

Business Responsibility and Sustainability Report

SECTION A : GENERAL DISCLOSURES

I. Details of the listed entity

| S. No | Required Information | |
|-------|---|---|
| 1 | Corporate Identity Number (CIN) of the Listed Entity | L45400HR1985PLC021622 |
| 2 | Name of the Listed Entity | Anant Raj Limited |
| 3 | Year of incorporation | 1985 |
| 4 | Registered office address | Plot No. CP-1, Sector-8 IMT Manesar, Gurugram-122051, Haryana, India |
| 5 | Corporate address/ Head Office address | H-65, Connaught Circus, New Delhi-110001 |
| 6 | E-mail | manojpahwa@anantrajlimited.com |
| 7 | Telephone | 011-43034400 |
| 8 | Website | www.anantrajlimited.com |
| 9 | Financial year for which reporting is being done | 2023-2024, April 1, 2023-March 31, 2024 |
| 10 | Name of the Stock Exchange(s) where shares are listed | BSE Limited National Stock Exchange of India Limited |
| 11 | Paid-up Capital | ₹ 68,37,81,506 |
| 12 | Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report | Name: Mr. A.K. Prashar E-mail id: ak.prashar@anantrajlimited.com Phone No.:011-43034426 |
| 13 | Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together) | Consolidated (For the entity and its subsidiaries) |
| 14 | Name of Assurance Provider | Not Applicable |
| 15 | Type of Assurance obtained | Not Applicable |

II. Products / Services

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

| S. No. | Description of Main Activity | Description of Business Activity | % of Turnover of the entity |
|--------|------------------------------|--|-----------------------------|
| 1 | Real Estate | Real estate activities by sale of plots, villas, independent floors, commercial buildings etc. | 100% |

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

| S. No. | Product / Service | NIC Code | % of total Turnover contributed |
|--------|-------------------|----------|---------------------------------|
| 1 | Residential | 4100 | 96% |
| 2 | Commercial | | |
| 3 | Integrated cities | | |
| 4 | Rental | | 4% |

III. Operations

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

| Location | Number of plants | Number of offices | Total |
|----------------------|------------------|---|----------------|
| National | Not applicable | Area offices (including branch and project offices of the Company and its subsidiaries): 16 – Rajasthan (1), Haryana (7), Delhi (7), Andhra Pradesh (1) | 16 |
| International | Not Applicable | NIL | Not applicable |

19 Market Served by the entity:

a. Number of locations

| Locations | Number |
|----------------------------------|---|
| National (No. of States) | Haryana, Rajasthan, Delhi and Andhra Pradesh Total no. of states served: 4 |
| International (No. of Countries) | None (Not applicable) |

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

The Company is not involved in the export of any product or services; hence it is not applicable.

c. A brief on type of customers

The Company is in the real estate and infrastructure development business. It is committed to crafting the future with environmentally and socially responsible homes and commercial developments through its residential and commercial customers.

IV. Employees

20 Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

| S. No. | Particulars | Total (A) | Male | | Female | |
|-----------|--------------------------|-----------|--------|---------|--------|---------|
| | | | No.(B) | % (B/A) | No. C | % (C/A) |
| Employees | | | | | | |
| 1 | Permanent (D) | 204 | 176 | 86.27 | 28 | 13.73 |
| 2 | Other than Permanent (E) | NIL | NIL | NIL | NIL | NIL |
| 3 | Total employees (D+E) | 204 | 176 | 86.27 | 28 | 13.73 |
| Workers | | | | | | |
| 4 | Permanent (F) | NIL | NIL | NIL | NIL | NIL |
| 5 | Other than Permanent (G) | NIL | NIL | NIL | NIL | NIL |
| 6 | Total workers (F+G) | NIL | NIL | NIL | NIL | NIL |

b. Differently abled Employees and workers:

| S. No. | Particulars | Total (A) | Male | | Female | |
|-----------------------------|---|-----------|--------|---------|--------|---------|
| | | | No.(B) | % (B/A) | No. C | % (C/A) |
| Differently Abled Employees | | | | | | |
| 1 | Permanent (D) | NIL | NIL | NIL | NIL | NIL |
| 2 | Other than Permanent (E) | NIL | NIL | NIL | NIL | NIL |
| 3 | Total differently abled employees (D+E) | NIL | NIL | NIL | NIL | NIL |
| Differently Abled Workers | | | | | | |
| 4 | Permanent (F) | NIL | NIL | NIL | NIL | NIL |
| 5 | Other than Permanent (G) | NIL | NIL | NIL | NIL | NIL |
| 6 | Total differently abled workers (F+G) | NIL | NIL | NIL | NIL | NIL |

21 Participation/Inclusion/Representation of women:

| | Total (A) | No. and percentage of Females | |
|--|-----------|-------------------------------|-----------|
| | | No. (B) | % (B / A) |
| Board of Directors | 8 | 1 | 12.50% |
| Key Management Personnel (Other than Managing Director, Whole time Director & CEO and Whole time Director & COO) | 2 | 0 | 0 |

22 Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

| | FY 2023-24 (Turnover rate in current FY) | | | FY 2022-23 (Turnover rate in previous FY) | | | FY 2021-22 (Turnover rate in the year prior to the previous FY) | | |
|---------------------|---|--------|-------|--|--------|-------|--|--------|--------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 14% | 1% | 15% | 29.53% | 1.67% | 31.2% | 13.51% | 0.54% | 14.05% |
| Permanent Workers | Nil | | | | | | | | |

V. Holding, Subsidiary and Associate Companies (including joint ventures)
23 (a) Name of holding / subsidiary / associate companies / joint ventures

| S. No. | Name of the holding / subsidiary / associate companies / joint ventures (A) | Indicate whether holding/ Subsidiary/ Associate/ Joint Venture | % of shares held by listed entity | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No) |
|--------|---|--|-----------------------------------|--|
| 1 | Adonai Home Private Limited | Subsidiary | 100% | NO |
| 2 | Advance Buildcon Private Limited | Subsidiary | 100% | NO |
| 3 | Anant Raj Cons. & Development Private Limited | Subsidiary | 100% | NO |
| 4 | Anant Raj Cloud Private Limited | Subsidiary | 100% | YES |
| 5 | Anant Raj Digital Private Limited | Subsidiary | 100% | NO |
| 6 | Anant Raj Green Energy Private Limited | Subsidiary | 100% | NO |
| 7 | Anant Raj Realty Private Limited* | Subsidiary | 100% | NO |
| 8 | Anant Raj Enterprises Private Limited* | Subsidiary | 100% | NO |
| 9 | Ashok Cloud Private Limited | Subsidiary | 100% | NO |
| 10 | Anant Raj Estate Management Services Limited | Subsidiary | 100% | NO |
| 11 | Anant Raj Housing Limited | Subsidiary | 100% | NO |
| 12 | AR Login 4 Edu Private Limited | Subsidiary | 100% | NO |
| 13 | ARE Entertainment Limited | Subsidiary | 100% | NO |
| 14 | Century Promoters Private Limited | Subsidiary | 100% | NO |
| 15 | Echo Properties Private Limited | Subsidiary | 81.01% | NO |
| 16 | Empire Promoters Private Limited | Subsidiary | 100% | NO |
| 17 | Excellent Inframart Private Limited | Subsidiary | 100% | NO |

