Sunteck Realty Ltd.

Date: 1st September, 2026

National Stock Exchange of India Ltd
Exchange Plaza, Plot no. C/1, G Block,
Bandra-Kurla Complex, Bandra (East),
Mumbai - 400 051
Symbol: SUNTECK

BSE Limited
Phiroze Jeejeebhoy Tower,
Dalal Street,
Mumbai - 400 001
Scrip Code: 512179

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

Dear Sir/Madam,

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

This is for your information and records.

Yours sincerely,
For Sunteck Realty Limited

Rachana Vipul Hingarajia
Digitally signed by Rachana Vipul Hingarajia
Date: 2026.09.01 18:59:24 +05'30'

Rachana Hingarajia
Company Secretary
(ACS: 23202)
Encl: a/a

5th Floor, Sunteck Centre, 37-40 Subhash Road, Vile Parle (East), Mumbai 400057. Tel: +91 22 4287 7800 Fax: +91 22 4287 7890

Website: www.sunteckindia.com CIN: L32100MH1981PLC025346 Email ID: cosec@sunteckindia.com

ANNEXURE -V

Business Responsibility & Sustainability Reporting (BRSR)
Sunteck Realty Limited FY25-26

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L32100MH1981PLC025346
2.	Name of the Listed Entity	Sunteck Realty Ltd
3.	Year of incorporation	1981
4.	Registered office address	5th Floor, Sunteck Centre, 37-40, Subhash Road, Vile Parle (East), Mumbai 400057
5.	Corporate address	5th Floor, Sunteck Centre, 37-40, Subhash Road, Vile Parle (East), Mumbai 400057
6.	E-mail	cosec@sunteckindia.com
7.	Telephone	022-42877800
8.	Website	https://www.sunteckindia.com/
9.	Financial year for which reporting is being done	2025-26
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited & National Stock Exchange of India Limited
11.	Paid-up Capital	INR 14,68,42,025
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Rachana Hingarajia 022-42877800 cosec@sunteckindia.com
13.	Reporting boundary Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Disclosures are made on a consolidated basis for Sunteck Realty Limited.
14.	Name of assessment or assurance provider	British Standards Institution (BSI) India
15.	Type of assessment or assurance obtained	Reasonable Assurance

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% Of Turnover of the Entity (FY25-26)
1.	Real Estate development and leasing	Development of Residential and Commercial Projects	100.00%

17. 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.	Construction and development of real estate and allied activities	410	100.00%

III. Operations

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

Location	Number of operational locations	Number of offices	Total
National	0	5	5
International	0	2	2

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	3
International (No. of Countries)	2

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

The contribution of exports for Sunteck Realty Limited is not applicable.

c. A brief on types of customers

Sunteck Realty Limited serves a wide range of customers in both residential and commercial real estate. Its residential projects cater to diverse needs, from uber-luxury and aspirational homes to high-quality, large-scale housing for the mid-income segment. In the commercial sector, the Company is creating a strong portfolio of annuity-income-generating assets, including world-class office buildings and retail & mixed-use developments.

IV. Employees

20. Details at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
		Employees				
1.	Permanent (D)	582	421	72.34%	161	27.66%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	**Total employees (D + E)**	**582**	**421**	**72.34%**	**161**	**27.66%**
		Workers				
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%
6.	**Total Workers (F + G)**	**0**	**0**	**0%**	**0**	**0%**

Note: The Company does not employ any workers as defined in the BRSR Guidance Note.

b. Differently abled Employees:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
		Differently abled Employees				
1.	Permanent (D)	0	0	0%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total employees (D + E)	**0**	**0**	**0%**	**0**	**0%**
		Differently abled Workers				
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%
6.	Total employees (F + G)	**0**	**0**	**0%**	**0**	**0%**

Note: The Company does not employ any workers as defined in the BRSR Guidance Note.

21. Participation/Inclusion/Representation of women

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	2	**28.57%**
Key Management Personnel (KMP)	1	0	**0%**

22. Turnover rate for permanent employees and workers

Category	FY25-26			FY24-25*			FY23-24*		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	25.76%	34.23%	**28.28%**	38.27%	38.21%	**38.45%**	50.08%	28.73%	**40.00%**
Permanent Workers	0	0	0	0	0	0	0	0	0

***Note:** The turnover rate for FY24-25 & FY23-24 is revised and updated.

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/ No)
1	Sahrish Constructions Private Limited	Subsidiary	100%	Yes
2	Sunteck Property Holdings Private Limited	Subsidiary	100%	No
3	Satguru Corporate Services Private Limited	Subsidiary	100%	Yes
4	Sunteck Realty Holdings Private Limited	Subsidiary	100%	No
5	Sunteck Infraprojects Private Limited	Subsidiary	100%	No
6	Sunteck Real Estates Private Limited	Subsidiary	100%	Yes
7	Sunteck Lifespace Private Limited	Subsidiary	100%	No
8	Sunteck Infracon Private Limited	Subsidiary	100%	No
9	Sunteck Realtors Private Limited	Subsidiary	100%	No
10	Rusel Multiventures Private Limited	Subsidiary	100%	No
11	Starteck Lifestyle Private Limited	Subsidiary	100%	No
12	Rammit Corporate Solutions Private Limited	Subsidiary	100%	No
13	Industele Property Private Limited	Subsidiary	100%	No
14	Mithra Buildcon Private Limited	Subsidiary	100%	No
15	Promineo Buildcon Private Limited (Formerly known as Sunteck YM Private Limited)	Subsidiary	100%	No
16	Sundunes Real Estates Private Limited	Subsidiary	100%	No
17	Eximius Buildcon Private Limited	Subsidiary	100%	No
18	Astrica Realtors Private Limited	Subsidiary	100%	No
19	Apricum Buildwell Private Limited	Subsidiary	100%	No
20	Magenta Buildcon Private Limited	Subsidiary	100%	No
21	Amenity Buildcon Private Limited	Subsidiary	100%	No
22	Adyanta Constructions Private Limited	Subsidiary	100%	No
23	Ishitra Lifespace Private Limited	Subsidiary	100%	No
24	Mantavya Real Estates Private Limited	Subsidiary	100%	No
25	Etashi Real Estates Private Limited	Subsidiary	100%	No

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/ No)
26	Clarissa Facility Management Private Limited	Subsidiary	100%	No
27	Shreejikrupa Hotels and Properties Private Limited	Subsidiary	100%	No
28	Satshay Lifespace Private Limited	Subsidiary	100%	No
29	Taraksh Real Estates Private Limited	Subsidiary	100%	No
30	Sunteck Lifestyle International Private Limited	Subsidiary	100%	No
31	Sunteck Lifestyles Limited	Subsidiary	100%	No
32	Sunteck Lifestyle Management DMCC	Subsidiary	100%	No
33	GGICO Sunteck Limited	Subsidiary	50%*	No
34	Sunteck MAS Real Estate Development LLC	Subsidiary	25%*	No
35	Sunteck Lifestyle Properties LLC	Subsidiary	100%	Yes
36	Uniworth Realty LLP	Joint Venture	50%	No
37	Nariman Infrastructure LLP	Joint Venture	50%	No
38	Piramal Sunteck Realty Private Limited	Joint Venture	50%	No

*By virtue of control

VI. CSR Details

24.

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

(ii) **Turnover (in ₹) – 11,23,84,25,635/-**

(iii) **Net worth (in ₹) – 26,01,02,37,083/-**

VII. 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)	FY25-26			FY24-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Investors (other than shareholders)	Yes	0	0	Nil	0	0	Nil
Shareholders	Yes	0	0	Nil	0	0	Nil
Employees & workers	Yes	0	0	Nil	0	0	Nil

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/ No)	FY25-26			FY24-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Customers	Yes	350	79	We have 9 cases registered with RERA The complaints registered are related to maintenance, possession delays, parking issues	654	37	We have 6 cases registered with RERA The complaints registered are related to maintenance, possession delays, parking issues.
Value Chain Partners	Yes	0	0	Nil	0	0	Nil
Communities	Yes	0	0	Nil	0	0	Nil

https://www.sunteckindia.com/grievance-redressal

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 issues identified	Indicate Risk/ Opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive/ negative implications)
1	Water Conservation	Opportunity	Water is a fundamental resource, essential to our entire value chain, from initial construction till building completion. We view efficient water usage as an essential practice. Proactive water conservation is critical for enhancing operational sustainability, reducing costs, and ensuring business resilience. Furthermore, these efforts align with key Sustainable Development Goals (SDGs) and meet the expectations of our stakeholders for responsible resource management.	-	Positive: Lower regulatory and compliance costs, Reduced operating costs, Lower utility expenses

S. No.	Material issues identified	Indicate Risk/ Opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive/ negative implications)
2	Occupational Health & Safety	Opportunity	Occupational Health and Safety presents a critical opportunity as the nature of real estate operations exposes both employees and workers to inherent workplace risks. By prioritizing the protection and well-being of its workforce across all project sites, the Company can strategically mitigate these risks. This focus not only minimizes workplace accidents and injuries but also significantly reduces associated financial and reputational liabilities.	-	Positive: Yields positive financial returns, increased productivity, reduction in lost workdays due to injury, lower absenteeism and employee turnover, and an enhanced corporate reputation.
3	Green Buildings	Risk & Opportunity	Green building certification offers both risks and opportunities. Risk: Green buildings represent a pivotal strategic area, presenting both inherent risks and transformative opportunities. The primary risk is rooted in the complexity and resource-intensive nature of the certification process. Achieving prestigious certifications involves strict compliance with detailed technical guidelines and documentation protocols, often requiring significant upfront investment in specialized expertise and training to align project designs with stringent criteria. Opportunity: Green buildings are engineered for efficiency, leading to dramatic reductions in energy and water consumption and lower ongoing maintenance needs, which translates into considerable operational cost savings over the asset's lifecycle. Critically, these buildings also deliver profound social benefits by prioritizing occupant health and well-being. Features such as enhanced indoor air quality, abundant natural lighting, and access to green spaces cultivate healthier, more productive environments, leading to greater occupant satisfaction and an improved overall quality of life.	• The Company's head office is LEED certified (achieved Platinum Certification). • Two of the current projects are EDGE pre-certified while the EDGE pre-certification is in progress for three of its ongoing projects.	Positive: Improved brand reputation, Enhanced eligibility for ESG-focused investments, Negative: Certification, audit, and compliance costs

S. No.	Material issues identified	Indicate Risk/ Opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive/ negative implications)
4	Carbon Footprint	Risk	Managing carbon footprint is a critical risk that impacts regulatory compliance, operational efficiency, and stakeholder relations. The failure to effectively monitor, report, and reduce emissions exposes the Company to significant negative consequences, including potential regulatory penalties, rising energy-related operational costs, and reputational damage from not aligning with global climate objectives.	• To proactively mitigate this risk, a multi-faceted strategy is essential. • The Company undertook embodied carbon emission accounting in FY25-26. • The company has also introduced consumption of renewable energy during operations. • Taking these decisive actions ensures adherence to environmental standards, lowers operational expenses, and demonstrates a tangible commitment to sustainable development and corporate climate responsibility.	Negative: Negative impact on brand, increased compliance cost, added cost of mitigation measures
5	Human Rights	Risk	Upholding human rights is a fundamental corporate responsibility, and any failure to do so constitutes a significant business risk. For a Company reliant on extensive labor and supply chains, infringements on the rights of workers and employees can lead to severe negative consequences. Protecting the well-being of the workforce is therefore an ethical imperative and a crucial risk mitigation strategy.	• To address this, a proactive approach is required. • The Company conducted human rights assessment and due diligence to systematically identify and evaluate potential adverse impacts within all operations and across the supply chain. • The Company regularly assesses suppliers and verifies their documents to ensure adherence with human rights practices across value chain partners	Negative: legal penalties, operational disruptions, and lasting reputational damage

