



DELIVERING FOR PEOPLE & PLANET

A GLOBAL BUSINESS DISTRICT
THAT PERFORMS

ESG REPORT | FY 2025-26



INSIDE THE REPORT

03	ABOUT THE REPORT
09	BHARTI REAL ESTATE AT A GLANCE
15	STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

ENVIRONMENT

24	SUSTAINABILITY AND DECARBONISATION STRATEGY
33	BUILDING RESPONSIBLY FOR A LOW-CARBON FUTURE
34	ENERGY MANAGEMENT
35	WASTE MINIMISATION
37	WATER MANAGEMENT
39	SUSTAINABLE CONSTRUCTION

SOCIAL

47	EMPLOYEE ENGAGEMENT AND DEVELOPMENT
53	DIVERSITY, EQUITY & INCLUSION (D, E & I)
58	OCCUPATIONAL HEALTH AND SAFETY
60	CORPORATE SOCIAL RESPONSIBILITY

GOVERNANCE

67	BOARD EVALUATION
69	BUSINESS ETHICS AND TRANSPARENCY
71	RISK MANAGEMENT
73	SUPPLY CHAIN MANAGEMENT
75	ESG GOVERNANCE STRUCTURE
76	OUR PATH FORWARD
77	GRI INDEX

DELIVERING FOR PEOPLE & PLANET

Bharti Real Estate is not merely constructing a Global Business District; we are building the future of sustainable urban development, with sustainability embedded as the core spine of Worldmark. At Bharti Real Estate, sustainability is a "Core Value" that governs every facet of our daily business operations, shaping decisions from the boardroom to the construction site. We are firm in our conviction that responsible growth is the only path to generating enduring value for our stakeholders, the communities we serve, and the environment we are entrusted to protect. We recognise that sustainability and operational excellence, achieved through pioneering environmental initiatives, are intrinsically linked across both the 'development' and 'operational' life cycles of our spaces. Our mission, therefore, is to

fundamentally transform commercial and retail environments by embedding eco-conscious design and deploying intelligent systems that allow us to precisely measure, monitor, calibrate, and scrutinise our environmental performance and the data it generates. These advanced capabilities empower us to rigorously evaluate the ecological footprint of our construction activities, particularly with regard to greenhouse gas emissions, water consumption, and waste generation and to implement targeted, data-driven interventions that continuously optimise our performance through every phase of the project.

In FY 2025–26, we took a major leap forward by initiating the calculation of embodied carbon emissions across our development, by aligning our approach with global benchmarks in the building sector. This milestone underscores our commitment to constructing low-carbon, high-performance assets that cater to the rising demand for green-certified spaces among environmentally conscious investors, stakeholders and businesses. Alongside, we have implemented a wide range of environmentally entwined sustainable initiatives including cutting-edge technologies, energy-efficient systems, bio-inspired architectural designs, heat-resistant façades, intelligent, tech-enabled building management systems, so on and so forth. These innovative initiatives enable us to create

spaces that are not only future-ready, but also aligned with global green building standards. Thus, through advanced data monitoring and material performance tracking, we are not only reducing our environmental footprint but also optimising operational costs, extending asset life, and enhancing return on investment. This year's Sustainability Report captures the progress we have made in embedding sustainability across the full lifecycle of our projects, from design and development to operations and stakeholder engagement. It reflects our unwavering commitment to building economically viable, environmentally responsible, and socially inclusive spaces that stand the test of time.



ABOUT THE REPORT

In our quest to shape a sustainable future, we progress towards our sustainability journey with transparency and accountability. Through this report, our objective is to communicate the progress, achievements, obstacles, opportunities and our dedication towards sustainability to all our esteemed diverse set of stakeholders.

REPORTING PERIOD AND BOUNDARY – WORLDMARK 2.0

The reporting period is from April 1, 2025, to March 31, 2026, and includes comparative data from the previous reporting cycle. The reporting boundary encompasses assets which span ~ 6.3 million square feet in Aerocity, New Delhi, including 4 Worldmark, 5 Worldmark, 6 Worldmark, 7 Worldmark and The Mall at Worldmark.

The report offers an in-depth evaluation of sustainability efforts, including our strategies, commitments, initiatives, and targets regarding Environmental, Social, and Governance (ESG) aspects for our commercial and retail property portfolio. Additionally, the report highlights the future goals and innovative measures planned to propel us forward in our sustainable journey. For more information about the report, please contact us at sustainability@bhartirealestate.com.

REPORTING FRAMEWORK

The sustainability report for the FY 2025-26 has been developed in reference to the Global Reporting Initiative (GRI) standards (2021). Furthermore, the key sections of the report are aligned with the United Nations Sustainable Development Goals (UNSDGs), underscoring our contribution to global efforts towards sustainable development.

DATA COMPILATION METHODOLOGY

The data published in this report has been collected through various internal reporting systems, which utilise regular and reliable tracking of data. We have mentioned limitations in the data, wherever applicable.

FORWARD LOOKING STATEMENT

We understand that sustainable practices are not only essential for the environment but also for the long-term success of our real estate projects. The statements presented in this report are classified as 'forward-looking statements' based on current expectations and projections about future events and are inherently subject to a variety of risks and uncertainties, many of which are beyond Bharti Real Estate's or its subsidiaries' control, that could cause actual results to differ materially from those anticipated or projected, despite our use of reasonable assumptions to formulate these expectations. Our commitment to these practices is geared towards creating value for our investors, tenants, and the communities we serve, all while contributing to a more sustainable and resilient future.



It is my pleasure to present to you our Sustainability Report for the fiscal year 2025-26. This report is a testament to our commitment towards building a more responsible future and accomplishing our vision of being the most admired real estate company.

India is taking significant steps to reduce its carbon emissions with an aim to achieve net zero target by 2070. We are also committed to this vision. Last year, we calculated the embodied carbon emissions of our buildings, and we worked on strengthening our environmental agenda, by developing a comprehensive decarbonization roadmap.

Our Net Zero roadmap charts a clear path to reduce our operational emissions and realise our vision of becoming a Net-Zero company by 2050. This roadmap is designed to accelerate our transition to low-carbon operations across all assets.

We are focused on reducing our carbon footprint through energy efficient technologies, water conservation, waste management techniques and responsible material resourcing. We will continue to strengthen disclosures, align global reporting standards, and embed accountability across all levels of the organization.

A key focus area has been extending ESG principles across our value chain. We are actively

S. K. Sayal

Managing Director & Chief Executive Officer,
Bharti Real Estate

working with contractors and suppliers to align them with our safety, environmental, and ethical standards, recognizing that operational excellence depends on collective accountability. We remain committed to continuous improvement, supported by clear targets, robust monitoring systems, and strong operational governance.

Our commitment to responsible growth extends beyond our physical infrastructure. It encompasses the development and well-being of our employees, contractual staff and labours on construction sites. In this direction, we launched an in-house training module for upskilling our staff in our operational assets. The training encompasses series of modules on impacting life skills and customer service excellence. 50 % of this staff were successfully trained last year in roles of housekeeping, security and technicians. Through our CSR initiative, we have conducted 132,000 hrs of technical skills training for 1650 construction workers in NCR region through Invired foundation.

We appreciate the continued support of our stakeholders as we work to create lasting value and contribute to a more sustainable future. Together, we are not just building structures; we are building resilience, equity, and a sustainable future for generations to come.



S. K. Sayal

Managing Director &
Chief Executive Officer,
Bharti Real Estate



A Net-Zero future demands more than ambition. It requires consistent action, collaboration and long-term commitment.



As we transition from development phase into operations for some of our assets, the focus now is on delivering efficient, resilient, and responsible asset performance, supported by strong operational systems and continuous monitoring.

Our operations prioritise water and energy conservation, waste management, ensuring that sustainability imperatives are seamlessly integrated into our spaces. We are actively harnessing renewable energy sources and expanding their usage across our projects. We have deployed on-site solar energy systems, have signed renewable energy partnerships and will continue to expand our renewable energy resources. To strengthen waste management during the operational phase, we have installed Organic Composting Machines, significantly reducing landfill contribution. Additionally, all hazardous waste is sent to authorised recyclers, and non-hazardous waste is handled by municipality-approved agencies, in full compliance with regulations.

We are also leveraging technology to improve operational performance. As part of our digital transformation efforts, we introduced an ESG technology platform that functions as a centralised repository for carbon accounting

and delivers asset-level performance insights through advanced analytics dashboards, strengthening our overall ESG governance framework. The use of BMS (Building Management System) will enable better tracking of resource consumption and more informed decision-making.

Our buildings are planned to be equipped with EV charging facilities, reflecting our commitment to enable cleaner mobility and supporting the evolving needs of occupants. We have ESP & MERV 14 grade filters installed in Air Handling Units to control air quality. Further, living green walls including vertical gardens or eco-walls will improve air quality and serve as a natural filter improving overall wellbeing of the occupants.

As our developments become fully operational, the true impact of our efforts will be reflected in how these spaces perform and serve their users. By combining sustainable mobility solutions with inclusive design, we are creating environments that support both environmental responsibility and social well-being. Our commitment is to drive consistent progress through disciplined execution and transparent performance.

Ravinder Arora

Director & Chief Operating Officer,
Bharti Real Estate



Ravinder Arora

Director &
Chief Operating Officer,
Bharti Real Estate



Our commitment extends beyond efficient buildings to creating environments where people and sustainability can thrive together.



BHARTI REAL ESTATE AT A GLANCE

Bharti Real Estate embarked on its venture in 2003, driven by the vision to branch out into new market segments alongside India's burgeoning economy and the corresponding need for top-tier commercial real estate. Over the years, we have proudly completed several landmark projects, including the distinguished Worldmark 1.0 in Aerocity, New Delhi, Worldmark Gurugram, Airtel Centre, and Bharti Crescent.

Our journey has seen us evolve into one of the most esteemed and recognised entities in the commercial real estate sector, boasting some of the nation's most coveted addresses. Embracing innovation, we have ventured beyond the traditional scope of standalone office and retail spaces to create holistic, integrated environments that mark the advent of a revolutionary chapter in India's commercial real estate landscape.

When we build an asset today, we prepare for creating value in the future.

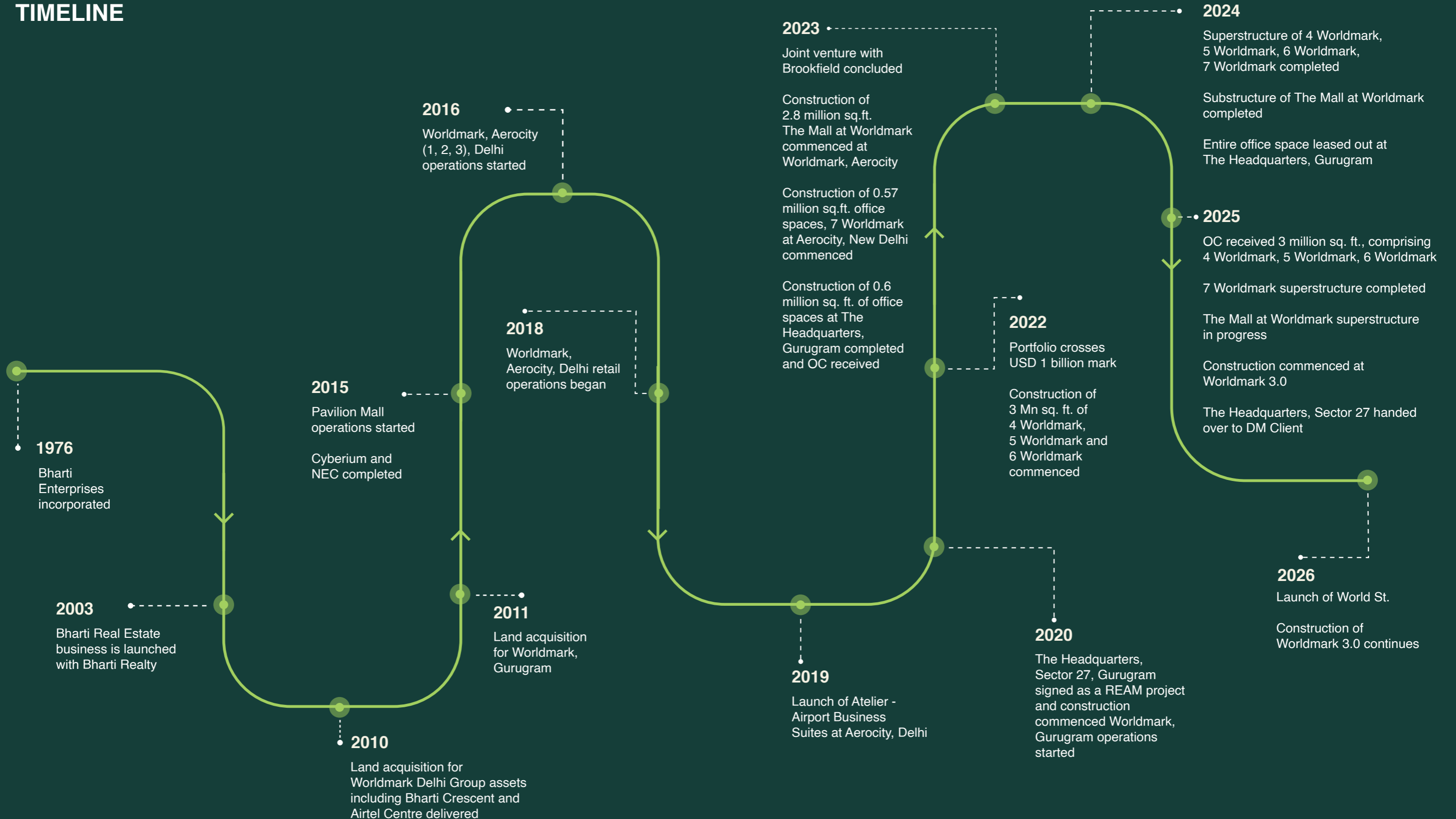
As an exclusive real estate company, we are dedicated to fostering future growth and generating value. Our strategic approach to business ensures sustained returns for our investors by encompassing every aspect of development, from leasing and operations to maintenance and asset realisation.