| S. No. | Name of the holding / subsidiary / associate companies / joint ventures (A) | Indicate whether holding/ Subsidiary/ Associate/ Joint Venture | % of shares held by listed entity | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No) |
|--------|---|--|-----------------------------------|--|
| 18 | Four Construction Private Limited | Subsidiary | 100% | NO |
| 19 | Glaze Properties Private Limited | Subsidiary | 100% | NO |
| 20 | Green Valley Builders Private Limited | Subsidiary | 100% | NO |
| 21 | Green Way Promoters Private Limited | Subsidiary | 100% | NO |
| 22 | Grandstar Realty Private Limited | Subsidiary | 100% | NO |
| 23 | Hamara Realty Private Limited | Subsidiary | 100% | NO |
| 24 | Jai Govinda Ghar Nirman Limited | Subsidiary | 100% | YES |
| 25 | Jasmine Buildwell Private Limited | Subsidiary | 100% | NO |
| 26 | North South Properties Private Limited | Subsidiary | 100% | NO |
| 27 | Pasupati Aluminum Limited | Subsidiary | 100% | NO |
| 28 | Pelikan Estates Private Limited | Subsidiary | 100% | NO |
| 29 | Pioneer Promoters Private Limited | Subsidiary | 100% | NO |
| 30 | Rolling Construction Private Limited | Subsidiary | 79.61% | NO |
| 31 | Romano Estates Private Limited | Subsidiary | 100% | NO |
| 32 | Romano Estate Management Services Limited | Subsidiary | 100% | NO |
| 33 | Romano Infrastructure Private Limited | Subsidiary | 100% | NO |
| 34 | Rose Realty Private Limited | Subsidiary | 100% | NO |
| 35 | Sartaj Developers and Promoters Private Limited | Subsidiary | 100% | NO |
| 36 | Sovereign Buildwell Private Limited | Subsidiary | 100% | NO |
| 37 | Spring View Developers Private Limited | Subsidiary | 75% | NO |
| 38 | Springview Properties Private Limited [#] | Subsidiary | 100% | NO |
| 39 | Tumhare Liye Realty Private Limited | Subsidiary | 100% | NO |
| 40 | Woodland Promoters Private Limited | Subsidiary | 100% | NO |
| 41 | Roseland Buildtech Private Limited [^] | Associate | 50% | NO |
| 42 | E2E Solutions Private Limited | Associate | 49% | YES |
| 43 | Romano Projects Private Limited | Associate | 50% | NO |
| 44 | Avarna Projects LLP | Joint Venture | 50% | YES |

*Incorporated during the year

[#]Ceased to be subsidiary during the year

[^]Ceased to be associate during the year

VI. CSR Details

- 24 (i) Whether CSR is applicable as per section 135 of Companies Act, 2013 (Yes/No): YES
- (ii) Turnover (in ₹) 79879.79 lakhs
- (iii) Net worth (in ₹) 281532.14 lakhs

VII. Transparency and Disclosure Compliances

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

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy) | FY 2023-24 (Current Financial Year) | | | FY 2022-23 (Previous Financial Year) | | |
|---|--|--|--|---|--|--|---|
| | | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks |
| Communities | In- person reporting to the Project Manager or Site incharge | Nil | Nil | - | 0 | 0 | - |
| Investors (other than shareholders) | In- person reporting to the Project Manager or Site incharge | Nil | Nil | - | 0 | 0 | - |
| Shareholders | Filed with Company/ Stock Exchanges/SEBI | 20 | 1 | Nature of complaints involve: 1. Non receipt of Dividend. 2. Non receipt of annual report/ others 3. Non receipt of share certificate | 14 | 0 | Nature of complaints involve: 1. Non receipt of Dividend. 2. Non receipt of annual report 3. Non receipt of share certificate |
| Employees and workers | Third parties | Nil | Nil | - | 0 | 0 | - |
| Customers | Through Communication Channel like email, telephone etc | 49 | 1 | - | 57 | 0 | - |
| Value Chain Partners | Complaints registered online | Nil | Nil | - | 0 | 0 | - |
| Other | | - | - | - | - | - | - |

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

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

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|---------------------------|--|--|--|--|
| 1 | Our Planet | Opportunity | Energy Efficient Green Buildings | Certified product by the Indian Green Building Council | Positive implications |
| 2 | Our Customers | Opportunity | Energy Efficient Improve Customer health and well-being Preserve natural habitat | Green Building Energy conservation | Positive implications |

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|---------------------------|--|--|--|--|
| 3 | Our People | Opportunity | Health and Safety Employee well-being Gender diversity Employee representation Attract talent for the benefit of the Company | It is opportunity | Positive implications |
| 4 | Our Communities | Opportunity | Energy Efficient Create a positive impact on climate change prevention | Green Building Energy conservation | Positive implications |
| 5 | Governance | Opportunity | Anti-bribery and corruption Code of conduct/Business Practices Privacy and data security | It is opportunity | Positive implications |

SECTION B : MANAGEMENT AND PROCESS DISCLOSURES

| Disclosure Questions | | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|--|--|--|----|----|----|----|----|----|----|----|
| Policy and management processes | | | | | | | | | | |
| 1 | a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No) | Y | Y | Y | Y | Y | Y | Y | Y | Y |
| | b. Has the policy been approved by the Board? (Yes/No) | As per company practice, all the policies are approved by the concerned authority depending upon the nature of the policy. The concerned authority could be the Board, MD, CEO / Functional Head etc. The Company has formulated the policies and adopted best practices of its own volition. However, while formulating the policies and adopting the same, the Company has been sensitive to the stakeholders' interest. | | | | | | | | |
| | c. Web Link of the Policies, if available | https://www.anantrajlimited.com | | | | | | | | |
| 2 | Whether the entity has translated the policy into procedures. (Yes / No) | Yes | | | | | | | | |
| 3 | Do the enlisted policies extend to your value chain partners? (Yes/No) | Internal stakeholders are made aware of the policy and external stakeholders are communicated to the extent applicable. | | | | | | | | |
| 4 | Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. | Anant Raj Group is adopting international codes/ certifications/ labels/ standards in various formats. | | | | | | | | |
| 5 | Specific commitments, goals and targets set by the entity with defined timelines, if any. | The Company has set target for its Data Center at Rai and Panchkula, Haryana to be a green field project on the remaining portions of the land. | | | | | | | | |
| 6 | Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met. | All the targets are long-term, and the Company annually monitors and measures the performance of the commitments. The Company has achieved its commitments. | | | | | | | | |

| Disclosure Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|--|---|----|----|----|----|----|----|----|----|
| Governance, leadership and oversight | | | | | | | | | |
| 7 Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) | Please refer to the Management's Message at the beginning of the Annual Report. | | | | | | | | |
| 8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). | Mr. Amit Sarin, Managing Director | | | | | | | | |
| 9 Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details. | Yes, The Company's multi-tiered governance structure is spearheaded by the Board of Directors (BOD), responsible for formulating and implementing the strategy. Management of daily activity rests with the Managing Director, CEO, COO and other senior leaders. Board-level committees such as the Audit Committee, Corporate Social Responsibility Committee, Risk Management Committee, Stakeholders Relationship Committee etc., formed among the board members help in the formulation, overseeing and implementation of associated policies. | | | | | | | | |

10 Details of Review of NGRBCs by the Company:

| Subject of Review | Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee | | | | | | | | | Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify) | | | | | | | | |
|--|--|----|----|----|----|----|----|----|----|--|----|----|----|----|----|----|----|----|
| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
| Performance against above policies and follow up action | Managing Director - Management Team updates Board/ Board Committee - Board notes | | | | | | | | | Quarterly/ Annually | | | | | | | | |
| Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances | Managing Director - Management Team updates Board/ Board Committee - Board note | | | | | | | | | Quarterly/ Annually | | | | | | | | |

| | | | | | | | | | | |
|----|--|----|----|----|----|----|----|----|----|----|
| 11 | Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
| | | | | | | | | | | No |

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

| Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|--|----|----|----|----|----|----|----|----|----|
| a. The entity does not consider the Principles material to its business (Yes/No) | | | | | | | | | |
| b. The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No) | | | | | | | | | |
| c. The entity does not have the financial or/ human and technical resources available for the task (Yes/No) | | | | | | | | | |
| d. It is planned to be done in the next financial year (Yes/No) | | | | | | | | | |
| e. Any other reason (please specify) | | | | | | | | | |

Not applicable

SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

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

| Segment | Total number of training and awareness programmes held | Topics / principles covered under the training and its impact | % age of persons in respective category covered by the awareness programmes |
|--|--|---|---|
| Board of Directors Key Managerial Personnel | 04 | Code of Conduct Anti-bribery and Anti-corruption and Insider Trading Prevention of Sexual Harassment Health and Safety | 80% |
| Employees | 06 | Firefighting drills (04 Nos) and Lift safety evacuation and landing in case of emergency (02) | A total of 152 personnel participated in the Fire Fighting Drill in FY- 2023-24. A total of 76 personnel participated in Lift safety training in FY 2023-24. |
| Workers | - | - | - |

2 Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

The Company had no monetary and non-monetary fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in financial year 2023-24 based on materiality thresholds.

