TAJGVK

13th August, 2026

Bombay Stock Exchange Limited
1st Floor, New Trading Ring,
Rotunda Building,
P J Towers, Dalal Street, Fort
MUMBAI – 400 001.

The National Stock Exchange of India Ltd
Exchange Plaza,
5th Floor, Plot No.C/1, G Block,
Bandra Kurla Complex, Bandra (E)
MUMBAI – 400 051

Dear Sir,

Sub: Business Responsibility and Sustainability Report for FY 2025-26.
Ref: BSE: 532390; NSE: TAJGVK.

Pursuant to Regulation 34(2)(f) of Securities Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for FY 2025-26, which forms part of the Annual Report for the FY 2025-26.

The Business Responsibility and Sustainability Report is also uploaded on the website of the company at https:www.tajgvk.in/i/Annual-Report/BRSR2025-26.pdf.

You are requested to kindly take the same on record.

Yours faithfully
For TAJ GVK Hotels & Resorts Limited

J SRINIVASA MURTHY
CFO & Company Secretary
M.No.FCS-4460

TAJ GVK HOTELS & RESORTS LTD. HYDERABAD

Encl: a/a

Business Responsibility & Sustainability Report

FOR THE FINANCIAL YEAR 2025 –26

(Pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

SECTION A: GENERAL DISCLOSURE

I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Listed Entity	L40109TG1995PLC019349
2	Name of the Listed Entity	TAJ GVK HOTELS & RESORTS LIMITED (“TAJ GVK” OR “THE COMPANY”)
3	Year of incorporation	1995
4	Registered Office Address	Taj Krishna, Road No.1, Banjara Hills, Hyderabad – 500 034, Telangana
5	Corporate Address	Taj Krishna, Road No.1, Banjara Hills, Hyderabad – 500 034, Telangana
6	E-mail	tajgvkshares.hyd@tajhotels.com
7	Telephone	+91 40-66293664
8	Website	www.tajgvk.in
9	Financial year for which reporting is being done	1st April 2025 to 31st March 2026
10	Name of the Stock Exchange(s) where shares are listed	Bombay Stock Exchange Limited (BSE) and National Stock Exchange of India Limited (NSE)
11	Paid-up Capital	₹ 12,54,02,990
12	Contact Person	
	Name of the Person	Mr. J Srinivasa Murthy Chief Financial Officer and Company Secretary
	Telephone	+91 40-66293665
	Email address	srinivas.murthy@tajhotels.com
13	Reporting Boundary	
	Type of Reporting- Select from the Drop-Down List	Standalone
14	Name of Assurance provider	Not Applicable
15	Type of Assurance obtained	Not Applicable

II. Product/Services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
1.	Accommodation and Food Services	Hotels, Inns, Holiday homes, Resorts, Banquet Halls and Conference Rooms, Restaurants etc.	100

17. Products/Services sold by the entity (accounting for 90% of the entity’s turnover):

Sr. No.	Product/Service	NIC Code	% of Total Turnover contributed
1.	Accommodation Services	551001	52
2.	Food and Beverages Services	561001	18
3.	Banquets & Other Services	562100	30

III. Operations

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

Location	Number of plants*	No. of Offices	Total
National	5	-	5
International	-	-	-

19. Market served by the entity

a. No. of Locations

Locations	Numbers
National (No. of States)	As per Standalone BRSR reporting, there are 5 hotels operating across 3 locations in India. States/UTs: Tamil Nadu (Chennai), Telangana (Hyderabad), and Chandigarh (Union Territory)
International (No. of Countries)	-

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

a) **Business Travelers –** Strategically located and equipped with premium amenities, our hotels are a top choice for professionals seeking seamless and efficient stays during business trips.

b) **Leisure Tourists** – Both domestic and international travellers are welcomed with luxurious accommodations and warm hospitality that elevate the overall travel experience.

c) **Event and Conference Delegates –** With flexible venues and modern conference facilities, the hotels serve as an ideal setting for corporate meetings, seminars, and professional gatherings of all scales.

d) **Wedding Guests –** Recognised as premier wedding destinations, the properties offer comprehensive planning and coordination services that help make every celebration truly unforgettable.

e) **Culinary Enthusiasts –**The award-winning restaurants and bars attract both in-house guests and local patrons, offering exceptional dining experiences that are destinations in themselves.

f) **Airline and Maritime Crew –** A comfortable and restful environment is provided, thoughtfully tailored to the specific needs of airline and maritime crew members seeking convenience and relaxation.

g) **Long-Stay Guests** – Designed for extended visits, the accommodations and services are thoughtfully put together to ensure comfort, convenience, and flexibility throughout the stay.

At Taj GVK Hotels & Resorts, the philosophy of "Tajness" comes to life through personalised service that makes every guest feel valued, comfortable, and cared for.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled)

Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
Employees					
Permanent (D)	410	338	82	72	18
Other than Permanent (E)	522	413	79	109	21
Total employees (D + E)	932	751	81	181	19
Workers*					
Permanent (F)	0	0	0	0	0
Other than Permanent (G)	0	0	0	0	0
Total workers (F + G)	**0**	**0**	**0**	**0**	**0**

* Contract workers are currently outside the reporting boundary for this disclosure. The Company is in the process of formalising data collection and reporting mechanisms for this workforce category and intends to include the relevant disclosures from the next reporting cycle

b. Differently abled employees and workers

Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
Employees					
Permanent (D)	0	0	0	0	0
Other than Permanent (E)	4	4	100	0	0
Total (D + E)	4	4	100	0	0
Workers					
Permanent (F)	0	0	0	0	0
Other than Permanent (G)	0	0	0	0	0
Total (F + G)	**0**	**0**	**0**	**0**	**0**

21. Participation/Inclusion/Representation of women

Category	Total (A)	No. and % of females	
		No. (B)	% (B/A)
Board of Directors*	12	3	25
Key Management Personnel	1	0	0

22. Turnover rate for permanent employees and workers (Values in %)

Category	FY 2025-26			FY 2024-25*			FY 2023-24*		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	7	24	31	9	10	19	11	20	32
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

* The turnover rate data for FY 2024-25 and FY 2023-24 has been restated to reflect updated data and methodology

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures (As at March 31, 2026)

Sr.	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.	Green Woods Palaces and Resorts Pvt Ltd	Subsidiary	51	Yes

VI. CSR Details

24	i.	Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes
	ii.	Turnover	Rs. 474.09 Crore
	iii.	Net worth	Rs.730.79 Crore

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 (NGRBC) –

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2024-25			FY 2023-24		
		If Yes, then provide web-link for grievance redress policy	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	Stakeholder Engagement Policy	Nil	Nil	Nil	Nil	NA
Investors (other than shareholders)	Yes	Investor Grievance Redressal Policy	Nil	Nil	Nil	Nil	NA
Shareholders	Yes		19	NIL	22	NIL	None
Employees and workers	Yes	Vigil Mechanism and POSH Policy	Nil	NIL	1	NIL	None
Customers	Yes	Stakeholder Engagement Policy	Nil	NIL	Nil	Nil	NA
Value Chain Partners	Yes	Sustainable Procurement Policy	Nil	NIL	Nil	Nil	NA
Others	-	-	-	-	-	-	-

Additionally, the Company has engaged a third-party ethics partner to receive and handle grievances submitted through phone, email, and physical mail, ensuring each concern is appropriately reviewed and addressed. Concerns may be raised through the following channels:

- Web: https://ihcl.integritymatters.in
- Email: ihcl@integritymatters.in
- Post: IHCL, c/o Integrity Matters, Unit 1211, Centrum IT Park, Plot No. C-3, S.G. Barve Road, Wagle Estate, Thane West, Mumbai – 400 604
- Telephone:
  - India: 1800-102-6969
  - Germany: (+49) 800-180-1722
  - Poland: (+48) 800-088-123
  - UK: (+44) 808-304-4704
  - USA: (+1) 888-436-0393
  - Rest of the World (Paid): (+91) 959-514-6146

Information about the helpline is displayed internally through hotel notice boards and the Company intranet

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

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	Business Ethics and Transparency	Opportunity	The topic is material as it underpins stakeholder trust, regulatory compliance, and brand integrity, all of which are foundational to sustained business performance. Strengthening ethical governance enhances TAJ GVK's market differentiation, stakeholder confidence, talent attractiveness, and reputation as a responsible, future-ready hospitality brand.		Positive
2	Customer Data Privacy and Security	Risk	The topic is material as the increasing digitalisation of hospitality operations has expanded the volume of sensitive guest data collected, processed, and shared across platforms. A breach or mishandling of this data exposes the organisation to regulatory penalties, legal liability, and reputational harm, with direct consequences for guest trust and revenue. The growing reliance on online booking channels and third-party digital platforms further broadens vulnerability to cyber threats and data-sharing risks, making proactive data governance and robust cybersecurity controls essential to safeguarding business continuity and stakeholder confidence.	A data privacy framework is in place, encompassing secure IT infrastructure, access controls, encryption protocols, and periodic audits to ensure the integrity and confidentiality of guest data. Staff handling personal data receive periodic training on privacy and cybersecurity requirements. The Cyber Consolidated Policy and Data Retention Policy guide the collection, storage, retention, and disposal of data in a structured and compliant manner. Incident response protocols ensure timely detection and resolution of any breaches. Guests are directed to book through the Taj website, reducing dependency on third-party platforms and minimising associated data-sharing risks.	Negative

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	Food Quality and Standard	Opportunity	The topic is material as it is central to guest experience and directly influences brand perception, repeat patronage, and competitive positioning in the hospitality sector. Maintaining consistent food quality and adherence to food safety standards presents an opportunity to strengthen guest loyalty and enhance dining and banqueting experiences. Standards are maintained in alignment with FSSAI guidelines, with ingredients procured from approved suppliers, supported by regular hygiene audits, food safety inspections, staff training, and traceability systems across all properties.		Positive
4	Waste Management and Circular Economy	Risk	The topic is material as improper handling of waste and inefficient resource utilisation exposes the organisation to regulatory penalties, environmental liability, increased waste disposal and resource costs, and reputational risk. Growing scrutiny from guests, regulators, and investors reinforces the need for structured waste management and the integration of circular economy principles into operations.	Waste is segregated at source and managed through a combination of onsite treatment, reuse, and disposal through authorised and certified channels in accordance with applicable regulations. Several initiatives are in place across properties, including installation of organic waste converters, transition to glass water bottles, wooden key cards, bio-compostable materials, and composting systems. Steps are underway to phase out single-use plastics and identify opportunities to repurpose materials, reflecting our commitment to circular economy principles and reducing the volume of waste sent to landfill.	Negative
5	Customer Satisfaction	Opportunity	The topic is material as it directly influences brand reputation, guest retention, and long-term business growth in the hospitality sector. Consistently delivering high-quality guest experiences presents an opportunity to strengthen brand loyalty, generate positive word-of-mouth, and achieve premium positioning in a competitive market. As guest expectations evolve across service quality, personalisation, proactively addressing feedback and continuously enhancing service standards offers a pathway to long-term competitive differentiation.		Positive

