

Date: September 2, 2025

To,

BSE Limited,  
Listing Department,  
P.J. Towers, Dalal Street,  
Mumbai - 400001.

**Scrip Code: 503101**

NSE Limited,  
Listing Department,  
Exchange Plaza, Plot No. C/1, G Block,  
BKC, Bandra (East), Mumbai - 400051.

**NSE Symbol: MARATHON**

**Sub: Submission of Business Responsibility and Sustainability Report for the financial year 2024-25.**

Dear Sir/Madam,

In compliance with Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith the Business Responsibility and Sustainability Report for the financial year 2024-25, which forms part of the Annual Report of the Company for the financial year 2024-25.

This is for your information and records.

Yours Truly,

**Marathon Nextgen Realty Limited**

YOGESH  
ASHOK PATOLE  
Digitally signed by  
YOGESH ASHOK PATOLE  
Date: 2025.09.02 18:35:58  
+05'30'

**Yogesh Patole**

Company Secretary and Compliance Officer

Membership No.: A48777

# Business Responsibility and Sustainability Report

The disclosures and data presented in this Business Responsibility and Sustainability Report (BRSR) pertain to the operations of Marathon Nextgen Realty Limited (MNRL or “the Company”), which primarily operates in the Real Estate and Construction sector. The scope of reporting encompasses the Company’s corporate office, one sales office, and three active project sites. Both qualitative and quantitative information provided in the report have been compiled with due consideration of activities conducted across these operational locations. Where required, data has been rationalized to ensure relevance, accuracy, and consistency in alignment with the principles of materiality and the overall intent of the BRSR framework.

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity:

<b>1. Corporate Identity Number (CIN) of the Listed Entity</b>	L65990MH1978PLC020080						
<b>2. Name of the Listed Entity</b>	Marathon Nextgen Realty Limited						
<b>3. Year of incorporation</b>	1978						
<b>4. Registered Office address</b>	Marathon FutureX N.M. Joshi Marg, Lower Parel, Mumbai 400013						
<b>5. Corporate address</b>	702, Marathon Max, Mulund-Goregaon link road, Mulund (W), Mumbai- 400013						
<b>6. E-mail</b>	<a href="mailto:cs@marathonnextgen.com">cs@marathonnextgen.com</a>						
<b>7. Telephone</b>	022-6772 8484						
<b>8. Website</b>	<a href="http://www.marathon.in/nextgen/">www.marathon.in/nextgen/</a>						
<b>9. Financial year for which reporting is being done</b>	2024-25						
<b>10. Name of the Stock Exchange(s) where shares are listed :</b>	<table> <tr> <th>Name of the Exchange</th><th>Stock Code</th></tr> <tr> <td>BSE Ltd.</td><td>503101</td></tr> <tr> <td>National Stock Exchange of India Ltd.</td><td>MARATHON</td></tr> </table>	Name of the Exchange	Stock Code	BSE Ltd.	503101	National Stock Exchange of India Ltd.	MARATHON
Name of the Exchange	Stock Code						
BSE Ltd.	503101						
National Stock Exchange of India Ltd.	MARATHON						
<b>11. Paid-up Capital</b>	25,60,40,700* (as on 31 <sup>st</sup> March, 2025)						
<b>12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report</b>	Mr. Yogesh Patole Contact details: 022- 6772 8484 Email address: <a href="mailto:Yogesh.patole@marathonrealty.com">Yogesh.patole@marathonrealty.com</a>						
<b>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).</b>	The information presented in this report is provided on a Standalone basis for Marathon Nextgen Realty Limited.						
<b>14. Name of assessment or assurance provider</b>	Not Applicable <sup>1</sup> .						
<b>15. Type of assurance obtained</b>	Not Applicable <sup>2</sup>						

<sup>1</sup> The above disclosure is made as per the SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28<sup>th</sup> March 2025.

<sup>2</sup> The above disclosure is made as per the SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28<sup>th</sup> March 2025.

## II. Products/services

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

S. No	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Real Estate	Real estate activities with own or leased property	100.00

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

S. No	Product/ Service	NIC Code	% of Turnover contributed
1.	Real Estate & Construction	70	100.00

## III. Operations

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

Location	Number of plants	Number of offices/ locations	Total
National	0	5*	5*
International	0	0	0

\*The mentioned 5 locations refers to 2 offices and 3 active project sites:



#### OFFICES

- Corporate Office
- Sales Office



#### PROJECT SITES

- Marathon Futurex
- Neo Park
- Neo Square

### 19. Markets served by the entity:

#### a. Number of locations

Locations	Number
National (No. of States & UTs)	1*
International (No. of Countries)	0

\*State- Maharashtra

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

Given that the Company's business activities are mainly situated in Maharashtra, the export percentage is zero.

#### c. A brief on types of customers:

The company serves both commercial and residential segments, catering to a diverse customer base that includes corporate entities as well as individual buyers in the premium and affordable housing markets.

## IV. Employees

### 20. Details as at the end of Financial Year:

#### a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	66	53	80.30	13	19.70
2.	Other than Permanent (E)	The Company does not have any other than permanent employees				
3.	Total employees (D + E)	66	53	80.30	13	19.70

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
WORKERS						
4.	Permanent (F)	Kindly refer to the note below				
5.	Other than Permanent (G)					
6.	Total workers (F + G)					

The Company engages contractors under formal agreements, and these contractors, in turn, deploy workers on a project-to-project basis, depending on the specific requirements of each site. As these workers are not part of the Company's permanent workforce, quantified data pertaining to them is not consistently available. Due to the decentralized nature of their deployment and limited access to uniform records, it is challenging to collate accurate and comprehensive information. Accordingly, such details have not been disclosed in this BRSR. Furthermore, wherever subsequent sections of the BRSR require specific disclosures related to such non-permanent or contractor-deployed workers, the same may be marked as "Not Applicable" (NA).

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	0	0	0.00	0	0.00
2.	Other than Permanent (E)	Not Applicable				
3.	Total differently abled employees (D + E)	0	0	0.00	0	0.00
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)		Not Applicable			
5.	Other than permanent (G)					
6.	Total differently abled workers (F + G)					

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

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	2	20
Key Management Personnel	2	0	0

**22. Turnover rate for permanent employees and workers (in percent)**

Location	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11.43	23.08	13.74	17.82	8.33	16.00	9.52	27.59	13.43
Permanent Workers	Not Applicable								

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

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

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Marathon Realty Private Limited	Holding	-	No
2.	Marathon Nextgen Townships Private Limited*	Subsidiary	100.00	No
3.	Terrapolis Assets Private Limited	Subsidiary	100.00	No
4.	Sanvo Resorts Private Limited	Subsidiary	91.00	No

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
5.	Nexzone Fiscal Services Private Limited	Subsidiary	90.00	No
6.	Marathon Nexzone Land Private Limited**	Subsidiary	100.00	No
7.	Marathon Energy Private Limited**	Subsidiary	100.00	No
8.	Kanchi Rehab Private Limited #	Subsidiary	100.00	No
9.	Nexzone IT Infrastructure Private Limited #	Subsidiary	100.00	No
10.	Nexzone Water Management Private Limited #	Subsidiary	100.00	No
11.	Swayam Realtors And Traders LLP	Joint Venture	40.00	No
12.	Columbia Chrome (India) Private Limited	Joint Venture	40.00	No

\* Merged with MNRL as per NCLAT order on May 29, 2024,

\*\* subsidiary w.e.f. August 14, 2024 and

# subsidiary w.e.f. November 11, 2024.

## VI. CSR Details

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

(ii) **Turnover (₹ In lacs)** – 24194.22

(iii) **Net worth (₹ In lacs)** – 108798.54

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No)	FY 2024-25			FY 2023-24		
	(If Yes, then provide web-link for grievance redress policy)	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, the Company has an open-door policy	There were no grievances or complaints reported in the financial year 24-25			There were no grievances or complaints reported in the financial year 23-24		
Investors (other than shareholders)	The Company has a system in place for addressing concerns from Shareholders, alongside the SCORES mechanism established by SEBI ( <a href="https://scores.sebi.gov.in/">https://scores.sebi.gov.in/</a> ). Shareholders may direct their inquiries to <a href="mailto:cs@marathonrealty.com">cs@marathonrealty.com</a> , which is overseen by the Shareholders'/Investors' Grievance Committee.						
Shareholders	Shareholders can lodge their complaints with the Company's Registrar and Share Transfer Agent, Adroit Corporate Services Private Limited, and may contact them at <a href="mailto:info@adroitcorporate.com">info@adroitcorporate.com</a>						

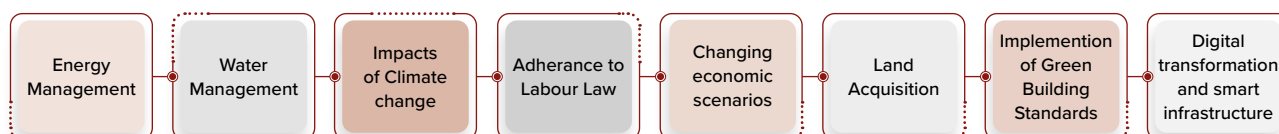
Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No)	FY 2024-25			FY 2023-24		
	(If Yes, then provide web-link for grievance redress policy)	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Employees and workers	<p>Yes, the Company has a dual grievance redressal mechanism for employees:</p> <p>Employees can approach their respective Department Heads or the HR team for resolving concerns. A Vigil Mechanism is in place to report unethical practices, fraud, or code of conduct violations. This system is part of the Code of Conduct for Directors and Senior Management, with annual compliance reporting to the Audit Committee/Board. The mechanism, available on the Company's website, outlines procedures for reporting to the Audit Committee Chairperson, investigation protocols, and whistleblower protection.</p> <p>For contractual workers at project sites, a designated Project Manager from the Company oversees operations and escalates any concerns to the contractor for resolution.</p>						
Customers	For issues related to customers, users can visit the Company's website at <a href="http://www.marathon.in/nextgen/">www.marathon.in/nextgen/</a> or reach out to us directly through email at <a href="mailto:sales@marathonrealty.com">sales@marathonrealty.com</a>						
Value Chain Partners	Value Chain Partners of the Company may reach out to the appropriate department heads within the Company to address their questions, concerns, complaints, or grievances.						

