

SAMHI Hotels Ltd.

CIN:
L55101DL2010PLC211816
Regd. Office: Caspia Hotels
Delhi, District Centre Crossing,
Opp. Galaxy Toyota Outer Ring
Road, Outer Ring Rd., Haider
Pur, Shalimar Bagh, Delhi-
110088.

11th July 2025

BSE Limited
Corporate Relationship Department
Phiroze Jeejeebhoy Towers, Dalal Street,
Mumbai - 400 001, Maharashtra, India

**National Stock Exchange of India
Limited**

Exchange Plaza, C-1, Block G, Bandra
Kurla Complex, Bandra (East), Mumbai
- 400 051, Maharashtra, India

Scrip Code: 543984

Scrip Code: SAMHI

**Sub: Business Responsibility & Sustainability Report (“BRSR”) for the Financial
Year 2024-25**

Dear Sir / Madam,

This has reference to the filings with respect to Integrated Annual Report for the financial year 2024-25 made on 11th July 2025 and pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time (“**SEBI LODR Regulations**”) read with applicable SEBI Circular(s) in this connection, please find enclosed the BRSR of the Company for the financial year 2024-25.

This is for your kind information & records.

Thanking You.

Yours faithfully,

For **SAMHI Hotels Limited**

Sanjay Jain
Senior Director- Corporate Affairs,
Company Secretary and Compliance Officer

Encl.: As above

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

SECTION A: GENERAL DISCLOSURE

I. Details of the listed entity

Sr. No.		
1	Corporate Identity Number (CIN) of the Listed Entity	CIN L55101DL2010PLC211016
2	Name of the Listed Entity	SAMHI Hotels Ltd.
3	Year of incorporation	2010
4	Registered office address	Caspia Hotels Delhi, District Center Crossing, Opp. Galaxy Toyota Outer Ring Road, Haiderpur, Shalimar Bagh, Delhi-110008
5	Corporate address	1 st Floor, Building 10 C, Cyber City, Phase II, Gurugram 122 002, Haryana
6	E-mail	compliance@samhi.co.in
7	Telephone	+91 124 4910100
8	Website	www.samhi.co.in
9	Financial year for which reporting is being done	April 2024 - March 2025
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE); National Stock Exchange of India (NSE)
11	Paid-up Capital	221,206,154
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Sanjay Jain +91 124 4910100 sanjay.jain@samhi.co.in
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Consolidated
14	Name of assessment and assurance provider	Internal Sustainability and Compliance Team
15	Type of assessment and assurance provider	Internal; currently assessed internally and will be subjected to external audits as and when applicable.

II. Products / Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Accommodation and Food Service	Hotel Services include accommodation/ rooms, food, and beverages, banquets, spa, fitness center, swimming pool, gym, etc.	100.0%

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	Accommodation and Food Service	55101	100.0%

III. Operations

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

Location	Number of hotels	Number of offices	Total
National	32	2	34
International	0	0	0

Note –

Four Points by Sheraton Chennai OMR was sold in February 2025 and is therefore not included in the above count of hotels. Trinity was acquired in October 2024 and is included in the current count.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

19 Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	11
International (No. of Countries)	0

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

Not Applicable

c. A brief on types of customers

The Company's clientele comprises individuals availing its hospitality services, including hotel residents, restaurant patrons, banquet attendees, long-term guests, wedding participants, and conference delegates.

IV. Employees

20 Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No	Particulars	Total (A)	Male No. (B)	% (B / A)	Female No. (C)	% (C / A)
EMPLOYEES						
1	Permanent ¹ (D)	2,709	2,233	82.4%	476	17.6%
2	Other than Permanent (E)	663	609	96.2%	24	3.8%
3	Total employees (D+E)	3,343	2,843	85.0%	500	15.0%
WORKERS						
4	Permanent (F)	Not Applicable				
5	Other than Permanent (G)					
6	Total workers (F + G)					

b. Differently-abled Employees and Workers:

Sr. No	Particulars	Total (A)	Male No. (B)	% (B / A)	Female No. (C)	% (C / A)
DIFFERENTLY-ABLED EMPLOYEES						
1	Permanent (D)	26	23	88.5%	3	11.5%
2	Other than Permanent (E)	6	5	83.3%	1	16.7%
3	Total employees (D+E)	32	28	87.5%	4	12.5%
DIFFERENTLY-ABLED WORKERS						
4	Permanent (F)	Not Applicable				
5	Other than Permanent (G)					
6	Total workers (F + G)					

21 Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	3	1	33.3%
Key Management Personnel	1	0	0.0%

¹All employees on the company's rolls have been reported under the category 'Permanent', while those engaged on a contractual basis have been classified under 'Other than Permanent'.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

Note

Key Managerial Personnel (KMP):

The following individuals are designated as KMPs:

Mr. Ashish Jakhanwala – Chairman, Managing Director (MD), and Chief Executive Officer (CEO)

Mr. Rajat Mehra – Chief Financial Officer (CFO)

Mr. Sanjay Jain – Senior Director – Corporate Affairs, Company Secretary, and Compliance Officer

Senior Management (Corporate Office):

While Ms. Tanya Chakravarty (General Counsel) and Ms. Sangeeta Mohan (Vice President – Asset Management) are part of the senior management team at SAMHI's Corporate Office, they have not been considered under the definition of Key Managerial Personnel for the purpose of this report

22 Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2025 (Turnover rate in current FY)			FY 2024 (Turnover rate in previous FY)			FY 2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	56.0%	67.9%	58.1%	44.0%	55.0%	46.0%	Not Applicable		
Permanent Workers	Not Applicable								

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

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

Sr. 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	SAMHI JV Business Hotels Private Limited	Subsidiary	100.0%	Yes
2	SAMHI Hotels (Ahmedabad) Private Limited	Subsidiary	100.0%	Yes
3	Barque Hotels Private Limited	Subsidiary	100.0%	Yes
4	Ascent Hotels Private Limited	Subsidiary	100.0%	Yes
5	Caspia Hotels Private Limited	Subsidiary	100.0%	Yes
6	Argon Hotels Private Limited	Subsidiary	100.0%	Yes
7	SAMHI Hotels (Gurgaon) Private Limited	Subsidiary	100.0%	Yes
8	Paulmech Hospitality Private Limited	Step Down Subsidiary	100.0%	Yes
9	DUET India Hotels (Ahmedabad) Private Limited	Subsidiary	100.0%	Yes
10	DUET India Hotels (Chennai) Private Limited	Subsidiary	100.0%	Yes
11	DUET India Hotels (Hyderabad) Private Limited	Subsidiary	100.0%	Yes
12	DUET India Hotels (Jaipur) Private Limited	Step Down Subsidiary	100.0%	Yes
13	DUET India Hotels (Pune) Private Limited	Subsidiary	100.0%	Yes
14	DUET India Hotels (Navi Mumbai) Private Limited	Step Down Subsidiary	100.0%	Yes
15	ACIC Advisory Private Limited	Subsidiary	100.0%	Yes
16	Innmar Tourism and Hotels Private Limited	Subsidiary	100.0%	Yes

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

VI. CSR Details

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

Yes, this applies to SAMHI Hotels Limited and its three entities – SAMHI Hotels Limited, SAMHI JV Business Hotels Private Limited, and Innmar Tourism and Hotels Private Limited. However, the contribution was required to be made only in Innmar Tourism and Hotels Private Limited.

