

ESG INSIGHTS

2024 - 25



Report Outline

01

About the Report.....4

02

1. Governance and Economic Dimension.....5

1. Governance & Economic Dimension.....5

1.1. Transparency & Reporting.....5

1.2. Corporate Governance.....6

1.3. Materiality.....11

1.4. Risk & Crisis Management.....16

1.5. Business Ethics.....19

1.6. Policy Influence.....21

1.7. Supply Chain Management.....23

1.8. Tax Strategy.....26

1.9. Information Security.....29

03

2. Environmental Dimension.....30

2.1. Environmental Policy & Management.....30

2.2. Energy.....31

2.3. Waste & Pollutants.....33

2.4. Water.....34

2.5. Climate Strategy.....35

2.6. Biodiversity.....44

2.7. Product Stewardship.....46

04

3. Social Dimension.....48

3.1. Labor Practices.....48

3.2. Human Rights.....51

3.3. Human Capital Management.....53

3.4. Occupational Health & Safety.....57

3.5. Customer Relations.....59

3.6. Community Relations.....60

About the Report

This ESG Insights Report for FY 2024–25 provides an overview of key Environmental, Social, and Governance (ESG) information, complementing the detailed disclosures presented in the ESG Report FY 2024–25. It has been designed to offer stakeholders a concise reference on specific performance highlights, updates, and progress against our commitments during the reporting year.

This report should be read in conjunction with the comprehensive [ESG Report](#) FY 2024–25, which outlines our overall strategy, governance structures, policies, and management approach to material topics. Together, these documents aim to provide a transparent and holistic view of our sustainability journey, enabling stakeholders to assess both our performance and long-term value creation approach.

At its core, this report reflects how our actions are shaping tangible outcomes—from reducing resource use and strengthening workforce wellbeing to embedding accountability in governance. Each initiative represents not just numbers, but stories of progress, resilience and collective effort to build a sustainable future.



1. Governance and Economic Dimension

1.1. Transparency & Reporting

1.1.1. Sustainability Reporting Boundaries

The ESG Insights Report provides information on our business operations (operational and under-construction assets) and highlights the sustainability performance of Oberoi Realty Limited (herein referred to as ‘Oberoi Realty’ or ‘ORL’ or ‘Company’ or ‘we’ or ‘us’ or ‘our’) and its subsidiaries listed in the Business Responsibility and Sustainability Reporting Section of the Annual Report.

All activities (operational control and/or majority-owned) fully consolidated for financial reporting purposes are covered as part of the boundary. It provides information on our annual non-financial performance of all our operational assets and under-construction sites.

1.1.2. Sustainability Reporting Assurance

ORL’s ESG Report has received an external assurance based on ISO 17028 and ISAE 3000 by TUV SUD South Asia Pvt. Ltd., an Independent third-party assurance provider. A reasonable assurance is provided for some KPIs disclosed in the Business Responsibility Sustainability Report (BRSR) along with a limited assurance on our ESG report. The assurance statement includes declaration of independence confirming no conflict of interest. It covers details on assurance provided on KPIs related to environment and social performance.

Details regarding the scope and approach of the assurance can be found in the Assurance Statement on page 98 of our [Annual Report](#) FY 2024-25 and page 246 of the [ESG Report](#).

1.1.3. Sustainability Taxonomies

We report revenues, capital expenditure and operating expenditure in line with a sustainable activity reporting framework. ORL uses other taxonomy Business Responsibility and Sustainability Report (BRSR) in compliance with the disclosure requirements mandated by the Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 read with SEBI circulars issued from time to time. The BRSR publishes information for the financial year ended March 31, 2025 and has been separately furnished in the [Annual Report](#) FY 2024-25

Aggregate of Eligibility & Alignment	Revenue (INR in lakhs)	Capital Expenditure (INR in lakhs)	Operational Expenditure (INR in lakhs)
Total figures for the company	5,47,417.69	60,350.90	1,84,497.98
Total of which is Taxonomy-Eligible	100%	100%	100%
Total of which is Taxonomy-Aligned	100%	100%	100%
Total of which is not Taxonomy Eligible	0	0	0

1.2. Corporate Governance

1.2.1. Board Independence

- Yes, the company has a publicly available independence statement and complies with Indian- National Stock Exchange’s stock exchange rules.
- All independent directors satisfy the eligibility criteria outlined under the Companies Act, 2013, and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.
- Declarations by Independent Directors pursuant to the provisions of sub-section (7) of Section 149 of the Companies Act, 2013, the Company has received individual declarations from all the Independent Directors confirming that they fulfil the criteria of independence as specified in Section 149(6) of the Companies Act, 2013.
- All those Independent Directors who are required to undertake the online proficiency self-assessment test as contemplated under Rule 6(4) of the Companies (Appointment and Qualification of Directors) Rules, 2014, have passed such test.
- The company has set a target share of maintaining 50% independent representation on its Board, in line with SEBI guidelines. At present, 4 of our Board members are Independent Directors, accounting for 57.14% of the Board, thereby exceeding both regulatory requirements and our internal target.

More information on our Board of Directors can be found on pages 11 to 12 of our [Annual Report](#) FY 2025 and page 32 of our [ESG Report](#) FY 2024-25.

1.2.2. Board Type

We follow a top-down approach to drive operational performance through our one-tier Board of Directors, which is made up of experienced professionals with deep knowledge of the industry and subject matter. Our Board of Directors comprises seven members, including four who serve as non-executive and independent directors, two as executive directors, and one as a non-executive and non-independent director.

One-Tier System

Category	Number of members
Executive directors	2
Independent directors	4
Other non-executive directors	1
Total board size	7

More information on our Board of Directors can be found on pages 5 to 8 of our [Annual Report FY 2025](#) and page 32 of our [ESG Report FY 2024-25](#).

1.2.3. Non-Executive Chairperson/ Lead Director

Role of chairperson and CEO is joint as our Board is chaired by an Executive Director. Mr. Vikas Oberoi is the Chairman & Managing Director of Oberoi Realty Limited.

At Oberoi Realty, the roles of Chairperson and CEO are combined to ensure strong alignment between strategic vision and execution. This structure provides agility in decision-making and continuity in leadership, while robust governance mechanisms including a majority of Independent Directors and active Board Committees ensure effective oversight and checks and balances. More information on our Board of Directors can be found on page 5 of our [Annual Report](#) FY 2025

and page 32 of our [ESG Report](#) FY 2024-25.

1.2.4. Board Diversity Policy

Board diversity ensures balanced decision-making by bringing varied perspectives, experiences, and backgrounds to the highest level of governance. The company has a policy on board diversity that clearly requires diversity factors such as gender, race, ethnicity, country of origin, nationality or cultural background in the board nomination process.

Features of our Board Diversity Policy

- Gender diversity
- Geographic diversity and nationality and racial diversity
- Age diversity
- Independence
- Functional expertise
- Industry and stakeholders experience

More details can be found in our [Board Diversity Policy](#).

1.2.5. Board Gender Diversity

We have a one-tier board structure. Two directors, Bindu Oberoi (Non-Independent, Non-Executive Director) and Tina Trikha (Independent, Non-Executive Director) representing 29% of the Board, are women. More information on for the women members of our Board can be found on page 5 of our [Annual Report](#) FY 2024-25 and pages 32-37 of our [ESG Report](#) FY 2024-25.

1.2.6. Board Accountability

We at Oberoi Realty ensure the accountability of our Board of Directors and the alignment with the interests of shareholders

1. Average board meeting attendance is above 75% - Average board meeting attendance was 89%, which is above 75%
2. Shareholder approval required for changes in bylaw -, While both the board and shareholders can propose amendments to the bylaws, only the board can propose amendments to the certificate of incorporation. Either way, all amendments to the certificate of incorporation require shareholder approval.
3. The company has 3 board members with 4 or less other mandates.

Name	Designation	Directorship in public companies
Mr. Karamjit Singh Kalsi	Non-Executive, Independent Director	1
Mr. Prafulla Chhajed	Non-Executive, Independent Director	4
Ms. Tina Trikha	Non-Executive, Independent Director	4

4. Chairman and Managing Director succession plan is in place.
5. Board performance reviews are in place – The Board carried out annual self-reviews to evaluate its own performance and reinforce transparency. The Nomination and Remuneration Committee of the Board has formulated a Performance Evaluation Framework, under which the Committee has identified criteria upon which every Director, every Committee, and the Board as a whole shall be evaluated. During the year under review the said evaluation had been carried out.
6. There is no limitation to directors’ liabilities.
7. Board members are elected on an annual basis.

More information can be found on page 12, 42 of our [Annual Report](#) FY 2024-25.

1.2.7. Board Average Tenure

The average tenure of our Board is 8.97 years.

More information on this can be found on page 32 of our [ESG Report FY 2024-25](#).

1.2.8. Board Industry Experience

Name	Designation	Experience and Expertise	Board Industry Experience
Bindu Oberoi	Non-Independent, Non-Executive Director	Understanding of Macro environment, particularly economic, political, and social factors.	Real Estate
Karamjit Singh Kalsi	Independent, Non-Executive Director	Understanding of real estate and hospitality sector. Knowledge of Company’s business.	- Real Estate - Financials
Anil Harish	Independent, Non-Executive Director	Strategic inputs on corporate, financial, and operating matters. Entrepreneurship and capability to adapt to new business environment.	- Real Estate - Financials - Legal
Tina Trikha	Independent, Non-Executive Director	Risk assessment and management skills. Understanding of legal and regulatory framework in general, and that specific to the Company.	- Real Estate - Financials - Industrials
Prafulla Chhajed	Independent, Non-Executive Director	Understanding of financial, tax, and accounting matters.	- Real Estate - Financials - Legal

More information on our Board, their academic background and expertise can be found on pages 34-37 of our [ESG Report FY 2024-25](#).

1.2.9. CEO Compensation- Success Metrics

As the Company’s Managing Director, Mr. Vikas Oberoi, does not receive any salary, bonus, or performance-linked compensation. Instead, as the promoter and a significant shareholder, his financial outcomes are directly tied to the long-term performance of the Company. Oberoi Realty’s leadership model ties 100% of the Managing Director’s wealth creation to sustainable business growth, profitability and shareholder value. This creates a stronger alignment of leadership accountability with shareholder and stakeholder interests. Oversight of governance and performance is maintained through the Board and Independent Directors. The remuneration paid for the financial year ended March 31, 2025, to Mr. Vikas Oberoi as the Managing Director of the Company is in accordance with the terms and conditions contained in the employment contract entered into with the Company and the shareholders’ approval.

Details of remuneration/ commission to Executive and Non-Executive Directors for the year ended March 31, 2025 can be found on page 49 of our [Annual Report FY 2024-25](#).

1.2.10. CEO Compensation- Long-Term Performance

In the capacity of being a promoter, Mr. Vikas Oberoi’s (MD) long-term performance is aligned with the Company’s business results through his promoter shareholding. He does not draw any fixed or variable compensation hence we do not have a performance-based variable compensation system. Unlike traditional CEO pay models that may encourage decision-making through annual bonuses or performance-linked incentives, this ownership-driven structure ensures that his financial outcomes are entirely dependent on sustainable, long-term value creation for shareholders.

His returns are realized only through the growth of the Company’s market value and dividends, thereby ensuring stronger alignment with the interests of investors and stakeholders than conventional compensation structures. Governance oversight and accountability are reinforced through the Board, Independent Directors, and transparent disclosures in the [Annual Report FY 2024-25](#) (page 18 and page 49). The remuneration paid for the financial year ending March 31, 2025, to Mr. Vikas Oberoi as the Managing Director of the Company is in accordance with the terms and conditions contained in the employment contract entered into with the Company and the shareholders’ approval.

Details of remuneration/ commission to Executive and Non-Executive Directors for the year ended March 31, 2025 can be found on page 49 of our [Annual Report FY 2024-25](#). Further, Annexure II discloses the ratio of the remuneration of each Director to the median remuneration of the employees and the percentage change in remuneration of each Director, Chief Financial Officer, Chief Executive Officer, Company Secretary or Manager, if any, in the financial year on page 18 of our [Annual Report FY 2024-25](#).

1.2.11. Management Ownership

Position	Name(s)	Total Shareholding	Multiple of base salary
Chief Executive Officer	Mr. Vikas Oberoi	21,28,73,614	Not applicable (As the MD does not have a base salary, it will not be possible to calculate the multiple of base salary)
Average across other executive committee members owning shares	Mr. Saumil Daru, Mr. Bhaskar Kshirsagar, Mr. Rajendra Chandorkar	49,110	1.58

1.2.12. Management Ownership Requirements

Oberoi Realty Limited (ORL) does not mandate fixed shareholding multiples of base salary for its CMD or Executive Committee members. Management ownership in India is governed by SEBI and MCA regulations, with which ORL is fully compliant. Key requirements include:

- Minimum Public Shareholding (MPS): 25% public ownership.
- Promoter & Promoter-Group Disclosure: Mandatory disclosure, even with no shareholding.
- Promoter Reclassification Norms: Defined SEBI process and restrictions.
- Significant Beneficial Ownership (SBO): MCA-mandated disclosure of ultimate beneficial owners.
- In addition, ORL has launched an Employee Stock Option Plan (ESOP) for senior management to ensure:
- Long-term retention of critical leadership.
- Align management and shareholder interests through performance-linked equity.
- Strengthen ownership and accountability in long-term value creation.

This framework combines regulatory compliance with proactive measures to retain talent and align leadership with sustained shareholder value.

1.2.13. Government Ownership

None of the governmental institutions own more than 5% of the total voting rights.

More information on this can be found in the shareholding pattern details provided on page 54 in our [Annual Report FY 2024-25](#).

1.2.14. Family Ownership

At Oberoi Realty, founding individuals or family members, personally or through other companies or organizations, individually have more than 5% of the voting rights of your company.

- Total % of voting rights of the company: 58.55%
- Details for the individual/family ownership (members): Mr. Vikas Oberoi (58.55%)

More information on this can be found in the shareholding pattern details provided on page 73 in our [Annual Report FY 2024-25](#).

1.2.15. CEO-to-Employee Pay Ratio

CEO Compensation		Total CEO Compensation	
Total annual compensation of the Chief Executive Officer		0	
Employee Compensation		Median Employee Compensation	Mean Employee Compensation
Median & Mean Annual Compensation of all employees, except the Chief Executive Officer		12,27,000	21,21,261
The ratio between the total annual compensation of the Chief Executive Officer and the mean or median employee compensation		00:1	00:01

1.2.16. ESG Oversight

Yes, ORL has board level and executive oversight structures in place to formalize the responsibility for Sustainability issues

- Board Oversight: We have a dedicated ESG and CSR Board Committee at the board level responsible for maintaining oversight of ESG/sustainability issues.
- Executive Oversight:
 - o We have an ESG Steering Committee at the executive level established to oversee ESG/sustainability implementation and issues
 - o Our Director Finance and Group CFO, Mr. Saumil Daru oversees all Sustainability & CSR performance of the company. The function is led operationally by our Head of Sustainability & CSR, Mr. Ayashkanta Rout, along with his dedicated team, who focus on driving sustainability initiatives for ORL.

1.3. Materiality

1.3.1. Materiality Analysis

We conducted an annual double materiality assessment to identify key ESG risks and opportunities by evaluating both the financial impact on our business and our broader impact on society and the environment. This process involves active engagement with internal and external stakeholders through surveys and direct interactions, ensuring alignment with stakeholder expectations. Material issues are prioritized using a materiality matrix that considers the scale, scope, likelihood, and irreversibility of impacts. The outcomes are integrated into our Enterprise Risk Management (ERM) framework, enabling a holistic approach to risk and opportunity management. Our assessment follows global best practices, including EFRAG and GRI guidelines, and is regularly updated to reflect changes in operations, regulations, and strategic priorities. The results of our materiality assessment, including the material topics, are reviewed and signed off by our Board of directors (Director Finance - Group CFO) and externally assured by TÜV SÜD Group.

