GMR AERO
GMR AIRPORTS LIMITED
(Formerly GMR Airports Infrastructure Limited)

August 27, 2026

BSE Limited,
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai 400001.
Equity Scrip: 532754
Debt Scrip: 976449, 976601, 977026, 977027

National Stock Exchange of India Ltd.
Exchange Plaza,
Plot no. C/1, G Block,
Bandra-Kurla Complex
Bandra (E), Mumbai - 400051.
Symbol: GMRAIRPORT

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

Ref: Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('SEBI Listing Regulations')

Dear Sir/Madam,

Pursuant to the Regulation 34(2) of SEBI Listing Regulations, the Business Responsibility and Sustainability Report along with Reasonable assurance for BRSR Core and Limited Assurance for Key Performance Indicators (KPIs) other than BRSR Core provided by M/s. Grant Thornton Bharat LLP for GMR Airports Limited (formerly GMR Airports Infrastructure Limited) ("the Company") for the Financial Year 2025-26, is attached herewith.

The Business Responsibility and Sustainability Report along with the Assurance Report is also available on the website of the Company and can be accessed at https://www.gmraero.com/investor-relations/financials-and-reports/annual-reports.

Request you to please take the same on record.

Thanking you,

For **GMR Airports Limited**
(formerly GMR Airports Infrastructure Limited)

VENKAT RAMANA TANGIRALA
Digitally signed by VENKAT RAMANA TANGIRALA
Date: 2026.08.27 21:31:38 +05'30'

T. Venkat Ramana
Company Secretary &
Compliance Officer

Encl. As above

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Grant Thornton Bharat LLP

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BPTP Capital City,
Plot No – 2B, Sector-94, Noida,
Gautam Buddha Nagar - 201301
Uttar Pradesh, India

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Independent Practitioner's reasonable assurance report on non-financial information pertaining to CORE attributes of BRSR ("BRSR Core Information") and limited assurance report on non-financial information pertaining to identified attributes other than core attributes of BRSR ("other selected indicators of BRSR other than BRSR Core Information") in GMR Airports Limited's Business Responsibility and Sustainability Report (BRSR)

To

The Board of Directors

GMR Airports Limited

Delhi, New Delhi, India

1. We have been engaged to perform an assurance engagement for GMR Airports Limited (the 'Holding Company') and its subsidiaries (the Holding Company and its subsidiaries together referred to as the 'the Group') and its associates as disclosed under Question 23 of Section A – General Disclosures of the BRSR, vide our engagement letter dated 05 August 2026, to provide reasonable assurance on non-financial information pertaining to core attributes of Business Responsibility and Sustainability Report ("BRSR Core Information) and limited assurance on non-financial information pertaining to identified attributes other than core attributes of BRSR ("other selected indicators of BRSR other than BRSR Core Information") ('collectively referred as the "Identified Sustainability Information") in accordance with the criteria stated in paragraph 6 below. This Identified Sustainability Information is included in the Business Responsibility and Sustainability Report (BRSR) of the Group and its associates for the financial year ended 31 March 2026. This engagement was conducted by a multidisciplinary team including assurance practitioners and engineers.

Identified Sustainability Information

2. The BRSR Core Information for the year ended 31 March 2026 included in BRSR, is summarised as below:

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Attribute	Principle	Key Performance Indicator
Energy footprint	Principle 6 – 1	• Total energy consumption (in Joules or multiples) • % of energy consumed from renewable sources • Energy intensity
Water footprint	Principle 6 – 3	• Total water consumption • Water consumption intensity
	Principle 6 – 4	Water Discharge by destination and levels of Treatment
Greenhouse (GHG) footprint	Principle 6 – 7	• Greenhouse gas emissions (Scope 1 and Scope 2 emissions) • GHG Emission Intensity (Scope 1 + 2)
Embracing circularity - details related to waste management by the entity	Principle 6 – 9	• Details related to waste generated by the entity (category wise) • Waste intensity • Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations • For each category of waste generated, total waste disposed by nature of disposal method
Enhancing Employee Wellbeing and Safety	Principle 3 – 1(c)	Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company
	Principle 3 – 11	Details of safety related incidents: • Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) • Total recordable work-related injuries • No. of fatalities • High consequence work-related injury or ill-health (excluding fatalities)
Enabling Gender Diversity in Business	Principle 5 – 3(b)	Gross wages paid to females as % of total wages paid by the entity

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Attribute	Principle	Key Performance Indicator
	Principle 5 – 7	Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
Enabling Inclusive Development	Principle 8 – 4	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India
	Principle 8 – 5	Job creation in smaller towns – Wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the locations, as % of total wage cost
Fairness in Engaging with Customers and Suppliers	Principle 1 – 8	Number of days of accounts payables
	Principle 9 – 7	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events
Open-ness of business	Principle 1 – 9	Details of concentration of purchases and sales with trading houses, dealers, and related parties along with loans and advances & investments, with related parties

3. The other selected indicators of BRSR other than BRSR Core Information for the year ended 31 March 2026 included in BRSR, is summarised as below:

Principle	Key Performance Indicator
Section A – IV (20 a)	Employees and workers (including differently abled)
Section A – IV (20 b)	Differently abled Employees and workers
Section A – IV (21)	Participation/Inclusion/Representation of women
Section A – IV (22)	Turnover rate for permanent employees and workers

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Principle	Key Performance Indicator
Section A – VII (25)	Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct
Section C – Principle 1 Essential (2)	Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings(by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website)
Sec C Principle 3 Essential (1a)	Details of measures for the well-being of employees
Sec C Principle 3 Essential (1b)	Details of measures for the well-being of workers
Section C - Principle 3 Essential (8)	Details of training given to employees and workers
Sec C Principle 5 Essential (6)	Number of Complaints made by employees and workers
Sec C Principle 6 Essential (6)	Details of air emissions (other than GHG emissions) by the entity

4. We have performed assurance engagement on the Identified Sustainability Information for Reporting boundary as disclosed under Question 13 of Section A – General Disclosures of the BRSR.

5. Our assurance engagement is with respect to the Identified Sustainability Information for the reporting boundary as mentioned above for financial year ended 31 March 2026 only unless otherwise stated and we have not performed any procedures with respect to earlier periods or any other elements included in the BRSR and therefore, do not express any opinion/conclusion thereon.

Criteria

6. The criteria used by the Holding Company to prepare the Identified Sustainability Information is summarised below (hereinafter referred to as 'Criteria'):

   Regulation 34(2)(f) of the Securities and Exchange Board of India (the "SEBI") (Listing Obligations and Disclosure Requirements), Regulations, 2015 ('LODR Regulations') as amended, read with SEBI Master circular HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated 30 January 2026 and BRSR Core Reporting Standard formulated by Industry Standards Forum.

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Management's Responsibilities

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

Inherent limitations

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

Practitioner's Independence and Quality Control

9. We have complied with the independence and other ethical requirements of International Code of Ethics for Professional Accountants (including International Independence Standards) ('IESBA Code') issued by the International Ethics Standards Board for Accountants' ('IESBA'), which is founded on fundamental principles of integrity, objectivity, professional competence, and due care, confidentiality and professional behaviour and we have the required competencies and experience to conduct this assurance engagement.

10. Our firm applies International Standard on Quality Management (ISQM) 1, "Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements" which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Practitioner's Responsibility

11. Our responsibility is to express a reasonable assurance in the form of an opinion on BRSR Core Information and express a limited assurance in the form of a conclusion on other selected indicators of BRSR other than BRSR Core Information, based on the procedures we have performed and evidence we have obtained.

12. We conducted our assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised), "Assurance Engagements other than Audits or Reviews of Historical Financial Information" ('ISAE 3000 (Revised)') issued by the International Auditing and Assurance Standards Board ('IAASB'). This standard requires that we plan and perform our engagement to obtain reasonable assurance about whether the BRSR Core Information is prepared, in all material respects, in accordance with the Criteria and limited assurance about whether anything has come to our attention that causes us to believe that the other selected indicators of BRSR other than BRSR Core Information is not prepared, in all material respect, in accordance with the Criteria or is not free from material misstatement.

13. A reasonable assurance engagement involves assessing the suitability in the circumstances of the Holding Company's use of the Criteria as the basis for the preparation of the BRSR Core Information, assessing the risks of material misstatement of the BRSR Core Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances and evaluating the overall presentation of the BRSR Core Information.

14. A limited assurance engagement undertaken in accordance with ISAE 3000 involves assessing the suitability in the circumstances of the Holding Company's use of the Criteria as the basis for the preparation of the other selected indicators of BRSR other than BRSR Core Information, identifying areas where material misstatement is likely to arise in the other selected indicators of BRSR other than BRSR Core Information whether due to fraud or error, designing and performing procedures to address identified risk areas as necessary in the circumstances and evaluating the overall presentation of the other selected indicators of BRSR other than BRSR Core Information.

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

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

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

    - Conducted discussion at the corporate office and virtual discussion with different entities and teams for data and document verification.
    - Interviewed senior executives to understand the reporting process, governance, systems and controls in place during the reporting period.
    - Reviewed the records and relevant documentation including information from audited financial statements or statutory reports submitted by the Group and its associates to support relevant performance disclosures within our scope.
    - Evaluated the suitability and application of Criteria and that the Criteria have been applied appropriately to the Identified Sustainability Information.
    - Selected key parameters and representative sampling, based on statistical audit sampling tables and agreeing claims to source information to check accuracy and completeness of claims such as source data, meter data, etc.
    - Re-performed calculations to check accuracy of claims,
    - Reviewed data from independent sources, wherever available,

- Reviewed data, information about sustainability performance indicators and statements in the report.
- Reviewed and verified information/ data as per the Criteria;
- Reviewed accuracy, transparency and completeness of the information/ data provided;

18. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our reasonable assurance opinion on BRSR Core Information.

