Ref. No. NBCC/NSEBSE/2026-27 August 20, 2026

नेशनलस्टॉकएक्सचेंजऑफ़ इंडिया लिमिटेड **एक्सचेंजप्लाजा,** **प्लॉटनंबरसी/1, जीब्लॉक,** **बांद्रा-कुर्लाकॉम्प्लेक्स** **बांद्रा (ई)-मुंबई 400051** **एनएसईप्रतीक: एनबीसीसी/EQ** **National Stock Exchange of India Ltd.** **Exchange Plaza,** **Plot No C/1, G Block,** **Bandra –Kurla Complex,** **Bandra (E), Mumbai-400051** **NSE Symbol: NBCC/EQ**	**बीएसईलिमिटेड** **फिरोजजीजीभोयटॉवर,** **दलालस्ट्रीट,** **मुंबई-400001** **स्क्रिपकोड: 534309** **BSE Ltd.** **Phiroze Jeejeebhoy Tower,** **Dalal Street,** **Mumbai-400001** **Scrip code:534309**

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

Dear Sir,

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2025-26 along with Reasonable Assurance Report.

The above information is also available on the Company's website at: https://www.nbccindia.in/webEnglish/annualReport

This is for your information and record.

Thanking You,

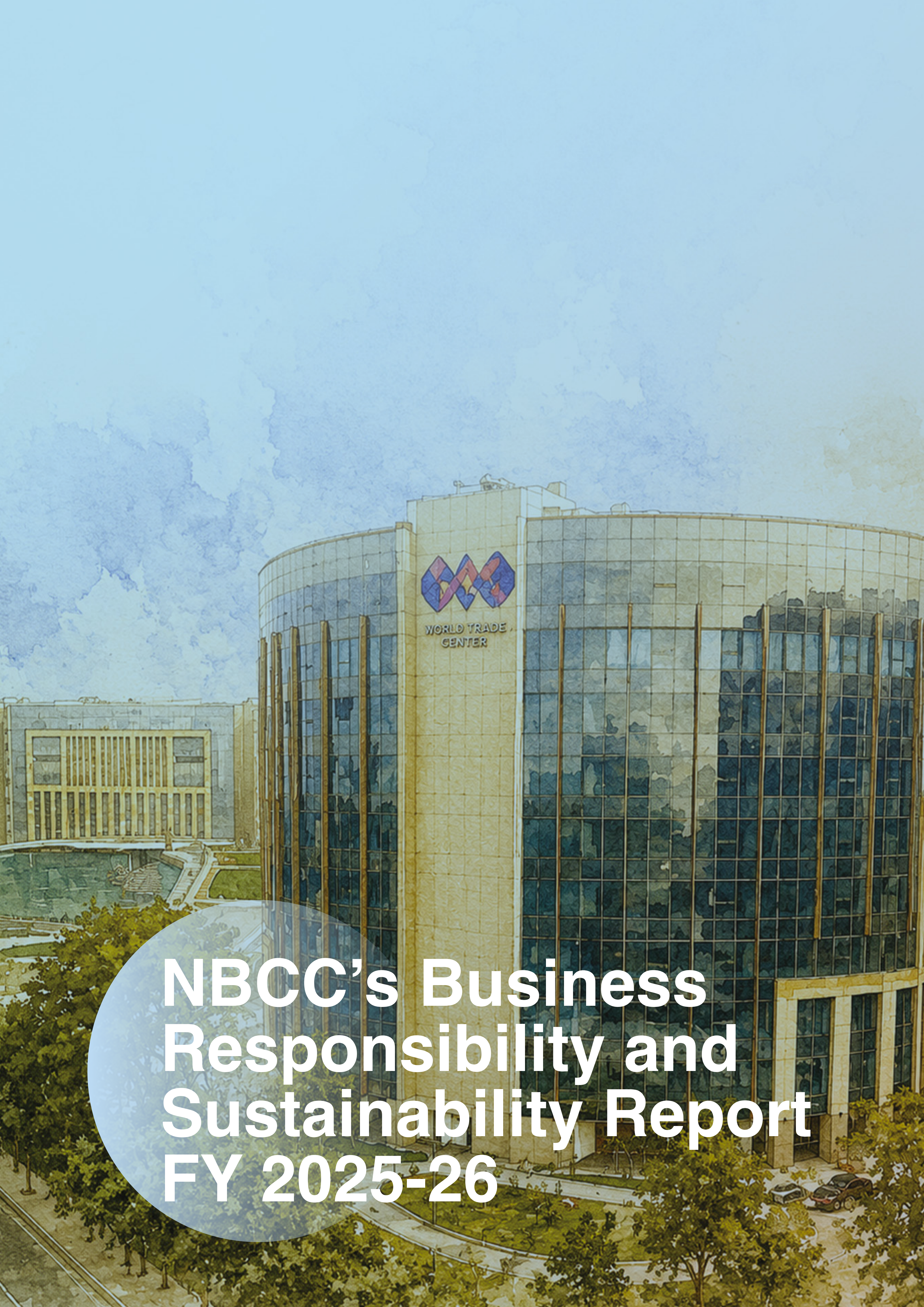
For NBCC (India) Limited

Deepti Gambhir

Digitally signed by Deepti Gambhir
Date: 2026.08.20 20:22:18 +05'30'

Deepti Gambhir
Company Secretary
F-4984

ENCL: - **Business Responsibility and Sustainability Report (BRSR)**
- **Reasonable Assurance Report**



NBCC's Business Responsibility and Sustainability Report FY 2025-26

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L74899DL1960GOI003335
2.	Name of the Listed Entity	NBCC (India) Limited
3.	Year of Incorporation	15-11-1960
4.	Registered Office Address	NBCC Bhawan, Lodhi Road, New Delhi- 110003
5.	Corporate Address	
6.	Email Address	co.sectt@nbccindia.com
7.	Telephone	011-24367314-17, 43591555
8.	Website	http://www.nbccindia.in/
9.	Financial Year for which reporting is being done	April 01, 2025 - March 31, 2026
10.	Name of the Stock Exchange(s) where shares are listed	1) National Stock Exchange of India Limited 2) BSE India Limited
11.	Paid-up Capital (Rs. in Cr.)	270
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Deepti Gambhir Company Secretary 011-24367314-17, 43591555 co.sectt@nbccindia.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The reporting for NBCC has been done on a standalone basis covering the Head Offices and RBG/SBG's offices.
14.	Name of assessment or assurance provider	M/s Social Responsibility Asia (SR Asia)
15.	Type of assessment or assurance obtained	Reasonable Assurance

II. Products/Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of turnover of the Entity
1	Project Management Consultancy	The Company provides management and consultancy for a range of civil construction projects including residential and commercial complexes, re-development of old government colonies, education and medical institutions, infrastructure project roads, water supply systems, storm water systems and water storage solutions.	96.28%
2	Engineering Procurement and Construction	NBCC operates in the Infrastructure Segment as well, wherein it executes projects such as High-Rise Chimneys, Cooling Towers, Coal Handling Plants etc. Under EPC, our services include Project conceptualization, Feasibility studies, Detailed Project Reports, Tender Specifications and various packages, Basic and Detailed Engineering, Review of Projects, Procurement, Construction, Drawings, commissioning & Testing, and handing it over to clients in ready to use and functional conditions.	2.40%
3	Real Estate Development	Real Estate Development focuses primarily on residential and commercial projects such as corporate office buildings and commercial complexes. Real Estate activities includes Development of Real Estate Projects like Residential, Commercial and Institutional projects.	1.03%

17. Products/Services sold by the Entity (accounting for 90% of the Entity's turnover/revenue)

S. No.	Product/Service	NIC Code	% of total turnover contributed
1	Project Management Consultancy	71100	96.28%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	310	32	342
International	7	4	11

Note: number of locations where plants/project sites/operations/offices of NBCC are situated.

19. Markets served by the Entity

a. Number of locations

Locations	Number
National (No. of States)	32*
International (No. of Countries)	4

*Including UTs

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

1.28%

c. A brief on Types of customers

NBCC caters to a wide range of clients including Central and State Government Ministries, Public Sector Undertakings, Municipal Bodies, and Financial Institutions. It also undertakes overseas projects funded by the Ministry of External Affairs and EXIM Bank in countries like Maldives, Mauritius, Seychelles, and Saudi Arabia. In addition, NBCC serves corporate clients and institutions in sectors such as Real Estate, Education, Healthcare, and Infrastructure. Its services span project management consultancy, engineering procurement and construction, and real estate development. The Company's integrated capabilities enable it to deliver end-to-end infrastructure solutions across diverse customer segments.

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)	1,000	884	88.40%	116	11.60%
2.	Other than Permanent (E)	52	50	96.15%	2	3.85%
3.	Total employees (D + E)	**1,052**	**934**	**88.78%**	**118**	**11.22%**
	WORKERS					
4.	Permanent (F)	150	148	98.66%	2	1.33%
5.	Other than Permanent (G)	10	8	80%	2	20%
6.	Total workers (F + G)	**160**	**156**	**97.50%**	**4**	**2.50%**

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)	25	23	92%	2	8%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total differently abled employees (D+E)	**25**	**23**	**92%**	**2**	**8%**
	DIFFERENTLY ABLED WORKERS					
4.	Permanent (F)	2	2	100%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%
6.	Total differently abled workers (F + G)	**2**	**2**	**100%**	**0**	**0%**

21. Participation/Inclusion/Representation of Women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	0	0%
Key Management Personnel	5*	1	20%

*includes (4) functional Directors

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

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	1.96%	0.9%	1.84%	3.13%	2.74%	3.08%	1.59%	1.80%	1.61%
Permanent Workers	2.25%	0.0%	2.22%	1.66%	0.00%	1.63%	1.62%	0.00%	1.59%

Note: for the purpose of calculating the attrition rate, cases of retirement and death in service have been excluded for the FY 2025-26. Further, the values for the previous years has also been restated accordingly.

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

23. Name of holding/subsidiary/associate companies/joint ventures

Sl. No.	Name of the holding/ subsidiary/ associate companies/joint ventures (A)	Indicate whether Holding/Subsidiary/ Associate/Joint Venture	% of shares held by the listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed Entity? (Yes/No)
1.	NBCC Services Limited	Wholly Owned Subsidiary	100%	No
2.	HSCC (India) Limited	Wholly Owned Subsidiary	100%	No
3.	NBCC DWC LLC	Wholly Owned Subsidiary	100%	No
4.	NBCC OVERSEAS REAL ESTATE LLC	Wholly Owned Subsidiary	100%	No
5.	Hindustan Steelworks Construction Limited	Subsidiary	51%	No
6.	Real Estate Development and Construction Corporation of Rajasthan Limited	Joint Venture Company	50%	No
7.	NBCC – MHG	Joint Venture (Association of Persons)	50%#	No
8.	NBCC – AB	Joint Venture (Association of Persons)	50%#	No
9.	NBCC R. K. Milen*	Joint venture (Association of person)	50%#	No

*Refer Note no. 6 (c) of Standalone Financial Statements.

#NBCC shares profit only.