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)
6	Resilient Business Strategy	Opportunity	The topic is material as the hospitality sector is inherently exposed to macroeconomic volatility, geopolitical disruptions, public health events, and shifting consumer preferences. Building organisational resilience through adaptive operational models, and forward-looking risk management presents an opportunity to sustain performance through cycles of uncertainty. A structured approach to strategic resilience enables the organisation to manage emerging risks, maintain operational continuity, and respond effectively to evolving market conditions.		Positive
7	Energy and Emissions Management	Opportunity	The topic is material as energy constitutes a significant operational cost and a key source of direct and indirect emissions in hotel operations. Efficient energy management across hotel operations presents a meaningful opportunity to reduce costs and improve operational margins. Transitioning to renewable energy sources and adopting energy-efficient technologies further reduce dependency on conventional power. Growing emphasis on sustainability from guests, investors, and regulators means that properties demonstrating a lower carbon footprint are better positioned to strengthen brand reputation and long-term competitiveness. With properties located across multiple cities, Taj GVK's approach to energy management supports environmental reporting requirements while contributing to the objectives of the PAATHYA and Group-wide Aalingana frameworks.		Positive

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)
8	Water and Effluent management	Risk	The topic is material as several properties operate in water-stressed areas, exposing the organisation to freshwater supply constraints that can directly impact day-to-day hotel operations. Hospitality operations are water-intensive by nature, making reliable access to water and effective management of resulting effluents a critical operational dependency. Tightening regulatory requirements around water withdrawal limits and water use efficiency further elevate the compliance risk. Failure to manage freshwater consumption prudently in stressed geographies can also attract regulatory scrutiny and operational restrictions, with direct consequences for business continuity.	All properties are equipped with Sewage Treatment Plants to ensure effective onsite wastewater treatment. Zero Liquid Discharge is being implemented in phases, with four out of five hotels already achieving ZLD status and a target of 100% wastewater recycling by 2030. Treated water is reused onsite for horticulture, flushing, landscaping, and cooling towers, reducing dependence on freshwater sources and mitigating supply-side risks.	Negative
9	Green Buildings	Opportunity	The topic is material as the design, construction, and operation of hotel properties have significant and long-term implications for energy consumption, water use, and environmental impact. Green-certified properties offer the dual benefit of reduced long-term operating costs and stronger appeal to environmentally aware guests and investors. As sustainability criteria increasingly influence investment decisions and guest preferences, green building certifications serve as a credible signal of responsible operations and future-ready infrastructure. With upcoming development projects being planned with sustainability considerations from the design stage, and existing properties being progressively upgraded, green buildings present a clear opportunity to enhance asset quality and stakeholder confidence over the long term.		Positive

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)
10	Climate Change	Risk	The topic is material as it poses a growing risk to the hospitality sector – physical risks such as extreme weather events, rising temperatures, and water scarcity, as well as transition risks including evolving regulations and shifting stakeholder expectations, have direct implications for hotel operations, asset value, and long-term business continuity. In addition, geopolitical instability and trade tensions may influence traveller confidence and tourism demand, creating business uncertainty, increasing operating costs, and necessitating investments to strengthen the resilience of assets and operations.	TAJ GVK manages climate-related risks through a structured sustainability framework with targets across energy, water, waste, and emissions through 2030, aligned with the PAATHYA and Group-wide Aalingana frameworks. Energy consumption is monitored across properties, supported by initiatives such as upgrading boilers from High-Speed Diesel to Liquefied Petroleum Gas and Piped Natural Gas, deploying Internet of Things (IoT)-enabled controls and Variable Frequency Drive (VFD) chillers, and increasing the use of renewable energy through onsite solar installations and Power Purchase Agreements. Food waste composting further supports emissions reduction. These measures strengthen operational efficiency, reduce exposure to transition risks associated with evolving regulations and energy costs, and enhance the resilience of operations. The organisation continues to evaluate opportunities to expand renewable energy procurement and strengthen climate resilience across its portfolio.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes										
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	Refer to table 1								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4	Name of the national and international codes/certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	1. Food Safety and Standards Authority of India (FSSAI) 2. Platinum Certification under Earth Check Standards. 3. PCI DSS (Payment Card Industry Data Security Standard)								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	TAJ GVK is strengthening its sustainability commitments by aligning with PAATHYA, the flagship sustainability framework of the Indian Hotels Company Limited (IHCL), built on six key pillars: 1. Promote Environmental Stewardship 2. Promise Social Responsibility 3. Preserve Heritage and Brand 4. Partner Transformation 5. Prudent Corporate Governance, and 6. Progress Sustainable Growth These pillars guide the Company's operations and key decisions related to energy efficiency, resource conservation, emissions reduction, supply chain sustainability, and community engagement. In line with this framework, the following targets have been set under each pillar, to be achieved by 2030: Under Environmental Stewardship, by 2030, the Company aims to have: • 50% of all Energy will be consumed from Renewable Sources • Recycle 100% of Wastewater • Eliminate single-use Plastic Beyond the List of 10 Mandated Items • 100% of the Eligible Hotels will be sustainability Certified • 100% Business Meetings and Conference to Go Green Under Social Responsibility, by 2030, the Company aims to have: • 100,000+ youth to be skilled • For every employee, 12 hours of volunteering will be contributed annually. Under Partner Transformation, by 2030, the Company aims to have: • >90% compliance of Tier-1 suppliers with the Supplier Code of Conduct • >50% of raw materials sourced domestically Under Preservation of Heritage and Brand, the Company aims to have: • 100% adoption of 50 Intangible Cultural Heritage Projects with UNESCO Under Prudent Corporate Governance, by 2030, the Company aims to have: • 25% Women Representation in Board • 100% Board Level Committee Chair by Independent Directors • 3 Sustainability/ESG experts as Board Members								

6	Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	TAJ GVK aligns its sustainability efforts with IHCL's PAATHYA framework, which guides actions across environmental stewardship, social responsibility, governance, and sustainable growth. During the reporting period, initiatives were undertaken to improve energy efficiency, reduce Scope 2 emissions, enhance water and waste management, and strengthen community engagement and employee well-being. Key highlights of the Company's performance across the PAATHYA pillars during FY 2025-26 are as follows: Environmental Stewardship- FY 2025-26, • 25% of total energy consumption is currently sourced from renewable energy. • 99% of plastic & non-hazardous waste generated across operations is being recycled. • Continued progress towards elimination of single-use plastics beyond the 10 mandated items. • All the eligible hotels are Sustainability certified (EarthCheck) Partner Transformation- FY 2025-26, • >90% of Tier-1 suppliers demonstrated compliance with the Supplier Code of Conduct. • 85% of the total raw materials was sourced locally • 66% of the total raw materials was sourced from MSMEs Social Responsibility - FY 2025-26: • Structured programmes under this pillar are in active implementation. Quantitative performance metrics will be disclosed in the subsequent reporting period as measurement frameworks are formalised. Preservation of Heritage and Brand - FY 2025-26: • Structured programmes under this pillar are in active implementation. Quantitative performance metrics will be disclosed in the subsequent reporting period as measurement frameworks are formalised. Prudent Corporate Governance - FY 2025-26, • 25% Women Representation in Board • 100% Board Level Committee Chair by Independent Directors

II. 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)

Dear Stakeholders,

As we reflect on FY 2025-26, I am proud to share the meaningful strides TAJ GVK has made on its sustainability journey. Our efforts this year are firmly anchored in PAATHYA, a framework built on six pillars of environmental stewardship, social responsibility, heritage preservation, partner transformation, corporate governance, and sustainable growth.

On the environmental front, FY 2025-26 was a year of measurable progress. We continued to strengthen the efficiency of our operations through focused investments across five key areas: energy conservation, renewable energy procurement, water stewardship, waste management, and resource optimisation. Energy intensity declined by 19%, water intensity by 10%, and waste intensity by 7%, all measured on a revenue basis. Four of our hotels continued to sustain their Zero Liquid Discharge status and 99% of waste generated across our operations was diverted away from disposal. Key initiatives driving these outcomes included LED lighting upgrades, VFD chiller installations, AHU replacements, cooling tower optimisation, Usage of Organic Waste Converter Machine, in-house glass bottling plant and the transition of charcoal tandoors to Piped Natural Gas. We also expanded our procurement of third-party wind energy, further reducing our carbon intensity. TAJ Club House fulfilled its obligations under the PAT (Perform Achieve and Trade) scheme during the year.

Equally important has been our commitment to our people and communities. On the social front, we maintained zero Lost Time Incidents and zero fatalities. No complaints were received under the POSH Act or across consumer grievance categories including data privacy, cyber security, and unfair trade practices. We also continued to strengthen our inclusive procurement practices by engaging suppliers from diverse and underrepresented communities, reinforcing our belief that sustainable growth must benefit all stakeholders across our value chain. We remain committed to the belief that sustainable growth must be equitable and far-reaching.

Our governance mechanisms ensured that we upheld the highest standards of ethics, transparency, and accountability, reflected in the absence of complaints relating to discrimination, human rights, consumer privacy, cybersecurity, or unfair trade practices.

While PAATHYA establishes a shared sustainability vision, our focus is now on translating these ambitions into measurable action across TAJ GVK's portfolio. We are developing hotel-specific sustainability roadmaps and performance targets that reflect the unique operating context of each property while contributing to the PAATHYA's 2030 ambitions. This approach will enable us to accelerate progress across climate action, resource efficiency, responsible sourcing, community engagement, and governance, while ensuring accountability at every level of the organisation.

The hospitality industry has a unique opportunity to create positive environmental and social impact while delivering memorable guest experiences. We recognise this responsibility and remain committed to building resilient operations that preserve natural resources, empower our people, and create lasting value for our stakeholders.

I extend my sincere gratitude to our employees, guests, business partners, shareholders, and communities for their continued trust as we build a legacy of responsible hospitality. Sincerely,

Mrs. Shalini Bhupal
Managing Director

	Particulars	Details
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ices).	Mrs. Shalini Bhupal Managing Director & CEO (DIN:00005431)
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, the Board, through its appointed Corporate Social Responsibility Committee is responsible for decision making on sustainability-related issues.

10. Details of Review of NGRBCs by the company:

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Yes. All policies are approved by the Board and reviewed periodically, or on a need basis, by the CSR Committee. Reviews include an evaluation of policy effectiveness, with amendments to policies and procedures implemented as necessary.									Need basis								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes. The Board, through the Audit Committee, oversees compliance with all applicable statutory requirements. Where instances of non-compliance are identified, corrective measures are implemented in a timely manner, followed by internal reviews or audits to prevent recurrence. These actions are guided by the organisation's internal risk management framework and principles of accountability.									Quarterly								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/ No). If yes, provide name of the agency.

No. Policies are currently evaluated through internal assessments and will be subject to external audits as and when needed.