**26. Overview of the entity's material responsible business conduct issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications<sup>3</sup>**

S. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy Management	Risk	The Company's operations require substantial energy consumption across various processes, including heating, ventilation, and air conditioning, lighting, and equipment usage. This results in exposure to risks associated with rising energy costs, dependence on non-renewable sources, and evolving regulatory requirements on energy efficiency and emissions.	The Company seeks to identify and manage the environmental impacts of its energy usage by incorporating appropriate measures aimed at improving energy efficiency. These efforts are influenced by factors such as property design, location, regulatory frameworks, and the feasibility of integrating alternative energy sources.	Negative* There was no negative financial impact in the reporting year 2024-25.
2	Water Management	Risk	Water is a critical resource in the Company's operations, particularly in construction activities and facility maintenance. Given increasing concerns around water scarcity and stricter regulatory scrutiny, inefficient water usage or improper wastewater disposal could result in environmental and compliance risks.	The Company has implemented water management practices that include the use of water-efficient fixtures, proper sewage treatment, and techniques to reduce dependence on external water sources through rainwater harvesting and groundwater replenishment measures.	Negative* There was no negative financial impact in the reporting year 2024-25.
3	Impacts of climate change	Risk	Climate change poses potential operational and financial challenges, particularly due to changing weather patterns and the growing demand for environmentally resilient infrastructure. These impacts may influence material sourcing, construction timelines, and operational sustainability.	The Company continues to take steps to integrate climate-conscious practices into its operations, such as promoting energy-efficient building systems and optimizing the use of natural resources where feasible.	Negative* There was no negative financial impact in the reporting year 2024-25.
4	Adherence to Labour Legislation	Risk	Given the labour-intensive nature of the industry, the Company is subject to extensive labour law regulations. Challenges include workforce compliance, health and safety considerations, and human rights risks, particularly with respect to contractual labour and site-based operations.	The Company maintains compliance with applicable labour laws and prioritizes creating a safe and legally compliant working environment. It has systems in place to monitor labour practices, address grievances, and ensure accurate recordkeeping.	Negative* There was no negative financial impact in the reporting year 2024-25.

<sup>3</sup> Material issues identified are referred from the Sustainability Accounting Standards Board (SASB) 2023-24 version. SASB Standards are maintained and enhanced by the International Sustainability Standards Board (ISSB). This follows the SASB's merger with the International Integrated Reporting Council (IIRC) into the Value Reporting Foundation (VRF) and subsequent consolidation into the IFRS® Foundation in 2022. The latest standards have been accessed at <https://sasb.ifrs.org/> on 30<sup>th</sup> April, 2025 at 15:46 IST

S. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Changing Economic Scenarios	Opportunity	Macroeconomic trends, such as domestic demand growth, urbanization, and favourable demographic shifts, provide the Company with an opportunity to expand its presence and adapt to emerging consumer needs. The resilience of the local economy and long-term structural drivers present potential for strategic business growth.	Not Applicable	Positive
6	Land Acquisition	Risk	Land is a core resource for the Company's operations, and challenges such as limited availability in key locations, high acquisition costs, and complex ownership structures can impact business expansion and project timelines.	The Company undertakes a structured approach to land acquisition, including preliminary agreements and legal safeguards, to ensure due diligence and minimize potential disputes or delays.	Negative* There was no negative financial impact in the reporting year 2024-25
7	Implementation of Green Building Standards	Opportunity	With increasing emphasis on sustainable construction and responsible resource use, adherence to globally recognized green building frameworks provides the Company with an opportunity to align its operations with evolving stakeholder expectations. The Company's projects include developments that are <b>LEED-certified</b> , reflecting a commitment to energy efficiency, reduced environmental impact, and enhanced occupant well-being. This not only strengthens the Company's brand credibility but also appeals to environmentally conscious customers and investors.	Not applicable	Positive
8	Digital Transformation and Smart Infrastructure	Opportunity	The integration of technology in real estate such as digital project management tools, virtual site tours, automation in building operations, and smart home features offers the Company a competitive edge. It enhances customer experience, operational efficiency, and data-driven decision-making while aligning with evolving consumer preferences and industry innovation trends.	Not Applicable	Positive





## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	The Link of the Policies are provided below:								

S. No.	Name of policy	Link to Policy	Which Principles each policies goes into
1	Dividend Distribution	Clicking on the policy link will directly initiate the download of the file to the user's system.	P1
2	Preservation of Documents Policy	Clicking on the policy link will directly initiate the download of the file to the user's system.	P1
3	Internal Control Policy	Clicking on the policy link will directly initiate the download of the file to the user's system.	P1, P2
4	Code For Corporate Disclosure	Clicking on the policy link will directly initiate the download of the file to the user's system.	P1, P7
5	Archival Policy	Clicking on the policy link will directly initiate the download of the file to the user's system.	P1
6	Events or Information Policy For Determining Materiality	Clicking on the policy link will directly initiate the download of the file to the user's system.	P1, P4
7	Code of Insider Trading Practice	Clicking on the policy link will directly initiate the download of the file to the user's system.	P1, P7
8	Remuneration and Nomination policy	Clicking on the policy link will directly initiate the download of the file to the user's system.	P5
9	CSR Policy	Clicking on the policy link will directly initiate the download of the file to the user's system.	P4, P8
10	Related Party Transactions & Corporate Opportunities Policy <sup>4</sup>	Clicking on the policy link will directly initiate the download of the file to the user's system.	P1
11	Risk Management Policy	Clicking on the policy link will directly initiate the download of the file to the user's system.	P1, P2, P6
12	Whistle Blower Policy	Clicking on the policy link will directly initiate the download of the file to the user's system.	P1
13	POSH Policy	Clicking on the policy link will directly initiate the download of the file to the user's system.	P5
14	Code of Conduct for Independent Director	Clicking on the policy link will directly initiate the download of the file to the user's system.	P1
15	Code of Conduct for Directors and Senior Management	Clicking on the policy link will directly initiate the download of the file to the user's system.	P1
16	Leave Policy	Internal	P3
17	Succession Planning	Internal	P3
18	Account Management Policy	Internal	P9
19	Email Policy	Internal	P9
20	ERP Change Management Policy	Internal	P9
21	Internet Usage Policy	Internal	P9
22	IT Policy	Internal	P9
23	Web WhatsApp Policy	Internal	P9
24	Equal Opportunity Policy	Internal	P3, P5

<sup>4</sup> Amended in accordance with Regulation 23 of the SEBI (LODR) Regulations, as per the Third Amendment notified on 12<sup>th</sup> December 2024

Please be aware that certain links might not open right away as they may automatically download to your device. You can find the information in the Corporate Policies section located here: <https://marathon.in/nextgen-corporate-governance/>

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No, the enlisted policies currently do not extend to the Company's value chain partners.								
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 45001:2018 (This ISO standard applies to the Marathon Realty Office located in Mulund, Maharashtra)  The Company aims to lead in its ESG progress and is exploring opportunities to achieve global recognition through appropriate national or international certifications.								
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	The Company understands the significance of sustainability and is making substantial efforts to lower its carbon footprint while upholding ethical business practices. The Company is devoted to ongoing improvement and plans to emphasize the reduction of greenhouse gas emissions and the enhancement of social impact initiatives in the upcoming years. The Company acknowledges the importance of ESG factors for its long-term growth and is dedicated to integrating them into every facet of its operations.								
6. Performance of the entity against the specific commitments, goals, and targets, along with reasons in case the same are not met.									

#### Governance, leadership and oversight

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

The Company recognizes that enduring business success is deeply rooted in the integration of economic progress with environmental responsibility and the harmonization of financial performance with social accountability. Guided by this understanding, the Company endeavors to embed Environmental, Social, and Governance (ESG) considerations into its broader strategic outlook.

This perspective reflects a commitment to growth that does not come at the cost of environmental degradation or social imbalance. Instead, the Company seeks to promote a balanced approach—one that fosters value creation for stakeholders while remaining mindful of its environmental footprint and social impact. Through continuous assessment and improvement of its practices, the Company aspires to build a resilient and responsible business model that aligns with evolving sustainability expectations.

By adopting this integrated approach, the Company aims to support inclusive development, contribute positively to the communities in which it operates, and uphold principles that reflect care for both people and the planet. While efforts are ongoing, the Company remains attentive to global best practices and stakeholder expectations in its journey toward responsible and sustainable growth.

- Mr. Chetan R. Shah

Managing Director

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Chetan R. Shah, Managing Director
9. Does the entity have a specified Committee of the Board/Directors responsible for decision making on sustainability-related issues? (Yes / No). If yes, provide details.	The Company has established a CSR Committee in accordance with the Companies Act, 2013, which is a board committee tasked with developing and suggesting CSR initiatives for the Company to pursue. Additionally, the Company has a Risk Management Committee that establishes a framework to identify both internal and external risks that the Company encounters, including those related to ESG factors.