S. No.	Material issues identified	Indicate Risk/ Opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive/ negative implications)
6	Employee wellbeing and development	Risk and Opportunity	The real estate sector is often characterized by a demanding environment, which introduces a significant risk of high employee turnover. Failing to prioritize the well-being and professional development of the workforce. This creates a negative cycle that can undermine organizational stability and performance. However, this risk presents a powerful opportunity for differentiation and competitive advantage. By strategically investing in its people, the Company can foster a stable, motivated, and high-performing workforce that becomes a cornerstone of its success. Striking the right balance and prioritizing these key performance indicators is essential.	• The Company offers practical tools such as stress management workshops, holistic wellness programs, and confidential Employee Assistance Programs (EAPs). • These initiatives empower employees to effectively manage workplace pressures, maintain their overall well-being, and feel valued, which in turn boosts loyalty, engagement, and long-term performance.	Positive: Improved productivity, lowered attrition Negative: increased attrition, decline in morale and productivity.
7	Sustainable Supply Chain	Risk and Opportunity	The complexity of supply chain presents a significant risk. An unassessed supply chain can hide critical vulnerabilities, including irresponsible sourcing practices. Furthermore, it creates a major data gap, to effectively monitor, report, and reduce Scope 3 emissions, which are often the largest portion of a Company's carbon footprint. Conversely, this risk creates a compelling opportunity to build a resilient, ethical, and efficient supply chain that delivers a strong competitive advantage.	• The Company regularly conducts supply chain assessment to assess the suppliers performance on ESG parameters The suppliers that do not perform well are provided guidance to enhance their business practices and thus, improve their stance on ESG parameters	Positive: ensure responsible sourcing, guarantee material compliance, and strengthen relationships. Negative: Regulatory non-compliance, reputational damage, and supply chain instability.
8	Data privacy & security	Opportunity	Proactively safeguarding sensitive business and customer information is essential for ensuring regulatory compliance and, more importantly, for building a cornerstone of client trust- to maintain sustainable business growth and a strong brand reputation.	-	Positive: Enhanced customer confidence, improved reputation as a trustworthy partner, positive competitive advantage

S. No.	Material issues identified	Indicate Risk/ Opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive/ negative implications)
9	Business Ethics & Corporate Governance	Opportunity	A robust framework for business ethics and corporate governance represents a strategic opportunity. requirement. It serves as the cornerstone of effective risk management and more critically, as a powerful engine for long-term value creation in the real estate sector.	-	Positive: Prevent reputational damage, avoid regulatory penalties, and mitigate legal liabilities
10	Climate Change	Risk	Given the emission-intensive nature of the real estate sector, climate change presents a significant risk. Failing to proactively address and reduce the carbon footprint exposes the Company to severe negative consequences. Therefore, managing climate-related risks is not merely an environmental issue but an essential component of long-term business strategy.	• Strategies to address climate change: 1. Transitioning to Clean Energy: the Company has introduced consumption of renewable energy at project site. 2. Improving Energy Efficiency: Implementing advanced technologies and design principles to minimize energy consumption across the portfolio. 3. Adopting Effective Waste Management: the company reuses 100% of its C&D waste at project sites, and ensures to recycle majority of the office waste generated through authorized vendor	• Negative: Substantial reputational damage, increased likelihood of regulatory penalties from stricter environmental laws, and direct financial impacts from rising carbon taxes and increased operational costs.
11	Waste Management	Opportunity	A strong emphasis on effective waste management presents a significant business opportunity, transforming a traditional cost center into a source of efficiency and value. By treating waste as a resource, the Company can move beyond simple compliance to unlock multiple benefits. Implementing advanced waste segregation, reduction, and recycling programs not only minimizes environmental impact but also drives down operational costs.	-	Positive: enhanced corporate reputation and strengthened trust with clients, investors, and communities.

S. No.	Material issues identified	Indicate Risk/ Opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive/ negative implications)
12	Occupants Satisfaction	Opportunity	Occupant satisfaction is a cornerstone of the Company's success, built on the recognition that its customers are its most valuable asset. Delivering an exceptional occupant experience is a primary driver of business performance and a significant strategic opportunity.	-	Positive: Improved brand reputation, sustainable revenue growth through increased loyalty and positive referrals, and reduces turnover costs
13	Sustainable Sourcing	Opportunity	Sustainable sourcing presents a key strategic opportunity. By proactively engaging with suppliers of essential materials like steel and cement, the Company assesses environmental and social risks. This approach mitigates critical sourcing risks, enhances brand value, and builds a more resilient and ethical foundation for all construction and maintenance activities.		Positive: reduced critical sourcing risk, enhanced brand value
14	Diversity, Equity & Inclusion	Opportunity	Fostering a diverse and inclusive workplace is a key strategic opportunity that enables the Company to better serve its diverse customer base. Prioritizing Diversity, Equity, and Inclusion (DEI) drives tangible benefits making it essential for long-term success.	• The Company strives to facilitate flexible working arrangements for its employees which will include appropriate work from home opportunities and all weekend holidays among others	Positive: Enhanced collaboration, a stronger brand reputation, and overall business growth

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.

The Company has put in place structures, policies and processes conforming to below mentioned National Guidelines on Responsible Business Conduct (NGRBC) Principles:

S. No.	Principle Description	Reference of Policies /Procedure/Standard
1	Businesses should conduct and govern themselves with Ethics, Transparency and Accountability.	• Code of Conduct Policy • Anti-Bribery and Anti-Corruption Policy • Whistleblower Policy • Related Party Transactions Policy • Nomination and Remuneration Policy • Code of Conduct for Fair Disclosure • Policy for Determination of Materiality • Board diversity Policy • Tax Policy • Insider Trading Policy
2	Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle	• ESG Policy • Supplier Code of Conduct Policy • Environment Management Manual • Materials Policy
3	Businesses should promote the well-being of all employees.	• Human Rights Policy • Whistleblower Policy • Grievance Redressal Policy • Freedom of Association and Collective Bargaining Policy
4	Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized.	• Corporate Social Responsibility Policy • Stakeholder Engagement Policy • Grievance Redressal Policy
5	Businesses should respect and promote human rights.	• Code of Conduct Policy • Human Rights Policy • Whistleblower Policy • Posh Policy • Supplier Code of Conduct Policy
6	Businesses should respect, protect, and make efforts to restore the environment.	• Whistleblower Policy • ESG Policy • Environmental Management Manual
7	Businesses when engaged in influencing public and regulatory policy, should do so in a responsible manner	• Anti-Bribery and Anti-Corruption Policy • Policy on Determining Materiality • Dividend Distribution Policy • Policy for Archiving, Preservation and Disposal of documents
8	Businesses should support inclusive growth and equitable development	• Corporate Social Responsibility Policy • Human Rights Policy
9	Businesses should engage with and provide value to their customers and consumers in a responsible manner	• Code of Conduct • Stakeholder Engagement Policy • Cyber Security Policy

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://www.sunteckindia.com/investor-relations#codepolicies								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes. Select policies like our Anti-Bribery and Anti-Corruption policy, Whistleblower policy, Supplier code of conduct, Grievance Redressal Policy, ESG policy extend to our value chain partners								
4. Name of the national and international codes/ certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) mapped to each principle.	1. Principle 1 & Principle 6: Global Real Estate Sustainability Benchmark (GRESB) Certificate, Environmental Management Systems- ISO 14001:2015 2. Principle 1 & 9: Quality Management Systems- ISO 9001:2015 3. Principle 2 & Principle 6: Leadership in Energy and Environmental Design (LEED) Certificate, Excellence in Design for Greater Efficiencies (EDGE) - IFC 4. Principle 3 & 5: Occupational Health & Safety Management Systems- ISO 45001:2018								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Sunteck's key ESG goals to enhance its sustainability performance are: • Ensure >90% of all projects achieve green building pre-certification • Ensure maximum reuse of materials used in construction • Conduct Life Cycle Assessment for select sites								
6. Performance of the entity against specific commitments, goals, and targets along with reasons in case the same are not met.	• GHG Emissions: Successfully reduced Scope 1 emissions by 2.86% • Supply Chain: Conducted an ESG assessment for select key suppliers • Human Rights: Complete Human Rights Due Diligence (HRDD) process • Climate Risk: Conducted a Climate Risk Assessment (CRA) • Green Buildings: Achieved green building certification for >90% of the projects								
Governance, leadership, and oversight									

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

At Sunteck Realty, we believe the skylines we shape today will define the cities of tomorrow. This conviction lies at the heart of our theme for this year—Shaping Tomorrow's Sustainable Skylines: Integrating ESG into Every Dimension of Growth. For us, sustainability is not a parallel agenda but a defining lens through which we conceive, design, and deliver value. As we contribute to India's urban transformation, we remain committed to ensuring that every project we undertake creates enduring economic, environmental, and social value.

Our approach is closely aligned with India's national sustainability priorities, which underscore resource efficiency, low-carbon growth, social inclusivity, and robust governance.

Recognizing the pivotal role of the built environment in shaping a low-carbon future, we have ensured that all our development projects are Green Building certified, contributing meaningfully to India's decarbonization agenda. Our environmental strategy is reinforced through the adoption of renewable energy, the use of recycled materials, water stewardship initiatives, and structured waste management partnerships that progressively reduce our operational footprint.

This year marks a significant step forward in our climate journey, as we have embarked on mapping emissions across our entire value chain, including embodied carbon from construction materials and project development activities. The insights generated will inform smarter procurement decisions, enable closer collaboration with suppliers and contractors, and unlock opportunities to design and build with lower-carbon alternatives.

Our progress has been externally validated through a GRESB score of 99 and a score of 78 in the S&P Global Corporate Sustainability Assessment (DJSI) in FY25—reflecting the depth and credibility of our ESG performance.

Trust remains the foundation of everything we do. Our consistent focus on governance, financial discipline, and transparent stakeholder engagement has been instrumental in establishing Sunteck Realty as one of the most trusted names in Mumbai's real estate sector.

As we operate at the intersection of urban transformation and climate action, our intent is not merely to adapt—but to lead change with conviction. Our sustainability journey is accelerating, driven by purpose and strengthened by partnerships. The skylines we are shaping are sustainable by design, inclusive by intention, and transformative by action.

This is our pledge: to build with such purpose and resolve that future generations will recognize this moment as the inflection point—when sustainability evolved from an initiative into a shared legacy.

Warm Regards
Kamal Khetan
Chairman and Managing Director

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies.	The compliance team and the ESG (Environmental, Social, and Governance) committee jointly oversee the implementation of business responsibility policies, with strategic oversight and direction provided by the Chairman and Managing Director
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.	Sunteck has established an ESG (Environmental, Social, and Governance) Committee to guide and monitor key activities across the Company, ensuring the effective execution of its sustainability objectives. The Committee is responsible for formulating and evaluating ESG goals and policies, developing strategic investor communications, driving performance across key sustainability indicators, and conducting regular assessments. Critical concerns and insights are escalated to the Chairman and Managing Director, who serves as the principal decision-maker for sustainability-related performance

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/Half yearly/Quarterly/ Any other– please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	The performance of these policies and any corresponding follow-up actions are reviewed by the relevant governing bodies. This includes oversight from the Board of Directors, the Nomination and Remuneration Committee, the Audit Committee, and the Corporate Governance Committee, as applicable. These reviews are conducted annually or more frequently if required by changes in applicable laws or regulations.									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	No non-compliances have been observed during the reporting period.																	