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Table – 1

Principle 1	Code of conduct Vigil Mechanism Anti-bribery Policy Insider Trading Policy Related Party Transactions
Principle 2	Procurement Policy
Principle 3	Equal Opportunity Policy POSH Policy
Principle 4	Stakeholder Engagement Policy Investor Grievance Redressal Policy
Principle 5	Human rights Policy Equal Opportunity Policy
Principle 6	Environmental Policy ESG Policy
Principle 7	Public Advocacy Policy
Principle 8	CSR policy ESG Policy
Principle 9	Data Retention Policy Cyber-consolidated Policy

Note: Other policies can be referred from the TAJGVK website: http://www.tajgvk.in/corporate-policies.html.

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 categorised 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.

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

TAJ GVK conducts its business with integrity and transparency across all levels of the organisation. The Company's governance framework comprises a well-defined Code of Conduct, robust internal controls, and a whistleblower mechanism that together ensure ethical behaviour, regulatory compliance, and accountability in day-to-day operations. Conflicts of interest are actively managed, confidentiality is protected, and compliance reviews are undertaken on a regular basis. These practices collectively safeguard stakeholder interests and reinforce the Company's commitment to responsible business conduct.

ESSENTIAL INDICATORS

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

Segment	Total number of training & awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	• Data Privacy & Prevention • Cyber Security & Privacy • Equity & Inclusion • Sustainability	100
Key Management Personnel	4	• Data Privacy & Prevention • Cyber Security & Privacy • Equity & Inclusion • Sustainability	100
Employees other than BODs and KMPs	7	• Dignity & Respect • Human rights • Equal opportunity • Bribery & Corruption • Insider trading • Conflict of interest • POSH	100
Workers	NA	NA	NA

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.**

a. Monetary

Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Principle 1	SEBI	Nil	The Company paid a penalty of ₹2,18,300 (including GST) each, to BSE & NSE for non-compliance u/r 17(1) of SEBI (LODR), 2015 i.e. the delay in the appointment of a Woman Independent Director for a total period of 37 days.	No
Settlement	Not Applicale				
Compounding fee					

b. Non-Monetary

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
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.**

   TAJ GVK conducts its business with integrity and maintains a zero-tolerance stance towards bribery and corruption in any form. The Anti-Bribery and Anti-Corruption (ABAC) Policy, adopted by the Board of Directors, applies to all TAJ GVK personnel including directors, employees, consultants, contractors, trainees, and agency staff as well as all activities undertaken directly or indirectly on behalf of the Company. The policy sets out clear guidelines on gifts, hospitality, facilitation payments, and third-party interactions, mandating disclosure of conflicts of interest and prohibiting any improper payments in any form. Concerns can be raised with the Compliance Officer at tajgvkshares.hyd@tajhotels.com, through the 'Raising Concerns' mechanism under the Tata Code of Conduct (TCOC). The policy is reinforced through regular training, internal audits, and oversight by the Audit Committee, with violations subject to disciplinary action including termination of employment.

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

Category	FY 2025-26	FY 2024-25
Directors	Nil	Nil
KMPs		
Employees		
Workers	NA	NA

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

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

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

In respect of the penalty referred to above, the appointment has since been completed and the Board is now compliant with the prescribed composition requirements. The Company remains committed to maintaining the highest standards of corporate governance and regulatory compliance.

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

Category	FY 2025-26	FY 2024-25
Number of days of accounts payables	80	110*

* Number of days of accounts payables for financial year ended March 31, 2025 has been restated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core

9. Open-ness of business

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	NA	NA
	b. Number of dealers / distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NA	NA
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	1.01%	0.96%
	b. Sales (Sales to related parties / Total Sales)#	0.10%	0.15%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0%	0%
	d. Investments (Investments in related parties / Total Investments made)	12.73%	0%

\# Revenue from operations has been considered for the purpose of calculation of sales as per the guidelines set forth in SEBI's circular dated December 20, 2024

* Share of RPTs for financial year ended March 31, 2025 has been restated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core

LEADERSHIP INDICATORS

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

Total number of awareness programmes held	Topics/ principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
15 programmes (12 Regional/Cluster Vendor Meets; 3 Central Surveys; Site visits for 100% of new perishable vendors prior to onboarding)	Principle 1 (Ethics & Anti-Bribery), Principle 2 (Safe & Sustainable Products) and Principle 6 (Environment): Anti-bribery practices and sustainability commitments covered at Vendor Meets. Principle 2 (Safe & Sustainable Products), Principle 3 (Employee Well-being) and Principle 6 (Environment): Hygiene & Cleanliness, Storage & Transportation, Locker Room & Personal Hygiene, Preventive Maintenance, Pest Management, and Waste Management covered during site visits. Principle 1 (Ethics & Anti-Bribery), Principle 4 (Stakeholder Responsiveness) and Principle 9 (Consumer Responsibility): Vendor Satisfaction, Internal Customer Satisfaction, and Vendor Rating covered through surveys.	The Company is in the process of formalising its tracking framework for value chain partner coverage under its awareness programmes.

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

   Yes, The Company has established comprehensive procedures designed to effectively manage instances of conflict of interest that may involve members of the Board. To address these conflicts, a well-defined process has been instituted, empowering Directors to recuse themselves from participating in discussions that involve conflicts of interest. Directors are obligated to fulfil their duties in a sincere manner that aligns with the Company's best interests. They are mandated to exercise their responsibilities devoid of any external influences that could compromise their ability to make impartial and autonomous judgments, crucial for the Company's welfare. Additionally, Directors are prohibited from misusing their positions to either directly or indirectly gain personal advantages to the detriment of the Company.

   Any conflict of interest that emerges involving Board Members must be promptly disclosed to the Chairman of the Audit Committee or the Chairman of the Board. This measure ensures transparency and allows for appropriate oversight and management of potential conflicts.

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

TAJ GVK is committed to delivering hospitality services that are safe, sustainable, and aligned with responsible consumption practices. The Company continuously evaluates the environmental and social impact of its service offerings, incorporating sustainable alternatives wherever feasible. Initiatives such as elimination of single-use plastics, adoption of biodegradable packaging, and in-house water bottling reflect this commitment in practice. Food safety and hygiene standards are rigorously maintained across all properties, with external audits conducted to ensure compliance with applicable guidelines.

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.**

Particulars	FY 2025-26	FY 2024-25	Details of improvement in environmental and social impacts
Research & Development (R&D)	Nil	Nil	The Company has continued its focus on investing in energy-efficient equipment and resource conservation initiatives to improve sustainability performance and enhance overall operational efficiency. The Company has also continued to advance its water bottling initiative as part of its broader commitment to sustainability.
Capital Expenditure (CAPEX)	14	5*	

*The FY 2024-25 capex percentage has been restated following a review of eligible investments to improve methodological consistency and comparability with FY 2025-26 disclosures.

2. **a. Does the entity have procedures in place for sustainable sourcing?**

   Yes. TAJ GVK's approach to procurement is governed by a Sustainable Procurement Policy that guides sourcing decisions across all its hotel operations. The policy covers ethical conduct, environmental compliance, quality standards, and sustainability, ensuring that procurement practices go beyond cost considerations and reflect the Company's wider responsibilities.

   Suppliers are evaluated on ESG parameters at the time of onboarding and on an ongoing basis, covering environmental certifications, labour standards, social responsibility practices, and health and safety compliance. Due diligence and risk assessments are carried out to identify potential vulnerabilities in the supply chain and ensure vendors meet the Company's expectations. Local and inclusive sourcing is actively encouraged, and procurement from MSMEs, women-led businesses, and underrepresented groups is prioritised to reduce logistics-related emissions and support economic empowerment in the regions where the Company operates. Items such as organic vegetables, eco-friendly toiletries, guest amenities, and ceramic and glass containers are sourced locally wherever possible.

   The Company has also implemented procedures to integrate sustainable practices within its supply chain. By employing a unified warehouse and distribution management system across all its hotels, the supply chain has become greener and more efficient. Approximately 10% of total sourcing is managed through a vendor aggregation system. Additionally, consolidating FMCG goods from multiple suppliers into a single vendor and utilising third-party logistics have greatly minimised vendor interactions, leading to substantial emissions reductions.

   Supplier collaboration is maintained through regular audits, performance monitoring, and structured feedback mechanisms. Non-compliant suppliers are subject to corrective actions, including disqualification or removal. This procurement strategy reflects TAJ GVK's commitment to a resilient, ethical, and sustainable supply chain aligned with its environmental and social responsibility objectives.

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

   While sustainable sourcing practices are embedded across procurement operations, the percentage of inputs sourced sustainably is currently being assessed. The Company plans to report this metric going forward.

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**

Plastics (including packaging)	Being part of the service sector in the hospitality business, TAJ GVK does not engage in the production or manufacturing of any products. Accordingly, product reclamation at end-of-life is not directly applicable to its operations. However, the Company is committed to managing waste in a safe and responsible manner. The hotel focuses on maximising circularity by diverting waste from landfill through reuse, recycling, and recovery processes across waste streams.
E-waste	
Hazardous waste	
Other Waste	

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

No, Extended Producer Responsibility (EPR) is not applicable to TAJ GVK.

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?**

TAJ GVK has not conducted a formal LCA of its services. However, the Company remains committed to strengthening its sustainability practices and will continue to evaluate the relevance and feasibility of conducting LCAs in the future.

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

Name of Product/Service	Description of risk/Concern	Action Taken
Not Applicable		

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

This is reported as NIL, as no recycled or reused input materials were used during the reporting period.

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

	FY 2025-26			FY 2024-25		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics (including packaging)	Not applicable, as TAJ GVK provides accommodation and food services.					
E-waste						
Hazardous waste						
Other waste						

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

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

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains
TAJ GVK is committed to fostering a workplace rooted in inclusivity, safety, and dignity, where every individual is valued and supported. Through its Equal Opportunity Policy, TAJ GVK ensures fairness in employment for all, including persons with disabilities, while upholding occupational health standards, extending statutory benefits, and investing in the growth and career progression of its workforce.

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	
		No. (B)	% (B/A)	No. (C)	%(C/A)	No. (D)	%(D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employeesv											
Male	338	272	80	272	80	NA	NA	338	100	294	87
Female	72	57	79	60	83	72	100	NA	NA	67	93
Total	**410**	**329**	**80**	**332**	**81**	**72**	**100**	**338**	**100**	**361**	**88**
Other than Permanent Employees											
Male	413	343	83	210	51	NA	NA	413	100	342	83
Female	109	91	83	77	71	109	100	NA	NA	71	65
Total	**522**	**434**	**83**	**287**	**55**	**109**	**100**	**413**	**100**	**413**	**79**

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	%(C/A)	No. (D)	%(D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than Permanent Workers											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

Category	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the company	1.29	1.45

*The data for FY2024-25 has been restated in accordance with the Industry Standards Forum guidance for BRSR Core, as outlined in SEBI's circular dated December 20, 2024.

