



This policy is applicable to Bagmane Realty and Infrastructure LLP and its Affiliates . Bagmane is committed to fostering community engagement and social responsibility among its eligible employees. This policy outlines the guidelines and principles for community involvement, encouraging employees to contribute to the well-being of the community. The organization actively supports and promotes volunteer activities and community engagement programs to create a positive and socially responsible work environment.

This policy applies to all eligible employees of Bagmane Group

- **Paid Time Off for Volunteer Activities:**
 - All eligible employees have the option to take paid time off for volunteer activities, amounting to at least two workdays annually.
 - This time off is separate from vacation, sick leave, or other paid time off.
- **Charity or Non-Profit Engagement:**
 - At least half of the allocated volunteer hours should be organized by the employer for a registered charity or non-profit organization.
 - Employees are encouraged to actively participate in community service and contribute to causes that align with the organization's values.
- **Community Engagement Program:**
 - Bagmane offers one community engagement program on a quarterly basis.
 - The community engagement program includes a variety of events, talks, workshops, trainings, or other public engagements.
 - The programs are designed to promote education, play, physical activity, social connection and overall well-being.
 - These programs are provided at no cost to the public, reinforcing the organization's commitment to community well-being.
 - Programs may be conducted on- or off-site, ensuring accessibility to a diverse audience.
 - The community engagement programs must be open to all regular occupants, including employees and tenants, encouraging a sense of inclusivity and community spirit.
- Bagmane will communicate details about volunteer opportunities and community engagement programs through appropriate channels.
- Coordination and organization of volunteer activities and community engagement programs will be facilitated by designated personnel.
- Bagmane acknowledges and recognizes employees' contributions to volunteer activities and community engagement through internal communication channels.
- Recognition may include commendations, certificates, or other forms of acknowledgment.
- The organization will monitor the participation and impact of community engagement initiatives, seeking feedback from participants and continuously evaluating the effectiveness of the programs.
- This Community Engagement Policy will undergo regular reviews to ensure its alignment with community needs and the organization's evolving values.
- Adjustments and enhancements will be made based on feedback, emerging best practices and the changing landscape of community engagement.

Bagmane aims to enhance community well-being and promote a positive, socially responsible work environment through its Community Engagement Policy. The organization supports employees in volunteering and organizes community programs to create lasting positive impacts on the served community.

Dated: Feb 20, 2026



Corporate Social Responsibility Policy

This policy is applicable to Bagmane Realty and Infrastructure LLP and its Affiliates . At Bagmane, our philosophy centers on forging enduring connections with societal challenges, rooted in a steadfast, long-term dedication. We are committed to effecting genuine transformation at the community level. Our mission is propelled by two primary objectives: advancing commercial interests in an enlightened manner and enhancing societal well-being.

The foundation of our social initiatives rests upon ethical tenets, sound governance practices, and efficient administration. Bagmane maintains an unwavering commitment to conducting and expanding its operations in a socially conscientious fashion. Our vision encompasses business growth while actively striving to minimize environmental impact and maximize positive societal contributions. We approach our responsibilities to both the environment and society with utmost seriousness, with our commitments spanning various facets of Corporate Social Responsibility (CSR) including educational advancement, healthcare improvement, public art promotion, innovation & research, renewable energy adoption and environmental stewardship.

Bagmane CSR Policy: Our CSR policy encapsulates the core principles and approaches that form the bedrock of our corporate citizenship and social responsibility efforts. It functions as a directive framework, guiding the company's dedication to social progress. The scope of our CSR activities is broad, encompassing a diverse array of sectors and initiatives as outlined in Schedule VII of the Companies Act, 2013. These activities undergo regular assessment and updating to ensure their continued relevance and effectiveness. The company maintains a flexible stance, remaining receptive to potential additions, removals, or refinements to these sectors and activities, thus ensuring their ongoing significance and impact.

