HUDCO/CS/56th AGM/SE/2026 30th July, 2026

Listing Department
BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai- 400001
Scrip Code- 540530

Listing Department
National Stock Exchange of India Ltd.
Exchange Plaza, C-1, Block G,
Bandra Kurla Complex, Bandra (E)
Mumbai - 400051
NSE Symbol- HUDCO

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

Sir/Madam,

Pursuant to Regulation 34(2)(f) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for Financial Year 2025-26, which also forms part of the Annual Report for Financial Year 2025-26.

This is for information and record please.

Yours sincerely
For Housing and Urban Development Corporation Limited

Digitally signed by VIKAS GOYAL
Date: 2026.07.30 19:05:10 +05'30'

Vikas Goyal
Company Secretary & Compliance Officer

Encl. as above

HUDCO Bhawan, India Habitat Centre, Lodhi Road, New Delhi-110 003
Tel.: 011-24649610-23, 24627113-15
Website: www.hudco.org.in, Email: cswhudco@hudco.org
CIN: L74899DL1970GOI005276

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L74899DL1970GOI005276
2.	Name of the Listed Entity	Housing and Urban Development Corporation Limited
3.	Year of incorporation	1970
4.	Registered office address	HUDCO Bhawan, India Habitat Centre, Lodhi Road, New Delhi - 110003
5.	Corporate address	same as above
6.	E-mail	cswhudco@hudco.org
7.	Telephone	011-24649610-21
8.	Website	www.hudco.org.in
9.	Financial year for which reporting is being done	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 (In Rs.)	2001.90 Crore
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report: Name : Contact : E mail :	 Shri Vikas Goyal, Company Secretary 011-24646899 cswhudco@hudco.org
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	M/s. Mehta & Mehta
15.	Type of assurance obtained	Reasonable Assurance

II. Products/services

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

Sl. No.	Description of main activity	Description of business activity	% of turnover of the entity
1.	Financial Services	Housing and Urban Infrastructure Finance	99.59

17. Product /services sold by the entity activities (accounting for 90% of the entity's turnover):

Sl. No.	Product/Service	NIC Code	% of total turnover contributed
1.	Other Financial Services and Activities - Other Credit Granting	64920	99.59

III. Operations

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

Location	Number of plants	Number of offices	Total
National	Not Applicable	The operations of the Company are carried out through Head Office, HSMI, 20 Regional Offices and 11 Development Offices. Company has no overseas office.	33
International	Not Applicable	NIL	NIL

19. Markets served by the entity

a. Number of locations

Location	Number
National:	
---States	28
---Union Territories	8
International (No. of Countries)	NIL

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

c. A brief on types of customers- HUDCO's principal business objective is to provide financing and credit facilities in the housing and infrastructure sectors, with a primary focus on urban development. Accordingly, the Company provides interest bearing loans as the principal product across the entire Housing and Infrastructure Sectors. Its clientele includes State Governments and their parastatal agencies such as Housing Boards, Police Housing Corporations, Development Authorities, Urban Improvement Trusts, Water Supply and Sewerage Boards, Roads and Bridges Development Corporations, Metro Rail Corporations, Municipal Corporations/Councils, as well as Central and State Public Sector Undertakings and power generation, transmission, and distribution utilities. During the financial year 2025–26, HUDCO sanctioned loans amounting to ₹1,64,757 Crore and disbursed ₹51,194.21 Crore across various housing and infrastructure segments. The Company's financing portfolio comprises long-term and medium-term loans (with tenure exceeding one year), debt refinancing, and special term loans.

The projects financed during the year include initiatives in sustainable and green energy sectors such as solar and hydro power generation, along with civic infrastructure projects including capital and township development. These projects are aligned with sustainable development principles and incorporate environmentally responsible practices.

IV. Employees

20. Details as at the end of Financial Year

A. Employees and workers (including differently abled):

Sl. No.	Particulars	Total(A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1	Permanent (D)	585	415	70.90%	170	29.10%
2	Other than Permanent (E)	229	195	85.15%	34	14.85%
3	Total employees (D + E)	814	610	74.94%	204	25.06%
WORKERS						
4	Permanent (F)	-	-	-	-	-
5	Other than Permanent (G)	-	-	-	-	-
6	Total workers (F + G)	-	-	-	-	-

B. **Differently abled Employees and workers:**

Sl. No.	Particulars	Total(A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	7	6	85.71%	1	14.29%
2	Other than Permanent (E)	1	1	100%	0	0
3	Total differently abled employees (D + E)	8	7	87.5%	1	12.5%
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	-	-	-	-	-
5	Other than Permanent (G)	-	-	-	-	-
6	Total differently abled workers (F + G)	-	-	-	-	-

21. **Participation/Inclusion/Representation of women:**

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	1	12.5
Key Managerial Personnel* (including functional directors)	4	0	0

*Shri LVS Sudhakar Babu was appointed as KMP w.e.f. 22.01.2025. Further, on account of his appointment as Managing Director of Sagarmala Finance Corporation Limited, Shri LVS Sudhakar Babu, ED (Finance) was relieved from the services of HUDCO and has accordingly ceased to be Key Managerial Personnel of the Company w.e.f. 06.11.2025 (F/N).

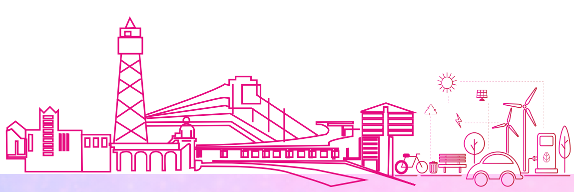
22. **Turnover rate for permanent employees and workers:**

Particulars	Turnover rate in FY 2025-26			Turnover rate in FY 2024-25			Turnover rate in FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	8.03	12.81	9.45	9.35	7.33	8.72	8.78	10.89	9.44
Permanent Workers	-	-	-	-	-	-	-	-	-

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

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

Sl. No.	Name of the holding/ subsidiary/ associate companies /joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Pragati Social Infrastructure & Development Ltd. (PSIDL)	Associate/Joint Venture	26	No
2	Shristi Urban Infrastructure Development Ltd. (SUIDL)	Associate/Joint Venture	40	No
3	Signa Infrastructure India Ltd. (SIIL)	Associate/Joint Venture	26	No
4	Ind Bank Housing Limited	Associate	25	No



VI. CSR Details

24.

(i)	**Whether CSR is applicable as per section 135 of Companies Act, 2013 (Yes/No):**	Yes
(ii)	**Turnover (in Rs.)**	Rs. 13,150.40 Crore
(iii)	**Net Worth (in Rs.)**	Rs. 21,977.20 Crore

VII. Transparency and Disclosure Compliances

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

Stakeholder Group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/ No.)	(If yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
			Number of Complaints filed during the Year	Number of Complaints pending resolution at close of the Year	Remarks	Number of Complaints filed during the Year	Number of Complaints pending resolution at close of the Year	Remarks
Communities	Yes	Refer link below*	0	0	-	0	0	
Investors (other than shareholders)	Yes		1443	0	-	800	0	-
Shareholders	Yes		9	0	-	88	0	-
Employees and workers	Yes		8	0	-	11	0	-
Customers	Yes		10	0	-	0	0	-
Value Chain Partners (vendors, suppliers, etc.)	Yes		1	0	-	0	0	-
Other (please specify) (PMAY SUBSIDY, CPGRAMS, BIDDERS, etc.)	Yes		49	0	-	149	1	Resolved on 02.04.2025

*https://www.hudco.org.in//writereaddata/GR-Policy.pdf

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

Sl. 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.	Sustainable and Responsible Financing	Opportunity	The Nation's commitment towards achieving the Sustainable Development Goals (SDGs) provides significant opportunities for HUDCO to finance projects in clean energy, water management, sustainable transport, urban infrastructure development and other infrastructure financing.	NA	Positive Implication: Enables expansion of HUDCO's portfolio through environmentally sustainable projects and adoption of green financing instruments such as green bonds thereby strengthening long-term growth and market positioning.

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2.	Management of Risk from Climate Change	Risk	HUDCO is committed to sensitize its Borrowing Agencies towards risks associated with climate change and incorporating mitigation measures, not only in the projects being implemented by them but also in their governance and establishment structure and policies. The risks include degrowth in financial performance of the Borrowers due to adverse effects of climate change such as increased instances of hazards like floods, cyclones, earthquakes, extreme temperatures and towards adopting transitions sustainable practices in governance, clean energy, etc.	HUDCO actively sensitizes and supports borrowing agencies in incorporating climate resilience and mitigation measures in project design and implementation. Relief measures, including concessions as per applicable guidelines, are extended in cases where projects are impacted by natural calamities.	Negative: Project delays or disruptions may affect timely repayments thereby impacting cash flows and asset quality.
3.	Energy and Emissions Management	Opportunity	HUDCO recognizes the opportunity to reduce its environmental footprint through energy-efficient operations, digital transformation, adoption of renewable energy, promotion of green buildings, and sustainable transportation practices. These initiatives support the transition towards a low-carbon economy and contribute to improved resource efficiency across its operations.	HUDCO has undertaken several measures including installation of energy-efficient equipment and rooftop solar power systems at offices, promotion of paperless operations through ERP and e-Office platforms, prioritization of virtual meetings to reduce travel-related emissions, gradual adoption of electric vehicles for official use, and incorporation of green building concepts and water-efficient technologies in its development projects.	Reduction in electricity and fuel consumption, lower operating costs, improved energy efficiency, reduced paper usage, decreased greenhouse gas emissions, enhanced environmental performance, and long-term cost savings through sustainable infrastructure and renewable energy adoption.

Sl. 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.	Digital Transformation	Opportunity	The adoption of a digital platform for the workplace would enable HUDCO to prioritize minimal usage of scarce natural resources thus contributing positively to the environmental sustainability and achievement of the SDGs.	HUDCO has adopted stringent use of the digital workplace through the e-office system along with digital means of communication and record management thus contributing towards maximizing environmental sustainability and achievement of SDGs towards environmental protection and management.	The Company shall achieve positive cost saving through swiftness of the operations and data handling mechanism.
5.	Customer Relations and Customer Satisfaction	Opportunity	Strong customer engagement and satisfaction are critical drivers for business growth, enhanced reputation and sustained competitiveness in the market.	HUDCO ensures regular engagement with its customers, gathers feedback and continuously refines its processes in line with customer expectations and market dynamics.	Positive: Leads to improved customer retention, enhanced brand value and increased business opportunities
6.	Regulatory Compliances	Risk	The Company is aware that ensuring Regulatory compliances will provide enhanced credibility and confidence among its stakeholders. Adherence to the legal and regulatory framework and industry standards will ensure corporate responsibility thereby enhancing financial operations and avoiding legal disputes, financial penalties and reputational damage etc. The Company prioritizes Regulatory Compliances as a sustainable way to grow, boost investor confidence and support long term successful growth.	Regulatory updates are tracked regularly, and review of compliances carried out periodically. Regular training and awareness programmes are also conducted to ensure strict compliance with applicable laws, regulations and industry standards.	Positive: Strengthens financial performance by minimizing risks, avoiding penalties, improving operational efficiency and enhancing stakeholder confidence.

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7.	Risk Management	Risk	Risk management involves a systematic process to identify, assess, monitor, address and timely communicate risks so that the organization can operate securely, make informed decisions, and achieve long-term success and value maximisation for stakeholders. Risk management is paramount to protect business operations from unexpected disruption, make smarter decisions, comply with laws, and ensure long-term growth and value maximisation for stakeholders. By effectively managing risks, HUDCO aims to attain financial stability, public trust, and sustainable development.	HUDCO mitigates risks by implementing robust credit appraisal systems, State Govt. guarantees, Commitment letters and closely monitoring project execution to prevent defaults and delays to the extent possible. Strategic risks are managed by staying responsive to policy changes, while reputational and data risks are being addressed through transparent governance, cybersecurity measures, and stakeholder engagement. Further, HUDCO has framed a Risk Management Policy addressing various risks and periodic review of the risks identified are being held with, preventive actions. Together, these practices ensure HUDCO's stability and long-term sustainability.	Effective Risk management facilitates positive enhancement in Company's income by cutting losses, improving efficiency, ensuring compliance, and enabling smarter business decisions with appropriate risk mitigation measures. For companies like HUDCO, it safeguards public funds while supporting sustainable and profitable growth
8	Human Capital Development	Opportunity	Human capital is a critical asset underpinning HUDCO's long-term success, organizational resilience, and sustainable growth. The Corporation's ability to attract, develop, engage, and retain a skilled workforce directly influences operational effectiveness, service excellence, innovation, and overall performance.	-	HUDCO's continued investment in human capital represents a strategic commitment to maintaining competitiveness in an increasingly dynamic and evolving business environment.

