**WEWORK INDIA MANAGEMENT LIMITED**
**(Formerly known as WeWork India Management Private Limited)**
Regd. Office: 6th Floor, Prestige Central, 36 Infantry Road
Shivaji Nagar Bengaluru, Karnataka, 560001
Email: cswwi@wework.co.in; Website: https://wework.co.in/
Telephone no.: 080-37880881
CIN: L74999KA2016PLC093227

July 31, 2026

| | |
|---|---|
| Listing Department<br>National Stock Exchange of India Limited<br>Exchange Plaza, Bandra Kurla Complex,<br>Bandra (East), Mumbai – 400 051 | Listing Department<br>BSE Limited<br>Phiroze Jeejeebhoy Towers, Dalal Street,<br>Fort, Mumbai – 400 001 |
| **Symbol: WEWORK** | **Scrip Code: 544570** |

Dear Sir/Madam,

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

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

The BRSR forms an integral part of the Annual Report of the Company for the Financial Year 2025-26, which has been submitted to the Stock Exchanges and is also available on the website of the Company at https://wework.co.in/investors-relations/financial-information/#ann.

Kindly take the above information on record.

Yours faithfully,

For **WeWork India Management Limited**

UDAYAN SHUKLA Digitally signed by UDAYAN SHUKLA Date: 2026.07.31 16:52:25 +05'30'

**Udayan Shukla**
Company Secretary & Compliance Officer
*Membership No.: F11744*

*Encl: As above*


BRSR

# Business responsibility & sustainability report

## SECTION A GENERAL DISCLOSURES

### I. Details of the listed entity

| | |
|---|---|
| 1. Corporate Identity Number (CIN) of the Listed Entity | L74999KA2016PLC093227 |
| 2. Name of the Listed Entity | WeWork India Management Limited |
| 3. Year of incorporation | 2016 |
| 4. Registered office address | 6th Floor, Prestige Central, 36, Infantry Road, Shivaji Nagar, Bengaluru, Karnataka, India - 560 001 |
| 5. Corporate address | 6th Floor, Prestige Central, 36, Infantry Road, Shivaji Nagar, Bengaluru, Karnataka, India - 560 001 |
| 6. E-mail | cswwi@wework.co.in investor.relations@wework.co.in |
| 7. Telephone | 080-37880881 |
| 8. Website | https://wework.co.in/ |
| 9. Financial year for which reporting is being done | FY 2025-26 |
| 10. Name of the Stock Exchange(s) where shares are listed | National Stock Exchange of India Limited (NSE)<br>BSE Limited (BSE) |
| 11. Paid-up Capital | ₹ 1,35,37,80,080 |
| 12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report | Udayan Shukla<br>Company Secretary and Compliance Officer<br>+91 8884564500<br>cswwi@wework.co.in |
| 13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together). | All disclosures under this report are on a Standalone Basis. |
| 14. Name of assurance provider | Not Applicable. |
| 15. Type of assurance obtained | Not Applicable. |

### II. Products / services

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

| S. No. | Description of Main Activity | Description of Business Activity | % of Turnover of the entity |
|---|---|---|---|
| 1 | Real estate activities | Renting and operating of office buildings, coworking spaces | 98.00% |

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

| S. No. | Product / Service | NIC Code | % of total turnover contributed |
|---|---|---|---|
| 1 | Renting and operating of office buildings, coworking spaces | 681002 | 98.00% |

## III. Operations

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

| Location | Number of plants | Number of offices | Total |
|---|---|---|---|
| National | 0 | 76 | 76 |
| International | 0 | 0 | 0 |

The 76 locations reported under 'Number of offices' represent the Company's operating centres through which it delivers its co-working and managed workspace solutions to clients.

### 19. Markets served by the entity:

**a. Number of locations**

| Locations | Number |
|---|---|
| National (No. of States) | 7 |
| International (No. of Countries) | 0 |

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

WeWork India presently operates exclusively within the domestic market and does not generate any revenue from exports. Accordingly, the contribution of exports to the entity's total turnover is nil, as all revenue is derived from domestic operations.

**c. A brief on types of customers**

WeWork India's customer base spans Fortune 500 companies, large enterprises, Global Capability Centres, mid-sized businesses, startups and independent professionals. This diversity is what allows us to participate in every layer of India's office demand. Our focus on premium, design-led workspaces in prime locations, supported by exceptional and consistent service standards and a network-wide technology layer, positions us as a preferred partner for organisations of every size and stage.

## IV. Employees

### 20. Details as at the end of Financial Year:

**a. Employees and workers (including differently abled):**

| S. No. | Particulars | Total (A) | Male | | Female | |
|---|---|---|---|---|---|---|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| | **EMPLOYEES** | | | | | |
| 1. | Permanent (D) | 578 | 316 | 54.67% | 262 | 45.33% |
| 2. | Other than Permanent (E) | 32 | 13 | 40.63% | 19 | 59.37% |
| **3.** | **Total employees (D + E)** | **610** | **329** | **53.93%** | **281** | **46.07%** |
| | **WORKERS** | | | | | |
| 4. | Permanent (F) | 421 | 378 | 89.79% | 43 | 10.21% |
| 5. | Other than Permanent (G) | 2,801 | 1,998 | 71.33% | 803 | 28.67% |
| **6.** | **Total workers (F + G)** | **3,222** | **2,376** | **73.74%** | **846** | **26.26%** |

**b. Differently abled Employees and workers:**

| S. No. | Particulars | Total (A) | Male | | Female | |
|---|---|---|---|---|---|---|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| | **DIFFERENTLY ABLED EMPLOYEES** | | | | | |
| 1. | Permanent (D) | 2 | 1 | 50% | 1 | 50% |
| 2. | Other than Permanent (E) | 0 | 0 | 0% | 0 | 0% |
| **3.** | **Total differently abled employees (D + E)** | **2** | **1** | **50%** | **1** | **50%** |
| | **DIFFERENTLY ABLED WORKERS** | | | | | |
| 4. | Permanent (F) | 0 | 0 | 0% | 0 | 0% |
| 5. | Other than permanent (G) | 3 | 3 | 100% | 0 | 0% |
| **6.** | **Total differently abled workers (F + G)** | **3** | **3** | **100%** | **0** | **0%** |

## 21. Participation / Inclusion / Representation of women

| | Total (A) | No. and percentage of Females | |
|---|---|---|---|
| | | No. (B) | % (B / A) |
| Board of Directors | 6 | 2 | 33.33% |
| Key Management Personnel | 3 | 0 | 0% |

## 22. Turnover rate for permanent employees and workers

| Location | FY 2025-26 (Turnover rate in current FY) | | | FY 2024-25 (Turnover rate in previous FY) | | | FY 2023-24 (Turnover rate in the year prior to the previous FY) | | |
|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 25.00% | 21.70% | 23.50% | 20.70% | 29.40% | 24.70% | 26.30% | 25.50% | 25.90% |
| Permanent Workers | 19.88% | 16.22% | 19.53% | 25.71% | 17.64% | 24.14% | 30.95% | 0% | 30.23% |

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

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

| S. No. | Name of the holding / subsidiary / associate companies / joint ventures (A) | Indicate whether holding / Subsidiary / Associate / Joint Venture | % of shares held by listed entity | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes / No) |
|---|---|---|---|---|
| 1 | WW Tech Solutions India Private Limited | Subsidiary | 100% | No |
| 2 | Zoapi Innovations Private Limited | Subsidiary | 57.04% | No |
| 3 | myHQ Anarock Private Limited | Associate | 37.50% | No |

# VI. CSR Details

| | |
|---|---|
| 24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes / No) | Yes, CSR is applicable to the Company. However, no CSR expenditure was required during FY2025-26 as the average net profits for the three preceding financial years computed as per Section 198 of the Act were negative. |
| (ii) Turnover (in ₹) | ₹24,31,76,35,849 |
| (iii) Net worth (in ₹) | ₹3,05,23,30,492 |

## VII. Transparency and Disclosures Compliances

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

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes / No) (If yes, then provide web-link for grievance redress policy) | FY 2025-26 Current Financial Year | | | FY 2024-25 Previous Financial Year | | |
|---|---|---|---|---|---|---|---|
| | | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks |
| Communities | Yes. The Policy on Stakeholders Grievance Redressal is available on the Company's website and is accessible to all stakeholders. | 3 | 0 | All complaints were duly resolved | 2 | 0 | All complaints were duly resolved |
| Investors (other than shareholders) | | 3 | 0 | Refer note* | 0 | 0 | NA |
| Shareholders | | 8 | 0 | All complaints were duly resolved | 0 | 0 | NA |
| Employees and workers | | 0 | 0 | NA | 0 | 0 | NA |
| Customers | | 228 | 5 | Refer note# | 233 | 8 | Refer note# |
| Value Chain Partners | | 0 | 0 | NA | 0 | 0 | NA |

*These complaints were received from prospective investors during the Company's IPO process. All such complaints were duly addressed and resolved.

#All pending complaints were resolved subsequently, and no complaints remained pending as on the date of publication of this Report.

