



G R INFRAPROJECTS LIMITED

(Formerly known as G.R. Agarwal Builders and Developers Limited)

CIN : L45201GJ1995PLC098652

30th June 2026

To,

BSE Limited

Phiroze Jeejeebhoy Towers

Dalal Street, Fort

Mumbai – 400001

Scrip Code: 543317

National Stock Exchange of India Limited

Exchange Plaza, Plot No. C-1

G Block, Bandra-Kurla Complex, Bandra(E)

Mumbai – 400051

Symbol: GRINFRA

Subject: Submission of Business Responsibility and Sustainability Report ("BRSR") for the Financial Year 2025-26.

Dear Sir,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the BRSR for the Financial Year 2025-26, which forms part of the Annual Report for the Financial Year 2025-26.

Request you to kindly take the same on record.

Thank you,

Yours sincerely,

For G R Infraprojects Limited

Sudhir Mutha

Company Secretary

ICSI Membership No. ACS18857

Enclosed: As above

CORPORATE OFFICE :
GR One, Plot No. 7B, Sector-18,
Maruti Industrial Complex,
Gurugram, Haryana – 122015, India
Ph. : +91-124-6435000

HEAD OFFICE :
GR House, Hiran Magri, Sector-11,
Udaipur, Rajasthan-313 002, India
Ph: +91-294-2487370, 2483033

REGISTERED OFFICE :
Revenue Block No. 223,
Old Survey No. 384/1 384/2, Paiki
and 384/3, Khata No. 464, Kochariya
Ahmedabad, Gujarat - 382 220, India



E-mail : info@grinfra.com | Website : www.grinfra.com

Business Responsibility & Sustainability Reporting

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

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sr. No.	Particulars	FY 2025-26
1	Corporate Identity Number (CIN) of the Listed Entity	L45201GJ1995PLC098652
2	Name of the Listed Entity	G R Infraprojects Limited (GRIL)
3	Date of incorporation	22-12-1995
4	Registered office address	Revenue Block No. 223, Old Survey No. 384/1, 384/2 Paiki and 384/3, Khata No. 464, Kochariya, Ahmedabad, Gujarat - 382220, India
5	Corporate address	G R Infraprojects Limited GR One, Plot no. 7B, Sector 18, Maruti Industrial Complex, Gurugram, Haryana-122015, India
6	E-mail	info@grinfra.com
7	Telephone	91-124-6435000
8	Website	https://www.grinfra.com/
9	Financial year for which reporting is being done	2025-2026
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11	Paid-up Capital	Rs. 4,838.04 Lakhs
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. Sudhir Mutha cs@grinfra.com +91-2942487370
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis
14	Name of assurance provider	Not Applicable
15	Type of assurance obtained	Not Applicable

II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Infrastructure Development	GRIL executes a diverse range of infrastructure projects using various models such as Engineering Procurement and Construction (EPC), Built Operate and Transfer (BOT) and Hybrid Annuity Mode (HAM). The infrastructure portfolio includes projects in the road sector, railways, metros, tunnels, power transmission, ropeways and Optic Fiber Cable (OFC) infrastructure.	92%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover Contributed
1.	The design, building and maintenance of transportation infrastructure, including roads, railways, bridges, tunnels, ropeways, ports, power transmission lines and runways, among others.	45203	92%

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	8	82	90
International	0	0	0

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	24
International (No. of Countries)	0

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

0%

c. A brief on types of customers

- Government and semi-government organizations such as the National Highways Authority of India (NHAI), Bihar State Road Development Corporation Limited (BSRDC), Uttar Pradesh Expressways Industrial Development Authority (UPEIDA), East Coast Railway, Shri Mata Vaishno Devi Shrine Board, National Hydroelectric Power Corporation (NHPC), National Highways Logistics Management Limited (NHLML), Central Transmission Utility of India Limited (CTUIL), Rail Vikas Nigam Limited (RVNL), Bangalore Metro Rail Corporation Limited (BMRCL), Maharashtra Metro Rail Corporation Limited (MAHA-METRO), Ministry of Road Transport and Highways (MORTH), Maharashtra State Road Development Corporation (MSRDC), National Highways and Infrastructure Development Corporation Limited (NHIDCL), Public Works Department Government of Rajasthan (PWD Sewa), Military Engineering Service (MEC), Airports Authority of India (AAI), and National Thermal Power Corporation (NTPC) are our customers for goods services.
- GRIL manufacturing plants produce goods like emulsion, admixture, electric panels, metal crash barriers, High Mast, GFRP, Hydrogen Fuel Cell etc. These products are produced for captive consumption as well as sold to external customers.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	3607	3544	98.25%	63	1.74%
2	Other than Permanent (E)	11	11	100%	0	0
3	Total employees (D + E)	3618	3555	98.25%	63	1.74%
WORKERS						
4	Permanent (F)	6375	6374	99.98%	1	0.02%
5	Other than Permanent (G)	5354	4320	80.69%	1034	19.31%
6	Total workers (F + G)	11729	10694	91.17%	1035	8.83%

The low gender diversity in our workforce may be due to physical demands and safety concerns of certain roles which may discourage females from pursuing careers in this field.

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	0	0	0%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total differently abled employees (D + E)	0	0	0%	0	0%
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	10	10	100%	0	0%
5	Other than Permanent (E)	0	0	0%	0	0%
6	Total differently abled workers (F + G)	10	10	100%	0	0%

21. Participation/Inclusion/Representation of women

Particular	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67%
Key Management Personnel*	4	0	0%

*Total KMP is inclusive of Managing Director and Whole-time Directors

22. Turnover rate for permanent employees and workers

Particular	FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent Employees	26.96%	38.17%	27.16%	38.46%	24.11%	38.24%	29.37%	18.05%
Permanent Workers	53.25%	0%	53.25%	54.29%	0%	54.29%	44.33%	66.67%	44.33%

V. Holding, Subsidiary and Associate Companies (including joint operations)
23. (a) Names of holding / subsidiary / associate companies / joint operations