Sl. 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)
			A high-performing workforce is the result of sustained investments in employee development, well-being, and inclusive leadership. HUDCO recognizes that its people are central to achieving strategic objectives and therefore continues to invest in initiatives that enhance professional capabilities while promoting physical and mental well-being. These efforts contribute to higher employee engagement, improved productivity and stronger retention, while equipping employees to adapt to evolving industry requirements and emerging business challenges. By aligning talent development with organizational goals, HUDCO strengthens institutional capacity, enhances organizational agility, and ensures that its human capital remains a key driver of operational excellence, competitiveness, and long-term value creation.		Focused initiatives on capability building and upskilling help create a future-ready workforce, while employee well-being programmes and inclusive leadership practices enhance engagement, productivity, and retention. These outcomes extend beyond organizational benefits. They are fundamental to strengthening institutional resilience, fostering adaptability, and sustaining long-term performance and growth.

Sl. 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)
9.	Community Development	Opportunity	Community Development has been identified as a key area of engagement in line with the organization's commitment to fullfill its Corporate Social Responsibility. Through structured CSR initiatives, the organization contributes towards improving access to basic infrastructure and essential services such as education, healthcare, sanitation, and infrastructure, particularly for underserved communities. These interventions align with broader developmental priorities and support inclusive and sustainable community growth.	The organization implements CSR initiatives in accordance with its approved CSR Policy, and government guidelines/ regulations. Projects are undertaken through partnerships with credible implementing agencies along with periodic monitoring and evaluation to ensure effective utilization of resources and intended outcomes.	The initiatives undertaken under CSR are expected to create long-term social value and strengthen engagement with communities and stakeholders. While these activities are primarily developmental in nature, they contribute to building trust and goodwill for HUDCO, which may also lead to strategic business advantage.
10	Data Privacy and Cyber Security Risk	Risk	Data privacy and cybersecurity are material risks because they can significantly impact a company's operations, finances, legal standing, and reputation. In today's digital age, managing these risks is essential for maintaining stakeholder trust and most importantly, business continuity. We need to manage data privacy and cybersecurity to safeguard information, comply with laws, protect the organization from attacks, and preserve public trust.	HUDCO has set in place an Information and Cyber Security Policy which provides structure and direction for protecting information systems and any other available forms of information from a wide range of threats including cyber-attacks in order to ensure safeguard information assets, minimize damage and business continuity.	Effective data privacy and cybersecurity protect profits by preventing financial losses, avoiding fines, maintaining customer trust, and ensuring smooth operations.

Sl. 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)
				In response to the cyber-attacks, management at HUDCO has set up a strategy to protect its IT assets from cyber-attacks and respond to any cyber-attacks, threats in a timely and appropriate manner to ensure confidentiality, integrity, and availability of data / IT Systems. The cyber security strategy, is to Identify, Protect, Detect, Respond, and Recover and Learn.	

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

	Disclosures Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management process										
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)	Yes (as applicable)								
	c. Web Link of the Policies, if available	Please refer Annexure-A of the report								
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)	The Company has not mandated its value chain partners, like its vendors, suppliers, etc., to participate in the BR initiatives of the Company. However, they are encouraged to adopt BR initiatives and follow the model expected from responsible business entities.								
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 9001:2015 certification for HUDCO was renewed on 14/09/2021 for its business activity covering Project and Retail Financing services, Resource Mobilization for funding, Consultancy, Training, Research and Networking in HSMI from NABCB / UKAS through M/s United Registrar of Systems (URS) Certification Ltd. This certificate was valid till 13/09/2024. The Quality Management System (QMS) in all the HUDCO offices has been maintained with continual improvement for many years and are in place in all the ROs, HSMI and HO.								

5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	HUDCO has laid out an ambitious roadmap for transforming India's urban infrastructure ecosystem through large-scale financing, infrastructure lending, regional development partnerships and institutional reforms. By FY26, HUDCO's growing loan book, financial performance, and multiple MoUs reflect its transition into a major infrastructure financing institution aligned with the Government of India's Viksit Bharat Vision. HUDCO has aggressively expanded its infrastructure financing portfolio through strategic funding commitments with State Governments, Parastatal Authorities and Regional Development Agencies. Most of these commitments are structured over the next five years and collectively represent one of the largest urban infrastructure financing expansions undertaken by the institution. HUDCO establishes specific commitments, goals and targets through its internal business review and planning process, annual Memorandum of Understanding (MoU) with the Ministry of Housing and Urban Affairs (MoHUA) on its performance targets assigned by Department of Public Enterprises (DPE) Ministry of Finance, Government of India, Board-approved policies and long-term strategic plans. The commitments are in alignment with the nine principles of BRSR which define how a company must operate responsibly, covering everything from ethical governance to environmental protection. This framework ensures that our organizational goals - spanning from financial performance, operational efficiency and social responsibility are monitored through defined timelines, fostering a culture of high performance, accountability, and transparency. **P1 – Ethics, Transparency and Accountability** HUDCO is committed to maintaining high standards of ethics, transparency, accountability and corporate governance through a robust performance management framework. Annual operational and financial targets are established under the MoU signed with MoHUA and monitored through periodic internal reviews and quarterly Board assessments. Any gaps between actual performance and approved targets are reviewed by the Board, which directs appropriate corrective measures to ensure achievement of the desired outcomes. The Company's performance is evaluated annually by DPE against agreed MoU parameters. Reflecting the effectiveness of this accountability framework, HUDCO secured the "Excellent" MoU Rating for two consecutive years, FY 2023-24 and FY 2024-25. The Company also continued to maintain its highest domestic AAA credit rating, demonstrating strong governance, prudent financial management, and stakeholder confidence. **P2 – Sustainable Products and Services** We are transitioning into a premier infrastructure development finance institution, with a target of ₹3 Lakh Crore in infrastructure funding by 2030. Our portfolio prioritizes climate-resilient assets, including metro rail, green public spaces, and energy-efficient urban infrastructure. HUDCO is committed to integrating sustainability considerations into its financing operations and business processes. **P3 – Employee Well-being** Our institutional success is driven by a high-performance workforce and hence HUDCO is committed to fostering a safe, inclusive and growth-oriented work environment for its employees. The Company undertakes continuous learning and development initiatives, employee welfare programmes, health and safety measures and capacity-building interventions through structured annual HR plans. Specific commitments include enhancement of employee competencies through training programmes, strengthening employee engagement, promoting diversity and inclusion and ensuring employee welfare and occupational well-being. Progress is reviewed periodically through established human resource management systems and internal review mechanisms. **P4 – Stakeholder Engagement** HUDCO recognizes stakeholder engagement as an integral component of sustainable business conduct. The Company maintains regular engagement with key stakeholders including the Government of India, State Governments, Urban Local Bodies (ULBs), borrowers, investors, regulators, employees and communities through its impactful CSR initiatives with thematic focus on Government priority areas i.e. Health & Nutrition for FY2025-26 (DPE) and preference to aspirational districts. Through our newly launched 'Urban Invest Window' (UiWIN), we provide a "One-Stop Solution" for Urban Local Bodies (ULBs), handholding them from project conceptualization to financial closure. Through structured consultations, project reviews, capacity-building programmes and institutional partnerships,

HUDCO seeks to understand stakeholder expectations and incorporate feedback into its business operations and strategic decision-making processes. Stakeholder engagement activities are undertaken throughout the year and reviewed periodically.

P5 – Human Rights

HUDCO is committed to upholding human rights principles across its operations and financed projects. The Company adheres to applicable labour laws, service rules and statutory requirements and promotes a work environment free from discrimination, harassment, and unfair employment practices. The Company maintains grievance redressal mechanisms and compliance systems to ensure adherence to human rights principles and fair treatment of employees and stakeholders. These commitments are monitored on an ongoing basis through established governance and compliance frameworks.

P6 – Environment

HUDCO remains committed to promoting environmentally sustainable and climate-resilient development through its financing activities. The Company supports projects in sectors such as water supply, sanitation, sewerage, solid waste management, renewable energy and sustainable urban infrastructure, contributing to national environmental and climate objectives. Environmental considerations are being integrated into project appraisal and financing processes and the Company continues to strengthen its sustainable finance framework. The Company looks ahead to scale these investments to ensure our portfolio growth is in alignment with cleaner, more resilient urban environments, directly supporting the national “2070 Net Zero” goal and ESG expectations.

P7 – Responsible Public Policy and Advocacy

As a premier techno-financing public sector institution in the housing and urban infrastructure sector, HUDCO actively supports national development priorities and urban sector reforms. HUDCO acts as a strategic architect for national urban missions that helps bridge the gap between national policy intent and grassroots execution. We align our business development with Government’s flagship programmes like PMAY2.0, AMRUT 2.0, the Swachh Bharat Mission, UCF, City Economic Region (CER) model. The Company aligns its strategies and financing programmes with Government initiatives and contributes sectoral expertise through consultations, knowledge-sharing and policy support mechanisms. This commitment to responsible policy is synchronized by a strong focus on inclusive growth, where we prioritize affordable housing for EWS/LIG segments and infrastructure development in underserved regions. These efforts are tracked through disaggregated portfolio analysis to ensure equitable regional development. HUDCO's engagement with public policy is undertaken in a transparent and responsible manner, consistent with its mandate of supporting sustainable housing and urban development.

P8 – Inclusive Growth and Equitable Development

HUDCO is committed to advancing inclusive growth through financing of affordable housing and urban infrastructure projects, particularly in underserved regions and emerging urban centres. The Company also promotes inclusive urban development through strategic initiatives such as the Urban Invest Window (UiWIN), Urban Challenge Fund (UCF) and City Economic Regions (CER). Our inclusive growth strategy aims to focus on supporting smaller ULBs and Tier-2 and 3 cities, through the ₹5,000 Crore Credit Repayment Guarantee Sub-Scheme (CRGSS). By prioritizing "Cities as Growth Hubs," we drive employment and industrial development in underserved areas. After the full operationalization of the CRGSS, we will be able to democratize access to market finance and ensure balanced regional growth. Similarly, UiWIN aims to focus on strengthening the institutional capacity of Urban Local Bodies, supporting project preparation, promoting innovation and research, facilitating knowledge dissemination, and enhancing urban governance.

P9 – Customer Value and Financial Sustainability

HUDCO is committed to delivering long-term value to its customers and stakeholders through efficient service delivery, sound asset quality, prudent risk management and sustainable financial performance. The Company has established specific targets relating to customer service, operational efficiency, resource mobilisation and asset quality improvement. As part of its commitment to financial sustainability, HUDCO has set a target of becoming a ‘Zero Net NPA’ institution. Significant progress has been achieved towards this objective, with Net NPA reducing to 0.05%, Gross NPA declining to 1.04%, and the Provision Coverage Ratio improving to 94.90% during FY 2025-26. These improvements were driven through focused initiatives including

		centralized monitoring of NCLT cases, revision of the One-Time Settlement policy, and enhanced recovery mechanisms, resulting in recoveries of ₹402.96 Crore. The Company also mobilized resources amounting to ₹67,503 Crore during FY 2025-26 through a mix of bonds, term loans, short-term borrowings and external commercial borrowings (ECBs), while reducing borrowing costs by approximately 27 basis points. Interest income increased by 28% to ₹13,096 Crore, reflecting strong operational performance and reinforcing HUDCO's ability to generate sustainable value for customers, investors, and other stakeholders.
6.	Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	Performance of the entity against the specific commitments, goals, and targets set under the nine principles of BRSR have been covered as a reply to point no.5 above.
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)	**ESG TARGETS AND ACHIEVEMENTS** As a key enabler of the Government of India's Vision for 'Viksit Bharat @2047', HUDCO is committed to building a resilient and inclusive urban India through a sustainable business model. By financing affordable housing, green infrastructure and climate-resilient urban services, HUDCO integrates sustainability at the core of its operations. The Company implemented its Board-approved ESG Policy and published its inaugural ESG Report 2024-25, reinforcing its commitment to sustainable development and responsible financing. The Company continues to strengthen ESG integration across lending, risk management and operational decision-making processes. Reflecting its strong sustainability performance, HUDCO currently holds a primary ESG Rating of 'Low Risk' (18.2 Score (scale best to worst 0-100) from Sustainalytics and 'Adequate' ESG Rating from Crisil (58 Score), NSE (64 Score) and ESG Risk Assessments & Insights (58 Score) (scale best to worst 100-0). The Company remains committed to further strengthening its ESG performance through continuous improvement and adoption of sustainability best practices. HUDCO, as a techno-financing CPSE, encourages projects which are environmentally safe and secure. The Company ensures that the projects funded by it meet the necessary parameters towards environmental protection and it leads by example by minimizing the environmental impact of its own operations through a transition to paperless solutions, proper disposal of e-waste through authorized vendors, and the gradual conversion of its conventional office fleets to Electric Vehicles (EVs). The Company finances affordable housing that cater to economically weaker sections (EWS) and low-income groups (LIG) contributing to social equity. The loan outstanding on Affordable Housing (EWS, LIG, PMAY& Rural Housing) stood at ₹42,445 Crore (as on 31.03.2026), which is around 26.40% of total loan outstanding of HUDCO. It finances sustainable and resilient infrastructure, backed by a robust loan outstanding portfolio of ₹17,282 Crore towards water supply, sanitation, sewerage, solid waste management and water treatment plants (as on 31.03.2026), which is around 10.75% of the company's total loan outstanding. The Company has increasingly aligned its operations with green finance principles. As on 31.03.2026, the loan outstanding towards Renewable Energy (RE) projects was ₹2390 Crore. Further, company's 'Green Assets' stood at ₹21,238 Crore, which is around 13.21% of our Total Loan Outstanding [Green Assets = Sustainable Water Management, Renewable & Sustainable Energy, Clean Transportation, Climate Change Adaptation, Pollution Prevention & Control, Sustainable Waste Management (SEBI Debt Securities taxonomy)]. HUDCO's commitment to energy-efficient technologies and green building practices has earned it widespread industry recognition, including the Asset Triple A Award for Best Sustainability Loan (ESG) in South Asia, the Prithvi Award 2024 for sustainable development and CSR initiatives and the GRIHA Award for Consultancy Projects -2025. Through HUDCO's Human Settlement Management Institute (HSMI), it conducts comprehensive capacity building, training for professionals and in-house employees, research, and policy advocacy on sustainable habitat development, resilience, and smart cities. This includes both domestic and international training programs, achieving an impressive employee training coverage of over 90%. The Company's commitment to social goals is also deeply reflected in its Corporate Social Responsibility (CSR) activities, which focus on environmental conservation, health, education, and livelihood enhancement. In FY26 alone, HUDCO made an impactful CSR spend of ₹60.06 Crore, executing direct implementation programs