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

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

| S. No. | Material issue identified | Indicate whether risk or opportunity (R / O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|---|---|---|---|---|---|
| 1 | Energy Management | Risk & Opportunity | Risk: Flexible workspaces are energy-intensive - HVAC, lighting and IT infrastructure operate continuously across WeWork India's 70+ locations. High energy consumption directly drives GHG emissions (Scope 1 & 2) and inflates operating costs. India's grid carbon intensity remains among the highest globally amplifying the emission risk.<br>Opportunity: Energy efficiency reduces both operating costs per sq. ft. and Scope 2 emissions, improving centre-level margins while meeting enterprise client expectations. | 1. Smart Technology: AI-integrated HVAC controls and smart lighting deployed across the portfolio; centralised Energy Command Centre for real-time optimisation.<br>2. Energy Audits: Regular energy audits conducted to identify improvement opportunities.<br>3. Energy Performance Target: Achieve Energy Performance Index (EPI) of 120 kWh / sqm / year by FY26-27.<br>4. Member Engagement: 'Switch-off' campaigns for unoccupied desks and zones.<br>5. ISO 50001: Energy Management System certification at WeWork Galaxy, with strategic focus. | Both Positive & Negative |

| S. No. | Material issue identified | Indicate whether risk or opportunity (R / O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|---|---|---|---|---|---|
| 2 | Climate Change & GHG Emissions | Risk & Opportunity | Risk: As a listed entity in a carbon-intensive sector (commercial real estate), WeWork India faces regulatory, reputational and transition risks related to climate change. Investors and ESG rating agencies increasingly expect transparent GHG accounting, science-aligned targets, and climate risk disclosure. India's commitments under the Paris Agreement and evolving SEBI climate disclosure norms make this a material topic.<br>Opportunity: Transparent GHG accounting and a renewable energy-backed portfolio position WeWork India ahead of evolving disclosure norms, strengthen its appeal to enterprise members managing Scope 3 emissions, and support better ESG ratings and access to sustainability-linked financing. | 1. GHG Inventory: Annual Scope 1 and Scope 2 emissions accounting across all operational locations.<br>2. Renewable Energy adoption in progress with a target of achieving 100% RE by FY 2027-28.<br>3. Scope 3 Roadmap: Phased approach to measure and report material Scope 3 categories.<br>4. Green Leasing: Engagement with landlords on energy efficiency upgrades and renewable energy procurement. | Both Positive & Negative |
| 3 | Occupant Health & Safety | Risk & Opportunity | Risk: WeWork India serves a large and diverse member base across all locations, exposing operations to physical safety risks (fire, slips, infrastructure hazards), health risks (ergonomics, indoor environmental quality), and regulatory obligations under ISO 45001, and local safety regulations. Failure in this area can impact business continuity, legal compliance, member trust, and brand reputation.<br>Opportunity: Certified safety systems and healthy indoor environments strengthen enterprise appeal, support member retention, reduce incident-related risks, and reinforce brand trust. | 1. ISO 45001: Certified Occupational Health & Safety Management System maintained across all locations.<br>2. Safety Audits & Drills: Regular fire drills and safety audits conducted; findings tracked through corrective action plans.<br>3. Health & Wellness Programmes: Relevant health and wellness initiatives delivered for employees and members.<br>4. Indoor Air Quality: Real-time AQI sensors and advanced filtration systems (MERV-13 & above / HEPA) delivering measurably cleaner air versus ambient benchmarks.<br>5. IAQ Testing: Indoor Air Quality testing conducted through external accredited laboratories at regular intervals.<br>6. Emergency Preparedness: Trained first-aid responders and emergency equipment at all locations. | Both Positive & Negative |
| 4 | Compliance with Laws & Regulations | Risk | As a listed entity operating across multiple states, WeWork India is subject to a wide range of local, state and national regulations spanning labour, environment, fire safety, taxation, anti-bribery & corruption, and securities law. Non-compliance creates direct financial exposure (penalties, litigation) and reputational risk with investors and regulators. | 1. Compliance Management System: All applicable compliances mapped and regularly tracked across all locations.<br>2. Board Oversight: Quarterly compliance reports are presented to the Board, and key compliance and regulatory risks are reviewed by the Risk Management Committee and the Board on a half-yearly basis to facilitate effective oversight and risk mitigation.<br>3. External Audits: Third-party legal, tax, and other applicable audits conducted periodically.<br>4. Training: Mandatory compliance training for all employees covering POSH, anti-bribery and data protection laws. | Negative |

| S. No. | Material issue identified | Indicate whether risk or opportunity (R / O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|---|---|---|---|---|---|
| 5 | Data Security & Privacy | Risk | WeWork India's digital check-in system, member apps, and smart-building IoT infrastructure collect personally identifiable information (PII), including names, phone numbers, email addresses of members and visitors. Data breaches carry statutory penalties under the Digital Personal Data Protection Act (DPDPA), 2023 and significant reputational risk. | 1. Secure-by-Design: End-to-end encryption of all member PII; token-based (non-sequential) IDs for visitor records.<br>2. Penetration Testing: Annual third-party penetration tests and bug-bounty programme for member-facing applications.<br>3. DPDPA Compliance: Consultant has been appointed to support the implementation of the required measures.<br>4. IoT Security: Segmented network architecture separating member Wi-Fi, building management systems, and corporate back-end.<br>5. Incident Response: 72-hour breach notification protocol aligned with DPDPA requirements. | Negative |
| 6 | Human Rights | Risk | WeWork India's value chain includes an extensive third-party workforce (security, housekeeping, and construction) that may face labour risks including wage irregularities, unsafe working conditions, and inadequate grievance mechanisms. WeWork India has a responsibility to ensure human rights are respected across its supply chain. | 1. Vendor Code of Conduct: Mandatory sign-off for all vendors covering living wage, prohibition of forced / child labour, and safe working conditions.<br>2. Contractor Audits: Monthly audits of facility management contractors; corrective actions tracked to closure.<br>3. Grievance Mechanism: Anonymous whistleblower hotline accessible to contract workers; POSH committee coverage extended to outsourced staff. | Negative |
| 7 | Air Quality | Risk & Opportunity | Risk: Flexible workspaces in dense Indian cities (e.g., Delhi-NCR, Mumbai) face elevated PM2.5 and VOC levels from outdoor pollution ingress.<br>Opportunity: Indoor air quality has become a significant purchasing criterion for enterprise workspace decisions, making it both a health imperative and a competitive differentiator. | 1. Real-Time Monitoring: PM2.5, and PM10<br>2. Advanced Filtration: MERV-13 & above filters with efficient filtration<br>3. Biophilic Design: Indoor plants and green walls integrated for natural air purification and occupant well-being.<br>4. Low-VOC Procurement: Low-VOC paints, adhesives, and non-toxic furniture materials specified in all fit-outs.<br>5. Third-Party Testing: IAQ testing conducted through external accredited laboratories at regular intervals. | Both Positive & Negative |
| 8 | Ethical & Lawful Behaviour | Risk | WeWork India's reputation for ethical conduct is a core commercial asset, particularly as a listed entity under heightened public scrutiny. Material risks include bribery, conflict-of-interest and financial reporting integrity. | 1. Anti-Bribery & Corruption (ABC) Policy: Comprehensive policy covering all employees, contractors, and intermediaries; zero-tolerance enforcement.<br>2. Ethics Hotline: Anonymous whistleblower mechanism with non-retaliation guarantee.<br>3. Code of Conduct Training: Mandatory annual training for all the employees covering ABC, conflict of interest, insider trading, and anti-competitive conduct.<br>4. Disclosure of any actual, potential, or perceived conflict of interest. | Negative |