For more details on the materiality process, refer to page 57 - 63 of the [ESG Report FY 2024-25](#).

1.3.2. Material Issues for Enterprise Value Creation

Of the identified material topics, the following three topics have been identified with the potential to significantly impact our ability to create value for shareholders and stakeholders alike.

Particulars	Material Issue 1	Material Issue 2	Material Issue 3
Material Risk or Opportunity	Green Building Design	Environmental Footprint	Climate Change Adaptation
	Category of the material issue: Sustainable Products and Services	Category of the material issue: Waste & Pollutants	Category of the material issue: Climate Transition & Physical Risks

Particulars	Material Issue 1	Material Issue 2	Material Issue 3
Business Case	Designing spaces aligned with Green Building initiatives is directly linked to ORL's operational efficiency, costs, revenues, risk mitigation and long-term resilience. By integrating principles of sustainable design, the company leverages the approach that reduces energy and water use, lowers GHG emissions, and promotes the use of recycled inputs, all of which translate into measurable cost savings and improved resource efficiency. At the same time, designing for sustainability mitigates risks associated with climate change, such as regulatory pressures, resource scarcity, and operational disruptions, thereby protecting business continuity. Detailed report is provided in page 106 to 107 and page 170 to 171 in the ESG Report FY 2024-25.	As a real estate sector company, we acknowledge our responsibility for effective management of waste. Mismanagement of the large quantities of waste generated from our construction sites can severely hamper and disrupt our operations. We are committed to reducing the waste sent to landfill and safe disposal of waste. Further, unmanaged usage of water increases our dependence on freshwater withdrawal, which consequently leads to reduction in the water table, having an adverse impact on our operational continuity. Detailed report is provided in page 166 to 169 in the ESG Report FY 2024-25.	Climate change adaptation is material to ORL as rising temperatures, extreme weather, and water scarcity create direct risks to project timelines, construction costs, and long-term asset value. Unmitigated climate risks can lead to delays, supply chain disruptions, higher insurance premiums, and increased maintenance requirements, which directly impact financial performance. By adopting climate-resilient design standards, energy-efficient technologies, and water conservation measures, the company reduces operational risks and protects asset value. Detailed report is provided in page 146 to 158 in the ESG Report FY 2024-25.
Type of Impact	Revenue	Risk	Risk
Business strategies	Through the adoption of green building practices across all projects, ORL implements key strategies as follows: Material efficiency is ensured through stress assessments and structural evaluations. Materials and resources are responsibly managed by using recycled and renewable inputs and minimizing construction waste through reuse and recycling. Energy and atmosphere measures improve performance through energy-efficient HVAC, lighting, and appliances, supported by detailed energy modeling and commissioning. Water efficiency is achieved through low-flow fixtures, water-efficient landscaping, and rainwater harvesting systems.	We have implemented construction waste management procedures across all our project sites which are managed by designated focal points within the company. For each project, waste collection points have been established with clear demarcation for different waste types like debris, wood, plastic, metal, etc. Adequate checks are in place to ensure that segregation of waste and recycling practices are followed as per compliance requirements of regional regulatory authorities. We have also installed organic waste composters for proper disposal of biodegradable waste. Other types of waste, like e-waste and used oil, are safely disposed of by authorized vendors.	We have undertaken a climate risk assessment in FY 2023-24. This assessment was undertaken to evaluate our standing, and systematically incorporate climate risk into our governance, strategies and Enterprise Risk Management processes. We continue to leverage the use of renewable energy across our operations. Further, we also implement focused energy efficiency initiatives across our building portfolio for enhanced energy savings.

Particulars	Material Issue 1	Material Issue 2	Material Issue 3
Business strategies	Innovation in design is fostered by applying advanced technologies and creative approaches ensuring factors such as daylight, shadow patterns, wind loads, and heat island effect are evaluated at the design stage to enable climate-conscious planning. The use of façade management systems, designed with a high wall-window ratio and carefully selected glass to maximize natural daylight while minimizing heat gain. Indoor environmental quality is prioritized by enhancing natural daylight and ventilation while using non-toxic, low-VOC paints, adhesives, and furnishings to support occupant health. More on this can be found on page 106 of our ESG Report.		

Details regarding the Material Issues for Enterprise Value Creation can be found in the Double Materiality and Impact on business section on page 58 and 59 of our [ESG Report FY 2024-25](#).

1.3.3. Materiality Metrics for Enterprise Value Creation

Particulars	Material Issue 1	Material Issue 2	Material Issue 3
Material Issue	Green Building Design	Environmental Footprint	Climate Change Adaptation
Target/Metric	100% of new projects to be Green Certified (Minimum Gold) under IGBC / LEED, etc.	Achieving Zero Waste to Landfill	Achieve Net Zero for Scope 1 and 2 Emissions by 2040
Target Year	2030	2030	2040
Progress (Current Year)	In FY 2024-25, 87.75% of our completed built-up area is green certified or pre-certified under IGBC and LEED systems from 76% in FY 2023-24. The remaining projects are under review for the same.	In both FY 2023-24 and FY 2024-25, the total waste landfilled was zero.	Achieved a 10% reduction in Scope 1 and 2 greenhouse gas emissions compared to the previous year. 29.6% reduction in Scope 1 GHG emissions from FY 2023-24. In FY 2024-25, total Scope 1 & 2 Emissions was 26,899.18 tCO ₂ e.

Particulars	Material Issue 1	Material Issue 2	Material Issue 3
Executive Compensation	Defined Metric/Target: Ensure all new projects achieve minimum Gold certification under IGBC/LEED by rolling out and implementing Green Building SOP.	Defined Metric/Target: Achieve Zero Waste to Landfill by 2030 through rollout and implementation of SOP for C&D waste, with pilot completed at 3 sites.	Defined Metric/Target: Achieve Net Zero for Scope 1 and 2 emissions by 2040 through development of a decarbonization roadmap and interim SBTi-aligned targets.
	Link to Executive Compensation: Achievement of the annual target contributes to 20% weightage in the executive scorecard for variable pay based on actual delivery.		
	Scope of Linkage: This applies to our CFO.		

Details regarding the Material Issues for Enterprise Value Creation can be found in the Double Materiality and Impact on business section on page 58 and 59 of our [ESG Report FY 2024-25](#).

1.3.4. Material Issues for External Stakeholders

Particular	Impact 1	Impact 2
Material Issue for External Stakeholders.	Addressing Social Protection Needs of Construction Workers in Maharashtra External impact category: Labour Practices	Integrated Decentralized Solid Waste Management Project in Thane External impact category: Waste and pollutants
Cause of the Impact	Business value chain: • Operations • Products/Services • Supply Chain More than 50% of the company’s business activities are covered under this material issue	Business value chain: • Operations • Products/Services • Supply Chain More than 50% of the company’s business activities are covered under this material issue
External stakeholder(s)/ impact area(s) evaluated	• Environment • Society • End-users • Organizations in the supply chain	• Environment • Society • Consumers/end-users • External employees (e.g. supply chain, contractors)
Topic relevance on external stakeholders	The initiative is material to external societal stakeholders because it directly addresses the systemic vulnerability of marginalized construction workers by enabling access to social entitlements, financial services, and legal protections. By facilitating BOCW registration and linking workers to both BOCW and non-BOCW schemes, the program improves income security, workplace safety, and long-term resilience of a highly unprotected segment of society. For external stakeholders such as workers’ families, communities, and government agencies, the intervention reduces risks of poverty, exclusion, and unsafe working conditions while	The initiative is material to external societal stakeholders because it directly addresses the systemic challenge of urban waste mismanagement by promoting zero waste to landfill and circular economy solutions. By diverting 4,175 tons of waste from landfill, implementing bioremediation of legacy waste, and creating a Sanitation Park for comprehensive treatment, the program reduces environmental degradation, greenhouse gas emissions, and public health risks linked to unmanaged waste. For external stakeholders such as households, municipal

Particular	Impact 1	Impact 2
Topic relevance on external stakeholders	enhancing social equity and empowerment. The scale of outreach - reaching over 25,000 registrations and 15,000 workers in awareness programs - demonstrates significant positive social impact in terms of size and severity, making the issue materially relevant to society at large. Type of impact: Positive	authorities, and local communities, the intervention improves sanitation, reduces exposure to pollution-related hazards, and enhances long-term environmental resilience. The scale of outreach, covering 17 wards, 2,300 households, and 85 IEC and capacity-building initiatives, demonstrates significant positive social and environmental impact in terms of size and severity, making the issue materially relevant to both society and the environment at large. Type of impact: Positive

1.3.5. Material Metrics for External Stakeholders

Particular	Impact 1	Impact 2
Material Issue for External Stakeholders.	Labour Practices	Waste and pollutants
Output Metric	Individuals monetary benefits • 25,000 workers registered under BOCW welfare board and provided safety kits. • 5,000 workers registered in at least one non-BOCW scheme (health, pension, or insurance). • 10,000 workers trained in financial literacy, social entitlements, and legal aid awareness. • 50 community facilitators trained to provide sustained support to workers. • 15,000 workers reached through awareness campaigns. • IRIS-aligned category: “Number of individuals provided with access to services, training, or benefits”	Waste diverted from landfill • Waste Diversion: 19.40 tons of waste diverted from landfill disposal to date. • Household Outreach: 2,300 households engaged through door-to-door visits. • IEC & Capacity Building: 85 awareness and training initiatives conducted for households, institutions, and waste workers. • Infrastructure Created: Development of a Sanitation Park for integrated waste treatment (bioremediation, composting, recycling). • Revenue Streams: User charges, sale of recyclables, compost, and value-added products initiated to ensure “Zero Cost” operations. • Project Duration: January 2024 – March 2027, with a diversion target of 4,175 tons across 17 wards. • IRIS-aligned category: “Waste diverted from landfill (tons)” / “Number of people provided with training or education services”

Particular	Impact 1	Impact 2
Impact Valuation	Quantified quality of life impacted - Societal Impact: Greater household financial stability, reduced risk of exploitation, improved awareness of rights, and increased ability to claim entitlements. - Health & Wellbeing Impact: Reduced workplace accidents due to safety kits, improved access to healthcare, and reduction in stress due to income/benefit security. - Community Impact: Strengthened leadership and facilitation capacity (50 trained facilitators), ensuring multiplier effects as benefits continue to reach unregistered workers. - Valuation lens: B4SI / Social & Human Capital Protocol- recognizing long-term welfare improvement and enhanced livelihood security for informal workers.	Environment value gained/lost - Environmental Impact: Significant reduction in landfill load, lower methane and leachate emissions, improved air and soil quality, and reduced ground and water contamination. - Social Impact: Improved sanitation and hygiene in households and wards through source segregation, behavior change, and capacity building. - Economic Impact: Creation of revenue streams for self-sustaining operations, reducing dependency on municipal budgets. - Systemic Impact: The initiative creates an evidence-based decentralized waste management model for scalability across Maharashtra and India, directly improving Shahapur's Swachh Survekshan ranking. - Valuation lens: Social Cost of Waste, Social & Human Capital Protocol, Circular Economy framework
Impact Metric	% of targeted workers now covered under at least one welfare scheme: 80% of 30,000 total beneficiaries (24,000 workers). - Estimated increase in household income security: Assuming average welfare benefit value of ₹10,000 per registered worker per year, this equals an aggregate social benefit of ₹240 crores annually. - Quality of Life Indicator: 60–70% self-reported reduction in financial insecurity and improved wellbeing - Monetary Impact Metric: Aggregate social benefit in ₹; Quantitative Impact Metric: % workers with improved livelihood security and access to entitlements.	- Waste Diversion: 19.40 tons diverted to date, projected 4,175 tons by 2027. - Methane Emissions Avoided: For every ton of waste diverted from landfill, - 0.062 tCH₄ emissions avoided. At 4,175 tons, 259 tCH₄ avoided = 6,475 tCO₂e - Community Reach: 2,300 households sensitized and mobilized for source segregation. - Behavior Change: 85 IEC and training sessions conducted, building long-term community capacity. - Economic Impact: Waste-to-value revenue reduces operational costs and supports “Zero Cost” management.

1.4. Risk & Crisis Management

1.4.1. Risk Governance

Dedicated committee at board level for risk oversight: Oberoi Realty has a structured risk governance framework with board-level oversight through its Risk Management Committee, comprising independent and non-executive directors. The committee is responsible for supervising risk management policies, reviewing key risks, and ensuring effective mitigation across the organization.

Operational Risk Ownership (First Line): Risk Champions across key functions such as project management, services execution, leasing, liaison, sales, information technology, human resources and administration, marketing, engineering and MEP, finance, execution, procurement, central projects office, design and contracts are responsible for identifying and managing operational and climate-related risks. They monitor emerging risks, implement mitigation measures, maintain departmental risk registers on a quarterly basis and oversee execution of ESG initiatives within day-to-day operations.

Risk Management and Compliance Oversight (Second Line): The Risk Management Committee at the board level, led by the Chief Risk Officer, oversees the company’s risk management framework. This includes climate-related risk assessment, compliance monitoring, evaluation of mitigation measures and regular reporting to the Board. The Chief Risk Officer ensures adherence to the Risk Management Policy and coordinates structured follow-ups on mitigation progress. Independent Audit Unit (Third Line): ORL engages a Big Four independent audit firm to provide objective evaluation of governance, risk management and compliance practices. This function reports directly to the Board, conducts detailed Internal Financial Controls testing, assesses fraud risk and reviews operational and financial processes to ensure alignment with the company’s risk appetite, regulatory requirements and governance standards.

Details regarding the Risk Governance can be found on page 64 and 65 of our [ESG Report FY 2024-25](#).

1.4.2. Risk Management Processes

Risk Review:

Risk exposure (considering likelihood and magnitude) - ORL’s risk review process assesses company-specific risk exposure based on the likelihood and magnitude of impact. Each risk is classified as internal or external, controllable or uncontrollable, and rated High, Medium, or Low to determine the company’s risk appetite. Refer to table below for details on the two identified risks.

Framework to determine the risk appetite for identified risks - ORL determines its risk appetite through a structured framework that aligns with strategic objectives, regulatory requirements, and stakeholder expectations. Qualitative and quantitative thresholds for identified risks are set in consultation with senior management and the Board and reviewed periodically to address changing business conditions.

Below is the table with the identified key risk, its impact and the description of mitigating actions:

Identified Risk	Risk Impact	Mitigation
Economic Slowdown or Slow Recovery	As the price of the real estate market increases, we may face the risk of lower demand due to buyer unaffordability. This could adversely impact property prices and project delivery, resulting in loss of rental income, business profits, and reputation. Tighter credit requirements may also hinder our ability to deliver high quality projects. Economic slowdown can increase operational costs, lead to loss of talent, and require higher maintenance investments, affecting the profitability of future projects.	We have established structured risk management processes supported by an organization-wide governance framework that enables timely risk identification and management. Alignment with regulatory requirements helps avoid legal repercussions of economic slowdowns. Designated personnel monitor evolving economic trends and conditions. For each project plan, adequate insurance coverage is secured to protect against unforeseen financial impacts.
Commodity Price Risk or Scarcity of Materials	Fluctuating commodity prices and scarcity of raw materials can affect profitability, cash flow, and competitiveness. Price volatility can raise construction costs, create budgetary constraints, and cause project delays or shutdowns. Scarcity can disrupt supply chains, limiting our ability to deliver high quality projects, and drive increased competition for available materials, further escalating costs.	Our construction and delivery approach emphasizes optimal use of resources to safeguard against high price impacts. We invest in sustainable building development, with most projects pre-certified or certified with credible green building certifications such as LEED/IGBC, and the rest under certification. This supports cost management. We increasingly adopt local sourcing to reduce dependence on international suppliers and mitigate geopolitical risks.