Over the past two decades, across 17 diverse projects, we have added more than 8.5 million square feet to the country's top-tier commercial real estate offerings. Our architectural designs and constructions are celebrated for their focus on the end-user, emphasising comfort and enhancing the overall experience.

Our forward-thinking commercial real estate mega-development, Worldmark is known to have rearticulated the very concept of work-life balance, setting new benchmarks for what modern workspaces can achieve. Here, office spaces are being innovatively designed to cater to large corporations, while retail experiences are curated to add tangible value to the lives of employees who inhabit these environments.

Worldmark 1, 2, and 3 in Aerocity, New Delhi, Worldmark Gurugram, Airtel Centre Gurugram, and Pavilion Mall in Ludhiana were developed by Bharti Realty and are now part of Brookfield REIT. Asset numbers 4 Worldmark to 15 Worldmark constitute Worldmark 2.0 and Worldmark 3.0 developments and are built / operated by Bharti Real Estate.

TIMELINE



VISION 2030

“To be the most admired real estate company”



OUR CORE VALUES

Our vision inspires us. Our values define us.



Innovation

We see innovation as the most vital sign of life for a thriving company. Working dynamics and industry trends to identify challenges and take stock of opportunity.



Wellness

Wellness is a part of our work culture and value system. On a community scale, our buildings are complemented with common spaces that facilitate healthy interaction that go a long way in cultivating social well-being.



Quality

Bharti Real Estate has been founded with trust at its core, and nothing represents this trust as the quality of what we create. From conceptual design to tangible build quality, excellence is our benchmark in everything we do.



People-centricity

Our priority is to strengthen bonds with customers, collaborators, partners, and employees, emphasising respect and fulfilment. We recognise that every space we create—office, retail, or leisure—is a people-oriented hub for everyday life.









Sustainability

At the core of our contemporary building principles is sustainability, and at the core of sustainability is balance. We were one of the early champions of green building norms. Our considerations have included if the chosen location is equipped to cope with realities of climate change and local environmental demands.

STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

Stakeholder Engagement

Our primary goal is to align with the needs, aspirations, and goals of our stakeholders. We are convinced that fostering trust and capitalising on the challenges and prospects presented by the marketplace necessitates leveraging the acumen of our stakeholders. We acknowledge that our corporate decisions influence stakeholders both within and outside our organisation. We are committed to incorporating insights derived from our engagements with these stakeholders into our corporate strategy, operations, and public disclosures.

STAKEHOLDERS	VALUE PROPOSITIONS	WHY THEY ARE IMPORTANT	KEY MATERIAL ISSUES
 <p>Customer</p>	<ul style="list-style-type: none"> Innovation and new technology Timely delivery 	<ul style="list-style-type: none"> Revenue growth and generation Streamline goals and processes Demand led innovation 	<ul style="list-style-type: none"> Energy management GHG emissions reduction Waste minimisation Water management Sustainable construction Building certifications
 <p>Investor</p>	<ul style="list-style-type: none"> Short and long-term financial viability Return of investment Better risk management 	<ul style="list-style-type: none"> Providing timely respond to queries of investors on operations of the company Being transparent with the community of existing and potential investors 	<ul style="list-style-type: none"> Energy management GHG emissions reduction Occupational health and safety Corporate governance Economic performance Building certifications
 <p>Supplier</p>	<ul style="list-style-type: none"> Fair trade practices Guarding interests and providing opportunities to minority suppliers Sustainable supply chain 	<ul style="list-style-type: none"> Developments and innovation 	<ul style="list-style-type: none"> Sustainable construction Occupational health and safety Human rights Supply chain management
 <p>Employee</p>	<ul style="list-style-type: none"> Performance review and feedback. Training and development Health, safety, and well-being 	<ul style="list-style-type: none"> Drivers to achieve the target set for them Satisfied and engaged employees perform good at work Right talent gives us competitive advantage 	<ul style="list-style-type: none"> Employee engagement and development Diversity, equity and inclusion Occupational health and safety Human rights
 <p>Community</p>	<ul style="list-style-type: none"> Promoting employment of local youth through skill training Promoting educational Rural development 	<ul style="list-style-type: none"> To create long lasting value for societies 	<ul style="list-style-type: none"> Human rights Corporate social responsibility
 <p>Regulatory Bodies</p>	<ul style="list-style-type: none"> Making of policies and methods to shape the present and future of business for its growth and development 	<ul style="list-style-type: none"> Company needs to abide to various regulations for smooth running of operations. Licencing and permissions 	<ul style="list-style-type: none"> Human rights Corporate governance

Materiality Assessment

At Bharti Real Estate, our dedication to the materiality process reflects our deep commitment to transparency, accountability and responsibility. We believe aligning material topics with the interests of our stakeholders is a pivotal aspect of our business. Also, this alignment is instrumental in identifying material issues which resonate with each stakeholder group and deliberate with them to take actions. By ensuring that our material topics are in harmony with the concerns of our stakeholders, we not only reinforce our credibility but also foster trust and cultivate enduring value for everyone connected with our organisation.

Our ESG materiality assessment approach is shaped by a thorough materiality assessment that determines the critical issues influencing the long-term prosperity of our business. This evaluation is centred on the intersection of organisational significance and stakeholder interests. To ensure a robust materiality assessment, we have re-defined our methodology, the stakeholder engagement process and worked in conjunction with our internal departments to prioritise the material aspects. Our stakeholder engagement methodology is given below:

01

IDENTIFICATION OF ESG MATERIAL ASPECTS AND COMPARE IT WITH PEERS

We identified our list of ESG focus areas in alignment with the requirements of the new GRI standards, ESG indices, and the ESG performance of our peers.

02

PRIORITISATION OF MATERIAL ASPECTS

We validated our master list of material aspects and prioritised them through internal and external stakeholder consultations (impact on business and the priorities of our stakeholders). The final list was then presented to our senior management for their approval.

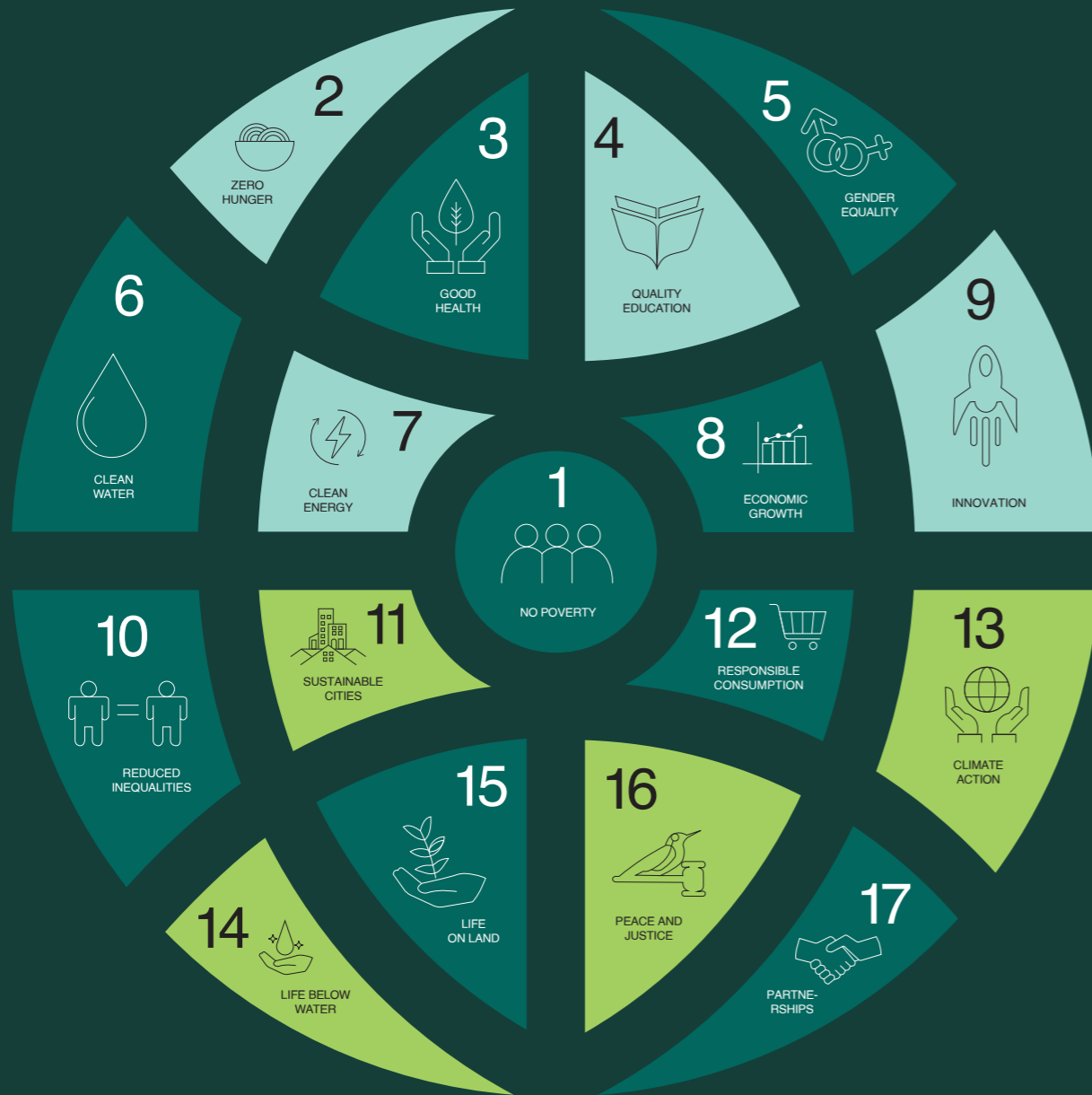
03

CATEGORISATION OF MATERIAL ASPECTS

The finalised material aspects were then categorised under ESG pillars and mapped with UN Sustainable Development Goals.

During this process, post the identification of material topics (after step 1), we conducted interviews with stakeholders to gauge the relative importance of various ESG focus areas from the perspectives of both internal and external stakeholders, and their impact on our business operations. We have engaged with our internal functions to gather valuable inputs, which aid us to update, verify, and prioritise the material topics. In addition, our internal functions interact with external stakeholders at regular intervals and relay their insights for our business operations. We leveraged the external stakeholder business insights for prioritising our material aspects. Through this strategic approach, we have successfully identified and focused on the following ESG issues that are crucial for achieving our organisational goals and delivering value to our stakeholders.

UN'S SUSTAINABILITY DEVELOPMENT GOALS



	Material Topics	SDG impacted					
ENVIRONMENT	ENERGY MANAGEMENT	CLIMATE ACTION	RESPONSIBLE CONSUMPTION	CLEAN ENERGY	ECONOMIC GROWTH		
	GHG EMISSION REDUCTION	CLIMATE ACTION	RESPONSIBLE CONSUMPTION	CLEAN ENERGY	ECONOMIC GROWTH		
	WASTE MINIMISATION	CLEAN WATER	RESPONSIBLE CONSUMPTION	SUSTAINABLE CITIES	ECONOMIC GROWTH		
	WATER MANAGEMENT	CLEAN WATER	RESPONSIBLE CONSUMPTION				
	SUSTAINABLE CONSTRUCTION	CLEAN WATER					
SOCIAL	EMPLOYEE ENGAGEMENT AND DEVELOPMENT	GOOD HEALTH	GENDER EQUALITY	ECONOMIC GROWTH	REDUCED INEQUALITIES	QUALITY Education	
	DIVERSITY, EQUITY AND INCLUSION	GENDER EQUALITY	ECONOMIC GROWTH	REDUCED INEQUALITIES			
	OCCUPATIONAL HEALTH AND SAFETY	GOOD HEALTH	ECONOMIC GROWTH	PEACE AND JUSTICE			
	HUMAN RIGHTS	ECONOMIC GROWTH	PEACE AND JUSTICE	REDUCED INEQUALITIES			
	CORPORATE SOCIAL RESPONSIBILITY	GOOD HEALTH	ZERO HUNGER				
	CORPORATE GOVERNANCE	PEACE AND JUSTICE	PARTNERSHIPS				
GOVERNANCE	ECONOMIC PERFORMANCE	ECONOMIC GROWTH	INNOVATION				
	SUPPLY CHAIN MANAGEMENT	ECONOMIC GROWTH	GENDER EQUALITY	PEACE AND JUSTICE			
	BUILDING CERTIFICATIONS	INNOVATION	SUSTAINABLE CITIES				

ENVIRONMENT



TARGETS

75%
of waste on construction sites to be diverted from landfill by end of year 2026.