| S. No. | Material issue identified | Indicate whether risk or opportunity (R / O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|---|---|---|---|---|---|
| 9 | Emergency & Incident Planning and Response | Risk | WeWork India's centres serve a dense, diverse occupant base across high-rise commercial buildings. Risks include fire, seismic events, floods, medical emergencies, and civil disturbances. The National Building Code and local fire safety regulations mandate emergency preparedness. | 1. Emergency Response Plans (ERP): Centre-specific ERPs covering fire, medical, bomb threat, flood, and power failure scenarios; reviewed annually.<br>2. Regular Drills: Biannual evacuation drills at all centres; outcomes tracked and reviewed through safety committees.<br>3. Infrastructure: Fire suppression systems, emergency lighting, AED defibrillators, and first-aid kits at every centre, compliant with NBC and local fire safety norms.<br>4. Crisis Communication: Real-time communication through relevant channels, alarms, and building PA systems during emergencies.<br>5. Training & Awareness: Fire warden training, first-aid certification, and emergency response training for on-site staff. | Negative |
| 10 | Effective, Accountable & Transparent Governance | Risk & Opportunity | Risk: Strong governance is foundational to stakeholder trust and regulatory compliance for a listed entity.<br>Opportunity: Strong ESG governance and disclosure build investor confidence, improve access to ESG-focused capital, and accelerate decisions on efficiency and renewable energy investments. | 1. High Board independence<br>2. Board Committees: Audit Committee, Nomination and Remuneration Committee, Stakeholders' Relationship Committee and Risk Management Committee operate under defined terms of reference.<br>3. BRSR Disclosure: Annual BRSR report covering all 9 SEBI Principles, published as part of the Annual Report.<br>4. Stakeholder Engagement: Structured engagement with investors, members, employees, and regulators on material ESG topics. | Both Positive & Negative |
| 11 | Resource Efficiency of Products & Services | Risk & Opportunity | Risk: Flexible workspaces inherently promote resource sharing (desks, meeting rooms, infrastructure), but the scale of operations demands deliberate efficiency in water, materials, and procurement.<br>Opportunity: Shared infrastructure, modular fit-outs and circular procurement reduce resource use, capex and delivery timelines while strengthening ESG performance and investor confidence. | 1. Water Efficiency: IoT-enabled smart water meters, low-flow fixtures, and data-driven consumption monitoring.<br>2. Circular Procurement: Preference for recycled / upcycled furniture, bamboo and reclaimed wood in fit-outs; low-VOC paints and adhesives.<br>3. ISO 14001: Portfolio-level Environmental Management System certification ensuring systematic resource monitoring and continual improvement.<br>4. Design Optimisation: Standardised, modular furniture and fit-out designs to reduce material consumption and enable reuse. | Both Positive & Negative |
| 12 | Customer Welfare | Risk & Opportunity | Risk: WeWork India's members span startups, SMEs, GCCs, and Fortune 500 companies. Their welfare encompasses physical safety, service reliability (Wi-Fi uptime, power, meeting rooms), transparent pricing, fair contract terms, and community well-being. Member satisfaction directly impacts retention and revenue.<br>Opportunity: Strong member satisfaction drives renewals, expansion and referrals, improving occupancy, revenue visibility, acquisition costs and pricing power. | 1. "Member first" as core ethical value of WeWork India and all business decisions at all levels are taken keeping this value in mind.<br>2. Contractually defined uptime standards for Wi-Fi, power backup, HVAC and meeting-room availability; penalty provisions and service credits for SLA breaches.<br>3. Dedicated member-support helpdesk.<br>4. Member engagement events, wellness zones, biophilic design and networking events to enhance member experience and retention. | Both Positive & 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 | 1. Code of Conduct<br>2. Whistle Blower Policy | Sustainability Policy | 1. Health and Safety Policy<br>2. Grievance Policy | 1. Grievance Policy<br>2. Corporate Social Responsibility Policy | 1. Equal Opportunity, Non-Discrimination and Anti-Harassment Policy at the Workplace<br>2. Whistle blower Policy<br>3. Anti-Sexual Harassment Policy | Sustainability Policy | Code of Conduct | 1. Equal Opportunity, Non-Discrimination and Anti-Harassment Policy at the Workplace<br>2. Corporate Social Responsibility Policy | Privacy Policy |
| 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 | No | Yes |
| 4. Name of the national and international codes / certifications / labels / standards adopted by your entity and mapped to each principle. | ISO 14001 certification achieved at the portfolio level for environmental management practices, aligned with global best practices. (Principle 6)<br>ISO 45001 certification achieved at the portfolio level for occupational health and safety management practices, aligned with global best practices. (Principle 3)<br>ISO 50001 energy management certification completed for one pilot asset. (Principle 6)<br>ISO 22000 food safety management certification completed for one pilot asset. (Principle 3 & 9)<br>ISO 41001 Facility Management Systems (FMS) achieved at portfolio level. (Principle 9)<br>Great Place to Work Certification. (Principle 3) | | | | | | | | |
| 5. Specific commitments, goals and targets set by the entity with defined timelines, if any. | 1. Achieving an energy performance index (EPI) of 120 kWh/sqm/yr by FY 2026-27;<br>2. Powering all buildings with 100% renewable energy by FY 2027-28;<br>3. Limiting water usage to 20 litres per person per day by FY 2027-28;<br>4. Diverting 90% of all waste from landfills by FY 2027-28. | | | | | | | | |
| 6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met. | 1. Achieving an energy performance index (EPI) of 120 kWh/sqm/yr by FY 2026-27, currently at 128.5 kWh/sqm/yr across 57 locations;<br>2. Powering all buildings with 100% renewable energy by FY 2027-28, currently at 27.8% (achieved 40% in the month of March 2026);<br>3. Limiting water usage to 20 litres per person per day by FY 2027-28, currently at 28.6 litres per person per day across 52 locations.<br>4. Diverting 90% of all waste from landfills by FY 2027-28, currently at 86% across 11 locations. | | | | | | | | |
| **Governance, leadership and oversight** | | | | | | | | | |

| Disclosure Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|---|---|---|---|---|---|---|---|---|
| 7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements | In our first year as a listed company, our focus remains unchanged: building the future of work responsibly. At WeWork India, sustainability is not a separate agenda, it is embedded in how we lease, design, and operate our spaces. Guided by our value, 'Build for Tomorrow,' we continue to make choices that create meaningful impact, foster inclusive workspaces, and deliver long-term value for our stakeholders.<br>Information on ESG-related challenges, targets and achievements is available in the 'Sustainability at WeWork India' section of the Annual Report.<br><br>Karan Virwani<br>Managing Director and CEO | | | | | | | | |
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). | Mr. Karan Virwani, Managing Director and CEO of the Company, serves as the highest governing authority responsible for the implementation, monitoring, and oversight of the company's business responsibility policies. | | | | | | | | |
| 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 Company has an ESG Committee, of which the Managing Director & CEO, Mr. Karan Virwani, is a member, to oversee sustainability-related matters. The Committee reviews and provides strategic guidance on the Company's environmental, social, and governance (ESG) initiatives, including its sustainability strategy, policies, targets, and performance, and supports informed decision-making on key sustainability-related matters. | | | | | | | | |

## 10. Details of Review of NGRBCs by the Company:

| Subject for Review | Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
| **For each principle, indicate whether the review against each subject mentioned in the columns was undertaken by Director / Committee of the Board / Any other Committee** | | | | | | | | | |
| Performance against above policies and follow up action | As a matter of practice, the Company's policies are reviewed by the Board, the ESG Committee, or the Managing Director & CEO, as applicable, as and when required — including in response to regulatory changes, business developments, or other emerging requirements. The effectiveness of the policies and procedures is assessed during this review process, and they are updated as necessary. | | | | | | | | |
| Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances | There have been no instances of non-compliance with statutory requirements relevant to these principles. | | | | | | | | |
| **For each principle, indicate the frequency of conducting the review against each subject subject mentioned in the columns. Frequency could be (Annually / Half yearly / Quarterly / Any other – please specify)** | | | | | | | | | |
| Performance against above policies and follow up action | Currently, there is no formally defined timeline for policy review and updation. Policies are reviewed and revised on an as-needed basis, primarily in response to changes in applicable laws, regulations, and other emerging compliance or business requirements. | | | | | | | | |
| Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances | Not Applicable | | | | | | | | |

**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.**

| P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|---|---|---|---|---|---|---|---|
| Yes. The entity has undergone independent external assessment in relation to certain management system policies through its ISO certification process. Specifically, Intertek (External Agency) has carried out external assessments for ISO 14001 (Environmental Management System), ISO 41001 (Facility Management Systems), ISO 22000 (Food Safety Management System), ISO 45001 (Occupational Health and Safety Management System), and ISO 50001 (Energy Management System). These assessments form part of the certification and surveillance process undertaken by the external agency to evaluate the design and implementation of the relevant management systems. | | | | | | | | |

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

| Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|---|---|---|---|---|---|---|---|---|
| The entity does not consider the principles material to its business (Yes / No) | | | | | | | | | |
| The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes / No) | | | | | NA | | | | |
| 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) | | | | | | | | | |

# SECTION C PRINCIPLE WISE PERFORMANCE DISCLOSURE

## PRINCIPLE 1

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

### Essential Indicators

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

| Segment | Total number of training and awareness programmes held | Topics / principles covered under the training and its impact | %age of persons in respective category covered by the awareness programmes |
|---|---|---|---|
| Board of Directors | 0 | Not Applicable | NA |
| Key Managerial Personnel | 4 | Mandatory PoSH Live Session 2026<br>Mandatory Code of Conduct FY 2025-26<br>IPO and Insider Trading (PIT) Awareness Programme<br>WeWork India New Values | 100% |
| Employees other than BoD and KMPs | 71 | During FY 2025-26, the Company conducted ~70 training and awareness programmes. Key programmes covering ethical conduct, workplace behaviour, governance, information security and leadership included:<br>Mandatory Code of Conduct FY 25-26<br>Mandatory Prevention of Sexual Harassment Training (2026)<br>Mandatory Code of Conduct Live Session<br>Mandatory PoSH Live Session 2026<br>IPO and Insider Trading (PIT) Awareness Programme<br>Inclusive Language<br>Mandatory New Hire Training WeWork India Information Security Baseline Course<br>Hiring Manager Training<br>CPM 2025-26 Receiving & Applying Feedback<br>Year End Review & Compensation Conversation 2026 | 91% |
| Workers | 14 | Basics of Fire Safety<br>Chemical handling - Safety & environment awareness<br>Waste Management Handling Awareness training<br>FAPA System SOP<br>Emergency Preparedness<br>Work at height Awareness<br>Heat Stress<br>Electrical Safety & LOTO<br>Health, safety culture & Reporting<br>Chemical Safety<br>Lift Safety and Emergency Handling<br>Ergonomics and Physical safety<br>PPE awareness training<br>Equipment safety | 100% |

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

**Monetary**

| | NGRBC Principle | Name of the regulatory / enforcement agencies / judicial institutions | Amount (In ₹) | Brief of the Case | Has an appeal been preferred? (Yes / No) |
|---|---|---|---|---|---|
| Penalty / Fine | | | | | |
| Settlement | | Nil | | | |
| Compounding fee | | | | | |

**Non-Monetary**

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

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

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

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

Yes. WeWork India maintains a formal Anti-Corruption Compliance Policy through its Code of Conduct that strictly prohibits bribery, kickbacks, and corruption of any kind, whether conducted directly or through third parties. The policy applies to all "Company Associates," including vendors, suppliers, contractors, and consultants, who are forbidden from offering, giving, soliciting, or receiving "anything of value" such as cash, gifts, entertainment, or travel to improperly obtain or retain a business advantage. Furthermore, the policy mandates integrity due diligence for third parties, prohibits political or charitable contributions on behalf of the Company, and requires all transactions to be accurately reflected in financial records.