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

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

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

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

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

Yes, Anant Raj has an Anti-corruption & Anti-bribery policy to ensure ethical conduct in all its operations. Anant Raj is committed to upholding the highest moral and ethical standards, and does not tolerate bribery or corruption in any form. The policy emphasizes Anant Raj's zero-tolerance approach to bribery and corruption. The purpose of the Policy is to ensure that employees and workers of Anant Raj ethically conduct business and understand & adhere to the requirements of all applicable anti-bribery laws and best practices. Detailed policy is available at the website of the Company and can be accessed at the web-link:

<https://anantrajlimited.com/admin-login/images/pages/Anti-corruption%20and%20Anti-bribery%20Policy.pdf>

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

| | FY 2023-24 (Current Financial Year) | FY 2022-23 (Previous Financial Year) |
|-----------|--|---|
| Directors | Nil | Nil |
| KMPs | Nil | Nil |
| Employees | Nil | Nil |
| Workers | Nil | Nil |

6 Details of complaints with regard to conflict of interest:

| | FY 2023-24 (Current Financial Year) | | FY 2022-23 (Previous Financial Year) | |
|--|--|----------------|---|----------------|
| | Number | Remarks | Number | Remarks |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | Nil | NA | Nil | NA |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs | Nil | NA | Nil | NA |

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

No cases/complaints were received in the above matters.

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

| | FY 2023-24 (Current Financial Year) | FY 2022-23 (Previous Financial Year) |
|------------------------------------|--|---|
| Number of days of accounts payable | 0.59 | 1.1 |

9 Open-ness of business- Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

| Parameter | Metrics | FY 2023-24 (Current Financial Year) | FY 2022-23 (Previous Financial Year) |
|----------------------------|---|--|---|
| Concentration of Purchases | a. Purchases from trading houses as % of total purchases | Nil | Nil |
| | b. Number of trading houses where purchases are made from | Nil | Nil |
| | c. Purchases from top 10 trading houses as % of total purchases from trading houses | NA | NA |

| Parameter | Metrics | FY 2023-24 (Current Financial Year) | FY 2022-23 (Previous Financial Year) |
|------------------------|--|--|---|
| Concentration of Sales | a. Sales to dealers/ distributors as % of total sales | Nil | Nil |
| | b. Number of dealers / distributors to whom sales are made | Nil | Nil |
| | c. Sales to top 10 dealers/distributors as % of total sales to dealers / distributors | NA | NA |
| Shares of RPTs in | a. Purchases (Purchases with related parties/ total purchases) | Nil | Nil |
| | b. Sales (Sales to related parties/ total sales) | Nil | Nil |
| | c. Loans & advances (Loans & advances given to related parties / total loans and advances) | Nil | Nil |
| | d. Investments (Investments in related parties / total investments made) | Nil | Nil |

Leadership Indicators

1 Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

| Total number of awareness programmes held | Topics / principles covered under the training | % age of value chain partners covered (by value of business done with such partners) under the awareness programmes |
|---|--|---|
| None | NA | NA |

2 Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same

Anant Raj has a Code of Conduct that all Board members and senior management must adhere to. If a conflict of interest arises, the Director must report it immediately as per the guidelines specified in the Code of Conduct. The Board of Directors and senior management submit an annual declaration confirming their adherence to the Code of Conduct, which includes the provisions on dealing with conflicts of interest. You can find the link to the policy here: <https://www.anantrajlimited.com/admin-login/images/pages/596783590Code%20of%20conduct%20for%20Board%20Members%20and%20Senior%20Management.pdf>

Additionally, the Board of Directors must disclose any interests they have in other entities, either directly or through their relatives, as part of annual compliance and as required from time to time.

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

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

| | Current Financial Year | Previous Financial Year | Details of improvements in environmental and social impacts |
|-------|------------------------|-------------------------|---|
| R & D | | | NIL |
| Capex | | | |

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

Yes, the Company has formulated a Sustainable Supply Chain Management Policy that outlines the framework for reporting on environmental, social, and economic impacts. Our key focus is to assess based on ESG parameters and verify if the policies of the organisations, business continuity management systems practices, and strategies and initiatives to overcome sustainability risks are in place.

Web-link of Supply Chain Policy:

<https://anantrajlimited.com/admin-login/images/pages/Supply%20Chain%20Policy.pdf>

b. If yes, what percentage of inputs were sourced sustainably?

At present, Anant Raj has not assessed the percentage of inputs sourced sustainably.

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

| | |
|------------------------------------|--|
| (a) Plastics (including packaging) | Anant Raj is a company that specializes in constructing and developing residential homes, as well as operating and maintaining integrated cities and commercial spaces. As the lifespan of these developments is long-term, the company does not engage in reusing or recycling the developed products. However, the company does handle the construction and demolition waste generated during construction activities by partnering with authorized recyclers and waste handlers. The company also reuses most of the construction waste material as applicable. |
| (b) E-waste | |
| (c) Hazardous waste | |
| (d) other waste. | |

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

No, Extended Producer Responsibility (EPR) does not apply to the Company's activities.

Leadership Indicators

1 Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

| NIC Code | Name of Product/ Service | % of total Turnover contributed | Boundary for which the Life Cycle Perspective / Assessment was conducted | Whether conducted by independent external agency (Yes/No) | Results communicated in public domain (Yes/No) If yes, provide the web-link. |
|----------|--------------------------|---------------------------------|--|---|--|
|----------|--------------------------|---------------------------------|--|---|--|

Anant Raj has not yet conducted LCA

2 If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

| Name of Product / Service | Description of the risk / concern | Action Taken |
|---------------------------|-----------------------------------|--------------|
| Not Applicable | | |

3 Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

| Indicate input material | Recycled or re-used input material to total material | |
|-------------------------|--|---|
| | FY 2023-24 (Current Financial Year) | FY 2022-23 (Previous Financial Year) |
| Nil | | |

- 4 Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

| | FY 2023-24 (Current Financial Year) | | | FY 2022-23 (Previous Financial Year) | | |
|--------------------------------|--|----------|-----------------|---|---------------|-----------------|
| | Re-Used | Recycled | Safely Disposed | Re-Used | Recycled (MT) | Safely Disposed |
| Plastics (including packaging) | | | | | | |
| E-waste | | | | | | |
| Hazardous waste | | | | | | |
| Other waste | | | | | | |

Not Applicable

- 5 Reclaimed products and their packaging materials (as percentage of products sold) for each product category

| Indicate product category | Reclaimed products and their packaging materials as % of total products sold in respective category |
|---------------------------|---|
| | Not Applicable |