	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	For FY25-26, an internal assessment was conducted to evaluate the implementation and effectiveness of existing policies. This process involved periodic reviews focused on benchmarking the adequacy of these policies against industry best practices. No external agency was engaged for this assessment or evaluation during the period.								

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

I. 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 (BoD)	1	Governance, compliance, business strategy, sustainability and organizational awareness	100%
Key Managerial Personnel (KMP)	1		100%
Employees other than BoD and KMPs	46	Principle 1 –HRMS awareness, induction/orientation programmes, governance and compliance-related awareness. Principle 2 –ESG practices, aspect-impact assessment, sustainability awareness and responsible business practices. Principle 3 –Health and wellness sessions, financial planning, self-care, occupational safety, HIRA, ERT, tower crane safety and scaffolding safety training. Principle 4 –Brand philosophy, National Real Estate Development Council (NAREDCO) orientation, customer interaction and stakeholder communication programmes. Principle 5 –POSH, workplace dignity, employee conduct and awareness programmes delivered through orientation and HR initiatives. Principle 6 –ESG and environmental impact awareness, sustainability-related training programmes. Principle 8 –Leadership development, capability building, digital upskilling, AI-based quality assurance, SFDC, GRE and technical training programmes. Principle 9 –Sales excellence, objection handling, grooming standards, customer service and quality enhancement programmes	100%
Workers	Not Applicable		

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

For FY25-26, there were no instances of fines, penalties, compounding fees, settlements, imprisonment, or any other form of punishment.

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

Case details	Name of the regulatory/ enforcement agencies/ judicial institution
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, Sunteck Realty Limited has a formal Anti-Bribery and Anti-Corruption (ABAC) Policy to ensure the highest standards of ethical conduct. In brief, the policy establishes a zero-tolerance approach to bribery and corruption, making it applicable to the Company, its subsidiaries, associates, and all employees.

It explicitly prohibits offering, paying, or accepting bribes, kickbacks, and facilitation payments. The policy also provides clear guidelines and limits on gifts and hospitality to ensure they are reasonable and do not improperly influence business decisions. To support enforcement, it is linked to a whistle-blowing mechanism for confidential reporting of suspected violations. Personnel involved in non-compliance are subject to disciplinary sanctions that may range from a warning to permanent termination of employment and may also face civil or criminal action as per applicable laws. The full policy is available on the Company's website. Web link of the policy: https://www.sunteckindia.com/investor-relations#codepolicies.

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

Case details	FY25-26	FY24-25
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

Note: The Company does not employ any workers as defined in the BRSR Guidance Note.

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

	FY25-26		FY24-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Nil	0	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	Nil	0	Nil

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

Not Applicable

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

	FY25-26	FY24-25
Number of days of accounts payables	245.77	175.91

9. Open-ness of business

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

Parameter	Metrics	FY25-26	FY24-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	53.06%	0.47%

Parameter	Metrics	FY25-26	FY24-25
	b. Number of trading houses where purchases are made from	260	341
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	79%	6.70%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	0	0
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0	0
Share of Related Party Transactions in	a. Purchases (Purchases with related parties / Total Purchases)	0	0
	b. Sales (Sales to related parties / Total Sales)	0	0
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	18%	21.64%
	d. Investments (Investments in related parties / Total Investments made)	97%	99.61%

Note: The 'Concentration of Purchases' figures for FY25-26 are higher because the calculation for this period includes overall purchases made by Sunteck Realty Limited

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
1	To promote sustainability and ethical operations, the Company hosted a comprehensive Environmental, Social, and Governance (ESG) training session specifically for its value chain partners The primary objective of this initiative was to highlight the critical importance of embedding robust ESG practices within the core of their business operations. The session was structured as an educational platform to disseminate best practices that are in direct alignment with the Company's own ESG goals. The curriculum covered essential environmental topics, providing actionable insights on enhancing energy efficiency, implementing effective waste management systems, reducing carbon footprints, and committing to sustainable sourcing of materials. Going beyond foundational topics, the training also introduced participants to innovative concepts such as sustainable construction techniques, the process and benefits of obtaining green building certifications, and the practicalities of adopting renewable energy sources. The ultimate aim was to foster a deep-rooted commitment to responsible practices throughout every link of the supply chain. The entire training framework was built upon the nine principles of the National Guidelines on Responsible Business Conduct (NGRBC). This foundation served to reinforce the Company's clear expectation that all partners must rigorously adhere to its corporate standards, including the Code of Conduct, Human Rights Policy, Anti-Bribery and Anti-Corruption Policy, and the Supplier Code of Conduct, during their engagement.	10%

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

Yes. The Company has adequate processes in place of avoiding and managing conflicts of interest involving members of the Board, which are formalized within its comprehensive Code of Conduct.
This Code which is applicable to the Board of Directors and all employees, establishes clear guidelines for addressing unethical behavior and managing conflicts of interest. Specifically, the Code mandates that all Senior Management must disclose any

material, financial, and commercial transactions where a personal interest might create a potential conflict with the Company's interests. Independent Directors have a specific duty to pay close attention to and approve related party transactions, ensuring they serve the best interest of the Company.

To reinforce these standards, all Board members and Key Managerial Personnel (KMPs) are required to proactively report any potential or actual conflicts of interest and formally affirm their compliance with the Code by signing a certificate on an annual basis. This creates a culture of transparency and accountability.
The detailed Code of Conducts is placed on: https://www.sunteckindia.com/investor-relations#codepolicies.

II. 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.

	FY25-26	FY24-25	Details of improvements in environmental and social impacts
R&D	0%	0%	This year, we have successfully installed and commissioned Organic Waste Collectors for improved waste management and Solar Photovoltaic Power Plant Systems to increase our renewable energy consumption.
Capex	3.6%*		

***Note:** This capital expenditure reflects investments made in the previous year for Organic Waste Collectors and Solar PV systems, which have been operationalized in the current year.

2. Does the entity have procedures in place for sustainable sourcing? (Yes/No) b. If yes, what percentage of inputs were sourced sustainably?

Yes. Sunteck is dedicated to embedding sustainability within its supply chain through supplier education, engagement, and continuous monitoring. This commitment is underpinned by a formal Supplier Code of Conduct and a Sustainable Building Materials Policy, which establish clear Environmental, Social, and Governance (ESG) expectations for all partners and are integrated into their contractual agreements.

This strategic approach to procurement is foundational to the Company's broader vision of creating a resilient and ethical business ecosystem. By enforcing the Supplier Code of Conduct, Sunteck ensures that its partners are aligned on critical issues such as human rights, fair labor, and business integrity. Simultaneously, the Sustainable Building Materials Policy actively promotes circular economy principles by encouraging the use of recycled, renewable, and low-impact materials, thereby reducing the overall environmental footprint of its projects from sourcing to end-of-life.

A key element of this strategy is the prioritization of local sourcing, which significantly reduces transportation-related emissions and stimulates regional economic development. Furthermore, the Company actively prioritizes the use of materials with high recycled content, such as cement with Ground Granulated Blast-furnace Slag (GGBS) and structured steel, to minimize environmental impact and promote resource efficiency.

These focused initiatives have yielded strong, measurable results. In FY25–26, 100% of inputs were sourced from suppliers who are fully compliant with the Code of Conduct, and over 90% of all materials were procured locally.

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

As a real estate developer focused on creating and selling properties, Sunteck Realty Limited's business model does not involve retaining ownership or operational control of its projects post-sale. Once a residential or commercial unit is sold, the responsibility for its use, maintenance, and eventual disposal of any waste—including plastics, e-waste, or hazardous materials—transfers entirely to the new owner or occupants. Therefore, the Company does not have a process for reclaiming products or managing end-of-life materials.

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 (for manufacturing industry) or for its services (for service industry)?

NIC Code	Name of product/ service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by an independent external agency (Yes/No)	Results communicated in the public domain (Yes/ No) If yes, provide the web-link
4100	Construciton of Buildings	100%	100% of current development portfolio covering embodied carbon emissions of construction materials using a cradle-to-gate (A1–A5) Life Cycle Assessment approach	No	Yes

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
Construciton of Buildings	Construction materials contribute significantly to lifecycle greenhouse gas emissions, particularly embodied carbon arising from material extraction, manufacturing, transportation and construction activities (Modules A1–A5). High embodied carbon can increase the overall climate impact of developments.	Conducted the first portfolio-wide embodied carbon assessment covering 100% of the active development portfolio. Established an embodied carbon baseline, assessed emissions across A1–A5 stages, prioritized sustainable and low-embodied-carbon materials, promoted local sourcing, obtained Environmental Product Declarations (EPDs) from key suppliers and initiated measures to improve resource efficiency and reduce future carbon intensity.

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

Indicate input material	Recycled or re-used input material to total material	
	FY25-26	FY24-25
AAC Blocks		
Cement PPC		
RMC	4.27%	8%
Steel TMT		
Structural Steel		

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed of.

Not Applicable

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

Not Applicable

III. **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	Total(A)	% of Employees covered by									
		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	421	421	100%	421	100%	0	0%	421	100%	0	0%
Female	161	161	100%	161	100%	161	100%	0	0%	0	0%
Total	**582**	**582**	**100%**	**582**	**100%**	**161**	**27.66%**	**421**	**72.34%**	**0**	**0%**
Other than Permanent Employees											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	**0**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**

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

Category	Total(A)	% of workers covered by									
		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	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	**0**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**
Other than Permanent Workers											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	**0**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**

Note: The Company does not employ any workers as defined in the BRSR Guidance Note.

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

	FY25-26	FY24-25
Cost incurred on well- being measures as a % of total revenue of the Company (In Cr.)	0.092%	0.10%

2. Details of retirement benefits.

Benefits	FY25-26			FY24-25*		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/ N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	90.72%	0	Yes	87.81%	0	Yes
Gratuity	100%	0	Nil	100%	0	Nil
ESI	0	0	Nil	0	0	Nil

Benefits	FY25-26			FY24-25*		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
Others – please specify	0	0	Nil	0	0	Nil

Note: *The figure for the previous financial year has been revised

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.**

While the Company currently does not have any differently-abled employees or workers, it has proactively implemented measures to ensure all its premises are accessible. The Company remains committed to making ongoing enhancements to further improve inclusion.

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.**

The principle of equal opportunity is a cornerstone of Sunteck Realty Limited's Human Rights Policy. The Company is deeply committed to cultivating a workplace culture where non-discrimination is paramount, ensuring fair and impartial treatment throughout all employment stages, including recruitment, hiring, promotion, and termination.

All employment-related decisions are made exclusively on the basis of individual merit, without any bias towards an individual's race, color, religion, creed, caste, economic or social status, gender, nationality, citizenship, age, sexual orientation, physical disability, childbirth, marital status, medical condition, language, or any other characteristic protected under the law. Sunteck Realty takes a strict, zero-tolerance stance against every form of discrimination, whether direct or indirect, and proactively champions an inclusive environment with equal access to all available opportunities.