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

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	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 worker	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	NA	Yes	100	NA	Yes
Gratuity	100		Yes	100		Yes
ESI	55		Yes	42		Yes
Others – Health Insurance	45		Yes	46		Yes

* The Company has taken a Group Gratuity Policy with ICICI General Insurance Company Ltd.

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

   Yes, TAJ GVK's hotel premises are designed to be accessible to individuals with disabilities, in line with the Rights of Persons with Disabilities Act, 2016. Across all operational areas, workspaces, restrooms, and shared facilities accessibility features including ramps, handrails, widened entryways, accessible washrooms, and appropriate signage have been incorporated to support ease of movement and independent mobility.

   The Company undertakes periodic assessments to identify and address any gaps, ensuring its premises remain inclusive and barrier-free for all employees, guests, and visitors irrespective of physical ability.

4. **Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.**

   Yes, TAJ GVK has adopted an Equal Opportunity Policy, underlining its commitment to providing equal opportunities in employment and maintaining an inclusive working environment for all individuals, including persons with disabilities.

   The Policy strictly prohibits any form of discrimination, harassment, or unfavourable treatment of employees or job applicants, whether direct or indirect, on grounds including age, colour, disability, origin, religion, race, gender, family or marital status, gender reassignment, sexual orientation, pregnancy, or maternity status. Any form of bullying or intimidation against any employee or applicant is also expressly forbidden under the Policy.

   Employment decisions, including recruitment, promotion, and training, are made solely on the basis of merit, competence, and individual ability. In the event an employee acquires a disability during service, the Company ensures that no reduction in rank takes place and endeavours to re-skill the employee for a suitable role at the same or higher designation. The Policy is applicable across all company locations and hotels, with the Human Resources function responsible for ensuring its consistent implementation and compliance.

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

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

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

Category	Yes/No	If yes, then give details of the mechanism in brief
Permanent Employees	**Yes**	TAJ GVK has various mechanisms to receive and redress grievances for both permanent employees and other than permanent employees. The Company has collaborated with a third-party ethics partner who receives grievances via phone, e-mail, and physical mails, on which adequate actions are being taken and addressed. The Company also has a Whistle-Blower Mechanism and Vigil Mechanism available to all stakeholders to resolve complaints, which are reviewed by the Audit Committee every quarter. Employees and workers can raise grievances through multiple channels including the Open Door Policy, HR Department, Reporting Managers, Department Heads, Ethics Helpline, and Employee Connect platforms. The Internal Complaints Committee (ICC) is specifically available for POSH-related concerns. Ethics committees and HR heads are present in each hotel to whom people can report issues directly or drop their concerns in the drop boxes. Additionally, QR codes have been placed in different areas of the organisation from which employees and workers can scan and share their grievances directly with the management.
Other than Permanent Employees	**Yes**	
Permanent Workers	**NA**	
Other than Permanent Workers	**NA**	

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

Category	FY 2025-26			FY 2024-25		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees						
- Male	338	85	25	313	89	28
- Female	72	2	3	51	2	4
Total	410	87	21	364	91	25
Permanent Workers						
- Male	NA					
-Female						
Total						

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	751	751	100	751	100	727	727	100	727	100
Female	181	181	100	181	100	186	186	100	186	100
Total	**932**	**932**	**100**	**932**	**100**	**913**	**913**	**100**	**913**	**100**
Workers										
Male	NA									
Female										
Total										

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	%(D/C)
Employees						
Male	751	660	88	727	596	82
Female	181	147	81	186	160	86
Total	**932**	**807**	**87**	**913**	**756**	**83**
Workers						
Male	NA					
Female						
Total						

*The figures for FY 2024-25 has been restated to reflect updated data and methodology.
Note: Performance and career development reviews have been conducted during FY 2025-26 for all eligible employees

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 of such a system?

Yes. We have an occupational health and safety management system in place that encompasses all our employees and hotels.

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

The Company follows a structured approach to identify work-related hazards and assess risks across its operations.

The Hotel Safety Committee conducts regular Safety Risk Assessments, which are periodically reviewed and serve as the foundation for incident management across all hotels. Hazard Identification and Risk Assessment (HIRA) is carried out systematically, supplemented by insights drawn from the Yellow Card System, which enables proactive identification of potential hazards. Safety inspections, job safety analysis, and internal audit systems further strengthen the ongoing risk monitoring process. The Gemba Walk process is also implemented to facilitate continuous improvement in operational efficiency and safety compliance.

For activities outside of standard operations, risks are assessed prior to execution through Permit-to-Work (PTW) systems, method statements, and contractor safety management protocols, ensuring that all associated hazards are identified and controlled before work commences.

Based on the outcomes of these assessments, appropriate controls are implemented, primarily through administrative measures, to mitigate potential risks. These controls are integrated with the capital expenditure (CapEx) and operational expenditure (OpEx) planning of the hotels, reflecting the Company's commitment to embedding safety across all aspects of its operations.

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

Yes. The Company has established processes that enable our staff to report work-related hazards and raise safety concerns. These include the Yellow Card System, near-miss reporting, and incident reporting mechanisms, through which staff can flag work-related safety risks. They are also able to communicate safety concerns directly through internal messaging. The Gemba Walk process further supports proactive identification and resolution of potential hazards on the ground.

d. Do the employees/workers 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 through company-provided health insurance and ESI coverage. The Company has also established tie-ups with hospitals and healthcare providers in the vicinity of its locations to ensure accessibility to medical care. Additionally, wellness initiatives covering preventive and emergency care are in place across all locations, and staff members receive on-site medical emergency response training.

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

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

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

TAJ GVK has established a comprehensive Health, Safety and Environment (HSE) management framework to provide a safe, healthy and secure workplace for employees, workers and guests. The framework is built around three key pillars:

- Food Safety: Adherence to HACCP and FSSAI guidelines, supported by the external agency Diversey, to ensure stringent food safety and hygiene standards.
- Fire and Life Safety: Compliance with DNV-GL guidelines and IHCL's Fire and Life Safety standards to maintain robust fire prevention, emergency preparedness and life safety protocols.
- Sustainability: Alignment with EarthCheck standards to integrate environmental sustainability into day-to-day operations and promote responsible business practices.

The Company's occupational health and safety framework is further supported through its Safety Framework, Fire and Life Safety protocols, standard operating procedures (SOPs), and structured employee training programmes. The key measures adopted include:

- Risk Assessment Framework: Hazard identification and risk assessment are carried out in alignment with the HIRA and Job Safety Analysis (JSA) procedures, forming the foundation of effective risk management across the Company's operations.
- Control Hierarchy Implementation: The hierarchy of controls is strictly followed when implementing risk mitigation strategies. Tailored Control Plans are devised based on the level of risk associated with specific tasks, ensuring that no task proceeds until risks are mitigated to an acceptable threshold.
- Safety Committees: Dedicated Hotel Safety Committees operate at various organisational levels, playing a pivotal role in assessing the adequacy of safety resources and supporting the effective deployment of the safety management system.

- Safety Policies and Communication: Safety policies are communicated across the organisation to ensure awareness and adherence, with continuous monitoring forming an integral part of the safety management approach.
- Ongoing Audits and Inspections: Systematic safety audits and inspections are conducted periodically across all facilities to evaluate the effectiveness of safety protocols and proactively identify and rectify potential hazards, ensuring a safe and healthy workplace for all employees and workers.

These measures collectively strengthen the Company's occupational health and safety management system, enabling proactive risk management and fostering a safe and healthy working environment for all employees and workers.

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

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

14. Assessments for the year:

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

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

The Company has established a structured process to address safety-related incidents and manage significant risks identified through Health and Safety assessments:

- **Incident Management and Corrective Actions:** All safety-related incidents are subject to root cause analysis, following which corrective and preventive actions are implemented through structured systems including safety audits, HIRA reviews, and Fire and Life Safety (FLS) assessments.
- **Risk Mitigation:** Identified risks are addressed through a combination of engineering controls, process improvements, enhanced supervision, and regular training. Strict compliance with Permit-to-Work systems and contractor safety standards is maintained to ensure risks are effectively controlled. Closure of all corrective actions is tracked through periodic reviews and audits.
- **Regular Audits and Preventive Systems:** Internal audits are conducted regularly to evaluate the effectiveness of safety protocols and working conditions across all facilities. Any deviations from established safety standards identified during these audits are addressed promptly through preventive and corrective measures, ensuring continuous improvement in Health and Safety practices.

LEADERSHIP INDICATORS

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

(A) Employees (Yes/No):

Yes, the employees at the executive level are covered by life and accident insurance, in addition the company extends the benefit of accident insurance for all its employees.

(B) Workers (Yes/No): 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.

All statutory dues are being deducted and deposited to respective authorities and the receipts of payment obtained are filed for records. Value chain partners are required to submit PF & ESI remittances on monthly basis.

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

Category	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	Nil	Nil	Nil	Nil
Workers	NA	NA	NA	NA

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

Yes, the Company extends transition assistance programmes designed to bolster ongoing employability and to adeptly navigate career transitions stemming from retirement or the conclusion of employment, thus reaffirming our commitment to the well-being of our employees.

5. Details on assessment of value chain partners:

Topic	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100% (Internally assessed)
Working Conditions	

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

Periodic site visits are conducted for critical value chain partners, based on which corrective and preventive measures are recommended as applicable. During FY 2025-26, no significant risks or concerns were observed in the course of these assessments.

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

TAJ GVK maintains open and transparent channels of engagement with all its stakeholders, including employees, customers, government, investors, suppliers, and local communities. The Company proactively identifies stakeholder concerns through structured feedback mechanisms and incorporates these inputs into its business decisions. A dedicated Stakeholder Engagement Policy governs this process, ensuring feedback is systematically compiled and reflected in strategic, operational, and sustainability decisions across the organisation.

ESSENTIAL INDICATORS

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

TAJ GVK identifies its key stakeholder groups through a structured stakeholder mapping process that evaluates each group on the basis of relevance, influence, dependence, and diversity of perspectives. This mapping enables the Company to better understand stakeholder impacts and expectations, and tailor its engagement and communication strategies accordingly. The process is embedded within the Company's sustainability strategy and core values, ensuring stakeholder insights inform long-term business decisions. Key stakeholder groups identified include employees, customers, shareholders, suppliers, partners, communities, regulators, and lenders.