		like 'HUDCO Pehal' and 'Green Miles, More Smiles'. Furthermore, HUDCO supports inclusivity for Persons with Disabilities (PwDs), substantial procurement from MSMEs and has adopted 44 Cleanliness Target Units under the ‘Swachhta Hi Sewa’ campaign. Being an energy-conscious organization, HUDCO actively minimizes its operational environmental impact through a transition to paperless workflows, gradual conversion of its office fleet to Electric Vehicles (EVs) and responsible e-waste disposal Towards commitment to governance goals, the Company has set high standards of corporate governance with a ‘Code of Business Conduct and Ethics’; Fair Practice Code; the highest standards of IT security, cybersecurity, and data privacy and fair, transparent, IT-driven operations. HUDCO maintains an independent and healthy Board with 12.5% women representation (as on 31.03.2026), supported by an experienced leadership team and a diverse workforce comprising approximately 29% women employees. The Company also takes pride in maintaining the highest standards of workplace ethics and inclusivity, with ZERO reported complaints related to Human Rights violations and POSH (Prevention of Sexual Harassment). **ESG-RELATED CHALLENGES** While HUDCO has successfully formalized its internal sustainability framework, still significant ESG-related challenges remain at the implementation level, particularly when it comes to integrating and reporting on Environmental, Social, and Governance (ESG) factors due to issues such as: (i) Data measurement and reporting with limited availability of robust mechanisms for tracking and measuring environmental metrics like GHG emissions, water usage, and waste generation, particularly for a financing Company; (ii) Absence of a single, comprehensive codified law specifically addressing all ESG-related matters in India, which can create ambiguities. (iii) For more effective ESG compliance, there is a need for developing more standardized ESG metrics and reporting frameworks. To address these challenges, the Company continues to strengthen its ESG governance framework, improve data management capabilities and align its disclosures with emerging best practices. Wider adoption of standardized ESG indicators, harmonized reporting requirements, enhanced sector-specific guidance would further support effective integration of sustainability considerations into business decision-making and long-term value creation. By addressing these challenges, HUDCO can not only meet regulatory requirements but also enhance their reputation, attract conscious investors, improve operational efficiency, and contribute more effectively to India’s sustainable development goals by 2030 as well as ‘Net Zero goal by 2070’.
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Shri M. Nagaraj Director (Corporate Planning) Executive (Functional) Director DIN: 05184848
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.	Shri M. Nagaraj Director (Corporate Planning) Executive (Functional) Director DIN: 05184848

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	Relevant policies of the Company are reviewed periodically on a need basis. The necessary changes to policies and procedures are implemented accordingly.	
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is in compliance with, to the extant regulations as applicable.	

		P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	The processes and compliances are subject to audits and inspections as applicable. The policies are reviewed on a periodical basis by the respective departments and updated accordingly. The updated policies with changes recommended by the management of the Company are placed before the Board for its approval, as applicable.								

12.	If answer to question (1) above is "No" i.e., not all Principles are covered by a policy, reasons to be stated									
	Questions	**P1**	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
	The entity does not consider the principles material to its business (Yes/No)	Not Applicable								
	The entity is not at a stage where it is 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	0	NA	NA
Key Managerial Personnel	2	One-Day Workshop-Rashtriya Karmayogi Jan Seva Program & Exposure to International Roadshows	100
Employees other than BoD and KMPs	110	Cyber Security, GEM Procurement Process, Infrastructure Finance, Orientation Session on Prevention of Sexual Harassment (POSH), Public Private Partnership(PPP)-A basic perspective, Finance Planning, CSR Monitoring System (CSRMS) Communication, Noting and Drafting Skills, Arbitration and Mediation, AI and Emerging Technologies, Advance Tax, TDS & Tax Planning, CTE Type Scrutiny of Contracts, Data Phishing, Digital Initiatives for Increasing Transparency in Governance, Framing of Charge Sheet, High Impact CSR, Leading with Emotional Intelligence for Stress Management, LOS and LMS Modules, Organization Behaviour and HR Strategy, Preparing Bankable Climate-Resilient Urban Infrastructure Projects, Public Procurement and Contract Management, Reservation and Rosters and Risk based Internal Audit, Rastriya Karmayogi Jan Seva Programme, Urban Transport, Use of Drone Technology for Urban Planning, Circular Economy and C&D Waste Management, etc.	91.78
Workers	Not Applicable	Not Applicable	Not Applicable

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in Rs.)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NIL				
Settlement	NIL				
Compounding fee	NIL				

The Company has been receiving notice(s) from both the Stock Exchange(s), namely, National Stock Exchange of India Limited (NSE) and BSE Limited (BSE), regarding non-compliance with the requirement of Corporate Governance as prescribed under SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 with respect to non-appointment of requisite number of Independent Directors including one woman Director, composition of the Board/ Committees, quorum of the meetings, etc.

NSE and BSE have levied a fine of Rs. 3,69,81,200/- (Rs. 1,84,90,600/- each Stock Exchange), from the quarter ended September, 2019 to March, 2026, out of which a fine of Rs. 77,58,500/- (Rs. 38,71,580/- by NSE and Rs. 38,86,920/- by BSE) have been waived/paid.

Thus, as on 31st March, 2026, an amount of Rs. 2,92,22,700/- is outstanding to NSE and BSE, for which letters have already been written to them for waiver.

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

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

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

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

HUDCO has in place Vigilance Mechanism and Whistle Blower Policy to deal with instances of unethical behaviour, actual or suspected fraud or violation of the Company's general guidelines on conduct or ethics policy and mismanagement.

As per the directions of Central Vigilance Commission (CVC), the Corporate Vigilance Department (CVD) of the Company follows norms regarding anti-corruption and anti-bribery and continues to strive for improving the systems and procedures and strengthen the mechanism to ensure pre-emptive actions and advising reformatory measures in the areas prone to corruption /financial irregularities.

The Company has in place various policies like Code of Conduct for Board members and Senior Management personnel and Prevention of Insider Trading Policy etc, for conducting the affairs of the Company in a professional, ethical, fair, and transparent manner. Further, Company's Conduct, Discipline and Appeal (CDA) Rules define the code for all employees and recognize acts of bribery, corruption etc, as misconduct. The above policies are available on the website of the Company at www.hudco.org.in.

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 2025-26	**FY 2024-25**
Directors	NIL	NIL
KMPs	NIL	NIL
Employees*	2	2
Worker	NIL	NIL

* On the basis of complaint filed by complainant Shri Pravin Namdevrao Madavi, a resident of Ramnath City, Nagpur, FIR No. 187/16, under sections 420,120, 120(B) & 34 of IPC of Indian Penal Code (IPC) read with section 3,4,5,10,11 of Maharashtra Ownership of Flats Act, 1963, was registered by EOW, Nagpur Police at P.S. Koradi Nagpur City on 05.09.2016 and the said case has been investigated by Crime Branch, EOW, Nagpur Police, Nagpur. As per the Investigation Report, the police has named 8 accused including two employees of HUDCO. In this case, 'Charges' are yet to be framed and the trial has not yet commenced.

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

Particulars	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL	1	One complaint was received and forwarded to MoHUA. MoHUA has informed that the complaint has been closed as the allegations were not sustained.
Number of complaints received in relation to issues of Conflict of Interest of KMPs	NIL	NIL	NIL	NIL

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

As per records available with CVD, there are no such cases / issues related to fines/ penalties/ action taken by regulators/ law enforcement agencies / judicial institutions, on cases of corruption and conflict of interest.

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

	FY 2025-26	FY 2024-25
Number of days of accounts payables#	Not Applicable	Not Applicable

#In light of HUDCO's business operations, which are mainly focused on financing, the significance of the stated ratio is very limited, given that the costs related to the goods and services procured are minimal.

9. **Open-ness of Business:**

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NIL	NIL
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	-	-
	b. Number of dealers / distributors to whom sales are made	-	-
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	-	-
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	-	-
	b. Sales (Sales to related parties / Total Sales)	-	-
	c. Loans & advances* (Loans & advances given to related parties / Total loans & advances)	0	0.61
	d. Investments (Investments in related parties / Total Investments made)	-	-

LEADERSHIP INDICATORS

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

Total 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
	-	

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.

The Company has Code of Conduct for Board Members and Senior management, which covers inter-alia the process of dealing with conflict of interests. The policy is available at https://hudco.org.in///writereaddata/codeofconduct.pdf

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE.

ESSENTIAL INDICATORS

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

	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	NIL	Rs.10.00 Lakh (100%)	Not Applicable
Capex	NIL	NIL	-

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

Yes, being a CPSE, procurement of material/ goods/ services is undertaken through GeM from Micro, Small and Medium Enterprises (MSMEs), Women, SC/ST on GeM portal as per Government of India's policy/ guidelines issued from time to time.

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

During the financial year 2025-26, the company has procured material/ goods/ services from MSMEs constituting 62.21% of its total procurement. The procurement from GeM portal was 79.85% in respect of MoU parameter.

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

Type of Waste	Mechanism
Plastics (including packaging)	Not Applicable - Company being NBFC does not produce any plastic waste.
E-waste	In HUDCO, a process is being followed for the disposal of IT hardware and related items. From November 2025 onwards, HUDCO has engaged an authorized Selling Agent for disposal of all movable items/assets upon declared obsolete/ non-upgradable/ unserviceable through e-Auction portal. Further, in cases where the materials are non-recyclable (such as desktops, laptops, printers, etc.) or hazardous in nature (such as damaged batteries), e-Waste disposal Certificate from an authorized e-waste vendor/recycler is being obtained, in compliance with applicable environmental and safety regulations.
Hazardous waste	Not Applicable - Company being NBFC does not produce any hazardous waste.
Other Waste	HUDCO, being a financial institution, does not engage in manufacturing activities and therefore does not generate product-related plastic, e-waste, or hazardous waste. The primary waste generated by the Company comprises paper waste, which is disposed off through authorized disposal processes as per the guidelines. In addition, a negligible quantity of plastic and iron scrap may be generated occasionally as part of the disposal of obsolete office equipment, furniture, or machinery.

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?**

HUDCO being an NBFC, the extended Producer Responsibility (EPR) is not applicable to it.

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**

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 (Y/N)	Results communicated in public domain (Y/N) If yes provide the web-link
HUDCO is a financial institution engaged in providing financing and credit facilities for housing and infrastructure projects and does not manufacture any physical products. Accordingly, the concept of Life Cycle Assessment (LCA) as applicable to manufacturing entities, is not directly relevant to the Company's core operations. However, the Company as part of its appraisal and financing processes, considers environmental and social aspects of projects wherever applicable and encourages borrowing agencies to adopt sustainable and resource-efficient practices across the project life cycle.					