## 10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was under taken 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	The Senior Management and the Board periodically reviews the performance and the applicable Policies and follow-up actions.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Internal Audit team periodically reviews the compliance with the statutory legislations and any non-compliance is reported to Audit Committee and remedial steps are taken immediately. No material non-compliances were reported in the financial year.																	

	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.	Yes, Dhir & Dhir Associates, a reputed legal firm, has conducted an assessment to evaluate the effectiveness of the Company's policy implementation. The primary objective of this evaluation was to examine how well the policies are being executed. Additionally, these policies are reviewed and updated periodically by the respective department and business heads, with final approval from the management or board. It is also noteworthy that internal auditors and relevant regulatory authorities may review the procedures and compliance frameworks as and when required.								

## 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)									

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

### Essential Indicators

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

Segment	Total Number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	6	As part of their induction, the Directors receive a kit that contains, among other items, the Company's Memorandum and Articles of Association, Corporate Governance Policies, Terms of Reference for Board Committees, and the Code of Conduct for Preventing Insider Trading and Sexual Harassment, along with various other policies and the Annual Reports from the last two years.	100.00
Key Managerial Personnel	6	Unlawful Trading, POSH, Executive Code of Conduct	100.00
Employees other than the BoD and KMPs	10	POSH, Safety Training, Induction Training by HR, Training and awareness are provided during work.	100.00
Workers*	2177	Orientation training for new employees, Safety discussions, Specialized training, Practice drills.	100.00

\* This refers to workers deployed by third-party contractors specifically for activities at the project sites. The Company conducts daily training sessions that include mock drills and comprehensive briefings on essential safety and operational procedures. These trainings cover the proper usage of toolboxes, Personal Protective Equipment (PPE), working at heights, concrete handling, as well as safe practices for hot welding and cutting. By regularly engaging in these activities, the Company ensures that all employees and workers are well-prepared to perform their duties safely and efficiently, fostering a culture of safety and operational excellence across all projects.

**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 (basis the 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 INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Settlement	Directors/ KMPs have not been subjected to any thresholds of the materiality policy to pay any fines, penalties, punishments, awards, compounding fees, or settlement amounts in the financial year.				
Compounding Fee					
Non-Monetary					
Imprisonment	The Company remained fully compliant during the reporting period with no monetary fines, penalties or sanctions imposed.				
Punishment					

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
No, fines/penalty/settlement were imposed in FY 2024-25	

**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.**

The Company's **Code of Conduct** ([https://www.marathonnextgen.com/downloads/code/Code\\_of\\_Conduct.pdf](https://www.marathonnextgen.com/downloads/code/Code_of_Conduct.pdf)) is applicable to all stakeholders and serves as a foundational framework for upholding ethical behaviour and professional integrity across all operations. It provides clear guidance on maintaining transparency, accountability, and responsible decision-making, while helping to avoid situations that may lead to conflicts of interest. By adhering to this Code, the Company strives to protect its values, ensure consistency in conduct, and maintain independence from any undue external influences.

**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 2024-25	FY 2023-24
Directors	No disciplinary actions were taken by any law enforcement agency	
KMPs		
Employees		
Workers		

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

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	No complaints were filed regarding conflict of interest			
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

The company has paid the penalties imposed by SEBI, and it has established internal standard operating procedures to oversee regulatory compliance and prevent similar incidents in the future.

**8. Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/services procured) in the following format:<sup>5</sup>**

	FY 2024-25	FY 2023-24
Number of days of accounts payables	31.28	22.66

**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:<sup>6</sup>**

Parameter	Metrics	FY 2024-25	FY 2023-24
<b>Concentration of Purchases</b>	a. Purchases from Trading houses as % of total purchases	Not applicable	
	b. Number of trading houses where purchases and made from		
	c. Purchases from top 10 trading houses as % of total purchases from trading houses		
<b>Concentration of Sales</b>	a. Sales to dealers/distributors as % of total sales	Not applicable	
	b. Number of dealers/distributors to whom sales are made		
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors		
<b>Share of RPTs in</b>	a. Purchases (Purchases with related parties/Total Purchases)	2.48	0.11
	b. Sales (Sales to related parties/Total Sales)	0.08	0.04
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	79.43	35.44
	d. Investments (Investments in related parties/Total Investments made)	70.12	41.61

<sup>5</sup> The above calculations are in accordance with Part B, Attribute 9 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122

<sup>6</sup> The above calculations are in accordance with Part B, Attribute 9 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

### 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	Topic/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) that were assessed
	Nil	

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

Yes, the Company has implemented procedures to prevent and address conflicts of interest involving Board members. The Company's Code of Conduct contains a dedicated section on Conflict of Interest, detailing the guidelines and practices that Board members must adhere to in order to ensure that their personal or external interests do not interfere with their responsibilities to the Company. Board members must disclose any possible conflicts and refrain from engaging in discussions or decisions where a conflict might arise. While no such instances have been reported so far, the Company continues to diligently uphold these standards to preserve the integrity and transparency of its governance practices.

**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.**

	2024-25	2023-24	Details of Improvements in environmental and social impacts
<b>R&amp;D</b>	The Company is committed to enhancing the environmental and social impact of its products and processes through various initiatives, including capital expenditure and research & development. These investments are an integral part of its operations and are not attributable to any specific technology in isolation.		
<b>Capex</b>			

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

Yes, given the nature of the projects we undertake, the requirements at each site differ, and sourcing primarily depends on those project needs. However, whenever possible, the Company sources materials from reputable local suppliers. These vendors are well-established domestic providers dedicated to sustainable sourcing. The Company also aims to minimize reliance on external water sources by prioritizing rainwater harvesting and strategically placing bore wells, aligning with its initiatives for adopting sustainable practices. Our organization has established comprehensive protocols to ensure sustainable sourcing, highlighting ethical behavior and environmental responsibility throughout our supply chain.

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

Approximately 43% of the inputs were sourced sustainably during the reporting period.

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

Given the extended operational lifespan of our offerings, we do not engage in post-delivery product retrieval but manage construction and operational waste through on-site sorting and authorized processing facilities. All waste categories including plastics, electronic components, hazardous materials, and other streams are handled via certified vendors in compliance with regulatory requirements, supporting our circular economy principles and waste reduction objectives.

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

Extended Producer Responsibility (EPR) does not pertain to the Company's operations.

**Leadership Indicators**

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

NIC Code	Name of Product/ Service	% of total Turnover Contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
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No, Life Cycle Assessment is not currently conducted; however, the Company shall consider undertaking the same in the future.

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

Name of Product/ Service	Description of the risk/ concern	Action Taken
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Not applicable, as LCA is not being conducted.

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25	FY 2023-24
The percentage of products or materials recycled is not quantifiable, as the raw materials used in operations vary depending on the specific project undertaken by the Company.		

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

	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not Applicable			Not Applicable		

**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 percentage of products sold) for each product 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										
	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	53	53	100.00	53	100.00	NA	NA	53	100.00	53	100.00
Female	13	13	100.00	13	100.00	13	100.00	NA	NA	13	100.00
Total	66	66	100.00	66	100.00	13*	100.00	53	100.00	66	100.00
Other than Permanent Employees											
Male	Not Applicable										
Female											
Total											

\*Percentage of (D) – Maternity benefit is calculated as 100% as per FAQ's on BRSR issued by NSE dt. May 10, 2024

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

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

**c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:<sup>7</sup>**

	<b>FY 2024-25</b>	<b>FY 2023-24</b>
Cost incurred on well-being measures as a % of total revenue of the company	0.06	0.02

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

Benefits	FY 2024-25			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100.00	NA	Y	100.00	NA	Y
Gratuity	100.00	NA	NA	100.00	NA	NA
ESI	100.00	NA	Y	100.00	NA	Y

<sup>7</sup> The above calculations are in accordance with Part B, Attribute 5 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122

### 3. Accessibility of workplaces

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

Yes, the Company maintains a thorough internal policy regarding Equal Opportunity. This policy aims to address every aspect of employment, including recruitment, selection, training, promotion, and compensation. It is dedicated to upholding the rights of every individual, ensuring that all employees are treated fairly, with dignity and respect. The policy specifies that no employee or applicant shall face discrimination based on race, gender, religion, age, disability, or any other characteristic that is legally protected.

### 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 a robust internal Equal Opportunity policy that spans all stages of employment—recruitment, selection, training, promotion, and remuneration. It upholds individual rights and ensures fair, dignified, and respectful treatment for all. The policy prohibits discrimination based on race, gender, religion, age, disability, or any other legally protected characteristic.

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

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	Not Applicable		Not Applicable	
Female				
Total				

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	NA
Other than Permanent Workers	Yes. Grievances can be registered with the on-site management team. They are addressed directly at the site level.
Permanent Employees	The Company follows an open door policy, allowing employees to directly approach concerned officials for any grievances or queries. Additionally, the POSH and Whistle Blower Mechanisms provide a secure environment, ensuring that employees face no adverse consequences for raising concerns. All complaints are addressed with utmost diligence and care.
Other than Permanent Employees	NA

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

Category	FY 2024-25				FY 2023-24		
	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)

As on March 31, 2025, no employees were part of any independent trade union or part of association.

