Volunteers across 39 volunteering opportunities, including activity-based and skill-based engagements delivered in partnership with 16 NGOs.</p>	1,504 Volunteers	N.A.
23	<p>Suvidha Kendra:</p> <p>Continued implementation of the Suvidha Kendra Project in partnership with Haqdarshak, to improve access to Government welfare schemes for underserved communities in Gurugram. The initiative tackled barriers such as limited awareness, documentation challenges and restricted digital access that often prevent vulnerable populations from obtaining essential services and benefits. The programme facilitated 4,303 applications for Government welfare schemes.</p>	2,729 Beneficiaries	100
24	<p>Disaster Relief and Rehabilitation Support:</p> <p>Following the severe monsoon disaster in Uttarakhand, displaced families in the Saklana region were supported through a relief drive. Essential household supplies were distributed, providing immediate humanitarian assistance amid challenging weather and access conditions. Support was provided during the floods in Uttarakhand through provision of essential rations.</p> <p>Support was also provided during the floods in Punjab through provision of 15,000 kgs of fodder (corn silage) to support livestock in the worst-affected rural districts of Punjab.</p>	25 Families	100
25	<p>Sports Excellence Programme:</p> <p>Financial support was provided to young athletes for specialised training, equipment assistance and participation in national and international tournaments. In FY 2025–26, promising athletes across squash, lawn tennis and taekwondo received support to pursue advanced training and compete at various national and international platforms.</p>	7 Athletes	100
26	<p>Golf Excellence Programme:</p> <p>Supported young golfers in FY 2025-26 by providing training, covering on-course play, course management, biomechanics, fitness, nutrition and equipment, as well as access to practice and play facilities at the DLF Golf and Country Club, including coverage of travel expenses for tournament participation.</p>	13 Beneficiaries	100
27	<p>Equipment Support to Para-Athletes:</p> <p>Para-athletes often face significant barriers due to lack of access to specialized equipment required for effective training and competitive participation. DLF supported Paralympics Committee of India (PCI) which procured sports equipment for training of the athletes.</p>	100 Para-athletes	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.

DLF adopts a structured approach to customer feedback and complaint management through its Customer Relationship Management (CRM) team, ensuring accountability and efficiency. The process begins with proactive customer communication, where new clients are informed of reporting channels and timelines via initial correspondence.

Complaints are captured in a digital management system which are tracked

through defined stages and resolved within specified timeframes. For rental portfolio customers, a dedicated application allows submission and real-time monitoring of complaints, reinforcing transparency, responsiveness and continuous service improvement.

Furthermore, customers can also connect with the Company through DLF's customer support portal on the DLF website at <https://www.dlf.in/customer-Support>, where the CRM team promptly addresses all queries and complaints.

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

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

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

Category	FY 2025-26		Remarks	FY 2024-25		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data Privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services ²⁸	8,696	11	These included complaints related to the delivery of services in DLF's rental properties, such as housekeeping, parking, security, plumbing and elevator operations etc.	17,183	0	These included complaints related to the delivery of essential services in DLF's rental properties, covering areas such as housekeeping, parking, security, plumbing and elevator operations etc. These were addressed and promptly resolved.
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

²⁸ By the nature of business of DLF, this field is applicable only to the Company's rental business, hence, the data has been provided accordingly.

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

Category	No.	Reasons for Recall
Voluntary Recall		Not Applicable
Forced Recall		

Given the nature of DLF’s operations within the real estate sector, product recalls due to safety concerns is not applicable to the Company.

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

Yes, DLF has implemented a comprehensive Information Security Policy that safeguards the organization’s information assets against theft, tampering and unauthorized access. The policy is readily accessible to all employees via the Company’s intranet and is regularly communicated to ensure awareness and accountability across the organization.