Identified Risk	Risk Impact	Mitigation
Shortage of Skilled Construction Workers	Due to the complexity, precision, and regulatory requirements of our sector, specialized skills are essential. Lack of skilled workers exposes us to project delivery and reputational risks. Delays in construction processes can affect brand value and customer commitments, while wage pressures and employee engagement investments may rise. Talent shortages can also limit our ability to deliver high quality projects, potentially causing legal or financial consequences and loss of stakeholder trust.	Our talent attraction and retention approach are merit-based and focused on employee wellbeing. We provide learning, development, and career growth opportunities while investing in employee engagement and ensuring work-life balance. This strengthens retention and workforce stability. We also invest in digitization and automation of processes to support timely and quality project delivery.

Risk Exposure: ORL conducts annual risk assessments where exposure levels are reviewed at least yearly, supported by periodic internal audits, as part of its Enterprise Risk Management framework.

Risk Management Process Audit:

- We engage one of the Big 4s for our internal audits, conducted quarterly.
- Our external audit is conducted on an annual basis.

Both internal and external audits of our risk management processes are supported by regular and periodic assessments to strengthen enterprise risk management. Annual reviews are undertaken to identify, assess, and mitigate risks, while key risks are monitored on a continuous basis.

- Risk Culture:** We have strategies in place to promote an effective risk culture throughout the organization such as -
- Regular risk management education is provided for all non-executive directors to strengthen their understanding of risk principles and governance responsibilities.
 - Focused training throughout the organization on risk management principles - Focused organization-wide training is conducted on core risk management principles to embed a culture of proactive risk identification and mitigation.
 - Incorporation of risk criteria in the development of products and services - Risk criteria are incorporated into our operations to ensure alignment with organizational risk appetite and strategic objectives.
 - Financial incentives which incorporate risk management metrics - Financial incentives include risk management metrics to reinforce accountability and encourage sound risk-aware decision-making.

Details regarding the Risk Management Processes can be found on page 66 to 69 of [ESG Report FY 2024-25](#).

1.4.3. Emerging Risks

We assess emerging risks at least once every three years, evaluating their likelihood and potential impact using internal data, industry trends, regulations, and expert insights. This structured approach helps anticipate and address risks before they affect our business.

	Emerging Risk 1	Emerging Risk 2
Name of the emerging risk	Economic Slowdown or Slow Recovery	Shortage of Skilled Construction Workers
Category	Economic	Societal
Description	As the price of the real estate market increases, we may be exposed to the risk of lower demand due to buyer unaffordability. This could have an adverse impact on our property prices and project delivery, leading to loss of rental income and business profits, and reputation.	Given the nature of our business, the complexity, precision and regulatory requirements demands expertise in specialized areas. In the absence of these necessary skills, we may be exposed to project delivery and reputational risks.

	Emerging Risk 1	Emerging Risk 2
Impact	As the price of the real estate market increases, we may be exposed to the risk of lower demand due to buyer unaffordability. This could have an adverse impact on our property prices and project delivery, leading to loss of rental income and business profits, and reputation. Tighter credit requirements may also impact our ability to deliver high quality projects. Furthermore, an economic slow can also significantly increase our operational costs, leading to loss of talent and heightened maintenance investments, greatly impacting future profitability of our projects.	As a real estate sector company, in the absence of specialized construction workers, construction processes and timelines may be disrupted, negatively impacting our brand value and commitment to our customers. It may also lead to increased costs in the form of higher wages and investments in employee engagement to attract and retain the right talent from a smaller talent pool. Additionally, our ability to deliver high quality projects may be limited, exposing us to legal and financial repercussions.
Mitigating actions	We have developed and established robust risk management processes, supported by an organizational wide governance structure that enables timely risk identification and management. Strict alignment is also maintained with regulatory requirements to prevent any legal repercussions of potential economic slowdowns. Responsible personnel also ensure that the remain up to date on the evolving economic landscape and trends. As part of each project plan, sufficient insurance coverage is secured to protect against unforeseen circumstanced that may impact financial stability	Our approach to talent, attraction and retention is based on merit and we are committed to the wellbeing of our people. All our employees are provided with ample opportunities for learning and development and career growth. We also make focused investments for employee engagement and provide necessary support to ensure work-life balance. This supports the retention of our workforce and promotes their wellbeing. We are also investing in increased digitization and automation of our processes, that further supports efficient project delivery.

Details regarding the Risk & Crisis Management can be found in the Enterprise Risk Management section on page 62 to 73 of our [ESG Report FY 2024-25](#).

1.5. Business Ethics

1.5.1. UN Global Compact Membership

Oberoi Realty is a member of the United Nations Global Compact (UNGC) and is committed to embedding the 10 Principles covering human rights, labour, environment, and anti-corruption into its operations and decision-making processes.

Information about Oberoi Realty Limited and its engagement in the initiative can be found at the page on the [UN Global Compact site](#). Details regarding the UNGC membership available at page 30 of our [ESG Report FY 2024-25](#).

1.5.2. Codes of Conduct

Oberoi Realty has a comprehensive, group-wide Code of Conduct applicable to all employees, contractual staff, and directors, which is publicly available on its corporate website. The Code outlines strict compliance with anti-bribery, anti-corruption, antitrust, and anti-money laundering laws, and prohibits insider trading, discrimination, and conflicts of interest. It emphasizes the protection of confidential information and upholds a zero-tolerance policy towards harassment and discriminatory behavior. The Code also reinforces the company’s commitment to environmental, health, and safety standards, while promoting fair competition and ethical business practices. A secure whistleblowing mechanism is in place to encourage reporting of any unethical conduct, ensuring confidentiality and protection from retaliation.

The [Code of Conduct – Employees](#), [Code of Conduct – Directors and Senior Management](#), [Code Of Conduct for Business Ethics](#) and [Code of Conduct for Prevention of Insider Trading](#) is available in public domain.

Details regarding the Codes of Conduct can be found in the Corporate Governance and Business Ethics section on page 28 of our [ESG Report FY 2024-25](#).

1.5.3. Anti-Bribery & Anti-Corruption Policy

Oberoi Realty has a group-wide Anti-Bribery and Anti-Corruption Policy, publicly available on its corporate website, reinforcing its commitment to integrity and legal compliance. The policy prohibits bribery and sets strict guidelines for gifts, political contributions, and charitable donations—requiring transparency, legal compliance, and Board approvals where necessary. It includes regular training for employees to ensure awareness and adherence, along with clear procedures for reporting and investigating breaches. Any violations may result in disciplinary or corrective actions, including termination, to uphold accountability and maintain ethical standards across the organization.

The policy is endorsed by Director Finance who is part of the Board of Directors, the highest endorsing decision-making body.

The [Anti-Bribery and Anti-Corruption Policy and Code of Conduct – Employees](#) is available in public domain. Details regarding the Anti-Bribery & Anti-Corruption Policy can be found in the Corporate Governance and Business Ethics section on page 28 and 29 of our [ESG Report FY 2024-25](#).

1.5.4. Whistleblowing Mechanism

- ORL has designated the Chief Legal Officer as the person responsible for overseeing the whistleblowing mechanism. In the absence of the Chief Legal Officer, the responsibility shall rest with the person in charge of the Legal Department.
- ORL’s whistleblowing channel, operated by an independent third party, ensures confidential reporting of unethical practices with protection and fair handling of disclosures.
- Whistleblowers are encouraged to report concerns with their identity disclosed, ensuring transparency and accountability, and are assured complete protection from any unfair treatment, while genuine disclosures will always be respected and safeguarded.
- All whistleblowing reports are kept strictly confidential, with identities protected as permitted by law, and any breach of confidentiality may lead to disciplinary action.
- ORL maintains zero tolerance for retaliation, ensuring whistleblowers are protected from any unfair treatment or harassment for reporting concerns in good faith.
- ORL provides training to employees on the proper use of the whistleblowing reporting channels, ensuring awareness of procedures, responsibilities, and the process for handling and reviewing disclosures.
- Disclosures are promptly investigated as a neutral fact-finding process, ensuring confidentiality, employee cooperation, and legal safeguards, with substantiated findings leading to appropriate corrective or disciplinary action.

The [Whistle Blower Policy](#) is available in public domain.

Details regarding the Whistleblowing Mechanism can be found in the Corporate Governance and Business Ethics section on page 28 of our [ESG Report FY 2024-25](#).

1.5.5. Reporting on Breaches

Reporting areas	Number of breaches in FY 2024-25
Corruption or Bribery	0
Discrimination or Harassment	0
Customer Privacy Data	0
Conflicts of Interest	0
Money Laundering or Insider trading	0

- The company reports the amount of fines related to corruption and bribery cases (latest FY): There have been cases related to corruption and bribery cases for FY 2024-25.

Currency: INR
Monetary Units: Zero

- The company reports the amount of convictions related to corruption and bribery (latest FY): There have been cases related to corruption and bribery cases for FY 2024-25.

More information in Section C, Principle 1, pages 72 of our [Annual Report FY 2025](#).

1.6. Policy Influence

1.6.1. Contributions & Other Spending

The table below indicates our annual total monetary contributions to and spending for political campaigns, political organizations, lobbyists or lobbying organizations, trade associations and other tax-exempt groups.

Currency (INR)	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
Lobbying, interest representation or similar	0	0	0	0
Local, regional or national political campaigns / organizations / candidates	0	0	0	0
Trade associations or tax-exempt groups (e.g. think tanks)	8,55,500	8,55,500	19,76,904	14,16,994
Other (e.g. spending related to ballot measures or referendums)	0	0	0	0
Total contributions and other spending	8,55,500	8,55,500	19,76,904	14,16,994
Data coverage (as % of denominator, indicating the organizational scope of the reported data)	100	100	100	100

1.6.2. Largest Contributions and Expenditures

The table below indicates the details of our company’s contributions to or expenditures to political campaigns or organizations, lobbying, trade associations, tax-exempt entities, or other groups whose role is to influence political campaigns or public policy and legislation.

Issues or Topic	Corporate Position	Description of Position	Total Spend in FY 2024–25 (INR)
Promote Green Building	Support	Founding Member of Indian Green Building Council (IGBC)	5,90,000
Promote SDGs & Human Rights	Support	Member of United Nations Global Compact (UNGC); committed to embedding the 10 Principles in operations	5,31,404

Other Large Expenditures

Organization	Type of Organization	Description of Engagement	Total Amount Paid in FY 2024–25 (INR)
Confederation of Indian Industry (CII)	Tax- exempt group	Promotion of green certifications from IGBC, and integration of resource-efficient design in national and local building codes.	5,90,000
United Nations Global Compact (UNGC)	Lobbying, interest representation or similar	Voluntary global initiative encouraging businesses to adopt responsible practices in human rights, labor, environment, and anti-corruption. Supports alignment with ten universally accepted principles.	5,13,890

1.6.3. Lobbying and Trade Associations - Climate Alignment

- Obero Realty has a formal, publicly disclosed program to align all lobbying activities with the Paris Agreement.
- We have a management system in place to track, assess, and manage all lobbying engagements and trade association affiliations related to policy advocacy. For example, Oberoi Realty is a founding member of the Indian Green Building Council (IGBC), which seeks to position India as a global leader in sustainable construction by 2025.
 - Governance framework for public policy engagement with clear accountabilities up to executive level.
 - We have a clear statement of the company’s position on public policies relating to climate change, which is aligned with the Paris Agreement.
 - We have an internal reviewing and monitoring process to assess whether public policy engagements and lobbying are aligned with the Paris Agreement
 - For direct lobbying activities: We disclose direct lobbying efforts undertaken on climate-related issues. For example, Oberoi Realty advocates sustainable construction practices through IGBC Founding Membership, Mumbai Chapter representation, and demonstrates measurable outcomes by securing multiple LEED and IGBC certifications for its projects.
 - For trade associations: We apply a framework to review trade association memberships and assess alignment with its climate position. Its ongoing engagement with IGBC includes contributing to green building rating frameworks and advocating for policies that advance sustainable construction.
 - We have a clear framework for addressing misalignments between climate change policy positions of trade associations and the company’s own climate position.
 - The company reports on:
 - Climate-related direct lobbying activities:
 - Climate policy positions and activities of trade associations it is part of, such as IGBC, with outcomes reflected in its LEED and IGBC-certified projects.
- This covers all jurisdictions where we have operations.

Demonstrating Alignment

- 87.75% of completed built-up area is pre-certified or certified under LEED/IGBC, with all projects committed to achieving at least Gold certification by 2030. 30% of parking capacity across residential developments is EV-enabled.
- LEED O+M Platinum: Commerz-I, Commerz-II, Oberoi Mall, Westin Hotel LEED CS Gold: Oberoi International School (JVLR)
- LEED Pre-Certified Projects: Commerz-III (Platinum), SkyCity Mall, Three Sixty West (Towers A & B), Enigma, Eternia, SkyCity - all LEED Gold
- Case Study - LEED Platinum O+M Certification: Commerz-I and Westin Mumbai Garden City achieved LEED Platinum O+M Certification (score 86), strengthening operational sustainability, reducing emissions, improving resource efficiency, and supporting wellbeing and productivity.

Details regarding Lobbying and Trade Associations - Climate Alignment can be found page 31, 102 & 171 of our [ESG Report FY 2024-25](#).

1.7. Supply Chain Management

1.7.1. Supplier Code of Conduct

Our Code of Conduct for Suppliers along with a dedicated Sustainable Procurement Policy collectively outlines expectations for ethical, social and environmental performance across our supply chain.

Our Code of Conduct for Suppliers and Sustainable Procurement Policy expect adherence to following key area:

Human Rights and Labor - Human rights and labor standards emphasize the prohibition of all forms of forced labor and child labor. Employers must ensure fair and safe working conditions, including reasonable working hours, adequate wages, appropriate benefits, and measures to minimize physical and mental strain in the workplace. Strong occupational health and safety standards must be upheld to protect workers. Additionally, any form of discrimination and harassment is strictly prohibited. Employees must also be free to exercise their rights to freedom of association and collective bargaining without fear of retaliation or interference.

Environment - Environmental Responsibility focuses on the reduction of greenhouse gas emissions and improvement of energy efficiency, alongside the implementation of effective pollution prevention and waste management practices. It also emphasizes enhancing resource efficiency across operations and supporting the conservation of biodiversity, including commitments to no deforestation and active land conservation efforts.

Governance - Business Integrity requires strict compliance with anti-corruption laws and transparent handling of conflicts of interest. It also emphasizes adherence to fair competition practices and the avoidance of any anti-competitive behavior.

More about our policy can be found here in our [Code of Conduct for Suppliers](#) and [Sustainable Procurement Policy](#).

1.7.2. Supplier ESG Programs

- **Oversight of implementation:** Oversight of the Supplier ESG Program is managed at the board level. To enhance accountability, regular progress reviews and reporting mechanisms are in place, with a focus on maintaining strategic oversight and driving organizational compliance.
- **Review of purchasing practices towards suppliers:** ORL has established a mechanism to continuously review purchasing practices to ensure they align with the Code of Conduct for Suppliers and Sustainable Procurement Policy to avoid potential conflicts with ESG requirements. This includes incorporating procurement policies that promote fair pricing, realistic delivery timelines, and quality benchmarks. These practices allow suppliers to meet ESG criteria without undue operational pressures, thus supporting their sustainability journey.
- **Suppliers exclusion due to non-compliance on minimum ESG requirements within a set time frame:** A structured minimum ESG requirement framework has been implemented for all suppliers based on regulatory ESG mandates. Suppliers that fail to meet these requirements are given a corrective action timeline to comply. If they are unable to meet expectations within this timeframe, they are encouraged to take measures until compliance with ESG requirements is achieved. This ensures that only suppliers committed to sustainable practices remain engaged.
- **Preferred Suppliers with better ESG performance:** The supplier selection process prioritizes sustainability by incorporating adherence to 100% of mandatory requirements under applicable laws for ESG performance. This approach ensures that ESG considerations are embedded in supplier evaluation, promoting partnerships with suppliers that demonstrate superior ESG profiles. Such preference also incentivizes suppliers to adopt and maintain high ESG standards.
- **Training on supplier ESG programs:** ORL conducts training programs for procurement teams and relevant internal stakeholders. These training sessions focus on their roles in implementing the Supplier ESG Program, understanding ESG criteria, and making informed decisions that support the company’s sustainability objectives. Training is tailored to ensure participants grasp how their day-to-day actions directly contribute to achieving organizational ESG goals

More on this can be found in page 242 in our ESG Report FY 2024-25, [Code of Conduct for Suppliers](#) and [Sustainable Procurement Policy](#).