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 risk/ concern	Action taken
Not Applicable, being an NBFC.		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
Not Applicable, being an NBFC		

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

Product category	FY 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (Including packaging)	-	-	-	-	-	-
E-waste	-	-	1.81 metric tons (approximately)	-	-	2.40+ metric tons (approx.) across HUDCO
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	44.211 metric tons (approximately)	-	-	8.901 metric tons (approximately)

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	

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:**

% of employees covered by											
Category	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	415	-	-	415	100	-	-	415	100	NIL	NIL
Female	170	-	-	170	100	170	100	-	-	NIL	NIL
Total	**585**	**-**	**-**	**585**	**100**	**170**	**29.06**	**415**	**70.94**	**NIL**	**NIL**
Other than Permanent Employees											
Male	195	35	17.95	0	0	-	-	-	-	NIL	NIL
Female	34	15	44.12	0	0	15	44.12	-	-	NIL	NIL
Total	**229**	**50**	**21.83**	**0**	**0**	**15**	**6.55**	**-**	**-**	**NIL**	**NIL**

HUDCO extends the facility of Benevolent Fund, EDLI & Social Security Scheme to its employees. Further, the Company provides medical benefits (treatment and hospitalization) as per the extant medical policy.

b. **Details of measures for the well-being of workers:** Not Applicable

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

	FY 2025-2026	FY 2024-2025
Cost incurred on wellbeing measures as a % of total revenue of the company	0.11%	0.11%

2. **Details of retirement benefits, for Current 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.)
PF	585 (100%)	Not Applicable	Y	619 (100%)	Not Applicable	Y
Gratuity	585 (100%)	Not Applicable	Y	619 (100%)	Not Applicable	Y

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.)
ESI	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Others	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable

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

   HUDCO registered office and its various offices are accessible to differently abled employees and visitors, with elevators and ramps, wheelchair, as per the requirements of Rights of Persons with Disabilities Act, 2016.

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, the Company has equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016 and the same is available on the website of the Company at - https://www.hudco.org.in/Site/FormTemplete/frmTemp1PLargeTC1C.aspx?MnId=466&ParentID=311.

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%	100%	Not Applicable	Not Applicable
Female	100%	100%	Not Applicable	Not Applicable

6. **Is there a mechanism available to receive and redress grievances for the following categories of employees and workers?**

Particulars	Yes/No	If yes, then give details of the mechanism (in brief)
Permanent Workers	Not Applicable	-
Other than Permanent Workers		
Permanent Employees	Yes	The Company has in place Grievance Redressal Mechanism and the same is available on the intranet of the Company.
Other than Permanent Employees		

7. **Membership of employees and workers 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	NIL					
Male						
Female						

Other	NIL
Total Permanent Workers	
Male	
Female	
Other	

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No.(B)	% (B/A)	No. (C)	% (C/A)		No.(E)	%(E/D)	No.(F)	%(F/D)
Employees										
Male	415	0	0	373	89.87	429	34	7.93	309	72.03
Female	170	0	0	164	96.47	190	26	13.69	130	68.42
Total	**585**	**0**	**0**	**537**	**91.79**	**619**	**60**	**9.7**	**439**	**70.92**
Workers- Not applicable										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-

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

Category	FY 2025-26			FY 2024-25		
	Total(A)	No.(B)	%(B/ A)	Total(D)	No.(E)	%(E / D)
Employees						
Male	415	415	100	429	429	100
Female	170	170	100	190	190	100
Total	**585**	**585**	**100**	**619**	**619**	**100**
Workers: Not Applicable						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total	**-**	**-**	**-**	**-**	**-**	**-**

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, HUDCO has implemented systems and procedures aimed at ensuring a safe and healthy work environment for its employees. Although the financial services sector typically involves minimal physical occupational risk, HUDCO proactively adopts health and safety practices in line with applicable statutory norms.

The organization has installed and maintains safety infrastructure such as fire extinguishers, emergency exits, and first-aid kits, which are routinely inspected and replenished. Periodic awareness sessions and training programs on fire safety, evacuation protocols, and first-aid response are organized for employees. Regular drills are conducted to ensure preparedness in case of emergencies.

To promote employee well-being, HUDCO also facilitates annual health check-ups, conducts wellness programs, and provides access to consultations with healthcare professionals. In addition, a structured medical policy has been put in place covering both preventive and curative health requirements for employees and their dependents.

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

Given the office-based nature of operations in the finance sector, the probability of physical occupational hazards is inherently low. However, the entity remains vigilant and has adopted risk-assessment measures tailored to its workplace setup.

Routine assessments of fire safety, electrical systems, and emergency preparedness are undertaken. This includes scheduled inspections of critical infrastructure, maintenance logs for electrical and safety equipment, and immediate rectification of any issues identified. Non-routine risk assessments are initiated in response to specific events such as renovation work, installation of new systems, or temporary disruptions in infrastructure.

Regular mock drills and evacuation simulations are conducted to evaluate the effectiveness of existing protocols and reinforce employee readiness. These initiatives are reviewed and updated periodically to align with best practices and regulatory requirements.

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

Yes, HUDCO has established mechanism which enables for reporting of any potential workplace hazards in a timely and confidential manner. Awareness sessions are conducted to educate staff about their rights and responsibilities related to workplace safety.

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

Yes, employees are provided access to a range of non-occupational healthcare services as part of the organization's commitment to overall employee well-being. These include:

- Periodic general and specialist health check-ups
- Organization of wellness camps focusing on preventive care
- Sessions and awareness campaigns on chronic and lifestyle-related conditions such as cardiovascular health, diabetes, mental health, and stress management
- HUDCO medical scheme for employees and eligible dependents, which includes hospitalization, outpatient care, and preventive medical services.

The aim is to promote a holistic approach to health and wellness beyond the workplace, ensuring both preventive care and medical support are accessible to employees and their families.

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

<table>
<tr><th>Safety Incident/Number</th><th>Category</th><th>FY 2025-26</th><th>FY 2024-25</th></tr>
<tr><td rowspan="2">Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)</td><td>Employees</td><td rowspan="8" colspan="2">NIL</td></tr>
<tr><td>Workers</td></tr>
<tr><td rowspan="2">Total recordable work-related injuries</td><td>Employees</td></tr>
<tr><td>Workers</td></tr>
<tr><td rowspan="2">No. of fatalities</td><td>Employees</td></tr>
<tr><td>Workers</td></tr>
<tr><td rowspan="2">High consequence works related injury or ill-health (excluding fatalities)</td><td>Employees</td></tr>
<tr><td>Workers</td></tr>
</table>

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

The Company has taken various measures to ensure safe and healthy work environment to its employees like Preventive Healthcare Camp, Health awareness talks/workshops, installation and periodic check of fire extinguishers, fire alarm system, smoke detector system, display of floorplans at crucial points, CCTV cameras, etc.

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

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

14. **Assessments for the year**

Type	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and Safety practices	No assessment has been done by statutory authorities or third parties.
Working Conditions	No assessment has been done by statutory authorities or third parties

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.**

Not applicable.

LEADERSHIP INDICATORS

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

Employees- The Company has obtained "HUDCO Employees Deposit Linked Insurance Policy" to provide life assurance benefits to the employees in lieu of the benefits envisaged under the Employees Deposit Linked Insurance Scheme, 1976. Apart from the above, there is an Economic Rehabilitation Scheme and Benevolent Fund Scheme for providing financial assistance to the nominees of the deceased employees.

Workers-Not Applicable.

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

The Company has statutory and internal audit systems and procedures to ensure that statutory dues have been deducted and deposited by the value chain partners (Vendors) in time who are responsible to comply with applicable laws and regulations as per contract with the Company.

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:**

Particulars	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	Not applicable as being a finance Company, HUDCO does not engage in hazardous / rising activities.			
Workers				

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)**

The Company being a CPSE, follow guidelines issued by DPE/other Statutory Authorities with respect to retirement or termination of employees. The Company provides post-retirement medical facilities to its retired employees.

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

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety practices	None
Working Conditions	None

The assessment is not being carried out but HUDCO facilitates and aims to provide best health, safety practices and working conditions to its value chain partners. The facilities being provided to the value chain partners is similar to the facility provided to the regular employees.

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

Not Applicable.

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS.

ESSENTIAL INDICATORS

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

HUDCO has developed a thorough and well-structured stakeholder engagement policy designed to streamline the process of identifying, engaging with and managing its various stakeholders to ensure transparency, accountability and sustainable value creation while aligning stakeholder interests with the long-term objectives of the Company.

HUDCO identifies stakeholders as those individuals, groups of individuals or organizations that affect and/or are affected by HUDCO's business operations, products or services and the associated performance. HUDCO recognizes external stakeholders as shareholders, Banks/financial institutions, State Government/ Agencies and Regulatory authorities including Reserve Bank of India, Ministry of Corporate Affairs, Securities and Exchange Board of India, Stock Exchanges etc. Value Chain Partners, i.e., vendors, suppliers, customers, etc while internal stakeholders as employees of the Company.

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	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Email/ SMS/ Website /Letters/ Newspaper/ Dissemination of information through Stock Exchange Mechanism etc.	Ongoing engagement	Quarterly Results, Investors presentation, Annual Report, Annual General Meeting, Media Releases, Website of Company, and Stock Exchanges, etc.
Bondholders	No	Email/ Website /Letters/ Dissemination of information through Stock Exchange Mechanism etc.	Need based	Allotment, Interest Payment, Redemption, IEPF Claims, Grievances, etc.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (yes/ no)	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government and Regulators	No	E-mails, one to one meeting physically or through telephonically, video conferencing/ conference calls	Need based	Seeking clarification/ guidance from various Government and Regulatory authorities.
Customers	No	E-mails, one to one meeting physically or telephonically.	Ongoing	Assessment of customer needs, their requirements, resolution of their grievances.
Vendors/ suppliers	No	E-mail, advertisement, website, letters, etc.	Need based	Procurement of goods/services through tendering/ GeM Portal process, redressal of their grievances.
Employees	No	Intra-net, e-mail, SMS, Notice Board, periodic Newsletter.	Ongoing	To inform the employees of the key developments within the organization, sharing company's progress both on operational and financial front, etc.,
Community	No	CSR initiatives, Emails, Letters, etc.	Need based	Corporate Social Responsibility, Awareness camps and training programs

Though all the stakeholders group mentioned above may not pertain to Vulnerable and Marginalized category, a section in each group may pertain to different category of Vulnerable & Marginalized groups such as Economically Weaker Section (EWS), Lower Income Group (LIG), Micro, Small and Medium Enterprises (MSMEs) and businesses owned by members of Scheduled Castes (SC) and Scheduled Tribes (ST), along with women entrepreneurs etc.

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.**

   HUDCO believes in non-discriminatory and interactive manner of stakeholder engagement that encourages feedback and positive engagement with business operations which leads continual improvement of stakeholder engagement performance by sharing best practices and lessons learned from the engagement process. Engagement with stakeholders is a continuous process.

   The shareholders being one of the key stakeholders of the company, during the Annual General Meeting raise various issues from the perspective of economic, environmental social scenario prevailing in the economy and give suggestions regrading performance of the company. This is one of the consultation processes between stakeholders and Board members.

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. Feedback and inputs from both internal and external stakeholders are invaluable in strengthening stakeholder satisfaction, trust, and confidence in the Company and serve as a key driver for continuous improvement. As a responsible corporate entity, HUDCO has adopted an ESG Policy that underscores its commitment to environmental sustainability, customer satisfaction, employee well-being, and the welfare of the community at large.

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

HUDCO remains committed to supporting vulnerable and marginalized groups, particularly Micro and Small Enterprises, ST/SCs and women entrepreneurs by promoting procurement from them and works for their upliftment. HUDCO is registered on GeM (Government e Marketplace) and TReDs (Trade Receivables and Discounting System), Sambandh Portal, etc. Further, HUDCO, through its CSR initiatives and activities endeavours for the benefit of different segments of the society, with focus on the marginalized, poor, needy, deprived, under-privileged and differently abled persons.

HUDCO recognizes the value of diverse workforce and believes in creating an inclusive work place and work culture in which all employees are treated equally with respect and dignity. HUDCO has in place Equal Opportunity Policy to provided opportunities to Persons with Disabilities in employment.

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.**

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	NIL					
Other than permanent						
Total Employees						
Workers						
Permanent	NA					
Other than permanent						
Total Workers						

2. **Detail 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	415	-	-	415	100	429	-	-	429	100
Female	170	-	-	170	100	190	-	-	190	100
Other than Permanent										
Male	195	160	82.05	35	17.95	171	-	-	171	100
Female	34	19	55.88	15	44.12	34	-	-	34	100
Workers: Not Applicable										
Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

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)
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

3. **Details of remuneration/salary/wages:**

   a. **Median remuneration /wages:**

(Amount in Rs.)

Category	Male		Female	
	No.	Median remuneration/ salary/ wages of respective category	No.	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)				
-Executive Directors	3	70,93,010	0	-
-Non-Executive Directors	4	-	1	-
Key Managerial Personnel (KMP) (other than BoD)	1	38,00,215	0	-
Employees other than BoD and KMP	411	22,64,270	170	23,23,376
Workers	NA	NA	NA	NA

- *The above includes the headcount and remuneration details as on 31st March, 2026. Remuneration/Salary includes all the benefits and all perks paid during the year.*
- *Non-Executive (Independent) Directors have been paid remuneration by way of sitting fee only and Non-Executive (Government) Directors have not been paid any remuneration during the year.*
- *The Company has not given any stock option to its Directors/KMP/Employees during the years.*

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages#	29.66%	30.52%

Total wages include all the benefits and perks for all the regular employees below Board level.

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, the Head of Human resources who is primarily responsible for the human resources function, oversees and address any issue pertaining to human rights impacts or issues caused or contributed to by the business.