The policy is available to all employees and other stakeholders through the Company's internal portal and website, respectively, ensuring easy access to the relevant guidelines, procedures, and reporting mechanisms. This enables employees to refer to the policy whenever required and supports awareness and consistent implementation across the organisation.

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

| Particulars | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|
| Directors | | |
| KMPs | 0 | 0 |
| Employees | | |
| Workers | | |

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

| | FY 2025-26 (Current Financial Year) | | FY 2024-25 (Previous Financial Year) | |
|---|---|---|---|---|
| | Number | Remarks | Number | Remarks |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | 0 | NA | 0 | NA |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs | 0 | NA | 0 | NA |

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

Not Applicable

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

| Particulars | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|
| Number of days of accounts payables | 112 | 90 |

### 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 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|---|
| Concentration of Purchases | a. Purchases from trading houses as % of total purchases<br>b. Number of trading houses where purchases are made<br>c. Purchases from top 10 trading houses as % of total purchases from trading houses | NA | NA |

| Parameter | Metrics | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|---|
| Concentration of Sales | a. Sales to dealer / distributors as % of total sales<br>b. Number of dealers / distributors to whom sales are made<br>c. Sales to top 10 dealers / distributors as % of total sales to dealer / distributors | NA | NA |

| Parameter | Metrics | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|---|
| Share of RPTs in | a. Purchases (Purchases with related parties as % of Total Purchases) | 38.94% | 47.22% |
| | b. Sales (Sales to related parties as % of Total Sales) | 2.12% | 2.18% |
| | c. Loans & advances given to related parties as % of Total loans & advances | Nil | 100% |
| | d. Investments in related parties as % of Total Investments made | 11.27% | 49.35% |

## PRINCIPLE 2

## Businesses should provide goods and services in a manner that is sustainable and safe

### Essential Indicators

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

| | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) | Details of improvements in environmental and social impacts |
|---|---|---|---|
| R&D | Nil | Nil | NA |
| Capex | 0.12% | 0.22% | In alignment with the Company's commitment to resource conservation and sustainable operations, we deployed advanced water metering infrastructure, water sensors, and indoor air quality (IAQ) sensors across our facilities. These investments enable data-driven monitoring of water consumption, improve resource efficiency, and enhance indoor environmental quality, contributing to better environmental and social outcomes. |

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

No, the entity does not have a formal procedure in place for sustainable sourcing. However, the Company incorporates sustainable sourcing considerations in its procurement practices. Aligned with SEBI's BRSR Principle 2, WeWork India is committed to delivering workspace services in a sustainable and safe manner with focus on reducing environmental impact across its operations and supply chain, and embedding social responsibility into how it sources, operates, and serves its members.

1. Promote environmentally responsible operations by improving energy efficiency, optimising resource use (including water), minimising waste generation, and reducing emissions across its portfolio.
2. Work with vendors and service partners to align with its sustainability objectives, including responsible sourcing practices, maintenance of safe and hygienic facilities, and effective management of waste and emissions.
3. Comply with applicable environmental, health, safety, and food safety regulations at national and local levels, while conforming with the ISO standards adopted by the entity.
4. Foster a culture of social and environmental responsibility by supporting employee well-being, ensuring safe and inclusive workplaces, and undertaking community-focused initiatives linked to its operations and supply chain.

   As this is Company's first year of reporting, we are currently in the process of assessing our vendors against defined sustainability criteria. Upon completion of this exercise, we will be better positioned to measure and monitor the percentage of inputs sourced sustainably and to establish mechanisms for ongoing tracking and improvement over time.

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

Not Applicable

**3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life for,**

WeWork India is a service-led flexible-workspace operator and does not manufacture or sell physical products.

The Company implements a structured waste management process through authorised vendors to ensure responsible handling, recycling, and disposal of waste streams in compliance with applicable environmental regulations.

**(a) Plastics (including packaging):**

Plastic and packaging waste are segregated at source and sent to authorised waste recyclers, where recyclable materials are sorted and directed to certified recyclers for material recovery.

**(b) E-waste:**

E-waste from IT equipment and electronic devices is collected separately and handed over to authorised recyclers in accordance with E-Waste Management Rules, 2022 for responsible dismantling and recycling.

**(c) Hazardous Waste:**

Hazardous waste is stored in designated areas and disposed of through authorised vendors to ensure safe treatment and regulatory compliance.

**(d) Other Waste:**

Waste is segregated at source into wet, dry, and reject streams. Recyclable waste is sent to authorised waste recyclers for sorting and recycling, while non-recyclable waste is disposed of through authorised scientific landfill facilities. Open burning of waste is strictly prohibited.

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

Not Applicable.

Since WeWork India is primarily a managed office space provider, commercial leasing and co-working company and not a producer / brand owner of regulated products or packaging, EPR is not applicable to the core business operations.

PRINCIPLE 3

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

### Essential Indicators

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

| Category | % of employees covered by | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total (A) | Health insurance | | Accident insurance | | Maternity benefits | | Paternity Benefits | | Day Care facilities | |
| | | Number (B) | % (B/A) | Number (C) | %(C/A) | Number (D) | %(D/A) | Number (E) | %(E/A) | Number (F) | %(F/A) |
| **Permanent employees** | | | | | | | | | | | |
| Male | 316 | 316 | 100% | 316 | 100% | NA | NA | 316 | 100% | 316 | 100% |
| Female | 262 | 262 | 100% | 262 | 100% | 262 | 100% | NA | NA | 262 | 100% |
| **Total** | **578** | **578** | **100%** | **578** | **100%** | **262** | **45.33%** | **316** | **54.67%** | **578** | **100%** |
| **Other than Permanent employees** | | | | | | | | | | | |
| Male | 13 | 0 | 0.00% | 0 | 0.00% | NA | NA | 0 | 0.00% | 0 | 0.00% |
| Female | 19 | 0 | 0.00% | 0 | 0.00% | 12 | 63.16% | NA | NA | 0 | 0.00% |
| **Total** | **32** | **0** | **0.00%** | **0** | **0.00%** | **12** | **37.50%** | **0** | **0.00%** | **0** | **0.00%** |

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

| Category | % of workers covered by | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total (A) | Health insurance | | Accident insurance | | Maternity benefits | | Paternity Benefits | | Day Care facilities | |
| | | Number (B) | % (B/A) | Number (C) | %(C/A) | Number (D) | %(D/A) | Number (E) | %(E/A) | Number (F) | %(F/A) |
| **Permanent workers** | | | | | | | | | | | |
| Male | 378 | 378 | 100% | 249 | 65.87% | NA | NA | 98 | 25.93% | 0 | 0.00% |
| Female | 43 | 43 | 100% | 36 | 83.72% | 29 | 67.44% | NA | NA | 0 | 0.00% |
| **Total** | **421** | **421** | **100%** | **285** | **67.70%** | **29** | **6.89%** | **98** | **23.28%** | **0** | **0.00%** |
| **Other than Permanent workers** | | | | | | | | | | | |
| Male | 1,998 | 146 | 7.31% | 1,998 | 100% | NA | NA | 0 | 0.00% | 0 | 0.00% |
| Female | 803 | 7 | 0.87% | 803 | 100% | 803 | 100% | NA | NA | 0 | 0.00% |
| **Total** | **2,801** | **153** | **5.46%** | **2,801** | **100%** | **803** | **28.67%** | **0** | **0.00%** | **0** | **0.00%** |

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

| | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|
| Cost incurred on wellbeing measures as a % of total revenue of the company | 0.22% | 0.27% |

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

| Benefits | FY 2025-26 (Current Financial Year) | | | FY 2024-25 (Previous Financial Year) | | |
|---|---|---|---|---|---|---|
| | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/ N.A.) | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/ N.A.) |
| PF | 100% | 100% | Yes | 100% | 100% | Yes |
| Gratuity | 100% | 100% | Yes | 100% | 100% | Yes |
| ESI | NA | 100% | Yes | NA | 100% | Yes |
| Others – please specify | NA | NA | NA | NA | NA | NA |

### 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.**

WeWork India has implemented accessibility provisions at its premises in line with the Act. Currently, all our buildings are equipped with step-free ramp access at the main entrance, wheelchair-accessible entry gates, and accessible washroom facilities.

WeWork India operates predominantly from leased commercial premises, and certain structural accessibility modifications require landlord and building management approval. The entity is actively engaging with landlords to implement these enhancements. At premises being commissioned in FY 2025-26, additional provisions including tactile flooring and an accessible pantry are being incorporated at the design stage.

### 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. WeWork India has in place an 'Equal Opportunity, Non-Discrimination and Anti-Harassment Policy at the Workplace', which is aligned with the Rights of Persons with Disabilities Act, 2016 (RPWD Act) and the Transgender Persons (Protection of Rights) Act, 2019 (TPPR Act). The policy ensures non-discrimination of persons with disabilities in all matters of employment including recruitment, training, promotion, transfers, and postings. WeWork India provides barrier-free and accessible workplace environments, offers reasonable accommodation, and extends special leave for disability-related needs. Employees can voluntarily self-identify their disability status through Darwinbox, and records of employed persons with disabilities are maintained as required under the RPWD Act.A designated people business partner has been assigned to each function to address grievances.The policy is reviewed periodically to ensure continued effectiveness.