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

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

| Category | % of employees covered by | | | | | | | | | | |
|--------------------------------|---------------------------|------------------|---------|--------------------|---------|--------------------|---------|--------------------|---------|---------------------|---------|
| | Total (A) | Health Insurance | | Accident insurance | | Maternity benefits | | Paternity Benefits | | Day Care facilities | |
| | | Number (B) | % (B/A) | Number (C) | % (C/A) | Number (D) | % (D/A) | Number (E) | % (E/A) | Number (F) | % (F/A) |
| Permanent employees | | | | | | | | | | | |
| Male | 176 | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL |
| Female | 28 | NIL | NIL | NIL | NIL | 28 | 100 | NIL | NIL | NIL | NIL |
| Total | 204 | NIL | NIL | NIL | NIL | 28 | 13.72 | NIL | NIL | NIL | NIL |
| Other than Permanent employees | | | | | | | | | | | |
| Male | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL |
| Female | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL |
| Total | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL |

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

| Category | % of employees covered by | | | | | | | | | | |
|------------------------------|---------------------------|------------------|---------|--------------------|---------|--------------------|---------|--------------------|---------|---------------------|---------|
| | Total (A) | Health Insurance | | Accident insurance | | Maternity benefits | | Paternity Benefits | | Day Care facilities | |
| | | Number (B) | % (B/A) | Number (C) | % (C/A) | Number (D) | % (D/A) | Number (E) | % (E/A) | Number (F) | % (F/A) |
| Permanent workers | | | | | | | | | | | |
| Male | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL |
| Female | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL |
| Total | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL |
| Other than Permanent workers | | | | | | | | | | | |
| Male | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL |
| Female | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL |
| Total | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL |

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

| | FY 2023-24 Current Financial Year | FY 2022-23 Previous Financial Year |
|---|--|---|
| Cost incurred on well-being measures as a % of total revenue of the company | Nil | Nil |

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

| Benefits | FY 2023-24 | | | FY 2022-23 | | |
|-------------------------|---|---|---|---|---|---|
| | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) |
| PF | 80.88% | NIL | Y | 78.98% | NIL | Y |
| Gratuity | 100.00% | NIL | N.A. | 100.00% | NIL | N.A. |
| ESI | 37.25% | NIL | Y | 42.61% | NIL | Y |
| Others - Please specify | NIL | NIL | NIL | NIL | NIL | NIL |

3 Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard

The Company does not currently have any differently-abled employees, but our Registered Office at Manesar and office at Sector 63A, Gurugram is accessible to differently-abled persons as per the requirements of the Rights of Persons with Disabilities Act, 2016.

4 Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes, as a principle, the Company through its Equal Employment Opportunity policy, prohibits any kind of discrimination against any person with a disability in any matter related to employment as per the Right of Persons with Disabilities Act, 2016, and Transgender Persons (Protection of Rights) Act 2019.

Web-link of the Equal Opportunity Policy:

<https://anantrajlimited.com/admin-login/images/pages/Equal%20Opportunity%20Policy.pdf>

5 Return to work and Retention rates of permanent employees and workers that took parental leave.

| Gender | Permanent employees | | Permanent workers | |
|---------------|----------------------------|-----------------------|----------------------------|-----------------------|
| | Return to work rate | Retention rate | Return to work rate | Retention rate |
| Male | NIL | NIL | NIL | NIL |
| Female | NIL | NIL | NIL | NIL |
| Total | NIL | NIL | NIL | NIL |

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

| | Yes/No (If Yes, then give details of the mechanism in brief) |
|--------------------------------|---|
| Permanent Workers | Yes, there is a grievance redressal mechanism available at project site establishments and offices. You can raise a complaint directly to the site in-charge at the respective site or report it to the HR & Admin department. Additionally, you can also raise grievances through emails and all grievances received through different platforms are directed to the respective Head of the Department. They are resolved through the respective HR & Admin Department. Grievances can be raised through Whistle Blower system using a dedicated e-mail for the purpose. |
| Other than Permanent Workers | |
| Permanent Employees | |
| Other than Permanent Employees | |

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

| Category | FY 2023-24 | | | FY 2022-23 | | |
|----------------------------------|--|--|----------------|--|--|----------------|
| | Total employees / workers in respective category (A) | No. of employees / workers in respective category, who are part of association(s) or Union (B) | % (B / A) | Total employees / workers in respective category (C) | No. of employees / workers in respective category, who are part of association(s) or Union (D) | % (D / C) |
| Total Permanent Employees | Nil | Nil | Nil | Nil | Nil | Nil |
| Male | Nil | Nil | Nil | Nil | Nil | Nil |
| Female | Nil | Nil | Nil | Nil | Nil | Nil |
| Total Permanent Workers | Not Applicable | Not Applicable | Not Applicable | Not Applicable | Not Applicable | Not Applicable |
| Male | Not Applicable | Not Applicable | Not Applicable | Not Applicable | Not Applicable | Not Applicable |
| Female | Not Applicable | Not Applicable | Not Applicable | Not Applicable | Not Applicable | Not Applicable |

8 Details of training given to employees and workers:

| Category | FY 2023-24 | | | | | FY 2022-23 | | | | |
|-----------|--------------|----------------------------------|---------|-------------------------|---------|--------------|----------------------------------|---------|-------------------------|---------|
| | Total (A) | On Health and safety measures | | On Skill upgradation | | Total (D) | On Health and safety measures | | On Skill upgradation | |
| | | No. (B) | % (B/A) | No. (C) | % (C/A) | | No. (E) | % (E/D) | No. F | % (F/D) |
| Employees | | | | | | | | | | |
| Male | 176 | 25 | 14.20 | 80 | 45.45 | 152 | 20 | 13.16 | 55 | 36.18 |
| Female | 28 | 5 | 17.85 | 12 | 42.85 | 24 | 4 | 16.67 | 5 | 20.83 |
| Total | 204 | 30 | 14.70 | 92 | 45.09 | 176 | 24 | 13.64 | 60 | 34.09 |
| Workers | | | | | | | | | | |
| Male | 0 | 0 | 0% | 0 | 0% | 0 | 0 | 0% | 0 | 0% |
| Female | 0 | 0 | 0% | 0 | 0% | 0 | 0 | 0% | 0 | 0% |
| Total | 0 | 0 | 0% | 0 | 0% | 0 | 0 | 0% | 0 | 0% |

9 Details of performance and career development reviews of employees and worker:

| Category | FY 2023-24 | | | FY 2022-23 | | |
|------------------|------------|------------|------------|------------|------------|---------------|
| | Total (A) | No.(B) | % (B/A) | Total (C) | No.(D) | % (D/C) |
| Employees | | | | | | |
| Male | 176 | 134 | 76% | 152 | 113 | 74.34% |
| Female | 28 | 16 | 57.14% | 24 | 14 | 41.17% |
| Total | 204 | 150 | 74% | 176 | 127 | 72.15% |
| Workers | | | | | | |
| Male | NA | NA | NA | NA | NA | NA |
| Female | NA | NA | NA | NA | NA | NA |
| Total | NA | NA | NA | NA | NA | NA |

10 Health and safety management system:

| | |
|--|--|
| a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system? | Yes, the Company has implemented an occupational health and safety management system covering entire operations. |
| b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity? | <p>The Company has in place a systematic risk management process to identify and control all the hazards in construction project sites and offices. The Company collects and review information about the hazards present or likely to be present in the workplace. The Company conducts initial and periodic inspections of the workplace to identify new or recurring hazards. The following steps are taken for the control of risk:</p> <ul style="list-style-type: none"> (i) Quick attention to critical or high-risk hazards (ii) Effective temporary solutions until permanent fixes are applied (iii) Long-term solutions for those risks which can cause long-term illness (iv) Long-term solutions for those risks with the worst consequence (v) Training of workers on the risks, which continue to remain and its control measures (vi) Regular monitoring to check whether control measures are intact or not |
| c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N) | Yes, the Company has processes for workers to report work-related hazards and remove themselves from such risks. |
| d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No) | Yes, the eligible employees have ESIC health cover. |

