



Date: August 29, 2026

To, National Stock Exchange of India Limited (“NSE”) Listing Department Exchange Plaza, C-1 Block G, Bandra Kurla Complex Bandra [E], Mumbai – 400051	To, BSE Limited (“BSE”) Listing Department Corporate Relationship Department Phiroze Jeejeebhoy Towers, Dalal Street, Fort, Mumbai - 400 001
NSE Scrip Symbol: SMARTWORKS	BSE Scrip Code: 544447
ISIN: INE0NAZ01010	ISIN: INE0NAZ01010

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

Dear Sir/ Madam,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report (“BRSR”) of Smartworks Coworking Spaces Limited (“the Company”) for the Financial Year 2025-26.

The BRSR forms an integral part of the Annual Report of the Company for the Financial Year 2025-26 and is also available on the website of the Company at i.e. <https://www.smartworksoffice.com/investors/>.

Kindly take the same on record.

For **Smartworks Coworking Spaces Limited**

Punam Dargar

Company Secretary & Compliance Officer

Mem. No.: A56987

Address: Unit No. 305-310, Plot No 9, 10 & 11 Vardhman Trade Centre
Nehru Place, South Delhi, Delhi, India, 110019

Encl.: As above

Smartworks Coworking Spaces Limited

Regd. Office: Unit No. 305 – 310, Plot No. 9,10, & 11, Vardhman Trade Centre, Nehru Place, South Delhi – 110 019.

Corporate Office: DLF Commercial Building, Block - 3, Zone-6, DLF Phase – 5, Gurugram, Haryana – 122022

Phone No: 0124-6919 400

CIN: L74900DL2015PLC310656



BUSINESS RESPONSIBILITY & SUSTAINABILITY
REPORTING FORMAT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L74900DL2015PLC310656
2.	Name of the Listed Entity	Smartworks Coworking Spaces Limited
3.	Year of incorporation	2015
4.	Registered office address	Unit No. 305-310, Plot No 9, 10 and 11, Vardhman Trade Centre Nehru Place, South Delhi, Delhi – 110019, India
5.	Corporate address	DLF Commercial Building, Block - 3, Zone-6, DLF Phase - 5, Gurugram, Haryana 122002
6.	E-mail	investor_relations@sworks.co.in
7.	Telephone	0124-6919400
8.	Website	https://www.smartworksoffice.com
9.	Financial year for which reporting is being done	April 01, 2025 to March 31, 2026
10.	Name of the Stock Exchange(s) where shares are listed	1. National Stock Exchange of India Limited 2. Bombay Stock Exchange
11.	Paid-up Capital	INR 1,142.63 Million
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Pratik Kumar Designation: Head of Energy & Sustainability Contact: +91-8904287542 Email-id: pratik.kumar@sworks.co.in
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Disclosures under this Report are made on a consolidated basis covering wholly-owned subsidiaries.
14.	Whether the Company has undertaken reasonable assurance of the BRSR CORE	No
15.	Name of assurance provider	Not applicable
16.	Type of assurance obtained	Not applicable

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Support services to organisation	Other support services to organisations	100%

Additional Notes

Developing and licensing fully serviced office spaces

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

S. No.	Product/Service	NIC Code	% of total turnover contributed
1	Office Administrative, Office Support and Other Business Support Activities	82990 - Other business support service activities	100%

Additional Notes

Lease Rental

III. Operations

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

Location	Number of plants	Number of offices	Total
National	Not applicable	52 Business units	52
International	Not applicable	2 Business units	2

20. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	11 States and 1 UT
International (No. of Countries)	1

Additional Notes

The company operates in Singapore through its wholly owned subsidiary, Smartworks Space Pte Ltd.

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

Smartworks primarily operates in domestic market and Singapore and does not generate any revenue from exports. Accordingly, the contribution of exports to the entity's total turnover is nil.

c. A brief on types of customers

Smartworks primarily serves mid to large enterprises, including Forbes 2000, Global Capability Centres (GCCs), multinational corporations (MNCs), and high-growth businesses. The Company focuses on leasing large, bare-shell properties in strategic business locations and transforming them into fully managed, technology-enabled workspaces tailored to enterprise requirements. Its campuses are designed to support productivity, collaboration, and employee experience, offering integrated workplace services and amenities within a professionally managed environment. The Company's operating model enables clients to access scalable, customised office solutions while reducing the complexity associated with designing, operating and maintaining workplace infrastructure.

IV. Employees

21. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female		Others	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)
EMPLOYEES								
1.	Permanent (D)	1013	801	79.07%	212	20.92%	0	0
2.	Other than Permanent (E)	25	13	52.00%	12	48.00%	0	0
3.	Total employees (D + E)	1038	814	78.42%	224	21.57%	0	0
WORKERS								
4.	Permanent (F)	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
5.	Other than Permanent (G)	3404	2516	73.91%	888	26.09%	0	0
6.	Total workers (F + G)	3404	2516	73.91%	888	26.09%	0	0

Additional Notes

Smartworks does not employ any permanent workers; its worker-level operational requirements are managed entirely through contract workers. Also, Smartworks does not have differently abled employees or workers.

b. Differently abled Employees and workers:

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

Additional Notes

Smartworks does not have any differently abled employees and workers as of March 31, 2026.

22. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	%(B/A)
Board of Directors	7	1	14.28%
Key Management Personnel	2	1	50%

23. Turnover rate for permanent employees and workers

	FY (Turnover rate in current FY)			FY (Turnover rate in previous FY)			FY (Turnover rate prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	42%	43%	42%	42%	64%	46%	62%	70%	63%
Permanent Workers	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Smartworks Tech Solutions Private Limited	Wholly-owned subsidiary	100%	Yes
2	Smartworks Office Services Private Limited	Wholly-owned subsidiary	100%	Yes
3	Smartworks Stellar Services Private Limited	Wholly-owned subsidiary	100%	Yes
4	Smartworks Space Pte Ltd.	Wholly-owned subsidiary	100%	Yes

VI. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY Current Financial Year			FY Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	No	0	0	0	0	0	No Complaints by any Communities against Smartworks
Investors (other than shareholders)	No	0	0	No complaints received	0	0	0
Shareholders	No	0	0	No complaints received	0	0	No complaints received

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY Current Financial Year			FY Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Employees and workers	Yes	0	0	No complaints against Smartworks by any employee or worker	1	0	No complaints against Smartworks by any employee or worker
Customers	Yes Customers- WorkCTRL Mobile App	27	0	During the reporting period, complaints regarding service delivery at Smartworks' properties— including housekeeping, parking, security, plumbing, and elevator operations—were successfully addressed and resolved within defined turnaround times. This disclosure also comprehensively includes all consumer grievances formally filed by stakeholders with judicial forums, reflecting our commitment to operational transparency and robust customer governance.	27	0	These are the cases by and against Smartworks for different purposes.
Value Chain Partners	Yes	8	0	The Complaints are duly investigated and closed	1	0	These are the cases by and against Smartworks for different purposes.
Other (please specify)	NA	0	0	No other complaints	0	0	No other complaints