Protecting data is a core priority at DLF, reflecting the Company’s commitment to integrity, confidentiality and operational excellence. By combining advanced technologies, structured processes and dedicated security resources, DLF strengthens its security posture, ensures compliance with regulatory and industry standards and proactively mitigates potential risks. This approach embeds a culture of security into everyday business operations, safeguarding stakeholders’ trust and supporting resilient and sustainable growth. Few initiatives taken by DLF are as under:

- Data privacy is a top priority for customers, employees and stakeholders. The Company collects only essential information necessary for delivering products and services, in accordance with the Cyber Security and Information Security Policy, aligned with ISO/IEC 27001:2022 standards;
- Continuous security updates, periodic software audits and adherence to regulatory requirements ensure emerging threats are proactively addressed. Explicit consent is obtained prior to data collection or sharing, reinforcing compliance and customer trust;
- DLF deploys robust technical safeguards, including multi-factor authentication, endpoint device security, disk encryption, data leakage prevention and continuous security log monitoring, creating a resilient IT infrastructure;
- Employees undergo regular training on information security and data privacy, fostering a culture of accountability and

ensuring sensitive information is handled appropriately; and

- A structured process exists for reporting, managing and resolving security incidents promptly. Employees can report breaches or misuse of data, enabling timely risk mitigation and operational continuity.

The integrated approach ensures DLF remains proactive in securing its information assets, aligns with industry best practices and supports sustained stakeholder confidence.

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

DLF has proactively addressed concerns raised by residents regarding essential services in its rental properties, including electricity, housekeeping and parking allocation, etc. Each issue was promptly resolved through targeted interventions, such as restoring services, completing necessary repairs and implementing effective remedial measures, reflecting DLF’s commitment towards ensuring a seamless and high-quality living experience. In addition, the Cyber Security and Information Security Policy has been updated and the organization’s data privacy framework is currently under consideration.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches:** Nil
- Percentage of data breaches involving personally identifiable information of customers:** Nil
- Impact, if any, of the data breaches:** Not Applicable

Leadership Indicators

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

Details of all the products and services are provided on the Company’s website at [https:// www.dlf.in/](https://www.dlf.in/) and www.dlf.in/offices/.

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

DLF actively promotes safe and responsible usage of its buildings by engaging with consumers at key touchpoints both during the handover process and throughout ongoing operations. A range of initiatives have been implemented to ensure occupants are well-informed and prepared. Following are the key steps undertaken:

- **Documentation of Environmental and Social Aspects:**

Key environmental and social considerations related to the property are clearly outlined in the allotment letters for residential and commercial properties or incorporated in the lease agreements for leased assets.

- **User Handbook Distribution:**

At the time of possession or handover of residential properties, customers are provided with a comprehensive user handbook. This guide includes essential instructions on building usage, covering areas such as fire and electrical safety, responsible use of appliances, accident prevention protocols and general safety practices.

- **Awareness Generation in Leased Properties:**

For leased properties, the Facilities Management team actively disseminates safety updates and best practices through digital communications, notices and guidelines developed with fire safety experts, ensuring tenants remain informed and vigilant.

- **Disaster Preparedness and Safety Awareness:**

DLF also prioritizes disaster preparedness, educating occupants on emergency response procedures for natural events such as earthquakes, enhancing resilience across its leased properties. A culture of safety is further reinforced through initiatives such as National Safety Week, Fire Service Week, mock drills and interactive engagement tools like online quizzes.

- **Tenant Engagement and Feedback:**

DLF maintains open channels of communication with tenants through structured feedback sessions. These interactions also serve as a platform to

share insights around ensuring efficient energy and water usage, for promoting sustainable practices.

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

DLF informs its customers and tenants of disruption of essential services. Additionally, the tenants are also informed of any disruptions caused due to weather, movements of VIPs or closure of any public areas. Post handover of the projects in the development portfolio, the FM Agency/ Resident's Welfare Association keep customers informed about every possible disruption of essential services at all points of time.

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)

DLF's diverse portfolio spans the development of residential homes, commercial office spaces, retail properties (malls) and hospitality projects (hotels and clubs). Relevant product details are included in the documentation provided to customers at the time of building handovers or lease agreement signings. Customers also receive a comprehensive user handbook, outlining building features and guidelines for safe and responsible usage.

Additionally, a significant portion of DLF's rental portfolio buildings have obtained LEED Green Building Certifications under the O+M and BD+C categories by USGBC. Information about these LEED Certifications is prominently displayed across all leased buildings.