1.7.3. Supplier Screening

ORL employs a structured and detailed sustainability and governance assessment process that emphasizes alignment with ESG principles. The assessment is conducted by an independent third-party firm.

- The supplier screening questionnaire consists of 128 questions, categorized into:
- **Environmental:** Management systems, policies, certifications, waste, water, energy, emissions, climate, and biodiversity.
 - **Social:** Labour rights, fair wages, equal opportunity, health & safety systems, training, well-being, and grievance mechanisms.
 - **Governance:** Board accountability, diversity, ethics and compliance, anti-corruption, data privacy, cyber risk, and ESG oversight.
 - **Business Relevance:** Responsible procurement, supplier code of conduct, ESG criteria in contracts, due diligence, and compliance with labour laws.

- Our supplier screening methodology incorporates the following risk dimensions -
- Country-specific risks, such as political stability, regulatory enforcement, and ESG-related governance at the national level
 - Sector-specific risks including exposure to high-risk industries such as mining
 - Commodity-specific risks where raw materials or good associated with conflict zones, or human rights violations are flagged

Our detailed approach and criteria for supplier screening along with the key outcomes can be found on page 242 in our [ESG Report FY 2024-25](#).

1.7.4. Supplier Assessment and Development

Our Supplier Assessment and Development process evaluates ESG performance and drives continuous improvement in the supply chain through desk-based and on-site evaluations. This includes systematic desk assessments verifying supplier documentation, on-site assessments by internal teams and external consultants (2nd party), and independent audits by accredited third parties (3rd party). All assessments follow recognized industry standards, such as the SA8000® Standard by Social Accountability International. Identified issues are addressed through corrective action and improvement plans monitored over time.

Our supplier development program includes the following key initiatives-

We provide suppliers with training and guidance on our ESG program, processes, and requirements, along with access to ESG performance benchmarks to compare against peers. Suppliers receive support for implementing corrective actions through remote or on-site assistance, complemented by in-depth technical programs to build capacity and improve ESG performance. These efforts demonstrate our commitment to managing ESG risks, strengthening supplier relationships, and driving continuous improvement across the supply chain.

More on this can be found on page 242 in our [ESG Report FY 2024-25](#).

1.7.5. KPIs for Supplier Screening

The coverage of our supplier screening program is detailed in the table below:

Supplier Screening	FY 2024-25
Total number of Tier-1 suppliers	2,094
Total number of significant suppliers in Tier-1	108
% of total spend on significant suppliers in Tier-1	75%
Total number of significant suppliers in non-Tier-1	0

Supplier Screening	FY 2024-25
Total number of significant suppliers (Tier-1 and non-Tier-1)	108

More on this can be found on page 244 in our [ESG Report FY 2024-25](#).

Third party verification: The company’s data has been third-party verified in the most recent financial year reported performed in accordance with the verification methodology developed by the TÜV SÜD Group. More details can be found in our Assurance Statement on page 246 and 247 in our [ESG Report FY 2024-25](#).

1.7.6. KPIs for Supplier Assessment and/or Development

Coverage and progress of our supplier assessment program

Supplier Assessment	FY 2024 -25	Target for FY 2024 - 25
Total number of suppliers assessed via desk assessments/on-site assessments	22	Number of suppliers - 20
% of unique significant suppliers assessed	20.37%	25
Number of suppliers assessed with substantial actual/potential negative impacts	22	20
% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	24	20
Number of suppliers with substantial actual/potential negative impacts that were terminated	0	0

Coverage and progress of suppliers with corrective action plans

Corrective action plan support	FY 2024-25	Target for FY 2024-25
Total number of suppliers supported in corrective action plan implementation	22	20
% of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	100%	25

Coverage and progress of suppliers in capacity building programs

Capacity building programs	FY 2024-25	Target for FY 2024-25
Total number of suppliers in capacity building programs	22	20
% of unique significant suppliers in capacity building programs	20.37%	25

Third party verification: The company’s data has been third-party verified in the most recent financial year reported performed in accordance with the verification methodology developed by the TÜV SÜD Group. More details can be found in our Assurance Statement on page 246 and 247 in our [ESG Report FY 2024-25](#).

1.8. Tax Strategy

1.8.1. Tax Strategy and Governance

Oberoi Realty Limited is committed to being a responsible corporate citizen by maintaining transparency, accountability, and constructive engagement with tax authorities. The Company’s Tax Policy ensures full compliance with Indian tax laws, adhering to both the letter and spirit of the regulations. It avoids transferring value to low-tax jurisdictions or using tax structures lacking commercial substance and applies transfer pricing based on the arm’s length principle. Additionally, the Company refrains from using secrecy jurisdictions or tax havens for avoidance purposes. The tax policy is overseen and approved by the board of directors.

More about our policy can be found [here](#).

1.8.2. Tax Reporting

We at ORL report on the following key business, financial and tax information: Names of all the resident entities, primary activities, number of employees, revenue, profit (Loss) before tax, income tax accrued (current year), Income tax paid.

Name of all Resident Entities/ Company Name	Location	Primary Activities	Relationship	Voting Rights	Share Capital	Tax Jurisdiction	Number of Employees		Revenue		Profit (Loss) before tax/ Earnings before Taxes		Income Taxes Accrued	Income taxes paid/Reported taxes	
							FY 2024-25		FY 2024-25		FY 2023-24		FY 2024 -25	FY 2023-24	FY 2024 -25
Oberoi Realty Limited	Mumbai, India	Real Estate development	Holding company	100.00%	36,360.23	DCIT CC-4(1), Mumbai	853		4,55,806.73		1,88,648.59		54,686.57	38,055.35	54,051.43
Expressions Realty Private Limited	Mumbai, India		Subsidiary	100.00%	9	DCIT CC-4(1), Mumbai	0		3.22		2,572.03		0.10	0.17	0.32
Incline Realty Private Limited	Mumbai, India		Subsidiary	100.00%	500	DCIT CC-4(1), Mumbai	182		85,292.34		51,216.95		10,931.13	11,884.52	18,130.41
Integrus Realty Private Limited	Mumbai, India		Subsidiary	100.00%	1	DCIT CC-4(1), Mumbai	0		1.57		0.13		0.00	0.13	0.16
Sight Realty Private Limited	Mumbai, India		Subsidiary	100.00%	1	DCIT CC-4(1), Mumbai	0		0.91		-120.77		0	0.21	0.09
Kingston Hospitality and Developers Private Limited	Mumbai, India		Subsidiary	100.00%	31	DCIT CC-4(1), Mumbai	0		2.35		0.33		0.01	0.21	0.23
Kingston Property Services Limited	Mumbai, India	Property Management and Maintenance	Subsidiary	100.00%	9	DCIT CC-4(1), Mumbai	28		10,014.51		518.72		35.41	151.73	247.17
Perspective Realty Private Limited	Mumbai, India	Real Estate development	Subsidiary	100.00%	9	DCIT CC-4(1), Mumbai	0		2.30		0.68		0.00	0.24	0.23
Encase Realty Private Limited	Mumbai, India		Subsidiary	100.00%	5	ITO Wd12(1)(1), Mumbai	0		20.13		12.29		4.75	1.30	5.51
Nirmal Lifestyle Realty Private Limited	Mumbai, India		Subsidiary	100.00%	1	DCIT, CIRCLE 15(1)(2), Mumbai	0		0		0		0	0	0
Homexchange Private Limited	Mumbai, India		Joint Venture	47.50%	2538.46	ITO Wd12(1)(1), Mumbai	0		102.42		-583.19		0	11.93	0
I - Ven Realty Limited	Mumbai, India		Joint Venture	50.00%	100	DCIT CC-4(1), Mumbai	0		57.19		-3.93		21.90	19.07	22.24

1.8.3. Effective Tax Rate

Financial Reporting	FY 2023-24	FY 2024-25
Earnings before tax	24,75,73,53,000	29,44,89,68,000
Reported taxes	5,49,13,16,000	7,19,38,31,000
Cumulative acceptable adjustments* (see below)	0	0
Effective tax rate (in %)	22.18055	24.42813
Cash taxes paid	4,73,55,06,000	6,50,29,18,000
Cash tax rate (in %)	19.12767	22.08199

The calculated average effective tax rate is 18.48 % and the cash tax rate is 20.25%.

More information can be found in the financial results on page 9 and cash generated/(used) from operations on page 117 in our [Annual Report FY 2024-25](#).

1.9. Information Security

1.9.1. Information Security Governance

We have implemented formal governance mechanisms to oversee information security activities, with clearly defined responsibilities at both the board and executive levels.

- **Board level responsibility for overseeing information security issues:** Responsibility for information security at the board level is maintained by the Risk Management Committee. They oversee cyber security, data privacy and IT-related risks and ensure the highest level of safeguards and protection of confidentiality. This committee comprises of the Chairman and Managing Director and the Director of Finance and an Independent Director.
- **One board member with information security background:** Within the Risk Management Committee, Ms. Trina Trikha holds direct responsibility for all matters related to Information Security and Data Privacy, ensuring board-level engagement and oversight. The Risk Management Committee monitors IT security and cyber security governance frameworks to ensure the confidentiality and integrity of information assets.
- **Executive-Level Oversight:** We have appointed a Chief Information Officer (CIO) with a dedicated mandate to oversee all cybersecurity matters across operations. The CIO is responsible for implementing information security strategies, managing risks, and ensuring compliance with applicable regulatory and internal standards.

The dual-level governance structure ensures that information security is effectively integrated into the company’s broader risk management framework, with strategic oversight from the board and operational execution by senior leadership. More on this can be found on page 40 in our [ESG Report FY 2024-25](#).

1.9.2. Information Security Policy

Our formal Information Security Policy guides our cybersecurity management and protection of information assets. It emphasizes continuous improvement through regular assessments and updates to address evolving threats, ensures the integrity and protection of all data—including internal, customer, and third-party information—and outlines procedures for monitoring and responding to security threats. The policy defines individual security responsibilities across the workforce, integrating them into daily operations and training, and sets security requirements for third parties to maintain end-to-end protection throughout the value chain. Overseen by the Chief Information Officer (CIO), the policy is a key component of the company’s overall risk management and governance framework for information security.

More information about this can be found in our [Data Leakage Prevention \(DLP\) Policy](#) and page 41 in our [ESG Report FY 2024-25](#).

1.9.3. Information Security Management Programs

We have implemented a comprehensive Information Security Management Program to protect our digital assets and ensure operational resilience. This program includes formal business continuity and incident response plans, tested annually to ensure effectiveness in detecting, containing, and recovering from cyber threats. We conduct regular third-party vulnerability assessments and cyber-attack simulations to proactively identify risks, alongside frequent internal audits of our IT infrastructure and security systems to evaluate control effectiveness. External audits have also been performed, and we are actively working toward ISO 27001 certification, aligning our systems with its standards. Employees are trained to report incidents, vulnerabilities, or suspicious activities through a defined escalation process supported by automatic ticketing and escalation protocols. Additionally, all staff receive information security awareness training during induction, covering cybersecurity policies and data protection. Notably, there were zero security breaches in the last fiscal year.

More on this can be found on page 41 in our [ESG Report FY 2024-25](#).

2. Environment Dimension

2.1. Environment Management

2.1.1. Environmental Sustainability Policy

We at Oberoi Realty have a publicly available group-wide Environmental Sustainability Policy that reflects our ongoing commitment to responsible growth, environmental stewardship, and sustainable development. This policy sets a clear direction for us to minimize the environmental impact of our business activities and reinforces our long-term dedication to sustainability across all our operations and value chain.

Our Environmental Policy encompasses the following aspects:

- Establishing clear accountability for policy implementation
- Ensuring continuous improvement of environmental performance
- Setting targets and objectives to reduce environmental impacts
- Consulting external stakeholders in the development or implementation of the environmental policy
- Providing training for employees to understand the impacts of the company on the environment

Scope of Policy: The scope of our Environmental Sustainability Policy extends to own operations, suppliers and partners.

Policy endorsement and oversight: The Environment Policy has been endorsed by all the board members including Non-Independent, Executive Directors.

More about our policy can be found on this [link](#).

2.1.2. Environmental Management System Verification

In FY 2024-25, we successfully implemented the Integrated Management System across our operational sites, and received ISO 9001 (Quality Management), ISO 14001 (Environmental Management), and ISO 45001 (Occupational Health and Safety Management) Certification. Our current EMS covers 100% of our group-wide operations and construction sites.

Certification / Audit / Verification	Coverage (%)
EMS is verified through international standards - EMS is verified through ISO IMS certification (ISO 9001, 14001, 45001)	100%
Third party certification / audit / verification has been conducted in FY 2024-25-25	100%
Internal certification / audit / verification by company's own specialists from headquarters - Our EHS team conducts internal audits quarterly at Oberoi Realty headquarters to monitor compliance and assess performance trends.	100%

More on this can be found in our [ESG Report FY 2024-25](#) on page 132.

2.1.3. Environmental Programs for Real Estate Portfolio

We have implemented structured corporate environmental programs that systematically address key areas of environmental responsibility across its operations. These programs aim to manage environmental risks, enhance sustainability performance, and align operational growth with responsible environmental practices. The corporate environment programs cover the following aspects:

- Due diligence at pre-purchase/acquisition/investment/mergers stage comprising an environmental audit of each new property to identify potential concerns and compliance requirements, including environment
- Pre-purchase/acquisition/investment stage to establish foundation for future environmental performance
- Maintenance programs with focus on environmental performance and resource efficiency
- Guidelines, training, newsletters to ensure that property managers and tenants are up to date on emerging best practices and regulatory developments
- ESG specific requirements / Green leases in lease contracts and tenant guidelines

More on this can be found in our [ESG Report FY 2024-25](#) on page 132 and 133.

2.2. Energy

2.2.1. Energy Management Programs

We have implemented well-defined energy management programs as a core part of its strategy to oversee energy consumption across our operations. These structured programs are designed to enhance energy efficiency and align with our commitment to minimize our environmental impact while optimizing operational performance. The energy management programs cover the following elements

- Energy audits to identify opportunities for improving energy performance - Periodic energy audits are conducted to identify opportunities for energy-saving improvements.
- Quantified targets to address energy savings - We have established clear, measurable targets for energy savings.
- Actions to reduce the amount of energy use - We have taken specific actions to reduce energy consumption, including the installation of VFD control for the Westin MGC cafeteria kitchen exhaust and make-up air unit, reducing PNG gas usage by modulating steam pressure in laundry operations, and replacing fluorescent lights with LED fixtures across key areas.
- Evaluation of progress in reducing energy consumption - We systematically track and review our progress toward energy reduction goals.
- Use of clean or green energy - We continue to increase the share of renewable sources, such as solar and wind power, in our energy mix.
- Investments in innovation or research and development to decrease energy consumption - We enhanced our HVAC system's energy efficiency by automating control between primary and secondary chilled water zones, saving around 900 kWh daily. With a ₹5 lakh investment, we achieved ROI within one month.
- Energy efficiency training provided to employees to raise awareness of energy consumption reduction - To strengthen awareness and accountability, we conduct regular training programs for our employees.

More on this can be found in our [ESG Report FY 2024-25](#) on page 138.

2.2.2. Energy Consumption

The table below presents the annual total energy consumption segregated into non-renewable and renewable sources - along with data coverage across operations from FY 2021-22 to FY 2024-25.