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate change	Risk & Opportunity	Climate change poses both physical and transition risks to the business, including potential damage to infrastructure, increased operational costs, regulatory compliance burdens, and reputational challenges. At the same time, it offers opportunities to enhance energy efficiency, adopt renewable energy and attract ESG-conscious stakeholders. Proactive climate action supports long-term resilience, cost optimisation, and alignment with stakeholder expectations	Estimate baseline GHG emissions for Scope 1 and Scope 2 for FY 2025-26. Smartworks plans to mitigate climate-related risks by increasing the procurement of renewable energy and enhancing energy efficiency across its business units, pan-India.	Positive & Negative
2	Resource Efficiency	Opportunity	Efficient use of resources offers opportunity for cost savings and enhances sustainability leadership.	-	Positive
3	Waste Management	Risk	Inefficient waste handling can lead to operational inefficiencies, increased disposal costs, and reputational damage due to environmental non-compliance or stakeholder scrutiny. Improper segregation and disposal may also result in regulatory penalties and hinder long-term sustainability targets.	Estimated Baseline of waste generated, making efforts for zero single-use plastic, glass bottle adoption to replace single-use plastic bottles, hand dryer installation to reduce the paper waste, and replacing toilet rolls with recycled Jumbo Roll Tissues.	Positive & Negative
4	Water Management	Risk & Opportunity	Effective water management is essential for ensuring resource efficiency, operational sustainability, and resilience against water scarcity risks.	Use of aerators for taps, use of STP-recycled water for gardening, flushing, and washroom utilities across Smartworks' business units.	Positive & Negative
5	Emergency preparedness & response	Risk	Lack of preparedness for emergencies, such as fires, natural disasters, or health crises, can result in significant operational disruptions, safety hazards, regulatory non-compliance, and reputational damage.	Regular emergency drills, crisis management planning, employee training programs, and early warning systems.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Diversity, Equity and Inclusion	Opportunity	A diverse and inclusive workplace promotes innovation, enhances employee engagement, improves decision-making, and strengthens client relations.	-	Positive
7	Employee Well-being and Workplace Safety	Opportunity	Ensuring employee health and workplace safety enhances employee retention, boosts productivity, and ensures legal compliance.	-	Positive
8	Ethical Business Practices	Risk & Opportunity	Unethical conduct can lead to legal penalties, loss of business licenses, reputational damage, and stakeholder distrust. Maintaining high standards of ethics enhances trust among clients and investors.	Strengthen code of ethics, regular compliance audits.	Positive & Negative
9	Sustainable supply chain	Risk & Opportunity	Supplier-related ESG violations (e.g., labor abuse, environmental non-compliance) can damage reputation and lead to supply chain disruptions. Partnering with sustainable suppliers boosts brand credibility, improves resilience, and supports Scope 3 emissions	Implement a supplier code of conduct, integrate ESG criteria into supplier selection and onboarding processes, and incorporate ESG compliance clauses in procurement contracts. Conduct regular supplier assessments and audits to ensure alignment with sustainability standards.	Positive & Negative
10	Data Privacy & Security	Risk & Opportunity	Data breaches can severely impact client trust and regulatory compliance. Ensuring strong data governance and cybersecurity improves customer confidence and business continuity.	Strengthen cybersecurity frameworks, conduct regular vulnerability assessments, and employee awareness campaigns.	Positive & Negative
11	Transparency & Disclosures	Opportunity	Transparent ESG disclosures enhance stakeholder trust and regulatory compliance.	-	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes, we have an ESG Policy, approved by our ESG Committee, which covers all National Guidelines on Responsible Business Conduct ("NGRBC") principles. In addition to the ESG Policy*, we have various other policies relevant to NGRBC principles.								
	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	https://www.smartworksoffice.com/investors/								
2.	Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4.	Name of the national and international codes/ certifications/ labels/standards adopted by your entity and mapped to each principle.	-	IGBC Platinum, LEED Gold	-	-	-	IGBC Platinum, LEED Gold	-	-	-
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any	Smartworks has undertaken a comprehensive peer benchmarking exercise and developed a three-year environmental, social, and governance (ESG) roadmap and strategy (FY 2025-26 to FY 2027-28) to integrate ESG goals into its core operations. This strategic roadmap is designed to ensure long-term sustainability, enhance stakeholder value, and align with national and global ESG expectations. The roadmap includes specific and measurable targets, strategic commitments, and continuous monitoring mechanisms across all nine BRSR principles.								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Smartworks is committed to formalising its sustainability framework by progressively adhering to the NGRBC principles. The company is actively executing its comprehensive ESG roadmap and strategy across a three-year horizon (FY 2025-26 to FY 2027-28). Currently, Smartworks is in the process of establishing a robust data baseline for FY 2025-26. Following the finalisation of this baseline, the Company will define formalised ESG targets and implement a systematic review mechanism to monitor performance against these objectives in the upcoming financial years.								
Governance, leadership and oversight										
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	As we continue to scale as India's leading managed workspace provider, I am pleased to present Smartworks' Business Responsibility and Sustainability Report (BRSR), reflecting our commitment to ESG transparency, responsible growth, and value creation for our stakeholders. Our sustainability narrative is shaped by our focus on designing environmentally efficient workspaces, enhancing occupant experience, and integrating technology for smart building operations. This year, Smartworks strengthened its portfolio with IGBC Platinum and LEED Gold certified centres, reinforcing our ambition to offer sustainable workspace solutions to global capability centres (GCCs) and enterprise clients. We continue to prioritise energy and water efficiency, indoor air quality management, waste reduction, and resource optimisation across our operations. People remain central to our business. Smartworks advanced								

multiple initiatives aimed at employee wellbeing, safety, and productivity, alongside programs focused on client experience and community engagement. We remain committed to transparent reporting, stakeholder engagement, and responsible governance practices that guide our ESG performance. As we grow, we remain aligned with India's sustainability vision and evolving regulatory expectations, including the integration of BRSR requirements. We thank our clients, employees, partners, and stakeholders for their continued trust and support in our journey towards building sustainable and future-ready workplaces. -Harsh Binani (Whole Time Director)

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The highest authority responsible for implementation and oversight of the Business Responsibility policies is the Company Secretary Name -Ms Punam Dargar Email-id - dargarpunam@sworks.co.in
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. Smartworks has an ESG Management Committee which is responsible for decision making on sustainability related issues. The Committee members are as follows- 1. Mr. Harsh Binani, Whole Time Director 2. Mr. Neetish Sarda, Managing Director 3. Mr. Sahil Jain, Chief Financial Officer 4. Ms. Kalpana Devnani- Chief Human Resources Officer 5. Ms. Punam Dargar- Company Secretary & Compliance Officer 6. Mr. Siddharth Banerjee - Group Chief Technology Officer 7. Mr. Eshan Manchanda- Legal Head 8. Mr. Pratik Agarwal- Chief Business Officer