VI. CSR Details

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

(ii) Turnover (in Lakh Rs.): 9,75,531.30

(iii) Net worth (in Lakh Rs.): 2,84,563.42

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide web link for grievance redressal policy)	FY 2025-26			FY 2024-25		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes https://pgportal.gov.in/ https://www.nbccindia.in/pdfData/policies/NBCC-Internal%20&%20External%20Stakeholders%20Grievance%20Redressal%20Policy_22072024.pdf	30	26	-	336	44	Complaints as received on the CPGRAMS Portal. NBCC utilizes the Centralized Public Grievance Redress and Monitoring System, an Indian Government initiative to address the grievances of the public. Further, the expression communities include even those stakeholders which are not specifically identifiable in rest of the enlisted stakeholders such as Civil Actors, Media, anonymous complaints etc. The total number of 369 outstanding complaints were there during the financial year includes 33 nos. of pending complaints of previous year as on 31.03.2024. Further, total 325 complaints have been resolved during the FY 2024-25.
Investors (other than shareholders)	Yes https://scores.sebi.gov.in/ https://www.nbccindia.in/pdfData/policies/NBCC-Internal%20&%20External%20Stakeholders%20Grievance%20Redressal%20Policy_22072024.pdf	0	0	-	0	0	-
Shareholders	Yes https://scores.sebi.gov.in/ https://www.nbccindia.in/pdfData/policies/NBCC-Internal%20&%20External%20Stakeholders%20Grievance%20Redressal%20Policy_22072024.pdf	8	0	-	19	1	The pending complaint has also been resolved.
Employees and workers	Yes https://nbccindia.in/webEnglish/policies https://www.nbccindia.in/pdfData/policies/NBCC-Internal%20&%20External%20Stakeholders%20Grievance%20Redressal%20Policy_22072024.pdf	0	0	-	2	0	NBCC is having HR Manual and the same has uploaded on the website of the Company which includes procedures and Grievance Redressal Mechanism for Employees & Workers. Further, the Company has Policy for internal & external stakeholders grievance redressal which is also uploaded on the website of the Company. 2 Complaints were filed in FY 2024-25 and both the complaints have been resolved.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/ No) (If yes, then provide web link for grievance redressal policy)	FY 2025-26			FY 2024-25		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Customers	Yes https://pgportal.gov.in/ https://www.nbccindia.in/pdfData/policies/NBCC-Internal%20&%20External%20Stakeholders%20Grievance%20Redressal%20Policy_22072024.pdf	20	1	-	15	0	The 15 complaints were received during FY 2024- 25 w.r.t. Real Estate through CPGRAM/ Public Grievance Portal.
Value Chain Partners	Yes https://nbccvms.nbccindia.in/ https://www.nbccindia.in/pdfData/policies/NBCC-Internal%20&%20External%20Stakeholders%20Grievance%20Redressal%20Policy_22072024.pdf	17	3	-	37	202	8 complaints addressed and resolved during FY 2024–25.
Others (please specify)	NA						

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

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate Change (Environment)	Risk	Climate change, largely driven by human activity, continues to affect the environment and the construction sector. NBCC's operations contribute to greenhouse gas emissions, which add to this challenge. Changing weather patterns can reduce the durability and performance of buildings, increasing maintenance needs and affecting occupants, while also creating challenges for energy use, building design and planning.	NBCC carries out regular energy audits and uses renewable energy to manage the risk of exceeding projected greenhouse gas emissions. Tree plantation drives are undertaken in line with statutory requirements to support environmental sustainability. Air quality is monitored at all project sites to meet legal standards, and greenhouse gas emissions are tracked and reported regularly to measure progress and identify areas for improvement.	Negative financial implication

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Waste Management (Environment)	Opportunity / Risk	**Opportunity:** Effective waste management offers environmental benefits such as reduced pollution, conservation of resources, and scope for recycling and waste-to-energy initiatives, along with economic benefits such as cost savings, regulatory compliance and job creation. As NBCC is still developing its waste assessment systems, there is scope to strengthen these practices further. **Risk:** Poor waste management can cause pollution and contamination of natural resources and add to climate change, making it necessary to manage this risk to protect the environment, ensure compliance and safeguard community well-being.	NBCC follows solid waste management practices to handle waste generated across its operations, with emphasis on segregation at source, supported by regular monitoring and record-keeping to ensure compliance and traceability.	Positive / Negative financial implication
3	Water Management (Environment)	Opportunity / Risk	**Opportunity:** Responsible water management helps NBCC stand out in the market, attract environmentally conscious clients, and improve efficiency at project sites, while supporting resilience to climate change, particularly in water-stressed regions where NBCC operates. **Risk:** Construction activities such as site development, excavation and material use can affect local water resources. Without proper controls, this can lead to resource depletion, pollution and regulatory non-compliance.	NBCC is adopting more sustainable practices and water-saving technologies at project sites, tracking water consumption and withdrawal, and looking for ways to reduce, reuse and recycle water to limit the impact on local water resources.	Positive / Negative financial implication
4	Health & Safety (Social)	Risk	Workforce health and safety w.r.t incident/ ill health, safe work place, legal compliance, performance enhancement is the core priority for NBCC's management. While safety policy is already in place and existing systems are reviewed to strengthen, to address evolving risks and maintain a safe working environment with a policy of zero fatal accident/incident across its operation.	NBCC has initiated the implementation of ISO 45001 (Occupational Health and safety Management System) to strengthen its safety framework, along with a formal grievance mechanism supported by dedicated policies and procedures to address health and safety concerns in a structured and timely manner. NBCC has initiated the implementation of ISO 45001: 2018 by hazard identification, risk assessment, application of hierarchy of controls. The Company's Grievance Redressal SOP provides a structured, three-level escalation matrix (Immediate Superior Central Grievance Committee → CMD/Appellate Authority for internal stakeholders, and RBG/SBG/ HOD Director/Dispute → Resolution Committee → CMD/Board for external stakeholders) with defined resolution timelines, ensuring health and safety concerns raised by employees, workers, and contractors are addressed in a time-bound and transparent manner. Additionally, the Human Rights Due Diligence SOP incorporates health and safety within its periodic monitoring checklist which is assessed annually by RBG/SBGs and the HRM Department as part of the Company's broader human rights due diligence process, reinforcing accountability across project sites, RBGs/SBGs, and the Head Office	Negative financial implication

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Employee Engagement & Well-Being (Social)	Opportunity	NBCC provides employee benefits in line with applicable government norms, with scope to further strengthen support through additional training and awareness programmes aligned with the National Guidelines on Responsible Business Conduct, to empower its workforce and reinforce responsible and ethical practices.	Not applicable	Positive financial implication
6	Community Development (Social)	Opportunity	NBCC has scope to strengthen its social responsibility efforts by engaging with local communities and building relationships with local authorities and organisations. This can support regulatory compliance, enhance reputation, aid talent retention, and open access to new markets.	Not applicable	Positive financial implication
7	Business Ethics & Integrity (Governance)	Opportunity	Maintaining ethical business conduct strengthens NBCC's credibility, reputation and competitive position, reduces risk, and builds stakeholder trust. NBCC is implementing an Anti-Bribery Management System to further reinforce its governance framework.	Not applicable	Positive financial implication
8	Corporate Governance (Governance)	Opportunity	Strong governance supports sound decision-making, risk management, stakeholder confidence, access to capital and regulatory compliance. Strengthening this framework helps NBCC build stakeholder trust and long-term sustainability.	Not applicable	Positive financial implication
9	Sustainable Supply Chain (Economic & Governance)	Risk	Building a sustainable supply chain involves risks such as supplier reliability, cost escalation, disruptions, regulatory compliance and reputational impact, which need to be managed to maintain the resilience of NBCC's operations.	NBCC is implementing ISO 20400:2017 (Sustainable Procurement) to strengthen its supply chain practices and address these risks.	Negative financial implication
10	Technology, Innovation & Sustainable Construction (Governance & Economics)	Opportunity	Adopting innovative and sustainable construction practices can improve processes, competitiveness and cost efficiency, while supporting regulatory compliance and risk mitigation, strengthening NBCC's long-term position in the sector.	Not applicable	Positive financial implication

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether the 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									

NGRBC Principle	Principle Description	Aligned Corporate Policies
Principle 1	Ethics, Transparency, and Accountability: Governs corporate integrity, transparency, and anti-corruption frameworks.	• NBCC Anti-Bribery and Anti-Corruption Policy • NBCC Fraud Prevention & Detection Policy • NBCC Whistle Blower Policy • Code of Conduct to Regulate, Monitor, and Report Trading by Insiders • Principles for Fair Disclosure of UPSI • Policy on Materiality of Related Party Transactions • Policy on Determination of Materiality of Event/Information
Principle 2	Sustainable and Safe Products/Services: Focuses on designing layouts and project lifecycles that minimize life-cycle environmental impact.	• Quality Policy • Sustainable Development Policy • Safety Policy • Policy for Sustainable Procurements • Research and Development (R&D) Policy
Principle 3	Employee Well-being: Covers fair treatment, human resource development, and safety of workers across operations.	• HR Manual • NBCC POSH Policy • Policy for Equal Opportunity • Safety Policy • Pension Policy • Training Policy & Training of Directors • Internship Policy & Mentorship Policy
Principle 4	Stakeholder Responsiveness: Focuses on acknowledging and systematically addressing the interests of all stakeholders.	• Policy for Stakeholder Engagement • Internal & External Stakeholders Grievance Redressal Policy • Dividend Distribution Policy • NBCC Archival Policy

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9

NGRBC Principle	Principle Description	Aligned Corporate Policies
Principle 5	Human Rights: Governs the protection and systemic integration of human rights principles across corporate practices and supply chains.	• Policy for Human Rights • Policy for Equal Opportunity • NBCC Suppliers Code of Conduct
Principle 6	Environmental Protection: Addresses active measures to conserve, remedy, and protect ecological systems.	• Environment Policy • Sustainable Development Policy • CSR & SD Policy
Principle 7	Responsible Public Policy Engagement: Directs transparent, responsible advocacy when interfacing with statutory or policy frameworks.	• Policy for Public Advocacy
Principle 8	Inclusive Growth: Covers broad socioeconomic development, CSR initiatives, and economic equity.	• CSR & SD Policy • Policy on Diversity of Board of Directors • Guidelines on Suspension of Business Dealings with defaulting Contractors/Consultants
Principle 9	Responsible Consumer Value: Focuses on delivering safe value, digital privacy, and handling customer feedback.	• Quality Policy • IT Security Policy • Internal & External Stakeholders Grievance Redressal Policy

Web-link: https://www.nbccindia.in/webEnglish/policies

Further, there could be some of the additional policies of the Company which are accessible only to employees and other internal stakeholders on account of confidentiality.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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 the Entity's value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

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 the Entity and mapped to each principle.