Exclusions

19. Our assurance engagement scope excludes the following and therefore we do not express an opinion or conclusion on the same:

    - Aspects of the BRSR and data/information (qualitative or quantitative) other than the Identified Sustainability Information.
    - Operations of the Group and its associates other than those mentioned in paragraph 2 to 4 above on Scope of Assurance
    - Data and information outside the defined reporting period
    - Data related to Group and its associates' financial performance, strategy and other related linkages expressed in Identified Sustainability Information.
    - The Group and its associates' statements that describe expression of opinion, belief, aspiration, expectation, forward looking statements provided by the Group and its associates and assertions related to Intellectual Property Rights and other competitive issues.
    - Mapping of Identified Sustainability Information with reporting frameworks other than those mentioned in Criteria above.

    While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls.

    The procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

Opinion

20. Based on the procedures we have performed and the evidence we have obtained, the BRSR Core Information included in the BRSR report for the financial year ended 31 March 2026 is prepared in all material respects, in accordance with the Criteria.

Conclusion

21. Based on the procedures performed and evidence obtained and the information and explanations given to us along with the representation provided by the management, nothing has come to our attention that causes us to believe that the other selected indicators of BRSR other than BRSR Core Information included in the BRSR report for the year ended 31 March 2026, is not prepared, in all material respects, in accordance with the Criteria.

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Restriction on use

22. The Assurance Report is prepared by the Holding Company's management solely for the purpose of inclusion in Annual Report of the Group and its associates for the year ended 31 March 2026. This report issued by us has been prepared and addressed to the Board of Directors of the Holding Company at the request of the Group and its associates solely, to assist the Group and its associates in reporting on the Group and it's associates' sustainability performance and activities. Accordingly, this report may not be suitable for any other purpose and should not be used by any other party other than the Board of Directors of the Holding Company. Further, we do not accept or assume any duty of care or liability for any other purpose or to any other party to whom this report is shown or into whose hands it may come without our prior consent in writing.

Grant Thornton Bharat LLP

Abhishek Tripathi

Partner

Dated: 12 August 2026

Place: Noida

Business Responsibility and Sustainability Report

SECTION A:

GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L52231HR1996PLC113564
2.	Name of the Listed Entity	GMR Airports Limited (Formerly GMR Airports Infrastructure Limited)
3.	Year of incorporation	1996
4.	Registered office address	Unit No. 12, 18th Floor, Tower A, Building No. 5, DLF Cyber City, DLF Phase-III, Gurugram- 122002, Haryana, India
5.	Corporate Address	New Udaan Bhawan, Near Terminal 3, Indira Gandhi International Airport, New Delhi - 110 037
6.	E-mail	gal.cosecy@gmrgroup.in
7.	Telephone	+91 124 6637750 / +91 11 4921 6751
8.	Website	https://gmraero.com/
9.	Financial year for which reporting is being done	FY 2025-26
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 1,316.34 Crore (Equity and Preference Share Capital)
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR Report:	Mr. T. Venkat Ramana, Company Secretary & Compliance Officer +91 11 49216751 gal.cosecy@gmrgroup.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 including all subsidiaries of GMR Airports Limited with majority holding and having active operations. Reporting boundary does not consider the entities with no / limited operational impact from ESG perspective or are still in the project phase. Entity wise details are provided under point No. 23 of Section A of this Business Responsibility and Sustainability Report (BRSR).

14. Name of assurance provider: Grant Thornton Bharat LLP

15. Type of assurance obtained:
- Reasonable Assurance for BRSR Core
- Limited Assurance for KPIs other than BRSR Core as per Assurance Report.

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Development and operations of airport assets	Operation, management, and development of airports including non-aeronautical revenue.	87.48%
2.	Other allied activities to airport ecosystem	City side real estate development and security services.	6.48%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Services incidental to air transportation	52231	87.48%
2.	Real estate activities with own or leased property	68100	6.48%

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	5	10	15
International	3	6	9

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	5
International (No. of Countries)	3

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

6.40% (standalone)

c. A brief on types of customers

GMR Airports caters to different customer segments across B2C, B2B, and B2G. This involves various passengers and organisations involved in air passenger, cargo transport and related operations.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	EMPLOYEES					
1.	Permanent (D)	8,796	7,277	83%	1,519	17%
2.	Other than Permanent (E)	186	136	73%	50	27%
3.	**Total employees (D + E)**	8,982	7,413	83%	1,569	17%
	WORKERS					
4.	Permanent (F)	3,491	3,088	88%	403	12%
5.	Other than Permanent (G)	8,752	8,221	94%	531	6%
6.	**Total workers (F + G)**	12,243	11,309	92%	934	8%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	DIFFERENTLY ABLED EMPLOYEES					
1.	Permanent (D)	5	4	80%	1	20%
2.	Other than Permanent (E)	0	0	0	0	0
3.	**Total differently abled employees (D + E)**	5	4	80%	1	20%
	DIFFERENTLY ABLED WORKERS					
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	**Total differently abled workers (F + G)**	0	0	0	0	0

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	20	3	15%
Key Management Personnel	2*	0	0

* Excludes KMPs who are a part of the Board and have been accounted for under the Board of Directors.

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

	FY 2026			FY 2025			FY 2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15%	25%	17%	13%	13%	13%	12%	10%	12%
Permanent Workers	7%	25%	8%	11%	25%	11%	6%	20%	7%

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures, as per the Companies Act, 2013

S. 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	GMR Hyderabad International Airport Limited (GHIAL)	Subsidiary	74.00%	Yes
2	GMR Hyderabad Aerotropolis Limited (GHAL)	Subsidiary	74.00%	Yes
3	GMR Hyderabad Aviation SEZ Limited (GHASL)	Subsidiary	74.00%	Yes
4	GMR Air Cargo and Aerospace Engineering Limited (GACAEL)	Subsidiary	74.00%	Yes
5	GMR Aero Technic Limited (GATL)	Subsidiary	74.00%	Yes
6	GMR Airport Developers Limited (GADL)	Subsidiary	100.00%	Yes
7	GMR Hospitality and Retail Limited (GHRL)	Subsidiary	74.00%	Yes
8	GMR Visakhapatnam International Airport Ltd (GVIAL)	Subsidiary	99.99%	Yes
9	Delhi International Airport Limited (DIAL)	Subsidiary	74.00%	Yes
10	Delhi Airport Parking Services Private Limited (DAPSL)	Subsidiary	87.03%	Yes
11	GMR Corporate Affairs Limited (GCAL)	Subsidiary	100.00%	No
12	GMR Business Process and Services Private Limited (GBPSPL)	Subsidiary	100.00%	Yes
13	GMR Goa International Airport Limited (GGIAL)	Subsidiary	99.99%	Yes
14	Raxa Security Services Limited (RSSL)	Subsidiary	100.00%	Yes
15	GMR Hospitality Limited (GHL)	Subsidiary	70.00%	Yes
16	GMR Airport Developers Limited LLC, Saudi Arabia	Subsidiary	100.00%	No
17	GMR Logistics Park Private Limited (Formerly ESR GMR Logistics Park Private Limited) (EGLPPL)	Subsidiary	74.00%	Yes
18	GMR Airports International B.V. (GAIBV)	Subsidiary	100.00%	No
19	GMR Airports Netherlands B.V. (GANBV)	Subsidiary	100.00%	No
20	GMR Airports (Singapore) Pte. Ltd. (GASPL)	Subsidiary	100.00%	No
21	GMR Nagpur International Airport Limited (GNIAL)	Subsidiary	100.00%	No
22	GMR Travel Retail Limited (formerly GMR Kannur Duty Free Services Limited) (GTRL)	Subsidiary	100.00%	Yes
23	GMR Airport Greece Single Member SA	Subsidiary	100.00%	No
24	GMR Terna Commercial SA	Subsidiary	60.00%	No
25	Delhi Duty Free Services Private Limited (DDFS)	Subsidiary	66.93%	Yes
26	GMR Cargo and Logistics Limited (GCLL)	Subsidiary	100.00%	No
27	Bird Delhi General Aviation Services Private Limited (formerly Bird Execujet Airport Services Private Limited)	Associate	49.00%	No
Below are the associate companies of the subsidiary companies (except those Companies already covered above):				
1	Laqshya Hyderabad Airport Media Private Limited (Laqshya)	Associate	36.26%	No
2	Delhi Aviation Fuel Facility Private Limited (DAFFPL)	Associate	19.24%	No
3	Heraklion Crete International Airport SA (Crete)	Associate	21.64%	No
4	Celebi Delhi Cargo Terminal Management India Private Limited (CDCTM)	Associate	19.24%	No
5	Travel Food Services (Delhi Terminal 3) Private Limited (TFS)	Associate	29.60%	No

S. 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)
6	TIM Delhi Airport Advertising Private Limited (TIM)	Associate	36.93%	No
7	PT Angkasa Pura Aviasi	Associate	49.00%	No
8	Bajoli Holi Hydropower Private Limited (formerly GMR Bajoli Holi Hydropower Private Limited)	Associate	14.90%	No
9	Digi Yatra Foundation	Associate	21.90%	No
10	Telangana Agri Irradiation Facility Limited (TAIFL)*	Associate	49.00%	No

£ Associate includes Joint Ventures.

¥ does not include Company limited by guarantee.

* TAIFL was incorporated on March 19, 2026, with GACAEL subscribing to 49% of its share capital which remained to be infused as at March 31, 2026.

Note: As per Articles of Associates of the Company, GMR Group has management control over the Company, accordingly, GEPL continues to be the Parent Company of the Company in terms of applicable Ind AS.