### 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% | 88% | 100% | 100% |
| Female | 100% | 83% | 100% | 100% |
| **Total** | **100%** | **86%** | **100%** | **100%** |

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

| | Yes / No (If Yes, then give details of the mechanism in brief) |
|---|---|
| Permanent Workers<br>Other than Permanent Workers | Yes, the grievance procedure begins with the worker reporting the issue to their Reporting Manager within one month of the incident or event, while POSH-related complaints must be submitted within three months of the incident.<br>The worker is required to complete the Grievance Redressal Form and discuss the matter with the Reporting Manager, who is expected to take appropriate action within one month of receiving the complaint.<br>If the grievance concerns the Reporting Manager directly or falls outside their scope, the employee may approach the HR SPOC / Head - HR directly instead.<br>If the matter is not resolved within the initial month, it can be escalated to the HR SPOC / Head - HR, who will take it up with the Reporting Manager and work toward resolution over the following month.<br>The policy states that grievances should generally be resolved within two months from the date they are first raised, although this may vary depending on the nature of the issue and external factors.<br>It also emphasizes that complaints will be handled confidentially or anonymously and that employees raising concerns will be protected from retaliation or adverse treatment. |
| Permanent Employees | A structured grievance mechanism is in place for all employees across levels, regardless of position or grade. Employees are encouraged first to resolve issues informally through direct discussion with the concerned person and then with their manager and department head. If unresolved, the matter is escalated to the People Partner, who may facilitate mediation and further steps. For formal grievances, employees submit a grievance complaint form (online form link provided in the policy), after which the People Partner (and, where needed, a grievance panel with an independent member) investigates, keeps the parties informed, communicates the decision, and handles any appeals. The policy commits to: prompt investigation and closure (typically within two weeks), fair and equal treatment, confidentiality at all stages, and a strict no-retaliation approach for those raising grievances. |

| | Yes / No (If Yes, then give details of the mechanism in brief) |
|---|---|
| Other than Permanent Employees | The Grievance Policy is stated to apply to "employees across levels in WeWork India regardless of position / grade," and defines "grievance" broadly to include concerns about performance feedback, harassment (bullying, lack of inclusion), health and safety, breach of company values, and manager behaviour, without limiting it to only permanent staff. Such employees follow the same multi-step mechanism: attempt informal resolution; escalate to manager / head of department; approach the People Partner (including directly for sensitive matters); and, if still unresolved or if they choose, lodge a formal grievance through the grievance complaint form for investigation, mediation, decision, and appeal under the same principles of timeliness, confidentiality, fairness, and non-retaliation. |

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

| Category | FY 2025-26 (Current Financial Year) | | | FY 2024-25 (Previous Financial Year) | | |
|---|---|---|---|---|---|---|
| | Total employees / workers in respective category (A) | No. of employees / workers in respective category, who are part of association(s) or Union (B) | % (B/A) | Total employees / workers in respective category (C) | No. of employees / workers in respective category, who are part of association(s) or Union (D) | % (D/C) |
| **Total Permanent Employees** | | | | | | |
| Male | 316 | 0 | 0.00% | 306 | 0 | 0.00% |
| Female | 262 | 0 | 0.00% | 246 | 0 | 0.00% |
| **Total Permanent Workers** | | | | | | |
| Male | 378 | 0 | 0.00% | 306 | 0 | 0.00% |
| Female | 43 | 0 | 0.00% | 31 | 0 | 0.00% |

## 8. Details of training given to employees and workers:

| | FY 2025-26 (Current Financial Year) | | | | | FY 2024-25 (Previous Financial Year) | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Total (A) | Health and Safety measures | | Skill Upgradation | | Total (A) | Health and Safety measures | | Skill Upgradation | |
| | | Number (B) | % (B/A) | Number (C) | %(C/A) | | Number (B) | % (B/A) | Number (C) | %(C/A) |
| **Employees** | | | | | | | | | | |
| Male | 329 | 329 | 100% | 134 | 40.73% | 323 | 323 | 100% | 190 | 58.82% |
| Female | 281 | 281 | 100% | 77 | 27.40% | 259 | 259 | 100% | 146 | 56.37% |
| **Total** | 610 | 610 | 100% | 211 | 34.59% | **582** | **582** | **100%** | **336** | **57.73%** |
| **Workers** | | | | | | | | | | |
| Male | 2,376 | 2,376 | 100% | 93 | 3.91% | 1,673 | 1,673 | 100% | 42 | 2.51% |
| Female | 846 | 846 | 100% | 8 | 0.95% | 364 | 364 | 100% | 3 | 0.82% |
| **Total** | 3,222 | 3,222 | 100% | 101 | 3.13% | **2,037** | **2,037** | **100%** | **45** | **2.21%** |

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

| Category | FY 2025-26 (Current Financial Year) | | | FY 2024-25 (Previous Financial Year) | | |
|---|---|---|---|---|---|---|
| | Total (A) | No.(B) | %(B/A) | Total (C) | No.(D) | %(D/C) |
| **Employees** | | | | | | |
| Male | 316 | 284 | 89.87% | 306 | 260 | 84.97% |
| Female | 262 | 240 | 91.60% | 246 | 207 | 84.15% |
| **Total** | 578 | 524 | 90.66% | **552** | **467** | **84.60%** |
| **Workers** | | | | | | |
| Male | 378 | 290 | 76.72% | 306 | 131 | 42.81% |
| Female | 43 | 38 | 88.37% | 31 | 18 | 58.06% |
| **Total** | 421 | 328 | 77.91% | **337** | **149** | **44.21%** |

**Note:** Only permanent employees and permanent workers are eligible for performance and career development reviews.

## 10. Health and safety management system:

| | |
|---|---|
| a. Whether an occupational health and safety management system has been implemented by the entity? (Yes / No). If yes, the coverage such system? | Yes. WeWork India has implemented a comprehensive Occupational Health and Safety (OHS) Management System that covers all employees, contract workers, vendors, members, and visitors across all locations. The system applies to all operational areas, including workspaces, common areas, utilities, back-of-house areas, and support functions. The OHS framework includes structured processes for hazard identification and risk assessment, compliance with applicable statutory and regulatory requirements, emergency preparedness and response, incident reporting and investigation, corrective and preventive actions, safety training and awareness programs, periodic workplace inspections and audits, and contractor safety management. The system is aligned with the principles of ISO 45001 and relevant local regulations, with the objective of providing a safe and healthy environment for all persons present at WeWork India premises. |
| b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity? | Comprehensive Occupational Health and Safety (OHS) practices are integrated into all our operations under an Integrated Management System aligned with ISO 45001. The system covers all employees, contract staff, vendors, members, and visitors within premises under our operational control, including common areas, managed offices, meeting rooms, and utility spaces. Hazard identification and risk assessment are conducted through periodic review of the HIRA register, routine facility inspections, task-based risk assessments for high-risk activities, preventive maintenance of critical infrastructure, and incident / near-miss analysis. Risks are mitigated in accordance with the hierarchy of controls. OHS framework is integrated with other management systems including ISO 14001, 41001 & ISO 50001 and is periodically reviewed through internal and third-party audits to ensure effectiveness and continual improvement. |
| c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks? | Yes. WeWork India has a defined incident management process that enables workers to promptly report work-related hazards through multiple channels and ensures that such reports are formally investigated, corrective and preventive actions are implemented, and closure is documented. Workers are encouraged to escalate unsafe conditions and may remove themselves from situations they reasonably believe present an imminent risk, without fear of retaliation. |
| d. Do the employees / workers of the entity have access to non-occupational medical and healthcare services? | Yes, employees of the entity have access to non-occupational medical and healthcare services. These benefits extend beyond work-related health coverage and are designed to support employees' overall wellbeing. |

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

| Safety Incident / Number | Category* | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|---|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | 0 | 0 |
| | Workers | 0.17 | 0 |
| Total recordable work-related injuries | Employees | 0 | 0 |
| | Workers | 1 | 0 |
| No. of fatalities | Employees | 0 | 0 |
| | Workers | 0 | 0 |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | 0 | 0 |
| | Workers | 0 | 0 |

*Including in the contract workforce

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

The Company ensures a safe and healthy workplace through a structured Occupational Health and Safety (OHS) Management System aligned with ISO 45001 and applicable statutory requirements. Key measures include periodic Hazard Identification and Risk Assessment (HIRA), robust fire and life safety management systems, emergency preparedness (including regular mock drills), preventive maintenance of critical infrastructure, and structured contractor safety management through permit-to-work systems.

The entity also conducts regular safety training and awareness programmes on fire safety, emergency response, first aid, use of PPE, electrical safety, and ergonomic practices. Formal incident reporting and investigation mechanisms are in place to identify root causes and implement corrective and preventive actions, thereby supporting continual improvement in workplace health and safety performance.

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

| | FY 2025-26 (Current Financial Year) | | | FY 2024-25 (Previous Financial Year) | | |
|---|---|---|---|---|---|---|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Working Conditions | 0 | 0 | NA | 0 | 0 | NA |
| Health & Safety | 0 | 0 | NA | 0 | 0 | NA |

14. **Assessments for the year:**

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

WeWork India ensures the safety and wellbeing of its portfolio through a structured Occupational Health and Safety (OHS) Management System and periodic assessments across all operational locations. These assessments, conducted by qualified internal teams, cover key aspects such as occupational health and safety, fire and life safety, electrical safety, emergency preparedness, and contractor safety management, in line with applicable legal requirements and internal standards.