### 8. Details of training given to employees and workers:

	FY 2024-25					FY 2023-24				
	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	53	53	100.00	0	0.00	51	51	100.00	0	0.00
Female	13	13	100.00	0	0.00	13	13	100.00	0	0.00
Total	66	66	100.00	0	0.00	64	64	100.00	0	0.00

	FY 2024-25				FY 2023-24					
	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)
Workers										
Male	Not Applicable									
Female										
Total										

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	The Company is in the process of reinstating a dedicated Performance Management System (PMS) to facilitate structured career development reviews.					
Female						
Total						
Workers						
Male	Not Applicable					
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, the Company has developed an Occupational Health and Safety (OHS) policy during the reporting period. This policy thoroughly describes the guidelines and actions taken to protect the health, safety, and welfare of employees, while outlining the Company's strategy for reducing workplace risks. Furthermore, the Company guarantees that a doctor is present on-site for every project, offering immediate medical assistance and further emphasizing our dedication to sustaining a safe and healthy work environment.

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

To recognize work-related dangers and evaluate risks on both routine and non-routine occasions, the Company employs a thorough Hazard Identification and Risk Assessment (HIRA) process. HIRA is a documented procedure internally that systematically examines potential hazards linked to various tasks and activities within the workplace. This approach includes identifying hazards, assessing the risks they present, and establishing suitable control measures to reduce those risks. HIRA is relevant to all of the Company's current projects, guaranteeing that safety standards are consistently upheld across all operations.

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

Yes, the Company has put in place mechanisms for non-permanent workers (contractual workers) to report work-related hazards and withdraw from unsafe conditions. At the group level, a dedicated Marathon Safety App has been created to monitor and manage hazardous situations. This app enables employees to quickly raise safety concerns or flag potential risks in the work environment.

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

Yes, the Company provides both employees and non-permanent workers with access to non-occupational medical and healthcare services, including routine check-ups, consultations, and preventive care. Primary healthcare facilities and designated doctors are available at each project site to ensure comprehensive medical support beyond occupational health needs.

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.0	0.0
	Workers	0.0	0.0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

\*Workers refers to contractual workers

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

The Company places strong emphasis on the safety and well-being of its workforce by adopting various essential measures to maintain a safe and healthy work environment. These initiatives aim to foster a supportive workplace, reduce risks, and support both physical and mental health. The Company abides by all legally mandated Health and Safety Regulations and adheres to its risk management policy for identifying and addressing potential hazards.

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

	FY 2024-25			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

## 14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100.00
Working Conditions	100.00

## 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, as no such safety related incidents/ risks/ concerns were identified for the Company

### Leadership Indicators

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

The Company provides statutory provident fund (PF) coverage to its employees and, in the event of an employee's death, assists the family in processing PF claims to ensure prompt financial support to the bereaved family members.

## 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 established a robust verification process to ensure that value chain partners comply with applicable statutory obligations. This includes verifying the proper deduction and timely deposit of statutory dues such as Provident Fund (PF), Building and Other Construction Workers (BOCW) cess, and insurance premiums. As part of this process, the Company obtains formal acknowledgments and documentary evidence such as challans, payment receipts, or compliance certificates—from the respective partners confirming that these statutory payments have been duly made. This mechanism helps maintain legal compliance, promotes transparency, and mitigates potential reputational and financial risks.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	Nil			
Workers	Not Applicable			

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

Yes, the Company offers transition assistance programs aimed at supporting continued employability and managing career endings arising from retirement or termination. In particular, the Company has implemented an internal mechanism that permits the extension of service for retiring employees, based on individual performance and organizational requirements, even beyond the conventional retirement age.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	No assessment conducted
Working Conditions	

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

Not applicable since no such assessment was undertaken during the reporting period.

**PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders**
**Essential Indicators**
**1. Describe the processes for identifying key stakeholder groups of the entity.**

The Company engages regularly with its key stakeholders through various channels such as emails, meetings, notice boards, websites, newspapers, and advertisements. Customers, employees, and government authorities are engaged on a regular basis to provide updates on policies, achievements, sustainable products, and to identify improvement opportunities. Suppliers, investors, and funders are engaged on an annual or need basis, focusing on business and financial performance, and compliance submissions. For communities and NGOs, identified as vulnerable and marginalised groups, the Company conducts need-based engagements through meetings and emails, addressing socio-economic upliftment, training, and key social issues.


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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Emails, Meetings, Notice Board, Website, Brochures, Sales, Pitches, Customer visit, Media and Social Media	Regularly	Update on policies, Achievements, trainings, Awards
Government/ Competent Authorities	No	Email, Telephonic communications, Personal meetings, Newspaper, Pamphlets, Advertisement, Website	Regularly	Understanding customer requirements, Identifying opportunities to improve
Employees	No	Emails, Meetings, townhall, HR Connect and Rewards & Recognition	Regularly	Negotiations, new contracts, payments Updates on new products which are sustainable Quality of products.
Suppliers	No	Emails, One-on-one Meeting, Website, Advertisement, Newspaper	Annual, Need basis	Business Performance, Update on Financial Performance

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors & funders	No	Investor & Analyst Meet, Quarterly Conference Call, Press Release and Media updates, Investor Presentation, E-mails, Statutory filings, Newspaper, Website	Need Basis	Submissions of compliances and receipt of approvals
Communities	Yes	Meetings and E-mails, CSR initiatives	Need Basis	Update on policies, trainings, Socio-economic upliftment
NGOs	Yes	Meetings and E-mails	Need Basis	Relevant topics on burning socio-economic issues

### Leadership Indicators

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

The Company has a well-defined stakeholder consultation process in place to gather meaningful input on ESG-related matters. This structured process engages various functional heads to collect feedback from key stakeholder groups such as investors, employees, customers, local communities, and regulators. After collection, the feedback is carefully consolidated to capture a broad range of insights and perspectives. The final consolidated feedback is subsequently presented to the Board of Directors.

**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, the Company actively incorporates feedback received from stakeholders after understanding their concerns and expectations. This is an ongoing process, and all stakeholder suggestions are carefully evaluated through discussions at the Board level. These insights are taken into account during the formulation of the Company's internal policies and overall decision-making processes.

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

The Company regularly engages with vulnerable and marginalized stakeholders. Its CSR initiatives focus on addressing their basic needs through activities like Mid-day meal programs, providing stationery to underprivileged students, offering vocational training for differently abled individuals, and developing educational infrastructure. In addition, the Company provides healthcare support to underserved communities.

**PRINCIPLE 5: Businesses should respect and promote human rights****Essentials Indicators**

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	66	66	100.00	64	64	100.00
Other than permanent	Not Applicable					
<b>Total Employees</b>	<b>66</b>	<b>66</b>	<b>100.00</b>	<b>64</b>	<b>64</b>	<b>100.00</b>
<b>Workers</b>						
Permanent	Not Applicable					
Other than permanent						
<b>Total Workers</b>						

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

Category	FY 2024-25					2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Tota (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	66	0	0.00	66	100.00	64	0	0.00	64	100.00
Male	53	0	0.00	53	100.00	51	0	0.00	51	100.00
Female	13	0	0.00	13	100.00	13	0	0.00	13	100.00
Other than Permanent	Not Applicable									
Male										
Female										
Workers										
Permanent	Not Applicable									
Male										
Female										
Other than Permanent										
Permanent										
Male										
Female										

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

a. **Median remuneration/wages:**

	Male		Female	
	Number	Median remuneration/ Salary/ Wages of respective category	Number	Median remuneration/ Salary/ Wages of respective category
<b>Board of Directors (BoD)</b>	3	6999996	0	0
<b>Key Managerial Personnel</b>	1	7449996	0	0
<b>Employees other than BoD and KMP</b>	49	854705	13	533694
<b>Workers</b>	Not applicable			



**b. Gross wages paid to females as % of total wages paid by the entity, in the following format:<sup>8</sup>**

	<b>FY 2024-25</b>	<b>FY 2023-24</b>
Gross wages paid to females as % of total wages	7.79	7.95

**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 Company's Human Resources (HR) department is the designated focal point for addressing human rights impacts arising from business operations. HR ensures alignment with human rights standards by monitoring workplace conditions, promoting respect and equality, and managing related grievances.

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

The Company addresses grievances through established HR policies such as POSH (Prevention of Sexual Harassment), the Code of Conduct, and a Whistle-blower mechanism. It ensures strict compliance with these policies to safeguard employee rights in the event of concerns. Additionally, the Company promotes an open-door culture, encouraging employees to approach appropriate authorities for assistance, thereby fostering a transparent and supportive work environment.

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

	<b>FY 2024-25</b>			<b>FY 2023-24</b>		
	<b>Filed during the year</b>	<b>Pending resolution at the end of the year</b>	<b>Remarks</b>	<b>Filed during the year</b>	<b>Pending resolution at the end of the year</b>	<b>Remarks</b>
<b>Sexual harassment</b>	No complaints filed in both reporting years					
<b>Discrimination at workplace</b>						
<b>Child Labour</b>						
<b>Forced Labour/ Involuntary Labour</b>						
<b>Wages</b>						
<b>Other Human Rights related issues</b>						

**7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:<sup>9</sup>**

	<b>FY 2024-25</b>	<b>FY 2023-24</b>
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	The Company received no POSH complaints in both financial years.	
Complaints on POSH as a % of female employees / workers		
Complaints on POSH upheld		

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

To effectively address instances of discrimination and harassment, the Company has instituted several safeguards to protect complainants from any form of retaliation. The **Code of Conduct** ([https://www.marathonnextgen.com/downloads/code/Code\\_of\\_Conduct.pdf](https://www.marathonnextgen.com/downloads/code/Code_of_Conduct.pdf)) outlines the ethical principles and standards of behaviour expected from all employees, fostering a respectful and inclusive workplace environment. The **POSH Policy** (<https://www.marathonnextgen.com/downloads/corporateopportunities/SexualHarassmentPolicy.pdf>) provides a clear and confidential mechanism for reporting sexual harassment, along with procedures to ensure prompt, fair, and legally compliant investigations. In addition, the **Whistle-blower Policy** (link available under 'Corporate Governance' section: <https://marathon.in/nextgen-corporate-governance/#1696413617128-145072ae-98e0>) empowers individuals to report any form of misconduct, including discrimination or harassment, without fear of adverse consequences, thereby reinforcing a culture of accountability and safety.