Further details can be found within the Human Rights Policy at: https://www.sunteckindia.com/investor-relations.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	-	-
Female	100%	100%	-	-
Total	**100%**	**100%**	-	-

Note: The Company does not have any workers as defined in the BRSR Guidance Note.

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

Permanent workers	Not Applicable
Other than permanent workers	Not Applicable

Permanent employee	Sunteck Realty Limited has instituted a formal Grievance Redressal Policy that establishes a transparent, equitable, and accessible mechanism for all employees. The policy's stated purpose is to foster a conducive workplace and a positive ecosystem by ensuring grievances are adjudicated swiftly and fairly. The policy outlines a clear, structured process designed to treat all employees equally and without bias. An employee can raise grievance through designated channels, which is then reviewed by a Grievance Officer. Validated complaints are formally registered and investigated by the head of the relevant department. A final response is then delivered to the complainant detailing the resolution or the reasons for rejection. Confidentiality and the protection of the aggrieved employee's identity are strictly ensured at every stage of the process, guaranteeing a safe and respectful environment for resolution. This commitment ensures that all issues are treated promptly and handled within allotted time frames. Further details on the Company's policies can be found on its investor relations page: https://www.sunteckindia.com/investor-relations#codepolicies.
Other than permanent employee	Not Applicable

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

Category	FY25-26			*FY24-25		
	Total employees / workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	0	0	0%	0	0	0%
Male	0	0	0%	0	0	0%
Female	0	0	0%	0	0	0%
Total Permanent Workers	0	0	0%	0	0	0%
Male	0	0	0%	0	0	0%
Female	0	0	0%	0	0	0%

Note: There are no employee associations recognized by the Company.
*The figures for the previous financial year has been revised

8. Details of training given to employees and workers:

Category	FY25-26					FY24-25*				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (D)	On Health and Safety Measures		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Permanent Employees										
Male	421	421	100%	421	100%	428	428	100%	428	100%
Female	161	161	100%	161	100%	171	171	100%	171	100%
Total	**582**	**582**	**100%**	**582**	**100%**	**599**	**599**	**100%**	**599**	**100%**
Permanent Workers										
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Total	**0**	**0**	**0%**	**0**	**0%**	**0**	**0**	**0%**	**0**	**0%**

Note: The Company does not have any workers as defined in the BRSR Guidance Note.

* The figures for the previous financial year have been revised

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

Category	FY25-26			FY24-25*		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	421	317	75.50%	428	230	53.73%
Female	161	120	74.53%	171	101	59.06%
Total	**582**	**437**	**75.09%**	**599**	**331**	**55.26%**
Workers						
Male	0	0	0%	0	0	0%
Female	0	0	0%	0	0	0%
Total	**0**	**0**	**0%**	**0**	**0**	**0%**

Note: The Company does not have any workers as defined in the BRSR Guidance Note. Also, the 24.91% of employees didn't receive any career development rewards as they either were not eligible due to being on probation or they joined the Company in the current financial year, hence weren't eligible under Sunteck's performance appraisal cycle.

* The figures for the previous financial year have been revised

10. **Health and safety management system:**

a) Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, what is the coverage of such a system?
Yes, Sunteck Realty has implemented a comprehensive Occupational Health and Safety Management System (OHSMS). The entire system is certified compliant with the ISO 45001:2018 standard, demonstrating a commitment to international best practices for workplace safety.

This system is formally governed by the Company's official Health and Safety Policy, a document reflecting management's dedication to employee welfare and recognizing the critical link between workplace safety and optimal business performance. The framework is meticulously documented within a detailed Integrated Management System (IMS) which not only covers health and safety but also integrates quality (ISO 9001:2015) and environmental (ISO 14001:2015) management systems.

The scope of this certification is extensive, officially covering all aspects of "Real Estate Development including Designing, Construction, Sales and marketing of commercial and residential projects." In practice the OHSMS is implemented across all head office functions and project sites. Its implementation includes a wide range of proactive initiatives such as employee induction programs, regular safety training, mock drills (including firefighting), safety week celebrations, and periodic health and medical check-ups.

This safety-conscious approach is designed to be integral to their entire operation. By contractually requiring suppliers and contractors to adhere to a specific Code of Conduct on health and safety, Sunteck extends its safety standards across its entire value chain, aiming to mitigate risks beyond its direct employees.

The policy can be found at: https://www.sunteckindia.com/investor-relations#codepolicies.

b) What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
The primary process used by Sunteck Realty to manage workplace safety is a systematic Hazard Identification and Risk Assessment (HIRA), which is a core component of its ISO 45001 certified safety management system. This process is handled by dedicated, cross-functional teams at each project site.

For hazard identification, the teams use multiple channels on a routine basis, including:
- Daily site inspections using standardized checklists.
- Pre-Task Analysis (PTA) or Job Safety Analysis (JSA) before any new work begins.
- An open system for worker reporting and regular "Toolbox Talks" to gather direct feedback.

Once a hazard is identified, it undergoes a risk assessment where its likelihood and severity are evaluated using a standardized risk matrix.

Finally, for risk control, the Company follwos to the internationally recognized Hierarchy of Controls. This methodology prioritizes the most effective measures first, starting with the elimination or substitution of hazards, followed by implementing engineering and administrative controls. Personal Protective Equipment (PPE) is provided as the final line of defense. The entire process is continuously monitored through regular internal and external audits to ensure effectiveness and drive improvement.

c) Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks.
Yes, Sunteck Realty has a well-defined and proactive process for workers to report safety hazards, which is a core part of its certified Occupational Health and Safety system.

Workers are encouraged to communicate directly with on-site safety teams and supervisors about any concerns. When a hazard is reported, the Company initiates a structured investigation to understand the fundamental cause of the issue. Based on this analysis, a formal plan is created to correct the problem and prevent it from happening again, with safety managers overseeing this entire process.

To ensure all workers have a voice, there is also an anonymous feedback system. These submissions are reviewed weekly by a dedicated site committee, which includes representatives from both Sunteck and its contractors, to ensure that all concerns are heard and addressed promptly. This dual system of direct and anonymous reporting helps maintain a safe and responsive work environment.

d) Do the employees/ workers of the entity have access to non-occupational medical and healthcare services?
Yes, the employees of Sunteck Realty Limited have access to non-occupational medical and healthcare services.

The Company provides comprehensive benefits that include health insurance and coverage under a Group Accidental Policy (GAP). Additionally, both male and female employees are entitled to extensive parental and maternity leave benefits.

Beyond these standard provisions, Sunteck promotes a holistic work culture by offering a variety of wellness initiatives. These are designed to support mental and emotional well-being and include:

- Stress management sessions
- Ergonomics workshops
- Health check-up camps
- Women's wellness programs

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

Safety Incident/Number	Category	FY25-26	FY24-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.496	0
Total recordable work-related injuries	Employees	0	0
	Workers	2	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

12. Describe the measures taken by the Company to ensure a safe and healthy workplace.
Sunteck Realty Limited employs a comprehensive strategy to ensure a safe and healthy workplace, focusing on both the physical environment and employee training. These measures are applied across all corporate offices and development sites.

The key measures include:

1. Ergonomic and Wellness-Focused Workspace Design: Workspaces are intentionally designed to prioritize employee well-being. This includes features that provide:

- Physical Comfort: Attention to thermal, visual, and ergonomic comfort helps to reduce stress and physical discomfort caused by factors like poor lighting, glare, excessive noise, or temperature imbalances.
- Mental Well-being: The Company is actively integrating biophilic design elements, such as natural materials, indoor greenery, and open spaces. This approach enhances employees' connection to nature and encourages social interaction, contributing to better emotional and mental health.

2. Dedicated Health and Safety Training: To ensure that safe practices are understood and followed, a dedicated health and safety training program was conducted for all employees at both the Head Office and project site locations. This initiative reinforces the Company's commitment to safety and fosters a culture of care and responsibility among the workforce.

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

Category	FY25-26			FY24-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	Nil	0	0	Nil
Health & Safety	0	0	Nil	0	0	Nil

14. Assessments for the year:

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

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

Based on assessments of its health and safety practices, Sunteck Realty has implemented the following significant corrective and preventive measures:

1. Systematic Audits and Compliance Monitoring: A core ISO team conducts rigorous monthly safety and environmental audits at all active project sites against a comprehensive checklist. All sites have consistently met or exceeded the established internal compliance benchmark, ensuring high standards are upheld.

2. Enhancement of Site Safety Equipment: In a key risk-reduction effort, the Company has phased out traditional bamboo scaffolding from all ongoing projects. It has been replaced with advanced and more secure scaffolding systems to reduce accident risks and improve overall project efficiency.

3. Strengthening of Emergency Medical Services: To ensure immediate medical assistance and rapid response to health emergencies, paramedic staff have been deployed directly at the construction sites.

These proactive measures helps in addressing significant risks, protecting the workforce, and promoting a culture of safety and responsibility.

LEADERSHIP INDICATORS

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

Sunteck Realty Limited does not currently offer specific, distinct life insurance provisions beyond its standard benefits package. However, within this framework, the Company provides a Group Accidental Policy for its employees. This policy is designed to act as a protective financial shield, offering coverage for accidental death, permanent total disability, and partial disability, thereby ensuring financial security in the event of an unforeseen accident.

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

To ensure compliance with statutory dues, Sunteck Realty Limited contractually obligates its value chain partners to manage all deductions and deposits. As a control measure, the Company verifies this by requiring partners to submit key documents, including their current Provident Fund (PF) and ESIC registrations, and proof of workmen's compensation insurance.

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:

Category	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	
	FY25-26	FY24-25	FY25-26	FY24-25
Employee	0	0	0	0
Worker	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)

No, Sunteck Realty Limited does not currently offer transition assistance programs to support employees with continued employability or to manage career endings that result from retirement or termination.

5. Details on assessment of value chain partners:

Category	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Reinforcing its commitment to a sustainable and ethical supply chain, Sunteck Realty Limited initiated a comprehensive assessment of its suppliers in FY25-26. This evaluation moved beyond policy to measure tangible performance, utilizing a detailed checklist to hold partners accountable to key Environmental, Social, and Governance (ESG) criteria.
Working Conditions	The assessment delved into specific Environmental metrics, including the measurement of Scope 1, 2, and 3 emissions, energy and water consumption, and waste management mechanisms. On the Social front, it verified the implementation of health and safety programs, employee training hours, and the existence of formal grievance redressal and anti-harassment policies. The Governance section evaluated the suppliers' commitment to ESG at a structural level, questioning the existence of dedicated ESG committees, anti-corruption policies, and overall risk management plans. These assessment parameters are directly aligned with the stringent standards for health, safety, and working conditions codified in the Company's Code of Conduct. Through this detailed evaluation and continuous engagement, Sunteck not only promotes responsible practices but actively verifies them, ensuring its entire value chain operates in harmony with its core sustainability objectives.

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

The supply chain assessment for FY25-26 found no significant risks among our value chain partners Therefore, no corrective actions were necessary during the year.

IV. Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders

ESSENTIAL INDICATORS

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

Sunteck Realty systematically identifies and maps its internal and external stakeholders by assessing their relationship with individual business units. This process allows the Company to thoroughly evaluate the direct and indirect risks and implications affecting each group.