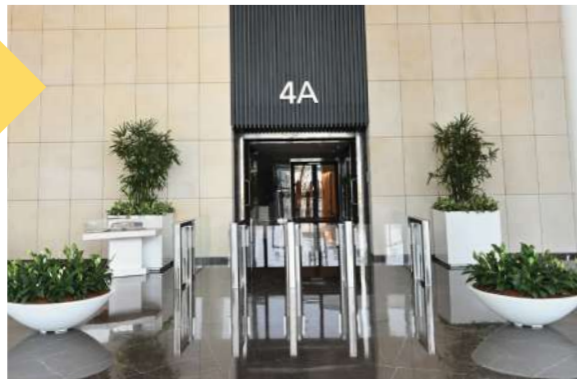


100%
of assets to undergo water audit before 2030.



100%
of packaging and plastic waste (on the construction site and corporate office) is to be sent for recycling to authorised vendors.

100%
of organic waste generated during the operational phase is to be composted on-site and 100% of inorganic waste is to be sent to authorised government-approved recyclers.



Zero
water discharge occurrence during operational phase.



KEY HIGHLIGHTS FOR FY 2025-26

- Embodied emission intensity: **564 kgCO₂e/m²**
- Water reused from STP and RO plant: **18,824 kL**
- Waste recycled: **13,213 tonnes**
- Net-zero by 2050

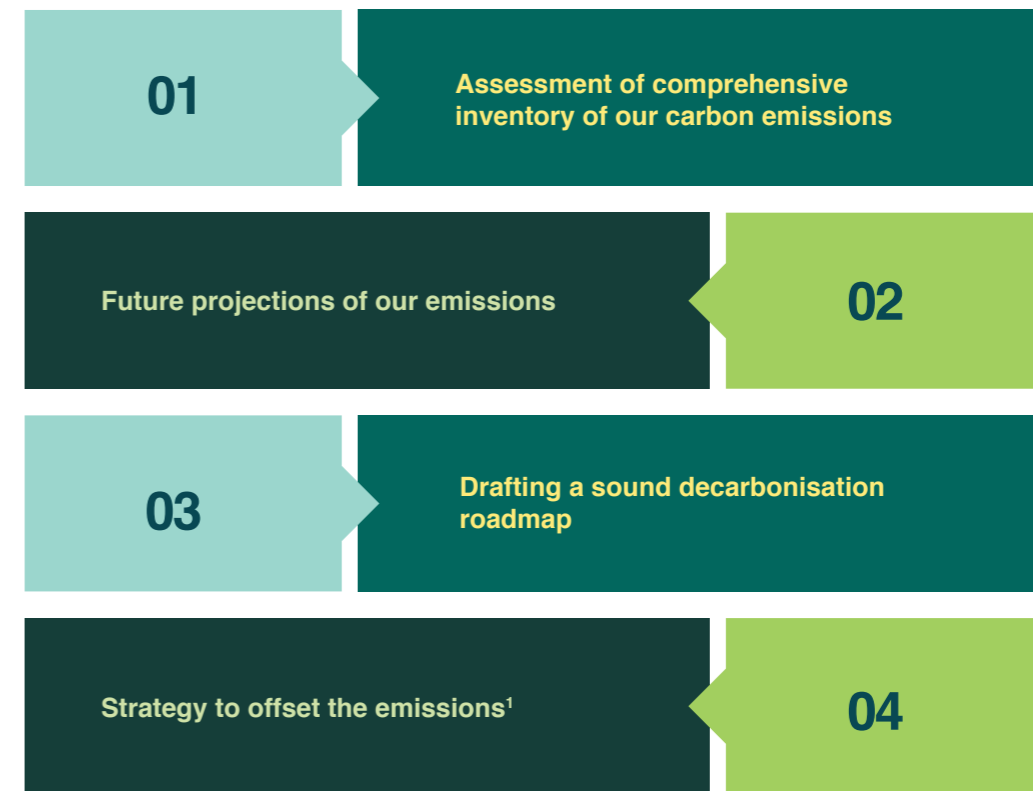
To advance our environmental agenda, we have developed a decarbonisation roadmap to reduce operational emissions and achieve Net Zero by 2050. Aligned with national priorities and global best practices, it drives our shift to low-carbon operations.





SUSTAINABILITY AND DECARBONISATION STRATEGY

At Bharti Real Estate, our sustainability strategy is designed to address the most pressing ESG issues that influence our long-term success. Recognising the growing urgency of climate change, we have made climate change issues as a key focus of our ESG commitments. Our strategy emphasises on:



¹ NOT COVERED IN THIS CURRENT PERIOD

We Have Made Profound Progress On Our Strategy And The Details Are Given Below:

01 ASSESSMENT OF COMPREHENSIVE INVENTORY OF CARBON EMISSIONS

We have developed our greenhouse gas inventory in compliance with the 'Greenhouse Gas Protocol – A Corporate Accounting and Reporting Standard' (revised edition) as set forth by The World Business Council for Sustainable Development (WBCSD).

OUR EMISSIONS OVERVIEW

We have estimated both direct and indirect emissions for which the inclusions and exclusions are given below:

Direct emissions

Scope 1 emissions

Our scope 1 emissions include only emissions generated from the refrigerants and fire extinguishers used in our operations. We have used emission factors from IPCC to compute the emissions.

Indirect emissions

The indirect emissions are classified into two categories:

Scope 2 emissions

Our scope 2 emissions encompass purchased electricity and energy across our properties. We have used location-based emission factor to compute the emissions as market-based emissions are currently not applicable for the current period.





Scope 3 emissions

By fostering partnerships with suppliers and stakeholders who share our vision for a low-carbon future, we continuously work towards minimising our Scope 3 emissions. Our scope 3 emissions encompass emissions from six categories. We have computed emissions across these categories for our assets. We have used different emission factor for different categories depending on the availability of the data.

Parameter	Emissions (tCO ₂ e)		
	FY 2023-24	FY 2024-25	FY 2025-26
Scope 1	11	10	40
Scope 2	1,057	1,588	1,893
Scope 3	49,955	78,150	26,068*

*FY 2025-2026 excludes data for 7 Worldmark and The Mall at Worldmark

EMBODIED CARBON EMISSIONS



Our embodied carbon emissions intensity is **564 kgCO₂e/m²**

We have done embodied carbon assessment for our completed assets (4,5&6 WM) in accordance with the Science Based Targets initiative (SBTi) Buildings Guidance (2025)—a globally recognised, science-aligned framework for evaluating emissions across the building life cycle. This alignment ensures that our methodology is robust, credible, and consistent with global climate goals.

Total embodied carbon for our developed projects is 1,99,721 tCo2e. This emissions profile is highly concentrated with material categories like Steel, Cement & Aluminium contributing to approximately 90% of the total emissions.

The intent of this verified embodied carbon assessment is to establish a fully traceable, material-level baseline. The assessment has been undertaken following the practical completion of the development, enabling a verified rather than projected carbon baseline. This baseline enables us to quantify the embodied carbon delivered through construction, benchmark performance against national and global targets, and identify material substitution opportunities for future phases. The assessment establishes a verified baseline for ESG and investor reporting.

The project has adopted a Green Building Certification alignment to focus on material credits during the construction stage in line with IGBC guidelines.

Looking ahead, we are committed to embedding embodied carbon considerations into our standard development protocols and procurement policies. This initiative forms a foundational pillar of our broader decarbonisation strategy and supports our long-term goal of achieving Net-Zero emissions by 2050.

We firmly believe that transparent, science-based measurement is the first step toward meaningful climate action. By undertaking this embodied carbon assessment, we are proud to be among the early movers in India's real estate sector leading the shift towards low-carbon construction as the new norm.

02

FUTURE EMISSIONS PROJECTIONS AND DECARBONISATION ROADMAP



DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

To complement our embodied carbon assessment and ensure a data-driven pathway to Net Zero, we have undertaken a comprehensive evaluation of our operational emissions in alignment with the Science Based Targets initiative (SBTi)'s 2025 sectoral guidance for buildings. This exercise was critical in shaping a science-aligned, forward-looking decarbonisation strategy tailored to our operational realities. The assessment encompassed emissions across our facilities, infrastructure, and energy consumption patterns, with a particular focus on high-impact areas. These domains account for a significant share of our operational footprint and present strategic opportunities for meaningful emissions reductions.

By applying SBTi's sector-specific benchmarks, we have developed a clear and actionable roadmap. This roadmap not only affirms the credibility of our near-term targets but also provides a structured framework for our long-term decarbonisation journey.

- The process has helped us identify critical decarbonisation levers, including energy efficiency upgrades across existing infrastructure and operations
- Transitioning to renewable energy through on-site generation and clean energy procurement
- Sustainable infrastructure development, with embedded carbon considerations integrated into project design
- These interventions will be pivotal in reducing our emissions footprint while ensuring business continuity, cost optimisation, and regulatory preparedness

As we move forward, we remain committed to reviewing and refining our climate strategy in line with emerging science and global best practices. Our efforts reflect our deep resolve to act decisively on climate and position our business as a leader in low-carbon, climate-resilient development within India's built environment ecosystem.

03

DRAFTING A SOUND DECARBONISATION ROADMAP

We worked on several impactful energy and emissions reduction initiatives across our built environment. These include:



District Cooling System:

Deployed in large-format developments to replace conventional HVAC setups, significantly reducing cooling-related energy consumption and refrigerant emissions.



Solar Panel Installation:

On-site renewable energy generation to reduce grid dependency and scope 2 emissions.



Green Open Access through Waste-to-Energy:

Adoption of green power from waste-to-energy plants, supporting a circular economy model.



IGBC-Certified Buildings:

Designed and built in line with green building standards to enhance energy and resource efficiency.



Double-Glazed Glass:

Installed across facades to reduce heat ingress, thereby lowering cooling loads and improving thermal comfort.



Double Inlet Centrifugal Fans in AHUs:

Improved ventilation efficiency while lowering operational energy demand.



Variable Frequency Drives (VFDs) for Pumps:

Enhanced energy control and reduced consumption in pumping systems.



IE3 Motors:

Use of high-efficiency motors that comply with global energy efficiency norms for industrial equipment.

These initiatives not only reduce operational emissions but also create co-benefits in terms of occupant comfort, operating cost savings, and long-term asset value. Together, they reflect our holistic approach to low-carbon development—blending technology, innovation, and environmental responsibility.

As we look ahead, these measures will form the backbone of our broader decarbonisation roadmap. They will be scaled across future projects and integrated into our design, procurement, and construction protocols to ensure consistent emissions reduction across the lifecycle of our assets.

At Bharti Real Estate, we recognise that mitigating climate change requires urgent and sustained action. As part of our commitment to long-term climate resilience and sustainable development, we are proactively reducing greenhouse gas (GHG) emissions across our portfolio by integrating low-carbon strategies at every stage of our value chain.

Our decarbonisation roadmap is anchored in a structured, science-aligned approach that includes:

- Identifying and mapping key emission sources
- Implementing targeted interventions across high-impact areas
- Integrating sustainability into design and construction practices
- Exploring renewable energy and clean technologies
- Leveraging credible carbon offset mechanisms where necessary

This strategy aligns with the United Nations Sustainable Development Goals (UNSDGs)—particularly SDG 7 (Affordable and Clean Energy), SDG 11 (Sustainable Cities and Communities), and SDG 13 (Climate Action)—ensuring our local actions contribute meaningfully to global climate targets.

ADDRESSING CLIMATE RISK THROUGH STRATEGIC RESILIENCE AND DISCLOSURE

At Bharti Real Estate, we understand that climate change presents a multifaceted risk to the built environment — manifesting both as physical risks (e.g., extreme weather events, rising temperatures, water stress) and transition risks (e.g., regulatory shifts, carbon pricing, and evolving stakeholder expectations). To systematically address these challenges, we have aligned our climate-related disclosures with the globally recognised Task Force on Climate-related Financial Disclosures (TCFD) framework, enhancing both transparency and strategic foresight.



01

GOVERNANCE

We have embedded climate responsibility at the highest levels of our organisation. The Board provides oversight of climate-related strategies and risk mitigation efforts, while a dedicated ESG management team ensures the execution of these strategies across functions. This governance structure ensures that climate action is embedded into our business priorities and decision-making processes.

02

STRATEGY

We view climate change not only as a risk but also as a strategic opportunity. Our climate strategy spans both adaptation and mitigation measures and is closely aligned with our long-term business objectives and sustainability Commitments. We continued to build climate resilience by:

- ✔ Integrating green building design and infrastructure planning into new developments
- ✔ Expanding renewable energy sourcing and energy efficiency programmes
- ✔ Strengthening climate-conscious supply chain engagement
- ✔ These actions ensure that our business remains resilient and competitive in a decarbonising economy

03

RISK MANAGEMENT

Climate-related risks have been integrated into our Enterprise Risk Management (ERM) framework to proactively identify, assess, and manage risks across our asset portfolio and project lifecycle. Our risk management approach includes:

Scenario Analysis:

We conducted multi-timeframe scenario analyses (short, medium, and long-term), evaluating the impact of 1.5°C and >2°C climate pathways on our physical assets and operational continuity. These assessments considered acute risks (e.g., flooding, storms) and chronic risks (e.g., temperature rise, drought), especially for critical infrastructure such as data centres and large campuses.