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								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes, by ESG Management Committee								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is fully compliant on all the statutory requirements relevant to the NGRBCs.								
Subject for Review	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Quarterly								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Quarterly								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	No. However, all Smartworks policies are designed in reference to relevant regulations/ national standards that come into effect from time to time. Our ESG committee revisits the policies on regular basis as and when required.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	-	-	-	-	-	-	-	-	-
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	-	Yes	-	Yes	Yes	-	Yes	-	Yes
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)	-	Yes	-	Yes	Yes	-	Yes	-	Yes
Any other reason (please specify)	Smartworks has formulated policies covering all principles applicable to its business operations and commits to continuing to review and strengthen these in line with evolving regulatory and industry standards.”								

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	2	Following topics are covered in the training: 1. Statutory regulatory compliance (SEBI LODR/PIT), anti-insider trading codes, independent director conduct, related-party transaction tracking, and audit accountability	100%
Key Managerial Personnel	2	Following topics are covered in the training: 1. Code of Conduct (includes anti-corruption, anti-bribery, anti-money laundering, IT security) 2. Health & Safety 3. Prevention of Sexual Harassment at the Workplace (POSH)	100%
Employees other than BoD and KMPs	2	Following topics are covered in the training: 1. Prevention of Sexual Harassment at the Workplace (POSH) 2. Skill upgradation 3. Health & Safety	100%
Workers	4	Following topics are covered in the training: 1. Prevention of Sexual Harassment at the Workplace (POSH) 2. Skill upgradation 3. Health & Safety	100%

Additional Notes

Training and awareness programs for contract workers are systematically deployed and executed through our vendor partners, ensuring strict adherence to statutory safety, compliance, and operational standards across all Smartworks locations.

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format

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	Not applicable	-	Not applicable	Not applicable
Settlement	Not applicable	-	Not applicable	Not applicable
Compounding fee	Not applicable	-	Not applicable	Not applicable

Non-Monetary

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

Additional Notes

No material monetary or non-monetary fines, penalties, punishments, awards, compounding fees, or settlements were paid by Smartworks or its directors/KMPs in any proceedings with regulators, law enforcement agencies, or judicial institutions during the Financial year 2025-26.

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

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

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, Smartworks has an Anti-Bribery & Corruption Policy to ensure ethical conduct in all its operations. The Policy emphasizes Smartworks’ zero-tolerance approach towards any and all conduct directly or indirectly related to bribery and corruption. The web-link to the policy- <https://www.smartworksoffice.com/investors/>

5. Number of Directors/KMPs/employees/workers against whom enforcement agency for the charges of bribery/ corruption:

	FY (Current Financial Year)	FY (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest

	FY (Current Financial Year)		FY (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Not applicable	0	Not applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	Not applicable	0	Not applicable

Additional Notes

No complaints regarding Conflict of Interest.

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

Not applicable

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

	FY (Current Financial Year)	FY (Previous Financial Year)
Number of days of accounts payables	103.67	96.30

9. Openness of business

Provide details of concentration of purchases and sales with related parties in the following format:

Parameter	Metrics	FY (Current Financial Year)	FY (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a. Sales to dealer / distributors as % of total sales	0	0
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	0	0
Share of RPTs in	a. Purchases (Purchases with related parties as % of Total Purchases)	8.72%	10.57%
	b. Sales (Sales to related parties as % of Total Sales)	0.02%	0.02%
	c. Loans & advances given to related parties as % of Total loans & advances	0%	0%
	d. Investments in related parties as % of Total Investments made	0%	14.96%

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
Smartworks has not conducted any awareness programmes for its value chain partners on any of the Principles during the Financial year 2025-26. However, Smartworks is looking forward to designing and implementing a process to create awareness/training programmes for key value chain partners.	Not applicable	Not applicable

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. Smartworks has an established framework to identify, disclose, and manage conflicts of interest involving members of the Board. In accordance with the Code of Conduct, Board members and Key Managerial Personnel are required to make periodic disclosures of any actual or potential conflicts. Identified conflicts are reviewed, and concerned individuals recuse themselves from related discussions or decisions, ensuring independent and transparent governance

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

Essential Indicators

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	-	-	Smartworks is investing in a 9.9 MWp captive solar project and deploying in-house lighting controls and IoT-enabled meeting rooms to optimise energy use.
Capex	0.35%	0.32%	Sustainability is embedded in how Smartworks designs, builds, and operates its managed workspaces, integrating environmental responsibility into every stage of the workspace lifecycle from energy-efficient infrastructure and renewable energy adoption to waste minimisation and green-certified operations. ESG Programme – Since June 2023, Smartworks has advanced this commitment through a comprehensive ESG programme with short- and long-term goals, focused on clean energy, stronger environmental performance across Centres, and deeper integration of sustainability with technology alongside developing social programmes and strengthening risk management. Key initiatives (with specifics): - Energy – Smartworks is investing in a 9.9 MWp captive solar project and deploying in-house lighting controls and IoT-enabled meeting rooms to optimise energy use. - Waste reduction – Single-use plastics have been curtailed, and hand dryers have replaced tissues to minimize paper waste. - Water conservation – Aerators and low flow fixtures installed in 20 Centres are helping reduce tap water consumption. - Installation of Automatic Tube Cleaning System on HVAC to enhance heat exchange efficiency. - Tracking & reporting – Monthly monitoring of energy, water, and waste ensures accountability and progress measurement.

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

No, Smartworks may look to embed sustainable sourcing principles across its procurement practices, developing procedures to evaluate and prioritise suppliers on the basis of environmental and social criteria and formalising a sustainable sourcing framework.

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

Not applicable

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)	Not applicable
(b) E-waste	
(c) Hazardous waste	
(d) other waste	

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

If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Not applicable

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products or for its services? 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.
Smartworks has not conducted LCA	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable

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

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

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

Indicate input material	Recycled or re-used input material to total material	
	FY (Current Financial Year)	FY (Previous Financial Year)
Not applicable	Not applicable	Not applicable

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 Current Financial Year			FY Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
E-waste	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Hazardous waste	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Other waste	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable

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

Indicate product category	Reclaimed products and their packaging materials as Percentage of total products sold in respective category
Not applicable	Not applicable

PRINCIPLE 3 BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

Essential Indicators

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

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	801	801	100%	801	100%	Not Applicable	Not Applicable	801	100%	801	100%
Female	212	212	100%	212	100%	212	100%	Not Applicable	Not Applicable	212	100%
Others	0	0	0	0	0	0	0	0	0	Not Applicable	Not Applicable
Total	1013	1013	100%	1013	100%	212	100%	801	100%	1013	100%
Day care facility available for employees, supported through a third-party agreement											
Other than Permanent employees											
Male	13	13	100%	13	100%	Not Applicable	Not Applicable	13	100%	Not Applicable	Not Applicable
Female	12	12	100%	12	100%	12	100%	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Others	0	0	0	0	0	0	0	0	0	Not Applicable	Not Applicable
Total	25	25	100%	25	100%	12	100%	13	100%	Not Applicable	Not Applicable

Additional Notes

Smartworks extends comprehensive employee insurance coverage, including health, accident, and life insurance benefits, to all eligible employees in accordance with company policy. Individuals engaged as interns or on short-term contractual assignments with a tenure of 3 months or less are excluded from the scope of these benefit programs.