As detailed in its Stakeholder Engagement Policy, the Company recognizes that each group has distinct perspectives and expectations. Based on this understanding, Sunteck has classified its stakeholders into seven key categories that are considered critical to its operations and long-term resilience:

- Customers
- Vendors/Suppliers
- Employees
- Contractors
- Bankers
- NGOs
- Investors

This classification provides a clear framework for prioritizing stakeholders and developing tailored engagement strategies to understand their needs, manage expectations, and build strong, sustainable relationships.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	• One-on-one interactions Customer meets • Customer relationship portal –Life@Sunteck • Customer helpline • Media • Website • Periodic structured feedback meetings	• Ongoing • Need based	• Customer experience and service quality • Product features and benefits Timely delivery • Grievance redressal
Employees	No	• Induction programme • Emails • Leadership meetings • Employee engagement initiatives Rewards and recognition programmes • Employee portal • HR helpdesk • Employee volunteering initiatives	• Ongoing • Need based	• Policies and procedures Performance appraisal and rewards • Training and career development • Work environment • Health and wellness • Safety and security • Community development Employee volunteering
Vendors/ Suppliers	No	• Meetings • Emails • Letters	• Ongoing • Need based	• Product and service quality and support • Contract support on commercial and technical T&C • Compliance with Supplier Code of Conduct • Suppliers' statutory compliances

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Contractors	No	• Periodic reviews • Meetings • One-on-one interactions	• Need based	• Pricing and payment terms • Delivery terms
Bankers	No	• Meetings • Letters • Emails	• Need based	• Cash flow • Financial Products and services
NGOs	No	• Community development initiatives, including need based local interventions. • Funding support • Proposals and re quests for new initiatives	• Ongoing • Need based	• Community needs, including aid for relief and rehabilitation aid requirements • Social infrastructure development • Human and organizational support
Investors	No	• Earnings calls • Annual & Interim results announcement	• Ongoing • Need based	• Management of investors' expectations • Management of reputational risks

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 feedback from such consultations is provided to the Board.

Consultation with stakeholders on economic, environmental, and social topics is primarily delegated to management and various departments, who engage with each group through specific, structured channels.

These engagement processes include:

- For Investors: Regular earnings calls, annual results announcements, and dedicated meetings to discuss strategy and performance.
- For Customers: A dedicated customer portal (Life@Sunteck), formal feedback meetings, and multiple helpline channels for ongoing communication.
- For Employees: Periodic engagement surveys, individual performance assessments, and formal grievance redressal mechanisms like an HR helpdesk.
- For Suppliers & Contractors: Review meetings to discuss performance (including sustainability requirements), workshops, and adherence to the Supplier Code of Conduct.

Feedback and material concerns gathered from these diverse consultations are consolidated by the relevant departments, which act as intermediaries to the leadership.

The crucial final step in the process, which ensures Board-level oversight, is outlined in the Company's Stakeholder Engagement Policy. It formally states that the Board is regularly briefed on stakeholder engagement activities and its progress thereby creating a direct feedback loop, ensuring that insights on key topics gathered from all stakeholder groups are communicated to and considered by the Company's highest governing body.

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 input received from stakeholders on these topics were incorporated into the policies and activities of the entity.**

Yes, stakeholder consultation is integral to how Sunteck identifies and manages environmental and social topics.

The primary instance of this was a comprehensive materiality assessment conducted in FY2023-24. The Company formally engaged with its key stakeholder groups—including customers, employees, suppliers, investors, and NGOs—to identify the environmental and social issues most significant to them and to the business.

The insights from this assessment directly shaped the Company's sustainability strategy. For the current year, these identified material topics continue to form the basis of operational planning and management. Sunteck maintains regular consultations with its stakeholders to gather new perspectives and feedback, ensuring that its policies and activities remain aligned with stakeholder expectations and evolving sustainability priorities.

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

The in-house CSR and ESG team actively engages with local communities to gain a deep understanding of their challenges. Under the Sunteck Saathi program, we have addressed the concerns of vulnerable and marginalized groups through various initiatives as follows:

- Healthcare for Children (Project Saksham): In partnership with Bai Jerbai Wadia Hospital for Children, we supported a dedicated Stem Cell Ward, enabling affordable, life-saving Bone Marrow Transplant treatments for numerous children with critical illnesses.
- Support for Specially-Abled Children: In collaboration with the Umang Child Trust, we provided consistent, high-quality therapy sessions for a group of specially-abled children, resulting in satisfactory progress in their developmental journeys.
- Economic Empowerment for Women (Project SAKSHAM): In Kalyan, a group of aspiring women entrepreneurs were provided with customized business start-up kits. All of these women are now successfully running their own businesses and earning a consistent income.
- Community Engagement ("Joy of Giving"): Our annual employee-driven donation drive collected clothes, toys, and stationery, which were personally distributed to beneficiaries in partnership with the Janjagruti Vidyarthi Sangh.

V. 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	FY25-26			FY24-25*		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	582	582	100%	599	599	100%
Other than permanent	0	0	0%	0	0	0%
Total Employees	**582**	**582**	**100%**	**599**	**599**	**100%**
Workers						
Permanent	0	0	0%	0	0	0%
Other than permanent	0	0	0%	0	0	0%
Total Workers	**0**	**0**	**0%**	**0**	**0**	**0%**

Note: The Company does not have any workers as defined in the BRSR Guidance Note.

* The figures for the previous financial year have been revised

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

Category	FY25-26					FY24-25*				
	Total (A)	Equal to Minimum Wage		More than minimum Wage		Total (D)	Equal to Minimum Wage		More than minimum wage	
		No. (B)	%(B/A)	No.(C)	%(C/A)		No.(E)	%(E/D)	No.(F)	%(F/D)
Employees										
Permanent	**582**	0	0	**582**	**100%**	**599**	**0**	**0**	**599**	**100%**
Male	421	0	0	421	100%	428	0	0	428	100%
Female	161	0	0	161	100%	171	0	0	171	100%
Other than Permanent	0	0	0	0	0%	0	0	0	0	0%
Male	0	0	0	0	0%	0	0	0	0	0%
Female	0	0	0	0	0%	0	0	0	0	0%
Workers										
Permant	0	0	0%	0	0%	0	0	0%	0	0%
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Other than Permanent	0	0	0%	0	0%	0	0	0%	0	0%
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%

* The figures for the previous financial year have been revised

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

a. **Median remuneration / wages**

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	2	3,62,00,004	1	1,00,00,008
Key Managerial Personnel (KMP)	1	1,17,20,004	0	Nil
Employees other than BoD and KMP	418	10,51,494	160	10,22,502
Workers	Not Applicable			

Note: The Board of Directors consists of three independent directors which are paid sitting fees. Hence, the figures for BOD have been provided accordingly. CFO (male) is designated as KMP in the above table.

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

	FY25-26	FY24-25
Gross wages paid to females as % of total wages	24.56%	24.78%

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes. Sunteck is committed to fostering a safe, respectful, and equitable work environment through a framework of key policies and dedicated committees.

A cornerstone of this framework is the Grievance Redressal Policy, which provides a systematic and fair process for resolving employee concerns. Employees can submit grievances through formal channels like a dedicated email (grievance.officer@sunteckindia.com) or a website form. A designated Grievance Officer then manages the process, from initial review to investigation and final response, while ensuring strict confidentiality for the complainant.

This is complemented by a formal Code of Conduct that outlines mandatory standards of behavior and ethical norms for all employees.

The Human Resources team oversees employee wellbeing and potential human rights impacts. A critical component of this is the Company's zero-tolerance policy on sexual harassment, enforced by a dedicated Internal Complaints Committee (ICC) established under the POSH Act, 2013. This committee addresses all related complaints with sensitivity, confidentiality, and legal compliance.Sunteck is determined to foster a safe, respectful, and equitable work environment for all its employees, underpinnedby several key policies and structures.

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

Sunteck has a comprehensive internal mechanism to redress grievances, including those related to human rights, which is governed by its formal Grievance Redressal Policy.

The policy outlines a clear and structured process for employees to raise concerns, ensuring a fair, timely, and effective resolution. It is designed to safeguard the confidentiality of any individual who raises a complaint. This mechanism serves as the primary channel for addressing grievances and reinforces the Company's commitment to maintaining a transparent and supportive workplace.

Further details on this and other related policies can be found on Sunteck's investor relations page: und at: https://www.sunteckindia.com/investor-relations#codepolicies.

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

Aspect	FY25-26			FY24-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	Nil	0	0	Nil
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/ Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

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

	FY25-26	FY24-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

Under its Whistle-Blower Policy (also known as the Vigil Mechanism), the Company has instituted strong and specific safeguards to protect employees who report concerns about discrimination, harassment, or other misconduct.

In addition to strictly prohibiting any form of retaliation, the policy includes the following key protective measures:

- Confidentiality of Identity: The identity of the whistleblower is kept strictly confidential by the Audit Committee and any investigators, to the greatest extent possible under the law.
- Explicit Protection Against Unfair Practices: The policy provides complete protection against any unfair employment practices. This includes retaliation, threats, intimidation, termination or suspension, disciplinary action, demotion, or refusal of promotion.
- Protection for All Participants: This robust protection is extended not only to the person making the report but also to any other employee who assists in the investigation.
- Direct Recourse for Victimization: Any whistleblower who believes they are being subjected to retaliation can report it directly to the Chairman of the Audit Committee, who is responsible for investigating the claim and recommending suitable action.

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

Yes, Human rights requirements are a formal part of Sunteck's business agreements. The Company integrates specific clauses from its main Code of Conduct into contracts and purchase orders

Furthermore, human rights provisions are an integral part of the Supplier Code of Conduct, and these are explicitly included in all agreements with third-party entities, including contractors, to ensure ethical business behavior across the supply chain.

10. Assessments of the year

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

Upholding human rights is a critical component of the Company's business operations. Strict internal vigilance is maintained to prevent discrimination and to ensure all activities are conducted with fairness and transparency, in alignment with both national and international human rights standards.

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

During FY25-26, the Company continued to strengthen its human rights governance framework through regular employee awareness programmes, POSH training, induction programmes, grievance redressal mechanisms and whistleblower channels. Internal audits and ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 management system audits reviewed HR, employee wellbeing, training, workplace conduct and compliance processes. No human rights-related non-conformities, child labour, forced labour, involuntary labour or discrimination cases were reported during the year.

The audits confirmed satisfactory implementation of management system requirements and identified opportunities for continual improvement in certain HR processes, including strengthening role-specific competency frameworks, improving employee engagement survey participation and enhancing monitoring of employee development and growth initiatives. Appropriate action plans have been initiated by the HR function to address these improvement opportunities.

The Company also continued POSH awareness initiatives through its Internal Complaints Committee (ICC), maintained employee grievance and whistleblower mechanisms, and conducted induction and awareness programmes covering workplace conduct, health, safety and organizational policies. Security personnel, contract workers and employees continued to receive induction and awareness training to promote respectful workplace behaviour and safeguard employee rights.
No significant human rights risks or concerns requiring corrective remediation were identified during FY25-26.

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 as a result of human rights grievances in FY25-26, as no such complaints were reported during this period.

The Company maintains a practice of regularly reviewing its policies and processes to ensure ongoing alignment with regulatory changes and internal standards, thereby upholding a high level of ethical and legal compliance.

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

During FY25-26, the Company continued its Human Rights Due Diligence process to identify, assess and manage potential human rights risks across its operations. The scope of the assessment covered employees, contract workforce, suppliers, contractors and business partners across project sites and corporate offices. The review focused on occupational health and safety, prevention of child and forced labour, diversity and equal opportunity, workplace dignity, POSH, employee welfare, grievance redressal mechanisms and labour compliance practices.

