



BAGMANE

Real Estate Reimagined

Renewable. Responsible. Resilient.

Sustainability Report FY 2025-26

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About This Report

This Sustainability Report presents Bagmane’s environmental, social, and governance performance for the financial year spanning **1 April 2025 to 31 March 2026 (FY 2025–26)**. Through our annual reporting, we aim to provide stakeholders with a transparent view of our sustainability priorities, progress, and challenges, while continuing to strengthen engagement on our long term sustainability journey.

REPORTING SCOPE AND COVERAGE

We operate assets at various stages of development; however, this report focuses exclusively on operational assets, which represent the most significant contribution to our revenue and impact profile. The report has been prepared in alignment with the GRI Standards 2021 and covers six operational technology parks located in Bengaluru.

The reporting boundary includes the following assets and their corresponding built up areas:

ASSET	BUILT-UP AREA (SQ. FT.)
Bagmane Tech Park (BTP)	4,981,358.20
Bagmane World Technology Centre (BWTC)	8,849,164.00
Bagmane Constellation Business Park (BCBP)	7,573,200.00
Bagmane Capitol Tech Park (BCTP)	4,213,265.00
Bagmane Solarium City (BSOC)	3,693,518.00
Bagmane Rio Business Park (BRBP)	1,660,963.00

Exclusions from the reporting boundary: Entities that are currently non-operational and assessed to have limited material ESG impact have been excluded from this Sustainability Report. These include Bagmane Green Power LLP, Bagmane Constructions Pvt. Ltd., Bagmane Sierra Pvt. Ltd., Bagmane Properties Pvt. Ltd., Premium Commercial Constructions Pvt. Ltd., Vaigai Investments Pvt. Ltd., Bagmane Rio Pvt. Ltd., Bagmane Luminary LLP, Bagmane Realty Investment Manager Pvt. Ltd., Bagmane Managed Offices LLP, Premium Building Management LLP and Premium Manpower Services LLP. While some of these entities are financially consolidated, they are outside the ESG performance tracking boundary at present.

DATA ASSURANCE AND CREDIBILITY

To strengthen the reliability and credibility of the information disclosed, the data presented in this report has undergone external evaluation. An independent third party assurance provider, TÜV India, was appointed to conduct limited assurance of selected disclosures. The assurance statement is provided on page 93 of this report.

RESTATEMENT OF INFORMATION

Certain data points presented in this report have been restated to reflect changes in reporting boundaries, methodologies, or approaches. These restatements have been made to ensure consistency, comparability, and alignment with disclosures reported for FY 2025–26. Details of the revisions and the rationale for restatement are included in the reporting boundary and emission management sections of the report.

FORWARD-LOOKING STATEMENTS

This report contains statements that may be considered forward looking in nature. These statements are based on management assumptions, expectations, and current understanding of future conditions. Terms such as “intend,” “anticipate,” “believe,” “expect,” and similar expressions are used to identify such statements. Actual outcomes may differ materially due to changes in business conditions, regulatory environments, or other external factors.

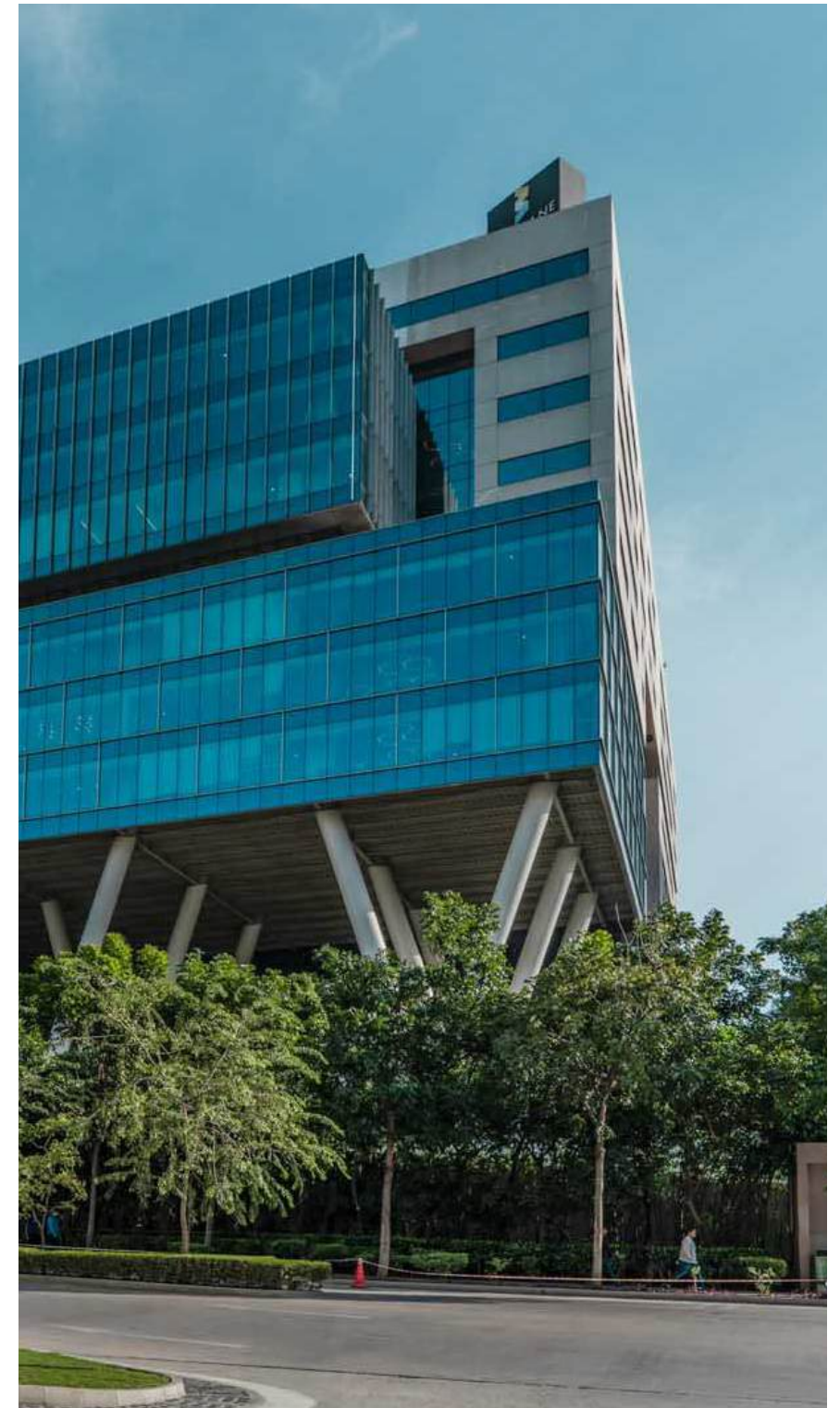
ACCESS TO INFORMATION AND FEEDBACK

This Sustainability Report is available digitally through the link provided : [Sustainability Report FY2025-26](#)

We remain committed to transparent communication and welcome feedback from our stakeholders to enhance the quality and relevance of our disclosures.

Date of publication: 01 July 2026
 Name: Abhijit Paul Zacharia
 Designation: Head – ESG
 Email: abhijit.zacharia@bagmanegroup.com

For detailed metrics and supplementary disclosures, readers are encouraged to refer to the ESG Databook FY 2025–26 (Section 10).



Theme



Real Estate Reimagined: Renewable. Responsible. Resilient.

This year's theme reflects Bagmane's transformation of traditional real estate into a future-ready model that prioritizes sustainability through clean energy, accountability, and adaptability to a changing world. Renewables underscores our commitment to climate action by integrating renewable energy at scale. 57.28% of our energy is already sourced from renewables, with a clear roadmap to achieve 100% by 2030 under RE100. Responsible conveys our focus on health, safety, inclusivity, and community well-being through WELL and LEED-certified environments, supported by transparent ESG reporting powered by digital tools like ESG dashboards. Resilient emphasizes governance strength through robust risk management, compliance, and ethical leadership, ensuring climate readiness and long-term value while advancing our Net Zero by 2050 ambition under SBTi.

This is our aim to become a real estate with purpose where environmental stewardship, social equity, and governance integrity converge to create spaces that thrive today and endure tomorrow. By embedding these principles across design, construction, and operations, we are redefining real estate as a catalyst for sustainable growth and resilience.



Message from Leadership

Dear Stakeholders,

As Bagmane continues to strengthen its position as a long-term owner and operator of world-class business campuses, sustainability remains central to how we define success. Our approach to ESG is guided by a clear belief: responsible growth, robust governance, and operational excellence must progress together to create enduring value for our occupiers, communities, and partners.

Over the years, our efforts have focused on building resilient assets that respond to evolving business needs while reducing environmental impact and enhancing user well-being. From integrating energy-efficient systems and water stewardship practices to strengthening health, safety, and governance frameworks, we continue to embed sustainability into every stage of our operations. In FY2025-26, renewable sources accounted for 57.28% of our total energy consumption across the portfolio, reflecting steady progress toward decarbonizing our operations. Transparency, accountability, and disciplined execution underpin these efforts.

This year marks an important milestone in our ESG journey. In the Global Real Estate Sustainability Benchmark (GRESB) 2025 assessment, Bagmane achieved a 5-star rating with an overall score of 93, placing us among the leading performers globally. This recognition reflects the maturity of our ESG management systems, the strength of our governance practices, and the consistency with which sustainability initiatives are implemented across our portfolio.

Alongside this recognition, we continue to advance toward our long-term goals: achieving net-zero emissions by 2050 aligned with the Science Based Targets initiative, transitioning to 100% renewable energy by 2030, eliminating waste to landfill by 2030, and securing USGBC LEED Platinum certification across our entire portfolio. These commitments reinforce our focus on future-ready developments that deliver both environmental performance and long-term asset resilience.

Equally important is our responsibility toward people and communities. We remain committed to providing safe, inclusive, and high-quality work environments while supporting community development, employee well-being, and ethical business practices. At Bagmane, we see our business parks as integrated ecosystems where operational reliability, sustainability, and stakeholder trust converge.

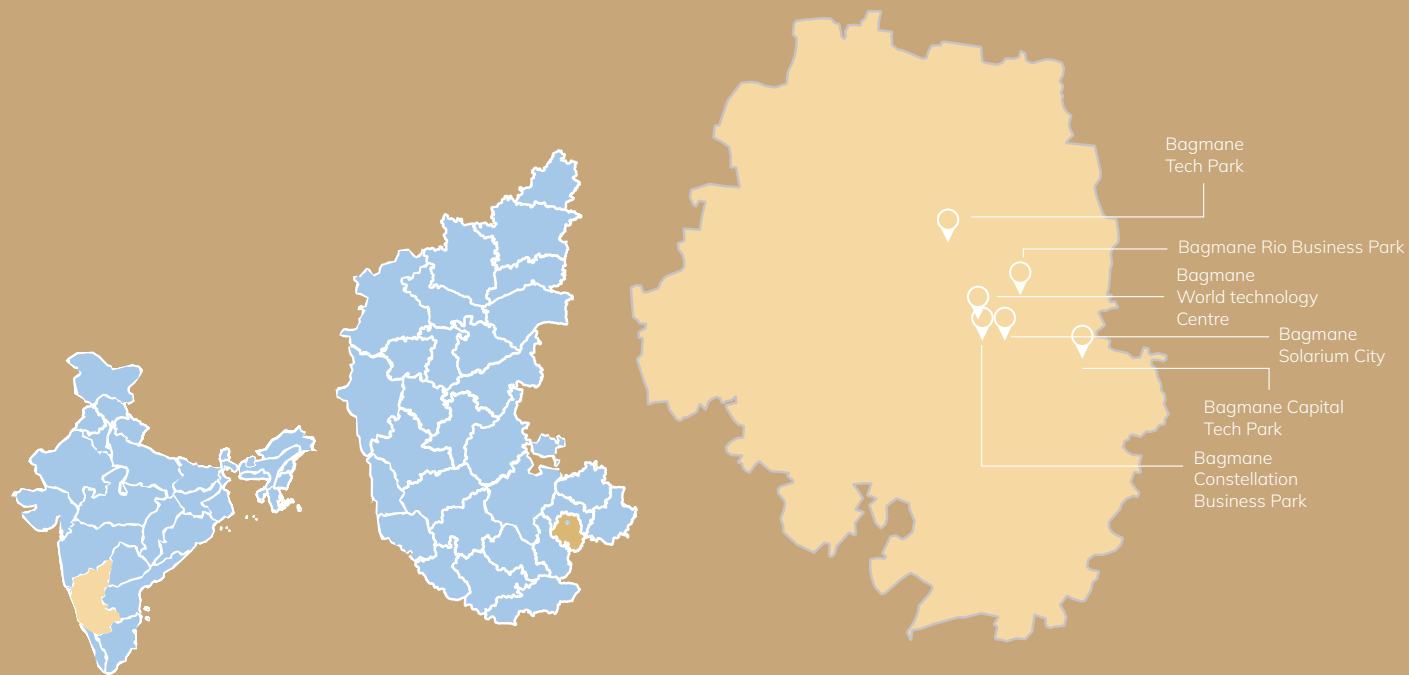
I would like to thank our employees, tenants, partners, and stakeholders for their continued trust and collaboration. As we look ahead, we remain focused on strengthening our ESG foundations, driving measurable outcomes, and contributing meaningfully to a more sustainable built environment.

Warm regards,

Raja Bagmane
Designated Partner



Bagmane at a Glance



From Development to Long Term Stewardship

At Bagmane Realty and Infrastructure LLP, we design, develop, and operate large-scale real estate business campuses that function as long-term ecosystems for global enterprises. We follow an owner-operator model, retaining control across the full asset lifecycle. This enables consistent standards in design, safety, sustainability, and tenant experience, while supporting stable, long-term value creation.

Since our inception in 1996, we have focused on campus-style workplaces that integrate infrastructure, amenities, green spaces, and community environments at scale. These campuses support knowledge-driven industries where reliability, adaptability, and workforce well-being are critical to business continuity.

Creating Value

Our Vision

Our vision is to set the standard in commercial real estate by seamlessly blending innovation, sustainability, and social responsibility. We aim to be the top choice for business seeking cutting-edge, built-to-suit workplace environments.

Our Mission

We are committed to creating and managing state-of-art technology parks that provide exceptional value through flexible, forward-thinking ecosystems. Our spaces promote collaboration and creativity, leaving a legacy of growth and innovation.

Our Portfolio

Our operational portfolio spans multiple large format business parks, primarily in Bengaluru, collectively accommodating 80+ occupiers and approximately 1,50,000 daily users. Rather than operating campuses in isolation, we manage our portfolio as an integrated platform, supported by standardized operating systems, centralized governance, and consistent performance monitoring.

This portfolio level integration allows efficiencies in facility management, energy procurement, safety systems, and ESG performance, while preserving flexibility at the individual campus level.



500+

ACRES
TOTAL CAMPUS



5.3 Mn. sq. ft.

UNDER
DEVELOPMENT



64 Mn. sq. ft.

BUILD
POTENTIAL



150k+

TOTAL
PARK USERS



30 Mn. sq. ft.

TOTAL
DEVELOPMENT SIZE
OPERATIONAL



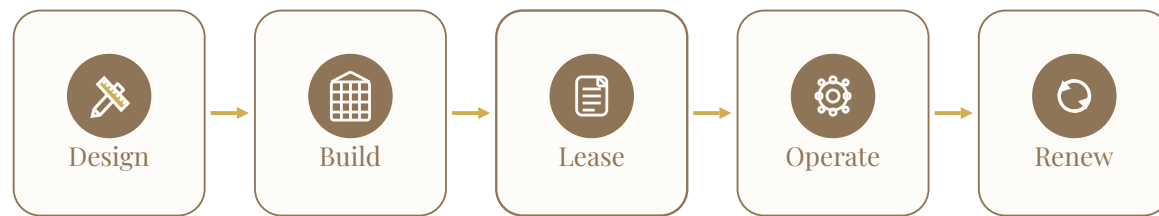
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BUILT-TO-SUIT
PROJECTS

Operating Model and Value Chain

Our owner operator model allows continuous reinvestment into asset quality, infrastructure upgrades, and sustainability initiatives. In house teams oversee facility management, health and safety, compliance, and tenant engagement, ensuring operational decisions remain aligned with long term performance rather than short term yield optimization.

This approach also enables faster adoption of evolving standards such as green building certifications, renewable energy integration, and workplace well being frameworks.

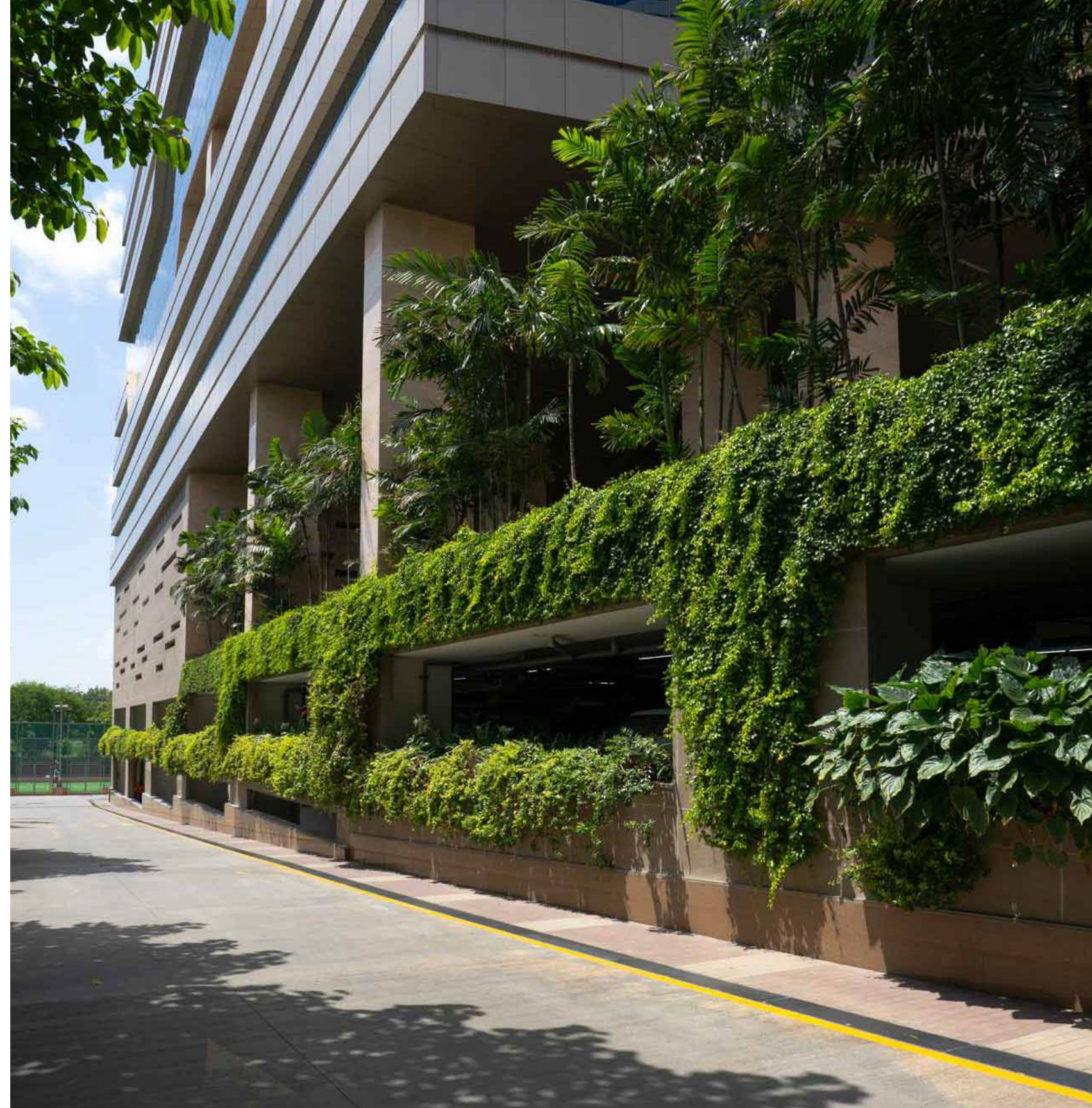


Value Chain in Practice

Our value chain spans the full commercial real estate lifecycle:

- **Upstream:** collaboration with architects, engineers, technology providers, construction contractors, and material suppliers to embed efficiency, safety, and sustainability into design and execution
- **Core operations:** master planning, development, leasing, asset management, and continuous optimization
- **Downstream:** engagement with tenants, facility service partners, utilities, waste handlers, and regulators to ensure reliable, compliant, and sustainable operations

Strong coordination across this value chain enables consistency in service delivery, risk management, and ESG performance.



Our ESG Vision

2050

Net Zero emissions, validated under the Science Based Targets initiative (SBTi)

2030

Zero Waste to Landfill

2030

Water positivity

2030


USGBC LEED Platinum certification across portfolio

2030

100% Transition to renewable energy

Global Standards and Certifications

Our operations are aligned with internationally recognized standards that guide environmental stewardship, quality management, workplace safety, and occupant well being. These certifications reinforce consistency across assets and support continuous improvement in performance.

Environmental, Quality and Safety Systems	Sustainable Buildings and Well-Being	Performance Benchmarks	Climate and Energy Commitments
 <p>ISO 14001 (Environmental Management Systems)</p>	 <p>USGBC LEED Platinum certified buildings</p>	 <p>Global Real estate benchmark</p>	 <p>Member of the Climate Group renewable energy transition initiative</p>
 <p>ISO 9001 (Quality Management Systems)</p>	 <p>USGBC LEED Gold certified buildings</p>	 <p>British Safety Council 5 Star rating for safety excellence</p>	 <p>SBTi commitment to achieve net-zero GHG emissions</p>
 <p>ISO 45001 (Occupational Health and Safety Management Systems)</p>	 <p>WELL Health and Safety ratings</p>	 <p>Transparent Climate Disclosures</p>	
 <p>WELL V2 certified buildings</p>			



Industry Associations

We actively engage with leading industry associations to remain aligned with emerging industry standards and regulatory developments. Our significant involvement with the Confederation of Real Estate Developers' Associations of India (CREDAI), CII and RE100 allows us to contribute to policy dialogue, advance sustainable development practices, and collaborate with peers on sector-wide initiatives. These associations strengthen our industry engagement, support informed strategic decision-making, and reinforce our commitment to responsible and progressive real estate development.

The logo for CREDAI (Confederation of Real Estate Developers' Associations of India) features the word "CREDAI" in a bold, green, sans-serif font, with a small red house icon above the letter "I".The logo for CII (Confederation of Indian Industry) features the letters "CII" in a blue, stylized font inside a blue square, with the full name "Confederation of Indian Industry" written in a smaller, blue, sans-serif font below it.The logo for CLIMATE GROUP RE100 features the words "CLIMATE GROUP" in a bold, black, sans-serif font, with a small red circle above the "O" in "GROUP". Below it, the word "RE100" is written in a large, bold, green, sans-serif font.



Advancing Our Sustainability Journey

ESG Spotlight

Category	Goals and Targets	Progress in FY 2025-26
Environment	Achieve 100% renewable energy by 2030	57.28% of energy sourced from renewable sources
	Achieve Net Zero by 2050 across the value chain (Scope 1, 2, 3)	23.5% decrease in GHG emissions against the base year (FY 2024-25)
	Progress toward water positivity	97% recycled water usage
	Maintain zero waste to landfill	90% waste diverted from landfill
	Enhance biodiversity through green initiatives	1506 trees planted/transplanted (100% survival rate)
	Secure USGBC LEED Platinum certification across our entire portfolio	25 buildings certified at LEED Gold level (Core and Shell) and 8 buildings certified at LEED Platinum level (Operations and Maintenance).
	Achieve 14 buildings WELL V2	9 buildings achieved WELL V2 Gold certification. 5 buildings are undergoing the certification
	Conduct Life cycle assessment for select assets	Comprehensive LCA conducted for 2 buildings
	To increase the no. of green leases signed	9 green leases signed
Social	Achieve 10% women workforce by 2030	18% women in the workforce
	Impact 200,000 direct beneficiaries through CSR initiatives by 2030	A total of 416 beneficiaries reached through CSR initiatives.
	Maintain zero LTIFR	Zero workplace injuries
	Customer satisfaction score of 5 within 3 years	Customer Satisfaction survey score of 4.16
	To achieve Net Promoter Score (NPS) of 9 within 3 years	NPS of 8.51
Governance	Ensure full regulatory compliance	Zero compliance issues
	Uphold strong ethical standards	Zero ethical incidents
	Safeguard data through robust security systems	Zero data breaches
	Mandatory training for employees on PoSH, anti-money laundering, CoC and anti-bribery and corruption	Achieved an average training completion rate of 63% on mandatory training for employees

At Bagmane, ESG is treated as a performance discipline, rather than a positioning exercise. Our sustainability efforts focus on measurable outcomes, operational rigor, and alignment with globally recognized benchmarks. This approach enables us to track progress objectively while strengthening long term portfolio resilience and stakeholder confidence.

Case study

GRESB 2025 – 5-Star Sustainability Leadership

At **Bagmane**, sustainability is integral to how we plan, build, and operate our real estate and infrastructure assets. In 2025, we achieved a significant milestone by securing a **final GRESB score of 93 out of 100 with a 5-Star Rating**, placing us among the **top 20% of real estate entities globally**.

This performance reflects our continued focus on embedding ESG principles across the entire asset lifecycle from design and construction to operations and asset management. We performed well above the global GRESB average score of 79 and the peer average of 89, which includes leading developers. Our strong rankings, including **12th out of 56** for GRESB Score within Office / Asia and **8th out of 56** for Performance Score within Office / Asia, demonstrate consistent execution at asset level.

Materiality at Bagmane

GRI Disclosure 2-29, 3-1

We acknowledge that effective engagement with our diverse stakeholders is critical to understanding and addressing their evolving expectations. By regularly sharing updates on our ESG journey through reports and public disclosures, we promote transparency and enable a constructive exchange of insights. These interactions strengthen stakeholder trust and contribute to continuous improvement in our business and sustainability performance.

Who we listen to and how we engage

GRI Disclosure 2-29

Throughout the year we maintain structured, meaningful interactions with our core stakeholder groups. Their perspectives are systematically fed into decision-making so that expectations are addressed and opportunities for improvement are identified early.





Employees

Vulnerability:

No

Rationale: Employees drive daily operations and are directly affected by organizational decisions.

Key ESG Concerns:

- Learning & development
- Health, safety & wellbeing
- Compensation & benefits
- Reputation & engagement

Engagement Channels:

- Feedback forms
- Performance systems
- Intranet communications
- Trainings & periodic interactions



Communities

Vulnerability:

Yes

Rationale: CSR work supports community wellbeing; operations influence local development.

Key ESG Concerns:

- Social development
- Livelihood opportunities
- Health & environment

Engagement Channels:

- CSR initiatives
- Health & education programs
- Community meetings



Customers

Vulnerability:

No

Rationale: Customers rely on our services and are impacted by business outcomes.

Key ESG Concerns:

- Quality experience
- Safe workspaces
- Sustainable/green operations
- Long-term relationships

Engagement Channels:

- Customer satisfaction surveys
- Tenant engagement initiatives



Suppliers & Contractors

Vulnerability:

No

Rationale: Crucial for business continuity; provide essential goods and services.

Key ESG Concerns:

- Fair contracts & timely payment
- Capacity building
- Ethical procurement
- Long term partnerships

Engagement Channels:

- Supplier meetings
- Feedback channels



Regulators

Vulnerability:

No

Rationale: Influence compliance and organizational governance.

Key ESG Concerns:

- Legal and regulatory compliance

Engagement Channels:

- Forums and conferences
- Compliance submissions
- Audits & visits



Investors

Vulnerability:

No

Rationale: Provide capital and expect transparency and accountability.

Key ESG Concerns:

- Financial performance
- ESG disclosure
- Risk management
- Governance standards

Engagement Channels:

- Annual general meetings
- Quarterly calls
- Investor presentations
- ESG reports



How we determine what matters most

GRI Disclosure 3-1

Our material topics are determined through a structured assessment grounded in stakeholder input and aligned with the GRI Standards. The assessment explores where we have the most significant impacts - positive and negative on people, the environment and the economy through the following steps.

Step 1 – Understanding Context

In FY 2023–24, we undertook a comprehensive assessment to identify and prioritize ESG topics relevant to our operations and ecosystem. We engaged internal stakeholders (employees, senior leadership and management) and external groups (customers, suppliers and local community representatives) through surveys, interviews and discussions. These inputs formed the foundation for embedding ESG considerations into core decision-making. Through this process, a total of 22 material ESG topics were identified.

Step 2 – Identifying Actual and Potential Impacts

In FY 2024–25, we deepened the analysis of each topic's potential benefits and risks. An ESG Committee composed of senior leaders and subject-matter experts guided the evaluation and validated findings through enhanced stakeholder engagement.

Step 3 – Assessing Significance

To determine significance, we considered scale, scope and likelihood. This helped us prioritize issues by mapping contributions such as economic value and community well-being alongside actual and potential ESG-related risks.

Step 4 – Prioritizing What Matters Most

The FY 2023–24 assessment was reviewed by the ESG Committee and approved by senior management to ensure alignment with strategy and ESG goals. In 2024–25, the Committee's recommendations refined how we manage material topics and align them with long-term objectives. As a result of this prioritization process, 9 material topics were identified as priority areas in FY 2024–25. These topics span the environmental, social and governance pillars and guide our strategy, management approach and reporting on significant impacts.

Material topics and their impacts

Below we summarize the nine topics, the nature of their most salient impacts, whether those impacts are actual or potential, and whether they are positive or negative. We also indicate the related GRI disclosures.

Material Topic	Category	Most Salient Positive Impacts	Most Salient Negative Impacts	Related GRI Disclosures
Climate strategy	Environment	Climate resilience – Ongoing emission reductions strengthen property resilience to climate-related risks (Actual)	Technology obsolescence – Green tech advancements may outpace existing investments (Actual)	<ul style="list-style-type: none"> • GRI 201-2 • GRI 302-1 • GRI 302-2 • GRI 302-3
Water management	Environment	Climate resilience – Strong water practices enhance resilience to droughts and water stress (Potential)	Stranded assets – Water-stressed region properties may face value erosion (Potential)	<ul style="list-style-type: none"> • GRI 303-1 • GRI 303-2 • GRI 303-3 • GRI 303-4 • GRI 303-5
Waste management	Environment	Reduced landfill waste – Lower volumes and pollution (Actual)	Penalties for non-compliance – Fines, legal risks, reputational harm (Potential)	<ul style="list-style-type: none"> • GRI 2-27 • GRI 306-1 • GRI 306-2 • GRI 306-3 • GRI 306-4 • GRI 306-5
Sustainable procurement	Environment	Reduced environmental footprint – Lower emissions and pollution across lifecycle (Actual)	Management complexity – Increased resource demands (Potential)	<ul style="list-style-type: none"> • GRI 308-1 • GRI 308-2 • GRI 414-1 • GRI 414-2
Occupational health & safety (OHS)	Social	Risk mitigation – Reduces incidents and associated costs (Actual)	High incident costs – Medical, compensation, productivity losses (Potential)	<ul style="list-style-type: none"> • GRI 403-1 • GRI 403-2 • GRI 403-3 • GRI 403-6 • GRI 403-8 • GRI 403-9 • GRI 403-10

Material Topic	Category	Most Salient Positive Impacts	Most Salient Negative Impacts	Related GRI Disclosures
Local community development	Social	Trust and goodwill – Strengthen community relationships (Actual)	Unmet expectations – Criticism due to delivery gaps (Actual)	<ul style="list-style-type: none"> • GRI 3-3 • GRI 413-1 • GRI 413-2
Diversity, equity & inclusion (DEI)	Social	Improved engagement – Enhances satisfaction, productivity, retention (Actual)	Management complexity – Requires nuanced approaches (Potential)	<ul style="list-style-type: none"> • GRI 3-3 • GRI 2-7 • GRI 2-8 • GRI 401 • GRI 405
Corporate governance	Governance	Risk mitigation – Early identification and management of risks (Actual)	Stakeholder expectations – Falling short hurts reputation (Actual)	<ul style="list-style-type: none"> • GRI 2-9 to 2-21
Technology, innovation, R&D and digitalization	Governance	Data-driven decision-making – Better insights and strategy (Actual)	Competitive disadvantage – Lagging behind digital leaders (Potential)	<ul style="list-style-type: none"> • GRI 3-3

How we manage impacts

GRI Disclosure 3-3

Our management approach translates priority topics into day-to-day actions, measurable performance indicators and clear lines of accountability.