- 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	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Female	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Others	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Total	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Other than Permanent workers											
Male	2516	2516	100%	2516	100%	Not Applicable	Not Applicable	2516	100%	Not Applicable	Not Applicable
Female	888	888	100%	888	100%	888	100%	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Others	0	0	0	0	0	0	0	0	0	Not Applicable	Not Applicable
Total	3404	3404	100%	3404	100%	-	-	-	-	Not Applicable	Not Applicable

All statutory benefits are administered in accordance with the applicable laws and company policies

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

	FY (Current Financial Year)	FY (Previous Financial Year)
Cost incurred on wellbeing measures as a % of total revenue of the Company	0.059 %	0.062%

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

Benefits	FY Current Financial Year			FY Previous Financial Year		
	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%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	0.5%	100%	Yes	1.20%	100%	Yes
Others – please specify	0	0	0	0	0	0

Additional Notes

Statutory social security benefits, including Employee State Insurance (ESI), Provident Fund (PF), and Gratuity for contract workers deployed across Smartworks facilities, are formally covered under our service level agreements (SLAs) with authorised third-party manpower vendors. Compliance is actively monitored by Smartworks through monthly verifications of electronic challenge records (ECRs) prior to vendor invoice clearances.

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.	Yes, Smartworks is committed to providing accessible premises to all employees and workers, including those with disabilities, in compliance with the Rights of Persons with Disabilities Act, 2016. As a modern managed office workspace provider, accessibility is a key design consideration for its facilities. The corporate offices and business units of Smartworks have ramps for easy movement of differently-abled people and wheelchair-accessible restrooms are available.
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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.

<https://www.smartworksoffice.com/investors/>

Yes, Smartworks has an Policy of Equal Opportunity, Non-Discrimination and Anti-Harassment at the Workplace. Through this Policy, Smartworks aims to provide equal employment opportunities, without any discrimination on the grounds of age, colour, disability, marital status, nationality, race, religion, gender, sexual orientation

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	89.1%	95.2%	Not Applicable	Not Applicable
Female	100%	100%	Not Applicable	Not Applicable
Others	0	0	Not Applicable	Not Applicable
Total	90.16%	96%	Not Applicable	Not Applicable

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	Not applicable
OtherthanPermanent Workers	For other than permanent workers (contract worker), a grievance redressal management system has been implemented by third-party vendor through “Whatsapp MITRA” where the workforce can submit grievances or anything they want to share.
Permanent Employees	At Smartworks, permanent and other than permanent employees can securely report concerns through diverse, accessible, and structured channels including the WorkCTRL Mobile App, the Company’s Whistle Blower Policy, and the Speak Up Forum. These reporting avenues are designed to provide strict confidentiality and ensure a timely, fair, and unbiased resolution process with necessary safeguards to protect complainants making disclosures in good faith.
OtherthanPermanent Employees	At Smartworks, permanent and other than permanent employees can securely report concerns through diverse, accessible, and structured channels including the WorkCTRL Mobile App, the Company’s Whistle Blower Policy, and the Speak Up Forum. These reporting avenues are designed to provide strict confidentiality and ensure a timely, fair, and unbiased resolution process with necessary safeguards to protect complainants making disclosures in good faith.

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

Category	FY Current Financial Year			FY Previous Financial Year		
	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	1013	0	0	839	0	0
Male	801	0	0	669	0	0
Female	212	0	0	170	0	0
Others	0	0	0	0	0	0
Total Permanent Workers	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Male	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Female	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Others	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable

8. Details of training given to employees and workers:

Category	FY Current Financial Year					FY Previous Financial Year				
	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	814	218	26.78%	218	26.78%	669	205	30.64%	205	30.64%
Female	224	42	18.75%	42	18.75%	170	40	23.52%	40	23.52%
Others	0	0	0	0	0	0	0	0	0	0
Total	1038	260	25.04%	260	25.04%	839	245	29.20%	245	29.20%

Category	FY Current Financial Year					FY Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No.(B)	%(B/A)	No.(C)	%(C/A)		No(E)	%(E/D)	No.(F)	%(F/D)
Workers										
Male	2516	1900	75.52%	1650	65.58%	2384	1500	62.92%	1350	56.63%
Female	888	650	73.20%	550	61.94%	767	500	65.19%	450	58.67%
Others	0	0	0	0	0	0	0	0	0	0
Total	3404	2550	74.91%	2200	64.63%	3151	2000	63.47%	1800	57.12%

Additional Notes

Smartworks is committed to building a safe, compliant, and skilled workforce through continuous learning and development initiatives. During FY 2025-26, all 260 employees received training on Health & Safety measures and Skill Upgradation, achieving 100% training coverage. This performance reflects an improvement from FY 2024-25, where 245 employees were trained, also achieving 100% coverage. These initiatives demonstrate the organisation's ongoing commitment to employee development, workplace safety, and operational excellence. The organisation regularly conducts Health & Safety and Skill Upgradation training programs for workers. Training include workplace safety practices, use of PPE, emergency response, and job-specific skill enhancement.