ISO	Standard	Principle Aligned
9001	Quality management systems	P2,P3
14001	Environmental Management Systems	P2, P6
45001	Occupational Health and Safety Management Systems	P-3
8000	Data quality	P2, P9
26000	Social Responsibility	P3, P5

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	As part of its Corporate Plan – Vision 2030, NBCC (India) Limited has set time-bound business and operational targets for the period FY 2025-26 to FY 2029-30, including growth in standalone revenue from operations to approximately ₹21,550 crore and consolidated revenue to approximately ₹27,430 crore by FY 2029-30, progressive improvement in EBITDA margins and profitability, scale-up of the Real Estate segment, augmentation of organisational capacity through 40 additional positions at senior and middle-management levels, and calibrated diversification into identified growth areas such as urban housing, transport and logistics, data centres, and REITs (Real Estate Investment Trusts) and InvITs (Infrastructure Investment Trusts)-led development. On the sustainability front, the Company is committed to delivering green, resource-efficient infrastructure, reflected in GRIHA-rated developments such as the 5-Star GRIHA-rated IIM Visakhapatnam campus and the 4-Star GRIHA-rated IIM Sambalpur campus, and to embedding energy, water and resource-efficient design across its EPC and redevelopment portfolio. The company is formalising measurable sustainability targets for GHG-emission intensity,renewable-energy share and green-certified built up area and will be disclosed in the sebsequent reporting cycles.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons, in case the same are not met.	The Vision 2030 targets are forward-looking and apply across FY 2025-26 to FY 2029-30. For the reporting year FY 2025-26, performance against the plan is as follows: standalone revenue from operations of ₹ 9,755.31 crore, consolidated revenue of ₹ 12,888.61 crore; and PAT of ₹ 742.44 crore. The Company is in the process of defining its environmental and social goals and establishing measurable targets. A structured methodology is being developed to ensure accurate tracking and transparent reporting. In this regard, NBCC has institutionalised structured SOPs during FY 2025-26 to build the foundation for future goal-setting and performance tracking, including the Environment Management SOP, under which waste, water, energy and air-emissions data is being tracked through monthly recording, half-yearly consolidation, and review by an External Expert Agency and the Human Rights Due Diligence SOP, under which annual due diligence assessments, quarterly data collection, and time-bound incident reporting and resolution mechanisms have been rolled out across RBGs/SBGs, Head Office, and project sites. The Company has also strengthened its stakeholder responsiveness through the Grievance Redressal SOP, which prescribes defined resolution timelines across a three-level escalation matrix for both internal and external stakeholders. These process-level commitments, supported by the Company's ISO 14001 and ISO 45001 certifications, will serve as the operational backbone for the measurable environmental and social goals and targets to be formally disclosed in the upcoming reporting cycle, reflecting the Company's continued commitment to sustainability and responsible growth.								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9

Governance, leadership and oversight

7. Statement by Director, responsible for the Business Responsibility Report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

   Management messages highlighting ESG related disclosures

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).

The Company has a Risk Management Committee and BRSR Committee to supervise the implementation of the BRSR Framework. The Risk Management Committee of the Board provides Board-level oversight of sustainability/BRSR matters, while the BRSR Committee supports implementation, data governance and coordination.

The Risk Management Committee comprises of the following Directors as on 31.03.2026 namely:

S. No.	Name of members	Designation	DIN
1	Sh. Anjeev Kumar Jain	Chairman, Director (Finance)	09233328
2	Dr. Suman Kumar	Member, Director (Commercial)	06945624
3	Sh. Rajeev Kumar	Member, Independent Director	01610012
4	Dr. Deepak Singh	Member, Independent Director	08568480
5	Sh. Vishal Puri	Member, Independent Director	11121276

The BRSR Committee comprises of the following Senior Officials as on 31.03.2026 namely:

S. No.	Name of members	Designation
1	Sh. Arun kumar Sharma	Chairman Sr. ED (Engg.)
2	Sh. MB Singhal	Member ED (Fin)
3	Sh. K. Ganeshiya	Member ED (HRM)
4	Smt. Deepti Gambhir	Member ED (CS)

9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

As per details given above at point no. 8

10 Details of review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by Director/Committee of the Board/any other Committee									Frequency (Annually/Half yearly/Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Yes									As and when required								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes									As and when required								

11.		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Has the entity carried out independent assessment /evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	Yes, by M/s Social Responsibility Asia (SR Asia)								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principle material to its business (Yes/No)	NA								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCPLE 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	15	**P1 (Ethics, Governance & Risk):** Elite Masterclass for Directors Certification – Boardroom Excellence, Residential Workshop on Board Governance, ICSI's Board Mentorship Programme, Director's Certification Master Class, Three Day Capacity Building Program, Financial Intelligence for Directors, Director's Certification in Risk Governance & Leadership, Anti-Bribery & Anti-Corruption **P6 (Environment):** Director's Certification in ESG Leadership, Sustainability & ESG Strategy, Familiarization Program on ESG risks and regulations related to the business, Climate Risk Governance and Enterprise Risk Management **P5 (Human Rights):** Human Rights Oversight, POSH **P9 (Data Privacy):** Data Privacy & Cybersecurity	70%
Key Managerial Personnel	10	**P1 (Ethics, Governance & Risk):** Elite Masterclass for Directors Certification – Boardroom Excellence, Anti-Bribery & Anti-Corruption, Training program on Related Party Transactions and Regulation 30 of SEBI (LODR), 2015, Risk Management Policy 2022 **P6 (Environment):** Sustainability & ESG Strategy, Familiarization Program on ESG risks and regulations related to the business, Climate Risk Governance and Enterprise Risk Management **P5 (Human Rights):** Human Rights Oversight, POSH **P9 (Data Privacy):** Data Privacy & Cybersecurity	100%
Employees other than Board of Directors and KMPs	125	**P1 (Ethics, Governance & Risk):** Code of Conduct & Ethics, Anti-Bribery & Anti-Corruption, Data Privacy & Cybersecurity, Cyber Security and Hygiene, SEBI (LODR) 2.0 – Beyond Compliance, Related Party Transactions & Regulation 30 of SEBI (LODR) 2015, Risk Management Policy 2022, Right to Information, Conduct Rules/Discipline & Appeal Rules/Charge Sheet Framing, Cash Flow Statements as per Ind AS & Schedule III, Vigilance Awareness Week (DMRC Academy), Vigilance Awareness & Compliance for PSU Employees, IICA Capacity Building Programme, Succession Planning for Board-Level Positions, Insolvency (IPA-ICAI), NBFC Certificate Course (ICAI), Rashtriya Karmayogi Jan Seva Programme (24 sessions), Mission Karmayogi MDP	77%

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
		P2 (Safety & Sustainability of Goods/Services): Civil Engineering Mastery Programme (DMRC Academy), Structural Audit & Condition Assessment, Architectural/Solar/Dynamic Façade Lighting, Waterproofing – Leakage-Free Buildings, Project Management (CIPM), Futuristic Smart Solutions, Electrical Products (Havells), Material Handling **P3 (Employee Wellbeing):** Illness to Wellness Series, Occupational Health & Safety (OHS), Skill Upgradation, OSH Code 2020, National Safety Conclave 2025, SHE Statutory Compliance, Gurudronacharya Knowledge-Sharing Series, Retirement Readiness, New Joinee Orientation, KRA Execution Mastery, Mind Management, Discover the Power Within, Leadership (Bhagavad Gita), DNA of Leadership, Leadership & Managerial Skills, High Energy Leadership, MDP (KIIT/IIM Ahmedabad/GL Bajaj), HR Power Workshop, HR Tech Conference, SHRM Tech Expo, NIPM Conference, SCOPE-APSE EDP, National Management Summit, SAKSHAM, Hypertension Health Talk, Learning through Movies **P4 (Stakeholder Engagement):** PR & Corporate Communications, MANTHAN Session **P5 (Human Rights):** Human Rights Awareness, Statutory Rights/ Minimum Wages/Grievance Redressal, POSH Training, Contract Labour Management, Labour Law Reforms, Labour Codes & Rules (VVGNLI), Code on Wages 2019 **P6 (Environment):** Basic Environmental Training (dust/noise/ water pollution), Waste Management, Carbon Management, GRIHA Ratings, Sustainable Building Solutions (Taipei), Building Retrofits, LED Lighting & Emerging Technology, CSR & ESG **P7 (Public Policy):** Affordable Housing under PMAY-U 2.0 **P8 (Inclusive Growth):** Reservation Policies, UDAAN – Women on Corporate Boards, Women Development Conference, Dhruv Vikas Foundation **P9 (Consumer Value):** Customer Relationship Management (IIM Lucknow)	
Workers	3	**P3 (Employee Wellbeing):** Mind Management Workshop for Non-Executive Employees; Planning for Superannuation Workshop on Retirement Readiness **P5 (Human Rights):** Training Session for Non-Executive Employees on the theme "POSH, Retirement Planning, Human Rights Awareness" (POSH & Human Rights component)	49%

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:

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)
Penalty/ Fine	P1	NSE, BSE	51,56,600*	The Stock Exchanges (NSE and BSE) levied penalty on the Company for non-compliance with the composition requirements of the Board and Board-level Committees under Regulations 17, 18, 19, 20, 21 and 27 of SEBI (LODR) Regulations, 2015, pertaining to the requisite number of Independent Directors and Woman Independent Director. As NBCC (India) Limited is a Government Company within the meaning of Section 2(45) of the Companies Act, 2013, the power to appoint functional/Official Part-time (Independent) Directors on the Board vests with the Government of India (Ministry of Housing and Urban Affairs). The non-compliance arose on account of the vacant position(s) of Independent Directors, appointment/ re-appointment of which was awaited from the Administrative Ministry during the financial year. In view of the above non compliances, the Stock Exchanges had levied penalty on the Company for which waiver has been requested by the Company.	No. However, Company requested NSE & BSE to waive off the fines as the non-compliance on the matter was beyond the control of the Company as NBCC (India) Limited is a Government Company within the meaning of Section 2(45) of the Companies Act, 2013, and the power to appoint functional/ Official Parttime Directors/ non-Official Parttime (Independent Directors) vests with the Government of India. Further, requests have been made to the Administrative Ministry, from time to time regarding the vacant position of the Independent Directors on the Board of NBCC and the same was awaited till March 31, 2026. Further, according to Para 3(a) of the uniform carve outs for Standard Operating Procedure fines levied as per the provisions of SEBI SOP circular, if any non-compliance arising out of inability of Company to comply on account of the specified reason i.e. Make any appointment to the Board of Directors / KMPs due to pending approval for appointment of Directors / KMP etc., from the Government (Ministry)/Regulator/ Any Statutory Authority, can be waived-off. Then waiver of fee may be considered by the stock exchanges on the request of the Company after making compliances good by the Company.
Settlement	0	0	0	0	0
Compounding fee	0	0	0	0	0

*fine levied during the year; amount not paid as at the reporting date, since waiver request(s) are pending.

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NA	

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

Yes, NBCC abides by an Anti-Corruption and Anti-Bribery policy. Moreover, the Company is currently in the process of strengthening its internal controls through an Anti-Bribery Management System and is also in the process of implementing ISO 37001 – Anti-Bribery Management System (ABMS). This policy entails a zero-tolerance approach towards any form of corruption or bribery, thereby ensuring compliance with applicable laws and alignment with established industry practices. Roles and responsibilities of employees and management are clearly defined for preventing, identifying, and reporting unethical behaviour. To uphold the policy, regular training and awareness sessions are conducted to keep employees informed and vigilant. NBCC also adheres to the guidelines issued by the Central Vigilance Commission (CVC), designed to enhance transparency, integrity, and accountability in public sector operations.