- ii. Turnover (in ₹) 11,496.79 mn

- iii. Net worth (in ₹) 11,420.54 mn

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) (If Yes, then provide web-link for grievance redress policy)	FY 2025 (Current Financial Year)			FY 2024 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes; < https://samhi.co.in/?page_id=13635 >	0	0		0	0	
Investors (other than shareholders)	< https://samhi.co.in/wp-content/uploads/2024/08/Whistle-Blower-Policy.pdf >	0	0		0	0	
Shareholders		0	0		116	0	
Employees and workers	Yes, every operator has their respective SOP in place i.e. whistleblower, POSH and open-door policies https://samhi.co.in/wp-content/uploads/2024/08/Whistle-Blower-Policy.pdf	13	0		7	0	
Customers	Yes, Consumers can contact through Medallia, Tripadvisor, etc	0	0		0	0	
Value Chain Partners	Yes, Value Chain Partners can directly connect with us and the respective operators	0	0		0	0	
Other	Not Applicable						

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy and Emissions	Risk/ Opportunity	Given the inherent ecological footprint of the hospitality industry, the Company remains fully aware of its environmental impact and continues to take proactive measures to minimize it, with a focus on ensuring long term sustainability	Efficiency by Design <ul style="list-style-type: none"> Development of hotels with a relatively smaller environmental footprint compared to industry standards Efficiency by Process/Product Key interventions include: <ul style="list-style-type: none"> Adoption of renewable energy sources, wherever legally permissible and operationally feasible Installation of rooftop photovoltaic (solar panel) systems at suitable hotel locations Implementation of energy-efficient lighting solutions, including LED systems with sensor-based controls Deployment of technology-enabled energy monitoring platforms (such as SAMConnect) to enable real-time consumption tracking and optimization Shift from LPG to PNG-based cooking systems Gradual transition to non-emission vehicles for operational use 	Negative (short term) Positive (long term)
2	Water and Waste Management	Risk/ Opportunity	Implementing structured waste reduction and recycling practices aimed at minimizing environmental impact, lowering disposal expenses, and achieving long-term cost efficiencies	<ul style="list-style-type: none"> Treatment, recycling, and conservation of water in compliance with applicable regulations Reuse of recycled water for HVAC systems, flushing, and landscaping/gardening purposes Installation of biodegradable waste composting units Phasing out of single-use plastics Engagement with authorized vendors for the appropriate disposal and recycling of dry waste, along with certified e-waste disposal solutions Promotion of waste segregation through awareness initiatives and provision of suitable equipment Establishment of bottling plants and adoption of glass bottles to reduce plastic usage 	Negative (short term) Positive (long term)

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Talent Management and Equal Opportunity	Risk/ Opportunity	The hospitality sector presents considerable potential for employment generation and positive social impact; however, it remains susceptible to the industry-wide challenge of high employee attrition, largely driven by sustained demand across the hotel segment	<ul style="list-style-type: none"> SAMHI Management Development Program (MDP) by Indian School of Hospitality (ISH) – a leadership and business strategy course tailored for senior hospitality professionals Pan-India presence aimed at maximizing social impact Fostering a culture grounded in fairness and empathy Cultivating a progressive workplace through investments in infrastructure, safety measures, and well-defined policies Ensuring equitable compensation aligned with experience, qualifications, industry benchmarks, and applicable legal requirements Upholding equal opportunity principles, both in letter and in spirit 	Negative/ Positive
4	Data Privacy and Cyber Security	Risk	The hospitality sector's exposure to data security risks is a well-recognized concern. Accordingly, comprehensive and sustained measures have been instituted to mitigate these risks and safeguard sensitive information	<ul style="list-style-type: none"> SAMHI is certified under ISO 27001:2022 and ISO 27701 standards SAMHI, along with all its internationally recognized operators, has established comprehensive data security policies that are subject to regular audits by independent external agencies All data storage and processing practices are conducted in full compliance with the applicable legal and regulatory requirements 	Negative
5	Social Impact and Sustainable Procurement	Opportunity	Over the years, our hotels have created substantial employment opportunities, driven local economic growth, and supported the broader development of the communities within the micro-markets where we operate	<ul style="list-style-type: none"> Encouraging local sourcing and fostering partnerships that promote community development and support local entrepreneurship Advocating for supplier diversity by actively working to eliminate barriers faced by small and medium-sized enterprises (SMEs) Prioritizing local service providers and products to reduce reliance on imported goods and services Engaging with local organizations and communities to strengthen regional integration and collaboration 	Positive

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

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.

Sr. No	Disclosure Questions	P	P	P	P	P	P	P	P	P
		1	2	3	4	5	6	7	8	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								
	b. Has the policy been approved by the Board? (Yes/No)	Yes								
	c. Web Link of the Policies, if available	Policies – (https://samhi.co.in/)								
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								
4	Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Company adheres to recognized National and International standards to ensure operational excellence and regulatory compliance. It's IT systems are ISO 27000 certified, ensuring robust information security management. Brand operators have integrated certifications such as ISO 22000, PCI DSS (Payment Card Industry Data Security Standard), HACCP CODEX, and FSSAI, among others.								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	ESG Framework has been defined here along with the timeline - Targets by FY2030 1. Single use plastic free operation 2. 100% transition to non-emission based cars at all units 3. 100% coverage for EV Charging stations at all feasible units 4. Building processes for assessing all relevant matrices for sustainable development								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company is steadily advancing toward its FY2030 ESG targets, with regular milestone reviews ensuring strategic alignment. Key initiatives - such as phasing out single-use plastics, expanding EV infrastructure, and transitioning to non-emission-based mobility—are progressing as planned. The Company remains committed to continuous improvement and adaptive execution to meet its sustainability objectives.								