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

| Safety Incident/Number | Category | FY 2023-24 | FY 2022-23 |
|--|-----------|--------------------------|---------------------------|
| | | (Current Financial Year) | (Previous Financial Year) |
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | NIL | Nil |
| | Workers | NIL | Nil |
| Total recordable work-related injuries | Employees | NIL | Nil |
| | Workers | NIL | Nil |
| No. of fatalities | Employees | NIL | Nil |
| | Workers | NIL | Nil |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | NIL | Nil |
| | Workers | NIL | Nil |

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

Our buildings are thoughtfully designed, keeping the health and well-being of our employees and occupiers in mind. Different design elements ensure that the buildings offer a conducive work environment. These elements minimise stress or discomfort due to loud sounds, insufficient light or excessive glare, or thermal stress in order to create ergonomically friendly spaces.

At Anant Raj, we have taken a number of steps to control the dust released from our projects.

- Each of our sites is surrounded by high barricades
- When not in use, construction materials kept on the ground or in vehicles are mandatorily covered

The Company is committed to continuously employing Safety, Health and Environment practices through benchmarking with the companies that are best in the business. We check for Air quality at our offices spaces and take regular measures to improve the same. Frequent equipment checks are carried out to mitigate any wear and tear due to continued use, E.g.: Air Conditioners, UPS, Stabilisers etc, Fire alarm systems and smoke detectors are installed at all premises. Fire extinguishers are kept filled to ensure effective use during any untoward incidents. The Company strives to use inflammable substitutes for its construction project sites. Project specific safety committee is established and improvement areas are discussed.

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

| Category | FY 2023-24 (Current Financial Year) | | | FY 2022-23 (Previous Financial Year) | | |
|--------------------|--|---------------------------------------|---------|---|---------------------------------------|---------|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Working Conditions | Nil | Nil | - | Nil | Nil | - |
| Health & Safety | Nil | Nil | - | Nil | Nil | - |

14 Assessments for the year:

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

15 Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

NA

Leadership Indicators**1 Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).**

Yes, in case of any death of the employee, the Company provides a compensatory package and employment to the member of the family based on certain criteria.

2 Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

Compliances are deducted from monthly salary and deposited with the authority in the compliance timeline.

3 Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

| | Total no. of affected employees/ workers | | No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment | |
|-----------|--|---|---|---|
| | FY 2023-24 (Current Financial Year) | FY 2022-23 (Previous Financial Year) | FY 2023-24 (Current Financial Year) | FY 2022-23 (Previous Financial Year) |
| Employees | 0 | 0 | 0 | 0 |
| Workers | 0 | 0 | 0 | 0 |

4 Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

The Company believes in hiring well-qualified talent on merits and continuously upskills the workforce to align with the changing business environment.

5 Details on assessment of value chain partners:

| % of value chain partners (by value of business done with such partners) that were assessed | |
|---|-----|
| Health and safety practices | Nil |
| Working Conditions | |

6 Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Not Applicable

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

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

The internal and external groups/ bodies whose activities, participation and aspirations are integral to the business and have an immediate and significant impact on the operations of the Anant Raj, are regarded as key stakeholder groups and have been identified accordingly.

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

| | Stakeholder Group | Whether identified as Vulnerable & Marginalized Group (Yes/No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other | Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|---|----------------------------------|---|--|---|--|
| 1 | Shareholders & Investors | No | Annual General Meeting/ Stock Exchange disclosures/ Quarterly and Half Yearly Results publications/ Email Communications/Letters/ Press release/Complaints and resolutions | AGM – Annual H/Y results – Half Yearly Q/Y Results Quarterly Others - Ongoing | Financial results, dividends, financial stability, induction of board members, changes in shareholdings, growth prospects |
| 2 | Employees | No | Forum, performance appraisal meeting, review, exit interviews, wellness initiatives, grievance mechanism functioning, email, circulars | Ongoing | Performance analysis and career path setting, operational efficiency, long-term strategy plans, training and awareness, health, safety and engagement initiatives. |
| 3 | Customers | No | Newsletter brochures and meetings | Ongoing and as-per-product launches | Product quality, safety and availability, responsiveness of needs, timely delivery, fair and competitive pricing |
| 4 | Suppliers/ Contractors/ Partners | No | Annual supplier and contractor meeting | Annual/ Monthly | Inclusion of local suppliers/ contractors |
| 5 | Government | No | Meetings with local administration/ state government authorities through seminars on a need basis | Ongoing | Statutory compliance, transparency in disclosures, tax revenues, sound corporate governance mechanism |
| 6 | Communities | Yes | Community visits and projects, partnership with local charities, CSR initiatives | Ongoing | Assess local communities' needs, and strengthen livelihood opportunities. |

Leadership Indicators

1 Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

At Anant Raj, we believe in creating value for all our stakeholders, which include employees, shareholders, customers, partners and vendors, the Government, and the community. To cater to their needs, we engage with these key stakeholder groups and understand their perspectives. Through these engagements, we keep a close eye on key economic, environmental, and social trends that can be incorporated into our overall business strategy.

Our stakeholder engagement mechanism is a driving force towards strengthening and diversifying the stakeholder relationship. This further helps us identify key material issues impacting our company's growth. We present these identified material issues to the highest governing member and the board for their feedback and guidance on strategizing the sustainable growth model of the Company.

To keep our engagements up-to-date, we periodically review the stakeholder engagement exercise. This is part of our efforts to continually engage with internal and external stakeholder groups for the identification of key material issues impacting them.

2 Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No).

If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, Anant Raj has always maintained a regular and proactive engagement with the Company's key stakeholders, allowing it to effectively work on its ESG strategies and be transparent about the outcomes. In response to current regulations and interactions with stakeholders, the Company performs periodic evaluations to update and reissue policies as needed.

3 Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.

Please refer to the following link for information about the Company's community work - <https://www.anantrajlimited.com/csr.php>

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

| Category | FY 2023-24 Current Financial Year | | | FY 2022-23 Previous Financial Year | | |
|------------------------|--------------------------------------|---|------------|---------------------------------------|---|------------|
| | Total (A) | No. of employees / workers covered (B) | % (B / A) | Total (C) | No. of employees / workers covered (D) | % (D / C) |
| Employees | | | | | | |
| Permanent | NIL | NIL | NIL | NIL | NIL | NIL |
| Other than permanent | NIL | NIL | NIL | NIL | NIL | NIL |
| Total Employees | NIL | NIL | NIL | NIL | NIL | NIL |
| Workers | | | | | | |
| Permanent | NIL | NIL | NIL | NIL | NIL | NIL |
| Other than permanent | NIL | NIL | NIL | NIL | NIL | NIL |
| Total Workers | NIL | NIL | NIL | NIL | NIL | NIL |