<sup>8</sup> The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

<sup>9</sup> The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

**9. Do human rights requirements form part of your business agreements and contracts?**

The Company is presently in the process of revising its standard agreement templates, placing emphasis on including clauses that address and ensure compliance with human rights obligations.

**10. Assessments for the year:**

	% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)
<b>Child Labour</b>	At present no assessment is done by third party. However, we have internal SOPs for managing Human rights.
<b>Forced/involuntary labour</b>	
<b>Sexual Harassment</b>	
<b>Discrimination at workplace</b>	
<b>Wages</b>	

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

Not Applicable. As the assessment is not carried out

**Leadership Indicators**

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

The Company acknowledges the importance of prioritizing employee safety and well-being. It remains committed to implementing necessary improvements going forward to ensure a safe and healthy work environment for all. This pledge follows thoughtful consideration of any human rights-related grievances, aiming to foster a positive and supportive workplace culture.

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

The Company complies with all applicable government regulations and policies, ensuring adherence to relevant legal frameworks. While a formal Human Rights Due Diligence has not yet been conducted, the Company acknowledges the value of a structured approach to identify, prevent, and address potential human rights risks and impacts related to its operations and will explore appropriate methods to implement such a process in the future.

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

Yes, the Company's premises are thoughtfully designed to be accessible to differently abled visitors, in line with our commitment to inclusivity and universal access. Key features include the provision of ramps and hand railings at entry and exit points to ensure smooth mobility. Wheelchairs are made available on every floor of the corporate office to assist visitors as needed. Furthermore, washrooms are ergonomically designed with accessibility in mind, enabling ease of use for individuals with physical disabilities.

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

	% of value chain partners (by value of business done with such partners) that were assessed
<b>Sexual Harassment</b>	At present no assessment is done by third party. However, we have internal SOP for selection of Value chain partners before entering into any agreement or contract.
<b>Discrimination at workplace</b>	
<b>Child Labour</b>	
<b>Forced Labour / Involuntary Labour</b>	
<b>Wages</b>	

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

In line with our internal Standard Operating Procedures (SOP), a labour law compliance survey conducted at one of the vendor's premises revealed an instance of child labour. As a result, the Company decided not to proceed with any contractual or business engagement with the said vendor.

**PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment****Essential Indicators****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:<sup>10</sup>**

Parameter	FY 2024-25 (In Megajoules)	FY 2023-24 (In Megajoules)
<b>From renewable sources</b>		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
<b>Total Energy consumption from renewable sources (A+B+C)</b>		-
<b>From non-renewable sources</b>		
Total electricity consumption (D)	6,60,13,257.60	1,73,47,425.73
Total fuel consumption (E)	4,74,686.06	1,55,509.62
Energy consumption through other sources (F)	-	-
Total Energy consumption from non-renewable sources (D+E+F)	6,64,87,943.66	1,75,02,935.34
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>6,64,87,943.66</b>	<b>1,75,02,935.34</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumption/ Revenue from Operations)	0.027	0.0051
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP) <sup>11</sup>	0.57	0.11
Energy intensity in terms of physical output <sup>12</sup>	-	-
<b>Energy intensity (optional)</b> – the relevant metric may be selected by the entity	10,07,393.09	2,73,483.36

**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.

An external review or assessment has not been conducted to evaluate different aspects of our operations, performance, or compliance with applicable standards and regulations.

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

Not Applicable. The Company is not identified as the Designated Consumer under PAT Scheme

**3. Provide details of the following disclosures related to water, in the following format:<sup>13</sup>**

Parameter	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	865.30	898.55
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>865.30</b>	<b>898.55</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>173.06</b>	<b>179.71</b>

<sup>10</sup> The above calculations are in accordance with Part B, Attribute 3 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

<sup>11</sup> The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

<sup>12</sup> The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

<sup>13</sup> The above calculations are in accordance with Part B, Attribute 2 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122

Parameter	FY 2024-25	FY 2023-24
<b>Water intensity per rupee of turnover</b> (Water consumed / Revenue from operations)	0.000000072	0.000000052
<b>Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP) <sup>14</sup>	0.00000015	0.00000012
Water intensity in terms of physical output	-	-
<b>Water intensity (optional)</b> – the relevant metric may be selected by the entity <sup>15</sup>	2.62	2.81

**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.

An external review or assessment has not been conducted to evaluate different aspects of our operations, performance, or compliance with applicable standards and regulations

#### 4. Provide the following details related to water discharged

Parameter	FY 2024-25	FY 2023-24
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	692.24	718.84
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>692.24</b>	<b>718.84</b>

**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.

An external review or assessment has not been conducted to evaluate different aspects of our operations, performance, or compliance with applicable standards and regulations

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

Currently, the Company has not adopted Zero Liquid Discharge (ZLD) practices. However, recognizing the vital importance of sustainable water practices, the Company understands that implementing ZLD can greatly help reduce its environmental impact. By curbing water pollution and conserving water resources, ZLD can significantly support environmental sustainability.

<sup>14</sup> The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

<sup>15</sup> The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	Considering the Company's operations, the air emissions data has not been quantified for any of the parameters mentioned in the table.		
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.

An external review or assessment has not been conducted to evaluate different aspects of our operations, performance, or compliance with applicable standards and regulations

**7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:<sup>16</sup>**

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	227.93	292.51
Total Scope 2 emissions <sup>17</sup> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	13,331.01	3,450.21
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO <sub>2</sub> equivalent/ Rupee	0.0000056	0.0000011
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) <sup>18</sup>	Metric tonnes of CO <sub>2</sub> equivalent/ USD	0.00012	0.000024
Total Scope 1 and Scope 2 emissions intensity in terms of physical output <sup>19</sup>		-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO <sub>2</sub> equivalent/ Employee	205.44	58.48

**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.

An external review or assessment has not been conducted to evaluate different aspects of our operations, performance, or compliance with applicable standards and regulations

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

The Company has adopted several technological solutions and design strategies to boost energy and resource efficiency. These include installing Sewage Treatment Plants in all commercial buildings, setting up rooftop solar PV (Photo-Voltaic) panels, and implementing solar-powered indoor lighting for common areas. The Company also encourages planting native tree species in its projects, which consume less water and help moderate local temperatures while supporting biodiversity. Additionally, the Company prioritizes tree planting over tree cutting at project sites, resulting in high tree survival rates and contributing to a cleaner, cooler environment.

<sup>16</sup> The above calculations are in accordance with Part B, Attribute 1 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

<sup>17</sup> The above calculations as per the updated emission factors provided in the CO<sub>2</sub> Baseline Database for the Indian Power Sector – User Guide, Version 20.0, December 2024, published by the Central Electricity Authority, Ministry of Power, Government of India.

<sup>18</sup> The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

<sup>19</sup> The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

**9. Provide details related to waste management by the entity, in the following format:<sup>20</sup>**

Parameter	FY 2024-25	FY 2023-24									
<b>Total Waste generated (in metric tonnes)</b>											
Plastic waste (A)	0.85	1.40									
E-waste (B)	-	-									
Bio-medical waste (C)	-	-									
Construction and demolition waste (D)	4,830.00	2,919.00									
Battery waste (E)	-	-									
Radioactive waste (F)	-	-									
Other Hazardous waste. Please Specify, if any. (G)	-	-									
<b>Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)</b>	6.97	6.87									
<table border="1"> <thead> <tr> <th>Waste</th><th>FY 24-25</th><th>FY 23-24</th></tr> </thead> <tbody> <tr> <td>Bio-waste</td><td>0.20</td><td>0.42</td></tr> <tr> <td>Municipal Solid Waste</td><td>6.77</td><td>6.45</td></tr> </tbody> </table>			Waste	FY 24-25	FY 23-24	Bio-waste	0.20	0.42	Municipal Solid Waste	6.77	6.45
Waste	FY 24-25	FY 23-24									
Bio-waste	0.20	0.42									
Municipal Solid Waste	6.77	6.45									
<b>Total (A+B + C + D + E + F + G + H)</b>	4,837.82	2,927.27									
Waste intensity per rupee of turnover <b>(Total waste generated / Revenue from operations)- MT/ Rupee</b>	0.0000020	0.00000085									
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) <b>(Total waste generated / Revenue from operations adjusted for PPP)[1]- MT/ USD</b>	0.000041	0.000019									
Waste intensity in terms of physical output[2]	-	-									
Waste intensity (optional) - the relevant metric may be selected by the entity- <b>MT/ Employee</b>	73.30	45.74									

**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: An external review or assessment has not been conducted to evaluate different aspects of our operations, performance, or compliance with applicable standards and regulations

**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**

Currently, the Company has not implemented targeted waste management practices or strategies to reduce the use of hazardous and toxic chemicals in its products and processes. Nonetheless, the Company acknowledges the significance of sustainable and eco-friendly operations. Ongoing efforts are underway to explore and formulate robust waste management strategies and to assess and adopt methods that will help minimize reliance on hazardous substances going forward.