Material Topic	Management Approach
Climate Strategy	<ul style="list-style-type: none"> We demonstrate climate leadership through participation in the RE100 initiative, signaling our commitment to reduce emissions in line with global goals. We identify and manage climate-related risks (including extreme weather) by improving the resilience of our buildings and integrating low-carbon solutions into planning and operations. We are increasing the share of renewable energy in our power mix, deploying energy-efficient technologies and pursuing green certifications (LEED) across assets. Performance is tracked via KPIs such as GHG intensity, renewable energy share and energy efficiency metrics, with periodic reviews by the ESG Committee.
Water Management	<ul style="list-style-type: none"> Responsible water stewardship underpins climate resilience and reduces operational risk. We operate STPs to treat and reuse wastewater. Recycled water is used for sanitation, horticulture and cooling towers, reducing freshwater demand. We aim to achieve water positivity by 2030 through conservation and efficiency measures across operations. Regular monitoring ensures compliance with evolving regulations while contributing to long-term sustainability.
Waste Management	<ul style="list-style-type: none"> Waste generated on-site is sent to authorized recyclers and scrap dealers to minimize landfill disposal. Food and Garden waste is composted on-site and off-site turning it into usable compost. We monitor processes and run awareness initiatives to strengthen segregation and recycling. We are committed to achieving Zero Waste to Landfill by 2030.
Sustainable Procurement	<ul style="list-style-type: none"> Suppliers are screened against ESG criteria; we prioritize sustainable, low-impact materials to shrink supply-chain footprints. As an outcome of these efforts, 74% of our built-up area is certified as LEED Gold or Platinum, demonstrating resource-efficient, responsible development. A Sustainable Procurement Policy integrates ESG considerations into procurement practices. We raise awareness and build supplier capacity on sustainability topics, encouraging responsible practices throughout their operations.

Material Topic	Management Approach
Occupational Health & Safety	<ul style="list-style-type: none"> Our OHS policy emphasizes prevention, continuous improvement and compliance with applicable regulations. A Hazard Identification and Risk Assessment (HIRA) exercise has been conducted across premises to surface hazards and implement preventive measures. We maintain strict protocols including PPE usage where required, periodic emergency response drills and standard operating procedures. Regular safety training is conducted for employees and on-site contractors to strengthen safety culture. We recorded zero injuries across sites in FY 2025–26, reflecting strong safety management.
Local Community Development	<ul style="list-style-type: none"> A formal CSR Policy guides contributions to the social and economic development of communities near our operations. A dedicated CSR Committee oversees planning, implementation and monitoring of programs. Our CSR works, centres on 6 focus areas: Education, People with Disabilities, Healthcare, Urban Infrastructure & Mobility, Sports Empowerment, Environment Stewardship.
Diversity, equity and inclusion	<ul style="list-style-type: none"> A DEI Policy ensures fair treatment, equal opportunity and a respectful workplace for all. We periodically review the implementation of DEI strategies to align with values and long-term goals. We strive for a diverse workforce, including persons with disabilities; women currently represent 18% of employees.
Corporate governance	<ul style="list-style-type: none"> In FY 2024–25 we constituted a Risk Management Committee to identify, assess and mitigate emerging business risks in a structured, timely manner. An ESG Committee integrates ESG risks and opportunities into strategy and decision-making to support resilience and sustainable performance. We uphold transparency, accountability and ethical conduct through a robust governance framework reviewed against stakeholder expectations and industry standards. Implementation is supported by regular monitoring, internal audits and leadership oversight.
Technology, innovation, R&D and digitalization	<ul style="list-style-type: none"> Our buildings are designed as smart, energy-efficient assets to optimize consumption. We continuously adopt innovative technologies that boost operational efficiency, tenant experience and sustainability performance. Ongoing investments in digital tools streamline processes and enable real-time monitoring and reporting. We have onboarded a new ESG data platform to strengthen data management, disclosures and stakeholder communication.



Environment

Actions for a Better and Renewable Future

At Bagmane, environmental management is central to our vision of transforming urban landscapes. As a leading player in the commercial real estate and infrastructure sector, we are dedicated to addressing critical environmental challenges while developing spaces that foster innovation and growth.

Our Alignment with the SDGs



Pathway to Low Impact Growth: Our Focus Areas

“A resilient future is built through conscious action and a shared commitment to responsible growth.”

- 1 Energy Management
- 2 Emission Management
- 3 Water Management
- 4 Waste Management
- 5 Sustainable Building Operations
- 6 Biodiversity

Energy Management

GRI Disclosure 302-1, 302-2, 302-3, 302-4

Energy is a key enabler of operations across Bagmane's campuses, and our strategy emphasizes efficiency, responsible consumption, and climate resilience. We focus on optimizing energy use across our buildings, including electricity and diesel consumption, while advancing renewable energy integration and sustainable operating practices.

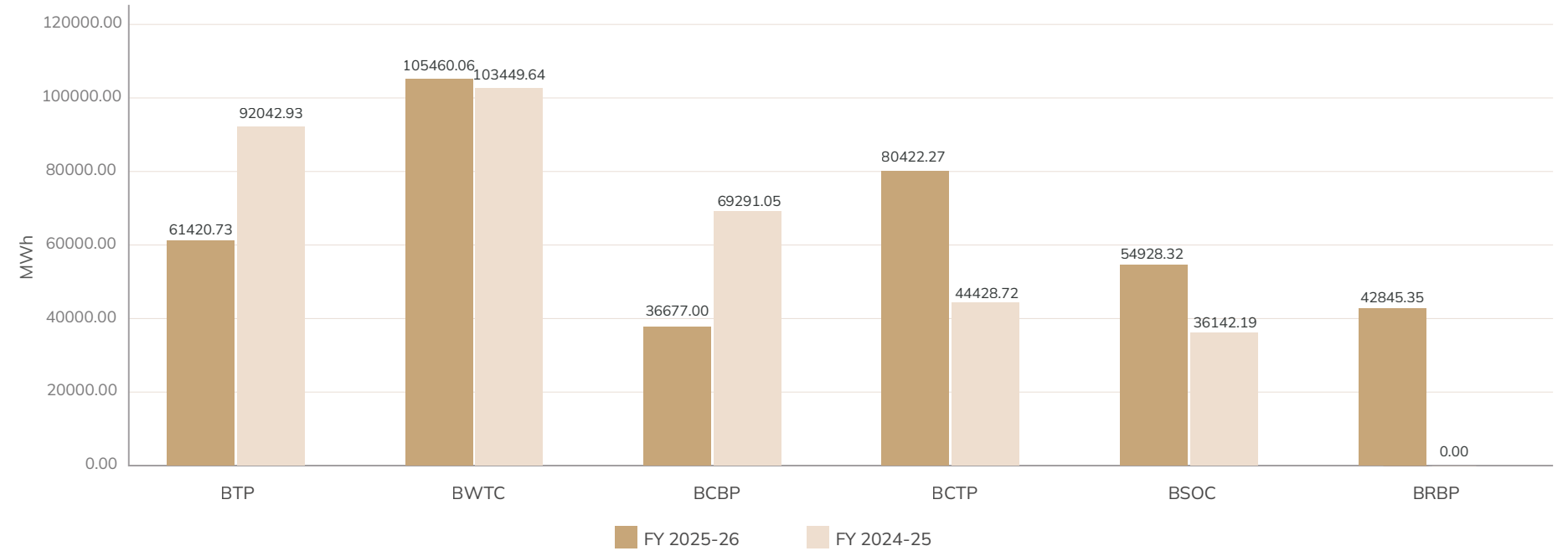
We recorded a total energy consumption of 381,753.73 MWh in FY 2025–26, compared to 345,354.52 MWh in FY 2024–25, representing a 10.5% year-on-year increase. This increase is primarily attributed to the inclusion of Rio Tech Park (BRBP) within our reporting boundary, along with an increase in occupancy rates across our key assets, resulting in higher overall energy demand.

We go beyond compliance by improving resource efficiency and reducing environmental impact through initiatives such as advanced building management systems, smart lighting, and optimized HVAC operations. These enable real-time monitoring and tracking of energy use intensity, supporting continuous performance improvement and operational reliability.

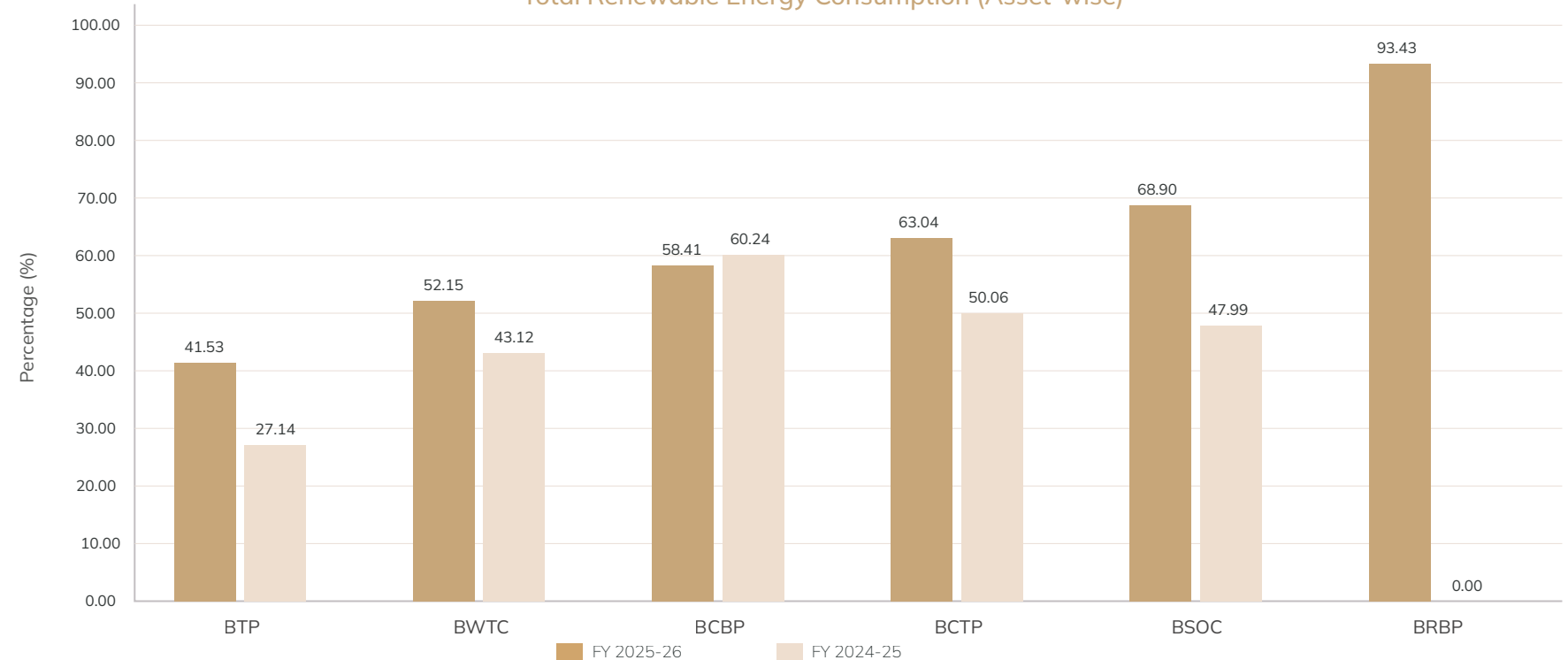
A key priority is expanding renewable energy adoption to reduce dependence on conventional sources and support our net-zero ambitions. We also collaborate with tenants and partners to promote responsible energy practices and green building adoption, extending our impact across the built environment.

We achieved an overall renewable energy share of 57.28% in FY 2025–26, compared to 44.00% in FY 2024–25, reflecting a significant 13.3 percentage point increase year-on-year. This improvement is primarily driven by enhanced renewable energy procurement across key assets and the inclusion of Rio Tech Park (BRBP), which reported a high renewable energy share, along with continued efforts to transition towards cleaner energy sources across our portfolio.

Total Energy Consumption (Asset-wise)



Total Renewable Energy Consumption (Asset-wise)



Emissions Management

GRI Disclosure 305-5

Managing greenhouse gas (GHG) emissions is central to Bagmane's broader sustainability ambition on net-zero. Our goal is to operate high performance campuses while steadily reducing our climate impact through efficiency, clean energy, and responsible value chain practices.

Our method to account for emissions

- Standard & boundary - Emissions are compiled in line with the GHG Protocol Corporate Standard across Scope 1, Scope 2, and selected Scope 3 categories relevant to our operations and supply chain. The organizational boundary reflects our operational control over campuses and associated facilities.

● Emission included

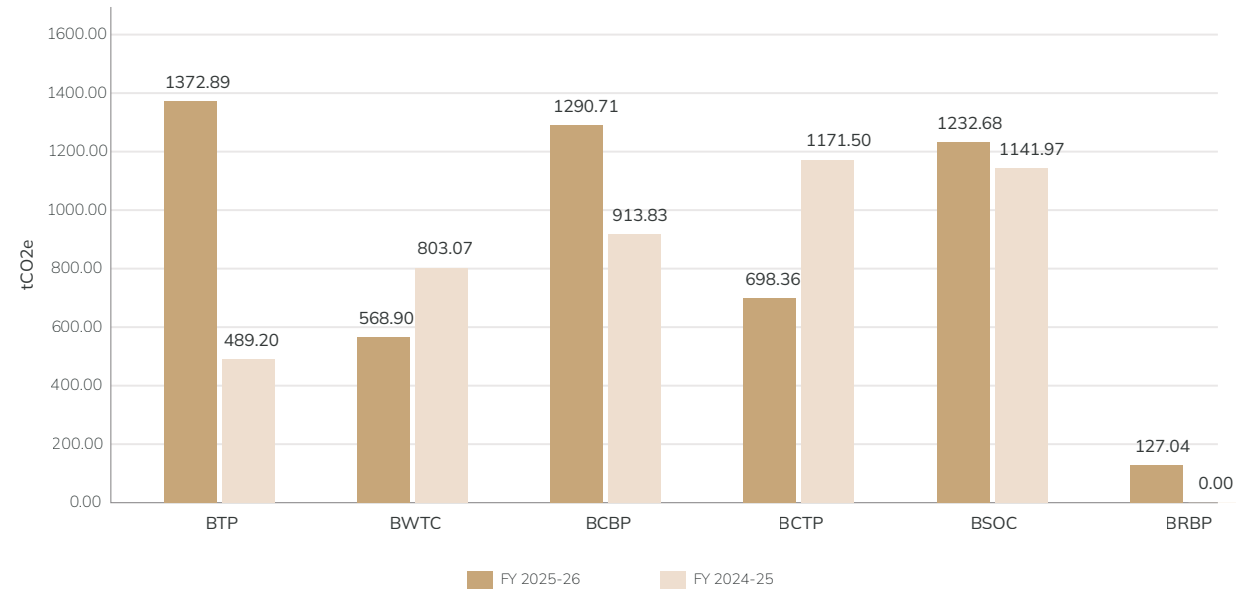
- **Scope 1:** Direct fuel use under our control (e.g., diesel for DG sets), and other on site combustion.
- **Scope 2:** Indirect emissions from purchased electricity.
- **Scope 3:** Material value chain sources such as purchased goods and services, capital goods, fuel and energy related activities (not in Scope 1 & 2), waste generated in operations, business travel, employee commuting, and downstream leased assets (as applicable to our business model).
 - we calculated the upfront embodied emissions of newly developed assets using LCA. Emissions for stages A1-A3 were derived from LCA of representative buildings, while emissions for stage A4 - A5 were calculated using primary data along with appropriate emissions factors. Total emissions for each building were used to determine building specific intensity. The average building intensity was subsequently applied to similar new buildings, based on floor area to estimate their embodied emissions.
- Data integrity - Activity data is compiled from metering, utility invoices, fuel logs, and vendor records. Emission factors are applied according to the protocol requirements and updated when grids or guidance change.

Our Scope 3 emissions are the biggest contributors to our portfolio emission profile

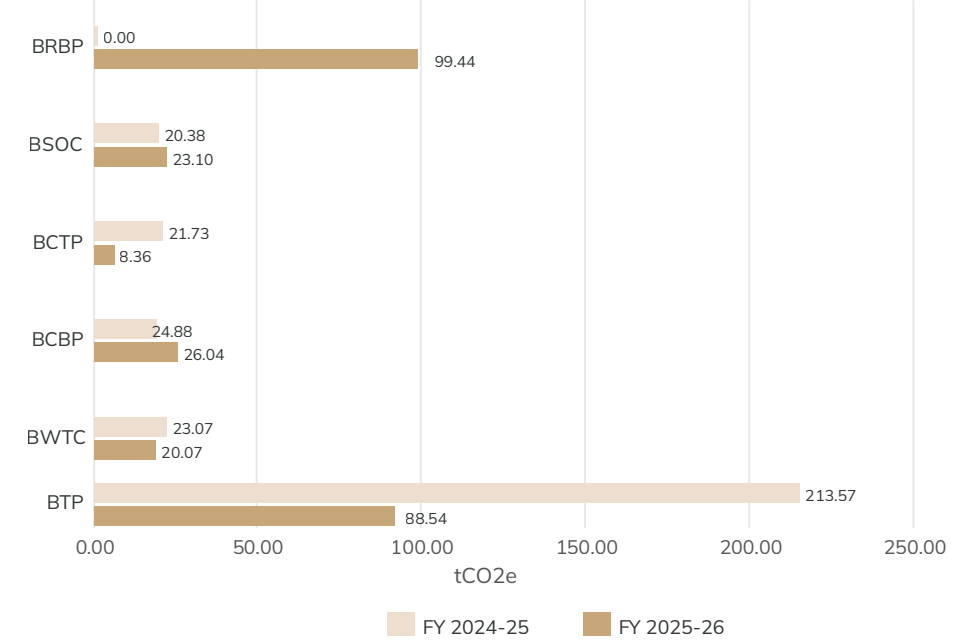
Scope 3 Emission Category	Description of Activities
Category 1 – Purchased Goods and Services	Across our facilities, routine procurement covers office supplies (paper, paper plates), electronics and lighting, cleaning materials, and consumables (tea and coffee). We also engage service providers for security, advertising and marketing, postal/courier, and housekeeping. The upstream emissions from producing and delivering these goods and services are accounted for under this category.
Category 2 – Capital Goods	To keep facilities running seamlessly, we purchase longer lived assets such as laptops, monitors, display screens, and biometric systems (among other capital equipment). We include the embodied emissions from the manufacture of these items in this category for the reporting year.
Category 3 - Fuel and Energy Related Activities	Bagmane procures fuels such as HSD and LPG for its operational needs. As the end user, we report the upstream impacts associated with these fuels, including extraction, production, processing, transport, and distribution losses, to present a complete view of our energy related emissions beyond Scopes 1 and 2.
Category 5 - Waste Generated in Operations	Facility operations generate several waste streams, including food waste, paper, plastics, and e-waste. As the facility operator, Bagmane coordinates on site aggregation of waste from multiple tenants at designated locations and is responsible for third party treatment and disposal. Emissions from off-site processing and disposal are included under this category.
Category 6 - Business Travel	Employees undertake work related travel to meet project and business requirements. The associated emissions from these trips are captured as Category 6.
Category 7 - Employee Commuting	We calculated employee commuting emissions following the GHG Protocol Corporate Standard using a survey-based approach. Data from 251 employees on commuting distance, mode, and frequency was analyzed to estimate average emissions per employee and then extrapolated to the total headcount of employees.
Category 13 - Downstream Leased Assets	As a campus and facility operator hosting multiple tenants, we include their electricity consumption in this category whenever it does not fall within our Scope 1 or Scope 2 boundary. When tenants share relevant information, we also account for their Scope 1 type sources. For example, emissions from refilling standalone air conditioning systems or from CO ₂ based fire extinguishers are reported under Category 13, in accordance with protocol guidance.

Emissions profile

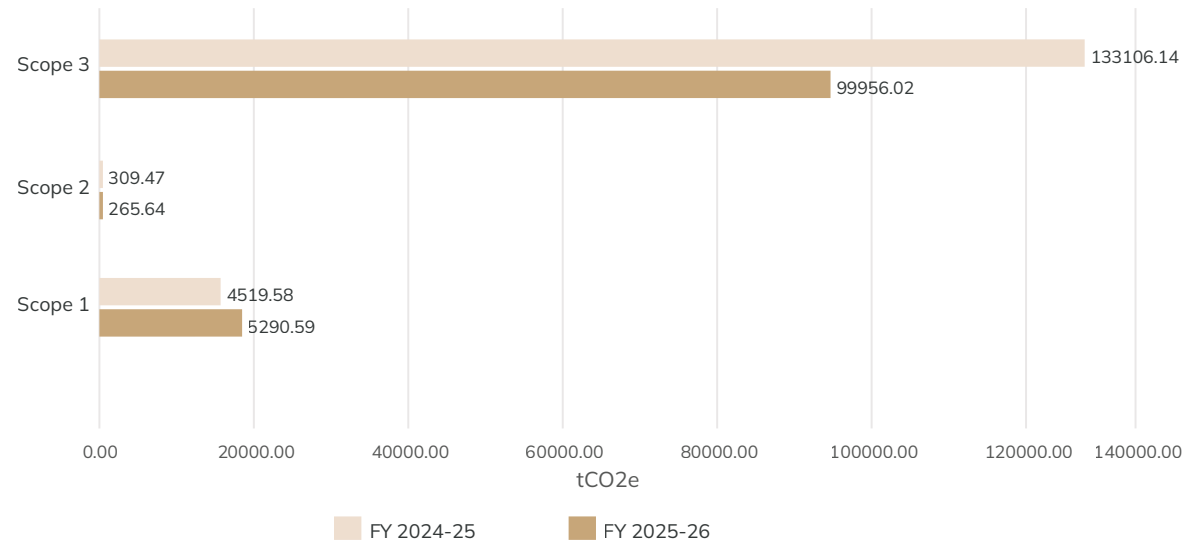
Total Scope 1 Emissions (Asset-wise)



Total Scope 2 Emissions (Asset-wise)



Total GHG Emissions



The total GHG emissions reduced to 105,512.15 tCO₂e in FY 2025–26, compared to 137,935.19 tCO₂e in FY 2024–25, reflecting a 23.5% year-on-year reduction. This decrease is primarily driven by a significant decline in Scope 3 emissions, along with a reduction in Scope 2 emissions due to increased renewable energy adoption and energy efficiency initiatives such as HVAC optimization.

Observations on our emissions profile

- Operational energy remains the largest lever: onsite diesel (DG) usage and purchased electricity together define the bulk of our operational footprint.
- Value chain impacts arise from high material categories typical of commercial real estate: construction inputs (capital goods), facility services, and energy related upstream activities.
- Campus growth can influence absolute emissions; we manage performance using intensity indicators (e.g., per square meter, per occupant) to track underlying efficiency.

We plan to reduce it by performing following activities

- **Cut demand first** - We aim to reduce energy demand by optimizing operations, enhancing building systems, and improving overall performance across our campuses.
- **Power with cleaner energy** - Expanding renewable electricity procurement and reducing reliance on fossil fuels wherever possible.
- **Tighten diesel dependence** - Runtime discipline, load management, and reliability measures to avoid unnecessary generator use.
- **Strengthen value chain practices** - Supplier engagement and design choices that favor lower carbon materials, improved waste diversion, and logistics efficiency.
- **Improve data quality** - Better metering, expansion of Scope 3 coverage across relevant categories, and consistent application of latest factors and guidance.
- **Embodied carbon emissions:** In FY 2025–26, we initiated efforts to assess embodied carbon emissions across our developments. Going forward, we aim to reduce these emissions through improved material selection, design efficiencies, and low-carbon procurement practices.

Air Emissions Management

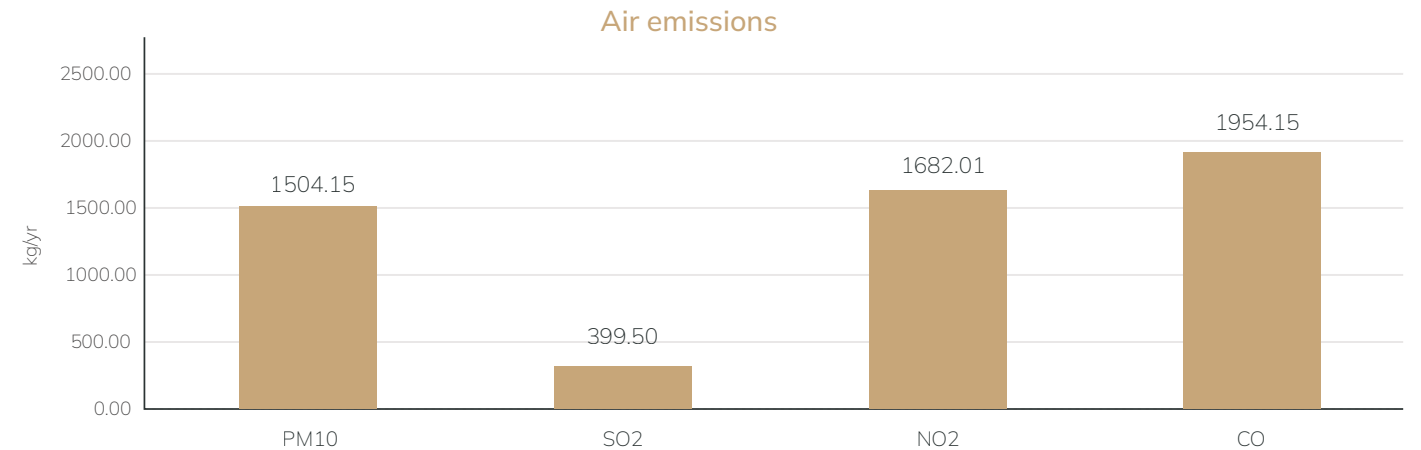
GRI Disclosure 303-1, 303-2, 303-4, 305-7

At Bagmane, we recognize our responsibility to minimize air emissions from our operations and ensure compliance with applicable environmental regulations. Our air emissions are primarily associated with the operation of diesel generator (DG) sets, which are used as backup power sources during grid outages.

We monitor emissions from DG sets through periodic stack emission testing conducted across all operational locations. The key parameters monitored include:

- Particulate Matter (PM₁₀)
- Sulfur Dioxide (SO₂)
- Nitrogen Dioxide (NO₂)
- Carbon Monoxide (CO)

All stack emission monitoring activities are carried out in accordance with regulatory requirements prescribed by the Karnataka State Pollution Control Board (KSPCB).



During the reporting period, emissions from DG sets were within the permissible limits as specified by KSPCB across all locations. We did not observe any instances of non-compliance related to stack emission standards.

We ensure compliance through:

- Regular preventive maintenance and tuning of DG sets
- Use of low-sulfur diesel fuel
- Periodic stack monitoring by certified agencies
- Immediate corrective actions in case of deviation.

Water Management

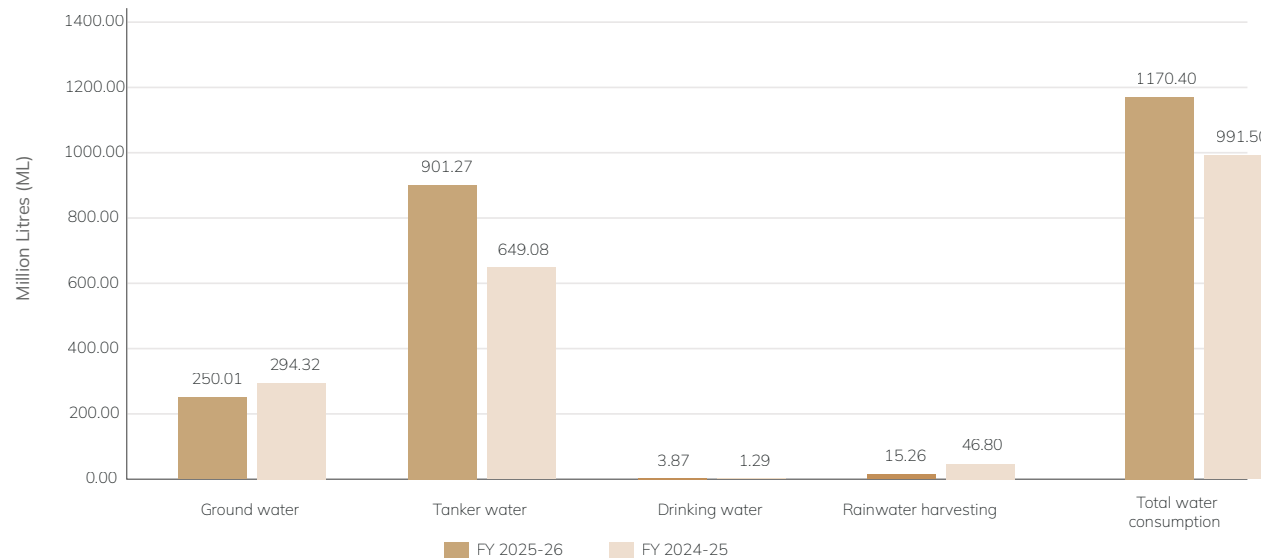
GRI Disclosure 303-1, 303-2, 303-3, 303-5

At Bagmane, we are committed to responsible water stewardship, recognizing the environmental and social impacts associated with freshwater withdrawal. Our approach focuses on optimizing freshwater use, increasing reuse, and safeguarding shared water resources through the implementation of sustainable water management practices.

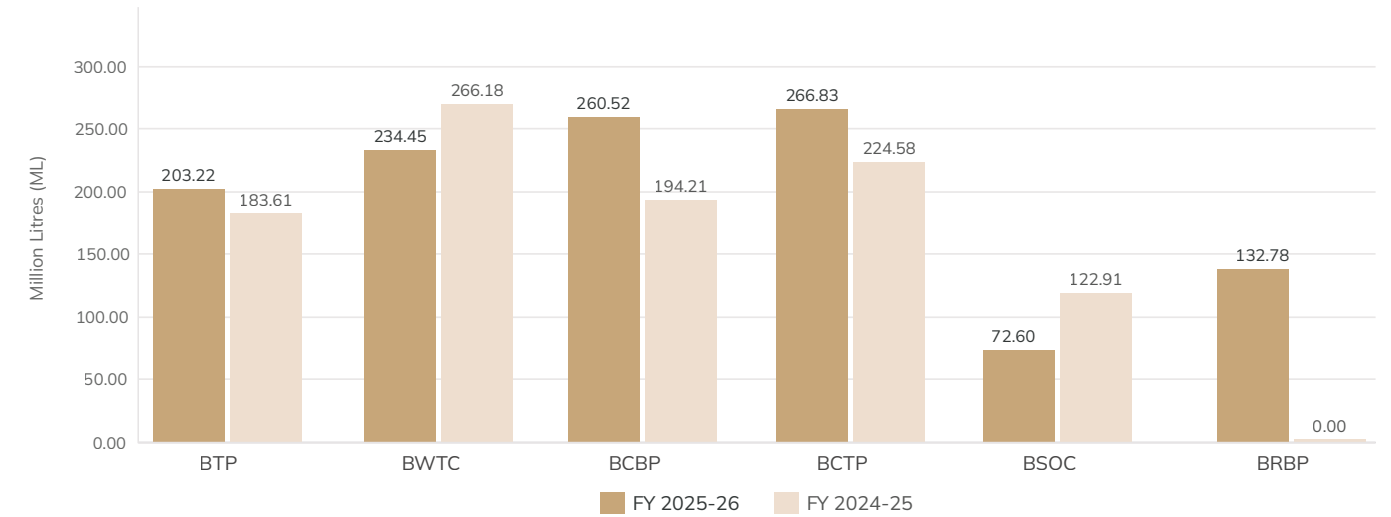
We report water use in ways that allow year on year comparison and site level insights:

- **By source:** groundwater, tanker water, drinking water purchased, and rainwater collected.
- **By asset:** withdrawal and consumption figures disclosed for each park or facility.
- **Total consumption:** We disclose total water consumed, with narrative context to explain changes due to expanded reporting coverage.