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

Category	FY Current Financial Year			FY Previous Financial Year		
	Total (A)	No.(B)	%(B/A)	Total (D)	No.(C)	%(C/D)
Employees						
Male	814	566	69.53%	669	343	51.27%
Female	224	149	66.50%	170	46	27.05%
Others	0	0	0	0	0	0
Total	1038	715	68.88%	839	389	46.36%
Workers						
Male	2516	2516	100%	2384	2384	100%
Female	888	888	100%	767	767	100%
Others	0	0	0	0	0	100%
Total	3404	3404	100%	3151	3151	100%

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No/ NA).	Yes.
If yes, the coverage such system?	Yes. While Smartworks does not have large-scale direct operational workers, workplace health and safety measures are implemented for employees, clients, and third-party service providers (e.g., facility management, housekeeping, and security personnel engaged through partners such as Talbot). Key measures include compliance with building fire & life safety norms, regular evacuation/ fire drills, emergency response procedures, first-aid support, CCTV surveillance, and building-level safety certifications. Vendor organisations are responsible for worker-level safety protocols and statutory compliance.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	At Smartworks, work-related hazards are identified through periodic facility inspections, fire & safety audits, emergency preparedness drills, and routine assessments conducted jointly with facility management vendors like Talbot. Risks relating to fire and life safety, electrical systems, access control, and ergonomic considerations are evaluated and addressed on an ongoing basis. Corrective actions are coordinated with vendor partners, who are responsible for worker-level safety compliance.

c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks?	Yes. The third-party contract workers can report safety hazards or concerns through Smartworks' Operations team and through facility management service partners. Fire & safety drills also include guidance on emergency evacuation and self-removal from hazardous situations within the workspace. Vendor partners are responsible for establishing worker-level safety procedures for their personnel.
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?	Yes

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

Safety Incident/Number	Category*	FY Current Financial Year	FY Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	1.2	1.8
Total recordable work-related injuries	Employees	0	0
	Workers	12	15
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	1	2

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

Our workplace safety approach goes beyond regulatory compliance. We consistently promote a culture of safety for employees and workers, through comprehensive risk assessments, mandatory PPE usage and targeted safety training for the third-party contract workers, and independent audits. By prioritising both the physical and psychological well-being of all individuals across our ecosystem, we uphold our responsibility to create a safe, healthy, and dignified workplace.

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

	FY Current Financial Year			FY Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	0	0	0	0
Health & Safety	0	0	0	0	0	0

14. Assessments for the year.

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	0
Working Conditions	0

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

Not Applicable

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of -
- | | |
|---------------------|---|
| (A) Employees (Y/N) | Yes, Smartworks extends comprehensive employee insurance coverage, including health, accidental, and life insurance benefits, to all eligible employees in accordance with company policy. Individuals engaged as interns or on short-term contractual assignments with a tenure of 3 months or less are excluded from the scope of these benefit programs. |
| (B) Workers (Y/N) | No |
2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.
- Smartworks ensures compliance with statutory dues across its value chain through a structured oversight and verification process. The Company mandates that all value chain partners adhere to statutory requirements related to tax deductions and other regulatory obligations. This is achieved by incorporating compliance clauses within contractual agreements, conducting regular audits and inspections, and reviewing documentary evidence of statutory payments.
3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been 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
Current Financial Year | FY
Previous Financial Year | FY
Current Financial Year | FY
Previous Financial Year |
| 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/ NA)
- Smartworks currently does not have a formal transition assistance program in place. However, the organisation is committed to establishing and providing such support including facilitation of continued employability and management of career transitions arising from retirement or termination of employment as and when the need arises.
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 | 0 |
| Working Conditions | 0 |
6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.
- Not applicable

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

Essential Indicators

1. The stakeholder collaboration is at the heart of the Smartworks experience. By integrating smart building technology, sustainable designs, and value-centric infrastructure, we craft workspaces where work meets purpose. We deliver predictable, asset-light returns for our investors, while creating high-productivity environments filled with modern, aspirational amenities that elevate daily life for our enterprise occupiers and their teams.
2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors/ Shareholders	No	1. Annual Unitholder meetings 2. Quarterly Results and distribution 3. Periodic interaction throughout the year 4. Website and publications 5. Stock exchange announcements	Regular	Increased focus on health and safety, human capital, economic performance, shareholder meeting to review performance and growth, dividend.
Clients	No	1. Customer satisfaction surveys (CSAT) 2. Email 3. Customer care contact number	Regular	Focus on reducing adverse impacts on the environment, alignment with different building Certification.
Employees	No	1. Employee satisfaction surveys 2. Corporate connect programs 3. Training sessions 4. Periodic communications (email, phone, notice board)	Regular	Focus on employee health and well-being, Learning & Development.
Vendors/ Suppliers	No	1. Email 2. Phone 3. Letters 4. Meeting 5. Feedback mechanism and evaluation process - through trainings	Half-yearly	KYC, Pricing, Delivery & payments, Resource efficiency, Supply Chain Management.
Regulatory Bodies	No	1. Participation in conferences, forums and meeting 2. Visits and audits 3. Compliance reports submission and feedback	Regular	Compliance with legal and regulatory obligations

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.	Smartworks conducts targeted stakeholder consultations with occupiers and partners to identify material ESG topics for its flexible, tech-enabled managed workspace ecosystem. These insights are integrated into strategic planning and ESG target definition, with specialised internal teams facilitating feedback to management for operational decision-making.
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.	Smartworks aligns its ESG strategy with stakeholder feedback from enterprise tenants and landlords to drive a tech-enabled, asset light, and flexible workspace model. The company utilizes IoT-enabled building automation and data-driven insights to achieve sustainability targets, improve indoor air quality, and enhance user experience.
3.	Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalised stakeholder groups.	At Smartworks, vulnerable or marginalised stakeholder groups have not been identified within the Company’s direct business interactions.

PRINCIPLE 5 BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Essential Indicators

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

Category	FY Current Financial Year			FY Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	1013	1013	100%	839	839	100%
Other than permanent	25	25	100%	23	23	100%
Total Employees	1038	1038	100%	862	862	100%
Workers						
Permanent	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Other than permanent	3404	1500	44.07%	3151	1000	31.73%
Total Workers	3404	1500	44.07%	3151	1000	31.73%

Additional Notes

As a part of Smartworks employees’ induction, they are trained on prevention of discrimination at the workplace (vulnerable groups), Prevention of sexual harassment (POSH); however, Smartworks is working towards establishing comprehensive HR policies that incorporate relevant human rights principles. There is Vigil and Whistleblower and POSH Policy in place that is documented and made accessible to all employees through the internal HR portal, ensuring awareness and adherence across the organisation. The organisation provides training on human rights principles and company policies to ensure ethical workplace practices.

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

Category	FY Current Financial Year					FY Previous Financial Year				
	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	801	0	0	801	100%	669	0	0	669	100%
Female	212	0	0	212	100%	170	0	0	170	100%
Others	0	0	0	0	0	0	0	0	0	0
Other than Permanent										
Male	13	0	0	13	100%	17	0	0	17	100%
Female	12	0	0	12	100%	6	0	0	6	100%
Others	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent										
Male	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Female	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Others	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Other than Permanent										
Male	2516	2516	100%	0	0	2384	2384	100%	0	0
Female	888	888	100%	0	0	767	767	100%	0	0
Others	0	0	0	0	0	0	0	0	0	0

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

- a. Median remuneration / wages (Reporting Currency INR):

	Male		Female		Other	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	4	1,07,63,135	1	3,75,000	-	-
Key Managerial Personnel	1	1,38,71,677	1	44,89,345	-	-
Employees other than BoD and KMP	811	4,09,912	223	4,26,419		-
Workers	2,516	1,73,520	888	1,40,540	--	-

*includes sitting fees paid to non-executive directors.