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

   The company has zero tolerance for sexual harassment at workplace, prohibits all kind of child labor, slavery, bounded/ forced labor.

   An Internal Compliant Committee to examine the cases related to sexual harassment in place in HUDCO. This Committee is headed by a senior woman officer of the Company for redressal of complaints, if any, related to sexual harassment as per Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Sexual harassment, in any form, is a misconduct under HUDCO (Conduct, Discipline and Appeal) Rules.

   HUDCO has robust Public Grievance mechanism and machinery which caters to the grievances in emanating from various sources, i.e., Centralized Public Grievance Redress and Monitoring System (CPGRAMS), Grievance

Registration and Information Database System (GRIDS) portal and email/post. The entire system has been digitized for timely submission and disposal of grievances.

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

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

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

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

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

All stakeholders internal as well as external irrespective of their position, caste, creed, gender and religion, are given due respect and dignity.

Cases relating to the prevention of sexual harassment at the workplace are handled with utmost sensitivity and confidentiality, in accordance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The Vigilance Mechanism for employees and Directors provides adequate safeguards against victimization of individuals availing such mechanism. Further, a Whistle Blower Policy is also in place to facilitate investigation of complaints relating to allegations of corruption or misuse of office, while ensuring confidentiality of the complainant's identity.

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

Being a finance company, HUDCO primarily executes documents with lenders and borrowers based on mutually agreed terms and conditions, wherein specific human rights requirements are generally not incorporated as part of such documents. However, the Company ensures that agreements executed with service providers contain clauses addressing key human rights requirements, including the prohibition of child labor, slavery, bonded/forced labor, and applicable provisions of the labor code, among others.

10. Assessments for the year:

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

11. Provide details of any corrective actions taken or underway to address significant/risks/concerns arising from the assessment at question 9 above.

Not applicable.

LEADERSHIP INDICATORS

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

   Not applicable.

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

   NIL.

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

   The registered office of HUDCO, along with its various offices, is accessible to differently abled employees and visitors through the provision of elevators, ramps, and wheelchairs, in accordance with the requirements of the Rights of Persons with Disabilities Act, 2016.

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

   These parameters are not presently assessed, as such entities are governed under various applicable laws, acts, rules, and regulations. However, the Company expects its value chain partners to uphold the same values, principles, and business ethics as those followed by the Company.

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	Although a formal assessment has not been conducted, the terms and conditions of the agreement prohibit the deployment of personnel below the age of 21 years and require compliance with all applicable statutory provisions, including compensation, Provident Fund (PF), ESIC, Bonus, and the Payment of Wages Act, among others.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
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.**

   Not applicable.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT.

ESSENTIAL INDICATORS

1. **Details of total energy consumption (in Joules or multiples) and energy intensity.**

Parameter	FY 2025-26	FY 2024-25
From renewable sources (in Giga Joules)		
Total electricity consumption (A)	0.7	3.2
Total fuel consumption (B)	NIL	NIL
Energy consumption through other sources (C)	NIL	NIL
Total energy consumed from renewable sources (A+B+C)	0.7	3.2
From non-renewable sources (in Giga Joules)		
Total electricity consumption (D)	4436.0	4789.6
Total fuel consumption (E)	531.5	483.5
Energy consumption through other sources (F)	NIL	NIL
Total energy consumed from non-renewable sources (D+E+F)	4967.5	5273.1
Total energy consumed (A+B+C+D+E+F) (in Giga Joules)	4968.2	5276.3
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations in Crore)	0.38	0.51

Parameter	FY 2025-26	FY 2024-25
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP#) (Total energy consumed / Revenue from operations in Crore adjusted for PPP)	7.72	10.57
Energy intensity in terms of physical output (FTE)*	6.10	Not Applicable
Energy intensity (optional) – the relevant metric may be selected by the entity	Not applicable	Not Applicable

#PPP Source: International Monetary Fund. (PPP Conversion Rate has been taken as 20.34)

**Calculated on the basis of Full-Time Employees*

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

Yes, HUDCO has under taken reasonable assurance for BRSR Core parameters from M/s Mehta & Mehta.

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

Not applicable, as HUDCO does not belong to energy intensive industries.

3. **Details of disclosures related to water.**

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	NIL	NIL
(ii) Groundwater	5036.8	6294.0
(iii) Third party water	47534.6	33805.44
(iv) Seawater / desalinated water	NIL	NIL
(v) Others	NIL	NIL
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	52571.4	40099.44
Total volume of water consumption (in kilolitres)	52571.4	40099.44
Water intensity per rupee of turnover (Total water consumption / Revenue from operations in Crore)	4.00	3.89
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP#) (Total water consumption / Revenue from operations in Crore adjusted for PPP)	81.31	80.34
Water intensity in terms of physical output (FTE)*	64.58	Not Applicable
Water intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	Not Applicable

#PPP Source: International Monetary Fund. (PPP Conversion Rate has been taken as 20.34)

**Calculated on the basis of Full-Time Employees*

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, HUDCO has under taken reasonable assurance for BRSR Core parameters from M/s Mehta & Mehta.

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	HUDCO is a NBFC-IFC, water discharge is very minimal. HUDCO Corporate office has zero water discharge, as water is being supplied by India Habitat Centre, which has proper rain water harvesting system along with sewerage treatment plant (compact STP). The effluent is put to captive use to reduce the demand of fresh water for horticulture, cooling tower, cleaning etc.	
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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

Yes, HUDCO has under taken reasonable assurance for BRSR Core parameters from M/s Mehta & Mehta.

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

HUDCO is a NBFC-IFC, water discharge is very minimal. HUDCO Corporate office has zero water discharge, as water is being supplied by India Habitat Centre, which has proper rain water harvesting system along with sewerage treatment plant (compact STP). The effluent is put to captive use to reduce the demand of fresh water for horticulture, cooling tower, cleaning etc.

6. **Details of air emissions (other than GHG emissions) by the Company.**

Parameter	FY 2025-26	FY 2024-25
NOx	-	-
SOx	-	-
Particulate matter (PM)	-	-
Persistent organic pollutants (POP)	-	-
Volatile organic compounds (VOC)	-	-
Hazardous air pollutants (HAP)	-	-
Others – please specify	-	-

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

7. **Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity.**

Parameter	Unit	FY 2025-26		FY 2024-25	
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	37.135		33.816	
		tCO_2	36.9	tCO_2	33.6
		CH_4 - tCO_2e	0.0446	CH_4 - tCO_2e	0.0406
		N_2O-tCO_2e	0.191	N_2O-tCO_2e	0.176

Parameter	Unit	FY 2025-26		FY 2024-25	
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	882.3		952.6	
		tCO_2	882.3	tCO_2	952.6
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions in MT/ Revenue from operations in Crore)	Metric tonnes of CO_2 equivalent/ Rs. in Crore	0.070		0.096	
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 in MT/ Revenue from operations in Crore adjusted for PPP)	Metric tonnes of CO_2 equivalent/ USD	1.423		1.976	
Total Scope 1 and Scope 2 emission intensity in terms of physical output (FTE)*	-	1.13		Not Applicable	
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	Not Applicable		Not Applicable	

#PPP Source: International Monetary Fund. (PPP Conversion Rate has been taken as 20.34)

**Calculated on the basis of Full-Time Employees*

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, HUDCO has under taken reasonable assurance for BRSR Core parameters from M/s Mehta & Mehta.

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

HUDCO is actively involved in financing and supporting multiple projects that contribute to the reduction of Greenhouse Gas emissions. These initiatives are primarily focused on renewable energy generation, energy efficiency and sustainable infrastructure development.

The following are the some of the Key initiatives taken by HUDCO:

- **Renewable Energy Projects:**

  Financing of hydroelectric and solar power projects such as large-scale hydropower projects in various states. These projects promote clean energy generation and reduce dependence on fossil fuels.

- **Power Transmission & Distribution Strengthening:**

  Financial assistance for upgrading and strengthening transmission and distribution infrastructure across various states (including substations, feeder lines and grid modernization). These measures help reduce transmission losses and improve overall energy efficiency.

- **Energy Efficiency Measures:**

  Projects such as installation of capacitor banks, system strengthening and modernization of electrical networks contribute to reduced energy wastage and lower indirect emissions.

- **Sustainable Urban Infrastructure:**

  Financing of water supply schemes and infrastructure under national programs like AMRUT and Jal Jeevan Mission. These projects support low-carbon urban development and efficient resource utilization.

- **Green Infrastructure:**

  Support for environmentally sustainable industrial parks and infrastructure projects that incorporate efficient technologies and sustainable practices.

  Impact:

  These initiatives collectively contribute to lowering carbon emissions, improving energy efficiency and supporting the transition towards a low-carbon and sustainable economy.

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

Parameter	**FY 2025-26**	**FY 2024-25**
Total Waste generated (in metric tonnes)		
Plastic waste (A)	The Company does not dispose any plastic waste	
E-waste (B)	1.81 metric tons	2.40+ metric tons (approx.) across HUDCO
Bio-medical waste (C)	The Company does not produce or dispose of any kind of Bio-medical waste, construction and demolition waste, battery waste, radioactive waste, or other hazardous waste, hence, these are not applicable.	
Construction and demolition waste (D)		
Battery waste (E)		
Radioactive waste (F)		
Other Hazardous waste. Please specify, if any. (G)		
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition, i.e., by materials relevant to the sector) (Paper waste)	44.211 metric tons	8.901 metric tons
Total (A+B + C + D + E + F + G + H)	**46.021 metric tons**	**11.301 metric tons**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	**0.003**	**-**
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	**0.061**	**-**
Waste intensity in terms of physical output (FTE)*	**0.056**	**-**
Waste intensity (optional) – the relevant metric may be selected by the entity	**Not Applicable**	**-**
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste	**Dry**	**Wet**
(i) Recycled	**-**	**-**
(ii) Re-used	**-**	**-**
(iii) Other recovery operations	**-**	**-**
Total	**-**	**-**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	NIL	NIL
(ii) Landfilling	HUDCO has hired Govt. authorized third party waste management vendor for all our office waste management as per Govt. guideline	
(iii) Other disposal operations		
Total		

#PPP Source: International Monetary Fund. (PPP Conversion Rate has been taken as 20.34)
**Calculated on the basis of Full-Time Employees*

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, HUDCO has under taken reasonable assurance for BRSR Core parameters from M/s Mehta & Mehta.

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.**

HUDCO, being a finance company, does not produce toxic, hazardous waste, other than negligible amount of e-waste. However, it extends consultancy services of Municipal Solid Waste Management. Disposal of old, unserviceable and obsolete IT equipment identified as e-waste is done through certified e-waste handlers.

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.**

Sl. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with?	If no, the reasons thereof and corrective action taken, if any.
Not Applicable- None of our Offices is in/around ecological sensitive areas.				

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
HUDCO is a NBFC-IFC, finances Infrastructure projects but does not own or execute/implement any projects. For all the project funded by HUDCO, the company requires the borrowers to submit environmental and social impact assessment (ESIA) as per applicable rules and regulations.					

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.**

Sl. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
HUDCO complies with all applicable environmental regulations in respect of its offices and operations. The Company also covers environmental concerns in the due diligence of the projects it finances.				

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

ii. Nature of operations

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	Not Applicable.	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional)– the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Not Applicable.	
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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

Yes, HUDCO has under taken reasonable assurance for BRSR Core parameters from M/s Mehta & Mehta.

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	-	-
Total Scope 3 emissions per rupee of turnover	-	-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

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

   Not applicable, as HUDCO does not have any significant direct and indirect impact on ecologically sensitive areas.

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

Sl. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Installations of Energy efficient Equipment and Roof top solar plants.	HUDCO is implementing energy-efficient measures across its pan-India offices, including upgrading to energy-efficient equipment and maximizing natural daylighting and ventilation. Tenders have been invited (or are in advanced stages) for installing rooftop solar panels on selected office buildings where HUDCO possesses exclusive rights over shadow-free roof areas.	Reduction in electricity consumption and operational costs, improvement in energy efficiency, and subsequent reduction in carbon emissions.
2	Reducing paper consumption	To minimize paper consumption and digitize workflows, HUDCO extensively utilizes robust digital platforms, including ERP and e-Office systems and corresponding through emails across its pan India offices as well as in other offices.	Significant reduction in paper usage across HUDCO's Pan India offices, leading to cost savings and environmental Protection.
3	Prioritization of e-Vehicles, and Virtual Meetings	HUDCO actively prioritizes virtual meetings over physical travel for business development related meeting with Government Departments, Urban Local Bodies (ULBs), and Regional Offices (ROs). Furthermore, fleet procurement is shifting toward Electric Vehicles on hire basis over conventional internal combustion engine vehicles.	Reduction in fuel consumption and carbon emissions.
4	Construction of Green Buildings	HUDCO's upcoming staff residential project and commercial projects are being proposed with advanced eco-friendly technologies targeted at achieving high GRIHA ratings. These projects incorporate sustainable ecofriendly materials and advanced water management systems.	Reduction in electricity consumption, saving in long term operational costs, and minimal water discharges, subsequent reduction in carbon emissions and water consumption.