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	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	• Employee engagement and satisfaction surveys • Internal circulars and leadership communication • Corporate social and welfare initiatives • In-house newsletters, bulletins, and digital platforms	Continuous	• To assess employee satisfaction and expectations related to compensation, career progression, well-being, and skill training • To promote employee engagement and align with organisational values
Shareholders and investors	No	• Annual General Meetings (AGM) • Stock Exchange filings and disclosures • Investor presentations and earnings calls • Conferences and Roadshow • Emails and investor query responses • One-on-one investor interactions	Ongoing/ Quarterly / Annually/ Need basis	• Provide financial, operational, and ESG performance updates • Address investor concerns, improve transparency, and strengthen stakeholder confidence

Government	No	• Regulatory filings and disclosures • Annual and Sustainability Reports • Policy-specific meetings and industry representations • Compliance submissions and updates • Issue specific meetings and representations	Need Based	• Ensure regulatory compliance and alignment with applicable legal frameworks • Facilitate approvals, participate in policy advocacy, and engage on sustainability and tourism initiatives
Customers	No	• Client satisfaction surveys • Business interactions • Grievance redressal through customer support channels	Ongoing/Need Based	• Improve service quality, guest satisfaction, and overall hospitality experience • Capture evolving customer preferences and ensure health, safety, and hygiene standards
Communities and NGOs	Yes	• Community meetings and direct outreach • NGO-led Program partnerships • CSR project reviews and field visits	Need Based	• Understand social and environmental impact of CSR initiatives • Identify development needs, improve programme outcomes, and promote inclusive growth
Suppliers	No	• Supplier meetings and business reviews • Vendor assessments and onboarding interactions • Grievance and feedback channels	Need Based	• Align supplier expectations with procurement, quality, and ESG standards • Enhance transparency, ensure ethical sourcing, and build long-term partnerships

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.

At TAJ GVK, stakeholder consultation is a deliberate and ongoing process led by the Executive Committee, Human Resources Department, Line Managers, and Ethics Officials, with the Board retaining overall oversight. The Company engages proactively with all its stakeholders through a range of structured channels. These engagements are designed to capture diverse perspectives on economic, environmental, and social matters, ensuring that stakeholder voices are consistently reflected in the Company's decision-making processes.

Outcomes and feedback gathered through these multi-stakeholder engagements are compiled by the respective functional owners and channelled upward through structured reporting mechanisms. Insights of operational significance are reported to Senior Management, while material findings, emerging risks, or concerns of strategic importance are escalated to the Board through periodic updates. This structured escalation framework ensures that the Board remains continuously informed on key economic, environmental, and social developments, enabling informed governance and timely decision-making on matters that impact the Company and its broader stakeholder ecosystem.

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 consultations are actively used to identify and manage key environmental and social topics relevant to TAJ GVK's operations. Inputs are gathered through multiple platforms including customer feedback systems, supplier meets, employee surveys, and community interactions under CSR programmes, and find their way into the Company's policies and operational activities.

Notable instances of stakeholder inputs shaping business decisions include:

- Vendor interactions during onboarding and periodic reviews have been used to ensure alignment with TAJ GVK's expectations on hygiene, safety, and environmental compliance, while also improving transparency in procurement-related communication.
- Guest surveys and service reviews have directly influenced operational decisions around reducing single-use plastics,

improving energy and water efficiency, and strengthening sustainable hospitality practices.

- Community engagement conducted during CSR project planning and implementation has helped TAJ GVK remain attuned to regional needs across education, livelihood support, and public health, with these insights shaping initiatives that are contextually relevant and impactful on the ground.

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

TAJ GVK recognises women entrepreneurs, minorities, persons with disabilities, indigenous communities, LGBTQ+ individuals, and those from low-income or socio economically disadvantaged backgrounds as its primary vulnerable and marginalised stakeholder groups. Engagement with these groups is structured around targeted initiatives that address their specific needs and work towards long-term social value creation:

Tata Affirmative Action Programme (TAAP)

A long-term structured initiative focused on advancing the inclusion of SC/ST communities through a 5E approach – Education, Employability, Employment, Entrepreneurship, and Essential Enablers. The programme works towards enabling economic participation through targeted skilling, employability enhancement, supplier diversity, and entrepreneurship development.

Capacity Building

Training programmes are delivered in partnership with reputed corporate and non-profit organisations, with particular focus on youth from under served backgrounds. These combine industry-relevant skills with holistic development frameworks to support sustainable livelihoods in surrounding communities.

Cultural Preservation

Community engagement initiatives encompass conservation of local heritage, protection of surrounding ecosystems, and support for environmental improvement ensuring initiatives remain contextually relevant to the communities served.

Employee-Led Volunteering

Volunteering initiatives are organised regularly to address locally identified needs across education, health awareness, and environmental improvement, reflecting an active and ongoing commitment to community responsiveness.

Through these interventions, TAJ GVK works towards meaningful socio-economic up-liftment while reinforcing its commitment to inclusive and sustainable growth.

PRINCIPLE 5: Businesses should respect and promote human rights.

TAJ GVK is committed to respecting and promoting human rights across its operations and value chain, prohibiting child and forced labour, ensuring fair compensation, and fostering a culture of diversity, inclusion, and non-discrimination. The Company's Human Rights Policy is supported by a structured grievance redressal mechanism and whistleblower framework, ensuring concerns are addressed confidentially, transparently, and in a timely manner. Human rights requirements are embedded within business agreements and contracts, and the Company proactively engages with internal and external stakeholders to identify, prevent, and address potential human rights risks.

ESSENTIAL INDICATORS

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	410	410	100	364	364	100
Other than permanent	522	522	100	549	549	100
Total Employees	**932**	**932**	**100**	**913**	**913**	**100**
Workers						
Permanent	NA					
Other than permanent						
Total Workers						

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	**410**	**0**	**0**	**410**	**100**	**364**	**97**	**27**	**267**	**73**
Male	338	0	0	338	100	313	84	27	229	73
Female	72	0	0	72	100	51	13	25	38	75
Other than Permanent	**522**	**0**	**0**	**522**	**100**	**549**	**79**	**14**	**470**	**86**
Male	413	0	0	413	100	414	62	15	352	85
Female	109	0	0	109	100	135	17	13	118	87
Workers										
Permanent	NA									
Male										
Female										
Other than Permanent										
Male										
Female										

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

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (Rs)	Number	Median remuneration/ salary/ wages of respective category (rs)
Board of Directors (BoD)	1	5,79,60,000	1	7,12,80,000
Key Managerial Personnel	1	1,79,95,000	Nil	NA
Employees other than BoD and KMP	751	5,47,550	181	5,67,275
Workers	NA			

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

Category	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	15	21

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

Yes. The implementation of the Human Rights Policy and oversight of all human rights matters is the responsibility of the Chief Human Resource Officer (CHRO). At the hotel level, ethics committees and HR heads serve as designated points of contact to whom individuals can directly report concerns. Drop boxes are also available at properties for submitting concerns confidentially.

A whistle-blower mechanism is additionally in place to handle complaints, with the grievance redressal mechanism overseen by department leaders, union representatives, HR heads, and members of various welfare committees, who are collectively responsible for addressing and resolving any reported human rights issues.

Additionally, a dedicated POSH (Prevention of Sexual Harassment) Committee exists at each hotel location (Hyderabad, Chennai, Chandigarh), presided over by a senior woman executive, with at least half its members being women and including an external member. Complaints can be reported to the committee directly or via email at posh@tajhotels.com. The POSH Corporate Committee provides oversight across all locations and submits annual reports to the Government on complaints received and actions taken.

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

TAJ GVK maintains a structured and accessible grievance redressal framework to address human rights concerns across its operations. The key mechanisms in place are as follows:

- Grievance Receipt Channels: Grievances can be reported through multiple channels including phone, email, and physical mail, ensuring accessibility for all associates.
- Prompt Redressal: Upon receipt of grievance, adequate actions are taken in a timely manner to address and resolve the concern raised.
- Whistle-blower Mechanism: Associates can report complaints, including those related to human rights, through the whistle-blower mechanism, which allows for anonymous reporting and protects individuals from any form of retaliation.
- Audit Committee Oversight: Grievances received through the whistle-blower mechanism are reviewed by the Audit Committee on a quarterly basis, ensuring thorough evaluation and appropriate follow-through.
- Ethics Committees: Ethics Committees are in place to handle reported issues, conduct impartial investigations, and ensure adherence to ethical standards and company policies.
- HR Heads at Hotel Level: HR heads at individual hotel properties serve as direct points of contact for associates to raise concerns, enabling faster resolution at the local level.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	NA	1*	Nil	None
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
Child Labor	Nil	Nil	NA	Nil	Nil	NA
Forced Labor/Involuntary Labor	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other human rights related issues	Nil	Nil	NA	Nil	Nil	NA

*The FY 2024-25 figure has been restated following a review of the underlying records to reflect the correct number.

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

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	NIL	1
Complaints on POSH as a % of female employees / workers	NA	0.54
Complaints on POSH upheld	NIL	0

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

TAJ GVK is dedicated to maintaining a workplace environment that is free from discrimination and harassment. To safeguard the rights and well-being of complainants, the company employs several mechanisms to prevent adverse consequences. These mechanisms are as follows:

- Protection under the POSH Policy: The Company's Prevention of Sexual Harassment (POSH) Policy strictly prohibits retaliation against any individual who reports discrimination or harassment in good faith. The protection extends to complainants, witnesses, and others involved in the investigation process.
- Confidential Reporting and Investigation: Complaints can be reported through designated channels and are handled with strict confidentiality. Investigations are conducted in a fair, impartial, and transparent manner to ensure that all parties are heard while safeguarding the identity of those involved.
- Prompt Action on Retaliation: Any allegations of retaliation or victimization are addressed promptly and with the same seriousness as discrimination or harassment complaints. Appropriate corrective and disciplinary actions are taken wherever necessary.
- Awareness and Capacity Building: Regular training sessions and awareness programmes are conducted to educate employees about workplace rights, reporting mechanisms, anti-retaliation provisions, and expected standards of behaviour.
- Zero-Tolerance Approach: The Company maintains a zero-tolerance approach towards retaliation, discrimination, and harassment. Any employee found engaging in retaliatory behaviour is subject to disciplinary action in accordance with Company policies.

By implementing these mechanisms, TAJ GVK aims to create a safe, respectful, and inclusive workplace environment where individuals feel empowered to raise concerns without fearing adverse consequences.

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

   Yes. Human rights requirements are integrated into TAJ GVK's business agreements and contracts through its Supplier Code of Conduct. All suppliers are expected to uphold ethical labour practices, respect human rights, prohibit child and forced labour, ensure fair wages, and maintain safe working conditions in compliance with applicable laws and standards. Suppliers are additionally required to extend these principles across their own supply chains, thereby reinforcing responsible business conduct throughout the value chain.

10. **Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100 (Internally assessed)
Forced/Involuntary Labour	
Sexual Harassment	
Discrimination at workplace	
Wages	

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

    Not Applicable, as no such cases or incidents were reported during the current financial year. However, TAJ GVK continues to adopt a proactive approach to uphold human rights across its operations through established policies and processes, including a robust Prevention of Sexual Harassment (POSH) Policy, grievance redressal mechanisms, and regular training and awareness programmes to promote a safe, respectful, and inclusive workplace.

LEADERSHIP INDICATORS

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

   Not applicable, as there have been no complaints related to human rights reported during the reporting period. Consequently, no modifications to business processes have been required or made in this regard.