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?

The Company is committed to fostering an inclusive environment by ensuring all its premises are accessible. Specific measures have been implemented to provide barrier-free access for any differently-abled visitor.

4. Details on assessment of value chain partners:

Human rights	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	In the current financial year, the Company conducted supply chain assessment of select supplier categories (based on their value to the Company), evaluating them on a range of ESG criteria. A primary focus was placed on their human rights practices, ensuring alignment with the Company's ethical standards on issues like forced labor and non-discrimination.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

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

Not Applicable

VI. Principle 6: Businesses should respect and make efforts to protect and restore the environment.

ESSENTIAL INDICATORS

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

Parameter	Unit	FY25-26	FY24-25
From renewable sources (in gigajoules)			
Total electricity consumption (A)	GJ	238.82	-
Total fuel consumption (B)	GJ	0	-
Energy consumption through other sources (C)	GJ	0	-
Total energy consumption from renewable sources (A+B+C) (GJ)	**GJ**	**238.82**	-
From non - renewable sources (in gigajoules)			
Total electricity consumption (D)	GJ	7842.11	5231.35
Total fuel consumption (E)	GJ	467.82	2029.55
Energy consumption through other sources (F)	GJ	-	-

Total energy consumption from non - renewable sources (D+E+F) (GJ)	**GJ**	**8309.93**	**7260.9**
Total energy consumption (A+B+C+D+E+F) (GJ)	**GJ**	**8548.75**	**7260.9**
Energy intensity per rupee of turnover (Total energy consumption in GJ/ turnover in rupees in Cr)	**GJ/INR**	**7.61**	**8.51**
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP in Cr)	**GJ/USD**	**154.72**	**175.83**
Energy intensity in terms of physical output	**GJ/sqft**	**0.00089**	**0.00095**
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

Yes reasonable assurance has been carried out by British Standards Institution (BSI) India for FY25-26

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.**

The Company has not registered for the Perform, Achieve and Trade (PAT) scheme, which is administered by the Government of India.

3. **Provide details of the following disclosures related to water**

Parameter	Unit	FY25-26	FY24-25
Water withdrawal by source (in kiloliters)			
(i) Surface water	KL	-	-
(ii) Groundwater	KL	-	-
(iii) Third party water	KL	107194.31	90006.43
(iv) Seawater / desalinated water	KL	-	-
(v) Others	KL	-	-
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	KL	**107194.31**	**90006.43**
Total volume of water consumption (in kiloliters)	KL	**57662.64**	**39910.25**
Water intensity per rupee of turnover (Water consumed / turnover in rupees in Cr)	**KL/ INR**	**51.309**	**46.781**
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP in Cr)	**KL/USD**	**1043.62**	**966.49**
Water intensity in terms of physical output	**KL/sqft**	**0.0060**	**0.0052**
Water intensity (optional)– the relevant metric may be selected by the entity	-	-	-

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

Yes, reasonable assurance has been carried out by British Standards Institution (BSI) India for FY25-26.

4. Provide the following details related to water discharged:

Parameter	Unit	FY25-26	FY24-25
Water discharge by destination and level of treatment (in kiloliters)			
(i) Surface water	KL	-	-
No treatment	KL	-	-
With treatment – please specify the level of treatment	KL	-	-
(ii) Ground water	KL	-	-
No treatment	KL	49531.67	50096.18
With treatment – please specify the level of treatment	KL	-	-
(iii) Sea water	KL	-	-
No treatment	KL	-	-
With treatment – please specify the level of treatment	KL	-	-
(iv) Sent to third parties	KL	-	-
No treatment	KL	-	-
With treatment – please specify the level of treatment	KL	-	-
(v) Others	KL	-	-
No treatment	KL	-	-
With treatment – please specify the level of treatment	KL	-	-
Total water discharged (in kilolitres)	KL	**49531.67**	**50096.18**

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

Yes, reasonable assurance has been carried out by British Standards Institution (BSI) India for FY25-26.

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

The entity has not implemented a mechanism for Zero Liquid Discharge (ZLD).

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

Parameter	Unit	FY25-26	FY24-25
NOx	μg/m3	23.93	19.39
SOx	μg/m3	18.47	13.33
Particulate matter (PM10)	μg/m3	72.25	68.04
Particulate matter (PM2.5)	μg/m3	36.61	34.89
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

Note: The values provided above are average values basis the test results conducted biannually for all the sites in consideration.

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 independent assessment has been carried out in FY25-26 for air emissions.

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

Parameter	Unit	FY25-26	FY24-25
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of CO_2 equivalent	189.61	195.19
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of CO_2 equivalent	1547.00	1056.44
Total Scope 1 and Scope 2 emission	Metric tons ofCO_2 equivalent	1736.61	1251.63
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations in rupees in Cr)	tCO_2e/INR	1.55	1.47
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP in Cr)	tCO_2e/USD	31.42	30.31
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO_2e/sqft	0.00018	0.00016
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

Yes, reasonable assurance has been carried out by British Standards Institution (BSI) India for FY25-26.

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

Sunteck Realty is actively enhancing energy efficiency across its operations as a core part of its sustainability goals. This includes a Company-wide initiative to replace all conventional lighting with energy-saving LED fixtures at its corporate offices and project sites.

To further these efforts, the Company aligns its projects with the EDGE-IFC green building certification program. This ensures that sustainable, resource-efficient features are integrated from the initial design stage. Key measures include:

- Optimizing the window-to-wall ratio to reduce artificial lighting needs and energy usage
- Installing roofs with a high Solar Reflectance Index (SRI) to minimize heat absorption and lower cooling loads.
- Implementing solar water heating systems in residential projects
- Adopting renewable energy at Sky Park, Mira Road site, to reduce reliance on the grid
- Using energy-efficient lighting throughout all buildings and common areas.
- Incorporating demand-controlled ventilation systems in parking areas to run fans only when needed.

These strategic efforts underscore the Company's objective to construct environmentally responsible and highly energy-efficient buildings.

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

Parameter	FY25-26	FY24-25
Total waste generated (in metric tons)		
Plastic waste **(A)**	3.09	3.74
E-waste **(B)**	0.36	0.53
Bio-medical waste **(C)**	-	-
Construction and demolition waste **(D)**	3199.06	5822.03
Battery waste **(E)**	-	-
Radioactive waste **(F)**	-	-
Other Hazardous waste. Please specify, if any. **(G)**	-	-
Other Non-hazardous waste generated. Please specify, if any. **(H1+H2)**	169.55	372.59
(H1) Steel Scrap	60.60	321.76
(H2) Miscellaneous	108.95	50.83
Total (A+B + C + D + E + F + G + H)	**3372.07**	**6198.9**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	**3.00**	**7.26**
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) in Cr **(Total waste generated / Revenue from operations adjusted for PPP)**	**61.03**	**150.11**
Waste intensity in terms of physical output	**0.00035**	**0.00081**
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 tons)

Category	FY25-26	FY24-25
(i) Recycled	167.80	376.86
(ii) Re-used	3199.05	5822.04
(iii) Other recovery operations	-	-
Total	**3366.86**	**6198.90**

For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)

Category of waste	FY25-26	FY24-25
(i) Incineration:	-	-
(ii) Landfilling:	5.21	-
(iii) Other disposal operations:	-	-
Total	**5.21**	**-**

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

Yes, reasonable assurance has been carried out by British Standards Institution (BSI) India for FY25-26.

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.

Sunteck Realty is determined to responsibly manage waste across all aspects of its business operations by embedding circular economy principles into its projects.

During the reporting period, the vast majority of waste generated consisted of construction-related materials. A highly effective on-site management process was employed, ensuring that these materials, particularly mixed concrete and soil, were entirely reused for backfilling and other civil works. This practice has been instrumental in diverting nearly all construction waste from landfills.

In addition to construction debris, the Company manages various other waste streams through dedicated channels. Materials such as steel scrap are carefully segregated and sent to authorized recycling vendor For office-generated waste, including paper, cardboard, and glass, the Company partners with a specialized third-party service to ensure these materials are also properly recycled. Through these comprehensive strategies, the entity ensures that waste is managed in a safe and sustainable manner, resulting in minimal waste being disposed of in landfills.

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:

The Company affirms its commitment to ecological preservation and responsible development, ensuring that its operations are conducted in harmony with the surrounding environment. While none of the Company's operations or offices are located within designated ecologically sensitive areas, every project undergoes a rigorous environmental assessment and secures the necessary Environmental Clearances as mandated by regulations.

Moving beyond baseline compliance, the Company has enhanced its sustainability practices by initiating project-specific biodiversity assessments starting from FY23-24. These assessments are conducted on a case-by-case basis to evaluate the unique environmental context of each site. For instance, at an ongoing project situated near a coastal area, strict and targeted measures are being implemented throughout the construction phase to proactively prevent any negative impacts on the local ecology.

By integrating these biodiversity considerations into its planning and construction processes, Sunteck reinforces its commitment to responsible development and aims to contribute positively to the preservation of the natural environment.

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
Sunteck West, Max & One World	EC22B039MH187085	30/07/2022	Yes	Yes	Nil
Sky Park	EC23B039MH196352	01/11/2023	Yes	Yes	Nil
Sunteck Beach Residences	EC23B039MH115088	12/04/2023	Yes	Yes	Nil
Crescent Park	SIA/MH/ INFRA2/464626/2024	12/11/2024	Yes	Yes	Nil

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes, the Company complies with all applicable environmental laws and regulations in India.

LEADERSHIP INDICATORS

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

The Company does not withdraw, consume, or discharge water in areas of water stress.

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

i. Name of the area: Not Applicable

ii. Nature of operations: Not Applicable

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

Not Applicable

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

Currently, the Company is in the process of estimating Scope 3 emissions.

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.

Since the Company's operations and offices are not located in or near any ecologically sensitive areas, its activities do not have a significant direct impact on biodiversity.

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:

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	EDGE Building Certification	The Company aligns its projects with the EDGE-IFC (a member of the World Bank Group) green building standard, which is focused on making buildings more resource-efficient.	Target of making projects 20% more resource-efficient.
2	Renewable Energy Adoption	Sunteck installs solar water heaters in select residential projects and utilizes renewable energy at the Sky Park, Mira Road site.	Energy conservation, emissions reduction, and reduced reliance on the grid.
3	Use of LED Lighting	All conventional lighting systems across offices and project sites are being replaced with LED fixtures, which are significantly more energy-efficient than traditional bulbs.	Substantial energy conservation and improved operational efficiency.
4	Rainwater Harvesting	The Company has implemented rainwater harvesting systems in its projects to capture, recycle, and reuse rainwater.	Decreased water intensity per sq. ft. and reduced dependence on third-party water sources.
5	Sewage Treatment Plants (STPs)	Major projects are equipped with STPs that treat wastewater, enabling it to be recycled for purposes like flushing and landscaping.	Reduced fresh water consumption through the use of recycled water.

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

Yes. Sunteck Realty has implemented a robust Disaster Management Plan to safeguard personnel against potential acute and natural hazards. A key focus of this plan is mitigating fire hazards through a multi-layered safety system. This includes engineered suppression systems such as high-pressure fire pumps, strategically placed sprinklers, and external hydrants to ensure rapid and effective fire control. For immediate response, portable fire extinguishers are readily available throughout the sites.

To ensure human preparedness, the plan mandates comprehensive training programs and regular drills that educate all site personnel on fire prevention, detection, and emergency response procedures. This training ensures employees are proficient in using firefighting equipment and are familiar with all evacuation routes and assembly points.