<sup>20</sup> The above calculations are in accordance with Part B, Attribute 4 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

<sup>21</sup> The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

<sup>22</sup> The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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

S. No.	Location of operations/offices	Types of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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The Company consciously avoids operating in environmentally fragile or ecologically sensitive areas, reflecting its strong commitment to responsible and sustainable business practices. This strategic approach is rooted in the Company's dedication to environmental stewardship and the protection of delicate ecosystems. By selecting operational locations that are not situated within ecologically vulnerable zones, the Company actively minimizes its environmental footprint and supports the preservation of biodiversity and natural habitats.

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
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Not Applicable. In accordance with the guidelines established by the Ministry of Environment, Forest and Climate Change (MoEF&CC), no Environmental Impact Assessment (EIA) was conducted for this financial year.

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, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Serial Number	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 taken, if any action
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The Company adheres to applicable environmental laws, regulations, and guidelines in India. There have been no instances of non-compliance, nor have any penalties, fines, or actions been imposed by Regulatory Authorities or Agencies.

### 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 – **Not Applicable**
- (ii) Nature of operations – **Not Applicable**
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water		
(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)		
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)		
<b>Water intensity (optional)</b> – the relevant metric may be selected by the entity		

Not Applicable

Parameter	FY 2024-25	FY 2023-24
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>		

**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.

An external review or assessment has not been conducted to evaluate different aspects of our operations, performance, or compliance with applicable standards and regulations

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

Parameter	Unit	FY 2024-25	FY 2023-24
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	3.63	3.57
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO <sub>2</sub> Equivalent/ Rupee	0.0000000015	0.0000000010
<b>Total Scope 3 emission intensity (optional)</b> – the relevant metric may be selected by the entity	Metric tonnes of CO <sub>2</sub> Equivalent/ Employee	0.055	0.056

**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.

An external review or assessment has not been conducted to evaluate different aspects of our operations, performance, or compliance with applicable standards and regulations

**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 the Company does not carry out their operations in any ecologically sensitive areas.

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Use of Alternative and Low-Carbon Materials	Adoption of fly ash from thermal power plants, micro silica from the silicon industry, AAC blocks, and GFRP bars in reinforced concrete and masonry works to reduce embodied carbon in construction.	Reduction in embodied emissions from materials, diversion of industrial by-products from waste streams, and improved resource efficiency.



Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
2	Renewable Energy Integration	Rooftop photovoltaic (PV) solar panels have been installed at project sites to generate clean electricity. The renewable power offsets part of grid dependency during construction and is also designed to support future operational needs of the buildings.	This has reduced Scope 2 emissions, promoted the use of renewable energy, and created long-term operational savings for project occupants.
3	Energy-Efficient Technologies	Conventional energy-intensive systems have been replaced with LED lighting, BEE 5-star rated appliances, variable frequency drives (VFDs), and high-performance glazing, which are integrated into project designs.	These upgrades have resulted in substantial energy savings, reduced GHG emissions during the building use phase, and improved comfort levels for occupants.
4	Sustainable Building Design	Building designs incorporate double-glazed façades, reflective roofing, optimized building envelopes, and orientation informed by daylight and heat simulations.	These measures have reduced electricity consumption for cooling, lowered operational carbon footprints, and provided better thermal comfort for building users.
5	Clean Mobility Infrastructure	Solar-powered EV charging stations have been installed within project premises, providing clean transport infrastructure for residents and employees.	This has encouraged the adoption of electric vehicles, reduced emissions associated with conventional fuel-based mobility, and supported sustainable transportation choices.
6	Waste Management (OWC Machines)	Organic Waste Converter (OWC) machines are deployed at sites to process biodegradable waste into compost, which is then reused in landscaping activities.	This has reduced the volume of waste sent to landfills, prevented methane emissions from organic waste, and produced compost for on-site horticulture.
7	Construction & Demolition (C&D) Waste Recycling	Construction debris and recyclable non-biodegradable waste are segregated and handed over to authorized recyclers for responsible processing.	This has minimized the environmental footprint of construction, increased recycling rates, and supported circular economy practices.
8	Water Conservation through STPs	Sewage Treatment Plants (STPs) with Primary, Secondary, and Tertiary treatment have been established at project sites. Treated wastewater is reused for flushing and horticulture.	This has reduced freshwater demand, promoted circular use of water within project premises, and ensured compliance with regulatory norms.
9	Rainwater Harvesting	Rainwater harvesting pits are constructed at multiple sites to capture and recharge groundwater, supplementing water supply needs.	This has helped conserve water resources, reduced dependence on municipal supplies, and improved resilience to water scarcity.
10	Afforestation and Green Cover Development	Native tree plantations are carried out both within project boundaries and in surrounding communities to enhance biodiversity and improve air quality.	These plantations have increased green cover, improved the local microclimate, enhanced carbon sequestration, and supported biodiversity conservation.
11	Community Plantation & Awareness Drives	Initiatives such as seed ball making, plantation programs, and school-level awareness sessions on single-use plastic have been organized to engage the wider community.	These programs have raised environmental awareness, fostered community participation in sustainability, and created a positive social and ecological impact.
12	Digitization of Operations	Key processes such as production, billing, technical design, and payment systems have been moved to digital platforms to reduce paper use and enhance efficiency.	This transition has significantly minimized paper consumption, streamlined administrative functions, and reduced the environmental impact of office operations.

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

At present, the Company has not yet formalized a Business Continuity and Disaster Management Plan. Nevertheless, it acknowledges the importance of maintaining operational resilience and mitigating the impact of unexpected disruptions. The Company is committed to developing a structured plan that will identify potential risks, define response and recovery measures, and ensure continuity of critical operations during emergencies. This framework will help safeguard assets, reduce operational downtime, and maintain stakeholder trust. Periodic reviews, updates, and simulation exercises will be conducted to enhance the plan's effectiveness and ensure it remains responsive to evolving risks.

**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?**

The question aims to identify any major negative environmental impacts associated with the entity's value chain. In this instance, no such impacts have been observed. Consequently, the entity has not required the implementation of targeted mitigation or adaptation measures related to its value chain activities.

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

Not Applicable

**8. How many Green Credits have been generated or procured:<sup>23</sup>**

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

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<sup>23</sup> The above disclosure is made as per the SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025.

**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.**

The Company is affiliated with one State industry and two National industries

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

S. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Maharashtra Chamber of Housing Industry - Confederation of Real Estate Developers' Associations of India (MCHI-CREDAI)	State
2	Confederation of Indian Industry (CII)	National
3	Federation of Indian Chamber of Commerce and Industry (FICCI)	National

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

Name of authority	Brief of the case	Corrective active taken
Not applicable, since no adverse orders received from regulatory authorities		

#### Leadership Indicators

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

Sr. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, If available
The Company currently do not advocate public policy positions.					

**PRINCIPLE 8: Businesses should promote inclusive growth and equitable development****Essential Indicators**

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

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

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

S. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	5 of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
Not Applicable						

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

The Company has implemented effective mechanisms for receiving and addressing grievances from the community. At the core of this approach is an open-door policy that recognizes community members as key stakeholders, providing them with direct access to relevant authorities within the organization. Emphasizing transparency and accountability, the Company ensures that all grievances are acknowledged, thoroughly reviewed, and resolved in a timely manner. Continuous communication channels are maintained to keep the community informed, thereby fostering trust, mutual respect, and constructive engagement.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:<sup>24</sup>

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	0.50	0.17
Directly from within India	100.00	100.00

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<sup>25</sup>

Location	FY 2024-25	FY 2023-24
Rural	0.00	0.00
Semi-Urban	0.00	0.00
Urban	0.00	0.00
Metropolitan	100.00	100.00

**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	

<sup>24</sup> The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

<sup>25</sup> The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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

S. No	State	Aspirational District	Amount spent (In INR)
Nil			

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

At present, the Company has not adopted a preferential procurement policy aimed at prioritizing suppliers from marginalized or vulnerable groups. Instead, its procurement decisions are driven by key considerations such as quality, cost-efficiency, and dependability, ensuring optimal value for operations and maintaining high standards of safety and construction integrity.

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

Currently, the Company does not engage in the procurement of goods or services from suppliers belonging to marginalized or vulnerable groups.

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

Not Applicable

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

S. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not applicable, as the Company has not derived or shared any benefits from intellectual property owned or acquired that is based on traditional knowledge.				

**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
No such cases were identified in the reporting year		

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

S. No	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	<p>As part of its Corporate Social Responsibility (CSR) efforts, the Company has contributed approximately ₹ 211.60 lakhs towards the "Trust for Development of the School Project". This initiative reflects the Company's commitment to making a lasting and meaningful difference in the communities it serves. To ensure the effectiveness of its CSR programs, the Company conducts regular impact assessments. Its environmental initiatives further demonstrate a strong resolve to improve air quality, promote sustainability, and preserve natural ecosystems.</p> <p>In addition, the Company proudly supports the Ramniklal Zaverbhai Shah Trust Leadership Institute, underscoring its belief in equal access to quality education. Through this support, the Company helps empower talented students across India, irrespective of their background, caste, or creed.</p>	No Impact assessment is done by the Company and the figures are not quantifiable.	

**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 mechanisms for receiving and responding to consumer complaints and feedback are designed to ensure effective communication and resolution. During customer site visits, both physical and digital forms are utilized to gather feedback directly from customers. This approach allows for real-time input on their experiences, enabling the Company to address any issues promptly.