VI. CSR Details

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

(ii) Turnover (in ₹): 4,242.26 Crore (Standalone)

(iii) Net worth (in ₹): 3,852.96 Crore (Standalone)

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) *(If Yes, then provide web-link for grievance redress policy)*	FY 2026			FY 2025		
		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	https://www.gmraero.com/investor-relations/corporate-governance/policies	0	0	-	0	0	-
Investors (other than shareholders)	https://www.gmraero.com/investor-relations/connect	0	0	-	0	0	-
Shareholders	https://www.gmraero.com/investor-relations/shareholders/shareholders-feedbackform	8	0	-	3	0	-
Employees and workers	Grievance Management Policy is available to all employees through the internal portal and mobile app. Further, this is supported by Business Responsibility Policy https://www.gmraero.com/investor-relations/corporate-governance/policies	40	0	-	224	0	Primarily include clarifications/ updates related to reimbursements, benefit plans, PF, Insurance, gratuity, taxation, superannuation and L&D
Customers	DIAL: • https://www.newdelhiairport.in/passenger-charter/your-right-to-info-escalation-majeure • GGIAL (Mopa): https://www.miagoaairport.com/contact • GHIAL (Hyderabad): https://www.hyderabad.aero/connect.aspx	1,546	0	-	1,653	0	-
Value Chain Partners	https://www.gmraero.com/investor-relations/corporate-governance/policies	8	0	-	34	1	-
Other (please specify)	-	-	-	-	-	-	-

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate Change, Energy Efficiency and Emissions	Risk	Increased frequency and intensity of extreme weather events can cause disruption in airport operations. The sector's disruption due to the effects of climate change will have an influence on the entire global economy.	As storms, floods, or other disruptions become more frequent, airports & air traffic control operations must remain dependable. Airport operations and infrastructure is built to withstand and recover from external disruption brought on by the effects of climate change. Airport specific climate change adaptation is essential to bolster resilience to present or future climate risks and its effects. At GAL, risk assessment and adaptation planning are important steps towards climate change management.	Negative
2	Safety and Security	Risk	Safety and security of passengers and employees is the responsibility of airports. Poor safety and security leads to occupational hazards, disruption in airport operations and penalties from the regulatory bodies.	Implementing comprehensive safety and security measures, including, surveillance cameras, and emergency response plans. Conducting regular safety audits and risk assessments to identify and address potential hazards and safety concerns. We align with the safety standards set by DGCA (Directorate General of Civil Aviation) and ICAO (International Civil Aviation Organization).	Negative
3	Stakeholder Engagement & Community Relations	Risk and Opportunity	Poor stakeholder engagement and community relations can lead to negative public perception, social unrest, and legal challenges, affecting the reputation and financial performance of the airport sector. At the same time, building strong relationships with stakeholders, including local communities, customers, investors and employees, can enhance public perception, foster brand loyalty, and improve workforce retention, leading to increased revenue and profitability.	Developing and implementing comprehensive stakeholder engagement and community relations strategies to build trust and foster positive relationships with stakeholders. Stakeholder engagement plans are developed from the project phase itself. Conducting regular stakeholder engagement, road shows and feedback processes to identify and address concerns and issues.	Negative/ Positive
4	Cybersecurity and Data Privacy	Risk	The increasing reliance on digital technologies and the interconnectedness of operating systems can lead to cybersecurity breaches, data privacy violations, and reputational damage. Cases of data breach can have serious impact on reputation and disrupt financial stability.	Developing and implementing a comprehensive cybersecurity and data privacy program, including risk assessments, employee training, incident response plans, and regular monitoring and testing. Collaborating with industry partners and government agencies to share best practices and foster information sharing and threat intelligence. Regular communications related to IT Security awareness are sent to all employees and third parties. Monthly instructor led IT Security training and awareness programmes are conducted for all employees. Internal audits are conducted to maintain highest standards of cybersecurity and data privacy.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Health Safety and Environment	Risk	The exposure to health and safety hazards, as well as environmental risks and liabilities, can lead to regulatory fines, litigation costs, and reputational damage.	Developing and implementing a comprehensive health, safety, and environmental (HSE) management program, including risk assessments, compliance monitoring, incident reporting and investigation, and employees' training. Fostering a culture of safety and environmental stewardship and promoting responsible operations and practices. GAL along with its' subsidiaries has a health and safety policy, target, processes and have ISO 45001 certified health and safety systems and data recording mechanisms in place.	Negative
6	Business Ethics	Risk and Opportunity	The exposure to risks related to code of conduct, irresponsible and unethical business practices lead to reputational and financial losses. GAL has developed a strong culture focused on ethical conduct. This stems from the GMR Code of Business Conduct & Ethics (COBCE) which is supported by a dedicated Ethics & Integrity team, making ethics a competitive advantage for GMR. This also supports the Group in terms of strengthening its reputation and trust across stakeholders, building employee morale and avoiding any related risks.	GAL along with its' subsidiaries has a code of business conduct, that cover facets of business ethics such as child labour/ forced labour, corruption and bribery, discrimination. Public disclosure on breaches/ violations of code of conduct at group level. Compliance audits are conducted to ensure ethical standards are adhered. Dedicated helpdesk, Ombudsman, focal point and escalation matrix to ensure effective implementation of code of conduct.	Negative/ Positive
7	Air Quality	Risk	Poor air quality issues result in occupational hazards to employees and passengers and may lead to penalties if regulatory requirements are not met.	Air quality abatement and management initiatives such as ACDM, TaxiBot, BME, Fuel hydrant system, Multimodal connectivity, CNG filling station, Electric buses and vehicles, charging stations etc. are in place. By identifying and addressing these material ESG risks and implementing effective mitigation measures, the airport sector can enhance its resilience and ensure long-term sustainability and financial performance.	Negative
8	Energy Management	Opportunity	The increasing demand for renewable energy sources and the decline in costs of renewable technologies can lead to new business opportunities, revenue growth, and cost savings besides being environmentally conscious. The development of energy storage technologies and solutions can enable the integration of intermittent renewable energy sources and enhance the reliability and resilience of energy systems.	NA	Positive
9	Digitalization and Technology	Opportunity	The adoption of digital technologies and solutions can improve operational efficiency, reduce costs, and enhance customer engagement and experience.	NA	Positive

SECTION B:

MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1: Ethics & integrity	P2: Sustainable products	P3: Employee well being	P4: Stakeholders	P5: Human Rights	P6: Environment	P7: Regulatory requirement	P8: Inclusive Growth	P9: Customer and IT
Policy and management processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	Code of Business Conduct and Ethics[1] Policy on Related Party Transaction[2] Whistle Blower Policy[3]	Supplier Code of Conduct & Business Ethics[4]	Business Responsibility Policy[5] Supplier Code of Conduct & Business Ethics[4]	CSR Policy[6] Business Responsibility Policy[5]	Human Rights Policy[7] Whistleblower Policy[3] Policy Against Sexual Harassment[8]	Business Responsibility Policy[5]	Code of Business Conduct and Ethics[1] Business Responsibility Policy[5]	CSR Policy[6]	Privacy Policy[9] Business Responsibility Policy[5]
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y

1 Code of Business Conduct and Ethics: https://www.gmraero.com/investor-relations/corporate-governance/code-of-conduct

2 Policy on Related Party Transaction: https://www.gmraero.com/investor-relations/corporate-governance/policies

3 Whistle Blower Policy: https://www.gmraero.com/investor-relations/corporate-governance/policies

4 Supplier Code of Conduct & Business Ethics: https://www.gmraero.com/investor-relations/corporate-governance/policies

5 Business Responsibility Policy: https://www.gmraero.com/investor-relations/corporate-governance/policies

6 CSR Policy: https://www.gmraero.com/investor-relations/corporate-governance/policies

7 Human Rights Policy: https://www.gmraero.com/investor-relations/corporate-governance/others

8 Policy Against Sexual Harassment: https://www.gmraero.com/investor-relations/corporate-governance/others

9 Privacy Policy: https://www.gmraero.com/investor-relations/corporate-governance/others

Disclosure Questions	P1: Ethics & integrity	P2: Sustainable products	P3: Employee well being	P4: Stakeholders	P5: Human Rights	P6: Environment	P7: Regulatory requirement	P8: Inclusive Growth	P9: Customer and IT
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001: Quality Management GRI Standards 2021 UNGC Principles	ISO 20400: Sustainable Procurement ISO 9001: Quality Management ISO 14001: Environment Management ISO 50001: Energy management ISO 45001: Occupational Health & Safety	ISO 45001: Occupational Health & Safety ISO 9001: Quality Management	UNGC Principles GRI Standards 2021	UNGC Principles ILO - Fundamental Principles and Right of Work UN Guiding Principles on Business and Human Rights	ISO 14001: Environment Management ISO 50001: Energy management ISO 52000: Energy Performance in Buildings LEED and IGBC Certifications Airports Carbon Accreditation (Level 5)	UNGC Principles GRI Standards 2021	UN SDGs CSR disclosures pursuant to Section 135 of the Companies Act, 2013 GRI Standards 2021	ISO 27001: Information Security Management ISO 10002: Customer Satisfaction
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Our airports are working towards attaining Net Zero emissions (in line with the Airports Carbon International guidelines and aligned with India's Net Zero goals)								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	In line with the Net Zero Commitment, emission reduction initiatives have been planned across all airports. Further, DIAL and GHIAL. Airports have received ACI-ACA Level 5 certification. GGIAL has received Level 3+ accreditation (for carbon neutrality)								

Governance, leadership and oversight

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

Dear Stakeholders,

At GMR Airports Limited, we remain guided by our commitment to creating long-term, inclusive and sustainable value through responsible conduct of our business operations. This reflects in the manner we deeply integrate sustainability principles into the way we design, build and operate our airports. Not only does this enable us to operate efficiently and enhance passenger experience while creating value for stakeholders, but also helps us in strengthening business resilience, especially in recent uncertain times that we have been witnessing.

Financial Year 2026 marked another year of meaningful progress in our sustainability journey. We continued to work strongly on the operational outcomes which also resulted in ESG performance and external recognition. Our S&P Corporate Sustainability Assessment (CSA) score improved to 64, significantly ahead of the industry average, while our Sustainalytics ESG Risk Rating remained in the 'Low Risk' category. We were also pleased to witness an improvement of two positions from 'BB' to 'A' in MSCI ESG Ratings and our inclusion in the FTSE4Good Index Series. These achievements reflect growing external recognition of our sustainability performance and governance practices.

Climate action continues to remain central to our sustainability agenda. Delhi and Hyderabad Airports continued to operate on 100% clean electricity, while focused initiatives in energy efficiency, electric mobility, green buildings and innovation-led decarbonization strengthened our pathway towards Net Zero emissions. Both Delhi and Hyderabad Airports continue to maintain the highest Level 5 Airport Carbon Accreditation from Airports Council International, with Delhi Airport remaining the largest airport globally to achieve this distinction. Additionally, we also completed climate risk assessment study of our airports to build greater resilience and also identify the areas of improvement in the current operations. Interestingly, during the study organizational muscle memory of building and learning from previous impacts was reflected, where new airports took into account these learnings and built newer airports with much greater climate resilience, beyond the conventional thresholds.