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

   Company adheres to all applicable statutory obligations related to the protection and promotion of human rights across its operations. The company ensures compliance through its internal policies, including its Human Rights Policy and Code of Conduct, which guide responsible workplace practices and ethical behavior. Looking ahead, TAJ GVK plans to strengthen its human rights framework by undertaking periodic reviews and due diligence of its existing practices, procedures, and performance.

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, TAJ GVK ensures that all hotel premises are equipped with facilities to support differently abled guests, in line with the requirements of the Rights of Persons with Disabilities Act, 2016. Each property is thoughtfully designed to provide barrier-free access to shared spaces, including work areas, restrooms, and social zones for all individuals. Features such as ramps, handrails, widened entryways, accessible washrooms, and appropriate signage have been incorporated. The Company continues to review and improve its accessibility infrastructure on a periodic basis to ensure an inclusive environment for all.

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	100
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	

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, as there are no such cases or incidents being reported during the current financial year.

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

TAJ GVK recognises its responsibility to protect and restore the environment and has embedded sustainability across all aspects of its hospitality operations. The Company's efforts span energy efficiency improvements, renewable energy procurement, water conservation through Zero Liquid Discharge mechanisms, waste reduction through composting, recycling, and elimination of single-use plastics, and applying sustainable design in property management. Aligned with PAATHYA framework, TAJ GVK continuously reviews and strengthens its environmental practices to reduce its footprint and operate responsibly across all its properties.

ESSENTIAL INDICATORS

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

Parameter	FY 2025-26	FY 2024-25
From renewable sources (in Gigajoule - GJ)		
Total electricity consumption (A)	28,172	14,757
Energy fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C) (GJ)	**28,172**	**14,757**
Total electricity consumption (D)	45,902	58,831
Total fuel consumption (E)	40,667	39,154
Energy consumption through other sources (F)	-	-
Total energy consumed from non – renewable sources (D+E+F) (GJ)	86,569	97,986
Total energy consumed (A+B+C+D+E+F) (GJ)	**1,14,741**	**1,12,743**
Energy intensity per rupee of turnover (GJ/million ₹) **(Total energy consumed/ Revenue from operations)**	**24.20**	**25.07**
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) GJ/ million USD (Total energy consumed / Revenue from operations adjusted for PPP)#	**492.28**	**517.98**
Energy intensity (optional) – the relevant metric may be selected by the entity (GJ/Guest night)	0.19	0.18

*The figures for FY 2024-25 have been restated to reflect updated data and methodology.

#Revenue from operations has been adjusted for PPP using the IMF-published PPP conversion factors for India of 20.66 for FY 2024-25 and 20.34 for FY 2025-26

Note: if any independent assessment/ evaluation/assurance has been carried out by an external agency?)

Not Applicable.

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.

Name of Hotel	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?	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.
TAJ Club House	Yes	Target: 52.97 TOE/1000 m^2 Achieved: 29.5 TOE/1000 m^2

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	40,488	39,746
(iii) Third party water	2,95,150	3,12,925*
(iv) Seawater / desalinated water	-	-
(v) Others- Rain storage	466	410*

Parameter	FY 2025-26	FY 2024-25
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3,36,104	3,53,081*
Total volume of water consumption (in kilolitres)	3,12,359	3,27,655*
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations) (kilolitre/ million INR)	65.89	72.86*
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)*(Total water consumption / Revenue from operations adjusted for PPP) (kilolitre/PPP adjusted in million USD)	1,340.12	1,505.37*
Water intensity in terms of physical output	0.51	0.53

*The figures for FY 2024-25 have been restated to reflect updated data and methodology.

#Revenue from operations has been adjusted for PPP using the IMF-published PPP conversion factors for India of 20.66 for FY 2024-25 and 20.34 for FY 2025-26

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

Not Applicable.

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – Water treated with Tertiary treatment level	-	-
ii. To Groundwater	-	-
- No treatment	-	-
- With treatment – Water treated with tertiary level treatment	-	-
iii. To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	23,745	25,426
iv. Sent to third parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	23,745 (Primary treatment)	25,426 (Primary treatment)
(v) Others		-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	23,745	25,426

*The figures for FY 2024-25 have been restated to reflect updated data and methodology.

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

Not Applicable.

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

Yes, TAJ GVK has established a Zero Liquid Discharge (ZLD) mechanism and is progressing towards achieving ZLD across all its hotels by 2030. As of FY 2025-26, four of the Company's five hotels have already achieved ZLD status. Separate Sewage Treatment Plants (STPs) and Effluent Treatment Plants (ETPs) have been deployed across the majority of properties to treat sewage and laundry wastewater, ensuring that treated water is recycled rather than discharged. The treated water is reused for horticulture, gardening, flushing, and cooling tower operations, reducing dependence on freshwater resources. The Company continues to optimise water consumption through the treatment, recycling, and reuse of water across its operations.

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

Parameter	Unit	FY 2025-26	FY 2024-25
NOx	Tonnes/Year	0.35	0.34
SOx	Tonnes/Year	0.29	0.23
Particulate matter (PM 10)	Tonnes/Year	0.33	0.39
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-

*The figures for FY 2024-25 have been restated to reflect updated data and methodology.

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

Not Applicable.

7. Provide etails of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	4,239	3,906
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3 if available)	tCO2e	9,053	11,881
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO2e/million	2.80	3.51
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)#	tCO2e/million USD	57.03	72.53
Total Scope 1 and Scope 2 Emissions Intensity (optional) – the relevant metric may be selected by the entity	tCO2e/Guest night	0.02	0.03

*The figures for FY 2024-25 have been restated to reflect updated data and methodology.

#Revenue from operations has been adjusted for PPP using the IMF-published PPP conversion factors for India of 20.66 for FY 2024-25 and 20.34 for FY 2025-26

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

Not Applicable.

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

Yes, TAJ GVK has undertaken several projects aimed at curbing GHG emissions across its operations. Key initiatives include:

- LED Lighting Upgrade: Traditional lighting fixtures have been replaced with energy-efficient LED lights across properties, bringing down overall electricity consumption and associated emissions.
- AHU Replacement: Older Air Handling Units (AHUs) have been swapped out with newer, energy-efficient models to improve air circulation and ventilation systems, resulting in lower energy consumption and reduced GHG emissions.
- VFD Chiller Installation: Variable Frequency Drive (VFD) chillers have been deployed to enable better control over the cooling process, delivering significant energy savings and a corresponding reduction in GHG emissions.
- Renewable Energy Adoption: Procurement of third-party wind energy helps lower carbon intensity and supports the shift towards cleaner energy sources.
- Cooling Tower Efficiency: Regular upkeep of cooling systems is carried out to maintain optimal thermal performance and achieve energy savings.
- Cleaner Fuel Transition: Charcoal-fired tandoors have been transitioned to Piped Natural Gas (PNG), bringing down air pollution levels and contributing to a reduction in the overall carbon footprint of kitchen operations.

9. Provide details related to waste management by the entity:

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in Metric Tonnes - MT)		
Plastic waste (A)	86	89*
E-waste (B)	0	0.09*
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	6	0*
Battery waste (E)	0	0.15*
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	1	1*
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	383	397*
Total (A+B + C + D + E + F + G+ H)	**476**	**488***
Waste intensity per rupee of turnover (MT per Million ₹) (Total waste generated / Revenue from operations)	0.10	0.11
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (MT/million USD) (Total waste generated / Revenue from operations adjusted for PPP)#	2.04	2.24*
Waste intensity (optional) – the relevant metric may be selected by the entity (MT/ Guest night)	0.001	0.001*

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste	**FY 2025-26**	**FY 2024-25**
(i) Recycled	468	487*
(ii) Re-used	2	0.49*
(iii) Other recovery operations	0	0*
Total	**470**	**488***

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste (Total Waste)	**FY 2025-26**	**FY 2024-25**
(i) Incineration	0	0
(ii) Landfilling	6	0
(iii) Other disposal operations	0	0
Total	**6**	**0**

* The figures for FY 2024-25 have been restated to reflect updated data and methodology.

Revenue from operations has been adjusted for PPP using the IMF-published PPP conversion factors for India of 20.66 for FY 2024-25 and 20.34 for FY 2025-26

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

Not Applicable.

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 waste.

- TAJ GVK follows a comprehensive approach to waste management across its properties, ensuring responsible handling of all waste streams generated during operations.
- Waste Segregation: Waste is segregated at source into biodegradable, recyclable, and hazardous categories, ensuring that each stream is directed towards the most appropriate and responsible disposal pathway.
- Organic Waste: Wet waste generated on-site is processed through Organic Waste Converters (OWC) for composting. The manure produced in the process is utilised for horticulture purposes, completing a closed-loop cycle for biodegradable waste. Food waste composting is being progressively scaled across all properties.

- E-Waste and Battery Disposal: These are channelled through authorised recycling vendors, ensuring compliance with applicable regulations and preventing hazardous materials from entering the environment.
- Dry Waste and Recyclables: Other dry waste generated across properties is handed over to the respective municipal bodies for further segregation and recycling. Recyclable materials are additionally managed through authorised vendors to ensure traceability and support circularity, diverting recoverable materials from landfills.
- Plastic Reduction: On-site water bottling units at select properties have reduced plastic consumption by replacing single-use bottles with reusable glass alternatives. Plastic packaging is being steadily replaced with bio-compostable and paper-based alternatives, with the entity targeting elimination of all single-use plastics by 2030.

With respect to hazardous and toxic chemicals, used oils and chemicals are managed in line with Material Safety Data Sheet (MSDS) protocols. The entity is also transitioning towards eco-friendly cleaning agents to reduce toxic load and create a safer environment for guests, employees, and the surrounding ecosystem. All hazardous waste is disposed of through certified and authorised vendors, ensuring full regulatory compliance.

11. If theentity 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.

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any
Not Applicable- TAJ GVK's operations are not located within ecologically sensitive areas such as national parks, wildlife sanctuaries, wetlands, or Coastal Regulation Zone (CRZ) areas. Therefore, no specific environmental approvals or clearances are required under the applicable environmental regulations			

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

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

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

Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken if any
Yes. The Company is in compliance with all applicable environmental laws and regulations and has obtained the necessary valid Consent to Operate (CTO) approvals from the relevant Pollution Control Boards.			