Total Water Consumption (Source-wise)



Total Water Consumption (Asset-wise)



Our total water consumption increased from 991.50 ML in FY 2024–25 to 1,170.40 ML in FY 2025–26, representing an approximate 18% year-on-year increase, primarily driven by higher occupancy levels across our assets, as well as the inclusion of Bagmane Rio Business Park within our reporting boundary during the reporting period. This resulted in increased tanker and drinking water consumption, while groundwater usage declined in line with our reduction efforts.

Starting from FY 25-26, our rainwater consumption reflects a decrease as we transitioned to reporting actual metered usage across techparks BCBP, BSOC, BRBP compared to the previous year where values were based on harvesting potential.

Our water management across sites

We follow an operational model built on treatment, reuse, conservation, and compliance

Treat and reuse at source

Each campus runs sewage treatment plants (STPs). Treated water is reused for toilet flushing, landscape irrigation, and cooling. This reduces our dependency on freshwater and supports steady operations during high-demand periods.

Conserve at the point of use

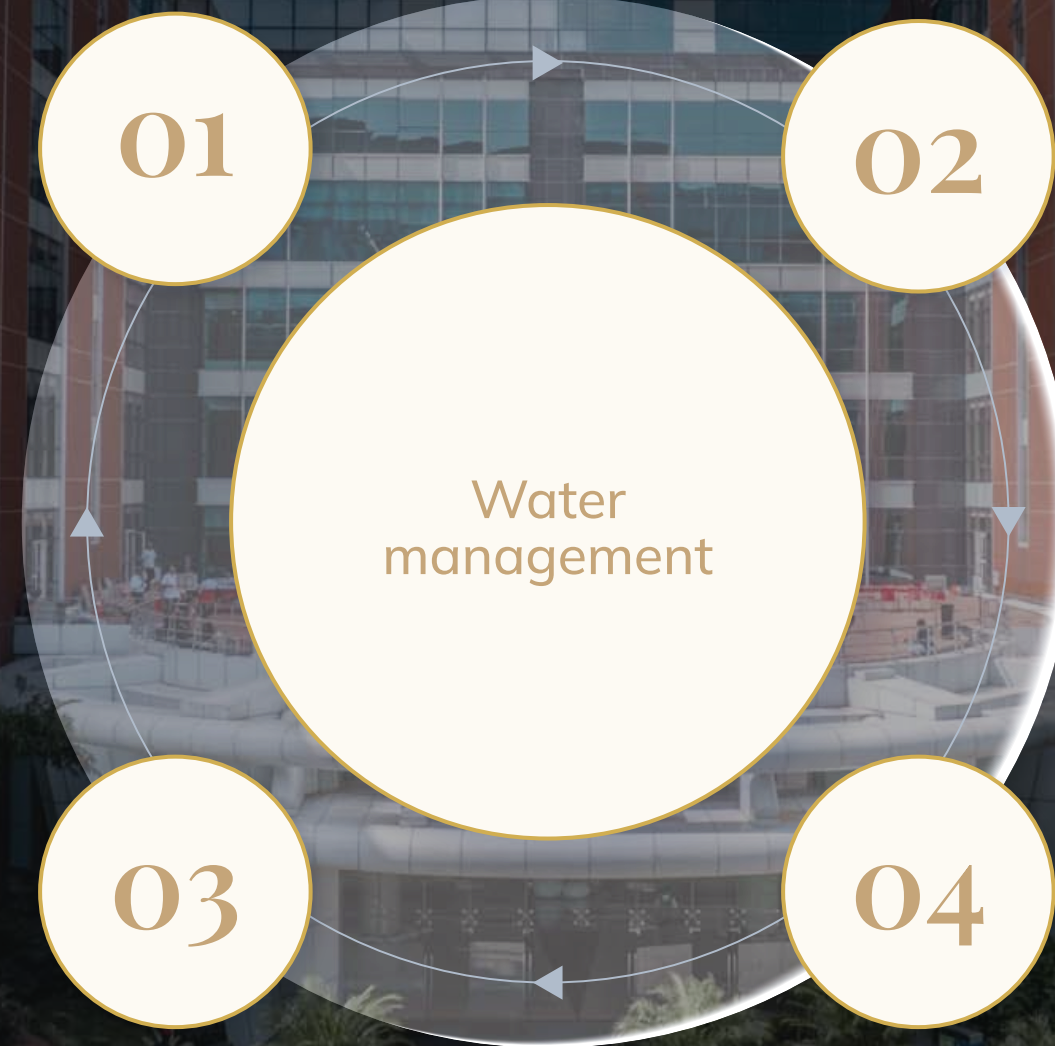
We use low-flow sensor-based faucets and taps at facilities to help reduce daily consumption at all times.

Capture rainwater where feasible

We practice rainwater harvesting by collecting water from rooftops and storing it in sumps for gardening and cleaning. This provides a supplemental non-potable source and reduces draw.

Comply with standards and safeguard ecosystems

Wastewater treatment is managed to meet applicable environmental requirements. Sites conduct regular monitoring of sewage quality and adhere to legal discharge limits.



We aim to reduce our water footprint by

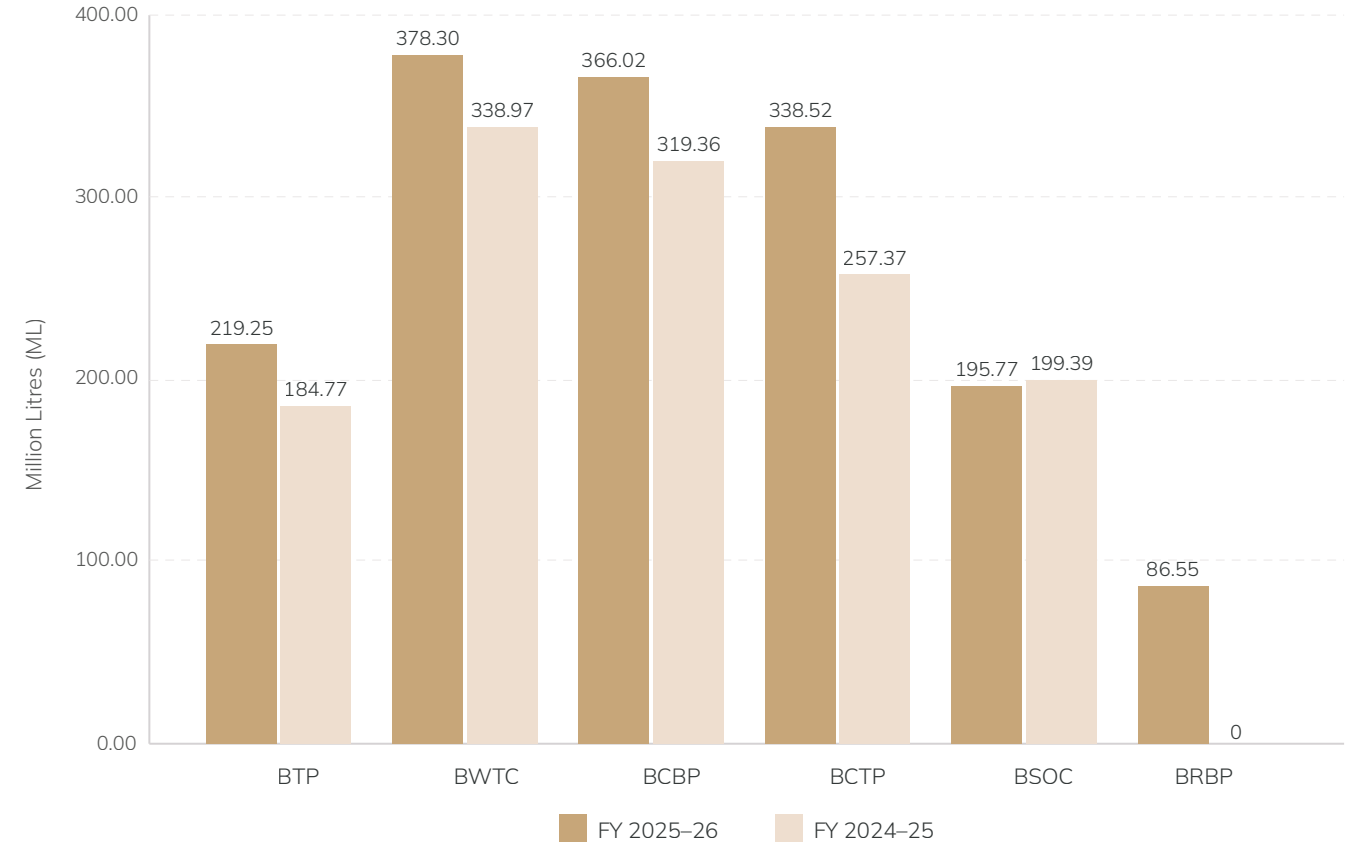
1. Closed Loop Water Reuse Initiatives

Recycling treated wastewater is central to how we conserve freshwater and maintain reliable campus operations. Each campus operates in-house sewage treatment plants (STPs) designed with adequate capacity to treat wastewater generated onsite. The treated water is reused for non-potable applications such as toilet flushing, landscape irrigation, and HVAC cooling systems, significantly reducing dependence on freshwater sources.

To ensure operational efficiency and environmental compliance, water quality is regularly monitored against applicable regulatory standards and discharge norms. In addition, monthly water quality testing is conducted for drinking water, domestic water (including tanker water), and STP-treated water through a BBMP-accredited vendor, ensuring compliance with regulatory standards and safeguarding user health.

Our total water recycled increased to 1,584.41 ML in FY 2025–26, compared to 1,300.06 ML in FY 2024–25, representing a 21.87% year-on-year increase. This increase is primarily attributable to the inclusion of Bagmane Rio Business Park (BRBP) and higher occupancy levels across our portfolio, resulting in increased wastewater generation, subsequent recycling and reusing across our operations.

Total Water Recycled (Asset-wise)



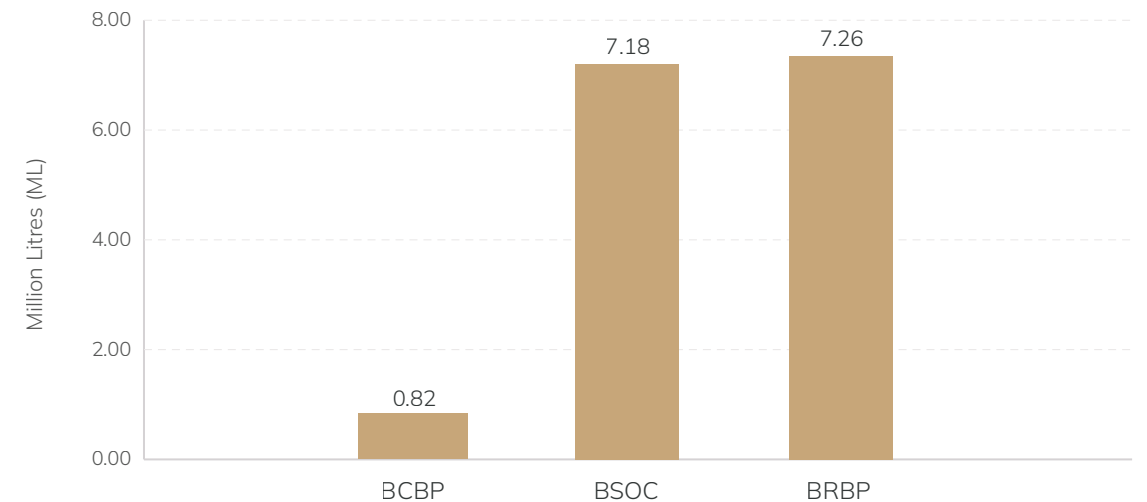
2. Rainwater Capture and Recharge

Rainwater harvesting is an integral part of how we manage water across our campuses. Our combined roof catchment area is 800,148 square feet (approximately 0.8 million square feet), with a total sump capacity of 3,971 KL. During FY 2025–26, we utilized harvested rainwater for gardening and cleaning, helping us reduce reliance on external water sources. We have also established recharge pits across six technology parks to support groundwater replenishment.

Our estimated annual rainwater harvesting potential is 53,326.15 KL, calculated using a standard methodology based on catchment area and storage capacity.

In this reporting period, we installed rainwater harvesting meters at BCPB, BSOC and BRBP to track actual consumption. In FY 2025–26, our actual rainwater consumption across these three technology parks was 15.26 ML. We are currently progressing with metering across other locations and plan to expand installations across additional technology parks in the coming years to enable improved monitoring and more data-driven water management.

Rainwater consumption – FY 2025–26



Waste Management

GRI Disclosure 306-1, 306-2, 306-3, 306-4, 306-5

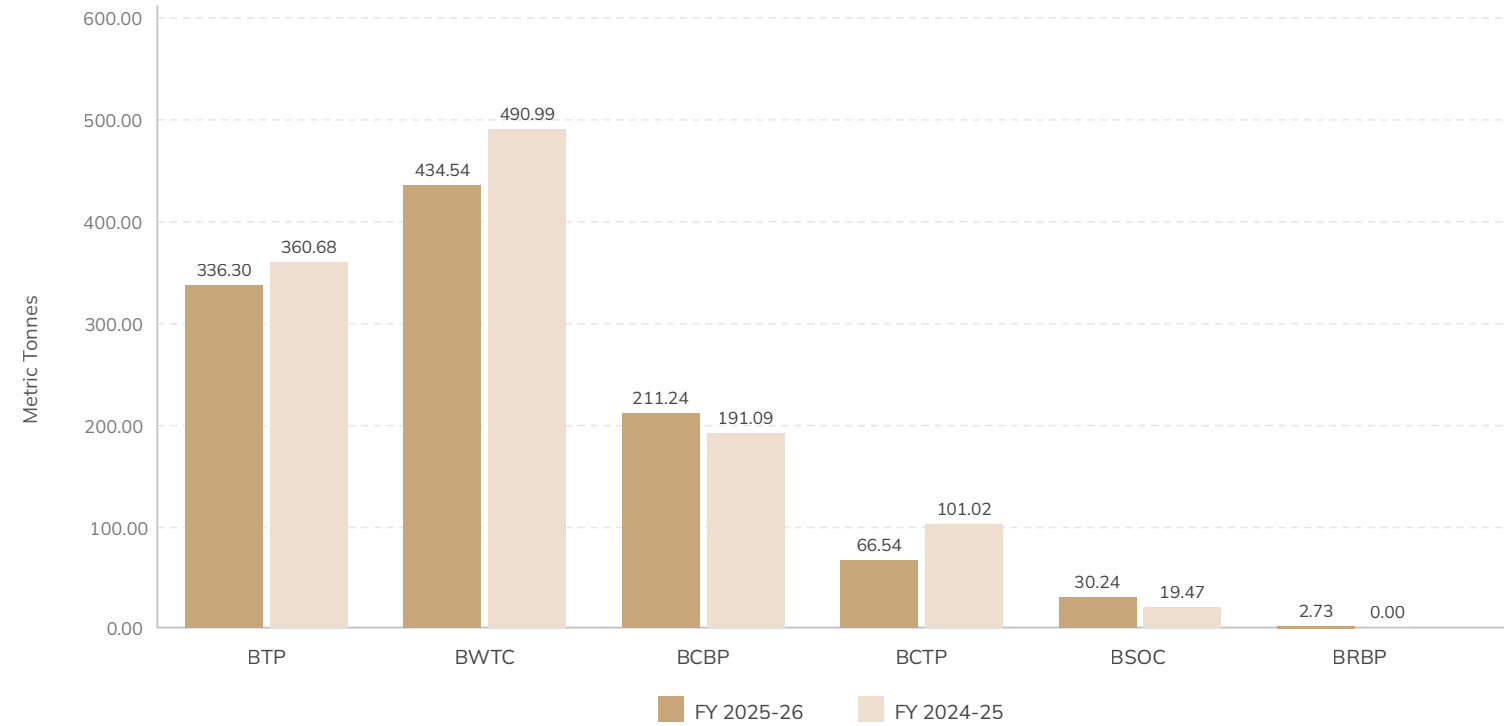
At Bagmane, we manage a diverse range of waste streams generated across our campuses and shared facilities. Our approach emphasizes source reduction, efficient segregation, and maximization of resource recovery through recycling and reuse, ensuring responsible waste management across operations.

We generate both non-hazardous and hazardous waste streams. Non-hazardous waste includes cardboard; metal scrap, paper and stationery waste; food waste; plastic waste; garden waste; sewage treatment plant (STP) sludge; and used kitchen oil. Hazardous waste streams comprise used oil from DG sets; oil-contaminated filters and rags; electronic waste; battery waste; and STP grease.

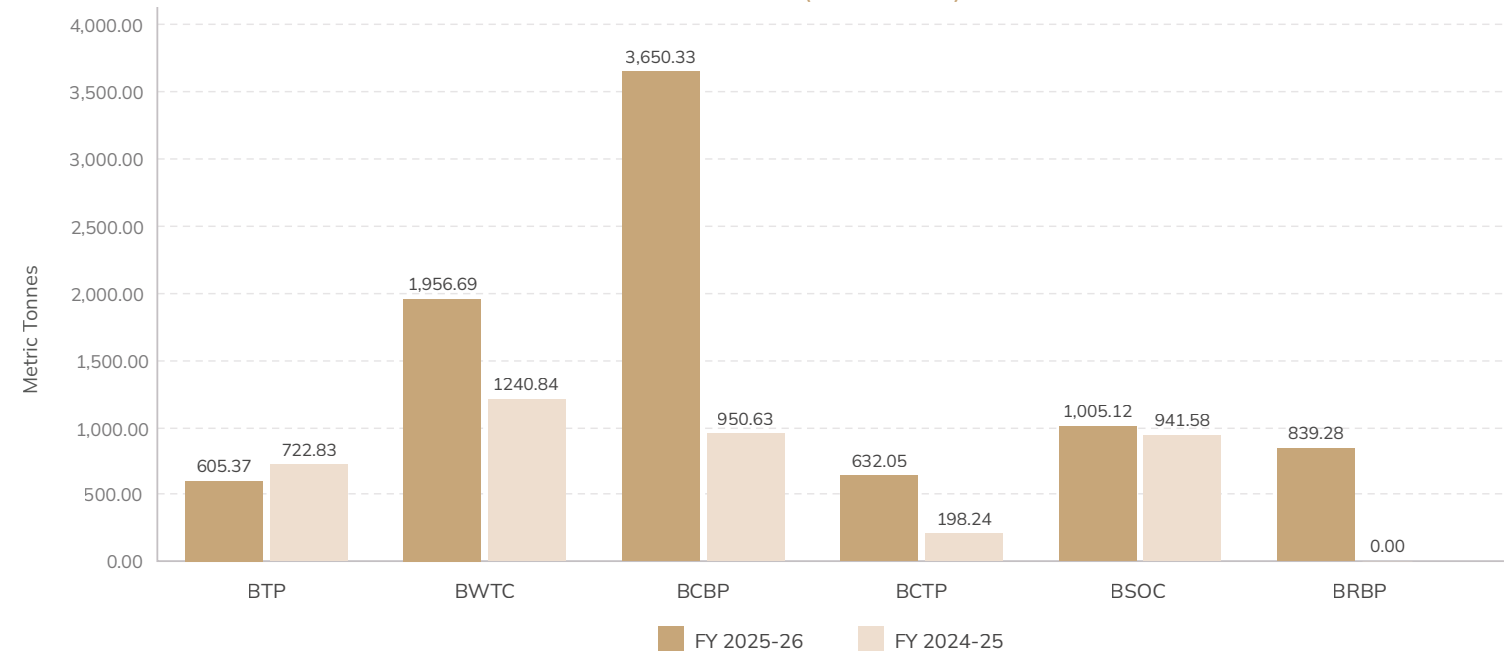
Each waste stream is managed through appropriate disposal pathways based on its characteristics. Waste is directed towards authorized recycling and recovery channels in line with compliant disposal.

Our total waste generation increased from 5,217.37 metric tonnes in FY 2024–25 to 9,770.42 metric tonnes in FY 2025–26, representing 87% year-on-year increase. This increase is primarily attributable to the implementation of improved waste measurement practices using weighing balances for accurate quantification, the inclusion of Bagmane Rio Business Park (BRBP) within our reporting boundary, and higher occupancy levels across our portfolio, resulting in more comprehensive and precise reporting of waste generated during the year.

Total Hazardous Waste Generation (Asset-wise)



Total Non-hazardous Waste Generation (Asset-wise)



How we manage it



Reduce and segregate at source

All locations prioritize waste reduction and segregation at the point of generation so that materials can move to the right recovery pathway.



Reuse, recovery, and recycling

We maximize reuse and recycling through established channels. Food and garden waste are composted, batteries move through buy back arrangements, and other recyclable materials are transferred to KSPCB authorized vendors. We also track waste that is reused on site where appropriate.



Responsible disposal of residual and hazardous waste

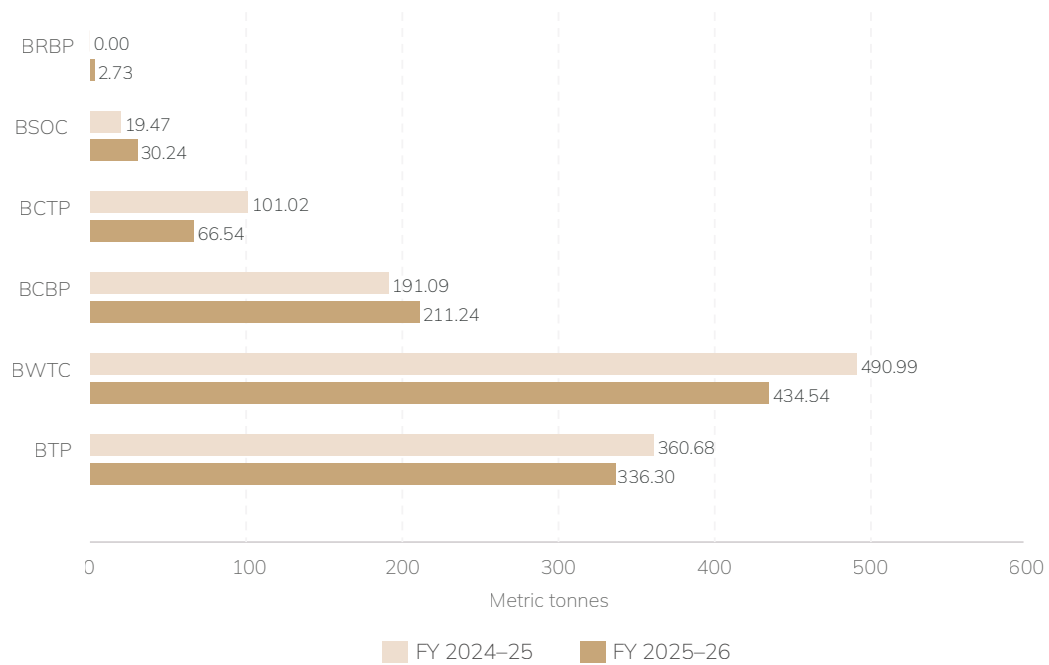
Material that cannot be recovered is sent to landfills or to government managed TSDFs as per regulation. We acknowledge that even when recyclables are sent to authorized vendors, a residual fraction can remain after processing and that portion is disposed of responsibly in accordance with law.



Measure and disclose

We report total waste generation, waste diverted from disposal through reuse and recycling, and asset wise performance to highlight site level outcomes and opportunities.

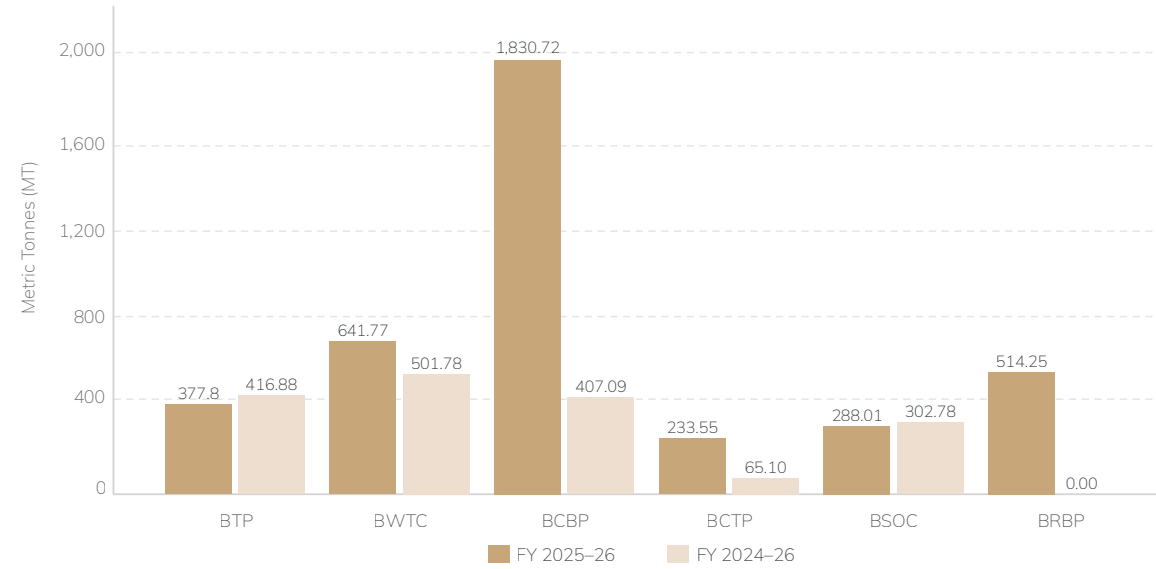
Total Hazardous waste sent for recycling
(diverted from Disposal) (Asset-wise)



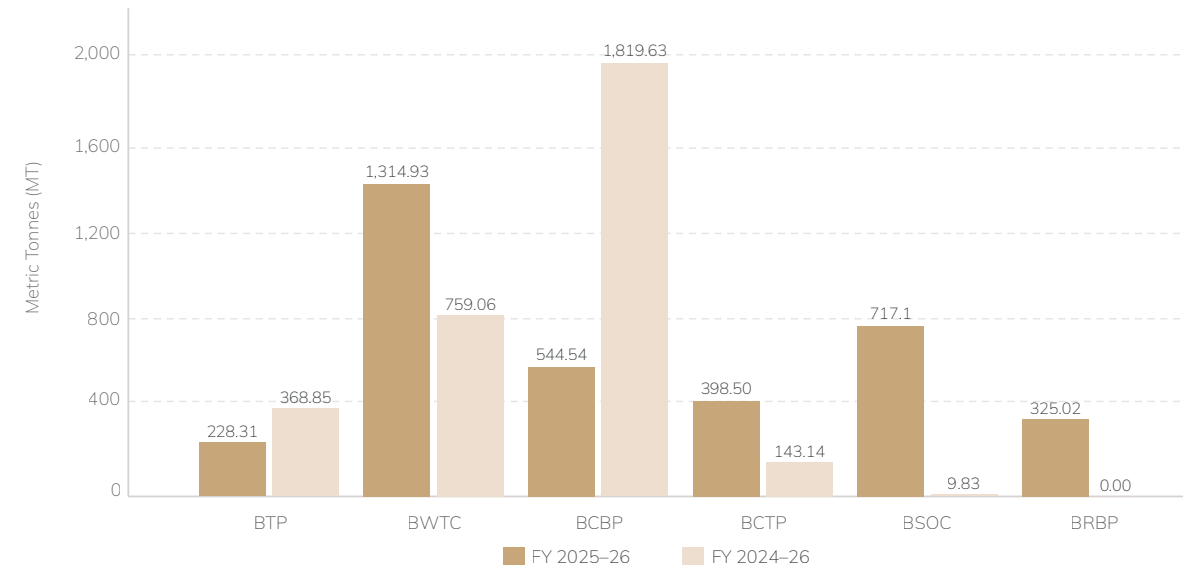
In FY 2025-26, we generated 1,081.59 metric tonnes of hazardous waste, compared to 1,164.24 metric tonnes in FY 2024-25, reflecting a 7% year-on-year reduction. This decline demonstrates our improved waste management practices, including better segregation and handling. All hazardous waste generated was diverted from disposal and sent for recycling.



Total Non-hazardous waste diverted from Disposal - Recycling (Asset-wise)



Total Non-hazardous waste diverted from Disposal - Reuse (Asset-wise)



Our non-hazardous waste diverted from disposal through recycling reflects a significant increase in FY 2025–26 compared to the previous year. Additionally, waste sent for preparation for reuse, primarily comprising food waste and garden waste, also increased during the reporting period. The recycled waste streams include cardboard, metal scrap, paper and stationery waste, glass, plastic waste, STP sludge, AHU filters, and dust-contaminated filters.

This increase is primarily attributable to the inclusion of Bagmane Rio Business Park (BRBP) within our reporting boundary and the implementation of improved measurement practices using weighing balances for accurate waste quantification, resulting in more comprehensive and precise reporting of waste diverted from disposal.

Note: While all recyclable waste is disposed of through KSPCB-authorized vendors, we acknowledge that it may not be entirely recycled. Approximately 10% of the residual waste generated during the recycling process is directed to landfills or managed through government-authorized Treatment, Storage, and Disposal Facilities (TSDFs).

Case study

Addressing Hard-to-Recycle Waste through Responsible Cigarette Waste Management Practices

At Bagmane World Technology Centre, a focused initiative was implemented to responsibly manage cigarette waste—one of the most challenging waste streams in commercial campuses. Dedicated, fire-safe cigarette waste disposal kiosks were installed across designated smoking areas to enable segregation at source. The waste is collected through a structured door-to-door system, verified, and transported to an authorized recycling facility.

At the recycling facility, cigarette waste is segregated into filters, ash, and residual tobacco and processed through an eco-friendly recycling method. This initiative prevents hazardous waste from reaching landfills and reduces the risk of soil and water contamination. Recovered materials are repurposed into eco-friendly bi-products such as handcrafted corporate gift articles, supporting circular economy principles. In addition to environmental benefits, the program creates social value by generating livelihood opportunities, particularly for women artisans. Overall, the initiative strengthens Bagmane's waste management framework by addressing hard-to-recycle waste responsibly while promoting environmental awareness and sustainable practices across the campus.