S. No.	Name of the holding / subsidiary / associate companies / joint operations (A)	Indicate whether holding/subsidiary/ Associate/ Joint Operations	% 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	Reengus Sikar Expressway Limited	Subsidiary	100	No
2	Nagaur Mukundgarh Highways Private Limited	Subsidiary	79	No
3	GR Shirsad Masvan Expressway Private Limited	Subsidiary	100	No
4	GR Amritsar Bathinda Highway Private Limited	Subsidiary	100	No
5	GR Ludhiana Rupnagar Highway Private Limited	Subsidiary	100	No
6	GR Bhimasar Bhuj Highway Private Limited	Subsidiary	100	No
7	GR Bamni Highway Private Limited	Subsidiary	100	No
8	GR Govindpur Rajura Highway Private Limited	Subsidiary	100	No
9	GR Madanapalli Pileru Highway Private Limited	Subsidiary	100	No
10	GR Bandikui Jaipur Expressway Private Limited	Subsidiary	100	No
11	Rajgarh Transmission Limited	Subsidiary	100	No
12	Maratha Skyride Ventures Private Limited (Formerly known as GR Belagavi Bypass Private Limited)	Subsidiary	100	No
13	GR Logistics Park (Indore) Private Limited	Subsidiary	100	No
14	GR Venkatpur Thallasenkesa Highway Private Limited	Subsidiary	100	No
15	GR Belgaum Raichur (Package-5) Highway Private Limited	Subsidiary	100	No
16	GR Belgaum Raichur (Package-6) Highway Private Limited	Subsidiary	100	No
17	GR Hasapur Badadal Highway Private Limited	Subsidiary	100	No
18	GR Devinagar Kasganj Highway Private Limited	Subsidiary	100	No
19	GR Varanasi Kolkata Highway Private Limited	Subsidiary	100	No
20	GR Yamuna Bridge Highway Private Limited	Subsidiary	100	No
21	GR Kasganj Bypass Private Limited	Subsidiary	100	No
22	GR Tarakote Sanjichhat Ropeway Private Limited	Subsidiary	100	No
23	Pachora Power Transmission Limited	Subsidiary	100	No
24	Tumkur-II REZ Power Transmission Limited	Subsidiary	100	No
25	Bijapur REZ Transmission Limited	Subsidiary	100	No
26	Agra Gwalior Highway Private Limited	Subsidiary	100	No
27	Rajgarh Neemuch Power Transmission Limited	Subsidiary	100	No
28	Indus Offshore Private Limited	Subsidiary	54.74	No
29	Infra Fourmativ Private Limited	Subsidiary	99.97	No
30	Fouran Private Limited	Subsidiary	100	No
31	Fourci Warehouse-1 Private Limited	Subsidiary	100	No
32	GRIL - MSKEL (JV)	Joint operations	60	No
33	GR-Triveni (JV) - Hata - Musabani Road Project	Joint operations	51	No
34	GR-Triveni (JV) - Rites NTPC Lara PKG Iv-B	Joint operations	49	No
35	GR-Triveni (JV) - Chaibasa -Tonto -Roam Road	Joint operations	45	No
36	SBEPL - GRIL (JV)	Joint operations	35	No

S. No.	Name of the holding / subsidiary / associate companies / joint operations (A)	Indicate whether holding/subsidiary/ Associate/ Joint Operations	% 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)
37	Ravi Infra - GRIL - Shivakriti (JV)	Joint operations	10	No
38	GRIL - Cobra - KIEL (JV)- Dholpur- Antri - NC Railway, Madhya Pradesh & Rajasthan	Joint operations	51	No
39	GRIL - Cobra - KIEL (JV)- Vijaywada - SC Railway, Andhra Pradesh	Joint operations	67	No
40	GR-Gawar (JV) - Rohtak Project	Joint operations	25	No
41	GR-Gawar (JV) - Nepal Project	Joint operations	51	No
42	GR-Gawar (JV) - Jhajjar Project	Joint operations	51	No
43	GR-Gawar (JV) - Faridabad Project	Joint operations	54	No
44	GR-Gawar (JV) - Sonapat Project	Joint operations	25	No
45	GR-Gawar (JV) - Rohtak Gohana - Panipat Section	Joint operations	30	No
46	M/s. Dibang Power (Lot 4) Consortium	Joint operations	50	No
47	Indus Infra Trust (Formerly known as Bharat Highways InvIT)	Associate	43.56	No

VI. CSR Details

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

a. Turnover (INR in Lakhs) **8,08,126.48**

b. Net worth (INR in Lakhs) **8,80,906.4**

Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) *	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	Nil	0	0	Nil
Investors (other than shareholders)	Yes	0	0	Nil	0	0	Nil
Shareholders	Yes	4	0	Nil	6	0	Nil
Employees and workers	Yes	0	0	Nil	0	0	Nil
Customers	Yes	0	0	Nil	0	0	Nil
Value Chain Partners	Yes	0	0	Nil	0	0	Nil

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

Stakeholder group from whom complaint is received	Web Link for Grievance Policy
Communities	https://www.grinfra.com/policies/
Investors (other than shareholders)	https://www.grinfra.com/policies/
Shareholders	https://www.grinfra.com/policies/
Employees and workers	https://www.grinfra.com/policies/
Customers	https://www.grinfra.com/policies/
Value Chain Partners	https://www.grinfra.com/policies/

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

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Occupational Health and Safety	Risk	The nature of the company's operations gives rise to various health hazards, particularly impacting on-site employees and workers. These individuals are exposed to potential physical injuries due to the dynamic and challenging nature of their work. They are also exposed to risks associated with handling hazardous materials intrinsic to construction and manufacturing processes.	The company's strict adherence to safety norms, initiatives safeguarding the health and safety of workforce and its Zero Tolerance Policy help protect individuals and ensure compliance with applicable laws and regulations. Periodic training sessions for both employees and workers, along with regular site monitoring provides assurance to stakeholders	Negative
2.	Climate change and Emissions	Risk	The company generates carbon emissions during construction, manufacturing, logistics and administrative activities. Emissions from construction and manufacturing processes release pollutants and greenhouse gases, adversely impacting air and water quality. Additional climate change is posing an increasing transitional risk such as increased compliance, potential carbon taxes and physical risk such as disruption on construction site due to flash floods and water scarcity due to uneven rainfalls	Adopting sustainable practices and reducing emissions enhances the organization's reputation and demonstrates a commitment to positive environmental impact. Ongoing initiatives, such as Green Construction practices, solar power utilization and the use of electric vehicles, underscore the company's commitment to reducing carbon emissions.	Negative
3.	Product safety and quality	Risk	The Company operates in a sector where maintaining a high standard of construction quality is essential. Non-adherence to quality and safety parameters can result in physical damage to the infrastructure constructed by the company. This increases the risk of public and worker injuries and may result in law suits, fines / penalties and reputational damage.	To mitigate the risk of not adhering to construction quality and safety standards, The Company enforce stringent quality control measures, implement robust safety protocols, and invest in high-quality materials and technologies. Regular audits, comprehensive training, and clear communication are essential for us. The Company ensure compliance with regulations, conduct risk assessments and foster a culture of continuous improvement to prevent physical damage, injuries, lawsuits, and reputational damage.	Negative