1. Constitution:

Pursuant to Section 135 of the Companies Act, the Board of Directors establishes the Corporate Social Responsibility (CSR) Committee. The Committee comprises members appointed by the Directors, including at least one or more Directors. The current composition of the CSR Committee at Bagmane is as follows:

Sl. No. Name of the member Designation in committee Designation in Organization

1. Chairperson
2. Member
3. Member

2. Functions and Powers of Committee:

The CSR Committee is endowed with the following functions and powers to effectively fulfil the company's CSR objectives:

- Formulate the CSR Policy and present it for approval to the Directors of the Company.
- Recommend specific CSR activities aligning with Schedule VII of the Companies Act.
- Approve the undertaking of CSR activities, possibly in collaboration with other entities and provide separate reports in accordance with CSR Rules.



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- Propose the CSR Budget for approval.

- Oversee the expenditure of the allocated CSR amount on approved activities in line with the Act and CSR Rules.
- Establish a transparent monitoring mechanism for effective implementation of CSR initiatives.
- Submit comprehensive reports to the Board regarding the CSR activities undertaken by the Company.
- Regularly monitor and review the CSR Policy.
- Supervise the activities of working groups authorized to ensure the effective implementation of CSR initiatives.
- Authorize company executives to attend CSR Committee Meetings as necessary.

3. Meetings of the Committee:

- For the smooth functioning of the Committee, members convene as follows:
- The CSR Committee conducts an annual meeting with the Director.
- Committee members may mutually agree on the time and place for these meetings.
- Members have the option to participate in meetings either in person or through video conferencing or other audio-visual means for convenience.

4. CSR Details:

- Provide financial details related to turnover and net worth, demonstrating transparency in financial health.
- Disclose information on CSR initiatives undertaken in aspirational districts, as identified by government bodies.

5. CSR Spend:

The Companies Act, 2013 mandates companies meeting specified criteria under Section 135 to allocate 2% portion of their annual net profits, calculated as per Section 198, over the three immediately preceding financial years for CSR activities falling under the categories specified in Schedule VII of the Act.

A. CSR Expenditure:

For CSR expenditure allocation, the net profit, as defined by Rule 2(f) of the CSR Rules, is considered. The CSR expenditure encompasses all expenditures, including contributions to the corpus or on projects/programs related to CSR activities. These activities should be approved by the Board of Directors based on recommendations from the CSR Committee. Expenditure on items not conforming to Schedule VII of the Act is excluded.

B. Expenditure on CSR Capabilities:

The company is empowered to enhance CSR capabilities among its personnel and implementing agencies. Such expenditures are mandated to be greater than or equal to 2% of the organization's profit.



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C. Failure to Spend CSR Money:

In the event of the company failing to spend the required amount in a particular financial year, the Committee has the responsibility to submit a written report to the Directors, specifying the reasons

for non-compliance. This information is then reported by the Directors in the Annual Report for that specific Financial Year. Any surplus arising from CSR projects, programs, or activities does not form part of the business profit.

6. CSR Initiatives:

Pursuant to Schedule VII of the Act and the CSR Rules, the company is committed to undertaking CSR activities outlined in its Annual CSR Plan, as recommended by the CSR Committee at the beginning of each year.

A. Annual CSR Plan:

The Annual CSR Plan, presented to the Directors based on the CSR Committee's recommendations, includes:

- Project Proposals
- Selection of implementing agencies/NGO's
- Targeted Beneficiaries and their Key Needs
- Alignment with Schedule VII
- Project Goals and Milestones
- Activities and Timelines, including Expected Closure Dates
- CSR Budget with Projections
- Monitoring Mechanism
- Progress Reporting and Frequency of Reports
- Risks and Mitigation Strategies
- Any other information required by the CSR Committee

B. Collaboration:

The CSR Rules allow the company to collaborate with other entities or associations, subject to CSR Committee approval. Such collaborations become an integral part of the Annual CSR Plan.

C. Disqualifying Activities for CSR:

CSR Rules disqualifies projects and programs benefiting the company's employees and their families. Contributions to any political party under Section 182 of the Act are not considered CSR Spend. Activities undertaken in the normal course of business are also excluded.

D. Monitoring Mechanism:

An Internal CSR Cell is established, consisting of designated employees, to ensure effective implementation and monitoring of approved CSR projects. The CSR Cell submits reports to the CSR Committee every six months on the progress of various projects.