Total Energy Consumption	Unit	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
Total non-renewable energy consumption	MWh	51,141.99	46,165.37	36,242.66	37,617.83
Total renewable energy consumption	MWh	3,815.10	4,727.77	5,947.58	2,736.32
Data coverage	percentage of operations	100%	100%	100%	100%

The target for total non-renewable energy consumption was 37,000 MWh for FY 2024-25.

The company’s energy consumption data has been verified by TÜV SÜD South Asia Pvt Ltd. Details regarding the scope and approach of the assurance can be found in the Assurance Statement on page 98 of our [Annual Report FY 2024-25](#) and page 246 of the [ESG Report](#).

More on this can be found in our [ESG Report FY 2024-25](#) on page 137 and page 142

2.2.3. Onsite Energy Generation

We are proud to uphold the highest standards of sustainable development, as demonstrated by our green building certifications from IGBC / LEED.

Several of our projects incorporate on-site renewable energy generation, further reducing environmental impact and supporting long-term sustainability goals. From Oberoi Mall and Commerz-II with LEED O+M Platinum certification to residential landmarks like Three Sixty West and Sky City with LEED Gold ratings, our portfolio reflects a holistic approach to green building practices.

The table below presents the company’s new construction and major renovation projects that are designed to generate renewable energy on site through Solar PV.

Construction and renovation projects	Percentage
Percentage of projects designed to generate energy on-site	55%
Total renewable energy produced on site as percentage of total energy use for these projects	5%

We promote renewable energy on-site through installation of rooftop solar PV panels to support approximately 10-20% of common area load (or as mandated through applicable local regulations) and reduce the dependency on grid electricity.

2.3. Waste and Pollutants

2.3.1. Construction Waste Management

At Oberoi Realty, we are committed to effective segregation and responsible disposal of construction and demolition waste generated across our operations. We aim to surpass regulatory standards and lead in responsible waste management in the real estate sector, focusing on effective segregation and disposal of construction and demolition waste. All projects feature designated waste zones with separate bins for debris, wood, plastic, and metal, and regular checks ensure compliance. We employ structured strategies to reduce waste and promote sustainability across our operations.

- Waste management plans are part of the project design - We include waste management infrastructure planning in the design phase of 100% of our projects.
- Project-specific targets for waste reduction, recycling or reuse - We set project-specific targets for zero waste to landfill by focusing on reduction, recycling, and reuse.
- Incentives for contractors for recovering and recycling building materials, such as allowing contractors to retain revenues and savings from materials recovery - We set incentives for over 50% of contractors by value, allowing them to retain revenues and savings from recovering and recycling building materials.
- Workforce education on waste management techniques - We educate 100% of the workforce at construction sites on waste management through regular EHS training and on-site awareness campaigns.
- Contractor education on waste management techniques - We ensure 100% of contractors are trained on waste management.
- Waste Separation Implementation - Waste separation is implemented at all sites, with clearly marked zones and dedicated collection points for debris, plastic, wood, and metal, enhancing recovery and reuse.
- Regular buys from or sells to recycled-products exchanges - We actively participate in recycled-products exchanges by regularly buying and selling materials.

More on this can be found in our [ESG Report FY 2024-25](#) on page 167.

2.3.2. Waste Disposal

The table below presents the annual total solid waste recycled/reused and disposed, disaggregated by the type of disposal method, - along with data coverage across operations from FY 2021-22 to FY 2024-25, including the specified target for FY 2024-25.

	Unit	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
Total waste recycled/reused	metric tonnes	67.19	1160.30	2,44,038.90	3,45,999.03
Total waste disposed	metric tonnes	0	0	0.001	0.004
- Waste landfilled	metric tonnes	0	0	0	0
- Waste incinerated with energy recovery	metric tonnes	0	0	0	0
- Waste incinerated without energy recovery	metric tonnes	0	0	0.001	0.004
Waste otherwise disposed, please specify	metric tonnes	0	0	0	0

	Unit	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
- Waste with unknown disposal method	metric tonnes	0	0	0	0
Data coverage	Percentage of: Operations	100%	100%	100%	100%

*In the FY 2023-24 report, construction debris was initially categorized under landfill disposal. However, since it is being repurposed and used for backfilling at designated locations authorized by MPCB/CPCB through authorized vendors, the figures have been revised accordingly.

The target for total waste disposed was 3,00,000 metric tonnes for FY 2024-25.

The company's waste management data has been verified by TÜV SÜD South Asia Pvt Ltd. Details regarding the scope and approach of the assurance can be found in the Assurance Statement on page 98 of our [Annual Report FY 2024-25](#) and page 246 of the [ESG Report](#).

More on this can be found in our [ESG Report FY 2024-25](#) on page 168.

2.4. Water

2.4.1. Water Consumption

At ORL, we track and report water withdrawal and discharge metrics, including net freshwater consumption and annual targets, to support its water stewardship goals. Consistent measurement ensures transparency and accountability across operations. At ORL, we have a target of Net Zero Discharge for FY 2024-25.

The table below presents the annual total freshwater consumption, including data for water discharge and withdrawal - along with data coverage across operations from FY 2021-22 to FY 2024-25, including the specified target for FY 2024-25

	Unit	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
A. Water withdrawal (excluding saltwater)	Million cubic meters	0.80	0.542	0.157	0.248
B. Water discharge (excluding saltwater)	Million cubic meters	0.0045	0.0042	0.0040	0
Total net freshwater consumption (A-B)	Million cubic meters	0.79	0.538	0.153	0.248
Data coverage	Percentage of: Operations	100%	100%	100%	100%

The total net freshwater consumption target was 0.23 million cubic meters for FY 2024-25.

The company's water related data has been verified by TÜV SÜD South Asia Pvt Ltd. Details regarding the scope and approach of the assurance can be found in the Assurance Statement on page 98 of our [Annual Report FY 2024-25](#) and page 246 of the [ESG Report](#).

More on this can be found in our [ESG Report FY 2024-25](#) on page 160.

2.4.2. Water Efficiency Programs for Real Estate Portfolio

Type of Water Efficiency Program implemented	Description of Program	% of Portfolio covered	Estimated savings (m3):	% Estimated ROI:
Reuse storm and grey water	We recycled and reused 1,20,106 kiloliters of water, accounting for 48% of our total water consumption. This initiative significantly reduced our demand for fresh water and contributed to lowering our environmental footprint.	100%	1,20,106	100%
On-site wastewater treatment	We implemented a Membrane Bioreactor (MBR) system along with energy-efficient pumps and SCADA automation. We aimed to promote the reuse of treated water, reduce dependency on freshwater sources, and ensure treated water consistently meets regulatory standards.	100%	81,924	100%
Use of occupant sensors	Usage of sensor based low flow faucets in retail - Daily water savings of 3,000 to 4,000 liters have been realized through the installation of sensor-based taps in Oberoi Mall.	100%	1,000	0.17%

More on this can be found in our [ESG Report FY 2024-25](#) on page 161.

2.5. Climate Strategy

2.5.1. Direct Greenhouse Gas Emissions (Scope 1)

We track and report our Scope 1 greenhouse gas emissions annually using a reliable, auditable system. These emissions mainly arise from fuel combustion and fugitive emissions from air-conditioning and other systems.

The table below presents the total direct greenhouse gas emissions (DGHG Scope 1), along with data coverage across operations from FY 2021-22 to FY 2024-25.

Direct GHG (Scope 1)	Unit	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
Total direct GHG emissions (Scope 1)	Metric tonnes CO2 equivalents	531	925*	3,985.68	2,806.81
Data coverage	Percentage of :Operations	100%	100%	100%	100%

The target for Scope 1 emission was 2800 metric tonnes of CO2 equivalents for FY 2024-25.

*FY 2022-23-23 value is comparatively less from subsequent years as we started accounting for fugitive emissions from FY 2023-24-24 onwards

Our Scope 1 GHG Emissions data has been verified by TÜV SÜD South Asia Pvt Ltd. Details regarding the scope and approach of the assurance can be found in the Assurance Statement on page 98 of our [Annual Report FY 2024-25](#) and page 246 of the [ESG Report](#).

More on this can be found in our [ESG Report FY 2024-25](#) on page 142.

2.5.2. In-direct Greenhouse Gas Emissions (Scope 2)

We monitor our Scope 2 indirect greenhouse gas emissions resulting from purchased electricity and report both location-based and market-based figures in accordance with the GHG Protocol. These emissions primarily stem from electricity usage across our operations on an annual basis.

The table below presents the total indirect greenhouse gas emissions (IGHG Scope 2), along with data coverage across operations from FY 2021-22 to FY 2024-25.

IGHG (Scope 2)	Unit	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
Location-based	metric tonnes of CO2 equivalents	26,942.17	29,562	22,719.02	24,092.36
Data coverage	percentage of operations	100%	100%	100%	100%
Market-based	metric tonnes of CO2 equivalents	26,942.17	29,562	22,719.02	24,092.36
Data coverage	percentage of operations	100%	100%	100%	100%

The target for Scope 2 emission was 24,000 metric tonnes of CO2 equivalents for both location and market based for FY 2024-25.

The company's Scope 2 GHG Emissions data has been verified by TÜV SÜD South Asia Pvt Ltd. Details regarding the scope and approach of the assurance can be found in the Assurance Statement on page 98 of our [Annual Report FY 2024-25](#) and page 246 of the [ESG Report](#).

More on this can be found in our [ESG Report FY 2024-25](#) on page 143.

2.5.3. Indirect Greenhouse Gas Emissions (Scope 3)

We monitor and report our total Scope 3 indirect greenhouse gas emissions in line with the GHG Protocol Corporate Value Chain (Scope 3) Standard. These emissions reflect the upstream and downstream impacts across our value chain. Our reporting covers all 15 relevant categories outlined in the protocol. Where applicable, we have specified the calculation methodologies used and any exclusions to ensure transparency and consistency in our disclosures.

The table below presents the total indirect greenhouse gas emissions (IGHG Scope 3), along with data coverage across operations from FY 2023-24 and FY 2024-25.

IGHG (Scope 3)	Unit	FY 2023-24	FY 2024-25
Total indirect GHG emissions (Scope 3)	metric tonnes of CO2 -equivalents	9,04,236	7,59,813.03

The target for Scope 3 emission was 7,00,000 metric tonnes of CO2 equivalents for FY 2024-25.

The table below presents Scope 3 emissions split based on the 15 categories of the GHG Protocol Corporate Value Chain Standard.

Scope 3 Category	Emissions in the reporting year (metric tonnes CO2e)	Emissions calculation methodology and exclusions
1. Purchased goods and services	530,355.76	Hybrid approach to estimate emissions from purchased goods and services, combining both the average data method and the spend-based method, each applied to different segments of the procurement data based on data quality and availability
2. Capital goods	3,663.81	Calculated through a spend-based approach utilizing United States Environmentally Extended Input-Output (EEIO) emission factors to determine the GHG emissions attributable to capital asset procurement.
3. Fuel-and-energy-related-activities (not included in Scope 1 or 2)	7,509.13	The Well-to-Tank (WTT) emission factor of fuels consumed have been considered from DEFRA emission factors have been considered to be representative of Indian activities.
4. Upstream transportation and distribution	11,394.03	The emissions have been calculated for road and sea logistics involved in Raw material movement from supplier to operational sites.
5. Waste generated in operations	123.38	The emissions have been calculated on the basis of waste-type-specific method. This method uses emission factors for specific types of waste and waste treatment methods

Scope 3 Category	Emissions in the reporting year (metric tonnes CO2e)	Emissions calculation methodology and exclusions
6. Business travel	28.50	This category encompasses all emissions from the transportation of employees for business-related activities in vehicles owned or operated by 3rd parties and Air flights.
7. Employee commuting	808.66	This category encompasses all emissions from the transportation of employees between their homes and their worksites. These emissions from employee commuting may arise from - Automobile travel, Bus travel, Rail travel, Air travel, Other modes of transportation
8. Upstream leased assets	0	Not applicable owing to the nature of our business.
9. Downstream transportation and distribution	0	Not applicable owing to the nature of our business.
10. Processing of sold products	0	Not applicable owing to the nature of our business.
11. Use of sold products	189,197.51	This category encompasses all emissions from the use phase of flats sold. Total consumption of energy was derived with reference from Bureau of Energy Efficiency
12. End-of-life treatment of sold products	77.28	In this category emissions during disposal phase of buildings were considered. We selected top two materials i.e. Concrete and Steel which will contribute maximum in the disposal
13. Downstream leased assets	16,654.98	This category encompasses all emissions from operation of assets given on lease by ORL in the reporting year and not already included in scope 1 or scope 2 inventories.
14. Franchises	0	Not applicable owing to the nature of our business.
15. Investments	0	Not applicable owing to the nature of our business.

The company’s Scope 3 GHG Emissions data has been verified by TÜV SÜD South Asia Pvt Ltd. Details regarding the scope and approach of the assurance can be found in the Assurance Statement on page 98 of our [Annual Report FY 2024-25](#) and page 246 of the [ESG Report](#).

More on this can be found in our [ESG Report FY 2024-25](#) on page 143.

2.5.4. Climate Governance

Board Oversight

Our Board of Directors, supported by the ESG & CSR Committee, plays a key role in evaluating ESG and climate risks. The Committee reviews findings from the ESG Steering Committee, ensuring that risks and opportunities are thoroughly

assessed and integrated into our overall risk management framework.

Our Risk Management Committee (RMC), comprising our Chairman and Managing Director, Director of Finance, and an Independent Non-Executive Director, overviews risk thresholds across all categories, including ESG and climate-related risks. The RMC reviews and approves the risk register prepared by our Chief Risk Officer and keeps the Board informed of all material risks. Together, the Board, ESG & CSR Committee, and RMC ensure we allocate the necessary attention and resources to climate risks, reinforcing our commitment to sustainable and responsible business practices.

Climate issues are included on the agenda of the board of directors, and these discussions take place at least annually.

Management Oversight

Executive level sustainability-specific committee: At the management level, we have established an ESG Steering Committee, chaired by our Director Finance, Head of Strategy, Central Projects Office and composed of representatives from all key business functions invited on case to case and expertise basis. This committee meets quarterly to discuss critical ESG matters, evaluate performance, and monitor progress against defined ESG goals and benchmarks.

The ESG Steering Committee is responsible for identifying, assessing, and quantifying ESG risks, including climate-related risks and opportunities, and presenting its findings to the Board ESG & CSR Committee. Once approved by the Board ESG & CSR Committee, these risks are shared with the Chief Risk Officer (CRO), who consolidates them along with other climate-related risks into ERM register for final approval by the Risk Management Committee (RMC).

The roles and responsibilities of the Board ESG & CSR Committee, the Board Risk Management Committee, the ESG Steering Committee, and the dedicated ESG and CSR Committee in managing climate-related aspects are detailed in the [TCFD Report](#) on pages 12 and 13.

2.5.5. TCFD Disclosure

Oberoi Realty is committed to aligning with the Task Force on Climate-related Financial Disclosures (TCFD) to enhance transparency and accountability in its climate-related practices. We have integrated the TCFD framework into our disclosures, addressing its four core pillars:

Governance:

- a) The ESG & CSR Board Committee, chaired by the Chairman & Managing Director, oversees climate-related risks and opportunities, meeting quarterly to review performance and progress.
- b) Management, supported by a dedicated team, assesses and integrates climate-related risks and opportunities into operations and decision-making.

Strategy:

- a) Climate-related risks and opportunities are identified across short-, medium-, and long-term horizons.
- b) The impact of climate related risk and opportunities on our business, strategy, and financial planning is evaluated and factored into strategic planning.
- c) Strategy resilience is tested through scenario analysis, including a ≤2°C scenario, using IPCC and NGFS guidance.

Risk Management:

- a) We have defined processes to identify and assess climate-related risks.
- b) We have structured processes in place to manage these risks across projects and operations.
- c) These are integrated into the overall risk management system for consistency and accountability.