Transition Risk Evaluation:

We examined potential exposure to policy shifts (e.g., stricter emissions regulations), technological disruptions, and changes in investor or tenant preferences. This analysis has informed our investment strategies, energy transition plans, and operational design.

Opportunities Assessment:

Alongside risks, we identified emerging opportunities such as incentives for green infrastructure, increased demand for sustainable real estate, and reputational gains from ESG leadership.

04

METRICS AND TARGETS

To accurately measure and manage our emissions, we have adopted a hybrid emissions accounting model, combining spend-based estimates with supplier-specific emissions factors. This methodology enhances the precision of our Scope 3 emissions inventory and supports better-informed decision-making.

We have also included embodied carbon assessments for all infrastructure projects that reached completion during the year—an important step in enabling whole-life carbon accounting. We have developed a robust emissions reduction trajectory. This includes:

- ✔ Progressive integration of low-carbon technologies
- ✔ Energy efficiency upgrades and operational optimisation
- ✔ Expansion of on-site and off-site renewable energy procurement
- ✔ Adoption of sustainable materials and circular economy principles
- ✔ Our metrics and targets are periodically reviewed and reported to ensure continuous improvement and accountability



BUILDING RESPONSIBLY FOR A LOW-CARBON FUTURE

All our developments are designed in accordance with leading green building standards, including IGBC and GRIHA, with a focus on energy efficiency, water conservation, sustainable waste management, and thermal comfort. These principles are embedded from the design phase through to construction and operation, ensuring performance and compliance throughout the lifecycle.

Furthermore, we undertake comprehensive Environmental Impact Assessments (EIAs) for every major project, going beyond compliance to identify potential environmental risks early and mitigate them effectively. Our EIA process covers biodiversity, pollution prevention, and resource efficiency, reinforcing our commitment to environmental stewardship.

By combining transparent disclosure, climate-integrated governance, and proactive risk management, Bharti Real Estate is strengthening its climate resilience while contributing to the broader global goal of limiting temperature rise to 1.5°C. Our roadmap positions us not only as a responsible business, but as a catalyst for low-carbon, future-ready urban development in India.

ENERGY MANAGEMENT

At Bharti Real Estate, we believe energy efficiency is key to a sustainable future. As a responsible developer, we integrate innovative strategies and advanced technologies to reduce environmental impact and enhance operational efficiency. Our energy management focuses on minimising carbon emissions and optimising energy use across all assets and, we continually implement energy-saving measures to embed sustainability across our portfolio.

Energy management initiatives implemented at Bharti Real Estate to reduce our environmental footprint:



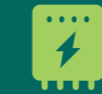
Solar photovoltaic (PV) system

Installed solar PV systems and reduced reliance on grid power, cuts electricity costs, and lowers carbon emissions.



Real-time energy monitoring system

Equipped all our buildings with energy monitoring systems to enable real-time tracking of energy use. This data-driven approach supports informed, and efficient energy management decisions.



Dual-source energy metres

Installed three-phase dual-source energy metres to accurately track power consumption at each load centre. We installed this metre to ensure precise measurement of electricity usage across all assets.



Heat recovery unit

We will use heat recovery units to transfer energy from exhaust air to incoming fresh air, reducing the cooling load. By lowering the temperature and humidity of ambient air before it enters conditioned spaces, this technology significantly improves energy efficiency.



Motion-sensitive LED lighting fixtures

Our motion-sensor LED fixtures help save electricity and lower energy bills. These automated, energy-efficient solutions are also environmentally friendly.



Time controlled basement lighting

A cost-effective, eco-friendly solution that automates lighting based on time of day, ensuring optimal energy efficiency.



Pressure-Independent Balancing Control (PIBC) valve

As part of our energy efficiency efforts, we have integrated Pressure Independent Balancing Control Valves (PIBCVs) into our HVAC systems. These advanced valves precisely regulate fluid flow, maintain optimal pressure, and eliminate the need for manual adjustments—ensuring consistent design flow under all load conditions and reducing energy waste.



ENERGY CONSUMPTION

At Bharti Real Estate, we are committed to monitoring and managing our energy consumption to drive efficiency and sustainability across our operations. Our energy usage comprises both renewable and non-renewable sources, reflecting our efforts to transition towards a lower-carbon footprint while ensuring operational reliability. By integrating renewable energy solutions such as rooftop solar PV installations alongside conventional energy sources, we strive to strike a balance between sustainability and performance.

Total electricity consumption (GJ)	FY 2023-24	FY 2024-25	FY 2025-26
	4,967	7,863	19,522

WASTE MINIMISATION

Bharti Real Estate is dedicated to adopting circular economy principles by addressing material sourcing and waste management challenges throughout the construction and operational phases of our assets. We prioritise waste reduction at the source and implement specialised disposal methods to ensure safe and responsible waste management. Key waste materials generated from our upcoming developments include construction and demolition (C&D) waste, steel, wood, plastic, and packaging waste.

To strengthen waste management during the operational phase, we have installed Organic Composting Machines with the capacity to process 1,500 kg of organic waste daily—significantly reducing landfill contribution. By adopting advanced waste disposal technologies, we reinforce our commitment to environmental sustainability while enhancing efficiency and cost-effectiveness. Additionally, all hazardous waste is sent to authorised recyclers, and non-hazardous waste is handled by municipality-approved agencies, in full compliance with regulations.

Waste generated (MT)	FY 2023-24	FY 2024-25	FY 2025-26
Hazardous waste	207	446	0.1
E-waste	0.23	0.19	0.06
Battery waste	0.09	-	-
Used oil	207	446	0.09
Non-hazardous waste	6,339	4,328	14,046
Concrete demolition	5,405	3,164	12,601
Wood	543	579	1058
Steel	356	561	360
Cement bags	26	21	8
PVC drum	8.34	0.90	10
Plastic waste	0.11	0.32	0.06
Paint container	0.09	0.65	-
Glass	0.00	0.65	10

WASTE RE-USE

At Bharti Real Estate, waste reuse is a key pillar of our sustainability efforts. We actively identify opportunities to repurpose construction and operational waste to minimise landfill impact and promote a circular approach. This initiative not only reduces our environmental footprint but also supports resource efficiency across project sites.

Waste reused out of total waste generated:

15.97%	10.06%	5.71%	65.34%
PVC Drum	Wood	Construction and Demolition	Cement Bags



WATER MANAGEMENT

Bharti Real Estate is committed to implementing sustainable water management practices across our operations. We continuously optimise water consumption by conducting regular reviews of utility data and closely monitoring monthly usage to identify trends that require further analysis. Our approach is guided by the 4R philosophy—Reduce, Recycle, Reuse, and Replenish—ensuring that water conservation remains a priority across all our projects.

To strengthen our water sustainability efforts, we are installing Sewage Treatment Plants (STPs) at all upcoming assets, utilising advanced Membrane Bioreactor (MBR) technology. This innovative system integrates microfiltration or ultrafiltration with a suspended growth bioreactor, effectively treating wastewater to produce high-quality, odourless, and bacteria-free water. The treated water, with a Biological Oxygen Demand (BOD) level of less than 5 mg/L, will be repurposed for applications such as toilet flushing, irrigation, and cooling tower makeup.

The MBR system offers multiple benefits, including a 25-30% reduction in water footprint, lower reliance on chemicals, elimination of tertiary filtration, reduced manpower requirements, and minimal sludge production. Through these initiatives, we aim to significantly reduce our environmental impact while enhancing water efficiency across our developments.

At Bharti Real Estate, our unwavering commitment to sustainable water management underscores our dedication to conserving this vital natural resource. As part of our strategic initiatives, we are implementing a rainwater harvesting system to optimise water utilisation.

Our approach includes collecting rainwater runoff from terrace areas into designated storage tanks, complemented by a Bioswale Drainage System to manage surface runoff from hardscape and green spaces. Post-filtration, the harvested rainwater will be repurposed for domestic use. Additionally, our rainwater harvesting chambers are designed with substantial capacity to support natural groundwater recharge, ensuring the most efficient and responsible use of this essential resource.

Responsible water consumption

In alignment with IGBC guidelines, we are incorporating low-flow fixtures to enhance water efficiency across our developments. These fixtures are carefully chosen to reduce water consumption while maintaining optimal functionality and performance. By integrating such sustainable solutions, Bharti Real Estate remains committed to leading the way in efficient water management within the real estate sector.

Category	FY 2023-24	FY 2024-25	FY 2025-26
Total Water Withdrawal (kL)	28,779	37,506	46,922
Total Water Consumption (kL)	3,563	8,524	28,098
Total Waste Water Reused on Site (KL)	-	-	7,099
Total STP Water Used (KL)	25,216	28,982	11,725

SUSTAINABLE CONSTRUCTION

In today's evolving real estate landscape, sustainability is no longer optional—it is a necessity that shapes every phase of development, from land acquisition to construction. Navigating this complexity is essential to ensuring long-term resilience and value creation.

A key challenge in sustainable construction is reducing embodied carbon—the emissions associated with building materials and construction processes. This requires close collaboration across the value chain, especially with suppliers. However, accurately estimating embodied emissions remains difficult due to variability in material sourcing and limited supplier-specific data.

At Bharti Real Estate, we are committed to addressing these challenges head-on. Our construction practices are guided by a holistic sustainability strategy aimed at reducing environmental impact while delivering lasting value to stakeholders. We emphasise local sourcing, prioritising materials and equipment manufactured within India. This not only supports the domestic economy but also significantly cuts down transportation-related emissions—one of the largest contributors to Scope 3 emissions in the real estate sector.

Through responsible sourcing, strategic collaboration, and an unwavering focus on low-impact construction, we continue to build spaces that are efficient, future-ready, and environmentally responsible.

Key sustainable raw material usage

Material	Unit	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
AAC blocks	M3	590	14,558	16,913	19,121
Fly ash bricks	No.	5,000	1,75,700	1,87,560	58,378
Curing compound	Ltr	11.71	29.23	17,456	26,920
RMC	M3	66,227	1,52,655	1,15,741	22,658
Low VOC content paint	Ltr	-	20.27	23,633	26,581
Float glass technology	M2	-	1,450	18,000	15,700
Green certified primer	Ltr	-	-	-	5,143
Lime sludge mix Acrylic wall putty	No.	-	-	-	49,837
Tarpin oil	Ltr	-	-	-	705
Shuttering oil	Ltr	-	-	-	4,905



SMART BUILDING TECHNOLOGIES FOR SUSTAINABLE DEVELOPMENT

At Bharti Real Estate, smart building technologies are central to our sustainability vision. We have implemented a range of advanced systems to enhance energy efficiency, indoor air quality, and occupant comfort:

INDOOR AIR QUALITY:

Common area AHUs are fitted with electrostatic precipitator filters, maintaining MERV 14 standards to ensure clean, healthy air

THERMAL PERFORMANCE:

Use of low U-value glass reduces heat gain, while insulated rooftops and heat recovery units lower energy demand and carbon emissions

WATER MANAGEMENT:

Rainwater harvesting systems exceed industry retention standards. Filtered terrace runoff is reused, and excess surface runoff supports groundwater recharge

NOISE & VENTILATION:

Basement ventilation fans and cooling towers are AMCA-certified, ensuring high performance and minimal noise pollution

WELLNESS COMMITMENT:

We are pursuing IGBC Wellness Certification to validate our efforts in creating healthy, sustainable indoor environments

Through innovation and precision, Bharti Real Estate is redefining sustainable urban development— building smarter, greener, and healthier spaces for the future.

SMART INFRASTRUCTURE WITH BUILDING MANAGEMENT SYSTEMS (BMS)

Bharti Real Estate has implemented a cutting-edge Building Management System (BMS) across all its properties to enhance operational efficiency, sustainability, and occupant safety.

The BMS integrates smart sensors, robust servers, and advanced software to monitor and manage key building systems—power, HVAC, security, and fire safety—through a centralised platform. It collects real-time data, enables predictive maintenance, and automates responses to optimise building performance.

EFFICIENT FACILITY MANAGEMENT:

Streamlines complex operations, enhancing safety, performance, and cost-effectiveness

SUSTAINABLE OPERATIONS:

Monitors and reduces energy use, supporting carbon footprint reduction

REAL-TIME MONITORING:

Offers instant insights via mobile and remote platforms for proactive management

REMOTE SYSTEM CONTROL:

Ensures system oversight and rapid response issues from any location


By integrating smart infrastructure through BMS, Bharti Real Estate is driving the transition toward intelligent, sustainable, and future-ready developments.

SOCIAL




TARGETS

100%
of employees have been trained
on human rights issues in 2025.