*Operators have been referred to the Marriott, IHG, and Hyatt Portfolio

Sr. No	Disclosure Questions	P	P	P	P	P	P	P	P	P
		1	2	3	4	5	6	7	8	9
Governance, leadership and oversight										
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Please refer to the targets under #5 above								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Ashish Jakhanwala, MD & CEO								
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes - Corporate Social Responsibility & ESG Committee. The Committee comprises Mr. Krishan Dhawan, Independent Director who is the Chairperson of the Committee, Mrs. Archana Kapoor, Independent Director, Mr. Aditya Jain, Independent Director and Mr. Michael Holland David, Independent Director.								

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

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	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action	Yes, on periodic basis or as need arises																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes, on periodic basis or as need arises																	

11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P	P	P	P	P	P	P	P	P
		1	2	3	4	5	6	7	8	9
Policies are currently evaluated internally and will be subjected to external audits as and when applicable.										

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

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 programs on any of the Principles during the financial year:**

Segment	Total no of trainings and awareness programs held	Topics / principals covered under the training and impact	% age of persons in respective category covered by the awareness program
Board of Directors	4	SAMHI business model and portfolio discussion, Industry landscape – demand, supply and other key factors, Strategic objectives and Code of Code of Conduct for Prevention of Insider Trading and Code for Practices for fair disclosure of UPSI	100.0%
Key Managerial Personnel	7	Prevention of Sexual Harassment (POSH), Cyber Security Awareness Training, Code of Code of Conduct for Prevention of Insider Trading and Code for Practices for fair disclosure of UPSI, Fire Safety Drill, Disaster Recovery (DR), Phishing Call, Legatrix - Integrated Compliance Management Portal, Legatrix - Complianace Portal, Zenatix - Integrated Compliance Sustainability Management Portal, and Sanchar Saathi portal - Government of India Initiative	100.0%
Employees other than BOD & KMPs	23,613	Prevention of Sexual Harassment (POSH), Cyber Security Awareness Training, Code of Code of Conduct for Prevention of Insider Trading and Code for Practices for fair disclosure of UPSI, Fire Safety Drill, Disaster Recovery (DR), Phishing Call, Legatrix - Integrated Compliance Management Portal, Legatrix - Complianace Portal, Zenatix - Integrated Compliance Sustainability Management Portal, Sanchar Saathi portal - Government of India Initiative, Anti- Corruption & Anti Bribery Fire, Safety Training Environment Safety, Governance and Health & fire safety, Brand and Service Excellence, Annual Business Integrity, Global Privacy Policies, Information Security and Protection Training, Human Rights, Service Recovery Training, Social Media's Impact to your Workplace	100.0%
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):

Monetary					
	NGRBC Principal	Name of the regulatory / enforcement / judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty / Fine	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding Fee	Nil	Nil	Nil	Nil	Nil

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

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

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

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

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

Yes, The Company and all our operators has established anti-corruption and anti-bribery policies applicable across all levels. These policies promote ethical conduct and compliance with legal standards. A Whistle-Blower Policy is also in place to support confidential reporting of violations.

Policy link: <https://samhi.co.in/wp-content/uploads/2024/02/Whistle-Blower-Policy.pdf>

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

	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6 Details of complaints with regard to conflict of interest:

	FY 2025 (Current Financial Year)	Remarks	FY 2024 (Previous Financial Year)	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil		Nil	

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

Not Applicable

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

	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Number of days of accounts payables	64.3	97.1

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

9 Open-ness of business

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

Parameter	Metrics	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Not Applicable	
	b. Number of trading houses where purchases are made from		
	c. Purchases from top 10 trading houses as % of total purchases from trading houses		
Concentration of Sales	a. Sales to dealers / distributors as % of total sales		
	b. Number of dealers / distributors to whom sales are made		
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors		
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)		
	b. Sales (Sales to related parties / Total Sales)		
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)		
	d. Investments (Investments in related parties / Total Investments made)		

Leadership Indicators

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

Total no of awareness campaign held	Topics / Principals covered under the training	% age of value chain program partners covered (by value of business done with such partners) under the awareness programs
05	<ul style="list-style-type: none"> Career Opportunities in Hospitality How to Win at Campus Interviews Guest Service, Brand, and Work Ethics ESG BRSR 	The information is yet to be ascertained

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 entity has established processes to prevent or effectively manage conflicts of interest among members of the Board. The Company has adopted a Related Party Transactions Policy in compliance with the Companies Act, 2013 and the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("LODR Regulations"). A copy of the policy is available at the following link: <https://samhi.co.in/wp-content/uploads/2024/02/Policy-on-Materiality-of-Related-Party-Transactions.pdf> Additionally, the Company has implemented a Code of Conduct applicable to the Board of Directors and Senior Management personnel, which includes provisions addressing conflicts of interest. [www.samhi.co.in/pdf/Code-of-Conduct-for-Board-Of-Directors-and-Senior-Management.pdf](https://samhi.co.in/pdf/Code-of-Conduct-for-Board-Of-Directors-and-Senior-Management.pdf)

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	Not Applicable		
Capex	13.0%	15.1%	Energy and Water Savings Interventions, Solar Plant Installation, LED Lighting Systems, In-House Bottling Plant, Sustainable Procurement and Infrastructure, Rainwater Harvesting, Greywater Recycling, Electric Vehicle (EV) Charging Stations, Carbon Emission etc

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

Yes

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

All our operators mandate that their contracted vendors sign and adhere to the Code of Conduct as part of the onboarding process. Established procedures are in place to ensure the integration of sustainable practices within the supply chain. Vendors are required to comply with all applicable laws pertaining to social welfare. Additionally, through centralized procurement teams, our operators have streamlined vendor interactions, leading to more efficient resource management and a reduction in associated emissions.

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.

Plastic waste, electronic waste, and other operational waste generated across our hotel properties are managed in accordance with regulatory standards. Disposal is carried out through authorized third-party recyclers certified by the Pollution Control Board. In addition, food and dry waste are either processed through on-site composting systems or handed over to municipal corporation-approved recycling partners, ensuring responsible and compliant waste management.

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.

SAMHI operates in the hospitality sector, which is part of the service industry; therefore, certain manufacturing or sector-specific disclosures are 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)? If yes, provide details in the following format?

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes provide the web-link
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Not Applicable. As SAMHI operates in the hospitality sector, no Life Cycle Assessments have been conducted for its services.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

- 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 the Product/Service	Description of the risk/concern	Action/Taken
Not Applicable. As SAMHI operates in the hospitality sector, there are no significant social or environmental concerns identified through Life Cycle Assessments (LCA) or other means related to the production or disposal of services.		