Additionally, customers have multiple channels available to voice their concerns or provide feedback. They can reach out via email to [customercare@marathonrealty.com](mailto:customercare@marathonrealty.com), where dedicated customer care teams efficiently manage and respond to inquiries and complaints. This direct communication channel ensures that customer issues are acknowledged and resolved on time.

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

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

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

	FY 2024-25			FY 2023-24		
	Received during the Year	Pending resolution at end of year	Remarks	Received during the Year	Pending resolution at end of year	Remarks
Data Privacy	The Company received no such consumer complaints in both reporting years					
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						
Total						

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

	Number	Reasons for recall
Voluntary recalls	Not Applicable	
Forced recalls		

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

Yes, the Company has implemented a comprehensive framework to manage cybersecurity and data privacy risks through its IT Usage Policy and Internet Usage Policy. These internal policies, accessible via the Company's intranet, establish clear guidelines and best practices for secure use of IT systems and internet resources. They play a vital role in safeguarding digital infrastructure and protecting sensitive information from potential cyber threats, forming a key part of the Company's data security and privacy strategy.

**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.**

No penalties since no such incident took place

**7. Provide the following information relating to data breaches:****a. Number of instances of data breaches**

Nil

**b. Percentage of data breaches involving personally identifiable information of customers<sup>26</sup>**

Not applicable

**c. Impact, if any, of the data breaches**

Not Applicable

### Leadership Indicators

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

Information regarding the Company's products and services is accessible through multiple channels and platforms to ensure transparency and ease of access for all stakeholders. These include the **corporate website** at <https://marathon.in>, which also hosts dedicated **micro-sites for each project**. Additionally, the Company maintains an active presence on **social media platforms** such as **Instagram (@marathon\_realty)**, **Facebook**, and **LinkedIn**. Customers can also interact and obtain information through the **WhatsApp Business chat-bot**. Furthermore, the Company operates **physical sales galleries and experience centres** to provide in-person assistance and a comprehensive overview of its offerings.

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

The Company has implemented several measures to inform and educate consumers about the safe and responsible usage of its products and services. These include providing detailed brochures, floor-plan booklets, move-in guides, and virtual-tour links that clearly explain unit layouts, maintenance guidelines, and safety features. On-site walkthroughs and show-flats are organized to demonstrate fire safety provisions, evacuation routes, and amenity-use protocols. Additionally, all marketing materials carry mandatory RERA registration details, carpet-area disclosures, and statutory disclaimers to ensure transparency and promote informed decision-making by consumers.

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

The Company has established effective communication mechanisms to keep consumers informed about any potential risks of disruption or discontinuation of essential services. Customers receive regular updates on construction progress through emails, WhatsApp broadcasts, and website notifications. In the unlikely event of delays or service interruptions, the Company ensures personalised communication via email, WhatsApp, and direct phone calls, thereby maintaining transparency and trust with its customers.

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

As the Company does not operate in the manufacturing sector, it is not subject to certain labelling regulations. However, for its Real Estate Development activities, the Company adheres to the Real Estate (Regulation and Development) Act, 2016 (RERA). In compliance with RERA, all relevant project information and quarterly status updates are published on the MahaRERA website. Customer satisfaction remains a top priority and drives the Company's continuous efforts to enhance its offerings. Feedback is systematically gathered from customers who visit the sales offices, and residential developments are evaluated before handover to improve overall customer experience. Similarly, regular surveys are conducted with business clients to ensure their expectations and needs are being effectively addressed.

<sup>26</sup> The above calculations are in accordance with Part B, Attribute 8 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

## Abbreviations used<sup>27</sup>

Sr. No.	Particulars
1.	ESG: Environmental, Social and Governance
2.	SDG: Sustainable Development Goals
3.	SASB: Sustainability Accounting Standards Board
4.	GRI: Global Reporting Initiative
5.	SEBI: Securities and Exchange Board of India
6.	BRSR: Business Responsibility & Sustainability Reporting
7.	ISSB : International Sustainability Standards Board

## ANNEXURE I – Global Best Practices & ESG Journey of the Organization

### Alignment of BRSR Sections A & B<sup>28</sup>

Section A of BRSR : General Disclosures Alignment with GRI	
1.	No direct linkage
2.	GRI 2: General Disclosures 2021 GRI 2-1: Organizational details
3.	No direct linkage
4.	No direct linkage
5.	GRI 2: General Disclosures 2021 GRI 2-1: Organizational details
6.	GRI 2: General Disclosures 2021 GRI 2-3: Reporting period, frequency and contact point
7.	GRI 2: General Disclosures 2021 GRI 2-3: Reporting period, frequency and contact point
8.	No direct linkage
9.	GRI 2: General Disclosures 2021 GRI 2-3: Reporting period, frequency and contact point
10.	No direct linkage
11.	No direct linkage
12.	GRI 2: General Disclosures 2021 GRI 2-3: Reporting period, frequency and contact point
13.	GRI 2: General Disclosures 2021 GRI 2-2: Entities included in the organization's sustainability reporting GRI 2: General Disclosures 2021 GRI 2-6: Activities, value chain and other business relationships
15.	GRI 2: General Disclosures 2021 GRI 2-6: Activities, value chain and other business relationships
16.	GRI 2: General Disclosures 2021 GRI 2-6: Activities, value chain and other business relationships
17.	GRI 2: General Disclosures 2021 GRI 2-6: Activities, value chain and other business relationships
18.	GRI 2: General Disclosures 2021 GRI 2-7: Employees GRI 2-8 Workers who are not employees
19.	GRI 405: Diversity and Equal Opportunity 2016 GRI 405-1 Diversity of governance bodies and employees
20.	GRI 401: Employment 2016 GRI 401-1: New employee hires and employee turnover

<sup>27</sup> Global Reporting Initiative, GRITM and logo and GRI Sustainability Reporting Standards (GRI Standards) and logo are Intellectual Property of Stitching Global Reporting Initiative. The ISSBTM, IFRSTM, SASBTM and International Financial Reporting Standards are registered trademarks of the IFRS Foundation. SDG Logo, the SDG Wheel and any of the 17 UNSDGTM icons are Intellectual Property of United Nations

<sup>28</sup> [https://www.globalreporting.org/media/iogqntmx/sebi\\_brsb\\_gri\\_linkage\\_doc.pdf](https://www.globalreporting.org/media/iogqntmx/sebi_brsb_gri_linkage_doc.pdf)



**Section A of BRSR : General Disclosures Alignment with GRI**

21.	GRI 2: General Disclosures 2021 GRI 2-2: Entities included in the organization's sustainability reporting
22.	GRI 201: Economic Performance 2016 GRI 201-1: Direct economic value generated and distributed
23.	GRI 2: General Disclosures 2021 GRI 2-25: Processes to remediate negative impacts
24.	GRI 3: Material Topics 2021 GRI 3-1: Process to determine material topics GRI 3-2: List of material topics GRI 3-3: Management of material topics a. describe

**Section B: Management and Process disclosures**

1.	GRI 2: General Disclosures 2021 GRI 2-23: Policy commitments
2.	GRI 2: General Disclosures 2021 (e) 2-24: Embedding policy commitments
3.	GRI 2: General Disclosures 2021 (e) 2-24: Embedding policy commitments
4.	No direct linkage
5.	GRI 3: Material Topics 2021 GRI 3-3 Management of material topics
6.	GRI 3: Material Topics 2021 GRI 3-3 Management of material topics
7.	GRI 2: General Disclosures 2021 GRI 2-22: Statement on sustainable development strategy
8.	GRI 2: General Disclosures 2021 GRI 2-13: Delegation of responsibility for managing impacts
9.	GRI 2: General Disclosures GRI 2-9: Governance structure and composition
10.	No direct linkage
11.	GRI 2: General Disclosures 2021 GRI 2-5: External assurance
12.	No direct linkage

**Alignment of BRSR Section C<sup>29</sup>**

<b>BRSR</b>	<b>GRI</b>	<b>SDG</b>
<b>PRINCIPLE 1 - Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable –</b> <b>ESSENTIAL INDICATORS</b>	GRI 2: General Disclosures 2021 - GRI 2-17: Collective knowledge of the highest governance body GRI 2-23: Policy commitments GRI 2-25: Processes to remediate negative impacts GRI 2-27: Compliance with laws and regulations GRI 3: Disclosures on material topics GRI 3-3 - Management of material topics GRI 205 - Anti-corruption GRI 205-3: Confirmed incidents of corruption and actions taken	Goal 16 : Peace & Justice Strong Institutions Goal 17: Partnership for the goals
<b>PRINCIPLE 1 - Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable –</b> <b>LEADERSHIP INDICATORS</b>	GRI 2-10: Nomination and selection of the highest governance body GRI 2-15: Conflicts of interest GRI 2-24: Embedding policy commitments	

<sup>29</sup> [https://www.mca.gov.in/Ministry/pdf/NationalGuideline\\_15032019.pdf](https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf)