A structured approach to preventive vigilance, whistle-blower protection, proactive disclosures, investigation and prosecution is also highlighted in the guidelines. Additionally, NBCC has covered Fraud Prevention and Detection, Whistle-blower Mechanism, and a Code of Conduct applicable to all employers by establishing internal policies and procedures. All these measures serve as multiple layers of control to uphold ethical standards and ensure organizational transparency.

Policy Link:

- Vigilance Manual
- Whistle Blower's Policy
- Fraud Prevention & Detection Policy
- Anti-Bribery & Anti-Corruption Policy

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

	FY 2025-26	FY 2024-25
Directors	0	0
KMPs	0	0
Employees	0	2
Workers	0	0

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

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

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

NBCC is actively progressing towards the establishment of ISO 37001: Anti-Bribery Management System (ABMS). The Company has already developed an Anti-Corruption and Anti-Bribery Policy along with a supporting ABMS manual, which is currently at the finalization stage. In addition, routine bribery risk assessments have been initiated, with outcomes to be periodically updated in the corporate risk register.

As a Central Public Sector Enterprise (CPSE), the appointment of Directors rests with the Administrative Ministry, i.e., the Ministry of Housing and Urban Affairs (MoHUA). Requests for appointments are made to the Ministry as required, and accordingly, four (4) Independent Directors have been appointed to the Board of NBCC during FY 2025-26.

The Company also ensures timely notification to the Ministry regarding any material issues related to fines, penalties, or actions taken by regulators, law enforcement agencies, or judicial institutions in matters concerning corruption or conflicts of interest.

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

	FY 2025-26	FY 2024-25
Number of days of accounts payables	200.42	152.10

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchasing from the top 10 trading houses as % of total purchases from trading houses	0.00%	0.00%
Concentration of Sales	a. Sales to dealer / distributors as % of total sales	0.00%	0.00%
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	0.00%	0.00%
Share of RPTs in	a. Purchases (Purchases with related parties as % of Total Purchases)	0.75%	0.50%
	b. Sales (Sales to related parties as % of Total Sales)	0.06%	0.27%
	c. Loans & advances given to related parties as % of Total loans & advances	10.22%	0%
	d. Investments in related parties as % of Total Investments made	100.00%	57.27%

Leadership Indicators:

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

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
12	Skill India Training	16.66%

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, there exists a conflict-of-interest clause at NBCC to ensure that Board Members and Senior Management act in the best interest of the organisation.

Principle 2:

Business 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 products and processes to total R&D and capex investments made by the entity, respectively.

Segment	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R & D	100%	100%	NBCC has been at the forefront of encouraging and adopting sustainable construction practices. Expenditure to the tune of Rs. 14.00 crores has been incurred in the following research projects for FY 2025-26: 1) Development of Sustainable Composite Materials from Agro-Waste and Natural Fibers for Affordable Housing 2) High Performance Concrete Using Nano Cement and Nano Additives in Nominal (M20) Mix Concrete 3) Development of Design Guidelines for Structural Components with Basalt FRP Reinforced Concrete: A Corrosion-Free and Sustainable Route to Infrastructure Development 4) Condition Assessment and Strategic Remedial Planning for Premature Building Deterioration at NBCC Township Phase-I Khekra, UP 5) R&D Framework for Groundwater Ingress Control and Performance Enhancement of the Rastrapati Bhavan Museum Basement 6) Multi-functional Fibre Reinforced Bendable Pavement Quality Concrete (MFB-PQC) with Recycled Coarse Aggregates and Foundry Waste Sand for Rigid Pavements 7) Chloride Adsorption and Corrosion Mitigation: Innovative Solutions for Improving Durability & Service Life of RCC Structures

Segment	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
			8) Reinforced Concrete (RC) Column and Steel (S) Beam Technique for Faster and Relatively Sustainable Construction 9) Design & Development of Thermally Efficient Walling Unit 10) Extraction of Nano-Materials from Agricultural Waste Residue and its Applications in the Construction Industry 11) Novel Self-Healing Concrete using Electric Arc Furnace Slag based Alkali Activated Materials 12) Performance Evaluation of Sintered Fly Ash Lightweight Aggregate in Concrete 13) Development of Field Ready Bio-product for Crack Healing and Anti-corrosive Applications 14) Pilot Scale Tertiary Treatment Technique for Degradation of Emerging Contaminants by Ozonation – Biological Activated Carbon System.
Capex	NIL	NIL	Not Applicable. NBCC operates primarily as a Project Management Consultancy (PMC) and does not make significant capital expenditure investments in specific technologies for improving environmental and social impacts of its own production processes.

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

Yes.

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

As a Project Management Consultancy (PMC), NBCC subcontracts project execution to contractors and does not directly procure construction materials or machinery. For administrative purposes in FY 2025–26, however, 63.13% of inputs were sourced from MSMEs, including ₹11.23 crore from MSMEs overall, ₹0.80 crore from SC/ST-owned MSMEs, and ₹1.40 crore from women-owned MSMEs. This demonstrates the Company's commitment to inclusive sourcing in alignment with government procurement norms and sustainability principles.

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.**

(a) Plastics (including packaging) **(b) E-waste** **(c) Hazardous waste** **(d) other waste.**	Not Applicable, the company is not a producer of any product and is primarily engaged in Project Management Consultancy (PMC). Further, Plastic Waste, E-waste and Hazardous waste generated at the office premises is disposed through Authorised Recyclers.

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 the Pollution Control Boards? If not, provide steps taken to address the same.**

No, Extended Producer Responsibility (EPR) is not applicable, as the company is not a producer of any product and is primarily engaged in Project Management Consultancy (PMC).

Leadership Indicators:

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
Not applicable, the company is not a producer of any product and is primarily engaged in Project Management Consultancy (PMC)					

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

Name of Product / Service	Description of the risk / concern	Action Taken
Not applicable, the company is not a producer of any product and is primarily engaged in Project Management Consultancy (PMC).		

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 2025-26	FY 2024-25
Not applicable, the company is not a producer of any product and is primarily engaged in Project Management Consultancy (PMC).		

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 2025-26			FY 2024-25		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	Not applicable, the company is not a producer of any product and is primarily engaged in Project Management Consultancy (PMC).					
E-waste						
Hazardous waste						
Other waste						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not applicable, the company is not a producer of any product and is primarily engaged in Project Management Consultancy (PMC)	

Principle 3:

Business should respect and promote the wellbeing of all employees, including those in their value chains

Essential Indicators:

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	884	827	93.55%	884	100%	NA	NA	884	100%	0	0%
Female	116	99	85.34%	116	100%	116	100%	NA	NA	0	0%
Total	**1000**	**926**	**92.60%**	**1000**	**100%**	**116**	**100%**	**884**	**100%**	**0**	**0%**
Other than Permanent employees											
Male	50	47	94%	0	0	NA	NA	0	0	0	0
Female	2	1	50%	0	0	2	100%	NA	NA	0	0
Total	**52**	**48**	**92%**	**0**	**0**	**2**	**3.85%**	**0**	**0**	**0**	**0**

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	148	148	100%	148	100%	-	-	148	100%	0	0%
Female	2	2	100%	2	100%	2	100%	-	-	0	0%
Total	**150**	**150**	**100%**	**150**	**100%**	**2**	**100%**	**148**	**100%**	**0**	**0%**
Other than Permanent Workers											
Male	8	8	100%	0	0	0	0	0	0	0	0
Female	2	2	100%	0	0	2	100%	0	0	0	0
Total	10	10	100%	0	0	0	0	0	0	0	0

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

	FY 2025-26	FY 2024-25
Cost incurred on wellbeing measures as a % of total revenue of the company	0.17%	0.26%

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

Benefits	FY 2025-26			FY 2024-25*		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	NA	NA	NA	NA	NA	NA
NPS (National Pension Scheme)*	95.18%	NA	Y	94.81%	NA	Y
PRMB (Post-Retirement Medical Scheme)*	95.18%	NA	Y	94.81%	NA	Y

*100% of Regular Employees are covered under NPS and PRMB. Contract Employees are not eligible for these superannuation benefits. Further, the values for the previous year (FY 2024-25) has also been restated accordingly.

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 Company in this regard.

Yes.

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, as per the Rights of Persons with Disabilities Act, 2016, NBCC has an Equal Opportunity Policy in place. The policy provides equitable access to employment, promotions, and training opportunities to individuals with disabilities. The discrimination in recruitment, workplace conditions, and career progression on the basis of disability is prohibited. There are also provisions outlined for reasonable accommodation to enable equal participation. Moreover, the policy resonates the importance of fostering an inclusive and accessible work environment by addressing and removing physical and systemic barriers.

Weblink: Equal Opportunity Policy

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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 Permanent employees	Yes, NBCC has established a Central Grievance Committee under its Grievance Redressal Policy to address employee concerns in a fair, transparent, and time-bound manner. The Committee is empowered to recommend improvements to organizational rules and processes based on the nature and frequency of grievances received. The grievance mechanism is designed to be accessible and impartial, with multiple reporting channels available (including online portal, email, and postal communication). Employees are encouraged to utilize the internal grievance redressal system fully before seeking recourse through conciliation or legal channels. The process ensures confidentiality, fairness, and constructive resolution, thereby fostering a culture of dignity, accountability, and continuous improvement.
Other than permanent workers Other than permanent employees	NA

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

Category	FY 2025-26			FY 2024-25		
	Total employees/ workers in respective category (A)	No. of employees /workers in respective category, who are part of association(s) or Union (B)	%(B/A)	Total employees/ workers in respective category (C)	No. of employees /workers in respective category, who are part of association(s) or Union (D)	%(D/C)
Total Permanent Employees	1000	NA	NA	958	NA	NA
- Male	884	NA	NA	851	NA	NA
- Female	116	NA	NA	107	NA	NA
Total Permanent Workers	150	150	100%	214	214	100%
- Male	148	148	100%	210	210	100%
- Female	2	2	100%	4	4	100%

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	884	160	18.10%	622	70.36%	851	133	15.63%	559	65.69%
Female	116	15	12.93%	90	77.59%	107	17	15.89%	65	60.75%
Total	**1000**	**175**	**17.50%**	**712**	**71.20%**	**958**	**150**	**15.66%**	**624**	**65.14%**
Workers										
Male	148	0	0%	25	16.89%	210	9	4.29%	0	0%
Female	2	0	0%	0	0%	4	0	0%	0	0%
Total	**150**	**0**	**0%**	**25**	**16.67%**	214	9	4.21%	0	0%

Note: The above disclosure covers permanent employees/workers only.

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	884	884	100%	851	851	100%
Female	116	116	100%	107	107	100%
Total	**1000**	**1000**	**100%**	**958**	**958**	**100%**
Workers						
Male	148	148	100%	210	210	100%
Female	2	2	100%	4	4	100%
Total	**150**	**150**	**100%**	**214**	**214**	**100%**

Note: The above disclosure covers permanent employees/workers only.

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, NBCC ensures the maintenance of a safe and secure working environment through a Occupational Health and Safety Policy, along with the General Guidelines for Safety, 2016. The Company is also in the process of implementing ISO 45001:2018 to strengthen its occupational health and safety management system. The objective of this effort is to improve risk management, promote preventive safety measures, and ensure compliance with relevant regulations. The workplace safety is enhanced through regular safety audits and training programs at NBCC.