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

The Company has a business continuity and disaster management plan. It has framed various policies like: IT Governance Policy, IT Policy, Information and Cyber Security Policy, IT Operations Policy, IS Audit Policy. Further, to review the information system/security mechanism, IT security Audit of ICT infrastructure and legacy application are being conducted from time to time.

Policies with respect to business continuity and disaster management plan can be accessed on the website of HUDCO at https://www.hudco.org.in//writereaddata/information-cyber-security-policy.pdf and https://www.hudco.org.in//writereaddata/it-bcp-policy.pdf.

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

Not applicable.

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

HUDCO, being a NBFC-IFC, does not own or execute/implement projects on its own. But, for projects funded by HUDCO, all borrowers are assessed through established appraisal mechanisms that incorporate environmental and social safeguards in line with ESG norms.

The Company has financed multiple projects in renewable energy (hydro and solar), power sector efficiency and sustainable urban infrastructure (water supply, AMRUT) which contribute to reduction in Greenhouse Gas (GHG) emissions.

Accordingly, environmental considerations form an integral part of the lending process and thereby ensuring that the entire borrower portfolio is aligned with ESG principles and further contributing towards sustainable and low-carbon development.

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

   a. **By the listed entity (HUDCO)**

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

   Not Assessed.

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.**

   HUDCO has membership of six trade and industry chambers/associations during the financial year 2025-26.

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

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	India Habitat Centre (IHC)	National
2	India International Centre (IIC)	National
3	National Real Estate Development Council (NAREDCO)	National
4	Institute of Company Secretaries of India (ICSI)	National
5	Siri Fort Sports Complex	National
6	Jodhpur Presidency Club Pvt Ltd.	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
No adverse orders were passed from any regulatory authorities relating to anticompetitive activities. Hence, no corrective action was necessitated by the Company during the year under review		

LEADERSHIP INDICATORS

1. **Details of public policy positions advocated by the company**

<table>
<tr><th>Sl. no.</th><th>Public policy advocated</th><th>Method resorted for such advocacy</th><th>Whether information available in public domain? (Yes/No)</th><th>Frequency of Review by Board</th><th>Web Link,if available</th></tr>
<tr><td colspan="6">Housing and Urban Development Corporation Ltd. (HUDCO) is a leading organization in the field of affordable housing and infrastructure development in India. It functions under the administrative control of the Ministry of Housing and Urban Affairs (MoHUA).

Since its inception, HUDCO has played a key role in supporting various Government of India initiatives. The Ministry has consistently involved HUDCO in the implementation of numerous schemes by entrusting responsibilities such as desk and site scrutiny, monitoring, and channelizing government subsidies etc.

Under the flagship programme Pradhan Mantri Awas Yojana (PMAY), HUDCO has been designated as one of the Nodal Agencies for channelizing Government of India subsidies under the Interest Subsidy Scheme (ISS) vertical, for which a Memorandum of Understanding (MoU) has been signed between HUDCO and MoHUA. In addition, under the Beneficiary Led Construction (BLC) and Affordable Housing in Partnership (AHP) components of PMAY, HUDCO functions as a technical agency for desk and site scrutiny of project proposals. HUDCO also extends viability gap funding and loan assistance to States, ULBs, and beneficiaries to meet funding requirements beyond the grants provided by the Government of India.

HUDCO has also played a pivotal role in the Deen Dayal Antyodyay Yojana – National Urban Livelihoods Mission (DAY-NULM). This programme aims to provide access to self-employment, skill development, and support for street vendors. HUDCO has conducted numerous training programmes under DAY-NULM, benefitting a large number of participants. Overall, HUDCO continues to play a vital role in the successful implementation of various Government of India initiatives, particularly in the domains of housing, infrastructure, and urban development.</td></tr>
</table>

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	Results communicated in public domain	Relevant Web link
Not Applicable*					

*Impact assessment is required to be done for the projects having expenditure of Rs.100.00 Lakh or more, after the expiry of at least one year post completion of the project. A total of three CSR projects were eligible for impact assessment. Accordingly, the process for the identification of the 3rd party agency was initiated during the year. However, the work could not be awarded in the F.Y. 2025-26 and the same shall be done in the F.Y. 2026-27.

2. **Information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your Company.**

Sl.No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
-	-	-	-	-	-	-

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

Department of Administrative Reforms and Public Grievances, Government of India has established an online grievance redressal platform i.e. Centralized Public Grievance Redress and Monitoring System (CPGRAMS). HUDCO is integrated with the CPGRAMS to support the initiative of Government of India for enhancing efficiency and transparency in grievance redressal mechanism. In addition to CPGRAMS, complainants (including consumer, investor, customer, public, other external stakeholder, etc.) may submit their grievances directly to HUDCO in person, by post or via email at grievance@hudco.org. HUDCO ensures that all grievances received through these channels are acknowledged and addressed within the prescribed timelines, thereby promoting transparency and effective grievance resolution.

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

Particulars	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/small producers	62.21% (Rs.20.5868 Crore)	63.55% (Rs.15.36 Crore)
Directly from within India	100%	100%

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 2025-26	FY 2024-25
Rural	0	0
Semi-urban	0	0
Urban	0	0
Metropolitan	100%	100%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Currently, HUDCO's Corporate Office and Regional Offices are located in metros. However, HUDCO is firmly committed to providing equal employment opportunities to all citizens nationwide. To ensure broad and fair access, recruitment advertisements are published through multiple public platforms, including the company's official website, national newspapers, Employment News, and social media channels. This multi-channel approach helps reach potential candidates across India including rural, semi-urban, and urban areas.

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. **CSR projects undertaken by your Company in designated aspirational districts as identified by government bodies:**

Sl. No.	State	Aspirational District	Amount (₹ in Lakhs)
1	Assam	Darrang	44.91
2	Chhattisgarh	Rajnandgaon	83.93
3	Himanchal Pradesh	Chamba	17.92
4	Jharkhand	Giridih	147.3
5	Jharkhand	Ranchi	63.97
6	Jharkhand	West Singhbhum	2.46
7	Jharkhand	Garhwa	2.46
8	Jharkhand	Bokaro	1.21
9	Jharkhand	Chatra	1.21
10	Jharkhand	Dumka	41.09
11	Jharkhand	East Singhbhum	1.21
12	Jharkhand	Hazaribagh	1.21
13	Jharkhand	Lohardaga	1.21
14	Jharkhand	Palamu	1.21
15	Jharkhand	Khunti	2.46
16	Jharkhand	Sahibganj	13.54
18	Madhya Pradesh	Chhatarpur	8.35
19	Madhya Pradesh	Damoh	9.79
20	Madhya Pradesh	Barwani	10.39
21	Madhya Pradesh	Rajgarh	2.99
22	Madhya Pradesh	Vidisha	24.37
23	Madhya Pradesh	Guna	9.04
24	Maharashtra	Gadchiroli	55.55
25	Maharashtra	Nandurbar	13.22
26	Odisha	Kalahandi	15.96
27	Odisha	Malkangiri	1.62
28	Odisha	Gajapati	1.94
29	Odisha	Dhenkanal	3.24
30	Odisha	Nuapada	0.97
31	Rajasthan	Jaisalmer	39.39
32	Telangana	Bhadradri - Kothagudem	11.67
33	Telangana	Bhoopalapally	4.15
34	Uttar Pradesh	Siddharth Nagar	245.07

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

Yes, procurement is being made through MSME Vendors, MSME SC/ST and MSME Women entrepreneurs as mandated by DPR/Government guidelines.

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

MSEs

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

Sl. No.	Particulars	Amount (In Crore)	%
(i)	Procurement of good and services through MSME vendors	20.5868	62.21%
(ii)	Procurement of good and services through MSME SC/ST	1.4878	4.50%
(iii)	Procurement of good and services through MSME women entrepreneurs.	3.2803	9.91%

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**

Sl. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit shared (Yes / No)	Basis of calculating benefit share
1	Nil. No intellectual property based on traditional knowledge owned or acquired during FY 2025-26.	No	No	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
NIL	No intellectual property related disputes involving usage of traditional knowledge	Not Applicable

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

Sl. No.	Name of the Project	No of Persons benefitted from CSR Project (approximate)*	% of beneficiaries from vulnerable and marginalised groups#
1	Proposal for upgradation of Blind School at Morena by Indian Red Cross Society Morena, MP.	75	100%
2	Proposal for Construction of Youth Development Centre at Jaurakhurd, by Municipal Corporation Morena, MP.	200482	-
3	Proposal for Construction of Multi-purpose Community Hall at Osatti, Aasanur Village Panchayat, Thalavadhy Union, Erode District by District Rural Development Agency (DRDA).	1000	25%
4	Proposal for Construction of Toilets at 3 locations in Greater Chennai Corporation area Chennai, Tamil Nadu by Greater Chennai Corporation by Greater Chennai Corporation.	2500	70%

Sl. No.	Name of the Project	No of Persons benefitted from CSR Project (approximate)*	% of beneficiaries from vulnerable and marginalised groups#
5	Proposal for Construction of Check Dams, Pipelines, Ground Level Reservoir and Over Head Tank in various locations at Bikkatty Town Panchayat in Nilgiris District by Bikkatty Town Panchayat under HUDCO CSR assistance.	2160	90%
6	Proposal for Construction of Public Amenity Building and Pilgrim Accommodation Block at Shri Kedarnath Dham, Rudraprayag, Uttarakhand by Shri Kedarnath Utthan Charitable Trust.	11,40,000	-
7	Construction of State of the Art Archery Centre in Sewa Samarpan Sansthan, Bidua, Mohanlalganj, Lok Sabha Constituency, by Nagar Panchayat Mohanlalganj, Lucknow, Uttar Pradesh under HUDCO CSR assistance.	Students belonging to under privileged groups of society	100%
8	HUDCO CSR assistance for augmentation of public health by supplying safe drinking water by Connect to Andhra (earlier name SMART ANDHRA PRADESH FOUNDATION) in six villages of Machilipatnam Parliament Constituency i.e Kamalapuram, Polavaram, Akulamannadu, Endapalli, Matlam and Lakshmipuram of Machilipatnam, Krishna, Andhra Pradesh.	10000	100%
9	Proposal for CSR assistance for the "Construction of Anganwadi cum Pakalveedu" at Ernakulam (Division 62) Ernakulam District, Kerala by Kochi Municipal Corporation.	50	100%
10	Construction of Youth Development Centre at Giridih, Jharkhand by Zila Parishad, Giridih Jharkhand.	3000	100%
11	Proposal for Renovation and Development of Children Park at Chinta Mani Chak, Ward no. 22, Mokama District, Patna, Bihar by Nagar Parishad, Mokama, Bihar under HUDCO CSR assistance.	2167	-
12	Proposal for Construction of an Auditorium at Adarsh College, Rajdhanwar, by Zila Parishad, Giridih, Jharkhand.	4000	100%
13	Proposal for Construction of Community Halls and Kitchen Sheds with Toilets in various locations at Bikkatty Town Panchayat in Nilgiris District under HUDCO CSR assistance.	2160	90%
14	Proposal for Construction of Community Hall cum Barat Ghar (2 Sheds) at Ambedkar Bhawan, Alot, District: Ratlam, M.P - by Nagar Parishad, Alot, M.P.	24115	-
15	Proposal for 'Procurement of Ultraportable Handheld X-Ray with CAD/ Artificial Intelligence software for District Tuberculosis Centre, O/o CMO Chamba, Chamba Distt. (Aspirational District), HP by HUDCO Regional Office, Chandigarh.	519080	-

Sl. No.	Name of the Project	No of Persons benefitted from CSR Project (approximate)*	% of beneficiaries from vulnerable and marginalised groups#
16	Procurement of 1 no. Fusion MR Viewer and 3 no. Saline Warming cabinet (Fluid Warmer) by HUDCO Regional Office, Mumbai for Tata Memorial Hospital, Mumbai	30000	100%
17	Proposal for purchase of a basic life ambulance and wheelchairs etc. for 3 old age homes of New Delhi Palika Parishad kalyan Samiti, N.Delhi by RO, NCR.	145	100%
18	Proposal for Developing a Family Friendly Ambience to support Healing & Wellbeing of the Mother and Children at existing Mother and Child Hospital at Masjid Moth Campus, AIIMS, New Delhi.	General population at large	100%
19	Proposal for construction of Multipurpose community and wellness centre at Phunal Maring, Khunou, Kangpokpi District Manipur.	2500	100%
20	Proposal for Construction of Rest House for Patients and Shelter-less at Likabali, Lower Siang District, Arunachal Pradesh by District Urban Development Agency (DUDA).	22630	100%
21	Proposal for Construction of Computer Lab Hall at Shri Jawaharial Nehru Law College, Mandsaur (MP) by Nagar Palika Parishad Mandsaur (MP).	700	-
22	Proposal for Installation of Solar Street lights along "Elappara-Bonami-Kavakkulam Street at 50 Locations", Elappara, Idukki District, Kerala by ANERT (Agency for New and Renewable Energy Research and Technology), Department of Power, Govt. of Kerala.	400	100%
23	Purchase of Zoom ophthalmic operating microscope with teaching facility, Ophthalmic Nd: YAG Laser, Diode Laser machine for Mandya Institute of Medical Sciences (MIMS), Mandya, by Mandya Institute of Medical Sciences.	General population at large	100%
24	Proposal for Construction of 03 No. Internal Cement Concrete Streets (about 534 meters) and Shamshan Ghat at Gram Govindpur Shakarpur, Block Machhra, Tehsil Mawana, District: Meerut, Uttar Pradesh by Gram Panchayat Govindpur Shakarpur.	5000	90%
25	Proposal for Improving Nutrition & Health of the Government School Children through Giftmilk Programme in Chhattisgarh by NDDB Foundation for Nutrition.	8576	100%
26	Proposal for purchase of Kitchen equipment by Akshaya Patra Foundation, for its Centralized Kitchens at Kandi-Sangareddy District & Narsingi-Ranga Reddy District and 3 Electrical Food Distribution Vehicles to carry meals from its Centralized Kitchens to various Government & Government aided Schools in Rangareddy, Vikarabad, Sangareddy & Medak districts of Telangana State.	2000	100%