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

| Category | FY 2023-24 Current Financial Year | | | | | FY 2022-23 Previous Financial Year | | | | |
|----------------------|--------------------------------------|--------------------------|---------|---------------------------|---------|---------------------------------------|--------------------------|---------|---------------------------|---------|
| | Total (A) | Equal to Minimum Wage | | More than Minimum Wage | | Total (D) | Equal to Minimum Wage | | More than Minimum Wage | |
| | | No. (B) | % (B/A) | No. (C) | % (C/A) | | No. (E) | % (E/D) | No. F | % (F/D) |
| Employees | | | | | | | | | | |
| Permanent | 204 | 40 | 19.60% | 164 | 80.40% | 176 | 62 | 36% | 114 | 64.78% |
| Male | 176 | 37 | 21.02% | 139 | 78.98% | 152 | 58 | 38.15% | 94 | 61.85% |
| Female | 28 | 3 | 10.71% | 25 | 89.29% | 24 | 4 | 16.67% | 20 | 83.33% |
| Other than permanent | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL |
| Male | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL |
| Female | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL |
| Workers | | | | | | | | | | |
| Permanent | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL |
| Male | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL |
| Female | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL |
| Other than permanent | | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL |
| Male | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL |
| Female | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL |

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

| | Male | | Female | |
|----------------------------------|--------|---|--------|---|
| | Number | Median remuneration/ salary/ wages of respective category | Number | Median remuneration/ salary/ wages of respective category |
| Board of Directors (BoD) | 3 | 11520000 | 0 | 0 |
| Key Managerial Personnel | 2 | 2591547 | 0 | 0 |
| Employees other than BoD and KMP | 171 | 296421 | 28 | 331047 |
| Workers | NIL | NIL | NIL | NIL |

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

| | FY 2023-24 Current Financial Year | FY 2022-23 Previous Financial Year |
|---|--------------------------------------|---------------------------------------|
| Gross wages paid to females as % of total wages | 8.34% | 8.10% |

4 Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

YES

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

Any employee can voice all types of issues and violations to the internal complaints committee, which takes immediate remedial measures to ensure that such violations do not occur in future.

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

| | FY 2023-24 Current Financial Year | | | FY 2022-23 Previous Financial Year | | |
|-----------------------------------|--------------------------------------|---------------------------------------|---------|---------------------------------------|---------------------------------------|---------|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Sexual Harassment | NIL | NIL | NIL | Nil | Nil | NA |
| Discrimination at workplace | NIL | NIL | NIL | Nil | Nil | NA |
| Child Labour | NIL | NIL | NIL | Nil | Nil | NA |
| Forced Labour/ Involuntary Labour | NIL | NIL | NIL | Nil | Nil | NA |
| Wages | NIL | NIL | NIL | Nil | Nil | NA |
| Other Human rights related issues | NIL | NIL | NIL | Nil | Nil | NA |

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

| | FY 2023-24 Current Financial Year | FY 2022-23 Previous Financial Year |
|---|--------------------------------------|---------------------------------------|
| Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) | NIL | Nil |
| Complaints on POSH as a % of female employees / workers | NIL | Nil |
| Complaints on POSH upheld | NIL | Nil |

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

Anant Raj is committed to providing a safe, non-hostile, and harassment-free work environment in all its workplaces. The company has a zero-tolerance policy against sexual harassment in the workplace. Sexual harassment includes any direct or implied unwelcome physical, verbal, or non-verbal conduct of a sexual nature. The company has a gender-neutral policy on the prevention of sexual harassment that applies to everyone, regardless of their sexual orientation or preference.

All incidents of sexual harassment and discrimination are taken seriously and strictly prohibited. Any complaint or report of such incidents is thoroughly investigated. If proven, it is considered serious misconduct, a breach of the company's code of conduct, and appropriate action is initiated against the offending person.

All complaints or incidents reported under the POSH policy are treated with utmost care, sensitivity, and discretion to protect the affected person's sensibilities. No information is divulged publicly or to any third party that can enable the identification of the affected person.

During the inquiry, the complainant may submit a written request to the Committee for interim relief, which will be considered and decided on a case-by-case basis.

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

No, The Company is planning to implement the same in a timely and planned manner.

10 Assessments for the year:

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

11 Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

NA

Leadership Indicators
1 Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

Not Applicable

2 Details of the scope and coverage of any Human rights due-diligence conducted.

No Human Rights Due-Diligence has been conducted.

3 Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

The Company does not currently have any differently-abled employees, but our Registered Office at Manesar and office at Sector 63A, Gurugram is accessible to differently-abled persons as per the requirements of the Rights of Persons with Disabilities Act, 2016.

4 Details on assessment of value chain partners:

| | % of value chain partners (by value of business done with such partners) that were assessed |
|----------------------------------|--|
| Sexual Harassment | |
| Discrimination at workplace | |
| Child Labour | |
| Forced Labour/Involuntary Labour | Nil |
| Wages | |
| Others – please specify | |

5 Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

NA

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment**Essential Indicators****1 Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

| Parameter | FY 2023-24 (Current Financial Year) (Giga Joules) | FY 2022-23 (Previous Financial Year) (Giga Joules) |
|---|---|---|
| From renewable sources | | |
| Total electricity consumption (A) | 0 | 0 |
| Total fuel consumption (B) | 0 | 0 |
| Energy consumption through other sources (C) | 0 | 0 |
| Total energy consumed from renewable sources (A+B+C) | 0 | 0 |
| From non-renewable sources | | |
| Total electricity consumption (D) (GJ) | 7274.11 | 7179.78 |
| Total fuel consumption (E) (GJ) | 55.19 | 209.07 |
| Energy consumption through other sources (F) | 0 | - |
| Total energy consumed from non-renewable sources (D+E+F) | 7329.30 | 7388.07 |
| Total energy consumed (A+B+C+D+E+F) | 7329.30 | 7388.07 |
| Energy intensity per rupee of turnover (Total energy consumed/ revenue from operations) | 9.17 | 11.38 |
| Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) | The company has India operations only, hence not applicable | The company has India operations only, hence not applicable |
| Energy intensity in terms of physical output | - | - |
| Energy intensity (optional) - per employee | - | - |

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

No Independent Assessment has been done.

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

Not Applicable

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

| Parameter | FY 2023-24 | FY 2022-23 |
|---|------------|------------|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | - | 0 |
| (ii) Groundwater | - | 0 |
| (iii) Third party water (tanker) | - | 0 |
| (iv) Seawater / desalinated water | 0 | 0 |
| (v) Water from municipal corporation | 42260 | 40506 |
| (vi) Water Bottles / Aquaguard (Ltr X number of bottle) (KL) | - | - |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) | 42260 | 40506 |

| Parameter | FY 2023-24 | FY 2022-23 |
|--|---|---|
| Total volume of water consumption (in kilolitres) | 42260 | 40506 |
| Water intensity per rupee of turnover (Total water consumption / Revenue from operations) | 52.90 | 62.44 |
| Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) | The company has India operations only, hence not applicable | The company has India operations only, hence not applicable |
| Water intensity in terms of physical output | - | - |
| Water intensity (optional) – per employee | - | - |

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

No Independent Assessment has been done.

4 Provide the following details related to water discharged:

| Parameter | FY 2023-24 (Current Financial Year) | FY 2022-23 (Previous Financial Year) |
|--|--|---|
| Water discharge by destination and level of treatment (in kilolitres) | | |
| (i) To Surface water | NA | NA |
| No treatment | | |
| With treatment – please specify level of treatment | | |
| (ii) To Groundwater | NA | NA |
| No treatment | | |
| With treatment – please specify level of treatment | | |
| (iii) To Seawater | NA | NA |
| No treatment | | |
| With treatment – please specify level of treatment | | |
| (iv) Sent to third-parties | NA | NA |
| No treatment | | |
| With treatment – please specify level of treatment | | |
| (v) Others | NA | NA |
| No treatment | | |
| With treatment – please specify level of treatment – | | |
| Reused at site | 33808 | 15683 |
| Total water discharged (in kilolitres) | 33808 | 15683 |

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

No Independent Assessment has been done.

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

No, owing to the nature of business, the Company has not implemented a mechanism for Zero Liquid Discharge.