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4.	Responsible Innovation	Opportunity	Continuous R&D and innovation ensures that company stays ahead of competition. It also helps in reducing the costs, improve safety and quality.	GRIL fosters innovation through various projects, such as the Road Research Laboratory at IIT (BHU) Varanasi and ecofriendly alternatives in construction materials, such as fly ash and pond ash that reduce dependency on conventional resources.	Positive
5.	Employee Training and Development	Opportunity	Placing employee wellbeing and satisfaction as a top priority results in increased staff retention, heightened productivity, and a nurturing work atmosphere. Motivated employees consistently provide superior service, enhancing overall business success.	At GRIL, employee development is prioritized through tailored training programs that focus on skill enhancement, well-being and fostering an empowered workforce.	Positive
6.	Corporate Governance	Opportunity	Robust governance and oversight play a pivotal role in enhancing the company's reputation, improving decision-making, optimizing risk management, and ensuring long-term sustainability. This approach, which upholds the highest standards of compliance, business ethics, and corporate governance, nurtures an environment that encourages honesty, openness, responsibility, and adaptability.	GRIL upholds strong Corporate Governance policies and frameworks focused on accountability, transparency, regulatory compliance and fairness	Positive
7.	Human Rights	Risk	Compliance with labor laws is paramount, as any violations can cause severe financial penalties and even imprisonment.	The Company upholds Human Rights through the promotion of equal opportunities, anti-discrimination, and the eradication of child and forced labor. The Company have started the process of taking declarations from suppliers to ensure that human rights are being upheld in the Company's value chain as well.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Sr. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No/NA)*	Y	Y	Y	Y	Y	Y	N	Y	Y
	b. Has the policy been approved by the Board? (Yes/No/NA)	Y	Y	Y	Y	Y	Y	N	Y	Y
	c. Web Link of the Policies, if available	https://www.grinfra.com/policies/								
2	Whether the entity has translated the policy into procedures. (Yes / No/ NA)	Y	Y	Y	Y	Y	Y	N	Y	Y
3	Do the enlisted policies extend to your value chain partners? (Yes/No/NA)	Y	N	N	Y	Y	N	N	N	Y
4	Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.		ISO 9001	ISO 45001			ISO 14001			
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	As the Company progress on our sustainability journey, The Company has engaged both internal and external stakeholders through surveys, refining our priorities accordingly. Currently, The Company is actively defining targets and goals aligned with our commitment to sustainability. Our ESG committee is analysing results to establish meaningful objectives, dedicated to advancing our ESG practices and eagerly anticipate sharing our progress.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not Applicable								

*Mapping of 9 Principles to Policies along with the web-link

Principle	Policy and Links
1	Code of Conduct Policy Code of Practices and Procedures for Fair Disclosure Code of Conduct of Directors and Senior Management Personnel Vigil Mechanism & Whistle Blower Policy
2	Quality Policy
3	Code of Conduct Policy Health Safety and Environment Policy Skill Development Programme Training And Development Policy
4	Code of Conduct Policy Corporate Social Responsibility Policy Vigil Mechanism & Whistle Blower Policy
5	Policy for Prevention of Sexual Harassment at Workplace Code of Conduct Policy

Principle	Policy and Links
6	Corporate Environment Policy Waste Water Management Policy Emission Management and Carbon Reduction Policy
7	Code of Conduct Policy
8	Corporate Social Responsibility Policy
9	IT End User Policy Quality Policy

Governance, leadership and oversight

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

At G R Infraprojects Limited, sustainability is deeply embedded in our vision of creating world-class infrastructure while contributing responsibly towards economic, environmental, and social progress. As India continues its journey towards rapid infrastructure growth, we remain committed to delivering projects that are not only efficient and innovative, but also sustainable and inclusive.

During FY 2025–26, the Company further strengthened its commitment towards Environmental, Social, and Governance (ESG) principles in alignment with the National Guidelines on Responsible Business Conduct (NGRBC) and the SEBI Business Responsibility and Sustainability Reporting (BRSR) framework. We believe that responsible business practices are essential for long-term value creation and for building resilience in an evolving business environment.

Health, Safety, and Environment (HSE) management continues to remain a core priority across all our operations. The Company has implemented structured systems and processes aligned with ISO 45001:2018 standards to ensure safe working conditions across project sites. Regular safety training, risk assessments, audits, awareness programmes, and monitoring mechanisms are conducted to strengthen our safety culture and enhance operational excellence. We are committed to protecting the well-being of our employees, workers, contractors, and communities associated with our projects.

Environmental stewardship remains central to our operations. We continue to adopt sustainable construction practices using recycled and alternative materials such as fly ash, crumb rubber, geo-synthetics, GGBS, and modified bitumen. Our focus on efficient resource utilization, responsible waste management, energy optimization, and digitalization reflects our commitment towards minimizing environmental impact while improving project efficiency.

People remain the driving force behind our success. We continue to invest in employee development, skill enhancement, and capability-building initiatives to create a future-ready workforce. The Company remains committed to fostering an inclusive, ethical, and transparent workplace that upholds human rights, equal opportunity, integrity, and accountability across all levels of the organization.

Strong corporate governance continues to guide our decision-making processes. The Board and senior leadership actively oversee ESG-related initiatives and ensure that sustainability considerations are integrated into the Company's overall strategy and operations. We maintain a zero-tolerance approach towards corruption, bribery, discrimination, and unethical conduct.

We value continuous engagement with our stakeholders including employees, investors, customers, suppliers, government authorities, and local communities. Their insights and feedback help us strengthen our sustainability priorities and enhance our overall impact.

As we move ahead, we remain committed to advancing sustainable infrastructure development and creating long-term value for all stakeholders through responsible growth, innovation, and operational excellence.

Thank you.