To assess customer satisfaction, DLF conducts periodic Sentiment Analysis by way of online Resident Surveys. These exercises are targeted towards gathering feedback from tenants occupying leased buildings and property buyers through third-party engagement. These surveys enables the Company to gain valuable insights into customer perceptions and drive continuous improvements.

To systematically measure customer satisfaction, DLF also conducts periodic online resident surveys through third-party engagement. These surveys gather feedback from tenants and property buyers within their real estate portfolio clusters, providing actionable insights that enable continuous improvements.

INDEPENDENT REASONABLE ASSURANCE STATEMENT**Independent Reasonable Assurance Statement to DLF Limited on its Business Responsibility and Sustainability Report for FY 2025-26**

The Board of Directors
DLF Limited
8th Floor, DLF Gateway Tower
R Block, DLF City, Phase - III
Gurugram - 122 002, Haryana

Nature of Assurance

SGS India Private Limited (hereinafter referred to as 'SGS India') was engaged by DLF Limited (the 'Company' or 'DLF') to conduct an independent assurance of the Company's Business Responsibility and Sustainability Reporting ('BRSR' or the 'Report') pertaining to the reporting period of 1 April 2025 to 31 March 2026. SGS India has conducted a Reasonable level of Assurance for BRSR Core parameters. This assurance engagement was conducted in accordance with 'International Standard on Assurance Engagements (ISAE) 3000 (Revised) and ISAE 3410'.

Reporting Framework

The Report has been prepared following the

1. Regulation 34(2)(f) of the Securities and Exchange Board of India ('SEBI') (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, read with SEBI Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated 11 July 2023 (updated as on 30 January 2026) and BRSR Core Reporting Standard formulated by Industry Standards Forum; and
2. Greenhouse Gas Protocol Standard.

Intended Users of this Assurance Statement

This Assurance Statement is provided with the intention of informing all stakeholders of DLF.

Responsibilities

The information in the Report and its presentation are the responsibility of the management of the Company. SGS India has not been involved in the preparation of any of the material included in the Report.

Our responsibility is to express an opinion on the text, data and statements within the defined scope of assurance, aiming to inform the management of the Company and in alignment with the agreed terms of reference. We do not accept or assume any responsibility beyond this specific scope. The Statement shall not be used for interpreting the overall performance of the Company, except for the aspects explicitly mentioned within the scope.

Assurance Standard

SGS India has conducted an engagement in accordance with the ISAE 3000 (Revised) and ISAE 3410 (Assurance Engagements other than Audits or Reviews of Historical Financial Information). Our evidence-gathering procedures were designed to obtain a 'Reasonable' level of assurance, which is a high level of assurance in accordance with ISAE 3000 (Revised) Standard, but is not absolute certainty. It involves obtaining sufficient and appropriate evidence to support the conclusion that the information presented in the Report is fairly stated and is free from material misstatements.

Statement of Independence and Competence

The SGS Group of companies is the world leader in inspection, testing and assurance, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS India affirms its independence from DLF, being free from bias and conflicts of interest with the organization, its subsidiaries and stakeholders.

The assurance team was assembled, based on their knowledge, experience and qualification for this assignment and comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SA8000, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance.

Scope of Assurance

The assurance process involved assessing the quality, accuracy and reliability of BRSR Core Indicators within the Report for the period 1 April 2025 to 31 March 2026. The reporting scope and boundaries include projects and sites spread across the Development, Rental and Hospitality verticles of the Company.

The Assurance covered the following sample locations for the assessment:

Gateway Tower; Building 5 & 6; One Horizon Centre; Emporio Mall; Downtown; The Atrium Place; DT 5/ 6/ 7; Club 3 and Club Vita, situated in Gurugram, Haryana.