E. Reports:

The CSR Cell shall submit its report at least once in six months to the CSR committee formed under the Act, which shall monitor the CSR policy of the Company from time to time. Further, the Board of Directors may revise/ amend this CSR Policy based on the recommendations of the CSR committee or to bring the same in line with the guidelines or amendments issued from time to time by the Government on the subject.

7. REPORTING AND PUBLICATION OF CSR POLICY

As per the CSR Rules, the contents of the CSR Policy shall be included in the Directors' Report and the same may be displayed on the Company's website, if any.

8. POLICY REVIEW

The administration of the CSR Policy of the Company and the execution of identified CSR projects, program and activities under it shall be carried out under the control and overall supervision of an internal monitoring group formed for this purpose

9. THEMATIC AREAS

The Bagmane Group's CSR initiatives center on Education, Ecology, and Community Care. The driving principles of these programs are summarized below:

- **Education:** Engaging in deep and meaningful work in the area of school education with our focus on Infrastructure and WASH in govt schools which in turn will positively impact the quality of learning and access to education.
- **Ecology:** Engaging with the community on issues of Climate Change, especially climate adaptation. Given the predominantly urban nature of our operations, a significant focus is on issues of urban ecology, ecosystem restoration, renewable energy access and enhancing urban climate resilience.
- **Health Care:** Providing primary health care services for disadvantaged communities who are proximate to our areas of business operations
- **Art and Culture and the Urban Public Space:** The role of the arts and culture in creating and fostering important human values of social integrity, inclusion, democracy and empathy is well established. One important way of doing this is by creating and preserving public spaces in our cities. The concept of 'public space' here refers to not just physical spaces like public parks or lakes but intellectual and social spaces that are inclusive in spirit. Engaging with urban public spaces is therefore an additional area of focus for us, that we have added as part of our CSR charter from the year 2018 onwards.

Dated: Feb 20, 2026



Diversity Equity & Inclusion Policy

Introduction

This policy is applicable to Bagmane Realty and Infrastructure LLP and its Affiliates . Bagmane is dedicated to fostering a diverse workforce, ensuring equity within systems, and cultivating a culture of inclusion. We strive to create an environment where diverse backgrounds, beliefs, abilities, and experiences are unified, allowing everyone to feel valued as they work together toward meaningful goals. This commitment underscores our duty to maintain an inclusive atmosphere that respects the dignity and diversity of all individuals. It directs our interactions and motivates us to take deliberate actions to support the patients, consumers, customers, employees, and communities we serve. This means that diversity, equity, and inclusion (DEI) are collective responsibilities shared by all employees.

Governance

The DE&I Committee is entrusted with establishing, effectively adopting, and continuously implementing the DE&I Policy. This Committee also develops strategic plans by setting clear, measurable, achievable, realistic, and time-bound objectives for each DE&I theme and assigning responsibilities for their execution. Additionally, employee perceptions of DE&I—regarding organizational climate, professional development, inclusion, and well-being—are regularly gauged through surveys.

The organization's DE&I strategy is overseen by the DE&I Committee, which actively works to make the organization more inclusive and serves as a central point for addressing any issues related to respect and inclusion. The Committee is composed of a representative SPOC for each organizational function, the HR Head, and the ESG Head. It is responsible for defining, approving, and sharing DEI strategy action plans with the Board.

Recruitment and Hiring Processes

BAGMANE values merit-based recruitment and hiring, where skills and talent are the central focus in a discrimination-free context that fully respects equal opportunities. We are committed to transparent, objective recruitment and hiring processes aligned with our organizational values and commitment to DEI. Ensuring equal opportunities is fundamental to all stages of attracting, selecting, and hiring new employees, in full compliance with current regulations. Additionally, all human resources professionals, regardless of seniority, participate in training initiatives on gender equality, diversity, and inclusion.

Skills Development and Personal Growth

BAGMANE is devoted to cultivating a dynamic work environment by providing individuals with tools and training that promote creativity, innovation, collaboration, and the appreciation of each person's uniqueness.