8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<ol style="list-style-type: none"> Mr. Bharat Aggarwal: Senior Vice President- HR and Admin Mr. Balakrishnan Biju: Assistant Vice President- HSE
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA).	<p>Yes</p> <p>If Yes please provide details</p> <ol style="list-style-type: none"> Corporate Social Responsibility Committee Environmental, Social and Governance Committee

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1:

BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	3	1. ESG 2. CSR 3. Code of Conduct	100%
Key Managerial Personnel	3	1. ESG 2. CSR 3. Code of Conduct	100%
Employees other than BOD and KMPs	345	1. Safety Trainings 2. Quality Trainings 3. Functional Trainings 4. Technical training 5. Behavioral Trainings 6. Organizational Trainings	94.1%
Workers	451	1. Safety 2. Quality 3. Functional Trainings 4. Technical trainings 5. Behavioral Trainings 6. Organizational Trainings	76.91%

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

Particular	NGRBC Principle	Monetary			
		Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR) (For Monetary Cases only)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Not Applicable	Not Applicable	0	Not Applicable	Not Applicable
Settlement	Not Applicable	Not Applicable	0	Not Applicable	Not Applicable
Compounding fee	Not Applicable	Not Applicable	0	Not Applicable	Not Applicable

Non Monetary				
Particular	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Punishment	Not Applicable	Not Applicable	Not Applicable	Not Applicable

No such instance has taken place in FY 2025-26

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	Not Applicable

There were no cases where appeal/revision was preferred in the reporting period.

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

Yes

If Yes, provide details in brief

In accordance with Sections 4 and 5 of our Code of Conduct, the company maintains a clear and explicit stance against all forms of corruption and bribery. The policy prohibits employees and business partners from offering, soliciting, or accepting any improper payment, bribe, gratification, or kickback. It also emphasizes the importance of due diligence and ethical compliance when dealing with third parties and intermediaries.

Further, the company enforces a detailed Gift and Business Courtesies Policy that prohibits any gift or hospitality which may influence or appear to influence business decisions. Gift exchanges between GRIL employees and suppliers are strictly prohibited, and official company-to-company gift exchanges must be reasonable, transparent, and reported.

This policy is implemented and monitored by the Human Resources Department and is applicable to all employees across the organization.

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

Web-link: <https://www.grinfra.com/wp-content/uploads/2023/06/Code-of-Conduct-Policy.pdf>

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

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

*No cases were reported in FY 2025-26.

* FIR no. RC 216 2022 A 007 dated June 12, 2022 has been filed by the Central Bureau of Investigation, Anti-Corruption Unit – I under Section 120-B of the IPC and Sections 7, 8, 9, 10 and 12 of the Prevention of Corruption Act, 1988 against certain employees and representatives of GRIL (the "Representatives"), GRIL, certain officials of the NHAI and others. The Matter pending adjudication before CBI Court at Guwahati.

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

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

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

Not Applicable

No such case of corruption and conflict of interest has taken place in FY 2025-26.

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

Particular	FY 2025-26	FY 2024-25
Number of days of accounts payables	62	60

9. Openness of business

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	36.48	0
	b. Number of trading houses where purchases are made from	15	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	99.09	0
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	0	0
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0	0
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	1.41	2.38
	b. Sales (Sales to related parties / Total Sales)	63.24	78.57
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100	100
	d. Investments	92.51	89.44

Leadership Indicators

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

Yes

If Yes, provide details of the same.

As per the Code of Conduct for Directors and Senior Management Policy, the Directors and Senior Management Personnel are required to avoid any activities, businesses, or relationships that may conflict with or be detrimental to the Company's interests. They must refrain from conducting business with relatives or with firms/companies where they or their relatives have significant roles or interests. If such related party transactions are unavoidable, full disclosure to the Board is mandatory.

Additionally, Directors and Senior Management must not accept gifts from individuals or firms that have dealings with the Company or seek to do so, especially if the gift is intended to influence their actions as Board members or could create an appearance of a conflict of interest.

PRINCIPLE 2:

BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE.

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

Essential 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.

Sr. No.	Particular	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
1	R&D	0	0	Not Applicable
2	Capex	3.8%	3.76%	1- Installed STP Plant for wastewater treatment. 2- Installed Water Softening Plant for water management. 3- Installed dust collection system with bag filters for dust control. 4- Installed solar power plants and solar panel systems for renewable energy use. 5- Installed EV charging system for electric vehicle support. 6- Installed RAP Attachment CRC-50 for reclaimed asphalt usage. 7- Installed Septic Tank (4 KL) for sewage management. 8- Procured electric utility vehicles for cleaner transportation. 9- Use of Reclaimed Asphalt Pavement material in Flexible pavement

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?

0%

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)	The Company prioritizes ecologically friendly construction and minimizes waste through efficient operations, even if none of its goods require reclamation.
(b) E-waste	
(c) Hazardous waste	
(d) other waste	

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

No

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

EPR is not applicable to the company.

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

Not Applicable

Leadership Indicators

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

S. No.	Indicate input material	Recycled or re-used input material to total material	
		FY 2025-26	FY 2024-25
1	Fly Ash	0.13%	0
2	Crumb Rubber	0.05%	0
3	GGBS	0.01%	0
4	Geo-synthetics including Coir/Jute	0.24%	0
5	Modified Bitumen (CRMB, PMB)	0.03%	0
6	Geo-composite	0.02%	0
7	Alcofine/Microsilica	0.01%	0

PRINCIPLE 3:

BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS.

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	3544	3544	100%	3544	100%	0	0%	0	0%	0	0%
Female	63	63	100%	63	100%	63	100%	0	0%	0	0%
Total	3607	3607	100%	3607	100%	63	100%	0	0%	0	0%
Other than permanent employees											
Male	11	11	100%	11	100%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	11	11	100%	11	100%	0	0%	0	0%	0	0%

1. 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	6374	6374	100%	6374	100%	0	0%	0	0%	0	0%
Female	1	1	100%	1	100%	1	100%	0	0%	0	0%
Total	6375	6375	100%	6375	100%	1	100%	0	0%	0	0%
Other than permanent workers											
Male	4320	0	0%	4320	100%	0	0%	0	0%	0%	0%
Female	1034	0	0%	1034	100%	1034	100%	0	0%	0%	0%
Total	5354	0	0%	5354	100%	0	0%	0	0%	0%	0%

*For employees both permanent and other than permanent categories were provided the benefits. For workers permanent category were provided all benefits. Other than permanent workers are provided with Accidental Insurance benefit.

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

Particular	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the company	0.03%	0.06%

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

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
Provident Fund (PF)	99.06%	100%	Yes	99.08	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
Employee's State Insurance Corporation (ESIC) *	0.55%	2.52%	Yes	0.76%	2.13%	Yes

* All personnel who are eligible for ESIC have been covered by the ESIC Scheme.

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

No

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

The company ensures that wherever differently abled employees work, all necessary facilities are provided. Additionally, ongoing efforts are being made to improve office premises and physical infrastructure to better accommodate their needs.