The on-site Safety Team plays a vital role in the plan's effectiveness by enforcing all hazard prevention measures and conducting routine inspections and maintenance of all safety systems to ensure their reliability. This proactive approach—emphasizing prevention, early detection, and swift response—helps mitigate risks from fire and other unforeseen emergencies, contributing to a safe and secure working environment across all project sites.

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?

To foster a responsible and sustainable supply chain, Sunteck has implemented a formal program to evaluate and enhance the ESG performance of its value chain partners The Company initiated a comprehensive supplier assessment to systematically score suppliers based on their environmental, social, and governance practices.

Following the assessment, Sunteck proactively engaged its suppliers through a dedicated capacity-building program. This initiative featured a comprehensive ESG training session designed to empower partners with best practices. The training covered key areas including environmental strategies to reduce ecological impact, social responsibilities such as fair labor practices and community engagement, and governance principles centered on ethics, transparency, and compliance.

The results of the assessment indicated that there were no significant adverse impacts within the supply chain. Consequently, while no specific mitigation or adaptation measures were required at this stage, the Company remains committed to continuous monitoring and engagement to ensure sustained alignment with its sustainability objectives.

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

In the current financial year, no specific environmental impact assessment was conducted for the Company's value chain partners

How many green credits have been generated or procured:

By the listed entity: None

By the top ten (in terms of value of purchases and sales, respectively) value chain partners: In FY25-26, the Company did not evaluate the generation or procurement of green credits by its value chain partners

VII. Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

ESSENTIAL INDICATORS

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

The Company is affiliated with four trade or industry chambers/associations.

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such a 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	The Associated Chambers of Commerce of India (AASOCHAM)	National
2	National Real Estate Development Council (NAREDCO)	National
3	CREDAI-MCHI (Maharashtra Chamber of Housing Industry)	State
4	IMC (Chambers of Commerce and industry)	National

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

There have been no adverse orders from regulatory authorities regarding anti-competitive conduct by the entity. The Company has not been identified as a participant in any cases of non-compliance with local laws, anti-trust issues, or anti-competitive behavior.

LEADERSHIP INDICATORS

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

Sunteck Realty Limited does not take public positions or engage in advocating for or against specific public policies.

VIII. Principle 8: Businesses should promote inclusive growth and equitable development.

ESSENTIAL INDICATORS

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

During the current financial year, no projects were undertaken by the Company that required a Social Impact Assessment (SIA) under applicable laws. Therefore, no SIAs were conducted.

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

No Rehabilitation and Resettlement project were undertaken during FY25-26.

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

The Company's robust grievance redressal mechanism, governed by the official Grievance Redressal Policy, ensures that all stakeholder concerns are addressed in a fair and prompt manner. Stakeholders can submit their grievances through two dedicated channels: an online form available on the Company website or by sending an email to grievance.officer@sunteckindia.com .

Upon receipt, the Grievance Officer conducts an initial review and may reject frivolous complaints, informing the complainant accordingly. Valid complaints are formally registered and investigated by the relevant department head. A final response, detailing the resolution or reason for rejection, is then sent to the complainant. The decision of the designated officer is final and binding, and the confidentiality of the complainant is maintained throughout the process. This systematic approach guarantees that all concerns are handled in a structured and equitable manner. The full policy is available for review at https://www.sunteckindia.com/grievance-redressal.

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

	FY25-26	FY24-25
Directly sourced from MSMEs/ small producers	31.37%	0.47%
Sourced directly within India	100%	100%

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

Location	FY25-26	FY24-25
Rural	0%	0%
Semi-urban	0%	0%
Urban	0%	13.26%
Metropolitan	100%	86.74%

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):

Not Applicable

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

Through its CSR initiatives, the Company runs various projects to help economically weaker sections and underprivileged children. Currently, the communities receiving support are not in the 'aspirational districts' identified by the government.

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

Sunteck Realty does not have a formal Preferential Procurement Policy that gives preference to suppliers from marginalized or vulnerable groups. However, the Company's commitment to ethical and fair practices is embedded in its core operational policies. The Supplier Code of Conduct, for instance, requires all partners to adhere to a strict non-discrimination policy based on gender, age, race, disability, religion, and ethnicity. Furthermore, the Sustainable Building Materials Policy mandates that sourcing should not have a detrimental impact on local or indigenous communities and encourages procuring materials that are produced in a socially responsible manner with due consideration for ethical labor practices.

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

Not Applicable

(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:

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.

Not Applicable

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefited from CSR Projects	% Of beneficiaries from vulnerable and marginalized groups
1	Healthcare for Children (Project Saksham)	200 children	100%
2	Support for Specially-Abled Children	10 specially abled children	100%
3	Economic Empowerment for Women (Project SAKSHAM)	18 women	100%
4	Community Engagement ("Joy of Giving")	Not tracked	100%

IX. 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.

Sunteck Realty has established a robust and accessible grievance redressal mechanism, governed by its official policy, to ensure all stakeholder complaints and feedback are addressed fairly, promptly, and without bias. A key objective of the policy is to guarantee that all complaints are handled within a stipulated timeframe.

The Company provides multiple dedicated channels for stakeholders to voice their concerns. These include a formal grievance form available on the Company website and a dedicated email address (grievance.officer@sunteckindia.com). For existing customers and occupants, a dedicated app-based platform is also available for raising issues related to day-to-day activities directly with facilities management for immediate response.

The Company views this process not just as a resolution mechanism but as a vital tool for continuous improvement. The Grievance Redressal Policy emphasizes that grievances offer valuable insights into existing operational gaps. By capturing and analyzing this feedback, Sunteck proactively identifies areas for enhancement, corrects deficiencies, and upgrades its internal systems to prevent future issues and strengthen stakeholder trust.

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

Not Applicable

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

	FY25-26			FY24-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	Nil	0	0	Nil
Advertising	0	0	Nil	0	0	Nil
Cyber-security	0	0	Nil	0	0	Nil
Delivery of essential services	0	0	Nil	0	0	Nil
Restrictive Trade Practices	0	0	Nil	0	0	Nil
Unfair Trade Practices	0	0	Nil	0	0	Nil

	FY25-26			FY24-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Others	350	79	The complaints registered are related to maintenance, possession delays, parking issues.	654	37	The complaints registered are related to maintenance, possession delays, parking issues.

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

Not Applicable

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

Yes. Sunteck Realty has established a comprehensive Cybersecurity and Data Privacy Policy to create a robust framework for managing information security and mitigating digital risks. The policy's primary purpose is to cultivate a strong, organization-wide privacy culture and ensure full compliance with all applicable data protection laws. It applies to all data collected, handled, or stored by the Company and its contractors, aiming to protect the confidentiality, integrity, and availability of information assets and safeguard the personal information of all stakeholders

To achieve this, the policy mandates a multi-layered security approach. This includes strict access control mechanisms to prevent unauthorized entry to IT systems, both digital and physical. It also enforces clear protocols for the secure use of email, stringent password management with regular updates, and secure data transfer practices that prohibit the use of public networks for sensitive information. The framework is supported by ongoing employee training and awareness programs to foster basic system hygiene and prepare staff to identify and report potential threats, with clear disciplinary actions for any violations. Please find the policy here: https://www.sunteckindia.com/investor-relations#codepolicies .

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.

Throughout the current financial year, no corrective actions have been necessary as there have been no reported incidents across several key areas. These areas include advertising, the delivery of essential services, and the security of customer data and privacy. Additionally, there have been no instances of product recalls during this period.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches: 0
b. Percentage of data breaches involving personally identifiable information of customers: 0%

c. Impact, if any, of the data breaches: None

LEADERSHIP INDICATORS

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

Information on Sunteck Realty's products and services can be accessed through two primary channels, designed to provide both broad and detailed insights into its offerings.

- Corporate Website: The Company's official website is the primary digital platform for all information. It is regularly updated with detailed information on new and ongoing projects, including features, virtual tours, and development progress. It serves as the main source for project updates and Company announcements. Web Link: https://www.sunteckindia.com.
- Property Exhibitions and Direct Engagement: Sunteck Realty organizes and participates in property exhibitions to showcase its portfolio of current and upcoming developments. These events offer a platform for direct, in-person engagement with potential customers Visitors can explore project models, interact with sales representatives, clarify queries, and receive personalized information and exclusive offers This channel allows for a tangible and interactive experience with the Company's products.

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

Sunteck Realty educates consumers on safe and responsible usage through a two-pronged approach at handover.

Firstly, for safety, the facilities team provides detailed briefings on fire, electrical safety, and emergency preparedness protocols.

Secondly, for responsible usage, residents are guided on waste segregation, water conservation, and adopting green power. This is supported by a "Tenant Design Guidelines" document, aligned with EDGE green building standards, which provides best practices for sustainable living and environmentally responsible post-occupancy behavior.

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

Not Applicable

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.

Yes. Sunteck Realty provides customers with product information that goes beyond mandatory legal disclosures, with a particular focus on sustainability and environmental aspects.

During the sales process, information regarding the project's sustainability features, specific amenities, and the surrounding ecology is highlighted in brochures and by sales representatives. Furthermore, product literature includes details on green building ratings and explains the associated benefits to the customer, thereby promoting awareness of environmentally responsible living and supporting informed decision-making.

5. 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)

Yes. The Company conducted a customer survey designed to foster regular communication and gain deeper insights into the customer experience.

The feedback collected from this survey was systematically analyzed to identify key opportunities for improvement. Specifically, the insights were used to:

- Improve overall service quality
- Enhance customer engagement strategies
- Bridge identified gaps in customer interactions

This initiative is a core part of the Company's commitment to continuous improvement and providing responsive, people-centric service.

By Royal Charter

INDEPENDENT ASSURANCE OPINION STATEMENT

To Board of Directors, Sunteck Realty Limited

Holds Statement No.: **SRA 838881**

The British Standards Institution (BSI) has conducted a reasonable assurance engagement on the sustainability information (described in the "Scope") in the Business Responsibility and Sustainability Report (BRSR Core KPI's) for FY 2025-2026 of **Sunteck Realty Limited (hereby referenced as SRL in the assurance statement further)** and other non-financial KPIs for the period of 1st April 2025 to 31st March 2026 for Sunteck Realty Limited (SRL).

Scope

The scope of engagement agreed upon with Sunteck Realty Limited includes the following:

The assurance covers the information of the following subject matters in the Business Responsibility and Sustainability Report (BRSR Core KPI's) for the reporting period of 1st April 2025 to 31st March 2026 (FY 2025-2026).

- Green-house gas (GHG) footprint - P6:E7
- Water footprint - P6:E3 and P6:E4
- Energy footprint - P6:E1
- Embracing circularity - P6:E9
- Enhancing Employee Wellbeing and Safety - P3:E1(C), P3:E11
- Enabling Gender Diversity in Business - P5:E3(B), P5:E7
- Enabling Inclusive Development - P8:E4, P8:E5
- Fairness in Engaging with Customers and Suppliers - P9:E7, P1:E8
- Open-ness of business – P1:E9

The selected information's are reported in accordance with Business Responsibility and Sustainability Report (BRSR Core KPI's).

The details of subject matters and their boundaries within the scope is described in Appendix A and Appendix B in this independent assurance opinion statement.