Metrics and Targets:

- a) We disclose metrics used to assess climate-related risks and opportunities aligned with its strategy and risk management.
- b) We report scope 1, Scope 2, and Scope 3 GHG emissions.
- c) Targets are set to manage climate-related risks and opportunities, with regular performance tracking.

More on this can be found in our [ESG Report FY 2024-25](#) on page 148 [TCFD Report FY 2024-25](#).

2.5.6. Climate-Related Management Incentives

Eligible Beneficiaries	Who is entitled to benefit from this incentive?	Type of incentive	Details of Performance KPIs	Description of the KPI
Business Unit Leadership	Project Directors & Asset Managers	Monetary - These KPIs embedded in their annual reviews linked to their appraisals	Green Building Certification Targets Incentivized KPI – Efficiency	Achieving green building ratings for projects, C&D waste management, and sustainable material used during construction.
Functional Head	Head – Sustainability & CSR		Climate Strategy Implementation and ESG Ratings Incentivized KPI – Efficiency - Emission reduction	Delivery of climate action roadmap, emission reduction initiatives and tracking, external ESG disclosures, and maintaining/increasing GRESB, DJSI, or MSCI ratings.
	Procurement Head		Sustainable Procurement Targets Incentivized KPI - Purchasing	Percentage of eco-labeled products sourced, vendor sustainability screening, and alternative material procurement.
	Contracts Head		Inclusion of ESG Clauses in Contracts Incentivized KPI - Supply Chain Management	Percentage of contracts including green performance clauses, waste diversion mandates, and circular economic commitments.
	Head of Design and Engineering		Sustainable Design Adoption Incentivized KPI - Energy reduction	Incorporating all requirements in design to meet green building ratings for projects, like energy efficiency, water recharge and conservation measures, waste management, etc.
Environment SPOCs	Project Managers		Sustainable Site Incentivized KPI - Emission reduction	Timely monitoring and reporting of environmental and climate data for their sites

More on this can be found in our [ESG Report FY 2024-25](#) on page 150.

2.5.7. Climate Risk Management

Climate Risk Management:
Integrated into multi-disciplinary company-wide risk management processes, i.e. a documented process where climate change risks and opportunities are integrated into the company’s centralized enterprise risk management program covering all types/sources of risks and opportunities.

- Types of climate-related risk included in risk assessment:
- **Current Regulation-** Risks linked to compliance with existing environmental laws, energy use norms, and emission control standards.
 - **Emerging Regulation:** Anticipated future policies and regulatory changes that may impact construction methods, material use, and reporting obligations.
 - **Technology Risk:** Uncertainty related to the adoption of low-emission technologies and potential obsolescence of existing systems.
 - **Legal Risk:** Legal exposures due to noncompliance, stakeholder grievances, or new climate related legislation.
 - **Market Risk:** Market shifts stemming from consumer preferences and investor expectations.
 - **Reputational Risk:** Risks associated with stakeholder perceptions and public trust.
 - **Acute Physical Risk:** Risks posed by extreme weather events such as floods, cyclones, and heatwaves that may damage infrastructure and disrupt operations.
 - **Chronic Physical Risk:** Long-term environmental shifts like temperature rise and sea-level increase that could affect operational continuity and asset value.

Value Chain Stages Covered by Climate Risk Assessment: The assessment includes our own operations, upstream activities and downstream activities.

Time Horizons Covered by Climate Risk Assessment: Short-term for 10 years (up to 2035), Medium-term for 30 years (up to 2055), Long-term beyond 2055.

More on this can be found in our [TCFD Report](#) on page 14.

2.5.8. Financial Risks of Climate Change

- Description of the most significant risk and methods to manage this risk.
- Risks driven by changes in regulation:
- **Carbon tax Regulation:** Oberoi Realty is expected to face increasing operational expenses with the anticipated introduction of carbon tax policies in India in the coming years and a projected escalation in the cost of carbon emissions. Carbon taxation is expected to progressively escalate, reaching approximately USD 816.74 per ton of CO2 by 2050.
 - Estimated financial implications of the risk before taking action: 2,000 - 2,500 Cr INR.
 - Average estimated time frame for financial implications of this risk: 5 years.
 - Estimated costs of these actions: ~1,000 - 1,600 Cr INR.

- Risks driven by change in physical climate parameters or other climate-change related developments:
- **Heat Stress:** The increasing risks of heat stress due to global warming could lead to indirect challenges. According to a report by the International Labour Organization (ILO), heat stress is projected to cause productivity losses equivalent to 80 million full-time jobs by 2030, with global economic losses of around US\$2,400 billion. We rely heavily on contractors and their construction workers who are exposed to these risks. This heat stress can result in reduced productivity, and increased absenteeism among contractors, potentially leading to project delays, escalating costs, and financial penalties for delayed handovers. We closely collaborate with contractors to ensure that adequate heat stress mitigation measures, such as shaded workspaces and hydration, are implemented to maintain productivity and compliance with safety standards.
 - Estimated financial implications before action: ~20-25 Cr INR.
 - Average estimated time frame: 5 years.
 - Estimated costs of actions: ~8-10 Cr INR.

More on this can be found in our [ESG Report FY 2024-25](#) on page 153.

2.5.9. Financial Opportunities Arising from Climate Change

- **Resource efficiency:** We recognize a significant opportunity to improve resource efficiency across its developments, driven by rising regulations and market demands for sustainable living. We are committed to reducing emissions year-on year by investing in energy-efficient equipment and ecofriendly design strategies. By integrating nature-based solutions and low- GWP (Global Warming Potential) materials into its construction processes, we aim to lower energy consumption and operating costs, while aligning with global and national emission reduction goals.
- Estimated annual financial positive implications of this opportunity: ~1,000-1,600 Cr INR.
- Estimated time frame: 20 years.
- Estimated current annual costs: ~1-2 Cr IN.

More on this can be found in our [ESG Report FY 2024-25](#) on page 153.

2.5.10. Climate-Related Scenario Analysis

At ORL, we use qualitative and quantitative climate-related scenario analysis to assess the climate related risks and opportunities.

Scenario type	2 degrees C or below	Above 2 degrees
Transition Scenario	• IEA Net Zero Emissions by 2050 Scenario • NGFS (2 degrees or below scenarios)	• IEA Current Policies Scenario • NGFS (Above 2 degrees scenarios)
Physical Scenario	RCP 2.6 (or SSP1 2.6)	RCP 8.5 (or SSP5 8.5)

More on this can be found in our [ESG Report FY 2024-25](#) on page 153 and [TCFD Report](#) on page no 16 and 17.

2.5.11. Physical Climate Risk Adaptation

- We publicly report on our context-specific plan to adapt to physical risks: We have developed a context-specific adaptation plan addressing physical climate risks relevant to our operations. This plan is informed by a comprehensive risk assessment that covers 100% of our existing operations.
- The risk assessment and plan to adapt to physical climate risks cover the following share of our existing operations: 100% of the operations
- The plan includes a target to implement relevant adaptation measures within the following timeline for existing operations: As part of our adaptation strategy, we have set a target to implement appropriate and prioritized adaptation measures less than five years across all existing assets.

Currently, we do not have any planned new assets; therefore, no additional risk assessment or adaptation planning is required for future operations at this time.

More on this can be found in our [ESG Report FY 2024-25](#) on page 153 and [TCFD Report](#) page no 28-31.

2.5.12. Emission Reduction Targets

Our long-term vision is to reach net zero emissions by 2040, well ahead of the timelines defined in the Paris Agreement. In June 2025, the Science Based Targets initiative (SBTi) launched the Building Sector Guidance V1.1, designed to set sector-specific pathways for climate mitigation. ORL has initiated the process of developing near-term and long-term emission reduction targets in accordance with these criteria. We are working on setting targets that are aligned with SBTi’s requirements for the building sector, which include addressing operational energy, embodied carbon in construction materials, and value chain emissions.

As part of this commitment, we are undertaking a comprehensive assessment of Scope 1, Scope 2, and relevant Scope 3 emissions. This exercise is intended to establish a transparent baseline from which science-based targets can be developed. Our company level ambition is to achieve net zero by 2040, supported by interim milestones that ensure accountability and progress tracking. The process is complex and requires extensive data mapping, supplier engagement, and forward-looking scenario planning. ORL will be ready with detailed emission reduction targets and will formally submit them to SBTi for validation by the next financial year i.e., FY 2025-26.

In parallel, we are formulating a decarbonisation strategy to achieve these targets.

2.5.13. Internal Carbon Price

Objectives to implement a carbon price	• Conduct cost-benefit analysis. • Drive energy efficiency. • Drive low-carbon investments. • Incentivize consideration of climate-related issues in decision making • Incentivize consideration of climate-related issues in risk assessment • Identify and seize low carbon opportunities. • Influence strategy and/or financial planning. • Navigate regulations. • Reduce upstream value chain emissions. • Setting and/or achieving climate-related policies and targets • Set a carbon offset budget. • Stress test investments.
GHG Scopes covered	Scope 1 and 2
Type of internal carbon price	Shadow price
Price (per metric tonne CO2e)	INR 2,700 per ton of CO2
Application	All business decision making processes.

2.5.14. Net Zero Commitment

Target time frame	Target scope & related emission reduction target	Target validation by Science Based Targets
• Base Year: 2023-24 • Target Year: 2040	Scopes 1, 2 & 3: 100	The company has publicly committed to seek validation to the target by SBTi

Net-zero Strategy: The company has defined or already implemented programs or activities to achieve emission reduction targets for Scope 1, 2 & 3.

This strategy will include:

- Transitioning to renewable electricity across all operational assets.
- Enhancing energy performance in buildings through advanced design, material selection, and smart technologies.
- Partnering with supply chain stakeholders to lower embodied carbon in construction materials such as cement and steel.
- Embedding circular economic principles in construction and demolition processes to reduce waste and carbon intensity.
- Prioritising low-carbon mobility solutions for employees, contractors, and residents within our development.

2.6. Biodiversity

2.6.1. Biodiversity Risk Assessment

Oberoi Realty is committed to minimizing the ecological impact of its operations. In alignment with the mandates of the Ministry of Environment, Forest, and Climate Change (MOEFCC), comprehensive Environmental Impact Assessments (EIA) have been conducted for all applicable project sites.

In line with Biodiversity Policy, Oberoi Realty has conducted Biodiversity Risk Assessments across all operational sites to identify, assess, and manage potential impacts on biodiversity. We have:

- Publicly reported on the process steps of its biodiversity risk assessment in our ESG Report.
- Used location specific approach.
- Referenced methodologies and frameworks for the assessment.
- Integrated into multi-disciplinary company-wide risk management processes.
- Identified dependency and impact related biodiversity risks.
- Impact-related biodiversity risks considered in risk assessment.

This methodology used for Biodiversity Risk Assessment is as below:

- Biodiversity Proximity and Sensitivity Analysis: By utilizing geospatial tools such as Google Earth Pro, GIS software and geospatial databases, Oberoi Realty analysed the proximity and sensitivity of business operations to important biodiversity areas, such as Wildlife Sanctuaries, Protected Areas (PAs), Key Biodiversity Areas (KBAs), Tiger Corridors (TCs) and presence of species listed on the IUCN Red List within a 10 km radius of our operations.
- Dependency and Impact Identification: At both the sectoral and site levels, Oberoi Realty identified the potential dependencies and impacts on ecosystem services using screening tools such as the ENCORE and the WWF Biodiversity Risk Filter. These tools provide valuable insights into how our business sectors depend on ecosystem services and how our activities, in turn, affect local ecosystems.
- Risk Mitigation Strategy Development: Oberoi Realty is committed to developing comprehensive risk mitigation strategies to address identified nature risks at both the corporate and site levels.
- The assessment was further strengthened by the use of TNFD recommended tools, including:
- WWF Biodiversity Risk Filter – to evaluate biodiversity risk at the site-level.
- ENCORE (Exploring Natural Capital Opportunities, Risks and Exposure) - to screen sector-specific dependencies and impacts.
- Google Earth Pro and QGIS for GIS-based Spatial Analysis – to measure and understand site sensitivity and proximity to biodiversity sensitive areas.

Scope of our Biodiversity Risk Assessment is across all own operations, adjacent areas to own operations, upstream and downstream activities.

The company has identified biodiversity risks using the above-mentioned methodology.

2.6.2 - 2.6.3. Biodiversity Commitment and No Deforestation Commitment

The company has a standalone Biodiversity Policy that underscores our commitment to preserving biodiversity and preventing deforestation across our operations

Oberoi Realty’s Biodiversity Policy is aligned with the goals of the Convention on Biological Diversity (CBD) and national and international industry standards. Our policy integrates conservation and management of biodiversity into our business strategy, establishing principles for a sustainable business model that positively interacts with nature. This reflects our ongoing commitment to ensuring alignment with Oberoi’s operational and strategic goals, offering strategic insights into future disclosures.

The Policy highlights our alignment on:

- Working towards Net Positive Impact on Biodiversity
- Biodiversity related targets for priority areas to work towards No Net Loss
- Application of Mitigation Hierarchy to develop Biodiversity Management Plans for priority sites to achieve No Net Loss on Biodiversity
- Conducting Biodiversity Risk Assessment of all operations

- Engagement with stakeholders on biodiversity

Policy Scope and Endorsement: The Biodiversity Policy is applicable to all operations owned, suppliers and partners, and the policy has been endorsed by the Director Finance who is part of Board of Directors. Further, the company encourages afforestation initiatives and aims to implement No Net Deforestation at company level operations.

2.6.4. Biodiversity Exposure & Assessment

The company has assessed sites used for its operational activities in order to identify sites with significant biodiversity impacts, which can be supported by Biodiversity Proximity and Sensitivity Analysis Report.

Aspects	Number of sites	Area (Hectares)
Overall: Total number and the total area of the company’s operational sites	18	73.62
Assessment: Biodiversity impact assessments conducted for ORL’s own operational sites	18	73.62
Exposure: Sites in proximity to critical biodiversity, and the total area of these sites	18	73.62
Management plans: Sites (in proximity to critical biodiversity) that have a biodiversity management plan	18	73.62

2.6.5. Biodiversity Mitigating Actions

We have mitigating actions to reduce impact and dependency on biodiversity.

- Avoid - We prevent biodiversity impacts by committing to No Net Deforestation, abstaining from activities within notified eco-sensitive zones, World Heritage Sites, and IUCN Category I–IV protected areas, and integrating biodiversity considerations into project planning to eliminate risks at the outset.
- Reduce - We implement strategies to minimize our footprint, such as using native and drought-tolerant species in landscaping, reducing heat islands through high-SRI pavers and paints, designing stormwater drains with filtration media, adopting erosion and sedimentation control measures, and minimizing disturbances to natural topography.
- Regenerate - Our developments are designed to enhance ecological value by promoting local habitat, retaining vegetation for soil stability, and ensuring approximately 30% vegetation across ground and built structures, thereby strengthening the natural biophysical functions of ecosystems.
- Restore - We encourage and support ecosystem restoration initiatives in the areas where we operate, fostering biodiversity recovery through tree plantation drives, re-vegetation efforts and the preservation of existing topography to accelerate long-term ecosystem health.
- Transform - Through our biodiversity policy, global standard adoption, employee and stakeholder awareness programs and integration of biodiversity into our ESG strategy, we aim to drive system-wide change by embedding sustainable values, influencing partners, and shaping industry practices towards biodiversity conservation.