The year also marked important milestones in environmental stewardship and circular resource management. Delhi Airport became the 1st airport in India to achieve water-positive status, reinforcing our commitment towards responsible water management and climate resilience. Delhi Airport also became India's 1st airport to achieve IGBC Net Zero Waste to Landfill Platinum certification in the operations phase, reflecting our focus on circularity, waste minimisation and responsible resource recovery. Across our airports, Zero Liquid Discharge systems, integrated waste management facilities, and continued efforts toward single-use plastic reduction remain central to our operational philosophy.

We continued to strengthen our focus on sustainable and future-ready airport infrastructure. Sustainability at GMR Airports also extends to creating more inclusive and passenger-centric ecosystems. Hyderabad Airport received ACI Accessibility Accreditation reflecting our commitment to accessible infrastructure and seamless travel experiences for passengers with reduced mobility through improved accessibility, assistance services, staff training, organizational culture and commitment to inclusivity. Additionally, IGIA's (Delhi) website now meets Web Content Accessibility Guidelines (WCAG 2.1) Level AA accessibility standards ensuring inclusive and reliable access to critical airport information for diverse users.

Underpinning this progress is our strong governance framework and commitment to ethical, transparent and accountable business practices. Sustainability continues to be integrated across our enterprise risk management framework, while Board oversight, structured policies, robust management systems and alignment with globally recognised standards continue to guide our sustainability journey. We also remain committed to collaborating with airport ecosystem stakeholders, including airlines, concessionaires, ground handlers and suppliers, to strengthen collective action towards a safer, greener, and more resilient aviation ecosystem.

As we move ahead, we remain steadfast in our belief that sustainable growth is the foundation of long-term business resilience and value creation. We will continue to partner with stakeholders across the airport ecosystem to build airports that are future-ready, climate-resilient, inclusive, and aligned to the aspirations of a rapidly growing aviation sector.

Yours Sincerely,

Grandhi Kiran Kumar
Managing Director and Chief Executive Officer
GMR Airports Limited

8.	**Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).**	Grandhi Kiran Kumar Managing Director and Chief Executive Officer
9.	**Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/No). if yes, provide details.**	Yes. ESG Committee of the Board is responsible for decision making on sustainability related issues. ESG Committee comprises the following members (as on March 31, 2026): • Mr. Grandhi Kiran Kumar - Chairman • Dr. Emandi Sankara Rao - Member • Ms. Bijal Tushar Ajinkya - Member • Mr. Alexis Benjamin Riols - Member • Dr. Mathilde Lemoine - Member • Mr. Normand Boivin - Member Mr. T. Venkat Ramana, Company Secretary and Compliance Officer, acts as Secretary to the ESG Committee.

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)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Annually								

11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Yes. Grant Thornton Bharat 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	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	NA								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C:

PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

PRINCIPLE 1

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	6	Code of Conduct for Directors and Senior Management, Vigil Mechanism and Whistle Blower framework, Risk Awareness and Management, Board effectiveness and performance evaluation, Stakeholder engagement, ESG and sustainability stewardship	100%
Key Managerial Personnel	9	Code of Conduct for Directors and Senior Management, Anti-Bribery & Anti-Corruption practices, Vigil Mechanism and Whistle Blower framework, PASH, Human Rights, Risk Awareness and Management, Board effectiveness and performance evaluation, Stakeholder engagement, ESG and sustainability stewardship	100%

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Employees other than BoD and KMPs	300+	Code of business conduct and ethics, PASH, ERM, Environment, safety Skill upgradation etc.	88%
Workers	300+	Code of business conduct and ethics, PASH, ERM, Environment, safety Skill upgradation etc.	94%

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	No such cases	NA	0	NA	NA
Settlement	No such cases	NA	0	NA	NA
Compounding fee	No such cases	NA	0	NA	NA

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

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, GMR Group has a publicly available policy for anti-bribery and anti-corruption. Additionally, these anti-bribery and anti-corruption aspects are also extended to the supply chain through the supplier code of conduct which is mandatory for all contracts. The supplier code is also publicly available.

Regular training and awareness sessions on the Policy is provided to all employees and concerned stakeholders to acknowledge their understanding and commitment to adhere to the defined guidelines.

Any concerns can be reported by stakeholders through the ethics helpline and addressed in line with the Anti-Bribery and Anti-Corruption Policy and Whistleblower Policy.

To access the Anti-Bribery and Anti-Corruption Policy, Supplier Code of Conduct & Business Ethics and Whistleblower Policy, please refer the link provided below:

https://www.gmraero.com/investor-relations/corporate-governance/policies

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

	FY 2026	FY 2025
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2026		FY 2025	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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

Not applicable

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

	FY 2026	FY 2025
Number of days of accounts payables	56	55

* Includes revenue share, cost of material consumed, purchases of stock in trade, changes inventory of stock in trade, sub-contracting expenses, employee benefit expenses and other expenses.

9. Open-ness of business

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

Parameter	Metrics	FY 2026	FY 2025
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	NA	NA
	b. Number of dealers/ distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	NA	NA
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)*	45.07%	45.09%
	b. Sales (Sales to related parties/ Total Sales)	7.80%	17.02%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	99.82%	99.86%
	d. Investments (Investments in related parties/ Total Investments made)	26.30%	35.80%

* Includes revenue share, cost of material consumed, purchases of stock in trade, changes inventory of stock in trade, sub-contracting expenses, employee benefit expenses and other expenses

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
4	Key focus areas covered ESG and their growing importance for suppliers, along with an overview of BRSR Core and value chain indicators. The program also covers ISO 20400, sustainable procurement practices, circular economy principles, and life cycle costing to drive responsible and future-ready sourcing. costing to drive responsible and future-ready sourcing.	72%

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

   Yes, GMR Airports Limited has Code of Conduct for Board Members which addresses issues related to conflict of interest. Processes are in place to manage conflict of interest involving Board members. Board members are required to provide a confirmation with respect to adherence to the Code of Conduct at the time of their joining and thereafter, on an annual basis. The Code of Conduct for Board Members and Senior Management can be accessed at the website of the Company: https://www.gmraero.com/investor-relations/corporate-governance/code-of-conduct

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.**

Particulars	FY 2026	FY 2025	Details of improvements in environmental and social impacts
R&D	NA	NA	NA
Capex	0.05%	0.11%	Includes spends on installing anti-pollution equipment

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

   b. **If yes, what percentage of inputs were sourced sustainably?** 66%

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.**

   Given the nature of airport and allied operations, we do not offer products unlike typical manufacturing companies. However, we safely dispose off waste generated through our operations.

   (a) Plastics (including packaging): Plastics are recycled through government-approved and authorized waste management vendors in compliance with environmental regulations.

   (b) E-Waste: E-waste is safely handed over to government-approved dismantlers or certified agencies for proper disposal, recycling, or refurbishment, ensuring adherence to relevant guidelines.

   (c) Hazardous Waste: Hazardous waste is collected and recycled through government-approved authorized waste vendors, following all applicable regulatory standards.

   (d) Other Waste: Other waste is recycled or disposed off on a case-by-case basis, in compliance with applicable laws and regulations, ensuring safe and environmentally responsible handling.

   All end-of-life products are disposed or reclaimed through authorized recyclers and refurbishers, in alignment with CPCB and SPCB guidelines.

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

   Not Applicable

Leadership Indicators

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

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes / No) ?	Results communicated in public domain (Yes / No)If yes, provide the web-link
Not applicable					

Not applicable given the nature of operations. Energy and water are key operational inputs for running the operations.

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

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

Not applicable given the nature of operations. Energy and water are key operations inputs for running the operations.

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2026	FY 2025
Water (on volume terms)	43%	42%

Not applicable given the nature of operations. Energy and water are key operations inputs for running the operations.

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

	FY 2026			FY 2025		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)						
E-waste						
Hazardous waste						
Other waste						

Given that the Company does not manufacture products, this disclosure is not applicable. Waste generated from airport operations, including passenger and terminal waste managed within the Company's operational boundary, is disclosed under Principle 6 – Waste Management.

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 given the nature of operations.

PRINCIPLE 3

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

Essential Indicators

1. a. **Details of measures for the well-being of employees:**

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	7,277	7,056	97%	7,091	97%	NA	NA	7,277	100%	7,277	100%
Female	1,519	1,384	91%	1,392	92%	1,519	100%	NA	NA	1,519	100%
Total	8,796	8,440	96%	8,483	96%	1,519	100%	7,277	100%	8,796	100%
Other than Permanent employees											
Male	136	133	98%	136	100%	NA	NA	136	100%	136	100%
Female	50	46	92%	50	100%	50	100%	NA	NA	50	100%
Total	186	179	96%	186	100%	50	100%	136	100%	186	100%

Note: Health & Accident Insurance is offered to 100% of the employees and workers. However, certain employees have opted out voluntarily as they may be covered under other schemes such as CGHS (retired government employees), ECHS (ex-servicemen) and ESIC etc. Actual coverage across all schemes ensures that all employees and workers whether temporary or permanent are 100% covered.

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	3,088	2,676	87%	3,088	100%	NA	NA	3,088	100%	3,088	100%
Female	403	403	100%	403	100%	403	100%	NA	NA	403	100%
Total	3,491	3,079	88%	3,491	100%	403	100%	3,088	100%	3,491	100%
Other than Permanent workers											
Male	8,221	2,682	33%	8,221	100%	NA	NA	8,221	100%	8,221	100%
Female	531	172	32%	531	100%	531	100%	NA	NA	531	100%
Total	8,752	2,854	33%	8,752	100%	531	100%	8,221	100%	8,752	100%

* Health & Accident Insurance is offered to 100% of the employees and workers. However, certain employees have opted out voluntarily as they may be covered under other schemes such as CGHS (retired government employees), ECHS (ex-servicemen) and ESIC etc. Actual coverage across all schemes ensures that all employees and workers whether temporary or permanent are 100% covered.