Zero complaints
related to human rights



Key Highlights for FY 2025-26:

- 100% employees trained on human rights
- CSR funding to Invired Foundation of Skill Building of construction site workers
- Our Landmark projects - 4 Worldmark, 5 Worldmark, 6 Worldmark and 7 Worldmark - were bestowed with "iconic Project-Commercial (Ongoing:North) at the Economic Times Real Estate Conclave & Awards (ETRECA) 2025
- Recognised for excellence in employee engagement Awarded GOLD at the ACT(Employee Engagement) category by Bharti Airtel Foundation



EMPLOYEE ENGAGEMENT AND DEVELOPMENT

We believe that our employees are at the core of our vision. Through a culture of trust, openness, and transparency, we have always endeavoured to provide our employees with the opportunity to make impactful decisions and become partners in our growth. Our journey reflects collaboration, innovation, and excellence, celebrating our remarkable team and exceptional workplace culture. This milestone is also a demonstration of our management's unwavering commitment to creating a consistent and overwhelming positive employee experience. The prestigious industry recognition propels us forward as we continue to work together in line with our vision of becoming the most admired real estate company. We have been using AMBER, an online AI chatbot for the last few years. This AI tool, which is designed with cutting-edge technology, has facilitated our journey to become a highly engaged and motivated workforce. The chatbot runs on autopilot and generates powerful people data analytics and dashboards for various cohorts. These dashboards help us understand employee experiences on a real-time basis and quick remedial actions get taken on notable feedback that gets collected.

In FY 2025-2026 AMBER engagement score was 91%, with a mood score of 4.5/5

Our employee engagement framework is constructed upon key pillars that encompass:



Our open office layout ensures easy accessibility to senior leadership and top management. We have an open-door policy that encourages effective communication between employees and management, creating an inclusive and collaborative environment. Collaborative spaces are designed to promote healthy discussions and exchange of ideas.

As a close-knit unit, we celebrate special occasions together as a family. Whether it's Women's Day, Independence Day, or festivals like Holi, Diwali, Eid, or Christmas, we celebrate with enthusiasm. We also make sure to celebrate project milestones to keep our employees motivated and morale high. Celebrating significant personal milestones like birthdays, anniversaries, and new births helps us engage our employees with the organisation.

We have a range of family-friendly policies in place, including Parental Leave, Temporary Loan Policy, Health Check-up Policy, as well as insurance for both the employee and their family, covering life, accidents, and medical needs. Additionally, there's a Voluntary Benevolent Fund available as a corpus, accessible at the management's discretion in the unfortunate event of death or disability. During times of personal crisis, it reinforces Bharti Real Estate's commitment to the well-being of our employees.



We also deeply understand the importance of maintaining a healthy work-life balance. Consequently, our Leave policy is designed to encourage our employees to take a minimum of 15 days of leave every year, while any unused leave can be accumulated for future encashment upon separation. Additionally, apart from general leave entitlement, we annually publish a list of national holidays and festival leave calendars as official company-wide days off. To celebrate diversity and promote inclusion, a discretionary leave bucket is also available, allowing employees to choose leaves according to their preferences.

Permanent employees					
Category	Gender	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Senior management	Male	15	18	11	10
	Female	2	3	3	3
Middle management	Male	43	48	66	92
	Female	1	4	8	14
Junior management	Male	45	73	85	100
	Female	4	4	7	8
Category	Age	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Senior management	< 30 years of age	-	-	-	0
	30 – 50 years of age	7	10	6	5
	> 50 years of age	10	11	8	8
Middle management	< 30 years of age	1	-	-	2
	30 – 50 years of age	39	47	64	86
	> 50 years of age	4	5	10	18
Junior management	< 30 years of age	12	21	25	28
	30 – 50 years of age	31	50	59	71
	> 50 years of age	6	6	8	9
Other than permanent employees					
Male		12	9	8	6
Female		-	-	1	2
Total		122	159	189	227

Our workforce at Bharti Real Estate comprises 89% male employees and 11% female employees. We recognise the importance of gender diversity and are actively working towards achieving a more balanced representation. The governance body at Bharti Real Estate consists of at least one female member. We are committed to promoting inclusivity and diversity at all levels of the organisation, including our leadership and decision-making bodies.

Real Estate as an industry, especially construction has never been the most preferred for women and continues to remain less attractive. Bharti Real Estate, however, stands committed to making our work environment attractive for women professionals to join and leverage the career and growth opportunities that we provide to them. With our strong focus on enhancing gender diversity, during the reporting period, we achieved 38% women representation in our KMP (Key Management Personnel) team.

TALENT MANAGEMENT & LEADERSHIP DEVELOPMENT

3112
HOURS OF
EMPLOYEE
TRAINING

13.7
AVERAGE
TRAINING HOURS
PER EMPLOYEE

100%
EMPLOYEES TRAINED
ON HUMAN RIGHTS
ISSUES

At Bharti Real Estate, we have a Leadership Competency framework which is rooted in the Power of 5 principles: Seize, Serve, Collaborate, Empower, and Succeed. These principles guide our actions and aspirations, reflecting the very essence of leadership within our organisation. The framework helps us in assessing the individual, functional and organisational learning needs and facilitates the creation of robust learning and development interventions. In line with this, during the year we organised various learning workshops across management levels, focused on nurturing personal growth, inspiring others and honing strategic business leadership skills. Programmes have been conducted through a blended approach including instructor-led classroom sessions, industry expert-led seminars, virtual programmes and online platforms such as Coursera

This year to strengthen employees leadership development we partnered with ISB Hyderabad for leadership programmes on Strategy Formulation and Execution, Business Storytelling and Executive Presence, Operational Excellence for Leaders & Creating & Scaling Excellence. We partnered with IIM Ahmedabad for another programme called- CLIMB which emphasised on Building Capability for Leadership Transitions. For mid level management workshops were conducted on Collaboration through Performance and The Business Builder Mindset.

Additionally, we offered an array of soft skills programmes aimed at bridging skill gaps, including sessions on stress management, health and wellness. A large number of technical seminars and learning sessions related to QA/QC, Advanced construction methodologies, safety, water proofing techniques, sustainability, Green Buildings, low carbon concrete and more.

For Bharti Care staff, we conducted service excellence trainings, built around crucial behavioral and life skills like communicating effectively with customers, personal grooming, handling complaints, customer service orientation etc. 129 workers were covered in this programme with a total of 4515 training hours. They also learnt how to appreciate cultural nuances, relationship management and empathy.

This Earth Day, we hosted an expert-led session on sustainability, encouraging meaningful dialogue and responsible action. This session was followed by a creative workshop, where teams transform simple materials into meaningful creations. Under Project Abhigyan, we hosted IIT students, held felicitated sessions led by our architects and consultants, offering these students a practical look into design and planning.



Average Hours of Employee Training

Employee category	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Senior management	68	231	60	16
Middle management	774	1,037	1,334	1,382
Junior management	461	1,293	1,260	1,714

SKILLING OUR CONSTRUCTION WORKERS

We at Bharti Real Estate strongly believe in building a productive and skilled workforce, especially the workers at our construction sites. Therefore, we have established the Bharti Sampurna Vikas programme through which we undertake skill-building sessions for our on-site labourers from time to time.

Our company is deeply committed to the well-being and development of our construction workers. Enhancing the safety, health, and well-being of our construction workers through a series of impactful initiatives. We actively participate in National Safety Week and National Road Safety Week, organising training and awareness programmes to ensure that all workers are well-versed in best safety practices both on-site and on the road. Additionally, we prioritise legal awareness through workshops on workers' rights and the BOCW (Building and Other Construction Workers) welfare schemes, empowering employees with essential knowledge. To further support health, we conduct regular Eye Health Checkup Camps to address vision-related issues and provide training on heat stroke prevention, ensuring workers are equipped to handle extreme conditions. We also ensure that sufficient hydration is available at all construction sites, with easy access to clean drinking water, minimising the risk of dehydration and heat-related illnesses. These initiatives reflect our ongoing commitment to creating a safer, healthier, and more informed workforce.



HIGH PERFORMANCE AND REWARDS

We believe in providing our people with a road map for success so that they understand what is expected of them and how they contribute to Bharti Real Estate's success story. The Performance Management System is designed to ensure a fair assessment and transparent feedback. It provides dual opportunities for people to grow in the managerial and technical capabilities aligned with their career aspirations.

To foster a culture of Performance Excellence, a holistic assessment process exists that looks at the achievements and the way these achievements have been accomplished.

The framework is designed on the following key elements:

- Goal / KRA Setting
- Assessment of KRA's and Leadership Competencies
- Performance Feedback Dialogues
- Reward Management
- Training and Development Plans
- Career Planning

To ensure fairness and equity, performance gets rewarded as per the underlying principles of external pay competitiveness, internal parity and performance differentiation. To further accelerate the earning capacity of high performers, the employee compensation structure has a component of fixed pay and variable pay. The variable component is paid annually basis the weighted average of individual performance and company performance, thus making employees a stakeholder in the organisation's success.

Additional benefits to provide financial support to employees: Voluntary Benevolent Fund, company - sponsored Term Insurance for Life, Group Personal Accidental Insurance, Temporary Loan, 26 weeks Maternity Leaves, Paternity Leaves and Health Check-ups help for greater economic security.

Our robust 'Rewards and Recognition' framework helps foster a culture of excellence within the organisation. Managers play a vital role in recognising and rewarding employee efforts through a range of ways, which not only helps us become a Great Place To Work but also promotes a culture of collaboration and healthy competition among our employees.

Our iPraise programme, supported by our core values and leadership competency behaviours, aims to encourage and acknowledge employee contributions towards organisational success. The programme provides various opportunities to acknowledge and recognise individuals and teams while improving employee engagement and fostering a shared commitment to success and celebration.

Through this programme, we also highlight behaviours and activities that have benefited the organisation and showcase our employees as role models. This helps attract, motivate, and retain talented individuals while ensuring fairness and objectivity in our practices.

During FY 2025-26, we successfully ensured that 100% of our employees received regular performance and career development reviews.

Awards at Bharti Real Estate

Spot Awards:

Recognising efforts, commitments, and positive behaviour displayed at work.

Outstanding Champion Awards:

Recognising specific contributions that impact overall business performance.

CEO Excellence Awards:

Honouring significant contributions and extraordinary efforts by individuals or teams.

Engineering Excellence Awards:

Recognising project teams that exceed targets in areas such as planning, execution, technology, sustainability, environment, and safety.

Long Service Award:

Commemorating employees with 5, 10, 15 and 30 years of service.

Care Champion Awards for Business Associates:

Recognising exceptional efforts by contractual resources who demonstrate desired behaviours and values on the job.

In addition, Bharti Enterprises has instituted the Changemakers Awards to commend Group companies that integrate corporate social responsibility (CSR) into their businesses. This demonstrates an outstanding commitment to CSR, and the awards are given at both the company level and to individual ACT Ambassadors. The annual ceremony for these awards is held at Bharti Enterprises' Office in New Delhi, presided over by Bharti Group's Board of Directors. For the Third straight year, Bharti Real Estate has won gold under ACT "Employee Engagement" category by the Bharti Airtel Foundation. This recognition highlights our commitment to building a purpose-driven workplace where employees thrive, grow, and contribute meaningfully to our journey of excellence.



DIVERSITY, EQUITY AND INCLUSION (DE&I)

11%
WOMEN
EMPLOYEES
(OUT OF TOTAL
EMPLOYEES)

7.4%
WOMEN IN
JUNIOR
MANAGEMENT
POSITIONS

23%
WOMEN
IN TOP
MANAGEMENT
POSITIONS



72%
WOMEN
IN STEM
POSITIONS

20%
WOMEN IN
MANAGEMENT
POSITIONS IN
REVENUE
GENERATING
FUNCTIONS

20%
WOMEN IN
MANAGEMENT
WORKFORCE

At Bharti Real Estate, we believe in building and promoting an inclusive work environment where our employees feel respected, trusted, and encouraged to bring their best to work. Building a diverse, equitable, and inclusive workplace has always been a strategic priority area for us, and hence we have taken several steps to deliver on our commitment towards DE&I. Our policies on Equal Opportunity, Human Rights, and Prevention of Sexual Harassment (POSH) along with a robust Code of Conduct handbook, set forth our guidelines and expectations from our employees and all other stakeholders, in ensuring a work culture where every individual is treated with dignity and respect. The company is committed to providing a professional, healthy and safe work environment for all and follows a zero-tolerance policy for any form of discrimination, regardless of age, disability, race and ethnicity, gender identity or expression, sexual orientation, or religion.

The company's Ombudsperson Office provides an independent forum and vigil mechanism under the law for all employees and other stakeholders of the company to raise concerns and report any breach or threatened violation of the Code of Conduct. Sexual harassment is governed by the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 ("Act") and the Company's policy. Consequences for harassment are severe and are likely to lead to immediate termination besides other penal actions.

Cases involving allegations of sexual harassment are dealt with, as prescribed under the laws applicable to the prevention of sexual harassment in the workplace. The company has an Internal Complaints Committee which looks at all POSH-related complaints. The committee has a Presiding Officer who is a senior-level woman employee and includes an external woman NGO member experienced in dealing with such issues. The grievance redressal process is designed to offer protection to the complainant and aims to provide a fair and equitable redressal mechanism.