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

Indicate Input Material	Recycled or re-used input material to total material	
	FY 2025 Current Financial Year	FY 2024 Previous Financial Year

Not Applicable. As SAMHI operates in the hospitality sector, which falls under the service industry, this disclosure is not applicable to our business operations. The nature of services provided does not involve manufacturing or significant material input where recycling or reuse can be quantified by value.

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

	FY 2025 Current Financial Year			FY 2024 Previous Financial Year		
	Re-used	Recycle	Safely Disposed	Re-used	Recycle	Safely Disposed
Plastics (including packaging)						
E-waste	Not Applicable. As SAMHI operates in the hospitality sector, which falls under the service industry, this disclosure is not applicable to our business operations.					
Hazardous waste						
Other waste						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
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Not Applicable. As SAMHI operates in the hospitality sector, which is part of the service industry, there is no significant generation of product-based waste that would require tracking of reuse, recycling, or safe disposal in metric tonnes. Therefore, this disclosure is not applicable.

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

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

Category	% of employees covered by									
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F) % (F / A)
Permanent employees										
Male	2,223	2,223	100.0%	2,223	100.0%		0.0%	2,223	100.0%	0.0%
Female	476	476	100.0%	476	100.0%	476	100.0%		0.0%	0.0%
Total	2,709	2,709	100.0%	2,709	100.0%	476	100.0%	2,223	100.0%	0.0%
Other than Permanent employees										
Male	609	609	100.0%	609	100.0%		0.0%	609	100.0%	0.0%
Female	24	24	100.0%	24	100.0%	24	100.0%		0.0%	0.0%
Total	633	633	100.0%	633	100.0%	24	100.0%	609	100.0%	0.0%

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

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

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

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

	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the Company	2.2%	1.7%

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

Benefits	FY 2025 Current Financial Year			FY 2024 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100.0%	Not Applicable	Yes	100.0%	Not Applicable	Yes
Gratuity	100.0%		Yes	100.0%		Yes
ESI	100.0%		Yes	100.0%		Yes
Others – please specify						

- 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.

All our hotels have been thoughtfully designed to ensure that individuals with disabilities can access and utilize shared facilities seamlessly, without encountering any physical or structural barriers.

- 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.

All our hotels are firmly committed to fostering equal employment opportunities and cultivating an inclusive work environment. Our operators uphold this commitment through a well-defined and accessible policy framework that ensures transparency and accountability across all levels.

- 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	100.0%	100.0%	Not Applicable	
Female	100.0%	100.0%		
Total	100.0%	100.0%		

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Not Applicable
Other than Permanent Workers	
Permanent Employees	Yes, dedicated POSH Committees have been established at every location, including the corporate office and hotels with respective operators. Furthermore, comprehensive policies are in place to support ethical governance, including a Whistleblower Policy, a Code of Conduct, and an Open-Door Policy that encourages transparent and accountable practices.
Other than Permanent Employees	

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

Category	FY 2025 (Current Financial Year)			FY 2024 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	3,343	103	5.5%	3,238	157	4.8%
Male	2,843	147	5.2%	2,761	128	4.6%
Female	500	36	7.2%	477	29	6.1%
Total Permanent Workers	Not Applicable					
Male						
Female						

- 8 Details of training given to employees and workers:

Category	FY 2025 (Current Financial Year)					FY 2024 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	2,843	2,843	100.0%	2,843	100.0%	2,761	2,761	100.0%	2,761	100.0%
Female	500	500	100.0%	500	100.0%	477	477	100.0%	477	100.0%
Total	3,343	3,343	100.0%	3,343	100.0%	3,238	3,238	100.0%	3,238	100.0%
Workers										
Male	Not Applicable									
Female										
Total										

- 9 Details of performance and career development reviews of employees and worker:

Category	FY 2025 (Current Financial Year)			FY 2024 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	2,843	2,843	100.0%	2,761	2,761	100.0%
Female	500	500	100.0%	477	477	100.0%
Total	3,343	3,343	100.0%	3,238	3,238	100.0%
Workers						
Male	Not Applicable					
Female						
Total						

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

- 10 Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?

Yes, an occupational health and safety management system has been implemented by the entity. The system comprehensively covers all employees across properties. At the operator level, it also extends to guests and other users, ensuring a safe and secure environment for everyone interacting with the facilities.

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

We employ a comprehensive set of procedures to identify work-related hazards and assess associated risks:

Routine Assessments:

- Adherence to all statutory health and safety regulations
- Use of an Incident Tracking System for both routine and non-routine events
- Ongoing training and awareness programs for employees
- Deployment of the Safety and Security Assessment (SSA), a digital evaluation tool
- Monthly Safety Committee meetings conducted at each hotel property
- Daily property walk-throughs to monitor and detect potential hazards
- Regular equipment health assessments to identify emerging risks
- Scheduled servicing and preventive maintenance of machinery and systems

Non-Routine Assessments:

- Immediate investigation of incidents to determine root causes
- Re-evaluation and modification of relevant processes, wherever deemed necessary

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

Not Applicable – The nature of the Company's operations does not involve significant occupational hazards requiring formal hazard reporting or withdrawal.

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

Yes - Employees have access to non-occupational medical and healthcare services as part of the Company's commitment to employee wellbeing.

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

*Including in the contract workforce

Safety Incident/Number	Category	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one mn person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	3	Not Available
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

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

- Corporate-wide safety policies and guidelines governing all operations
- Asset-specific safety risk assessments conducted to identify and mitigate potential hazards
- Comprehensive employee insurance coverage and access to medical treatment
- Fire alarm systems and sufficient fire extinguishing equipment installed and maintained
- CCTV surveillance systems implemented to enhance on-site security and monitoring
- High standards of hygiene and sanitation maintained across all facilities
- Mandatory occupational health and safety training provided to all employees
- A formal system in place for the reporting and documentation of workplace injuries and illnesses
- Provision of medical care and/or statutory compensation in accordance with applicable legal requirements

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

	FY 2025 (Current Financial Year)			FY 2024 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil		Nil	Nil	
Health & Safety	Nil	Nil		Nil	Nil	

14 Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100.0%
Working Conditions	100.0%

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

The Company and respective operators comply with all applicable statutory health and safety regulations. Regular internal audits and inspections are conducted across all operational assets to proactively identify and address potential risks. Any safety-related incidents are managed through timely corrective actions, and continuous assessments help strengthen health and safety practices and working conditions.