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The assurance also covers few KPIs other than BRSR core requirements, which were assessed at limited level verification which includes "**absentee rate, equal pay assessment and materiality process"** adapted by the organization. The materiality process was conducted in the year 2024, the topics are finalised basis on peer analysis, internal stakeholder responses and sector specific topics covered under SASB framework, S&P-CSA and MSCI. The overall material topics covered by the organization are as below:

List of Material topics*:

Environment	Social	Governance
Climate Change	Diversity, equity and inclusion	Corporate governance
Water conservation	Occupational health and safety	Business ethics
Sustainable supply chain	Consumer Experience	Data privacy and security
Carbon Footprint	Human Rights	Brand management
Waste Management	Employee wellbeing and developments	Regulatory landscape
Green Buildings	Access and affordability	
Sustainable Sourcing	Occupants satisfaction	

***BSI scope of works does not include the assurance on the content of material topics, but it is limited till the process of materiality and it's outcome which is the final topics.**

In our opinion, based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the accompanying Sustainability Information for FY 2025–2026 has not been prepared, in all material respects, in accordance with the applicable reporting criteria.

Opinion Statement for BRSR core KPIs

We have conducted a reasonable assurance engagement on the sustainability information described in the "Scope" above (BRSR for FY 2025-2026 covering core KPIs mentioned in Annexure-I: format of BRSR core, provided by SEBI, covering disclosures on Green-house gas (GHG) footprint, Water footprint, Energy footprint, Embracing Circularity, Enhancing Employee Wellbeing and Safety, Enabling Gender Diversity in Business, Enabling Inclusive Development, Fairness in Engaging with Customers and Suppliers, Open-ness of business).

In our opinion, the accompanying sustainability information is fairly presented, in all material aspects, in accordance with the Business Responsibility and Sustainability Report (BRSR Core KPI's) for the reporting period 1st April 2025 to 31st March 2026.

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Methodology

Our assurance engagements were carried out in accordance with ISAE3000 (Revised) assurance standard following the principles of Integrity, Objectivity, Professional competence and due care, Confidentiality, and Professional behaviour. ISO 14064-3:2019 assurance standard is used for information related to GHG statement. Our work was designed to gather evidence on which to base our opinion conclusions.

We undertook the following activities:

- Assessment of the organization's reporting and management processes concerning this reporting against the principles of relevance, completeness, reliability, neutrality, understandability.
- Data verification on reasonable level sampling including asking for internal controls and implementation of internal controls, SOPs for data gathering and reporting mechanism.
- Interviews with staffs involved in sustainability management, BRSR report preparation and ESG data management and calculation of final numbers.
- Document review of relevant systems, policies, and procedures wherever available.
- Review of supporting evidence for claims made in the reports.
- Traceability of information from the origin and testing at site for measurement procedures
- Review of data pertaining to the sampled units of SRL, to confirm the data collection processes, record management practices, and check BRSR Core KPI's physically and through virtual mode.

Responsibility

Sunteck Realty Limited (SRL) is responsible for the preparation and fair presentation of the sustainability information in accordance with the agreed criteria. BSI is responsible for providing an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

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Independence, Quality Control and Competence

BSI is independent to Sunteck Realty Limited (SRL) and has no financial interest in the operation of Sunteck Realty Limited (SRL) other than for the assurance of the sustainability statements contained in the Business Responsibility and Sustainability Report (Core KPIs).

This independent assurance opinion statement has been prepared for the stakeholders of Sunteck Realty Limited (SRL), only for the purposes of verifying its statements relating to its environmental, social and governance (ESG) KPI's as required in SEBI-BRSR Core Format, more particularly described in the Scope above and detailed in Appendix-A.

This independent assurance opinion statement is prepared on the basis of review of information provided to BSI by Sunteck Realty Limited (SRL). In making this independent assurance opinion statement, BSI has assumed that all information provided to it by Sunteck Realty Limited (SRL) is true, accurate and complete. BSI accepts no liability to any third party who places reliance on this statement.

BSI applies its own management standards and compliance policies for quality control, in accordance with ISO/IEC 17021-1:2015 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

BSI is a leading global standards and assessment body founded in 1901. The BSI assurance team has extensive experience in conducting verification over environmental, social and governance (ESG), GRI Universal Standard 2021, AA1000AS, ISO10002, ISO 14001, ISO 45001, ISO 14064-1, ISO 14067, ISO 14068-1, ISO 50001, and ISO 9001, etc. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

Issue Date: 27-07-2026

For and on behalf of BSI:

Ishan Mehrotra

Ishan Mehrotra, Lead Assurer	Emmanuel Herve, Managing Director, South & South East Asia (S&SEA)

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Appendix A

Sr. No.	Attribute	Parameter	Unit of Measurement	Final Value	Cross Reference to BRSR
1	**GHG Emissions**	Total Scope-1 Emissions IPCC, UK Defra, CEA_V21 emission factors used	tCO2e	189.61	**P6-E7**
		Total Scope-2 Emissions	tCO2e	1547	
		GHG Emission Intensity (Scope 1 +2)	Total Scope 1 and Scope 2 emissions (tCO2e) / crore USD (PPP adjusted revenue from operations)	31.42	
		GHG Emission Intensity (Scope 1 +2)	Total Scope 1 and Scope 2 emissions (tCO2e) / total product output (tonne) tCO2e/Built-up area	0.000181	
2	**Water Footprint**	Total water consumption	KL	57662.64	**P6-E3, E4**
		Water consumption intensity	KL/crore USD (PPP adjusted revenue from operations)	1043.62	
		Water consumption intensity	KL/ Built-up area	0.00602	
		Water Discharge by destination and levels of Treatment	KL	49531.67	
3	**Energy Footprint**	Total Energy Consumed	GJ	8548.75	**P6-E1**
		Percentage of energy consumed from renewables	%	2.79%	
		Energy Intensity	GJ / crore USD (PPP adjusted revenue from operations)	154.72	
		Energy Intensity	GJ / Built-up area	0.00089	
		Plastic waste (A)	MT	3.093	

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4	**Embracing circularity - details related to waste management by the entity**	E-waste (B)	MT	0.3685	**P6-E9**
		Bio-medical waste (C)	MT	-	
		Construction and demolition waste (D)	MT	3199.057	
		Battery waste (E)	MT	-	
		Radioactive waste (F)	MT	-	
		Other Hazardous waste. Please specify, if any. (G)	MT	-	
		Other non-hazardous waste generated (H).	MT	169.55	
		Total waste generated ((A+B + C + D + E + F + G + H)	MT	3372. 07426	
		Waste intensity	MT/crore USD (PPP adjusted revenue from operations)	61.03	
		Waste intensity	MT/ Built-up area	0.000351	
		For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations	MT recycled	3366. 86726 Recycled and reused	
			Intensity (recycled/total generated)	0.998	
		For each category of waste generated, total waste disposed by nature of disposal method – other disposal options	MT Landfilling	5.207	
			Other disposal option	0	
			Intensity (other disposal option/total generated)	-	
5	**Enhancing Employee Wellbeing and Safety**	Spending on measures towards well being of employees and workers (including permanent and other than permanent)	Cost incurred on well-being measures as a % of total revenue of the company	0.092%	**P3- E1(C)** **P3- E11**
		Details of safety related incidents for employees and workers (including contract-workforce)	Safety Incidents: Permanent Disability	0	
			Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees: 0 Workers: 0.496	
			No. of fatalities	0	

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6	**Enabling gender diversity in business**	Gross wages paid to females as % of wages paid(permanent, other than permanent- employee and workers)	In % age terms	24.56%	**P5-E3(b), E7**
		Complaints on POSH (including permanent and other than permanent)	Total Complaints on Sexual Harassment (POSH) reported	Nil	
			Complaints on POSH as a % of female employees/ workers	Nil	
			Complaints on POSH upheld	Nil	
7	**Enabling inclusive development**	Input material directly sourced from MSMEs/ small producers from within India, as percentage of total purchase (Viz., raw material, spares, services, capex procurement items etc.)	In % terms -As % of total purchases by value	31.37%	**P8-E4,E5**
		Directly from within India	In % terms -As % of total purchases by value	100% Includes MSME also	
		Job creation in smaller towns - Wages paid to persons employed in smaller towns (permanent or other than permanent) as % of total wage cost	In % terms -As % of total wage cost	Metropolitan: 100%	
8	**Fairness in Engaging with Customers and Suppliers**	Instances involving loss/ breach of data of customers as a percentage of total data breaches or cyber security events	Nos.	0	**P9-E7** **P1-E8**
		Number of days of accounts payable	Days	245.77	
9	**Openness of business**		Purchases from trading houses as % of total purchases	53.06%	**P1-E9**
			Number of trading houses where purchases are made from	260	
			Purchases from top 10 trading houses as percentage of total	79%	

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		Concentration of purchases and sales done with trading houses, dealers/distributors	purchases from trading houses		
			Sales to dealers / distributors as % of total sales	0	
			Number of dealers / distributors to whom sales are made	0	
			Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0	
		Share of RPTs (as respective %age) in	Purchases with related parties / Total Purchases	0	
			Sales to related parties / Total Sales	0	
			Loans & advances given to related parties / Total loans & advances	18%	
			Investments in related parties / Total Investments made	97%	

a- Emissions are calculated using GHG Protocol standard, using CEA, UK Defra IPCC emission factors.
b- Scope-2 emissions are reported on location-based mechanism.
c- Waste water from construction sites are discharged to the municipal drain network.
d- Other non-hazardous waste contains wooden scrap, metal scrap, cardboard, food waste etc.
e- Gross wages paid to females and Job creation KPIs are calculated for permanent employees on sunteck payroll only.
f- Accounts payable includes trade payable as per financial statement and also includes payable under other financial liability (payable towards property, plant and equipment)
g- Trading house identification may be improved, currently as per nature of transactions with the buyer within the system.
Organization may look into improving internal controls and establish improved practices for data collection, compilation for KPIs such as trading houses, MSME purchases, gross wages to females etc.

**** While responding to BRSR core KPIs, organization has also referred to latest SEBI circular, dated 20th Dec.'2024, ref: SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177.**
PPP rate for India is Rs. 20.34 and same can be accessed at: PPP reference link

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Appendix B: List of locations included in the assurance boundary:

In current reporting period (FY 25-26), below was the assessment boundary:

Sr.no.	Name of Project	Name of Company	Location	Address
1	Sunteck One World	M/s. Sunteck Realty Limited	Naigaon	Sunteck One World, Tivri village, near pavitra dham, Naigaon east - 401208
2	Sunteck Beach Residence	M/s. Sunteck Real Estate Private Limited	Vasai	Sunteck Beach Residence, Near Suruchi beach, Suruchi Beach Road,Vasai West, Tal. Vasai, Palghar-401201, Maharashtra
3	Sunteck Ultra World	M/s. Sunteck Realty Limited	Naigaon	Sunteck Ultra world, Village Tivri, Taluka Vasai, Naigaon (East) , Palghar Vasai - 401208
4	Sunteck Crescent Park	M/s. Sunteck Property Holdings Private Limited	Kalyan	Sunteck Crescent Park, Village Shahad Taluka Kalyan, Thane-421103, Maharashtra
5	Sky Park	M/s. Sunteck Lifespace Private Limited	Mira Road	Sunteck Sky Park, Beverly Park Road, Mira Road (E) 401 107.
6	Sunteck Head Office	M/s. Sunteck Realty Limited	Vile Parle	5th floor Sunteck Centre, 37-40 Subhash Road Vile Parle (East) 400057

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