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

Yes

If so, provide a web-link to the policy. <https://www.grinfra.com/wp-content/uploads/2023/06/Code-of-Conduct-Policy.pdf>

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Female	80%	0%*	100%	0%
Total	80%	0%	100%	0%

*All female employees who availed maternity leave are yet to complete 12 months of returning to work post completion of maternity leave period.

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

Category	Yes/No	If Yes, then give details of the mechanism in brief
Permanent Workers	Yes	The Company has an online grievance redressal mechanism. This online portal is powered with a mobile app, where any employee can raise their grievances. Raised grievances will be routed through central HR to respective project location to close the employee grievances.
Other than Permanent Workers		
Permanent Employees		
Other than Permanent Employees		

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

Category	FY 2025-26			FY 2024-25		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C.)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/c)
Total Permanent employees						
Total	3607	0	0%	3671	0	0%
Male	3544	0	0%	3603	0	0%
Female	63	0	0%	68	0	0%
Total Permanent Workers						
Total	6375	0	0%	7,269	0	0%
Male	6374	0	0%	7,268	0	0%
Female	1	0	0%	1	0	0%

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (D)	On Health and Safety Measures		On Skill Upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (C/D)
Employees										
Male	3555	2844	80%	1679	47.22%	3610	2825	78.25%	1924	53.3%
Female	63	63	100%	46	73.01%	68	68	100%	55	80.88%
Total	3618	2907	80.34%	1725	47.67%	3678	2893	78.66%	1979	53.81%
Workers										
Male	6374	6119	96%	6374	100%	7268	6905	95.01%	1870	25.73%
Female	1	1	100%	1	100%	1	1	100%	0	0%
Total	6375	6120	96%	6375	100%	7269	6906	95.01%	1870	25.73%

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
Employees						
Male	3544	3544	100%	3603	3603	100%
Female	63	63	100%	68	68	100%
Total	3607	3607	100%	3671	3671	100%
Workers						
Male	6374	0	0%	7268	0	0%
Female	1	0	0%	1	0	0%
Total	6375	0	0%	7269	0	0%

Note-Employees who were separated during the last financial year were also part of the Performance Management System (PMS) and their details are reflected in data.

10. Health and safety management system

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

Yes

If Yes, the Coverage such systems?

The Company's Health, Safety, and Environment (HSE) policy and procedures incorporate hazard identification, risk assessment, and effective control measures to ensure safe and responsible operations across all project sites. The Company remains committed to safeguarding the health, safety, and well-being of its employees and workers while minimizing environmental impact arising from its activities. Further, GRIL adheres to ISO 45001:2018 standards and has implemented structured management systems and operational guidelines to promote systematic, safe, and efficient operations across the organization.

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

The Company has developed project-specific site inspection checklists covering critical operational areas such as night works, launching gantry operations, accommodation camps, first aid facilities, jack-up platforms, piling activities, excavation works, confined space operations, traffic management, work permits, and lifting permits. These checklists incorporate hazard identification and risk assessment parameters to ensure effective monitoring and implementation of safety controls. In addition, the Company conducts regular training and awareness programmes for employees and workers to strengthen understanding of workplace hazards, safety practices, and risk mitigation measures.

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

Yes

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

Yes

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

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.10	0.10
	Workers	0.43	0.60
Total recordable work-related injuries	Employees	1	1
	Workers	3*	14*
No. of fatalities	Employees	0	0
	Workers	4*	6*
High-consequence work-related injury or ill health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Inclusive of contract workforce

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

The Company ensures implementation of standardized checklists, operating procedures, and regular training programmes to promote awareness and maintain the safety of employees, workers, and subcontractors across all project sites. Comprehensive safety measures are adopted for critical activities including night works, launching gantry operations, working at heights, excavation, confined space operations, accommodation camps, traffic management, and lifting activities. Adequate provisions for first aid, ambulance services, hospital tie-ups, work permits, statutory licenses, and welfare facilities are also maintained and periodically reviewed through routine audits.

The Company conducts due diligence assessments of subcontractors to ensure compliance with applicable safety standards and operational procedures. Further, the Integrated Management System (IMS) Policy covering Quality, Environment, Health, and Safety (QEHS) follows a zero-tolerance approach towards safety non-compliance.

The Company places strong emphasis on incident reporting, investigation, and continuous improvement. Detailed investigations are conducted for all incidents, and learnings are communicated across project sites to strengthen preventive measures and safety awareness. Hazard Identification, Risk Assessment and Control (HIRAC) procedures and Standard Operating Procedures (SOPs) are regularly reviewed and updated in line with industry best practices. The Company also ensures adequate insurance coverage and monitors subcontractor compliance with all applicable safety requirements.

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

Particulars	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	Nil	0	0	Nil
Health & Safety	0	0	Nil	0	0	Nil

14. Assessment for the year:

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

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

The Company has undertaken focused initiatives to strengthen safety practices and address operational risks. SOPs for tunneling activities have been implemented to improve control and consistency in high-risk operations. Hand-held tools monitoring and regular safety training programmes have been introduced for workers and supervisory staff. The Safety Observation Tool enables timely reporting and rectification of unsafe conditions. In addition, structured capability-building programmes and HSE orientation sessions are conducted to strengthen safety leadership and promote a proactive safety culture across project sites.

Leadership Indicators

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

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

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

The Company manually track the key compliances at the time of on boarding and bill processing. The Company has introduced the process of digitally monitoring the regulatory compliance framework.

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

Particular	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	1	1*	0	0
Workers	7*	20*	0	0

* The company extended compensation to the families of the deceased as per applicable laws and internal policies. Although alternate employment option were explored, the placement was not feasible due to specialized skill requirements of available roles.

PRINCIPLE 4:

BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS.