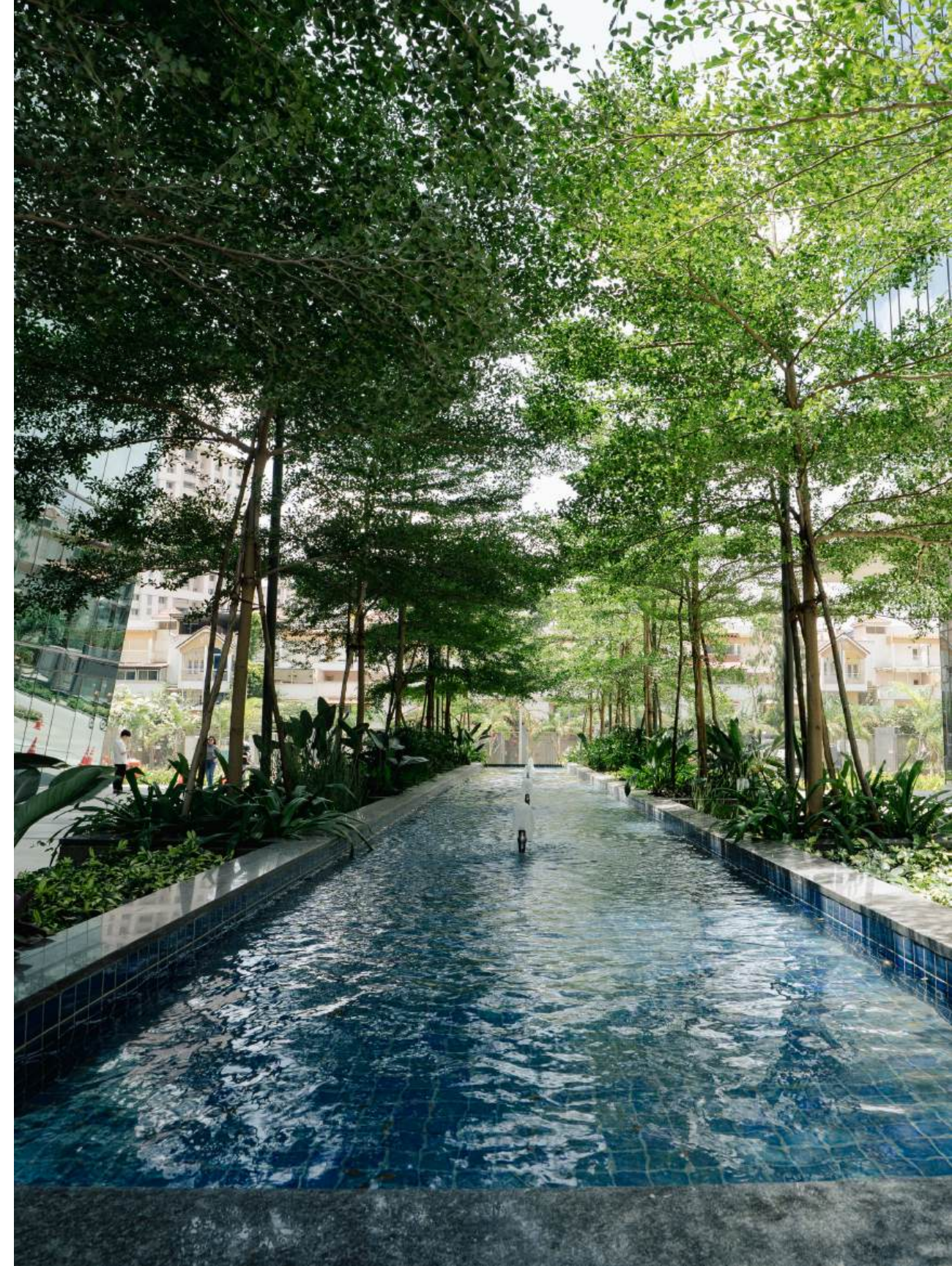
Case study

Turning Construction Waste into a Resource: Advancing Circularity through C&D Waste Re-purposing

At Bagmane, the scale of our infrastructure and real estate developments across Bengaluru results in significant generation of construction and demolition (C&D) waste. Recognizing both the environmental responsibility and the opportunity inherent in this challenge, we initiated a comprehensive Construction & Demolition Waste Management Study to restructure C&D waste management practices across select projects.

The study focuses on detailed quantification and classification of waste generated at various stages of construction, assessment of existing handling and disposal practices, and evaluation of the re-purposing and recycling potential of materials such as concrete, masonry, aggregates, steel, and other non-organic wastes. Multiple scenarios ranging from regulatory-compliant disposal to optimal in-house processing and value-added material reuse are being analyzed to identify technically feasible and economically viable pathways.

Insights from the study are guiding improved segregation, recovery, and reuse of construction debris, reducing dependency on virgin raw materials and emissions associated with waste transportation and disposal. This initiative supports compliance with Construction and Demolition Waste Management Rules while enabling us to progressively adopt a circular economy model and strengthen sustainable construction practices.



Future Ready Buildings: Sustainable Operations

GRI Disclosure 302-5

We are committed to embedding sustainability principles into our operational framework as part of our vision to develop world-class infrastructure within a sustainable business ecosystem. Achieving USGBC LEED (Leadership in Energy and Environmental Design) certification globally recognized as a leading green building rating system forms a key pillar of this commitment, providing a structured approach to designing and operating healthy, efficient, and cost-effective buildings.

A significant proportion of our portfolio is certified under recognized green building standards, including USGBC LEED Core and Shell and LEED Operations and Maintenance (O&M) certifications, with assets achieving LEED Gold and LEED Platinum ratings. This reflects our strong focus on energy efficiency, water conservation, and minimizing environmental impact. Each asset is thoughtfully designed and managed with sustainability at its core, ensuring adherence to high standards of environmental responsibility and resource optimization.

During the reporting year, 25 buildings achieved LEED Gold certification, including 8 buildings that attained the prestigious LEED Platinum rating. We also initiated the transition from LEED Core and Shell certification to LEED Operations and Maintenance (O&M) certification for 30 buildings.

How certification enables our operations

- **Clear performance baselines** for energy and water use that guide ongoing management.
- **Structured practices** for materials, waste, and indoor environmental quality.
- **Periodic review** to sustain outcomes beyond initial design and construction.
- **Consistent documentation** that supports transparency and continuous improvement.

Certification Snapshot

Tech Park	Certification	Rating	LEED Certified Area (sqft)
Bagmane Tech Park (BTP)	LEED BD+C	Gold	203000
Bagmane Tech Park (BTP)	LEED O+M	Platinum	3093399
Bagmane Constellation Business Park (BCBP)	LEED BD+C	Gold	6813200
Bagmane World Technology Centre (BWTC)	LEED BD+C	Gold	5632721
Bagmane Capital Tech Park (BCTP)	LEED BD+C	Gold	2554487
Bagmane Solarium (BSOC)	LEED BD+C	Gold	3263523
Bagmane Rio Business Park (BRBP)	LEED BD+C	Gold	1492000

Biodiversity in Action

GRI Disclosure 304-1 to 304-4

At Bagmane, we plan and operate campuses with an emphasis on ecological outcomes. Our intent is to integrate biodiversity into our construction and operation practices through planning, design, and daily operations so that built spaces support people and local ecosystems together. We review operational sites to understand proximity to sensitive locations and areas with high ecological value. For new developments, we conduct appropriate environmental assessments to avoid sensitive habitats and limit disturbance, and where impacts cannot be avoided, we prepare and implement biodiversity action plans that include site specific measures and monitoring.

Across operating sites, we track the presence of species within our campuses and maintain green cover as an essential part of campus design. To date, no endangered or vulnerable species have been identified in our operational areas. Looking ahead, we will continue to maintain and strengthen green cover, expand campus planting with species suited to local conditions, and collaborate with expert partners when needed to enhance outcomes beyond operational boundaries.

Biodiversity Policy

We commit to protecting environmental values on and around our properties. The Biodiversity Management Policy at Bagmane sets expectations for conservation, planting, and site management while aligning actions with recognised standards. Our aim is to make a positive impact on biodiversity and embed responsible practices in operations and development.

Case Study

Strengthening green infrastructure across Bagmane tech parks (FY 2025-26)

A coordinated planting program was completed across five campuses to improve biodiversity, enhance air quality, and support climate resilience. A total of 12,007 trees has been planted to date. In this FY 2025-26, 887 trees were newly planted or transplanted, achieving a 100% survival rate through careful planning, appropriate species selection, and ongoing maintenance.

- What we planted: 237 native trees selected for ecological value and resilience, and 650 nonnative trees chosen for suitability in urban conditions and ornamental qualities.
- Where it is used: Campus avenues, courtyards, and landscape zones that provide shade, visual comfort, and habitat features.

Tree planting by tech park

Tech Park	Newly planted trees	Transplanted trees	Total trees
Bagmane Constellation Business Park	0	0	5
Bagmane Capital Tech Park	217	0	217
Bagmane Solarium City	647	13	660
Bagmane Rio Business Park	5	0	5
Total	874	13	887

How we implement biodiversity across campuses

01

Plan and avoid

Environmental checks for new projects help avoid sensitive habitats and reduce disturbance during construction.

02

Mitigate where required

Where impacts cannot be avoided, we put in place biodiversity action plans with practical site measures and monitoring.

03

Design for green cover

Landscape planning prioritises shade, native plantings where appropriate, and habitat features that fit urban conditions.

04

Maintain and monitor

Regular care and survival checks ensure plantings remain healthy and deliver the intended ecological and user benefits.



Social

Empowering People and Enriching Communities

At Bagmane, we believe sustainability is fundamentally people centric. We design and manage spaces that enhance health, well-being, and productivity, while fostering inclusive and thriving communities. Our approach extends beyond workplaces to building resilient ecosystems supported by empowered employees, equitable opportunities, and strong community engagement.

This commitment is reflected in our focus on talent development, diversity and inclusion, health and safety, human rights, and community engagement core pillars that guide our social responsibility.

"Our people are the heart of our business. Their wellbeing, growth, and sense of belonging define the strength of Bagmane as much as the spaces we build."

Driving Social Values: Focus Areas

"Our social strategy is anchored in creating inclusive workplaces, fostering well-being, and uplifting communities."



Our Alignment with the SDGs



Talent Development and Upskilling

GRI Disclosure 404-2

At Bagmane, we believe that empowering our people with the right skills, knowledge, and opportunities is fundamental to building a resilient, future ready organisation. Our learning and development philosophy is centered on enabling every individual to reach their full potential, while strengthening the collective capability needed to deliver world class infrastructure and elevated tenant experiences.

“Learning is woven into the fabric of our culture. When our people grow, our organization moves forward.”

We have developed a comprehensive learning framework that supports employees at every stage of their career. Our structured growth pathways are built on:

- Clear progression routes, supported by transparent performance and promotion systems
- Mandatory annual performance evaluations, designed to identify strengths, development areas, and future aspirations
- Capability-building programs that nurture leadership, technical depth, and collaborative excellence

This approach ensures that every employee experiences meaningful professional development aligned with Bagmane’s long term organizational goals.

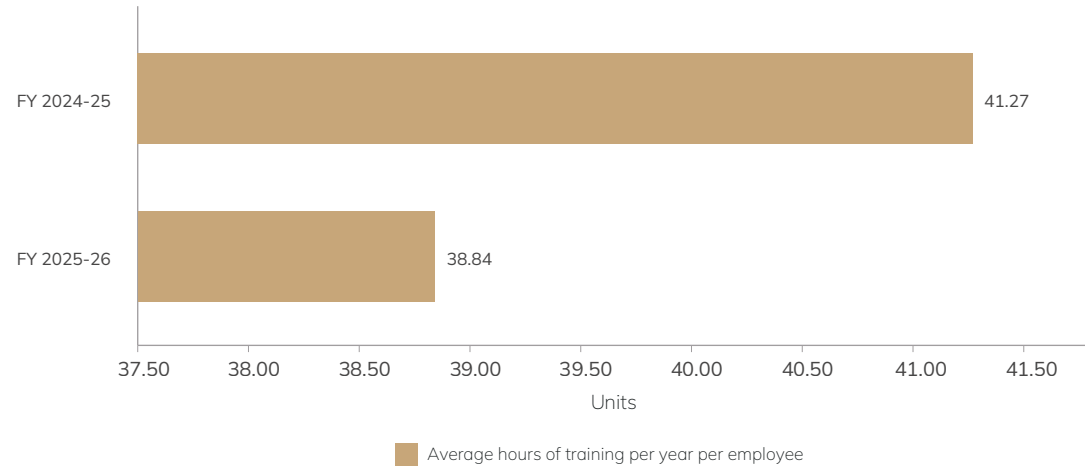


Learning Outcomes in FY 2025-26

GRI Disclosure 404-1

Bagmane achieved significant progress this year in strengthening its learning culture. Employees recorded an **average of 38.84 hours of training per employee** in this reporting year. This surge reflects our renewed commitment to prioritizing learning as a strategic enabler.

Average Training Hours per Year per Employee



Training efforts spanned across:

- Technical proficiency and engineering excellence
- Compliance, safety, and facility management protocols
- Behavioural skills, collaboration, and leadership development
- Digital tools and technology awareness
- ESG literacy and sustainability performance

“We are committed to cultivating a culture where curiosity is encouraged, expertise is celebrated, and every individual is supported to rise to their potential.”



Employee Wellness & Engagement

GRI Disclosure 401-2, 401-3

Employee benefits play a vital role in attracting and retaining talent, extending beyond compensation to include a range of initiatives that support employee well-being and satisfaction. At Bagmane, we offer our permanent employees a comprehensive benefits package, including insurance coverage, healthcare services, transportation support, and parental leave. These provisions reflect our commitment to fostering a supportive, employee-centric workplace where individuals feel valued and empowered.

We also promote family-friendly practices through inclusive parental leave policies aligned with applicable regulations, supporting work-life balance, gender equality, and overall well-being. Women employees are entitled to six months of paid maternity leave, which may commence up to two weeks prior to delivery, while male employees are eligible for three days of paternity leave. In FY 2025-26, a total of 9 employees (8 male and 1 female) availed parental leave.

“Wellbeing at Bagmane is an everyday experience—designed into our spaces, reflected in our policies, and lived through our culture.”

Listening and Belonging: Engagement That Builds Trust

Employee engagement is central to how we build connection, trust, and shared purpose at Bagmane. We conduct regular stress surveys, occupational health and safety (OHS) surveys, and well-being surveys, along with periodic pulse checks, providing every individual with an open and anonymous channel to share feedback on workplace culture, leadership, and day-to-day experiences. In FY 2025–26, these surveys achieved 100% participation, demonstrating the high level of employee trust and willingness to co-shape the workplace. Insights from the surveys are translated into targeted improvements ranging from amenities and wellbeing offerings to refined policies, streamlined workflows, and clearer communication practices. Beyond surveys, structured town halls, leader roundtables, and manager check-ins provide additional avenues for dialogue and collaborative problem-solving. Dedicated grievance redressal mechanisms, supported by defined turnaround times, reinforce our commitment to responsiveness and fairness. Taking together, these practices strengthen psychological safety and ensure that employees feel heard, respected, and empowered to participate in the evolution of our organisation.

Fairness and Accountability: Performance Evaluation That Enables Growth

(GRI Disclosure 404-3)

At Bagmane, we recognise that a fair and objective performance evaluation process is critical to ensuring employees feel valued and are appropriately rewarded for their contributions. Our performance management system follows a structured top-down approach, wherein strategic objectives defined at the leadership level cascaded across departments and individual roles. This ensures alignment, consistency, and clarity throughout the organisation, enhancing overall effectiveness.

Key Result Areas (KRAs) and Key Performance Indicators (KPIs) are established in line with sustainable business objectives, enabling the setting of clear, measurable targets at the beginning of each evaluation cycle. This approach ensures that employees understand how their roles contribute to broader organizational goals.

At the end of each cycle, we conduct comprehensive performance evaluations that assess both the achievement of defined targets and behavioural competencies. This balanced approach emphasizes not only outcomes but also the manner in which they are achieved, reinforcing our commitment to a result-driven and value-oriented culture.

In FY 2025–26, 100% of employees received a formal performance evaluation, reflecting our commitment to universal coverage, disciplined execution, and continuous improvement.



Diversity, Equity and Inclusion

“Diversity enriches our organisation. Inclusion strengthens it. Equity ensures everyone has the opportunity to thrive.”

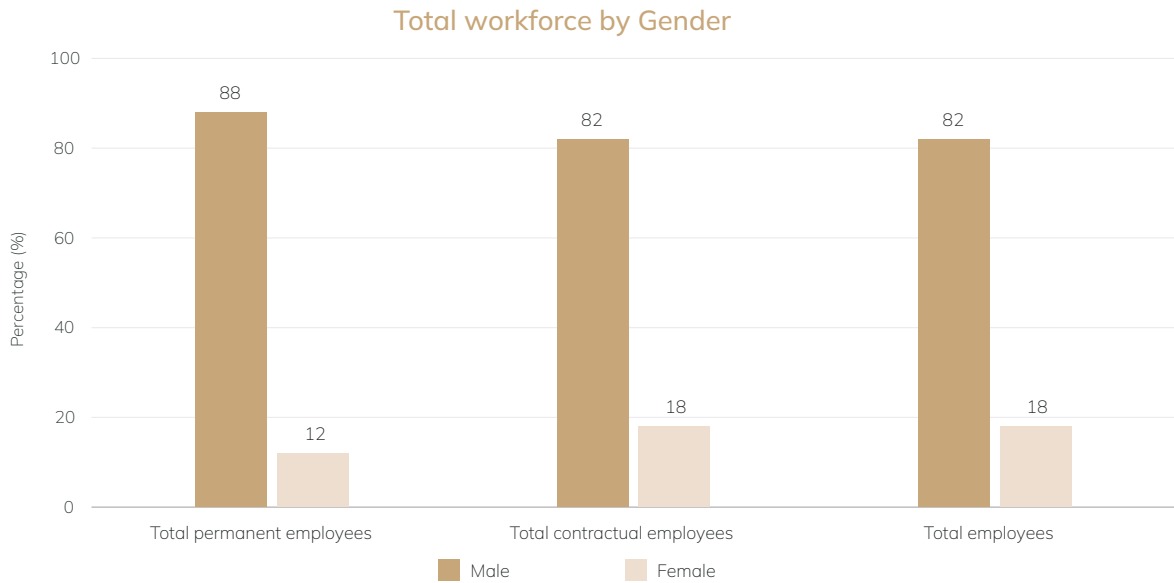
At Bagmane, our diversity, equity and inclusion commitment is rooted in the principles outlined in our DEI Policy. Consistent with this policy, we view DEI not as stand alone initiative, but as essential principles that shape our culture, guide our decision making, and anchor our long term growth. As we continue to expand our portfolio and operations, we recognize that a diverse workforce, supported by equitable systems and an inclusive environment, is fundamental to delivering meaningful impact for our people, our clients, and the communities we serve.

Understanding Our Workforce Landscape

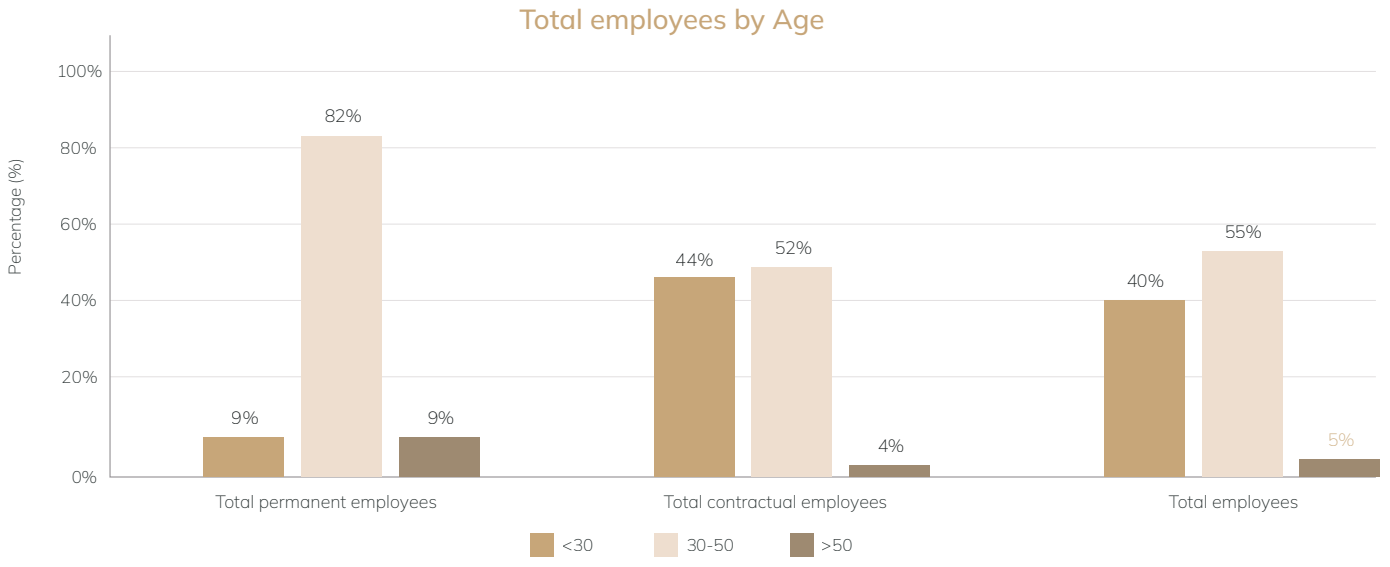
GRI Disclosure 2-7
 GRI Disclosure 2-8
 GRI Disclosure 405-1

A holistic view of who we are — our people, their diversity, and the strengths they bring.

Our workforce reflects the dynamic and diverse environment in which we operate. Our people represent a wide spectrum of age groups, functional specializations, and cultural backgrounds. This diversity is a core strength enriching our perspectives and strengthening our ability to deliver innovation, resilience, and excellence to our clients.



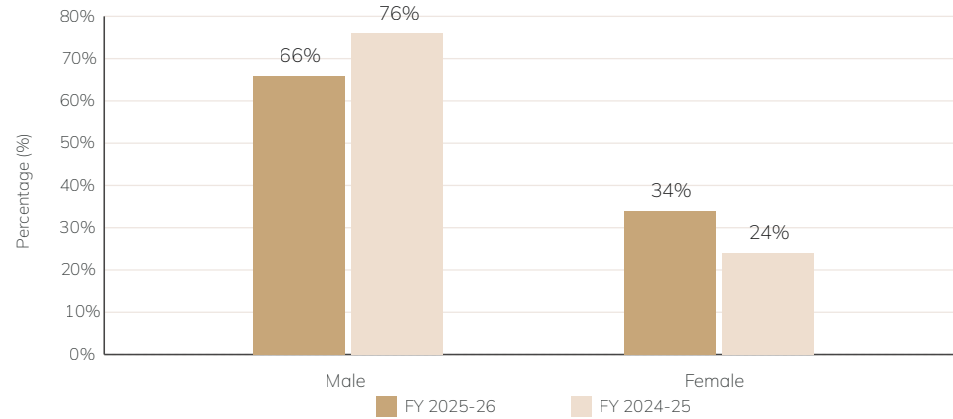
In FY 2025–26, our workforce continued to grow in both size and representation. We maintained a balanced age distribution, with strong participation from early career talent, experienced mid career professionals, and senior experts who bring decades of industry knowledge. Women now represent 17% of our workforce, surpassing earlier diversity commitments and reflecting our ongoing efforts to foster gender balance.



Talent Movement and Hiring Dynamics

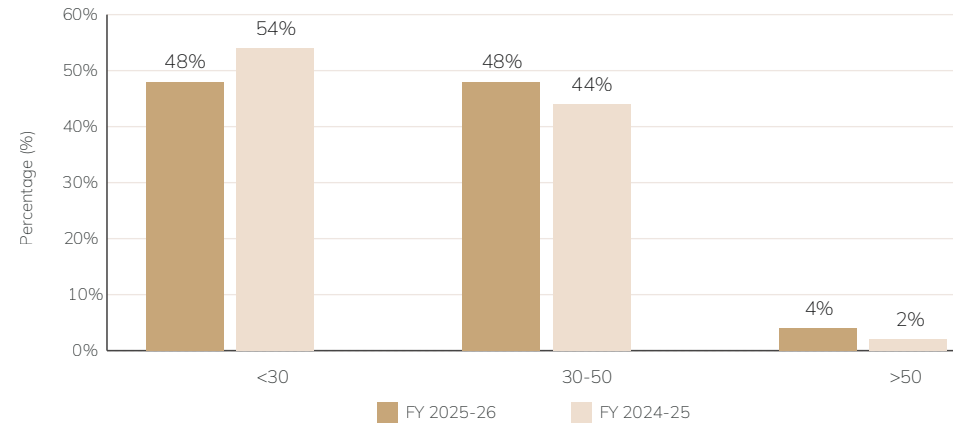
GRI Disclosure 401-1

Total new joiners by gender



FY 2025–26 marked a period of strong hiring momentum as Bagmane expanded operations and enhanced service delivery across its campuses. We welcomed over 81 new hires, strengthening our talent base and bringing fresh perspectives to the organisation. Around 34% of new hires were women, reflecting a 10 % increase compared to the previous year and demonstrating progress toward more inclusive hiring.

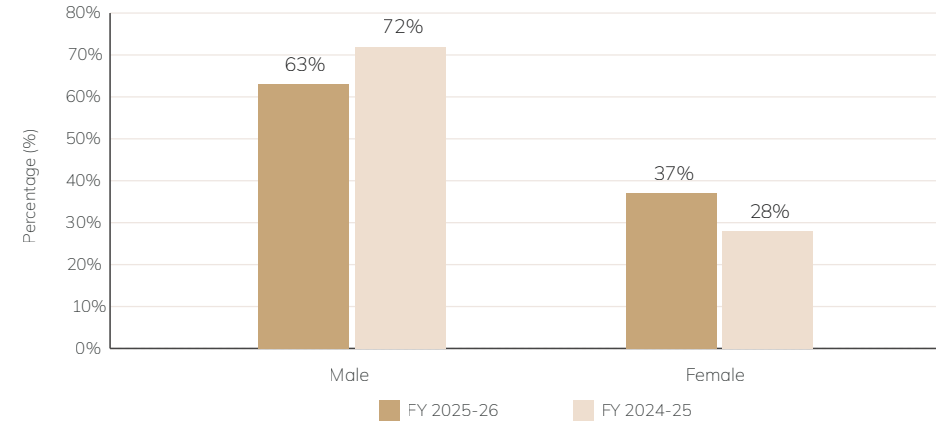
Total new joiners by age



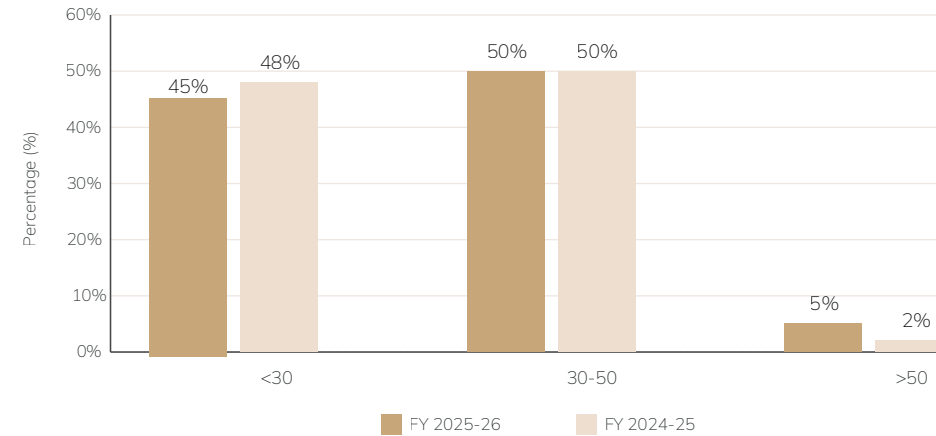
We also continued to invest in early career talent by hiring younger professionals and creating development opportunities for them to grow within the organisation.

Turnover levels were monitored regularly to identify improvement opportunities. Insights from exit feedback and engagement surveys helped refine our retention strategies, strengthen leadership capabilities, and enhance overall employee experience

Employee turnover by gender



Employee turnover by age



We are strengthening inclusive hiring practices with the aim of attracting a broader and more diverse talent pool. This includes:

- Bias free recruitment processes with structured evaluations
- Gender balanced interview panels wherever possible
- Sensitivity and awareness training for hiring managers
- Clear, merit based selection criteria
- Ongoing review of hiring and promotion trends
- Encouragement of diverse early career applicants, including women, differently abled candidates, and individuals from non traditional backgrounds

Gender Diversity and Women's Advancements

As part of our long-term ambition, we are working to increase the presence of women in our workforce, especially in technical, managerial, and leadership roles. This commitment is embedded within Bagmane's Diversity, Equity & Inclusion (DEI) Policy and supported by complementary policies that promote equal opportunity, inclusion, and well-being across the employee lifecycle.

We continue to refine our systems to support women's growth, including

- Clear development pathways
- Mentorship and learning opportunities
- Support during maternity leave and after return to work
- Policies addressing discrimination, equal pay, and harassment prevention
- Annual gender representation reviews
- Focused interventions to increase women's participation in leadership pipelines.

Bagmane remains committed to challenging sector-wide underrepresentation of women in real estate and infrastructure.