Our management systems are aligned with and certified under internationally recognised standards, including ISO 14001 (Environmental Management), ISO 41001 (Facility Management Systems), ISO 22000 (Food Safety Management), ISO 45001 (Occupational Health and Safety Management), and ISO 50001 (Energy Management).

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.**

**Action taken for safety incident –**

**Assessment of Significant Risks / Concerns**

Regular Health & Safety risk assessments, workplace inspections, and internal audits are conducted to identify and manage significant risks associated with workplace operations. The primary risks identified include work at height, electrical safety, fire safety, ergonomics, contractor activities, and emergency preparedness. Appropriate engineering, administrative, and procedural controls have been implemented to mitigate these risks.

The Company maintains an ISO 45001-certified Occupational Health & Safety Management System, under which health and safety performance is regularly monitored through audits, management reviews, incident investigations, and continual improvement initiatives to ensure a safe and healthy working environment for employees, contractors, and other stakeholders.

**Corrective Actions Taken**

During the reporting period, one work-at-height incident involving an in-house facility management worker was reported. Following a root cause analysis, corrective and preventive actions were implemented, including restricting work-at-height activities to pre-inspected ladders, introducing an alarm-based ladder buddy system to ensure work-at-height is not carried out unaccompanied, strict enforcement of the Work Permit process with defined escalation for non-compliance, a 24-hour advance work-notification protocol between Community Management and Operations, instructing Security and Community teams to disallow any work-at-height activity without a valid permit, ensuring PPE compliance, and refresher training for the Facilities Management team on ladder safety and hazard identification. Implementation and closure of these actions are tracked to ensure effective implementation and prevent recurrence.

## PRINCIPLE 4

### Businesses should respect the interests of and be responsive to all its stakeholders

**Essential Indicators**

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

   Key stakeholder groups are identified through a structured stakeholder mapping process considering regulatory requirements, business impact, and level of engagement. Investors and shareholders are classified as key stakeholders due to their financial interest, governance participation, and ongoing engagement through statutory disclosures and communication channels.

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

| Stakeholder Group | Whether identified as Vulnerable & Marginalized Group (Yes /No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other | Frequency of engagement (Annually / Half yearly / Quarterly / others – please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|---|---|---|---|---|
| Members / Customers | No | Email, Phone, Tickets via Salesforce, WeWork India App, Posters at the sites. | Daily, Weekly and Monthly | Communicate with members about events at the site, across the territory, updates and any need to know information |
| Employees | No | Email, Website, Internal Portal, Townhalls and Trainings | As & when required | Communicate organisational updates, business performance, policies and procedures, health and safety guidance, learning and development opportunities, and people-related initiatives; obtain feedback on workplace practices, culture, and employee experience. |
| Community | Yes | Emails, Newspaper, Blogs, Website | Quarterly | Communicate with the community about our Impact events & Volunteering opportunities as well as progress with our Impact initiatives. |
| Government / Regulator | No | Email, Phone, Website and Government portals | As & when required | Ensure compliance with applicable laws and regulations, submission of disclosures and filings, seek clarifications or approvals where necessary, and engage on matters relating to safety, environment, taxation, and other statutory requirements. |
| Investors / Shareholders | No | Email, SMS, Newspaper, General Meetings, Notice Boards, Website | Quarterly and as & when required. | Financial and Business Performance, Quarterly earnings call, Investor Presentation, Shareholders Letter, Media Release etc. |

| Stakeholder Group | Whether identified as Vulnerable & Marginalized Group (Yes /No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other | Frequency of engagement (Annually / Half yearly / Quarterly / others – please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|---|---|---|---|---|
| Value Chain Partners | No | Procurement tool, Email, Phone | As & when required | Coordinate on service delivery and operational requirements, communicate performance expectations and contract terms, address operational issues, and collaborate on quality, safety, and sustainability improvements. |
| Board of Directors | No | Board Meetings, Email, Phone | Quarterly and as & when required. | Discuss and review business strategy, financial and non-financial performance, key risks and mitigation plans, governance and compliance matters, and other matters requiring Board oversight and decision-making. |

## PRINCIPLE 5

### Businesses should respect and promote human rights

**Essential Indicators**

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

| Category | FY 2025-26 (Current Financial Year) | | | FY 2024-25 (Previous Financial Year) | | |
|---|---|---|---|---|---|---|
| | Total (A) | No. of employees / workers covered (B) | % (B / A) | Total (C) | No. of employees / workers covered (D) | % (D / C) |
| **Employees** | | | | | | |
| Permanent | 578 | 0 | 0.00% | 552 | 0 | 0.00% |
| Other than permanent | 32 | 0 | 0.00% | 30 | 0 | 0.00% |
| **Total Employees** | 610 | 0 | 0.00% | **582** | **0** | **0.00%** |
| **Workers** | | | | | | |
| Permanent | 421 | 304 | 72.21% | 337 | 154 | 45.70% |
| Other than permanent | 2,801 | 0 | 0.00% | 1,700 | 0 | 0.00% |
| **Total Workers** | 3,222 | 304 | 9.44% | **2,037** | **154** | **7.56%** |

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

| Category | FY 2025-26 (Current Financial Year) | | | | | FY 2024-25 (Previous Financial Year) | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Total (A) | Equal to Minimum Wage | | More than Minimum Wage | | Total (D) | Equal to Minimum Wage | | More than Minimum Wage | |
| | | No.(B) | %(B/A) | No. (C) | %(C/A) | | No.(E) | %(E/D) | No.(F) | %(F/D) |
| **Permanent Employees** | | | | | | | | | | |
| Male | 316 | 0 | 0.00% | 316 | 100% | 306 | 0 | 0.00% | 306 | 100% |
| Female | 262 | 0 | 0.00% | 262 | 100% | 246 | 0 | 0.00% | 246 | 100% |
| **Other than Permanent Employees** | | | | | | | | | | |
| Male* | 11 | 0 | 0.00% | 11 | 100% | 5 | 0 | 0.00% | 5 | 100% |
| Female* | 12 | 0 | 0.00% | 12 | 100% | 5 | 0 | 0.00% | 5 | 100% |
| **Permanent Workers** | | | | | | | | | | |
| Male | 378 | 280 | 74.07% | 98 | 25.93% | 306 | 236 | 77.12% | 70 | 22.88% |
| Female | 43 | 14 | 32.56% | 29 | 67.44% | 31 | 14 | 45.16% | 17 | 54.84% |
| **Other than Permanent Workers** | | | | | | | | | | |
| Male | 1,998 | 30 | 1.50% | 1,968 | 98.50% | 1,367 | 224 | 16.39% | 1,143 | 83.61% |
| Female | 803 | 14 | 1.74% | 789 | 98.26% | 333 | 113 | 33.93% | 220 | 66.07% |

*Interns have not been included under the category of "Other than Permanent Employees" for the purpose of this disclosure.

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

**a. Median remuneration / wages:**

| | Male | | Female | |
|---|---|---|---|---|
| | Number | Median remuneration / salary / wages of respective category | Number | Median remuneration / salary / wages of respective category |
| Board of Directors (BoD) | 4* | ₹ 20,12,397 | 2 | ₹ 27,84,384 |
| Key Managerial Personnel | 3 | ₹ 1,36,68,156 | 0 | - |
| Employees other than BoD and KMP | 313 | ₹ 18,89,600 | 262 | ₹ 12,74,260 |
| Workers | 2,376 | ₹ 2,33,748 | 846 | ₹ 2,95,248 |

*The four male members of the Board of Directors comprise three Non-Executive Directors and one Executive Director (Managing Director & CEO). The Managing Director & CEO has been included under both the Board of Directors and Key Managerial Personnel categories for the purpose of this disclosure.

**b. Gross wages paid to females as a % of total wages paid by the entity:**

| | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|
| Gross wages paid to females as a % of total wages | 32.26% | 34.91% |

### 4. Do you have a focal point (Individual / Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

No. While the Company does not have a dedicated focal point specifically for human rights issues, such matters are addressed through the existing grievance redressal framework, which enables employees and stakeholders to raise concerns for review and appropriate action.

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

WeWork India has established robust internal mechanisms to address grievances related to human rights where Employees can under the Grievance Policy follow the mechanism addressing the concerns, ranging from behavioral issues, performance feedback or safety issues by starting with an 1:1 discussion and thereafter escalating to direct supervisors, Department Heads, and People Partners or initiate the mechanism per the policy by raising a formal grievance complaint to initiate investigation and resolve the grievance. Employees may also choose to escalate concerns directly to Compliance Officer or the General Counsel at the Company.

Additionally through the Whistle Blower Policy all employees, contractors, and members can report misconduct, unethical practices, or potential human rights violations through multiple confidential channels, including a dedicated Ethics helpline operated by an independent third-party service provider, Integrity Matters, which is accessible 24x7 via toll-free phone (1800-102-6969), web portal (https://wework.integritymatters.in), and email (wework@integritymatters.in). WeWork India strictly prohibits any form of retaliation against individuals who raise concerns or file grievances in good faith.

Moreover, under the Equal Opportunity, Non-Discrimination and Anti-Harassment Policy and POSH Policy employees – including persons with disabilities and transgender persons – may file complaints with the designated Complaints Officer or ICC under POSH for appropriate review and resolution.