Employees' growth within the organization is based on shared, objective, transparent, and fair criteria related to:

- Achievement of annual, quantitative objectives
- Individual contributions and performance
- Adherence to company policies

Individual performance evaluations are conducted through structured, transparent communication and discussions with managers, focusing on goal-setting, progress monitoring, feedback, recognition, and personal development.

Pay Equity

Bagmane's compensation policies align with the principles of equity, merit, and talent promotion. Committed to ensuring fairness and transparency, BAGMANE guarantees equitable compensation based on merit, value, and talent, using objective criteria. Equal pay is assured within a discrimination-free environment, in full compliance with applicable regulations and equal opportunity standards.

Gender Equity

In line with our DEI strategy, Bagmane is dedicated to increasing female representation at all organizational levels, especially in leadership positions. We pay special attention to the ongoing improvement of female presence in top and executive roles, as this serves as a key indicator of their integration within the organization. Gender representation targets for the total workforce and leadership roles are set and monitored annually.

Respect for LGBT+ Rights

Aligned with its values and DEI inclusion strategy, Bagmane promotes respect for human rights and inclusion within the workplace and the communities it serves. We implement actions aimed at increasing awareness and knowledge to eliminate stereotypes and biases against the LGBT+ community, fostering a more inclusive work environment.

Inclusion of People with Disabilities and Neurodiversity

BAGMANE is committed to removing barriers that prevent individuals with visible and invisible disabilities, as well as those with neurodiversity, from fully expressing their potential without prejudice. We recognize that disabilities arise from a complex interaction between a person's health, personal, and environmental factors—physical, social, and cultural barriers faced daily. BAGMANE is committed to addressing these factors to reduce and remove obstacles that limit full expression. Neurodiversity is not seen as a disadvantage but as a different way the human brain functions, bringing unique strengths. Bagmane is dedicated to providing reasonable workplace accommodations for neurodiverse individuals.

Multiculturalism



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Bagmane actively opposes systemic biases, racism, and unequal treatment by promoting work environments where diverse cultural identities coexist and connect. We develop and

support initiatives aimed at increasing the representation and inclusion of ethnic, linguistic, and religious minorities across all stages of the career path—from recruitment to company entry, training, skill

development, and career advancement. Bagmane values cultural diversity and works to overcome stereotypes and biases, promoting cultural intelligence through widespread awareness and interactive initiatives that strengthen intercultural dialogue.

Parenthood and Caregiving Responsibilities

Bagmane supports parents and caregivers by enhancing their work-life balance and well-being through initiatives tailored to their individual needs.

To support fathers in child care and family life, we have introduced policies offering additional paternity leave beyond the standard provisions. For mothers, dedicated policies are in place to facilitate the parenting experience through corporate welfare programs and ensure a smooth, inclusive return from maternity leave.

Work-Life Balance and Well-Being

Bagmane is committed to enhancing work-life balance by adopting flexible working approaches that consider personal needs, client demands, team dynamics, organizational requirements, and the nature of tasks.

Individual well-being and work-life integration are central to Bagmane's strategy, which is implemented through a holistic approach addressing physical, mental, and social well-being. Our Well-being strategy is built on three pillars: Body, Mind, and Purpose. We recognize that a focused mind, energized body, and sense of community belonging empower individuals to realize their full potential while balancing professional and personal lives. Priorities for action are identified through periodic employee well-being surveys.

Mental Health

Bagmane acknowledges that supporting mental health is crucial for inclusion and is actively working to dismantle the stigma surrounding mental health issues. We are committed to creating a work environment where individuals can live fulfilling lives and overcome mental health-related stigma through internal initiatives and the provision of tools and resources.

Harassment and Discrimination

Bagmane is committed to maintaining an inclusive and respectful work environment where everyone is treated with dignity and respect, and equal opportunities are guaranteed. In line with this commitment, we have adopted an Anti-Discrimination and Anti-Harassment Policy that tolerates no form of harassment or discrimination involving anyone at Bagmane—



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including suppliers, customers, or visitors. All reported incidents of harassment, discrimination, or retaliation are promptly investigated, with all information kept strictly confidential. Additionally, a Non-Retaliation Policy is in place to protect those who file

complaints or provide information about incidents of harassment or discrimination. Disciplinary actions are taken in accordance with the organization's policies if prohibited behavior occurs.