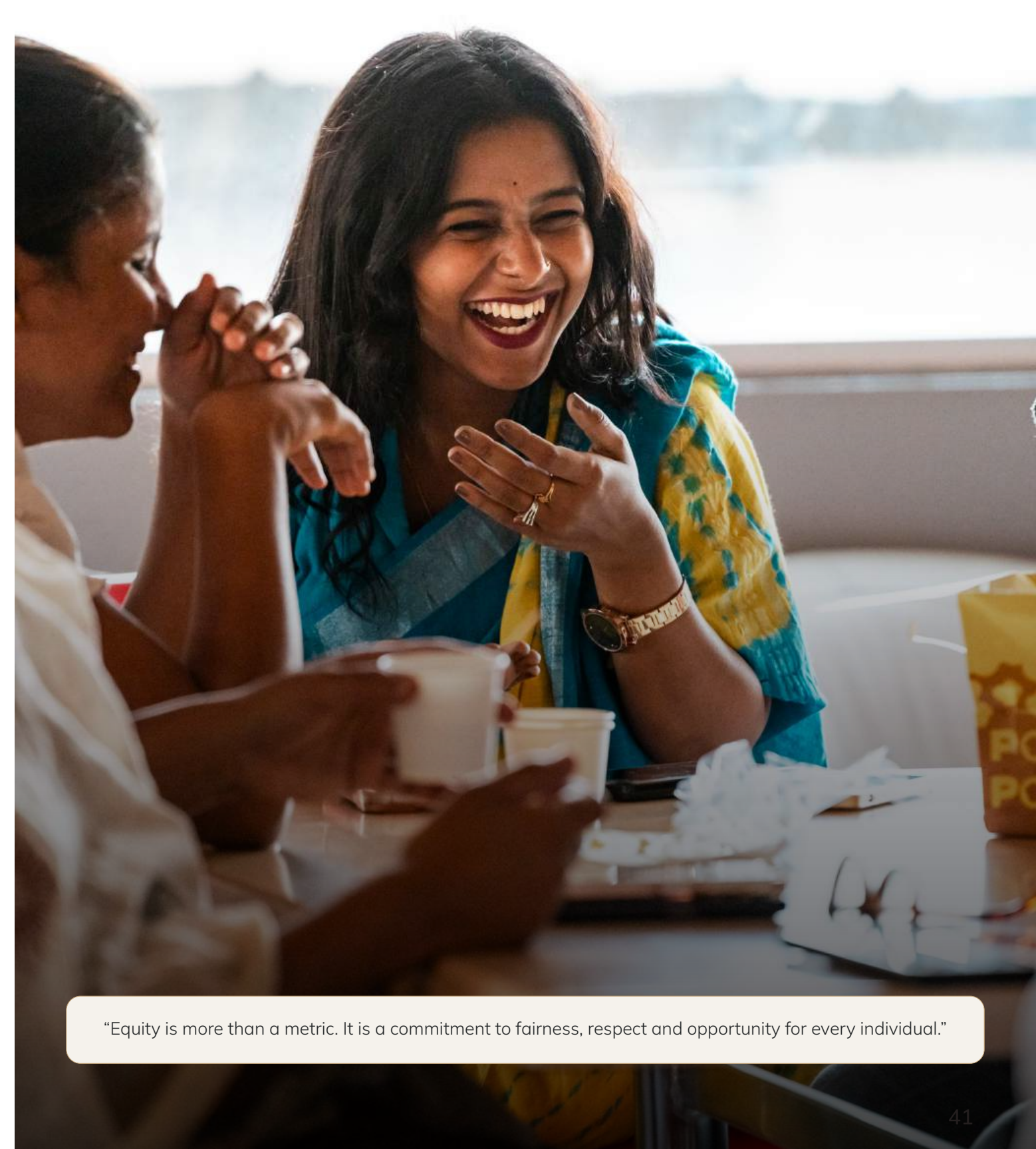
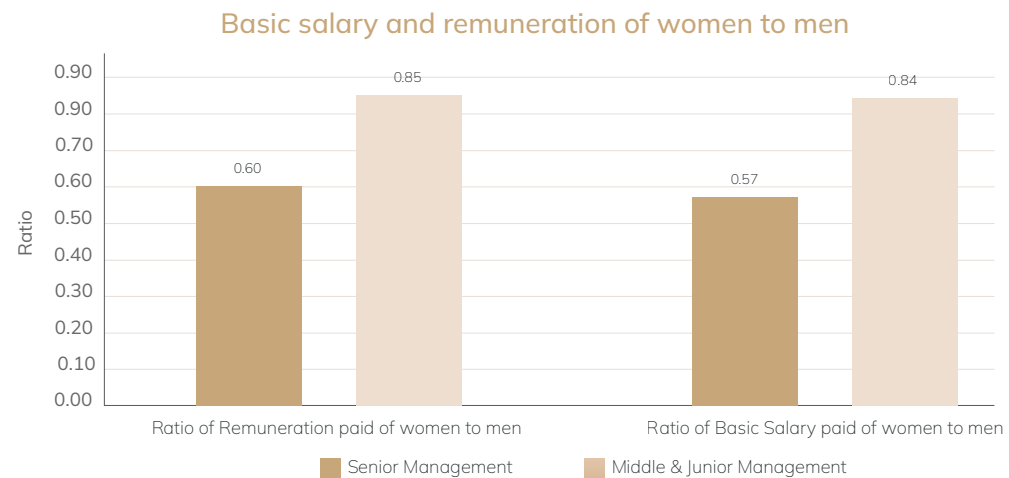
Gender Pay Equity and Compensation Fairness

(GRI Disclosure 405-2)

(Disclosure 2-21)

We remain committed to ensuring that pay structures are fair, transparent, and consistent. Our compensation framework ensures:

- Performance based reward mechanisms
- Annual reviews of pay practices
- Monitoring for potential gender based inequities
- Compliance with statutory and ethical wage requirements



“Equity is more than a metric. It is a commitment to fairness, respect and opportunity for every individual.”

Occupational Health and Safety

At Bagmane, health, safety, and wellbeing are treated as day-to-day practices rather than occasional initiatives. They influence decisions at the design stage, shape how our campuses are operated, and guide how people work with one another. We aim to create environments where risks are anticipated and controlled, concerns are raised early and addressed quickly, and every person; employees, contract workers, tenants, and visitor's experiences spaces that are safe, healthy, and supportive. This commitment is anchored in a clear policy position, implemented through a disciplined management system, and reinforced by routine assurance and continuous improvement.

Policy foundation, scope, and full coverage

GRI Disclosure 403-8
GRI Disclosure 403-1

Our Quality, Environment, Health, Safety and Wellbeing policy sets the baseline for prevention, legal compliance, and care. The policy translates into a management system that applies to one hundred percent of our employees, all workplaces within our operational boundary, and all workers whose work or workplace is under our control. Equally important, we respond to customer requests to strengthen the health, safety, and environmental performance of their spaces, particularly in high occupancy zones and high activity areas across our parks.

Governance, accountability, and worker voice

GRI 403-4

Governance is led by the Assistant Vice President for Facility Management, who is accountable for the execution and continuous improvement of the health and safety system across every park. We conduct an annual review to ensure the system keeps pace with evolving regulations and recognized best practices. The most recent review was completed on 15 May 2026. To ensure the system reflects real working conditions, we encourage participation and consultation through monthly forums, function level meetings, and park level engagements. These conversations give employees and contractors direct, regular channels to surface concerns, share observations, and collaborate on improvements. By design, these mechanisms include all worker groups, regardless of employment status, so that learning and corrective action are inclusive and complete.

Risk intelligence through HIRA and the hierarchy of control

GRI Disclosure 403-2

Bagmane uses a structured approach to identify and control risk across both routine and non-routine work. Hazard Identification and Risk Assessment studies are conducted twice each year and are also triggered by operational change, incident investigation, employee feedback, or adjustments to workflows. In each case, risk control follows the recognized hierarchy of controls: remove the hazard, if possible, replace unsafe materials or methods where removal is not viable, engineer safeguards to prevent exposure, strengthen procedures and supervision to reduce the chance of failure, and ensure that personal protective equipment is available, appropriate, and used correctly. The most recent assessment was completed on 15 March 2025 by qualified professionals with domain experience and formal HIRA training. Findings from these studies are fed back into the management system, checked against

requirements from the Chief Electrical Inspector to Government and the Karnataka State Pollution Control Board, and translated into practical actions that front line teams can apply.

Safe work in practice and contractor safety management

GRI Disclosure 403-7
GRI Disclosure 403-3
GRI Disclosure 403-6

Large campuses bring distinctive hazards, including work at height, electrical isolation, lifting operations, heavy equipment movement, confined space entry, and exposure to hazardous situations. We manage these hazards through permits to work that authorize and control tasks, lockout and tagout procedures that ensure safe electrical isolation, inspection schedules that verify equipment condition, lifting plans that set out the safe method before execution, traffic and pedestrian segregation to prevent collisions, protocols for entry into confined spaces, and the mandatory use of protective equipment appropriate to each task. Contractor safety is managed through compliant vendor onboarding, structured induction and orientation on site rules and emergency procedures, supervision standards that match the risk profile of tasks, and periodic audits to verify statutory documents, training, and competence. This combination of system controls and daily discipline helps keep high risk work predictable and safe.

Speak up culture, incident reporting, investigation, and corrective action

We maintain transparent reporting procedures that allow people to raise hazards, near misses, and unsafe conditions without fear of adverse treatment. Reporting channels include safety committee meetings, manager briefings, suggestion boxes, and park level touchpoints. The Bagmane Code of Conduct explicitly forbids retaliation against anyone who reports a safety concern. When an incident occurs, we investigate both immediate and underlying causes, agree corrective and preventive actions that reflect the hierarchy of controls, record these actions in a central tracker, and verify closure. Lessons are shared with affected teams and, where relevant, across parks, so that improvements are not isolated but spread throughout the portfolio.

Assurance, certifications, and external recognition

Confidence in our system is strengthened by frequent internal and external audits. We carry out fire and life safety reviews, electrical safety audits, ISO 45001 assessments, and British Safety Council evaluations across our parks. Five operational business parks hold a British Safety Council five-star rating, BSC Sword of Honour demonstrating system maturity, rigorous risk control, and a consistent culture of improvement. Audit findings are translated into action plans with named owners and timelines, reviewed at leadership level, and monitored to closure. This assurance cycle keeps our safety practices current and effective.

Emergency readiness, drills, and continuous improvement

Preparedness is built through documented plans, cross functional coordination, and regular practice. We conduct fire and evacuation drills every year for each of our fifty-three buildings. In FY 2025–26, participation remained strong, and drills delivered measurable improvements, including faster evacuation times, clearer execution of roles by floor wardens and first responders, and better coordination between departments. Feedback collected after each drill led to refinements in communication protocols, improvements in assembly point management, and enhanced support for accessibility needs during evacuations. By treating drills as learning events, we ensure that readiness increases cycle after cycle.

Onsite medical services, confidentiality, and multilingual outreach

We provide comprehensive occupational health services across our campuses. Health clinics and sick rooms are available during working hours and staffed by competent professionals with recognized qualifications. First aid stations are maintained for immediate response, with escalation routed through campus control rooms and local medical networks. Personal health information is protected under strict confidentiality protocols, with access limited to authorized personnel only. To improve reach, information about services, procedures, and locations is provided in languages that are simple and easy to understand for our diverse workforce, helping people to find and use care without delay.

Safety training calendar, competence, and practical learning

GRI Disclosure 403-5

GRI Disclosure 403-9

We follow a structured safety training calendar that covers fire safety, emergency response procedures, first aid, hazard recognition, and job specific safe work methods. Sessions emphasize practical learning through drills, walk throughs, demonstrations, and scenario practice that mirror the conditions people face in real tasks. In FY 2025–26, participants reported greater confidence in responding to emergencies, stronger understanding of safety protocols, and better use of equipment. This feedback confirms that competence building is not only theoretical but grounded in practice.

Safety performance in FY 2025-26

We track leading and lagging indicators to understand performance and steer improvement. During FY 2025–26, there were no recorded instances of ill health, fatalities, high consequence work related injuries, or lost time injuries among employees and workers within the reporting boundary. The recorded absenteeism rate was 8.1%. High participation in drills and training, timely closure of actions from audits and risk studies, and strong external ratings together underline the effectiveness of our health and safety approach.

Case study

Advancing People-Centric Development through WELL Certification at Bagmane

At Bagmane, stakeholder well-being is a cornerstone of our sustainability strategy. To reinforce this commitment, we have proactively adopted the WELL Building Standard v2 across our technology park portfolio, ensuring healthier, safer, and more engaging workplaces for a diverse mix of global and domestic tenants.

FY 2025–26 marks the second consecutive year of our WELL journey. Building on our earlier achievement of WELL Health-Safety Rating (HSR) certification for the entire portfolio, we advanced further by securing WELL Certification for 9 buildings, alongside HSR re-certification portfolio-wide. This reflects a deliberate shift from isolated interventions to a long-term, portfolio-wide approach to occupant health and well-being.

Our scope of work encompassed:

- Gap assessments and documentation support
- Stakeholder coordination and performance verification
- Alignment of operational practices with WELL requirements

Key WELL parameters addressed include:

- Air and water quality
- Thermal and visual comfort
- Lighting and acoustics
- Ergonomics and biophilic design
- Nutrition and physical activity
- Mental well-being and operational safety protocols

By embedding these measures, we continue to set benchmarks in people-centric development, enhancing workplace experience while advancing broader sustainability goals.

Human Rights

GRI Disclosure 2-23

At Bagmane, we remain committed to protecting and upholding human rights across all our operations, business relationships, and value chain. Guided by the principles of dignity, fairness, and ethical conduct, we continue to embed human rights considerations into our labor practices, supplier engagement processes, safety systems, and community interactions. Our approach aligns with globally recognized frameworks, including the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and ILO Conventions.

Commitment to Human Rights

GRI Disclosure 2-30

GRI Disclosure 407-1

GRI Disclosure 410-1

GRI Disclosure 408-1

GRI Disclosure 409-1

GRI Disclosure 406-1

GRI Disclosure 402-1

Our Human Rights Policy outlines our commitment to maintaining a safe, inclusive, and equitable work environment. We uphold fair treatment, prohibit child and forced labor, and ensure wages exceed statutory requirements across all operating sites. The policy also reinforces:

- Zero tolerance for discrimination based on ethnicity, culture, religion, age, disability, gender, marital status, sexual orientation, health status, or any legally protected characteristic.
- Respect for freedom of association and collective bargaining, fair working conditions, and accessible grievance channels.
- Extension of human rights expectations to suppliers, contractors, and stakeholders, promoting responsible conduct throughout the value chain.

We provide training to all our employees and workers on human rights policies and procedures to ensure awareness of responsible business conduct.

We recognize the importance of human rights training for security personnel and are committed to introducing structured training programs in the coming years to strengthen alignment with our human rights commitments.

We prioritize the wellness of our employees and workers, ensuring they receive adequate wages that meet or exceed statutory standards. The company has a zero-tolerance policy towards any breach of the Human Rights Policy within its operations and value chain.

Reporting Mechanisms and Grievance Redressal



During FY 2025–26, we recorded zero grievances related to discrimination, harassment, child labour, or forced labour across our operations and supply chain reflecting the effectiveness of our preventive systems.

Our ongoing target is to consistently record zero human rights violations each year while continuously enhancing governance systems to ensure safe, ethical, and inclusive environments for all stakeholders.

Community Investment & Social Impact

At the heart of Bagmane's social responsibility philosophy lies a deep commitment to elevating the communities surrounding our campuses. We believe that strong and thriving communities form the foundation of long term shared value. Rooted in this belief, our community initiatives are designed not as one time philanthropic acts, but as sustained and collaborative efforts that meaningfully improve the quality of life for the people around us. Our programs reflect a proactive approach that aligns with national priorities and the UN Sustainable Development Goals, focusing on education, healthcare, environmental protection, and community infrastructure.

Embedding CSR Into Our Organizational Philosophy

GRI Disclosure 413-1

GRI Disclosure 413-2

CSR at Bagmane goes beyond compliance. It is integrated into our organizational identity. By integrating sustainability and social responsibility into our business model, we ensure that community development remains central to our long term growth strategy. This approach enables us to support grassroots needs while also empowering individuals and institutions to thrive independently.

Our dedicated CSR Cell leads this mandate, ensuring that our efforts are structured, impactful, and aligned with stakeholder expectations. Through this framework, we work to strengthen local ecosystems, create equitable opportunities, and contribute to environmental resilience.

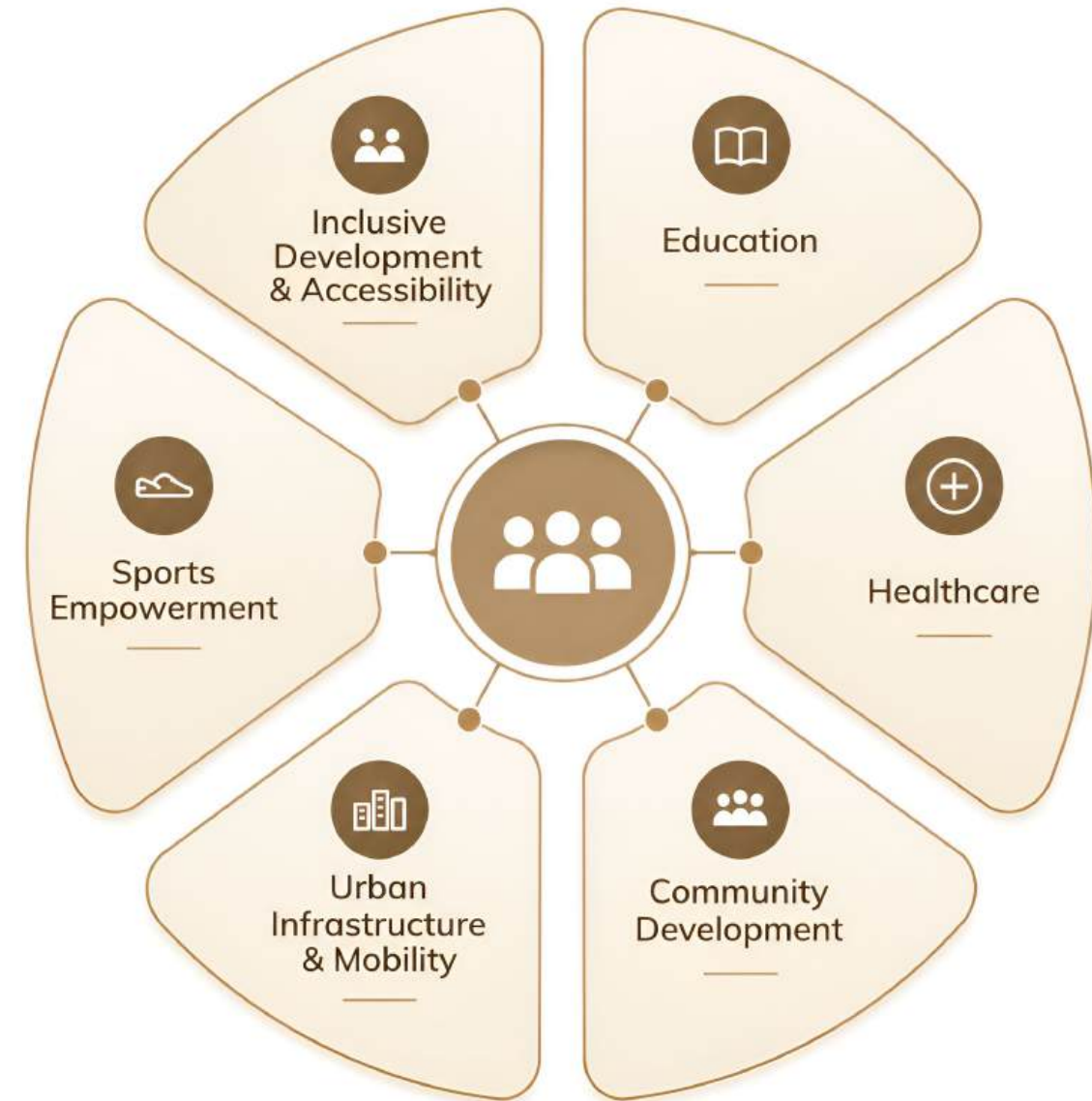
Our CSR Policy Framework

Our Corporate Social Responsibility Policy lays out the principles and values that guide our social investment efforts. The policy commits us to driving positive changes through structured interventions, transparent processes, and continuous monitoring. It sets forth clear guidelines for project selection, implementation, and impact assessment, ensuring that each initiative is designed to address genuine community needs.

By adopting a rigorous approach to CSR governance, Bagmane ensures consistency, accountability, and meaningful outcomes across all projects.

Strategic Focus Areas

Bagmane's CSR efforts revolve around six key pillars that collectively shape our social impact agenda:



These focus areas allow us to address both immediate needs and long term developmental priorities.



MONTH: DECEMBER



S. No.

No.

Transformative CSR Initiatives

Bagmane has identified a portfolio of ongoing Corporate Social Responsibility (CSR) initiatives designed to deliver sustained community benefits over a multi-year horizon. For FY 2025–26, we allocated INR 29.56 crores to support the continuity, scale, and long-term impact of these priority programs. During the reporting period, we incurred a total CSR expenditure of INR 29.69 crores reflecting our continued commitment to responsible and impactful community development.

During the reporting year, the following initiatives are undertaken:

S. No	NGO	Location	Project description
1	Ramp My City	Bengaluru, Karnataka	Provision of the ramps and other disability-friendly interventions for identified public parks, to make such parks more accessible: 1. Metallic engineered ramps or Concrete ramps for wheelchair access 2. Disabled friendly Toilet 3. Disabled friendly swings for Children with Special Needs 4. Braille Signages 5. Other accessibility solutions like parking, furniture, wheelchairs etc.
2	Samarthanam Trust for the Disabled	Bengaluru, Karnataka	Community Health Support Initiative for Persons with Disabilities and Marginalized: This project aims to support persons with disabilities (PWDs) and marginalized individuals by enabling independent and dignified living. Through community mobilization and need assessments, beneficiaries will be identified and referred for medical evaluation. Based on their needs, assistive devices are provided, along with support for surgical interventions and spinal injury kits where required. The initiative seeks to improve mobility, reduce secondary health complications, and enhance the quality of life for persons with disabilities while also reducing the burden on caregivers.
3	Samarthanam Trust for the Disabled	Bengaluru, Karnataka	Education and Skill Development for children with intellectual disabilities: This project mobilizes and enrolls children in schools, conducts regular classes with Individual Education Plans (IEPs), and develops structured lesson plans using best teaching practices. It provides parent counselling, assistive aids, health and nutrition kits, food and accommodation, organizes sports, cultural and subject exhibitions, offers vocational training for youth (15–17) ensures teacher accessibility tools, and maintains regular monitoring.
4	Bangalore Metro Rail Corporation Limited	Bengaluru, Karnataka	Construction of the Mahadevapura metro station: We have provided funding for the construction of the Mahadevapura Metro Station in Bangalore. These funds will contribute towards key infrastructure development activities such as civil construction, station facilities, and essential utilities required for the functioning of the metro station. The support aims to strengthen urban public transportation, improve connectivity, and facilitate safe, efficient, and sustainable mobility for commuters. This initiative will help accelerate project completion and enhance overall public transport infrastructure in the city.
5	Self-implementation	Bengaluru, Karnataka	Footpath and Median Revamping: The project involves revamping the footpath and road median on Gaushala Road in Mahadevapura, Bangalore, to improve pedestrian safety, accessibility, and the overall streetscape.
6	Janaseva Trust	Bengaluru, Karnataka	Social empowerment: Janaseva Trust works as a social evangelist organization that works on critical issues of education, health, environment and livelihood.
7	Param foundation	Bengaluru, Karnataka	Social empowerment: Param Foundation works at the intersection of education, innovation, and social impact, and with initiatives key initiatives in education, skill development, culture, and community development.
8	Self-implementation	Bengaluru, Karnataka	Fire and safety equipment for 100 Bed Multispecialty Hospital: Provided fire and safety equipment for a Charitable 100Bed Multispecialty hospital
9	Samarthanam Trust for the Disabled	Bengaluru, Karnataka	Supporting India's Women's Blind Cricket team: This project aims to empower visually impaired women through cricket training combined with life skills, self-defense, and health and hygiene awareness. It supports one of the most marginalized groups by providing sports coaching, mentoring, and guidance for education and career opportunities. The initiative also aims to identify and nurture talented players who can represent the Indian Blind Women's Cricket Team in the future.

The Social Impact Assessment for eligible projects will be carried post completion of the projects

Rationale for the Projects and Programmes:

Through these initiatives, we aim to address key social needs such as accessibility, health support, inclusive education, sports empowerment, and improved public infrastructure. By supporting people with disabilities, marginalized communities, sustainable mobility, and safer public spaces, we demonstrate our commitment to inclusive development, community well-being, and responsible corporate citizenship, thereby creating long-term positive social impact.

Monitoring and Reporting Mechanism:

We will continue to monitor the implementation and performance of our projects in accordance with our CSR Policy. This will include reviewing project performance reports, verifying data, utilizing MIS tracking systems, and conducting periodic physical monitoring to ensure effective implementation, transparency, and the achievement of intended social outcomes.

Strengthening Community Trust through Community Grievance Response Framework

Bagmane maintains an open and accessible grievance mechanism for community members to voice concerns related to infrastructure, project impacts, or general well being. Our ambition is to keep average grievance resolution time within 48 hours, ensuring prompt, empathetic, and effective responses. This approach reinforces our commitment to community trust and transparent engagement.



Sustainable Supply Chain

GRI Disclosure 308-1, 308-2, 414-1, 414-2

Supplier Assessment

Bagmane follows a structured Supplier Assessment Framework that ensures every partner meets environmental, social, and labor expectations from the beginning of their engagement. All new suppliers undergo a detailed onboarding process that includes self-assessments, review of supporting documentation, and evaluation against sustainability criteria covering energy performance, water management, emissions control, waste practices, workplace safety, and fair compensation. In the most recent assessment cycle, 100% of new suppliers were screened, confirming complete alignment with the company's requirements and no material adverse ESG impacts were identified.



Sustainable Procurement Policy

Bagmane's Sustainable Procurement Policy provides the formal foundation for responsible sourcing across all goods and services. The policy sets out the principles for environmentally responsible purchasing, ethical business conduct, fair labor practices, and the integration of local suppliers and smaller enterprises. It also outlines procedures for supplier selection, due diligence, monitoring, and continuous improvement, ensuring that sustainability expectations guide all procurement decisions.

Case study

Embedding Sustainability at Source: Driving Low-Carbon Construction through Responsible Procurement

At Bagmane, we recognize that a portion of our greenhouse gas footprint arises from the upstream procurement of construction materials such as cement, steel, aggregates, and finishing products used across our technology park developments in Bengaluru.

During FY 2025–26, we initiated a structured Sustainable Procurement Study to evaluate existing procurement practices and identify opportunities to reduce embodied emissions while strengthening greener construction outcomes. The study focuses on understanding the carbon intensity of raw materials, supplier manufacturing practices, logistics impacts, and opportunities for material efficiency, reuse, recycling, and adoption of lower-carbon alternatives. Insights from the study are guiding future procurement strategies, enhancing supplier engagement, and strengthening responsible sourcing frameworks.

By embedding emission-conscious decision-making into procurement, we aim to progressively reduce upstream climate impacts, improve value-chain resilience, and adopt construction practices that are climate-ready, resource-efficient, and aligned with our long-term sustainability goals.

Local Sourcing and Supplier Development

Local sourcing remains an important element of Bagmane's approach to building a responsible and resilient supply chain. Procuring from local partners supports regional economic development, reduces transportation related environmental impact, and provides better visibility into supplier labor and environmental practices. In the most recent reporting period, more than 80% of renovation materials such as aggregates, bricks, and cement were sourced from local suppliers. Additionally, about seventy percent of facility management services including housekeeping, landscaping, and security were provided by local vendors.

To strengthen the local ecosystem, Bagmane engages in supplier development programs that offer guidance on compliance, safety, operational capability, and sustainability performance. These programs help small and medium enterprises improve their readiness to meet Bagmane's expectations for quality, safety, and sustainability. The company works closely with suppliers through reviews, feedback sessions, and improvement plans to ensure progress and capability building.

Tenant Collaboration and Engagement

Strengthening Partnerships through Continuous Engagement

At Bagmane, we recognise that our tenants are not just occupants of our spaces; they are long term partners in shaping vibrant, sustainable, and future ready business ecosystems. Over the years, we have built enduring relationships based on trust, transparency, and a shared commitment to excellence. Our approach to tenant engagement goes beyond operational service delivery; it is anchored in open communication, collaborative problem solving, and co creating value through sustainability and wellness initiatives. By consistently sharing ESG updates, inviting participation in sustainability programs, and incorporating tenant feedback into decision making, we ensure that our business parks remain dynamic with spaces where innovation, well being, and environmental responsibility thrive together.

Tenant Satisfaction & Experience Enhancement

Tenant satisfaction continues to be a central pillar of our engagement strategy. To systematically understand tenant expectations and measure experience across our campuses, we conduct a comprehensive annual Tenant Satisfaction Survey. This survey allows tenants to rate their experience on a scale of 0 to 5, covering dimensions such as maintenance quality, landscaping, security, shuttle services, client relationship management, food services, campus amenities, and expansion requirements.

In FY 2025–26, the survey was conducted across all five operational business parks, achieving a 100% participation rate, underscoring the trust and engagement of our tenant community. Bagmane achieved an average satisfaction score of 4.16, reflecting strong alignment with tenant needs and continual improvement in service delivery. Additionally, we surpassed our target Net Promoter Score (NPS) of 8 by achieving an exceptional NPS of 8.51, emonstrating the growing confidence tenants place in our operational excellence and customer centric approach. We aim to build on this momentum by targeting a satisfaction score of 5 and maintaining high participation rates in the coming years.

Advancing Sustainability through Green Leasing

As part of our commitment to accelerated climate action, Bagmane is strengthening sustainability integration within tenant relationships through Green Leasing practices. Green leasing embeds environmental commitments into tenant agreements, enabling a shared approach to resource efficiency and decarbonisation.

Our green leasing philosophy focuses on:

- Encouraging tenants to adopt energy efficient equipment and operational practices
- Integrating sustainability aligned fit out guidelines into tenant onboarding
- Promoting renewable energy adoption through exclusive access to green power pathways
- Supporting sustainable material choices in interior and fit out design[

Through these measures, Bagmane aims to cultivate mutually beneficial partnerships that not only enhance

environmental performance but also support our tenants in meeting their own sustainability commitments. Green leasing strengthens alignment around shared carbon reduction goals, creates opportunities for cost savings, and reinforces our collective responsibility toward climate-conscious operations.

To explore our broader social commitments in detail, refer to our full Social Policy using the link: [social_policy_compressed.pdf](#)





Governance

Resilient and Ethics-Driven Stewardship

At Bagmane, we recognize that strong governance is integral to responsible corporate behaviour. We are committed to conducting our business in an ethical, transparent, and accountable manner, aligned with the interests of our stakeholders. Our governance framework is structured to support robust decision-making processes and effective risk management while enabling sustainable value creation. Our governing body, comprising experienced professionals and industry experts, provides strategic oversight and ensures adherence to high standards of corporate ethics and integrity across our operations.

Foundations of Ethical and Effective Governance: Focus Areas

“Integrity in every decision. Accountability in every outcome.”

- Corporate Governance & Oversight
- Business Ethics & Compliance
- Risk Management & Resilience
- Quality & Safety of Services
- Data Privacy & Cyber Security

Our Alignment with the SDGs

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

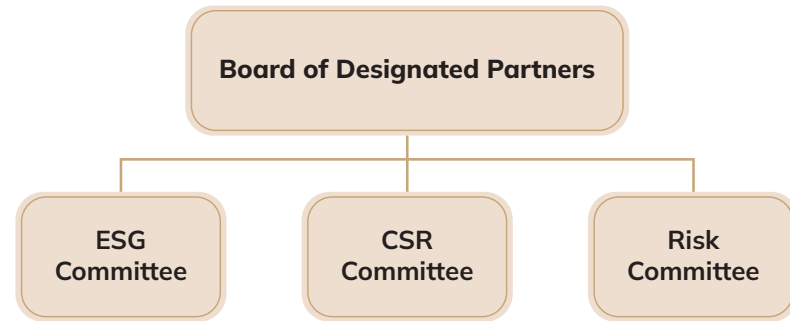
16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Corporate Governance and Oversight

GRI Disclosure 2-9

Bagmane's governance philosophy is grounded in the belief that transparency, accountability, and ethical conduct are indispensable to sustainable value creation. Our Designated Partners provide strategic direction through a decentralized model that is strengthened by dedicated ESG, CSR, and Risk Management Committees. These bodies ensure rigorous oversight of environmental, social, and economic impacts, integrate sustainability into strategic decisions, and maintain robust compliance with applicable laws and standards. Certified management systems (ISO 9001, ISO 14001, ISO 45001), formal codes and policies (Code of Conduct; Anti Bribery/Anti Corruption; Whistleblower; Grievance), and an ISO 27001 aligned data privacy and cybersecurity framework together safeguard the quality and safety of our services, uphold integrity in business conduct, and protect stakeholder information. We continue to strengthen risk governance, modernize ESG data management, and cultivate a culture in which ethical behavior is a non negotiable norm.



Appointment, Independence, and Leadership Effectiveness

GRI Disclosure 2-11

GRI Disclosure 2-10

GRI Disclosure 2-18

Selection of members to the highest governance body and committees follows a merit-based and transparent process. Professional expertise, independence, diversity, and alignment with stakeholder interests are key criteria considered during appointments. Input from internal and external stakeholders is incorporated to ensure balanced representation.

The governance structure is chaired by the Director, nominated by the Board of Designated Partners. To preserve objectivity and prevent undue influence, the organization has instituted strong conflict-management safeguards, including review by independent members and committee-level checks on strategic decisions.

In the reporting cycle FY 2025-2026, all related-party transactions were executed on an arm's-length basis and adhered fully to regulatory requirements, with no materially significant transactions identified.

Ethical Conduct and Governance Integrity

Bagmane's governance culture is anchored in a comprehensive Code of Conduct that applies to the Board of Designated Partners, employees, and contractors alike. It sets standards for:

- Avoiding conflicts of interest
- Responsible use of company assets
- Confidentiality and information protection
- Ethical interactions with suppliers and partners
- Accurate reporting and claims integrity
- Respect for intellectual property

These principles are reinforced through periodic training, internal communications, and leadership messaging. Mechanisms are in place for oversight, escalation, and corrective action in instances of non-compliance.