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

	FY Current Financial Year	FY Previous Financial Year
Gross wages paid to females	22.78%	21.65%

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. Smartworks has a Governance Committee that serves as the designated focal point responsible for overseeing and addressing human rights-related impacts, concerns, and compliance matters arising from or contributed to by the business.

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

At Smartworks, employees and internal stakeholders can securely report concerns through diverse, accessible, and structured channels including the WorkCTRL Mobile App, the Company's Whistle Blower Policy, and the Speak Up Forum. These reporting avenues are designed to provide strict confidentiality and ensure a timely, fair, and unbiased resolution process with necessary safeguards to protect complainants making disclosures in good faith. In addition, an Internal Committee (IC) is actively in place to handle any specific incidents or complaints concerning sexual harassment, operating strictly under the framework defined by the Company's Policy on the Prevention of Sexual Harassment (POSH).

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

	FY Current Financial Year			FY Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	0	One formal complaint was received on August 25, 2025, and assigned to the Internal Committee (IC). Following a formal inquiry under the statutory provisions of the POSH Act, 2013, the case was resolved, closed with necessary action items implemented, and completely disposed of within the mandated 90-day timeline.	0	0	Not applicable
Discrimination at workplace	0	0	Not applicable	0	0	Not applicable
Child Labour	0	0	Not applicable	0	0	Not applicable
Forced Labour/ Involuntary Labour	0	0	Not applicable	0	0	Not applicable
Wages	0	0	Not applicable	0	0	Not applicable
Other human rights related issues	0	0	Not applicable	0	0	Not applicable

Additional Notes

The above given POSH complaint is for SW employee.

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

	FY Current Financial Year	FY Previous Financial Year
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	0
Complaints on POSH as a % of female employees / workers	0.09%	0
Complaints on POSH upheld	0	0

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

Smartworks' Whistle Blower Policy (Vigil Mechanism) strictly prohibits any form of discrimination, harassment, victimisation, or unfair employment practice against individuals making a protected disclosure. The policy guarantees comprehensive protection against adverse actions, such as termination, suspension, demotion, or retaliatory transfers, while extending the same safeguards to any employee or director assisting in an investigation. To ensure a secure reporting environment, the identity of the whistleblower is maintained with maximum legal confidentiality, backed by active organisational and advisory support to mitigate difficulties and prevent retaliatory consequences during the inquiry process.

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

Yes

10. Assessments for the year:

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

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

No corrective actions are applicable as no significant risks or concerns have been identified from the assessments conducted.

Leadership Indicators

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

No business processes were modified or introduced during the reporting period as a result of addressing human rights grievances or complaints. While Smartworks has not received any significant human rights grievances to date, the Company is proactively developing a structured Supplier Code of Conduct and an automated vendor-screening mechanism. This process enhancement will ensure that all future value chain partners, including suppliers, contractors, vendors, service providers are strictly screened on their employment policies to prevent potential human rights risks before they occur.

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

During the reporting period, Smartworks did not conduct a formal human rights due diligence exercise. However, the Company is progressively strengthening its environmental, social, and governance (ESG) framework and plans to institute a structured human rights due-diligence mechanism in the future to systematically identify, assess, and mitigate potential risks across its operations and value chain.

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. Smartworks' managed office spaces and corporate office premises are accessible to differently abled individuals, in alignment with the mandates of the Rights of Persons with Disabilities Act, 2016. Across its office portfolio, the Company integrates critical accessibility infrastructure, including ramp access, unobstructed pathways, Braille-enabled elevators and compliant washrooms, to ensure safe and convenient mobility for all members and visitors. Smartworks continuously reviews its physical layouts to maintain strict compliance with evolving statutory inclusivity guidelines.

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	0
Discrimination at workplace	0
Child Labour	0
Forced Labour/Involuntary Labour	0
Wages	0
Others – please specify	0

Additional Notes

During the reporting period, no formal assessments of value chain partners were conducted, and consequently, no corrective actions were required. Moving forward, Smartworks is actively developing a structured Supplier Code of Conduct and a vendor screening framework to systematically evaluate and monitor human rights and labor compliance across its supply chain partners.

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above
- Not applicable

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

Essential Indicators

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

Parameter	FY Current Financial Year	FY Previous Financial Year
From renewable sources		
Total electricity consumption (A) (GJ)	21380	8939
Total fuel consumption (B) (GJ)	-	-
Energy consumption through other sources (C) (GJ)	-	-
Total energy consumed from renewable sources (A+B+C) (GJ)	21380	8939
From non-renewable sources		
Total electricity consumption (D) (GJ)	274280	243940
Total fuel consumption (E) (GJ)	7380	6630
Energy consumption through other sources (F) (GJ)	-	-
Total energy consumed from non-renewable sources (D+E+F) (GJ)	281660	250570
Total energy consumed (A+B+C+D+E+F) (GJ)	303040	259510
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.0000174	0.0000228
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (Total energy consumed / Revenue from operations adjusted for PPP) (20.34 PPP factor for FY 25-26, 20.08 PPP factor for FY 24-25)	0.000354	0.000458
Energy intensity in terms of physical output	Not applicable	Not applicable
Energy intensity (optional) – the relevant metric may be selected by the entity	Not applicable	Not applicable

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

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

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

Parameter	FY Current Financial Year	FY Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	22,00,687.81	16,39,016
(iii) Third party water	7,87,527.4	6,48,967.67

Parameter	FY Current Financial Year	FY Previous Financial Year
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	29,88,215.21	22,87,983.863
Total volume of water consumption (in kilolitres)	27,32,009.88	22,36,345.98
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.000214	0.000242
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (Total water consumption / Revenue from operations adjusted for PPP)	0.00435	0.00486
Water intensity in terms of physical output	2.01	1.95
Water intensity (optional) – the relevant metric may be selected by the entity	Not applicable	Not applicable

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

4. Provide the following details related to water discharged:

Parameter	FY Current Financial Year	FY Previous Financial Year
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(v) Others	23,71,635.81	18,09,964
- No treatment	23,71,635.81	18,09,964
- With treatment - please specify level of treatment	-	-
Total water discharged (in kilolitres)	23,71,635.81	18,09,964

Additional Notes

The measures undertaken by Smartworks to promote water efficiency across its portfolio include:

- Installed Low flow fittings with aerators at certain commercial sites to reduce water flow without compromising functionality;
- Reuse of treated water from STPs for dust suppression, reducing reliance on municipal freshwater;
- Deployed IoT-based flow meters for real-time monitoring and management at rental properties of water consumption;
- Installed low flow plumbing fixtures to minimize water usage across facilities;
- Implemented metering and sub-metering systems to track and optimise water usage at granular levels;
- Automated tank filling and water supply systems to prevent overflow and ensure efficient distribution;
- Repurposed RO system discharge water for non-potable applications, further reducing water wastage; and
- Implemented Condensate Water Utilisation (refers to the practice of collecting and reusing water formed through condensation) from Air Handling Units.