Policy Guidelines

Employee Responsibilities:

DEI is a shared responsibility at Bagmane, requiring daily intentional actions. Every employee is trained on DEI and is responsible for:

- Respecting the dignity and diversity of all people.
- Creating an inclusive environment free from discrimination, harassment, and bullying.
- Increasing their awareness of potential unconscious biases that may hinder inclusivity and collaboration.
- Practicing conscious inclusion to intentionally drive diversity, equity, and belonging.

Leadership Responsibilities:

Leaders are accountable for specific DEI responsibilities and outcomes, which are integral to their job performance. These responsibilities include:

- Ensuring employment-related decisions are free from discrimination.
- Setting individual DEI goals to foster diverse representation and inclusivity within their teams.
- Engaging in conscious inclusion and promoting equity.
- Committing to individual DEI goals as part of annual goal-setting to meet our DEI responsibilities.
- Mitigating unconscious bias in employment decisions and talent practices, including performance, development, compensation, and hiring.
- Drawing from a broad talent pool to inclusively reach candidates, create diverse slates, and build a workforce reflective of the communities we serve.

Right to Amend or Terminate

The Company reserves the right to modify, suspend, change, or terminate this Policy at any time, in accordance with local law. This Policy does not create any contractual rights or obligations, whether expressed or implied.

Dated: Feb 20, 2026



Health Promotion Leader Policy

This policy is applicable to Bagmane Realty and Infrastructure LLP and its Affiliates. Bagmane recognizes the critical importance of employee health and well-being and is committed to promoting a healthy workplace culture. This Health Promotion Leader Policy establishes the role of the HR Business Partner as a dedicated leader responsible for planning and overseeing strategies that enhance the physical, mental and emotional health of all employees. The HR Business Partner will report directly to a member of the executive (C-Suite) team, ensuring high-level support for health promotion initiatives.

- Bagmane designates one HR Business Partner with the primary responsibility of planning and overseeing strategies that promote the physical, mental and emotional health and well-being of all employees.
- The HR Business Partner will report directly to a member of the executive (C-Suite) team, highlighting the significance of health promotion at the highest organizational level.
- The HR Business Partner's job description will explicitly outline responsibilities related to health promotion, including the planning and implementation of programs that address physical, mental and emotional well-being.
- Performance expectations will be established, with metrics linked to promoting organizational health integrated into the employee's performance evaluation.
- The HR Business Partner is required to provide at least annual reports on the progress of health promotion strategies and employee engagement to the executive (C-Suite) team.
- These reports will include key metrics, achievements, challenges and recommendations for future initiatives.
- The HR Business Partner will be supported by one employee dedicated to helping plan and implement health promotion programs and policies.
- This support staff member will work collaboratively with the HR Business Partner to ensure the successful execution of health promotion initiatives.
- The HR Business Partner's responsibilities related to health promotion will be clearly communicated and integrated into their overall job responsibilities.
- Support staff members will be selected based on their qualifications and experience in health promotion and program implementation.
- The effectiveness of health promotion initiatives will be monitored through regular assessments, including employee feedback, engagement levels and health-related metrics.
- The executive (C-Suite) team will actively review annual progress reports to assess the impact of health promotion strategies on the organization.



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- The Health Promotion Leader Policy will be periodically reviewed to ensure alignment with organizational goals and evolving employee needs.
- Adjustments and adaptations may be made based on feedback, emerging health trends, or changes in the work environment.

Through the implementation of the Health Promotion Leader Policy, Bagmane aims to demonstrate its commitment to prioritizing employee health and well-being. The organization recognizes the role of the HR Business Partner in leading health promotion initiatives, fostering a culture of well-being and creating a workplace that supports the holistic health of its workforce.