As a mandate, employees are required to give an annual declaration on adherence to the Code of Conduct and undergo POSH and Code of Conduct trainings that are organised from time to time.

In FY 2025-26, we received annual declaration on the adherence to the Code of Conduct from 100% employees and all employees attended the POSH and Code of Conduct trainings.

PROMOTING GENDER DIVERSITY

Pay Ratio
Women to Men
at par

Representation
in KMP

Referral Bonus
25% higher for
women candidates

Building an inclusive workplace is also about providing the right space and environment for everyone to thrive and grow. For this, we take a holistic approach that starts with having the right set of policies and benefits that support the unique needs of women.

Our maternity benefits go beyond the legal requirement as we provide provision of paid leaves for third childbirth for commissioning mothers and in case of adoption, additional 12 weeks support is also provided post maternity period gets over. We also understand that a mother of a newborn child requires parental support from her husband, hence as a part of the leave policy, the father of the newborn child can also avail a parental paid leave of 5 working days. We have installed sanitary napkins vending machine and appropriate disposal systems, in all our washrooms to ensure menstrual health, dignity and proper waste management.

To ensure physical, emotional and financial wellbeing, we facilitate seminars on healthy eating, yoga, meditation, physiotherapy, mental health(stress management) and other similar subjects that directly have a bearing on women's health and well-being. Our corporate health check-up plan offered to employees includes special check-ups related to women-specific requirements such as ovarian cancer checks and mammography screening, along with a doctor consultation for preventive diagnosis and care. To ensure safety and security, in case of late working hours, a woman employee can book a company cab to travel back from the office location to home after 8:00 PM, accompanied by a security guard. While travelling outstation, for women employees, if a safe hotel accommodation is not available as per the policy limits of her existing band, she is allowed to book a hotel within the eligibility limit of the next band.

With a clear objective to diversify our talent pool and encourage employees to refer women candidates for open job positions, we offer a differentiated referral bonus. There is an average 25% upside given as a referral bonus for referring a woman candidate vis-à-vis a male candidate across levels. We are proud to have women leaders represented as 38% of our KMP members. All our Company Boards also have a woman Director, thus ensuring diversity in Board composition.

We remain committed to ensuring equal remuneration to female and male employees and to the prevention of discrimination on the grounds of sex on any matter related to employment and career growth. During the reporting year, our Pay Ratio for women and men has been at par, across all levels.

By creating such a supportive and inclusive environment, our aim is to boost overall employee well-being, encourage lasting commitment, and attract and retain top-tier diverse talent.



DIVAS PROGRAMME

Our diversity, equity, and inclusion (DE&I) efforts and initiatives closely align with SDG goals, underscoring our dedication to embracing inclusion and paving the way for equitable growth. As a team, we are committed to achieving tangible progress, especially for women.

To facilitate the development and growth of our women employees, various platforms are created which go beyond a conventional training session. DIVAS (Divinely Inspired, Victorious and Successful) is one such initiative that supports Bharti Real Estate's commitment to an inclusive and diverse workplace for women. The objective of the DIVAS programme is to:

- To attract, retain and support our women leaders' professional goals and aspirations
- Create platforms of learning and development specific to the needs of women
- Provide networking forums for sharing experiences, advice and insights
- Forge stronger bonds and camaraderie

Each year we celebrate Women's Day by honouring stories of strength, building sisterhood through a shared platform.





Initiatives for Inclusion

Our Equal Opportunity Policy recognises the value of a diversified workforce and commits to providing equal opportunities to all. The policy covers all individuals with disabilities, including job applicants, employees, interns / trainees, and those who develop disabilities during their tenure.

Our buildings have been designed to comply with all mandatory provisions of NBC 2016 including those of accessibility.

The company extends financial and insurance support to handle the pains of permanent disability. We have a VBF Provision (Voluntary Benevolent Fund) whereby a lump sum payment is done to the employee in case the employee suffers from a permanent disability (80% or more) during his / her tenure with Bharti. Additionally, as a part of the critical illness plan coverage, a lump-sum insured amount is paid if the employee is diagnosed with any of the listed critical illnesses such as - permanent paralysis of limbs, blindness, loss of speech, motor neuron disease permanent symptoms and / or loss of limbs.

Digital Inclusivity

As part of our ongoing commitment to the Social pillar of ESG, Bharti Real Estate has taken a meaningful step toward digital inclusivity by integrating the UserWay (company) accessibility tool into our corporate website. This upgrade is designed to support individuals with visual challenges through features like magnifiers, contrast adjusters, and speech-to-text capabilities—making our online experience more accessible to everyone.

At Bharti, we believe inclusivity should go beyond our physical spaces. By enhancing the accessibility of our digital platforms, we're ensuring that every interaction with our brand reflects our core values of diversity, equity, and inclusion.

OCCUPATIONAL HEALTH AND SAFETY

Occupational Health and Safety: A Comprehensive Approach to Well-being

The essence of Bharti Real Estate's existence lies in its people. Our unyielding commitment to occupational health and safety is not just a corporate requirement but a way of life. Here, safety is not an afterthought—it is woven into the very fabric of our work culture. The Fire and Road Safety Workshop was held for Young Minds. Our employee health and safety team held a fire and road safety workshop at two Delhi Government schools, equipping students from 6th to 8th standard with vital lifesaving information.

Employee Work Related Injures	FY 2023-24	FY 2024-25	FY 2025-26
Number of fatalities	0	0	0
Number of lost time injuries	0	0	0
Number of high-consequence work-related injuries (excluding fatalities)	0	0	0
Number of recordable work-related injuries	0	0	0

In our continuous endeavour to go above and beyond, we offer training programmes that are specialised to suit the nature of various jobs. Our job-specific training modules are designed in alignment with the relevant Standard Operating Procedures (SOPs) for the tasks at hand. This enables our workers to master not only the skills of their trade but also the safety requirements associated with them.

Moreover, our proactive approach to daily safety extends to our regular "Toolbox Talks", where we address general safety violations and provide immediate corrective actions. These dialogues are not just instructive but offer a two-way communication channel, ensuring that safety is a collective responsibility of everyone at the construction sites.

A CLEAN SLATE: ZERO FATALITIES, ZERO HARM

We take immense pride in announcing that the reporting period was marked by zero fatalities and lost time injuries. This is not a mere statistic; it's a testament to the effectiveness of our health and safety protocols and the conscientious effort put in by every team member to uphold them.

Our Employee Health and Safety (EHS) Policy is a declaration of our values. Exceeding standard benchmarks, this expansive framework puts management in the driver's seat, ensuring that qualified EHS personnel such as first-aiders, safety stewards, and safety managers are available round-the-clock. We ensure monthly doctors checkups at project site for labours.

Our EHS Policy seamlessly integrates implementation and monitoring protocols that hold contractors accountable for an exhaustive list of safety measures, from mitigating dust to ensuring statutory compliance.

Through mandatory Awareness Programmes and Induction Training, we have built a Safety Park designed to educate stakeholders about our rigorous safety protocols. To reiterate our zero-tolerance policy against any laxity in health and safety standards, penalties for non-compliance are clearly outlined in our EHS framework.

In FY 2025-26, we observed zero fatalities and zero lost time injuries.

HUMAN RIGHTS

We at Bharti Real Estate, believe that every individual, regardless of their background, deserves to be treated with dignity, respect, and fairness. Our commitment to human rights is integrated into all aspects of our organisation. We stand by international standards and norms, such as the International Bill of Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.

Our measures encompass various areas, including addressing child labour and forced labour, preventing discrimination, ensuring fair wages and workplace security, and prioritising health and safety.

Our vendor contracts and agreements also include human rights clauses to ensure compliance by our value chain partners.

To promote awareness and understanding of human rights and related issues, we conduct annual sessions on our Code of Conduct and all our employees in the reporting period participated in the same. We are committed to extending these sessions to our vendors and partners in the future course of time.

In FY 2025-26, we observed zero incidents or complaints related to discrimination or violation of human rights.

We are proud to report that during the reporting period; we had no incidents of discrimination or human rights violations. This is a testament to our commitment to fostering a just and ethical workplace. We believe that by incorporating human rights considerations into our operations, we contribute to a more equitable and sustainable future.

CORPORATE SOCIAL RESPONSIBILITY

For us at Bharti Real Estate, business performance goes beyond shareholder returns and profit margins. We have always aspired to not just meet but exceed the expectations of the communities in which we operate. We believe in pursuing wider socio-economic and cultural objectives. Our CSR and welfare activities are committed to creating and supporting programmes that bring about sustainable changes through education and use of technology by ensuring:

- Accessibility and quality of education for all, in particular underprivileged children from disadvantaged and marginalised communities
- Education and training opportunities for the youth of our country to make them employable



BHARTI AIRTEL FOUNDATION

We undertake all our CSR activities through the philanthropic arm of Bharti Enterprises called 'Bharti Airtel Foundation'. Since its inception in the year 2000, the Foundation has been focused on improving the quality of education imparted to children in rural areas and promoting gender equality, through access to education for all. Various other initiatives are taken by the foundation to promote sanitation, technology incubation, infrastructural development for educational institutes etc.

Satya Bharti School programme is the flagship initiative of the Bharti Airtel Foundation dedicated to empowering those in need through education. Its mission is to provide underprivileged children in rural India with free quality education, including uniforms, educational materials, and nutritious meals.

Vibrant classrooms offer experiential learning, integrating projects and activities that engage and inspire students in a safe, clean, and green school environment. With a story-based pedagogy, value education, community initiatives, and educational technology interventions, the foundation ensures that every child receives a quality education that prepares them for a bright future. Bharti Airtel Foundation initiated the Satya Bharti Quality Support Programme in 2013 with the objective of transforming partner Government schools into dynamic centres of learning by means of co-scholastic interventions conducted in conjunction with school leadership.

Capacity building of school teachers is done through skill-building workshops, training programmes, and teacher mentoring programmes. Comprehensive support is extended to teachers for effective teaching, and self-directed learning to upgrade their knowledge and skills. The Teacher App – an electronic platform for teachers is actively used to empower teachers, school leaders, and educationalists with high-quality and engaging content.

In our commitment to sustainability Bharti Real Estate conducted a Plantation Drive in collaboration with Bharti Airtel Foundation to create greener and healthier surroundings for our community.

Impact since inception

37 Lakh	36,000+	33 Lakh	3.3 Lakh+
Students impacted through direct programmes	Schools impacted	Community members impacted	Teachers impacted

Impact during the year- 2024 - 25

22 Lakh+	16,000+	1.90 Lakh+
Students reached	Schools reached	Teachers impacted

ACT (A CARING TOUCH)

Employee donations and engagements go a long way in ensuring free, quality education to underprivileged children, especially the girl child, across all Satya Bharti Schools. 'A Caring Touch' is an employee engagement programme of Bharti Foundation to engage employees of Bharti Group Companies as volunteers and contribute in terms of time, skills and/or knowledge and monetary contributions, to Bharti Foundation and other empanelled NGOs.

During the reporting period, 100% of employees of Bharti Real Estate contributed a part of their salary towards the ACT programme and for the third year in a row Bharti Real Estate is honoured by the Change maker(Gold) award under ACT.

Besides the financial contribution, employees are encouraged to volunteer their time towards CSR Volunteer opportunities which are organised for employees and their families. Employees are encouraged to meet Satya Bharti School students by physically visiting the schools and through virtual connect programmes. The objective of such meetups is for employees to interact with not-so-privileged children, exchange experiences, mentor and counsel on careers ahead.

This approach not only elevates the impact of these initiatives but also contributes to the broader goal of creating positive and sustainable change in the communities.

CSR TRAINING FOR CONSTRUCTION WORKER

As a part of our Corporate Social Responsibility (CSR) initiatives, we have an ongoing partnership with Invired Foundation, a training organisation which specialises in conducting skill development trainings for construction labours across various projects sites. The trainers utilised the CSR fund to conduct training for workers in key roles such as Masonry, Bar Binding, and Carpentry. This training is designed to enhance the technical expertise and professional growth of construction workers, empowering them with advanced skills that improve their efficiency and safety on the job. Till March 26, Invired Foundation through the CSR funding, successfully trained 1650 workers, collectively achieving a total of approx.1,32,000 learning hours. These efforts not only contribute to the personal growth of workers but also help elevate industry standards by fostering a more skilled and capable workforce. Through such initiatives, we aim to create long-term value for both workers and the broader construction sector.



GOVERNANCE



TARGETS

Achieved: 20% tier 1 suppliers were engaged on ESG capacity building in year 2025.

Target: to engage 50% tier 1 suppliers by 2027 & 90% by 2030.



Achieved: 30% supplier training on human right issues in 2025.

Target: to ensure 50% by 2027 & 100% by 2030.

100%
supplier agreements to include ESG clauses.



We are committed to upholding the highest standards of accountability, transparency, social responsibility, operational efficiency, and ethical conduct. Our company believes that sound corporate governance practices, compliance with laws and regulations, and stakeholder value creation are essential for sustainable growth and success. With a strong emphasis on governance, Bharti Real Estate has established a robust governance structure and various committees to ensure effective oversight and decision-making.