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

| | FY 2025-26 (Current Financial Year) | | | FY 2024-25 (Previous Financial Year) | | |
|---|---|---|---|---|---|---|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Sexual Harassment | 1 | 1 | Refer Note.* | 1 | 0 | Complaint resolved. |
| Discrimination at workplace | 0 | 0 | NA | 0 | 0 | NA |
| Child Labour | 0 | 0 | NA | 0 | 0 | NA |
| Forced Labour / Involuntary Labour | 0 | 0 | NA | 0 | 0 | NA |
| Wages | 0 | 0 | NA | 0 | 0 | NA |
| Other human rights related issues | 0 | 0 | NA | 0 | 0 | NA |

*The complaint that remained pending as on March 31, 2026, has since been investigated and disposed of by the Internal Committee in accordance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, prior to the date of this Report.

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

| | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|
| Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) | 1 | 1 |
| Complaints on POSH as a % of female employees / workers | 0.36% | 0.39% |
| Complaints on POSH upheld | 0 | 0 |

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

The Company's POSH Policy provides safeguards to prevent adverse consequences to the complainant, including strict confidentiality and protection against retaliation. It also enables interim relief measures such as transfer, additional leave, or change in reporting lines during the inquiry process to ensure psychological and professional safety. Additionally, confidential 1:1 counselling support is offered to the complainant, if required.

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

Yes, WeWork India integrates human rights and labour requirements into its business relationships through both its formal contracts and the mandatory Vendor Code of Conduct.

**Contractual Mandates:** Standard agreements, including General Contractor and Master Services Agreements, explicitly require vendors to comply with all applicable labour laws and regulations concerning occupational safety, discrimination, and sexual harassment.

**Human Rights Standards:** The Vendor Code of Conduct strictly prohibits forced labour, modern slavery, and child labour. It mandates that vendors provide a safe and healthy work environment, adhere to legal working hours, and compensate employees fairly.

**Enforcement & Oversight:** WeWork India reserves the right to request proof of statutory payments (wages, PF, ESIC, etc.) and conduct audits or inspections of vendor facilities to ensure compliance. Consistent non-compliance with these human rights and labour standards can lead to immediate contract termination and blacklisting.

### 10. Assessments for the year:

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

WeWork India conducts regular internal assessments across its operations to ensure compliance with applicable laws and regulations relating to child labour, forced or involuntary labour, sexual harassment, workplace discrimination, and fair wage practices. These reviews are aimed at identifying potential non-compliance or adverse human rights impacts at an early stage and enabling timely corrective and preventive actions. Through these mechanisms, the Company seeks to foster a safe, inclusive, and equitable work environment for all employees and workers.

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

There were no significant risks / concerns reported.

PRINCIPLE 6

## Businesses should respect and make efforts to protect and restore the environment

### Essential Indicators

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

| Parameter | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|
| **From renewable sources (in Gigajoules)** | | |
| Total electricity consumption (A) | 57,221.4 | 30,828.2 |
| Total fuel consumption (B) | 0 | 0 |
| Energy consumption through other sources (C) | 0 | 0 |
| Total energy consumed from renewable sources (A+B+C) | 57,221.4 | 30,828.2 |
| **From non-renewable sources (in Gigajoules)** | | |
| Total electricity consumption (D) | 1,48,313.8 | 1,70,829.0 |
| Total fuel consumption (E) | 617.5 | 744.6 |
| Energy consumption through other sources (F) | 0 | 0 |
| Total energy consumed from non-renewable sources (D+E+F) | 1,48,931.3 | 1,71,573.6 |
| **Total energy consumed (A+B+C+D+E+F)*** | **2,06,152.7** | **2,02,401.8** |
| Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) | 8.48 KJ/Rupee | 10.42 KJ/Rupee |
| Energy Intensity per rupee of turnover adjusted for Purchasing Power Parity (Total consumption / Revenue from operations adjusted for PPP) | 172.48 KJ/Rupee PPP | 215.28 KJ/Rupee PPP |

*The energy consumption data reported above pertains to 57 locations for FY2025-26 and 53 locations for FY2024-25 for which WeWork India directly manages and monitors energy consumption data. As the Company continues to strengthen its data management systems, it will progressively expand the reporting coverage to all locations in subsequent reporting periods.

The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for FY2025-26 by International Monetary Fund for India which is 20.34. For FY2024-25, value of 20.66 is used as factor.

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

No

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

Not applicable as WeWork India is a service-based real estate entity.

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

| Parameter | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|
| **Water withdrawal by source (in kilolitres)** | | WeWork India commenced systematic measurement and reporting of water withdrawal and consumption from FY 2025-26 following the installation of water meters during the last quarter of FY 2024-25. Accordingly, comparable data for FY 2024-25 is not available and has not been disclosed. |
| (i) Surface water | 0 | |
| (ii) Groundwater | 0 | |
| (iii) Third party water | 0 | |
| (iv) Seawater / desalinated water | 0 | |
| (v) Others (Sourced by landlords) | 1,85,249 | |
| **Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)*** | **1,85,249** | |
| **Total volume of water consumption (in kilolitres)*** | **1,85,249** | |
| Water intensity per rupee of turnover (Total water consumption / Revenue from operations) | 0.0076 Litres / Rupee | |
| Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (Total consumption / Revenue from operations adjusted for PPP) | 0.155 Litres/Rupee PPP | |

*The water consumption data reported above pertains to 52 locations for which WeWork India directly manages and monitors water consumption data. As the Company continues to strengthen its data management systems, it will progressively expand the reporting coverage to all locations in subsequent reporting periods.

The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for FY2025-26 by International Monetary Fund for India which is 20.34. For FY2024-25, value of 20.66 is used as factor.

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

No

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

| Parameter | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|
| **Water discharge by destination and level of treatment (in kilolitres)** | WeWork India operates from leased premises where water supply, wastewater collection, treatment and discharge are managed by the respective landlords/building management. Hence, currently the discharge water data is unavailable. WeWork India would continue to strengthen its data management systems and report on this metric in the subsequent reporting period. | |
| (i) To Surface water | | |
| - No treatment | | |
| - With treatment - please specify level of treatment | | |
| (ii) To Groundwater | | |
| - No treatment | | |
| - With treatment - please specify level of treatment | | |
| (iii) To Seawater | | |
| - No treatment | | |
| - With treatment - please specify level of treatment | | |
| (iv) Sent to third-parties | | |
| - No treatment | | |
| - With treatment - please specify level of treatment | | |
| (v) Others | | |
| - No treatment | | |
| - With treatment - please specify level of treatment | | |
| **Total water discharged (in kilolitres)** | | |

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

No

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

No, the entity has not implemented a mechanism for Zero Liquid Discharge (ZLD).

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

| Parameter | Please specify unit | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|---|
| NOx | Kg / Metric Tonnes | As a managed workspace operator, WeWork India has no industrial processes or significant stationary combustion sources. Air emissions are limited to DG sets used solely as backup power. | |
| SOx | | | |
| Particulate matter (PM) | | | |
| Persistent organic pollutants (POP) | | | |
| Volatile organic compounds (VOC) | | | |
| Hazardous air pollutants (HAP) | | | |
| Others – please specify | | | |

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

No

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

| Parameter | Unit | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|---|
| Total Scope 1 emissions (Break-up of the GHG into $CO_2$, $CH_4$, $N_2O$, HFCs, PFCs, $SF_6$, $NF_3$, if available) | Metric tonnes of $CO_2$ equivalent | 456.9 | 658.2 |
| Total Scope 2 emissions (Break-up of the GHG into $CO_2$, $CH_4$, $N_2O$, HFCs, PFCs, $SF_6$, $NF_3$, if available) | Metric tonnes of $CO_2$ equivalent | 29,250.8 | 34,498.0 |
| Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 + Scope 2 GHG emissions / Revenue from operations) | Ratio | 0.0012 $kgCO_2e$ / Rupee | 0.0018 $kgCO_2e$ / Rupee |
| Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (Total Scope 1 and Scope 2 emissions / Revenue from operations adjusted for PPP) | Ratio | 0.0248 $kgCO_2e$/ Rupee PPP | 0.0374 $kgCO_2e$/ Rupee PPP |

The GHG emissions data reported above pertains to 57 locations for which WeWork India directly manages and monitors GHG emissions data. As the Company continues to strengthen its data management systems, it will progressively expand the reporting coverage to all locations in subsequent reporting periods.

For the FY 2025-26, diesel consumption from DG sets at six NNN buildings has been included under Scope 1 emissions. DG set-related emissions for the remaining buildings have been reported under Scope 2.

Scope 2 emissions are reported using the market-based method. The corresponding location-based Scope 2 emissions for the reporting period are 40,516.56 $tCO_2e$.

The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for FY2025-26 by International Monetary Fund for India which is 20.34. For FY2024-25, value of 20.66 is used as factor.

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

No

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

Yes, the entity is currently implementing a renewable energy project aimed at significantly reducing its greenhouse gas emissions. The initiative is expected to support the reduction of Scope 2 emissions by FY 2027–28, leading to elimination through the increased adoption of renewable energy across its operations.