Dated: Feb 20, 2026

Human Rights Policy

This policy is applicable to Bagmane Realty and Infrastructure LLP and its Affiliates. Bagmane in its commitment to ethical and responsible business practices, upholds the principles outlined in this Human Rights Policy. The organization aligns with international standards, such as the Universal Declaration of Human Rights and expects all stakeholders to adhere to the spirit and intent of these principles.

Applies to all associates of the company, suppliers, subsidiaries, distributors, business contacts, agents, advisors, business associates, including customers and company employees.

Diversity, Non-discrimination and Fair Treatment:

- Provide just and favorable work conditions without discrimination based on age, sex, race, disability, marital status, sexual orientation, or religion, in accordance with applicable laws.
- Make employment and promotion decisions based on individual qualifications, experience and capacity, adhering to the principle of equal employment opportunity.
- Embrace diversity and inclusivity, appreciating contributions from all employees.
- Make reasonable job accommodations for persons with disabilities, fostering an inclusive workplace culture.
- Maintain a workplace free from physical, psychological, or verbal abuse, including the threat of abuse and harassment.

Labour and Working Conditions:

- Provide a secure, safe and healthy workplace, complying with applicable safety and health regulations.
- Compensate employees according to industry and local labor market standards, ensuring compliance with salary, wage, work hours, overtime and benefits laws.
- Respect employees' right to join or form a labor union without fear of reprisal, complying with freedom of association laws.
- Strictly prohibit child labor, underage workers, forced labor, bonded labor, compulsory labor, slave labor and human trafficking.
- Ensure a safe working environment through workplace security measures, providing adequate training for security personnel.
- Respect employee privacy in accordance with applicable privacy laws.



Engaging with Stakeholders:

- Work with contractors to protect the rights of workers and ensure dignified treatment.
- Expect suppliers to adhere to and share the organization's principles outlined in the code of conduct for suppliers.
- Engage with local communities, taking measures to minimize the impact of business operations.

The Human Rights Policy is subject to periodic review and revision to ensure continued relevance and effectiveness in promoting and protecting human rights within the organization and its extended value chain.

Bagmane emphasizes its unwavering commitment to upholding human rights across its operations and interactions. This foundational document guides the organization in fostering a workplace culture that respects and upholds human rights standards.

Dated: Feb 20, 2026

Mental Health Policy

This policy is applicable to Bagmane Realty and Infrastructure LLP and its Affiliates. Bagmane is dedicated to prioritizing mental health and well-being within its workplace. The Mental Health Policy outlines a comprehensive set of initiatives and resources aimed at supporting mental health recovery, reducing stigma and fostering a supportive and inclusive environment for all employees and managers.

At Bagmane, we recognize the importance of mental well-being in creating a healthy and productive work environment. Mental well-being is defined as a state in which every individual realizes their potential, copes with the normal stresses of life, works productively and is able to contribute effectively. Therefore, Bagmane is committed to providing comprehensive mental health services to support the mental well-being of our team members.

Mental Health Services Policy:

- Bagmane offers mental health services to support recovery from traumatic events at a 50% subsidized rate, virtually, to eligible employees.
- Services include crisis counselling or trauma-focused psychotherapy with qualified mental health professionals, psychological first aid (PFA) training for all employees and/or required for manager-level employees and bereavement counselling with resources for returning to work after a loss.

Team Member Advocate (TMA):

Bagmane has a dedicated Team Member Advocate who is a certified Mental Health First Aider and a certified Real Mate (Mental health peer's support). TMAs offer independent support to team members, providing information, guidance and resources. They listen to team members who feel they are not being heard, ensure that their concerns are taken seriously and make sure their rights are respected. The role of TMAs is to foster problem-solving and empower team members to reach their best potential in their personal and professional lives.

Mental Health Services Offered:

Counselling Services:

Bagmane provides confidential counselling services for team members facing work-related or personal challenges. Qualified professionals trained in mental health support offer counselling sessions to help team members cope with stress, conflicts, career-related issues, family matters, financial concerns and other personal challenges.

Stimulus Consulting - Mindfulness and Meditation:

Bagmane offers access to the Stimulus Consulting platform, which provides science-backed stress reduction and mindfulness solutions. The platform includes daily sessions and courses to manage stress, improve well-being, relationships, sleep and more. Team members can utilize this digital platform to enhance their mental well-being.