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

The hazards are consistently evaluated in accordance with the General Guidelines for Safety–2016 at NBCC project sites; the evaluations being conducted by the designated safety officer or the contractor's site supervisor to identify potential risks that may lead to accidents, injuries, or environmental harm. A Daily Inspection Report is maintained at each site to document and track these hazards. Based on the findings, the contractor's safety team, in coordination with an NBCC-empanelled agency, develops risk mitigation strategies aimed at preventing incidents.

These measures may include:

a. Eliminating the hazard altogether

b. Reducing the likelihood of the hazard occurring.

c. Reducing the severity of its consequences.

As per the General Conditions of Contract, for projects valued at ₹50 crore and above, the contractor is required to engage a reputed safety monitoring agency from the list empanelled by NBCC. Additionally, NBCC's Safety Audit Team, along with Zonal or Site In-charges and representatives of the contractor, conducts periodic safety audits to identify and address hazards and ensure adherence to safety protocols.

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

Yes, NBCC promotes safety awareness through Tool Box Talks, maintaining a Near Miss Register, and providing access to an emergency helpline number. These measures enable timely hazard reporting and response across project sites.

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

Yes

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

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

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

NBCC has established a comprehensive Safety Policy supported by guidelines, inspection checklists, and contractual provisions mandating labour safety, health, and sanitation standards. For large projects (₹50 crore and above), contractors must engage reputed safety agencies from NBCC's empanelled list. The Safety Division conducts periodic audits, while awareness is promoted through National Safety Day/Week observances and regular training programs. Wellness initiatives include yoga sessions, annual medical check-ups, and maintaining hygienic workplace conditions. All project sites and offices are assessed 100% for health, safety, and working conditions, ensuring a safe and healthy environment for employees and workers.

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

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

14. Assessments for the year:

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

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

NA as no safety-related incidents occured during the year.

Leadership Indicators:

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

Yes, NBCC provides life insurance and compensatory packages to both employees and workers in the event of death, in line with company policy and legal requirements.

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

All the Regional Business Group / Strategic Business Groups of Company ensures that all the statutory dues are deducted and deposited on time by the value chain partners.

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 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 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	0	0	0	0
Workers	0	0	0	0

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

Yes, NBCC provides transition assistance programs to support employees in managing career endings due to retirement or termination, ensuring continued employability and a smooth transition.

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	NA
Working Conditions	NA

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.

NA

Principle 4:

Business 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.

NBCC follows a structured approach to stakeholder identification and engagement. The process begins with mapping both internal and external stakeholders, followed by assessing their concerns, interests, and level of influence. Potential areas of collaboration are explored to strengthen relationships and align expectations. Engagement strategies are periodically reviewed to ensure relevance and effectiveness. Key stakeholder groups include customers, employees, communities, governments, suppliers, shareholders, and other relevant partners. This systematic process enables NBCC to address stakeholder expectations proactively, support improved project outcomes, and enhance overall stakeholder value.

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

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors and Shareholders	No	1) Annual Shareholder Meeting 2) Investor and Analyst Meet 3) Press releases and Newspaper Publications 4) Annual Reports 5) Communication with Stock Exchanges 6) Email & Written Communication 7) Website	Periodically / Event basis	The focus is on the wealth creation of shareholders. Key topics: 1) Financial Performance 2) Business Strategy 3) Business Performance 4) Corporate Governance 5) Market Opportunity 6) Providing Future Guidance

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	1) Employee newsletters 2) Intranet Portal 3) Cultural events, functions & interactions, and review meetings 4) Trainings and performance management system 5) Functional and cross functional committees 6) Emails and other forms of written communication	Periodically / As and when required / Event based	1) Information 2) Trainings 3) Skill Development 4) Awareness and activities 5) Business activities
Client & Customer	No	1) Direct consumer calls 2) Client/Customer satisfaction surveys 3) Complaint handling & feedback 4) Marketing and Advertising 5) Electronic Communication	As and when required	1) Customers satisfaction survey 2) Grievance Redressal 3) Business Activities
Regulatory and Government Bodies	No	1) Annual Reports 2) Communications with Regulatory Bodies 3) Formal Dialogues 4) Physical Meetings	Periodically / Event based	1) Information regulatory matters
Suppliers/ Vendors, Contractors & Consultants	Yes	1) Contractor, Consultant, and Supplier Meetings 2) Regular interactions via phone, email, and in-person 3) Vendor Grievance Portal	As and when required	1) Business activities 2) Grievance Redressal
NGOs/ Communities	Yes	Emails, Calls, Letters	Event-based	1) Community Development, 2) Skill Development 3) Corporate Social Responsibility

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.**

   NBCC engages employees in consultations related to internal policies in a structured approach. Presently, this consultation process is limited to internal stakeholders. The feedback gathered from these engagements is systemically reviewed and incorporated into decision-making processes. The board is formally communicated about the feedbak obtained from the consultations on economic, environmental, or social matters delegated cases, to keep the Board informed and involved in the relevant decisions pertaining to these aforementioned cases.

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, stakeholder consultation was an integral part of the previous reporting period and was actively utilized to support the identification and management of key environmental and social topics. NBCC follows a structured stakeholder engagement approach that includes identifying internal and external stakeholders, assessing their concerns, and evaluating their influence. Feedback gathered during these consultations played a pivotal role in the materiality assessment process, helping to determine priority issues. These insights were incorporated into the development and refinement of NBCC's policies and initiatives to ensure alignment with stakeholder expectations. Where consultations pertained to economic, environmental, or social matters, the feedback was formally communicated to the Board, reinforcing informed and responsive decision-making at the highest level.

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

The parameter is not applicable to NBCC, as there have been no such instance reporting during the year.

Principle 5:

Business should respect and promote human rights

Essential Indicators:

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

Category	FY 2025-26			FY 2024-25*		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	1,000	264	26.40%	958	137	14.30%
Other than Permanent	52	0	0%	70	0	0%
Total Employees	**1,052**	**264**	**25.10%**	**1,028**	**137**	**13.33%**
Workers						
Permanent	150	42	28.00%	214	43	20.09%
Other than Permanent	10	0	0%	11	0	0%
Total Workers	**160**	**42**	**26.25%**	**225**	**43**	**19.11%**

*The values for the previous year (FY 2024-25) has also been restated accordingly by including other than permanent employees and workers.

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

Category	FY 2025-26					FY 2024-25*				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	884	0	0%	884	100%	851	0	0	851	100%
Female	116	0	0%	116	100%	107	0	0	107	100%
Other than Permanent										
Male	50	0	0%	50	100%	67	0	0	67	100%
Female	2	0	0%	2	100%	3	0	0	3	100%
Workers										
Permanent										
Male	148	0	0%	148	100%	210	0	0	210	100%
Female	2	0	0%	2	100%	4	0	0	4	100%
Other than Permanent										
Male	8	0	0%	8	100%	10	0	0	10	100%
Female	2	0	0%	2	100%	1	0	0	1	100%

*The values for the previous year (FY 2024-25) has also been restated accordingly by including other than permanent employees and workers.

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

a. The details are provided below:

	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	4	66,26,417	0	0
Key Managerial Personnel	0	0	1	44,02,473
Employees other than BoD and KMP	864	19,33,550	113	17,85,009
Workers	317	11,73,439	8	14,72,290

* Functional Directors

Note: includes remuneration paid during the year. Accordingly, it may differ from the year-end employee/worker population reported in Section A.

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	9.48%	8.81%

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, in order to ensure timely resolution of any related issues in line with company policies and statutory requirements, NBCC has a designated committee responsible for monitoring and addressing human rights impacts across its operations.

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

There is a comprehensive grievance redressal framework under the Human Rights Policy and Internal and External Grievance Redressal Policies of NBCC, which are designed to address concerns raised by both internal and external stakeholders. The objective of these mechanisms is to uphold dignity, fairness, and inclusivity, and ensure that complaints related to human rights are handled transparently, confidentially, and with due processes. To promote awareness, the organization provides structured orientation programs that include dedicated modules on Human Rights, reinforcing its commitment to fostering a respectful and inclusive work environment. The specific roles such as Site Project Engineers (Civil), also undergo training to ensure wider understanding of these policies. Additionally, the organization's POSH Policy is compliant with relevant laws to contribute to the broader human rights framework by safeguarding against sexual harassment and ensuring a safe workplace for all employees.

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

The details are provided below:

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

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

	FY 2025-26	FY 2024-25*
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
ii) Female employees / workers	122	115
iii) Complaints on POSH as a % of female employees / workers	0%	0%
iv) Complaints on POSH upheld	0	0

*The values for the previous year (FY 2024-25) has been restated accordingly.

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

The POSH Policy at NBCC (India) Limited prevents and addresses sexual harassment by ensuring a safe and respectful workplace for women. The policy is applicable to all employees, including temporary and contract workers, and covers incidents occurring both within and outside office premises. The constitution of an Internal Complaints Committee (ICC) has been done as per legal requirements to handle complaints with confidentiality and impartiality, conduct thorough investigations, and recommend appropriate disciplinary actions. There is strict prohibition of retaliation against complainants or witnesses and emphasis on the importance of confidentiality and fairness, including addressing false accusations, as per the policy. Several proactive measures are in place to prevent adverse consequences for complainants, which include interim reliefs such as transferring the aggrieved woman or the respondent to another workplace within the organization to ensure a safe environment. The aggrieved woman may also be granted a leave of absence of up to three months, in addition to her regular leave entitlements. The ICC may recommend other specific reliefs as per applicable regulations. Regular awareness and training programs are conducted to educate employees and foster a culture of respect, safety, and accountability. The organization is committed to supporting aggrieved individuals through comprehensive services and safeguards throughout the complaint process.

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

Yes

10. **Assessment for the year:**

	% of the entity's plants and offices that were assessed (by the entity or statutory authorities or third parties)
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%
Other- please specify	-

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

NA – With reference to Child labour, Forced/involuntary labour & Wages of Q10 referred above.

Leadership Indicators:

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

NA.

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

A Human Rights Due Diligence SOP was introduced during FY 2025-26. No independent/formal enterprise-wide Human rights due-diligence was conducted during the reporting period

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, NBCC's premises are accessible to differently abled visitors and are compliant with the provisions of the Rights of Persons with Disabilities Act, 2016.

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

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

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

NA

Principle 6:

Business should respect and make efforts to protect and restore the environment.

Essential Indicators:

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

Parameter	FY 2025-2026	FY 2024-25
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	**0**	**0**
From non-renewable sources		
Total electricity consumption (D)	4,925.20	4,469.59
Total fuel consumption (E)	45,627.90	45,419.65
Energy consumption through other sources(F)	0.00	0.00
Total energy consumed from non- renewable sources (D+E+F)	**50,553.10**	**49,889.24**
Total energy consumed (A+B+C+D+E+F)	**50,553.10**	**49,889.24**
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (GJ/Rs. Lakh)	0.052	0.057
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) (GJ/Lakh $)*	1.054	1.181
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-
Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	M/s Social Responsibility Asia (SR Asia)	

*As per IMF data for the year 2026, the Purchasing Power Parity (PPP) value for India has been taken as 20.34. Since this value has remained consistent for two consecutive years, the PPP value for the previous year has also been restated accordingly, in line with SEBI's guidelines.