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

Essential Indicators

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

The Company identifies key stakeholders based on the impact of its operations and actively engages with employees, customers, shareholders, suppliers, government authorities, regulators, and local communities to understand their expectations and concerns. Continuous stakeholder engagement helps strengthen relationships, improve transparency, mitigate risks, and support long-term value creation.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other- Please Specify)	Frequency of engagement (Annually, Half-yearly, Quarterly, others- Please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees and Workers	No	Email, SMS, Meetings, Website, social media, Circulars, etc.	Regular	Employee Engagement: Various initiatives related to employees' growth, benefits, professional development, learning & development, internal communication, etc.
Customers	No	Email, SMS, Meetings, Website, Business interactions, Advertisement	Regular	Pertaining to projects (delivery, timeline, challenges, etc.)
Shareholders and Investors	No	General Meeting, Investors Meet, Email, Website, Newspaper, Stock Exchange Filings	Annual, Periodic	Company's Performance
Suppliers & Vendors	No	Email, SMS, Business Meetings	Regular	Delivery status, supply chain issues, compliance, development
Government and Regulatory Bodies	No	Email, Meetings, Website, Annual Report, Stock Exchange Filings, Industry Body Representations	As & when required	Statutory compliance, reporting requirements, engaging with the government for the growth and benefit of the Infrastructure Industry, etc.
Local Communities	Maybe (In some cases)	Onsite Community Meetings, Direct engagement through project teams	Regular	Corporate Social Responsibilities

Leadership Indicators

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

The Company engages with key stakeholders including investors, employees, suppliers, communities, and regulators through regular consultations, surveys, meetings, and grievance mechanisms on economic, environmental, and social matters. Feedback received through stakeholder engagement is analyzed and presented to the Board through management reviews and committee updates and is further incorporated into the Company’s materiality assessment and sustainability disclosures.

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

Yes

If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Utilizing the findings from the stakeholder engagement survey, the company has identified key environmental and social focus areas, along with relevant performance indicators (KPIs) for ongoing monitoring. These inputs have played a critical role in shaping the company’s sustainability priorities and aligning them with stakeholder expectations. Currently, the company is in the process of analyzing the baseline status for these focus areas and defining specific targets to guide its future environmental and social initiatives

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

Not Applicable

PRINCIPLE 5:

BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS.

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

Essential Indicators

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

Benefits	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B/ A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	3607	1249	34.62%	3671	1235	33.64%
Other than permanent	11	0	0%	7	0	0%
Total Employees	3618	1249	34.52%	3678	1235	33.57%
Workers						
Permanent	6375	2134	33.47%	7269	2193	30%
Other than permanent	5354	0	0%	3200	0	0%
Total Workers	11729	2134	18.19%	10,469	2193	21%

2. Details of minimum wages paid to employees and workers

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No.(B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	3544	0	0%	3544	100%	3603	0	0%	3603	100%
Female	63	0	0%	63	100%	68	0	0%	68	100%
Total	3607	0	0%	3607	100%	3671	0	0%	3671	100%
Other than Permanent										
Male	11	0	0%	11	100%	7	0	0%	7	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Total	11	0	0%	11	100%	7	0	0%	7	100%
Workers										
Permanent										
Male	6374	0	0%	6374	100%	7268	0	0%	7268	100%
Female	1	0	0%	1	100%	1	0	0%	1	100%
Total	6375	0	0%	6375	100%	7269	0	0%	7269	100%
Other than Permanent										
Male	4320	4320	100%	0	0%	2800	2800	100%	0	0%
Female	1034	1034	100%	0	0%	400	400	100%	0	0%
Total	5354	5354	100%	0	0%	3200	3200	100%	0	0%

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

Particular	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5*	4000000	1 [§]	0
Key Managerial Personnel	4**	3000000	0	0
Employees other than BoD and KMP	3551	43200	63	66533
Workers	6374	21724	1	15443

*The Board of Directors includes only Whole time Directors (2 nos.) and the other members (3 nos.) are Independent Directors who receive only sitting fees, therefore, median remuneration is not applicable.

**KMP includes the Managing Director, Whole-Time Director, Chief Financial Officer and Company Secretary.

[§]We have one female Independent Director who receives only sitting fees, therefore, median remuneration is not applicable.

Note: Remuneration includes only the basic salary, and the median is calculated based on the monthly salary only.

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

Particulars	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	1.86%	1.48%

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, The Company have the Internal Complaints Committee (ICC) as required for Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (PoSH).

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

The Company has established a structured grievance redressal mechanism wherein employee grievances are promptly routed by the central HR team to the respective project locations for timely resolution. The Company remains committed to fostering a positive, inclusive, and respectful work environment where employees feel heard and valued.

To address concerns related to discrimination and harassment, the Company has constituted an Internal Complaints Committee (ICC) for effective and timely grievance redressal. In addition, the Company has implemented a Whistleblower Policy to report and address instances of malpractice, misuse of authority, fraud, policy violations, negligence affecting public health and safety, misappropriation of funds, and other unethical practices, thereby promoting transparency, accountability, and ethical conduct across the organization.

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

Particulars	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	Nil	0	0	Nil
Discrimination at workplace	0	0	Nil	0	0	Nil
Child Labour	0	0	Nil	0	0	Nil
Forced Labour/Involuntary Labour	0	0	Nil	0	0	Nil
Wages	0	0	Nil	0	0	Nil
Other human rights related issues	0	0	Nil	0	0	Nil

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

Particulars	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

The Company's Policy on Prevention of Sexual Harassment at Workplace emphasizes confidentiality throughout the complaint resolution process to protect the interests of the complainant, respondent, and individuals reporting incidents. The policy also ensures protection against retaliation, victimization, or discrimination for employees raising concerns or participating in investigations, with any such acts subject to disciplinary action. Further, the Company maintains a zero-tolerance approach towards misuse of the grievance mechanism, including malicious or false allegations, which may also attract disciplinary action.

You can access our Prevention of Sexual Harassment (POSH) policy through the following link: <https://www.grinfra.com/wp-content/uploads/2022/07/Policy-for-Prevention-of-Sexual-Harassment-at-Workplace.pdf>

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

Yes

10. Assessments for the year:

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

The Company has established and communicated policies on human rights, anti-discrimination, and prevention of harassment, supported by regular training and awareness programmes for employees and management personnel. Confidential reporting mechanisms have been implemented to enable employees to report concerns related to harassment, discrimination, or labour violations without fear of retaliation. In addition, periodic risk assessments are conducted to identify and address potential risks associated with human rights, labour practices, and workplace discrimination.

Leadership Indicators

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

The Company conducts internal audits at all operational sites to detect and mitigate human rights risks unique to each location. These audits comprehensively assess all operational facets and production facilities, ensuring human rights are prioritized throughout. Our audit teams engage with employees and contractors to gather insights that inform our processes. The Company address diverse human rights issues, including labor rights, workplace safety, non-discrimination, and respect for indigenous rights, aligning with global standards.

2. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016? (Yes/No)

No

However, steps are being undertaken to progressively enable the office premises and physical infrastructure more conducive and accessible to differently abled employees

PRINCIPLE 6:

BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT.