Guidance Resources Partner:

Bagmane partners with Guidance Resources to offer confidential support in legal, financial, work-life balance counselling and online resources for team members and managers. This resource provides guidance and assistance in navigating various challenges related to personal and professional life.

Connect Groups:

Bagmane facilitates Connect Groups to provide team members with emotional, psychological and moral support. These groups offer a safe space for team members to share, listen and learn from each other. Participation is encouraged and team members can engage to the extent they feel comfortable.

Confidentiality and Privacy:

All interactions with TMAs, counselling services and screening tools are strictly confidential. Information shared during counselling sessions or assessments is not disclosed to anyone without the explicit consent of the team member, except in cases where there is a risk of harm to the individual or others.

Accessibility and Inclusivity:

Bagmane is committed to ensuring that mental health services are accessible and inclusive to all team members. Efforts are made to provide services in multiple languages, accommodate different communication preferences and address the needs of diverse populations within the organization.

Mindful Training Course:

- A virtual mindfulness training course is provided twice a year at no cost to eligible employees by a qualified mindfulness instructor.
- The course covers mindfulness definitions, relevant research and teaches formal practices like mindfulness meditation and yoga postures, along with informal practices like mindful eating and listening for application during the workday.
- Employees have unlimited access to at least one digital offering and one designated quiet zone for mindfulness.

Mental Health Screening:

- Bagmane provides a no-cost self-assessment screening tool for common mental health conditions to all employees.
- The confidential online assessment covers stress, depression, anxiety and substance use, providing directed feedback and guidance on interpreting the results. It also offers next steps for individuals who screen positive or are at-risk.
- **Screening Tool:**
 - Bagmane offers a self-assessment screening tool to all team members at no cost. This tool addresses stress, depression, anxiety and substance use. Team members can confidentially complete the online screening, which includes directed feedback and guidance on interpreting the results. Next steps are provided for those who screen positive or at-risk.

Mental Health Education Policy for Employees:

- Bagmane offers a mental health workshop program to all employees, including tenants, twice a year at no cost.
- Conducted by a psychologist expert, the program covers essential topics such as benefits of mental wellness, managing personal mental health and well-being, incidence and impact of mental health/illness in the workplace, recognizing indicators of mental health issues, common mental health conditions, reducing stigma, developing mentally healthy habits and self-care practices, fostering relationships and social connections in the workplace and strategies to promote mental health.
- Program details, including the agenda, are shared one week in advance through appropriate means of communication.

Mental Health Education Policy for Managers:

- Bagmane offers a Mental Health Workshop program to all managers once a year at no cost.
- Conducted by a psychologist expert, the program covers topics including benefits of mental wellness, managing personal mental health and well-being, identifying and reducing workplace stress-related issues, recognizing common mental health conditions or concerns (including depression, anxiety, substance use, stress and burnout, loneliness and social isolation), supporting employee mental well-being (prevent burnout, low motivation, fatigue and other work-related stress issues) and strategies to promote mental health.
- Program details, including the agenda, are shared one week in advance through appropriate means of communication.

Review and Compliance:

This policy is reviewed periodically to ensure its effectiveness and alignment with evolving best practices and compliance with relevant legal and regulatory requirements related to mental health support services. Adjustments will be made based on feedback, emerging mental health trends, or changes in the work environment.

Dated: Feb 20, 2026

Non-Discrimination and Anti- Harassment Policy

This policy is applicable to Bagmane Realty and Infrastructure LLP and its Affiliates. Bagmane is dedicated to providing a work environment free from discrimination and harassment. We strictly prohibit discrimination or harassment in the workplace, whether perpetrated by or against managers, co-workers, customers, vendors, or visitors. Our commitment is to foster an environment where all employees can work and develop in a setting that is both respectful and productive. Discrimination or harassment based on an employee's race, colour, religion, sex, national origin, citizenship, age status, sexual orientation, disability, marital status, or any other basis prohibited by law will not be tolerated.