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

	FY 2026	FY 2025
Cost incurred on well-being measures as a % of total revenue of the company	0.5%	0.6%

Note: Staff welfare expenses have been reported on consolidated basis and it includes expenses such as term insurance, mediclaim, relocation, staff welfare (food), diwali gifts and health checkups

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

Benefits	FY 2026			FY 2025		
	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	99.86%	100%	Y	100%	100%	Y
Gratuity	99.98%	100%	Y	100%	100%	Y
ESI*	6.14%	14.52%	Y	100%	100%	Y
Others - please specify	-	-	-	-	-	-

Note: ESI is offered to all eligible employees and workers based on the applicable rules. 100% of eligible employees are covered under ESI like previous years.

3. Accessibility of workplaces

Yes, the premises and terminals at Indira Gandhi International Airport (managed by Delhi International Airport Limited), Rajiv Gandhi International Airport (managed by GMR Hyderabad International Airport Limited), and Manohar International Airport (managed by GMR Goa International Airport Limited) are accessible to differently abled employees and workers.

During FY 2026, RGIA (Hyderabad) was awarded Accessibility Accreditation-Level 1 by Airports Council International (ACI). This involved assessment on accessibility, assistance services, staff training, organizational culture and commitment to inclusivity

These airports provide dedicated infrastructure and services such as ramps, elevators with Braille buttons, accessible restrooms, priority seating, clear multilingual signage, and designated pick-up and drop-off zones for persons with reduced mobility. Wheelchair assistance is available on request at all terminals, with trained staff supporting safe and comfortable movement. Delhi and Hyderabad Airports also participate in the Hidden Disabilities Sunflower Program, offering sunflower lanyards to travellers with non-visible disabilities, signalling the need for extra understanding and assistance from trained staff. These measures ensure inclusive, easy access for all users of the airports, including employees and workers with disabilities.

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

Yes, at the group-level GMR has enforced Code of Business Conduct and Ethics that includes guidelines for equal opportunities to all employees. Additionally, the Human Rights Policy also reiterates zero tolerance to discrimination on any basis. Both policies are publicly accessible:

- Code of Business Conduct and Ethics: https://www.gmraero.com/investor-relations/corporate-governance/code-of-conduct
- Human Rights Policy: https://www.gmraero.com/investor-relations/corporate-governance/others

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	87%	100%	94%
Female	95%	72%	100%	100%
Total	99%	83%	100%	95%

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

	Yes/No ***(If Yes, then give details of the mechanism in brief)***
Permanent Workers	Yes. HR related grievances can be logged by the employees through the 'Ask HR' section of the intranet portal. Post logging of the grievance, it is allotted to the concerned SPOC who is responsible for providing a resolution in two working days. In cases, where the resolution is not provided within two working days, automatic escalation happens, with the resolution turn-around time of one working day. In cases which still remain open post escalation, Operational Head of HR is required to provide resolution on priority. For non-HR related operations, employees can raise such grievances in written to the reporting authority, who is required to provide resolution within five working days. In cases where resolution requires more time, the complainant should be informed within five working days. For an unsatisfactory resolution, the employee can write to Head of the Department with a copy to Business HR who would be providing the resolution in two working days. The grievance is reviewed and post consultation with the relevant stakeholders, feedback / resolution is provided to the employee. If the employee finds the resolution to be inadequate, he / she can submit the grievance to the CEO / GCXO, who is required to provide the employee a personal hearing within two working days on receipt of the grievance and document the discussion. Post examining the grievance, aggrieved employee is provided a solution within 10 working days. Here, the CEO / GCXO may consult a neutral expert consultant or committee before taking a decision. The aggrieved employee who is not satisfied with the decision of the CEO / GCXO has an option to appeal to BCM - GCD/ CCM/ BCM with the detailed reasons for the appeal. The BCM-GCD/CCM/BCM will take a decision and communicate the same within 7 working days from the receipt of the appeal and the decision will be considered final and binding.
Other than Permanent Workers	Yes. The process remains the same across all the workers categories.
Permanent Employees	Yes. The process remains the same across all employee categories.
Other than Permanent Employees	Yes. The process remains the same across all employee categories.

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

Category	FY 2026			FY 2025		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	8796	0	0%	6,194	0	0%
- Male	7277	0	0%	5,177	0	0%
- Female	1519	0	0%	1,017	0	0%
Total Permanent Workers	3491	0	0%	2,435	0	0%
- Male	3088	0	0%	2,344	0	0%
- Female	403	0	0%	91	0	0%

8. Details of training given to employees and workers:

Category	FY 2026					FY 2025				
	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	7,277	3,282	45%	6,365	87%	5,419	1,682	31%	4,070	75%
Female	1,519	640	42%	1,343	88%	1,093	295	27%	844	77%
Total	8,796	3,922	45%	7,708	88%	6,512	1,977	30%	4,914	75%
Workers										
Male	3,088	2,707	88%	2,874	93%	10,735	5,523	51%	3,937	37%
Female	403	146	36%	396	98%	709	110	16%	96	14%
Total	3,491	2,853	82%	3,270	94%	11,444	5,633	49%	4,033	35%

* Includes employees trained across FY 2026

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

Category	FY 2026			FY 2025		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	7,277	7,277	100%	5,419	5,419	100%
Female	1,519	1,519	100%	1,093	1,093	100%
Total	8,796	8,796	100%	6,512	6,512	100%
Workers						
Male	3,088	3,088	100%	10,735	10,735	100%
Female	403	403	100%	709	709	100%
Total	3,491	3,491	100%	11,444	11,444	100%

10. Health and safety management system:

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

Yes, GMR Airports Limited has implemented Occupational Health and Safety Management System fully aligned with ISO 45001 across all its airports. This system covers 100% of operations and ensures safety of employees, contractors, passengers, and stakeholders, with annual audits, risk assessments, and continuous improvement processes in place.

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

GMR uses Hazard Identification & Risk Assessment (HIRA) and Job Safety Analysis (JSA) processes, conducted regularly and updated annually. Routine inspections, internal and external safety audits, near-miss reporting systems, and dedicated safety training programmes also ensure risks are identified and mitigated on both routine and non-routine basis.

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

Yes, there are formal hazard reporting systems at all airports, including voluntary reporting via portals, WhatsApp, email, QR codes, and forms placed on-site. Workers can report unsafe conditions, and procedures ensure work is stopped if risks are not controlled to acceptable levels.

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

Yes, employees and workers have access to medical centers at all airports. Additionally, comprehensive medical insurance, preventive health check-ups, vaccination drives, mental health support, and fitness facilities are offered as per eligibility and as a part of the Group's employee health programmes.

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

Safety Incident/Number	Category	FY 2026	FY 2025
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers*	0.0786	0.05
Total recordable work-related injuries (Lost Time Injuries+ Fatalities)	Employees	0	0
	Workers*	4[@]	50[#]
No. of fatalities	Employees	0	0
	Workers*	1	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers*	0	0

* Including in the contract workforce

[#] These included incidents involving passengers and visitors using terminals for all airports, Aerocity premises and access roads for GHIAL.

[@] Includes lost time injuries at GAL premises during work conducted at the premises. Injuries related to passengers and visitors have not been included.

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

- ISO 45001-certified Occupational Health & Safety Management System across all airports.
- Unified Safety Policy aligned with DGCA requirements and international best practices.
- Regular Hazard Identification & Risk Assessment (HIRA) and Job Safety Analysis (JSA).
- Daily and periodic safety inspections, internal and external audits.
- Monthly Safety Committee meetings and Safety Council reviews.
- Voluntary hazard reporting via portal, WhatsApp, email, QR codes, and on-site forms.
- Incident and near-miss reporting, investigation, and Corrective and Preventive Actions (CAPA).
- Mandatory safety induction and risk-based role-specific training for all staff and contractors.
- Regular emergency response drills for scenarios like fire and aircraft incidents.
- Employee health programs: health check-ups, vaccination drives, mental health support.
- Supplier Code of Conduct embeds safety expectations in vendor agreements.
- Safety culture promoted through awareness campaigns, recognition programs, and stakeholder engagement.

These measures reflect GMR's commitment to a zero-incident, zero-harm workplace culture that prioritises employee well-being and operational excellence.

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

	FY 2026			FY 2025		
	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	10	0	-	165	0	-
Health & Safety	33	0	-	22	0	-

14. Assessments for the year:

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

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

GMR Airports has a structured process for investigating all safety-related incidents to identify root causes and implement Corrective and Preventive Actions (CAPA). Actions taken include revising procedures, providing targeted safety training, enhancing supervision, and improving hazard controls. Findings from incident investigations are shared across teams to prevent recurrence. Significant risks identified through audits and inspections are addressed through time-bound corrective action plans, regular safety committee reviews, and strengthened contractor safety management, ensuring continuous improvement in workplace health and safety practices.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Yes, GAL extends life insurance and compensatory benefits to its employees and workers.

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

Measures undertaken by the entity to ensure statutory dues are deducted and deposited by supply chain partners:

- **Vendor Due Diligence:** Verification of statutory registrations (PF, ESI, GST, PAN) during vendor onboarding and assessment of compliance history.
- **Contractual Requirements:** All vendor contracts include mandatory clauses enforcing compliance with labour laws and timely payment of statutory dues.
- **Monthly Compliance Checks:** Regular verification of vendor-submitted PF/ESI challans and registers; vendors must provide monthly declarations confirming payment of statutory dues.
- **Enforcement Mechanism:** Non-compliance results in penalties, payment suspension, or disqualification from future work.
- **Worker Grievance Redressal:** HR teams at sites facilitate contract workers in reporting non-payment or delays in statutory benefits.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2026	FY 2025	FY 2026	FY 2025
Employees	0	0	0	0
Workers	0	0	0	0

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

Yes, GMR Airports provides transition assistance to employees to support career endings resulting from retirement or separation. This includes retirement benefits as per statutory requirements and company policy (such as gratuity and provident fund), formal exit interviews and HR counselling to ensure employees understand their benefits and clearances, and ongoing training programmes focused on technical, safety, and soft skills to promote overall employee growth and readiness for career progression.