2.7. Product Stewardship

2.7.1. Energy Efficiency Programs for Real Estate Portfolio

Type and Description of Energy Efficiency Program implemented:	% of Portfolio covered	Estimated savings (MWh)	% Estimated ROI
Type: Energy efficient HVAC equipment Description: Implemented a Variable Frequency Drive (VFD) control system for the kitchen exhaust and make-up air units in the cafeteria. The project involved replacing a 5.5 kW Direct-On-Line (DOL) motor with a more efficient 2.8 kW VFD setup, leading to significant energy savings by optimizing motor speed and reducing power consumption during operation.	100%	11.826	1.1
Type: Retrofitting lighting Description: Oberoi Realty replaced fluorescent lights with energy-efficient LED fixtures across key areas including lobby wall washers, first-floor meeting rooms, and the ballroom. This upgrade improved lighting quality while significantly reducing energy consumption.	100%	17.714	2.18
Type: System Commissioning Description: Implemented a PNG gas reduction initiative by introducing modulated steam pressure control in laundry operations. The steam boiler was operated at either 4 kg or 7.5 kg based on real-time demand, and wash temperatures were optimized to reduce fuel consumption without compromising performance.	100%	6.56	1

More on this can be found in our [ESG Report FY 2024-25](#) on page 139.

2.7.2. Attributes of Building Materials

ORL discloses the environmental and health attributes of building materials.

Environmental Product Declaration - We ensure that Environmental Product Declarations are available with our Project teams, detailing the life cycle environmental impacts of key building materials used in its projects.

Health Product Declaration - Material Safety Data Sheet that provides detailed information about a chemical's physical properties, potential hazards, health effects, and safe handling procedures are displayed at project sites’ material storage facilities.

In addition to this, we provide characteristics specification of building materials / features for every project through its Resident Green Building Guidelines:

- Use of locally sourced or recovered materials to cut transport emissions and support the local economy.
- Preference for low embodied carbon materials to reduce construction-related emissions.
- Use of low-VOC materials to enhance indoor air quality.

- Integration of renewable and recycled content materials for sustainability.
- Exclusion of "Red List" materials to protect health and the environment.
- Adoption of green-certified materials across projects.
- Installation of water-efficient fixtures.
- Provision of EV infrastructure for at least 30% of parking in residential projects.
- Use of third-party certified wood to promote responsible sourcing.

Certification standard for wood-based materials	Percentage purchased during the last financial year
FSC Certified	10%

More on this can be found in our [ESG Report FY 2024-25](#) on page 116 and 117.

2.7.3. Revenues from Energy Efficient Buildings

Revenues from:	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
% of Energy efficient buildings certified under ARC	0	67%	67%	67%
Revenues from Energy efficient buildings (Lakh INR)	-	26,137	27,536	33,013
Other sustainable products or services	0	0	0	0

2.7.4. Certified Sustainable Buildings

Revenues from:	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
% of buildings green certified under IGBC Green Homes and LEED Rating System	70%	70%	76%	88%
Revenues from green certified buildings (Lakh INR)	-	2,94,898	3,07,846	3,69,201

3. Social Dimension

3.1. Labour Practices

3.1.1. Labor Practices Commitment

Our commitment is articulated through a structured Human Rights Policy, applicable to all business units and owned entities. The policy supports adherence to relevant laws and embodies the principles of international human rights standards. We ensure that our developments, supply chain practices and workplace environments align with international human rights standards, including the UN Guiding Principles on Business and Human Rights.

Our policy sets clear expectations for ethical labor practices:

- All our employees earn above minimum wage, and we aim to pay a living wage to all our employees
- Aims at avoiding or reducing overtime or excessive working hours to protect employee well-being
- Defines and enforces setting maximum working hours in alignment with labor standards
- Promotes equal remuneration for men and women for work of equal value
- Upholds the right to paying employees for annual leave as part of fair employment terms
- Mandates setting minimum notice periods before terminations to ensure transparency and accountability

The policy applies to our own operations, contractors and partners as well.

More about our policy can be found [here](#).

3.1.2. Labor Practices Programs

- Ensure adequate wages at or above cost-of-living estimates or benchmarks - Foster equitable working conditions by ensuring all employees receive wages aligned with current market standards and cost of living benchmarks. Monitor working hours including overtime management - Working hours, including overtime, are closely monitored to comply with internal and legal standards.
- Ensure employees are paid for overtime work - Employees are duly compensated for any overtime work performed.
- Regularly engage with workers’ representatives on working conditions- Maintain regular dialogue with workers’ representatives through Joint Safety Committee meetings to continually improve workplace conditions.
- Routinely monitor the gender pay gap to achieve equal remuneration for men and women - Conduct periodic reviews of gender pay structures to identify and eliminate disparities.
- Expand social protection coverage for workers beyond public programs - Extend social protection beyond public schemes to enhance workforce financial security. Programs beyond public schemes include medical and health insurance, Mediclaim for dependents, retirement support, food subsidies and education reimbursement for children.
- Ensure employees are taking their paid annual leave entitlements - Encourage full utilization of paid annual leave to support employee wellbeing and productivity. All employees are entitled to a mandatory three-day leave each financial year. We also have a provision for employees to avail block and sabbatical leave.
- Provide training or reskilling to mitigate effects of industrial or climate transition changes - Offer targeted training and reskilling to help employees adapt to industrial or climate-driven transitions.

More on this can be found in our [ESG Report FY 2024-25](#) page 195 and 204.

3.1.3. Discrimination & Harassment

We have a clearly articulated stance that prohibits all forms of workplace misconduct, backed by strong preventive and corrective measures.

Our policy sets clear expectations:

- Intolerance of sexual harassment and non-sexual harassment

- Upholds a zero-tolerance policy for discrimination across all levels
- Mandates training for all employees on discrimination or harassment in the workplace during induction and a frequent interval to build awareness and accountability
- Establishes a defined escalation process for reporting incidents specific to discrimination and/or harassment, through DEI Council, Internal Complaint Committee and our grievance mechanisms ensuring safe and accessible channels
- Enforces corrective or disciplinary action taken in case of discriminatory behavior or harassment. Based upon the seriousness of the offense, disciplinary action against an employee may include verbal or written reprimand, warning, suspension or termination of employment reinforcing a culture of zero tolerance

Learn more about our [Diversity, Equity and Inclusion Policy](#), [POSH Policy](#), [Code of Conduct- Employees](#), [Whistleblower Policy](#) and [Human Rights Policy](#) [here](#).

3.1.4. Workforce Breakdown: Gender

Diversity Indicator	Percentage
Share of women in the total workforce	22.74%
Share of women in all management positions	19.55%
Share of women in junior management positions	23.95%
Share of women in top management positions	15.09%
Share of women in management positions - revenue-generating functions	20.19%
Share of women in STEM-related positions	13.46%

The coverage of the data reported as a % of FTEs is 100 %.

We have set targets for two diversity indicators. We have a target to reach 30% for share of women in the total workforce by the year 2030 and target to reach 25% for Share of women in junior management positions by the year 2030.

More information can be found on page 190 our [ESG Report FY 2024-25](#).

3.1.5. Workforce Breakdown: Race/ Ethnicity & Nationality

We have operation only in India and are not allowed to report on ethnic and racial minorities as India’s [Digital Personal Data Protection Act, 2023](#), legally restricts collecting or reporting personal attributes such as race, caste, religion without a lawful basis/consent. [Article 15 of the Constitution](#) prohibits discrimination on these grounds and, disclosing the bifurcation of workforce’s personal data.. 100% of our workforce is of Indian Nationality.

Employee Category	<30 years			30-50 years			>50 years		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees									
Senior Management	0	0	0	23	7	30	22	1	23
Middle Management	5	0	5	304	85	389	41	3	44
Non-Management	234	133	367	481	98	579	28	3	31
Non-Permanent Employees									
Consultants	0	2	3	3	5	8	2	0	2
Total Employees	239	135	374	812	195	1007	94	7	101

More information can be found on page 182-183 of our [ESG Report FY 2024-25](#).

3.1.6. Gender Pay Indicators

The coverage of the data reported on as a % of FTEs is 100 %.

Employee Category	Employee Level	Average for Male Employees in INR	Average for Female Employees in INR
Leadership & Senior Management Level (basic salary only)	Executive level	4,484,659	2,596,817
Leadership & senior Management Level (basic salary +other cash incentives)	Executive level	4,504,091	2,596,817
Middle Management level (basic salary only)	Management level	931,958	736,498
Middle Management level (basic salary +other cash incentives)	Management level	946,535	758,922
Non-management level (basic salary only)	Non-management level	290,441	262,350

More information can be found on page 191 and the data’s Assurance Statement can be found on page 246 and 247 of our [ESG Report FY 2024-25](#).

3.1.7. Freedom of Association

We acknowledge and support the right of our employees to freely associate with and engage in collective bargaining. 13% of our permanent workforce are represented by an independent trade union or covered by a collective bargaining agreement for the reporting period.

More information can be found on page 204 of our [ESG Report FY 2024-25](#).

3.2. Human Rights

3.2.1. Human Rights Commitment

Our commitment is articulated through a structured Human Rights Policy, applicable to all business units and owned entities. All stakeholders, business partners and contractors are encouraged to align with these commitments and expectations.

To respect human rights in accordance with internationally accepted standards Through our Human Rights Policy. Our policy is in accordance with internationally accepted standards, such as the UN Guiding Principles on Business and Human Rights and the ILO Core Conventions.

The Policy highlights our alignments on:

- **Human Trafficking** - We commit to avoiding any activity that may encourage or support human trafficking. across all operations and relationships.
- **Forced labor and Child labor** - We do not engage in and strictly prohibit the use of forced labour or child labour, and age verification mechanisms are in place across operations and supply chains.
- **Freedom of association and Right to collective bargaining** - We fully recognize and respect the right to freedom of association across our operations.
- **Discrimination** - We enforce a zero-tolerance policy for discrimination, ensuring equal treatment and opportunity for all individuals.
- **Safety and health** – We prioritize providing a safe work environment to prevent harm to any employees, contractors, visitors or any individual or business partner, including public health.

Through this policy we set requirements for our own operations: All employees, activities, products, and services are governed by our human rights commitments. And requirements for our suppliers and business partners: We expect our suppliers and business partners to create and uphold a business environment that respects human rights and to actively monitor their performance in this area.

More about our policy can be found here. Scope of ORL’s Human Rights policy and details of the framework can be found on Page 202 and 203 of the [ESG Report FY 2024-25](#).

3.2.2. Human Rights Due Diligence Process

We have established a structured and comprehensive due diligence process to proactively identify, assess and address human rights risks across all business units and entities.

Our process includes:

- Risk identification in our own operations - Regular assessments of operational practices to detect potential or actual human rights risks.
- Risk identification in our value chain or other activities related to our business - Adhere to our human rights standards and demonstration of compliance with both internal policies and applicable legal requirements.
- Risk identification in new business relations - Our due diligence efforts extend to evaluating new and existing business relationships.
- Risk mapping of potential issues- We do a systematic periodic review.
-

Vulnerable groups covered in the company’s due diligence risk identification process - Children, Own employees, women, migrant workers, third-party personnel and indigenous or local communities, as well as our own employees.

Issues covered in the company's due diligence risk identification process - Forced labor, human trafficking, child labor,

freedom of association, the right to collective bargaining, and discrimination.

More information can be found on page 204 of our [ESG Report FY 2024-25](#).

3.2.3. Human Rights Assessment

We conduct regular human rights assessments across all business units to proactively identify, assess, and address potential risks and impacts.

Category	% of total assessed in last three years	% of total assessed where risks have been identified	% of risk with mitigation actions taken
Own Operations	100%	0	0
Basis for reporting (denominator): As a % of FTEs			
Contractors and Tier 1 Suppliers	100%	0	0
Joint Ventures	100%	0	0

More information can be found on page 205 of our [ESG Report FY 2024-25](#).

3.2.4. Human Rights Mitigation & Remediation

- Processes implemented to mitigate human rights risks - We have a stringent approach which entails monitoring mechanisms to ensure full compliance with our human rights standards and proactive measures undertaken to address any emerging risks. We conduct continuous training for our employees and workers, so they understand their human rights in order to foster a culture of dignity, fairness, and respect for all individuals connected to our value chain.
- The number of sites with mitigation plans - Every operational site is equipped with tailored mitigation measures to safeguard against potential human rights violations.
- The type of remediation actions taken –
 - The Company’s Head of Human Resources is responsible for monitoring and addressing human rights impacts and issues. This includes oversight into the implementation of policies, addressing concerns and ensuing compliance with internal standards and regulatory requirements.
 - Periodic compliance reviews are conducted for all suppliers and contractors, with comprehensive inspections carried out across labor accommodations, support infrastructure and on-site medical and first aid facilities.
 - To enhance site security and prevent unauthorized entry, biometric access systems have been implemented across construction locations.
 - We have also established a safe and confidential mechanism through our Whistleblower Policy to report any violations or concerns without any fear of retaliation. All human rights concerns/grievances can be reported to the Head of HR at head.hr@oberoirealty.com.
 - All complaints with respect to sexual harassment are reported to and resolved by the Internal Complaints Committee.

More information on our Codes and Polices can be found on page 38 and 39 of the [ESG Report FY 2024-25](#). Detail of Mitigation and Remediation can be found on page 205 of the [ESG Report FY 2024-25](#). For further details please refer to the [Annual Report 24-25](#) page 85.

3.3. Human Capital Management

3.3.1. Training & Development Inputs

The data in the table below represents 100% of global FTEs

Training & Development Inputs	FY 2024-25
Average hours per FTE of training and development	27
Average amount spent per FTE on training and development.	6,886

Training Data Breakdown

Hours of training and development by age, gender and management level						
Employee Category	Male			Female		
	< 30 years	30 - 50 years	> 50 years	< 30 years	30 - 50 years	> 50 years
Senior Management	0	558	413	0	124	18
Middle Management	121	5674	620	1	1864	37
Non-Management	1317	5323	353	845	1445	17

More information can be found on page 200 of our [ESG Report FY 2024-25](#).

3.3.2. Employee Development Programs

Employees are offered focused developmental programs aimed at advancing their skills. These are in addition to technical, functional and behavioral training delivered through online platforms and classroom sessions. We offered employees with specialised role-based training programs such as Primavera P6 for the Planning Team, Enscape and Sketch Up for Architects.

Our learning methods for employee development are both internal and external, which includes:

- Coaching and Mentorship
- Teams and Networks
- Type of program offered for employee development includes:
- Leadership development program like Greater Manager Institute, Flying lessons, People first.
- Cultural education
- Transition program for retiring and terminated employees
- Digital transition program
- The programs conducted for contractual and part time employees in company’s own workforce

Quantitative business impact of our leadership programs			
Employee Development Program	Great Manager Institute	Flying Lessons' Women Leadership Development Program – Batch 3	People First
Program Objective	We participated again this year in The Great People Manager Study 2025, conducted by the Great Manager Institute®. This study, one of the largest of its kind, aims to identify and celebrate outstanding People Managers within participating organizations.	Our Flagship Program “Flying Lessons” aims to strengthen the women leadership pipeline by enabling participants to plan their personal growth and professional success and navigate their leadership journey.	Starting with the Leadership team, we focused on the People Managers across the organization to inculcate a People Centric culture. We also ensured alignment across the organization through a structured cascading approach.
Programs Details	Out of 35 participants from Oberoi Realty, 14 were selected for next round. Out of these 14, 3 are shortlisted amongst the Top 100 Great People Managers in India.	The participant's knowledge retention was assessed with a post-training quiz, which indicated 82% retained key concepts. The behavioral impact of the program will be recorded post 3 months i.e. in July’25.	Manager or Self-Assessment of Behavioral post training showed 54% of participants scored 4 or more on the scale, demonstrating frequent or consistent application of the learned skills.
Quantitative business impact	21% high-quality leadership and 3X leadership visibility among advancing candidates enhancing Oberoi Realty's reputation.	82% knowledge retention among participants directly correlate with better on-ground application of learning, leading to improved decision-making, employee engagement, and operational efficiency.	54% adoption rate translates to over 1 in 2 managers leading with people-first behaviors leading to improved employee interactions with stronger team dynamics, increased productivity and innovation within teams.

More information can be found on page 198 of our [ESG Report FY 2024-25](#).