Bagmane maintains a fair treatment policy for all employees and applicants, regardless of their level, based solely on factors related to Bagmane's legitimate business interests. We adhere to the guidelines and requirements outlined in the "Equal Employment/Affirmative Action" policy and actively support initiatives aimed at managing workforce diversity.

- **Explicit Statement Prohibiting Harassment:**
 - Sexual harassment
 - Non-sexual harassment
- **Zero Tolerance Policy for Discrimination:**
 - Discrimination on any basis is strictly prohibited.
- Establish a clear process for reporting incidents of discrimination or harassment, ensuring confidentiality and prompt resolution.
- Outline the corrective or disciplinary actions that will be taken in cases of discriminatory behavior or harassment.
- Implement mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.
- Ensure equal opportunity for all genders and work towards eliminating inequality and discrimination.
- Promote effective participation of women and provide equal opportunities for leadership at all levels of decision-making.



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- Ensure equal pay, employment and decent work conditions for all, including persons with disabilities, in compliance with the Rights of Persons with Disabilities Act, 2016.

- **Training for All Employees:**
 - Conduct training programs to educate all employees on discrimination and harassment in the workplace.

Bagmane reiterates its commitment to maintaining a workplace that upholds these principles and values, fostering a culture of diversity, respect and fairness. This policy is subject to periodic review and updates to ensure its continued effectiveness.

Dated: Feb 20, 2026



1. Purpose and Scope

This Remuneration Policy outlines the guiding principles and framework for determining the compensation of employees, key managerial personnel (KMP), senior management, and the Board of Directors at Bagmane Realty and Infrastructure LLP (BRILLP), a company operating in the real estate sector. The objective is to attract, retain, and motivate talent while aligning remuneration with the company's strategic objectives, financial performance, and stakeholder interests.

2. Objectives

- Ensure fairness, equity, and transparency in remuneration.
- Align employee performance with company goals through appropriate performance-linked rewards.
- Comply with applicable legal and regulatory requirements.
- Promote meritocracy and support a culture of high performance and accountability.

3. Applicability

This policy applies to:

- All employees across levels
- Key Managerial Personnel (KMP)
- Senior Management
- Bagmane Realty and Infrastructure LLP and its Affiliates

4. Guiding Principles

- **Competitiveness:** Compensation structures will be benchmarked with industry standards in the real estate and infrastructure sectors to ensure competitiveness.
- **Performance Orientation:** A significant portion of remuneration, especially for KMP and senior management, shall be linked to individual and company performance.
- **Internal Equity:** Roles with similar responsibilities and accountabilities shall be remunerated comparably, subject to individual performance and contribution.
- **Simplicity and Transparency:** The structure shall be easy to understand and clearly communicated.



5. Remuneration Components

a) Fixed Pay

- Base salary, house rent allowance, and other standard benefits such as provident fund, gratuity, and insurance.
- Determined based on the nature of the role, experience, qualification, and internal salary bands.

b) Variable Pay / Performance-Linked Incentives

- Annual performance bonuses and short-term incentives are based on achievement of individual KPIs
- Weightages may vary by role and responsibility.

c) Long-Term Incentives (LTI)

- May include stock options or performance-based grants for select senior roles
- Designed to retain top talent and align interests with long-term value creation.

d) Perquisites and Benefits

- Includes health insurance, mobile/internet reimbursement, car lease policies, and other role-based benefits.
- May vary for senior executives, with additional allowances subject to approval.

6. Performance Appraisal

- Conducted annually based on structured scorecards/KPIs, behavioral competencies, and goal achievements.
- Supervisors and HR collaboratively assess performance for all employees.
- Recommendations for increment, promotion, or bonus are reviewed by HR and approved by respective business/function heads.

7. Governance and Review

- The Senior management is responsible for overseeing the implementation of this policy.
- The policy will be reviewed at least once every two years or as required based on legal, business, or strategic considerations.
- Any material changes require Board approval and, where applicable, shareholder consent.



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8. Disclosure and Compliance

- The policy complies with applicable provisions under the Companies Act, and other relevant statutes.
- Disclosures on director remuneration will be made in the Annual Report and relevant statutory filings as required.

Feb 20, 2026