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

| Parameter | Please specify unit | FY 2023-24 (Current Financial Year) | FY 2022-23 (Previous Financial Year) |
|-------------------------------------|---------------------|--|---|
| NOx | mg/Nm ³ | 439 | 438 |
| Sox | mg/Nm ³ | 232 | 230 |
| Particulate matter (PM) | mg/Nm ³ | 572 | 573 |
| Persistent organic pollutants (POP) | - | - | - |
| Volatile organic compounds (VOC) | - | - | - |
| Hazardous air pollutants (HAP) | - | - | - |
| Others – please specify | - | - | - |

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

No Independent Assessment has been done.

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

| Parameter | Unit | FY 2023-24 (Current Financial Year) | FY 2022-23 (Previous Financial Year) |
|---|---|---|---|
| Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | 3.68 | 15.49 |
| Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | 1434.62 | 1415.86 |
| Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations) | Per rupee of turnover (In Crores) | 1.80 | 2.20 |
| Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) | - | The company has India operations only, hence not applicable | The company has India operations only, hence not applicable |
| Total Scope 1 and Scope 2 emission intensity in terms of physical output | - | - | - |
| Total Scope 1 and Scope 2 emission intensity (optional) – per employee | - | - | - |

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

No independent assessment has been done.

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

The company is proactive in deploying energy conservation measures in its operations and reducing the operational footprint including the replacement of conventional lighting with energy-efficient LED lights, 5 stars rated ACs etc., The initiatives delivered multi fold benefits to the company and to further contribute to the mitigation of the climate impacts on people and planet.

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

| Parameter | FY 2023-24 (Current Financial Year) | FY 2022-23 (Previous Financial Year) |
|--|---|--|
| Total Waste generated (in metric tonnes) | | |
| Plastic waste (A) | - | - |
| E-waste (B) | - | - |
| Bio-medical waste (C) | - | - |
| Construction and demolition waste (D) | - | - |
| Battery waste (E) | - | - |
| Radioactive waste (F) | - | - |
| Other Hazardous waste (Oil-soaked cotton waste, DG filters, paint cans, chemical cans, paint residue, oil sludge, DG chimney soot, coolant oil and used oil) . Please specify, if any. (G) | - | - |
| Other Non-hazardous waste generated (H) – Solid Waste | 4.43 | In FY 22-23, the company only engaged in the sale of plots and did not undertake any construction work, resulting in zero waste. |
| Total (A+B + C + D + E + F + G + H) | 4.43 | Nil |
| Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) | 0.005 | Nil |
| Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) | The company has India operations only, hence not applicable | The company has India operations only, hence not applicable |
| Waste intensity in terms of physical output | - | - |
| Waste intensity (optional) – the relevant metric may be selected by the entity | - | - |
| For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes) | | |
| Category of waste | | |
| (i) Recycled | | |
| (ii) Re-used | | |
| (iii) Other recovery operations | | Nil |
| Total | | |
| For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes) | | |
| Category of waste | | |
| (i) Incineration | | |
| (ii) Landfilling | | Nil |
| (iii) Other disposal operations | | |
| Total | | |

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

No Independent Assessment has been done.

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

Plastic Waste and Paper Waste generated by the organisation are disposed of responsibly by adopting sustainable waste management practices. The company takes initiatives for the safe disposal of E-waste by handling the waste to authorized recyclers. We are also progressively incorporating circularity in our projects reducing the demand for new virgin materials.

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

| S. No | Location of operations/offices | Type of operations | Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any |
|---|--------------------------------|--------------------|--|
| Not Applicable, as the Company does not have offices in/around ecologically sensitive areas | | | |

12 Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

| Name and brief details of project | EIA Notification No. | Date | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|-----------------------------------|----------------------|------|---|--|-------------------|
| Not Applicable | | | | | |

13 Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection Act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

| S. No | Specify the law / regulation / guidelines which was not complied with | Provide details of the non-compliance | Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts | Corrective action taken, if any |
|--|---|---------------------------------------|---|---------------------------------|
| Yes, Anant Raj is compliant with all applicable environmental laws/regulations/guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, and Environment Protection Act and Rules and no instances of non-compliance with the above laws in the reporting year. | | | | |

Leadership Indicators

1 Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

| | |
|---------------------------|----|
| (i) Name of the area | NA |
| (ii) Nature of operations | |

(iii) Water withdrawal, consumption and discharge in the following format:

| Parameter | FY 2023-24 (Current Financial Year) | FY 2022-23 (Previous Financial Year) |
|---|--|---|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | Not Applicable | Not Applicable |
| (ii) Groundwater | Not Applicable | Not Applicable |
| (iii) Third party water | Not Applicable | Not Applicable |
| (iv) Seawater / desalinated water | Not Applicable | Not Applicable |
| (v) Others | Not Applicable | Not Applicable |
| Total volume of water withdrawal (in kilolitres) | Not Applicable | Not Applicable |

| Parameter | FY 2023-24 (Current Financial Year) | FY 2022-23 (Previous Financial Year) |
|--|--|---|
| Total volume of water consumption (in kilolitres) | Not Applicable | Not Applicable |
| Water intensity per rupee of turnover (Water consumed / turnover) | Not Applicable | Not Applicable |
| Water intensity (optional) – the relevant metric may be selected by the entity | Not Applicable | Not Applicable |
| Water discharge by destination and level of treatment (in kilolitres) | | |
| (i) Into Surface water | Not Applicable | Not Applicable |
| --- No treatment | Not Applicable | Not Applicable |
| --- With treatment – please specify level of treatment | Not Applicable | Not Applicable |
| (ii) Into Groundwater | Not Applicable | Not Applicable |
| --- No treatment | Not Applicable | Not Applicable |
| --- With treatment – please specify level of treatment | Not Applicable | Not Applicable |
| (iii) Into Seawater | Not Applicable | Not Applicable |
| --- No treatment | Not Applicable | Not Applicable |
| --- With treatment – please specify level of treatment | Not Applicable | Not Applicable |
| (iv) Sent to third-parties | Not Applicable | Not Applicable |
| --- No treatment | Not Applicable | Not Applicable |
| --- With treatment – please specify level of treatment | Not Applicable | Not Applicable |
| (v) Others | Not Applicable | Not Applicable |
| --- No treatment | Not Applicable | Not Applicable |
| --- With treatment – please specify level of treatment | Not Applicable | Not Applicable |
| Total water discharged (in kilolitres) | Not Applicable | Not Applicable |

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

No Independent Assessment has been done.

2 Please provide details of total Scope 3 emissions & its intensity, in the following format:

| Parameter | Unit | FY 2023-24 (Current Financial Year) | FY 2022-23 (Previous Financial Year) |
|--|------|--|---|
| Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | | | |
| Total Scope 3 emissions per rupee of turnover | | The Company is in the process of measuring its Scope 3 emissions | |
| Total Scope 3 emission intensity (optional) – per employee | | | |

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

No Independent Assessment has been done.