Assurance Methodology

The assurance comprised a combination of desktop review, interaction with the key personnel engaged in the process of developing the Report, on-site visits and remote verification of data. Specifically, SGS India undertook the following activities:

- Assessment of the suitability of the applicable criteria in terms of its comprehensiveness, reliability and accuracy;
- Interaction with key personnel responsible for collecting, consolidating and calculating the BRSR core KPIs and assessing the internal control mechanism in place to ensure data quality;
- Application of analytical procedures and verification of documents on a sample basis for the compilation and reporting of the KPIs;
- Assessing the aggregation process of data at the Head Office level; and
- Critical review of the report regarding the plausibility and consistency of qualitative and quantitative information related to the KPIs.

Limitations

SGS India did not come across any limitation to the agreed scope of the assurance engagement. SGS India verified data on a sample basis; the responsibility for the authenticity of the data entirely lies with the Company. The assurance scope excluded forward-looking statements, product-or service-related information, external information sources and expert opinions. SGS India has not been involved in the evaluation or assessment of any financial data/ performance of the Company. Our opinion on the financial indicators is based on the third-party audited financial reports of the Company. SGS India does not take any responsibility for the financial data reported in the audited financial reports of the Company.

The assurance scope excludes:

- Disclosures other than those mentioned in the assurance scope;
- Data reviews outside the operational sites as mentioned in the reporting boundary;
- Validation of any data and information other than those presented in 'Findings and Conclusions';
- The assurance engagement considers an uncertainty of $\pm 5\%$, based on the materiality threshold for assumption/ estimation/ measurement errors and omissions;
- The Company's statements that describe the expression of opinion, belief, aspiration, expectation, aim to future intention provided by the Company and assertions related to Intellectual Property Rights and other competitive issues; and
- Mapping of the Report with reporting frameworks other than those mentioned in the Reporting Criteria.

Findings and Conclusions

Based on the procedures, we have performed and the evidence we have obtained, we are satisfied that the information presented by the Company in its Report, on the Core Indicators (as per the table below) is complete, accurate, reliable has been fairly stated in all material respects and is prepared in line with the BRSR requirements.

DLF LIMITED

The list of BRSR Core Indicators that were verified within this assurance engagement is given below:

Sl.No.	BRSR Core Attributes	BRSR Core Indicators
1	Greenhouse gas (GHG) footprint	<ul style="list-style-type: none"> » Total Scope 1 emissions » Total Scope 2 emissions » GHG Emission Intensity (Scope 1+2)
2	Water footprint	<ul style="list-style-type: none"> » Total water consumption » Water consumption intensity » Water discharge by destination and levels of treatment
3	Energy footprint	<ul style="list-style-type: none"> » Total energy consumed » % of energy consumed from renewable sources » Energy intensity
4	Embracing circularity	<ul style="list-style-type: none"> » Plastic waste » E-waste » Bio medical Waste » Construction and Demolition waste » Battery waste » Radioactive Waste » Other hazardous waste » Other non-hazardous waste » Total waste generated » Waste intensity » Total waste recovered through recycling, re-using or other recovery operations » Total waste disposed of by the nature of the disposal method
5	Employee well-being and safety	<ul style="list-style-type: none"> » Spending on measures towards the well-being of employees as a % of the total revenue of the Company » Details of safety-related incidents for employees
6	Enabling gender diversity in business	<ul style="list-style-type: none"> » Gross wages paid to females as % of wages paid. » Complaints on POSH
7	Enabling inclusive development	<ul style="list-style-type: none"> » Input material sourced from MSMEs/ small producers as % of total purchases – Directly sourced from MSMEs/ small producers and directly from within India. » Job creation in smaller towns: Wages paid to persons employed in smaller towns as % of total wage cost
8	Fairness in engaging with customers and suppliers	<ul style="list-style-type: none"> » Instances involving loss/ breach of data of customers as a percentage of total data breaches or cybersecurity events. » Number of days of accounts payable
9	Openness of business	<ul style="list-style-type: none"> » Concentration of purchases & sales done with trading houses, dealers and related parties » Loans & advances and investments with related parties

For and on behalf of SGS India Private Limited

Kalpesh Thombare

Technical Reviewer National Manager – ESG & Sustainability Services, SGS India.

13 May 2026
Pune, India

Rishabh Shukla

Lead Verifier – ESG & Sustainability Services, SGS India

Team Members:

Ms. Muskan Gupta