Sl. No.	Name of the Project	No of Persons benefitted from CSR Project (approximate)*	% of beneficiaries from vulnerable and marginalised groups#
27	Activities proposed to be taken up under Swachhata Hi Seva initiative 2024.	General population at large	-
28	Proposal for Procurement and installation of medical equipment Heart – Lung Machine Cardiopulmonary bypass machine to All India Institute of Medical Sciences (AIIMS), Mangalagiri, Andhra Pradesh by AIIMS, Mangalagiri, Andhra Pradesh.	General population at large	100%
29	Proposal for contribution in National Sports Development Fund (NSDF) for Advanced Training of Sportspersons under the “Target Olympic Podium” Scheme.	249	-
30	Proposal for Providing Furniture & Fixtures (Chair, Table/Desk, Bench, Black Board, celling Fan, solar/ LED lights, open gym equipment etc) in Govt. and Govt. aided Schools to be implemented by HUDCO itself through its Regional Offices with HUDCO CSR assistance of ₹ 615.00 Lakh.	1412	100%
31	Proposal for Construction of First Floor in Virat Hospice Jabalpur (MP) by Brahmrishi Mission Samiti, Jabalpur (MP).	General population at large	100%
32	Proposal for installation of 2 Solar High Mast Lights and 30 Solar Street Lights at Gram Chilauli, District Unnao, U.P. by Uttar Pradesh New and Renewable Energy Development Agency (UPNEDA) under the Department of Additional Sources of Energy, Govt. of Uttar Pradesh.	1165	-
33	Proposal for Procurement of Medical Equipment at Nizam’s Institute of Medical Sciences-(NIMS) by Nizam’s Institute of Medical Sciences-(NIMS) under HUDCO CSR assistance of ₹94.70 Lakhs.	General population at large	-
34	Proposal for Solar Installation and Green Crematorium Setup at Garhi Harsaru, Gopalpur Village, Manesar, Gurugram District, Haryana by Friendicoes SECA under HUDCO-CSR assistance of ₹1,23,65,820/-.	General population at large	-
35	Proposal for Distribution of Aids & Assistive Devices to Senior Citizens & Persons with Disabilities (Divyangjan) under HUDCO CSR initiative in various Districts/States by Artificial Limbs Manufacturing Corporation of India (ALIMCO), (A Government of India Undertaking) with HUDCO CSR assistance of ₹5 Crores (₹500.00 Lakhs).	2282	100%
36	Proposal for Support under Privileged children through Education support, Medical care/ Medical support, nutrition support by “Manav Mandir Mission Trust (MMMT)” (NGO) for the financial year 2024-25 and 2025-26 under HUDCO CSR assistance of ₹49,06,100/-.	109	100%

Sl. No.	Name of the Project	No of Persons benefitted from CSR Project (approximate)*	% of beneficiaries from vulnerable and marginalised groups#
37	Procurement of Component Equipment for Blood Bank in Petlad Town, Anand District and Rescue Van for the Disaster Management Unit of IRCS's Gujarat State Branch, for CSR assistance of ₹80,65,783/- by Indian Red Cross Society for Gujarat State Branch (IRCS).	General population at large	-
38	Proposal for "Purchase of Ambulance vehicle, Blood Bank Medical equipment, etc. for the establishment of a fully equipped State of the Art Red Cross Blood Bank, Gopanpally, RR District, Telangana".	General population at large	-
39	Proposal for Improving Nutrition & Health of the Government school children through gift milk programme in Gadchiroli (Aspirational District) & Nagpur districts of Maharashtra.	7217	50%
40	Proposal for purchase of three school buses by HUDCO under CSR programme for three schools in Goa namely 1) Vivekanand Higher Secondary School at Quepem, 2) Shree Mahalaxmi English High School at Ponda, and 3) Gopalkrishna High School at Sankhali.	600	-
41	Proposal for procurement of necessary medical equipment for Madhav Prasad Tripathi Medical College, Siddharth Nagar (An aspiration district) UP, by the Autonomous State Medical College Society, Siddharth Nagar, Uttar Pradesh.	General population at large	100%
42	Proposal for construction of Double Lane Road Bridge (DLRB), Bridge, Urban Primary Health Centre at various locations in Gollaprolu, Pithapuram, Kakinada (District), Andhra Pradesh by Smart Andhra Pradesh Foundation.	7000	70%
43	Proposal for Providing additional assistance for Furniture & Fixtures (Chair, Table/Desk, Bench, Black Board, celling Fan, solar/LED lights, open gym equipment, Water Cooler etc.) in Govt. & Govt. aided Schools or any other Govt. Institution to be implemented by HUDCO itself through its Regional Offices with HUDCO CSR assistance of ₹500/- Lakh.	16510	100%
44	Proposal for procurement of 700 nos. of green benches and conducting Information, Education and Communication (IEC) activities for encouraging sustainable living practices among students and teachers in 35 Government schools in NCR for CSR assistance of ₹77,97,216/- by the Delhi Research Implementation and Innovation Foundation (DRIIV FOUNDATION).	14000	100%
45	Proposal for purchase of Medical Equipment for cancer Institute (WIA), Adyar, Chennai, by cancer Institute (WIA) (Non-Governmental Organization) with CSR assistance of ₹250 Lakh.	160000	25%

Sl. No.	Name of the Project	No of Persons benefitted from CSR Project (approximate)*	% of beneficiaries from vulnerable and marginalised groups#
46	Proposal for CSR assistance of Rs. 39.48 Lakh for organizing four Theatre Workshops with Children in the Slum Areas of Delhi along with the One-day Theatre Festival of plays made by the workshops Participants by National School of Drama (NSD).	120	100%
47	Proposal for purchase of 5 Vehicles for solid waste Disposal by Tura Municipal Board with CSR assistance of Rs. 93,92,812/-	74858	100%
48	Procurement of Super sucker machine with one dump tank for sewerline cleaning by Nagar Nigam, Jaipur Greater with CSR assistance of Rs. 100 Lakh.	3046143	25%
49	Proposal for Procurement of 14 Nos. of Auto Tippers for Door-to-Door garbage collection in District Bundi by Nagar Parishad-Bundi with Hudco CSR assistance of Rs. 100 Lakh.	30000	35%
50	Proposal for providing Solar Power Pack to 20 Government Health Sub-Centers and Solar Water heaters to 36 Government Resident Hostels in Mulugu District of Telangana State with HUDCO CSR assistance of Rs. 1,58,55,200/- By District Welfare society Mulugu.	General population at large	100%
51	Proposals for Strengthening Diagnostic and Surgical Support Services through Procurement of Digital Slide Scanner and Advanced Hemodynamic Monitoring Platform at Gujarat Cancer and Research Institute (GCRI), Ahmedabad.	25000	100%
52	Proposal for establishment of 5 Haemodialysis Units and 1 RO plant (1000 Ltr/hr) by BSF Wives Welfare Association (BWWA) in FHQ BSF Hospital-II, Tigri Camp, New Delhi.	Kidney Disease Patients of BSF and other CAPFs	100%
53	Project 'HUDCO Pehal - Steps Towards Inclusive Learning' - Developing educational and other supportive infrastructure in Govt. and Govt. aided schools, schools for children with special needs and other child care institutions.	6510	100%
54	Proposal for Purchase of 2 Hearse (Shav Vahan) and 5 Cold Coffins in Agra, UP under CSR grant.	General population at large	-
55	Supply, Delivery and Fixing of CC Cameras at various locations to deter & monitor anti-social elements and also monitoring garbage vulnerable points in Nellore Municipal Corporation, Andhra Pradesh.	499575	70%
56	Proposal for purchase of three food distribution vehicles in centralized Mid-Day Meal Kitchen of Akshay Patra in Vrindavan, Uttar Pradesh under HUDCO CSR Assistance.	General population at large	100%

Sl. No.	Name of the Project	No of Persons benefitted from CSR Project (approximate)*	% of beneficiaries from vulnerable and marginalised groups#
57	Proposal for upgradation of Medical & Health Institution in Jaisalmar District (An aspirational district) of Rajasthan by District Health Society Jaisalmer.	50000	30%
58	Distribution of Aids & Assistive devices to senior citizens and persons with disability under HUDCO CSR assistance (ALIMCO).	4338	100%
59	Proposal for purchase of Four Buses for the Vision Restoration Program by Parivaar Education Society.	General population at large	100%

* The given data is based on estimate figures and data from various sources including Census Data and detailed project reports provided by the Applicant Agency, reports provided by HUDCO regional offices etc.

#Majority of the CSR proposals are implemented through Govt. agencies for the improvement and enhancement of infrastructure and service delivery in Government Institutions like Hospitals, Schools, Youth centres, Recreation facilities, etc. which impacts a large section of society including the underprivileged and marginalised sections in significant numbers hence the percentage of beneficiaries from vulnerable and marginalised sections may not be quantifiable in many cases.

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.

The Company has a structured Grievance Redressal Mechanism to receive and address complaints from customers and the public. Complaints can be submitted through multiple channels, including the Centralized Public Grievance Redressal and Monitoring System (CPGRAMS) portal, email and post. All complaints are acknowledged upon receipt and resolved within prescribed timelines, ensuring transparency and accountability in the redressal process.

As a Non-Banking Financial Company (NBFC), the Company follows a Fair Practices Code in line with the regulatory guidelines issued by the Reserve Bank of India (RBI). The Code ensures fair treatment, transparency and ethical practices in all customer dealings and is publicly available on the Company's website and further Fair Practice Code of HUDCO can be accessed at https://hudco.org.in/writereaddata/fpc.pdf

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

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable, being an NBFC.
Safe and responsible usage	100%
Recycling and/or safe disposal	Not Applicable, being an NBFC.

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

Particulars	Financial Year 2025-26		Remarks	Financial Year 2024-25		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	NIL			NIL		
Advertising	NIL			NIL		

Cyber-security	NIL			NIL		
Delivery of essential services	NIL			NIL		
Restrictive Trade Practices	NIL			NIL		
Unfair Trade Practices	NIL			NIL		
Other	8	0	-	0	0	-

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

	Number	Reasons for recall
Voluntary recalls	Not applicable as the Company is engaged in financing projects and not in manufacturing sector	
Forced recalls		

5. **Does the Company 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, The Policy is available at Weblink on https://hudco.org.in//Site/FormTemplete/frmTemp1PLargeTC1C_P.aspx?MnId=613&ParentID=607.

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- 1

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

   c. Impact, if any, of the data breaches- No impact, as the business is continued from the DR Site.

LEADERSHIP INDICATORS

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

   The details of the Company's products and services including applicable interest rates and other relevant information are publicly available on its official website (https://hudco.org.in) ensuring transparency and easy accessibility for stakeholders.

   The Company operates across the entire value chain of infrastructure and housing finance with a strategic focus on urban development and related sectors/sub-sectors, thereby catering to diverse financing needs in these areas.

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

   HUDCO is having a pan India presence with 20 Regional Offices and 11 Development Offices, apart from the Corporate/ Head Office at Delhi and the HSMI Institute at New Delhi. The Consumers / Clients can access the information related to HUDCO products from these Offices as well as the website of the Company.

   Consumer awareness and information is provided through the Company's website – https://hudco.org.in. Further, the information regarding safe and responsible usage of the products and services are also updated on the Company website from time to time, and also provided through emails, telephonically, personal meetings/ interactions by Head Office/ Regional Office/ Development Office officials with the Borrowing Agencies and other clients.

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

   Consumers are informed of any risk of disruption/ discontinuation of services through the website of the company, email and/or telephonically by the Head/Regional/Development Offices.

4. **Does the Company 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.**

Being an NBFC, the Company provides all disclosures under the prescribed regulations to its borrowers, clients and investors through its website – https://hudco.org.in.