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

Essential Indicators

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

Parameter	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A)	3,316.15 GJ	2,049.96 GJ
Total fuel consumption (B)	0.00 GJ	0.00 GJ
Energy consumption through other sources (C.)	0.00 GJ	0.00 GJ
Total energy consumed from renewable sources (A+B+C)	3,316.15 GJ	2,049.96 GJ
From non-renewable sources		
Total electricity consumption (D)	1,68,257.44 GJ	1,32,364.57 GJ*
Total fuel consumption (E)	18,23,985.35 GJ	20,22,400.20 GJ
Energy consumption through other sources (F)	0.00 GJ	0.00 GJ
Total energy consumed from non-renewable sources (D+E+F)	19,92,242.79 GJ	21,54,764.77 GJ
Total energy consumed (A+B+C+D+E+F)	19,95,558.94 GJ	21,56,814.73 GJ
Energy intensity per rupee of turnover [Total energy consumed(in GJ) / Revenue from operations]	0.000026 GJ per crore ₹ of turnover	0.000033 GJ per crore ₹ of turnover
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.00052 GJ per crore ₹ of turnover	0.00064 GJ per crore ₹ of turnover
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?	No	
If yes, name of the external agency.	Not Applicable	

*For the FY 2024-25 the electricity consumption has been revisited and corrected

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Yes/No)

No

If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not Applicable

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	6,21,009.35	2,12,157
(ii) Groundwater	5,52,671.93	5,19,014
(iii) Third party water	1,59,801.68	3,75,168
(iv) Seawater / desalinated water	0	0
(v) Others	41,000	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	13,74,482.96	11,06,339
Total volume of water consumption (in kilolitres)	9,60,482.93	10,51,801
Water intensity per rupee of turnover (Total water consumption in KL / Revenue from operations)	0.000013 kL per crore ₹ of turnover	0.000016 kL per crore ₹ of turnover
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00025 kL per crore ₹ of turnover	0.00033 kL per crore ₹ of turnover
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No)	No	
If yes, name of the external agency.	Not Applicable	

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
No treatment	0	0
With treatment – Tertiary treatment	4,14,000	0
(ii) To Groundwater		
No treatment	0	0
With treatment – Tertiary treatment	0	18,758
(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	35,780
(v) Others		
No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	4,14,000	54,538
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	No	
If yes, name of the external agency.	Not Applicable	

5. Has the entity implemented a mechanism for Zero Liquid Discharge? No

If yes, provide details of its coverage and implementation.

Not Applicable

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx	mg/m3	1859	26.37
SOx	mg/m3	55.9	9.05
Particulate matter (PM)	mg/m3	562.53	83.69
Persistent organic pollutants (POP)	mg/m3	0	0
Volatile organic compounds (VOC)	mg/m3	0	0
Hazardous air pollutants (HAP)	mg/m3	0	0
Others – please specify			
NOX (energy based)	g/kWh	15.44	0
SOX (energy based)	g/kWh	2.13	0
Particulate Matter (PM) (energy based)	g/kWh	1.67	0
Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N)		Yes	
If yes, name of the external agency.		1. Nakshatra Enviro Services 2. Aadharshila Infratech Private Limited	

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,27,395.46	1,37,340.32
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	33,823.96	26,730.29*
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MtCO ₂ e per crore ₹ of turnover	0.0000021	0.0000025
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)	MtCO ₂ e per crore ₹ of turnover	0.000042	0.000051
Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N)		No	
If yes, name of the external agency.		Not Applicable	

*FY 2024-25 revisited and rectified

NOTE-The Company is in the process of migrating from DG set generated electricity to grid electricity in an attempt to reduce diesel consumption. Thus, the electricity consumption has increased from previous year, affecting an increase in the Scope 2 emissions.

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

If Yes, then provide details.

The Company has undertaken several initiatives to reduce Greenhouse Gas (GHG) emissions and improve environmental performance across its operations. Key measures include installation of solar power systems and solar lighting at project sites, use of Diesel Exhaust Fluid (DEF) to reduce emissions from diesel engines, adoption of Glass Fiber Reinforced Polymer (GFRP) as a sustainable alternative to conventional materials, development of portable solar energy solutions to minimize diesel consumption, and plantation drives to support carbon sequestration efforts.

Further, recognizing the environmental impact of diesel generator usage at remote construction sites, the Company has initiated the transition from diesel-based power supply to grid electricity across multiple project locations. This transition is aimed at reducing dependence on diesel, improving energy efficiency, and supporting the Company's broader sustainability and decarbonization objectives.

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	155.59	250.36
E-waste (B)	5.54	3.10
Bio-medical waste (C)	0.00871	0.00875
Construction and demolition waste (D)	1,48,634.77	00
Battery waste (E)	66.75	109.048
Radioactive waste (F)	00	00
Other Hazardous waste. Please specify, if any. (G)	162.76	197.22
Other Non-hazardous waste generated (H) Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	16,520.18	2,07,438.08
- Food Waste	18.16	187.85
- Metal Scrap Waste	16,430.95	25,214.23
- Aggregate	0	1,82,036
- Scrap	71.08	0
- Miscellaneous Waste	0	0.00
Total (A+B + C + D + E + F + G + H)	1,65,545.61	2,07,997.81
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000022 MT per crore ₹ of turnover	0.0000032 MT per crore ₹ of turnover
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.000044 MT per crore ₹ of turnover	0.000066 MT per crore ₹ of turnover
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		00
(ii) Re-used	1,45,993.17	1,82,045.67
(iii) Other recovery operations	1.87	0
Total	1,45,995.03	1,82,045.67
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.00	0.00
(ii) Landfilling	2,632.81	0.00
(iii) Other disposal operations	16,917.63	25,952.14
Total	19,550.44	25,952.14
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		No
If yes, name of the external agency.		Not Applicable

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.

As a construction company operating across diverse project sites in India, the Company has implemented structured waste management practices to minimize environmental impact and ensure compliance with applicable regulations. Waste generated at project sites is segregated at source into categories such as construction debris, recyclable materials, and hazardous waste. Non-hazardous construction and demolition (C&D) waste is reused wherever feasible, including for backfilling and road base applications, while the remaining waste is disposed of through authorized agencies. The Company also promotes reuse and recycling of materials such as concrete, asphalt, and steel across its operations.

To reduce the use of hazardous and toxic substances, the Company encourages the adoption of safer alternatives and environmentally friendly construction materials, including low-VOC paints, non-toxic curing compounds, and eco-labelled products. Hazardous materials associated with activities such as waterproofing, fuel storage, and equipment maintenance are handled, stored, and disposed of in accordance with the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016. Hazardous waste is stored in designated secure areas and disposed of through authorized Treatment, Storage, and Disposal Facilities (TSDFs).