Oversight of Sustainability and Material Topics

The ESG Committee plays a pivotal role in driving sustainability actions across the enterprise. Its responsibilities include reviewing performance against ESG commitments, coordinating disclosures, elevating material risks to the Board, and guiding organizational practices on climate action, resource efficiency, diversity and inclusion, ethical governance, and community engagement.

The ESG Committee is appointed by the Board of Designated Partners, chaired by a non executive director, and includes at least three members, with the authority to seek any internal information and, where necessary, obtain independent advice. A Company Secretary supports the Committee, and meetings are held at least quarterly with a quorum of two members including one Designated Partner; agendas and papers are circulated at least seven days in advance to ensure informed decisions. The Committee reviews ESG policies and targets, tracks performance on material topics, recommends updates to policies and management systems, and approves public disclosures (including ESG/BRSR sections) prior to publication. Minutes are approved by the Committee and noted by the Board of Designated Partners, preserving a robust governance trail.

Transparent & Responsible Remuneration Governance

Disclosure 2-19

Disclosure 2-20

The Nomination and Remuneration Committee oversees compensation frameworks in adherence to the Companies Act, 2013. Its scope includes:

- Reviewing remuneration policy and executive compensation
- Overseeing performance evaluations
- Establishing eligibility criteria for leadership roles
- Managing incentive plans across single-year and multi-year cycles
- Ensuring alignment between individual performance and long-term value creation

The organization follows a pay-for-performance approach, complemented by both monetary and non-monetary benefits. All employment terms are documented at the time of onboarding to ensure fairness and legal clarity. Regular benchmarking against industry standards and evolving regulatory requirements ensures that Bagmane's remuneration practices remain competitive, equitable, and responsible

ESG Governance: From Strategy to Execution

GRI Disclosure 2-12

GRI Disclosure 2-13

GRI Disclosure 2-14

GRI Disclosure 2-17

ESG is embedded in how Bagmane is managed and measured. Oversight flows through a structured four-layer system that connects strategic direction with on-ground action. This system ensures that environmental stewardship, social responsibility, and ethical governance are not parallel programs but core operating disciplines. Each layer has a defined mandate, clear reporting lines, and a regular meeting cadence so that progress is reviewed, issues are escalated, and decisions are taken with speed and accountability.

Our Four Layers of Oversight

- Board of Designated Partners**
 ESG ambition, approves strategy, reviews performance, and ensures that ESG risks and opportunities inform enterprise priorities.
- ESG Steering Committee**
 Translate Board direction into plans, targets, and roadmaps. Coordinates across functions, validates resourcing, and escalates material issues for Board consideration.
- Management Functions**
 Operational owners in areas such as operations, procurement, human resources, compliance, and finance convert plans into initiatives, budgets, and KPIs.
- Working Groups**
 Cross-functional teams execute projects, collect data, monitor metrics, and implement improvements at the asset and campus level.

Committees and working groups meet quarterly to review progress against targets, confirm adherence to commitments, and integrate ESG considerations into day-to-day business decisions.

What the ESG Steering Committee Delivers

Mandate and Composition

The ESG Steering Committee brings together senior executives and functional leaders who are responsible for turning strategy into measurable outcomes. Its remit spans planning, performance, and disclosure, with direct accountability to the Board.

Core Responsibilities

- Strategy and Roadmaps** - Develop and periodically refresh ESG strategies and action plans that align with the company's vision and stakeholder expectations.
- Material Topic Ownership** - Direct and coordinate programs on climate action, energy efficiency, water stewardship, waste management, diversity and inclusion, ethical conduct, and community engagement.
- Capacities and Culture** - Drive internal awareness, training, and capability building so that ESG responsibilities are understood and owned across teams.
- Performance Management** - Set targets, track KPIs, and benchmark results against industry standards to ensure accountability and continuous improvement.
- Disclosure and Assurance** - Prepare ESG disclosures and submit them to the Board, ensuring the reports present a true and fair view of performance and commitments.

How ESG Gets Integrated into Daily Operations

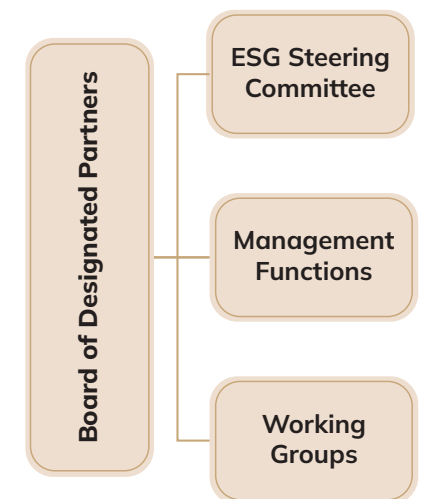
To make ESG part of everyday practice, the Committee works in lockstep with operations, procurement, HR, compliance, and other core functions. This collaboration ensures that sustainability requirements inform vendor selection, capital planning, asset maintenance, employee experience, and compliance workflows. The Committee also engages external sustainability advisors to stay aligned to emerging global standards and best practices, bringing outside perspective into internal decision making.

All ESG disclosures undergo a formal review by the ESG Committee before going to the Board. This two-step oversight strengthens the reliability of reported data and the clarity of narrative, and it keeps disclosures responsive to stakeholder expectations.

Building Capability: Training and Continuous Learning

To uphold effective governance, Board members and ESG Committee members participate in recurring training and workshops on ESG risks, evolving regulations, and reporting norms. These sessions sharpen collective understanding, build shared vocabulary across teams, and reinforce the expectation that ESG performance is a leadership responsibility, not a back-office task.

"ESG at Bagmane is not a program on the side. It is how strategy is executed, how risk is managed, and how value is created."



Ethics in Practice: Conduct, Compliance, and Accountability

GRI Disclosure 2-15

GRI Disclosure 2-23

GRI Disclosure 2-24

Bagmane’s approach to business ethics is grounded in a simple idea: doing the right thing is a daily discipline. Our policies and controls establish clear standards of behavior for everyone across the company, including directors, employees, contractors, and partners. Our leadership ensures these standards are upheld and that the entire organization remains accountable for meeting them. Ethics informs us how we make decisions, how we engage with stakeholders, how we safeguard information, and how we disclose our performance.

Our Code of Conduct: Standards Everyone Lives By

Our Code of Conduct sets clear expectations for conflict-of-interest avoidance, responsible asset use, confidentiality, accurate expense reporting, respect for IP, and fair dealing with employees, suppliers, and partners. It integrates allied controls covering prevention of sexual harassment (PoSH), whistleblowing, anti-bribery and anti-corruption (ABAC), antitrust and anti-competitive practices, and controls relating to money-laundering and insider-trading. The Code is reinforced through training, leadership messaging, and enforcement protocols, with disciplinary action for violations.

What the Code Requires

- **Avoid conflicts of interest** - Directors and senior management proactively identify personal interests that could interfere with Bagmane’s interests. Investments or relationships with customers, suppliers, or competitors are carefully assessed to ensure they do not compromise professional judgment or decision integrity.
- **Use company assets responsibly and protect confidentiality** - Company facilities, systems, and information are used for legitimate business purposes. Confidential and strategic information is safeguarded and never disclosed without authorization. Email and intranet are used professionally, and inappropriate content or browsing is prohibited.
- **Submit accurate expenses and financial claims** - Only necessary and authorized expenses are reimbursed. Employees submit timely, accurate expense reports; approvers verify compliance. False or misleading claims are subject to disciplinary action.
- **Respect intellectual property** - We protect our intellectual property and respect that of others, including copyrights, patents, trade secrets, and trademarks. Any misuse of corporate logos or materials is reported to Legal without delay.
- **Treat employees, suppliers, and partners fairly**- We provide a respectable workplace with equal opportunities based on merit and open communication. We maintain strong, fair relationships with suppliers and partners without discrimination or deception.

Anti Bribery and Anti Corruption: Zero Tolerance, Clear Controls[

(GRI Disclosure 205-1

Disclosure 205-3)

Bribery and corruption have no place at Bagmane. Our Anti Bribery and Anti Corruption Policy prevent, detects, and addresses unethical conduct in operations and business relationships. We conduct periodic enterprise level assessments to evaluate exposure and strengthen controls. In the current reporting period, no incidents of corruption were observed across operations or partner relationships.

Training and Awareness: Building an Ethics First Culture

(GRI Disclosure 205-2

GRI Disclosure 2-23)

Ethics is learned, reinforced, and refreshed. We deliver structured training that aligns with our governance framework and industry best practices, including:

- Code of Conduct
- Prevention of Sexual Harassment (PoSH)
- Anti Money Laundering (AML)
- Anti Bribery and Anti Corruption (ABAC)

Coverage and Completion (FY 2025-26):

- 100% of permanent employees were provided with access to the training modules.
- 61% of employees successfully completed the training, strengthening understanding of ethical responsibilities and regulatory obligations.

Training program	No. of employees completed training	Percentage of employees completed training
Anti-Bribery and Anti-Corruption	243	64%
Code of Conduct	232	61%
Prevention of Sexual Harassment	237	62%
Anti-Money Laundering	246	65%

We continue to expand participation and completion rates through refresher modules, leadership messaging, and new joiner onboarding.

Speak Up, Safely: Whistleblower and Grievance Channels

(GRI Disclosure 2-16

GRI Disclosure 2-25

GRI Disclosure 2-26)

At Bagmane, we uphold the highest standards of ethics, transparency, and accountability through a structured and robust governance framework. We maintain a Whistleblower Policy that enables employees to confidentially report any concerns related to professional conduct, ethics, or policy violations. Complementing this, our Grievance Redressal Mechanism provides a formal platform for stakeholders, including employees, partners, and communities to raise concerns regarding business practices and ESG commitments.

Grievances can be submitted confidentially through our official channel at escalations@bagmanegroup.com, through direct reporting to HR or senior management, or via an anonymous drop box at our head office. All concerns are addressed with impartiality, fairness, and confidentiality, ensuring timely and appropriate resolution.

Our approach integrates stakeholder feedback into decision-making processes, with all grievances reviewed by the ESG and governance team to ensure alignment with internal policies, regulatory requirements, and global standards. Where required, corrective and remedial actions are implemented, particularly for matters related to governance, ethics, and sustainability. During the reporting period, no grievances were reported. We remain committed to continuous improvement and transparent reporting to further strengthen stakeholder trust and accountability.

Digital Transformation of ESG Data Management

To improve data quality, auditability, and reporting efficiency, Bagmane has onboarded a GRI accredited and IFRS certified ESG Accelerator platform which is now fully integrated into our sustainability data management processes. The platform enables centralized ESG data capture, streamlines workflow management, and supports comprehensive tracking of material indicators, including Scope 3 emissions. With automated consolidation and validation features, it enhances our ability to monitor progress against targets, benchmark performance with industry standards, and maintain high levels of data accuracy. The system also strengthens the consistency and reliability of our disclosures across reporting cycles.

This investment reinforces our commitment to transparency and continuous improvement in ESG performance.



Regulatory Compliance and Corporate Integrity

GRI Disclosure 2-27

Bagmane's statutory compliance framework is designed to ensure that every aspect of our operations aligns with the legal, regulatory, and ethical expectations that govern our industry. Compliance is not treated as an endpoint but as a continuous discipline embedded into daily decision making. By integrating legal obligations with our broader governance systems, we maintain transparency, strengthen stakeholder confidence, and uphold our commitment to responsible business conduct.

Environmental Compliance: Operating with Responsibility and Precision

Bagmane places strong emphasis on meeting and exceeding environmental regulatory requirements across all its sites and business activities. As part of this commitment, the organization secures all mandatory approvals and certifications before commencing or expanding operations. These include Consent to Establish and Consent to Operate issued under regulations relating to air quality, water management, hazardous waste, e-waste, and battery waste. Required filings are submitted at prescribed intervals to the Karnataka State Pollution Control Board (KSPCB), demonstrating ongoing adherence to statutory norms and environmental best practices.

Our operational reliability is further reinforced through adherence to globally recognized management standards. Bagmane maintains certifications under ISO 9001 (Quality Management), ISO 14001 (Environmental Management), and ISO 45001 (Occupational Health and Safety Management). These certifications reflect our systematic approach to quality, environmental performance, and employee safety.

Throughout the reporting year, Bagmane sustained a clean compliance record, with no fines, penalties, or notices issued for any environmental violations. This performance underscores our commitment to operating responsibly, minimizing environmental impacts, and ensuring full conformity with regulatory expectations.

Socio-Economic Compliance: Upholding Fairness, Equity, and Legal Assurance

(GRI Disclosure 415-1)

Our socio economic compliance practices ensure that all employees and contract workers are treated fairly, compensated accurately, and protected under prevailing labor laws. Bagmane complies rigorously with statutory requirements related to wages, minimum wage thresholds, overtime payments, social security provisions, and maternity entitlements. Regular audits and compliance reviews are carried out to ensure alignment with all applicable norms and to promptly address any gaps identified.

Bagmane follows a strict policy of non engagement in political contributions or influence based activities. We do not fund political parties, electoral campaigns, lobbyists, trade associations, or tax exempt organizations that engage

in policy advocacy. This ensures that the company operates independently of political agendas and maintains neutrality in matters of public governance.

Marketing, advertising, and public communications also follow relevant regulatory guidelines. During the reporting period, the organization recorded no instances of non compliance with socio economic, marketing, or advertising regulations. Additionally, Bagmane did not incur any fines, penalties, or sanctions related to statutory obligations.

We also confirm that there were no legal proceedings either ongoing or settled concerning anti competitive behavior, anti trust matters, or monopoly related violations.



Risk Management

At Bagmane, we maintain a disciplined and future focused approach to managing risks across the organization. Rather than treating risk as a reactive exercise, we integrate it into everyday operations, strategic planning, and stakeholder engagement. This allows us to stay alert to shifts in our operating environment whether financial, regulatory, or operational and respond in ways that strengthen long term performance and resilience.

Our risk framework emphasizes anticipation, preparedness, and continual improvement. Teams across departments actively participate in identifying potential exposures and shaping the actions needed to manage them responsibly.

Governance and Oversight

Risk governance is anchored by the Risk Management Committee (RMC), which convenes at least annually and more frequently as conditions warrant, to review the risk universe, control effectiveness, and mitigation progress across functions. Independent audits and scenario-assessments supplement management reviews and inform leadership dashboards for decision-making.

The risk committee's scope of responsibilities includes:

- Providing strategic guidance on how risks should be assessed and prioritized.
- Reviewing the strength and effectiveness of internal control systems.
- Tracking progress on mitigation plans developed across business functions.
- Supporting teams in interpreting regulatory expectations.
- Ensuring that risk related decisions support the company's broader corporate objectives and stakeholder commitments.

Our Risk Landscape

Our risk universe spans investment related, operational, financial, and compliance exposures. The organization continuously evaluates these categories to ensure that mitigation measures remain effective as the business environment evolves

	Potential Exposure	How We Manage It
Investment Risk	<ul style="list-style-type: none"> • Shifts in market performance that influence investment returns • Rapid changes in real estate market cycles • Reliance on financing sources • Suboptimal allocation of capital 	<ul style="list-style-type: none"> • Maintaining a diversified investment approach • Monitoring investment trends, financing behaviors, and macroeconomic signals • Following regulatory requirements related to financial and investment activities
Real Estate & Operational Risk	<ul style="list-style-type: none"> • Variations in property valuation accuracy • Regulatory adjustments affecting construction and development timelines • Unexpected interruptions in project execution 	<ul style="list-style-type: none"> • Conducting structured property reviews using benchmark aligned methodologies • Strengthening quality controls throughout development and operations • Applying industry recognized crisis response and recovery protocols
Financial & Liquidity Risk	<ul style="list-style-type: none"> • Cash flow irregularities and liquidity pressures • Need for prudent financial planning • Compliance obligations relating to reporting and taxation 	<ul style="list-style-type: none"> • Enforcing disciplined budgeting, forecasting, and cash management • Running stress testing exercises to evaluate financial resilience • Ensuring complete adherence to regulatory and disclosure standards
Regulatory & Compliance Risk	<ul style="list-style-type: none"> • Gaps in statutory compliance • Risks associated with governance and transparency requirements • Insufficient oversight of internal procedures 	<ul style="list-style-type: none"> • Ongoing monitoring of regulatory changes and compliance expectations • Reinforcing governance practices and ensuring transparency in disclosures • Conducting regular audits that align with real estate sector benchmarks

Approach to Identification and Mitigation

Risk identification is a shared responsibility across business units. Leaders and functional teams collaborate through structured assessments, review processes, and periodic evaluations to surface emerging issues. The insights gathered are used to refine mitigation measures and maintain readiness across operations. This integrated model ensures that risk identification is not confined to senior management alone; it is supported by professionals at multiple levels who have visibility into day to day processes.

Monitoring and Reporting

The RMC ensures continuous tracking of key risk indicators and oversees the actions taken to maintain control effectiveness. Independent audits, scenario assessments, and third party reviews contribute to an accurate picture of the organization's risk posture. Insights are consolidated and discussed to support informed decision making at leadership levels.

Our employees are also regularly encouraged to escalate concerns, participate in training, and stay engaged with updates to policies or procedures. This strengthens our ability to anticipate challenges early and respond thoughtfully.



Data Privacy and Security

Disclosure 418-1

Safeguarding digital information is a key priority at Bagmane, particularly as the use of digital tools, remote access systems, and technology-enabled operations continues to grow. We handle significant volumes of stakeholder data across our platforms, making robust data protection essential to maintaining trust and ensuring business continuity. We have implemented strong security measures to prevent unauthorized access, data loss, or cyber threats. During the reporting period, we recorded zero data breaches, reflecting the effectiveness of our controls and our commitment to maintaining the highest standards of data security and confidentiality.

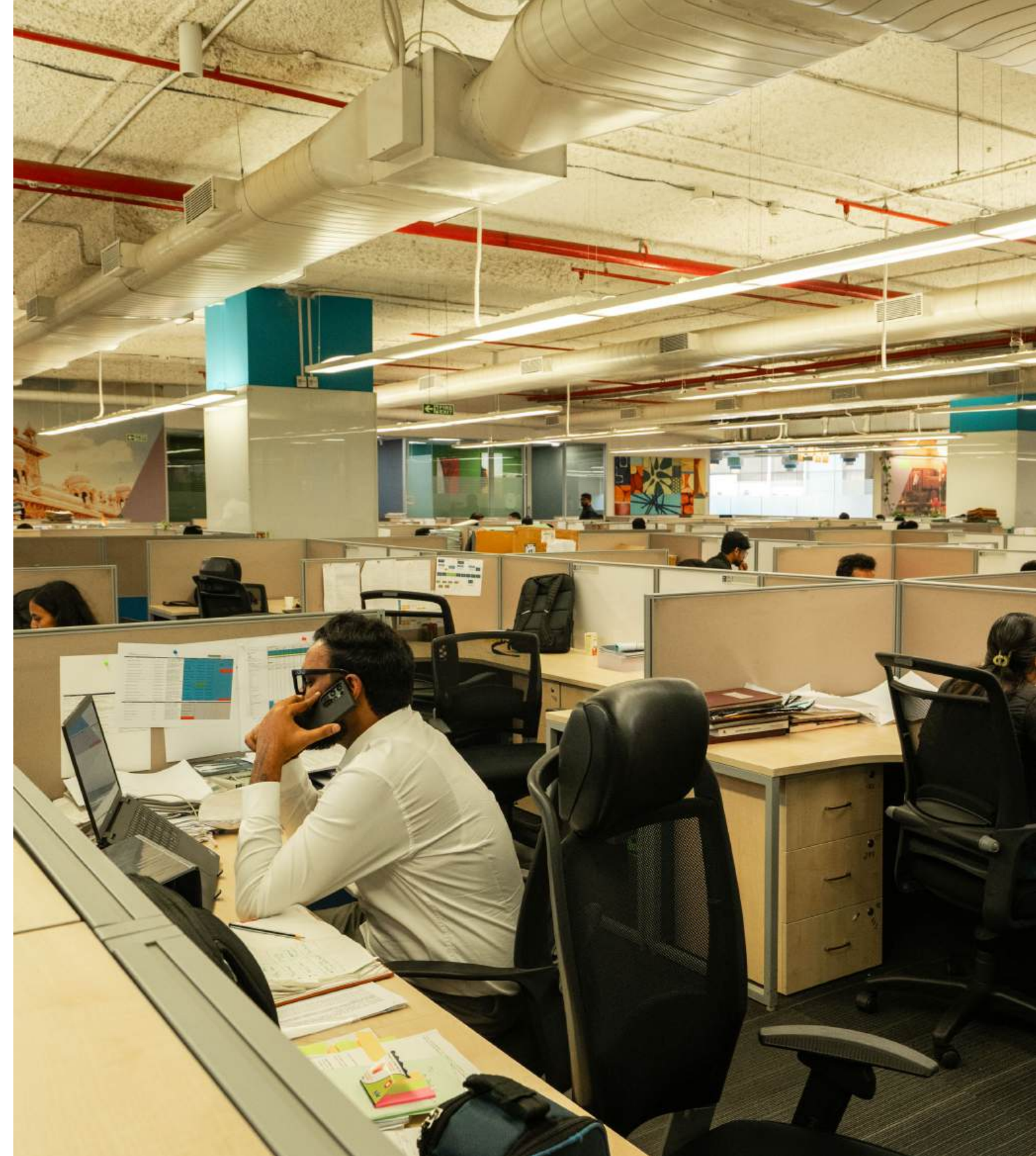
Privacy Governance and Policy Framework

Our data privacy framework is structured around internationally recognized standards, which guide how we secure personal and business critical information. The policy outlines principles for responsible data handling, defines security expectations for employees, and establishes clear procedures for reporting and managing anomalies.

Key features of our privacy governance include:

- Proactive cyber risk assessments to identify weak points and design preventive measures.
- Clear privacy protocols to ensure data is collected, processed, and stored responsibly.
- Mandatory cybersecurity awareness programs that help employees recognize suspicious activities, understand their responsibilities, and stay informed about evolving threats.
- Centralized oversight by the IT function, which ensures effective implementation of safeguards and compliance with relevant privacy regulations.

To explore our broader Governance commitments in detail, refer to our full Governance Policy using the link: [governance_policy.pdf](#)





Climate Change

Climate change is integrated into how we plan, invest, and operate our campuses. We have committed to the Science Based Targets initiative (SBTi) to achieve net-zero emissions. We have committed to reducing Scope 1, 2, and 3 greenhouse gas emissions to reach Net-Zero by 2050, aligning their decarbonization pathway with the Paris Agreement's 1.5°C target. We have also performed analysis to apply climate scenarios to understand both physical and transition exposures across our key locations. Insights from this analysis inform design briefs, enterprise risk registers, capital planning, lifecycle cost modeling, and insurance discussions so that assets remain resilient and competitive over different time horizons. The assessment spans our locations in Bengaluru, Chennai, Delhi, and Hyderabad, ensuring decisions are grounded in local risk context as well as global pathways.

Governance

Climate action is overseen by the Board as part of our broader ESG responsibilities. A Board constituted Risk Management Committee evaluates climate exposures and escalates key findings to the Board. Day to day implementation is driven by our ESG Steering Committee and the ESG team, led by the Head - Sustainability, with senior management embedding climate considerations into operations and investment decisions. Directors and executives receive periodic briefings and training on climate topics to keep governance current.



Risk Management

We use climate scenarios to surface physical and transition exposures across our portfolio and map them to short, medium, and long term horizons. Results are translated in a manner that risk owners can plan and track actions.

Key risks we monitor

Physical risks

- Exposure to heat waves impacting human health and safety, equipment reliability, and building performance.
- Heavy rainfall and flooding with potential for material damage, service disruption, and increased maintenance and insurance exposure.
- Water stress affecting continuity of supply and service delivery.
- Air quality with possible scheduling and comfort impacts.

Transition risks

- Policy and regulation (evolving codes on resilience, construction and demolition, and disclosure expectations).
- Market shifts (demand for efficient, certified buildings and the need for upgrades or retrofits).
- Technology transition (adoption of lower carbon materials, efficient systems, and digital tools).
- Reputation and transparency (expectations for credible ESG reporting and stakeholder engagement).

How we embed risk into decisions

- Planning and site selection: climate risk maps and resilience metrics guide development away from high risk zones where feasible.
- Design and construction: project briefs reflect scenario insights; teams apply climate adaptive principles and specify lower carbon materials where appropriate to enhance durability and reduce lifecycle impacts.
- Operations and finance: risk analysis output informs capex sequencing, lifecycle modeling, and insurance strategies; progress is reviewed through governance forums.

Strategy

Our strategy focuses on four themes:



Insights from climate analysis are integrated into site planning, project design, procurement choices, and in use operations so that assets remain resilient and competitive.

Scenario Analysis

We use two complementary pathways to inform decisions across short, medium, and long term horizons. For physical risk, we rely on the IPCC SSP5 RCP 8.5 pathway to stress test potential exposure to heat, intense rainfall and flooding, and water stress at our locations. For transition risk, we reference the IEA Net Zero pathway to examine the potential implications of evolving policy and regulation, market preferences for efficient and certified assets, technology adoption, and expectations for transparent reporting. The scenario set and conclusions are unchanged this year and continue to guide our approach.

Physical scenario: IPCC SSP5–RCP 8.5

Stress test for heat, intense rainfall and flooding, and water scarcity across Bengaluru, Chennai, Delhi, and Hyderabad.

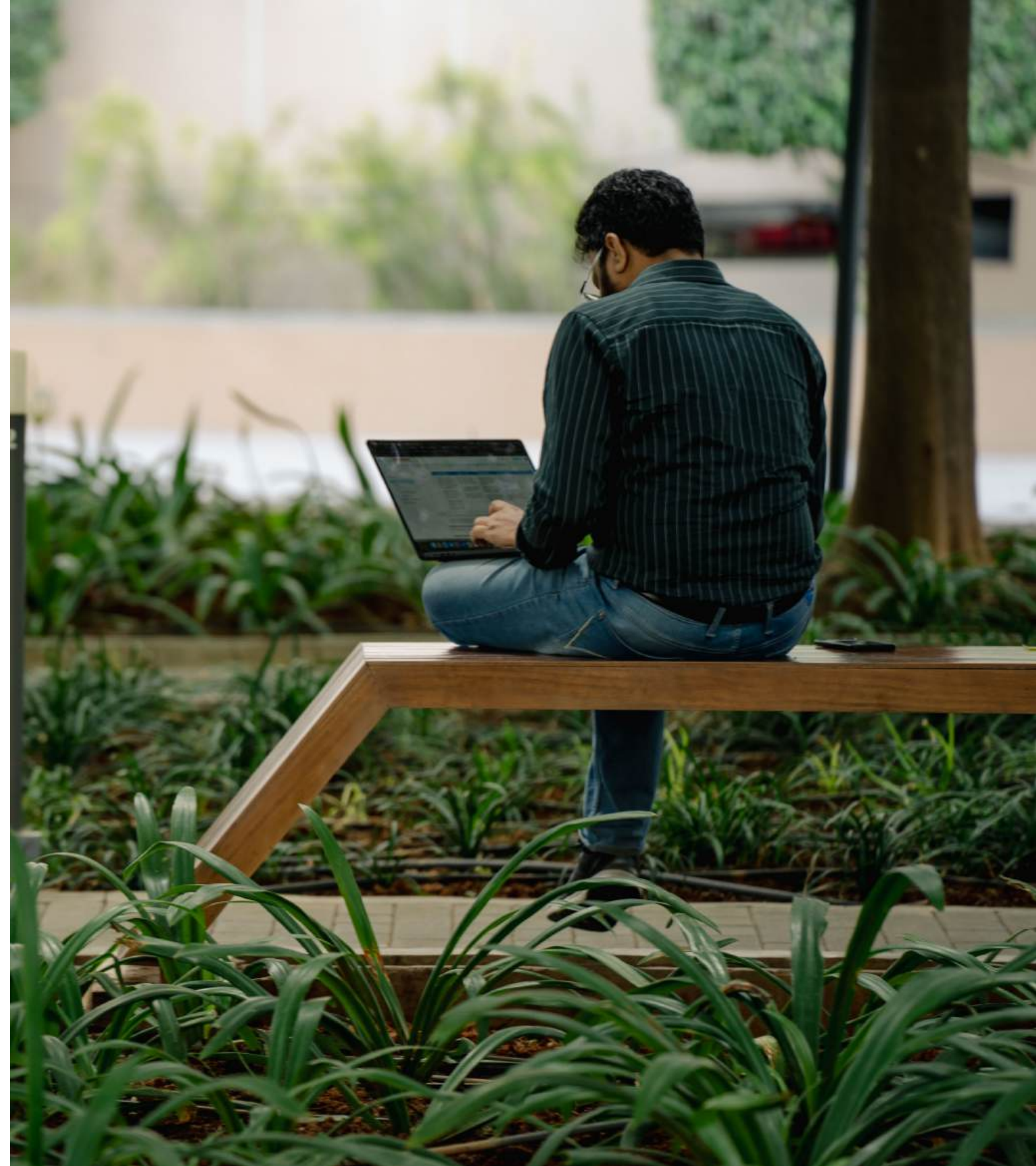
Transition scenario: IEA Net Zero (NZE)

Lens on policy and regulatory change, market preference for efficient certified assets, technology shifts, and transparency.

Metrics and Targets

We track energy and water use, waste, greenhouse gas emissions, and green building certifications across the portfolio. Scope 1 and Scope 2 emissions are reported, and Scope 3 coverage is being enhanced for relevant upstream and downstream activities. We are advancing real time operational monitoring for assets. Our decarbonization pathway is anchored by our commitment to the Science Based Targets initiative and a Net Zero objective with phased milestones.

For a deeper overview on our disclosures and scenario assumptions, refer to our TCFD Report: [Disclosures in alignment with the Recommendations of Task Force on Climate related Financial Disclosures \(TCFD\)](#).



Our Net-Zero Ambition

At Bagmane, we are committed to aligning our growth with a low-carbon future. We have established a net-zero ambition across our value chain by FY2050, covering scope 1, 2, and 3 greenhouse gas (GHG) emissions. Our approach is aligned with a 1.5°C pathway and SBTi principles, ensuring that our targets are science-based, measurable, and consistent with global climate goals.

As part of our near-term targets, we aim to significantly reduce operational emissions from our owned and leased buildings. By FY2034, we target an 83.2% reduction in scope 1, 2, and 3 in-use operational emissions (per m²) from a FY2024 base year, including emissions from downstream leased assets. In addition, we are addressing embodied carbon by targeting a 60.2% reduction in upfront embodied scope 3 emissions (per m²) associated with new developments (capital goods) within the same timeframe. To further support decarbonization, we commit to not installing any new fossil fuel-based equipment that is owned or financially controlled by the company across our building portfolio from December 31, 2029, onward.

Looking ahead, our long-term targets reinforce this ambition. By FY2040, we aim to achieve a 98.2% reduction in operational emissions (scope 1, 2, and 3, per m²) compared to the FY2024 baseline. Additionally, we target a 97.8% reduction in upfront embodied emissions (scope 3, per m²) in new buildings by FY2050.

Through this structured and phased approach, we are embedding decarbonization into design, construction, and operations, while driving innovation, efficiency, and resilience across our portfolio. Our net-zero roadmap reflects our commitment to climate leadership and responsible infrastructure development.