Leadership Indicators

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

- (A) Employees (Y/N) – Yes
(B) Workers (Y/N) – Not Applicable

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

The entity ensures that all statutory dues are duly deducted and deposited by its value chain partners. Payment receipts from respective authorities are obtained and systematically filed for record-keeping and compliance verification.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

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

5 Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Nil
Working Conditions	Nil

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

Not Applicable

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

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

The Company identifies key stakeholders as individuals or entities - internal or external - that contribute to its value creation. Stakeholders are broadly categorized as:

Internal: Shareholders, Employees

External: Customers, Operators, Vendors, Lenders, Advisors, and Local Communities

This classification supports targeted engagement and alignment with the Company's strategic and sustainability objectives.

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
Shareholders	No	<ul style="list-style-type: none"> Quarterly investor calls Public and media announcements Investor presentations Conferences Press releases Stock exchange intimations Company website Ongoing meetings/ communication through social/electronic media Annual reports 	Quarterly results, quarterly earnings conference calls, and periodic meetings as and when required	<p>Purpose</p> <ul style="list-style-type: none"> Fostering transparency in information dissemination Strengthening investor and shareholder confidence <p>Key Topics</p> <ul style="list-style-type: none"> Overview of financial performance Macroeconomic environment and trends Strategic growth enablers Forthcoming initiatives and developments

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

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	<ul style="list-style-type: none"> Direct feedback Survey and customer satisfaction assessment (through brand partners) Loyalty program Real-time social media engagement Periodic market research 	Ongoing	<p>Purpose</p> <ul style="list-style-type: none"> Gaining insights into customer expectations and experiences to enhance service quality and delivery <p>Key Topics</p> <ul style="list-style-type: none"> Evaluation of feedback on services availed Analysis of emerging customer preferences and behavioral trends
Operators	No	<ul style="list-style-type: none"> Business meetings Regular communication 	Ongoing	<p>Purpose</p> <ul style="list-style-type: none"> Attainment of operational objectives Identification of opportunities to enhance efficiency Exploration of potential avenues for sustainable growth <p>Key Topics</p> <ul style="list-style-type: none"> Annual budget planning and alignment Review of operational performance metrics Insights from guest experience feedback Strategies for staff retention and professional development Standards for asset upkeep and quality assurance

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

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
Employees	No	<ul style="list-style-type: none"> Emails Townhalls Regular meetings Timely internal and external reviews Training Company website, Portal, Notice Board, – Daily meetings and briefings 	Regular and ongoing	<p>Purpose</p> <ul style="list-style-type: none"> Fostering employee growth and performance excellence Encouraging collaborative behavior and teamwork Advancing sustainability driven practices Enhancing understanding of governance protocols and compliance <p>Key Topics</p> <ul style="list-style-type: none"> Structured performance feedback mechanisms Comprehensive training and development initiatives Employee-led suggestions for continuous improvement Recognition programs and reward systems Cultural engagement through festive celebrations Health, safety, and overall employee well-being initiatives
Vendors	No	<ul style="list-style-type: none"> Business meetings Supplier feedback surveys – Robust on-boarding process and maintenance of open communication channels through all means 	Ongoing	<p>Purpose</p> <ul style="list-style-type: none"> Fostering long-term, sustainable partnerships to drive operational efficiency, ensure quality standards, and maintain reliability across the value chain <p>Key Topics</p> <ul style="list-style-type: none"> Evaluation of product and service quality Transparency and fairness in procurement practices Identification and negotiation of competitive pricing Strict compliance with all applicable legal and regulatory frameworks

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

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
Local Communities	No	<ul style="list-style-type: none"> Direct Communication CSR activities Local newspapers Website and social media outreach 	Ongoing	Purpose <ul style="list-style-type: none"> Fostering inclusive community development Encouraging local procurement and economic participation Key Topics <ul style="list-style-type: none"> Environmental and social impact of operations Sourcing practices aligned with sustainability principles Skill enhancement and capacity building within local communities

Leadership Indicators

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

The Company engages stakeholders through structured meetings, vendor communications, and digital platforms such as social media. Feedback collected is consolidated and reported at regular intervals via formal channels, enabling informed decision-making on economic, environmental, and social matters.

- 2 Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, stakeholder feedback is actively used to identify and manage environmental and social topics. For example, initiatives like "Town Halls and Learning Fridays" and the placement of environmental awareness materials in guest rooms were introduced based on stakeholder suggestions, reflecting the Company's inclusive approach to risk and sustainability management.

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

The Company's hotels through respective operator engage with local communities based on their location to identify opportunities for sustainable development. These collaborations aim to address community needs and foster inclusive growth through targeted initiatives.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025 (Current Financial Year)			FY 2024 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	2,709	2,709	100.0%	2,607	2,607	100.0%
Other than permanent	633	633	100.0%	631	631	100.0%
Total Employees	3,343	3,343	100.0%	3,238	3,238	100.0%

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

Category	FY 2025 (Current Financial Year)			FY 2024 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Workers						
Permanent						
Other than permanent						
Total Workers						

Not Applicable

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

Category	FY 2025 (Current Financial Year)					FY 2024 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	2,709	93	3.4%	2,616	96.6%	2,622	1,505	57.4%	1,117	42.6%
Male	2,233	70	3.1%	2,163	96.9%	2,177	1,215	55.8%	962	44.2%
Female	476	23	4.8%	453	95.2%	445	290	65.1%	155	34.9%
Other than Permanent	633	133	21.0%	500	79.0%	616	566	91.9%	50	8.1%
Male	609	125	20.5%	484	79.5%	583	532	91.4%	50	8.6%
Female	24	8	33.3%	16	66.7%	34	34	100.0%	0	0.0%

Workers

Permanent										
Male										
Female										
Other than Permanent										
Male										
Female										

Not Applicable

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

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	3	13,00,000	1	18,00,000
Key Managerial Personnel	3	5,00,93,595	0	Not Applicable
Employees other than BoD and KMP	2,220	3,31,156	403	2,97,852
Workers				Not Applicable

Note

For Board of Directors (BoD) - Sitting fees are paid to Independent Directors in accordance with applicable governance norms

Key Managerial Personnel (KMP):

Mr. Ashish Jakhanwala – Chairman, Managing Director (MD), and Chief Executive Officer (CEO)

Mr. Rajat Mehra – Chief Financial Officer (CFO)

Mr. Sanjay Jain – Senior Director – Corporate Affairs, Company Secretary, and Compliance Officer

Senior Management (Corporate Office):

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

While Ms. Tanya Chakravarty (General Counsel) and Ms. Sangeeta Mohan (Vice President – Asset Management) are part of the senior management team at SAMHI's Corporate Office, they have not been considered under the definition of Key Managerial Personnel for the purpose of this report

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Gross wages paid to females as % of total wages	15.1%	14.4%

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, Internal Complaint Committees (ICCs) are established at various levels to address complaints related to the Prevention of Sexual Harassment (POSH). In addition, designated HR managers and senior members of the management serve as focal points for addressing all issues related to human rights, ensuring a respectful and inclusive workplace environment.