Regular training programmes are conducted for site personnel on safe handling practices and emergency response procedures, while Environment, Health and Safety (EHS) teams continuously monitor waste and chemical management practices through audits and inspections.

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

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with? (Y/N)	If no, the reasons thereof and corrective action taken, if any.
1.	Govindpur Rajura	Construction activities	Yes	-
2.	Bilaspur Urga	Construction activities	Yes	-

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

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

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

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

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

Leadership Indicators

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	7,77,858.96	4,52,067.50
Total Scope 3 emissions per rupee of turnover	MtCO ₂ e per crore ₹ of turnover	0.0000102	0.0000069
Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N)		No	
If yes, name of the external agency.		Not Applicable	

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

Not applicable.

Environmental and Social Impact Assessments (ESIA) are conducted by the client and reviewed under the client’s purview, in line with contractual requirements. The entity ensures compliance by fulfilling all environmental obligations defined by the client.

Additionally, internal Environmental Impact Assessments (EIA) are conducted, and necessary control measures are implemented during execution.

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

Yes.

The Company has established an emergency response framework aligned with the scale and complexity of its infrastructure operations. Site-specific emergency response plans are implemented to address situations such as natural disasters, fire incidents, and medical emergencies, with defined roles, communication protocols, mock drills, medical support, and mutual aid arrangements. Regular training programmes and audits are conducted to strengthen preparedness, operational continuity, and emergency response capabilities across all project sites, reflecting the Company's commitment to safety and operational resilience.

4. 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.

The Company has not identified any significant adverse environmental impacts arising from its value chain operations. However, the majority of products and materials are procured from ESG-compliant suppliers, and the Company has implemented an ESG Supplier Code of Conduct to encourage responsible environmental practices across the supply chain. The code outlines expectations related to resource efficiency, emissions management, waste handling, and compliance with applicable environmental regulations.

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

NIL

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

i. By the listed entity	NA
ii. By the top ten (in terms of the value of purchases and sales respectively) value chain partners	NA

PRINCIPLE 7:

BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT.

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

▶ Essential Indicators

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

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.

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National/ International)
1	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
2	The Associated Chambers of Commerce & Industry of India (ASSOCHAM)	National
3	National Highways Builders Federation (NHBF)	National
4	Electric Power Transmission Association (EPTA)	National
5	Federation of Indian Chambers of Commerce & Industry HR (FICCI HR)	National
6	Mewar Chamber of Commerce and Industry (MCCI)	National
7	International Organization for Transportation by Rope (OITAF)	International

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

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

PRINCIPLE 8:

BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT.

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

Essential Indicators

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

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

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

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

Note: Resettlement and Rehabilitation (R&R) activities for the projects executed by the Company fall under the contractual scope and responsibility of the Client. The Company supports the implementation as required but does not directly undertake or manage R&R processes.

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

The Company engages with the local community through various means like onsite community meetings and direct engagement through project teams. The community members can reach out to us through letters, email and in person for any of their concerns or grievances

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

Particular	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	38%	38%
Directly from within India	98%	100%

Note: The percentage calculations were based on the quantity of input materials sourced.

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

Particular	FY 2025-26	FY 2024-25
Rural	28.5%	21%
Semi-urban	16.7%	22%
Urban	19.87%	19%
Metropolitan	34.93%	38%

Leadership Indicators

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

Sr. No.	State	Aspirational District	Amount spent (In INR)
1	Karnataka	Raichur	4,11,772
2	Karnataka	Raichur	9,14,500

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

No

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

Not Applicable

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

Not Applicable

3. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Contribution to girl children studying in government schools through distribution of bicycles, Raichur, Karnataka	75	100
2.	Contribution to "Government High School Chikkahesarur" for establishment of smart classrooms, Raichur, Karnataka	150	100
3.	Maintenance of "Smt. Shakuntala Devi Government College", Sidhmukh, Churu, Rajasthan	437	100
4.	Maintenance of "Smt. Mohini Devi Chachan Government College", Sahawa, Churu, Rajasthan	432	100
5.	Maintenance of "Smt. Durga Devi Jagannath Sarogi Government Community Health Center", Sidhmukh, Churu, Rajasthan	29996	100
6.	Maintenance of "Smt. Mohini Devi Chachan Rajkiya Samudayik Kendra", Churu, Rajasthan	97553	100
7.	Maintenance of Children Ward at "Maharana Bhupal Government Hospital", Udaipur, Rajasthan	5985	100

PRINCIPLE 9:

BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER.

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

Essential Indicators

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

As the Company's primary customers comprise government and semi-government organizations, customer complaints are addressed through a structured resolution mechanism. Complaints received in the form of Non-Conformance Reports (NCRs) are reviewed at the site level, and corrective actions are undertaken within defined timelines in coordination with the customer. Monthly summaries of complaints and corrective actions are reviewed to identify gaps, and any pending issues are closely monitored and resolved through regular follow-ups.

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

Particular	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	0%

Note- All our infrastructure construction projects ensures appropriate signages in place as per defined norms.

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

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

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

Particular	Number	Reason for recall
Voluntary recalls	0	Nil
Forced recalls	0	Nil

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

If available, provide a web link of the policy <https://www.grinfra.com/policies/>

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.

Not Applicable

7. Provide the following information relating to data breaches

- a. Number of instances of data breaches along-with impact 0
- b. Percentage of data breaches involving personally identifiable information of customers 0%
- c. Impact, if any, of the data breaches Not Applicable

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

Details regarding company's business offerings can be found on the website: <https://www.grinfra.com>

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

The Company adopts a comprehensive approach to promote safety and responsible usage across its infrastructure projects, including highways, bridges, metro systems, tunneling, PT&D networks, and O&M services. Road infrastructure projects are supported with warning, cautionary, and informative signage, tactile markers, reflective paints, barricades, and safety barriers to enhance user safety and visibility. In metro and tunneling projects, clear wayfinding signage, emergency exit indicators, and public announcements are used to guide passengers and workers effectively. For PT&D projects, safety boards and hazard markers are installed near high-voltage equipment, along with community awareness initiatives on electrical safety. Across all project verticals, the Company integrates safety awareness through signage, infrastructure measures, and operational protocols to ensure the safety of users, workers, contractors, and surrounding communities.

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

Prior to road, rail and power transmission works, traffic closures and diversion during project execution, the relevant authority is duly notified, and suitable signage are erected for public convenience.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/NA)

Not Applicable

a. **If yes, provide details in brief.** Not Applicable

b. **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)** No