3.3.3. Human Capital Return on Investment

Metrics on human capital return on investment	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
a) Total Revenue	26,939,704,000	41,925,818,000	44,957,853,000	54,74,17,69,320
b) Total Operating Expenses	17,187,911,000	53,738,818,000	25,162,555,000	20,452,188,000
c) Total employee-related expenses (salaries + benefits)	683,693,000	777,947,000	1,023,980,000	1,142,817,000
Resulting HC ROI (a - (b-c)) / c	15.26	-14.18	20.33	31.00
Total Employees	662	934	1,443	1,482

More information can be found on page 183 of our [ESG Report FY 2024-25](#).

3.3.4. Hiring

Category	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
Total number of new employee hires	415	666	520	419
Percentage of open positions filled by internal candidates (internal hires)	11%	4%	15%	18%
Average hiring cost/FTE	-	-	5201	5,562

Hiring Data Breakdown by age and level for FY 2024-25

Employee Category	<30 years		30-50 years		>50 years	
	Male	Female	Male	Female	Male	Female
Senior Management	0	0	2	0	4	0
Middle Management	2	0	73	10	3	0
Non-Management	131	76	84	29	1	1

Hiring Data Breakdown by nationality for FY 2024-25-25

Nationality	Employees (New Hires)
Indian	419

More on this can be found on page 184 of our [ESG Report FY 2024-25](#).

3.3.5. Employee Turnover Rate

	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
Total employee turnover rate	28%	34%	28%	26.84%
Voluntary employee turnover rate	18%	26%	23%	22.52%
Data coverage (as % of all FTEs globally)	100	100	100	100

Employee Category	<30 years		30-50 years		>50 years	
	Male	Female	Male	Female	Male	Female
Senior Management	0	0	5	0	9	2
Middle Management	1	1	73	17	5	0
Non-Management	107	52	95	26	2	0

More on this can be found on page 186 and 187 of our [ESG Report FY 2024-25](#).

3.3.6. Long-Term Incentives for Employees

Long-term Incentive Program for employees below the senior management level	Average Payout Period of Long-Term incentive Program	Percentage of workforce below senior management level that this program applies	Long-term incentives include targets associated with sustainability performance
We provide our employees with stock options. The Employee Stock Option Plan applies to a broad base of employees below the senior management level, including those working in India or abroad across the Company, its subsidiaries, and associate companies. Eligible participants may include employees designated by the Company as well as non-executive directors who are not promoters or part of the promoter group.	Our long-term incentives for employees below the senior management level are on average paid out after 1 year from the date of grant, with vesting spread over a period of up to 7 years, and exercisable within a maximum of 4 years thereafter.	8 % of employees	The ESOP 2025 plan that we offer is designed to create long-term wealth for employees, align their interests with the Company’s growth, and recognize performance. By fostering shared value creation, the program complements the Company’s ESG commitments and supports social parameters such as employee well-being, equity, and inclusive growth, thereby reinforcing a culture of sustainable success.

3.3.7. Employee Support Programs

At ORL, employees are offered a range of benefits aimed at strengthening their sense of connection with the organization and helping retain top talent.

Employee Benefits:

- Workplace stress management - 24x7x365 Employee Assistance Program for employees and their families along with professional tele-counselling and face-to-face sessions as needed. The program is supplemented by online sessions focused on mental wellness.
- Sports & health initiatives - Annual Health Check-ups along with discounted services for their family members, regular meditation sessions and recreational events such as cricket, table tennis and carrom are organized for employees.

Work Conditions:

- Flexible working hours - Flexible working hours are provided, along with an option for late entry or early departure when necessary.
- Working-from-home arrangements - Work-from-home and part-time work options are also considered on a case-by-case basis.
- Part-time working options - Work from-home and part-time work options are also considered on a case-by-case basis.

Family Benefits:

- Childcare facilities or contributions - In support of working mothers, a company-funded Creche facility has also been introduced, available until the child reaches 15 months of age.
- Breast-feeding/lactation facilities or benefits - A company-funded Creche facility has also been introduced, (which doubles as a breastfeeding facility) is available.
- Paid parental leave for the primary caregiver – 26 weeks
- Paid parental leave for the non-primary caregiver – 3 days
- Paid family or care leave beyond parental leave - We have a provision for employees to avail block and sabbatical leave.

More information about mental wellbeing sessions, health camps and events conducted can be found on page 195 of our [ESG Report FY 2024-25](#).

3.3.8. Type of Performance Appraisal

The company recognizes the importance of providing regular, constructive feedback and uses various channels to facilitate this action. We conduct our Performance appraisal cycle on a yearly basis.

- Management by Objectives: At Oberoi Realty, performance is appraised through clearly defined, measurable goals agreed upon between employees and their line managers. Progress is reviewed periodically, ensuring alignment with organizational objectives and fostering individual accountability.
- Team-Based Performance Appraisal: Team-based assessments at Oberoi Realty focus on evaluating group achievements and collaboration. Regular reviews emphasize collective results, peer feedback, and contribution to shared targets, reinforcing a high-performance, collaborative work culture.

More information can be found on page 198 of our [ESG Report FY 2024-25](#).

3.3.9. Trend of Employee Wellbeing

To collect structured feedback, employee engagement surveys are conducted at regular intervals. These surveys help gauge employee sentiment in areas such as job satisfaction, purpose, workplace happiness and stress levels.

Core Focus	Unit	FY 2022-23	FY 2023-24	FY 2024-25
Employee Satisfaction	% of employees with top level of satisfaction	69%	69%	92%
Data coverage	% of employees who responded to the survey	95%	95%	95%

The target for employee satisfaction for FY 2024-25 is 80% of employees with top level of satisfaction and the data coverage target was 85% of employees responding to the survey.

More information can be found on page 197 of our [ESG Report FY 2024-25](#).

3.4. Occupational Health and Safety

3.4.1. OHS Policy

We are committed to ensuring a safe and healthy work environment by implementing a robust Occupational Health & Safety (OHS) management system that aligns with international standards and promotes continuous improvement across all levels of operation.

Our EHS Policy Features:

- Applicable to the company’s entire operations/employees and contractors or individuals under the company’s supervision, ensuring a unified standard of health and safety practices.
- Compliance with relevant OHS international standards and regulations, voluntary programs and/or collective agreements on OHS, reflecting both legal and voluntary commitments.
- Consultation with and participation of workers, and, where they exist, workers’ representatives to strengthen the effectiveness and relevance of OHS measures.
- Commitment to continually improve the performance of the OHS management system, using data, feedback, and audits to enhance safety outcomes.
- Setting up prioritization and action plans to address identified risks and ensure timely preventive and corrective actions.
- The policy supports the establishment of quantitative targets for improving OHS performance metrics, enabling progress tracking and accountability.

More about our policy can be found [here](#).

More details of our EHS Policy can also be found in our [ESG Report](#) on page 132.

Policy Endorsement: The EHS policy is endorsed by our Director Finance, who is part of the Board of Directors, underlining its strategic importance and governance-level oversight.

3.4.2. OHS Programs

We have OHS programs in place and follow the following guidelines:

- Conduct regular OHS risk and hazard assessments to identify what could cause harm in the workplace.
- Develop prioritized action plans with quantified targets to mitigate risks.
- Integrate actions to prepare for and respond to emergency situations
- Continuously evaluate progress in reducing/preventing health risks against targets.
- Undergo internal inspections and independent external verification of health, safety and well-being.
- Establish clear procedures to investigate work-related injuries, ill health, diseases and incidents.
- Provide OHS training to employees and other relevant parties to enhance awareness and prevent incidents.
- Introduce OHS criteria in procurement and contractual requirements to extend safety expectations across the value chain.
- Independent external verification of health, safety and well-being using ISO 9001, 14001 and 45001 standards.

More information can be found on page 209, 210 of the [ESG Report FY 2024-25](#).

3.4.3. Absentee Rate

Type of Data		Absentee rate			
Absentee rate	Unit	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
Employees	% of total days scheduled	0.78%	1.68%	1.64%	1.76%
Data coverage	percentage of: Employees	100	100	100	100

Our target % of total days scheduled for employees was 1% for FY 2024-25. More information can be found on page 217 of the [ESG Report FY 2024-25](#).

Third party verification: The company's data has been third-party verified in the most recent financial year reported performed in accordance with the verification methodology developed by the TÜV SÜD Group. More details can be found in our Assurance Statement on page 246 and 247 in our [ESG Report FY 2024-25](#).

3.4.4. Fatalities

Fatalities	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
Employees	0	0	0	0
Contractors	0	2	1	0

Third party verification: The company's data has been third-party verified in the most recent financial year reported performed in accordance with the verification methodology developed by the TÜV SÜD Group. More details can be found in our Assurance Statement on page 246 and 247 in our [ESG Report FY 2024-25](#). More information on safety related incidents for FY 2024-25 can be found on page 215 of the [ESG Report FY 2024-25](#).

3.4.5. Lost-Time Injury Frequency Rate (LTIFR) - Employees

LTIFR	Unit	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
Employees	LTIFR (n/million hours worked)	0	0	0.9	0
Data coverage	percentage of: Employees	100	100	100	100%

Third party verification: The company's data has been third-party verified in the most recent financial year reported performed in accordance with the verification methodology developed by the TÜV SÜD Group. More details can be found in our Assurance Statement on page 246 and 247 in our [ESG Report FY 2024-25](#).

More information on safety related incidents for FY 2024-25 can be found on page 215 of the [ESG Report FY 2024-25](#).

3.4.6. Lost-Time Injury Frequency Rate (LTIFR)- Contractors

LTIFR	Unit	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
Contractors	LTIFR (lost time injuries/1 million hours worked)	0	0.1	0.1	0.048
Data coverage	percentage of operations:	100	100	100	100

Third party verification: The company's data has been third-party verified in the most recent financial year reported performed in accordance with the verification methodology developed by the TÜV SÜD Group. More details can be found in our Assurance Statement on page 246 and 247 in our [ESG Report FY 2024-25](#).

More information on safety related incidents for FY 2024-25 can be found on page 215 of the [ESG Report FY 2024-25](#).

3.5. Customer Relations

3.5.1. Tenant Health & Wellbeing Programs

- Assessments to identify risks and opportunities for improving the health and wellbeing of tenants
- Integration of actions to promote the health and wellbeing of tenants through thoughtful design, services and engagement.
- Establishment of quantitative targets and objectives to promote the health and wellbeing of tenants, enabling the measurement of impact effectively.
- Regular reviews and evaluations for monitoring progress towards achieving the established health and wellbeing targets and continuously improving the approach.

More information can be found on page 238, 239 and 240 of the [ESG Report FY 2024-25](#).

3.5.2. Tenant Health & Wellbeing Measures

Targeted Interventions for a Healthier Living Environment

We use advanced air filtration systems and regular maintenance to minimize pollutants and maintain indoor air quality. Through continuous testing and purification, we maintain water quality and ensure safe drinking water. We ensure nourishment & healthy eating through constant collaborations with local vendors and on-site facilities to offer nutritious

food choices. Our architectural designs offer visual comfort & maximize natural daylight exposure for better mood and productivity. Through integration of greenery and natural elements we adopt biophilic design and foster a connection with nature. The use of high-performance HVAC systems and soundproofing materials ensure thermal & acoustic comfort. Our spaces have universal accessibility with barrier-free design to support inclusivity and ease of access for all individuals. We promote and ensure stakeholders get mental health support through our programs, spaces, and initiatives to promote emotional and psychological wellbeing. Through inclusion of gyms, walking paths, open spaces, and recreational areas across properties we encourage physical activity as well.

More information can be found on page 239 of the [ESG Report FY 2024-25](#).

3.5.3. Customer Satisfaction Measurements

Satisfaction measurement	Unit	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
Satisfaction measurement	Satisfaction measurement methodology: Percentage of satisfied customers/tenants	100%	100%	100%	100%
Data coverage:	percentage of tenants	100%	100%	100%	100%

The target for satisfaction measurement for the FY 2024-25 was 100%. More details on this can be found on page 237 of our [ESG Report FY 2024-25](#).

3.6. Community relations

3.6.1. Social Integration Programs

Key Initiatives for Social Integration

- Inter-modality through sustainable transportation: Our buildings are strategically located within a 10 minute walking distance of key public transport hubs, improving accessibility and reducing dependence on private vehicles.
- Integrate measures for low-income residents: We build housing for Economically Weaker Section on our projects wherever applicable as per regulations.
- Safety and emergencies preparedness: We have deployed comprehensive evacuation plans, regular safety training for tenants and visitors and integrated periodic audits into our safety protocols.
- Community educational upliftment and skills development: We support local community by providing educational programs such as Internships, Management Traineeships, skill building for construction workers, thus enabling long term employability.
- Leisure Spaces: We support leisure and development by providing open spaces for community activity and social gatherings.
- Social Enterprise Engagement: We partner with social enterprises, small businesses, at various stages of the project lifecycle, fostering local economic development and job creation.
- Universal Design: We champion inclusive infrastructure through adoption of universal design principles for people with disabilities ensuring healthy living conditions and support community wellbeing.
- Tenant Satisfaction: We monitor tenant turnover rate and conduct periodic tenant survey to identify and address issues to strengthen our operations for better tenant satisfaction.

More information can be found on page 234, 235 of the [ESG Report FY 2024-25](#).

3.6.2. Stakeholder Engagement Policy

We are committed to meaningful stakeholder engagement by identifying, consulting, and addressing the concerns of communities and individuals affected by our operations.

The policy includes:

- A structured approach to identifying affected communities and range of local stakeholders, ensuring inclusive and relevant engagement.
- We aim to identify vulnerable groups as part of identification process to ensure that the most at-risk populations are not overlooked.
- Our engagement strategy includes local stakeholders to promote transparency, build trust, and strengthen community relations.
- A complaints/grievance mechanism available for communities ensures accessible channels for addressing concerns or impacts in a timely and respectful manner.

The policy applies to our operations, our subsidiaries and supply chain. All stakeholder engagement activities are to be carried out in accordance with this policy to strengthen and nurture all stakeholder relationships.

The endorsement and oversight of our policy is embedded at the highest level, with the Board of Directors responsible for guiding its strategic direction. This policy is approved by our Director Finance, Group CFO, Mr Saumil Daru.

More about our policy can be found [here](#).

3.6.3. Stakeholder Engagement Program

Our stakeholder engagement programs are applied at all local operations, promoting consistency and accountability across locations.

- We are committed to conducting local stakeholder or community impact assessment to evaluate and manage potential impacts of our operations.
- We maintain clear communication channels for local stakeholders to communicate with the company, ensuring accessibility and transparency.
- We invest in capacity building for local stakeholders to ensure they can communicate with the company effectively and confidently.
- We conduct regular surveys/reviews of perceptions for local stakeholders Won engagement strategy to assess the relevance and effectiveness of our approach.
- We hold meetings with local stakeholders to identify emerging concerns, enabling early intervention and responsive action.
- We ensure tracking of grievances to monitor community feedback and address issues in a timely manner.
- More information can be found on page 236, 237 of the [ESG Report FY 2024-25](#).

Caution regarding forward-looking statements

This ESG Insights Report contains forward-looking statements about expected future events and financial and operating results of Oberoi Realty Limited. By their nature, these statements require the Company to make assumptions and are subject to inherent risk and uncertainties. There is significant risk that the assumptions, predictions and other forward-looking statements will not prove to be accurate. Readers are cautioned not to place undue reliance on forward-looking statements as a number of factors could cause assumptions, actual future results and events to differ materially from those expressed in the forward-looking statements. Accordingly, this document is subject to the disclaimer and qualified in its entirely by assumptions, qualifications and risk factors referred herein.



Commerz, 3rd Floor, International Business Park,
Oberoi Garden City, Off Western Express Highway,
Goregaon (East), Mumbai - 400 063

All the Architect's impression in this ESG Insights are merely creative imagination are only indicative. The actual product may vary/differ from what is indicated herein. Where applicable, all details/documents pertaining to the respective projects are available on <https://maharera.mahaonline.gov.in>

Follow Us



www.Oberoirealty.Com