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

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	66%
Working Conditions	66%

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.**

To address significant risks and concerns identified through ESG assessments among value chain partners, GMR Airports is working with its suppliers through targeted corrective actions. These include holding discussions with low-performing supply chain partners to address gaps, conducting training sessions to improve awareness of sustainability requirements, and organising regular vendor meets to reinforce expectations, share best practices, and ensure continuous improvement in performance across the value chain.

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.**

The identification of key stakeholder groups at GMR Airports is an ongoing, structured process aimed at ensuring all relevant parties are considered in operations and planning. Stakeholders are identified based on their level of influence on and interest in the airport's business activities. This process includes recognising individuals, groups, or institutions affected by or contributing to airport operations. It is revisited regularly through materiality assessments at the operating entity level. For new projects or expansions, stakeholders are proactively mapped and engaged early, with Corporate Social Responsibility (CSR) initiatives often integrated to support and involve local communities and other important groups.

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 (Annual/ Half Yearly/ Quarterly/ Others-please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Emails, In-person meetings, Intranet (Navyata), online grievance portal	Continuous	• Job satisfaction • Career progression • Learning & development and knowledge sharing • Employment terms and job stability • Workplace safety • Diversity and inclusion • Positive corporate image • Environmental stewardship
Investors / Shareholders	No	Emails, AGM, Press release, Investor calls / meets, announcements	Quarterly / Need basis	• Return on Investment • Business Growth • Corporate Governance
Regulatory Bodies	No	Fillings with the respective regulators, emails, letters, regulators' website	Need basis (apart from regular filings)	• Compliance to Regulatory norms
JV Partners	No	Emails, in-person meetings, website	Need basis	• Business opportunities • Business support and conducive environment • Growth

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 (Annual/ Half Yearly/ Quarterly/ Others-please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Suppliers, Service Partners, Service providers	No	Supplier meets, Emails, in-person meetings	Continuous	• Clarity of Scope & specifications of work • Facilitation & support to work in airport premises • Payment timeliness / terms
Service Facilitators	No	In-person meetings, Emails	Continuous	• Infrastructure • Operational environment & facilities • Network Systems, Reliable & Compatible IT solutions • Communication
Society	Yes	Community meetings, surveys, Emails, in-person meetings	Continuous/ Need basis	• Education • Health • Empowerment and Livelihood • Community Development

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.**

   GMR Airports engages with stakeholders on economic, environmental, and social topics through regular meetings, surveys, dedicated forums with passengers, employees, regulators, investors, suppliers, and local communities. Feedback from these engagements is consolidated through management reviews, materiality assessments, and sustainability reporting processes. Notable feedback such as changes in passenger satisfaction scores, employee satisfaction scores, key learnings from these engagements, material topics identified and progress on them is shared with Board members or committees based on their roles and relevance, ensuring that stakeholder perspectives inform strategic decision-making at the highest level.

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, GMR Airports uses stakeholder consultation to identify and manage environmental and social topics. Inputs gathered through investor meets/discussions, passenger surveys, employee feedback mechanisms, supplier engagements, community interactions, and the formal materiality assessment process feed into its ESG focus areas and actions. For example, Employee feedback through employee satisfaction surveys feed into the human capital management and retention priorities. Similarly, community inputs and requests shape the Company's interventions across education, healthcare, and skill development tailored to local needs.

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

   GMR Airports, through the GMR Varalakshmi Foundation (GMRVF), actively engages with vulnerable and marginalised stakeholder groups, viewing them not as passive beneficiaries but as active partners in the development journey. Community involvement is a foundational aspect of all initiatives, with special focus on addressing the needs of the economically weaker sections, tribal populations, women, children, persons with disabilities, and the elderly.

   Key instances of engagement with vulnerable and marginalized stakeholder groups taken up include:

   - **Education and Early Intervention:** The Samarth Centre in Delhi and the Early Intervention Centre in Shamshabad offer special education, physiotherapy, speech therapy etc. for children and individuals with developmental challenges. Scholarships and school support are also provided to underprivileged children, particularly those from differently abled and minority backgrounds.
   - **Support for the Elderly:** Day-care centres in Delhi provide a safe space and companionship to underprivileged senior citizens, enhancing their well-being and social inclusion and the 5 Mobile Medical Units operated at different locations also providing primary healthcare services to elderly population.

PRINCIPLE 5

Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2026			FY 2025		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	8,796	8,796	100%	6,194	6,194	100%
Other than permanent	186	186	100%	318	318	100%
Total Employees	**8,982**	**8,982**	**100%**	**6,512**	**6,512**	**100%**
Workers						
Permanent	3,491	3,491	100%	2,435	2,435	100%
Other than permanent	8,752	8,752	100%	9,009	9,009	100%
Total Workers	**12,243**	**12,243**	**100%**	**11,444**	**11,444**	**100%**

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

Category	FY 2026					FY 2025				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No.(C)	% (C/A)		No.(E)	% (E/D)	No.(F)	% (F/D)
Employees										
Permanent										
Male	7,277	209	3%	7,068	97%	5,177	238	5%	4,939	95%
Female	1,519	22	1%	1,497	99%	1,017	31	3%	986	97%
Other than Permanent										
Male	136	11	8%	125	92%	242	169	70%	73	30%
Female	50	2	4%	48	96%	76	47	62%	29	38%
Workers										
Permanent										
Male	3,088	1617	52%	1,471	48%	2,344	1,393	59%	951	41%
Female	403	56	14%	347	86%	91	6	7%	85	93%
Other than Permanent										
Male	8,221	7,995	97%	226	3%	8,391	8,197	98%	194	2%
Female	531	522	98%	9	2%	618	596	96%	22	4%

3. Details of remuneration/salary/wages (Standalone)

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD) (GAL standalone)*	12	9,70,000	2	6,65,000
Key Managerial Personnel (other than Directors) (GAL standalone)	2	6,31,70,587	0	-
Employees other than BoD and KMP (consolidated)	8,340	4,44,983	2,007	3,57,773
Workers (consolidated)	2,775	3,30,988	114	1,98,633

*The Non-Executive Non-Independent Directors (7 in number) of the Company did not draw any remuneration/sitting fee for the FY 2026. Further, Mr. Suresh Lilaram Narang ceased to be an Independent Director of the Company w.e.f. November 13, 2025 who has been counted for calculating the median remuneration of BOD.

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

	FY 2026	FY 2025
Gross wages paid to females as % of total wages	9.90%	7.02%

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, Chief Human Resource Officer (CHRO) is responsible for addressing human rights related grievances. However, CHRO is supported by the Business Unit Human Resources team for effective implementation and responsiveness to local context and concerns.

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

GMR Airports encourages all employees and partners to promptly report any suspected human rights violations, policy breaches, or unprofessional conduct to Human Resources. Concerns are addressed in line with GMR's HR practices and Disciplinary Policy. To ensure secure, confidential, and retaliation-free reporting, GMR has established the following mechanisms:

(a) Whistle Blower Policy/Vigil Mechanism for unethical behaviour or suspected fraud;

(b) Policy for Prohibition, Prevention and Redressal of Sexual Harassment at Workplace;

(c) Direct reporting to the Chief Human Resources Officer for other human rights issues.

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

	FY 2026			FY 2025		
	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	5	0	-	6	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

	FY 2026	FY 2025
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	5	6
Complaints on POSH as a % of female employees / workers	0.23%	0.33%
Complaints on POSH upheld	4	6

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

Both, Human Rights Policy and Whistleblower Policy are formulated to prevent any fear of retaliation and allow anonymous reporting of concerns.

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

Yes

10. **Assessments for the year:**

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

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

Not applicable

Leadership Indicators

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

While no human rights grievances or complaints were received, GMR Airports, operating in compliance with requirements on child and forced labour, non-discrimination, minimum wage, and prevention of sexual harassment, has proactively introduced a dedicated Human Rights Policy, approved by the Chairman and MD & CEO. This policy is being rolled out across the organisation to further strengthen awareness, alignment, and accountability on human rights standards.

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

During FY 2025-26, GMR Airports undertook a Human Rights Due Diligence (HRDD) assessment covering its operating locations. The assessment followed the UN Guiding Principles on Business and Human Rights (UNGPs) and comprised of a review of airport operations and human rights risks. Assessment was conducted across four stakeholder groups - Management, Employees, On-site employees/contract workers and Local communities. Stakeholder engagement comprised of discussions with management, anonymous online survey covering 1,200+ participants across corporate offices and airport terminals, on-site focus group discussions with operational employees, and focus group discussions with community representatives.

The assessment covered desk review of internal policies, procedures and operational documents, benchmarking against national and international aviation peers, review against international frameworks including the UN Guiding Principles on Business and Human Rights, UN Global Compact, ILO Fundamental Principles and Rights at Work and IFC Performance Standards.

The due diligence assessed key human rights issues including non-discrimination, equal remuneration and fair working hours, harassment-free workplace, diversity, equity and inclusion, prohibition of child and forced labour, occupational health and safety, workplace security and freedom of association and collective bargaining.

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

Yes, the premises and terminals at Indira Gandhi International Airport, Rajiv Gandhi International Airport, and Manohar International Airport are accessible to differently abled employees and workers.

These airports provide dedicated infrastructure and services such as ramps, elevators with Braille buttons, accessible restrooms, priority seating, clear multilingual signage, and designated pick-up and drop-off zones for persons with reduced mobility. Wheelchair assistance is available on request at all terminals, with trained staff supporting safe and comfortable movement.

Delhi and Hyderabad Airports also participate in the Hidden Disabilities Sunflower Program, offering sunflower lanyards to travellers with non-visible disabilities, signalling the need for extra understanding and assistance from trained staff. These measures ensure inclusive, barrier-free access for all users of the airports, including employees and workers with disabilities.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	66%
Discrimination at workplace	66%
Child Labour	66%
Forced Labour/Involuntary Labour	66%
Wages	66%
Others - please specify	-

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

To address any risks and concerns identified through ESG assessments among value chain partners, GMR Airports has undertaken targeted corrective actions. These include holding discussions with low-performing supply chain partners to address gaps, conducting training sessions to improve awareness of ESG requirements including human rights, and organising regular vendor meets to reinforce expectations, share best practices, and ensure continuous improvement in performance across the value chain.