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

No

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

No, Currently, the Company does not have a formal mechanism for Zero Liquid Discharge (ZLD) across its portfolio, as water management infrastructure is primarily managed by the underlying property landlords. However, Smartworks remains committed to water stewardship and conservation. In the upcoming financial year, the Company intends to collaborate with our landlord networks and facility management partners to assess the feasibility of ZLD systems and implement advanced wastewater recycling practices across our key managed workspace business units.

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

Parameter	Please specify unit	FY Current Financial Year	FY Previous Financial Year
NOx	mg/Nm ³	195	198
SOx	mg/Nm ³	23.29	38.44
Particulate matter (PM)	mg/Nm ³	44.04	27.06
Persistent organic pollutants (POP)	mg/Nm ³	25.08	28.44
Volatile organic compounds (VOC)	mg/Nm ³	3.10	-
Hazardous air pollutants (HAP)	mg/Nm ³	-	-
Others – please specify	mg/Nm ³	-	-

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

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

Parameter	Unit	FY Current Financial Year	FY Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	549.08	494.14
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	58861.59	51066.90
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 + Scope 2 GHG emissions / Revenue from operations)	Ratio	0.0000034	0.0000038
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (Total Scope 1 + Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Ratio	0.000069	0.000077
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Ratio	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Ratio	-	0.0

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

No

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

Smartworks is committed to energy efficiency and reducing its operational carbon footprint through innovative, IoT-enabled solutions. The company has implemented multiple initiatives across its office spaces to optimise energy consumption and reduce greenhouse gas (GHG) emissions, including:

- 1) IoT-based intelligent lighting systems: Automated light scheduling based on occupancy and natural daylight availability to minimize unnecessary electricity use.
- 2) Energy optimisation in meeting rooms: IoT integration ensures efficient energy usage during both peak and off-peak hours.
- 3) Reiri Smart Air Conditioning Optimisation: An AI-driven solution that regulates cooling requirements in real-time, reducing electricity consumption. Transition to renewable energy: Smartworks is progressively reducing its reliance on grid electricity by sourcing power from renewable energy providers.

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

Parameter	FY Current Financial Year	FY Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste (A)	120.87	114.88
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	-	-
Other Non-hazardous waste generated (H). Please specify, if any, and provide details regarding the composition i.e. by materials relevant to the sector	28999	26775
Total (A+B + C + D + E + F + G + H)	29119.88	26889.88
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000071	0.0000078
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (Total waste generated / Revenue from operations adjusted for PPP)	-	-
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	FY Current Financial Year	FY Previous Financial Year
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	29119.88	26889.88
Total		

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

No

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.

Smartworks is committed to minimising environmental impact through responsible waste management and sustainable operational practices across its managed office spaces. The company has implemented the following strategies:

- 1) Segregation and Collection of Waste: All business units of Smartworks follow a strict waste segregation policy at source, separating wet, and dry waste to enable efficient disposal of food, plastic.
- 2) E-Waste Collection Drives and Employee Engagement: In the coming year, Smartworks will continue its commitment to sustainability by conducting two electronic waste (e-waste) collection drives. These scheduled initiatives will actively encourage employees and staff to donate old or unused electronic equipment.

By partnering exclusively with authorised recyclers, the organisation will ensure all collected items are responsibly processed, thereby minimising environmental impact and fostering a deeply rooted culture of ecological responsibility across all campuses.

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:

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.
		Not applicable

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

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

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

Smartworks is 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.

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

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

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): For each facility / plant located in areas of water stress, provide the following information:

- a. Name of the area- -
- b. Nature of operations- -
- c. Water withdrawal, consumption and discharge in the following format:

Parameter	FY Current Financial Year	FY Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-

Parameter	FY Current Financial Year	FY Previous Financial Year
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) - the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	-
- 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.

No

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

Parameter	Unit	FY Current Financial Year	FY Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	43434.51	-
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO2 equivalent per Rupee of turnover	0.0000025	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO2 equivalent	-	-

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

No

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities
- Not applicable
4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
Renewable Energy Sourcing	Smartworks procures renewable electricity for select centres and is supporting on-ground solar plant development in Karnataka and Pune.	Reduction in carbon emissions and transition toward cleaner energy mix.
IoT-Based Energy Optimisation	Deployment of intelligent light scheduling and occupancy-based controls across business units.	Improved energy efficiency and reduced electricity consumption.
Reiri Air Conditioning Optimisation	Optimisation of HVAC performance using smart control systems.	Lower energy usage and reduced operational costs.
Water-saving Aerators	Installation of water-saving aerators in washroom taps across business units.	Reduction in water flow by up to ~90% and lowered freshwater consumption.
Glass Bottle Adoption	Shift from single-use plastics to reusable glass bottles across centres.	Reduction in single-use plastic waste.
Hand Dryer Installation in washrooms	Replacement of paper towels with hand dryers installation across all business units.	Waste minimisation and reduced paper consumption.
PadCare sanitary waste recycling bins	Installation of PadCare sanitary waste recycling bins across all business units. Segregated sanitary waste is collected and recycled through PadCare's processing system.	Minimizes landfill burden from sanitary waste
Compostable bin liners	Use of compostable plastic liners in dustbins across all business units.	Reduced single-use plastic waste
Recycled JRT rolls in washrooms	Replacement of conventional paper tissue rolls with recycled paper JRT in washrooms across all business units.	Improved resource efficiency through reduced demand for virgin paper

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.
- Smartworks ensures operational continuity through integrated risk assessment, emergency preparedness, and responsive action protocols across business units. Although a formal, centralised business continuity and disaster management plan is not documented at this stage, the organisation follows structured procedures to manage disruptions and maintain essential services. Emergency response plans, fire drills, evacuation protocols, first-aid support, and safety communication systems are implemented across all Business units as part of regulatory and operational requirements. Service partners and facility management teams coordinate response actions and support recovery activities to reduce downtime and safeguard stakeholder interests. Smartworks continues to strengthen its resilience through periodic assessments and improvements in operational procedures and risk preparedness.
6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.
- Not applicable
7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.
- While no formal environmental assessment mechanism was undertaken during the reporting period, Smartworks intends to formally initiate digital value chain assessments in the next financial year.

8. How many Green Credits have been generated or procured:
- (i) By the listed entity
- (ii) By the top ten (in terms of value of purchases and sales, respectively) value chain partners
- While Smartworks has not yet generated or procured green credits, we are actively evaluating strategic frameworks to integrate carbon offsetting into our long-term sustainability roadmap. Additionally, we plan to initiate a comprehensive ESG assessment of our key value chain partners to foster a more sustainable and responsible ecosystem.