Note: The Company is progressively enhancing the accuracy of its data disclosures to ensure alignment with BRSR requirements. Additionally, the Company is undertaking BRSR Core Assurance, which will be reviewed by an independent third party to validate data accuracy.

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.**

This parameter is not applicable to NBCC, as the company does not have any sites or facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2025-2026	FY 2024-25
Water withdrawal by source (in kiloliters)		
(i) Surface water	1,380	1884
(ii) Groundwater	1,685.36	920
(iii) Third party water	11,390.43	15,014
(iv) Seawater / desalinated water	-	0.00
(v) Others	23.69	30.064
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**14,479.47**	**17,848.06**
Total volume of water consumption (in kilolitres)	**13,821.88**	**17,185.06**
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.01	0.02
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.29	0.41
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by theentity	-	-
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.	M/s Social Responsibility Asia (SR Asia)	

4. **Provide the following details related to water discharged:**

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment ()	69.89	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of reatment	0	0
(iv) Sent to third-parties		
- No treatment	587.71	663
- With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kiloliters)	**657.60**	**663**
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.	M/s Social Responsibility Asia (SR Asia)	

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

NBCC (India) Ltd has not implemented a Zero Liquid Discharge (ZLD) mechanism, as the nature of its operations focused on construction, project management and redevelopment does not typically involve processes that generate high volumes of liquid effluents. The company emphasizes efficient water management by using recycled water where feasible and implementing water conservation practices across its project sites. Initiatives such as minimizing water wastage and promoting awareness among stakeholders are integral to its broader sustainability approach.

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

<table>
<tr><th>Parameter</th><th>Unit</th><th>FY 2025-26</th><th>FY 2024-25</th></tr>
<tr><td>NOx</td><td colspan="3" rowspan="7">Given NBCC's role primarily as a project management consultant/ EPC contractor geographically dispersed sites, on-site air emission-generating equipment (including DG sets) is largely operated and controlled by empanelled execution contractors, and granular air emissions data (NOx, SOx, PM, POP, VOC, HAP) is not centrally consolidated at present. NBCC is strengthening its data collection systems and plans to institute a structured emissions-monitoring protocol across major project sites, with independent third-party assurance to be phased in over the coming reporting cycles.</td></tr>
<tr><td>SOx</td></tr>
<tr><td>Particulate matter (PM)</td></tr>
<tr><td>Persistent organic pollutants (POP)</td></tr>
<tr><td>Volatile organic compounds (VOC)</td></tr>
<tr><td>Hazardous air pollutants (HAP)</td></tr>
<tr><td>Others – please specify</td></tr>
<tr><td>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.</td><td colspan="3">No</td></tr>
</table>

7. **Provide details of greenhouse gas emissions (Scope1 and Scope 2 emissions) & its intensity, in the following format:**

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	MT of CO_2 Equivalent	3,123.08	2,052.10
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	MT of CO_2 Equivalent	971.36	887.04
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MT of CO_2 Equivalent/Rs. In Lakh	0.004	0.003
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	MT/Lakh $	0.085	0.061
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	-	M/s Social Responsibility Asia (SR Asia)	-

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

NBCC has multiple ongoing initiatives whose stated objective is reducing carbon footprint and embodied/operational energy, which directly contribute to GHG emission reduction:

The company sponsors R&D projects specifically aimed at developing new sustainable construction materials which have lower embedded energy and help reduce overall carbon footprint, including thermally efficient walling units, extraction of nano-materials from agricultural waste, straw/stubble-based structural systems, GGBS-based concrete using waste products, eco-friendly heat-reflective bricks, and a project titled Research and Development Opportunities in Net-Zero Carbon Built Environment.

NBCC installs solar rooftop panels on its projects as per government guidelines for public infrastructure, reducing dependence on grid (largely fossil-fuel-based) power.

The company has shifted to LED lighting in place of CFL/incandescent fixtures across premises.

It promotes use of locally sourced materials (reducing transport-related emissions) and "Make in India" sourcing to cut import-linked logistics emissions.

NBCC is pursuing ISO 45001:2018 certification and continues green building certifications (Vanijya Bhawan received 5-Star GRIHA rating; Bharat Mandapam received 4-Star GRIHA rating), both of which embed energy-efficiency and emission-reduction design standards.

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	0.78	0.34
E-waste **(B)**	0.00	0.13
Bio-medical waste **(C)**	0.00	0.00
Construction and demolition waste **(D)**	22.98	19.13
Battery waste **(E)**	0.00	0.00
Radioactive waste **(F)**	0.00	0.00
Other Hazardous waste. Please specify, if any. **(G)**	0.00	0.00
Other Non-hazardous waste generated **(H)**. Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0.26	1.23
Total (A+B + C + D + E + F + G + H)	**24.02**	20.83
Parameter		
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000025	Negligible
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.000501	Negligible
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	0.025	0.001
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	**0.025**	0.001
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	24.00	20.83
Total	**24.00**	20.83
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.	M/s Social Responsibility Asia (SR Asia)	

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.

The organization regularly practices recycling and proper disposal techniques. E-waste and paper waste are collected, sorted and supplied to respective approved vendors. Furthermore, NBCC complies with relevant waste management regulations and guidelines, including proper handling and disposal of hazardous waste.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	Indo-Bangladesh Border Fencing Works, Dampa Tiger Reserve Forest, Mizoram. (BP No. 2313/2RI to 2305)	Border Fencing and Border Road	Yes
2	Indo-Bangladesh Border Fencing Works, East Jaintia Hills, Meghalaya (BP No. - 1301/4S to 1316/M)		

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
Nil					

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

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Yes, the Company is complaint with all the applicable environmental laws, regulations and guidelines relevant to its operations.				

Leadership Indicators:

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

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

(i) Name of the area –

(ii) Nature of operations –

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kiloliters)	-	-
Total volume of water consumption (in kiloliters)	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(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	-	-
Total water discharged (in kilolitres)	-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.		

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	The Company is in the process of developing a structured mechanism to track and report Scope 3 emissions, which will be implemented in future reporting cycles.		
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			
Note: Indicate if any independent assessment, evaluation, or assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	NA		

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

No significant direct or indirect adverse impact on biodiversity has been identified at this location, and the Company continues to operate in compliance with the applicable environmental clearance conditions and statutory requirements, supported by regular environmental monitoring.

4. **If the entity provided below taken 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:**

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
-	-	-	-

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

Yes. The Company has a Board-approved Risk Management Policy (2022), aligned with ISO 31000:2018, providing a structured framework to identify, assess and mitigate risks including operational disruption and disaster-related risks across all business functions, safeguarding business continuity. It is administered by a Chief Risk Officer and Risk Assessment Committee of senior functional heads, with periodic reporting to the Risk Management Committee and Board. At the project level, continuity and disaster-preparedness are reinforced through mandatory Health, Safety & Environment Plans (for major projects) and disaster-resistant design, as per the Vulnerability Atlas of India, under the Company's General Conditions of Contract for EPC Works.

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?**

NA

7. **% of Value chain partners (by value of business done with such partners) that were assessed for Environmental Impacts?**

The assessment of value-chain partners for environmental impacts was not conducted during FY 2025-26. The Company is developing an internal framework to enable risk-based assessment of material value-chain partners in future reporting periods.

8. **How Many green credits have been generated or produced**

a. By the listed entity	NIL
b. By the top ten (in terms of value of purchase and sales respectively) value chain partners	NA

Principle 7:

Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

Essential Indicators:

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

- 4

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.	PHD Chamber of Commerce	National
2.	Projects Export Promotion Council (PEPC)	National
3.	Institute of Directors (IoD)	National
4.	Confederation of Indian Industry (CII)	National

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

Name of the authority	Brief of the case	Corrective action taken
Not applicable as no issues related to anti-competitive conduct was arisen during the FY 2025-26.		

Leadership Indicators:

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

S. No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/ No)	Frequency of Review by Board (Annually/ Half yearly/Quarterly/ Others- please specify)	Web Link, if available
Nil					

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
NIL					

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

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

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

NBCC (India) Limited has instituted a dual grievance redressal framework comprising its internal Grievance Redressal SOP and the Government's CPGRAMS platform. The internal SOP provides a transparent and structured process for addressing grievances from both internal stakeholders (employees, senior management) and external stakeholders (contractors, vendors, customers). It clearly defines reporting channels, escalation levels, timelines, and documentation requirements, ensuring accountability at every stage. Internal grievances may be reported verbally, in writing, or via email, with escalation up to the Chief Grievance Redressal Officer (CGRO) if unresolved. External grievances follow a similar process through written communication or email.

In parallel, NBCC addresses public grievances through CPGRAMS (Centralized Public Grievance Redress and Monitoring System), a government portal that enables receipt, tracking, and resolution of complaints from the general public and communities. Each case is reviewed by the relevant department, and appropriate action is taken, thereby reinforcing transparency, responsiveness, and trust in the Company's operations.

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

	FY 2025-2026	FY 2024-2025
Directly sourced from MSMEs/small producers	63.13%*	92.80%
Directly from within India	100%	100%

*With the reference of MSME Sambandh portal.

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

Location	FY 2025-26	FY 2024-25
Rural		
% of Job creation in Rural areas	2.82%	0
Semi-urban		
% of Job creation in Semi-urban areas	3.50%	0
Urban		
% of Job creation in Urban areas	21.92%	0

Location	FY 2025-26	FY 2024-25
Metropolitan		
% of Job creation in Metropolitan areas	71.76%	0.35%

Note: The FY 2025-26 figures have been prepared using wages of all covered employees/workers classified by RBI location category. FY 2024-25 figures were prepared using a different methodology (new hires only) and are therefore not directly comparable.

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
NA	

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

S. No.	State	Aspirational District	Amount spent (In INR)
1	Andhra Pradesh	Vishakhapatnam	25,00,000

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

   Yes

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

   1) Women entrepreneur

   2) MSME SC /ST owned vendor

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

   A minimum of 25% of the total annual purchases from the products or services produced or rendered by MSME's. Out of 25% target of annual procurement, 4% is exclusively reserved for MSMEs owned by SC/ST, and 3% for MSMEs owned by Women entrepreneurs.