LEADERSHIP INDICATORS

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

   i. Name of the area: Hyderabad (3 assets) and Chennai (1 asset)

   ii. Nature of operations: Hospitality

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

Parameter	**FY 2025-26**	**FY 2024-25**
Water Withdrawal by source (in Kilolitres)		
Source (i) Surface water	-	-
Source (ii) Groundwater	-	-
Source (iii) Third party water	281,776	300,297
Source (iv) Seawater / desalinated water	-	-
Source (v) Others- Please specify	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	281,776	300,297
Total volume of water consumption (in kilolitres)	281,776	300,297
Water intensity per rupee of turnover (Water consumed / turnover): KL per million ₹	59.44	66.78

Water intensity (optional) – the relevant metric may be selected by the entity (KL/ Guest night)	0.46	0.48
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
– No treatment	–	–
– With treatment – Water treated with Tertiary treatment level	–	–
ii. Into Groundwater		
– No treatment	–	–
– With treatment – Water treated with tertiary level treatment	–	–
iii. Into Seawater		
– No treatment	–	–
– With treatment – please specify level of treatment	–	–
iv. Sent to third parties		
– No treatment	–	–
– With treatment – please specify level of treatment	–	–
v. Others		
– No treatment	–	–
– With treatment – please specify level of treatment	–	–
Total water discharged (in kilolitres)	–	–

*The FY 2024-25 figures have been restated following a reassessment of assets located in water-stressed areas

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

Not Applicable.

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	TAJ GVK is in the process of assessing the Scope 3 emissions for relevant categories based on the applicability to the hospitality sector		
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

Not Applicable.

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct and 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:

Sr. No.	Initiative Undertaken	Details of the Initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1	Sewage Treatment Plant (STP) Management		
1a	Operational Efficiency of STP Plant	100% treatment of the water. STP systems have been upgraded with new equipment to improve operational efficiency and increase water reuse. The efficiency and sustainability of treated water usage has been enhanced by ensuring consistent water quality and maximizing reuse potential.	Zero discharge of water and 100% reuse of water. Enhanced water recovery and operational cost savings in water consumption. Treated water quality has shown consistent improvement across key parameters COD, BOD, pH, and TSS ensuring compliance with environmental standards.

1b	Sewage Treatment Plant Utilisation and Reuse of Water	STPs optimized to recycle treated water for gardening, flushing, cooling towers, and garden area. Treated water from STPs found a sustainable second life through recycling.	Enhanced water circularity across facilities has meaningfully reduced the site's freshwater footprint, contributing to long-term resource efficiency and environmental sustainability.
2	Water Conservation		
2a	Deployment of Water-Efficient Fixtures / Reduction in Water Consumption	Water-saving devices such as sensor taps and aerators have been installed in guest restrooms, cafeteria, staff locker areas, and all guest and public areas, providing a touchless and hygienic solution for hand washing.	Decreased water consumption and improved hygiene through touchless technology. Reduced overall water consumption.
2b	Rainwater Harvesting	Rainwater harvesting systems, pits, and collecting tanks have been set up to collect and reuse rainwater for gardening, cooling towers, and non-potable applications, aiding groundwater recharge.	Supported water conservation and groundwater recharge efforts. Improved groundwater levels and water conservation.
3	Waste Management		
3a	Usage of Organic Waste Converter Machine	40% of food waste has been recycled using organic waste converter machines. Food waste converted to fertilizer.	Recycled food waste converted to manure. Used for in-house garden and landfill reduction.
3b	Composting of Food Waste	Organic waste generated from kitchens is processed in compost machines to produce bio-compost.	Reduced landfill burden and supported in-house landscaping and gardening activities.
4	Elimination of Single-Use Plastics		
4a	Elimination of Single-Use Plastics / Plastic Packaging	Plastic-based dry amenities and packaging materials have been replaced with biodegradable alternatives like paper and wood. Plastic packaging replaced with brown paper packaging and plastic amenities replaced with wooden amenity.	Advanced the company's journey toward zero plastic waste and improved waste sustainability. Company PAATHYA initiatives.
4b	Installation and Commissioning of Glass Water Bottling Plant / In-House Bottling of Drinking Water	On-site glass bottling plants have been set up across properties to eliminate the use of single-use plastic bottles.	Minimized plastic waste generation and supported circular economy practices. Reduced plastic waste.
5	Cleaner Fuel and Energy-Efficient Kitchen Operations		
5a	Conversion to Cleaner Fuel Sources / Conversion of Charcoal Tandoor to LPG/PNG	Traditional fuel-based kitchen equipment such as charcoal tandoors have been converted to cleaner alternatives like PNG and LPG for improved efficiency, cleaner operation, and reduced environmental impact.	Reduced air pollution, lower carbon footprint, and health and safety benefits for kitchen operations. The conversion will enhance operational efficiency, reduce carbon footprint, and align with sustainable kitchen practices.
5b	Conversion from LPG to Electric Kitchen Equipment	LPG-based equipment (steamers, boilers, cooking appliances) replaced with energy-efficient electric alternatives.	Reduced carbon emissions, enhanced safety, and improved energy efficiency.
6	Energy Efficiency and Renewable Energy		
6a	Installation of Energy-Efficient Equipment including Chiller Plants	Energy efficiency has been enhanced through the installation of new chillers, VFD-enabled AHUs, LED lighting, and optimised HVAC systems. New chiller plant with VFD installed for energy saving. Carrier Chiller installed for energy optimization.	Reduced energy consumption and improved operational efficiency across properties. Savings in KWH units.
6b	Increase in Renewable Power	Increased share of green power in total consumption, leading to reduced carbon emissions.	In FY 2024-25, 20% of total power consumed was sourced from green power. This increased to 38% in FY 2025-26.

7	Transition to Eco-Friendly Chemicals		
7a	Transition to Biodegradable Cleaning Agents / Use of Eco-Friendly Chemicals	Hazardous chemicals have been replaced with eco-friendly and biodegradable cleaning products across hotel operations.	Reduced chemical load in wastewater and improved environmental safety. Reduced environmental impact and improved sustainability compliance.

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

Yes, TAJ GVK has a Business Continuity and Disaster Management Plan in place. The framework is governed by a dedicated Risk Management Committee, which meets periodically to evaluate, update, and strengthen the plan in line with evolving risks and operational requirements.

The framework is aligned with Tata Group's Disaster Response Guidelines, with each property maintaining a site-specific emergency preparedness plan developed through systematic risk and threat assessments. Clearly defined response protocols cover evacuation, first aid, communication strategies, and coordination with local authorities. Personnel are trained and assigned specific roles to ensure swift and effective response and recovery. Preparedness is regularly validated through mock drills and simulation exercises in collaboration with relevant agencies. All incidents are thoroughly investigated, with corrective and preventive actions implemented to prevent recurrence.

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?

TAJ GVK recognises that its value chain spanning procurement, logistics, and vendor operations carries inherent environmental exposure in terms of emissions, resource consumption, and waste generation. While no significant adverse environmental impacts have been identified at this stage, the Company has proactively instituted a range of mitigation measures to manage these risks responsibly.

- Governance: A Sustainable Procurement Policy and Supplier Code of Conduct that mandate responsible sourcing, environmental compliance, and ethical business practices. Vendors are required to submit relevant certifications and align with TAJ GVK's sustainability expectations.
- Reducing Transportation related Emissions: Local procurement is actively prioritised across categories, limiting the distance goods travel and thereby curtailing logistics-related carbon emissions at the source.
- Packaging and Plastic Elimination: Close collaboration with the supplier base is driving a progressive reduction in packaging waste, with single-use plastics being systematically phased out in favour of sustainable and greener alternatives.
- Continuous Risk Monitoring: Environmental risks across the value chain are regularly assessed, with corrective and adaptive measures implemented wherever vulnerabilities are identified, keeping TAJ GVK's supply chain practices aligned with its overarching sustainability commitments.

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

100% of Tier I value chain partners are required to submit compliance declarations in alignment with applicable environmental regulations and the Company's Supplier Code of Conduct.

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

a. By the listed entity – NIL

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

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

TAJ GVK participates in public policy advocacy in a responsible and transparent manner, engaging with policymakers, regulatory authorities, and industry bodies to advance sustainable practices in the hospitality sector. All engagements are guided by the Company's Public Advocacy Policy, ensuring they remain ethical, non-partisan, legally compliant, and aligned with its core values of transparency, accountability, and conflict of interest avoidance. Key areas of focus include tourism, environmental sustainability, labour practices, and customer welfare. TAJ GVK holds active affiliations with national industry bodies through which it contributes to shaping sectoral standards, promoting responsible business practices, and supporting industry development and community well-being.

ESSENTIAL INDICATORS

1. a) Number of affiliations with trade and industry chambers/ associations: 5

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

Sr.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers / associations (State/National)
1	Confederation of Indian Industry (CII)	National
2	Hotel Association of India (HAI)	National
3	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
4	Southern India Hotels and Restaurants Association (SIHRA)	National
5	Federation of Hotels and Restaurants Association of India (FHRAI)	National

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

Name of Authority	Brief of the case	Corrective action taken
No adverse orders related to anti-competitive conduct have been issued against the company by any regulatory authorities.		

LEADERSHIP INDICATORS

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

S. No.	Public Policy Advocated	Method Resorted for such Advocacy	Whether information is available in public domain? (Yes/ No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web link, if available
1	The Company, through active participation in industry associations, contributes to shaping sectoral standards around sustainability, responsible tourism, environmental compliance, and labour rights. The Company does not independently advocate specific legislative positions but aligns with the Tata Group's broader stance on responsible business practices.	Participation in industry associations, sustainability forums, and Tata Group-led platforms through which sectoral norms and responsible business standards are collectively advanced.	Yes	Quarterly	http://www.tajgvk.in/i/TAJGVK_Public_Advocacy_Policy.pdf

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.

Inclusive growth and equitable development form a core pillar of TAJ GVK's business philosophy, guided by its CSR Policy and the Tata Group's commitment to long-term societal value creation. The Company directs targeted interventions towards skill development, livelihood generation, heritage preservation, and community welfare, implemented in collaboration with local organisations and civil societies to ensure relevance and impact. Procurement from MSMEs, small producers, and marginalised groups is actively prioritised through a preferential procurement policy and Supplier Code of Conduct, promoting responsible sourcing and fair treatment across the value chain.

ESSENTIAL INDICATORS

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

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

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

Sr.	Name of project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount Paid to PAFs in the FY (in INR)
Not Applicable						

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

TAJ GVK has established structured channels for receiving and addressing community grievances as part of its CSR and stakeholder engagement framework. Concerns can be raised through social media, email, postal correspondence, or during outreach and volunteering initiatives. The company also engages with communities and NGOs through community meetings, direct outreach, NGO-led programme partnerships, and CSR project reviews and field visits. The CSR team monitors and evaluates these inputs in coordination with relevant departments to ensure timely resolution. Escalation mechanisms involving the CSR Committee and senior leadership reinforce transparency, responsiveness, and the company's commitment to inclusive development and social accountability.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ Small producers	66	51
Directly from within India	85	98

* FY 2024-25 figures have been restated to improve methodological consistency and comparability with FY 2025-26 disclosures.

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

Location	FY 2025-26	FY 2024-25
Rural	0	0
Semi-urban	0	0
Urban	0	0
Metropolitan	100	100

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:

TAJ GVK's current CSR initiatives are not located in government-designated aspirational districts. However, the company remains committed to implementing high-impact projects in its operational areas, focusing on education, healthcare, livelihood, and infrastructure. It is also open to expanding its CSR footprint to aspirational districts based on future strategic and developmental priorities.