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

- Constitution of Internal Complaints Committees (ICC) and Grievance Redressal Committees, as mandated
- Availability of complaint drop boxes at all hotel locations for easy reporting
- Implementation of a comprehensive Whistleblower Policy
- Structured training and awareness programs to foster a respectful and safe environment
- Encouragement of open, transparent communication across all levels of the organization
- Strict adherence to confidentiality in the handling of all complaints

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

	FY 2025 (Current Financial Year)			FY 2024 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	9	0	Not Applicable	7	0	Not Applicable
Discrimination at workplace	0	0		0	0	
Child Labor	0	0		0	0	
Forced Labor/Involuntary Labor	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

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

	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	9	7
Complaints on POSH as a % of female employees / workers	1.8%	1.6%
Complaints on POSH upheld	9	7

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

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

- Both the corporate office and brand operators have established a dedicated Prevention of Sexual Harassment (POSH) policy, complete with appropriate committees and a clearly defined reporting structure
- Confidentiality of all complaints is strictly maintained in accordance with legal and internal protocols
- Regular training sessions and sensitization programs are conducted to equip staff with the knowledge and sensitivity required to address such concerns appropriately
- Relevant functional heads and HR managers are designated as approachable points of contact for addressing grievances
- Complementary policies, including the Whistleblower Policy, support a culture of open communication and ensure protection for complainants

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

Yes, human rights form the foundational basis for several key policies and contractual provisions adopted by the Company and its operating partners. These principles are embedded across operational practices to ensure dignity, equality, and respect for all stakeholders.

10 Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	100.0%
Forced/involuntary labor	100.0%
Sexual harassment	100.0%
Discrimination at workplace	100.0%
Wages	100.0%
Others – please specify	

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

Not Applicable

Leadership Indicators

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

Not Applicable

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

While no specific human rights due diligence has been conducted, the Company routinely undertakes compliance reviews covering all applicable laws, including labor welfare regulations, as part of its broader governance and risk management processes.

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

Yes, all Company locations are designed to be accessible to individuals with disabilities, in accordance with the requirements of the Rights of Persons with Disabilities Act, 2016. Shared facilities are structured to ensure barrier-free access and inclusive use.

4 Details on assessment of value chain partners:

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

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

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

Not Applicable

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

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

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
From renewable sources (In GJ)		
Total electricity consumption (A)	45,327	30,160
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	2,457
Total energy consumed from renewable sources (A+B+C)	45,327	40,618
From non-renewable sources (In GJ)		
Total electricity consumption (D)	140,273	218,317
Total fuel consumption (E)	7,370	83,165
Energy consumption through other sources (F)	59	1,871
Total energy consumed from non-renewable sources (D+E+F)	147,702	303,353
Total energy consumed (A+B+C+D+E+F)	193,029	343,971
Energy intensity per rupee of turnover (Total energy consumption in GJ/Revenue from operations in ₹)	0.00002	0.27
Energy Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total energy consumption / Revenue from operations adjusted for PPP)	0.00035	-
Energy Intensity in terms of physical output**	40.02	-
Energy Intensity*** (optional) – the relevant metric may be selected by the entity (GJ/m ²)	0.49	-

*Source: World Economic Outlook (WEO), April 2025 – PPP Conversion Factor

**Number of keys has been considered for calculating physical output

**Optional Metric: Number of room nights available has been considered as an optional metric

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, Internal Assessment.

Respective Operator uses internal systems to assess sustainability performance. Marriott follows its Serve 360 framework, Hyatt uses EcoTrack, and IHG relies on Green Engage, a mandatory tool across its hotels. These platforms track energy, water and environmental metrics.

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

Not Applicable

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

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water	-	69,506
(ii) Groundwater	68,003	205,122
(iii) Third party water	643,915	401,407
(iv) Seawater / desalinated water	-	-
(v) Others	-	14,305
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	711,918	690,420

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Total volume of water consumption (in kiloliters)	711,918	690,420
Water intensity per rupee of turnover (Water consumed in kiloliters / Revenue from operations in ₹)	0.00006	0.13
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total Water consumption / Revenue from operations adjusted for PPP)	0.00130	-
Water Intensity in terms of physical output**	147.61	-
Water Intensity*** (optional) – the relevant metric may be selected by the entity (KL/m ²)	1.81	-

*Source: World Economic Outlook (WEO), April 2025 – PPP Conversion Factor

**Number of keys has been considered for calculating physical output

**Optional Metric: Number of room nights available has been considered as an optional metric

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, Internal Assessment.

Respective Operator uses internal systems to assess sustainability performance. Marriott follows its Serve 360 framework, Hyatt uses EcoTrack, and IHG relies on Green Engage, a mandatory tool across its hotels. These platforms track energy, water and environmental metrics.

- 4 Provide the following details related to water discharged:

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water		Nil
No treatment		
With treatment – please specify level of treatment		
(ii) To Groundwater		Nil
No treatment		
With treatment – please specify level of treatment		
(iii) To Seawater		Nil
No treatment		
With treatment – please specify level of treatment		
(iv) Sent to third-parties		
No treatment		
With treatment – please specify level of treatment		
(v) Others		621,378
No treatment		Nil
With treatment – please specify level of treatment	Secondary and Tertiary Treatment	621,378 (With Tertiary & MBBR in STP)
Total water discharged (in kiloliters)		621,378

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, Internal Assessment

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

All our assets are equipped with advanced tertiary-level sewage and wastewater treatment facilities that ensure 100.0% of the wastewater generated onsite is treated and converted into reusable water. The final stage of treatment involves ozonation and UV disinfection, following a rigorous multi-step process that includes sand bed filtration, water softening, and chlorination.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

The treated water is virtually free from harmful microorganisms and non-biodegradable pollutants, making it suitable for multiple non-potable applications such as landscape irrigation, peripheral and basement floor cleaning, WC flushing, and horticultural use. To ensure continued compliance with quality standards, the treated water is regularly tested by laboratories accredited by the National Accreditation Board for Testing and Calibration Laboratories (NABL). The results consistently align with the benchmarks prescribed by both central and state pollution control boards..