The Board of Directors of the company and its committees have been established as a part of the best corporate governance practices and follow the requirements of the relevant provisions of the Companies Act, 2013 and other applicable laws and statutes.

The senior management, property managers and employees specifically working on the ESG material issues and KPIs have defined Key Result Areas (KRAs) related to ESG. The annual performance review of such personnel also includes a component of their performance on the identified ESG parameters. These KRAs are interconnected with their financial incentives and thereby align the governance systems with the overall organisational goals in ESG.



BOARD EVALUATION

Performance evaluation of the members of the Board and the Board as a whole is carried out regularly through a structured evaluation process covering various aspects such as composition of the Board, experience and competencies, performance of specific duties and obligations, governance issues etc.

A separate exercise is carried out to evaluate the performance of individual directors including whole times director on parameters such as attendance, contribution at the meetings and otherwise, independent judgement, etc. All directors participate in the evaluation survey and the result of the evaluation is noted in the Annual Board Meeting.

Internal Financial Control

Our company has in place adequate tools, procedures, and policies, ensuring orderly and efficient conduct of its business, including adherence to the company's policies, safeguarding of its assets, prevention and detection of frauds and errors, accuracy and completeness of accounting records, and timely preparation of reliable financial information.

Board of Directors

Our Board of Directors plays a pivotal role in providing strategic direction and guidance to the company. Comprised of professionals with diverse expertise and experience, the Board ensures the highest level of governance standards and oversees the overall management of the organisation. The Board consists of individuals with proficiency and sound knowledge in the economic, environmental, and social domains, which directly impact business operations.

Board Committees

We prioritise strong corporate governance to build stakeholder trust and drive growth. With a dedicated Board and key committees, we uphold transparency, ethics, and accountability, aiming to lead responsibly in the industry.

Audit Committee

Our Audit Committee, chaired by an independent director, plays a crucial role in monitoring and providing reassurance to the Board regarding the effectiveness of the company's internal control environment. The committee supervises the financial reporting process, ensuring accuracy, transparency, and compliance with applicable laws and accounting standards. By reviewing audit reports and financial policies, the Audit Committee strengthens financial governance and risk management practices.

Nomination and Remuneration Committee

Our Nomination and Remuneration Committee is responsible for determining the remuneration policy of the Bharti Real Estate business. Comprising solely of independent directors, this committee recommends the remuneration structure for the Board members and key managerial personnel. The committee assesses various components, such as salary, perquisites, sitting fees, commission, stock options, and sweat equity, to ensure fair and competitive compensation aligned with the company's goals. The Nomination and Remuneration Committee's primary objective is to attract, retain, and motivate talented individuals who contribute to our long-term success.

Corporate Social Responsibility Committee

The Corporate Social Responsibility (CSR) Committee formulates and monitors our CSR programmes. This committee recognises the importance of societal impact and sustainability. It identifies areas where the company can contribute positively to society through various initiatives, such as education, healthcare, environmental conservation, and community development. By overseeing the implementation and progress of CSR initiatives, this committee ensures Bharti Real Estate fulfils its social responsibilities and positively influences the communities it operates in.

Risk Management Committee

The Risk Management Committee (RMC) is responsible for monitoring and reporting risks on a timely basis. This includes overseeing the Risk Management Framework for both strategic and operational risks. The committee comprises the Managing Director and Chief Executive Officer (MD and CEO), Chief Operating Officer (COO), Chief Financial Officer (CFO), and other respective functional heads. The committee primarily meets on a quarterly basis. It is tasked with delivering an annual assessment of risks along with their designated mitigation plans, and a quarterly review of the mitigation status of those identified risks.

We understand the significance of good corporate governance in maintaining stakeholders' trust and achieving sustainable growth. With a dedicated Board of Directors and various board-level committees, our company demonstrates its commitment to ethical practices, transparency, and accountability. By adhering to the highest governance standards and incorporating the best industry practices, we aim to maintain our position as a responsible corporate citizen and a leader in the industry.

ECONOMIC PERFORMANCE

In the real estate business, economic performance serves as a vital barometer of our sustainability journey. At Bharti Real Estate, our commitment to sustainable practices is intrinsically linked to our economic well-being. We recognise that a thriving economic foundation is essential not only for our business but also for the communities and stakeholders we serve.

Our economic performance serves as a testament to our adeptness in balancing financial growth with ethical responsibility. Amid our engagement in real estate development, we steadfastly pursue the creation of shareholder value while simultaneously ensuring a positive contribution to the economic landscape of the regions where we operate. At Bharti Real Estate, an unwavering focus on rapid innovation propels our economic success. We firmly believe that innovation serves as the driving force behind our accomplishments. By embracing sustainable construction practices, energy-efficient solutions, and cutting-edge technologies, we amplify the economic viability of our projects. This strategic approach not only positions us as leaders in the market but also aligns our economic advancement with our commitment to environmental stewardship.

Moreover, our company's economic performance is intrinsically linked with the prosperity of the communities we engage with. Through initiatives such as job creation, local investments, and community engagement, we foster a synergy that bolsters not only our business but also uplifts the regions we are privileged to be a part of. This commitment underscores our dedication to social responsibility, ensuring that our economic endeavours extend beyond financial returns to positively impact the societies we serve.

As we navigate the complex landscape of real estate, our commitment to economic performance goes hand in hand with our dedication to sustainability. Through responsible economic growth, innovative practices, community empowerment, and transparent reporting, we forge a path toward a resilient and prosperous future.

BUSINESS ETHICS AND TRANSPARENCY

Bharti Real Estate (together with its affiliated businesses and joint venture partners) adheres to the principles of good corporate governance and is dedicated to promoting long-term, capital-efficient growth that maximises shareholder value.

We are dedicated to adhering to the highest governance standards supported by a board that is impartial and well-informed, as well as by extensive processes, policies, and communication. For efficient corporate governance, we make sure that numerous disclosure standards are followed both in "letter and spirit".

We, as a company, always strive to follow the highest levels of ethical business practices as articulated by our Code of Conduct to achieve our performance with integrity.

Our company's Ombudsperson Office provides an independent forum and vigil mechanism under the law for all employees and other stakeholders of the company to raise concerns and report any breach or threatened violation of the code. As required under the listing agreement and the Companies Act 2013 and rules, it reports to the audit committee of the Board and is authorised to investigate complaints suo motu based on the information or the complaints filed with the Ombudsperson Office.

Any stakeholder (employee, associate, strategic partner, vendor) who observes unprofessional behaviour can approach the Ombudsperson Office to voice his or her concerns. The complainant may be either an observer who is not directly impacted or a victim who is directly or indirectly affected by such practices.

The office aims to provide a fair and equitable redressal mechanism. The process is designed to offer protection to the complainant provided the disclosure is made in good faith and the alleged action constitutes a genuine and serious breach of the Bharti Code of Conduct.

The Ombudsperson will treat all disclosures in a confidential and sensitive manner. A person can raise a concern, either verbally or in writing by giving background of the unprofessional conduct, reasons for raising the concern, the identity of the individuals who may be involved and documentary evidence, wherever available or applicable.

CORPORATE GOVERNANCE POLICIES

Company's Code of Conduct	<ul style="list-style-type: none"> ➤ The Company's Code of Conduct (COC) underscores the Company's comprehensive approach to governance, emphasising: <ul style="list-style-type: none"> ➤ Ethical business practices and standards ➤ Cultivating trust, transparency, and integrity ➤ Nurturing equitable relationships with all stakeholders
Anti-bribery and Corruption Policy	<ul style="list-style-type: none"> ➤ The policy provides ethical guidance and complements the principles in the Code of Conduct. It reminds all Bharti Group employees to conduct business fairly, transparently, and with integrity in all contexts
CSR Policy	<ul style="list-style-type: none"> ➤ The policy was established to effectively fulfil the company's social responsibility ➤ Managed by the company's CSR committee, this policy guides all CSR-related actions and initiatives. This ensures that the company's commitment towards social responsibility is executed seamlessly and impactfully
Ombudsperson Policy	<ul style="list-style-type: none"> ➤ The policy was created to ensure a fair procedure for addressing concerns while maintaining confidentiality. It safeguards employees and business associates from reprisals for reporting concerns in good faith, even if unproven
Equal Opportunity Policy	<ul style="list-style-type: none"> ➤ This policy recognises the value of a diversified workforce and commits to providing equal opportunities ➤ It covers all individuals with disabilities, including job applicants, employees, interns/trainees, and those who develop disabilities during their tenure
Human Rights	<ul style="list-style-type: none"> ➤ This policy articulates our commitment to respect and safeguard the human rights of all stakeholders involved and associated with our business and operations. It applies to the company's direct and indirect business operations including subsidiaries and suppliers
Occupational Health and Safety	<ul style="list-style-type: none"> ➤ This policy is aligned with our commitment to provide a safe and healthy workplace for all people impacted by our business to ensure their safety and well-being. This policy is applicable to all our employees and workers involved in projects and entities that we own
Environment Policy	<ul style="list-style-type: none"> ➤ The environment policy is aligned with our commitment and responsibility towards the environment and the well-being of society and the generations to come. This policy focuses on our current practices and future approach to conduct our operations and business processes in a sustainable manner that reduces the environmental footprint of our assets and business
Sustainability Procurement Policy	<ul style="list-style-type: none"> ➤ This policy highlights the sustainability principles underscoring our procurement and supply chain management procedures. It is applicable to all current and prospective business associates, encompassing entities that provide products, equipment, materials, or services to us

RISK MANAGEMENT

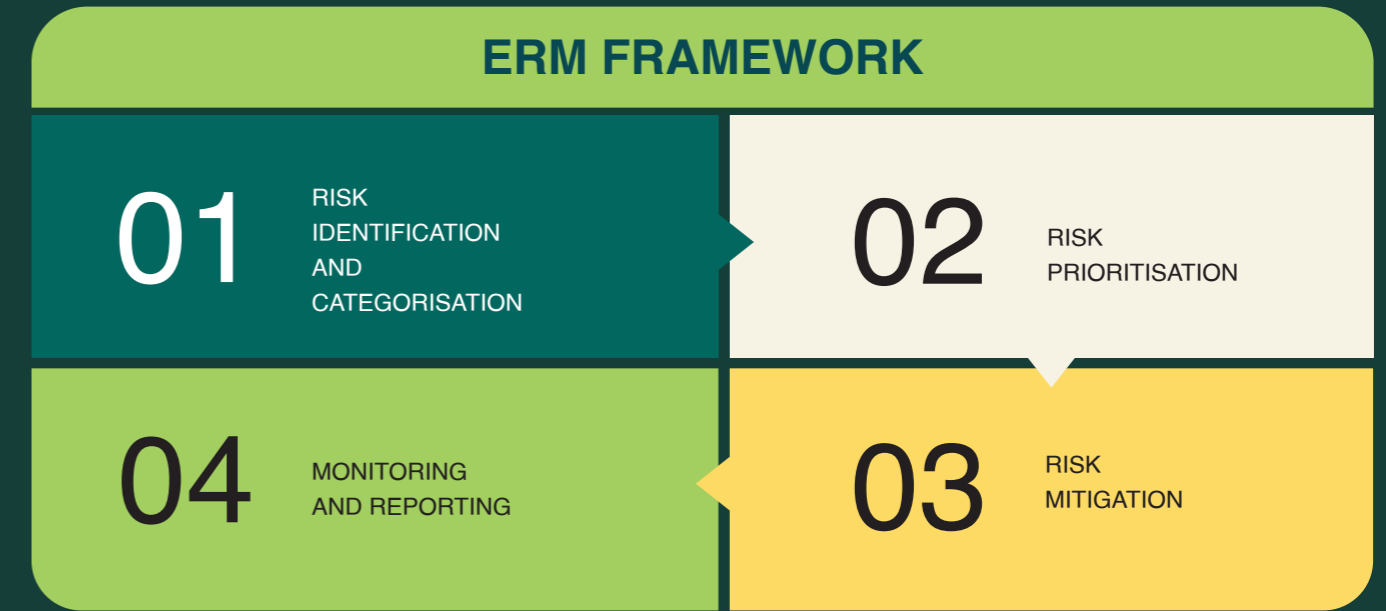
At Bharti Real Estate, our commitment to sustainability is accompanied by an unwavering dedication to effectively managing potential risks that emerge during the pursuit of responsible real estate development. We have deployed a structured Enterprise Risk Management (ERM) framework to proactively identify, assess, mitigate and monitor risks across the company. We acknowledge that as we strive to create sustainable and resilient properties, inherent challenges necessitate meticulous consideration and proactive strategies.

Our approach to risk management commences with a comprehensive assessment of potential Environmental, Social, and Governance (ESG) risks linked to our projects including the climate change risks. We meticulously evaluate factors including regulatory changes, climate vulnerabilities, community expectations, and resource limitations. Also, we have undertaken an independent assessment of our physical and transition climate risks. This initial identification empowers us to prioritise and address risks in an efficient manner. The identified risks are periodically reviewed by the Management Committee and Board of Directors. Bharti Real Estate uses its ERM framework for reporting and managing risks.

Risk Management at Bharti Real Estate is spearheaded by the Risk Management Committee. The committee meets on a quarterly basis, and if required, more frequently for urgent matters.