PRINCIPLE 6

Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

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

Parameter	FY 2026	FY 2025
From renewable sources (in GJ)		
Total electricity consumption (A)	10,03,253	11,22,367
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	10,03,253	11,22,367
From non-renewable sources (in GJ)		
Total electricity consumption (D)	1,66,814	1,42,142
Total fuel consumption (E)	35,186	36,531
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	201,999	1,78,673
Total energy consumed (A+B+C+D+E+F) (in GJ)	12,05,253	13,01,040
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (TJ/₹ Crores)	0.08	0.12
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	1.66	2.58
Energy intensity in terms of physical Output	NA	NA
Energy intensity *(optional)* - (KJ/in passenger)	10,517	11,463

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, Grant Thornton Bharat LLP

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

No target communication has been received for Airports for Performance, Achieve and Trade (PAT) Scheme.

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

Parameter	FY 2026	FY 2025
Water withdrawal by source (in kilolitres)		
(i) Surface water	6,47,170	5,60,219
(ii) Groundwater	5,11,743	6,75,406
(iii) Third party water	15,14,460	14,21,044
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	26,73,373	26,56,669
Total volume of water consumption (in kilolitres)	26,73,373#	45,58,967*
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (KL/₹ Crore) (includes recycled water consumed)	316@	438
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	6,436^	9,044
Water intensity in terms of physical output (no physical output, given the nature of operations)	NA	NA
Water intensity (optional) - the relevant metric may be selected by the entity (Liters/passenger)	21	40*

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, Grant Thornton Bharat LLP

* includes recycled water

Aligning with the industry practice, GAL is not considering water recycled under water consumption for FY 2026

@ Water consumption intensity without recycled water is 181 KL/₹ Crore

^ Water intensity per rupee of turnover adjusted for PPP is 3,672

4. Provide the following details related to water discharged:

Parameter	FY 2026	FY 2025
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

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, Grant Thornton Bharat LLP

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

Yes, GMR Airports has implemented Zero Liquid Discharge (ZLD) mechanisms across all three airports-Indira Gandhi International Airport (Delhi), Rajiv Gandhi International Airport (Hyderabad), and Manohar International Airport (Goa). At Delhi International Airport (DIAL), a 16.6 MLD Sewage Treatment Plant (STP) treats all domestic wastewater, with the treated water reused for horticulture, landscaping, flushing, and HVAC applications. GMR Hyderabad International Airport (GHIAL) operates a ZLD system where wastewater is treated in STP and the recycled water is used for flushing, cooling tower makeup, and irrigation. GMR Goa International Airport (GGIAL) has a 625 KLD STP that recycles and reuses wastewater for irrigation and other suitable purposes. These measures ensure that no untreated wastewater is discharged outside airport boundaries.

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

Parameter	Please specify unit	FY 2026*	FY 2025
NOx	FY 2026 - Kgs FY 2025 - ppmv	485	84
SOx	FY 2026 - Kgs FY 2025 - mg/Nm3	184	29
Particulate matter (PM)	FY 2026 - Kgs FY 2025 - mg/Nm3	114	35
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others - please Specify	NA	NA	NA

* Aligning with the industry practice GAL has reported air emissions in Kgs for FY 2026

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, Grant Thornton Bharat LLP

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

Parameter	Unit	FY 2026	FY 2025
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	*Metric tonnes of CO_2 equivalent*	5,466	5,673
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	*Metric tonnes of CO_2 equivalent*	32,899	28,705
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO_2 equivalent/ Crore ₹	2.59	3.3
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO_2 equivalent/ Million US$	52.70	68.20
Total Scope 1 and Scope 2 emission intensity in terms of physical output (no physical output, given the nature of operations)		NA	NA
Total Scope 1 and Scope 2 emission intensity *(optional)*	tCO_2/mn passengers	335*	302

* Increase in emissions is due to the expended reporting scope.

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, Grant Thornton Bharat LLP

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

Yes. GMR Airports has multiple projects aimed at reducing Greenhouse Gas (GHG) emissions. Both Indira Gandhi International Airport (operated by Delhi International Airport Limited (DIAL)) and Rajiv Gandhi International Airport (operated by GMR Hyderabad International Airport Limited (GHIAL)) achieved ACA (Airport Carbon Accreditation) Level 5, the highest level of carbon management accreditation. Manohar International Airport (operated by GMR Goa International Airport Limited (GGIAL)) has recently achieved ACA Level 3+ accreditation and a 5 MW solar plant addressing a significant portion of its electricity needs. DIAL and GHIAL also have onsite solar generation units with 7.84 MW and 10 MW installed capacity. The Company is also expanding its electric vehicle (EV) fleet and progressively switching owned vehicles from internal combustion engines (ICE) to EVs. Additionally, GMR continues to benefit from earlier GHG reduction initiatives towards reducing scope 3 emissions such as Bridge Mounted Equipment, use of TaxiBots for aircraft towing, Ground Service Equipment (GSE) tunnel at Hyderabad, and the Eastern Cross Taxiway project at Delhi, all of which help reduce fuel consumption and emissions. Additional measures taken up during the year have been discussed under Question 4 of the Leadership Indicators.

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

Parameter	FY 2026	FY 2025
Total Waste generated (in metric tonnes)		
Plastic waste ***(A)***	1,286.35	1273.19
E-waste ***(B)***	4.14	11.8
Bio-medical waste ***(C)***	4.11	2.4
Construction and demolition waste ***(D)***	3,552.16	0
Battery waste ***(E)***	0	0
Radioactive waste ***(F)***	0	0
Other Hazardous waste. Please specify, if any. ***(G)***	95.48	134
Other Non-hazardous waste generated ***(H).*** *Please specify, if any.* (Break-up by composition i.e. by materials relevant to the sector)	11,256.37	10,648
Total (A+B + C + D + E + F + G + H)	16,198.61	12,069
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations) (in Metric tonnes/ Crores ₹)	1.09	1.16
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	22.25	23.94
Waste intensity in terms of physical output (no physical output, given the nature of operations)	NA	NA
Waste intensity (optional) (in t-waste/mn passengers) (Note: this includes waste generation from airport operations only)	132.93*	106.34
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	8,327.16	5,287
(ii) Re-used	3,624.91	0
(iii) Other recovery operations	4,247.96	1,171
Total	**16,200.03**	**6,458**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	4.33	2.58
(ii) Landfilling	0	0
(iii) Other disposal operations	0.04	5,609
Total	**4.37**	**5,611**

* Increase in waste generation and disposal is due to generation of construction waste due to expansion activities and inclusion of cargo, hospitality and duty free business in the reporting boundary.

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, Grant Thornton Bharat LLP

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.

GMR Airports adopts a comprehensive approach to waste management with an aim to minimise waste generation and move towards zero waste to landfill. Reduction at source is encouraged and waste is segregated through Integrated Solid Waste Management system and Organic Waste Composters (OWCs) and baling machines to process biodegradable waste into compost. At Hyderabad Airport, food waste is converted into compost for landscaping use, and any hazardous waste is disposed through authorized recyclers. Delhi Airport follows a circular economy approach with a 4R strategy (Reduce, Reuse, Recycle, Recover) to manage Municipal Solid Waste, Hazardous Waste, E-Waste, Bio-Medical Waste, and Battery Waste in compliance with government regulations, holding required authorisations and filing statutory returns. Additionally, DIAL was certified as a Single-Use Plastic Free airport, demonstrating its commitment to reducing hazardous and toxic material use across its operations. Given the nature of operations there is no toxic waste production and hazardous waste generation is also minimal.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1.	Delhi International Airport (operating Delhi International Airport)	Airport and associated Operations	Yes
2.	GMR Hyderabad International Airport (operating RGIA)	Airport and associated Operations	Yes
3.	GMR Goa International Airport (operating Manohar International Airport)	Airport and associated Operations	Yes

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
No new EIAs undertaken in FY 2026					

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:

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

Leadership Indicators

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

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

   (i) Name of the area: Delhi International Airport

   (ii) Nature of operations: Airport and associated Operations

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

Parameter	FY 2026	FY 2025
Water withdrawal by source (in kilolitres)		
(i) Surface water (in kilolitres)	0	0
(ii) Groundwater (in kilolitres)	2,28,480	1,94,710
(iii) Third party water (in kilolitres)	9,62,917	9,39,440
(iv) Seawater / desalinated water (in kilolitres)	0	0
(v) Others (in kilolitres)	0	0
Total volume of water withdrawal (in kilolitres)	11,91,397	11,34,150
Total volume of water consumption (in kilolitres)	11,91,397	24,42,035.90
Water intensity per rupee of turnover (in KL/₹ Crore) *(Water consumed / turnover)*	175	234.49
Water intensity (optional)	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(ii) Into Groundwater		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iii) Into Seawater		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

   Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

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.**

   No operations near 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:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Smart HVAC optimisation through automation and BMS	Implemented BMS-based HVAC optimisation across airports, including AHU scheduling based on flight operations, Variable Frequency Drive (VFD) installation, chiller plant optimisation, aeroseal duct sealing and sensor-based automation to improve cooling efficiency.	Achieved annual electricity savings of **over 1 million kWh**, including **900+ MWh** through chiller optimisation, **250+ MWh** through HVAC operational improvements, **400,000+ kWh** through AHU automation at GGIAL and 400,000+ kWh through HVAC optimisation initiatives at GHIAL, while also reducing indirect GHG emissions. Across all initiatives towards energy efficiency, GAL expects to avoid over **1,500 tCO annually**.
2.	Water-efficient irrigation and treatment management	Upgraded irrigation pumps, automated filtration systems and irrigation network, and shifted irrigation to night-time operations to minimise evaporation losses. Additional initiatives to conventional RO-based drinking water treatment with ultra-filtration (UF) and UV technology to improve water and energy efficiency.	Reduced freshwater consumption by over **9,000 KL** annually, around 7,000 KL through irrigation optimisation and over 2,000 KL through improved water treatment.
3.	Circular water management and wastewater reuse	Implemented reuse of AHU condensate for cooling tower make-up, reuse of cooling tower blowdown and rainwater for flushing, and optimised sewage treatment operations with complete reuse of treated wastewater for HVAC, flushing and horticulture.	Conserved approximately **1,00,000 KL of freshwater annually** through reuse initiatives (**95,000+ KL** from cooling tower blowdown reuse, **4,500+ KL** from AHU condensate reuse and **3,000 KL** through rainwater utilisation), while improving sewage treatment efficiency and maintaining zero liquid discharge practices.
4.	Energy-efficient sewage treatment operations	Rationalised sewage treatment plant operations by optimising plant loading based on actual inflows, reducing specific energy consumption without compromising treatment quality.	Reduced annual electricity consumption by approximately **60,000+** kWh, while maintaining treated water quality and complete reuse of treated wastewater.
5.	Resource circularity through repair and in-house innovation	Adopted component-level repair of water meters instead of complete replacement to minimise e-waste and developed an in-house automatic AHU filter cleaning machine to reduce manual cleaning and water consumption.	Eliminated avoidable electronic waste, reduced maintenance costs and conserved approximately **10,000+ KL of water annually** through automated filter cleaning, demonstrating circular resource management and operational efficiency.