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

Parameter	Please specify unit	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
NOx	µg/m³	351.9	386.5
SOx	µg/m³	239.2	276.1
Particulate matter (PM)	µg/m³	893.7	787.8
Persistent organic pollutants (POP)	µg/m³	-	0.6
Volatile organic compounds (VOC)	µg/m³	-	13.6
Hazardous air pollutants (HAP)	µg/m³	-	-
Others – Carbon Monoxide	µg/m³	2.8	28.5

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, NABL -accredited labs

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

Parameter	Unit	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ if available)	Metric tonnes of CO ₂ equivalent	2,393	Not Applicable
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ if available)	Metric tonnes of CO ₂ equivalent	28,122	
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.000003	
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)		0.000006	
Total Scope 1 and Scope 2 emission intensity in terms of physical output**		6.33	
Total Scope 1 and Scope 2 emission intensity*** (optional) – the relevant metric may be selected by the entity		0.08	

*Source: World Economic Outlook (WEO), April 2025 – PPP Conversion Factor

**Number of keys has been considered for calculating physical output

***Optional Metric: Number of room nights available has been considered as an optional metric

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, Internal Assessment.

Respective Operator uses internal systems to assess sustainability performance. Marriott follows its Serve 360 framework, Hyatt uses EcoTrack, and IHG relies on Green Engage, a mandatory tool across its hotels. These platforms track energy, water and environmental metrics.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

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

Yes. At SAMHI, we are committed to minimizing energy consumption through the adoption of advanced technologies, efficient practices, and continuous infrastructure upgrades. In partnership with Zenatix by Schneider Electric, we have implemented real-time energy monitoring systems and installed energy-efficient solutions such as LED lighting, variable frequency drives (VFDs) on high-power motors, exhaust and cooling tower fans, and insulation of hot water pipelines.

Key initiatives undertaken to enhance our environmental performance include:

- Expanding our renewable energy portfolio through Solar PV systems and Flat Plate Collector (FPC) installations
- Deploying electric vehicle (EV) charging stations across our hotel properties
- Evaluating the integration of carbon offset mechanisms to reduce the environmental impact of our operations
- Retrofitting diesel generator (DG) sets with advanced emission control devices to reduce nitrogen oxide (NOx) and particulate matter (PM) emissions
- Applying heat-reflective paint on rooftops to lower thermal load
- Installing motion sensors in public areas to optimize energy usage
- Conserving water through low-flow faucets and showerheads
- Implementing heat recovery wheels on exhaust systems to reduce energy loss

These interventions reflect our ongoing commitment to sustainable operations and responsible resource management.

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

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	34.8	Not Available
E-waste (B)	1.2	Not Available
Bio-medical waste (C)	0.0	Not Applicable
Construction and demolition waste (D)	39.8	Not Available
Battery waste (E)	0.2	Not Available
Radioactive waste (F)	0.0	Not Applicable
Other Hazardous waste. Please specify, if any. (G)	1.2	Not Available
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1,747	Not Available
Total (A+B + C + D + E + F + G + H)	1,825	Not Applicable
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000002	
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total waste generated / Revenue from operations adjusted for PPP)	0.0000002	
Waste intensity in terms of physical output**	0.38	
Waste intensity (optional) – the relevant metric may be selected by the entity***	0.005	

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste		
(i) Recycled	-	Not Available
(ii) Re-used	174.2	
(iii) Other recovery operations	-	
Total	174.2	

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	Not Available
(ii) Landfilling	-	
(iii) Other disposal operations	1,650	
Total	1,650	

*Source: World Economic Outlook (WEO), April 2025 – PPP Conversion Factor

**Number of keys has been considered for calculating physical output.

**Optional Metric: Number of room nights available has been considered as an optional metric

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, Internal Assessment.

Respective Operator uses internal systems to assess sustainability performance. Marriott follows its Serve 360 framework, Hyatt uses EcoTrack, and IHG relies on Green Engage, a mandatory tool across its hotels. These platforms track energy, water and environmental metrics.

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.

- E-waste and other hazardous materials are responsibly recycled through certified waste management agencies authorized by the Central or State Pollution Control Board
- Wet waste is processed through on-site Organic Waste Converters (OWCs), enabling efficient composting and reuse
- A dedicated water bottling facility has been established to replace single-use plastic bottles with reusable glass alternatives
- Single-use items across the guest experience are being systematically eliminated or replaced with sustainable, recyclable, or reusable substitutes
- Food waste is actively minimized through a structured "prevent, donate, divert" approach, ensuring minimal wastage and greater community benefit
- Sustainable procurement practices have been adopted, including sourcing furniture fabric made from recycled plastic and partnering with carbon-neutral certified vendors
- Hazardous waste such as used batteries, lubricants from diesel generators, and blowers are strictly disposed of through licensed recyclers in compliance with applicable environmental regulations

These measures reflect our focused efforts to integrate circular economy principles and reduce environmental impact across all operational areas.

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

Not Applicable, As SAMHI does not have operations or offices located in or around ecologically sensitive areas such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, or coastal regulation zones.

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

Not Applicable, As SAMHI complies with all applicable environmental laws, regulations, and guidelines in India.

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, As SAMHI is compliant with all applicable environmental laws, including the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, and Environment Protection Act and rules thereunder.

Leadership Indicators

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

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

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

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
(i) Surface water	Not Available	Not Available
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kiloliters)		
Total volume of water consumption (in kiloliters)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water		
No treatment		
With treatment – please specify level of treatment		

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
(ii) Into Groundwater	Not Available	Not Available
No treatment		
With treatment – please specify level of treatment		
(iii) Into Seawater		
No treatment		
With treatment – please specify level of treatment		
(iv) Sent to third-parties		
No treatment		
With treatment – please specify level of treatment		
(v) Others		
No treatment		
With treatment – please specify level of treatment		
Total water discharged (in kiloliters)		

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, Internal Assessment

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

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

Parameter	Unit	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	220.0	Not Applicable
Total Scope 3 emissions per rupee of turnover		0.00000002	
Total Scope 3 emission intensity*** (optional) – the relevant metric may be selected by the entity		0.0003	

***Optional Metric: Number of room nights available has been considered as an optional metric

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, Internal Assessment.

Respective Operator uses internal systems to assess sustainability performance. Marriott follows its Serve 360 framework and Hyatt uses EcoTrack, a mandatory tool across its hotels. These platforms track energy, water and environmental metrics.