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
- Not Applicable
- 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. | No, Smartworks does not have any trade and industry chambers/ associations for now. However, as the Company scales its managed workspace footprint, we plan to evaluate future memberships with national industry chambers. Our upcoming engagement will focus purely on driving sustainable real estate practices, digital infrastructure growth, and the development of eco-efficient, inclusive shared workspaces that align with national priorities | |
2. Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective Action taken
There were no incidents of anti-competitive conduct by Smartworks during FY 2025-26, hence this is not applicable.		

Leadership Indicators

1. Details of public policy positions advocated by the entity:
- | 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 |
|-------------------------|-----------------------------------|--|---|------------------------|
| Not Applicable | | | | |

PRINCIPLE 8 BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

Essential Indicators

1. Details of Social Impact Assessments (SIA) of project(s) undertaken by the entity, based on applicable laws, in the current financial year.
- | Name and brief details of project | SIA Notification No. | Date of notification | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|-----------------------------------|----------------------|----------------------|---|--|-------------------|
| Not Applicable | | | | | |
2. Provide information on project(s) for which ongoing Rehabilitation & R&R is being undertaken by your entity, in the following format:
- | Name of Project for which R&R is ongoing | State | District | No. of Project Affected Families (PAFs) | % of PAFs covered by R&R | Amounts paid to PAFs in the FY (In INR) |
|--|-------|----------|---|--------------------------|---|
| Not Applicable | | | | | |
3. Describe the mechanisms to receive and redress grievances of the community.
- Not Applicable

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

	FY Current Financial Year	FY Previous Financial Year
Directly sourced from MSMEs/ small producers	36.52%	36.11%
Directly from within India	98.34%	98.38%

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:

	FY Current Financial Year	FY Previous Financial Year
1. Rural		
2. Semi-urban		
3. Urban		
4. Metropolitan	100%	100%

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

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not applicable	Not applicable

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

State	Aspirational District	Amount spent (In INR)
		Not applicable

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

No. However, Smartworks is committed to assessing its current & future value chain partners through responsible procurement processes.

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

No, Smartworks does not procure from Marginalised /vulnerable groups as of now but is committed to building responsible procurement and sourcing in the future.

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

Not applicable

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

Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit shared (Yes / No)	Basis of calculating benefit share
We own IP relating to Smartworks including its tradename, copyrights etc.	Owned	No	Not Applicable

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

Name of authority	Brief of the Case	Corrective action taken
		Not applicable

6. Details of beneficiaries of CSR Projects:

CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
		Not applicable

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.

Smartworks has established multiple mechanisms to capture consumer feedback and address complaints promptly:

- CSAT (Customer Satisfaction) Surveys: Conducted periodically across Smartworks managed office spaces to gauge customer satisfaction and identify areas for improvement.
- Dedicated Helpdesk / Service Channels: Customers can raise complaints or service requests via email, mobile app, or on-site operations teams.
- Feedback Response Mechanism: All feedback and complaints are tracked, acknowledged within a defined SLA, and resolved through a structured process.
- NPS (Net Promoter Score) Surveys: Used to measure overall customer loyalty and likelihood of recommending Smartworks services.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable (Smartworks provides managed workspace services and does not sell physical products).
Safe and responsible usage	Not Applicable (Smartworks provides workspace services and does not sell physical products).
Recycling and/or safe disposal	Not Applicable (Smartworks provides managed workspace services and does not sell physical products).

3. Number of consumer complaints in respect of the following

	FY Current Financial Year			FY Previous Financial Year		
	Received during the year	Pending resolution at end of year	Remark	Received during the year	Pending resolution at end of year	Remark
Data privacy	0	0	No Consumer complaints	0	0	No Consumer complaints
Advertising	0	0	No Advertising Complaints	0	0	No Advertising Complaints
Cyber-security	0	0	No Consumer complaints	0	0	No Consumer complaints
Delivery of essential services	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Restrictive Trade Practices	0	0	No Restrictive Trade Practices complaints	0	0	No Restrictive Trade Practices complaints
Unfair Trade Practices	0	0	No unfair trade practice complaints	0	0	No unfair trade practice complaints
Other	0	0	NA	0	0	0

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

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

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? If available, provide a web-link of the policy.

Smartworks has implemented a robust Information Security Policy to safeguard sensitive data of employees, clients, and partners, ensuring compliance with applicable regulations and global best practices. The policy covers secure access controls, data encryption, network protection, and regular vulnerability assessments, along with structured incident management and employee awareness programs.

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.

We are currently working on compliance with DPDP rules.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact	0
b. Percentage of data breaches involving personally identifiable information of customers	0.0
c. Impact, if any, of the data breaches	Not applicable

Leadership Indicators

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

Smartworks provides information about its services through its official website: [https:// www.smartworksoffice.com/](https://www.smartworksoffice.com/)

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

Smartworks educates consumers on the safe and responsible use of its buildings through a range of practices initiated during handover and continued through regular operations. Key initiatives include:

1. Fire Safety Systems: Properties are equipped with fire prevention systems. Annual fire drills are conducted to familiarise customers with evacuation protocols, and feedback is collected to improve safety measures.
2. Emergency Contact Information: Occupants are given clear access to emergency numbers such as ambulance, police, fire, and utility services.
3. Safety Signage: Clear signage is placed across amenities like elevators, and driveways to guide safe and proper usage.
4. Occupant Guidelines: A set of dos and don'ts is provided to residents to encourage responsible use of the premises and shared spaces.

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

Smartworks is committed to exceeding customer expectations and understand the significance of informing them of the potential risks of service disruption or discontinuation. The organisation employs various strategies to achieve this:

1. Proactive communication: We prioritise early and frequent communication through emails, official correspondence, and press releases to alert customers about potential service disruptions.
2. Customer services: Our customer-facing personnel operate 24/7 to provide timely updates and address customer inquiries, ensuring immediate assistance and information dissemination.
3. Disruption alerts: Website alerts provide real-time updates customers about ongoing or upcoming issues that could impact our services to customers.

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

Question 1 is not applicable to Smartworks.

For Question 2- Smartworks uses CSAT (Customer Satisfaction Score) to assess the satisfaction levels of its enterprise clients and members with various aspects of workspace experience, including services, amenities, and operational support. This metric helps Smartworks identify service strengths and improvement areas to continually enhance member experience. Higher CSAT scores reflect Smartworks' commitment to delivering efficient, high-quality, and user-centric workspaces. Smartworks also uses NPS (Net Promoter Score) to evaluate client loyalty and understand how likely members are to recommend its managed workspaces to others. This indicator helps Smartworks gauge long-term satisfaction, trust, and overall perception of its workspace solutions. A strong NPS score underscores Smartworks' ability to create valuable, flexible, and future-ready workplace environments for its clients.