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

| Parameter | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|
| **Total Waste generated (in metric tonnes)** | | |
| Plastic waste (A) | 0 | 0 |
| E-waste (B) | 10.2 | 7.0 |
| Bio-medical waste (C) | 0 | 0 |
| Construction and demolition waste (D) | 0 | 0 |
| Battery waste (E) | 0 | 0 |
| Radioactive waste (F) | 0 | 0 |
| Other Hazardous waste (G) | 2.0 | 1.0 |
| Other Non-hazardous waste generated (Dry Waste, Wet Waste and Reject Waste) (H). | 330.1 | 311.0 |
| **Total (A+B + C + D + E + F + G + H)*** | **342.3** | **319.0** |
| Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) | 140.7 kg / Crore Rupees | 164.3 kg / Crore Rupees |
| Waste Intensity per rupee of turnover adjusted for Purchasing Power Parity (Total Waste / Revenue from operations adjusted for PPP) | 2,862.7 kg/Crore Rupee PPP | 3393.7 kg/Crore Rupee PPP |
| **For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)** | | |
| **Category of waste** | | |
| (i) Recycled | 294.4 | 273.1 |
| (ii) Re-used | 0 | 0 |
| (iii) Other recovery operations | 0 | 0 |
| **Total** | **294.4** | **273.1** |

| Parameter | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|
| **For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)** | | |
| (i) Incineration | 0 | 0 |
| (ii) Landfilling | 47.8 | 45.9 |
| (iii) Other disposal operations | 0 | 0 |
| **Total** | **47.8** | **45.9** |

*The waste generation data reported above pertains to 11 locations for which WeWork India directly manages and monitors waste generation data. As the Company continues to strengthen its data management systems, it will progressively expand the reporting coverage to all locations in subsequent reporting periods. (Plastic waste is included under other Non-hazardous waste.)

The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for FY2025-26 by International Monetary Fund for India which is 20.34. For FY2024-25, value of 20.66 is used as factor.

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

No

**10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.**

At WeWork India, waste within the Company's control is managed internally and disposed of through empaneled vendors in accordance with applicable laws and regulations. Where waste disposal is managed by landlords, the Company engages with them to promote disposal through empaneled vendors in compliance with applicable legal requirements. The Company further ensures that all electronic waste is appropriately tracked and disposed of in accordance with applicable laws, whether managed directly or through landlords.

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

| Location of operations / offices | Type of operations | Whether the conditions of environmental approval / clearance are being complied with? (Y/N)<br>If no, the reasons thereof and corrective action taken, if any. |
|---|---|---|
| Not applicable as none of WeWork India's offices are 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. | | |

**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 |
|---|---|---|---|---|---|
| No formal environmental impact assessments (EIAs) have been undertaken for WeWork India's projects to date. | | | | | |

**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).**

Yes, WeWork India is compliant with applicable environmental laws, regulations, and guidelines in India, including the Water (Prevention and Control of Pollution) Act, the Air (Prevention and Control of Pollution) Act, the Environment (Protection) Act, and the rules framed thereunder.

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

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

## PRINCIPLE 7

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

### Essential Indicators

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

   WeWork India is currently a part of **two** associations.

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

| S. No. | Name of the trade and industry chambers / associations | Reach of trade and industry chambers / associations (State / National) |
|---|---|---|
| 1 | Indian Green Building Council | National |
| 2 | British Safety Council | International |

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

| Name of authority | Brief of the case | Corrective action taken |
|---|---|---|
| | Not Applicable | |

## PRINCIPLE 8

### Businesses should promote inclusive growth and equitable development

**Essential Indicators**

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

| Name and brief details of project | SIA Notification No. | Date of notification | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|---|---|---|---|---|---|
| Not applicable as there were no projects at WeWork India that required a Social Impact Assessment (SIA) as per law in FY25-26 | | | | | |

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

| Name of Project for which R&R is ongoing | State | District | No. of Project Affected Families (PAFs) | % of PAFs covered by R&R | Amounts paid to PAFs in the FY (In ₹) |
|---|---|---|---|---|---|
| Not applicable as there were no projects at WeWork India with any Rehabilitation & Resettlement activities as per law in FY25-26 | | | | | |

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

The Company has established a multi-channel Grievance Redressal Mechanism designed to ensure that community concerns are identified, acknowledged, and resolved in a timely and transparent manner. Our approach follows a structured workflow:

**Intake Channels:**

**Ethics Line:** Community members may report concerns relating to unethical conduct or policy violations through the Company's independent Speak Up Ethics Line, which provides confidential reporting through multiple channels.

**Digital Platforms:** We actively monitor Google Reviews, LinkedIn, and X (formerly Twitter). Our dedicated Social Media team tracks mentions and reviews in real-time.

**Direct Correspondence:** Community members may submit their grievances through the dedicated email ID - communitygrievance@wework.co.in, which serves as the official channel for formal grievances.

**Operational Liaison:** Direct communication channels exist between landlords and our Operations (Ops) team to address infrastructure or site-specific concerns.

**Telephonic Support:** Each building location maintains a direct phone line for immediate community assistance.

**Redressal Process:** Once a grievance is received via social media or email, the notification is routed to the Community Managers. These managers serve as the primary point of contact, engaging directly with the individual to investigate and resolve the issue.

**Escalation Matrix:** For grievances received via phone or those that remain unresolved at the primary level, the Community Team follows an internal escalation protocol. Matters of high sensitivity or complexity are directed to the respective Heads of Departments (HODs) to ensure high-level oversight and definitive resolution.

**Monitoring & Closing:** The company maintains a focus on "closing the loop," ensuring that the concerned individual is informed of the resolution and that internal feedback is used to prevent recurring issues.

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

| | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|
| Directly sourced from MSMEs / small producers | 66.78% | 64.46% |
| Directly from within India | 99.90% | 99.80% |

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

| | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|
| 1. Rural | - | - |
| 2. Semi-urban | - | - |
| 3. Urban | 0.40% | 0.66% |
| 4. Metropolitan | 99.60% | 99.34% |

The categorisation has been carried out in accordance with the applicable RBI classification framework. Further, the 2011 Census has been considered as the basis for the categorisation.

PRINCIPLE 9

## Businesses should engage with and provide value to their consumers in a responsible manner

### Essential Indicators

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

WeWork India maintains a robust consumer feedback loop designed for high accessibility and accountability. We capture data through multiple integrated touchpoints and follow a standardized internal process to ensure every grievance is addressed and resolved.

**Feedback is received through the following channels:**

**Email & Salesforce Tickets:** Formal written grievances are captured via dedicated email aliases and logged into Salesforce, ensuring each complaint has a unique tracking ID and a clear audit trail.

**Building phone number & In person feedback:** On-ground teams are trained to document verbal and telephonic feedback, providing members with an immediate human interface for urgent concerns.

**Feedback via Qualtrics Surveys - NPS:** We proactively solicit structured feedback through NPS surveys to monitor long-term satisfaction and identify systemic service gaps.

**Our response mechanism involves:**

The community team serves as the central owner of the redressal process. Once a complaint is identified, they collaborate with relevant internal departments to perform a root-cause analysis. We respond to the member with a final resolution only after the issue has been thoroughly addressed, ensuring the feedback loop is closed and the consumer is satisfied with the outcome.

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

| | As a percentage to total turnover |
|---|---|
| Environmental and social parameters relevant to the product | As WeWork is a service-based entity and does not manufacture or sell physical products, parameters such as environmental and social attributes of products, safe and responsible usage, and recycling and disposal are not applicable to its business operations. |
| Safe and responsible usage | |
| Recycling and / or safe disposal | |

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

| | FY 2025-26 (Current Financial Year) | | | FY 2024-25 (Previous Financial Year) | | |
|---|---|---|---|---|---|---|
| | Received during the year | Pending resolution at end of year | Remark | Received during the year | Pending resolution at end of year | Remarks |
| Data privacy | 0 | 0 | NA | 0 | 0 | NA |
| Advertising | 0 | 0 | NA | 0 | 0 | NA |
| Cyber-security | 0 | 0 | NA | 0 | 0 | NA |
| Delivery of essential services | 228 | 5 | Refer note# | 233 | 8 | Refer note# |
| Restrictive Trade Practices | 0 | 0 | NA | 0 | 0 | NA |
| Unfair Trade Practices | 0 | 0 | NA | 0 | 0 | NA |
| Other | 0 | 0 | NA | 0 | 0 | NA |

#All pending complaints were resolved subsequently, and no complaints remained pending as on the date of publication of this Report.

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

| | Number | Reasons for recall |
|---|---|---|
| Voluntary recalls | NA | |
| Forced recalls | | |

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

Yes. The Company maintains a privacy and data protection policy that outlines how personal information is collected, processed, used, and protected. The policy is publicly available on the Company's website. WeWork India states that it is committed to protecting personal information and maintaining data security while providing its services. The Privacy Policy can be accessed at https://wework.co.in/policies/privacy/

### 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.

No such instances were reported during the reporting period. The Company is in the process of further strengthening and aligning its data privacy framework with the requirements of the Digital Personal Data Protection Act, 2023, including enhancements to data governance, consent management, security controls, and grievance redressal mechanisms to ensure responsible handling of personal data.

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

| | |
|---|---|
| a. Number of instances of data breaches along-with impact | Nil. There were no reported instances of data breaches at WeWork India during FY 2025–26. During the reporting period, the Company did not identify or record any unauthorised access to, loss of, or disclosure of customer, member, employee, or other stakeholder data. |
| b. Percentage of data breaches involving personally identifiable information of customers | 0%<br>There were no reported data breaches at WeWork India during FY 2025–26. |
| c. Impact, if any, of the data breaches | Not Applicable since there were no data breaches. |