CDP Climate Change Disclosure and Renewable Energy Transition (RE100)

We have strengthened our commitment to climate transparency through our participation in the CDP Climate Change questionnaire for FY 2024–25, with a focused emphasis on renewable energy transition in alignment with RE100 principles. Through this disclosure, we have detailed our climate governance framework, including Board and management oversight of climate-related risks and opportunities, and integrated these considerations into our enterprise risk management processes. We have comprehensively assessed our Scope 1 and Scope 2 greenhouse gas emissions, along with progressing our understanding and disclosure of key Scope 3 categories to capture value chain impacts.

Our CDP response highlights our decarbonization roadmap, with renewable energy adoption as a key lever to reduce operational emissions. We have outlined our targets toward increasing the share of renewable electricity consumption, with a long-term ambition to source 100% renewable electricity by 2030 in line with RE100 commitments. We have also detailed our renewable energy procurement strategy through on-site solar installations along with progress achieved during the reporting year. Additionally, we have provided insights into supply chain engagement and other Scope 3 reduction initiatives to drive emissions reductions beyond our direct operations. Through this focused engagement, we aim to accelerate our transition to low-carbon operations, strengthen energy resilience, and contribute meaningfully to global climate goals. Aligned with our RE100 commitment, we achieved 92% renewable electricity consumption (Scope 2) across our operations in FY 2025-26, reflecting significant progress towards our goal of sourcing 100% renewable electricity by 2030.



GRI Content Index

Statement of use	Bagmane Realty and Infrastructure LLP has reported in accordance with the GRI Standards for the period 1st April 2025 to 31st March 2026
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not applicable

GRI Standard	Disclosure	Justification for Omission / Remarks	Report Section	
GRI Standards 2021 - General Disclosures				
1. The organization and its reporting practices	2-1 Organizational details		Bagmane at a Glance	
	2-2 Entities included in the organization's sustainability reporting		About This Sustainability Report	
	2-3 Reporting period, frequency and contact point		About This Sustainability Report	
	2-4 Restatements of information		About This Sustainability Report	
	2-5 External assurance		About This Sustainability Report	
	2-6 Activities, value chain and other business relationships		Bagmane at a Glance	

2. Activities and workers	2-7 Employees		Sustainability Report: Diversity, Equity and Inclusion ESG Databook: Diversity, Equity, and Inclusion	
	2-8 Workers who are not employees		Diversity, Equity and Inclusion	
	2-9 Governance structure and composition		Corporate Governance and Oversight	
3. Governance	2-10 Nomination and selection of the highest governance body	The selection of the highest governance body is executed via LLP agreement therefore as a privately held entity, the standard nomination and selection processes are not applicable.		
	2-11 Chair of the highest governance body		Corporate Governance and Oversight	
	2-12 Role of the highest governance body in overseeing the management of impacts		ESG Governance: From Strategy to Execution	
	2-13 Delegation of responsibility for managing impacts		ESG Governance: From Strategy to Execution	
	2-14 Role of the highest governance body in sustainability reporting		ESG Governance: From Strategy to Execution	
	2-15 Conflicts of interest		Ethics in Practice: Conduct, Compliance, and Accountability	
	2-16 Communication of critical concerns		Ethics in Practice: Conduct, Compliance, and Accountability	
	2-17 Collective knowledge of the highest governance body		ESG Governance: From Strategy to Execution	

GRI Standard	Disclosure	Omission / Remarks	Report Section	Page No
3. Governance	2-18 Evaluation of the performance of the highest governance body		Corporate Governance and Oversight	
	2-19 Remuneration policies		Corporate Governance and Oversight	
	2-20 Process to determine remuneration		Corporate Governance and Oversight	
	2-21 Annual total compensation ratio		ESG Databook: Diversity, Equity, and Inclusion	
4. Strategy, policies and practices	2-22 Statement on sustainable development strategy		Message from Managing Director	
	2-23 Policy commitments		Ethics in Practice: Conduct, Compliance, and Accountability	
	2-24 Embedding policy commitments		Ethics in Practice: Conduct, Compliance, and Accountability	
	2-25 Processes to remediate negative impacts		Ethics in Practice: Conduct, Compliance, and Accountability	
	2-26 Mechanisms for seeking advice and raising concerns		Ethics in Practice: Conduct, Compliance, and Accountability	
	2-27 Compliance with laws and regulations		Regulatory Compliance and Corporate Integrity	
	2-28 Membership associations		Industry Associations	
	2-29 Approach to stakeholder engagement		Materiality at Bagmane	
5. Stakeholder engagement	2-30 Collective bargaining agreements	Collective bargaining is not applicable for BRILLP, as the employees on its payroll are white collared employees and not represented by any trade unions		

GRI Standard	Disclosure	Omission / Remarks	Report Section	Page No
GRI Standards 2021 - Material Topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics		Materiality at Bagmane	
	3-2 List of material topics		Materiality at Bagmane	
	3-3 Management of material topics		Materiality at Bagmane	
GRI Standards 2021 - Economic Performance				
Economic performance				
Direct economic value	201-1 Direct economic value generated and distributed		ESG Databook: Economic Performance	
	201-2 Financial implications and other risks and opportunities due to climate change		Climate Change	
	201-3 Defined benefit plan obligations and other retirement plans	Not applicable, as we do not operate defined benefit plans or similar retirement schemes during the reporting period		
	201-4 Financial assistance received from Government	Not applicable as no financial assistance received from government		
Indirect economic impacts	203-1 Infrastructure investments and services supported		Community Investment & Social Impact	
	203-2 Significant indirect economic impacts		Community Investment & Social Impact	
Procurement practices	204-1 Proportion of spending on local suppliers		ESG Databook: Diversity, Equity, and Inclusion	
Ethical business conduct				
Anti-Corruption	205-1 Operations assessed for risk related to corruption		Ethics in Practice: Conduct, Compliance, and Accountability	
	205-2 Communication and training about anti-corruption policies and procedures		Ethics in Practice: Conduct, Compliance, and Accountability	
	205-3 Confirmed incidents of corruption and actions taken		Ethics in Practice: Conduct, Compliance, and Accountability	
Ethical business conduct				

GRI Standard	Disclosure	Omission / Remarks	Report Section	Page No
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices		Regulatory Compliance and Corporate Integrity	
GRI Standards 2021: Environmental Disclosures				
Energy efficiency and GHG emissions				
Energy 2016	302-1 Energy consumption within the organization		ESG Databook: Energy Management	
	302-2 Energy consumption outside of the organization		ESG Databook: Energy Management	
	302-3 Energy intensity		ESG Databook: Energy Management	
	302-4 Reduction of energy consumption		Energy Management	
	302-5 Reduction in energy requirements for products and services		Energy Management	
Water management				
Water and Effluents 2018	303-1 Interactions with water as a shared resource		Water Management	
	303-2 Management of water discharge-related impacts		Water Management	
	303-3 Water withdrawal		ESG Databook: Water Management	
	303-4 Water discharge		ESG Databook: Water Management	
	303-5 Water Consumption		ESG Databook: Water Management	
Biodiversity				
Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		Biodiversity in Action	
	304-2 Significant impacts of activities, products and services on biodiversity		Biodiversity in Action	
	304-3 Habitats protected or restored		Biodiversity in Action	

GRI Standard	Disclosure	Justification for Omission / Remarks	Report Section	No	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		Biodiversity in Action		
Energy efficiency and GHG emissions					
Emissions 2016	305-1 Direct (Scope 1) GHG emissions		ESG Databook: Emissions Management		
	305-2 Energy indirect (Scope 2) GHG emissions		ESG Databook: Emissions Management		
	305-2 Other indirect (Scope 3) GHG emissions		ESG Databook: Emissions Management		
	305-4 GHG emissions intensity		ESG Databook: Emissions Management		
	305-5 Reduction of GHG emissions		Emissions Management		
	305-6 Emissions of ozone-depleting substances (ODS)	Not applicable, as we do not use or emit ozone-depleting substances (ODS) in our operations. The refrigerants used such as R134a and R410a, are hydrofluorocarbons (HFCs) with zero ozone depletion potential.			
	305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x) and other significant air emissions		Emissions management		
Waste management					
Waste 2020	306-1 Waste generation and significant waste-related impacts		Waste Management		
	306-2 Management of significant waste-related impacts		Waste Management		
	306-3 Waste generated		ESG Databook: Waste Management		
	306-4 Waste diverted from disposal		ESG Databook: Waste Management		
	306-5 Waste directed to disposal		Waste Management		
Supply chain sustainability					

GRI Standard	Disclosure	Omission / Remarks	Report Section	Page No
308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria		Sustainable Supply Chain	
	308-2 Negative environmental impacts in the supply chain and actions taken		Sustainable Supply Chain	
Social Disclosures				
Talent Attraction, Retention & Upskilling/ Development				
Employment 2016	401-1 New employee hires and employee turnover		ESG Databook: Diversity, Equity and Inclusion	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		Employee Wellness & Engagement	
	401-3 Parental leave		ESG Databook: Diversity, Equity and Inclusion	
Talent Attraction, Retention & Upskilling/ Development				
Labor /Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Not applicable, as Bagmane's leasing and business park operations do not involve significant operational changes requiring defined minimum notice periods.	-	
Employee Health, Safety & Wellbeing				
Occupational Health and Safety 2018	403-1 Occupational health and safety management system		Occupational Health and Safety	
	403-2 Hazard identification, risk assessment and incident investigation		Occupational Health and Safety	
	403-3 Occupational health services		Occupational Health and Safety	

GRI Standard	Disclosure	Omission / Remarks	Report Section	Page No
Occupational Health and Safety 2018	403-4 Worker participation, consultation and communication on occupational health and safety		Occupational Health and Safety	
	403-5 Worker training on occupational health and safety		Occupational Health and Safety	
	403-6 Promotion of worker health		Occupational Health and Safety	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Not applicable, as our business relationships are not directly linked to occupational health		
	403-8 Workers covered by occupational health and safety management system	and safety impacts within our operations.	Occupational Health and Safety	
	403-9 Work-related injuries		Occupational Health and Safety	
	403-10 Work-related ill health		Occupational Health and Safety	
Talent Attraction, Retention & Upskilling/ Development				
Training & Education 2016	404-1 Average hours of training per year per employee		ESG Databook: Talent Development and Upskilling	
	404-2 Programs for upgrading employee skills and transition assistance programs		ESG Databook: Talent Development and Upskilling	
	404-3 Percentage of employees receiving regular performance and career development reviews		Employee Wellness & Engagement	
Diversity, Equity, and Inclusion				

GRI Standard	Disclosure	Omission / Remarks	Report Section	Page No
Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees		Diversity, Equity and Inclusion	
	405-2 Ratio of basic salary and remuneration of women to men		ESG Databook: Diversity, Equity, and Inclusion	
Ethical business conduct				
Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken		Human Rights	
Ethical business conduct				
Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor		Human Rights	
Ethical business conduct				
Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor		Human Rights	
Talent Attraction, Retention & Upskilling/ Development				
Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures		Human Rights	
Corporate social responsibility				
Local Communities 2016	413-1 Operations with local community engagement, impact assessments and development programs		Community Investment & Social Impact	

GRI Standard	Disclosure	Omission / Remarks	Report Section	Page No
	413-2 Operations with significant actual and potential negative impacts on local communities		Community Investment & Social Impact	
Supply chain sustainability				
Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria		Sustainable Supply Chain	
	414-2 Negative social impacts in the supply chain and actions taken		Sustainable Supply Chain	
Public policy				
Public policy	415-1 Political contributions		Regulatory Compliance and Corporate Integrity	
Data privacy and data security				
Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		Data Privacy and Security	

ESG DATA BOOK FY 2025-26

Our ESG Data Book provides a structured overview of Bagmane’s ESG performance, showcasing key metrics, initiatives, and year-on-year progress across environmental, social, and governance dimensions. Committed to fostering transparency and informed decision-making, we have designed this Data Book to reflect our dedication to continuous improvement and alignment with GRI standards.

1. Key Performance Indicators

1.1 Environment Management: Actions for a Better and Renewable Future

Energy Management

GRI 302-1 to 302-4

Total energy consumption														
Parameter	UoM	BTP		BWTC		BCBP		BCTP		BSOC		BRBP		Remarks
		FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25	
Diesel	kWh	1984103.29	1822128.11	2002414.14	2421775.07	3395513.48	3362969.47	2514857.01	4366070.03	4593855.64	4254528.57	472259.34	-	Bagmane Rio Business Park became operational in FY 2025-26; hence, no data is available for FY 2024-25.
LPG	kWh	0.00	0.00	138779.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Grid Electricity of facility office - NRE	kWh	124703.37	293764.00	28264.00	317400.00	36677.00	34218.00	11774.26	29889.82	32534.66	32979.00	140050.00	-	
Offsite RE consumption of facility office	kWh	277464.15	0.00	0.00	0.00	0.00	0.00	5567.63	0.00	12879.40	0.00	4129975.20	-	
Onsite RE consumption of tenants	kWh	0.00	0.00	0.00	0.00	75372.00	121207.00	153223.00	0.00	0.00	0.00	0.00	0.00	
Offsite RE consumption of tenants	kWh	25232536.00	24979313.00	54998395.10	44604204.00	46899685.03	41619672.53	34468623.17	22241456.00	29506832.42	17346292.00	11445479.00	-	
Grid Electricity of tenants - NRE	kWh	33321940.50	64947720.00	47873569.60	56391924.00	29045578.70	24152982.47	17211683.45	17791301.00	7311644.52	14513327.52	400960.00	-	
Electricity consumed from DG sets of tenants	kWh	479985.10	0.00	418636.50	0.00	969443.00	0.00	562587.00	0.00	1387602.58	0.00	81390.00	-	
Total energy consumption (Asset-wise)	kWh	61420732.40	92042925.11	105460058.96	103449643.07	80422269.21	69291049.47	54928315.52	44428716.85	42845349.22	36147127.09	16670113.54	-	
RE percentage	%	41.53	27.14	52.15	43.12	58.41	60.24	63.04	50.06	68.90	47.99	93.43	-	

Energy Intensity			
Parameter	UoM	FY 2025-26	FY 2024-25
Total energy consumption	MWh	381753.73	345,354.52
Total area	sq.ft	30,971,468.20	29,310,505.20
Energy Intensity	MWh/sq.ft	0.012	0.01

Emission Management

GRI 305-1 to 305-4, 305-7

Scope 1 Emissions			
Asset name	UoM	FY 2025-26	FY 2024-25
BTP	tCO2e	1372.89	489.20
BWTC	tCO2e	568.90	803.07
BCBP	tCO2e	1290.71	913.83
BCTP	tCO2e	1688.38	1171.50
BSOC	tCO2e	1232.68	1141.97
BRBP	tCO2e	127.04	0.00
Total Scope 1 emissions	tCO2e	5290.59	4519.58

Scope 2 Emissions			
Asset name	UoM	FY 2025-26	FY 2024-25
BTP	tCO2e	88.54	213.57
BWTC	tCO2e	20.07	23.07
BCBP	tCO2e	26.04	24.88
BCTP	tCO2e	8.36	21.73
BSOC	tCO2e	23.10	20.38
BRBP	tCO2e	99.44	0.00
Total Scope 2 emissions	tCO2e	265.55	303.63

Scope 3 Emissions			
Scope 3 emission categories	UoM	FY 2025-26	FY 2024-25
Category 1 - Purchased Goods and Services	tCO2e	2106.38	2961.39
Category 2 - Capital Goods	tCO2e	41.20	22.90
Category 3 - Fuel and Energy-Related Activities	tCO2e	1042.57	1060.20
Category 5 - Waste Generated in Operations	tCO2e	182.69	36.04
Category 6 - Business Travel	tCO2e	194.33	150.22
Category 7 - Employee commute	tCO2e	262.53	613.70
Category 13 - Downstream Leased Assets	tCO2e	96126.32	129317.27
Total Scope 3 Emission	tCO2e	99956.02	134161.71

Emission Intensity			
Parameter	UoM	FY 2025-26	FY 2024-25
Total GHG emissions	tCO2e	105512.15	137935.19
Total area	sq.ft	30,971,468.20	28,265,305.20
Emission Intensity	tCO2e/sq.ft	0.0034	0.0049

Air Emissions								
Parameters	UoM	BTP	BWTC	BCBP	BCTP	BSOC	BRBP	Total Air Emissions
PM10	kg/yr	226.69	193.49	239.75	372.19	321.71	150.32	1504.15
SO2	kg/yr	60.28	49.55	64.08	100.10	85.26	40.22	399.50
NO2	kg/yr	334.14	203.73	273.67	360.81	341.55	168.10	1682.01
CO	kg/yr	338.70	244.88	360.16	429.96	385.99	194.45	1954.15

Water Management

GRI 303-3, 303-4, 303-5

Total Water Withdrawal and Consumption														
Sources of water withdrawal	UoM	BTP		BWTC		BCBP		BCTP		BSOC		BRBP		Remarks
		FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25	
Ground water	KL	139137.33	127417.18	41818.634	107386	13705.406	7752.17	23370.193	15489.289	28771.6	36279	3207	-	Bagmane Rio Business Park became operational in FY 2025-26; hence, no data is available for FY 2024-25.
Tanker water	KL	63719.549	54225.842	191891.3	148911	245698.74	184034.77	241198.03	205706.99	36495.519	56003.538	122262.83	-	
Drinking water	KL	365.474	365.0744	742.68	405.54	295.32	0	2261.271	307.12	149.26	214.0133	52.22	-	
Rainwater harvesting	KL	0	1403.8	0	9475.66	816.63	2427.41	0	3079.47	7182.827	30415.71	7257	-	
Total water withdrawal/consumption	KL	202322.35	183611.9	234452.61	266179.2	260516.1	194214.35	266829.49	224582.87	72599.206	122912.26	132778.05	-	
Total water recycled at operations	KL	219251.76	184766.34	378300.3	338972	366018.3	319359.22	338521.86	257571.96	195768.7	199387.25	86550.9	-	

Total Water Discharge		
Asset name	UoM	FY 2025-26
BTP	KL	15,722.00
BWTC	KL	27,391.00
BCBP	KL	43,670.09
BCTP	KL	49,938.88
BSOC	KL	21,809.76
BRBP	KL	25,561.60
Total water discharge	KL	184,093.33

Waste Management

GRI 306-3, 306-4

Total Hazardous Waste Generation														
Parameters	UoM	BTP		BWTC		BCBP		BCTP		BSOC		BRBP		Remarks
		FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25	
Used / Spent oil	KG	6011.733	6665.54	6138.16	7652.36	6765.2	6026.064	3587.04	3307.85	3175.5	2679.6	1337.7	-	Bagmane Rio Business Park became operational in FY 2025-26; hence, no data is available for FY 2024-25.
Filters contaminated with oil	KG	387.74	437.4	1790	2285	176	131	164.14	178.8	290.6	0	86.4	-	
Wastes / Residues containing Oil - Oil Soaked Cotton Waste	KG	103.5	102	107.445	164.32	5	0	19	42	145	78	4	-	
E-waste	KG	424.295	580.46	425.93	0	5255	4330	1827.49	0	193	460	0	-	
Battery Waste	KG	4015.16	5722.52	6618.8	3572.4	7840.12	8658	1144	3474.48	8838.51	3594.45	1301.84	-	
STP grease	KG	325360	347176	419456	477312	191200	171941	59800	94016	17600	12656	0	-	
Total Hazardous Waste Generation	KG	336302.43	360683.92	434536.34	490986.08	211241.32	191086.06	66541.67	101019.13	30242.61	19468.05	2729.34	-	

Total Non-hazardous Waste Generation														
Parameters	UoM	BTP		BWTC		BCBP		BCTP		BSOC		BRBP		Remarks
		FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25	
Waste Cardboards	KG	11450	7610	0	14150	4130	2200	0	155	0	0	0	-	Bagmane Rio Business Park became operational in FY 2025-26; hence, no data is available for FY 2024-25.
Metal Scrap (MS, GI, SS & Aluminium)	KG	87590	279270	3590	4870	56770	93560	0	2500	0	0	0	-	
Paper & Stationery / Shredding Paper, news paper	KG	145778	119388	556546	480351	1006886	292156	228999.52	50896	241827.25	279098.11	154252	-	
Glass	KG	0	0	0	0	6720	0	4	0	0	0	0	-	
Food Waste	KG	137401	111851	1215088	627655	1737897	477258	329457	45942	648785.09	508685.07	307054	-	
Plastic waste	KG	5400	2850	1130	2410	6340	5270	0	1120	0	0	0	-	
Garden Waste	KG	90907	195000	99837	111405	81716	66282	69040	97200	68325	130140	17970	-	
STP sludge	KG	126840.92	6859	80500	0	749100	13085	0	430	46178	23659	360000	-	
AHU filters	KG	0	0	0	0	770	0	4530	0	0	0	0	-	
Filters contaminated with dust	KG	0	0	0	0	0	0	16	0	0	0	0	-	
Total Non-hazardous Waste Generation	KG	605366.92	722828	1956691	1240841	3650329	950631	632046.52	198243	1005115.3	941582.18	839278	-	

Total Hazardous Waste diverted from Disposal													
Parameters	UoM	BTP		BWTC		BCBP		BCTP		BSOC		BRBP	
		FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Recycling	KG	336302.43	360683.92	434536.34	490986.08	211241.32	191086.06	66541.67	101019.13	30242.61	19468.05	2729.94	Not Applicable

Total Non-hazardous Waste diverted from Disposal													
Parameters	UoM	BTP		BWTC		BCBP		BCTP		BSOC		BRBP	
		FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Recycling	KG	377058.92	415977	641768	501781	1830716	407091	233549.52	55101	288005.25	302775.11	514254	0
Preparation for Re-use	KG	228308	306851	1314925	730080	1819613	543540	398407	143142	717110.09	638825.07	325024	0

1.2 Social Engagement: Responsible Commitment to Empowering People and Enriching Communities

Talent Development and Upskilling

GRI 404-1, 404-2

Average training hours per year per employee			
Financial Year	No. of employees	Total training hours	Average hours of training per year per employee
FY 2025-26	3386	131504	38.84
FY 2024-25	3158	130332	41.27

Programs for skill upgradation			
Category	UoM	FY 2025-26	FY 2024-25
Male	Nos	2308	2299
Female	Nos	614	504
Total	Nos	2922	2803

Employee Wellness & Engagement

GRI 401-2, 401-3, 404-3

Benefits provided to full-time employees that are not provided to temporary or part-time employees		
Category	Total Permanent Employees	Number of permanent employees covered as % of total permanent employees
Life insurance	379	100%
Health care	379	100%
Parental leave	379	100%
Casual leave	379	100%
Disability and invalidity coverage	379	100%
Transportation	379	100%

Parental Leave

Parental Leave				
Particulars	UoM	Permanent Employees		
		Male	Female	Total
Employees that were entitled to parental leave	Nos	333	46	379
Employees that availed parental leave	Nos	8	1	9
Employees that returned to work after parental leave ended in the current reporting period	Nos	8	1	9
Employees that returned to work after parental leave ended in the prior reporting period	Nos	10	1	11
Employees who continue to be with the organisation for 12 or more months after returning from parental/maternity leave	Nos	9	0	9
Employees Due for return-to-work after taking parental leave	Nos	8	0	8
Return to work rate of employees that took parental leave	%	100	NA	NA
Retention rate	%	90	0	NA

Diversity, Equity, and Inclusion

GRI 2-7, 2-8, 2-21, 401-1, 405-1, 405-2

Total Workforce

Diversity of Governance bodies				
Category		UoM	FY 2025-26	FY 2024-25
Age		Nos	2	2
Gender	Male	Nos	1	1
	Female	Nos	1	1
Nationality	Indian	Nos	2	2

Total employees by Gender						
Category		UoM	FY 2025-26		FY 2024-25	
			Male	Female	Male	Female
Permanent	Senior Management	Nos	32	5	33	5
	Middle Management	Nos	76	6	71	7
	Junior Management	Nos	225	35	217	28
Non-permanent	Contractual	Nos	2451	556	2293	504
Total employees by gender		Nos	2784	602	2614	544

Total employees by Age								
Category		UoM	FY 2025-26			FY 2024-25		
			<30	30-50	>50	<30	30-50	>50
Permanent	Senior Management	Nos	0	24	13	0	24	14
	Middle Management	Nos	0	71	11	0	68	10
	Junior Management	Nos	33	217	10	24	214	7
Non-permanent	Contractual	Nos	1321	1562	124	1256	1465	76
Total employees by age		Nos	1354	1874	158	1280	1771	107

Total employees by Region					
Category	UoM	FY 2025-26		FY 2024-25	
		Permanent	Non-permanent	Permanent	Non-permanent
National	Nos	378	3007	360	2797
International	Nos	1	0	1	0
Total employees by Region	Nos	379	3007	361	2797

New employee hiring

Total new joiners by Gender						
Category	UoM	FY 2025-26		FY 2024-25		
		Male	Female	Male	Female	
Permanent	Senior Management	Nos	6	2	4	1
	Middle Management	Nos	21	0	12	0
	Junior Management	Nos	42	10	60	6
Non-permanent	Contractual	Nos	1270	669	1821	607
Total new joiners by gender		Nos	1339	681	1897	614

Total new joiners by Age								
Category	UoM	FY 2025-26			FY 2024-25			
		<30	30-50	>50	<30	30-50	>50	
Permanent	Senior Management	Nos	0	5	3	0	4	1
	Middle Management	Nos	0	20	1	0	12	0
	Junior Management	Nos	14	38	0	13	53	0
Non-permanent	Contractual	Nos	957	904	78	1350	1030	48
Total new joiners by gender		Nos	971	967	82	1363	1099	49

Total new joiners by Region					
Category	UoM	FY 2025-26		FY 2024-25	
		Permanent	Non-permanent	Permanent	Non-permanent
National	Nos	80	1939	83	2428
International	Nos	1	0	0	0
Total employees by region	Nos	81	1939	83	2428

Employee Turnover

Employee turnover by Gender						
Category		UoM	FY 2025-26		FY 2024-25	
			Male	Female	Male	Female
Permanent	Senior Management	Nos	6	1	2	1
	Middle Management	Nos	18	2	10	1
	Junior Management	Nos	36	3	28	3
Non-permanent	Contractual	Nos	1216	732	1469	575
Employee turnover by Gender		Nos	1276	738	1509	580

Employee turnover by Age								
Category		UoM	FY 2025-26			FY 2024-25		
			<30	30-50	>50	<30	30-50	>50
Permanent	Senior Management	Nos	0	4	3	0	3	0
	Middle Management	Nos	0	19	1	0	9	2
	Junior Management	Nos	5	35	9	2	29	0
Non-permanent	Contractual	Nos	917	947	84	1010	994	40
Employee turnover by Age		Nos	922	1005	97	1012	1035	42

Differently abled workforce

Differently abled Workforce by Gender						
Category		UoM	FY 2025-26		FY 2024-25	
			Male	Female	Male	Female
Permanent	Senior Management	Nos	0	0	0	0
	Middle Management	Nos	0	0	1	0
	Junior Management	Nos	0	2	0	2
Non-permanent	Contractual	Nos	0	0	0	0
Differently abled Workforce by Gender		Nos	0	2	1	2

Differently abled workforce

Differently abled Workforce by Age								
Category		UoM	FY 2025-26			FY 2024-25		
			<30	30-50	>50	<30	30-50	>50
Permanent	Senior Management	Nos	0	0	0	0	0	0
	Middle Management	Nos	0	0	0	0	1	0
	Junior Management	Nos	2	0	0	2	0	0
Non-permanent	Contractual	Nos	0	0	0	0	0	0
Differently abled Workforce by Age		Nos	2	0	0	2	1	0

Basic salary and remuneration of women to men				
Category	FY 2025-26		FY 2024-25	
	Ratio of Remuneration paid of women to men	Ratio of Basic Salary paid of women to men	Ratio of Remuneration paid of women to men	Ratio of Basic Salary paid of women to men
Senior Management	0.60	0.57	0.90	1.05
Middle & Junior Management	0.85	0.84	0.93	0.92

Annual Total Compensation Ratio		
Particular	FY 2025-26	FY 2024-25
Ratio of total annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual)	31.01	23.09

Occupational Health and Safety

GRI 403-5

Safety training

Programs for health and safety			
Category	UoM	FY 2025-26	FY 2024-25
Male	Nos	2308	2299
Female	Nos	614	504
Total	Nos	2922	2803

Sustainable Supply Chain

GRI 204-1

Procurement from Local Suppliers	INR Million	
	FY 2025-26	FY 2024-25
Total procurement of goods and services	1148.55	1376.95

1.3 Economic Performance

Economic performance		
Particulars	UoM	FY 2025-26
Economic Value Generated	INR Million	45091.76
Economic Value Distributed	INR Million	12711.85
Economic Value Retained	INR Million	32379.91



Quantification Methodology

This chapter explains the methods used to calculate energy, emissions, freshwater consumption, waste calculations as reported in the Sustainability Report.

Energy calculation

1. Diesel Generator (DG) – Conversion from Liters to KWh

- Activity Data: Annual diesel consumption in liters

Formula:

$$\text{Energy (KWh)} = \text{Diesel Consumption (liters)} \times \text{Density (kg/L)} \times \text{NCV (GJ/kg)} \times 277.778$$

2. LPG – Conversion from kg to KWh

- Activity Data: Annual LPG consumption in kg

Formula:

$$\text{Energy (KWh)} = \text{LPG Consumption (kg)} \times \text{NCV (GJ/kg)} \times 277.778$$

3. Solar Energy – Energy Generated (in KWh)

4. Grid Electricity – Purchased Energy (in KWh)

Emission calculation

1. Scope 1: Direct Emissions

- Activity Data:
- Quantity of fuel consumed
- Type and quantity of refrigerants used
- Emission Factor Source: IPCC AR6 GWP, National Inventories

Formula:

$$\text{Emissions (kg CO}_2\text{e)} = \sum(\text{Fuel Quantity} \times \text{Fuel Emission Factor}) + (\text{Refrigerant Quantity} \times \text{GWP})$$

2. Scope 2: Indirect Emissions from Energy

- Activity Data:
- Electricity consumption (kWh)

Emission Factor Source: CO₂ Baseline Database for Indian Power Sector (2025)

Formula:

$$\text{Emissions (kg CO}_2\text{e)} = \text{Electricity Consumption (kWh)} \times \text{Grid Emission Factor (kg CO}_2\text{e/kWh)}$$

3. Scope 3: Other Indirect Emissions

Covers emissions from the value chain. Key categories and methods:

Category	Method	Activity Data	Emission Factor Source
Purchased Goods & Services	Spend-based	Amount spent	USEEIO 2022 (adjusted for inflation)
Capital Goods	Average data	Quantity purchased	Ecoinvent
Fuel & Energy-Related Activities	Average data	Fuel & electricity data	UK-BEIS 2025
Waste Generated	Waste-specific	Waste type & disposal method	UK-BEIS, US EPA (2025)
Business Travel	Distance/Spend-based	Distance or spend by mode	WBCSD GHG Protocol, IPCC AR6
Employee Commuting	Distance-based	Distance by mode of transport	WRI-2015-India Specific Road Transport Emission Factors GHG Protocol
Downstream Leased Assets	Average data	Tenant electricity & Scope 1 data	CO ₂ Baseline Database for Indian Power Sector (2025), IPCC AR6 GWP

Formula used

1. Purchased Goods & Services

$$\text{Emissions (kg CO}_2\text{e)} = \text{Amount Spent (₹)} \times \text{Emission Factor (kg CO}_2\text{e/₹)}$$

2. Capital Goods

$$\text{Emissions (kg CO}_2\text{e)} = \text{Quantity of Capital Goods} \times \text{Emission Factor (kg CO}_2\text{e/unit)}$$

3. Fuel & Energy-Related Activities

$$\text{Emissions (kg CO}_2\text{e)} = \sum(\text{Fuel Quantity} \times \text{Fuel Emission Factor}) + (\text{Electricity Consumption} \times \text{Electricity Emission Factor})$$

4. Waste Generated

$$\text{Emissions (kg CO}_2\text{e)} = \sum(\text{Waste Quantity} \times \text{Disposal Method Emission Factor})$$

5. Business Travel

$$\text{Emissions (kg CO}_2\text{e)} = \text{Amount Spent (₹)} \times \text{Emission Factor (kg CO}_2\text{e/₹)}$$

6. Employee Commuting

$$\text{Emissions (kg CO}_2\text{e)} = \text{Distance travelled (km)} \times (\text{No. of working days} \times 2)^* \times \text{Emission Factor (kg CO}_2\text{e/km)}$$

We calculated employee commuting emissions following the GHG Protocol Corporate Standard using a survey-based approach. Data from 251 employees on commuting distance, mode, and frequency was analyzed to estimate average emissions per employee and then extrapolated to the total headcount of employees.