With our unyielding focus on sustainability and risk management, we remain steadfast in our dedication to ensuring that our initiatives not only align with the highest standards in the industry but also exhibit the resilience required to navigate the challenges of the dynamic real estate landscape.

We are committed to pursuing innovation, leveraging advanced technologies, and optimising resource utilisation to design, develop, and manage green buildings. Our dedication to sustainable development is rooted in our recognition of the importance of constructing structures that are resilient to the impact of disasters and catastrophic events. By designing and developing buildings that are sustainable and disaster-proof, we are fostering a greener and more resilient environment. As a company, we strongly believe in adhering to the highest quality and safety standards across our organisation. We actualise it through comprehensive quality awareness programmes and stringent safety policies that are rigorously enforced.



Continually seeking to understand customer requirements, adopting and exceeding expectations through timely delivery, quality product and services

Deploying quality human capital in all fields of operation and striving to become the preferred employer

Committing to environmental responsibility through 'Green', intelligent and innovative developments

Committing to comply with regulatory requirements related to prevention of pollution, injury and ill health

Focusing on strong corporate governance

Building Certifications

As environmental awareness grows, green construction is becoming a priority for investors and buyers in India. Green buildings focus on energy efficiency, sustainable materials, and water conservation, with certifications reflecting a developer's commitment to sustainability.

Commitment to Sustainability: IGBC Platinum Certification Achievements

At Bharti Real Estate sustainability is central to our mission. With the goal of achieving green certifications for all our assets, we ensure strict adherence to guidelines in both design and operations. All our commercial assets are IGBC platinum pre-certified and The Mall at Worldmark is IGBC gold pre-certified. This recognition reflects our dedication to creating eco-friendly, energy efficient spaces and strengthens our resolve to set industry standards for sustainable development, aiming to become the most admired real estate brand.

SUPPLY CHAIN MANAGEMENT

We firmly believe that strong social and environmental performance in our operations and those of our partners is key to long-term business success.

To ensure a sustainable supply chain, we have implemented a robust Sustainable Procurement Policy, applicable to all new and existing business associates. This policy focuses on key sustainability principles aligned with the company's ESG priorities, including environmental responsibility, social impact, and ethical business conduct.

Our vendor onboarding process includes ESG criteria. It evaluates suppliers on their environmental practices (such as waste reduction and resource usage), social responsibility (including human rights, safe working conditions, and diversity), and governance (such as fair trade, ethical conduct, and transparent reporting). All supplier agreements include ESG clauses, reflecting our commitment to sustainable procurement practices.

Additionally, our Supplier Code of Conduct applies to all business associates, ensuring long-term partnerships based on honesty, integrity, and ethical conduct. Any violation that harms our reputation or contradicts our sustainability principles may result in review of the contracts or to termination.

100% our suppliers have signed the Supplier Code of Conduct declaration, underscoring our commitment to strong corporate governance.

403
TOTAL
SUPPLIERS
TILL FY-2026

248
SUPPLIERS
ENGAGED
IN 2025-26

Critical Supplier Assessment

Our success relies on strong supplier partnerships. Given the varying levels of criticality, risk, and impact, identification of key suppliers, assessment of ESG risks in onboarding them and creating risk mitigation plans if any risks are found, are crucial.

As part of our comprehensive approach to building a sustainable supply chain, we identified critical suppliers across all construction phases, including civil contractors, metal suppliers, HVAC systems, façades, electrical and plumbing, waterproofing, DG sets, panels, fire alarms, and interior work so on and so forth.

Post identification of suppliers, we assess each supplier's ESG maturity to ensure alignment with Bharti Real Estate's ESG standards. This initial assessment is based on publicly disclosed information regarding their systems, processes, and sustainability initiatives. We evaluate seven key ESG capabilities to gauge the maturity of each critical supplier.



Key initiatives undertaken by Bharti for a Sustainable Supply Chain



Looking ahead, we are committed to embedding sustainability across our supply chain. While we've built a strong foundation, we acknowledge that the sustainability is an ongoing journey. We've outlined a clear path forward to guide our initiatives in the years to come.

ESG GOVERNANCE STRUCTURE

Our ESG strategy is a direct reflection of our resolute dedication to sustainability within the real estate sector. It stands as a testament to our unwavering responsibility and ethical conduct in our business practices, all the while placing the interests and well-being of our stakeholders at the forefront.

Our governance structure meticulously accommodates the concerns of various stakeholder factions. It serves as the bedrock for our corporate strategy, environmental mindfulness, ethical business conduct, interactions, and risk management. This framework ensures a holistic approach to governance, safeguarding the interests of all involved parties and aligning our operations with principles of transparency, accountability, and integrity.

Our governance approach finds its foundation in our company's Code of Conduct. Our governance principles are infused with insights from best practices across the globe, all geared towards realising the company's growth, objectives, and overarching vision. The interests of all stakeholder groups are precisely factored into our governance framework, which serves as the foundation for our corporate strategy, ethical business practices, environmental awareness, risk management, and interactions. Our ESG governance at Bharti Real Estate is overseen by various committees, which are responsible for identifying opportunities for new initiatives and risk management while making necessary resources available for driving sustainability-related initiatives.

Further, the Board emphasises the importance of climate change and other pivotal sustainability matters as integral to the ESG strategy formulation, business performance evaluations, and key investment decisions. Moreover, the board members regularly monitor and assess the integration of climate-related issues into the overall strategy.

Our well-defined ESG governance structure determines the nature, scope, and priorities of our sustainability agenda for the allocation of resources and funds, as well as measurement, reporting, and time frames for projects and initiatives. Further, the company's ESG governance structure comprises working groups and committees, each broadly aligning with a pillar of our sustainability strategy.

ESG Leadership Committee

Role: Review proposals and provide approvals for major investments for ESG projects as well as provide strategic directions to drive the company's ESG programmes.

- The committee comprises of MD and CEO, and Director and COO
- Offers strategic guidance and monitors progress on ESG and related matters
- Implements climate change-related initiatives and monitors progress of KPIs and targets
- Endorses climate change-related disclosures, sustainability strategy and sustainability report

Frequency of meetings: Bi-annually

ESG Head

Role: Define targets, policies and KPIs related to ESG, monitor ESG initiatives and review ESG related progress and allocate responsibilities to the ESG team.

- Responsible for implementing ESG policies and strategies
- Provides suggestions for comprehensive ESG incorporation to the leadership committee
- Offers direction to asset managers for executing ESG and climate change-related initiatives and overseeing the tracking and documentation of performance metrics
- Climate-related risks are discussed, and critical issues are reported to ESG Leadership Committee

Frequency of meetings: Quarterly

ESG Functional Committee

Role: Facilitate management and create awareness towards ESG, conduct stakeholder sessions and monitor KPIs. Maintains system for ESG data verification.

- Accountable for documentation, oversight, and examination of ESG and climate change-related data
- Tasked with hands-on implementation of interventions and policies aligned with ESG considerations
- Identifies climate change-related risks and opportunities which are further reported to ESG Head

Frequency of meetings: Monthly



OUR PATH FORWARD

At Bharti Real Estate, we are committed to embedding sustainability at the core of our growth strategy by aligning with global best practices in climate action and transparency. As part of this journey, we are preparing to set both short-term and long-term emissions reduction targets in accordance with the Science Based Targets initiative (SBTi), ensuring that our efforts are aligned with the 1.5°C pathway.

In parallel, we have completed a full assessment of embodied carbon emissions across our operations and have developed a comprehensive decarbonisation roadmap. This roadmap outlines actionable strategies to reduce emissions through low-carbon construction materials, sustainable design, and enhanced operational efficiencies. Additionally, to mitigate the immediate impact of embodied emissions, we will begin purchasing verified carbon credits as an interim measure while we work toward deep reductions at the source.

These initiatives reflect our long-term vision for a net-zero built environment and our commitment to accountability, innovation, and sustainable value creation.

GRI INDEX

GRI Standard	Description	Section	Page No.
GRI 2: General Disclosures 2021			
GRI 2: General Disclosures 2021	2-1 Organisational details	Delivering for People and Planet	1
	2-2 Entities included in the organisation's sustainability reporting	About the report- Reporting period and boundary-Worldmark 2.0	4
	2-3 Reporting period, frequency and contact point	About the report- Reporting period and boundary-Worldmark 2.0	4
	2-4 Restatements of information	About the report- Reporting period and boundary-Worldmark 2.0	4
	2-6 Activities, value chain and other business relationships	About the report- Reporting period and boundary-Worldmark 2.0	4
	2-7 Employees	Employee engagement and development	48
	2-8 Workers who are not employees	Employee engagement and development	48
	2-9 Governance structure and composition	Board of Directors	67
	2-10 Nomination and selection of the highest governance body	Nomination and Remuneration Committee	67
	2-11 Chair of the highest governance body	Board of Directors	67
	2-12 Role of the highest governance body in overseeing the management of impacts	Board of Directors	67
	2-14 Role of the highest governance body in sustainability reporting	Corporate Social Responsibility Committee	68
	2-16 Communication of critical concerns	Diversity, Equity and Inclusion (DE&I)	53
	2-17 Collective knowledge of the highest governance body	Board of Directors	67
	2-18 Evaluation of the performance of the highest governance body	Board Evaluation	67
	2-22 Statement on sustainable development strategy	Our core values	14
	2-23 Policy commitments	Corporate governance policies	70
	2-26 Mechanisms for seeking advice and raising concerns	Corporate governance policies	70
	2-29 Approach to stakeholder engagement	Stakeholder engagement and materiality assessment	15

GRI Standard	Description	Section	Page No.
Material Topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Stakeholder engagement and materiality assessment	16
	3-2 List of material topics	Stakeholder engagement and materiality assessment	18
	3-3 Management of material topics	Stakeholder engagement and materiality assessment	16
Governance Performance			
GRI 201: Economic Performance	3-3 Management of material topics	Economic performance	68
	201-1 Direct economic value generated and distributed	Economic performance	68
	201-3 Defined benefit plan obligations and other retirement plans	High performance and rewards	51
GRI 205: Anti-corruption 2016	3-3 Management of material topics	Corporate governance policies	70
	205-2 Communication and training about anti-corruption policies and procedures	Corporate governance policies	70
Environmental Performance			
GRI 302: Energy 2016	3-3 Management of material topics	Energy management	34
	302-1 Energy consumption within the organisation	Energy consumption	35
	302-4 Reduction of energy consumption	Energy management	34
GRI 303: Water and Effluents 2018	3-3 Management of material topics	Water management	37
	303-1 Interactions with water as a shared resource	Water management	37
	303-3 Water withdrawal	Water management	38
GRI 305: Emissions 2016	303-5 Water consumption	Water management	38
	3-3 Management of material topics	Assessment of comprehensive inventory of carbon emissions	25
	305-1 Direct (Scope 1) GHG emissions	Assessment of comprehensive inventory of carbon emissions	25
	305-2 Energy indirect (Scope 2) GHG emissions	Assessment of comprehensive inventory of carbon emissions	25
GRI 306: Waste 2020	305-3 Other indirect (Scope 3) GHG emissions	Assessment of comprehensive inventory of carbon emissions	25
	305-5 Reduction of GHG emissions	Drafting a sound decarbonisation roadmap	29
	3-3 Management of material topics	Waste minimisation	35
	306-3 Waste generated	Waste minimisation	35
	306-4 Waste diverted from disposal	Waste minimisation	35

GRI Standard	Description	Section	Page No.
Social Performance			
GRI 401: Employment 2016	3-3 Management of material topics	Employee engagement and development	47
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee engagement and development	47
	401-3 Parental leave	Employee engagement and development	47
GRI 403: Occupational Health and Safety 2018	3-3 Management of material topics	Occupational health and safety	58
	403-1 Occupational health and safety management system	Occupational health and safety	58
	403-3 Occupational health services	Occupational health and safety	58
	403-5 Worker training on occupational health and safety	Occupational health and safety	58
	403-6 Promotion of worker health	Occupational health and safety	58
	403-8 Workers covered by an occupational health and safety management system	Occupational health and safety	58
	403-9 Work-related injuries	Occupational health and safety	58
GRI 404: Training and Education 2016	3-3 Management of material topics	Talent management and leadership development	49
	401-1 Average hours of training per year per employee	Talent management and leadership development	50
	404-2 Programs for upgrading employee skills and transition assistance programs	Talent management and leadership development	50
	404-3 Percentage of employees receiving regular performance and career development reviews	High performance and rewards	51
GRI 405: Diversity and Equal Opportunity 2016	3-3 Management of material topics	Employee engagement and development	48
	405-1 Diversity of governance bodies and employees	Employee engagement and development	48
	405-2 Ratio of basic salary and remuneration of women to men	Promoting gender diversity	54
GRI 406: Non-discrimination on 2016	3-3 Management of material topics	Human rights	59
	406-1 Incidents of discrimination and corrective actions taken	Human rights	59
GRI 408: Child Labor 2016	3-3 Management of material topics	Human rights	59
	408-1 Operations and suppliers at significant risk for incidents of child labor	Human rights	59
GRI 409: Forced or compulsory labor 2016	3-3 Management of material topics	Human rights	59
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human rights	59



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