Total Scope 3 Emission Intensity is only reported for the Marriott Portfolio; Hyatt and IHG data to reported from FY26 onwards

3 With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Renewable Energy Use	At SAMHI, we are committed to adopting renewable energy solutions wherever feasible, in full compliance with applicable laws. This transition is a key part of our broader sustainability strategy aimed at reducing our environmental impact and building a cleaner energy future.	This initiative has contributed to a measurable reduction in our carbon footprint, supported environmental sustainability, lowered emissions, and resulted in notable cost savings.
2	EV Charging Stations	To encourage the adoption of cleaner mobility solutions, the Company has strategically installed 36 electric vehicle (EV) charging points across 32 of its properties	This has helped promote sustainable transportation and contributed to a measurable reduction in emissions across our properties
3	Organic Waste Converter (OWC)	To enhance on-site waste processing capabilities, the Company has installed 16 Organic Waste Converters (OWCs) across 32 of its properties	This has led to more efficient waste management practices, enabling responsible disposal and recycling of organic waste within hotel premises
4	Bottling Plant	To reduce dependency on single-use plastics, the Company has installed 5 inhouse water bottling plants at its largest hotels	This initiative has significantly curtailed the use of plastic bottles, supporting waste reduction and promoting sustainable hospitality practices

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
5	Smart Energy Initiatives	The Company has partnered with Zenatix by Schneider Electric to implement a sensor-based monitoring system that tracks real-time energy and water consumption across hotel operations	This has resulted in enhanced energy efficiency, data-driven resource optimization, and measurable cost savings.
6	LED lighting	The Company has adopted energy-efficient, long-lasting, and environmentally friendly LED lighting solutions across its hotel portfolio	This transition has contributed to lower electricity consumption and ongoing cost savings
7	VFD (Variable Frequency Drive)	The Company has upgraded its electrical infrastructure by integrating energy-efficient systems and safety-enhancing installations	This has resulted in improved energy efficiency, better cost control, enhanced equipment safety, and a reduction in overall electricity consumption and environmental impact
8	STPs	The Company has implemented systems to recycle and reuse treated wastewater across its properties	This has significantly reduced the demand for freshwater by enabling the use of treated water in secondary systems such as irrigation, flushing, and general cleaning
9	Heat Pump	The Company has adopted energyefficient heating and cooling technologies across its properties to enhance operational sustainability	This has resulted in lower energy consumption, reduced carbon emissions, and significant savings on utility costs while promoting overall environmental responsibility
10	Reducing Single-use items (SUI)	The Company has committed to phasing out single-use items across the guest experience, replacing them with reusable or recyclable alternatives wherever feasible	This initiative supports environmental sustainability, reduces plastic and packaging waste, and reinforces brand responsibility and guest awareness.

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

Yes. Our Company, along with each operator, has a comprehensive business continuity and disaster management plan in place, aimed at safeguarding guests and employees while minimising damage to property and equipment. These plans are structured around four critical components: Emergency Response, Crisis Management, Disaster Recovery, and Business Resumption. To ensure readiness, we conduct regular training and awareness sessions for employees across assets. The plans include clearly documented procedures for emergency situations, contingency operations, and recovery strategies to help maintain continuity of critical business processes within the defined recovery timelines. They also outline measures to reduce potential losses and risks arising from the unavailability of key resources. To ensure ongoing effectiveness, these plans are reviewed and updated once every two years.

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.

No significant adverse environmental impact has been reported by any of the entity's value chain partners. The Company continues to engage with its partners to ensure alignment with environmental standards and proactively monitors for any potential risks. Mitigation and adaptation measures are embedded within operational practices to uphold sustainability across the value chain.

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

Nil

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

a. By the listed entity

Not Available

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

Not Available

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

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

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

- The respective operators have established structured and transparent mechanisms to receive and address consumer complaints and feedback efficiently. Customers and community members can share their concerns, suggestions, and feedback through multiple channels, including emails, letters, and direct interactions, with all relevant contact information clearly provided on designated webpages. This open and accessible communication framework ensures that every grievance is acknowledged and addressed in a timely manner. By fostering active engagement with the local community, the approach not only resolves issues effectively but also builds mutual trust and supports collaborative efforts toward sustainable development.

4 Percentage of input material (inputs to total inputs by value) sourced from suppliers:		
	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	13.2%	Not Available
Sourced directly from within the district and neighboring districts	35.9%	

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

Location	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Rural	0.0%	0.0%
Semi-Urban	0.0%	0.0%
Urban	0.0%	3.0%
Metropolitan	100.0%	97.0%

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No.	State	Aspirational District	Amount spent (In ₹)
		Not Applicable	

- | | |
|---|---|
| 3 | <p>(a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) - Yes</p> <p>(b) From which marginalized /vulnerable groups do you procure? – MSMEs and smaller local communities</p> <p>(c) What percentage of total procurement (by value) does it constitute? - Not Available</p> |
|---|---|

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
		Not Applicable		

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

Name of authority	Name of authority	Corrective action taken
Not Applicable		

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BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

6 Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Not Applicable			

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

1 Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

The Company and its operators provide a robust, multi-channel framework for customer feedback, ensuring both accessibility and convenience. Guests can share their experiences through Operators' digital platforms, OTAs, third-party review sites like Tripadvisor, and various social media channels. To complement these digital avenues, physical feedback forms are also available across service locations for direct guest input. This integrated approach enables the collection of comprehensive insights, driving continuous enhancement of the overall customer experience.

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

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

3 Number of consumer complaints in respect of the following:

	FY 2025 (Current Financial Year)		Remarks	FY 2024 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	Not Applicable	0	0	Not Applicable
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	0	0		0	0	

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

	Number	Reasons for recall
Voluntary recalls	Not Applicable	
Forced recalls		

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

Yes, the Company has a robust framework in place for cybersecurity and data privacy. SAMHI is ISO 27001 certified, reflecting its commitment to information security management. Additionally, all operating partners have implemented comprehensive data privacy policies aligned with global standards. https://samhi.co.in/?page_id=11897

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

6 Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

Not Applicable

7 Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact

None

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

None

Leadership Indicators

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

Information about the services offered by each asset is available on their respective official websites. Additionally, select details and updates are shared through social media platforms, enhancing accessibility and engagement with consumers.

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

Operators have undertaken the following steps to promote safe and responsible usage of its products and services:

- In-room Collaterals: Informational materials are placed in guest rooms to encourage sustainable usage of amenities and services.
- Digital Outreach: Social media and other digital channels are actively used to spread awareness on responsible consumption and sustainability practices.

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

Please refer to response under Principal 6 on Disaster Recovery Mechanism

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

Not Applicable

5 Provide the following information relating to data breaches:

a. Number of instances of data breaches

None

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

None