The Company also follows transparency with the borrowers, clients, investors in matters related to application of loan and its processing, sanction, disbursement, post-disbursement activities, grievance redressal etc. as per its Fair Practice Code available at https://hudco.org.in/writereaddata/fpc.pdf. The Company has a mechanism of sending feedback form to borrowers and same obtained from them for evaluation and improvement.

For and on behalf of the Board of Directors

Sd/-
Sanjay Kulshrestha
Chairman & Managing Director
(DIN: 06428038)

Place : New Delhi
Date : 28th July, 2026

Annexure -A to Business Responsibility and Sustainability Report

Principle 1: Businesses should conduct and govern themselves with Ethics, Transparency and Accountability	
Code of Practices and Procedure for fair disclosure of Unpublished Price Sensitive Information	https://www.hudco.org.in//writereaddata/CPP-for-fair-disclosure-UPSI.pdf
Vigil Mechanism/ Whistle Blower policy	https://hudco.org.in//writereaddata/wbpolicy.pdf
Policy on Materiality of Related Party Transactions & on dealing with Related Party Transactions	https://hudco.org.in//writereaddata/RPT-Policy-220125.pdf
Code of Conduct and Ethics	https://hudco.org.in///writereaddata/coc-bod.pdf
Principle 2: Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle.	
CSR Policy	https://www.hudco.org.in//writereaddata/csrpolicy.pdf
ESG Policy	https://www.hudco.org.in//writereaddata/esg-policy.pdf
Principle 3: Businesses should promote the well-being of all employees	
Equal Opportunity Policy	https://www.hudco.org.in//writereaddata/equal_opportunity_policy.pdf
Policy for Prevention of Sexual Harassment (PoSH) at Workplace	https://www.hudco.org.in//writereaddata/PoSH-policy.pdf
Principle 4: Businesses should respect the interests of and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized	
Stakeholder Engagement Policy	https://www.hudco.org.in//writereaddata/SE-Policy.pdf
CSR Policy	https://www.hudco.org.in//writereaddata/csrpolicy.pdf
ESG Policy	https://www.hudco.org.in//writereaddata/esg-policy.pdf
Principle 5: Businesses should respect and promote human rights	
Equal Opportunity Policy	https://www.hudco.org.in//writereaddata/equal_opportunity_policy.pdf
Code of Conduct and Ethics	https://hudco.org.in///writereaddata/coc-bod.pdf
Principle 6: Businesses should respect, protect and make efforts to restore the environment	
ESG Policy	https://www.hudco.org.in//writereaddata/esg-policy.pdf
Principle 7: Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner	
Fair Practice Code	https://hudco.org.in/writereaddata/fpc.pdf
Public Advocacy Policy	https://www.hudco.org.in//writereaddata/PA-Policy.pdf
Principle 8: Businesses should support inclusive growth and equitable development	
Equal Opportunity Policy	https://www.hudco.org.in//writereaddata/equal_opportunity_policy.pdf
CSR Policy	https://www.hudco.org.in//writereaddata/csrpolicy.pdf
Principle 9: Businesses should engage with and provide value to their customers and consumers in a responsible manner	
Fair Practice Code	https://hudco.org.in/writereaddata/fpc.pdf

Some policies, being internal documents, are available to the employees through the Company's intranet.

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INDEPENDENT PRACTITIONER'S REASONABLE ASSURANCE REPORT ON IDENTIFIED SUSTAINABILITY INFORMATION IN BRSR OF THE HOUSING AND URBAN DEVELOPMENT CORPORATION LIMITED

To the Board of Directors of The Housing and Urban Development Corporation Limited,

We have undertaken to perform a reasonable assurance engagement for The Housing and Urban Development Corporation Limited ("the Company") in respect of the agreed Sustainability Information listed below (the "Identified Sustainability Information") by the criteria stated below. This sustainability information is included in the Company's BRSR for the year ended March 2026.

Identified Sustainability Information

The Identified Sustainability Information (ISI) for the year ended 31st March 2026 is summarized below:

Identified Sustainability Information Subject to assurance	Period Subject to assurance	Level of Assurance	Reporting criteria
BRSR Core (Refer to Appendix A)	From 1st April, 2025 to 31st March, 2026	Reasonable assurance	• Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015. • Business Responsibility and Sustainability Reporting Requirements for listed entities per Master Circular No. HO/49/14/14(7)2025- CFD-POD2/I/3762/2026 dated January 30, 2026 (the "SEBI Master Circular") • Greenhouse Gas (GHG) Protocol (A Corporate Accounting and Reporting Standard) (Revised)

Our reasonable assurance engagement was with respect to the year ended March 2026 information only unless otherwise stated. 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 conclusion thereon. This engagement was conducted by an assurance practitioner.

For the purposes of the remainder of our assurance report:

- 'Information subject to Reasonable Assurance' refers to the ISI identified above that was subject to reasonable assurance.
- 'Assured Sustainability Information' refers to all ISI subject to assurance (reasonable assurance); and
- 'Applicable Criteria' refers to the reporting criteria relevant to the information subject to assurance as identified above.

Criteria: The criteria used by the Company to prepare the ISI is summarized in **ANNEXURE 1**:

Intended use or purpose

The ISI and our reasonable assurance report are intended for users who have reasonable knowledge of the BRSR attributes, the reporting criteria and ISI and who have read the information in the ISI with reasonable diligence and understand that the ISI is prepared and assured at appropriate levels of materiality.

Responsibilities for the Assured Sustainability Information

The management of the Company are responsible for:

- designing, implementing and maintaining internal control relevant to the preparation of the Assured Sustainability Information that is free from material misstatement, whether due to fraud or error;

- selecting or developing suitable criteria for preparing the Assured Sustainability Information and appropriately referring to or describing the criteria; and
- preparing the Assured Sustainability Information in accordance with the Applicable Criteria.

Those charged with governance are responsible for overseeing the reporting process for the Company's Assured Sustainability Information.

Exclusions

Our assurance scope excludes the following, and therefore we do not express a conclusion on the same:

- Operations of the Company other than those mentioned in the "Scope of Assurance"
- Aspects of the BRSR and the data/information (qualitative or quantitative) other than the Identified Sustainability Information.
- Data and information outside the defined reporting period
- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Company.
- Any other information included in the Company's Annual Report that is not covered under our reasonable assurance on BRSR Core attributes conclusion on the select BRSR attributes.

Inherent Limitations

The preparation of the BRSR information requires the management to establish or interpret the criteria, make determinations about the relevancy of the information to be included, and make estimates and assumptions that affect the reported information.

Measurement of certain amounts and BRSR metrics, some of which are estimates, is subject to substantial inherent measurement uncertainty, for example, GHG emissions, water footprint, and energy footprint. Obtaining sufficient appropriate evidence to support our opinion/conclusion does not reduce the uncertainty in the amount and metrics.

Our Responsibility

Our responsibility is to express a reasonable assurance conclusion on the Identified Sustainability Information based on the procedures we have performed and evidence we have obtained.

We conducted our engagement in accordance with the Standard on Sustainability Assurance Engagements (SSAE) 3000, **"Assurance Engagements on Sustainability Information,"** issued by the Sustainability Reporting Standards Board of the Institute of Chartered Accountants of India. This standard requires that we plan and perform our engagement to obtain reasonable assurance about whether the Identified Sustainability Information is prepared, in all material respects, in accordance with the Reporting Criteria. A reasonable assurance engagement involves assessing the risks of material misstatement of the Identified Sustainability Information, whether due to fraud or error and responding to the assessed risks as necessary in the circumstances.

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.

Summary of the work we performed as the basis for our opinion/conclusion

We exercised professional judgement and maintained professional skepticism throughout the engagement. We designed and performed our procedures to obtain evidence that is sufficient and appropriate to provide a basis for our reasonable assurance opinion.

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

Reasonable Assurance Opinion

In our opinion, the Company's Identified Sustainability Information in the Business Responsibility and Sustainability Reporting for the period 1st April, 2025 to 31st March, 2026, subject to reasonable assurance, is prepared, in all material respects, in accordance with Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.

The nature, timing, and extent of the procedures selected depended on our judgement, including an assessment of the risks of material misstatement of the information subject to reasonable assurance, whether due to fraud or error. We identified and assessed the risks of material misstatement through understanding the information subject to reasonable assurance and the engagement circumstances. We also obtained an understanding of the internal control relevant to the information subject to reasonable assurance in order to design procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of internal controls. In carrying out our engagement, we:

- Assessed the suitability of the criteria used by the entity in preparing the reasonable assurance information;
- Evaluated the appropriateness of reporting policies, quantification methods, and models used in the preparation of the information subject to reasonable assurance and the reasonableness of estimates made by the entity;
- Evaluated the overall presentation of the information subject to reasonable assurance;
- Made inquiries of relevant staff at the corporate office responsible for the preparation of the information subject to reasonable assurance;
- Applied analytical procedures, as appropriate.

Our opinion is formed on the basis of our assessment of the criteria, policies, methods, and models used by the entity, as well as our evaluation of the overall presentation and our reliance on external information where applicable.

Restriction on Use

Our Reasonable Assurance report has been prepared and addressed to the Board of Directors of The Company at the request of the Company solely to assist the Company in reporting on the Company's sustainability performance and activities. Accordingly, we accept no liability to anyone other than the Company. Our Deliverables should not be used for any other purpose or by any person other than the addressees of our Deliverables. The firm neither accepts nor assumes any duty or liability for any other purpose or to any other party to whom our Deliverables are shown or into whose hands it may come without our prior consent in writing.

Report on Other Legal and Regulatory Requirements

As an assurance provider, we have conducted our engagement in accordance with the applicable legal and regulatory requirements relevant to Business Responsibility and Sustainability Reporting (BRSR) as mandated by SEBI and the Companies Act, 2013. Our assurance engagement underscores our commitment to providing a reliable and comprehensive evaluation of the Company's adherence to these legal and regulatory requirements.

For Mehta & Mehta
Company Secretaries
(ICSI Unique Code P1996MH007500)

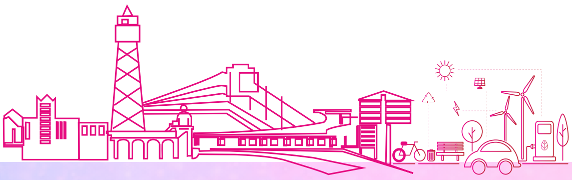
Sd/-
CS Nayan Handa
Partner
FCS N0. F11993
C.P No. 18686
UDIN No.: F011993H000682949

Place of Signature:Delhi
Date: June 25, 2026

ANNEXURE 1

The criteria used by the Company to prepare the Identified Sustainability Information is summarized below:

Attribute	Parameter	Measurement
Greenhouse gas (GHG) footprint	Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	GHG (CO_2e) Emission in MT Direct emissions from an organization's owned- or controlled sources
	Total Scope 2 emissions (Break-up of the GHG (CO_2e) into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	GHG (CO_2e) Emission in MT Indirect emissions from the generation of energy that is purchased from a utility provider
	GHG Emission Intensity (Scope 1 +2)	Total Scope 1 and Scope 2 emissions (MT) / Total Revenue
Water footprint	Total water consumption	Kiloliter
	Water consumption intensity	Kiloliter
	Water Discharge by destination and levels of Treatment	Kiloliter
Energy footprint	Total energy consumed % of energy consumed from renewable sources	In Joules or multiples In % terms
	Energy intensity	Joules or multiples / Rupee adjusted for PPP Joules or multiples / Product or Service
Embracing circularity - details related to waste management by the entity	Plastic waste (A) E-waste (B) Bio-medical waste (C) Construction and demolition waste (D) Battery waste (E) Radioactive waste (F) Other Hazardous waste. Please specify, if any. (G) Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector) Total waste generated (A+B + C + D + E + F + G + H) 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	KG/MT
Enhancing Employee Wellbeing and Safety	Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the Company	In % terms
	Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the Company's construction sites)	Number of Permanent Disabilities
		Lost Time Injury Frequency Rate (LTIFR) (per one million person-hours worked)
		No. of fatalities
Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid	In % terms



Attribute	Parameter	Measurement
	Complaints on POSH	• Total Complaints on Sexual Harassment (POSH) reported • Complaints on POSH as a % of female employees/workers • Complaints on POSH uphel
Enabling Inclusive Development	Input material sourced from following sources as % of total purchases- Directly sourced from MSMEs/ small producers and from within India	In % terms – As % of total purchases by value
	Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost	In % terms – As % of total wage cost
Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events	In % terms
	Number of days of accounts payable	(Accounts payable *365) / Cost of goods/services procured
Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties	• Purchases from trading houses as % of total purchases • Number of trading houses where purchases are made from • Purchases from top 10 trading houses as % of total purchases from trading houses
		• Sales to dealers / distributors as % of total sales • Number of dealers / distributors to whom sales are made • Sales to top 10 dealers / distributors as % of total sales to dealers / distributors
	Loans and advances & investments with related parties	Share of RPTs (as respective %age) in - • Purchases • Sales • Loans & advances • Investments