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

Yes, TAJ GVK has a Procurement Policy that prioritises suppliers and products aligned with its comprehensive sustainability criteria, encompassing Environmental Responsibility, Ethical Practices, and Local Economic Support. Beyond sustainability, the policy reflects a strong commitment to inclusivity by dedicating a substantial percentage of annual procurement volume to goods and services sourced from Micro, Small, and Medium Enterprises (MSMEs) and Vulnerable Groups.

The company believes that adhering to these principles enables it to not only meet business needs efficiently but also contribute positively to communities, the environment, and vulnerable populations. This policy is integral to TAJ GVK's overall procurement framework and is followed diligently by all members of the organisation involved in procurement activities.

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

TAJ GVK actively promotes inclusive procurement practices by engaging with suppliers from marginalised and vulnerable groups, including Women Entrepreneurs, Minorities, Persons with Disabilities, Indigenous Communities, LGBTQ+ Individuals, and those classified as Low-Income or Socioeconomically Disadvantaged. TAJ GVK also prioritises suppliers from Micro, Small, and Medium Enterprises (MSMEs) and those contributing to local economic growth in the regions they operate. This initiative supports economic empowerment, social equity, and diversity within TAJ GVK's supply chain.

(c) What percentage of total procurement (by value) does it constitute? 3%

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	Brief of the case	Corrective action taken
Not Applicable		

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

Sr.	**CSR Project**	**No. of persons benefited from CSR Projects**	**% of beneficiaries from vulnerable and marginalized group**
1	Rejuvenation of Shivanahalli Lake at Yelahanka, Bengaluru	Since the lake is being restored, the benefits would accrue to the nearby populace at large.	

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

TAJ GVK prioritises responsible consumer engagement across all its properties, emphasising clear communication, actively seeking feedback to improve services, and maintaining structured grievance redressal processes to address concerns promptly and fairly. A robust feedback ecosystem spanning multiple digital platforms enables real-time capture and swift resolution of guest concerns. With strong safeguard for data privacy and cybersecurity, TAJ GVK aims to build lasting customer relationships anchored in trust, accountability, and service excellence.

ESSENTIAL INDICATORS

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

TAJ GVK has established a robust framework to efficiently manage and respond to consumer feedback and complaints, reinforcing its commitment to customer satisfaction through multiple dedicated channels:

a) **Hotel-Level Feedback Tools:** Digital platforms such as Trust You and Front-line are used across properties to capture real-time guest feedback, enabling swift resolution of issues and continuous service quality enhancement.

b) **Social Media Engagement:** TAJ GVK maintains active presence on major platforms to engage with guests, address concerns promptly, and strengthen brand loyalty.

c) **TAJ Reservations Worldwide (TRW):** This centralized global touchpoint ensures consistent and responsive handling of guest feedback and complaints.

d) **Dedicated Service Desks:** Premium guests receive personalised support through specialized desks such as Members Gold & Service Platinum, Epicure Customer Care, Tata Neu Customer Care, and The Chambers Concierge.

e) **TAJ Live Chatbot:** The AI-enabled chatbot provides instant responses to frequently asked questions, enhancing guest convenience and enabling self-service.

f) **'Write to Us' Portal:** This digital channel invite guests to share suggestions and experiences, which are systematically reviewed to drive service improvements.

g) **Care@ness Initiative:** This is a customer-centric program that leverages feedback to tailor offerings and proactively meet evolving guest expectations.

h) **Google Reserve Integration:** Integration with Google's table management system, streamlines restaurant bookings, reduces errors and improves efficiency.

i) **Guest Service Fulfilment Solution:** A cloud-based platform deployed across all properties to standardize service delivery and ensure consistent, high-quality guest experiences.

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

TAJ GVK operates as an integrated hospitality company, with its entire business portfolio spanning accommodation, food & beverage, banqueting, conferences, events, and luxury lifestyle experiences. As part of its sustainability journey under the PAATHYA framework, responsible and environmentally conscious practices have been embedded across all service offerings, shaping how these services are designed and delivered. The following table presents the extent to which these sustainability practices are reflected across TAJ GVK's operations, expressed as a percentage of total turnover:

	As a percentage to total turnover
Environment and Social parameters relevant to product • In-house glass water bottling facilities introduced across properties to eliminate dependence on single-use plastic bottles • Guest-facing amenities, including bathroom products and key cards, transitioned to biodegradable, wood, and paper-based alternatives. • Local and responsible sourcing practices actively promoted across food & beverage operations.	100
Safe and responsible usage • Linen and towel reuse programmes in place, encouraging guests to make conscious choices during their stay. • Guest awareness initiatives including sustainability messaging and informative videos within hotel premises regarding energy, water conservation and waste reduction.	100
Recycling and/or safe disposal • Plastic packaging systematically replaced with recyclable and biodegradable materials across operations. • Comprehensive waste segregation and recycling programmes operational across all hotel properties.	100

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

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

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

	Number	Reason for recall
Voluntary recalls	Not applicable, since TAJ GVK operates in the hospitality sector and does not deal in consumer products.	
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. TAJ GVK has established a Cyber Consolidated Policy. The policy is designed to protect confidentiality, integrity, and availability of information assets. It covers access controls, cryptographic measures, network and communication security, cloud security, mobile device and teleworking security, malware protection, vulnerability management, and data backup and recovery. Provisions for information security incident management, continuous security monitoring, periodic security reviews, and independent audits are also embedded within the policy to ensure ongoing compliance and effectiveness.

On data privacy, the framework includes a dedicated Privacy by Design policy that integrates privacy principles into systems and business processes at the design stage itself. It ensures protection of personally identifiable information (PII), compliance with applicable data protection laws and contractual obligations, and requires Data Protection Impact Assessments (DPIAs) to be conducted where processing activities present a high risk to individuals.

The framework further mandates regular information security awareness training for all employees and contractors to ensure that cybersecurity and data privacy responsibilities are clearly understood and consistently practiced across the organisation.

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

      Nil

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

      Nil

   c. Impact, if any, of the data breaches

      NA

LEADERSHIP INDICATORS

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

   Information pertaining to TAJ GVK's products and services is accessible to the public through multiple channels:

   - Company Website: The official website (www.tajgvk.in) serves as the primary digital platform, providing comprehensive details on hotel locations, amenities, CSR initiatives, sustainability practices, and contact details. It also enables direct bookings, showcases exclusive offers, and reflects the brand's commitment to luxury, trust, and service excellence.
   - Third-Party Booking Platforms: TAJ GVK's properties are listed on leading online travel agencies such as Booking.com, MakeMyTrip, and Expedia. These platforms provide real-time availability, pricing, guest reviews, and flexible booking options, ensuring ease of access and transparency.
   - Social Media Platforms

   – Taj Krishna, Hyderabad
   - Facebook: https://www.facebook.com/TajKrishnaHyd/
   - Instagram: @tajkrishnahyd

   – Taj Deccan, Hyderabad
   - Facebook: https://www.facebook.com/tajdeccanhyd/
   - Instagram: @tajdeccan
   - X: @tajdeccanhyd

   – Vivanta Begumpet, Hyderabad
   - Facebook: https://www.facebook.com/VivantaHyderabad/
   - Instagram: @vivantahyderabad
   - X: @VivantaHyd

   – Taj Chandigarh
   - Facebook: https://www.facebook.com/Tajchandigarh/
   - Instagram: @tajchandigarh

   – Taj Club House, Chennai
   - Facebook: https://www.facebook.com/tajclubhousechennai/
   - Instagram: @tajclubhousechennai
   - X: @taj_clubhouse

   Through its strong digital presence, TAJ GVK ensures service accessibility, builds trust, and empowers customers with informed choices.

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

   The Company actively promotes the safe and responsible use of its services through the following initiatives:

   - Digital Resources and Customer Engagement: The Company utilises its website and mobile platforms as key channels to inform and engage consumers. The website has been revamped to enhance customer experience and provide consumers with easier access to relevant information. Mobile platforms have been developed specifically for loyalty and on-the-go segments, ensuring consumers are kept informed at every touchpoint. Additionally, digital platforms and loyalty programmes are actively leveraged to gather guest feedback, which is used to continuously refine and improve service offerings.

- Transparent Communication: The Company ensures that clear and comprehensive information regarding service features, benefits, and safety guidelines is made readily available to consumers, enabling them to make well-informed decisions.
- Safety Guidelines and Training: Guests are provided with relevant safety instructions at all properties. The premises are equipped with essential safety infrastructure, including fire extinguishers, hose pipes, and prominently displayed emergency procedure boards. A Basic Safety Training Module has been implemented across all hotels, serving as both an induction and refresher programme, while health, safety, and security awareness sessions are conducted continuously by hotel teams.
- Educational Initiatives: Workshops, webinars, and awareness sessions are conducted to educate guests on responsible usage of services and emergency protocols, fostering informed and proactive behaviour among consumers.

  Through these measures, the Company reinforces its commitment to consumer safety, awareness, and responsible engagement.

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

The Company has established a robust communication framework to promptly notify consumers of any potential risks arising from service disruption or discontinuation. The key channels through which consumers are informed include:

- Email Alerts: Critical information pertaining to service disruptions or discontinuations is promptly communicated to consumers via email, ensuring timely and direct outreach.
- Website Announcements: The Company's official website serves as a centrally managed platform for real-time updates, featuring prominent announcements and guidance to keep consumers informed during disruptions.
- Digital Platforms: WhatsApp and social media channels are actively utilised to disseminate timely updates, facilitating rapid information sharing and enabling active consumer engagement.
- Call Center Support: Dedicated call centres, including TAJ Call Centres, provide consumers with accurate and up-to-date information on service disruptions, ensuring queries are addressed promptly.
- On-Site Notifications: For guests residing at the Company's hotel properties, timely updates and guidance are communicated through on-site channels, ensuring guests are kept informed at all times.

  Depending on the urgency and nature of the situation, the Company selects the most suitable channel or a combination of channels to ensure consumers are promptly informed and appropriately guided.

4. a. 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.

TAJ GVK operates in the hospitality sector and does not manufacture or sell physical products that require statutory labeling. Therefore, the display of product information under packaging laws is not applicable.

b. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No).

Yes. TAJ GVK conducts consumer satisfaction surveys through TrustYou, a globally recognised reputation management and guest intelligence platform, covering its major product and service categories – accommodation, food & beverage, and meetings & events, across all significant locations of operation.

Post-stay feedback is captured at the individual hotel level and consolidated across multi-channel sources including online travel agents, social media, and direct survey responses into a single TrustScore. AI-powered sentiment analysis identifies specific service areas where performance is excelling or corrective action is required.

Survey insights are reviewed on a continuous basis by hotel General Managers and Operations leadership, and findings are used to drive operational improvements, staff training, and service enhancements across the portfolio.