4. **Details of the benefits derived and shared from the intellectual properties owned or acquired by the 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
NA				

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
NA		

3. 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.	Construction of Community Hall for multipurpose use including Pre-School at CBI Colony, Vasant Vihar, New Delhi.	50	Exact % cannot be ascertained
2.	Sponsorship digitization and Renovation of Police Public Library at Police Post Raghubir Nagar, Police Station Khyala, New Delhi.	Exact number cannot be ascertained as general public would be using the library.	Exact % cannot be ascertained
3.	Installation Solar High Mast Light, Sultanpur, UP	3797117	Exact % cannot be ascertained
4.	Sponsoring Skill Development training for youth of the society through various Agencies at TSDC Ghitroni	970	Exact % cannot be ascertained
5	Installation of Solar Street Lights, Vadodara, Gujarat	167579	31.82%
6	Procurement of Furniture and Developing of Astronomy Lab, UPS Akhbandpur, Sambhal, UP.	152	29.80%
7	Development of Public Library in Gram Panchayat Office, Sambhal, UP.	Exact number cannot be ascertained as general public would be using the library.	Exact % cannot be ascertained
8	Installation of Rooftop Solar Panel, Kisan Upkarak Inter College, Bhawalpur, Sambhal, UP	720	Exact % cannot be ascertained
9	Sponsoring welfare measures for sanitary workers deployed at biomining project/management of Sanitary Land Fills (SLF) dumping sites in Delhi.	400	100%
10	Sponsoring Research Project - Development and Validation of AIIMS Computerized Neurocognitive Assessment Battery (CANB) for Patients with Mental, Neurological, and Behavioral Disorders AIIMS, New Delhi.	Exact number cannot be ascertained as it is a research project	Exact % cannot be ascertained
11	Construction of Brain-Computer Interface Laboratory at the Upcoming Bhaktivedanata University, Vrindavan, Mathura, UP	The exact number of beneficiaries has not been able to be ascertained, as the University is in the initial phase of construction.	Exact % cannot be ascertained
12	Sponsoring Entrepreneurship Development and Incubation Program for Women Startup Program (WSP) ventures at Indian Institute of Management Visakhapatnam (IIMV-Field) (An Aspirational District) Andhra Pradesh	25	Exact % cannot be ascertained
13	Sponsoring Central Council for Research in Ayurvedic Sciences-CSR Funds for Establishing a Physiotherapy Unit at CARI-Bhubaneshwar, Odisha.	100000	Exact % cannot be ascertained
14	Procurement of AI-based advanced medical equipment (Sigtuple AI 100) to conduct rapid diagnosis of anaemia among the population of Khora Colony, Dist.Ghaziabad, UP.	190005	12.31%
15	Sponsoring development works including construction of public toilets, installation water coolers and solar lights neat the village community center, Baghupalli Village, Block-Bhapur, Dist-Nayagarh, Odisha	962789	20%
16	Establishing a comprehensive ophthalmology unit at Dr. Imkongliba Memorial District Hospital (IMDH) in Mokokchung, Nagaland	194622	92%
17	Sponsorship of one Ambulance Hanley Leh	2000 (approx.)	Exact % cannot be ascertained

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
18	Establishment of outdoor Gyms at Jind and Rohtak Haryana.	The exact number of beneficiers not ascertained	Exact % cannot be ascertained
19	Procurement of a multi utility vehicle for transportation of nutrition items and children during camps and program activities, Raichur, Karnataka.	The exact number of beneficiers not ascertained.	Exact % cannot be ascertained
20	Procurement of Smart Class Equipments – Sevasadan Shikshan Sanstha, Schools & College, Nagpur, Maharashtra	4000	Exact % cannot be ascertained
21	Sponsorship of distribution of nutrition kit to underprivileged and TB affected Families, Annupur, MP	1000	Exact % cannot be ascertained
22	Renovation and and establishment of public Libraries, Amreli, Gujarat	1513614	Exact % cannot be ascertained
23	Construction of Toilets in MCD Slum Area, Jodhpur Mess, Pandara Road, New Delhi	The exact number of beneficiaries cannot be ascertained as the toilet facility will be used by the public.	Exact % cannot be ascertained
24	Procurement of Laptops for Rishi Foundation, Bengaluru	20	Exact % cannot be ascertained
25	Construction of a Meditation and Yoga Centre at the Hujee Mawnaw Vihara Society Complex, Udalthana, under the Chakma Autonomous District Council (CADC), Mizoram.	40000	100%
26	Renovation and up gradation of shopping complex structure at Border Security Force (BSF) Campus Humhama FTR HQ Kashmir	The exact number of beneficiaries cannot be ascertained as the shopping complex would be used by different Army Battalions posted.	Exact % cannot be ascertained
27	Sponsorship of T-shirts for Kreeda Bharti for promoting physical fitness and endurance sports among youth, Ayodhya, UP	3000	Exact % cannot be ascertained
28	Procurement of patient transportation Vehicle AASARA Terminal Care Home, Chandigarh, Punjab	The exact number of beneficiaries has not been able to be ascertained, as a large number of people continue to visit for treatment.	Exact % cannot be ascertained
29	Procurement of Vehicle for transportation of Nursing College Students, Sri Sathya Sai Sanjeevani Hospital, Raipur, Chhattisgarh.	200	Exact % cannot be ascertained
30	Procurement of Ambulance for Organization for Social & Economic Progression, Puri Odisha	1698730	19.50%
31	Sponsoring Self-Reliant Studentship Program on Social Innovation and Social Value Creation for Sustainable Development Leading to Atmanirbhar Bharat, Central University Karnataka	70	Exact % cannot be ascertained

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.**

   NBCC's Grievance Redressal SOP establishes a transparent, efficient, and equitable framework for addressing grievances from internal stakeholders (employees, senior management) as well as external stakeholders (contractors, vendors, customers, etc.). The process provides multiple reporting channels verbal, written, or email and is supported by a Grievance Redressal Matrix involving immediate superiors, nodal representatives, the Chief Grievance Redressal Officer (CGRO), and the Grievance Redressal Committee (GRC), where applicable. Defined timelines, escalation mechanisms, confidentiality safeguards, and comprehensive documentation ensure accountability, timely resolution, and compliance. Continuous improvement is reinforced through feedback loops and periodic reviews.

   From a sustainability perspective, grievance redressal is recognized as a material topic due to its significant impact on the organization's social well-being, stakeholder trust, and overall governance standards. The Company acknowledges its scale of influence in shaping outcomes through effective grievance management and considers the inclusion of this topic essential for a comprehensive understanding of NBCC's sustainability performance.

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	NA
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2025-26		Remarks	FY 2024-25		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil			Nil		
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other	20	1	-	15	0	-

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

	Number	Reasons for recall
Voluntary recalls	As a project management and construction services company, NBCC does not manufacture consumer products that are subject to recall requirements. Accordingly, both voluntary and forced recalls are Not Applicable (NA). The Company continues to adhere to stringent safety, quality, and compliance standards across all projects to ensure stakeholder confidence and regulatory alignment.	
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. NBCC (India) Limited has established a comprehensive Information Technology (IT) and Cyber Security Policy to safeguard its information systems, digital infrastructure, and sensitive organisational and client data from unauthorised access, cyber threats, and data breaches. The Policy defines roles and responsibilities for data protection, lays down protocols for secure system access, incident reporting and response, and mandates periodic cybersecurity awareness among employees and relevant stakeholders. As a Central Public Sector Enterprise operating under the Ministry of Housing & Urban Affairs, the Company also adheres to the guidelines and directives issued by the Government of India on cybersecurity, including those issued by the National Informatics Centre (NIC) and the Ministry of Electronics & Information Technology (MeitY). The Company's IT Policy is available at the following public web-link: https://nbccindia.in/pdfData/policies/IT_Policy_16012025.pdf

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.**

   During FY 2025-26, no instances of non-compliance were identified with respect to advertising practices, cybersecurity and data privacy of clients, product recall not applicable.

7. **Provide the following information relating to data breaches:**

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

Leadership Indicators:

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

   Information on NBCC's services is made accessible to clients, stakeholders, and the general public through the following channels:

   - **Official website:** www.nbccindia.in (service descriptions, ongoing projects, order book, tenders, and investor information)
   - **Tender portal / Central Public Procurement Portal (CPPP):** https://eprocure.gov.in (all project bids, RFQs, and work orders published for transparency)
   - **BSE & NSE filings:** https://www.bseindia.com / https://www.nseindia.com (financial disclosures, work order intimations, and material announcements)
   - **Annual Report:** Published annually and available on the Company's website and stock exchange platforms
   - **Government e-Marketplace (GeM):** https://gem.gov.in (procurement-related information for MSME and vendor partners)
   - **Direct client engagement:** Dedicated project teams and Regional/Strategic Business Group offices across India provide personalised service information to ministries, PSUs, state governments, and institutional clients.

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

This parameter is not directly applicable to NBCC, as the Company does not manufacture consumer products requiring end-user education on safe and responsible usage. NBCC's services are primarily rendered to institutional clients, and engagement is conducted through structured, formal channels. At project inception, clients receive detailed documentation including scope of work, technical specifications, and quality benchmarks. Progress is communicated through review meetings, reports, and milestone updates. For real estate allottees, allotment letters, payment schedules, unit specifications, and possession-related communication are issued via the Company's website and registered correspondence. Post-handover, maintenance guidelines and facility management support are provided through NBCC Services Limited (NSL), ensuring responsible and informed asset management.

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

This parameter is not applicable to NBCC, as the Company does not provide essential consumer services where notifications of disruption or discontinuation are required. NBCC's operations are primarily project management and construction services delivered to institutional clients, and therefore do not fall within the scope of consumer-facing essential services.

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 whole? (Yes/No)**

This parameter is Not Applicable to NBCC, as the Company does not manufacture or sell consumer products and therefore does not display product information beyond statutory requirements. Further, NBCC does not conduct consumer satisfaction surveys in relation to its services, since its operations are primarily project management and construction services delivered to institutional clients rather than individual end consumers.

SR ASIA
Social Responsibility Asia

Independent Practitioners' Reasonable Assurance Statement

To
The Board of Directors
NBCC (India) Limited
NBCC Bhawan, Lodhi Road,
New Delhi-110003

Introduction

SR Asia is an international organization specializing in sustainability and assurance services, operating across multiple countries. Our core expertise spans research, CSR project implementation, development programs, project management, national and international conferences, integrated and sustainability reporting, ESG reporting, capacity building, and third-party assurance. SR Asia is an Accountability-licensed assurance provider and a member of the UN CTCN.

Scope of Work

NBCC (India) Limited (the 'Company' or 'NBCC') engaged SR Asia to undertake an independent Reasonable Assurance engagement in respect of the BRSR Core disclosures for the reporting period April 1, 2025 to March 31, 2026 (the 'Assured Sustainability Information' or 'ASI'), as specifically identified in the ASI BRSR Core Metrics schedule to this Statement. The engagement was carried out with reference to the applicable SEBI BRSR/BRSR Core requirements, including Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026, and the terms of the engagement with NBCC. The reporting boundary for this assurance engagement is the standalone operations of NBCC (India) Limited, covering the Corporate Office and RBG/SBG Offices, as specified in the engagement terms. Selected project sites were visited on a sample basis solely for performing assurance procedures and such visits do not, by themselves, alter the reporting boundary. Our Reasonable Assurance conclusion is restricted to the ASI and does not extend to the remaining disclosures in the BRSR or Annual Report except to the extent expressly identified as ASI in this Statement.

Assured Sustainability Information (ASI) subjected to assurance	Period subject to assurance	Reporting criteria
BRSR Core disclosures specifically identified in the	01.04.2025 to 31.03.2026	Applicable SEBI-prescribed BRSR format and BRSR Core guidance; Regulation 34(2)(f) of SEBI LODR; National

CIN No: U93000DL2012NPL231376 GST: 09AAQCS9621N1ZE Udyam Reg. No: UDYAM-UP-29-0003108

SR Asia (Social Responsibility Asia)
Corp. Office: 4th Floor Corporate Suite -25 &26, Ansal Plaza Mall, Vaishali Sector-1, Ghaziabad, Uttar Pradesh 201010, India
Landline/Mobile: +91-120-4103023; +91-9810059109
Email: info@sr-asia.org | Website: www.sr-asia.org
Regd. Office: A-39, FF Complex, Okhla Phase-3, New Delhi-110020 India (GST: 07AAQCS9621N1ZI)

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ASI BRSR Core Metrics schedule to this Statement		Guidelines on Responsible Business Conduct (NGRBC); and NBCC's applicable internal SOPs and methodologies for BRSR data collection and consolidation, to the extent relevant to the ASI

Assessment Criteria and References

Our assurance engagement was conducted in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), read with the applicable requirements and guidance issued by the Securities and Exchange Board of India (SEBI). ISAE 3410 was applied to the extent relevant to the greenhouse gas information included within the ASI. We performed a Reasonable Assurance engagement in respect of the ASI and issue this Independent Assurance Statement dated August 11, 2026.