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

Yes. GMR Airports has a robust Business Continuity and Disaster Management Plan designed to ensure safe, reliable, and uninterrupted airport operations during emergencies. This includes risk assessments, contingency planning, standard operating procedures for crisis response, and coordination with government agencies. Airports conduct regular emergency drills, including fire, aircraft crash, and disaster evacuation scenarios, to test readiness and train staff. The plan covers critical services, passenger safety, infrastructure resilience, and quick recovery measures to minimise operational disruptions. This integrated approach ensures compliance with regulatory guidelines and supports a high level of preparedness for both natural and man-made emergencies.

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

   No significant adverse environmental impact has been brought to notice or identified during the assessments of vendors and suppliers in the reporting period. However, recognising the potential environmental risks linked to supply chain activities, the Company has implemented mitigation measures such as incorporating environmental, health, and safety requirements into contracts, and organising training and vendor meets to raise awareness of compliance expectations. These efforts help ensure that suppliers align with GMR's environmental standards and reduce overall value chain impacts.

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

   66%

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.** 7

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industries (CII)	National
2	The Associated Chambers of Commerce & Industry of India (ASSOCHAM)	National
3	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
4	PHD Chamber of Commerce & Industry (PHDCCI)	National
5	Association of Private Airport Operators (APAO)	National
6	Indo French Chamber of Commerce & Industry (IFCCI)	National
7	Indo American Chamber of Commerce (IACC)	National

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

Name of authority	Brief of the case	Corrective action taken
	Nil	

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/Quarterly/ Others - please specify)	Web Link, if available
1.	Sustainable aviation, airport decarbonisation, airport infrastructure development, capacity optimisation and enabling regulatory frameworks	Active participation and leadership through industry associations & trade bodies (e.g., CII, FICCI, ASSOCHAM, ACI - Airports Council International), including industry forums, conferences and stakeholder engagement	Yes	Regular engagement, however, no fixed frequency	https://aci.aero/about-aci/aci-world-governing-board https://aci.aero/about-aci/aci-world-governing-board https://www.wings-india.co.in/partners.php https://www.cii.in/pdf/CII_Annual_Report_2025-26.pdf https://www.primuspartners.in/past/events/30th-cii-partnership-summit-2025

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

Essential Indicators

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

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

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
No R&R taken up during FY 26						

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

GMR Airports addresses community grievances through a structured, inclusive, and community-friendly mechanism implemented by its CSR arm, the GMR Varalakshmi Foundation (GMRVF). The grievance redressal process ensures transparency, responsiveness, and accountability in all community engagements. Community members including individuals, groups, and institutions such as schools and Anganwadis can raise grievances, provide feedback, or request support through multiple accessible channels. These include direct interactions with GMRVF field staff, written or verbal submissions during visits to GMRVF offices, or participation in forums and events organized by the Foundation.

All grievances are documented by designated program staff and discussed with the location program head for appropriate action. Each grievance is tracked using a Grievance Redressal Record Sheet to monitor progress and ensure timely resolution. Once adequately addressed, the grievance is formally marked as resolved and closed, reinforcing GMRVF's commitment to transparent and continuous community engagement.

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

	FY 2026	FY 2025*
Directly sourced from MSMEs/ small producers	39.86%	23.97%
Directly from within India	99.98%	99.97%

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

Location	FY 2026	FY 2025
Rural	1.3%	7.3%
Semi-urban	91.9%	87.4%
Urban	0%	0%
Metropolitan	6.7%	5.3%

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not applicable	

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

S. No.	State	Aspirational District	Amount spent (In ₹ Lakhs)
1.	Andhra Pradesh	Vizianagaram	1,562.50
2.	Gujarat	Narmada	102.09

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

While there is no formal preferential policy, GMR takes a responsible approach towards procurement, and it aims to promote local MSMEs and suppliers.

(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:**

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
Given the nature of business, intellectual property pertaining to traditional knowledge is not applicable				

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

Name of authority	Brief of the Case	Corrective action taken
Given the nature of business, intellectual property pertaining to traditional knowledge is not applicable		

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

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Education (Gifted Children Scheme and Support to Government schools and Anganwadis)	14,376	100%
2.	Healthcare (Mobile Medical Unit, Evening Medical Clinics, Elderly Care Centres and Concessions to poor patients)	1,05,000	95%
3.	Livelihood (Skill and Vocational Training)	8,900	98%
4.	Women Empowerment (EMPOWER - Enabling Marketing of Products of Women Entrepreneurs and SMILE - Supporting, Marginalized, Individuals through Livelihoods & Empowerment))	300	95%

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.**

Using a centralized command center and AI-enabled tools, all incoming queries and complaints are triaged based on urgency, sentiment, and topic, ensuring swift escalation and resolution. Dedicated teams are deployed round-the-clock to acknowledge, categorize, and respond to these communications, enabling a seamless feedback loop and enhancing the overall passenger experience.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not a typical consumer product / manufacturing company hence these are not directly applicable
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2026			FY 2025		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	70	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	1,476	0	-	1,653	0	-

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

	Number	Reasons for recall
Voluntary recalls	Not applicable	Not applicable
Forced recalls	Not applicable	Not applicable

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. GMR Airports has a framework to manage cyber security and data privacy risks. GAL has a robust framework of internal policies covering data privacy, information security, cyber security, access controls, incident management, and compliance, ensuring risks are systematically identified, mitigated, and managed. The Group has established an IT Governance Framework that includes robust cyber security controls, regular audits, and employee awareness programmes to safeguard information systems. Data privacy is addressed through the Group's Privacy Policy, which outlines principles for collecting, using, and protecting personal data in compliance with applicable laws. While privacy policy is available internally, relevant details are available in the sustainability report available on the company website https://www.gmraero.com/privacy-policy

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

There have been no such instances related to advertising or cyber security or privacy. The airports have an established process for addressing issues relating to the delivery of essential services through a structured passenger grievance redressal mechanism. Upon receipt of a complaint, an acknowledgement is shared with the passenger and the matter is forwarded to the concerned department for investigation and necessary corrective action. Where additional information is required, it is sought from the passenger to facilitate a thorough investigation. The complaint is actively tracked through regular follow-ups with the concerned department until a closure response is received, which is then communicated to the passenger. Additionally, root cause analysis (RCA) is undertaken for repeat and critical complaints to identify underlying issues and support appropriate corrective and preventive actions, where required. This process is adopted and implemented by the passenger experience teams of the airports. Additionally, to ensure strong protection, the company operates a next-generation 24x7 Security Operations Centre (SOC) that delivers advanced cyber threat detection and response capabilities, enabling quick and effective management of any potential information or cyber security incidents.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

0

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

0

c. 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 about our operations are available across the airport websites and also made public through the sustainability reports.

- DIAL: First-Time Flyer Tips | Delhi Airport Guide
- GHIAL: Hyderabad Airport Passenger Guide | Official RGIA Travel Guide
- GGIAL: Manohar International Airport (GOX) | Official Website
- Sustainability Report: https://www.gmraero.com/investor-relations/esg/esg-sustainability-reports

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

GMR Airports takes multiple steps to inform and educate passengers about the safe and responsible use of airport services. This includes clear signage and public announcements on safety protocols, security procedures, and facility usage across terminals; dedicated helpdesks and staff support for passenger guidance; regular communication through websites, apps, and social media channels; and targeted awareness campaigns on topics such as baggage safety, emergency procedures, and responsible travel behaviour to ensure a safe and smooth passenger experience.

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

GMR Airports has established communication mechanisms to promptly inform passengers and stakeholders about any risk of disruption or discontinuation of essential services. These include real-time flight information displays, public address systems within terminals, airline counters, dedicated airport websites and mobile apps, as well as social media channels. Additionally, coordination with airlines and ground handlers ensures timely updates and clear communication to minimise inconvenience to passengers during service disruptions.

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

Not Applicable. As an airport operator, GMR Airports does not sell conventional products requiring labelling but provides services regulated by aviation authorities with mandated information displays such as flight details, safety instructions, and facility guidelines.

With respect of duty-free retail operations, the products sold are procured/imported from authorized brands/suppliers and carry product information/labels as required under applicable laws, including customs and other applicable statutory/regulatory requirements. The Company does not, as a matter of standard practice, display any additional product information on such products over and above what is mandated under the applicable laws. However, for operational and inventory management purposes, certain products may bear barcode labels or other internal identification labels, which are used solely for inventory control, billing, and logistics purposes and do not constitute additional consumer product information.

The Company undertakes periodic passenger/customer satisfaction surveys and feedback exercises across its significant airport locations and relevant customer-facing operations, including airport services and duty-free retail operations, in accordance with its internal processes. The feedback received through such surveys and mechanisms is reviewed for assessing service quality, customer experience, facility performance and improvement opportunities, and appropriate corrective or improvement measures are initiated wherever considered necessary.