BRSR	GRI	SDG
<b>Principle 2 - Businesses should provide goods and services in a manner that is sustainable and safe – ESSENTIAL INDICATORS</b>	GRI 301: Materials 2016 GRI 301-2: Recycled input materials used GRI 3: Management of Material Topics GRI 3-3: Management of material topics GRI 306-2 Management of significant waste-related impacts	Goal 6: Clean water and sanitation. Goal 7 : Affordable & Clean Energy Goal 10 : Reduced Inequality Goal 12 : Responsible Consumption & Production Goal 13 : Climate Action
<b>Principle 2 - Businesses should provide goods and services in a manner that is sustainable and safe – LEADERSHIP INDICATORS</b>	GRI 3: Disclosures on material topics GRI 3-3: Management of material topics GRI 301: Materials 2016 GRI 301-2: Recycled input materials used GRI 301-3: Reclaimed products and their packaging materials GRI 306-2: Management of significant waste-related impacts	
<b>Principle 3 - Businesses should respect and promote the well-being of all employees, including those in their value chains – ESSENTIAL INDICATORS</b>	GRI 201: Economic Performance 2016 GRI 201-1: Defined benefit plan obligations and other retirement plans GRI 2-25: Processes to remediate negative impacts GRI 2: General Disclosure 2021 GRI 2-30: Collective bargaining agreements GRI 3: Disclosures on material topics GRI 3-3: Management of material topics GRI 401: Employment 2016 GRI 401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees GRI 401-3: Parental leave GRI 403: Occupational Health and Safety 2018 GRI 403-1: Occupational health and safety management system GRI 403-2: Hazard identification, risk assessment, and incident investigation GRI 403-5: Worker training on occupational health and safety GRI 403-6: Promotion of worker health GRI 403-9: Work-related injuries GRI 403-10: Work-related ill health GRI 404: Training and Education 2016 GRI 404-1: Average hours of training per year per employee GRI 404-2: Programs for upgrading employee skills and transition assistance programs GRI 404-3: Percentage of employees receiving regular performance and career development reviews	Goal 3 : Good Health & Well Being Goal 4 : Quality Education Goal 5 : Gender Equality Goal 8 : Decent Work And Economic Growth Goal 11: Sustainable cities and communities. Goal 16 : Peace & Justice Strong Institutions
<b>Principle 3 - Businesses should respect and promote the well-being of all employees, including those in their value chains – LEADERSHIP INDICATORS</b>	GRI 404: Training and Education 2016 GRI 404-2: Programs for upgrading employee skills and transition assistance programs GRI 3: Disclosures on material topics GRI 3-3: Management of material topics GRI 414: Supplier Social Assessment 2016 GRI 414-2: Negative social impacts in the supply chain and actions taken	

BRSR	GRI	SDG
<b>Principle 4 - Businesses should respect the interests of and be responsive to all its stakeholders – ESSENTIAL INDICATORS</b>	GRI 2: General Disclosures 2021 GRI 2-29: Approach to stakeholder engagement GRI 3: Disclosures on material topics GRI 3-1: Process to determine material topics	Goal 9 : Industry, Innovation and Infrastructure Goal 11 : Sustainable Cities & Communities
	<b>Principle 4 - Businesses should respect the interests of and be responsive to all its stakeholders – LEADERSHIP INDICATORS</b>	Goal 16 : Peace & Justice Strong Institutions
<b>Principle 5 - Businesses should respect and promote human rights – ESSENTIAL INDICATORS</b>	GRI 2: General Disclosures 2021 GRI 2-13: Delegation of responsibility for managing impacts GRI 2-19 Remuneration policies a. describe the remuneration policies for members of the highest governance body and senior executives GRI 2-21 Annual total compensation ratio GRI 2-23 Policy commitments GRI 2-24: Embedding policy commitments GRI 2-25: Processes to remediate negative impacts GRI 3: Disclosures on material topics GRI 3-3 Management of material topics GRI 202: Market Presence 2016 GRI 202-1 Ratios of standard entry level wage by gender compared to local minimum wage GRI 205: Anti-Corruption 2016 GRI 205-2 Communication and training about anti-corruption policies and procedures GRI 403: Occupational Health and Safety 2018 GRI 403-5 Worker training on occupational health and safety GRI 404: Training and Education 2016 GRI 404-1 Average hours of training per year per employee GRI 405: Diversity and Equal Opportunity 2016 GRI 405-2 Ratio of basic salary and remuneration of women to men GRI 406: Non-discrimination 2016 GRI 406-1 Incidents of discrimination and corrective actions taken GRI 410: Security Practices 2016 GRI 410-1 Security personnel trained in human rights policies or procedures	Goal 5 : Gender Equality Goal 8 : Decent Work And Economic Growth Goal 16 : Peace & Justice Strong Institutions

BRSR	GRI	SDG
<b>Principle 5 - Businesses should respect and promote human rights – LEADERSHIP INDICATORS</b>	GRI 2: General Disclosures 2021 GRI 2-25 Processes to remediate negative impacts GRI 3: Material Topics 2021 GRI 3-1: Process to determine material topics GRI 3-3: Management of material topics GRI 414: Supplier Social Assessment 2016 GRI 414-1 New suppliers that were screened using social criteria GRI 414-2 Negative social impacts in the supply chain and actions taken	
<b>Principle 6 - Businesses should respect and make efforts to protect and restore the environment – ESSENTIAL INDICATORS</b>	GRI 302: Energy 2016 GRI 302-1 Energy consumption within the organization GRI 302-3: Energy intensity GRI 303: Water and Effluents 2018 GRI 303-1: Interactions with water as a shared resource GRI 303-3: Water withdrawal GRI 303-5: Water consumption GRI 304: Biodiversity 2016 GRI 304-1: Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas GRI 305: Emissions 2016 GRI 305-1 Direct (Scope 1) GHG emissions GRI 305-2: Energy indirect (Scope 2) GHG emissions. GRI 305-4: GHG emissions intensity GRI 305-5: Reduction of GHG emissions GRI 305-7: Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions GRI 306: Waste 2020 GRI 306-2 Management of significant waste related impacts GRI 306-3 Waste generated GRI 306-5 Waste directed to disposal GRI 2: General Disclosures 2021 GRI 2-27 Compliance with laws and regulations GRI 3: Material Topics 2021 GRI 3-3 Management of material topics GRI 413: Local Communities GRI 413-1 Operations with local community engagement, impact assessments, and development programs	Goal 3 : Good Health & Well Being Goal 6 : Clean Water & Sanitation Goal 7 : Affordable & Clean Energy Goal 12 : Responsible Consumption & Production Goal 13 : Climate Action Goal 14: Life below water Goal 15 : Life on land

BRSR	GRI	SDG
<b>Principle 6 - Businesses should respect and make efforts to protect and restore the environment – LEADERSHIP INDICATORS</b>	GRI 302: Energy 2016 GRI 302-1: Energy consumption within the organization GRI 303: Water and Effluents 2018 GRI 303-3 Water withdrawal GRI 303-4 Water discharge GRI 304: Biodiversity 2016 GRI 304-2 Significant impacts of activities, products and services on biodiversity GRI 304-3 Habitats protected or restored GRI 305: Emissions 2016 GRI 305-3 Other indirect (Scope 3) GHG emissions GRI 305-4 GHG emissions intensity GRI 308: Supplier Environmental Assessment 2016 GRI 308-1 New suppliers that were screened using environmental criteria	
<b>Principle 7 - Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent – ESSENTIAL INDICATORS</b>	GRI 308: Supplier Environmental Assessment 2016 GRI 308-1 New suppliers that were screened using environmental criteria GRI 308-2 Negative environmental impacts in the supply chain and actions taken GRI 3: Material Topics 2021, GRI 3-3 Management of material topics The organization shall report how it manages anti-competitive behaviour	Goal 2 : Zero Hunger Goal 7 : Affordable and clean energy Goal 10 : Reduced Inequality Goal 11 : Sustainable cities and communities Goal 13 : Climate action Goal 14 : Life below water Goal 15 : Life on land
<b>Principle 7 - Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent – LEADERSHIP INDICATORS</b>	GRI 2: General Disclosures 2021 GRI 2-28 Membership associations GRI 3: Material Topics 2021 GRI 3-3 Management of material topics The organization shall report how it manages anti-competitive behaviour GRI 415: Public Policy 2016	Goal 16 : Peace & Justice Strong Institutions Goal 17: Partnership for the goals

BRSR	GRI	SDG
<b>Principle 8 - Businesses should promote inclusive growth and equitable development – ESSENTIAL INDICATORS</b>	GRI 2: General Disclosures 2021 GRI 2-25 Processes to remediate negative impacts GRI 3: Material Topics 2021 GRI 3-3 Management of material topics The organization shall report how it manages local communities GRI 204: Procurement Practices 2016 GRI 204-1 Proportion of spending on local suppliers GRI 413: Local Communities 2016 GRI 413-1 Operations with local community engagement, impact assessments, and development programs	Goal 2 : Zero Hunger Goal 4 : Quality Education Goal 5 : Gender Equality Goal 6 : Clean Water & Sanitation Goal 8 : Decent Work And Economic Growth Goal 9: Industry, Innovation and Communities. Goal 11: Sustainable cities and communities. Goal 13 : Climate action Goal 14 : Life below water Goal 15 : Life on land Goal 16 : Peace & Justice Strong Institutions Goal 17 : Partnership for the goals
	GRI 3: Material Topics 2021 GRI 3-3 Management of material topics GRI 413: Local Communities 2016 GRI 413-1 Operations with local community engagement, impact assessments, and development programs	Goal 12 : Responsible Consumption & Production
<b>Principle 9 - Businesses should engage with and provide value to their consumers in a responsible manner – ESSENTIAL INDICATORS</b>	GRI 417: Marketing and Labeling 2016 GRI 417-1 Requirements for product and service information and labelling GRI 418: Customer Privacy 2016 GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data GRI 3: Material Topics 2021 GRI 3-3 Management of material topics	
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