**Since the distance-travelled is accounted for one-way travel, multiplying it with 2 to obtain the total distance travelled in a day.*

7. Downstream Leased Assets

Emissions (kg CO₂e)=(Electricity Consumption× Grid Emission Factor)+Reported Scope 1 Emissions

Water

We source water from three primary channels: groundwater, third-party supply (tanker water), and purchased drinking water. Also, rainwater is collected from rooftops and directed to sumps. Each campus is equipped with Sewage Treatment Plants (STPs) that recycle water for non-potable uses such as flushing, cooling towers, and landscaping. Water consumption is tracked through meter readings and invoices, managed via an internal system.

Rainwater Harvesting Potential (KL) is calculated using the formula:

Catchment Area (m²) × Runoff Coefficient × Average Annual Rainfall (m)

- Catchment Area is derived from the original architectural drawings of the building, specifically referencing the rooftop area.
- Runoff Coefficient is taken as 0.8, based on the Rooftop Rainwater Harvesting Guidelines outlined in Indian Standard IS 15797:2008.
- Average Annual Rainfall is considered as 787 mm (0.787 m), based on 115 years of rainfall data collected by the Indian Meteorological Department and the Directorate of Economics and Statistics – Karnataka, covering the period from 1901 to 2015.

Waste

We generate various types of waste, including general, hazardous, non-hazardous, electronic, and battery waste. Hazardous waste includes used oil, contaminated filters, oil-soaked cotton, and STP grease. Non-hazardous waste comprises cardboard, metal scrap, food waste, plastic, garden waste, STP sludge, and paper/stationery waste. Battery waste is managed through a vendor buy-back arrangement, while STP sludge is composted, and food waste is sent to piggeries.

Waste is sorted at source to prevent contamination, and authorized vendors are onboarded for disposal and recycling. For reporting, we have adopted a conservative approach, estimating that approximately 10% of waste is sent to landfill by vendors, with the rest reused or recycled.

HSE Data

Bagmane's Health, Safety, and Environment (HSE) policy is built on a zero-tolerance approach to work-related injuries and illnesses. A dedicated committee oversees HSE performance to ensure compliance and continuous improvement. We regularly review our HSE management system and implement new measures to enhance safety and reduce risks.

To strengthen emergency preparedness and safety awareness, we conduct comprehensive training programs including induction, First Aid, Fire Fighting, Disaster Management, Basic Life Support, and First Responder training. Training hours are calculated by dividing total hours conducted by the number of participating employees. All HSE data is consolidated from internal departmental reports.

We monitor safety performance using industry-standard metrics:

- LTIFR (Lost Time Injury Frequency Rate) = (Total lost time accidents × 10⁶) / Man-hours worked
- TRIFR (Total Recordable Injury Frequency Rate) = (Total medical injuries excluding fatalities × 10⁶) / Man-hours worked

HR Data

We ensure all new hires undergo induction training and maintains ongoing training programs tailored to the nature of each employee's role. In addition to role-specific training, all employees are required to complete mandatory modules covering human rights, anti-corruption, the Code of Conduct (CoC), and the Prevention of Sexual Harassment (PoSH).

Training effectiveness is tracked using the following formula:

Average training hours per employee = Total training hours for each employee category ÷ Total number of employees in that category.

List of Abbreviations

Abbreviations/Acronyms	Explanation
BCTP	Bagmane Capital Tech Park
BCBP	Bagmane Constellation Business Park
BTP	Bagmane Tech Park
BSC	British Safety Council
BSOC	Bagmane Solarium City
BWTC	Bagmane World Technology Centre
CEIG	Chief Electrical Inspector to Government
CIDC	Construction Industry Development Council
CII	Confederation of Indian Industries
CoC	Code of Conduct
CSAT	Customer Satisfaction score
CSR	Corporate Social Responsibility
DEI	Diversity, Equity, and Inclusion
EHS	Environment, Health, and Safety
ERM	Enterprise Risk Management
ESG	Environment Social Governance
FY	Fiscal Year
ICRA	Investment Information and Credit Rating Agency
GHG	Greenhouse Gases
GRI	Global Reporting Initiative
HIRA	Hazard Identification and Risk Assessment
IGBC	Indian Green Building Council
ILO	International Labour Organization
IPCC	Intergovernmental Panel on Climate Change
ISO	International Standards Organization
LTIFR	Lost Time Injury Frequency Rate
KPI	Key Performance Indicators
KRA	Key Result Areas

Abbreviations/Acronyms	Explanation
kWh	Kilo Watt Hours
KSPCB	Karnataka State Pollution Control Board
NPS	Net Promoter Score
LEED	Leadership in Energy and Environmental Design
Mn	Million
msqft	Million Square Feet
MT	Metric Tonnes
MW	Mega Watt
OHS	Occupational Health and Safety
OHSAS	Occupational Health and Safety Assessment Series
OHS MS	Occupational Health and Safety Management System
ORR	Outer Ring Road
PII	Personally Identifiable Information
PPE	Personal Protective Equipment
POSH	Prevention of Sexual Harassment
RCP	Representative Concentration Pathway
REIT	Real Estate Investment Trust
RMC	Risk Management Committee
RWH	Rainwater harvesting
SBTi	Science Based Targets initiative
SDGs	Sustainability Development Goals
SSP	Shared Socioeconomic Pathway
STP	Sewage Treatment Plants
Sq.Ft	Square Feet
TCFD	Task Force on Climate-related Financial Disclosures
tCO2e	Tonnes CO2 equivalent
UNGC	United Nations Global Compact
WELL	WELL Building Standard

Assurance Statement

TUVINDIA

INDEPENDENT ASSURANCE STATEMENT

To,
The Directors and Management
Bagmane Realty and Infrastructure LLP,
C V Raman Nagar, Bengaluru -560093, India

Bagmane Realty and Infrastructure LLP, referred to as 'BRILLP' or 'the company,' has commissioned TUV India Private Limited (TUVI) to conduct independent external assurance of the Non-Financial data disclosed in their Sustainability Report (hereinafter 'the Report'). The report is based on the principles of Global Reporting Initiative (GRI) Standards. The assurance engagement was conducted in reference to "Limited Level" as per ISAE 3000 (Revised). The ESG Report covers BRILLP's ESG KPIs for the period of **01st Apr 2025 to 31st Mar 2026**, and the verification was conducted in two phases, during February 2026 and May 2026, covering the defined reporting boundary.

Management's Responsibility

BRILLP has developed the Report content and is responsible for identification of materiality, corresponding sustainability issues, identifying, establishing, reporting performance management, data management, and quality. The management team at BRILLP is accountable for the accuracy of the information provided in the Report and the process of collecting, analyzing, and reporting that information in both web-based and printed Reports. This includes the maintenance and integrity of the company's website. Furthermore, BRILLP's management team takes responsibility for the accurate preparation of the Report in accordance with the applied criteria. They ensure that the Report is free of any intended or unintended material misstatements, so stakeholders can trust the information provided. BRILLP will be responsible for archiving and reproducing the disclosed data to the stakeholders upon request.

Scope and Boundary

The scope of work for the assurance engagement conducted by TUVI includes assurance of non-financial disclosure as part of the Report. The assurance engagement encompasses a thorough review of the quality of information, as well as a review of evidence (on a sample basis) for identified non-financial indicators. Additionally, the verification team performed

- 1) Verification of the application of the Report content, and principles as mentioned in the Global Reporting Initiative (GRI) Standards, and the quality of information presented in the Report over the reporting period;
- 2) Review of the policies, initiatives, practices and performance described in the Report;
- 3) Review of the non-financial disclosures made in the Report against the requirements of the applied Standards;
- 4) Verification of the reliability of the GRI Standards Disclosure on environmental and social topics;
- 5) Specified information was selected based on materiality determination and is considered meaningful to the intended users;

TUV India has performed a limited assurance engagement on the reported ESG disclosures prepared in accordance with the GRI Standards (2021). The disclosures covered under the engagement were reviewed on a sample basis and are presented in **Annexure 1**.

The reporting boundaries for the above attributes include site visits at BRILLP technology parks in the month of Feb 2026 & May 2026,

1. Bagmane Tech Park (BTP), C V Raman Nagar, Bengaluru -560093 - **9 buildings**
2. Bagmane World Technology Centre (BWTC), SEZ II, Outer Ring Road Maadevapura village, Bengaluru, Karnataka - 560048 - **11 buildings**
3. Bagmane Solarium City (BSOC), Kundalahalli Colony, Brookefield, Bengaluru, 560037 - **4 buildings**
4. Bagmane Constellation Business Park (BCBP), Outer Ring Road, Doddanekundi, Mahadevapura village, Bengaluru 560048 - **10 buildings**
5. Bagmane Capital Tech Park. (BCTP), Outer Ring Road, Doddanekundi, Mahadevapura village, Bengaluru 560036 - **4 buildings**
6. Bagmane Rio Business Park (RIO), Mahadevapura, Outer Ring Road (ORR), Opposite Bagmane World Technology Centre, Bengaluru - **1 building**.

Set of on-site and remote verifications were conducted at following technology parks/campuses as follows,

Onsite Verification:

1. BRILLP (RIO), located in Bengaluru, India - 05/02/2026 followed by remote/desk verification procedures.
2. BRILLP (BCBP), located in Bengaluru, India - 06/02/2026 followed by remote/desk verification procedures.

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Remote Verification:

1. BRILLP (BCTP), located in Bengaluru, India – 03/02/2026;
2. BRILLP (BSOC), located in Bengaluru India – 04/02/2026;
3. BRILLP (BWTC), located in Bengaluru, India – 09/02/2026;
4. BRILLP (BTP & HO), located in Bengaluru, India – 10/02/2026, 7/05/2026 & 22/05/2026;

The relationship between the reporting period and the assurance timeline is summarized below. The reporting period is FY 2025-26, while verification activities were performed after year-end, which is consistent with the sequencing of an independent assurance engagement.

Stage	Period / Date	Remarks
Reporting period	01/04/2025 – 31/03/2026	FY 2025-26 data subject to assurance
Onsite & remote verification	03/02/2026 – 22/05/2026	Site visits, remote/desk review
Assurance statement date	29/06/2026	Date of issue of this statement

Interim/Phase-1 verification procedures were conducted during February 2026 for data available up to the date of assessment, followed by post-year-end verification procedures/Phase-2 in May 2026 covering the complete FY2025-26 reporting period.

In addition to on-site and remote verification activities, assurance procedures included a desk review of the reported disclosures of BRILLP, covering all campuses and offices within the reporting boundary. TUVI's responsibility in relation to this engagement is to perform a limited level of assurance and to draw a conclusion based on the work performed.

Limitations

TUVI did not perform any assurance procedures on the prospective information disclosed in the Report, including targets, expectations, and ambitions. Consequently, TUVI draws no conclusion from the prospective information. During the assurance process, TUVI did not come across any limitations to the agreed scope of the assurance engagement. TUVI did not verify any ESG goals and claims through this assignment. TUVI verified the data on a sample basis; the responsibility for the authenticity of the data entirely lies with BRILLP. TUVI expressly disclaims any liability or co-responsibility in the case of erroneous data reported or for any decision a person or entity would make based on this assurance statement.

This assurance statement does not endorse any environmental and social claims (related to the product, manufacturing process, packaging, disposal of product etc.) as well as advertisements by the reporting organization. TUVI does not permit use of this statement for Greenwashing or misleading claims. The reporting Organization is responsible for ensuring adherence to relevant laws.

Our Responsibility

TUVI's responsibility in relation to this engagement is to perform assurance and to express a conclusion based on the work performed. We conducted our engagement in reference to ISAE 3000 (revised) limited to non-financial disclosures. Our engagement did not include an assessment of the adequacy or the effectiveness of BRILLP's strategy, management of ESG-related issues or the sufficiency of the Report against principles of GRI Standards, and ISAE 3000 (revised), other than those mentioned in the scope of the assurance. TUVI's responsibility regarding this verification is in reference to the agreed scope of work which includes non-financial quantitative and qualitative information (KPIs) disclosed by BRILLP. The data is verified on a sample basis, the responsibility of authenticity of data lies with the reporting organization. Reporting Organization is responsible for archiving the related data for a reasonable time period. TUVI does not take any liability or co-responsibility for any damages in case of erroneous data reported. The intended users of this assurance statement are the management of 'BRILLP' and stakeholders relying on the ESG Report. This assurance engagement assumes that the data and information provided to TUVI by BRILLP are complete and true.

Verification Methodology

During the assurance engagement, TUVI adopted a risk-based approach, focused on verification efforts with respect to disclosed KPIs. TUVI has verified the KPIs and assessed the robustness of the underlying data management system, information flows, and controls. In doing so:

- 1) TUVI examined and reviewed the documents, data, and other information made available by BRILLP for non-financial KPIs (non-financial disclosures);
- 2) TUVI conducted interviews with key representatives, including data owners and decision-makers from different functions of the BRILLP during the verification;
- 3) TUVI performed sample-based reviews of the mechanisms for implementing sustainability-related policies and data management (qualitative and quantitative)
- 4) **Sampling Approach:**
The assurance engagement adopted a risk-based sampling methodology. Samples were selected considering:
 - a) materiality of ESG indicators,
 - b) magnitude of reported impacts,
 - c) complexity of data generation systems,
 - d) historical inconsistencies identified during verification, and

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- e) geographical representation of operational sites.

For clarity based on coverage, the reported KPI datasets for all assured GRI disclosures underwent a complete (100%) desk review across all the reported 6 technology parks/campuses, within the reporting boundary, while the underlying supporting evidence was verified on a risk-based sample basis, consistent with a limited assurance engagement under ISAE 3000 (Revised). The desk review comprised remote collection of source records and traceability of reported values to primary documents (utility bills, DG run-hour and diesel records, and HR registers), recalculation of energy and emissions figures using applicable emission factors, analytical review, and reconciliation against the consolidated KPI workings, with queries resolved through the corporate ESG team.

- 5) Data samples were reviewed across selected operational facilities (BTP, BWTC, BSOC, BCBP, BCTP, RIO). Supporting evidence such as meter records, management reports, operational logs, HR databases and environmental monitoring reports were reviewed on a sample basis to assess the reliability and traceability of reported data.
- 6) Reviewed the level of adherence to principles of GRI standards.

Opportunities for Improvement

The following are the opportunities for improvement reported to BRILLP. However, they are generally consistent with BRILLP management's objectives and programs.

- 1) **Strengthening Materiality Assessment Following Reporting Boundary Expansion:** BRILLP may consider reassessing its materiality assessment following the reporting boundary expansion to ensure continued alignment of material topics with the revised organizational structure and business operations,
- 2) **Waste Disposal Documentation and Traceability:** BRILLP may consider enhancing waste documentation by obtaining disposal certificates and downstream treatment confirmations from authorized waste handlers and end-users to validate waste treatment assumptions, strengthen GHG data quality, improve traceability, and support regulatory compliance monitoring, and strengthen internal record-keeping,
- 3) **Campus-Level Centralized Monitoring of HSD Consumption:** BRILLP may consider maintaining a centralized logbook at each site/campus to record and monitor diesel (HSD) consumption measured through digital flow meters at the HSD yard, facilitating validation of building-wise usage, improving traceability, and enhancing data accuracy,
- 4) **Enhancement of GHG Data Completeness:** BRILLP may consider further strengthening its Scope 3 inventory methodology and GHG data collection framework to enhance the completeness of future GHG inventories, including expanding the coverage of employee commuting emissions to non-permanent employees, where applicable, and improving data capture relating to fugitive emission sources at leased facilities, upstream transportation and distribution activities, and waste transportation activities,
- 5) **Water Withdrawal Data Measurement Systems:** BRILLP may consider strengthening its water monitoring infrastructure by installing appropriate metering arrangements for rainwater harvesting systems and borewell abstraction points at applicable/strategic locations. This would reduce reliance on estimation methodologies and enhance the accuracy and robustness of water-related disclosures.
- 6) **Water Discharge Monitoring and Reuse Opportunities:** BRILLP may consider implementing appropriate measurement mechanisms or maintaining documented operational logs for cooling tower blowdown and fountain cleaning activities at applicable locations to reduce reliance on estimation methodologies and enhance the accuracy, traceability, and robustness of future water discharge disclosures. Additionally, BRILLP may explore the technical and economic feasibility of improving the quality of such discharge streams to facilitate their beneficial reuse for suitable non-potable applications, where practicable.
- 7) **Extension of ISO 45001 Certification Coverage to Rio Campus:** BRILLP may consider progressing its planned evaluation and extension of the ISO 45001 certification scope to Rio Campus to further enhance consistency in occupational health and safety management practices across all campuses.
- 8) **Strengthening Human Rights Training for Security Personnel:** BRILLP may consider formalizing a Human Rights training program for security personnel by developing documented training modules, maintaining attendance records, conducting competency evaluations, and implementing an annual training plan to support its Human Rights commitments.
- 9) **Training Data Management:** BRILLP may consider implementing a centralized Learning Management System (LMS) or equivalent system to systematically track and retain attendance data for online and offline training sessions, thereby improving the traceability and auditability of reported training disclosures.

Our Conclusion

Based on the procedures performed and evidence obtained, **nothing has come to our attention** that causes us to believe that the information subject to this **limited assurance engagement** was not prepared, in all material respects, in accordance with the stated criteria.

BRILLP has appropriately disclosed Key Performance Indicators (KPIs) and actions aimed at **creating value over the short, medium, and long term**. The selected KPIs disclosed by BRILLP are **fairly represented**, and the underlying data management processes reflect a commitment to transparency and integrity.

TUVI did **not perform assurance procedures on forward-looking statements**, such as targets, forecasts, expectations, or ambitions presented in the Report. Consequently, **no conclusions are drawn on such prospective information, any value-chain KPIs, or any disclosure other than agreed scope of work**.

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This assurance statement has been prepared in accordance with the **terms of our engagement** and is limited to the scope and boundaries defined therein.

Data Governance and Internal Controls:

Sustainability data is generated at the **campus level**, consolidated and reviewed by **corporate sustainability and functional teams**, and subsequently subjected to **independent assurance procedures by TUV India Private Limited**. This hierarchical data validation process supports data accuracy, traceability and transparency within the reporting framework.

Disclosures Evaluation

TUVI is of the opinion that BRILLP's sustainability disclosures **generally meet the requirements of the GRI Standards** (GRI 2021). The following reporting elements have been appropriately addressed:

- **Universal Standards:**
 - 1) **GRI 1: Foundation 2021** – Requirements and principles for using the GRI Standards;
 - 2) **GRI 2: General Disclosures 2021** – Information on BRILLP's organizational profile, strategy, ethics and integrity, governance, stakeholder engagement, and reporting practices;
 - 3) **GRI 3: Material Topics 2021** – Information on BRILLP's identification and management of material topics.
- **Topic-specific Standards:**
 - 1) **GRI 300 Series (Environmental topics)** and
 - 2) **GRI 400 Series (Social topics)** – These were applied to report the company's impacts on relevant environmental and social issues. TUVI finds that the **material topics and associated Topic-specific Standards** are **appropriately identified and addressed** in BRILLP's ESG disclosures.

Principles Observed in the Assurance Process

- **Independence:** TUVI conducted this engagement in compliance with the **International Ethics Standards Board for Accountants (IESBA) Code**, which adopts a threats and safeguards approach to independence. The assurance team was selected to avoid risks of **self-interest, self-review, advocacy, familiarity, or intimidation**, ensuring objectivity throughout the engagement.
- **Quality Control:** TUVI maintains a comprehensive **system of quality control**, in line with the **International Standard on Quality Control (ISQC)**. The assurance team adhered to the IESBA Code's principles of **integrity, objectivity, professional competence and due care, confidentiality, and professional behaviour**. All procedures were conducted in accordance with **applicable ethical and professional standards**.

Evaluation of the adherence to contemporary Principles

Sustainability Context: BRILLP established the relationship between ESG and organizational strategy within the Report, as well as the context in which disclosures are made. In our view, nothing has come to our attention indicating that the selected disclosures are inconsistent with the reporting criteria with regard to the sustainability context.

Materiality: The materiality determination process was assessed and found to be consistent with GRI 3 requirements, relating to identification and prioritization of the organization's most significant actual and potential impacts, reflecting stakeholder involvement across the value chain.

Impact: BRILLP communicates its sustainability performance through regular, transparent internal and external reporting throughout the year, aligned with GRI Standards 2021 as part of its policy framework encompassing environmental, social, ethical, and other policies. BRILLP reports on sustainability performance to the Board of Directors, who oversee and monitor the implementation and performance of objectives, as well as progress against goals and targets for addressing sustainability-related issues.

Completeness: The Report has fairly disclosed the selected non-financial KPIs, as per GRI Standards 2021. In our view, the Report meets the requirements.

Reporting Principles for defining report quality: Most of the data and information were subject to limited assurance procedures by TUVI's assurance team during the assessment and, based on the evidence obtained, were considered fairly accurate and free from material misstatement. The disclosures related to ESG issues and performances are reported in a balanced manner and are clear in terms of content and presentation. In our view, nothing has come to our attention indicating that the selected disclosures are inconsistent with the reporting criteria with regard to the sustainability context.

Reliability: Most of the data and information were verified by TUVI's assurance team and found to be free from material misstatement. Some inaccuracies in the data identified during the verification process were found to be attributable to transcription, interpretation, and aggregation errors, and these errors have been corrected by BRILLP prior to issuance of the final Report. Therefore, in reference to the GRI Standards (2021), TUVI concludes that the ESG data and information presented in the Report are reliable and acceptable. In our view, nothing has come to our attention indicating that the selected disclosures are inconsistent with the reporting criteria with regard to the sustainability context.

Neutrality: The disclosures related to ESG issues and performance are reported in a neutral tone, in terms of content and presentation. In our view, nothing has come to our attention indicating that the selected disclosures are inconsistent with the reporting criteria with regard to the sustainability context.

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This assurance statement does not endorse any environmental and social claims (related to the product, manufacturing process, packaging, disposal of product etc.) as well as advertisements by the reporting organization. TUVI does not permit use of this statement for Greenwashing or misleading claims.

Our Assurance Team and Independence

TUVI is an independent and neutral third-party assurance provider offering sustainability assurance services through a team of qualified environmental and social specialists. TUVI confirms its independence, impartiality, and objectivity in relation to this engagement in accordance with ISAE 3000 (Revised), through internal conflict-of-interest checks, adherence to a documented code of ethics, separation of assurance and advisory functions, reviewer oversight, and quality control procedures. TUVI affirms that "no conflict of interest" exists and that its independence and impartiality have been maintained throughout the engagement in accordance with its internal independence policies (TUVI Independence and Impartiality Policy, Doc. Ref. TUVI-IMP-POL, Rev. 03) and the IESBA Code of Ethics. The assurance team possesses relevant experience and competence in ESG assurance engagements, GRI Standards 2021 application, ISAE 3000 (Revised) methodology, and sustainability performance evaluation. In the reporting year, TUVI did not work with BRILLP on any engagement that could compromise the independence or impartiality of our findings, conclusions, and recommendations. TUVI was not involved in the preparation of any content or data included in the Report, with the exception of this assurance statement. TUVI maintains complete impartiality towards any individuals interviewed during the assurance engagement.

For and on behalf of TUV India Private Limited



Manojkumar Borekar
Product Head – Sustainability Assurance Service
TUV India Private Limited



Date: 29/06/2026
Place: Mumbai, India
Project Reference No: 8124103414

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Annexure 1

The following GRI disclosures were selected by management and were subject to limited assurance procedures by TUVI.

Topic	Indicator	GRI Disclosure	
General Disclosures	Organizational details	2-1	
	Entities included in the organization's sustainability reporting	2-2	
	Reporting period, frequency and contact point	2-3	
	Restatements of information	2-4	
	External assurance	2-5	
	Activities, value chain, and other business relationships	2-6	
	Employees	2-7	
	Workers who are not employees	2-8	
	Governance structure and composition	2-9	
	Chair of the highest governance body	2-11	
	Role of the highest governance body in overseeing the management of impacts	2-12	
	Delegation of responsibility for managing impacts	2-13	
	Role of the highest governance body in sustainability reporting	2-14	
	Conflicts of interest	2-15	
	Communication of critical concerns	2-16	
	Collective knowledge of the highest governance body	2-17	
	Evaluation of the performance of the highest governance body	2-18	
	Remuneration policies	2-19	
	Process to determine remuneration	2-20	
	Annual total compensation ratio	2-21	
	Statement on sustainable development strategy	2-22	
	Policy commitments	2-23	
	Embedding policy commitments	2-24	
	Processes to remediate negative impacts	2-25	
	Mechanisms for seeking advice and raising concerns	2-26	
	Compliance with laws and regulations	2-27	
	Membership associations	2-28	
	Approach to stakeholder engagement	2-29	
	Material Topics	Process to determine material topics	3-1
		List of material topics	3-2
		Management of material topics	3-3
	Economic Performance	Direct economic value generated and distributed	201-1
		Financial implications of climate change	201-2
		Defined benefit plan obligations	201-3
		Financial assistance from government	201-4
	Indirect Economic Impacts	Infrastructure investments and services supported	203-1
		Significant indirect economic impacts	203-2
	Procurement practices	Proportion of spending on local supplier	204-1
Anti-corruption	Operations assessed for corruption risks	205-1	
	Communication and training about anti-corruption policies and procedures	205-2	
	Confirmed incidents of corruption	205-3	
Anti-competitive Behavior	Legal actions for anti-competitive behavior	206-1	
	Tax governance, control and risk management	207-2	
	Stakeholder engagement on tax	207-3	
	Country-by-country reporting	207-4	
Energy	Energy consumption within the organization	302-1	
	Energy consumption outside the organization	302-2	
	Energy intensity	302-3	
	Reduction of energy consumption	302-4*	
	Reduction in energy requirements of products and services	302-5*	
Water and Effluents	Interactions with water as a shared resource	303-1	
	Management of water-related impacts	303-2	
	Water withdrawal	303-3	
	Water discharge	303-4	
	Water consumption	303-5	
Biodiversity	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	304-1	
	Significant impacts of activities, products and services on biodiversity	304-2	
	Habitats protected or restored	304-3	
	IUCN Red List species and national conservation list species with habitats in areas affected by operations	304-4	
Emissions	Direct (Scope 1) GHG emissions	305-1	
	Energy indirect (Scope 2) GHG emissions	305-2	
	Other indirect (Scope 3) GHG emissions	305-3	
	GHG emissions intensity	305-4	
	Reduction of GHG emissions	305-5*	
	Ozone Depleting emissions	305-6	
	Other Air Emissions	305-7	
	Waste	Waste generation and significant impacts	306-1
Waste	Management of waste impacts	306-2	
	Waste generated	306-3	
	Waste diverted from disposal	306-4	
	Waste directed to disposal	306-5	
	Supplier Environmental Assessment	New suppliers that were screened using environmental criteria	308-1
	Negative environmental impacts in the supply chain and actions taken	308-2	

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Topic	Indicator	GRI Disclosure
Employment	New employee hires and employee turnover	401-1
	Benefits provided to full-time employees that are not provided to temporary or part-time employees	401-2
	Parental leave	401-3
Labor/Management Relations	Minimum notice periods regarding operational changes	402-1
	Occupational health and safety management system	403-1
	Hazard identification, risk assessment, and incident investigation	403-2
	Occupational health services	403-3
	Worker participation, consultation, and communication on occupational health and safety	403-4
	Worker training on occupational health and safety	403-5
	Promotion of worker health	403-6
	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	403-7
	Workers covered by an occupational health and safety management system	403-8
	Work-related injuries	403-9
Training and Education	Work-related ill health	403-10
	Average hours of training per year per employee	404-1
	Programs for upgrading employee skills and transition assistance programs	404-2
	Percentage of employees receiving regular performance and career development reviews	404-3
Diversity and Equal Opportunity	Diversity of governance bodies and employees	405-1
	Ratio of basic salary and remuneration	405-2
Non-discrimination	Incidents of discrimination and corrective actions taken	406-1
Child Labor	Operations and Supplier at significant risk for incidents of child labor	408-1
Forced or Compulsory Labor	Operations and supplier at significant risk for incidents of forced or compulsory labor	409-1
Local communities	Operations with local community engagement, impact assessments, and development programs	413-1
	Operations with significant actual and potential negative impacts on local communities	413-2
Supplier Social Assessment	New suppliers screened using social criteria	414-1
	Negative social impacts in supply chain	414-2
Public Policy	Political contributions	415-1
Customer Privacy	Customer data privacy breaches	418-1

*Verification of GRI 302-4, GRI 302-5, and GRI 305-5 was limited to assessing the completeness and accuracy of the organization's disclosure that no qualifying initiatives resulting in reportable reductions in energy consumption, energy requirements of products and services, or GHG emissions were implemented during the reporting period.

Notes:

- BRILLP: In absence of the rainwater harvesting meter, the rainwater harvesting potential for the reporting year is on estimation basis (Rainwater harvesting potential (KL) = Catchment area (m²) X Runoff coefficient X Average annual rainfall (m), and thus not assured.
- BTP Campus (Lakeview Building for FY 25-26): In absence of Borewell flow meter, the freshwater withdrawal (Borewell) has been estimated by considering an additional 10% over the monitored WTP outlet quantity to account for treatment and operational losses.
- In the absence of direct measurement records, water discharge to groundwater (i.e., from cooling tower blowdown and fountain cleaning activities) has been estimated based on management assumptions. Cooling tower blowdown has been estimated by considering 98% of the cooling tower make-up water consumption as blowdown, while discharge from fountain cleaning has been estimated based on the actual fountain capacities and cleaning frequencies across the technology parks/campuses during the reporting period.
- For the calculation of GHG emissions associated with employee commuting, a total of 290 working days per employee per annum has been considered.
- STP Grease trap waste is generated, however the same isn't accounted in reporting & for subsequent GHG emissions from the same.
- Scope 3 – Capital Goods (Category 2): The emission factors sourced from the Eco invent database could not be independently verified, as the database is subject to licensing and confidentiality restrictions. Verification procedures were performed based on management representation and the consistency of the applied methodology.
- For e-waste and battery waste streams, a treatment split of 90% recycling and 10% landfill has been applied in the GHG inventory based on management assumptions informed by prevailing industry practices and the absence of waste-specific downstream treatment data. For used/spent oil, oil-contaminated filters, oil-soaked cotton waste, and STP grease, the waste is managed through authorized recyclers/preprocessors; accordingly, a 100% recycling assumption has been applied based on management representations and the documented waste disposal arrangements available during the assurance engagement. The underlying downstream treatment pathways were not independently verified as part of this assurance engagement.

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B A G M A N E

Bagmane Realty and Infrastructure LLP,
5th Floor, 'B' Block, Bagmane Tech Park, 65/2 "Laurel Building",
Byrsandra C.V. Raman Nagar Bangalore – 560093
Tel: +91-80-40329999