3 With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable

- 4 If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

| S. No | Initiative undertaken | Details of the initiative (Web-link, if any, may be provided along-with summary) | Outcome of the initiative |
|-------|---|--|---|
| 1 | Sewerage Treatment Plant has been installed | N/A | The treated water is being used for gardening purposes in accordance with government regulations. |
| 2 | Installed 33 KVA substations | N/A | Providing 24x7 electricity with backup. |

- 5 Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.
All safety equipment, physical tools, and backup plans are available on-site to address emergent situations. There is ample equipment, tools, and manpower for disaster management.
- 6 Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard
All precautionary measures are being taken as per the government-prescribed norms for pollution, environment, fire, and forest.
- 7 Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.
Nil

PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

- 1 a. Number of affiliations with trade and industry chambers/ associations.
We have two such associations at present
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

| S. No | Name of the trade and industry chambers/ associations | Reach of trade and industry chambers/ associations (State / National) |
|-------|---|---|
| 1 | CII (Confederation of Indian Industry) | National |
| 2 | FICCI | National |

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

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

Leadership Indicators

- 1 Details of public policy positions advocated by the entity:

| S. No | Public policy advocated | Method resorted for such advocacy | Whether information available in public domain? (Yes/No) | Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify) | Web Link, if available |
|---|-------------------------|-----------------------------------|--|---|------------------------|
| The Company through trade bodies and associations puts forth several suggestions with respect to the economy in general and the real estate sector in particular. | | | | | |

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

| Name and brief details of project | SIA Notification No. | Date of notification | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|-----------------------------------|----------------------|----------------------|---|--|-------------------|
| Not Applicable | | | | | |

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

| S. No | Name of Project for which R&R is ongoing | State | District | No. of Project Affected Families (PAFs) | % of PAFs covered by R&R | Amounts paid to PAFs in the FY (In ₹) |
|----------------|--|-------|----------|---|--------------------------|---------------------------------------|
| Not Applicable | | | | | | |

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

The Company has a CSR committee that carries out CSR activities that will bring direct benefits to the marginalized, disadvantaged, poor, and deprived sections of the community. The CSR Committee shall take a half-yearly review of the CSR strategy and implementation progress and may recommend new focus areas and projects as and when required to the Board. The Board of Directors shall review the progress of CSR activities at least half yearly. The Committee interacts with the community to understand and address their concerns. After interacting with the community Anant Raj plans on how the issues can be sorted out. If Anant Raj feels that the issue can be addressed by the company financially, Anant Raj provides its assistance, otherwise, the issue is being notified to the relevant government authorities.

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

| Parameter | FY 2023-24 (Current Financial Year) | FY 2022-23 (Previous Financial Year) |
|--|--|---|
| Directly sourced from MSMEs/ small producers | 14% | 2.26% |
| Directly sourced within India | 99% | 98% |

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

| Location | FY 2023-24 (Current Financial Year) | FY 2022-23 (Previous Financial Year) |
|--------------|--|---|
| Rural | - | - |
| Semi-urban | - | - |
| Urban | 100% | 100% |
| Metropolitan | - | - |

Leadership Indicators

- 1 Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**

| Details of negative social impact identified | Corrective action taken |
|--|-------------------------|
| Not Applicable | |

2 Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

| S. No | State | Aspirational District | Amount spent (In ₹) |
|---|-------|-----------------------|---------------------|
| The company doesn't have any projects in aspirational districts | | | |

- 3**
- | | | |
|-----|--|--|
| (a) | Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups? (Yes/No) | No, the Company does not have any preferential procurement policy focusing on suppliers from marginalized/ vulnerable groups. The Company believes in an equal and fair opportunity for all vendors including marginalized/vulnerable employees. |
| (b) | From which marginalized /vulnerable groups do you procure? | |
| (c) | What percentage of total procurement (by value) does it constitute? | |

4 Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

| S. No | Intellectual Property based on traditional knowledge | Owned/ Acquired (Yes/No) | Benefit shared (Yes / No) | Basis of calculating benefit share |
|----------------|--|--------------------------|---------------------------|------------------------------------|
| Not Applicable | | | | |

5 Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

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

6 Details of beneficiaries of CSR Projects:

| S. No. | CSR Project | No. of persons benefitted from CSR Projects | % of beneficiaries from vulnerable and marginalized groups |
|--------|--|---|--|
| 1. | Health | Community benefit | 100% |
| 2. | Education | | |
| 3. | Eradicating hunger, poverty and malnutrition | | |
| 4. | Women Empowerment | | |
| 5. | Sports | | |

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

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

The Company has a strong 'Customer Relationship Department' located in the Head Office in Delhi and is a nodal point for dealing with customer Grievances. Customer feedback plays a vital role as it gives us insight into customer satisfaction levels. Customer queries could either be in the form of a service request or a complaint where the desired work is unfulfilled within the stipulated time frame. We are adequately and suitably staffed to facilitate customers to lodge their grievances through our IVR system, Emails, phones, website, social media etc. While complaints are resolved through a structured complaints matrix, queries involving inputs required from cross-functional teams are dealt with accordingly by the team and the same is communicated to the customer for closure of their service request within the defined time frame. The team reports to the Department head and escalates the customer complaints as and when required for the complete resolution of customer queries. All complaints/ queries received are being recorded, tracked and reported by the customer care representative where the focus is on customer satisfaction and retaining him with the company. We have a designated team for receiving grievances and for advising; the department has been devised along with an escalation matrix for unresolved grievances. There is a turnaround time (TAT) to resolve/respond to the received complaints. The complaints are being resolved within a stipulated timeframe through various mediums like phones, emails, websites, social media, IVR systems, etc. Thus, the company has a planned and organised process for resolving customer grievances.

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

| | |
|---|---|
| Environmental and social parameters relevant to the product | 100% The products of the Company include residential homes, integrated cities and commercial complexes, hence recycling and disposal do not |
| Safe and responsible usage | apply to our business, but safety provisions within the product, and during |
| Recycling and/or safe disposal | development are handled in a structured manner. |

3 Number of consumer complaints in respect of the following:

| | FY 2023-24 (Current Financial Year) | | | FY 2022-23 (Previous Financial Year) | | |
|-----------------------------|--|-----------------------------------|---------|---|-----------------------------------|---------|
| | Received during the year | Pending resolution at end of year | Remarks | Received during the year | Pending resolution at end of year | Remarks |
| Data privacy | NIL | NIL | NA | Nil | Nil | NA |
| Advertising | NIL | NIL | NA | Nil | Nil | NA |
| Cyber-security | NIL | NIL | NA | Nil | Nil | NA |
| Delivery of Products | NIL | NIL | NA | Nil | Nil | NA |
| Quality of Products | NIL | NIL | NA | Nil | Nil | NA |
| Restrictive Trade Practices | NIL | NIL | NA | Nil | Nil | NA |
| Unfair Trade Practices | NIL | NIL | NA | Nil | Nil | NA |
| Other | 49 | 1 | NA | 57 | 0 | NA |

4 Details of instances of product recalls on account of safety issues:

| | Number | Reasons for recall |
|-------------------|--------|--------------------|
| Voluntary recalls | | |
| Forced recalls | | Not Applicable |

5 Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes, an Information and Security Policy has been implemented which provides support, and management direction, and documents how Information Security is managed throughout Anant Raj; it outlines the appropriate measures through which the Company will facilitate the secure and reliable flow of information, both within the Company and externally. The policy sets out the principles and an overarching framework for Information Security. It also details the supporting policies and guidelines, which will address the aspects of security.

Web-link of Data Privacy Policy:

<https://anantrajlimited.com/admin-login/images/pages/Data%20Privacy%20Policy.pdf>

6 Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services

Not Applicable

7 Provide the following information relating to data breaches:

| | |
|---|-----|
| a. Number of instances of data breaches | Nil |
| b. Percentage of data breaches involving personally identifiable information of customers | Nil |
| c. Impact, if any, of the data breaches | Nil |

Leadership Indicators**1 Channels / Platforms where information on products and services of the entity can be accessed (provide web link, if available).**

Anant Raj's website has information about all of the services it offers.

The web link for the site is https://www.anantrajlimited.com/about_us.php

2 Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

Various measures are taken during the building handover, operation, and maintenance to ensure consumers are informed about the safe and responsible usage of Anant Raj's buildings.

3 Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services

Through E-mail, Text messages, social media

4 Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

The company provides information about its residential homes and commercial spaces, including various features of the product.

No surveys are being conducted for customer satisfaction at the moment, but the management is considering to conduct a survey in the following years.