SR Asia adheres to the International Quality Management System (IQMS) standards, as applicable to firms' undertaking assurance or related services engagements on non-financial information, issued by the International Auditing and Assurance Standards Board (IAASB).

We confirm that the evidence obtained during the course of our engagement is sufficient and appropriate in all material respects to provide a reasonable basis for our conclusion.

Work Performed

1. Conducted an online briefing session with process owners prior to the assurance engagement to explain the approach, methodology and scope of the Reasonable Assurance engagement, along with sharing a schedule of site visits.
2. Developed and disseminated standardized data verification templates to facilitate accurate, consistent and framework-aligned data collection for BRSR Core reporting and assurance purposes.
3. Reviewed the ASI and the underlying BRSR Core data points for FY 2025-26, with reference to the applicable Reporting Criteria, to assess whether the ASI was prepared, in all material respects, in accordance with those criteria.
4. Performed on-site procedures at NBCC's Corporate Office and selected project sites, including East Kidwai Nagar, on a sample basis for purposes of understanding and testing the processes, controls and supporting information relevant to the ASI.
5. Reviewed the ESG data and supporting information relevant to the ASI, including, as applicable, energy consumption and intensity, water consumption and discharge, waste

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generation/recovery/disposal, Scope 1 and Scope 2 GHG emissions, employee well-being and safety, gender-related metrics, inclusive development, customer-data metrics, accounts payable and other BRSR Core indicators identified in the ASI schedule.

6. Assessed the ASI against source documents and other evidence considered appropriate for a Reasonable Assurance engagement, including evaluation of relevant data-collection and consolidation processes and the reasonableness of methodologies, estimates and assumptions used.
7. Prepared and submitted detailed site visit reports upon completion of each visit, capturing key observations, findings, and supporting evidence (including photographs, where applicable), followed by a structured review and integration of stakeholder feedback.
8. Delivered a comprehensive presentation to the Management team, highlighting key findings, insights, and recommendations, followed by the formal submission of a detailed Management Report for their review and necessary action.
9. Issued this Independent Reasonable Assurance Statement upon conclusion of the assurance process, expressing a conclusion on whether the ASI has been prepared, in all material respects, in accordance with the applicable Reporting Criteria.

Intended Use or Purpose

The Reasonable Assurance Statement is intended for the Board of Directors, Management and users of NBCC's BRSR Core disclosures.

Management of NBCC is responsible for the preparation and presentation of the ASI in accordance with the applicable Reporting Criteria, including responsibility for:

- Designing, implementing and maintaining internal controls relevant to the preparation and presentation of the ASI so that it is free from material misstatement, whether due to fraud or error;
- Selecting and consistently applying appropriate reporting policies, methodologies, assumptions, conversion factors and estimation techniques relevant to the ASI;
- Defining and applying the reporting boundary and data-collection/consolidation processes relevant to the ASI;
- Maintaining adequate books, records, source documents and other supporting information for the ASI;
- Ensuring calculations and reconciliations underlying the ASI are performed in accordance with the applicable Reporting Criteria;
- Making reasonable judgments and estimates in the circumstances and appropriately disclosing significant measurement uncertainty or inherent limitations relevant to the ASI; and
- Providing us with access to information, personnel, records and explanations necessary for purposes of the assurance engagement.

CIN No: U93000DL2012NPL231376 GST: 09AAQCS9621N1ZE Udyam Reg. No: UDYAM-UP-29-0003108

SR Asia (Social Responsibility Asia)

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Challenges in Preparing the Assurance Statement

Non-financial and sustainability information is subject to inherent challenges and measurement uncertainty arising from the use of estimates, assumptions, conversion factors, methodologies, and data collected from multiple locations. The precision and consistency of different measurement techniques may vary, and the availability and quality of underlying data may present challenges in the preparation and reporting of such information.

Our assurance procedures were performed on a test basis and included examination of supporting evidence, analytical procedures, inquiries, and site-level procedures, as considered appropriate in the circumstances. These inherent challenges and limitations have been considered in forming our Reasonable Assurance conclusion and do not, in themselves, modify or qualify that conclusion.

Our Responsibilities

Our responsibility is to plan and perform the assurance engagement in accordance with the applicable assurance standard(s) to obtain Reasonable Assurance as to whether the ASI is free from material misstatement and has been prepared, in all material respects, in accordance with the applicable Reporting Criteria. Specifically, our responsibilities include:

- Planning and performing the engagement to obtain sufficient and appropriate evidence to determine whether the ASI is free from material misstatement, whether due to fraud or error;
- Forming an independent and objective conclusion based on the procedures performed and the evidence obtained;
- Reporting our Reasonable Assurance conclusion to the Board of Directors and intended users of the ASI through this Independent Assurance Statement.

Exclusions

The scope of our assurance engagement explicitly excludes the following, and we do not provide any separate assurance conclusion in respect thereof:

a) An audit or review of the Company's financial statements or a separate assurance conclusion on financial performance information. However, where financial information constitutes an input into the calculation of an ASI metric, such information has been considered, traced or reconciled to the extent necessary for purposes of our assurance procedures on that ASI metric;

b) Operations, sites or activities falling outside the reporting boundary described in the 'Scope of Work' section of this Statement;

c) Any data, information, or events pertaining to periods other than the reporting period under review (April 1, 2025 - March 31, 2026);

d) Forward-looking statements, including opinions, beliefs, aspirations, expectations, goals, or future intentions expressed by Management;

e) Adherence to environmental, social, or legal norms as assessed or determined by external regulatory bodies;
f) Any claims or statements concerning the Company's reputation, brand value, or market standing.

Basis for Reasonable Assurance opinion

We exercised professional judgment and maintained professional skepticism throughout the engagement.

We designed and performed our procedures to obtain evidence that is sufficient and appropriate to provide a basis for our Reasonable Assurance opinion. In forming our opinion, we:

- Obtained an understanding of internal controls relevant to the ASI for the purpose of designing assurance procedures appropriate in the circumstances. Our engagement does not express a separate opinion on the operating effectiveness of those controls;
- Assessed the ASI and supporting data prepared by NBCC against the applicable Reporting Criteria;
- Evaluated the appropriateness and consistent application of relevant reporting policies and quantification methodologies and the reasonableness of significant estimates and assumptions used by NBCC;
- Assessed the overall presentation of the ASI.

Reasonable Assurance Opinion

In our opinion, based on the procedures performed and the evidence obtained, the Assured Sustainability Information comprising the BRSR Core disclosures of NBCC (India) Limited for the financial year ended March 31, 2026, as specifically identified in this Statement, has been prepared, in all material respects, in accordance with the applicable Reporting Criteria. Our conclusion is confined to the ASI identified in this Statement and does not extend to any other information contained in the Company's BRSR or Annual Report, except to the extent expressly identified as ASI.

Statement of independence, impartiality, and competence

We confirm that SR Asia and, to the best of our knowledge, its associates have complied with the independence, impartiality, ethical and conflict-of-interest requirements applicable to this engagement, including the requirements stipulated in the engagement terms with NBCC. We are independent of NBCC in relation to this assurance engagement and are not having any relationship or service that impairs, or could reasonably be perceived to impair, our objectivity in expressing the conclusion contained in this Statement. The engagement team possesses the competence and experience considered necessary to perform this BRSR Core Reasonable Assurance engagement. The engagement was conducted on an evidence-based basis with appropriate professional judgment and documentation.

CIN No: U93000DL2012NPL231376 GST: 09AAQCS9621N1ZE Udyam Reg. No: UDYAM-UP-29-0003108

SR Asia (Social Responsibility Asia)
Corp. Office: 4th Floor Corporate Suite -25 &26, Ansal Plaza Mall, Vaishali Sector-1, Ghaziabad, Uttar Pradesh 201010, India
Landline/Mobile: +91-120-4103023; +91-9810059109
Email: info@sr-asia.org | Website: www.sr-asia.org

Regd. Office: A-39, FF Complex, Okhla Phase-3, New Delhi-110020 India (GST: 07AAQCS9621N1ZI)

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SR ASIA Social Responsibility Asia

ASI BRSR Core Metrics

Assured Sustainability Information	Type of Assurance
P6 E7 - Provide details of greenhouse gas emissions (Scope 1)	Reasonable
P6 E7 - Provide details of greenhouse gas emissions (Scope 2)	Reasonable
P6 E7 - Provide details of greenhouse gas emissions (Scope 1 and Scope 2) intensity	Reasonable
P6 E3 - Provide details of water consumption	Reasonable
P6 E3 - Water consumption intensity	Reasonable
P6 E4 - Provide details of water discharged by destination and levels of treatment	Reasonable
P6 E1 - Details of total energy consumption (in Joules or multiples)	Reasonable
P6 E1 - Details of total energy mix (e.g., % renewable vs. % non-renewable)	Reasonable
P6 E1 - Details of energy intensity	Reasonable
P6 E9 - Provide details related to waste generated by category of waste	Reasonable
P6 E9 - Provide details of waste intensity	Reasonable
P6 E9 - Provide details related to waste disposed by nature of disposal method	Reasonable
P6 E9 - Provide details related to waste recovered through recycling, reusing or other recovery operations	Reasonable
P3 E1(c) - Provide details of spending on measures towards well-being of employees and workers - cost incurred as a % of total revenue of the company	Reasonable
P3 E11 - Provide details of safety related incidents for employees and workers (including contract workforce)	Reasonable
P5 E3(b) - Details of gross wages paid to females as % of wages paid	Reasonable

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SR ASIA
Social Responsibility Asia

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P5 E7 - Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, including complaints reported, complaints as a % of female employees, and complaints upheld	Reasonable
P8 E4 - Input material sourced from following sources as % of total purchases: directly sourced from MSMEs/small producers and from within India	Reasonable
P8 E5 - Job creation in smaller towns - wages paid to persons employed in smaller towns	Reasonable
P9 E7 - Provide details of instances involving loss/breach of data of customers as a percentage of total data breaches or cyber security events	Reasonable
P1 E8 - Number of days of accounts payable	Reasonable
P1 E9 - Concentration of purchases & sales done with trading houses, dealers, and related parties; loans and advances & investments with related parties	Reasonable

BIRENDRA DUTT RATURI

Digitally signed by BIRENDRA DUTT RATURI
DN: cn=BIRENDRA DUTT RATURI c=IN o=PERSONAL
Reason: I am the author of this document
Location:
Date: 2026-08-11 16:46+05:30

Birendra Raturi
(Director / Team Lead)
SR Asia
Date: 11th August 2026
Place: New Delhi, India

CIN No: U93000DL2012NPL231376 GST: 09AAQCS9621N1ZE Udyam Reg. No: UDYAM-UP-29-0003108

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